

# **LABOUR MARKET**

## **FIRST QUARTER 2010**



**MINISTRY OF  
MANPOWER**

Manpower Research and Statistics Department  
Singapore

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## Manpower Research and Statistics Department

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## Notations

-	: nil or negligible
Q	: Quarter
M	: March
J	: June
S	: September
D	: December
n.a.	: not applicable/not available
No.	: Number
s	: Data suppressed due to small number of observations
s.a.	: seasonally adjusted

## Abbreviations

AWS	: Annual Wage Supplement
CPF	: Central Provident Fund
CPI	: Consumer Price Index
DOS	: Department of Statistics
EDB	: Economic Development Board
excl	: Excluding
GDP	: Gross Domestic Product
IT	: Information Technology
LTU	: Long-Term Unemployment/Long-Term Unemployed
Mfg	: Manufacturing
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
Sec	: Secondary
SSIC	: Singapore Standard Industrial Classification
UBC	: Unit Business Cost
ULC	: Unit Labour Cost

## Highlights

- The strong economic recovery has led to more people securing jobs. Total employment rose by 36,500 in the first quarter of 2010, comparable to the seasonal high of 37,500 in the last quarter of 2009. In contrast, employment fell by 6,200 in the first quarter last year due to the global economic downturn.
- With the strong job gains, the seasonally adjusted unemployment rate declined for the second successive quarter to 2.2% (overall) and 3.2% (resident) in March 2010. Long-term unemployment also improved. 14,600 persons (making up 0.7% of the resident labour force) had been unemployed for at least 25 weeks in March 2010, down from 16,600 or 0.8% a year ago.
- Redundancies remained at around pre-recession quarterly levels. Some 2,400 workers were made redundant in the first quarter of 2010, comparable to 2,220 in the fourth quarter of 2009 and only one-fifth (19%) of the record number laid off in the first quarter of 2009 (12,760). Based on CPF records, one in two (50%) residents made redundant in the fourth quarter of 2009 were re-employed by March 2010. This re-employment rate within 6 months of redundancy was broadly comparable to the 52% in December 2009 and 51% in September 2009, after improving from the low of 43% in June 2009.
- Job vacancies rose by 4.3% over the quarter to 37,300 in March 2010, which was 63% higher than the low of 22,900 a year ago. Excluding seasonality, job vacancies rose for the fourth consecutive quarter in March 2010. Coupled with the reduction in unemployment, the seasonally adjusted ratio of job vacancies to unemployed persons increased for the fourth straight quarter to 0.90 in March 2010 from the low of 0.36 in March 2009.
- Signalling a tightening of the labour market, the average monthly recruitment and resignation rates rose significantly to 2.6% and 2.0% respectively in the first quarter of 2010 from 1.9% and 1.8% in the same period last year. After adjusting for seasonality, both the recruitment and resignation rates rose for the third successive quarter.
- Driven by the cyclical upturn, labour productivity rose over the year by 13% in the first quarter of 2010, improving sharply from the growth of 2.7% in the fourth quarter and 0.6% in the third quarter of 2009. The average nominal monthly earnings grew over the year by 3.7% in the first quarter of 2010, following four consecutive quarters of decline. After adjusting for inflation (0.9%), the rise in real earnings was 2.8%.

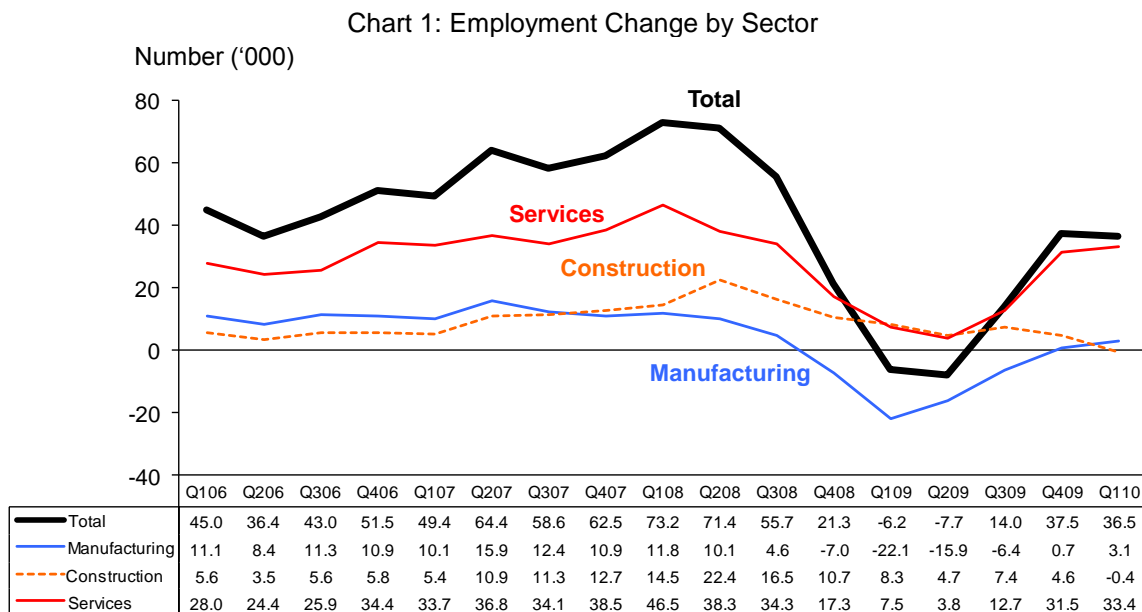
## Overview

The labour market strengthened in the first quarter of 2010, driven by the robust rebound from the economic downturn. Employment grew strongly, contributing to a further reduction in unemployment as redundancies remained at pre-recession quarterly levels. Amid higher job openings, labour turnover continued to rise, signalling a tightening of the labour market.

## Employment

### Employment continued to grow strongly

The strong economic recovery has led to more people securing jobs. Total employment rose by 36,500 in the first quarter of 2010, comparable to the seasonal high of 37,500 in the last quarter of 2009. In contrast, employment fell by 6,200 in the first quarter last year due to the global economic downturn.



Note: 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.

The bulk or 33,400 of the gains came from services, higher than 31,500 in the fourth quarter and 7,500 in the first quarter of 2009. Many services industries expanded their workforce, led by community, social & personal services (12,300), financial services (5,500) and real estate & leasing services (5,100). Manufacturing added 3,100 workers, the second consecutive quarter of increase after shedding workers from the fourth quarter of 2008 to the third quarter of 2009. Construction registered a small decline of 400 workers in the first quarter of 2010, after 20 successive quarters of employment gains.

Table 1: Total Employment Change by Industry

Industry	2009				2010
	Q1	Q2	Q3	Q4	Q1
Total	-6.2	-7.7	14.0	37.5	36.5
Manufacturing	-22.1	-15.9	-6.4	0.7	3.1
Construction	8.3	4.7	7.4	4.6	-0.4
Services	7.5	3.8	12.7	31.5	33.4
Wholesale & Retail Trade	-0.8	-0.9	1.3	6.2	1.8
Transport & Storage	-1.6	-1.9	-0.7	0.4	0.8
Hotels & Restaurants	-2.7	-2.5	0.4	6.5	-0.1
Information & Communications	0.8	-	0.8	0.9	1.7
Financial Services	-1.9	-0.8	2.1	4.0	5.5
Real Estate & Leasing Services	1.3	1.2	1.0	0.6	5.1
Professional Services	1.0	-0.1	1.3	1.3	2.8
Administrative & Support Services	-0.1	1.7	-	3.6	3.6
Community, Social & Personal Services	11.5	7.1	6.4	7.9	12.3
Others	0.1	-0.3	0.2	0.7	0.4

" - ": nil or negligible

Notes:

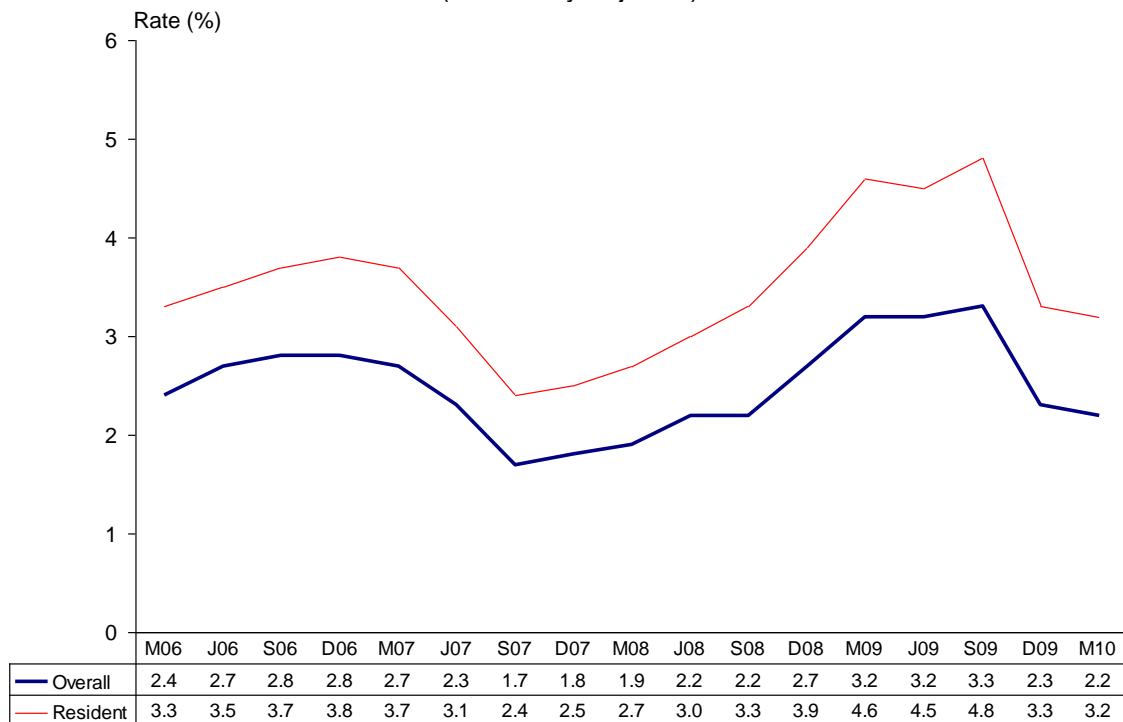
- (1) "Others" include Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (2) Data may not add up to the total due to rounding.

## Unemployment

### *Both unemployment and long-term unemployment improved*

With the strong job gains, the seasonally adjusted overall unemployment rate declined to 2.2% in March 2010 from 2.3% in December 2009. Similarly, among the resident labour force, the unemployment rate dipped to 3.2% in March 2010 from 3.3% in December 2009. An estimated 63,300 residents were unemployed in March 2010. The seasonally adjusted figure was 66,200.

Chart 2: Unemployment Rate  
(Seasonally Adjusted)

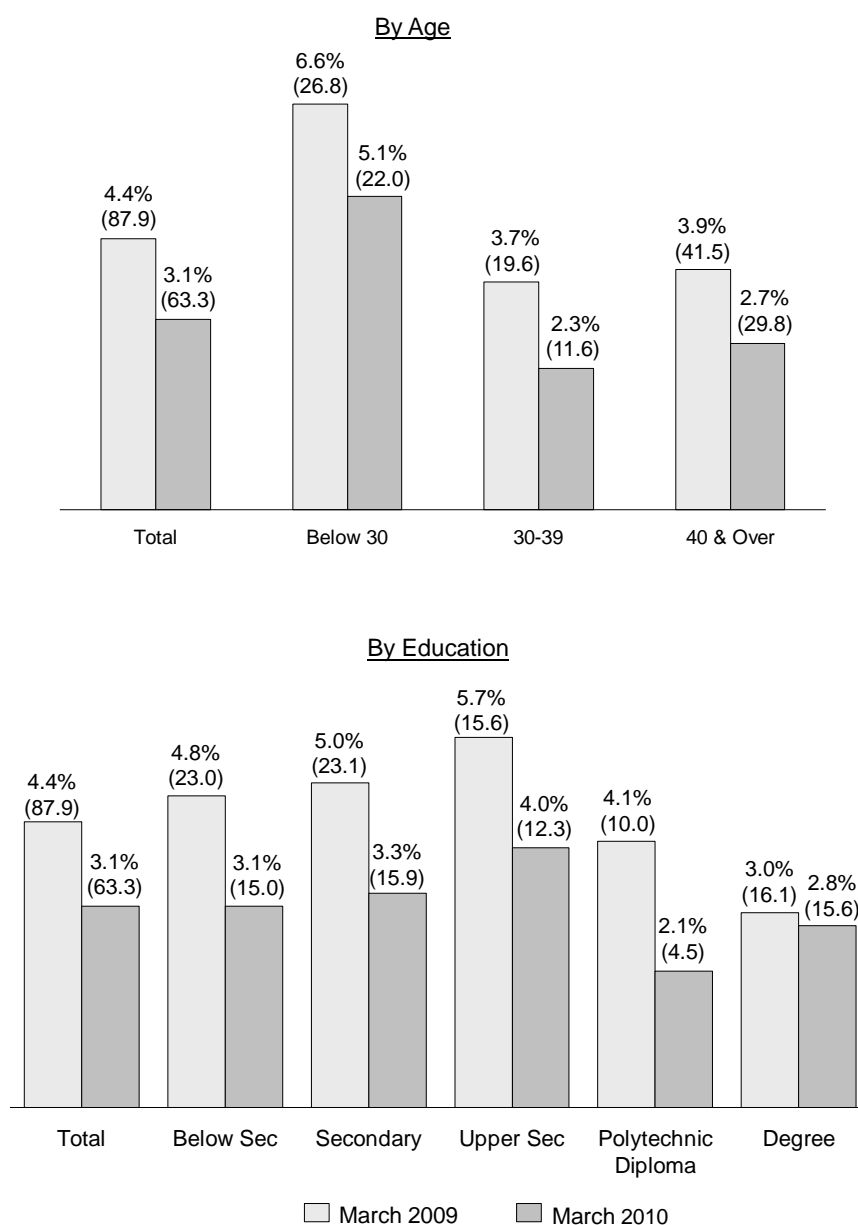


Note: Data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year. The current revision resulted in adjustments ranging from -0.2 to +0.3%-point. For example, the seasonally adjusted unemployment rate for December 2009 was revised from 2.1% (overall) and 3.0% (resident) to 2.3% (overall) and 3.3% (resident).

The improvement in unemployment was broad based. All education groups posted lower unemployment rate in March 2010 than a year ago, especially among polytechnic diploma holders whose rate nearly halved from 4.1% to 2.1%. In contrast, degree holders experienced a smaller improvement in unemployment rate from 3.0% to 2.8% than the other education groups. Consequently, their share among resident job seekers rose from 18% to 25%, even though the number of unemployed degree holders decreased from 16,100 to 15,600 over the year. Despite their smaller improvement, the unemployment rate for degree holders remained below the overall average of 3.1% for all residents.

Similarly, unemployment improved across the three age groups. Mature residents aged 40 & over remained the largest group among unemployed residents (29,800 or 47%) in March 2010. These mature job seekers were largely from less educated groups with secondary (8,000 or 13% of all unemployed residents) or lower (11,600 or 18%) qualifications.

Chart 3: Resident Unemployment Rate and Number by Age and Education (Non-Seasonally Adjusted)



( ) : Number of unemployed in thousands.

Long-term unemployment also improved. The number of residents who had been looking for work for at least 25 weeks decreased to 14,600 in March 2010 from 16,600 in March 2009. They formed 0.7% of the resident labour force in March 2010, slightly lower than 0.8% a year ago. However, their share in the unemployed pool rose from 19% to 23%, reflecting the faster decline in overall number of unemployed residents.

The long-term unemployment rate generally improved across the education groups, except for degree holders whose rate of 0.6% was unchanged from a year ago. However, they continued to have the lowest long-term unemployment rate among the education groups ([Chart 6](#)).

The performances of the three age groups were mixed. The long-term unemployment rate for residents in their 30s halved over the year from 0.8% to 0.4%, while that for mature residents dipped from 0.9% to 0.8%. On the other hand, the rate for younger residents aged below 30 edged up from 0.7% to 0.8%. Nevertheless, they formed only 3,500 or 24% of the long-term unemployed, comprising mainly those with upper secondary (1,100 or 7.7% of all long-term unemployed residents) and secondary (1,000 or 6.9%) qualifications. The majority (61% or 8,900) of the long-term unemployed were aged 40 & over, mainly at the two ends of the education spectrum with below secondary (3,300 or 22% of all long-term unemployed residents) or degree (2,000 or 13%) qualifications.

Chart 4: Resident Long-Term Unemployment Rate (Non-Seasonally Adjusted)

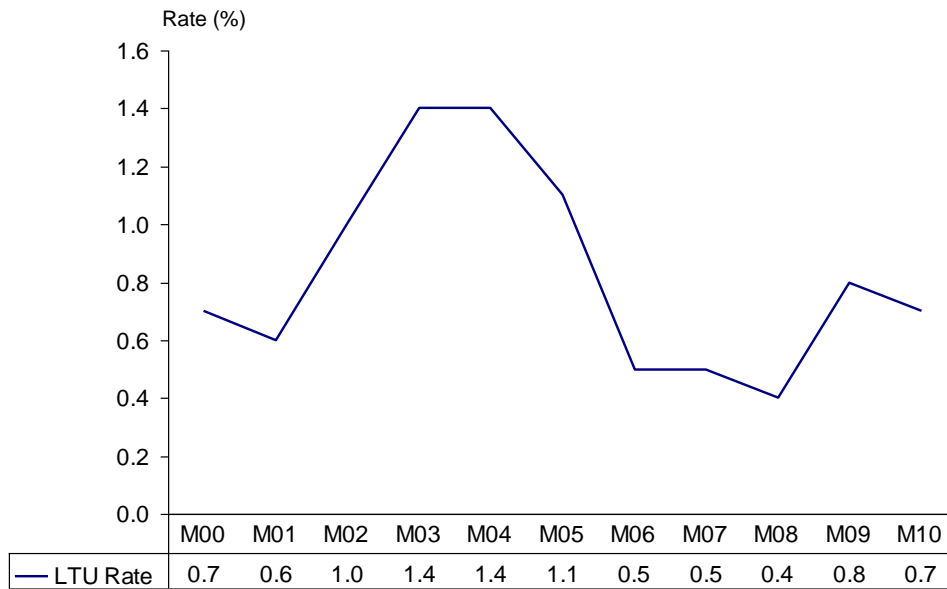
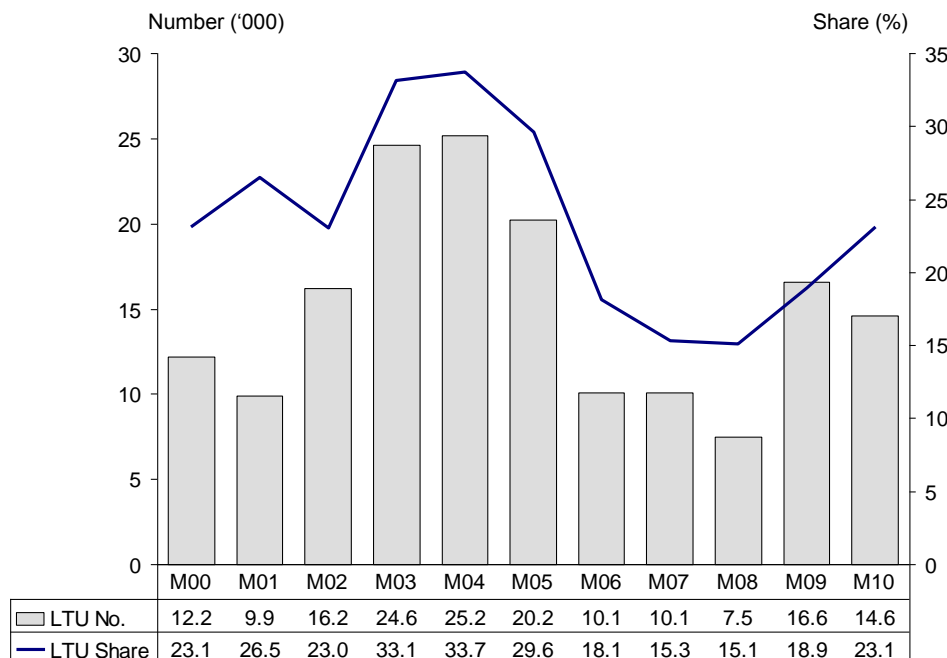


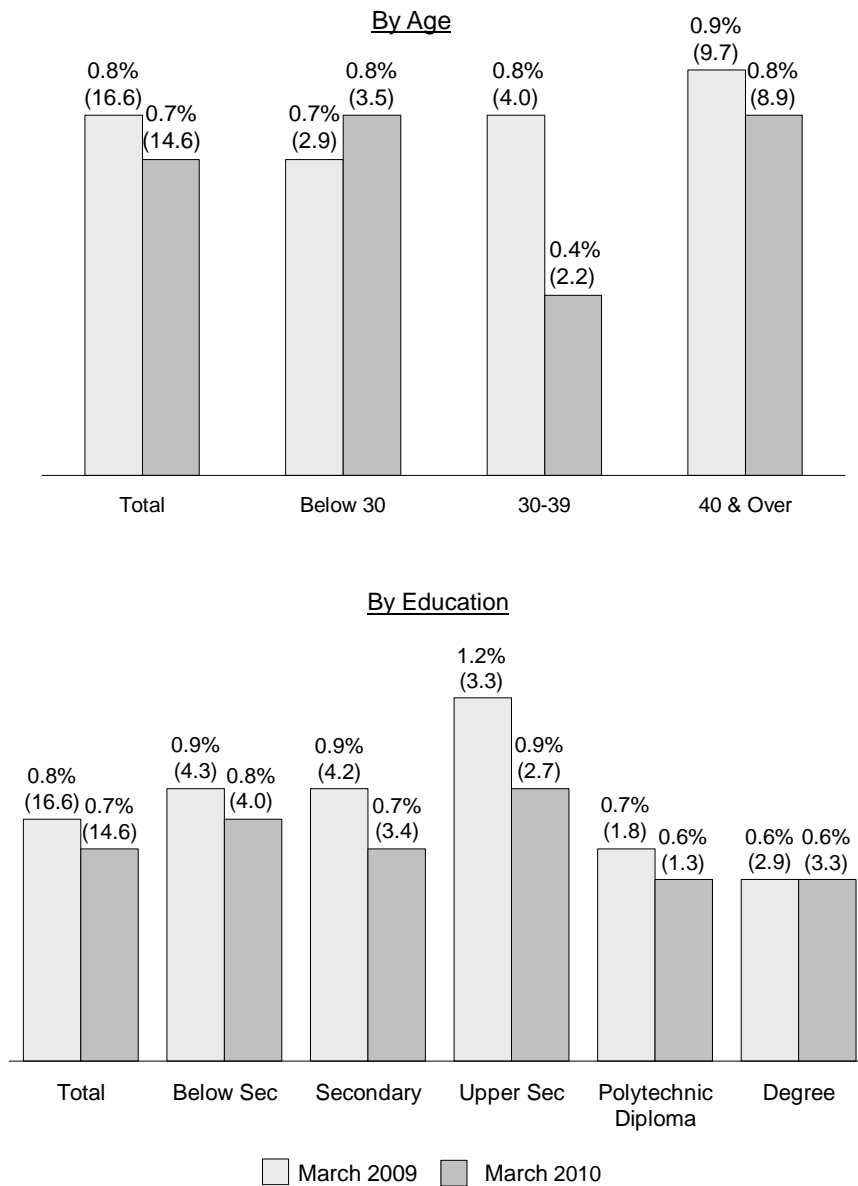
Chart 5: Share and Number of Resident Long-Term Unemployed (Non-Seasonally Adjusted)



Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) The share represents the proportion of unemployed residents who are long-term unemployed.

Chart 6: Resident Long-Term Unemployment Rate and Number by Age and Education (Non-Seasonally Adjusted)



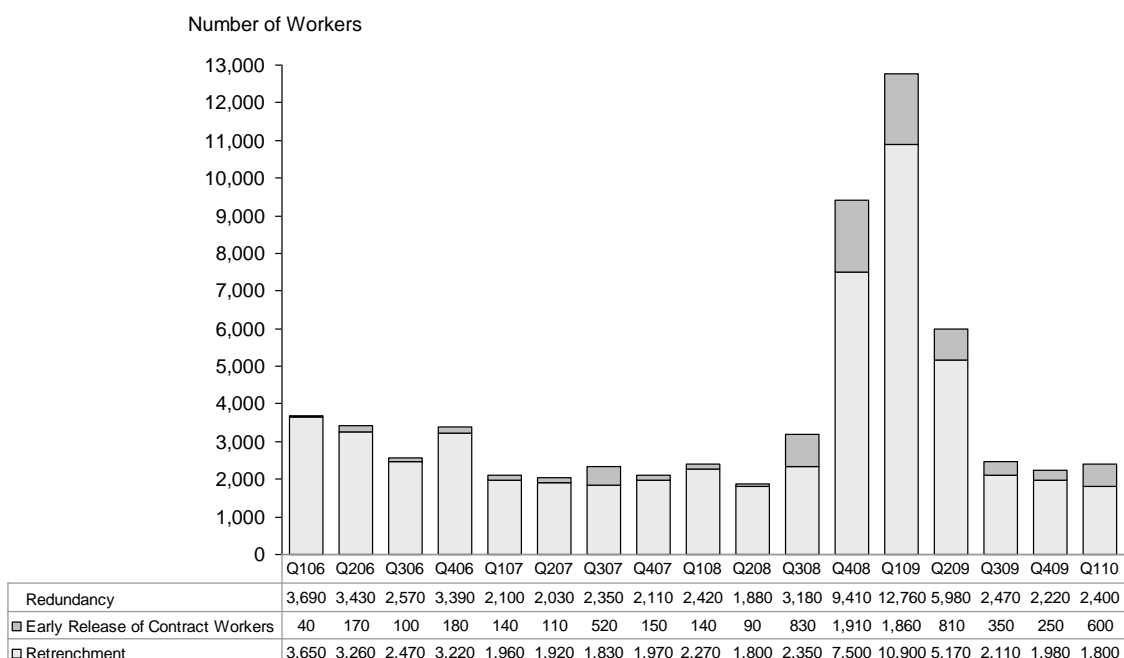
( ) : Number of long-term unemployed in thousands.

## Redundancy

### Redundancies remained at around pre-recession quarterly levels

Redundancies remained at around pre-recession quarterly levels. 1,800 workers were retrenched and 600 workers had their contracts terminated prematurely, resulting in a total of 2,400 workers made redundant in the first quarter of 2010. This was comparable to 2,220 in the fourth quarter of 2009 and only one-fifth (19%) of the record number laid off in the first quarter of 2009 (12,760).

Chart 7: Redundancies



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.

Redundancies increased over the quarter in manufacturing (from 860 to 1,120) and construction (from 250 to 340), though these were still below their recent peaks registered in the first quarter of 2009 for manufacturing (9,250) and fourth quarter of 2008 for construction (390). In contrast, redundancies in services fell for the fifth consecutive quarter to 940 in the first quarter of 2010 from 1,080 in the preceding quarter and the high of 3,810 in the fourth quarter of 2008.

Fewer professionals, managers, executives & technicians (PMETs) were made redundant in the quarter (from 1,030 to 840), continuing the downtrend since its peak in the first quarter of 2009 (4,730). In contrast, the number of production & related workers laid off rose for the second consecutive quarter to 1,190 in the first quarter of 2010, but this remained at around pre-downturn levels. The remaining 380 workers made redundant were in clerical, sales & service positions, compared with 330 in the fourth quarter of 2009.

The proportion of production & related (26%) and clerical, sales & service (23%) workers among residents made redundant were higher than in the preceding quarter (21% and 19% respectively). PMETs accounted for slightly over half (51%) of the residents made redundant in the first quarter of 2010. Mature residents in their 40s (33%) or older (28%) formed a higher share among residents laid off in the first quarter of 2010 than in the fourth quarter of 2009 (29% and 26% respectively). This was also higher than their representation among resident employees at 27% and 25% respectively.

Table 2: Profile of Residents Made Redundant and Resident Employees

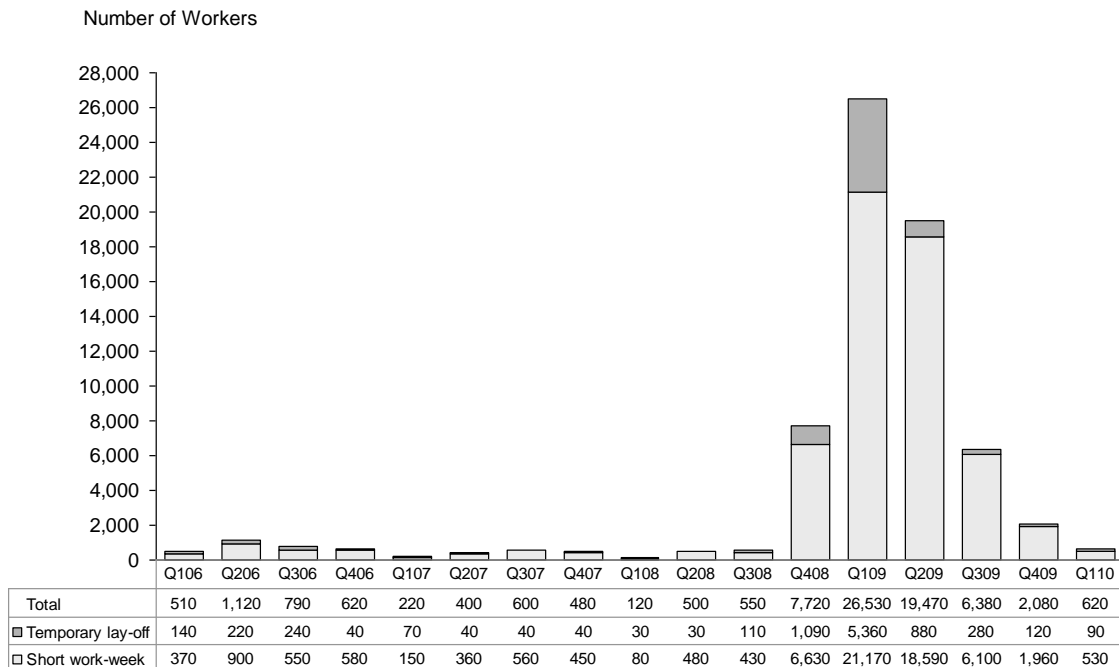
Characteristics	Per Cent	
	Residents Made Redundant, Q1 2010	Resident Employees, Jun 2009
Total	100.0	100.0
<u>Gender</u>		
Males	56.1	53.3
Females	43.9	46.7
<u>Age Group</u>		
Below 30	10.3	19.2
30 – 39	28.8	28.8
40 – 49	32.7	26.9
50 & Over	28.3	25.1
<u>Educational Attainment</u>		
Below Secondary	21.9	22.6
Secondary	18.9	24.0
Upper Secondary	14.0	11.9
Polytechnic Diploma	12.1	12.3
Degree	33.1	29.1
<u>Occupational Group</u>		
Professionals, Managers, Executives & Technicians	51.4	51.6
Clerical, Sales & Service Workers	22.8	26.5
Production & Transport Operators, Cleaners & Labourers	25.8	21.9

Notes:

- (1) Data on residents made redundant pertain to private sector establishments each with at least 25 employees and the public sector.
- (2) Data on resident employees exclude full-time National Servicemen.
- (3) Data may not add up to the total due to rounding.

The number of workers put on short work-week or temporary lay-off fell for the fourth consecutive quarter to 620 in the first quarter of 2010 from 2,080 in the preceding quarter. The vast majority (86% or 530) of those affected in the first quarter of 2010 were placed on short work-week, while the remaining were laid off temporarily (14% or 90). Two in three or 67% of the workers on short work-week or temporary lay-off were from manufacturing, followed by 27% from services and 6.3% from construction. Over six in ten (63%) workers affected were production & related workers, while the remaining were spread between PMETs (19%) and clerical, sales & service workers (18%).

Chart 8: Number of Workers on Short Work-week or Temporary Lay-off



Notes:

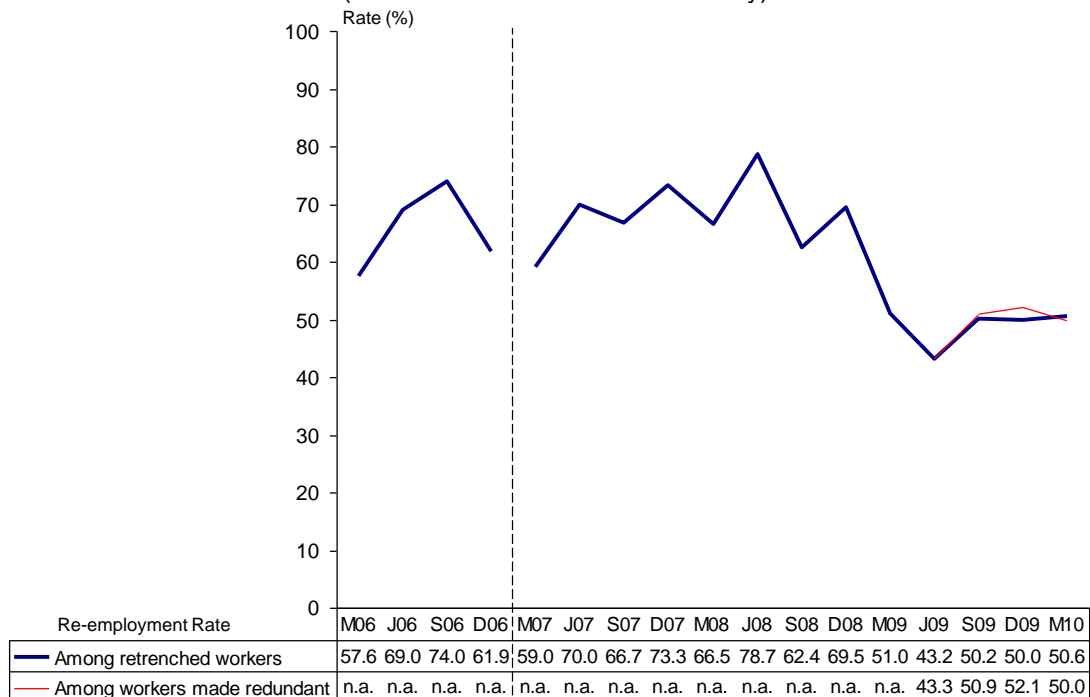
- (1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
- (2) Data are rounded to the nearest 10. Hence they may not add up to the total.

## Re-employment

### *Re-employment rate remained broadly unchanged*

Based on CPF records, one in two (50%) residents made redundant in the fourth quarter of 2009 were re-employed by March 2010. This re-employment rate within 6 months of redundancy was broadly comparable to the 52% in December 2009 and 51% in September 2009, after improving from the low of 43% in June 2009.

Chart 9: Re-employment Rate of Residents Made Redundant  
(Within 6 Months after Redundancy)



n.a.: not available

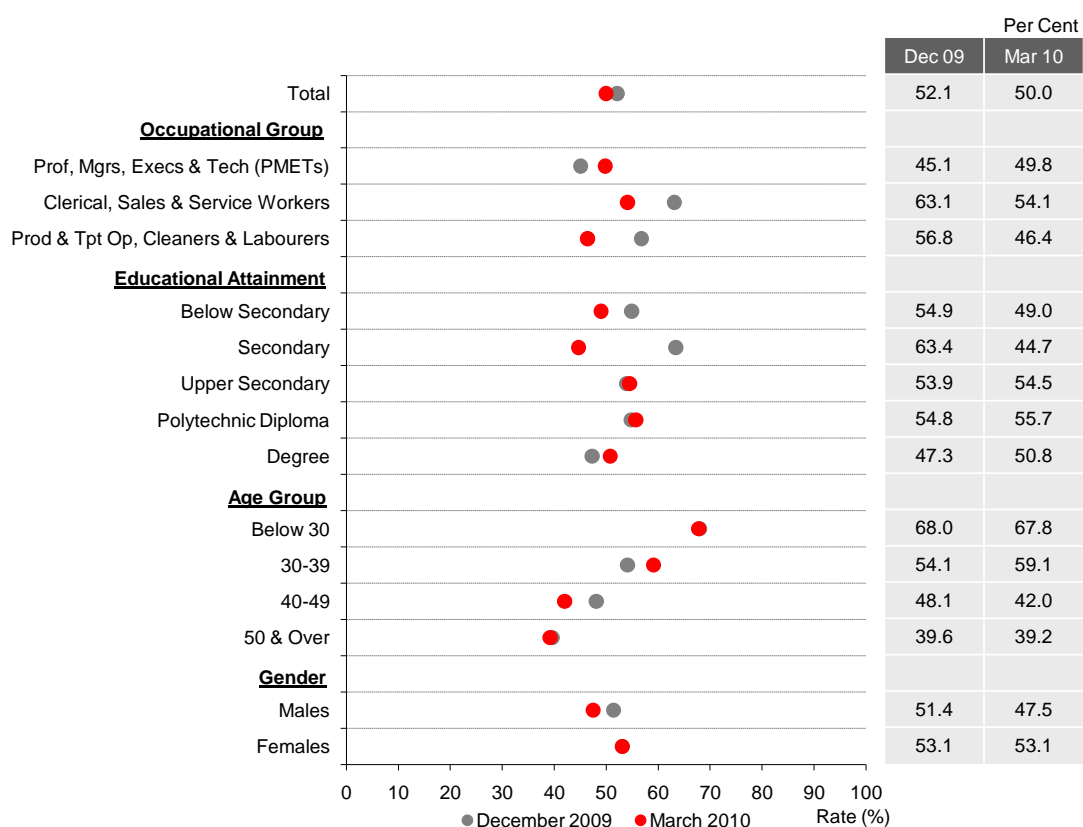
Notes:

- (1) Data refer to re-employment rate as at end of quarter for the residents made redundant in the previous quarter.
- (2) There is a break in the series as demarcated by the vertical dashed line. Before 2007, data pertain to residents retrenched from private sector establishments each with at least 25 employees. From 2007 onwards, data also include residents made redundant from the public sector.

Compared with the preceding cohort, re-employment prospects improved for resident degree holders who were made redundant (from 47% to 51%) but worsened for those with secondary education (from 63% to 45%) and below (from 55% to 49%). Similarly, the improvement was seen for residents laid off from PMET jobs (from 45% to 50%) to around the overall average, unlike in recent quarters when their rates were significantly below the norm.

It should be noted that re-employment data are cohort-specific. Two different cohorts of workers laid off could yield different re-employment rates depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

Chart 10: Re-employment Rate of Residents Made Redundant (Within 6 Months after Redundancy)



Note: Data pertain to residents made redundant by private sector establishments each with at least 25 employees and the public sector in Q3 09/Q4 09 but were re-employed by Dec 09/Mar 10 respectively.

Table 3: Re-employment Rate of Residents Made Redundant Within 6 Months after Redundancy (As at March 2010)

	Per Cent					
	Total	Below Secondary	Secondary	Upper Secondary	Polytechnic Diploma	Degree
Total	50.0	49.0	44.7	54.5	55.7	50.8
Below 30	67.8	s	s	s	s	74.0
30 – 39	59.1	s	51.1	66.1	69.4	54.9
40 – 49	42.0	44.0	47.7	47.5	s	37.6
50 & Over	39.2	48.9	31.3	45.9	s	32.1

s: Data suppressed due to small number of observations.

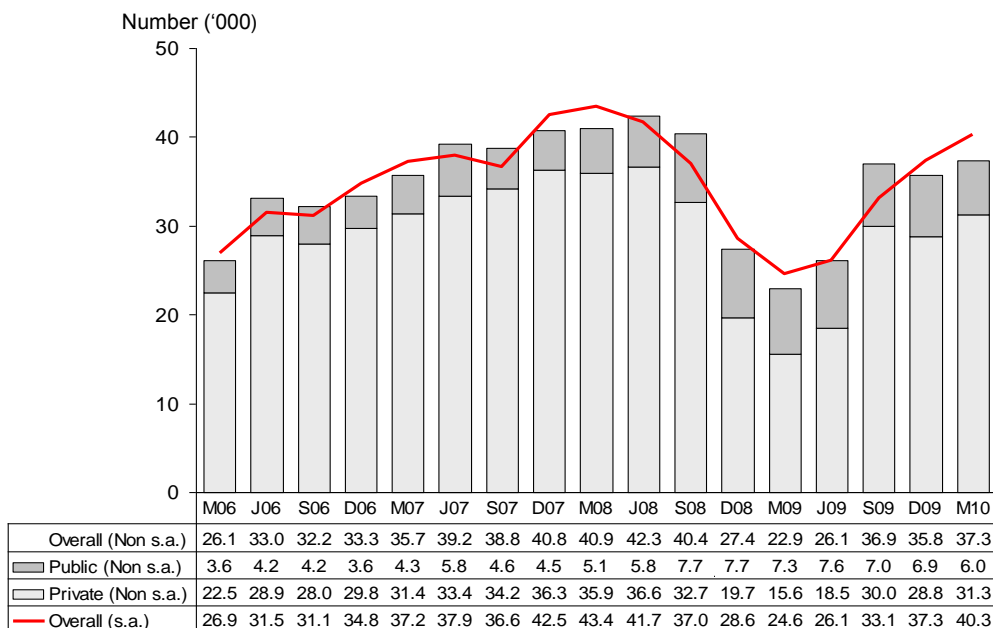
Note: Data pertain to residents made redundant by private sector establishments each with at least 25 employees and the public sector in Q4 09 but were re-employed by Mar 10.

## Job Vacancy<sup>1</sup>

### Job vacancies continued to increase

Job vacancies rose by 4.3% over the quarter to 37,300 in March 2010, which was 63% higher than the low of 22,900 a year ago. Excluding seasonality, job vacancies rose for the fourth consecutive quarter in March 2010.

Chart 11: Job Vacancies



Non s.a.: Non-seasonally adjusted; s.a.: Seasonally adjusted

Notes:

- (1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
- (2) Revisions for overall job vacancies ranged from an increase of 4.2% to 12% and for the seasonally adjusted series from -3.2% to 14%.
- (3) Data may not add up to the total due to rounding.

Job openings increased over the year in all three major sectors. Manufacturing vacancies tripled from 2,600 in March 2009 to 7,700 in March 2010. Likewise, openings in construction (+94% or +1,000) and services (+43% or +8,200) rose strongly compared with the same period a year ago.

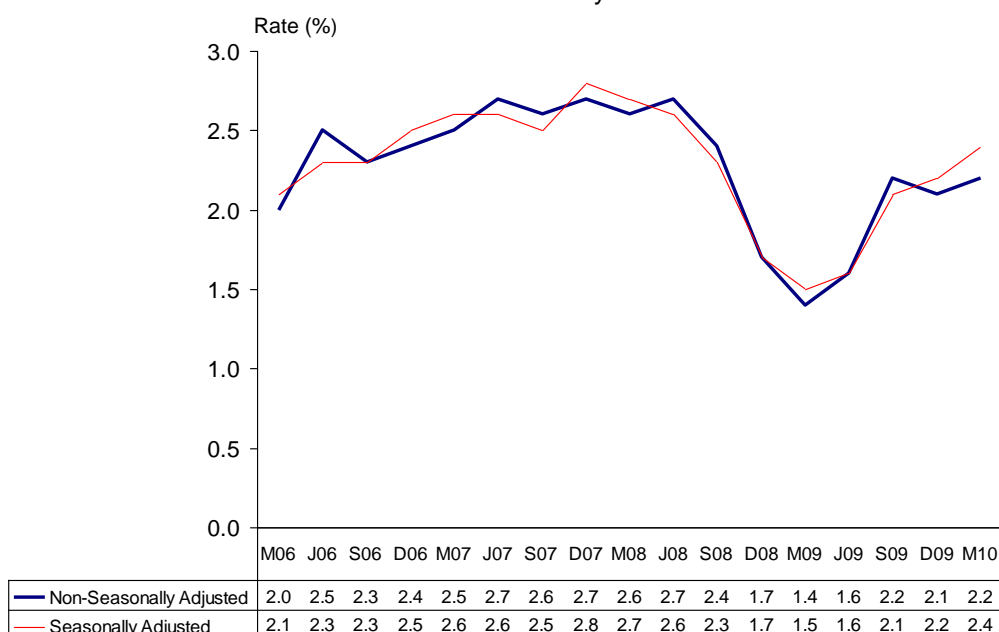
<sup>1</sup> Seasonally adjusted data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year. To improve the estimation of job vacancies, a new imputation methodology was introduced in Q1 2010. Data spanning back to 2006 have been revised using this methodology.

Services continued to generate around three in four of the overall job vacancies (27,100 or 73%) in March 2010, mainly from community, social & personal services (8,600 or 23% of total vacancies), wholesale & retail trade (4,100 or 11%), hotels & restaurants (3,600 or 9.6%) and transport & storage (2,700 or 7.3%). Manufacturing and construction accounted for 21% (7,700) and 5.7% (2,100) of total job vacancies respectively.

PMETs constituted almost half (17,200 or 46%) of all vacancies, followed by production & transport operators, cleaners & labourers (10,200 or 27%) and clerical, sales & service (9,900 or 27%) positions.

The job vacancy rate, which measures vacancies relative to total manpower demand, was 2.2% in March 2010, up from 1.4% a year ago. The seasonally adjusted rate continued to trend upwards to 2.4% in March 2010 from the low of 1.5% in March 2009.

Chart 12: Job Vacancy Rate

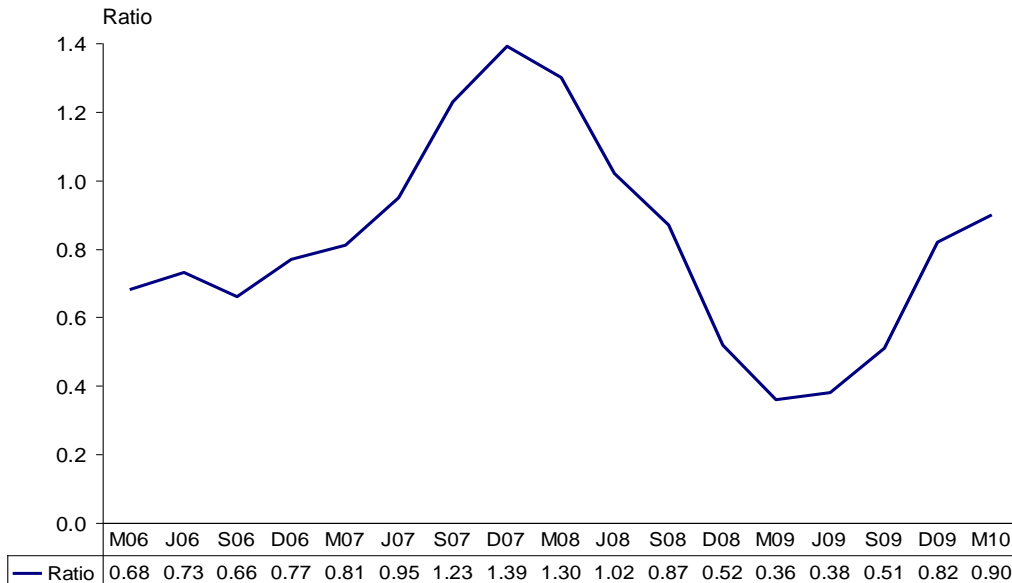


Notes:

- (1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
- (2) Revisions for the job vacancy rates ranged from an increase of 0.1%-point to 0.2%-point, and for the seasonally adjusted series from 0.0%-point to 0.3%-point.

The rise in job vacancies coupled with the reduction in unemployment led to an increase in the seasonally adjusted ratio of job vacancies to unemployed persons for the fourth straight quarter to 0.90 in March 2010 from the low of 0.36 in March 2009.

Chart 13: Ratio of Job Vacancies to Unemployed Persons  
(Seasonally Adjusted)



Note: Revisions for the job vacancies to unemployed persons ratio resulted in adjustments ranging from -0.01 to +0.16. For example, the ratio for December 2009 was revised from 0.81 to 0.82.

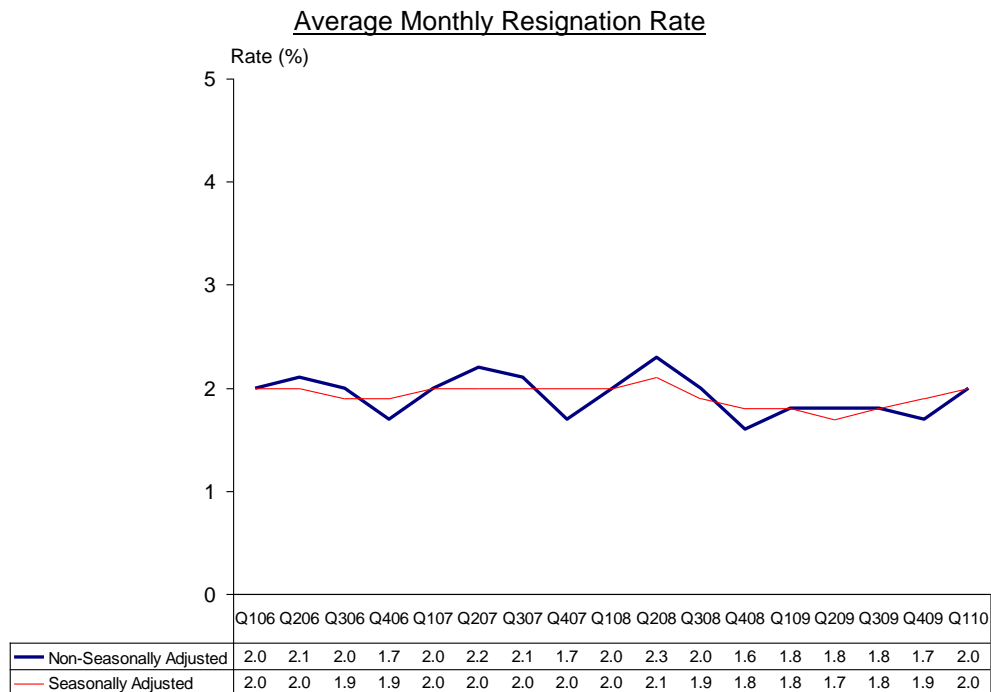
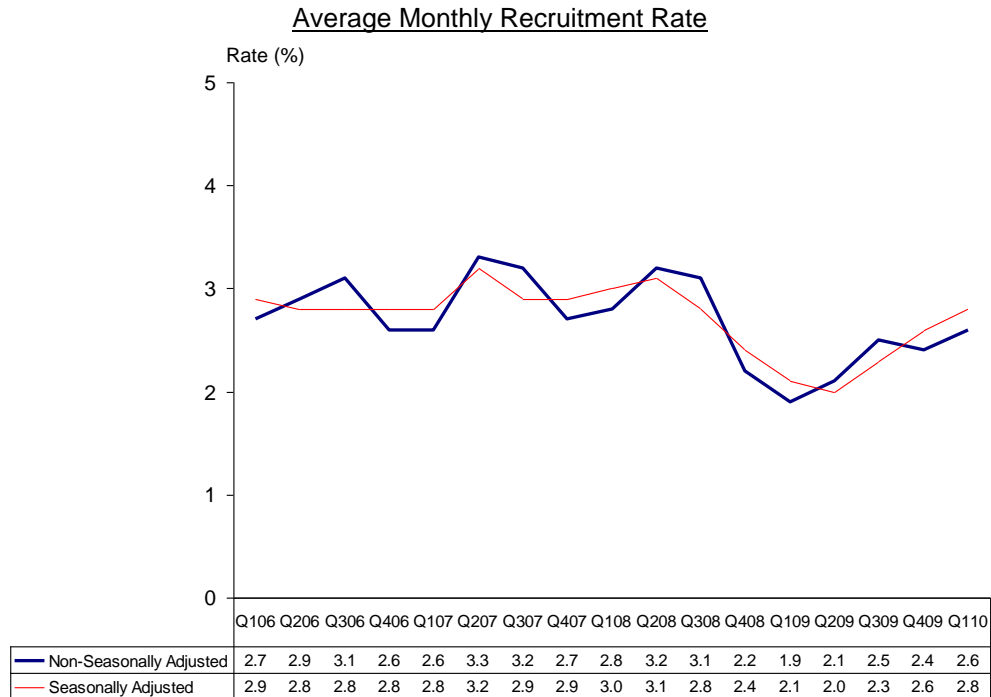
## Labour Turnover

### *Labour turnover rose further signalling a tightening labour market*

Labour turnover continued to increase, signalling a tightening of the labour market. The average monthly recruitment and resignation rates rose significantly to 2.6% and 2.0% respectively in the first quarter of 2010 from 1.9% and 1.8% in the same period last year. After adjusting for seasonality, both the recruitment and resignation rates rose for the third successive quarter.

Labour turnover rose over the year across all three broad occupational groups, with the recruitment and resignation rates for clerical, sales & service workers remaining higher than those for production & related workers and PMETs. Most industries experienced higher labour turnover than a year ago. Notable exceptions were construction, where the recruitment rate dipped and resignation rate was unchanged; manufacturing, with slightly lower resignation rate; and community, social & personal services, which had the same recruitment rate as a year ago.

Chart 14: Average Monthly Recruitment and Resignation Rates



Notes:

- (1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
- (2) Seasonally adjusted data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year. The current revision resulted in adjustments ranging from -0.1 to +0.1%-point for both recruitment and resignation rates.

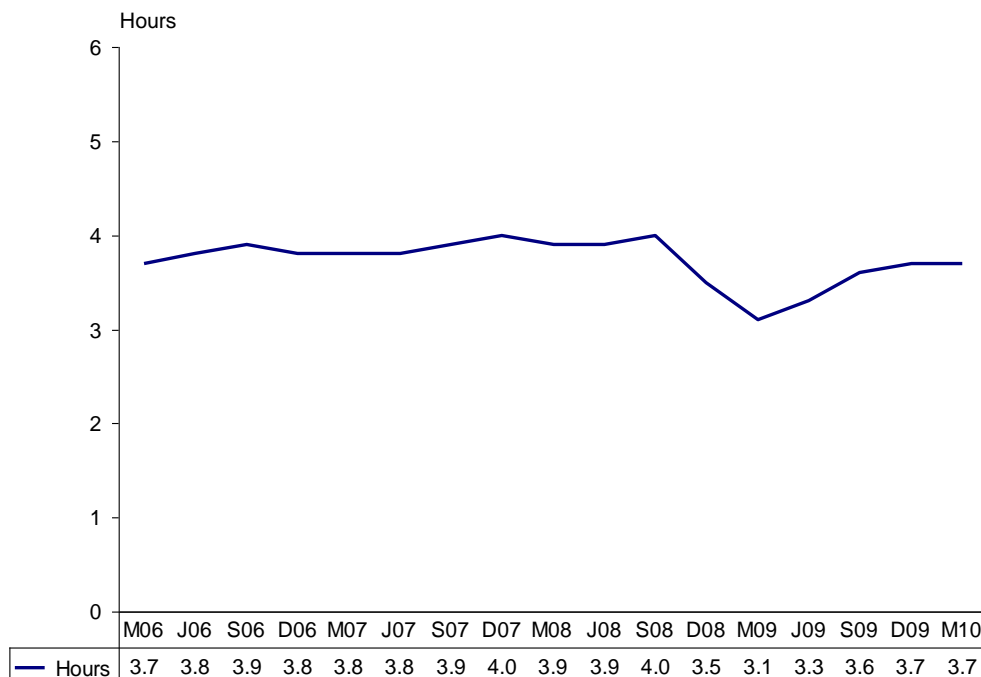
## Hours Worked

### *Paid overtime stabilised after rising from the trough a year ago*

Weekly paid overtime per employee averaged 3.7 hours in March 2010, unchanged from three months ago, after rising from the trough of 3.1 hours in March 2009.

Manufacturing led the recovery in paid overtime hours over the year (+2.0 hours). The services sector registered a more modest increase on the whole (+0.2 hour), though there were larger gains for specific services industries such as administrative & support services (+1.0 hour), air transport & supporting services (+0.7 hour) and hotels (+0.6 hour). On the other hand, construction saw fewer paid overtime (-0.1 hour).

Chart 15: Average Weekly Paid Overtime Hours Worked Per Employee



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

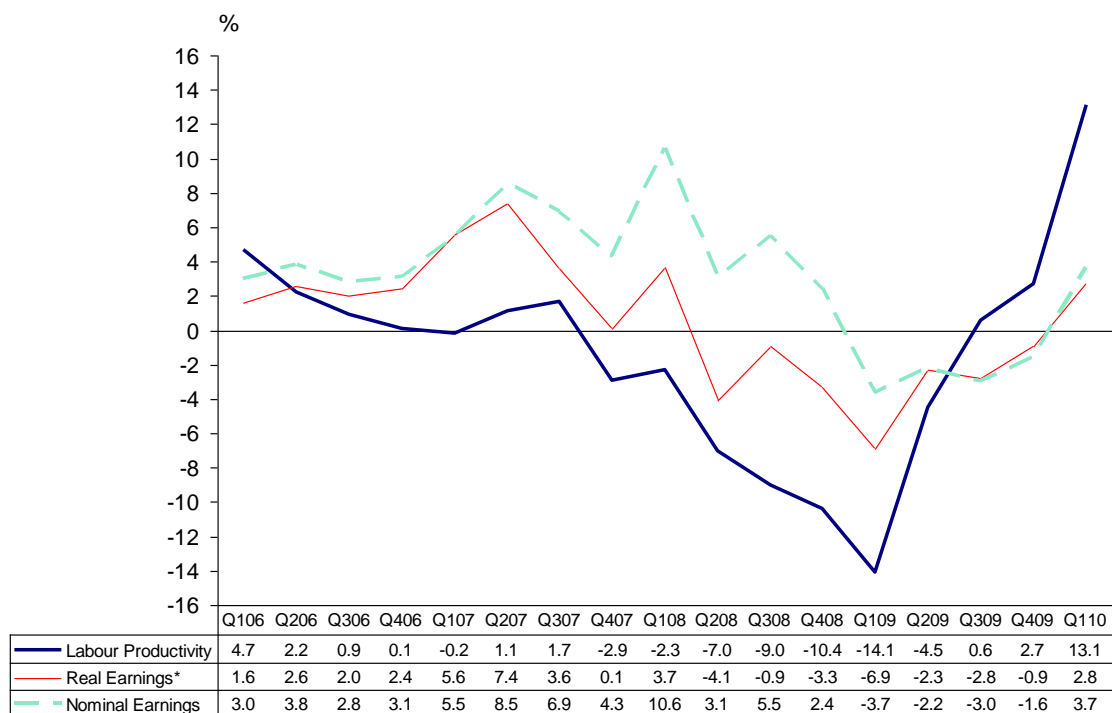
## Earnings and Productivity

### *Labour productivity improved sharply driven by cyclical upturn*

Driven by the cyclical upturn, labour productivity rose over the year by 13% in the first quarter of 2010, improving sharply from the growth of 2.7% in the fourth quarter and 0.6% in the third quarter of 2009. All industries, except information & communications (-0.4%) and community, social & personal services (-0.3%), saw increases in labour productivity in the first quarter of 2010. Manufacturing (40%), wholesale & retail trade (16%) and financial services (12%) recorded the strongest growth.

The average nominal monthly earnings grew over the year by 3.7% in the first quarter of 2010, following four consecutive quarters of decline. After adjusting for inflation (0.9%), the rise in real earnings was 2.8%.

Chart 16: Changes in Average (Mean) Monthly Earnings and Labour Productivity (Over Corresponding Period of Previous Year)



\* deflated by CPI (2009 = 100)

Sources:

- (1) Department of Statistics, Ministry of Trade and Industry for Labour Productivity
- (2) Derived based on data from Central Provident Fund Board for Earnings

Table 4: Changes in Labour Productivity and Real Average (Mean) Monthly Earnings  
(Over Corresponding Period of Previous Year)

Industry	Q4 09		Q1 10	
	Labour Productivity	Real Earnings*	Labour Productivity	Real Earnings*
Total	2.7	-0.9	13.1	2.8
<i>(Excl Construction)</i>	3.3	-1.0	13.7	2.7
Manufacturing	11.1	2.7	39.8	4.7
Construction	3.6	3.2	7.9	6.9
Services	1.1	-1.6	7.1	2.4
Wholesale & Retail Trade	0.3	0.7	15.6	2.1
Transport & Storage	2.3	-0.3	8.9	-2.1
Hotels & Restaurants	1.2	-0.5	5.0	-1.5
Information & Communications	-1.2	-0.9	-0.4	1.1
Financial Services	7.4	0.4	11.8	4.0
Business Services	1.3	-1.1	1.4	2.4
Community, Social & Personal Services	-0.2	-5.2	-0.3	2.9

\* deflated by CPI (2009 = 100)

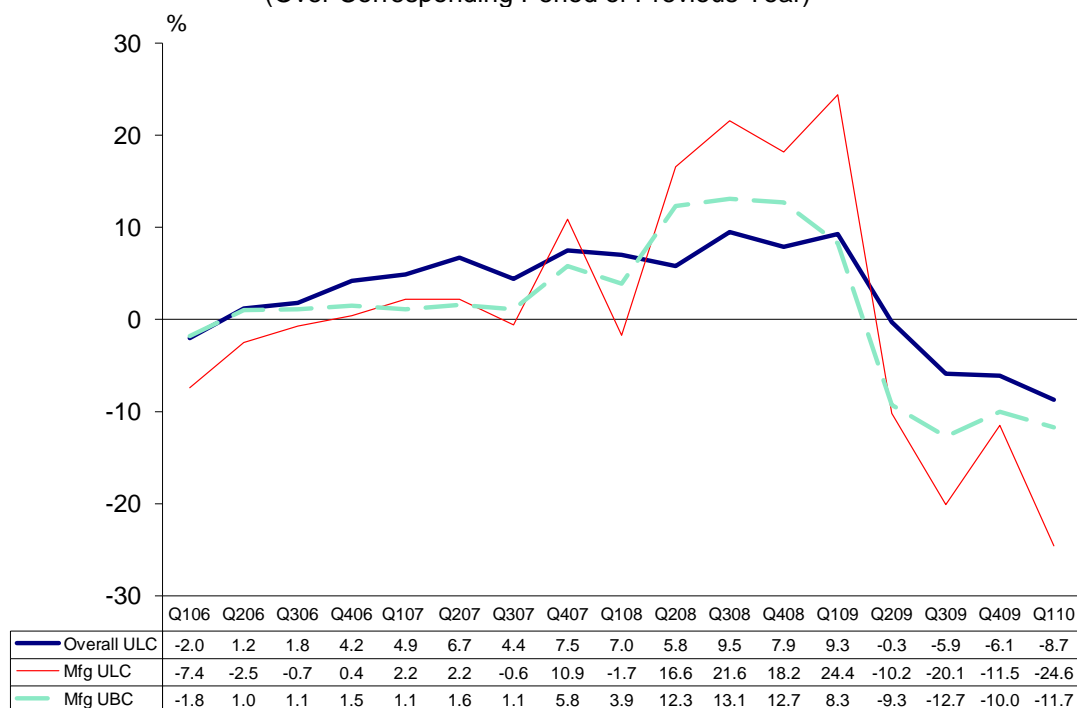
Sources:

- (1) Department of Statistics, Ministry of Trade and Industry for Labour Productivity
- (2) Derived based on data from Central Provident Fund Board for Earnings

### ***Business cost pressures have eased as growth in productivity surpassed earnings in the short term***

On the back of strong productivity growth, the overall unit labour cost (ULC) for the whole economy fell by 8.7% in the first quarter of 2010, steeper than the 6.1% decline in the preceding quarter. The corresponding declines in the manufacturing ULC were 25% and 12% respectively. Driven by the reduction in manufacturing ULC, the unit business cost (UBC) in manufacturing declined by 12% in the first quarter of 2010 compared with the 10% decline in the preceding quarter.

Chart 17: Change in Cost Indices  
(Over Corresponding Period of Previous Year)



Source: Department of Statistics, Ministry of Trade and Industry

## Employment Outlook

### *Employment outlook turned positive in manufacturing*

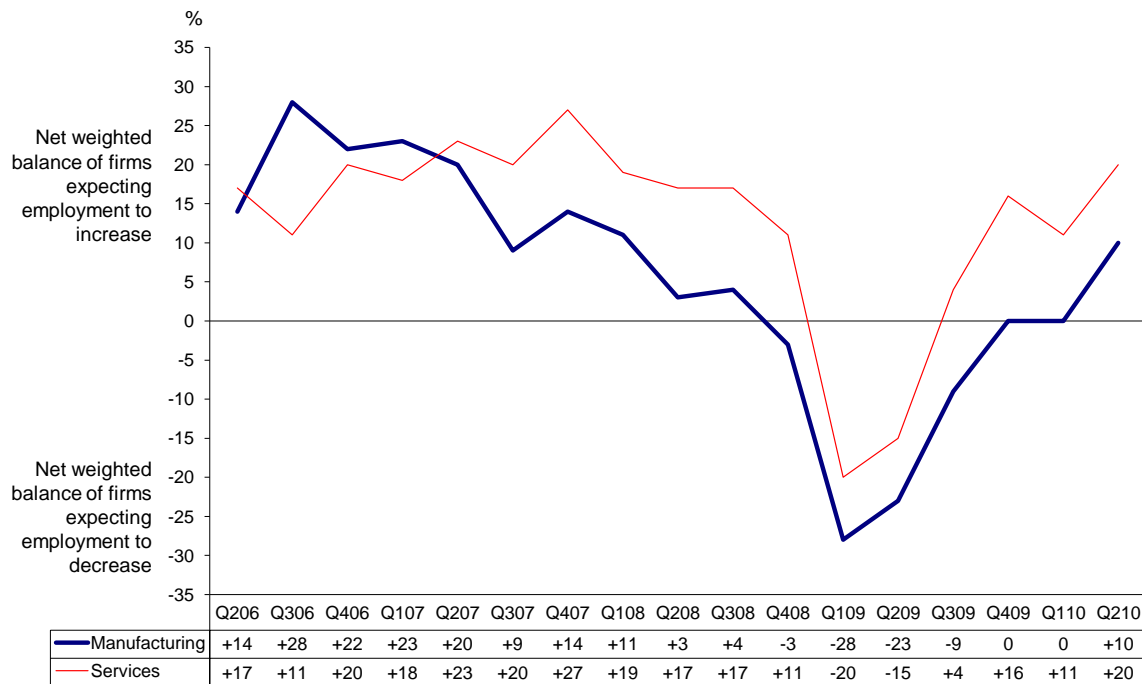
The business outlook among manufacturers and services firms have become more optimistic, with a higher net weighted balance of establishments expecting an improvement in business conditions for the six-month period ending September 2010.<sup>2</sup> A net weighted balance of 10% of manufacturers expected to increase employment in the second quarter of 2010, up from the zero net weighted balance in the previous two quarters and the negative net weighted balance registered for the fourth quarter of 2008 to third quarter of 2009. The precision engineering cluster had the most optimistic employment outlook (+23%), as companies foresee higher orders for machinery and precision modules & components with the rise in global industrial activities.

<sup>2</sup> In March/April 2010, a net weighted balance of 29% of manufacturers expected an improvement in business outlook in the six months ending September 2010, up from 14% for the six months ending June 2010 in the previous survey. Similarly, the net balance of establishments in the services sector expecting more favourable conditions in the next six months increased from 24% to 36%.

Sources: (1) Business Expectations of the Manufacturing Sector for the Second Quarter of 2010, 30 April 2010, Economic Development Board and (2) Business Expectations Survey for the Services Sector, Second Quarter 2010, 30 April 2010, Department of Statistics, MTI.

The employment outlook for the services sector also improved. A net weighted 20% of services establishments expected to increase employment in the second quarter of 2010, up from 11% in the preceding quarter. The financial services industry was the most upbeat, with a net 53% of companies planning to raise headcount. This sector had the strongest employment outlook among services firms for the second successive quarter, departing from its pessimistic outlook in late 2008 and early 2009. Hiring sentiments in hotels & catering were also strong, with a net 45% of firms expecting to increase employment. This was largely pulled up by the favourable outlook in catering trade (+57%) compared with hotels (+8%).

Chart 18: Companies' Quarterly Employment Forecast by Industry  
(Net Weighted Balance of Firms)



Sources:

- (1) Survey of Business Expectations of the Manufacturing Sector, Economic Development Board
- (2) Business Expectations Survey for the Services Sector, Department of Statistics, MTI

## **Concluding Remarks**

Driven by the robust employment growth, unemployment improved for the second straight quarter as redundancies remained at pre-recessionary levels. Amid rising job vacancies, labour turnover rose further signalling a tightening of the labour market.

## 1.1 EMPLOYMENT

In Thousands

Industry (SSIC 2005)	Employment Change								Employment Level as at Mar 2010
	2007	2008	2009	2009				2010	
				I	II	III	IV		
<b>TOTAL</b>	<b>234.9</b>	<b>221.6</b>	<b>37.6</b>	<b>-6.2</b>	<b>-7.7</b>	<b>14.0</b>	<b>37.5</b>	<b>36.5</b>	<b>3 026.5</b>
<b>C15-36 MANUFACTURING</b>	<b>49.3</b>	<b>19.5</b>	<b>-43.7</b>	<b>-22.1</b>	<b>-15.9</b>	<b>-6.4</b>	<b>0.7</b>	<b>3.1</b>	<b>545.6</b>
C15-17 Food, Beverages & Tobacco	3.2	1.3	0.9	0.2	0.3	-0.2	0.6	0.4	35.9
C22-23 Paper Products & Printing	0.1	0.7	-1.5	-0.7	-0.7	-	-0.1	0.1	26.2
C24-26 Petroleum, Chemical & Pharmaceutical Products	5.6	11.1	7.0	3.2	1.9	0.9	1.1	-0.3	56.6
C27 Rubber & Plastic Products	0.5	-1.5	-2.0	-1.2	-0.9	-	0.1	0.1	14.9
C30 Fabricated Metal Products	1.9	2.2	-3.2	-1.6	-1.2	-0.4	-	0.1	30.3
C31 Machinery & Equipment	4.5	-1.8	-5.7	-3.0	-1.8	-0.8	-0.1	0.1	66.9
C32 Electrical Products	0.3	0.8	-0.4	-0.2	-	-0.1	-	0.1	11.4
C33 Electronic Products	-0.6	-7.2	-12.4	-8.8	-4.4	-0.1	1.0	1.8	92.7
C34 Medical & Precision Instruments	0.4	1.1	-0.2	-0.2	-	-0.1	0.1	0.3	16.8
C35 Transport Equipment	30.1	10.3	-24.8	-9.3	-8.4	-4.8	-2.2	-0.4	137.4
Other Manufacturing Industries	3.4	2.4	-1.5	-0.5	-0.6	-0.7	0.3	0.9	56.5
<b>F45 CONSTRUCTION</b>	<b>40.4</b>	<b>64.0</b>	<b>25.1</b>	<b>8.3</b>	<b>4.7</b>	<b>7.4</b>	<b>4.6</b>	<b>-0.4</b>	<b>384.6</b>
<b>G-V SERVICES</b>	<b>143.1</b>	<b>136.4</b>	<b>55.6</b>	<b>7.5</b>	<b>3.8</b>	<b>12.7</b>	<b>31.5</b>	<b>33.4</b>	<b>2 075.1</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>19.9</b>	<b>16.4</b>	<b>5.9</b>	<b>-0.8</b>	<b>-0.9</b>	<b>1.3</b>	<b>6.2</b>	<b>1.8</b>	<b>409.0</b>
G50 Wholesale Trade	18.2	8.9	4.5	-0.2	-0.3	1.2	3.8	2.1	252.7
G51 Retail Trade	1.7	7.5	1.3	-0.6	-0.5	0.1	2.4	-0.2	156.2
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>5.0</b>	<b>13.7</b>	<b>-3.8</b>	<b>-1.6</b>	<b>-1.9</b>	<b>-0.7</b>	<b>0.4</b>	<b>0.8</b>	<b>194.8</b>
H52, H552 Land Transport & Supporting Services	3.0	5.0	0.7	0.1	-0.2	-0.1	0.9	0.5	78.4
H53, H553 Water Transport & Supporting Services	5.4	3.5	-1.3	-0.8	-0.3	0.3	-0.4	0.3	46.2
H54, H554 Air Transport & Supporting Services	-4.8	1.4	-1.7	-0.1	-0.9	-0.3	-0.3	-0.1	23.4
Other Transport & Storage Services	1.4	3.9	-1.6	-0.8	-0.4	-0.6	0.2	-	46.8
<b>J58 HOTELS AND RESTAURANTS</b>	<b>16.3</b>	<b>16.9</b>	<b>1.7</b>	<b>-2.7</b>	<b>-2.5</b>	<b>0.4</b>	<b>6.5</b>	<b>-0.1</b>	<b>180.5</b>
J581 Hotels	0.6	0.1	-0.4	-2.3	-0.7	0.7	2.0	0.1	26.8
J582 Restaurants	15.7	16.7	2.1	-0.3	-1.8	-0.3	4.5	-0.3	153.7
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>6.3</b>	<b>5.7</b>	<b>2.6</b>	<b>0.8</b>	<b>-</b>	<b>0.8</b>	<b>0.9</b>	<b>1.7</b>	<b>89.4</b>
K60-61 Broadcasting & Publishing	0.6	0.1	0.1	-	-0.1	-	0.2	0.1	14.8
K62 Telecommunications	0.5	1.0	0.9	0.2	0.1	0.4	0.3	0.5	20.6
K63 IT & Other Information Services	5.2	4.5	1.6	0.6	-	0.5	0.5	1.2	54.0
<b>L65-66 FINANCIAL SERVICES</b>	<b>21.9</b>	<b>11.5</b>	<b>3.4</b>	<b>-1.9</b>	<b>-0.8</b>	<b>2.1</b>	<b>4.0</b>	<b>5.5</b>	<b>169.5</b>
L65 Financial Institutions	20.9	10.5	2.7	-2.2	-0.9	1.9	3.9	5.1	143.6
L66 Insurance	1.0	0.9	0.7	0.2	0.2	0.2	0.2	0.4	25.9
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>8.6</b>	<b>6.9</b>	<b>4.1</b>	<b>1.3</b>	<b>1.2</b>	<b>1.0</b>	<b>0.6</b>	<b>5.1</b>	<b>77.6</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>22.2</b>	<b>18.1</b>	<b>3.5</b>	<b>1.0</b>	<b>-0.1</b>	<b>1.3</b>	<b>1.3</b>	<b>2.8</b>	<b>174.9</b>
N73 Legal, Accounting & Management Services	9.9	6.8	3.1	0.9	0.3	1.0	0.9	1.7	89.7
N74 Architectural & Engineering Services	6.4	6.8	0.2	0.2	-0.3	0.3	-	0.5	47.8
N75-76 Other Professional Services	5.8	4.5	0.2	-	-0.2	-	0.4	0.5	37.4
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>10.9</b>	<b>11.1</b>	<b>5.2</b>	<b>-0.1</b>	<b>1.7</b>	<b>-</b>	<b>3.6</b>	<b>3.6</b>	<b>143.9</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>32.1</b>	<b>36.1</b>	<b>32.9</b>	<b>11.5</b>	<b>7.1</b>	<b>6.4</b>	<b>7.9</b>	<b>12.3</b>	<b>635.5</b>
P80, T94 Education & Public Administration	6.3	6.6	13.1	6.2	1.9	3.4	1.6	3.7	202.0
Q85-86 Health & Social Services	5.6	6.6	7.3	1.9	3.3	1.1	1.0	1.9	89.8
R,S,U & V Other Community, Social & Personal Services	20.3	22.9	12.5	3.3	1.9	2.0	5.3	6.7	343.6
<b>OTHERS*</b>	<b>2.1</b>	<b>1.6</b>	<b>0.7</b>	<b>0.1</b>	<b>-0.3</b>	<b>0.2</b>	<b>0.7</b>	<b>0.4</b>	<b>21.2</b>

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

Source : Employment Statistics, MOM

'-' : nil or negligible

Notes : 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.

Data may not add up to the total due to rounding.

## 1.2 EMPLOYMENT

### COMPANIES' QUARTERLY EMPLOYMENT FORECAST BY INDUSTRY

Industry	Net Weighted Balance in Per Cent								
	2008			2009				2010	
	II	III	IV	I	II	III	IV	I	II
<b>Manufacturing</b>	+ 3	+ 4	- 3	- 28	- 23	- 9	0	0	+ 10
<b>Electronics</b>	- 6	+ 6	- 6	- 46	- 39	- 3	+ 10	0	+ 9
<b>Chemicals</b>	+ 1	+ 3	- 3	- 12	- 3	+ 1	+ 3	+ 6	+ 4
Petroleum	+ 1	0	0	- 1	0	0	0	0	0
Petrochemicals	0	0	0	- 6	- 1	0	+ 2	0	0
Specialty Chemicals	0	+ 7	- 8	- 35	- 7	- 4	+ 8	+ 6	+ 2
<b>Biomedicals</b>	+ 1	0	- 5	0	0	0	0	0	0
Pharmaceuticals	0	0	0	0	0	0	0	0	0
Medical Technology	+ 9	0	- 33	0	0	0	0	0	0
<b>Precision Engineering</b>	+ 1	- 1	- 7	- 51	- 45	- 19	- 2	+ 4	+ 23
<b>Transport Engineering</b>	+ 23	+ 13	+ 4	- 16	- 9	- 22	- 13	- 4	+ 11
<b>General Manufacturing Industries</b>	+ 16	+ 9	+ 6	- 12	- 17	- 3	- 7	- 2	+ 2
<b>Total Services Sector</b>	+ 17	+ 17	+ 11	- 20	- 15	+ 4	+ 16	+ 11	+ 20
<b>Wholesale &amp; Retail Trade</b>	+ 17	+ 12	+ 10	- 19	- 16	+ 1	+ 16	+ 4	+ 13
Wholesale Trade	+ 21	+ 16	+ 7	- 16	- 17	+ 3	+ 11	+ 6	+ 16
Retail Trade	+ 5	+ 2	+ 18	- 26	- 13	- 4	+ 28	- 3	+ 1
<b>Transport &amp; Storage</b>	+ 39	+ 42	+ 14	- 19	- 9	+ 11	+ 15	+ 27	+ 23
<b>Hotels &amp; Catering</b>	+ 24	+ 12	+ 34	- 33	- 7	+ 13	+ 35	+ 5	+ 45
Hotels	+ 7	+ 9	+ 4	- 34	- 2	+ 23	+ 11	+ 3	+ 8
Catering	+ 30	+ 13	+ 45	- 33	- 9	+ 10	+ 44	+ 5	+ 57
<b>Information &amp; Communications</b>	+ 19	+ 18	+ 5	- 19	- 14	- 2	+ 8	+ 7	+ 12
<b>Financial Services</b>	+ 6	+ 7	- 7	- 14	- 22	+ 12	+ 24	+ 46	+ 53
Banks & Finance Companies	- 5	+ 5	- 9	- 17	- 28	+ 11	+ 29	+ 55	+ 71
Stock, Share & Bond Brokers	+ 10	+ 6	- 10	- 16	0	+ 28	+ 28	+ 36	+ 26
Fund Management	+ 24	+ 43	+ 8	0	- 25	0	+ 11	+ 11	+ 17
Insurance Companies	+ 32	+ 13	0	- 7	- 7	+ 18	+ 12	+ 36	+ 15
Other Financial Services	+ 16	- 5	- 8	- 20	- 19	0	+ 16	+ 23	+ 23
<b>Real Estate</b>	+ 9	+ 15	+ 23	- 12	- 13	+ 10	+ 15	- 7	+ 2
<b>Business Services</b>	+ 3	+ 15	+ 6	- 17	- 22	- 3	+ 7	+ 9	+ 14
<b>Amusement &amp; Recreation</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	+ 34

n.a. : not available

Notes : Respondents are asked about expectations of employment in terms of directional change i.e. "up", "same" or "down". "Net weighted balance" is the difference between the weighted percentages of "ups" and "downs".

A plus sign indicates a net upward trend and a minus sign denotes a net downward trend.

Industries are classified based on SSIC 2005.

Source : Survey of Business Expectations of the Manufacturing Sector, EDB Business Expectations Survey for the Services Sector, DOS

## 2.1 UNEMPLOYMENT

### UNEMPLOYED RESIDENTS BY GENDER, AGE AND EDUCATIONAL ATTAINMENT

In Thousands

Characteristics	2007	2008	2009	2009				2010
				Mar	Jun	Sep	Dec	Mar
				<b>TOTAL</b>	<b>56.7</b>	<b>62.9</b>	<b>86.9</b>	<b>87.9</b>
				<b>(92.5)</b>	<b>(90.3)</b>	<b>(97.5)</b>	<b>(66.6)</b>	<b>(66.2)</b>
<b>GENDER</b>								
Males	30.8	33.6	46.2	47.7	60.6	43.3	33.1	32.1
Females	25.9	29.3	40.7	40.2	55.8	40.3	26.7	31.2
<b>AGE GROUP (YEARS)</b>								
Below 30	18.0	21.3	27.5	26.8	39.7	23.7	19.7	22.0
30 - 39	12.2	13.2	18.6	19.6	24.0	18.9	11.9	11.6
40 - 49	12.7	13.7	19.6	21.2	24.7	19.6	13.1	15.4
50 & Over	13.8	14.6	21.2	20.3	28.0	21.4	15.1	14.3
<b>EDUCATIONAL ATTAINMENT</b>								
Primary and Below	8.5	9.5	12.7	11.7	18.3	10.6	10.0	8.4
Lower Secondary	8.3	9.3	10.9	11.2	14.3	10.3	7.9	6.7
Secondary	15.8	15.2	22.3	23.1	28.0	24.5	13.7	15.9
Upper Secondary	7.1	9.5	13.4	15.6	14.7	14.7	8.7	12.3
Polytechnic Diploma	6.0	6.2	8.1	10.0	12.3	5.1	4.8	4.5
Degree	10.9	13.2	19.5	16.1	28.8	18.3	14.7	15.6

( ) seasonally adjusted

Source : Labour Force Survey, MOM

Notes : Quarterly figures are as at end of quarter.

Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

Data may not add up to the total due to rounding.

## 2.2 UNEMPLOYMENT

### RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND EDUCATIONAL ATTAINMENT

Characteristics	2007	2008	2009	2009				Per Cent
								2010
				Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>	<b>3.0</b>	<b>3.2</b>	<b>4.3</b>	<b>4.4</b>	<b>5.9</b>	<b>4.1</b>	<b>2.9</b>	<b>3.1</b>
				<b>(4.6)</b>	<b>(4.5)</b>	<b>(4.8)</b>	<b>(3.3)</b>	<b>(3.2)</b>
<b>GENDER</b>								
Males	2.8	3.0	4.1	4.2	5.4	3.8	2.9	2.8
Females	3.1	3.5	4.7	4.6	6.5	4.6	3.0	3.5
<b>AGE GROUP (YEARS)</b>								
Below 30	4.5	5.2	6.7	6.6	9.9	5.7	4.5	5.1
30 - 39	2.4	2.6	3.6	3.7	4.7	3.7	2.2	2.3
40 - 49	2.4	2.7	3.8	4.1	4.7	3.7	2.5	2.9
50 & Over	2.9	2.9	3.9	3.8	5.1	3.9	2.8	2.5
<b>EDUCATIONAL ATTAINMENT</b>								
Primary and Below	2.9	3.5	4.6	4.3	6.7	3.7	3.7	3.1
Lower Secondary	3.5	4.3	5.3	5.4	6.8	5.1	3.9	3.1
Secondary	3.4	3.3	4.7	5.0	5.8	5.2	2.9	3.3
Upper Secondary	2.9	3.5	4.7	5.7	5.9	4.3	3.0	4.0
Polytechnic Diploma	2.7	2.7	3.5	4.1	5.1	2.8	2.1	2.1
Degree	2.4	2.7	3.6	3.0	5.4	3.5	2.6	2.8

( ) seasonally adjusted

Notes : Quarterly figures are as at end of quarter.

Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

Source : Labour Force Survey, MOM

### 3.1 REDUNDANCY

#### WORKERS MADE REDUNDANT BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Workers							
		2007	2008	2009	2009				2010
					I	II	III	IV	I
<b>TOTAL</b>		<b>8 590</b>	<b>16 880</b>	<b>23 430</b>	<b>12 760</b>	<b>5 980</b>	<b>2 470</b>	<b>2 220</b>	<b>2 400</b>
<b>INDUSTRY (SSIC 2005)</b>									
<b>C15-36 MANUFACTURING</b>		<b>5 510</b>	<b>10 500</b>	<b>13 840</b>	<b>9 250</b>	<b>2 900</b>	<b>840</b>	<b>860</b>	<b>1 120</b>
C15-17	Food, Beverages & Tobacco	130	70	10	10	-	-	-	-
C22-23	Paper Products & Printing	200	210	190	50	90	-	50	10
C24-26	Petroleum, Chemical & Pharmaceutical Products	50	180	230	150	50	10	20	50
C27	Rubber & Plastic Products	230	710	690	510	150	30	-	110
C30	Fabricated Metal Products	550	940	1 210	790	200	140	90	50
C31	Machinery & Equipment	450	980	1 930	1 130	460	270	70	250
C32	Electrical Products	250	660	350	150	130	60	20	110
C33	Electronic Products	2 630	5 380	6 130	4 460	1 290	90	290	430
C34	Medical & Precision Instruments	100	150	400	300	80	20	-	20
C35	Transport Equipment	100	830	1 540	730	410	100	310	50
	Other Manufacturing Industries	830	380	1 150	980	50	120	10	50
<b>F45 CONSTRUCTION</b>		<b>70</b>	<b>530</b>	<b>950</b>	<b>330</b>	<b>230</b>	<b>140</b>	<b>250</b>	<b>340</b>
<b>G-V SERVICES</b>		<b>2 980</b>	<b>5 810</b>	<b>8 550</b>	<b>3 170</b>	<b>2 850</b>	<b>1 460</b>	<b>1 080</b>	<b>940</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>		<b>1 230</b>	<b>1 480</b>	<b>2 610</b>	<b>970</b>	<b>800</b>	<b>540</b>	<b>310</b>	<b>320</b>
G50	Wholesale Trade	1 090	1 390	2 430	910	700	520	300	290
G51	Retail Trade	130	90	180	50	100	20	20	30
<b>H52-56 TRANSPORT AND STORAGE</b>		<b>270</b>	<b>550</b>	<b>1 060</b>	<b>330</b>	<b>510</b>	<b>160</b>	<b>60</b>	<b>30</b>
H52, H552	Land Transport & Supporting Services	30	70	60	30	-	20	10	10
H53, H553	Water Transport & Supporting Services	30	220	300	130	110	20	40	20
H54, H554	Air Transport & Supporting Services	120	140	420	10	380	30	-	-
	Other Transport & Storage Services	90	120	300	160	30	90	10	-
<b>J58 HOTELS AND RESTAURANTS</b>		<b>330</b>	<b>170</b>	<b>210</b>	<b>40</b>	<b>90</b>	<b>10</b>	<b>80</b>	<b>50</b>
J581	Hotels	160	30	60	-	60	-	-	-
J582	Restaurants	160	140	160	40	30	10	80	50
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>		<b>280</b>	<b>550</b>	<b>680</b>	<b>300</b>	<b>180</b>	<b>140</b>	<b>60</b>	<b>140</b>
K60-61	Broadcasting & Publishing	60	100	140	70	30	30	10	50
K62	Telecommunications	80	10	110	30	10	50	10	50
K63	IT & Other Information Services	140	430	430	190	140	60	30	50
<b>L65-66 FINANCIAL SERVICES</b>		<b>170</b>	<b>1 440</b>	<b>1 830</b>	<b>700</b>	<b>600</b>	<b>260</b>	<b>280</b>	<b>200</b>
L65	Financial Institutions	170	1 380	1 770	690	560	250	270	180
L66	Insurance	-	60	70	10	40	10	10	20
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>		<b>20</b>	<b>70</b>	<b>140</b>	<b>70</b>	<b>30</b>	<b>40</b>	<b>10</b>	<b>10</b>
<b>N73-76 PROFESSIONAL SERVICES</b>		<b>290</b>	<b>650</b>	<b>1 100</b>	<b>500</b>	<b>290</b>	<b>140</b>	<b>170</b>	<b>110</b>
N73	Legal, Accounting & Management Services	110	240	490	190	140	70	80	40
N74	Architectural & Engineering Services	130	300	440	250	80	40	80	70
N75-76	Other Professional Services	50	110	180	70	60	30	20	-
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>		<b>140</b>	<b>450</b>	<b>680</b>	<b>220</b>	<b>200</b>	<b>150</b>	<b>110</b>	<b>30</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>		<b>270</b>	<b>450</b>	<b>240</b>	<b>50</b>	<b>170</b>	<b>20</b>	<b>10</b>	<b>40</b>
P80 & T94	Education & Public Administration	120	110	100	10	80	10	-	-
Q85-86	Health & Social Services	40	160	20	10	-	-	-	20
R,S,U & V	Other Community, Social & Personal Services	110	190	130	30	90	10	-	20
<b>A, B, D, E OTHERS*</b>		<b>20</b>	<b>50</b>	<b>90</b>	<b>20</b>	<b>-</b>	<b>30</b>	<b>40</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians	2 670	6 200	9 570	4 730	2 550	1 260	1 030	840
	Clerical, Sales & Service Workers	1 090	1 920	2 530	1 040	790	380	330	380
	Production & Transport Operators, Cleaners & Labourers	4 830	8 770	11 330	7 000	2 630	830	860	1 190

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

Source : Labour Market Survey, MOM

'-' : nil or negligible

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

Data are rounded to the nearest 10. Hence, they may not add up to the total.

## 3.2 REDUNDANCY

### WORKERS MADE REDUNDANT BY INDUSTRY, REASONS FOR REDUNDANCY AND OCCUPATIONAL GROUP, FIRST QUARTER 2010

		Reasons For Redundancy					Occupational Group			
Industry (SSIC 2005)	Recession/ Downturn In Industry	Poor Business/ Business Failure *	High Costs	Reorgani- sation/ Restruc- turing	Product Line Was Discontin- ued	Others	Total	Profes- sionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>460</b>	<b>600</b>	<b>430</b>	<b>1 160</b>	<b>410</b>	<b>210</b>	<b>2 400</b>	<b>840</b>	<b>380</b>	<b>1 190</b>
<b>C15-36 MANUFACTURING</b>	<b>140</b>	<b>200</b>	<b>140</b>	<b>420</b>	<b>300</b>	<b>160</b>	<b>1 120</b>	<b>260</b>	<b>70</b>	<b>790</b>
C15-17 Food, Beverages & Tobacco	-	-	-	-	-	-	-	-	-	-
C22-23 Paper Products & Printing	10	10	-	-	-	-	10	-	-	10
C24-26 Petroleum, Chemical & Pharmaceutical Products	-	-	-	30	20	-	50	30	-	20
C27 Rubber & Plastic Products	20	20	60	60	10	-	110	20	10	80
C30 Fabricated Metal Products	20	20	-	30	-	-	50	30	-	20
C31 Machinery & Equipment	70	60	20	20	-	160	250	20	-	230
C32 Electrical Products	10	-	-	90	-	10	110	30	10	70
C33 Electronic Products	-	20	10	190	260	-	430	110	10	310
C34 Medical & Precision Instruments	-	20	-	-	-	-	20	20	-	-
C35 Transport Equipment	10	20	30	10	-	-	50	10	20	20
Other Manufacturing Industries	-	30	20	-	10	-	50	-	10	40
<b>F45 CONSTRUCTION</b>	<b>130</b>	<b>220</b>	<b>130</b>	<b>30</b>	<b>20</b>	<b>-</b>	<b>340</b>	<b>40</b>	<b>20</b>	<b>280</b>
<b>G-V SERVICES</b>	<b>180</b>	<b>180</b>	<b>160</b>	<b>710</b>	<b>100</b>	<b>50</b>	<b>940</b>	<b>540</b>	<b>280</b>	<b>120</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>20</b>	<b>50</b>	<b>20</b>	<b>240</b>	<b>80</b>	<b>-</b>	<b>320</b>	<b>180</b>	<b>90</b>	<b>50</b>
G50 Wholesale Trade	20	40	20	220	80	-	290	170	80	50
G51 Retail Trade	10	10	-	20	-	-	30	10	10	10
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>10</b>	<b>10</b>	<b>20</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>30</b>	<b>20</b>	<b>10</b>	<b>10</b>
H52, H552 Land Transport & Supporting Services	-	-	20	10	-	-	10	-	10	-
H53, H553 Water Transport & Supporting Services	-	10	-	20	-	-	20	10	-	-
H54, H554 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-
Other Transport & Storage Services	-	-	-	-	-	-	-	-	-	-
<b>J58 HOTELS AND RESTAURANTS</b>	<b>50</b>	<b>40</b>	<b>90</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>50</b>	<b>10</b>	<b>30</b>	<b>10</b>
J581 Hotels	-	-	-	-	-	-	-	-	-	-
J582 Restaurants	50	40	90	-	-	-	50	10	30	10
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>130</b>	<b>-</b>	<b>-</b>	<b>140</b>	<b>90</b>	<b>50</b>	<b>-</b>
K60-61 Broadcasting & Publishing	-	10	-	50	-	-	50	40	10	-
K62 Telecommunications	-	-	10	40	-	-	50	10	40	-
K63 IT & Other Information Services	-	-	-	40	-	-	50	40	-	-
<b>L65-66 FINANCIAL SERVICES</b>	<b>30</b>	<b>20</b>	<b>-</b>	<b>210</b>	<b>20</b>	<b>10</b>	<b>200</b>	<b>160</b>	<b>40</b>	<b>-</b>
L65 Financial Institutions	30	20	-	200	20	10	180	150	30	-
L66 Insurance	-	-	-	20	-	-	20	10	10	-
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>-</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>30</b>	<b>10</b>	<b>-</b>	<b>70</b>	<b>-</b>	<b>20</b>	<b>110</b>	<b>70</b>	<b>10</b>	<b>30</b>
N73 Legal, Accounting & Management Services	10	-	-	20	-	-	40	30	-	-
N74 Architectural & Engineering Services	10	10	-	50	-	20	70	30	10	30
N75-76 Other Professional Services	-	-	-	-	-	-	-	-	-	-
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>10</b>	<b>20</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>30</b>	<b>10</b>	<b>20</b>	<b>-</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>30</b>	<b>10</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>40</b>	<b>10</b>	<b>20</b>	<b>10</b>
P80 & T94 Education & Public Administration	-	-	-	-	-	-	-	-	-	-
Q85-86 Health & Social Services	20	-	-	-	-	-	20	-	20	-
R,S,U & V Other Community, Social & Personal Services	-	10	-	10	-	-	20	10	-	10
<b>A, B, D, E OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Not due to recession.

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

'-': nil or negligible

Notes : Establishments can indicate more than one reason for their redundancies.

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

Data are rounded to the nearest 10. Hence, they may not add up to the total.

Source : Labour Market Survey, MOM

### 3.3 RETRENCHMENT

#### RETRENCHED WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Workers							
		2007	2008	2009	2009				2010
					I	II	III	IV	I
<b>TOTAL</b>		<b>7 680</b>	<b>13 920</b>	<b>20 160</b>	<b>10 900</b>	<b>5 170</b>	<b>2 110</b>	<b>1 980</b>	<b>1 800</b>
<b>INDUSTRY (SSIC 2005)</b>									
<b>C15-36 MANUFACTURING</b>		<b>5 270</b>	<b>8 480</b>	<b>12 110</b>	<b>8 000</b>	<b>2 560</b>	<b>740</b>	<b>810</b>	<b>860</b>
C15-17	Food, Beverages & Tobacco	120	50	10	10	-	-	-	-
C22-23	Paper Products & Printing	190	210	190	40	90	-	50	10
C24-26	Petroleum, Chemical & Pharmaceutical Products	50	180	220	140	50	10	20	50
C27	Rubber & Plastic Products	230	700	610	460	130	20	-	110
C30	Fabricated Metal Products	520	790	950	560	180	140	80	30
C31	Machinery & Equipment	390	680	1 460	800	350	250	70	40
C32	Electrical Products	240	660	340	150	120	60	20	100
C33	Electronic Products	2 550	4 210	5 790	4 200	1 230	80	290	390
C34	Medical & Precision Instruments	100	150	360	300	60	10	-	20
C35	Transport Equipment	90	510	1 080	430	310	70	270	50
	Other Manufacturing Industries	790	340	1 090	930	30	120	10	50
<b>F45 CONSTRUCTION</b>		<b>20</b>	<b>240</b>	<b>440</b>	<b>100</b>	<b>140</b>	<b>40</b>	<b>160</b>	<b>100</b>
<b>G-V SERVICES</b>		<b>2 380</b>	<b>5 170</b>	<b>7 530</b>	<b>2 790</b>	<b>2 470</b>	<b>1 300</b>	<b>980</b>	<b>850</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>		<b>810</b>	<b>1 340</b>	<b>2 390</b>	<b>880</b>	<b>680</b>	<b>520</b>	<b>310</b>	<b>290</b>
G50	Wholesale Trade	690	1 280	2 230	840	600	500	290	260
G51	Retail Trade	120	70	160	50	90	20	10	30
<b>H52-56 TRANSPORT AND STORAGE</b>		<b>260</b>	<b>470</b>	<b>830</b>	<b>250</b>	<b>410</b>	<b>150</b>	<b>20</b>	<b>30</b>
H52, H552	Land Transport & Supporting Services	20	20	50	30	-	20	-	10
H53, H553	Water Transport & Supporting Services	20	210	190	130	40	20	10	10
H54, H554	Air Transport & Supporting Services	120	130	370	-	340	30	-	-
	Other Transport & Storage Services	90	110	210	90	30	80	10	-
<b>J58 HOTELS AND RESTAURANTS</b>		<b>310</b>	<b>150</b>	<b>190</b>	<b>30</b>	<b>80</b>	<b>10</b>	<b>60</b>	<b>50</b>
J581	Hotels	150	30	60	-	60	-	-	-
J582	Restaurants	160	120	130	30	30	10	60	50
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>		<b>210</b>	<b>490</b>	<b>610</b>	<b>250</b>	<b>180</b>	<b>140</b>	<b>50</b>	<b>140</b>
K60-61	Broadcasting & Publishing	60	100	140	70	30	30	10	50
K62	Telecommunications	80	10	100	30	10	50	10	50
K63	IT & Other Information Services	70	380	370	150	130	60	30	40
<b>L65-66 FINANCIAL SERVICES</b>		<b>160</b>	<b>1 410</b>	<b>1 800</b>	<b>680</b>	<b>590</b>	<b>260</b>	<b>280</b>	<b>190</b>
L65	Financial Institutions	160	1 350	1 740	670	560	250	260	180
L66	Insurance	-	60	70	10	40	10	10	10
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>		<b>20</b>	<b>70</b>	<b>70</b>	<b>30</b>	<b>20</b>	<b>30</b>	<b>-</b>	<b>10</b>
<b>N73-76 PROFESSIONAL SERVICES</b>		<b>280</b>	<b>560</b>	<b>1 030</b>	<b>480</b>	<b>260</b>	<b>130</b>	<b>160</b>	<b>90</b>
N73	Legal, Accounting & Management Services	110	220	460	190	130	60	80	30
N74	Architectural & Engineering Services	130	240	390	230	60	40	70	50
N75-76	Other Professional Services	50	110	170	60	60	30	20	-
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>		<b>100</b>	<b>270</b>	<b>410</b>	<b>160</b>	<b>90</b>	<b>70</b>	<b>90</b>	<b>30</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>		<b>240</b>	<b>410</b>	<b>220</b>	<b>30</b>	<b>160</b>	<b>10</b>	<b>10</b>	<b>30</b>
P80 & T94	Education & Public Administration	110	100	90	10	80	-	-	-
Q85-86	Health & Social Services	30	150	10	-	-	-	-	20
R,S,U & V	Other Community, Social & Personal Services	90	160	110	20	90	10	-	10
<b>A, B, D, E OTHERS*</b>		<b>10</b>	<b>30</b>	<b>80</b>	<b>10</b>	<b>-</b>	<b>30</b>	<b>40</b>	<b>-</b>
	<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians	2 490	5 820	9 090	4 540	2 350	1 210	990	780
	Clerical, Sales & Service Workers	1 030	1 790	2 240	920	750	280	300	310
	Production & Transport Operators, Cleaners & Labourers	4 150	6 320	8 830	5 440	2 070	620	690	710

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

Source : Labour Market Survey, MOM

'-' : nil or negligible

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

Data are rounded to the nearest 10. Hence, they may not add up to the total.

### 3.4 EARLY RELEASE OF CONTRACT WORKERS

#### EARLY RELEASE OF CONTRACT WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Workers							
		2007	2008	2009	2009				2010
					I	II	III	IV	I
	<b>TOTAL</b>	<b>920</b>	<b>2 970</b>	<b>3 270</b>	<b>1 860</b>	<b>810</b>	<b>350</b>	<b>250</b>	<b>600</b>
	<b>INDUSTRY (SSIC 2005)</b>								
<b>C15-36</b>	<b>MANUFACTURING</b>	<b>250</b>	<b>2 020</b>	<b>1 730</b>	<b>1 240</b>	<b>340</b>	<b>100</b>	<b>50</b>	<b>260</b>
C15-17	Food, Beverages & Tobacco	20	20	-	-	-	-	-	-
C22-23	Paper Products & Printing	10	-	10	10	-	-	-	-
C24-26	Petroleum, Chemical & Pharmaceutical Products	-	10	10	10	-	-	-	-
C27	Rubber & Plastic Products	-	10	80	50	20	10	-	-
C30	Fabricated Metal Products	30	150	250	230	20	-	10	10
C31	Machinery & Equipment	60	300	470	340	110	20	-	210
C32	Electrical Products	10	10	10	-	-	-	-	-
C33	Electronic Products	80	1 170	340	260	60	10	-	30
C34	Medical & Precision Instruments	-	-	40	-	20	10	-	-
C35	Transport Equipment	10	330	460	300	100	30	40	-
	Other Manufacturing Industries	40	40	70	50	20	-	-	-
<b>F45</b>	<b>CONSTRUCTION</b>	<b>50</b>	<b>290</b>	<b>520</b>	<b>240</b>	<b>90</b>	<b>100</b>	<b>100</b>	<b>240</b>
<b>G-V</b>	<b>SERVICES</b>	<b>600</b>	<b>640</b>	<b>1 020</b>	<b>380</b>	<b>380</b>	<b>160</b>	<b>100</b>	<b>100</b>
<b>G50-51</b>	<b>WHOLESALE AND RETAIL TRADE</b>	<b>420</b>	<b>140</b>	<b>230</b>	<b>80</b>	<b>110</b>	<b>20</b>	<b>10</b>	<b>30</b>
G50	Wholesale Trade	400	110	200	80	100	20	-	30
G51	Retail Trade	10	30	30	10	20	-	-	-
<b>H52-56</b>	<b>TRANSPORT AND STORAGE</b>	<b>10</b>	<b>80</b>	<b>240</b>	<b>80</b>	<b>110</b>	<b>10</b>	<b>40</b>	<b>10</b>
H52, H552	Land Transport & Supporting Services	10	50	-	-	-	-	-	-
H53, H553	Water Transport & Supporting Services	-	10	110	-	70	-	40	10
H54, H554	Air Transport & Supporting Services	-	10	50	10	40	-	-	-
	Other Transport & Storage Services	-	10	80	70	-	10	-	-
<b>J58</b>	<b>HOTELS AND RESTAURANTS</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>10</b>	<b>-</b>
J581	Hotels	20	-	-	-	-	-	-	-
J582	Restaurants	-	20	20	-	-	10	10	-
<b>K60-63</b>	<b>INFORMATION AND COMMUNICATIONS</b>	<b>70</b>	<b>60</b>	<b>70</b>	<b>50</b>	<b>10</b>	<b>10</b>	<b>-</b>	<b>-</b>
K60-61	Broadcasting & Publishing	-	-	-	-	-	-	-	-
K62	Telecommunications	-	-	-	-	-	-	-	-
K63	IT & Other Information Services	70	50	60	40	10	10	-	-
<b>L65-66</b>	<b>FINANCIAL SERVICES</b>	<b>10</b>	<b>30</b>	<b>30</b>	<b>20</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>10</b>
L65	Financial Institutions	10	30	30	20	10	-	-	-
L66	Insurance	-	-	-	-	-	-	-	10
<b>M70-71</b>	<b>REAL ESTATE AND LEASING SERVICES</b>	<b>-</b>	<b>-</b>	<b>70</b>	<b>40</b>	<b>10</b>	<b>10</b>	<b>-</b>	<b>10</b>
<b>N73-76</b>	<b>PROFESSIONAL SERVICES</b>	<b>-</b>	<b>80</b>	<b>70</b>	<b>20</b>	<b>30</b>	<b>10</b>	<b>10</b>	<b>20</b>
N73	Legal, Accounting & Management Services	-	20	20	-	10	10	-	-
N74	Architectural & Engineering Services	-	60	50	20	10	-	10	20
N75-76	Other Professional Services	-	-	-	-	-	-	-	-
<b>O78</b>	<b>ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>40</b>	<b>180</b>	<b>270</b>	<b>60</b>	<b>110</b>	<b>80</b>	<b>20</b>	<b>-</b>
<b>P80-V99</b>	<b>COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>30</b>	<b>40</b>	<b>30</b>	<b>20</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>10</b>
P80 & T94	Education & Public Administration	10	10	10	-	-	10	-	-
Q85-86	Health & Social Services	10	-	10	10	-	-	-	-
R,S,U & V	Other Community, Social & Personal Services	20	30	10	10	-	-	-	10
<b>A, B, D, E</b>	<b>OTHERS*</b>	<b>10</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians	180	380	480	180	200	40	50	60
	Clerical, Sales & Service Workers	60	130	290	120	50	100	30	70
	Production & Transport Operators, Cleaners & Labourers	680	2 450	2 500	1 560	560	210	170	480

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

Source : Labour Market Survey, MOM

'-' : nil or negligible

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

Data are rounded to the nearest 10. Hence, they may not add up to the total.

## 4.1 WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF

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

	Number of Workers							
	2007	2008	2009	2009				2010
				I	II	III	IV	I
<b><u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>430</b>	<b>2 220</b>	<b>13 620</b>	<b>26 530</b>	<b>19 470</b>	<b>6 380</b>	<b>2 080</b>	<b>620</b>
<b>SECTOR</b>								
Manufacturing	390	1 990	10 710	21 800	15 410	4 210	1 400	410
Construction	10	30	100	220	10	120	40	40
Services	30	190	2 800	4 470	4 050	2 050	630	170
Others*	-	-	10	50	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	70	550	4 710	9 050	6 750	2 430	610	120
Clerical, Sales & Service Workers	20	140	1 430	2 510	2 130	810	250	110
Production & Transport Operators, Cleaners & Labourers	340	1 530	7 480	14 970	10 580	3 140	1 210	390
<b><u>WORKERS ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>380</b>	<b>1 910</b>	<b>11 950</b>	<b>21 170</b>	<b>18 590</b>	<b>6 100</b>	<b>1 960</b>	<b>530</b>
<b>SECTOR</b>								
Manufacturing	350	1 740	9 620	18 360	14 690	4 050	1 370	390
Construction	10	20	60	140	10	50	40	30
Services	20	150	2 270	2 630	3 890	2 000	550	120
Others*	-	-	10	50	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	70	520	4 170	7 170	6 530	2 370	590	100
Clerical, Sales & Service Workers	10	120	1 270	1 970	2 090	790	230	90
Production & Transport Operators, Cleaners & Labourers	300	1 270	6 520	12 030	9 960	2 950	1 130	340
<b><u>WORKERS ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>50</b>	<b>320</b>	<b>1 660</b>	<b>5 360</b>	<b>880</b>	<b>280</b>	<b>120</b>	<b>90</b>
<b>SECTOR</b>								
Manufacturing	40	260	1 090	3 440	720	160	30	30
Construction	-	10	40	90	-	60	10	10
Services	10	40	530	1 830	160	60	80	50
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	-	40	550	1 880	220	70	20	10
Clerical, Sales & Service Workers	-	30	160	540	40	30	20	20
Production & Transport Operators, Cleaners & Labourers	40	260	960	2 950	620	190	80	50

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

Source : Labour Market Survey, MOM

'-' : nil or negligible

Notes : Annual data are computed based on the simple averages of the four quarterly data in the year. It refers to the average number of workers on short work-week or temporary lay-off per quarter.

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

Data are rounded to the nearest 10. Hence, they may not add up to the total.

## 5.1 RE-EMPLOYMENT

PROPORTION OF RESIDENTS MADE REDUNDANT WHO ARE RE-EMPLOYED WITHIN 6 MONTHS AFTER REDUNDANCY BY GENDER, AGE, EDUCATIONAL ATTAINMENT AND OCCUPATIONAL GROUP PRIOR TO REDUNDANCY

Per Cent

Characteristics	2009			2010
	II	III	IV	I
<b>TOTAL</b>	<b>43.3</b>	<b>50.9</b>	<b>52.1</b>	<b>50.0</b>
<b>GENDER</b>				
Males	42.9	52.1	51.4	47.5
Females	43.7	49.1	53.1	53.1
<b>AGE GROUP (YEARS)</b>				
Below 30	50.3	65.6	68.0	67.8
30 - 39	47.1	54.6	54.1	59.1
40 - 49	42.0	50.6	48.1	42.0
50 & Over	35.2	38.7	39.6	39.2
<b>EDUCATIONAL ATTAINMENT</b>				
Primary and Below	43.1	51.1	54.5	50.5
Lower Secondary	47.1	54.9	55.4	46.3
Secondary	45.4	55.8	63.4	44.7
Upper Secondary	46.0	55.4	53.9	54.5
Polytechnic Diploma	43.9	46.6	54.8	55.7
Degree	39.2	44.2	47.3	50.8
<b>OCCUPATIONAL GROUP PRIOR TO REDUNDANCY</b>				
Professionals, Managers, Executives & Technicians	41.5	45.1	45.1	49.8
Clerical, Sales & Service Workers	51.2	54.5	63.1	54.1
Production & Transport Operators, Cleaners & Labourers	43.4	57.8	56.8	46.4

Notes : Quarterly figures show the re-employment rates as at end of the quarter for the residents made redundant in the previous quarter.

Data series started from second quarter 2009.

Data pertain to resident workers made redundant by private sector establishments each with at least 25 employees and the public sector.

Source : Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

## 5.2 RE-EMPLOYMENT

PROPORTION OF RESIDENTS RETRENCHED WHO ARE RE-EMPLOYED WITHIN 6 MONTHS AFTER RETRENCHMENT BY GENDER, AGE, EDUCATIONAL ATTAINMENT AND OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT

Characteristics	Per Cent							
	2007	2008	2009	2009				2010
				I	II	III	IV	I
<b>TOTAL</b>	<b>67.2</b>	<b>69.3</b>	<b>48.6</b>	<b>51.0</b>	<b>43.2</b>	<b>50.2</b>	<b>50.0</b>	<b>50.6</b>
<b>GENDER</b>								
Males	68.6	67.9	48.5	50.1	42.7	51.9	49.4	48.9
Females	65.2	70.5	48.6	51.9	43.7	48.1	50.8	52.7
<b>AGE GROUP (YEARS)</b>								
Below 30	76.4	77.4	59.2	56.7	49.8	65.8	64.4	68.1
30 - 39	72.1	73.3	52.2	54.5	47.2	54.1	53.1	59.2
40 - 49	67.1	70.5	48.2	52.3	41.7	50.1	48.5	42.7
50 & Over	55.6	59.8	37.9	39.6	35.6	37.3	39.2	40.1
<b>EDUCATIONAL ATTAINMENT</b>								
Primary and Below	61.3	63.9	48.4	44.9	43.9	50.5	54.4	52.0
Lower Secondary	66.8	68.8	53.0	53.1	46.8	53.4	58.6	45.1
Secondary	70.0	69.2	54.6	56.7	45.9	55.0	60.8	45.0
Upper Secondary	72.8	72.8	52.0	55.8	45.5	54.9	51.9	54.7
Polytechnic Diploma	70.3	73.5	48.9	58.0	43.1	45.1	49.2	56.1
Degree	64.1	66.7	44.4	48.1	39.3	44.4	45.8	50.7
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	67.2	68.1	44.8	48.1	41.5	44.7	45.1	50.5
Clerical, Sales & Service Workers	73.4	69.0	58.0	68.9	51.3	53.7	57.9	54.6
Production & Transport Operators, Cleaners & Labourers	65.1	70.5	50.9	46.7	43.4	57.6	56.1	46.5

Notes : Quarterly figures show the re-employment rates as at end of the quarter for the residents retrenched in the previous quarter.  
Annual figures are the simple averages of the quarterly figures.  
Data pertain to residents retrenched by private sector establishments each with at least 25 employees and the public sector.

Source : Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

## 6.1 JOB VACANCY

### JOB VACANCIES BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2007	2008	2009	2009				2010
				Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>	<b>38.6</b>	<b>37.8</b>	<b>30.4</b>	<b>22.9</b>	<b>26.1</b>	<b>36.9</b>	<b>35.8</b>	<b>37.3</b>
<b>INDUSTRY (SSIC 2005)</b>								
<b>C15-36 MANUFACTURING</b>	<b>8.5</b>	<b>6.4</b>	<b>4.7</b>	<b>2.6</b>	<b>4.2</b>	<b>5.9</b>	<b>6.1</b>	<b>7.7</b>
C15-17 Food, Beverages & Tobacco	0.4	0.3	0.3	0.2	0.3	0.5	0.2	0.3
C22-23 Paper Products & Printing	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.3
C24-26 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.3	0.3	0.4	0.4	0.4	0.4
C27 Rubber & Plastic Products	0.4	0.3	0.2	0.1	0.2	0.2	0.2	0.2
C30 Fabricated Metal Products	0.8	0.6	0.3	0.2	0.2	0.6	0.3	0.5
C31 Machinery & Equipment	1.5	1.1	0.6	0.2	0.4	0.9	0.9	1.3
C32 Electrical Products	0.1	0.1	0.1	-	0.1	0.1	0.1	0.2
C33 Electronic Products	1.8	1.2	0.9	0.5	1.3	0.8	1.2	2.0
C34 Medical & Precision Instruments	0.3	0.3	0.2	-	0.1	0.3	0.3	0.5
C35 Transport Equipment	2.1	1.8	1.4	1.0	1.0	1.6	1.9	1.6
Other Manufacturing Industries	0.4	0.2	0.3	0.1	0.1	0.4	0.6	0.5
<b>F45 CONSTRUCTION</b>	<b>2.4</b>	<b>3.0</b>	<b>1.8</b>	<b>1.1</b>	<b>1.3</b>	<b>2.9</b>	<b>1.9</b>	<b>2.1</b>
<b>G-V SERVICES</b>	<b>27.1</b>	<b>27.7</b>	<b>23.5</b>	<b>18.9</b>	<b>20.3</b>	<b>27.6</b>	<b>27.4</b>	<b>27.1</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>4.2</b>	<b>3.9</b>	<b>3.0</b>	<b>2.2</b>	<b>2.3</b>	<b>3.9</b>	<b>3.5</b>	<b>4.1</b>
G50 Wholesale Trade	2.8	2.4	1.7	1.4	1.3	2.2	2.0	2.7
G51 Retail Trade	1.3	1.5	1.3	0.8	1.0	1.7	1.5	1.5
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>3.4</b>	<b>2.6</b>	<b>1.7</b>	<b>1.7</b>	<b>1.3</b>	<b>1.9</b>	<b>2.1</b>	<b>2.7</b>
H52, H552 Land Transport & Supporting Services	0.6	0.8	0.4	0.3	0.3	0.5	0.4	0.4
H53, H553 Water Transport & Supporting Services	1.1	0.5	0.2	0.1	0.2	0.4	0.3	0.5
H54, H554 Air Transport & Supporting Services	1.1	0.8	0.8	1.1	0.5	0.6	1.0	1.3
Other Transport & Storage Services	0.6	0.5	0.3	0.2	0.3	0.5	0.4	0.5
<b>J58 HOTELS AND RESTAURANTS</b>	<b>2.4</b>	<b>2.6</b>	<b>2.1</b>	<b>1.0</b>	<b>1.4</b>	<b>3.2</b>	<b>2.9</b>	<b>3.6</b>
J581 Hotels	0.9	0.7	0.5	0.3	0.4	0.8	0.6	1.0
J582 Restaurants	1.5	1.9	1.6	0.7	1.1	2.4	2.3	2.6
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>1.3</b>	<b>1.5</b>	<b>0.9</b>	<b>0.5</b>	<b>0.8</b>	<b>1.1</b>	<b>1.2</b>	<b>1.5</b>
K60-61 Broadcasting & Publishing	0.3	0.3	0.2	0.1	0.1	0.2	0.3	0.4
K62 Telecommunications	0.3	0.2	0.2	0.1	0.2	0.2	0.3	0.4
K63 IT & Other Information Services	0.7	1.0	0.5	0.3	0.4	0.7	0.6	0.8
<b>L65-66 FINANCIAL SERVICES</b>	<b>2.4</b>	<b>1.7</b>	<b>1.3</b>	<b>0.7</b>	<b>1.0</b>	<b>1.3</b>	<b>2.2</b>	<b>2.1</b>
L65 Financial Institutions	2.1	1.3	1.1	0.5	0.7	1.1	2.0	1.8
L66 Insurance	0.3	0.4	0.2	0.2	0.3	0.2	0.2	0.3
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>1.0</b>	<b>1.0</b>	<b>1.0</b>	<b>0.7</b>	<b>1.1</b>	<b>1.2</b>	<b>1.1</b>	<b>1.0</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>2.8</b>	<b>2.6</b>	<b>1.9</b>	<b>1.5</b>	<b>1.1</b>	<b>2.1</b>	<b>2.8</b>	<b>1.5</b>
N73 Legal, Accounting & Management Services	1.2	1.0	0.9	0.2	0.5	1.0	2.0	0.8
N74 Architectural & Engineering Services	1.0	1.1	0.6	0.9	0.3	0.7	0.5	0.4
N75-76 Other Professional Services	0.5	0.5	0.3	0.4	0.3	0.3	0.3	0.3
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>2.6</b>	<b>2.7</b>	<b>2.1</b>	<b>1.7</b>	<b>1.6</b>	<b>3.1</b>	<b>2.1</b>	<b>1.9</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>7.2</b>	<b>9.1</b>	<b>9.5</b>	<b>8.9</b>	<b>9.7</b>	<b>9.8</b>	<b>9.6</b>	<b>8.6</b>
P80 & T94 Education & Public Administration	4.6	6.6	7.0	6.8	7.4	7.0	6.8	5.8
Q85-86 Health & Social Services	1.5	1.5	1.5	1.4	1.6	1.5	1.6	1.8
R,S,U & V Other Community, Social & Personal Services	1.1	1.0	0.9	0.6	0.6	1.3	1.1	1.1
<b>A, B, D, E OTHERS*</b>	<b>0.6</b>	<b>0.7</b>	<b>0.4</b>	<b>0.4</b>	<b>0.3</b>	<b>0.5</b>	<b>0.4</b>	<b>0.4</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	17.4	17.9	15.1	12.5	14.4	16.3	17.2	17.2
Clerical, Sales & Service Workers	10.0	9.9	8.0	6.1	6.3	10.2	9.5	9.9
Production & Transport Operators, Cleaners & Labourers	11.2	10.0	7.3	4.3	5.4	10.5	9.0	10.2

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

Source : Labour Market Survey, MOM

— : nil or negligible

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

Data may not add up to the total due to rounding. Annual figures are the simple averages of the quarterly figures.

To improve the estimation of job vacancies, a new imputation methodology was introduced in Q1 2010.

Data spanning back to 2006 have been revised using this methodology.

Revisions to top-line figures ranged from an increase of 4.2% to 12%.

## 6.2 JOB VACANCY

### JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

									Per Cent
		2007	2008	2009	2009				2010
					Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>		<b>2.6</b>	<b>2.4</b>	<b>1.8</b>	<b>1.4</b>	<b>1.6</b>	<b>2.2</b>	<b>2.1</b>	<b>2.2</b>
<b>INDUSTRY (SSIC 2005)</b>									
<b>C15-36</b>	<b>MANUFACTURING</b>	<b>2.1</b>	<b>1.6</b>	<b>1.2</b>	<b>0.7</b>	<b>1.1</b>	<b>1.5</b>	<b>1.6</b>	<b>2.0</b>
C15-17	Food, Beverages & Tobacco	2.1	1.7	1.4	0.8	1.4	2.3	1.2	1.6
C22-23	Paper Products & Printing	1.5	1.0	0.7	0.6	0.5	0.8	0.8	2.2
C24-26	Petroleum, Chemical & Pharmaceutical Products	1.9	1.8	1.4	1.1	1.4	1.5	1.6	1.6
C27	Rubber & Plastic Products	2.3	2.0	1.4	0.9	1.6	2.0	1.4	1.6
C30	Fabricated Metal Products	2.0	1.5	1.0	0.5	0.6	1.7	1.0	1.4
C31	Machinery & Equipment	3.1	1.9	1.1	0.4	0.8	1.6	1.6	2.4
C32	Electrical Products	1.5	1.4	1.1	0.4	1.4	1.3	1.2	1.9
C33	Electronic Products	1.9	1.3	1.2	0.6	1.6	1.1	1.4	2.4
C34	Medical & Precision Instruments	2.7	2.1	1.3	0.4	0.8	1.7	2.1	3.3
C35	Transport Equipment	2.1	1.6	1.3	0.9	1.0	1.6	1.9	1.6
	Other Manufacturing Industries	2.2	1.1	1.5	0.5	0.6	1.9	3.1	2.6
<b>F45</b>	<b>CONSTRUCTION</b>	<b>1.5</b>	<b>1.6</b>	<b>0.8</b>	<b>0.5</b>	<b>0.6</b>	<b>1.2</b>	<b>0.8</b>	<b>1.0</b>
<b>G-V</b>	<b>SERVICES</b>	<b>3.0</b>	<b>2.8</b>	<b>2.3</b>	<b>1.9</b>	<b>2.0</b>	<b>2.6</b>	<b>2.6</b>	<b>2.6</b>
<b>G50-51</b>	<b>WHOLESALE AND RETAIL TRADE</b>	<b>2.4</b>	<b>2.1</b>	<b>1.6</b>	<b>1.2</b>	<b>1.2</b>	<b>2.0</b>	<b>1.8</b>	<b>2.1</b>
G50	Wholesale Trade	2.3	1.8	1.3	1.0	1.0	1.7	1.5	2.0
G51	Retail Trade	2.6	2.7	2.1	1.4	1.8	2.9	2.4	2.4
<b>H52-56</b>	<b>TRANSPORT AND STORAGE</b>	<b>3.1</b>	<b>2.1</b>	<b>1.4</b>	<b>1.4</b>	<b>1.1</b>	<b>1.6</b>	<b>1.7</b>	<b>2.3</b>
H52, H552	Land Transport & Supporting Services	2.9	3.1	1.5	1.3	1.4	1.7	1.4	2.0
H53, H553	Water Transport & Supporting Services	3.8	1.4	0.7	0.3	0.4	1.1	0.9	1.5
H54, H554	Air Transport & Supporting Services	3.8	2.8	2.9	3.7	1.9	2.3	3.6	4.7
	Other Transport & Storage Services	1.8	1.5	1.0	0.5	0.8	1.4	1.3	1.5
<b>J58</b>	<b>HOTELS AND RESTAURANTS</b>	<b>3.2</b>	<b>3.0</b>	<b>2.3</b>	<b>1.1</b>	<b>1.7</b>	<b>3.4</b>	<b>3.2</b>	<b>3.9</b>
J581	Hotels	4.1	3.0	2.3	1.3	1.6	3.6	2.7	4.6
J582	Restaurants	2.9	3.0	2.3	1.0	1.7	3.4	3.3	3.7
<b>K60-63</b>	<b>INFORMATION AND COMMUNICATIONS</b>	<b>2.8</b>	<b>2.9</b>	<b>1.6</b>	<b>0.8</b>	<b>1.4</b>	<b>2.0</b>	<b>2.1</b>	<b>2.6</b>
K60-61	Broadcasting & Publishing	2.8	2.3	1.3	0.6	0.9	1.7	2.0	2.5
K62	Telecommunications	2.3	1.8	1.5	0.7	1.5	1.7	2.2	2.6
K63	IT & Other Information Services	3.1	3.7	1.8	1.0	1.6	2.3	2.1	2.6
<b>L65-66</b>	<b>FINANCIAL SERVICES</b>	<b>2.5</b>	<b>1.8</b>	<b>1.3</b>	<b>0.8</b>	<b>1.0</b>	<b>1.3</b>	<b>2.2</b>	<b>2.1</b>
L65	Financial Institutions	2.4	1.6	1.2	0.6	0.9	1.2	2.2	2.0
L66	Insurance	2.9	3.9	2.2	2.2	2.3	2.2	2.0	2.3
<b>M70-71</b>	<b>REAL ESTATE AND LEASING SERVICES</b>	<b>2.1</b>	<b>1.9</b>	<b>1.8</b>	<b>1.4</b>	<b>2.0</b>	<b>2.0</b>	<b>2.0</b>	<b>1.6</b>
<b>N73-76</b>	<b>PROFESSIONAL SERVICES</b>	<b>3.5</b>	<b>2.8</b>	<b>1.8</b>	<b>1.6</b>	<b>1.2</b>	<b>2.0</b>	<b>2.5</b>	<b>1.4</b>
N73	Legal, Accounting & Management Services	3.5	2.5	2.1	0.6	1.3	2.4	4.1	1.6
N74	Architectural & Engineering Services	3.5	3.0	1.5	2.3	0.8	1.7	1.1	0.9
N75-76	Other Professional Services	3.6	3.0	2.0	2.2	1.9	2.0	2.0	1.8
<b>O78</b>	<b>ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.3</b>	<b>3.9</b>	<b>2.8</b>	<b>2.4</b>	<b>2.3</b>	<b>3.9</b>	<b>2.6</b>	<b>2.4</b>
<b>P80-V99</b>	<b>COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>3.4</b>	<b>4.1</b>	<b>4.0</b>	<b>3.9</b>	<b>4.1</b>	<b>4.0</b>	<b>4.0</b>	<b>3.5</b>
P80 & T94	Education & Public Administration	3.8	5.1	5.0	5.1	5.4	4.9	4.8	4.1
Q85-86	Health & Social Services	2.8	2.7	2.6	2.5	2.8	2.5	2.7	3.0
R,S,U & V	Other Community, Social & Personal Services	3.1	2.7	2.3	1.7	1.5	3.2	2.8	2.6
<b>A, B, D, E</b>	<b>OTHERS*</b>	<b>2.8</b>	<b>3.0</b>	<b>1.7</b>	<b>1.6</b>	<b>1.1</b>	<b>2.3</b>	<b>1.7</b>	<b>1.9</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians	3.0	2.8	2.3	1.9	2.2	2.4	2.6	2.6
	Clerical, Sales & Service Workers	3.0	2.8	2.1	1.7	1.7	2.7	2.4	2.5
	Production & Transport Operators, Cleaners & Labourers	2.0	1.6	1.2	0.7	0.9	1.6	1.5	1.6

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

Source : Labour Market Survey, MOM

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

Annual figures are the simple averages of the quarterly figures.

To improve the estimation of job vacancy rate, a new imputation methodology was introduced in Q1 2010.

Data spanning back to 2006 have been revised using this methodology.

Revisions to top-line figures ranged from an increase of 0.1%-point to 0.2%-point.

## 6.3 JOB VACANCY

JOB VACANCIES AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP,  
FIRST QUARTER 2010

Industry (SSIC 2005)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)
<b>TOTAL</b>	<b>37.3</b>	<b>2.2</b>	<b>17.2</b>	<b>2.6</b>	<b>9.9</b>	<b>2.5</b>	<b>10.2</b>	<b>1.6</b>
<b>C15-36 MANUFACTURING</b>	<b>7.7</b>	<b>2.0</b>	<b>2.4</b>	<b>2.0</b>	<b>0.7</b>	<b>2.0</b>	<b>4.6</b>	<b>2.0</b>
C15-17 Food, Beverages & Tobacco	0.3	1.6	-	1.1	0.1	2.3	0.2	1.3
C22-23 Paper Products & Printing	0.3	2.2	0.1	3.3	-	1.2	0.2	2.0
C24-26 Petroleum, Chemical & Pharmaceutical Products	0.4	1.6	0.2	1.3	-	1.5	0.2	2.0
C27 Rubber & Plastic Products	0.2	1.6	-	1.4	-	0.7	0.1	1.7
C30 Fabricated Metal Products	0.5	1.4	0.1	1.1	0.1	1.8	0.4	1.4
C31 Machinery & Equipment	1.3	2.4	0.4	2.3	0.1	1.9	0.8	2.5
C32 Electrical Products	0.2	1.9	-	1.5	-	1.2	0.1	2.5
C33 Electronic Products	2.0	2.4	1.0	2.5	0.1	1.4	0.9	2.4
C34 Medical & Precision Instruments	0.5	3.3	0.2	2.7	-	0.4	0.3	3.9
C35 Transport Equipment	1.6	1.6	0.3	1.7	0.2	2.8	1.1	1.4
Other Manufacturing Industries	0.5	2.6	0.1	2.3	0.1	3.4	0.3	2.5
<b>F45 CONSTRUCTION</b>	<b>2.1</b>	<b>1.0</b>	<b>0.8</b>	<b>2.2</b>	<b>0.2</b>	<b>1.2</b>	<b>1.2</b>	<b>0.7</b>
<b>G-V SERVICES</b>	<b>27.1</b>	<b>2.6</b>	<b>13.8</b>	<b>2.7</b>	<b>9.1</b>	<b>2.6</b>	<b>4.2</b>	<b>2.0</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>4.1</b>	<b>2.1</b>	<b>1.1</b>	<b>1.7</b>	<b>2.2</b>	<b>2.3</b>	<b>0.8</b>	<b>2.0</b>
G50 Wholesale Trade	2.7	2.0	0.9	1.7	1.1	2.2	0.6	2.0
G51 Retail Trade	1.5	2.4	0.2	1.7	1.1	2.5	0.2	2.2
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>2.7</b>	<b>2.3</b>	<b>0.8</b>	<b>2.4</b>	<b>0.9</b>	<b>2.4</b>	<b>1.0</b>	<b>2.2</b>
H52, H552 Land Transport & Supporting Services	0.4	2.0	-	1.5	-	0.4	0.4	2.5
H53, H553 Water Transport & Supporting Services	0.5	1.5	0.1	0.9	0.1	1.4	0.3	2.3
H54, H554 Air Transport & Supporting Services	1.3	4.7	0.5	7.9	0.7	3.8	0.1	2.5
Other Transport & Storage Services	0.5	1.5	0.1	1.2	0.1	1.3	0.3	1.8
<b>J58 HOTELS AND RESTAURANTS</b>	<b>3.6</b>	<b>3.9</b>	<b>0.4</b>	<b>2.9</b>	<b>2.2</b>	<b>3.7</b>	<b>0.9</b>	<b>5.7</b>
J581 Hotels	1.0	4.6	0.2	3.2	0.5	4.4	0.4	6.0
J582 Restaurants	2.6	3.7	0.3	2.8	1.8	3.6	0.5	5.5
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>1.5</b>	<b>2.6</b>	<b>1.3</b>	<b>2.8</b>	<b>0.2</b>	<b>1.7</b>	-	<b>2.2</b>
K60-61 Broadcasting & Publishing	0.4	2.5	0.3	2.7	0.1	2.2	-	1.0
K62 Telecommunications	0.4	2.6	0.3	3.1	0.1	1.6	-	0.9
K63 IT & Other Information Services	0.8	2.6	0.7	2.7	-	1.2	-	6.3
<b>L65-66 FINANCIAL SERVICES</b>	<b>2.1</b>	<b>2.1</b>	<b>1.7</b>	<b>2.1</b>	<b>0.4</b>	<b>1.9</b>	-	<b>0.4</b>
L65 Financial Institutions	1.8	2.0	1.5	2.0	0.3	2.0	-	0.4
L66 Insurance	0.3	2.3	0.2	2.9	-	1.2	-	-
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>1.0</b>	<b>1.6</b>	<b>0.5</b>	<b>2.6</b>	<b>0.3</b>	<b>1.8</b>	<b>0.2</b>	<b>0.9</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>1.5</b>	<b>1.4</b>	<b>1.1</b>	<b>1.6</b>	<b>0.2</b>	<b>0.9</b>	<b>0.1</b>	<b>0.8</b>
N73 Legal, Accounting & Management Services	0.8	1.6	0.6	2.1	0.1	0.8	-	0.9
N74 Architectural & Engineering Services	0.4	0.9	0.3	1.0	-	0.5	0.1	0.8
N75-76 Other Professional Services	0.3	1.8	0.2	1.8	0.1	3.1	-	0.4
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>1.9</b>	<b>2.4</b>	<b>0.2</b>	<b>1.9</b>	<b>1.3</b>	<b>3.3</b>	<b>0.4</b>	<b>1.5</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>8.6</b>	<b>3.5</b>	<b>6.6</b>	<b>3.9</b>	<b>1.5</b>	<b>2.9</b>	<b>0.5</b>	<b>2.4</b>
P80 & T94 Education & Public Administration	5.8	4.1	4.9	4.2	0.8	3.9	0.1	1.9
Q85-86 Health & Social Services	1.8	3.0	1.4	3.5	0.3	2.0	0.1	1.9
R,S,U & V Other Community, Social & Personal Services	1.1	2.6	0.3	2.5	0.4	2.5	0.3	2.8
<b>A, B, D, E OTHERS*</b>	<b>0.4</b>	<b>1.9</b>	<b>0.2</b>	<b>2.2</b>	-	<b>1.4</b>	<b>0.2</b>	<b>1.8</b>

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

Source : Labour Market Survey, MOM

'-' : nil or negligible

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

Data may not add up to the total due to rounding.

To improve the estimation of job vacancies & job vacancy rate, a new imputation methodology was introduced in Q1 2010.

Data spanning back to 2006 have been revised using this methodology.

## 7.1 LABOUR TURNOVER

### AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent							
		2007	2008	2009	2009				2010
					I	II	III	IV	I
<b>TOTAL</b>		<b>2.9</b>	<b>2.8</b>	<b>2.2</b>	<b>1.9</b>	<b>2.1</b>	<b>2.5</b>	<b>2.4</b>	<b>2.6</b>
<b>INDUSTRY (SSIC 2005)</b>									
<b>C15-36 MANUFACTURING</b>		<b>2.3</b>	<b>2.0</b>	<b>1.5</b>	<b>1.1</b>	<b>1.3</b>	<b>1.9</b>	<b>1.6</b>	<b>1.9</b>
C15-17	Food, Beverages & Tobacco	2.9	2.9	3.1	2.8	3.8	3.1	2.5	2.6
C22-23	Paper Products & Printing	2.1	1.8	1.3	0.7	1.4	1.7	1.4	1.8
C24-26	Petroleum, Chemical & Pharmaceutical Products	1.8	1.5	1.3	1.0	1.0	1.7	1.3	1.6
C27	Rubber & Plastic Products	2.3	2.0	1.8	0.6	1.3	2.9	2.3	2.3
C30	Fabricated Metal Products	2.5	2.2	1.9	1.7	1.7	2.2	2.1	2.0
C31	Machinery & Equipment	2.8	2.2	1.4	1.2	1.3	1.5	1.4	1.6
C32	Electrical Products	1.8	1.8	1.8	2.9	1.1	1.7	1.4	1.7
C33	Electronic Products	1.7	1.6	1.4	0.4	1.1	2.6	1.8	1.8
C34	Medical & Precision Instruments	2.9	2.4	1.6	1.6	1.4	1.6	1.6	2.3
C35	Transport Equipment	2.6	1.9	1.0	1.0	0.8	1.2	1.2	1.8
	Other Manufacturing Industries	2.2	2.5	2.0	1.3	1.9	2.4	2.2	1.7
<b>F45 CONSTRUCTION</b>		<b>3.3</b>	<b>3.7</b>	<b>2.5</b>	<b>2.3</b>	<b>2.6</b>	<b>2.7</b>	<b>2.2</b>	<b>2.2</b>
<b>G-V SERVICES</b>		<b>3.2</b>	<b>3.0</b>	<b>2.4</b>	<b>2.1</b>	<b>2.3</b>	<b>2.6</b>	<b>2.7</b>	<b>3.0</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>		<b>3.5</b>	<b>3.4</b>	<b>2.6</b>	<b>2.0</b>	<b>2.4</b>	<b>2.7</b>	<b>3.4</b>	<b>3.5</b>
G50	Wholesale Trade	3.0	2.8	2.1	1.5	1.9	2.1	2.7	2.9
G51	Retail Trade	4.6	4.7	3.9	3.2	3.6	4.1	4.9	5.0
<b>H52-56 TRANSPORT AND STORAGE</b>		<b>2.3</b>	<b>2.4</b>	<b>1.5</b>	<b>1.3</b>	<b>1.5</b>	<b>1.6</b>	<b>1.5</b>	<b>2.1</b>
H52, H552	Land Transport & Supporting Services	2.0	2.6	1.8	1.7	2.0	2.0	1.7	1.8
H53, H553	Water Transport & Supporting Services	2.6	2.8	1.7	1.6	1.9	1.8	1.5	1.7
H54, H554	Air Transport & Supporting Services	1.4	1.3	0.5	0.5	0.4	0.4	0.5	0.9
	Other Transport & Storage Services	3.2	2.8	1.7	1.3	1.6	1.8	2.0	3.6
<b>J58 HOTELS AND RESTAURANTS</b>		<b>5.0</b>	<b>4.6</b>	<b>3.8</b>	<b>2.9</b>	<b>3.6</b>	<b>4.0</b>	<b>4.5</b>	<b>4.1</b>
J581	Hotels	3.4	3.0	2.4	1.6	2.1	2.6	3.1	3.9
J582	Restaurants	5.6	5.2	4.2	3.4	4.1	4.4	4.9	4.2
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>		<b>2.9</b>	<b>2.8</b>	<b>1.9</b>	<b>1.6</b>	<b>1.7</b>	<b>2.1</b>	<b>2.1</b>	<b>2.7</b>
K60-61	Broadcasting & Publishing	2.8	2.3	1.5	1.3	1.3	1.8	1.7	2.2
K62	Telecommunications	2.1	2.0	1.0	0.9	0.9	1.4	0.9	1.6
K63	IT & Other Information Services	3.5	3.5	2.5	2.0	2.3	2.6	2.9	3.4
<b>L65-66 FINANCIAL SERVICES</b>		<b>3.2</b>	<b>2.4</b>	<b>1.7</b>	<b>1.4</b>	<b>1.6</b>	<b>1.9</b>	<b>1.8</b>	<b>2.3</b>
L65	Financial Institutions	3.3	2.4	1.6	1.3	1.6	1.9	1.8	2.3
L66	Insurance	2.4	2.5	1.9	2.3	1.5	2.0	1.6	1.9
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>		<b>3.9</b>	<b>3.7</b>	<b>3.4</b>	<b>3.1</b>	<b>3.4</b>	<b>3.8</b>	<b>3.5</b>	<b>6.1</b>
<b>N73-76 PROFESSIONAL SERVICES</b>		<b>3.6</b>	<b>3.4</b>	<b>2.6</b>	<b>2.2</b>	<b>2.1</b>	<b>2.7</b>	<b>3.5</b>	<b>2.8</b>
N73	Legal, Accounting & Management Services	3.5	3.2	2.9	2.2	1.9	2.7	4.9	3.8
N74	Architectural & Engineering Services	4.0	3.7	2.5	2.4	2.4	2.7	2.6	1.8
N75-76	Other Professional Services	3.2	3.1	2.2	1.8	2.2	2.7	2.1	3.0
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>		<b>4.9</b>	<b>4.7</b>	<b>4.3</b>	<b>4.3</b>	<b>4.1</b>	<b>4.4</b>	<b>4.5</b>	<b>4.6</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>		<b>1.8</b>	<b>2.0</b>	<b>1.8</b>	<b>1.8</b>	<b>2.0</b>	<b>2.1</b>	<b>1.3</b>	<b>1.8</b>
P80 & T94	Education & Public Administration	1.2	1.3	1.4	1.4	1.5	2.0	0.8	1.4
Q85-86	Health & Social Services	2.4	2.4	2.2	2.2	2.7	2.0	1.7	2.2
R,S,U & V	Other Community, Social & Personal Services	3.1	3.3	2.6	2.4	2.7	2.9	2.4	2.9
<b>A, B, D, E OTHERS*</b>		<b>3.4</b>	<b>3.0</b>	<b>3.0</b>	<b>2.6</b>	<b>2.6</b>	<b>2.5</b>	<b>4.0</b>	<b>2.6</b>
	<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians	2.3	2.2	1.6	1.4	1.6	1.9	1.6	2.1
	Clerical, Sales & Service Workers	3.7	3.7	3.1	2.6	3.0	3.2	3.5	3.8
	Production & Transport Operators, Cleaners & Labourers	3.1	2.9	2.3	1.9	2.2	2.7	2.5	2.6

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

Source : Labour Market Survey, MOM

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

Annual figures are the simple averages of the quarterly figures.

## 7.2 LABOUR TURNOVER

### AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent							
		2007	2008	2009	2009				2010
					I	II	III	IV	I
<b>TOTAL</b>		<b>2.0</b>	<b>2.0</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>	<b>1.7</b>	<b>2.0</b>
<b>INDUSTRY (SSIC 2005)</b>									
<b>C15-36 MANUFACTURING</b>		<b>1.5</b>	<b>1.6</b>	<b>1.5</b>	<b>1.6</b>	<b>1.6</b>	<b>1.5</b>	<b>1.2</b>	<b>1.5</b>
C15-17	Food, Beverages & Tobacco	2.4	2.5	2.7	2.6	3.4	2.5	2.2	2.5
C22-23	Paper Products & Printing	2.1	1.6	1.5	1.6	1.5	1.7	1.4	2.1
C24-26	Petroleum, Chemical & Pharmaceutical Products	1.1	1.0	0.7	0.6	0.6	0.8	0.7	0.7
C27	Rubber & Plastic Products	2.1	2.1	1.8	1.9	1.6	2.1	1.5	2.3
C30	Fabricated Metal Products	2.1	1.9	1.7	1.9	1.9	1.7	1.2	1.5
C31	Machinery & Equipment	1.5	1.7	1.4	1.5	1.7	1.4	1.0	1.5
C32	Electrical Products	1.5	1.4	1.2	1.5	1.3	1.1	0.8	1.5
C33	Electronic Products	1.4	1.6	1.4	1.5	1.3	1.7	1.1	1.7
C34	Medical & Precision Instruments	1.7	1.7	1.3	1.2	1.5	1.4	1.1	1.9
C35	Transport Equipment	1.1	1.5	1.5	1.8	1.6	1.4	1.3	1.2
	Other Manufacturing Industries	1.7	1.7	1.6	1.8	2.0	1.5	1.2	1.5
<b>F45 CONSTRUCTION</b>		<b>1.6</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.6</b>	<b>1.6</b>	<b>1.7</b>
<b>G-V SERVICES</b>		<b>2.3</b>	<b>2.2</b>	<b>1.9</b>	<b>1.9</b>	<b>1.9</b>	<b>2.0</b>	<b>1.9</b>	<b>2.3</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>		<b>2.7</b>	<b>2.6</b>	<b>2.4</b>	<b>2.3</b>	<b>2.2</b>	<b>2.4</b>	<b>2.6</b>	<b>3.3</b>
G50	Wholesale Trade	2.1	2.0	1.7	1.5	1.6	1.7	2.0	2.3
G51	Retail Trade	4.1	3.9	3.8	4.0	3.5	3.8	3.7	5.4
<b>H52-56 TRANSPORT AND STORAGE</b>		<b>1.4</b>	<b>1.5</b>	<b>1.2</b>	<b>1.2</b>	<b>1.1</b>	<b>1.3</b>	<b>1.1</b>	<b>1.5</b>
H52, H552	Land Transport & Supporting Services	1.4	1.8	1.3	1.4	1.3	1.5	1.1	1.6
H53, H553	Water Transport & Supporting Services	1.1	1.3	1.1	1.3	1.0	1.2	1.0	1.1
H54, H554	Air Transport & Supporting Services	0.7	0.7	0.5	0.5	0.4	0.6	0.6	0.8
	Other Transport & Storage Services	2.3	2.2	1.7	1.7	1.8	1.8	1.5	2.4
<b>J58 HOTELS AND RESTAURANTS</b>		<b>4.3</b>	<b>3.9</b>	<b>3.9</b>	<b>3.7</b>	<b>4.0</b>	<b>3.9</b>	<b>3.7</b>	<b>4.3</b>
J581	Hotels	2.6	2.3	2.4	2.0	2.3	2.6	2.6	3.4
J582	Restaurants	5.0	4.4	4.3	4.3	4.6	4.3	4.0	4.6
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>		<b>2.3</b>	<b>2.0</b>	<b>1.5</b>	<b>1.5</b>	<b>1.3</b>	<b>1.7</b>	<b>1.6</b>	<b>1.8</b>
K60-61	Broadcasting & Publishing	2.4	1.8	1.3	1.4	1.1	1.3	1.2	1.6
K62	Telecommunications	1.8	1.6	0.9	0.8	0.7	1.1	0.9	1.1
K63	IT & Other Information Services	2.5	2.4	1.9	1.8	1.7	2.1	2.1	2.3
<b>L65-66 FINANCIAL SERVICES</b>		<b>1.9</b>	<b>1.5</b>	<b>1.2</b>	<b>1.0</b>	<b>1.3</b>	<b>1.3</b>	<b>1.2</b>	<b>1.2</b>
L65	Financial Institutions	1.9	1.4	1.1	0.9	1.2	1.2	1.2	1.2
L66	Insurance	2.1	2.0	1.5	1.4	1.7	1.5	1.4	1.4
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>		<b>3.1</b>	<b>2.9</b>	<b>2.7</b>	<b>2.6</b>	<b>2.5</b>	<b>3.0</b>	<b>2.8</b>	<b>2.9</b>
<b>N73-76 PROFESSIONAL SERVICES</b>		<b>2.2</b>	<b>2.1</b>	<b>1.6</b>	<b>1.4</b>	<b>1.4</b>	<b>1.8</b>	<b>1.6</b>	<b>1.8</b>
N73	Legal, Accounting & Management Services	2.4	2.3	1.8	1.7	1.7	2.0	1.8	2.0
N74	Architectural & Engineering Services	2.0	1.9	1.3	1.2	1.1	1.4	1.3	1.5
N75-76	Other Professional Services	2.1	2.0	1.7	1.3	1.6	2.0	1.9	1.9
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>		<b>3.7</b>	<b>3.7</b>	<b>3.4</b>	<b>3.3</b>	<b>3.4</b>	<b>3.5</b>	<b>3.4</b>	<b>3.5</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>		<b>1.2</b>	<b>1.2</b>	<b>1.0</b>	<b>1.1</b>	<b>1.0</b>	<b>1.1</b>	<b>0.8</b>	<b>1.2</b>
P80 & T94	Education & Public Administration	0.7	0.7	0.6	0.7	0.6	0.6	0.5	0.8
Q85-86	Health & Social Services	1.4	1.4	1.1	1.2	1.2	1.3	0.9	1.5
R,S,U & V	Other Community, Social & Personal Services	2.5	2.7	2.2	2.4	2.3	2.4	1.8	2.5
<b>A, B, D, E OTHERS*</b>		<b>2.1</b>	<b>2.3</b>	<b>2.0</b>	<b>1.8</b>	<b>1.8</b>	<b>2.4</b>	<b>2.2</b>	<b>2.9</b>
	<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians	1.6	1.5	1.1	1.0	1.1	1.2	1.1	1.3
	Clerical, Sales & Service Workers	3.0	2.9	2.7	2.7	2.7	2.8	2.5	3.2
	Production & Transport Operators, Cleaners & Labourers	1.9	1.9	1.9	2.0	1.9	2.0	1.8	2.1

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

Source : Labour Market Survey, MOM

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

Annual figures are the simple averages of the quarterly figures.

## 7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, FIRST QUARTER 2010

Per Cent

Industry (SSIC 2005)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>2.6</b>	<b>2.0</b>	<b>2.1</b>	<b>1.3</b>	<b>3.8</b>	<b>3.2</b>	<b>2.6</b>	<b>2.1</b>
<b>C15-36 MANUFACTURING</b>	<b>1.9</b>	<b>1.5</b>	<b>1.6</b>	<b>1.1</b>	<b>2.4</b>	<b>2.1</b>	<b>1.9</b>	<b>1.6</b>
C15-17 Food, Beverages & Tobacco	2.6	2.5	2.0	1.4	3.9	3.9	2.1	2.1
C22-23 Paper Products & Printing	1.8	2.1	1.5	1.3	2.9	2.6	1.7	2.2
C24-26 Petroleum, Chemical & Pharmaceutical Products	1.6	0.7	1.6	0.7	1.6	1.0	1.4	0.7
C27 Rubber & Plastic Products	2.3	2.3	1.0	1.2	3.7	4.2	2.5	2.3
C30 Fabricated Metal Products	2.0	1.5	1.5	1.3	2.0	1.8	2.1	1.6
C31 Machinery & Equipment	1.6	1.5	1.7	1.3	2.0	1.9	1.5	1.5
C32 Electrical Products	1.7	1.5	1.1	1.3	1.3	1.7	2.2	1.5
C33 Electronic Products	1.8	1.7	1.5	1.2	1.5	0.9	2.3	2.2
C34 Medical & Precision Instruments	2.3	1.9	1.9	1.4	2.8	1.8	2.6	2.2
C35 Transport Equipment	1.8	1.2	1.8	0.8	1.9	1.3	1.8	1.3
Other Manufacturing Industries	1.7	1.5	2.1	1.3	2.6	2.5	1.4	1.3
<b>F45 CONSTRUCTION</b>	<b>2.2</b>	<b>1.7</b>	<b>2.0</b>	<b>1.7</b>	<b>2.0</b>	<b>1.8</b>	<b>2.2</b>	<b>1.7</b>
<b>G-V SERVICES</b>	<b>3.0</b>	<b>2.3</b>	<b>2.2</b>	<b>1.3</b>	<b>4.0</b>	<b>3.3</b>	<b>3.5</b>	<b>2.8</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>3.5</b>	<b>3.3</b>	<b>2.0</b>	<b>1.4</b>	<b>4.6</b>	<b>4.6</b>	<b>3.4</b>	<b>2.9</b>
G50 Wholesale Trade	2.9	2.3	1.9	1.3	3.5	3.1	3.4	2.6
G51 Retail Trade	5.0	5.4	2.4	1.8	5.9	6.4	3.3	4.4
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>2.1</b>	<b>1.5</b>	<b>1.9</b>	<b>1.2</b>	<b>1.7</b>	<b>1.6</b>	<b>2.6</b>	<b>1.7</b>
H52, H552 Land Transport & Supporting Services	1.8	1.6	2.0	1.9	2.8	2.0	1.5	1.5
H53, H553 Water Transport & Supporting Services	1.7	1.1	1.8	1.0	1.4	1.3	1.8	1.1
H54, H554 Air Transport & Supporting Services	0.9	0.8	0.6	0.5	0.9	1.0	1.6	0.9
Other Transport & Storage Services	3.6	2.4	3.0	1.9	2.9	2.7	4.6	2.5
<b>J58 HOTELS AND RESTAURANTS</b>	<b>4.1</b>	<b>4.3</b>	<b>2.7</b>	<b>2.4</b>	<b>4.4</b>	<b>4.9</b>	<b>4.4</b>	<b>3.8</b>
J581 Hotels	3.9	3.4	3.0	2.8	3.8	3.3	4.7	3.9
J582 Restaurants	4.2	4.6	2.6	2.2	4.5	5.2	4.2	3.7
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.7</b>	<b>1.8</b>	<b>2.6</b>	<b>1.8</b>	<b>3.1</b>	<b>2.2</b>	<b>2.7</b>	<b>2.4</b>
K60-61 Broadcasting & Publishing	2.2	1.6	1.8	1.4	4.1	2.7	1.4	1.0
K62 Telecommunications	1.6	1.1	1.5	0.9	1.8	1.4	3.0	2.4
K63 IT & Other Information Services	3.4	2.3	3.3	2.2	4.0	3.0	5.8	6.2
<b>L65-66 FINANCIAL SERVICES</b>	<b>2.3</b>	<b>1.2</b>	<b>2.4</b>	<b>1.1</b>	<b>1.6</b>	<b>1.8</b>	<b>2.4</b>	<b>0.8</b>
L65 Financial Institutions	2.3	1.2	2.5	1.1	1.6	1.9	2.6	0.9
L66 Insurance	1.9	1.4	2.0	1.4	1.7	1.6	-	-
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>6.1</b>	<b>2.9</b>	<b>4.1</b>	<b>1.3</b>	<b>10.9</b>	<b>2.9</b>	<b>5.1</b>	<b>3.9</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>2.8</b>	<b>1.8</b>	<b>2.4</b>	<b>1.7</b>	<b>4.8</b>	<b>2.2</b>	<b>2.1</b>	<b>1.6</b>
N73 Legal, Accounting & Management Services	3.8	2.0	2.7	1.9	5.6	2.2	5.4	2.4
N74 Architectural & Engineering Services	1.8	1.5	1.9	1.4	1.9	2.0	1.6	1.6
N75-76 Other Professional Services	3.0	1.9	3.0	1.9	4.2	2.8	1.8	0.8
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.6</b>	<b>3.5</b>	<b>3.8</b>	<b>2.7</b>	<b>4.8</b>	<b>3.4</b>	<b>4.8</b>	<b>3.9</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.8</b>	<b>1.2</b>	<b>1.6</b>	<b>1.0</b>	<b>2.3</b>	<b>1.6</b>	<b>2.6</b>	<b>2.2</b>
P80 & T94 Education & Public Administration	1.4	0.8	1.4	0.8	1.5	0.7	0.6	0.3
Q85-86 Health & Social Services	2.2	1.5	1.9	1.3	3.0	1.8	2.3	2.0
R,S,U & V Other Community, Social & Personal Services	2.9	2.5	2.7	1.9	2.5	2.4	3.7	3.2
<b>A, B, D, E OTHERS*</b>	<b>2.6</b>	<b>2.9</b>	<b>1.0</b>	<b>0.6</b>	<b>1.5</b>	<b>1.7</b>	<b>4.0</b>	<b>4.8</b>

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

Source : Labour Market Survey, MOM

'-' : nil or negligible

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

## 8.1 HOURS WORKED

### AVERAGE WEEKLY PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2005)	2007	2008	2009	2009				Hours
				Mar	Jun	Sep	Dec	2010
				Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>	<b>46.3</b>	<b>46.3</b>	<b>46.0</b>	<b>45.6</b>	<b>45.9</b>	<b>46.2</b>	<b>46.2</b>	<b>46.2</b>
<b>C15-36 MANUFACTURING</b>	<b>50.6</b>	<b>50.2</b>	<b>49.4</b>	<b>48.3</b>	<b>48.9</b>	<b>49.8</b>	<b>50.4</b>	<b>50.5</b>
C15-17 Food, Beverages & Tobacco	47.4	47.1	46.8	46.4	46.7	46.9	47.3	46.6
C22-23 Paper Products & Printing	51.1	50.9	50.1	47.9	49.9	51.0	51.4	51.5
C24-26 Petroleum, Chemical & Pharmaceutical Products	45.5	45.4	45.5	45.1	45.9	45.0	46.2	46.0
C27 Rubber & Plastic Products	50.2	50.0	49.0	46.4	49.2	49.9	50.5	50.0
C30 Fabricated Metal Products	52.1	51.6	50.9	48.5	50.8	51.4	52.7	52.9
C31 Machinery & Equipment	52.9	52.2	50.8	50.5	50.4	51.0	51.3	52.0
C32 Electrical Products	49.8	48.7	48.0	46.3	48.4	48.7	48.7	49.1
C33 Electronic Products	48.0	47.0	46.0	43.2	45.7	47.5	47.7	47.3
C34 Medical & Precision Instruments	47.6	47.5	45.8	45.6	44.3	46.6	46.7	46.8
C35 Transport Equipment	53.4	53.1	52.3	52.5	51.3	52.1	53.2	53.6
Other Manufacturing Industries	50.8	50.8	51.3	50.0	50.4	51.7	53.0	52.4
<b>F45 CONSTRUCTION</b>	<b>52.2</b>	<b>52.4</b>	<b>52.2</b>	<b>52.1</b>	<b>52.1</b>	<b>52.2</b>	<b>52.2</b>	<b>52.3</b>
<b>G-V SERVICES</b>	<b>43.3</b>	<b>43.5</b>	<b>43.3</b>	<b>43.2</b>	<b>43.4</b>	<b>43.4</b>	<b>43.3</b>	<b>43.4</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>43.5</b>	<b>43.8</b>	<b>43.7</b>	<b>43.6</b>	<b>43.9</b>	<b>43.6</b>	<b>43.8</b>	<b>43.8</b>
G50 Wholesale Trade	43.7	43.8	43.8	43.5	43.8	43.7	44.1	43.9
G51 Retail Trade	43.0	43.7	43.7	43.8	44.4	43.5	43.2	43.6
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>45.6</b>	<b>46.0</b>	<b>45.3</b>	<b>45.1</b>	<b>45.3</b>	<b>45.4</b>	<b>45.6</b>	<b>45.5</b>
H52, H552 Land Transport & Supporting Services	47.6	48.0	47.6	47.8	47.5	47.9	47.0	47.0
H53, H553 Water Transport & Supporting Services	44.8	45.2	44.5	44.4	44.6	44.3	44.8	44.5
H54, H554 Air Transport & Supporting Services	43.5	43.9	43.3	43.3	43.6	43.1	43.4	43.9
Other Transport & Storage Services	47.0	47.1	46.1	45.2	45.7	46.4	47.0	46.7
<b>J58 HOTELS AND RESTAURANTS</b>	<b>39.8</b>	<b>41.2</b>	<b>41.1</b>	<b>40.9</b>	<b>41.5</b>	<b>41.4</b>	<b>40.8</b>	<b>41.0</b>
J581 Hotels	45.7	45.3	44.9	44.7	44.6	45.0	45.2	45.1
J582 Restaurants	37.5	39.8	40.0	39.6	40.5	40.3	39.5	39.7
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>41.9</b>	<b>41.8</b>	<b>41.8</b>	<b>41.7</b>	<b>41.7</b>	<b>41.9</b>	<b>42.0</b>	<b>42.0</b>
K60-61 Broadcasting & Publishing	41.4	41.6	41.5	41.4	41.2	41.8	41.6	41.7
K62 Telecommunications	42.8	42.6	42.9	42.5	43.0	42.8	43.3	43.2
K63 IT & Other Information Services	41.5	41.5	41.5	41.5	41.2	41.5	41.5	41.6
<b>L65-66 FINANCIAL SERVICES</b>	<b>42.0</b>	<b>41.7</b>	<b>41.4</b>	<b>41.5</b>	<b>41.6</b>	<b>41.3</b>	<b>41.2</b>	<b>41.1</b>
L65 Financial Institutions	42.1	41.8	41.6	41.7	41.8	41.5	41.3	41.3
L66 Insurance	40.3	40.3	40.2	39.9	40.4	40.2	40.4	39.8
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>44.4</b>	<b>44.3</b>	<b>44.4</b>	<b>44.2</b>	<b>44.0</b>	<b>44.7</b>	<b>44.6</b>	<b>44.6</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>44.0</b>	<b>44.1</b>	<b>43.6</b>	<b>43.6</b>	<b>43.8</b>	<b>43.9</b>	<b>43.1</b>	<b>43.2</b>
N73 Legal, Accounting & Management Services	42.3	42.1	41.4	41.4	41.6	41.5	41.0	41.0
N74 Architectural & Engineering Services	46.8	46.9	46.3	46.2	46.6	46.7	45.8	46.2
N75-76 Other Professional Services	42.5	42.5	42.2	42.2	42.3	42.3	41.9	42.0
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>49.5</b>	<b>48.8</b>	<b>48.6</b>	<b>48.2</b>	<b>48.2</b>	<b>49.4</b>	<b>48.4</b>	<b>49.2</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>41.8</b>	<b>41.8</b>	<b>41.8</b>	<b>41.8</b>	<b>41.8</b>	<b>41.9</b>	<b>41.9</b>	<b>41.9</b>
P80 & T94 Education & Public Administration	41.5	41.4	41.5	41.5	41.5	41.5	41.5	41.5
Q85-86 Health & Social Services	42.1	41.9	41.9	41.8	42.0	42.0	41.8	41.9
R,S,U & V Other Community, Social & Personal Services	42.7	43.0	42.9	42.6	42.6	42.9	43.2	43.3
<b>A, B, D, E OTHERS*</b>	<b>45.2</b>	<b>45.3</b>	<b>45.4</b>	<b>45.2</b>	<b>45.4</b>	<b>45.6</b>	<b>45.5</b>	<b>45.9</b>

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

Source : Labour Market Survey, MOM

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

Annual figures are the simple averages of the quarterly figures.

## 8.2 HOURS WORKED

### AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2005)	2007	2008	2009	2009				Hours
				Mar	Jun	Sep	Dec	2010
				Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>	<b>3.9</b>	<b>3.8</b>	<b>3.4</b>	<b>3.1</b>	<b>3.3</b>	<b>3.6</b>	<b>3.7</b>	<b>3.7</b>
<b>C15-36 MANUFACTURING</b>	<b>7.5</b>	<b>7.0</b>	<b>6.2</b>	<b>5.2</b>	<b>5.8</b>	<b>6.6</b>	<b>7.2</b>	<b>7.2</b>
C15-17 Food, Beverages & Tobacco	4.4	4.5	3.7	3.3	3.8	3.7	4.1	3.6
C22-23 Paper Products & Printing	7.6	7.5	6.5	4.4	6.5	7.3	7.8	7.8
C24-26 Petroleum, Chemical & Pharmaceutical Products	3.2	3.1	3.0	2.5	3.3	2.8	3.5	3.5
C27 Rubber & Plastic Products	7.0	6.7	5.9	3.7	6.1	6.6	7.2	6.7
C30 Fabricated Metal Products	8.8	8.1	7.1	4.9	7.0	7.8	8.8	8.7
C31 Machinery & Equipment	9.4	8.7	7.5	7.4	7.2	7.6	7.8	8.2
C32 Electrical Products	7.5	5.9	5.7	3.6	5.9	6.6	6.8	7.2
C33 Electronic Products	5.6	4.6	3.6	1.1	3.3	4.8	5.2	4.8
C34 Medical & Precision Instruments	5.6	5.1	4.0	3.3	2.7	4.8	5.0	4.6
C35 Transport Equipment	9.8	9.4	8.5	8.6	7.5	8.4	9.5	9.9
Other Manufacturing Industries	7.2	7.1	7.2	6.1	6.5	7.6	8.6	8.0
<b>F45 CONSTRUCTION</b>	<b>7.5</b>	<b>7.6</b>	<b>7.4</b>	<b>7.4</b>	<b>7.3</b>	<b>7.4</b>	<b>7.4</b>	<b>7.3</b>
<b>G-V SERVICES</b>	<b>1.6</b>	<b>1.7</b>	<b>1.5</b>	<b>1.4</b>	<b>1.5</b>	<b>1.6</b>	<b>1.6</b>	<b>1.6</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>1.9</b>	<b>2.1</b>	<b>1.8</b>	<b>1.6</b>	<b>2.0</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>
G50 Wholesale Trade	1.9	2.0	1.7	1.5	1.9	1.7	1.7	1.7
G51 Retail Trade	1.9	2.1	2.0	1.8	2.2	1.9	1.9	2.2
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>2.9</b>	<b>3.1</b>	<b>2.5</b>	<b>2.2</b>	<b>2.5</b>	<b>2.6</b>	<b>2.8</b>	<b>2.8</b>
H52, H552 Land Transport & Supporting Services	4.5	4.6	4.2	4.4	4.1	4.4	4.0	3.9
H53, H553 Water Transport & Supporting Services	1.9	2.2	1.6	1.4	1.6	1.4	1.9	1.9
H54, H554 Air Transport & Supporting Services	1.4	1.7	1.2	1.1	1.4	1.1	1.3	1.8
Other Transport & Storage Services	3.9	4.1	3.2	2.5	3.0	3.5	3.7	3.6
<b>J58 HOTELS AND RESTAURANTS</b>	<b>1.2</b>	<b>1.2</b>	<b>1.2</b>	<b>1.0</b>	<b>1.3</b>	<b>1.2</b>	<b>1.1</b>	<b>1.1</b>
J581 Hotels	1.8	1.5	1.2	1.0	1.0	1.2	1.6	1.6
J582 Restaurants	0.9	1.1	1.2	1.0	1.4	1.2	1.0	0.9
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>0.5</b>	<b>0.4</b>	<b>0.4</b>	<b>0.2</b>	<b>0.4</b>	<b>0.4</b>	<b>0.5</b>	<b>0.5</b>
K60-61 Broadcasting & Publishing	0.5	0.4	0.3	0.2	0.2	0.3	0.4	0.5
K62 Telecommunications	0.9	0.7	1.0	0.6	1.1	1.0	1.4	1.2
K63 IT & Other Information Services	0.2	0.2	0.2	0.1	0.1	0.2	0.2	0.2
<b>L65-66 FINANCIAL SERVICES</b>	<b>0.5</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>	<b>0.2</b>	<b>0.2</b>
L65 Financial Institutions	0.5	0.3	0.2	0.2	0.2	0.2	0.2	0.2
L66 Insurance	0.6	0.5	0.5	0.6	0.5	0.5	0.4	0.4
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>1.4</b>	<b>1.6</b>	<b>1.8</b>	<b>1.7</b>	<b>1.6</b>	<b>2.1</b>	<b>2.0</b>	<b>2.0</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>2.3</b>	<b>2.3</b>	<b>1.9</b>	<b>1.9</b>	<b>2.0</b>	<b>2.1</b>	<b>1.6</b>	<b>1.7</b>
N73 Legal, Accounting & Management Services	1.2	1.2	0.7	0.8	0.8	0.7	0.5	0.6
N74 Architectural & Engineering Services	4.3	4.2	3.5	3.5	3.7	3.8	3.1	3.3
N75-76 Other Professional Services	0.8	0.8	0.7	0.7	0.6	1.0	0.7	0.7
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>5.5</b>	<b>5.2</b>	<b>5.2</b>	<b>4.8</b>	<b>4.7</b>	<b>6.0</b>	<b>5.3</b>	<b>5.8</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>0.3</b>	<b>0.3</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>
P80 & T94 Education & Public Administration	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1
Q85-86 Health & Social Services	0.7	0.5	0.5	0.4	0.4	0.5	0.5	0.6
R,S,U & V Other Community, Social & Personal Services	1.0	1.2	1.1	0.9	0.9	1.1	1.4	1.5
<b>A, B, D, E OTHERS*</b>	<b>2.6</b>	<b>2.8</b>	<b>2.8</b>	<b>2.6</b>	<b>2.8</b>	<b>2.9</b>	<b>2.9</b>	<b>2.9</b>

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

Source : Labour Market Survey, MOM

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

Annual figures are the simple averages of the quarterly figures.

## 9.1 NOMINAL EARNINGS

### AVERAGE (MEAN) MONTHLY NOMINAL EARNINGS PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2005)	2007	2008	2009	2009				2010
				I	II	III	IV	I
				Dollars				
<b>TOTAL</b>	<b>3 773</b>	<b>3 977</b>	<b>3 872</b>	<b>4 155</b>	<b>3 609</b>	<b>3 562</b>	<b>4 160</b>	<b>4 310</b>
	( 6.2)	( 5.4)	(-2.6)	(-3.7)	(-2.2)	(-3.0)	(-1.6)	( 3.7)
<b>C15-36 MANUFACTURING</b>	<b>3 764</b>	<b>3 955</b>	<b>3 966</b>	<b>4 322</b>	<b>3 546</b>	<b>3 585</b>	<b>4 409</b>	<b>4 564</b>
	( 4.0)	( 5.1)	( 0.3)	( 1.2)	( 0.1)	(-2.5)	( 1.9)	( 5.6)
<b>F45 CONSTRUCTION</b>	<b>2 646</b>	<b>2 861</b>	<b>2 948</b>	<b>3 210</b>	<b>2 764</b>	<b>2 765</b>	<b>3 053</b>	<b>3 463</b>
	( 5.1)	( 8.1)	( 3.0)	( 2.6)	( 4.6)	( 2.8)	( 2.3)	( 7.9)
<b>G-V SERVICES</b>	<b>3 862</b>	<b>4 069</b>	<b>3 929</b>	<b>4 196</b>	<b>3 688</b>	<b>3 627</b>	<b>4 202</b>	<b>4 334</b>
	( 6.8)	( 5.4)	(-3.4)	(-5.1)	(-2.8)	(-3.4)	(-2.4)	( 3.3)
G50-51 Wholesale & Retail Trade	3 262	3 441	3 418	3 590	3 206	3 153	3 723	3 698
	( 5.2)	( 5.5)	(-0.7)	(-0.6)	(-0.5)	(-1.6)	(-0.1)	( 3.0)
H52-56 Transport & Storage	3 797	3 989	3 914	4 239	3 609	3 714	4 094	4 187
	( 7.7)	( 5.1)	(-1.9)	( 4.3)	( 1.0)	(-11.1)	(-1.1)	(-1.2)
J58 Hotels & Restaurants	1 442	1 504	1 463	1 586	1 386	1 377	1 501	1 577
	( 4.4)	( 4.3)	(-2.7)	(-4.1)	(-2.1)	(-3.3)	(-1.3)	(-0.6)
K60-63 Information & Communications	5 018	5 304	5 253	5 264	5 291	4 998	5 458	5 369
	( 5.8)	( 5.7)	(-1.0)	(-1.2)	(-0.2)	(-0.8)	(-1.7)	( 2.0)
L65-66 Financial Services	6 768	7 153	6 890	8 198	6 410	6 147	6 803	8 603
	( 7.6)	( 5.7)	(-3.7)	(-8.5)	(-2.9)	(-1.2)	(-0.4)	( 4.9)
M70-71 Real Estate & Leasing Services	3 355	3 513	3 273	3 782	3 037	2 858	3 416	3 652
	( 9.9)	( 4.7)	(-6.8)	(-9.1)	(-3.7)	(-7.8)	(-6.1)	(-3.4)
N73-76 Professional Services	4 633	5 004	4 957	5 030	4 698	4 675	5 423	5 341
	( 5.7)	( 8.0)	(-0.9)	(-0.4)	(-1.2)	(-2.1)	(-0.2)	( 6.2)
O78 Administrative & Support Services	2 368	2 418	2 344	2 447	2 280	2 232	2 418	2 507
	( 5.8)	( 2.1)	(-3.1)	(-2.8)	(-3.7)	(-1.8)	(-3.8)	( 2.5)
P80-V99 Community, Social & Personal Services	4 074	4 168	3 857	3 958	3 554	3 529	4 389	4 109
	( 6.3)	( 2.3)	(-7.5)	(-12.2)	(-7.0)	(-3.9)	(-6.0)	( 3.8)

Notes : Data pertain to all full-time and part-time employees who contribute to the CPF.

Data exclude all identifiable self-employed persons.

Figures in parenthesis refer to percentage changes over corresponding period of previous year.

Source : Derived based on data from Central Provident Fund Board

## 9.2 REAL EARNINGS

### AVERAGE (MEAN) MONTHLY REAL\* EARNINGS PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2005)	2007	2008	2009	2009				2010
				I	II	III	IV	I
				Dollars				
<b>TOTAL</b>	<b>4 048</b>	<b>4 001</b>	<b>3 872</b>	<b>4 147</b>	<b>3 638</b>	<b>3 558</b>	<b>4 143</b>	<b>4 263</b>
	( 4.0)	(-1.2)	(-3.2)	(-6.9)	(-2.3)	(-2.8)	(-0.9)	( 2.8)
<b>C15-36 MANUFACTURING</b>	<b>4 039</b>	<b>3 979</b>	<b>3 966</b>	<b>4 313</b>	<b>3 575</b>	<b>3 581</b>	<b>4 391</b>	<b>4 514</b>
	( 1.9)	(-1.5)	(-0.3)	(-2.1)	( -)	(-2.2)	( 2.7)	( 4.7)
<b>F45 CONSTRUCTION</b>	<b>2 839</b>	<b>2 878</b>	<b>2 948</b>	<b>3 204</b>	<b>2 786</b>	<b>2 762</b>	<b>3 041</b>	<b>3 425</b>
	( 3.0)	( 1.4)	( 2.4)	(-0.8)	( 4.5)	( 3.1)	( 3.2)	( 6.9)
<b>G-V SERVICES</b>	<b>4 144</b>	<b>4 094</b>	<b>3 929</b>	<b>4 188</b>	<b>3 718</b>	<b>3 623</b>	<b>4 185</b>	<b>4 287</b>
	( 4.7)	(-1.2)	(-4.0)	(-8.2)	(-2.9)	(-3.1)	(-1.6)	( 2.4)
G50-51 Wholesale & Retail Trade	3 500	3 462	3 418	3 583	3 232	3 150	3 708	3 658
	( 3.1)	(-1.1)	(-1.3)	(-3.8)	(-0.6)	(-1.3)	( 0.7)	( 2.1)
H52-56 Transport & Storage	4 074	4 013	3 914	4 231	3 638	3 710	4 078	4 141
	( 5.5)	(-1.5)	(-2.5)	( 0.9)	( 0.9)	(-10.8)	(-0.3)	(-2.1)
J58 Hotels & Restaurants	1 547	1 513	1 463	1 583	1 397	1 376	1 495	1 560
	( 2.2)	(-2.2)	(-3.3)	(-7.3)	(-2.2)	(-3.0)	(-0.5)	(-1.5)
K60-63 Information & Communications	5 384	5 336	5 253	5 253	5 334	4 993	5 436	5 311
	( 3.6)	(-0.9)	(-1.6)	(-4.4)	(-0.3)	(-0.5)	(-0.9)	( 1.1)
L65-66 Financial Services	7 262	7 196	6 890	8 182	6 462	6 141	6 776	8 509
	( 5.4)	(-0.9)	(-4.3)	(-11.5)	(-3.0)	(-0.9)	( 0.4)	( 4.0)
M70-71 Real Estate & Leasing Services	3 600	3 534	3 273	3 774	3 061	2 855	3 402	3 612
	( 7.7)	(-1.8)	(-7.4)	(-12.1)	(-3.8)	(-7.5)	(-5.3)	(-4.3)
N73-76 Professional Services	4 971	5 034	4 957	5 020	4 736	4 670	5 401	5 283
	( 3.5)	( 1.3)	(-1.5)	(-3.6)	(-1.3)	(-1.8)	( 0.6)	( 5.2)
O78 Administrative & Support Services	2 541	2 433	2 344	2 442	2 298	2 230	2 408	2 480
	( 3.7)	(-4.3)	(-3.7)	(-6.0)	(-3.8)	(-1.5)	(-3.1)	( 1.6)
P80-V99 Community, Social & Personal Services	4 371	4 193	3 857	3 950	3 583	3 525	4 372	4 064
	( 4.2)	(-4.1)	(-8.0)	(-15.1)	(-7.1)	(-3.6)	(-5.2)	( 2.9)

\* Deflated by the corresponding period's Consumer Price Index (2009 = 100)

'-' : nil or negligible

Notes : Data pertain to all full-time and part-time employees who contribute to the CPF.  
Data exclude all identifiable self-employed persons.

Figures in parenthesis refer to percentage changes over corresponding period of previous year.

Source : Derived based on data from  
Central Provident Fund Board

## 9.3 LABOUR PRODUCTIVITY

### CHANGE IN LABOUR PRODUCTIVITY BY INDUSTRY <sup>1</sup>

(Over corresponding period of previous year)

Industry (SSIC 2005)	2007	2008	2009	2009				Per Cent
								2010
				I	II	III	IV	I
<b>TOTAL <sup>2</sup></b>	<b>-0.1</b>	<b>-7.2</b>	<b>-3.9</b>	<b>-14.1</b>	<b>-4.5</b>	<b>0.6</b>	<b>2.7</b>	<b>13.1</b>
<b>EXCLUDING CONSTRUCTION <sup>2</sup></b>	<b>-</b>	<b>-6.6</b>	<b>-3.4</b>	<b>-13.8</b>	<b>-3.9</b>	<b>1.4</b>	<b>3.3</b>	<b>13.7</b>
<b>C15-36 MANUFACTURING</b>	<b>-3.1</b>	<b>-10.9</b>	<b>1.6</b>	<b>-23.5</b>	<b>5.7</b>	<b>17.3</b>	<b>11.1</b>	<b>39.8</b>
<b>F45 CONSTRUCTION</b>	<b>4.3</b>	<b>-0.8</b>	<b>3.2</b>	<b>4.8</b>	<b>3.9</b>	<b>1.2</b>	<b>3.6</b>	<b>7.9</b>
<b>G-U SERVICES</b>	<b>1.0</b>	<b>-3.5</b>	<b>-4.9</b>	<b>-10.2</b>	<b>-6.9</b>	<b>-3.5</b>	<b>1.1</b>	<b>7.1</b>
G50-51 Wholesale & Retail Trade	2.2	-1.9	-9.9	-17.0	-13.4	-8.5	0.3	15.6
H52-56 Transport & Storage	4.0	-4.9	-7.3	-14.5	-10.8	-5.7	2.3	8.9
J58 Hotels & Restaurants	-4.5	-9.4	-5.0	-11.4	-8.1	-1.3	1.2	5.0
K60-63 Information & Communications	-4.6	-1.8	-3.1	-4.5	-3.7	-2.9	-1.2	-0.4
L65-66 Financial Services	-0.2	-6.0	-0.6	-12.1	-0.8	3.4	7.4	11.8
M70-O78 Business Services	0.4	-3.9	-0.2	-1.9	-0.9	0.8	1.3	1.4
P80-U95 Other Services	-1.4	-1.9	-0.5	0.3	-1.9	-0.4	-0.2	-0.3

<sup>1</sup> Based on gross value added at 2005 basic prices

Source : Department of Statistics, MTI

<sup>2</sup> Based on GDP at 2005 market prices

'-' : nil or negligible

## Employment

### Source

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

### Coverage

The employment data comprises all persons in employment i.e. employees and the self-employed. However, it excludes males 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 (also known as resident) employee is any 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 which is a compulsory savings scheme to provide 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 difference in the employment level at the end of the reference period compared with the end of the preceding period.

### Uses and Limitations

This data series allows users to identify individual industries where employment is growing or stagnating. An analysis of the data over time also helps in understanding the impact of cyclical and structural changes in the economy on the demand for workers.

The change in employment over time is the net result of increases and decreases in employment i.e. net of inflows and outflows of workers. Users should not mistake an increase in employment as gross job creation.

## Unemployment

### Source

Labour Force Survey

(Except data for selected periods which were obtained from the General Household Survey (for June 1995 and June 2005) and Population Census (for June 2000) conducted by Department of Statistics, Ministry of Trade and Industry as the Labour Force Survey was not conducted for these periods).

### Coverage

The survey covers private households on the main island of Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore. To achieve full coverage of the labour force in Singapore, data on residents (also known as locals, i.e. Singapore citizens and permanent residents) from the survey are combined with foreign workforce data compiled from work passes issued by the Ministry of Manpower.

### Concepts and Definitions

**Unemployed persons** refer to persons aged 15 years and over who were without work during the survey reference period but were available for work and were actively looking for a job. 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 total number of economically active persons (i.e. employed and unemployed persons) aged 15 years and over.

### 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 the 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 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.

## Retrenchment and Redundancy

### Source

Labour Market Survey

### Coverage

Before 2006, the survey covers private sector establishments each 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 the termination of employment of a permanent employee due to redundancy. In the public sector, it includes those who left service under the Special Resignation Scheme that allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

**Early release of contract workers** refers to employees on term contracts which were terminated prematurely because of redundancy.

**Redundancy** refers to an employee made redundant due to retrenchment or early release of contract.

### Uses and Limitations

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

The number of persons retrenched or made redundant (flow) should not be confused with persons unemployed (stock). Not all persons retrenched or made redundant will be unemployed as some will be re-employed or decide to leave the workforce.

## Re-employment

### Source

Labour Market Survey and derived based on data from Central Provident Fund Board

### Coverage

Information on resident workers made redundant is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments each with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the second quarter of 2009, the coverage is further expanded to include employees on term contracts which were terminated prematurely due to redundancy. The re-employment status of these workers is tracked using CPF records. Hence, it does not capture workers made redundant who went into self or informal employment or undergo training while looking for a job.

## Concepts and Definitions

**Re-employment rate** is defined as the proportion of residents made redundant who are re-employed. The re-employment rate within six months after redundancy for a quarter refers to the re-employment rate as at end of the quarter for the residents made redundant in the previous quarter. For example, the re-employment rate for second quarter 2009 shows the proportion of residents made redundant in the first quarter of 2009 who were re-employed as at June 2009. The annual average re-employment rate is the simple average of the quarterly figures.

## Uses and Limitations

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

A low re-employment 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-employment 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-employment rates, depending on the profile of the workers involved. Also, the data based on CPF 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 sector establishments each 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 vacancies** for a quarter refer to the number of unfilled posts at the end of the quarter for which an establishment is actively recruiting employees from outside the establishment. They exclude positions for which the employees have been appointed but not yet commenced duty; or positions open only to internal transfers or promotions. Recruitment action to fill a post includes advertising in newspapers, posting notices on Internet (e.g. online job banks), making "word-of-mouth announcements", soliciting employees through employment agencies or job fairs, contacting or interviewing registered job applicants.

Job vacancies can arise from new jobs created due to business expansion/formation and openings that result from staff turnover (e.g. resignation and retirement).

**Job vacancy rate** for a quarter is defined as the total number of job vacancies divided by the total demand for labour at the end of the quarter. The total demand for labour 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.

## Uses and Limitations

Job vacancy statistics measures unmet demand for manpower and is useful for assessing changes in the manpower demand over time. It enables 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 sector establishments each 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, hotels and restaurants typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with fluctuations in demand.

## Paid Overtime Hours

### Source

Labour Market Survey

### Coverage

Before 2006, the survey covers private sector establishments each 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

**Weekly paid overtime hours worked** refers to the number of hours worked by an employee 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 number of paid overtime hours 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.

The data do not capture unpaid overtime worked e.g. by executives and management staff who are normally not paid for working overtime. Users can refer to separate statistics on usual hours worked collected from the June Labour Force Survey.

## Earnings

### Source

Derived based on data from Central Provident Fund Board

### Coverage

Statistics on the average (mean) monthly earnings is compiled based on the payroll of CPF contributors. The data include all full-time and part-time employees who have contributed to the CPF but exclude all identifiable self-employed persons who have made voluntary CPF contributions.

### Concepts and Definitions

**Nominal monthly earnings** refers to all remuneration received before deduction of the employee’s CPF contributions and personal income tax. They include basic wage, overtime payments, commissions, allowances and other monetary payments, annual wage supplement (AWS) and variable bonuses but exclude employer’s CPF contributions.

**Real monthly earnings** refers to nominal earnings deflated by the corresponding period’s Consumer Price Index (2009 = 100).

## Uses and Limitations

Nominal earnings data can be used as a rough gauge of the average wage level in the country. The data series is also useful in the tracking of economic cycle as earnings tend to rise when economic activities pick up and demand for manpower increases.

Changes in earnings data can be influenced by overtime and compositional changes in the workforce e.g. between part-time and full-time workers. Hence, they do not represent the true change in wage rates paid to workers. A better source for this is the *Survey on Annual Wage Changes* which provides annual data on changes in basic wages and total wages of full-time employees on the CPF scheme who are in continuous employment of one year.

Monthly earnings data also do not represent total labour costs to employers as they do not take into account non-wage costs e.g. cost of training, medical benefits, staff welfare and statutory levies on payroll. Data on labour cost are available from the biennial Survey on Labour Cost.

## Labour Productivity

### Source

Department of Statistics, Ministry of Trade and Industry

### Concepts and Definitions

**Labour productivity** refers to real output per worker. For the economy as a whole, real output is measured by gross domestic product at 2005 market prices. Industry real output is measured by gross value added at 2005 basic prices.

### Uses and Limitations

From the supply side, an economy can grow when the number of workers increases (i.e. employment increases) or when each worker produces more. Labour productivity measures the latter effect.

Changes in labour productivity shows whether output is increasing or decreasing per worker and is often used in wage settlements to compensate workers for productivity improvements. Growth in labour productivity is often deemed as the key to higher living standards as a country can sustain wage increases without losing competitiveness, only if labour productivity grows.

Labour productivity relates output to the number of workers employed. It does not measure the specific contribution of labour alone. Rather, it reflects the joint effects of many factors, including new technology, capital investment, quality of the workforce and the use of more efficient management and production practices.

## Cost Indices

### Source

Department of Statistics, Ministry of Trade and Industry

### Concepts and Definitions

**Unit labour cost** is defined as the total labour cost per unit of real output. Total labour cost comprises wages and salaries, benefits, CPF contributions by employers, foreign workers' levy and skill development levy.

**Unit business cost** is defined as the cost of producing one unit of real output. The main components for business cost are labour cost, services cost and government rates and fees.

The indices for both unit labour cost and unit business cost measure the relative costs with respect to a base year (2000 = 100).

### Uses and Limitations

The unit labour cost index takes into account both the cost and productivity of workers. As the cost of production is also dependent on other business cost such as land/rental cost and government rates and fees, the unit business cost index gives a fuller measure on the impact of the various inputs that affect cost competitiveness. Both cost indices are used to measure the changing cost competitiveness of a country.

The cost indices should not be seen as a comprehensive measure of competitiveness of an economy, but more as a reflection of cost competitiveness. Competitiveness of an economy is also determined by other factors, such as physical and institutional infrastructures, law and order, and cost of capital.

## 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 difference between the estimated value obtained from a sample and the actual 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.

The most 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 actual value. About 68, 95 and 99 per cent of estimates from all possible samples will fall within the interval defined by one, two or three standard errors respectively on either side of the estimate. 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
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Mar 10	63,300	2,800	4.5%	57,800	68,900
Resident Unemployment Rate	Mar 10	3.1%	0.14%-pt	4.5%	2.8%	3.4%
<b>JOB VACANCY</b>						
Job Vacancy Number	Mar 10	37,300	700	2.0%	35,800	38,800
Job Vacancy Rate	Mar 10	2.2%	0.04%-pt	1.9%	2.1%	2.3%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	Q1 10	2.6%	0.04%-pt	1.5%	2.6%	2.7%
Average Monthly Resignation Rate	Q1 10	2.0%	0.02%-pt	1.0%	2.0%	2.1%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 10	3.7	0.05	1.2%	3.6	3.8

Note: Data are non-seasonally adjusted.

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a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Date of Release: 15 Jun 2010**

This quarterly release analyses the labour market situation. Topics covered include employment, unemployment, redundancy, re-employment, job vacancy, labour turnover, hours worked, earnings and productivity, and employment outlook.



### Retirement and Re-employment Practices

**Date of Release: 04 Jun 2010**

This report examines the retirement and re-employment practices of establishments based on findings from the Survey on Employment of Older Workers. The survey was conducted from October to December 2009 covering private establishments each with at least 25 employees.



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- Employment Situation, First Quarter 2010 30/04/2010
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- Singapore Yearbook of Manpower Statistics, 2009 30/06/2009

#### Manpower Demand

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