

Labour Market Report

First Quarter

2019



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT FIRST QUARTER 2019

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MISSION

To provide timely and reliable national statistical information on the labour market to facilitate informed decision-making within the government and community-at-large

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Statistics compiled and disseminated by the MRSD adhere to international standards on official statistics set by the International Labour Organisation and International Monetary Fund.

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Labour Turnover F1

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Explanatory Notes

Notations

-	: nil or negligible
Q	: Quarter
M	: March
J	: June
S	: September
D	: December

Abbreviations

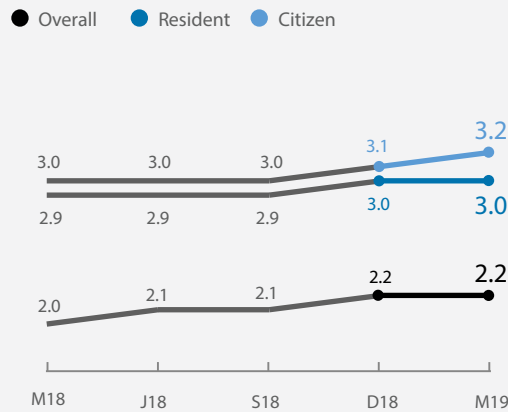
excl	: Excluding
FDW	: Foreign domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals, Managers, Executives & Technicians
SSIC	: Singapore Standard Industrial Classification

Labour Market Report First Quarter 2019

Unemployment

Unemployment rate held steady at the overall and for residents, and edged up for citizens

Unemployment rate (%), seasonally adjusted



Unemployed persons



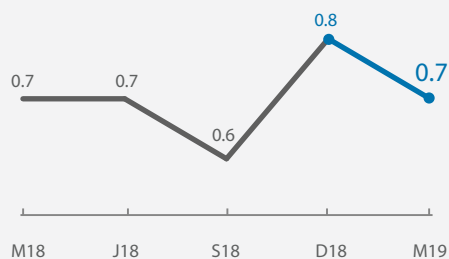
69,700 Residents
Mar 2019



62,200 Citizens
Mar 2019

Resident long-term unemployment rate declined

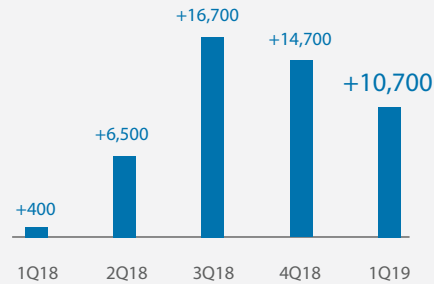
Resident long-term unemployment rate (%), seasonally adjusted



Employment

Total employment continued to grow

Employment change (excl. FDW)



Employment level (excl. FDW)

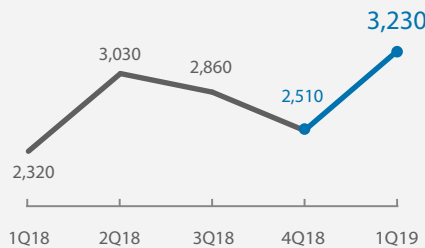


3,471,700
Mar 2019

Retrenchment

More retrenchments than past quarter and a year ago

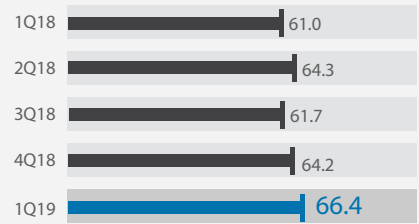
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment continued to improve

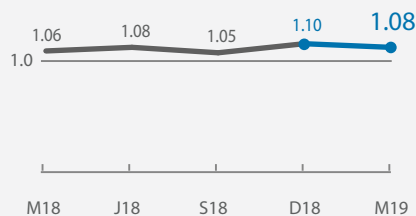
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Job vacancies to unemployed ratio eased slightly

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Turnover rates remained stable

Average monthly recruitment and resignation rates (%), seasonally adjusted



HIGHLIGHTS

- In line with the Labour Market Advance Release, most indicators showed that the labour market held up in the first quarter of 2019, even though the economy slowed. Total employment continued to grow, higher than the first quarter of 2018. The resident unemployment rate held steady, while long-term unemployment rate declined. However, while there continued to be more job vacancies than job seekers, the tightness in the labour market may ease, as job vacancies declined for the first time in two years and retrenchments rose in this quarter.
- The seasonally-adjusted overall (2.2%) and resident (3.0%) unemployment rates remained unchanged in March 2019, after rising in the previous quarter. However, the citizen unemployment rate continued to edge up slightly from 3.1% in December 2018 to 3.2% in March 2019. The resident long-term unemployment rate declined from 0.8% in December 2018 to 0.7% in March 2019.
- Total employment (excluding foreign domestic workers (FDW)) grew by 10,700 in the first quarter of 2019, significantly higher than the same period a year ago (400). The growth was lower than the fourth quarter of 2018 following the end of festive season hiring. Services was the main driver of total employment growth, while construction posted its first employment gain in three years, reflecting an increase in both public and private sector construction activities.
- 3,230 employees were retrenched in the first quarter of 2019, up from the previous quarter (2,510) and a year ago (2,320). The increase was driven by manufacturing, and affected mainly production & related workers from electronics. Nonetheless, the six-month re-entry rate among retrenched residents rose for the second consecutive quarter to 66% in the first quarter of 2019.
- After seven preceding quarters of increases, the demand for labour eased, with fewer seasonally-adjusted job vacancies in March 2019 (57,100) compared to December 2018 (62,300). There continued to be more vacancies than job seekers, although the seasonally-adjusted ratio of job vacancies to unemployed persons dipped slightly from 1.10 in December 2018 to 1.08 in March 2019.

Overview

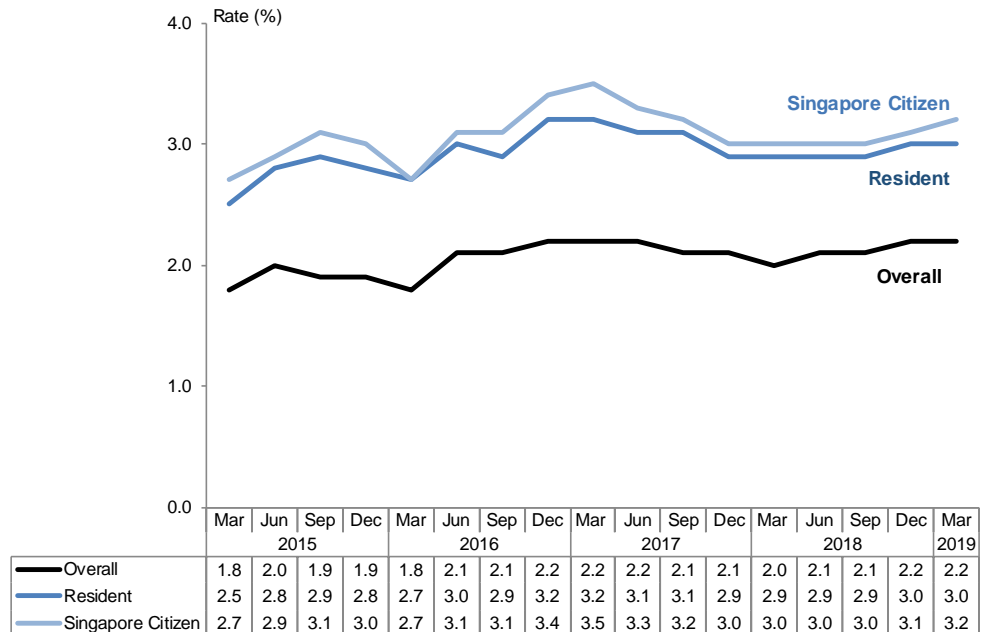
In line with the Labour Market Advance Release, most indicators showed that the labour market held up in the first quarter of 2019, even though the economy slowed. Total employment continued to grow, higher than the first quarter of 2018. The resident unemployment rate held steady, while long-term unemployment rate declined. However, while there continued to be more job vacancies than job seekers, the tightness in the labour market may ease, as job vacancies declined for the first time in two years and retrenchments rose in this quarter.

Unemployment

Unemployment rate held steady at the overall and for residents, and edged up for citizens

Quarter-on-quarter, the seasonally-adjusted overall (2.2%) and resident (3.0%) unemployment rates remained unchanged in March 2019, after rising in the previous quarter. However, the citizen unemployment rate continued to edge up slightly from 3.1% in December 2018 to 3.2% in March 2019.

Chart 1 Unemployment Rate (Seasonally-Adjusted)

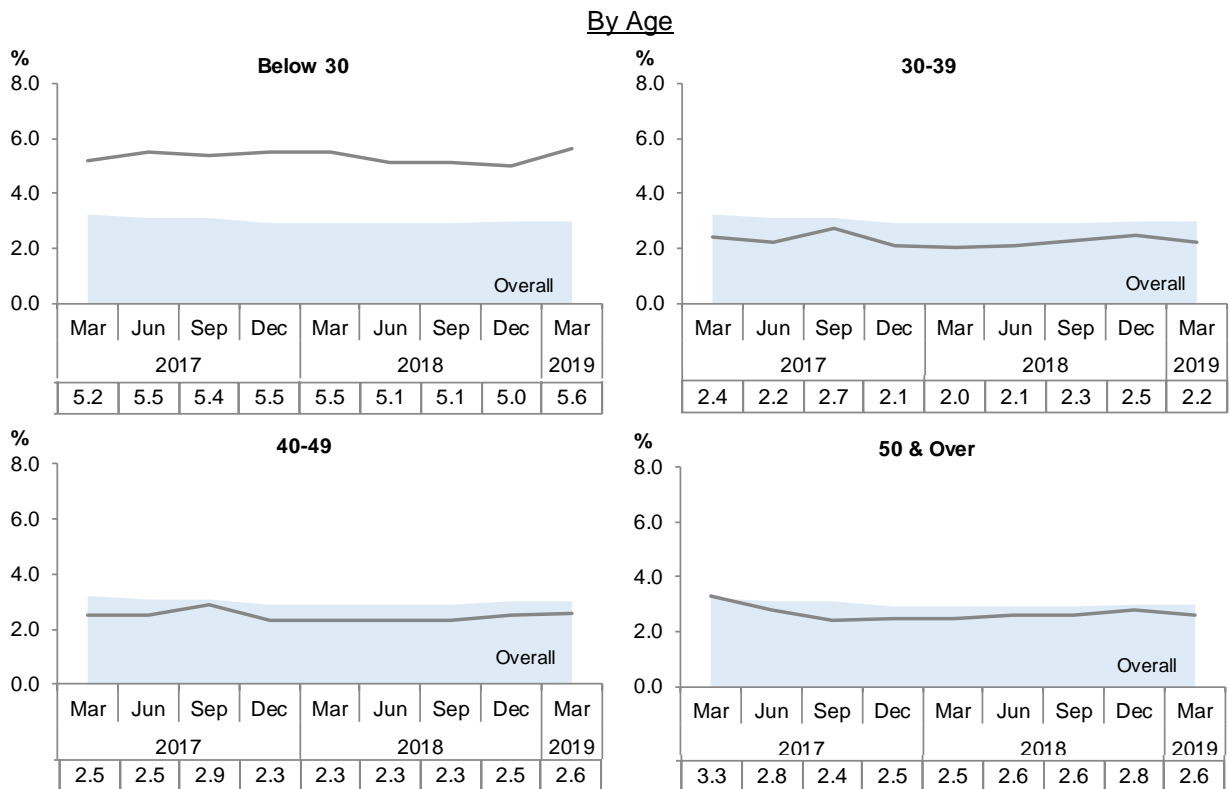


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

69,700 residents, including 62,200 citizens, were unemployed in March 2019. The number for citizens was higher than that in December 2018 (69,600 and 60,300 respectively).¹

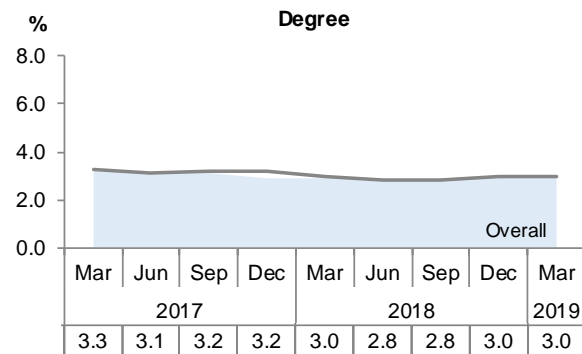
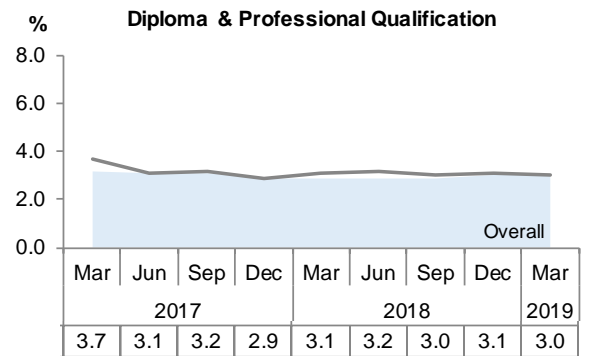
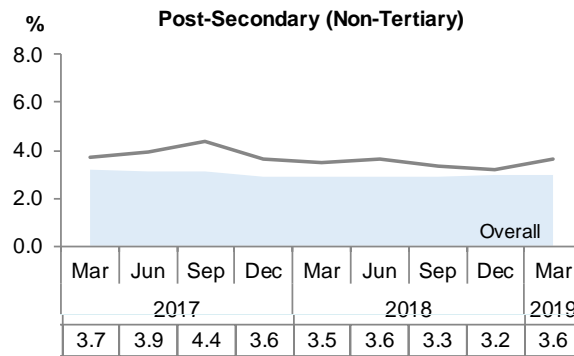
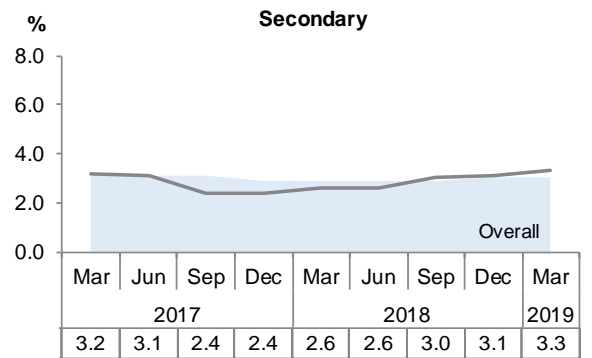
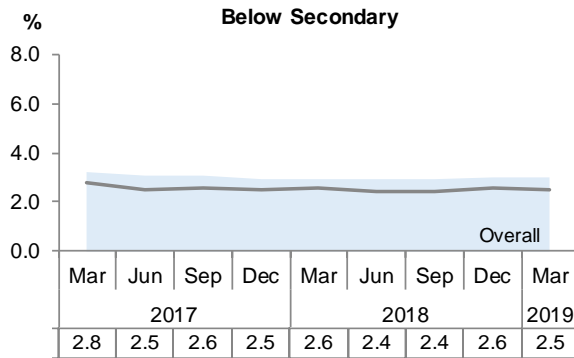
Trends were mixed by age and education groups. The unemployment rate rose for residents with secondary and post-secondary (non-tertiary) qualifications. After holding steady since June 2018, the unemployment rate among residents aged below 30 rose. This occurred as more persons in the age group entered the labour force to look for work. The unemployment rate fell or was similar to the preceding quarter for the remaining age and education groups.

Chart 2 Resident Unemployment Rate By Age And Education (Seasonally-Adjusted)



¹ Based on seasonally-adjusted data on number of unemployed persons.

By Education

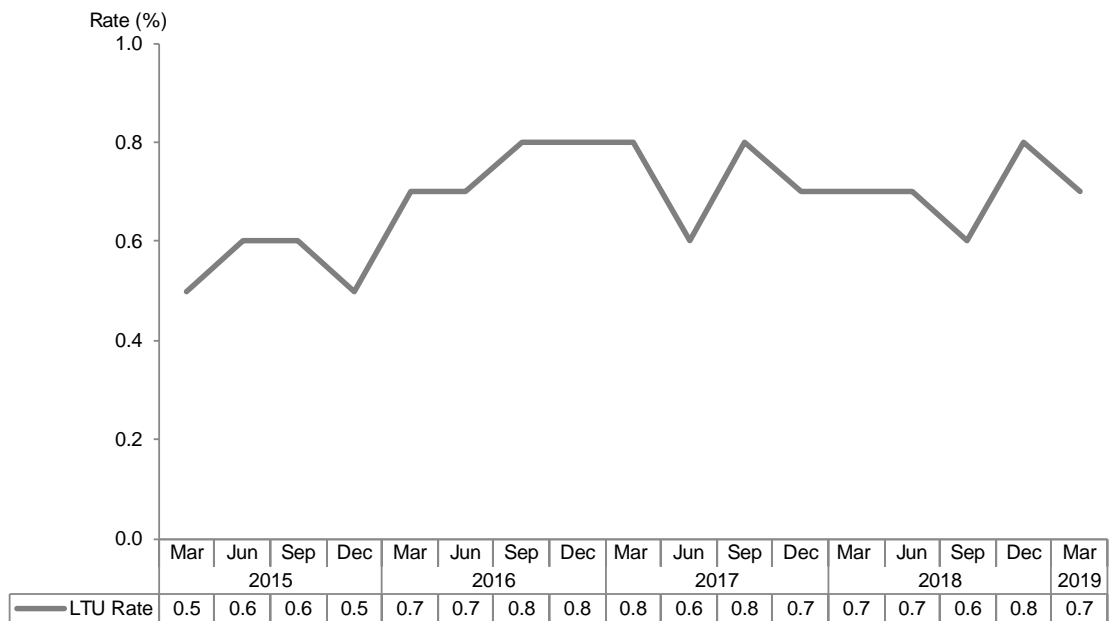


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Resident long-term unemployment rate declined

The seasonally-adjusted resident long-term unemployment rate² declined from 0.8% in December 2018 to 0.7% in March 2019. The rate fell or held steady for all age and education groups, except for residents aged below 30, whose long-term unemployment rate rose from 0.5% to 0.9% over the quarter, after trending down from December 2017. As a larger proportion of the job seekers aged below 30 had left previous employment due to job dissatisfaction, they are more likely to invest the time to search for a better job match.

Chart 3 Resident Long-Term Unemployment Rate (Seasonally-Adjusted)

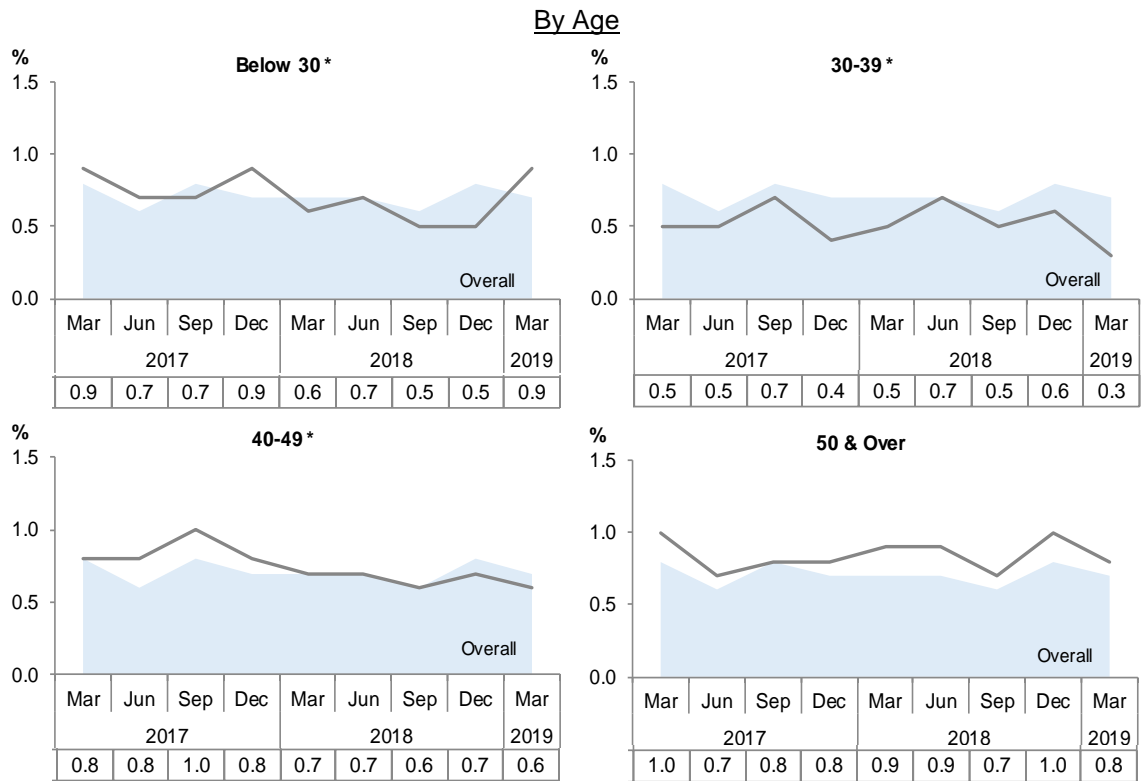


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

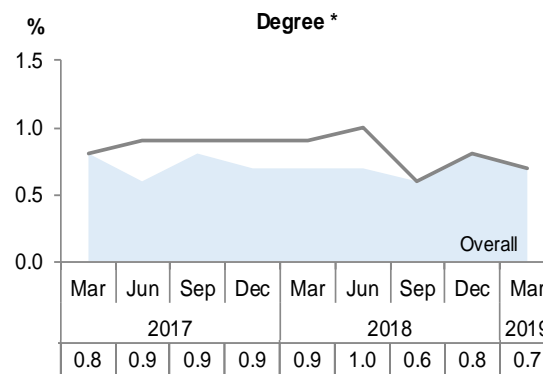
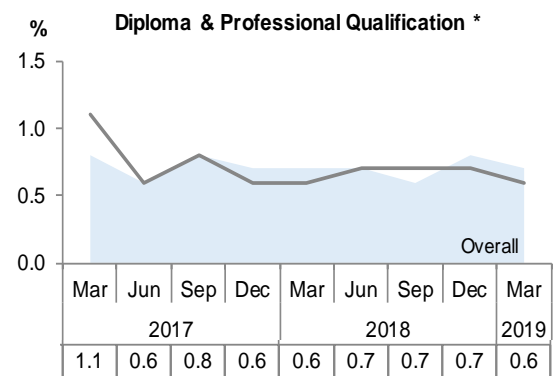
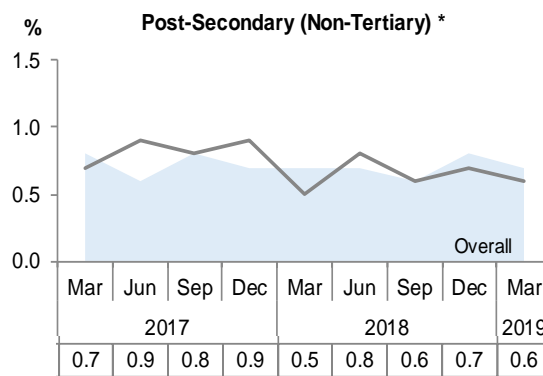
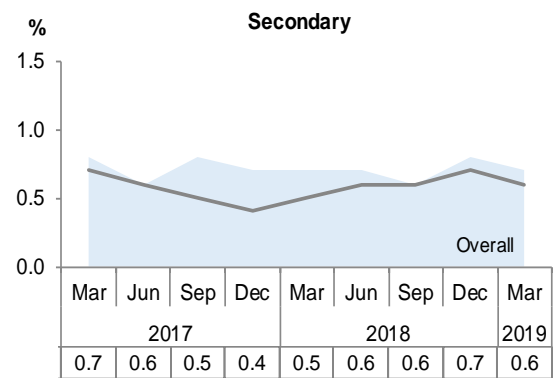
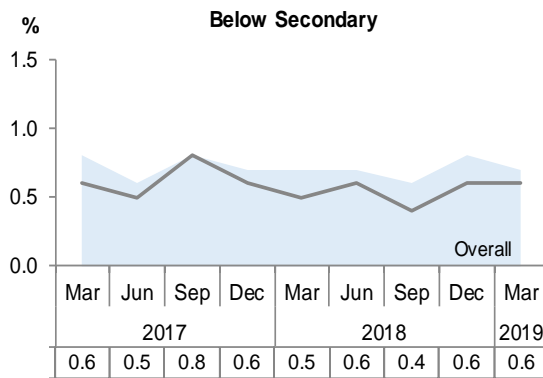
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

² The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

Chart 4 Resident Long-Term Unemployment Rate By Age And Education
(Seasonally-Adjusted)



By Education



Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally-adjusted because they have weak or no seasonality.

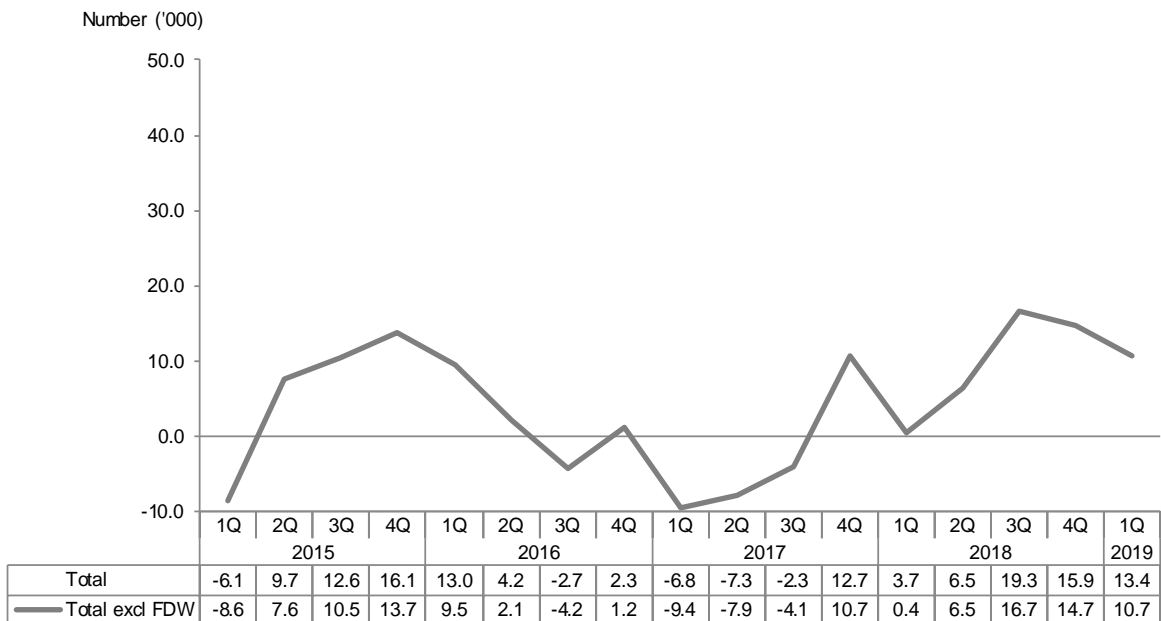
Employment

Total employment continued to grow

Total employment (excluding foreign domestic workers (FDW)) grew by 10,700 in the first quarter of 2019, significantly higher than the same period a year ago (400). The growth was lower than the fourth quarter of 2018 following the end of festive season hiring in December.

Services was the main driver of total employment growth in the first quarter of 2019 (13,600 excluding FDW), supported by gains in community, social & personal services (5,800, nearly half from public administration & education), professional services (2,800), administrative & support services (2,200), financial services (1,600), information & communications (1,200) and transportation & storage (1,200).

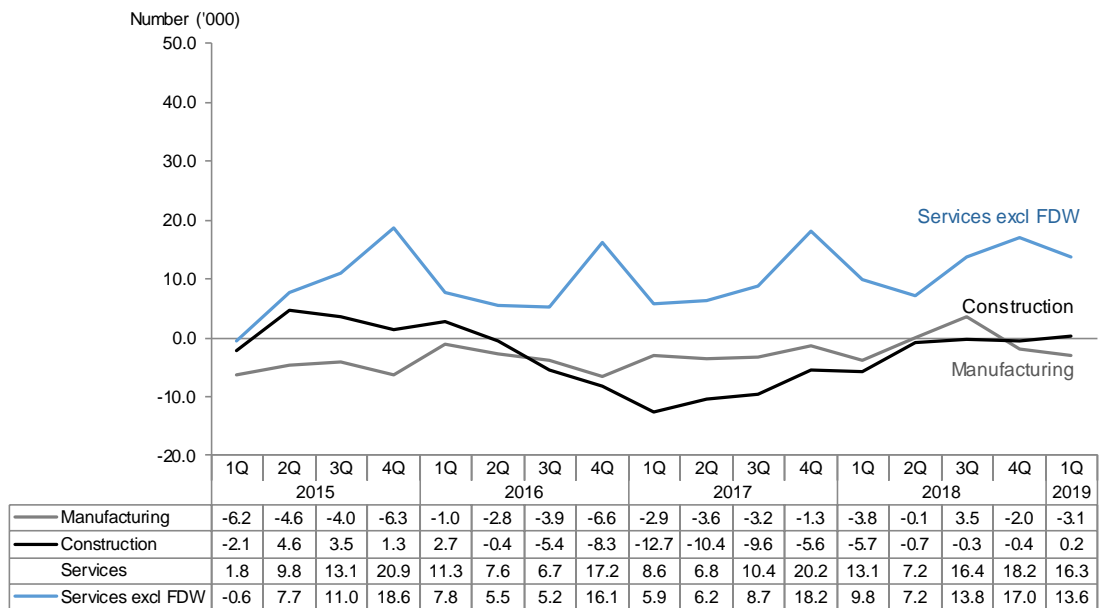
Chart 5 Employment Change



Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

Chart 6 Employment Change By Sector

Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes agriculture, fishing, quarrying, utilities and sewerage & waste management.
- (3) The industries are classified based on SSIC 2015.

Total employment also rose slightly in construction (200), a first in three years, reflecting an increase in both public and private sector construction activities.

On the other hand, employment declined in manufacturing for the second consecutive quarter (-3,100), led by cutbacks in Electronics (-2,000). The electronics cluster posted its largest employment contraction in six years.³ Looking ahead, hiring in the electronics sector is likely to remain subdued as firms project lower levels of production.⁴

³ The sector also saw a rise in retrenchments this quarter (from 80 to 600), mainly affecting production & related workers.

⁴ A net weighted balance of 5% of firms in electronics expected to reduce hiring in the second quarter of 2019. Source: Business Expectations of the Manufacturing Sector, EDB Singapore.

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change					Employment Level
	2018				2019	
	1Q	2Q	3Q	4Q	1Q	Mar 19
Total	3.7	6.5	19.3	15.9	13.4	3,728.2
Total (excl FDW)	0.4	6.5	16.7	14.7	10.7	3,471.7
Manufacturing	-3.8	-0.1	3.5	-2.0	-3.1	484.5
Construction	-5.7	-0.7	-0.3	-0.4	0.2	444.9
Services	13.1	7.2	16.4	18.2	16.3	2,771.6
Services (excl FDW)	9.8	7.2	13.8	17.0	13.6	2,515.1
Wholesale & Retail Trade	-1.8	-1.7	1.1	4.1	-2.1	489.6
Wholesale Trade	-0.2	0.6	2.1	1.0	-1.4	323.9
Retail Trade	-1.7	-2.4	-1.1	3.2	-0.7	165.7
Transportation & Storage	2.0	2.6	1.7	1.4	1.2	261.1
Accommodation & Food Services	-1.1	-1.6	1.0	3.0	0.5	256.6
Accommodation	-0.5	-0.7	1.1	-0.7	-0.3	34.0
Food & Beverage Services	-0.6	-1.0	-0.1	3.7	0.8	222.6
Information & Communications	1.2	2.4	3.1	1.6	1.2	143.7
Financial & Insurance Services	2.2	1.7	2.5	1.1	1.9	198.0
Financial Services	1.8	1.4	2.2	1.0	1.6	158.3
Insurance Services	0.4	0.4	0.3	0.1	0.3	39.7
Real Estate Services	-	-	-	-	-	86.3
Professional Services	1.2	1.4	3.4	1.0	2.8	247.6
Administrative & Support Services	2.0	0.4	-1.5	2.8	2.2	246.5
Community, Social & Personal Services	7.4	2.1	5.1	3.2	8.5	842.1
Community, Social & Personal Services (excl FDW)	4.1	2.1	2.5	2.0	5.8	585.6
Others	0.1	-	-0.3	0.1	0.1	27.2

Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) Data may not add up to the total due to rounding.
- (4) - : nil or negligible
- (5) 'excl FDW' refers to excluding foreign domestic workers.
- (6) Administrative & Support Services includes Security & Investigation Services, Cleaning & Landscaping, Employment Agencies.
- (7) Community, Social & Personal Services includes Public Administration & Education, Health & Social Services and Arts, Entertainment & Recreation.
- (8) The industries are classified based on SSIC 2015.

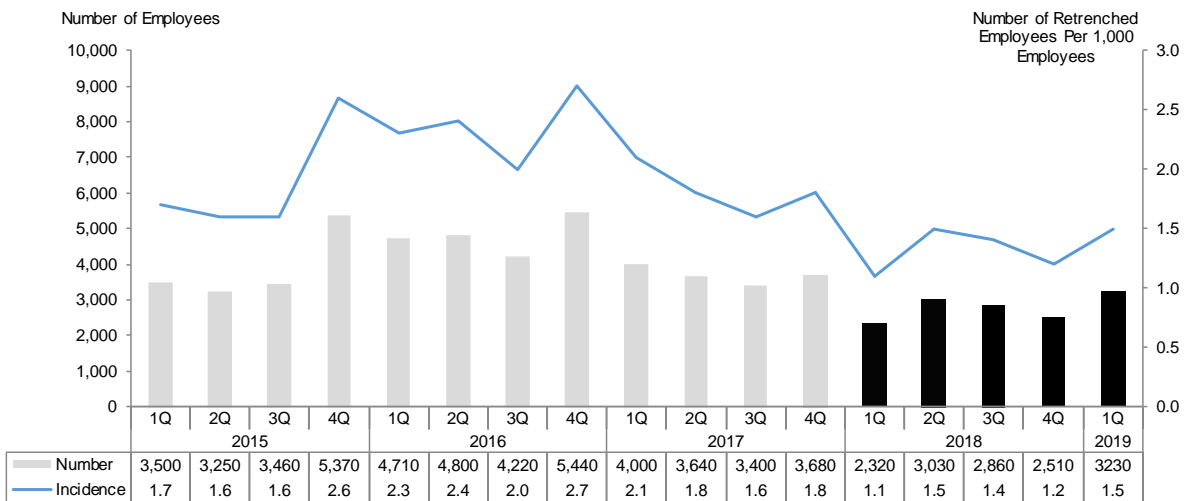
Retrenchment

More retrenchments than past quarter and a year ago

3,230 employees were retrenched in the first quarter of 2019, up from the previous quarter (2,510) and a year ago (2,320). The increase was driven by manufacturing (from 380 to 1,040), and affected mainly production & related workers from electronics. Consequently, electronics formed 18% of retrenchments in the first quarter of 2019, followed by services industries such as wholesale trade (16%) and transportation & storage (10%).

While restructuring and reorganisation remained the main reason cited by establishments for retrenchments, there was a rise in the share of retrenchments from the previous quarter due to high costs and downturn in the industry.

Chart 7 Retrenchments

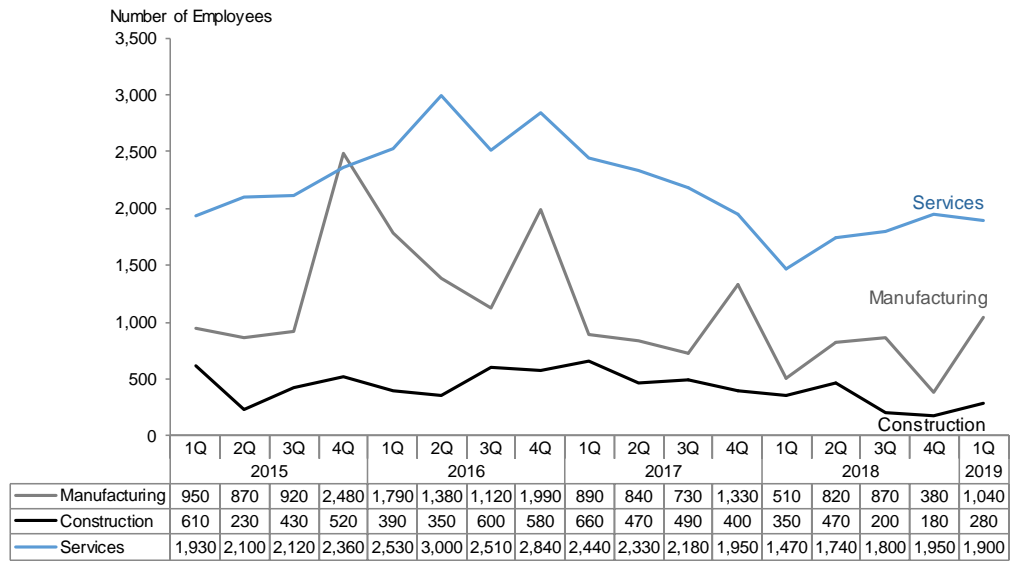


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data on the number of retrenchments are rounded to the nearest 10.

Chart 8 Retrenchments By Sector



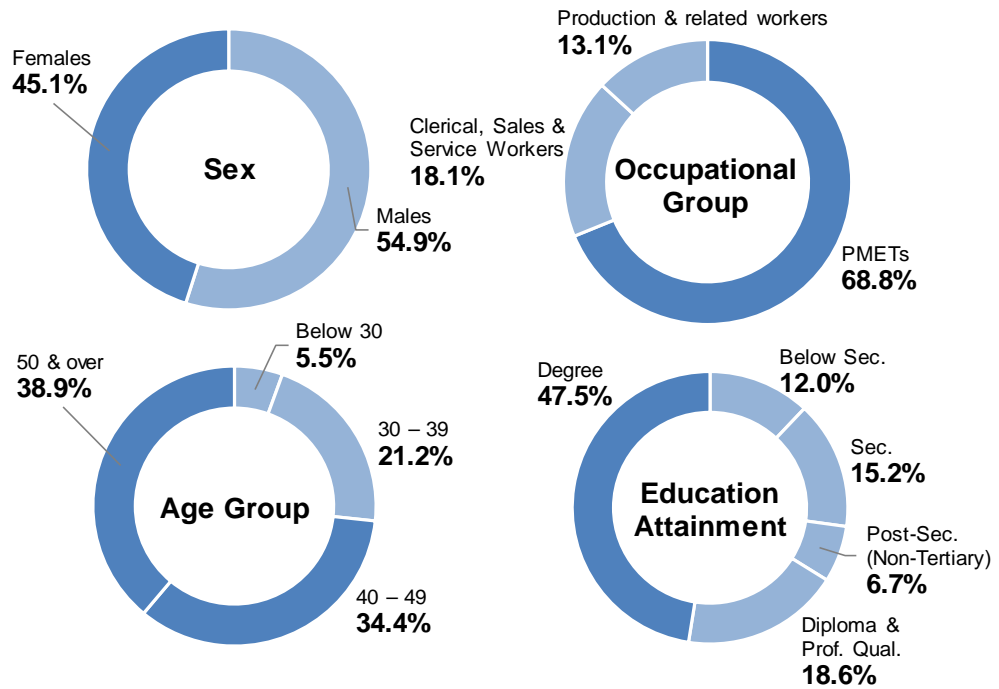
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up due to rounding.

Among retrenched residents, professionals, managers, executives & technicians (PMETs) continued to make up the majority (69%), as they form a higher share of the workforce, and were more prone to retrenchments.⁵

Chart 9 Profile Of Retrenched Residents, First Quarter 2019



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data on retrenched residents pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

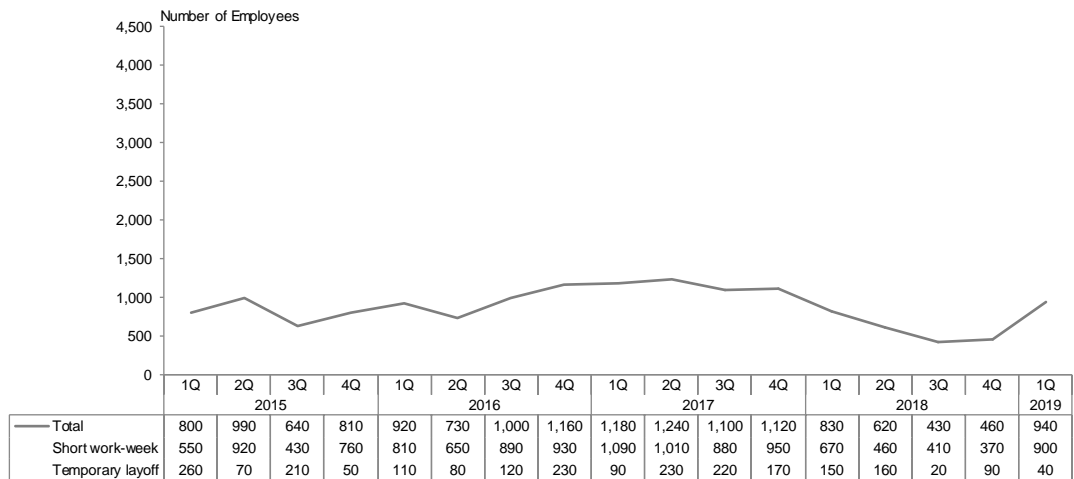
⁵ 1.3 PMETs were retrenched per 1,000 resident PMET employees in the first quarter of 2019, higher than non-PMETs (clerical, sales & services workers: 1.0 per 1,000; production & related workers: 1.0 per 1,000).

Employees on short work-week rose

The number of employees who were placed on short work-week rose in the first quarter of 2019 (900), following a downtrend since the third quarter of 2017. The number of employees placed on temporary layoffs declined and remained low (40).

Employees placed on short work-week or temporary layoff were mainly from manufacturing (80%), followed by construction (14%) and services (6.0%). By occupation, two-third of employees (68%) were PMETs, while the remaining were production & related workers (26%) and clerical, sales & service workers (6.4%).

Chart 10 Number of Employees On Short Work-week Or Temporary Layoff



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Re-entry Into Employment

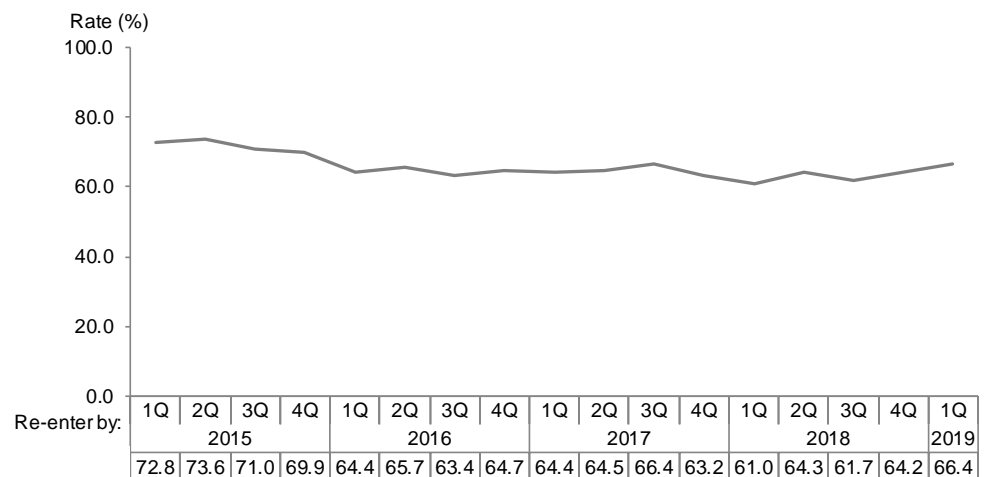
Rate of re-entry into employment continued to improve

The six-month re-entry rate among retrenched residents rose for the second consecutive quarter, from 64% in the fourth quarter of 2018 to 66% in the first quarter of 2019.

The increase was observed for most age, education and occupational groups, except for residents aged below 30, clerical, sales & service workers, as well as the post-secondary (non-tertiary) educated.

While PMETs and degree holders continued to observe below-average re-entry rates, their rates have trended up from the first quarter of 2018.

Chart 11 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)

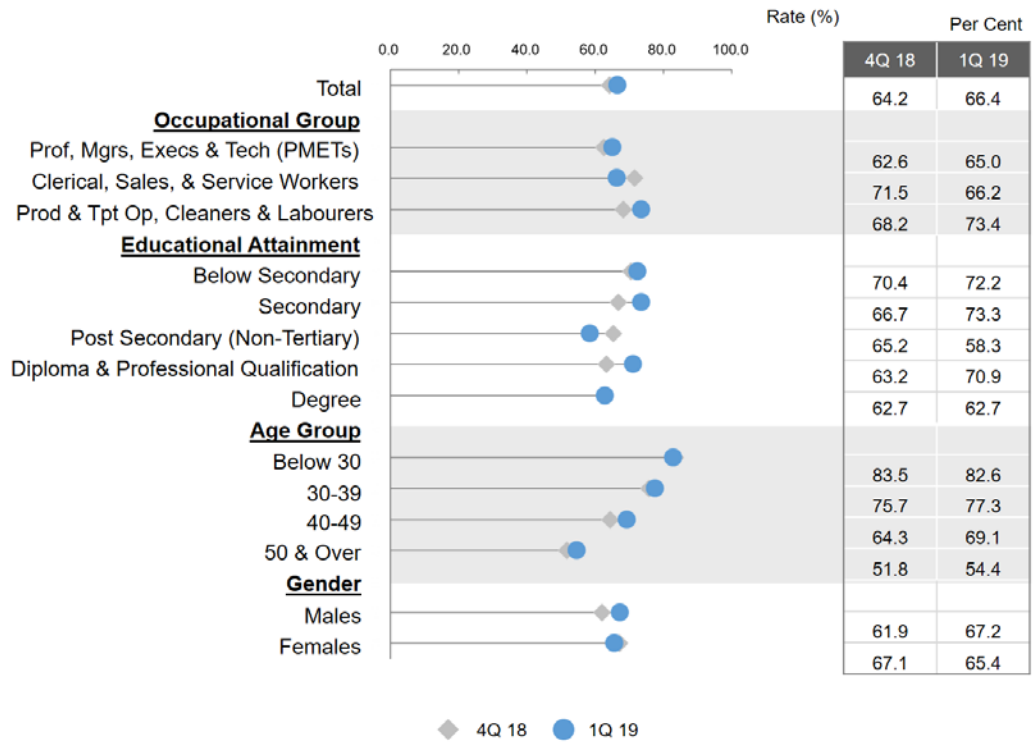


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for the first quarter of 2019 refers to residents retrenched in third quarter of 2018.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or undergo training while looking for a job.

Chart 12 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Note: Data refer to re-entry rates in the fourth quarter of 2018 / first quarter of 2019 for residents retrenched in the second/third quarter of 2018 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

Job Vacancy

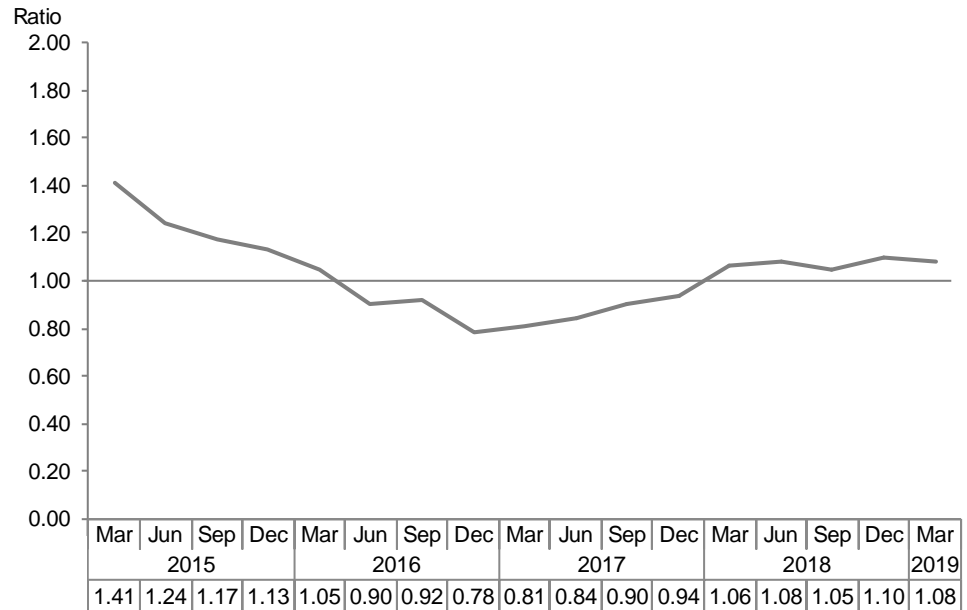
Ratio of job vacancies to unemployed persons eased slightly

After seven preceding quarters of increases, the demand for labour eased, with fewer seasonally-adjusted job vacancies in March 2019 (57,100) compared to December 2018 (62,300). There continued to be more vacancies than job seekers, although the seasonally-adjusted ratio of job vacancies to unemployed persons dipped slightly from 1.10 in December 2018 to 1.08 in March 2019.

There were still more vacancies than the same period a year ago, with PMET openings contributing the bulk of the increase (+2,100), mainly from financial services (+800), professional services (+600, due to a pickup in hiring for legal, accounting & management services) and community, social & personal services (+500). This was followed by an increase in vacancies for clerical, sales & service workers (+700), while fewer vacancies were production & related positions (-200).

In March 2019, about three in five job vacancies were PMET positions (57%). Clerical, sales & service workers (23%) and production & related workers (20%) had near equal contribution to the remaining vacancies.

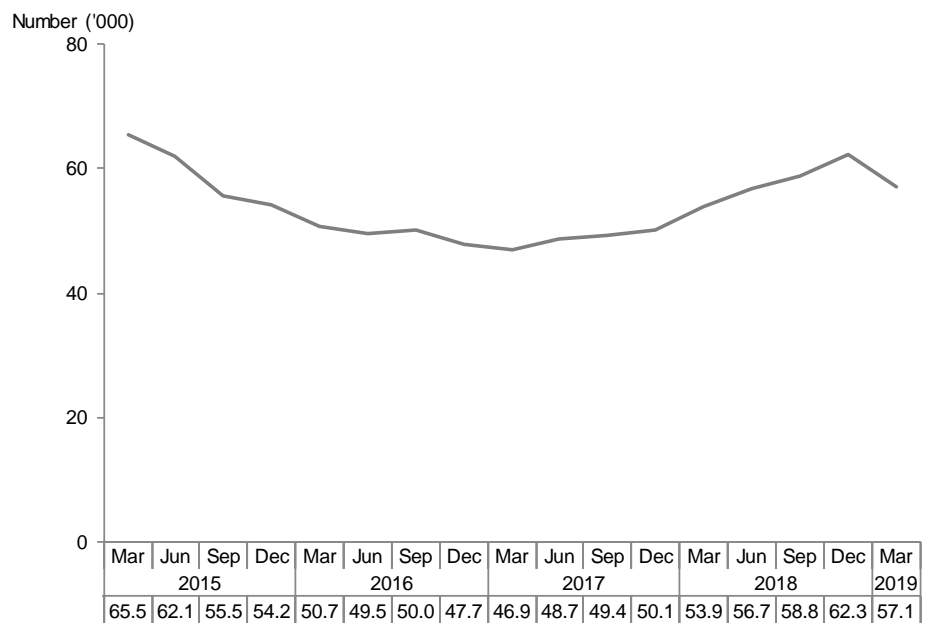
Chart 13 Ratio Of Job Vacancies To Unemployed Persons (Seasonally-Adjusted)



Source: Labour Market Survey and Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees have the same vacancy rate as those with 25-49 employees.

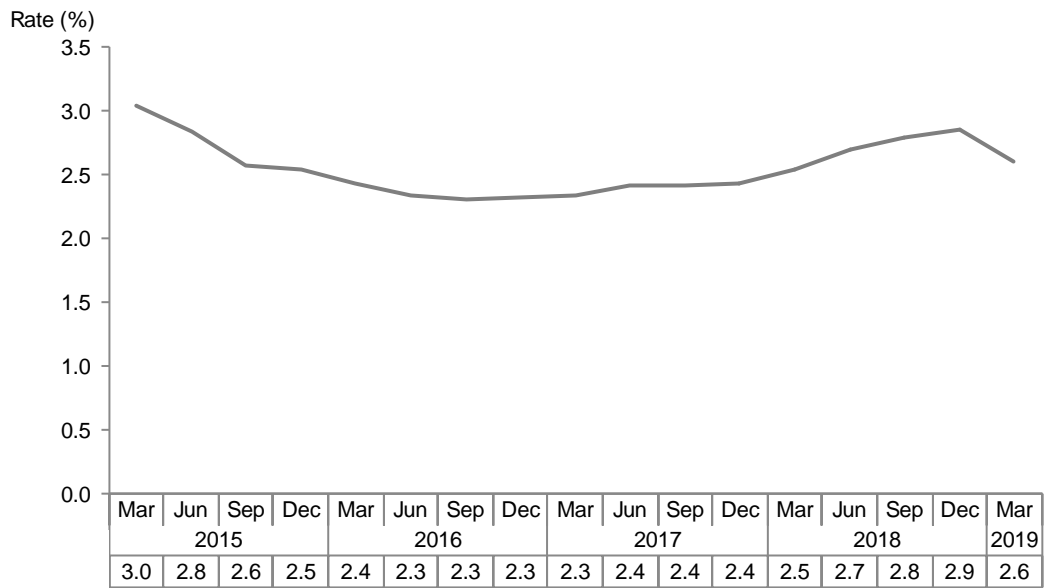
Chart 14 Job Vacancy (Seasonally-Adjusted)



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Chart 15 Job Vacancy Rate (Seasonally-Adjusted)



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

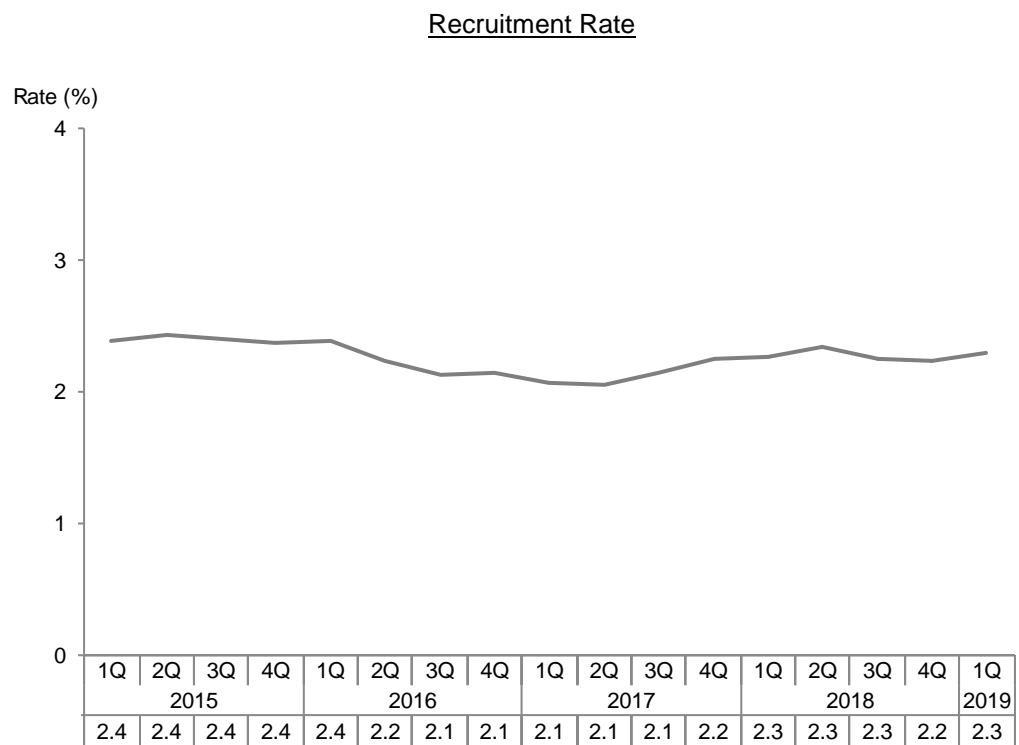
Labour Turnover

Turnover rates remained stable

The seasonally-adjusted recruitment (2.3%) and resignation rates (1.8%) remained stable in the first quarter of 2019.

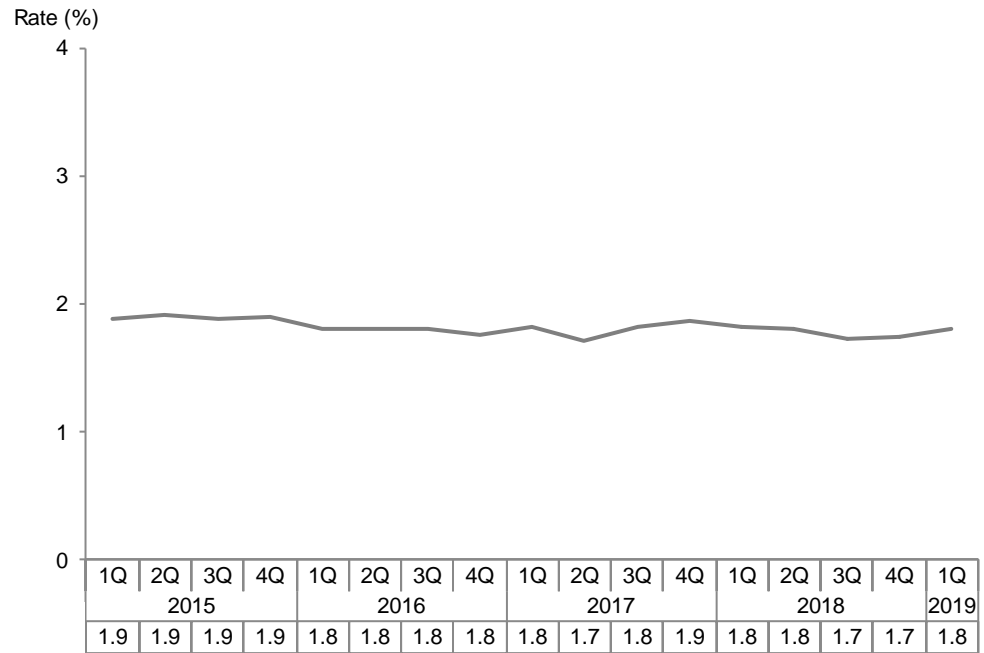
Overall labour turnover was also unchanged over the year, though trends differed by industry. Increases in labour turnover were the highest in real estate services and construction, while the decline was more pronounced in retail trade which observed slower retail sales and is expecting less favourable business conditions in the next six months.⁶

Chart 16 Average Monthly Recruitment And Resignation Rates (Seasonally-Adjusted)



⁶ Sources: Economic Survey of Singapore, MTI and Business Expectations (Services Sector), Department of Statistics, MTI.

Resignation Rate



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.

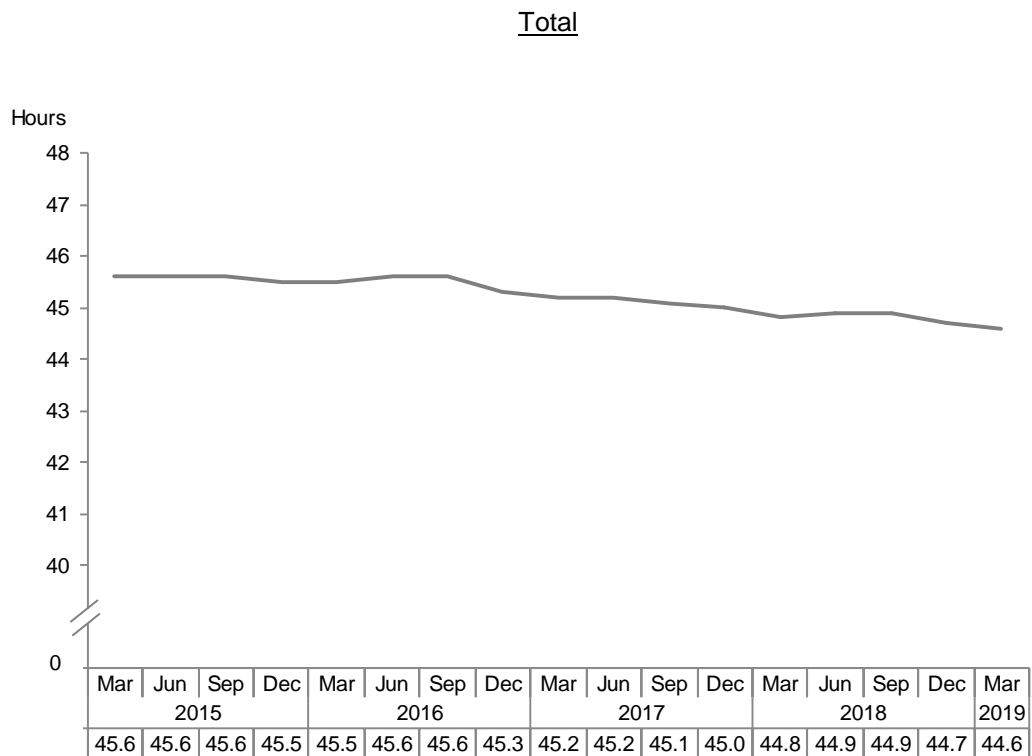
Hours Worked

Paid hours worked per employee continued to fall

The average total weekly paid hours worked⁷ per employee was slightly lower in March 2019 (44.6 hours) than in December 2018 (44.7), due to a decline in paid overtime hours (from 2.7 to 2.6).

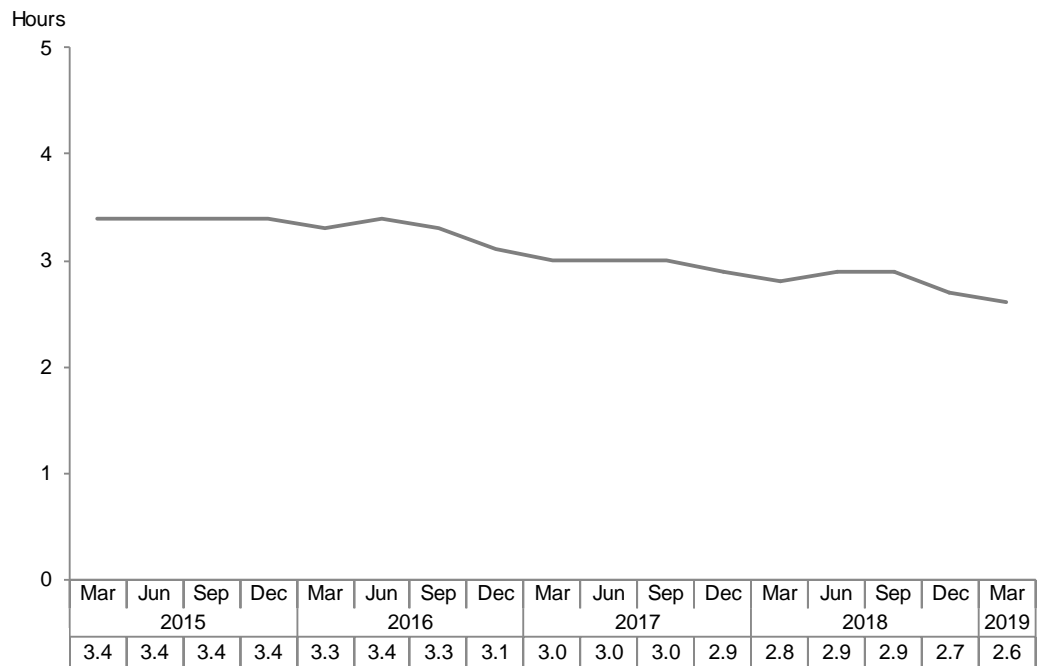
Similar declines were seen over the year, and were more pronounced in construction and manufacturing (due to fabricated metal products, machinery & equipment; paper/rubber/plastic products & printing; and food, beverages & tobacco). Conversely, employees in information & communications have generally observed year-on-year increases in hours worked since March 2017.

Chart 17 Average Weekly Paid Hours Worked Per Employee



⁷ Average weekly paid hours worked per employee are based on the last month of each quarter.

Overtime



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

TECHNICAL NOTE

LABOUR TURNOVER

WHAT IS LABOUR TURNOVER?

Labour turnover refers to the movement of persons into and out of employment. In Singapore, labour turnover is measured by:

(1) Average monthly recruitment rate during the quarter. This is defined as the average number of persons recruited in a month during the quarter, divided by the average number of employees in the establishment. The annual figures are simple averages of the quarterly figures.

(2) Average monthly resignation rate during a quarter. This is defined as the average number of persons who resigned in a month during the quarter, divided by the average number of employees in the establishment. The annual figures are simple averages of the quarterly figures.

Recruitment and resignation rates provide an indication of the state of labour market and economy. In times of economic growth when job openings are plentiful, recruitment and resignation rates tend to be high, reflecting movement of workers between jobs. In periods of economic downturn however, turnover is lower as both employers and employees become cautious in hiring and leaving.

Employers use resignation rates to gauge the level of stability of their organisation and the morale of their employees. A low resignation rate in a company relative to the industry average is usually considered to be an indicator of good labour-management relations. On the other hand, high resignation rates can signal low staff morale, and are costly to the firm because they need to devote time and resources to recruit and train new employees.

HOW ARE LABOUR TURNOVER STATISTICS COMPILED?

Average recruitment and resignation rates are compiled quarterly from a representative sample of private and public sector establishments.

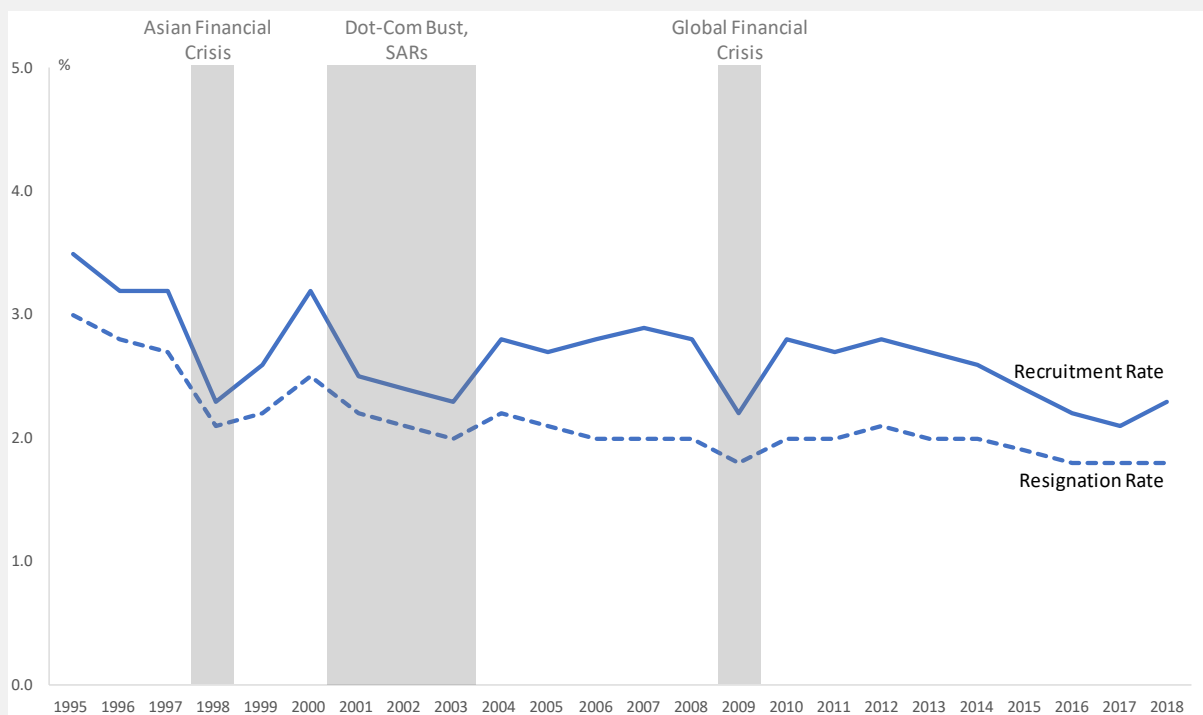
TRENDS IN LABOUR TURNOVER

Singapore's recruitment and resignation rates have declined slightly over time. The lower recruitment rate reflects the economy's transformation efforts to be more manpower lean, and the lower resignation rate reflects the shift towards PMET employment, whose turnover tended to be more stable.

However, short term fluctuations can happen in tandem with business cycles. During downturn periods in 1998, 2001 and 2009, both recruitment and resignation rates declined. Employers reduce hiring, and employees are less likely to leave their jobs, given fewer jobs opportunities in the market. The magnitude of decline in recruitment and resignation rates corresponds closely with the severity of the downturn.

On the whole, movements in recruitment rate are greater compared to resignation rate, suggesting that employers are able to respond more quickly to changes in economic and business conditions. On the other hand, resignation rates tend to be more stable.

Annual Average Recruitment and Resignation Rates



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

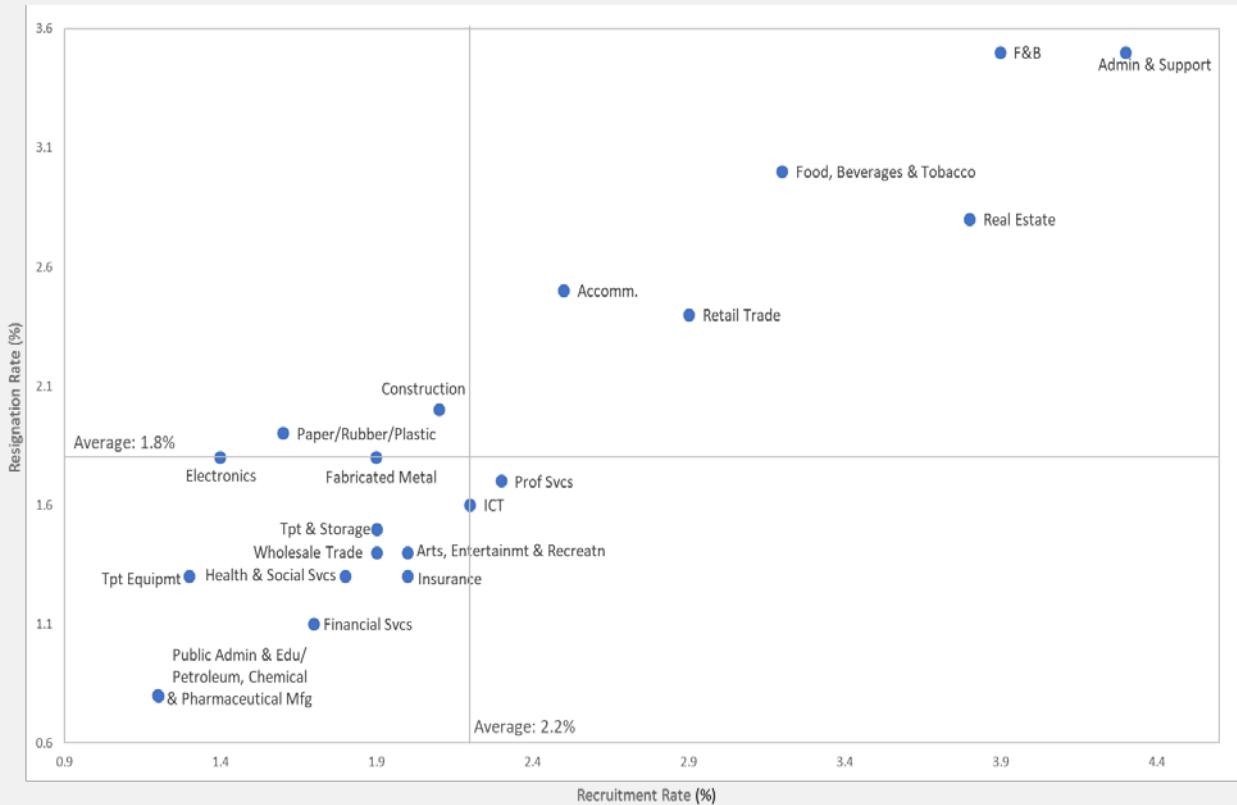
Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.
- (3) Annual figures are computed based on the simple averages of the four non-seasonally adjusted quarterly figures in the year.

LABOUR TURNOVER BY INDUSTRY

Labour turnover also reflects the unique labour market dynamics of various industries. For example, accommodation, food services and retail trade typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with seasonal fluctuations in demand.

Recruitment and Resignation Rates By Industry, First Quarter 2019



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2016	2017	2018	Per Cent	
				Mar	
				2018	2019
TOTAL	3.0	3.1	2.9	2.7	2.8
GENDER					
Males	3.0	3.1	2.9	2.7	2.7
Females	3.0	3.1	3.0	2.6	2.9
AGE GROUP (YEARS)					
Below 30	5.0	5.4	5.2	4.9	5.2
30 - 39	2.3	2.4	2.2	1.9	2.1
40 & Over	2.6	2.7	2.5	2.3	2.5
40 - 49	2.4	2.5	2.3	2.2	2.5
50 & Over	2.7	2.8	2.6	2.3	2.5
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.4	2.6	2.5	2.5	2.5
Secondary	3.1	2.8	2.8	2.4	3.3
Post-Secondary (Non-Tertiary)	3.2	3.8	3.4	2.9	3.1
Diploma & Professional Qualification	3.1	3.3	3.1	2.9	2.8
Degree	3.1	3.2	2.9	2.7	2.7

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2016	2017	2018	In Thousands	
				Mar	
				2018	2019
TOTAL	67.4	70.9	66.9	60.9	65.4
GENDER					
Males	36.2	38.4	35.4	33.3	34.0
Females	31.2	32.6	31.5	27.7	31.3
AGE GROUP (YEARS)					
Below 30	21.8	22.6	21.6	20.3	20.5
30 - 39	11.9	12.6	11.5	10.0	10.9
40 & Over	33.7	35.7	33.7	30.6	34.0
40 - 49	12.8	13.7	12.6	11.7	13.7
50 & Over	20.9	22.0	21.1	18.9	20.3
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.1	10.9	9.7	10.5	9.6
Secondary	12.3	11.1	11.0	9.9	12.7
Post-Secondary (Non-Tertiary)	7.5	8.9	8.0	6.3	6.7
Diploma & Professional Qualification	13.2	14.1	13.8	12.4	12.7
Degree	24.2	25.9	24.4	21.8	23.6

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

1.3 LONG-TERM UNEMPLOYMENT

RESIDENT LONG-TERM UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	Per Cent				
	2016	2017	2018	Mar	
				2018	2019
TOTAL	0.8	0.8	0.7	0.7	0.6
GENDER					
Males	0.9	0.9	0.8	0.8	0.7
Females	0.6	0.6	0.6	0.5	0.5
AGE GROUP (YEARS)					
Below 30	0.6	0.8	0.6	0.6	0.9
30 - 39	0.6	0.5	0.6	0.5	0.3
40 & Over	0.9	0.8	0.8	0.8	0.7
40 - 49	0.8	0.9	0.7	0.7	0.6
50 & Over	1.0	0.8	0.9	0.8	0.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.6	0.7	0.5	0.5	0.6
Secondary	0.7	0.5	0.6	0.5	0.6
Post-Secondary (Non-Tertiary)	0.6	0.8	0.7	0.5	0.6
Diploma & Professional Qualification	0.7	0.8	0.7	0.6	0.6
Degree	1.0	0.9	0.8	0.9	0.7

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

1.4 LONG-TERM UNEMPLOYMENT

LONG-TERM UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2016	2017	2018	Mar	
				2018	2019
TOTAL	17.0	17.1	15.9	15.2	14.6
GENDER					
Males	10.6	10.5	9.7	9.5	8.8
Females	6.3	6.6	6.2	5.6	5.8
AGE GROUP (YEARS)					
Below 30	2.4	3.4	2.3	2.3	3.6
30 - 39	2.9	2.9	2.9	2.7	1.6
40 & Over	11.7	10.9	10.8	10.1	9.3
40 - 49	4.3	4.5	3.7	3.7	3.5
50 & Over	7.4	6.4	7.2	6.4	5.8
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.6	2.1	2.0	2.1
Secondary	2.9	2.1	2.4	2.1	2.4
Post-Secondary (Non-Tertiary)	1.2	1.9	1.5	1.0	1.3
Diploma & Professional Qualification	2.9	3.5	3.1	2.6	2.8
Degree	7.3	7.0	6.9	7.4	5.9

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2015)	Total Employment Change								Total Employment Level in Mar 2019
	2016	2017	2018	2018				2019	
				1Q	2Q	3Q	4Q		
TOTAL	16.8	-3.6	45.3	3.7	6.5	19.3	15.9	13.4	3 728.2
C10-32 MANUFACTURING	-14.4	-10.9	-2.4	-3.8	-0.1	3.5	-2.0	-3.1	484.5
C10-12 Food, Beverages & Tobacco	1.4	2.4	1.4	0.4	0.2	0.6	0.2	0.4	51.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.9	-1.6	-1.2	-0.3	-0.4	-0.2	-0.3	-0.4	29.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	5.3	-4.0	3.2	0.6	2.4	1.3	-1.2	-0.1	62.5
C25,28 Fabricated Metal Products, Machinery & Equipment	-8.4	-2.3	-2.6	-	-0.6	-1.4	-0.6	-0.4	96.2
C26 Electronic, Computer & Optical Products	-1.9	7.5	-0.1	-1.6	0.1	1.6	-0.2	-2.0	89.4
C29-30 Transport Equipment	-8.7	-13.5	-3.1	-3.1	-1.7	1.5	0.2	-0.8	91.7
Other Manufacturing Industries	-0.2	0.5	-	0.2	-0.1	-	-0.2	0.3	64.0
F41-43 CONSTRUCTION	-11.3	-38.3	-7.1	-5.7	-0.7	-0.3	-0.4	0.2	444.9
G-U SERVICES	42.8	46.0	54.9	13.1	7.2	16.4	18.2	16.3	2 771.6
G46-47 WHOLESALE AND RETAIL TRADE	1.3	-1.7	1.6	-1.8	-1.7	1.1	4.1	-2.1	489.6
G46 Wholesale Trade	0.5	-0.6	3.6	-0.2	0.6	2.1	1.0	-1.4	323.9
G47 Retail Trade	0.8	-1.1	-2.0	-1.7	-2.4	-1.1	3.2	-0.7	165.7
H49-53 TRANSPORTATION AND STORAGE	3.4	7.1	7.7	2.0	2.6	1.7	1.4	1.2	261.1
H49,5221 Land Transport & Supporting Services	4.9	4.4	4.8	1.8	1.4	1.3	0.4	0.3	108.9
H50,5222,5225 Water Transport & Supporting Services	-0.7	-0.5	-0.6	-0.2	-0.1	-0.2	-	-0.1	45.3
H51,5223 Air Transport & Supporting Services	-1.3	1.8	1.2	0.2	0.3	0.3	0.4	0.3	34.5
Other Transportation & Storage Services	0.5	1.4	2.3	0.3	1.0	0.4	0.6	0.7	72.5
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	3.5	1.3	-1.1	-1.6	1.0	3.0	0.5	256.6
I55 Accommodation	-0.8	-	-0.8	-0.5	-0.7	1.1	-0.7	-0.3	34.0
I56 Food & Beverage Services	6.1	3.4	2.1	-0.6	-1.0	-0.1	3.7	0.8	222.6
J58-63 INFORMATION AND COMMUNICATIONS	2.2	4.0	8.4	1.2	2.4	3.1	1.6	1.2	143.7
J58-61 Telecommunications, Broadcasting & Publishing	-1.0	-0.3	0.5	-	0.5	0.2	-0.3	0.1	40.8
J62-63 IT & Other Information Services	3.2	4.3	7.9	1.2	1.9	2.9	1.8	1.1	102.9
K64-66 FINANCIAL AND INSURANCE SERVICES	5.7	4.5	7.6	2.2	1.7	2.5	1.1	1.9	198.0
K64 & 66 (excl.662) Financial Services	4.3	1.8	6.4	1.8	1.4	2.2	1.0	1.6	158.3
K65 & 662 Insurance Services	1.4	2.7	1.1	0.4	0.4	0.3	0.1	0.3	39.7
L68 REAL ESTATE SERVICES	-5.1	1.7	-	-	-	-	-	-	86.3
M69-75 PROFESSIONAL SERVICES	-0.5	3.0	6.9	1.2	1.4	3.4	1.0	2.8	247.6
M69-70 Legal, Accounting & Management Services	1.9	2.8	5.7	1.5	0.6	2.5	1.1	2.3	128.9
M71 Architectural & Engineering Services	-2.5	-1.4	0.9	-0.2	0.4	0.7	-	0.1	60.2
Other Professional Services	0.1	1.6	0.3	-0.1	0.4	0.2	-0.1	0.4	58.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	9.4	6.5	3.6	2.0	0.4	-1.5	2.8	2.2	246.5
N80 Security & Investigation	1.6	2.6	1.4	0.6	0.1	0.4	0.2	0.5	48.9
N81 Cleaning & Landscaping	7.5	2.7	0.2	0.2	-0.2	0.1	0.1	1.1	76.7
Other Administrative & Support Services	0.3	1.1	2.0	1.2	0.4	-2.1	2.4	0.7	120.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.1	17.6	17.8	7.4	2.1	5.1	3.2	8.5	842.1
O84,P85 Public Administration & Education	4.9	1.6	3.9	1.8	-0.1	1.2	1.0	2.8	252.4
Q86-88 Health & Social Services	7.4	5.9	5.7	1.9	2.0	1.1	0.7	1.3	165.4
R90-93 Arts, Entertainment & Recreation	-0.6	0.6	1.0	0.3	0.2	0.1	0.4	0.9	58.0
S,T,U Other Community, Social & Personal Services	9.5	9.5	7.2	3.4	-0.1	2.7	1.2	3.4	366.3
A,B,D,E,V OTHERS*	-0.3	-0.5	-0.1	0.1	-	-0.3	0.1	0.1	27.2

Source : Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) Data may not add up to the total due to rounding.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2018				2019
				1Q	2Q	3Q	4Q	1Q
TOTAL	19 170	14 720	10 730	2 320	3 030	2 860	2 510	3 230
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	6 280	3 790	2 570	510	820	870	380	1 040
C10-12 Food, Beverages & Tobacco	330	190	200	40	70	80	10	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	410	480	160	30	90	30	10	70
C19-21 Petroleum, Chemical & Pharmaceutical Products	360	300	180	70	40	40	30	70
C25,28 Fabricated Metal Products, Machinery & Equipment	2 400	930	870	130	220	410	110	230
C26 Electronic, Computer & Optical Products	1 670	920	670	110	210	270	80	600
C29-30 Transport Equipment	720	820	310	70	110	20	110	40
Other Manufacturing Industries	390	150	190	70	80	10	40	30
F41-43 CONSTRUCTION	1 920	2 020	1 200	350	470	200	180	280
G-U SERVICES	10 880	8 900	6 960	1 470	1 740	1 800	1 950	1 900
G46-47 WHOLESALE AND RETAIL TRADE	2 380	2 180	1 780	450	420	450	470	620
G46 Wholesale Trade	2 200	1 920	1 580	380	390	370	430	520
G47 Retail Trade	180	260	210	70	30	80	30	90
H49-53 TRANSPORTATION AND STORAGE	870	900	710	120	280	120	190	330
H49,5221 Land Transport & Supporting Services	10	160	200	10	150	30	10	-
H50,5222, 5225 Water Transport & Supporting Services	490	300	180	50	40	10	80	20
H51,5223 Air Transport & Supporting Services	160	20	20	20	-	10	-	10
Other Transportation & Storage Services	220	430	310	50	80	80	100	290
I55-56 ACCOMMODATION AND FOOD SERVICES	350	470	350	40	40	220	50	40
I55 Accommodation	70	120	10	10	-	10	-	-
I56 Food & Beverage Services	280	350	340	30	40	210	50	40
J58-63 INFORMATION AND COMMUNICATIONS	970	910	1 070	200	210	200	460	200
J58-61 Telecommunications, Broadcasting & Publishing	570	500	650	130	110	110	310	70
J62-63 IT & Other Information Services	400	420	420	70	100	90	150	130
K64-66 FINANCIAL AND INSURANCE SERVICES	2 310	1 780	1 330	300	330	320	370	240
K64 & 66 (excl.662) Financial Services	2 210	1 720	1 240	260	320	310	350	230
K65 & 662 Insurance Services	90	60	80	30	10	20	20	10
L68 REAL ESTATE SERVICES	90	70	100	20	40	10	20	110
M69-75 PROFESSIONAL SERVICES	2 740	1 700	1 100	230	340	260	280	240
M69-70 Legal, Accounting & Management Services	1 410	860	600	120	200	110	170	160
M71 Architectural & Engineering Services	1 050	560	310	80	90	70	80	20
Other Professional Services	280	280	190	30	60	80	30	60
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	340	430	240	80	50	70	30	40
N80 Security & Investigation	20	120	10	10	-	-	-	-
N81 Cleaning & Landscaping	60	70	40	30	-	10	-	-
Other Administrative & Support Services	260	250	190	40	50	70	30	40
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	850	460	290	40	30	150	70	70
O84,P85 Public Administration & Education	50	40	90	10	10	40	20	-
Q86-88 Health & Social Services	40	50	20	10	-	-	-	40
R90-93 Arts, Entertainment & Recreation	500	240	130	-	10	90	30	-
S,T,U Other Community, Social & Personal Services	260	130	50	10	10	20	20	40
A,B,D,E,V OTHERS*	100	20	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10 890	8 700	6 980	1 500	1 950	1 750	1 780	1 440
Clerical, Sales & Service Workers	2 100	1 550	1 230	280	320	360	280	440
Production & Transport Operators, Cleaners & Labourers	6 190	4 480	2 510	540	760	760	450	1 350

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.2 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT
AND OCCUPATIONAL GROUP, FIRST QUARTER 2019

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down- turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	1 000	410	1 050	2 340	60	260	-	3 230	1 440	440	1 350
C10-32 MANUFACTURING	750	80	670	860	60	100	-	1 040	190	40	810
C10-12 Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	-	-	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	60	-	60	70	60	-	-	70	-	-	70
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	30	40	70	-	-	-	70	40	10	30
C25,28 Fabricated Metal Products, Machinery & Equipment	130	10	10	90	-	100	-	230	70	30	140
C26 Electronic, Computer & Optical Products	560	-	560	590	-	-	-	600	30	-	560
C29-30 Transport Equipment	-	30	-	10	-	-	-	40	30	-	10
Other Manufacturing Industries	-	-	-	20	-	-	-	30	20	-	-
F41-43 CONSTRUCTION	70	70	120	80	-	40	-	280	50	20	210
G-U SERVICES	180	260	260	1 400	-	120	-	1 900	1 190	380	330
G46-47 WHOLESALE AND RETAIL TRADE	70	100	70	470	-	20	-	620	360	190	70
G46 Wholesale Trade	60	90	60	400	-	20	-	520	340	130	60
G47 Retail Trade	10	10	10	70	-	-	-	90	30	60	10
H49-53 TRANSPORTATION AND STORAGE	-	10	50	320	-	-	-	330	110	60	160
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	-	10	10	20	-	-	-	20	20	-	-
H51,5223 Air Transport & Supporting Services	-	-	-	10	-	-	-	10	-	10	-
Other Transportation & Storage Services	-	-	40	290	-	-	-	290	90	50	160
I55-56 ACCOMMODATION AND FOOD SERVICES	-	30	20	20	-	-	-	40	10	30	-
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	30	20	20	-	-	-	40	10	30	-
J58-63 INFORMATION AND COMMUNICATIONS	30	30	30	160	-	10	-	200	190	10	-
J58-61 Telecommunications, Broadcasting & Publishing	-	20	20	50	-	-	-	70	70	10	-
J62-63 IT & Other Information Services	30	-	10	110	-	10	-	130	130	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	10	10	220	-	-	-	240	230	10	-
K64 & 66 (excl.662) Financial Services	10	-	10	210	-	-	-	230	220	10	-
K65 & 662 Insurance Services	-	-	-	10	-	-	-	10	10	-	-
L68 REAL ESTATE SERVICES	-	-	10	10	-	100	-	110	10	-	90
M69-75 PROFESSIONAL SERVICES	40	60	60	170	-	-	-	240	230	20	-
M69-70 Legal, Accounting & Management Services	10	50	40	110	-	-	-	160	150	10	-
M71 Architectural & Engineering Services	10	-	10	-	-	-	-	20	20	-	-
Other Professional Services	10	20	20	50	-	-	-	60	60	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-	-	20	20	-	-	-	40	40	-	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	-	-	20	20	-	-	-	40	40	-	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	30	-	20	-	-	-	70	10	50	10
O84,P85 Public Administration & Education	-	-	-	-	-	-	-	-	-	-	-
Q86-88 Health & Social Services	30	-	-	10	-	-	-	40	-	30	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	-	30	-	10	-	-	-	40	10	20	10
A,B,D,E,V OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

** Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Establishments can indicate more than one reason for their retrenchment.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2018				2019
				1Q	2Q	3Q	4Q	1Q
TOTAL	16 810	12 880	9 610	2 050	2 760	2 560	2 230	3 010
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	5 620	3 330	2 280	440	770	770	310	1 020
C10-12 Food, Beverages & Tobacco	290	190	150	20	70	60	10	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	360	480	160	20	90	30	10	70
C19-21 Petroleum, Chemical & Pharmaceutical Products	360	290	170	70	40	40	30	70
C25,28 Fabricated Metal Products, Machinery & Equipment	2 240	800	780	90	220	400	80	220
C26 Electronic, Computer & Optical Products	1 670	920	570	110	200	210	60	600
C29-30 Transport Equipment	450	550	260	60	90	20	90	40
Other Manufacturing Industries	260	110	190	70	80	10	40	30
F41-43 CONSTRUCTION	870	1 190	800	220	350	120	110	210
G-U SERVICES	10 230	8 350	6 520	1 390	1 640	1 680	1 820	1 780
G46-47 WHOLESALE AND RETAIL TRADE	2 300	2 150	1 680	430	400	430	420	590
G46 Wholesale Trade	2 130	1 900	1 500	370	370	360	390	500
G47 Retail Trade	170	250	190	60	30	60	30	90
H49-53 TRANSPORTATION AND STORAGE	720	680	700	120	270	120	190	330
H49,5221 Land Transport & Supporting Services	-	20	200	10	150	30	10	-
H50,5222, 5225 Water Transport & Supporting Services	420	290	180	50	40	10	80	20
H51,5223 Air Transport & Supporting Services	110	20	20	20	-	10	-	10
Other Transportation & Storage Services	190	350	310	50	80	80	100	290
I55-56 ACCOMMODATION AND FOOD SERVICES	320	450	340	40	40	210	50	40
I55 Accommodation	70	120	10	10	-	10	-	-
I56 Food & Beverage Services	250	330	330	30	40	210	50	40
J58-63 INFORMATION AND COMMUNICATIONS	920	880	950	190	160	190	420	200
J58-61 Telecommunications, Broadcasting & Publishing	530	480	580	120	80	110	270	70
J62-63 IT & Other Information Services	390	390	370	70	90	80	140	130
K64-66 FINANCIAL AND INSURANCE SERVICES	2 290	1 770	1 300	290	330	320	370	240
K64 & 66 (excl.662) Financial Services	2 200	1 710	1 230	260	320	300	350	230
K65 & 662 Insurance Services	90	60	80	30	10	10	20	10
L68 REAL ESTATE SERVICES	70	70	90	10	40	10	20	20
M69-75 PROFESSIONAL SERVICES	2 610	1 580	1 010	210	320	230	250	240
M69-70 Legal, Accounting & Management Services	1 380	830	590	120	190	100	170	160
M71 Architectural & Engineering Services	970	480	240	60	80	40	60	20
Other Professional Services	260	270	180	30	40	80	30	60
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	220	400	210	70	50	60	30	40
N80 Security & Investigation	-	120	10	10	-	-	-	-
N81 Cleaning & Landscaping	50	50	30	30	-	-	-	-
Other Administrative & Support Services	170	230	180	30	50	60	30	40
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	770	380	230	30	20	120	70	70
O84,P85 Public Administration & Education	40	30	50	10	10	10	20	-
Q86-88 Health & Social Services	30	40	20	10	-	-	-	40
R90-93 Arts, Entertainment & Recreation	480	220	120	-	-	90	30	-
S,T,U Other Community, Social & Personal Services	230	100	40	10	10	10	10	40
A,B,D,E,V OTHERS*	100	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10 490	8 420	6 670	1 430	1 880	1 660	1 700	1 420
Clerical, Sales & Service Workers	1 940	1 440	1 100	260	270	300	270	430
Production & Transport Operators, Cleaners & Labourers	4 390	3 020	1 840	370	610	600	260	1 170

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2018				2019
				1Q	2Q	3Q	4Q	1Q
TOTAL	2 360	1 840	1 120	270	270	300	280	220
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	660	460	290	70	50	100	70	30
C10-12 Food, Beverages & Tobacco	40	10	50	10	-	30	-	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	50	-	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	10	-	-	-	-	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	160	130	80	40	-	10	30	10
C26 Electronic, Computer & Optical Products	10	10	100	-	10	60	30	-
C29-30 Transport Equipment	270	280	50	10	30	-	10	10
Other Manufacturing Industries	130	30	-	-	-	-	-	-
F41-43 CONSTRUCTION	1 050	830	400	120	120	80	70	70
G-U SERVICES	650	550	440	80	100	120	130	120
G46-47 WHOLESALE AND RETAIL TRADE	70	30	100	20	20	20	40	30
G46 Wholesale Trade	70	20	80	10	20	10	40	30
G47 Retail Trade	10	10	20	10	-	10	-	-
H49-53 TRANSPORTATION AND STORAGE	150	220	10	-	-	-	-	-
H49,5221 Land Transport & Supporting Services	-	140	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	60	-	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	50	-	-	-	-	-	-	-
Other Transportation & Storage Services	30	80	10	-	-	-	-	-
I55-56 ACCOMMODATION AND FOOD SERVICES	30	20	10	-	-	10	-	-
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	30	20	10	-	-	10	-	-
J58-63 INFORMATION AND COMMUNICATIONS	50	40	120	20	50	10	50	-
J58-61 Telecommunications, Broadcasting & Publishing	30	10	70	10	30	-	40	-
J62-63 IT & Other Information Services	20	20	40	10	20	10	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	20	10	20	10	10	10	10	-
K64 & 66 (excl.662) Financial Services	20	10	20	10	10	-	-	-
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	10	10	10	10	-	-	-	90
M69-75 PROFESSIONAL SERVICES	130	120	100	20	20	30	30	-
M69-70 Legal, Accounting & Management Services	30	30	10	-	-	10	10	-
M71 Architectural & Engineering Services	80	80	70	10	10	30	20	-
Other Professional Services	20	10	10	-	10	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	120	30	30	10	-	10	-	10
N80 Security & Investigation	20	-	10	10	-	-	-	-
N81 Cleaning & Landscaping	10	10	10	-	-	10	-	-
Other Administrative & Support Services	90	20	10	10	-	10	-	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	70	50	10	10	40	-	-
O84,P85 Public Administration & Education	10	10	40	-	-	40	-	-
Q86-88 Health & Social Services	10	10	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	20	30	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	30	20	10	-	-	-	-	-
A,B,D,E,V OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	400	280	310	70	70	90	80	20
Clerical, Sales & Service Workers	160	110	140	20	40	60	10	20
Production & Transport Operators, Cleaners & Labourers	1 800	1 460	670	180	160	150	180	180

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

NUMBER OF RETRENCHED RESIDENTS PER ONE THOUSAND RESIDENT EMPLOYEES BY GENDER, AGE, SECTOR AND OCCUPATIONAL GROUP

Characteristics	Per 1,000 Resident Employees						
	2017	2018	2018				2019
			1Q	2Q	3Q	4Q	1Q
GENDER							
Males	7.6	5.8	1.3	1.7	1.6	1.4	1.3
Females	6.5	5.0	1.2	1.3	1.2	1.4	1.1
AGE GROUP (YEARS)							
Below 30	2.3	2.1	0.4	0.5	0.7	0.6	0.3
30 - 39	6.9	5.0	1.1	1.5	1.2	1.3	1.0
40 & Over	8.9	6.7	1.6	1.9	1.8	1.7	1.6
40 - 49	9.9	7.7	1.8	2.2	1.8	2.0	1.8
50 & Over	8.1	6.0	1.4	1.6	1.8	1.5	1.4
SECTOR							
Manufacturing	12.3	9.0	1.8	2.9	3.0	1.2	1.4
Construction	6.6	4.5	1.7	1.3	0.9	0.9	1.1
Services	6.3	4.9	1.1	1.3	1.2	1.5	1.2
Others*	0.7	0.1	0.1	-	-	-	0.2
OCCUPATIONAL GROUP							
Professionals, Managers, Executives & Technicians	8.5	6.6	1.5	1.9	1.6	1.8	1.3
Clerical, Sales & Service Workers	4.0	3.3	0.8	0.8	0.9	0.8	1.0
Production & Transport Operators, Cleaners & Labourers	6.3	3.6	0.9	0.8	1.4	0.6	1.0

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.

4.1 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF

EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF BY SECTOR AND OCCUPATIONAL GROUP

	Number of Employees							
	2016	2017	2018	2018				2019
				1Q	2Q	3Q	4Q	1Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	950	1 160	590	830	620	430	460	940
SECTOR								
Manufacturing	600	650	260	400	230	170	250	750
Construction	110	250	160	150	250	70	160	130
Services	240	250	170	280	140	190	60	60
Others*	-	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	260	400	200	360	240	90	100	630
Clerical, Sales & Service Workers	100	110	90	80	60	140	80	60
Production & Transport Operators, Cleaners & Labourers	590	650	300	390	320	210	280	240
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	820	980	480	670	460	410	370	900
SECTOR								
Manufacturing	570	650	240	360	220	170	210	740
Construction	40	110	110	110	150	60	120	120
Services	200	220	130	210	90	180	50	50
Others*	-	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	230	380	160	280	200	80	80	630
Clerical, Sales & Service Workers	90	110	80	70	50	130	70	50
Production & Transport Operators, Cleaners & Labourers	500	500	240	320	200	200	230	220
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	130	180	110	150	160	20	90	40
SECTOR								
Manufacturing	30	10	20	40	10	-	40	10
Construction	70	140	50	40	100	20	40	20
Services	40	30	30	70	50	-	10	10
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	30	20	40	80	40	10	30	10
Clerical, Sales & Service Workers	10	10	10	10	10	10	-	10
Production & Transport Operators, Cleaners & Labourers	90	150	60	70	120	10	60	20

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Annual figures are simple averages of the quarterly figures. It refers to the average number of employees on short work-week or temporary lay-off per quarter.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

5.1 RE-ENTRY INTO EMPLOYMENT

PROPORTION OF RETRENCHED RESIDENTS WHO RE-ENTERED EMPLOYMENT
BY GENDER, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP
PRIOR TO RETRENCHMENT

Characteristics	2016	2017	2018	2018				Per Cent
				1Q	2Q	3Q	4Q	2019
				1Q	2Q	3Q	4Q	1Q
TOTAL	64.6	64.6	62.9	61.0	64.3	61.7	64.2	66.4
GENDER								
Males	62.7	62.0	61.4	59.3	63.2	60.9	61.9	67.2
Females	67.3	67.8	64.7	63.3	65.5	62.6	67.1	65.4
AGE GROUP (YEARS)								
Below 30	80.1	80.3	81.7	85.7	82.0	73.9	83.5	82.6
30 - 39	73.6	72.2	70.6	65.0	71.5	69.9	75.7	77.3
40 & Over	58.8	59.7	58.6	57.8	60.0	58.0	58.0	60.8
40 - 49	64.2	65.7	64.4	63.1	66.2	63.6	64.3	69.1
50 & Over	53.0	53.4	53.3	53.4	54.6	52.8	51.8	54.4
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	66.7	70.8	69.4	68.4	72.4	63.5	70.4	72.2
Secondary	66.3	68.3	68.2	65.0	73.9	62.6	66.7	73.3
Post-Secondary (Non-Tertiary)	65.7	63.9	62.8	57.3	64.0	64.8	65.2	58.3
Diploma & Professional Qualification	68.4	67.6	62.6	60.2	62.6	64.7	63.2	70.9
Degree	60.4	61.0	60.3	58.3	59.9	60.1	62.7	62.7
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	62.3	62.0	59.5	56.6	59.1	59.7	62.6	65.0
Clerical, Sales & Service Workers	71.1	72.1	69.6	69.4	70.4	67.1	71.5	66.2
Production & Transport Operators, Cleaners & Labourers	69.1	71.4	74.8	73.8	80.2	67.9	68.2	73.4

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes :

- 1) The quarterly rates show the rates of re-entry into employment in a quarter for residents retrenched six months ago.
- 2) The annual rate refers to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- 3) Data refer to the proportion of residents retrenched by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment six months after they were retrenched.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2016	2017	2018	Mar	
				2018	2019
TOTAL	49.5	48.8	57.9	52.1	54.7
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	5.8	6.5	8.3	8.1	7.2
C10-12 Food, Beverages & Tobacco	0.6	0.6	0.7	0.6	0.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	0.3	0.4	0.3	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.7	0.7	0.7
C25,28 Fabricated Metal Products, Machinery & Equipment	1.1	1.2	1.6	1.5	1.3
C26 Electronic, Computer & Optical Products	1.9	2.5	2.3	2.6	1.9
C29-30 Transport Equipment	0.8	0.9	1.6	1.6	1.4
Other Manufacturing Industries	0.8	0.5	0.9	0.7	0.9
F41-43 CONSTRUCTION	2.0	1.7	3.0	1.5	3.4
G-U SERVICES	41.3	40.1	46.2	42.2	43.7
G46-47 WHOLESALE AND RETAIL TRADE	6.2	5.8	6.5	6.2	5.7
G46 Wholesale Trade	2.8	3.1	3.7	3.6	3.4
G47 Retail Trade	3.4	2.7	2.8	2.6	2.3
H49-53 TRANSPORTATION AND STORAGE	2.9	3.3	3.9	3.9	3.5
H49,5221 Land Transport & Supporting Services	0.7	0.7	0.8	1.0	0.6
H50,5222,5225 Water Transport & Supporting Services	0.2	0.5	0.4	0.5	0.5
H51,5223 Air Transport & Supporting Services	0.7	0.6	1.0	0.8	1.0
Other Transportation & Storage Services	1.3	1.6	1.7	1.7	1.5
I55-56 ACCOMMODATION AND FOOD SERVICES	5.7	5.3	5.9	4.8	5.7
I55 Accommodation	1.6	1.6	2.0	1.6	1.9
I56 Food & Beverage Services	4.0	3.8	3.9	3.3	3.7
J58-63 INFORMATION AND COMMUNICATIONS	2.8	3.0	3.9	3.9	3.5
J58-61 Telecommunications, Broadcasting & Publishing	0.9	0.8	0.8	0.7	0.7
J62-63 IT & Other Information Services	1.9	2.2	3.2	3.1	2.8
K64-66 FINANCIAL AND INSURANCE SERVICES	3.2	4.2	5.0	4.4	5.3
K64 & 66 (excl.662) Financial Services	2.8	3.7	4.3	3.8	4.6
K65 & 662 Insurance Services	0.5	0.5	0.7	0.6	0.6
L68 REAL ESTATE SERVICES	1.5	1.1	1.2	1.0	1.3
M69-75 PROFESSIONAL SERVICES	3.3	2.8	4.0	3.5	4.0
M69-70 Legal, Accounting & Management Services	1.9	1.6	2.2	1.7	2.5
M71 Architectural & Engineering Services	0.7	0.6	1.1	1.1	0.8
Other Professional Services	0.7	0.5	0.7	0.7	0.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.9	4.7	5.0	4.3	3.9
N80 Security & Investigation	2.3	2.0	1.9	1.4	1.6
N81 Cleaning & Landscaping	1.4	1.5	1.8	1.8	1.1
Other Administrative & Support Services	1.2	1.2	1.4	1.1	1.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	9.9	10.7	10.3	10.8
O84,P85 Public Administration & Education	5.4	4.9	5.2	4.9	5.5
Q86-88 Health & Social Services	3.1	2.7	3.3	3.1	3.6
R90-93 Arts, Entertainment & Recreation	1.4	1.5	1.1	1.5	0.8
S,T,U Other Community, Social & Personal Services	0.8	0.8	1.1	0.8	0.8
A,B,D,E,V OTHERS*	0.4	0.4	0.4	0.3	0.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	25.0	25.7	31.5	29.2	31.3
Clerical, Sales & Service Workers	13.7	12.3	13.6	11.9	12.6
Production & Transport Operators, Cleaners & Labourers	10.9	10.8	12.9	11.1	10.9

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				2016	2017	2018	Mar	
							2018	2019
TOTAL				2.3	2.4	2.7	2.5	2.5
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.6	1.8	2.3	2.3	2.0
C10-12	Food, Beverages & Tobacco			2.1	2.0	2.1	2.0	2.0
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.3	1.6	2.0	1.7	1.9
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.6	1.5	2.4	2.5	2.4
C25,28	Fabricated Metal Products, Machinery & Equipment			1.1	1.5	1.9	1.8	1.6
C26	Electronic, Computer & Optical Products			2.4	3.2	2.9	3.2	2.4
C29-30	Transport Equipment			0.9	1.2	2.2	2.2	2.0
	Other Manufacturing Industries			1.9	1.5	2.3	1.8	2.4
F41-43	CONSTRUCTION			0.6	0.6	1.1	0.5	1.2
G-U	SERVICES			2.9	2.9	3.1	3.0	2.9
G46-47	WHOLESALE AND RETAIL TRADE			2.6	2.5	2.7	2.6	2.3
G46	Wholesale Trade			1.8	2.0	2.2	2.2	2.0
G47	Retail Trade			4.4	3.6	3.6	3.5	2.9
H49-53	TRANSPORTATION AND STORAGE			1.9	2.2	2.4	2.5	2.2
H49,5221	Land Transport & Supporting Services			1.9	1.7	2.0	2.4	1.3
H50,5222,5225	Water Transport & Supporting Services			0.7	1.4	1.2	1.4	1.5
H51,5223	Air Transport & Supporting Services			2.1	1.9	2.9	2.3	2.8
	Other Transportation & Storage Services			2.7	3.2	3.3	3.5	3.0
I55-56	ACCOMMODATION AND FOOD SERVICES			4.3	4.2	4.2	3.6	3.8
I55	Accommodation			6.7	6.5	8.0	6.7	7.5
I56	Food & Beverage Services			3.7	3.6	3.4	3.0	3.1
J58-63	INFORMATION AND COMMUNICATIONS			3.9	4.0	4.8	4.9	4.0
J58-61	Telecommunications, Broadcasting & Publishing			3.1	2.7	2.7	2.6	2.3
J62-63	IT & Other Information Services			4.5	4.8	5.8	6.1	4.8
K64-66	FINANCIAL AND INSURANCE SERVICES			2.4	3.1	3.5	3.2	3.6
K64 & 66 (excl.662)	Financial Services			2.4	3.1	3.5	3.2	3.7
K65 & 662	Insurance Services			2.6	2.9	3.5	3.2	3.1
L68	REAL ESTATE SERVICES			2.9	2.2	2.3	1.9	2.5
M69-75	PROFESSIONAL SERVICES			2.5	2.3	3.0	2.8	2.9
M69-70	Legal, Accounting & Management Services			3.0	2.7	3.4	3.0	3.6
M71	Architectural & Engineering Services			1.6	1.5	2.3	2.4	1.8
	Other Professional Services			3.1	2.5	3.3	3.0	3.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.3	3.2	3.4	3.0	2.6
N80	Security & Investigation			4.9	4.6	5.6	4.5	4.5
N81	Cleaning & Landscaping			2.5	2.6	2.7	2.8	1.6
	Other Administrative & Support Services			2.7	2.8	2.9	2.4	2.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			3.1	2.8	2.9	2.9	2.9
O84,P85	Public Administration & Education			3.0	2.7	2.9	2.7	3.0
Q86-88	Health & Social Services			3.1	2.7	3.0	3.0	3.2
R90-93	Arts, Entertainment & Recreation			3.5	3.7	2.8	3.7	2.1
S,T,U	Other Community, Social & Personal Services			2.7	2.6	3.0	2.4	2.3
A,B,D,E,V	OTHERS*			1.8	1.8	2.0	1.4	1.9
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			2.5	2.6	3.0	2.8	2.9
	Clerical, Sales & Service Workers			3.2	3.0	3.2	2.9	2.9
	Production & Transport Operators, Cleaners & Labourers			1.6	1.7	2.0	1.8	1.7

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, MARCH 2019

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	54.7	2.5	31.3	2.9	12.6	2.9	10.9	1.7
C10-32 MANUFACTURING	7.2	2.0	3.9	2.5	0.6	1.9	2.7	1.6
C10-12 Food, Beverages & Tobacco	0.7	2.0	0.2	2.3	0.3	2.9	0.2	1.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.9	0.2	2.5	-	-	0.2	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	2.4	0.5	2.2	-	-	0.2	3.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.3	1.6	0.5	1.7	0.1	1.6	0.6	1.4
C26 Electronic, Computer & Optical Products	1.9	2.4	1.3	2.9	-	-	0.6	1.8
C29-30 Transport Equipment	1.4	2.0	0.8	3.4	0.1	1.3	0.5	1.2
Other Manufacturing Industries	0.9	2.4	0.4	2.4	-	-	0.5	2.4
F41-43 CONSTRUCTION	3.4	1.2	1.0	1.5	0.3	1.4	2.1	1.1
G-U SERVICES	43.7	2.9	26.2	3.1	11.7	3.0	5.9	2.2
G46-47 WHOLESALE AND RETAIL TRADE	5.7	2.3	2.7	2.3	2.4	2.7	0.5	1.5
G46 Wholesale Trade	3.4	2.0	2.4	2.3	0.6	1.6	0.4	1.4
G47 Retail Trade	2.3	2.9	0.3	1.9	1.8	3.5	0.1	1.5
H49-53 TRANSPORTATION AND STORAGE	3.5	2.2	1.2	2.4	0.9	2.1	1.4	2.1
H49,5221 Land Transport & Supporting Services	0.6	1.3	0.1	0.7	0.1	1.9	0.4	1.3
H50,5222,5225 Water Transport & Supporting Services	0.5	1.5	0.3	1.7	-	-	0.2	1.3
H51,5223 Air Transport & Supporting Services	1.0	2.8	0.4	4.2	0.5	2.1	0.1	3.5
Other Transportation & Storage Services	1.5	3.0	0.5	2.8	0.3	2.7	0.7	3.2
I55-56 ACCOMMODATION AND FOOD SERVICES	5.7	3.8	1.1	3.4	3.2	3.8	1.3	4.6
I55 Accommodation	1.9	7.5	0.5	5.1	0.8	8.0	0.6	10.4
I56 Food & Beverage Services	3.7	3.1	0.6	2.7	2.4	3.2	0.7	3.1
J58-63 INFORMATION AND COMMUNICATIONS	3.5	4.0	3.3	4.2	0.2	2.7	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.7	2.3	0.5	2.3	0.1	2.3	-	-
J62-63 IT & Other Information Services	2.8	4.8	2.7	5.0	0.1	3.3	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	5.3	3.6	4.9	3.7	0.4	3.3	-	-
K64 & 66 (excl.662) Financial Services	4.6	3.7	4.4	3.8	0.2	2.5	-	-
K65 & 662 Insurance Services	0.6	3.1	0.4	2.7	0.2	4.9	-	-
L68 REAL ESTATE SERVICES	1.3	2.5	0.7	2.8	0.2	2.3	0.4	2.2
M69-75 PROFESSIONAL SERVICES	4.0	2.9	3.4	3.3	0.4	2.9	0.2	0.9
M69-70 Legal, Accounting & Management Services	2.5	3.6	2.1	3.7	0.3	3.1	0.1	3.4
M71 Architectural & Engineering Services	0.8	1.8	0.7	2.5	-	-	0.1	0.4
Other Professional Services	0.7	3.2	0.6	3.3	0.1	4.2	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.9	2.6	0.8	2.7	1.6	3.5	1.5	2.1
N80 Security & Investigation	1.6	4.5	-	-	1.3	4.5	0.2	6.4
N81 Cleaning & Landscaping	1.1	1.6	-	-	0.1	1.1	1.0	1.7
Other Administrative & Support Services	1.3	2.8	0.8	3.2	0.2	2.2	0.3	2.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	2.9	8.0	2.9	2.2	3.0	0.5	2.2
O84,P85 Public Administration & Education	5.5	3.0	4.9	2.9	0.5	3.8	0.1	1.8
Q86-88 Health & Social Services	3.6	3.2	2.4	3.0	1.0	3.6	0.2	3.8
R90-93 Arts, Entertainment & Recreation	0.8	2.1	0.5	2.8	0.3	1.4	0.1	2.1
S,T,U Other Community, Social & Personal Services	0.8	2.3	0.3	2.0	0.5	3.2	0.1	1.1
A,B,D,E,V OTHERS*	0.4	1.9	0.3	1.8	-	-	0.1	2.0

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2016	2017	2018	1Q	
				2018	2019
TOTAL	2.2	2.1	2.3	2.2	2.2
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	1.6	1.8	1.9	1.7	1.7
C10-12 Food, Beverages & Tobacco	2.9	3.0	3.2	3.0	3.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.9	1.8	1.9	1.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.4	1.3	1.4	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.6	1.9	1.8	1.9
C26 Electronic, Computer & Optical Products	1.6	2.5	1.8	1.6	1.4
C29-30 Transport Equipment	1.2	1.2	1.7	1.1	1.3
Other Manufacturing Industries	1.8	1.6	1.6	1.4	1.5
F41-43 CONSTRUCTION	2.1	1.7	2.0	1.8	2.1
G-U SERVICES	2.4	2.3	2.4	2.4	2.4
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.4	2.4	2.5	2.2
G46 Wholesale Trade	1.9	1.8	2.0	1.9	1.9
G47 Retail Trade	3.8	3.5	3.4	3.8	2.9
H49-53 TRANSPORTATION AND STORAGE	1.8	1.7	1.8	1.8	1.9
H49,5221 Land Transport & Supporting Services	1.9	1.7	1.8	1.9	1.8
H50,5222, 5225 Water Transport & Supporting Services	1.4	1.5	1.1	1.1	1.2
H51,5223 Air Transport & Supporting Services	1.3	1.1	1.6	1.4	1.5
Other Transportation & Storage Services	2.4	2.3	2.5	2.4	2.8
I55-56 ACCOMMODATION AND FOOD SERVICES	3.9	3.7	3.7	3.6	3.7
I55 Accommodation	2.9	2.8	2.8	2.4	2.5
I56 Food & Beverage Services	4.2	4.0	3.9	3.8	3.9
J58-63 INFORMATION AND COMMUNICATIONS	2.2	2.0	2.3	2.1	2.2
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.6	1.7	1.6	1.6
J62-63 IT & Other Information Services	2.4	2.2	2.6	2.4	2.5
K64-66 FINANCIAL AND INSURANCE SERVICES	1.9	1.8	2.1	1.8	1.7
K64 & 66 (excl.662) Financial Services	1.8	1.8	2.1	1.7	1.7
K65 & 662 Insurance Services	2.5	2.3	2.2	2.0	2.0
L68 REAL ESTATE SERVICES	3.5	3.4	3.3	3.3	3.8
M69-75 PROFESSIONAL SERVICES	2.3	2.0	2.5	2.5	2.3
M69-70 Legal, Accounting & Management Services	2.3	2.1	2.3	2.3	2.4
M71 Architectural & Engineering Services	2.3	1.9	2.8	2.9	2.3
Other Professional Services	2.0	1.8	2.3	2.1	2.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	4.6	4.5	4.9	4.3
N80 Security & Investigation	3.5	3.7	3.9	4.1	4.9
N81 Cleaning & Landscaping	4.8	4.6	4.7	4.9	4.5
Other Administrative & Support Services	4.9	5.5	4.5	5.5	3.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.3	1.5	1.5	1.6
O84,P85 Public Administration & Education	1.1	1.0	1.1	1.1	1.2
Q86-88 Health & Social Services	1.6	1.6	1.7	1.6	1.8
R90-93 Arts, Entertainment & Recreation	1.7	1.8	1.9	1.8	2.0
S,T,U Other Community, Social & Personal Services	2.2	2.0	2.6	2.4	2.3
A,B,D,E,V OTHERS*	1.3	1.4	1.8	1.5	1.7
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.6	1.5	1.7	1.6	1.7
Clerical, Sales & Service Workers	3.1	3.1	3.2	3.2	3.2
Production & Transport Operators, Cleaners & Labourers	2.5	2.4	2.5	2.4	2.5

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				2016	2017	2018	1Q	
							2018	2019
TOTAL				1.8	1.8	1.8	1.8	1.8
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.5	1.5	1.6	1.6	1.7
C10-12	Food, Beverages & Tobacco			2.6	2.5	2.8	2.7	3.0
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.7	1.7	1.7	1.8	1.9
C19-21	Petroleum, Chemical & Pharmaceutical Products			0.9	0.9	0.9	0.9	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment			1.5	1.6	1.5	1.5	1.8
C26	Electronic, Computer & Optical Products			1.4	1.5	1.6	1.9	1.8
C29-30	Transport Equipment			1.3	1.4	1.3	1.3	1.3
	Other Manufacturing Industries			1.4	1.3	1.5	1.4	1.6
F41-43	CONSTRUCTION			1.7	1.8	1.8	1.6	2.0
G-U	SERVICES			1.9	1.9	1.9	1.9	1.8
G46-47	WHOLESALE AND RETAIL TRADE			2.2	2.0	2.0	2.3	1.7
G46	Wholesale Trade			1.7	1.6	1.6	1.6	1.4
G47	Retail Trade			3.2	3.0	3.0	3.7	2.4
H49-53	TRANSPORTATION AND STORAGE			1.4	1.3	1.3	1.4	1.5
H49,5221	Land Transport & Supporting Services			1.3	1.3	1.3	1.4	1.1
H50,5222,5225	Water Transport & Supporting Services			1.0	0.9	0.9	1.0	1.0
H51,5223	Air Transport & Supporting Services			0.9	0.8	1.0	1.0	1.1
	Other Transportation & Storage Services			2.0	1.9	1.9	2.1	2.3
I55-56	ACCOMMODATION AND FOOD SERVICES			3.6	3.6	3.3	3.3	3.4
I55	Accommodation			2.6	2.6	2.4	2.5	2.5
I56	Food & Beverage Services			3.8	3.8	3.4	3.4	3.5
J58-63	INFORMATION AND COMMUNICATIONS			1.7	1.6	1.6	1.7	1.6
J58-61	Telecommunications, Broadcasting & Publishing			1.4	1.2	1.2	1.5	1.3
J62-63	IT & Other Information Services			1.9	1.8	1.8	1.8	1.8
K64-66	FINANCIAL AND INSURANCE SERVICES			1.2	1.3	1.4	1.0	1.1
K64 & 66 (excl.662)	Financial Services			1.2	1.2	1.3	1.0	1.1
K65 & 662	Insurance Services			1.6	1.6	1.6	1.3	1.3
L68	REAL ESTATE SERVICES			2.9	2.7	2.5	2.4	2.8
M69-75	PROFESSIONAL SERVICES			1.6	1.5	1.6	1.6	1.7
M69-70	Legal, Accounting & Management Services			1.7	1.6	1.6	1.6	1.7
M71	Architectural & Engineering Services			1.5	1.5	1.7	1.6	1.7
	Other Professional Services			1.6	1.5	1.8	1.7	1.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.5	3.6	3.4	3.4	3.5
N80	Security & Investigation			2.8	3.0	3.0	3.2	3.5
N81	Cleaning & Landscaping			4.1	4.3	4.2	4.3	4.0
	Other Administrative & Support Services			3.3	3.3	2.5	2.3	2.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.0	1.0	1.1	1.1	1.1
O84,P85	Public Administration & Education			0.7	0.6	0.7	0.7	0.8
Q86-88	Health & Social Services			1.1	1.1	1.2	1.3	1.3
R90-93	Arts, Entertainment & Recreation			1.6	1.6	1.5	1.5	1.4
S,T,U	Other Community, Social & Personal Services			1.9	1.8	2.3	2.2	1.9
A,B,D,E,V	OTHERS*			1.2	1.4	1.4	1.8	1.2
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.2	1.2	1.3	1.2	1.3
	Clerical, Sales & Service Workers			2.7	2.6	2.5	2.7	2.6
	Production & Transport Operators, Cleaners & Labourers			2.1	2.2	2.2	2.2	2.3

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, FIRST QUARTER 2019

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.2	1.8	1.7	1.3	3.2	2.6	2.5	2.3
C10-32 MANUFACTURING	1.7	1.7	1.3	1.2	3.0	2.3	1.8	2.1
C10-12 Food, Beverages & Tobacco	3.2	3.0	1.8	1.6	4.6	3.8	3.0	3.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.9	1.3	1.1	1.2	1.2	1.8	2.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.2	0.8	1.1	0.6	1.6	0.9	1.4	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.8	1.4	1.6	3.8	1.9	2.0	1.8
C26 Electronic, Computer & Optical Products	1.4	1.8	1.2	1.2	2.1	1.7	1.7	2.6
C29-30 Transport Equipment	1.3	1.3	1.2	0.9	1.7	1.4	1.3	1.6
Other Manufacturing Industries	1.5	1.6	1.5	1.3	1.8	2.2	1.5	1.8
F41-43 CONSTRUCTION	2.1	2.0	2.2	2.1	2.4	2.5	2.1	1.9
G-U SERVICES	2.4	1.8	1.8	1.2	3.2	2.6	3.2	2.7
G46-47 WHOLESALE AND RETAIL TRADE	2.2	1.7	1.7	1.2	2.8	2.4	2.3	1.8
G46 Wholesale Trade	1.9	1.4	1.7	1.2	2.3	1.6	1.9	1.7
G47 Retail Trade	2.9	2.4	1.8	1.4	3.1	2.9	3.3	2.0
H49-53 TRANSPORTATION AND STORAGE	1.9	1.5	1.7	1.3	2.0	1.6	2.1	1.6
H49,5221 Land Transport & Supporting Services	1.8	1.1	1.4	0.9	2.2	1.6	1.9	1.1
H50,5222, 5225 Water Transport & Supporting Services	1.2	1.0	1.5	1.1	1.3	1.4	0.8	0.9
H51,5223 Air Transport & Supporting Services	1.5	1.1	1.2	0.8	1.4	1.0	2.8	2.7
Other Transportation & Storage Services	2.8	2.3	2.2	1.9	3.4	2.8	3.0	2.4
I55-56 ACCOMMODATION AND FOOD SERVICES	3.7	3.4	2.4	2.2	4.2	3.8	3.6	3.3
I55 Accommodation	2.5	2.5	2.1	2.2	3.1	2.8	2.3	2.6
I56 Food & Beverage Services	3.9	3.5	2.5	2.2	4.3	4.0	3.9	3.5
J58-63 INFORMATION AND COMMUNICATIONS	2.2	1.6	2.1	1.6	3.3	1.7	3.0	3.3
J58-61 Telecommunications, Broadcasting & Publishing	1.6	1.3	1.4	1.2	2.9	1.5	1.2	3.7
J62-63 IT & Other Information Services	2.5	1.8	2.4	1.7	4.1	2.0	3.3	3.2
K64-66 FINANCIAL AND INSURANCE SERVICES	1.7	1.1	1.7	1.0	2.5	1.9	1.6	1.6
K64 & 66 (excl.662) Financial Services	1.7	1.1	1.6	1.0	2.4	2.2	1.6	1.7
K65 & 662 Insurance Services	2.0	1.3	1.8	1.2	2.8	1.4	0.9	-
L68 REAL ESTATE SERVICES	3.8	2.8	2.3	1.3	4.7	3.5	5.5	4.6
M69-75 PROFESSIONAL SERVICES	2.3	1.7	2.2	1.6	3.0	2.3	2.5	1.9
M69-70 Legal, Accounting & Management Services	2.4	1.7	2.4	1.6	2.8	2.0	1.2	0.4
M71 Architectural & Engineering Services	2.3	1.7	1.9	1.3	3.4	2.2	2.8	2.3
Other Professional Services	2.0	1.8	2.0	1.7	3.6	4.0	0.9	1.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.3	3.5	3.1	1.9	4.9	3.5	4.6	4.1
N80 Security & Investigation	4.9	3.5	3.0	2.2	5.3	3.8	2.8	1.7
N81 Cleaning & Landscaping	4.5	4.0	2.1	1.6	4.0	2.4	4.8	4.4
Other Administrative & Support Services	3.6	2.6	3.3	2.0	4.2	3.2	3.7	3.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.1	1.3	0.9	2.2	1.7	2.0	1.6
O84,P85 Public Administration & Education	1.2	0.8	1.1	0.7	1.8	1.1	2.2	1.2
Q86-88 Health & Social Services	1.8	1.3	1.7	1.1	2.3	1.7	1.8	1.6
R90-93 Arts, Entertainment & Recreation	2.0	1.4	2.0	1.1	2.1	1.7	1.2	1.2
S,T,U Other Community, Social & Personal Services	2.3	1.9	1.6	1.4	2.8	2.4	2.5	2.0
A,B,D,E,V OTHERS*	1.7	1.2	1.0	0.7	2.6	4.6	3.0	2.0

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Note : Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2015)		Hours							
		2016	2017	2018	2018				2019
					Mar	Jun	Sep	Dec	Mar
TOTAL		45.5	45.1	44.8	44.8	44.9	44.9	44.7	44.6
C10-32 MANUFACTURING		48.9	48.5	48.3	48.2	48.4	48.5	48.0	47.7
C10-12	Food, Beverages & Tobacco	46.6	46.4	45.6	45.9	45.9	45.7	45.1	45.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.5	48.6	48.3	48.7	48.5	48.2	47.7	47.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.9	44.4	44.1	44.2	44.4	44.0	44.0	44.3
C25,28	Fabricated Metal Products, Machinery & Equipment	50.4	50.1	49.8	50.0	50.2	50.0	49.0	48.7
C26	Electronic, Computer & Optical Products	47.0	46.9	47.1	46.3	46.8	47.4	47.9	46.3
C29-30	Transport Equipment	51.3	50.6	50.7	50.8	50.5	51.3	50.1	50.8
	Other Manufacturing Industries	48.6	48.5	48.0	47.9	48.5	48.3	47.3	47.3
F41-43 CONSTRUCTION		52.0	50.8	50.4	50.5	50.6	50.6	49.8	49.5
G-U SERVICES		43.2	43.1	42.9	42.9	42.9	42.9	42.9	42.9
G46-47 WHOLESALE AND RETAIL TRADE		42.7	42.8	42.9	42.8	43.1	43.0	42.7	42.6
G46	Wholesale Trade	43.0	43.2	43.3	43.3	43.5	43.3	43.0	42.9
G47	Retail Trade	42.1	42.1	42.0	41.5	42.3	42.2	42.1	41.9
H49-53 TRANSPORTATION AND STORAGE		45.9	45.5	45.6	45.5	45.6	45.5	45.7	45.7
H49,5221	Land Transport & Supporting Services	45.9	45.3	45.2	44.9	44.9	45.2	45.9	45.8
H50,5222, 5225	Water Transport & Supporting Services	44.7	44.3	44.5	44.6	44.6	44.4	44.5	44.3
H51,5223	Air Transport & Supporting Services	45.7	45.1	45.0	45.1	45.0	45.0	44.9	45.8
	Other Transportation & Storage Services	46.8	46.9	46.9	46.9	47.2	46.7	46.8	46.3
I55-56 ACCOMMODATION AND FOOD SERVICES		42.0	42.2	41.5	41.6	41.5	41.3	41.5	41.7
I55	Accommodation	46.2	46.1	45.7	45.8	45.5	45.4	46.0	45.6
I56	Food & Beverage Services	41.1	41.3	40.6	40.8	40.6	40.5	40.6	40.8
J58-63 INFORMATION AND COMMUNICATIONS		41.4	41.5	41.7	41.6	41.7	41.7	41.8	41.7
J58-61	Telecommunications, Broadcasting & Publishing	41.7	41.6	41.6	41.6	41.6	41.5	41.9	41.6
J62-63	IT & Other Information Services	41.2	41.5	41.7	41.6	41.7	41.8	41.8	41.7
K64-66 FINANCIAL AND INSURANCE SERVICES		41.1	41.1	41.1	41.1	41.1	41.1	41.2	41.2
K64 & 66 (excl.662)	Financial Services	41.2	41.3	41.3	41.3	41.2	41.3	41.4	41.4
K65 & 662	Insurance Services	40.1	40.1	40.1	40.0	40.0	40.1	40.2	40.2
L68	REAL ESTATE SERVICES	45.0	44.6	44.0	43.9	44.1	43.9	44.2	44.2
M69-75 PROFESSIONAL SERVICES		43.3	43.1	43.0	42.9	42.9	43.0	43.1	42.8
M69-70	Legal, Accounting & Management Services	41.3	41.2	41.1	41.1	40.9	41.2	41.2	40.9
M71	Architectural & Engineering Services	46.5	46.1	46.1	46.0	46.2	45.9	46.2	46.0
	Other Professional Services	42.0	42.4	41.8	41.5	41.5	42.1	42.0	41.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES		46.6	46.7	46.0	46.2	45.9	45.8	46.0	46.0
N80	Security & Investigation	51.2	52.3	51.4	51.9	51.9	51.0	50.9	51.6
N81	Cleaning & Landscaping	44.0	44.4	44.7	44.7	44.5	44.7	44.8	44.6
	Other Administrative & Support Services	44.9	44.5	44.1	44.3	43.9	43.9	44.4	44.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES		42.1	41.9	41.8	41.8	41.8	41.8	41.9	41.8
O84,P85	Public Administration & Education	41.6	41.4	41.2	41.2	41.1	41.2	41.2	41.2
Q86-88	Health & Social Services	42.0	41.9	42.0	42.0	42.0	42.0	41.9	41.9
R90-93	Arts, Entertainment & Recreation	44.0	43.7	43.8	43.9	44.0	43.7	43.7	43.8
S,T,U	Other Community, Social & Personal Services	42.9	42.8	42.3	41.9	42.0	41.9	43.4	42.8
A,B,D,E,V OTHERS*		45.7	45.4	45.4	45.6	45.5	45.5	45.1	45.3

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2016	2017	2018	2018				2019
					Mar	Jun	Sep	Dec	Mar
TOTAL		3.3	3.0	2.8	2.8	2.9	2.9	2.7	2.6
C10-32	MANUFACTURING	5.9	5.6	5.5	5.5	5.6	5.8	5.2	4.9
C10-12	Food, Beverages & Tobacco	4.0	3.9	3.6	3.4	3.7	3.8	3.5	3.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.2	5.3	5.2	5.6	5.5	5.1	4.5	4.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.5	2.4	2.4	2.8	2.4	2.2	2.2
C25,28	Fabricated Metal Products, Machinery & Equipment	6.9	6.8	6.5	6.8	7.0	6.6	5.7	5.4
C26	Electronic, Computer & Optical Products	4.6	4.5	4.9	4.2	4.6	5.1	5.5	3.9
C29-30	Transport Equipment	7.7	7.1	7.3	7.4	7.1	8.0	6.7	7.4
	Other Manufacturing Industries	6.0	6.0	5.5	5.4	5.9	5.7	4.9	4.9
F41-43	CONSTRUCTION	7.7	6.6	6.4	6.4	6.6	6.7	6.1	5.8
G-U	SERVICES	1.6	1.5	1.5	1.5	1.5	1.5	1.4	1.4
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.5	1.6	1.5	1.7	1.7	1.3	1.2
G46	Wholesale Trade	1.4	1.5	1.4	1.5	1.6	1.6	1.0	1.0
G47	Retail Trade	1.7	1.7	1.8	1.7	1.9	1.8	2.0	1.6
H49-53	TRANSPORTATION AND STORAGE	2.9	2.6	2.6	2.6	2.7	2.6	2.7	2.7
H49,5221	Land Transport & Supporting Services	3.2	2.8	2.8	2.7	2.6	2.8	3.3	3.2
H50,5222,5225	Water Transport & Supporting Services	2.0	1.6	1.9	1.9	1.9	1.9	1.9	1.7
H51,5223	Air Transport & Supporting Services	2.6	2.0	1.8	1.9	1.9	1.8	1.7	2.6
	Other Transportation & Storage Services	3.7	3.7	3.5	3.4	3.9	3.4	3.5	3.0
I55-56	ACCOMMODATION AND FOOD SERVICES	1.8	2.0	1.9	1.9	1.9	1.9	1.9	1.8
I55	Accommodation	2.4	2.4	2.3	2.3	2.1	2.4	2.5	2.2
I56	Food & Beverage Services	1.7	1.9	1.8	1.8	1.8	1.8	1.8	1.8
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.3
J58-61	Telecommunications, Broadcasting & Publishing	0.5	0.4	0.4	0.4	0.4	0.4	0.3	0.3
J62-63	IT & Other Information Services	0.2	0.3	0.4	0.4	0.4	0.4	0.4	0.4
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.1	0.2	0.2	0.1	0.1	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.1
K65 & 662	Insurance Services	0.2	0.2	0.1	0.2	0.2	0.1	0.1	0.1
L68	REAL ESTATE SERVICES	2.4	2.0	1.6	1.5	1.6	1.5	1.6	1.6
M69-75	PROFESSIONAL SERVICES	1.6	1.5	1.4	1.4	1.6	1.4	1.4	1.4
M69-70	Legal, Accounting & Management Services	0.5	0.4	0.3	0.3	0.3	0.3	0.3	0.3
M71	Architectural & Engineering Services	3.6	3.3	3.3	3.1	3.6	3.2	3.3	3.4
	Other Professional Services	0.6	0.8	0.7	0.7	0.7	0.7	0.7	0.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.7	4.1	4.2	4.1	3.9	4.0	4.1
N80	Security & Investigation	9.3	9.8	9.9	10.2	10.2	9.5	9.7	10.5
N81	Cleaning & Landscaping	2.0	2.5	2.7	2.8	2.8	2.7	2.7	2.7
	Other Administrative & Support Services	2.9	2.6	2.0	2.1	2.0	2.0	1.8	1.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.4	0.4	0.4	0.5	0.4
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q86-88	Health & Social Services	0.4	0.4	0.4	0.4	0.5	0.4	0.4	0.5
R90-93	Arts, Entertainment & Recreation	1.4	1.2	1.3	1.3	1.4	1.2	1.4	1.1
S,T,U	Other Community, Social & Personal Services	1.0	1.1	1.2	1.1	1.2	1.1	1.5	1.1
A,B,D,E,V	OTHERS*	3.1	2.9	2.8	3.0	2.9	3.0	2.5	2.8

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

The survey covers private households in Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore. Estimates of the total labour force are derived by combining data on residents (also known as locals) obtained from the survey with foreign employment data compiled from administrative records.¹

Concepts and Definitions

Unemployed persons refer to persons aged 15 years and over who did not work but were actively looking and available for work during the reference period. They include persons who were not working but were taking steps to start their own business or taking up a new job after the reference period.

Unemployment rate is defined as the percentage of unemployed persons to the labour force (i.e. employed and unemployed persons) aged 15 years and over.

Long-term unemployed persons refer to persons aged 15 years and over who have been unemployed for 25 weeks or more.

Long-term unemployment rate is defined as the percentage of long-term unemployed persons to the labour force.

Uses and Limitations

The unemployment rate is probably the best-known measure of the labour market. It measures unutilised labour supply and is useful in the study of the economic cycle as it is closely related to economic fluctuations.

Unemployment can have frictional, cyclical and structural elements. As it takes time for job seekers and employers to find a match, there is always a certain level of frictional unemployment due to people changing jobs and from new entrants looking for work for the first time. Unemployment can also be structural e.g. arising from a mismatch between the job seekers and the job openings available. With structural unemployment, even if job vacancies and job seekers coexist in the labour market, they may not be matched over a long period of time. Finally, unemployment can be cyclical. This occurs when there is a general decline in demand for manpower as aggregate demand for goods and services fall in the event of a cyclical downturn. Unlike structural and frictional unemployment where the problem is in matching job openings with job seekers, cyclical unemployment occurs when there are not enough jobs to go around.

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to

¹ Population figures for each quarter will be finalised in the next quarter. Unemployment data are therefore subject to the latest available population estimates.

increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

Unemployment rates by specific groups, defined e.g. by age and educational attainment are useful in identifying groups of workers most vulnerable to unemployment.

Employment

Source

Primarily from administrative records. The self-employed component is estimated from the Labour Force Survey.

Coverage

Employment data comprise all persons in employment i.e. employees and the self-employed. However, it excludes men who are serving their 2-year full-time national service liability in the Singapore Armed Forces, Police and Civil Defence Forces.

Data on the number of local (also known as resident) employees are compiled from the Central Provident Fund (CPF) Board's administrative records of active contributors, defined as local employees who have at least one CPF contribution paid for him/her. A local employee is a Singapore citizen or Permanent Resident who is employed by an employer under a contract of service or other agreement entered into in Singapore. Every local employee and his/her employer are required to make monthly contributions to the CPF. The CPF is a compulsory savings scheme that provides workers financial security in old age and helps meet the needs of healthcare, home-ownership, family protection and asset enhancement.

Data on foreigners working in Singapore are compiled from administrative records of foreigners on valid work passes issued by the Ministry of Manpower. Foreigners can work in Singapore only if they have valid work passes issued by the Ministry of Manpower.

The number of self-employed residents is estimated from the Labour Force Survey. The self-employed comprises persons aged 15 years and over who are own account workers, employers or contributing family workers.

Concepts and Definitions

Employment change refers to the change in the number of persons who are in employment, derived by taking the difference in the employment level (i.e. number of employed persons) at the end of the reference period compared with the end of the preceding period. A positive change refers to the additional number of persons who are in employment, while a negative change refers to the decline in number of persons in employment.

Uses and Limitations

Analysis of employment change over time helps in understanding the impact of cyclical and structural changes in the economy on the demand for workers. In particular, the breakdown of employment by industry helps identify sectors where employment is growing or falling.

Conceptually, the change in employment over the reference period is the difference between people entering and exiting employment during the period. Users should not mistake an increase in employment as gross job creation i.e. the increase in employment in expanding establishments only.

Retrenchment

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Retrenchment refers to

- i) termination of permanent employees due to redundancy; and
- ii) early termination of term contract employees due to redundancy.

In the public sector, it includes those who left service under the Special Resignation Scheme².

Uses and Limitations

Data on retrenchment are useful in the analysis of re-structuring or ailing industries.

The number of retrenched persons (flow) should not be confused with persons unemployed (stock). Not all retrenched persons will be unemployed as some will re-enter into employment or decide to leave the labour force. If the persons have not found a new job and are actively looking and available for work, they join the pool of unemployed.

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

Information on retrenched resident workers is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the first quarter of 2010, the coverage is further expanded to include employees on term contracts which were terminated prematurely due to redundancy. The status of re-entry into employment of these workers is tracked using administrative records. Hence, it does not capture retrenched workers who went into self or informal employment or undergo training while looking for a job.

² The Special Resignation Scheme (introduced in April 1988) allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. The re-entry rate (6 months post-retrenchment) refers to the re-entry rate in a quarter for the residents retrenched six months ago. For example, the re-entry rate for the first quarter 2018 shows the proportion of residents retrenched in the third quarter of 2017 who had re-entered employment six months after they were retrenched. The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment. For example, the 2018 re-entry rate pertains to residents retrenched from 3Q 2017 to 2Q 2018, who re-entered employment by 2018 (given 6 months post-retrenchment).

Uses and Limitations

This indicator measures the prospects of re-entry into employment of retrenched workers. It allows us to identify vulnerable workers who find it difficult to secure re-entry into employment after layoff.

A low re-entry rate could also be the result of workers taking a break from the labour force rather than a weak job market. An analysis of the change in re-entry rate over time should therefore be made in the context of other indicators on the labour market. Also, the indicator could be cohort-specific. Even if the state of the labour market is unchanged, two different cohorts of workers could yield different re-entry rates, depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or undergo training while looking for a job.

Job Vacancy

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Job vacancy refers to the number of unfilled posts which an establishment is actively recruiting employees from outside the establishment. They exclude:

- a) Positions for which the employees have been appointed, but have not yet commenced duty;
- b) Positions open only to internal transfers or promotions.

Recruitment action to fill a post includes advertising in newspapers, posting notices on the internet (e.g. on online job banks), making word-of-mouth announcements, soliciting employees through employment agencies or job fairs, contacting or interviewing job applicants.

Job vacancy rate for a quarter is defined as the number of job vacancies divided by the demand for manpower at the end of the quarter. The demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter. The annual figures are the simple averages of the quarterly figures.

Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total number of job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy is estimated based on the assumption that private sector establishments with less than 25 employees have the same vacancy rate as private establishments with 25-49 employees. Estimates on the total number of unemployed persons are obtained from the Labour Force Survey.

Uses and Limitations

Job vacancy statistics measure unmet demand for manpower and are useful for assessing changes in the manpower demand over time. They enable users to identify industries and occupations where employers are seeking workers. This can have operational use e.g. in improving vocational guidance and helping job seekers and employers make more informed choices.

Data on job vacancies can assist in pinpointing emerging labour shortages. To identify labour shortages, trends in vacancy data would have to be evaluated together with other labour market indicators as well as background information on the occupations and factors affecting demand and supply of workers. This is because persistent job vacancies may indicate either real shortages or factors such as low wages, poor working conditions and unrealistic hiring specifications.

Labour Turnover

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Average monthly recruitment rate during a quarter is defined as the average number of persons recruited in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Average monthly resignation rate during a quarter is defined as the average number of persons who resigned in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Uses and Limitations

In good times when job openings are plentiful, recruitment and resignation rates tend to be high reflecting movement of workers between jobs. In periods of economic downturn, high layoffs are usually coupled with low resignation and recruitment rates.

The resignation rates by industry are valuable to employers for comparing their staff turnover against the industry norm. Low resignation rate in a company relative to the industry average is usually considered to be an indicator of good labour-management relations. Labour turnover also reflects the unique labour market dynamics of the

various industries. For example, accommodation and food services typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with seasonal fluctuations in demand.

Paid Hours Worked

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Total paid hours worked refers to the total number of paid hours worked during a week by an employee. It is the sum of standard hours and paid overtime hours worked.

Standard hours worked refers to the number of hours, excluding meal breaks worked by an employee during a normal working week.

Paid overtime hours worked refers to the number of hours worked by an employee during a week in excess of the standard hours for which the employees were paid. It excludes overtime hours worked for which "time-off" was granted instead of wage payment.

Uses and Limitations

Data on paid total and overtime hours worked are used as a gauge of the level of economic activities and working conditions of the various industries. The data can also be used for social studies on family and community life.

Management staff and executives are normally not paid additional hourly wages for working overtime. For this group of staff, users can refer to statistics on usual hours worked from the mid-year Comprehensive Labour Force Survey.

Reliability of Data

In a sample survey, inferences about the target population are drawn from the data collected from the sample. Errors due to extension of the conclusions based on one sample to the entire population are known as sampling errors. The sampling error of an estimate is the extent of variation between the estimated value obtained from a sample and the true value from the population. Factors influencing the sampling error include the sample size, the sample design, method of estimation, the variability of the population and the characteristics studied.

A common measure of the sampling error of an estimate is its standard error, which is a measure of the variation among the estimates derived from all possible samples. An alternative measure is the relative standard error of an estimate which indicates the standard error relative to the magnitude of the estimate. A sample estimate and an estimate of its standard error can be used to construct an interval that will, at specified levels of confidence, include the true value. By statistical convention, the confidence level has been set at 95 per cent.

Estimates of the sampling variability of selected indicators are as follows:

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Mar 19	65,400	2,300	3.5%	60,900	69,800
Resident Unemployment Rate	Mar 19	2.8%	0.10%-pt	3.5%	2.6%	3.0%
JOB VACANCY						
Job Vacancy Number	Mar 19	54,700	800	1.5%	53,100	56,400
Job Vacancy Rate	Mar 19	2.5%	0.04%-pt	1.5%	2.5%	2.6%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	1Q 19	2.2%	0.02%-pt	1.1%	2.2%	2.3%
Average Monthly Resignation Rate	1Q 19	1.8%	0.02%-pt	1.2%	1.8%	1.9%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 19	2.6	0.03	1.1%	2.5	2.6

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Singapore Yearbook of Manpower Statistics 2019	27/06/2019
Labour Market Advance Release Second Quarter 2019	26/07/2019

PAST ...

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Labour Market 2018	14/03/2019
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