

LABOUR MARKET 2009



**MINISTRY OF
MANPOWER**

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Notations

-	: nil or negligible
Q	: Quarter
M	: March
J	: June
S	: September
D	: December
Excl.	: Excluding
n.a.	: not available/not applicable
No.	: Number
p	: preliminary
SA	: seasonally adjusted

Abbreviations

AWS	: Annual Wage Supplement
CPF	: Central Provident Fund
CPI	: Consumer Price Index
DOS	: Department of Statistics
EDB	: Economic Development Board
GDP	: Gross Domestic Product
LTU	: Long-Term Unemployment/Long-Term Unemployed
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMET	: Professionals, Managers, Executives & Technicians
SSIC	: Singapore Standard Industrial Classification
UBC	: Unit Business Cost
ULC	: Unit Labour Cost

Overview

For the first time, Singapore experienced employment growth amid an economic recession in 2009. Although there were job losses in the first half of the year, employment rebounded quickly. This resulted in a significant improvement in unemployment, as the economy recovered in the second half of 2009. As locals experienced employment gains while foreign employment declined, the share of foreigners in employment fell slightly from a year ago.

Employment

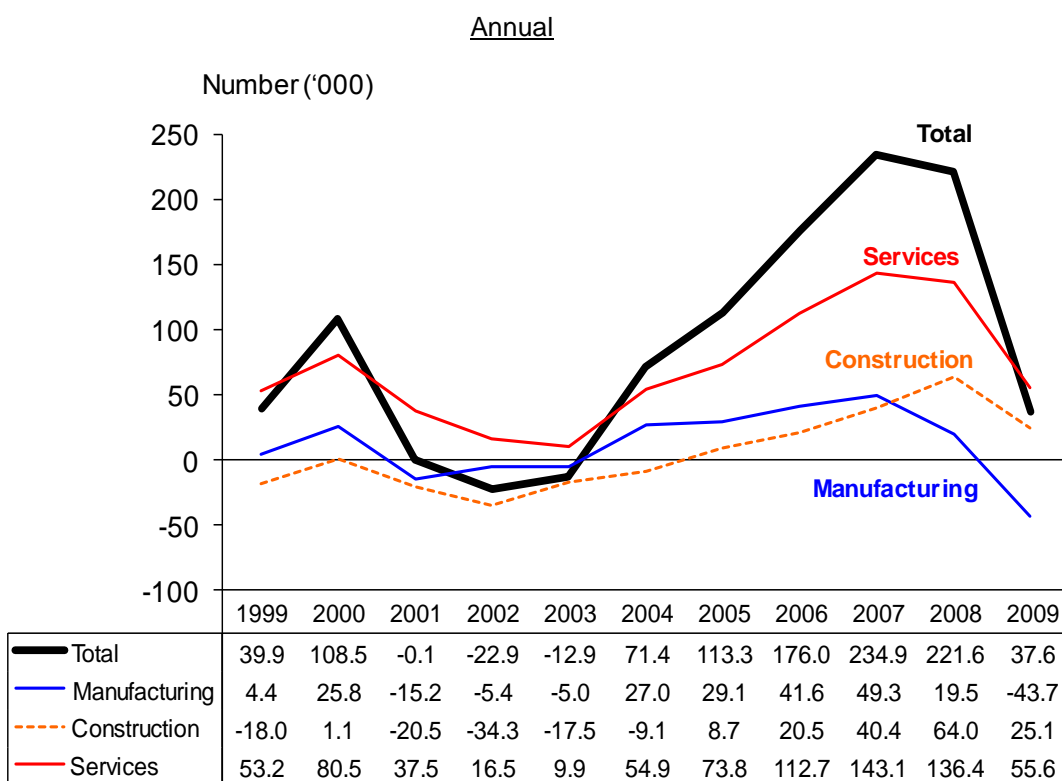
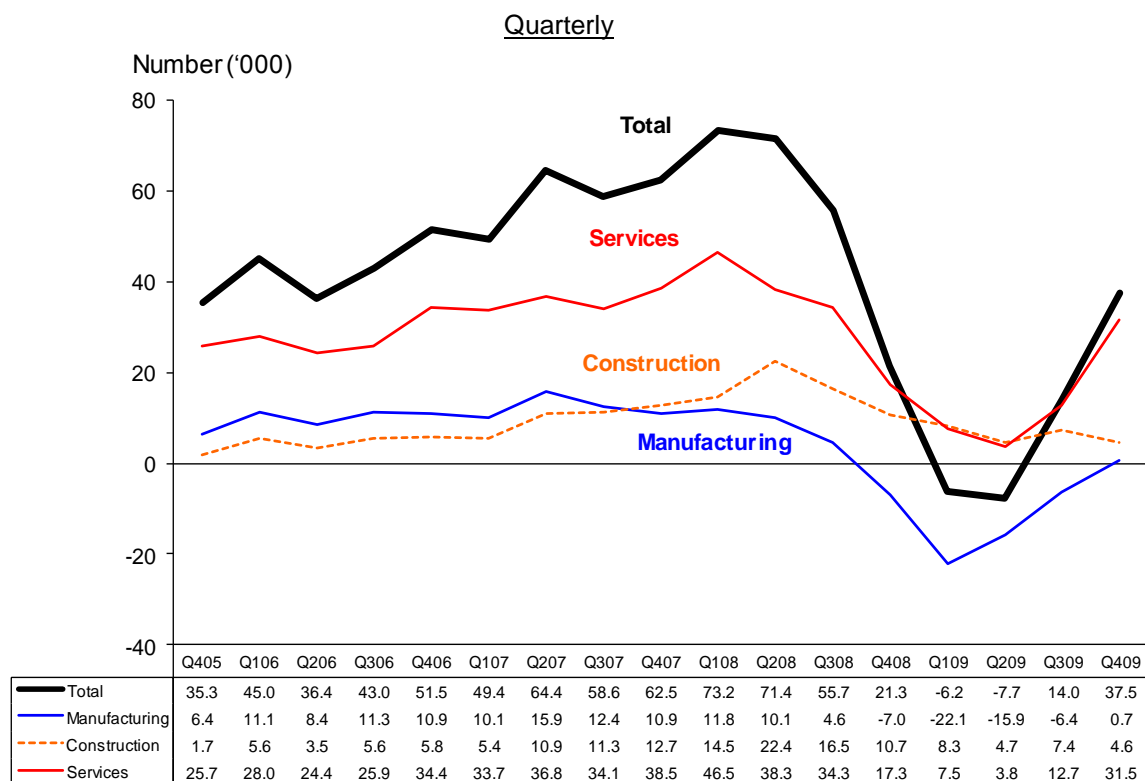
Labour market more resilient than in previous downturns

Job creation accelerated in the fourth quarter of 2009, mainly due to hirings in the services sector, supported by the year-end festivities and the Integrated Resorts. Total employment grew by 37,500 in the fourth quarter, much higher than the gains of 14,000 in the preceding quarter and 21,300 in the fourth quarter of 2008. For the whole of 2009, total employment increased by 37,600 or 1.3%, as job gains in the second half of the year more than offset the losses in the first half.

The bulk of the employment gains came from services which added 31,500 workers in the fourth quarter of 2009, significantly higher than the gains in the preceding four quarters. For the whole of 2009, services employment rose by 55,600. Nearly all services industries, except transport & storage (-3,800), registered gains in employment in the year. Community, social & personal services (32,900) added the most workers, followed by wholesale & retail trade (5,900), administrative & support services (5,200), real estate & leasing services (4,100), professional services (3,500), financial services (3,400), information & communications (2,600) and hotels & restaurants (1,700).

Construction added 4,600 workers in the fourth quarter, bringing its total gains to 25,100 in 2009. After shedding workers for four consecutive quarters, manufacturing employment rose by 700 in the fourth quarter. As the gains were not sufficient to offset the earlier losses, manufacturing employment contracted by 43,700 in 2009.

Chart 1: Employment Change by Sector



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.

Table 1: Total Employment Change by Industry

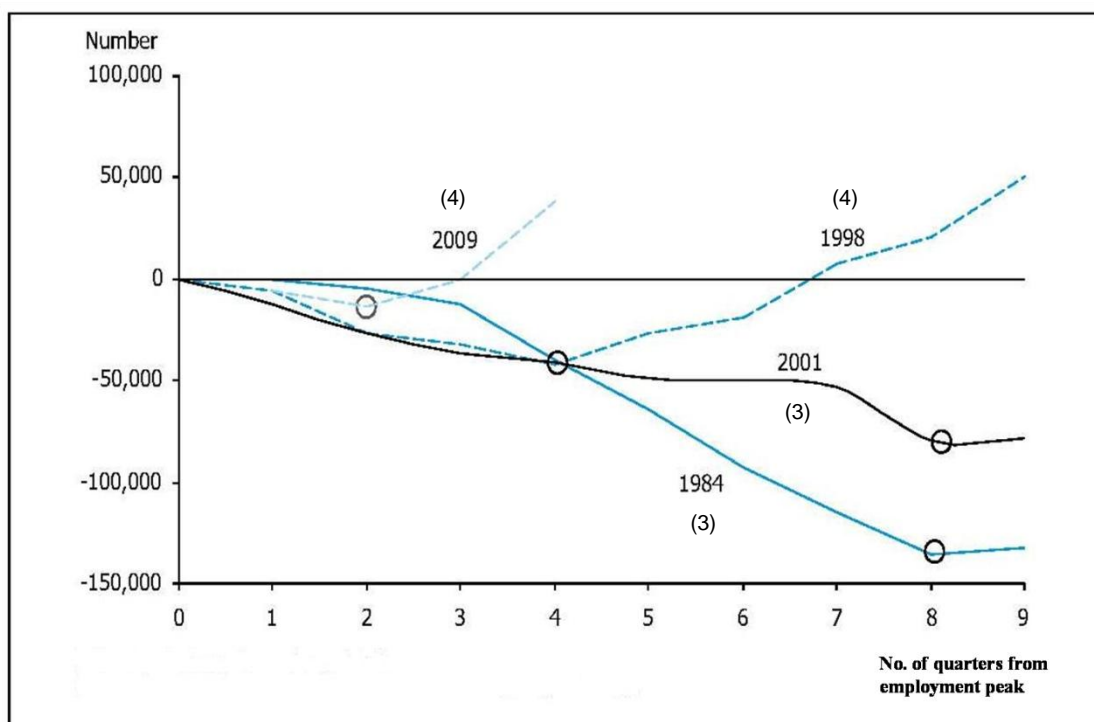
Industry	Employment Change							Employment Level Dec 09
	2008	2009	2008	2009				
			Q4	Q1	Q2	Q3	Q4	
Total	221.6	37.6	21.3	-6.2	-7.7	14.0	37.5	2,990.0
Manufacturing	19.5	-43.7	-7.0	-22.1	-15.9	-6.4	0.7	542.6
Construction	64.0	25.1	10.7	8.3	4.7	7.4	4.6	385.0
Services	136.4	55.6	17.3	7.5	3.8	12.7	31.5	2,041.6
Wholesale & Retail Trade	16.4	5.9	4.0	-0.8	-0.9	1.3	6.2	407.2
Transport & Storage	13.7	-3.8	-0.4	-1.6	-1.9	-0.7	0.4	194.0
Hotels & Restaurants	16.9	1.7	6.4	-2.7	-2.5	0.4	6.5	180.7
Information & Communications	5.7	2.6	0.6	0.8	-	0.8	0.9	87.7
Financial Services	11.5	3.4	0.3	-1.9	-0.8	2.1	4.0	164.0
Real Estate & Leasing Services	6.9	4.1	1.0	1.3	1.2	1.0	0.6	72.5
Professional Services	18.1	3.5	1.5	1.0	-0.1	1.3	1.3	172.2
Administrative & Support Services	11.1	5.2	-1.1	-0.1	1.7	-	3.6	140.3
Community, Social & Personal Services	36.1	32.9	5.1	11.5	7.1	6.4	7.9	623.2

Notes : (1) 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.
 (2) Data may not add up to the total due to rounding.

The labour market was more resilient than in previous downturns. Employment only started to fall in the first quarter of 2009, three quarters after GDP started declining in the second quarter of 2008. This was unlike previous downturns in 2001 and 1997/98 when employment lagged GDP by two quarters. The employment contraction this time round was also unusually small and short, lasting only two quarters, with a total loss of 13,800 in the first half of 2009, despite four quarters of sequential GDP decline¹. The employment losses were quickly recovered in the third quarter. In the earlier downturns in 1984/85 and 2001, employment fell over eight consecutive quarters with a total loss of 136,000 and 79,500 respectively. In the 1997/8 Asian economic crisis, employment only started to recover after a year of losses totalling 42,100 jobs.

¹ The decline refers to negative GDP seasonally adjusted quarter-on-quarter growth.

Chart 2: Cumulative Employment Change During Recession



Note: The numbers in brackets indicate the number of quarters of sequential negative GDP quarter-on-quarter growth.

Recession	Employment Peak	Employment Trough	No. of Quarters of Employment Loss	Total Employment Loss
2009	Q4 2008	Q2 2009	2	13,800
2001	Q2 2001	Q2 2003	8	79,500
1998	Q1 1998	Q1 1999	4	42,100
1984	Q1 1984	Q1 1986	8	136,000

Local² Employment

Local employment grew despite the economic contraction

Despite the economic contraction (-2.0%)³, local employment increased by 41,800 or 2.2% in 2009. Services (45,200) generated the bulk of employment created for locals, as construction added 5,400 while manufacturing shed 9,400 local workers in 2009. As at December 2009, there were 1,936,500 locals in employment forming 64.8% of the 2.99 million persons employed in Singapore.

² Locals (also known as residents) refer to Singapore citizens and permanent residents.

³ Source: Economic Survey of Singapore, 2009, February 2010, Ministry of Trade and Industry.

Foreign Employment

Share of foreigners in employment fell

While there were more locals in employment in December 2009 than a year ago, there were fewer foreigners employed over the same period. Foreign employment declined by 4,200 or 0.4% in 2009. The foreign losses mainly stemmed from manufacturing (-34,300) which outnumbered the gains in construction (19,700) and services (10,400).

There were 1,053,500 foreigners forming 35.2% of total employment in December 2009, which was 0.6%-pt below the peak of 35.8% in December 2008. Excluding foreign domestic workers, the foreigners' share of employment was 30.7% in December 2009, down from 31.4% a year ago.

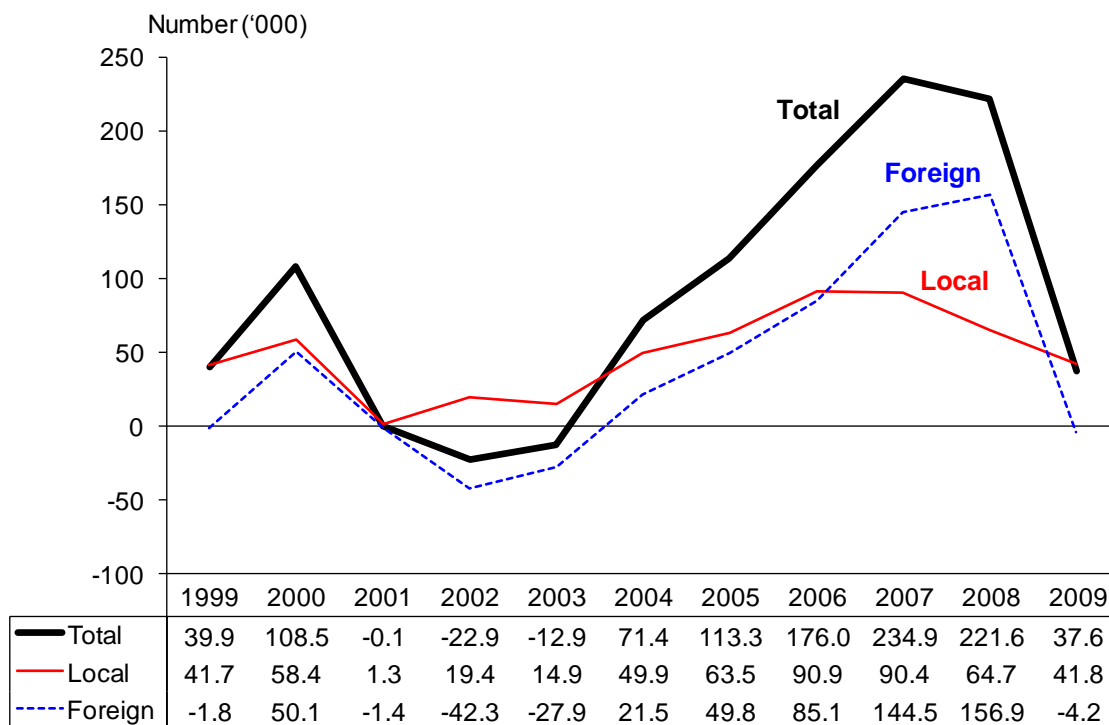
Table 2: Total Employment Change by Residential Status and Industry

	Employment Change											Employment Level Dec 09
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	
Overall												
Total	39.9	108.5	-0.1	-22.9	-12.9	71.4	113.3	176.0	234.9	221.6	37.6	2,990.0
Local	41.7	58.4	1.3	19.4	14.9	49.9	63.5	90.9	90.4	64.7	41.8	1,936.5
Foreign	-1.8	50.1	-1.4	-42.3	-27.9	21.5	49.8	85.1	144.5	156.9	-4.2	1,053.5
Manufacturing												
Total	4.4	25.8	-15.2	-5.4	-5.0	27.0	29.1	41.6	49.3	19.5	-43.7	542.6
Local	0.4	4.8	-11.0	-4.2	-1.1	7.4	9.7	11.0	7.3	-4.6	-9.4	280.0
Foreign	4.0	21.0	-4.2	-1.2	-3.8	19.6	19.4	30.6	42.0	24.1	-34.3	262.5
Construction												
Total	-18.0	1.1	-20.5	-34.3	-17.5	-9.1	8.7	20.5	40.4	64.0	25.1	385.0
Local	1.6	1.7	-3.4	-3.4	1.4	-1.6	2.2	5.3	4.4	5.2	5.4	115.9
Foreign	-19.6	-0.6	-17.1	-30.9	-18.8	-7.5	6.5	15.2	36.0	58.9	19.7	269.1
Services												
Total	53.2	80.5	37.5	16.5	9.9	54.9	73.8	112.7	143.1	136.4	55.6	2,041.6
Local	39.5	50.8	17.8	26.8	15.0	45.7	50.4	73.7	77.2	63.1	45.2	1,523.1
Foreign	13.7	29.7	19.7	-10.3	-5.1	9.2	23.4	39.0	65.9	73.4	10.4	518.5

Notes : (1) 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.

(2) Data may not add up to the total due to rounding.

Chart 3: Annual Employment Change by Residential Status



Unemployment

Unemployment declined significantly

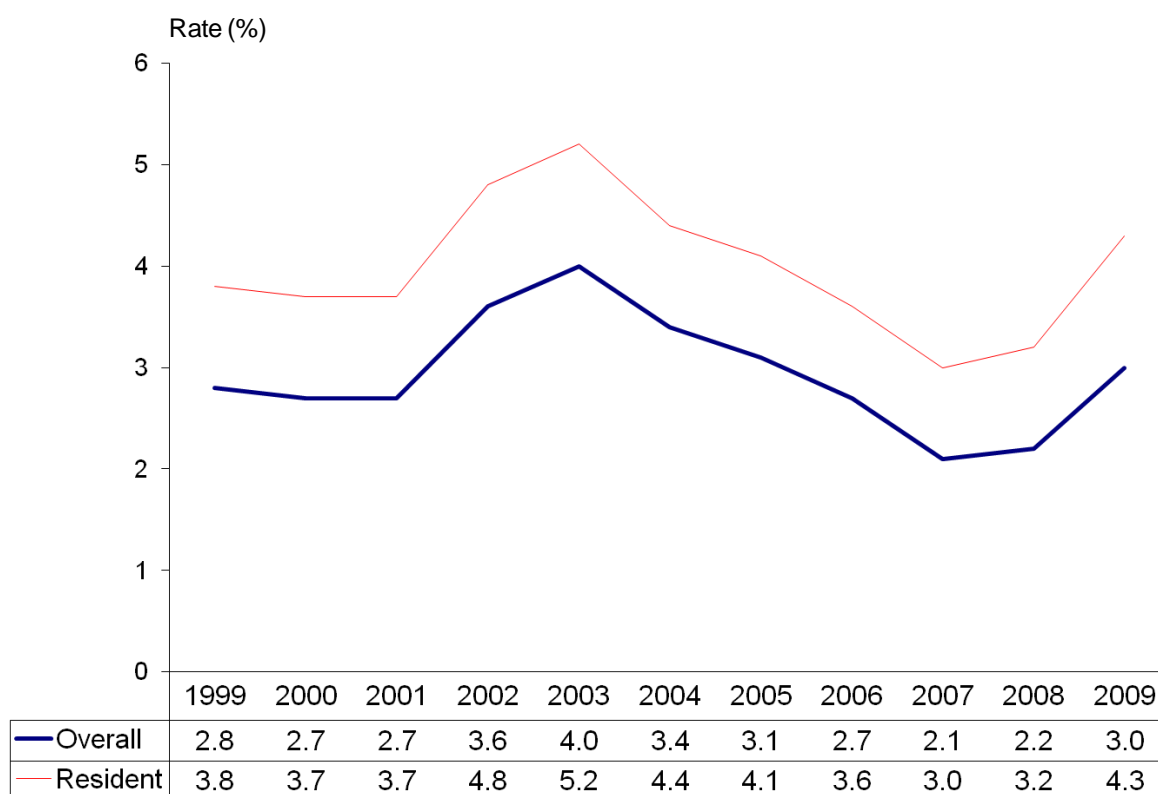
Driven by strong employment growth in the fourth quarter of 2009, unemployment declined significantly. The overall unemployment rate fell from a seasonally adjusted 3.4% in September 2009 to 2.1% in December 2009. Similarly, the unemployment rate for residents decreased from 5.0% to 3.0%. The rates were also lower than in December 2008 (overall: 2.5%, residents: 3.6%). There were 59,800 unemployed residents in December 2009. The seasonally adjusted number was 61,100.

Chart 4: Unemployment Rate
(Seasonally Adjusted)



Pulled up by higher rates earlier in the year, the unemployment rate averaged 3.0% (overall) and 4.3% (resident) for the whole of 2009, up from 2.2% and 3.2% respectively in 2008. On average, 86,900 residents were unemployed in 2009, compared with 62,900 in 2008.

Chart 5: Annual Average Unemployment Rate



Source: Labour Force Survey, Manpower Research and Statistics Department, MOM, except data for June 2000 and June 2005 which are from the Census of Population 2000 and General Household Survey 2005 conducted by Singapore Department of Statistics, Ministry of Trade and Industry.

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

All educational groups saw an improvement in unemployment rate from December 2008 to December 2009. Reflecting their growing composition in the labour force (27%) and smaller improvement in unemployment rate ([Table 3](#)), the share of degree holders among unemployed residents rose to 25% in December 2009 from 21% a year ago. Nevertheless, the below-secondary educated still formed the largest group at 30% of the unemployed, as their unemployment rate at 3.8% remained the highest across the educational groups.

Similarly, unemployment declined across all age groups. Mature residents aged 40 & over posted a smaller improvement in unemployment rate than those younger ([Table 3](#)). This coupled with the aging of the workforce resulted in the share of mature workers among the unemployed rising from 43% in December 2008 to 47% in December 2009.

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

		Total		Below 30		30-39		40 & Over	
		Rate (%)	Change (%)	Rate (%)	Change (%)	Rate (%)	Change (%)	Rate (%)	Change (%)
Total	Dec 08	3.5	-17.1	5.5	-18.2	3.0	-26.7	2.9	-6.9
	Dec 09	2.9		4.5		2.2		2.7	
Below Secondary	Dec 08	4.3	-11.6	11.2	-3.6	4.8	8.3	3.8	-18.4
	Dec 09	3.8		10.8		5.2		3.1	
Secondary	Dec 08	3.5	-17.1	8.3	-31.3	2.6	-30.8	2.1	14.3
	Dec 09	2.9		5.7		1.8		2.4	
Upper Secondary	Dec 08	3.9	-23.1	5.5	-25.5	2.7	-3.7	3.5	-28.6
	Dec 09	3.0		4.1		2.6		2.5	
Polytechnic Diploma	Dec 08	2.8	-25.0	3.2	-3.1	3.2	-81.3	1.5	40.0
	Dec 09	2.1		3.1		0.6		2.1	
Degree	Dec 08	2.9	-10.3	3.7	-	2.9	-27.6	2.4	-
	Dec 09	2.6		3.7		2.1		2.4	

"-": nil or negligible

- Notes: (1) Within the same educational group, younger persons typically experience higher unemployment rate than the older ones as many are entering the labour market for the first time and even after starting work, tend to seek more frequent job changes.
- (2) Cells in darker shading indicate groups with an increase in unemployment rate.

Table 4: Unemployed Residents by Age and Education
(Non-Seasonally Adjusted)

		Total		Below 30		30-39		40 & Over	
		Number ('000)	Share (%)	Number ('000)	Share (%)	Number ('000)	Share (%)	Number ('000)	Share (%)
Total	Dec 08	69.9	100.0	23.9	34.2	15.7	22.5	30.3	43.3
	Dec 09	59.8	100.0	19.7	32.9	11.9	19.9	28.2	47.2
Below Secondary	Dec 08	21.3	30.5	3.6	5.2	2.3	3.3	15.4	22.1
	Dec 09	17.8	29.8	3.1	5.2	2.5	4.2	12.2	20.4
Secondary	Dec 08	16.2	23.2	7.8	11.2	2.5	3.6	5.8	8.3
	Dec 09	13.7	23.0	5.1	8.5	1.7	2.9	6.9	11.6
Upper Secondary	Dec 08	11.1	15.9	4.8	6.9	2.1	3.0	4.2	6.0
	Dec 09	8.7	14.5	3.6	6.1	2.1	3.6	2.9	4.9
Polytechnic Diploma	Dec 08	6.4	9.2	3.2	4.6	2.3	3.3	0.9	1.3
	Dec 09	4.8	8.0	3.0	5.0	0.4	0.7	1.4	2.4
Degree	Dec 08	14.8	21.2	4.5	6.4	6.4	9.2	3.9	5.6
	Dec 09	14.7	24.6	4.9	8.2	5.1	8.5	4.7	7.9

Notes: (1) Proportions were calculated from unrounded estimates, not from the rounded estimates shown in the "Number" columns.

(2) Data may not add up to the total due to rounding.

(3) Cells in darker shading indicate groups whose share among the unemployed increased over the year.

The number and share of unemployed residents who had been looking for work for at least 25 weeks (i.e. long-term unemployed) rose from 12,900 or 18% of resident job seekers in December 2008 to 13,900 or 23% in December 2009. However, the long-term unemployment rate was unchanged at 0.7% from a year ago, reflecting the decline in unemployment rate.

Chart 6: Resident Long-Term Unemployment Rate
(Non-Seasonally Adjusted)

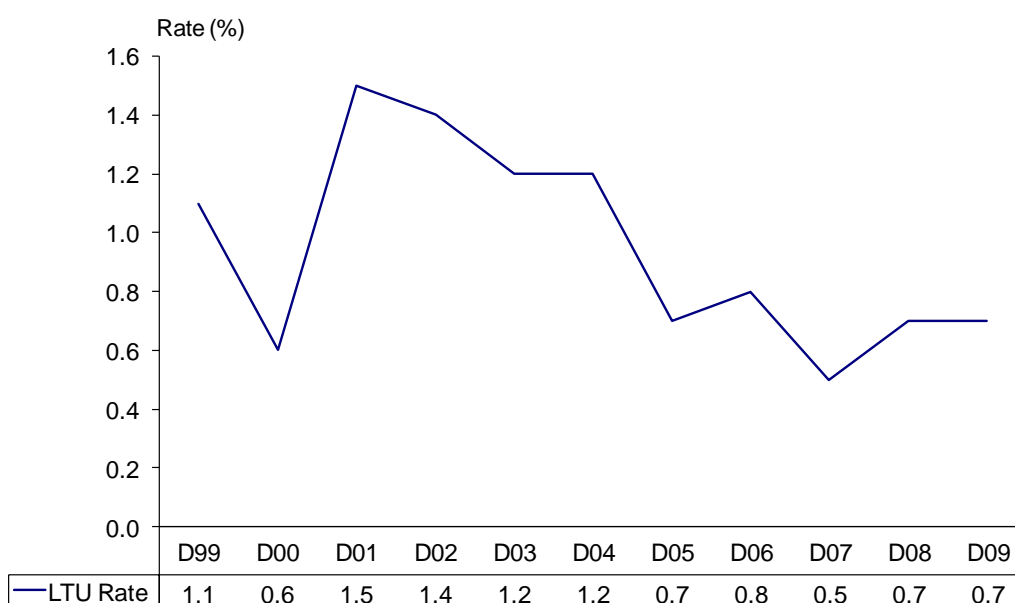
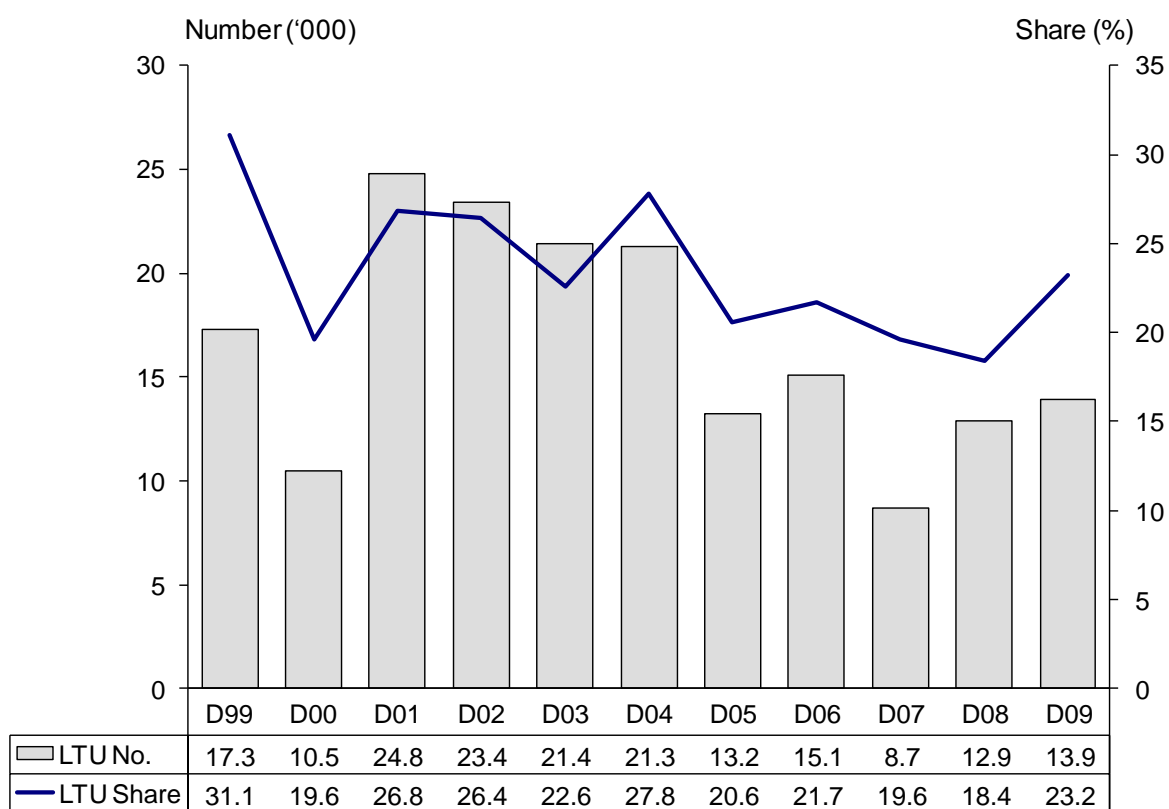


Chart 7: Share and Number of Resident Long-Term Unemployed
(Non-Seasonally Adjusted)

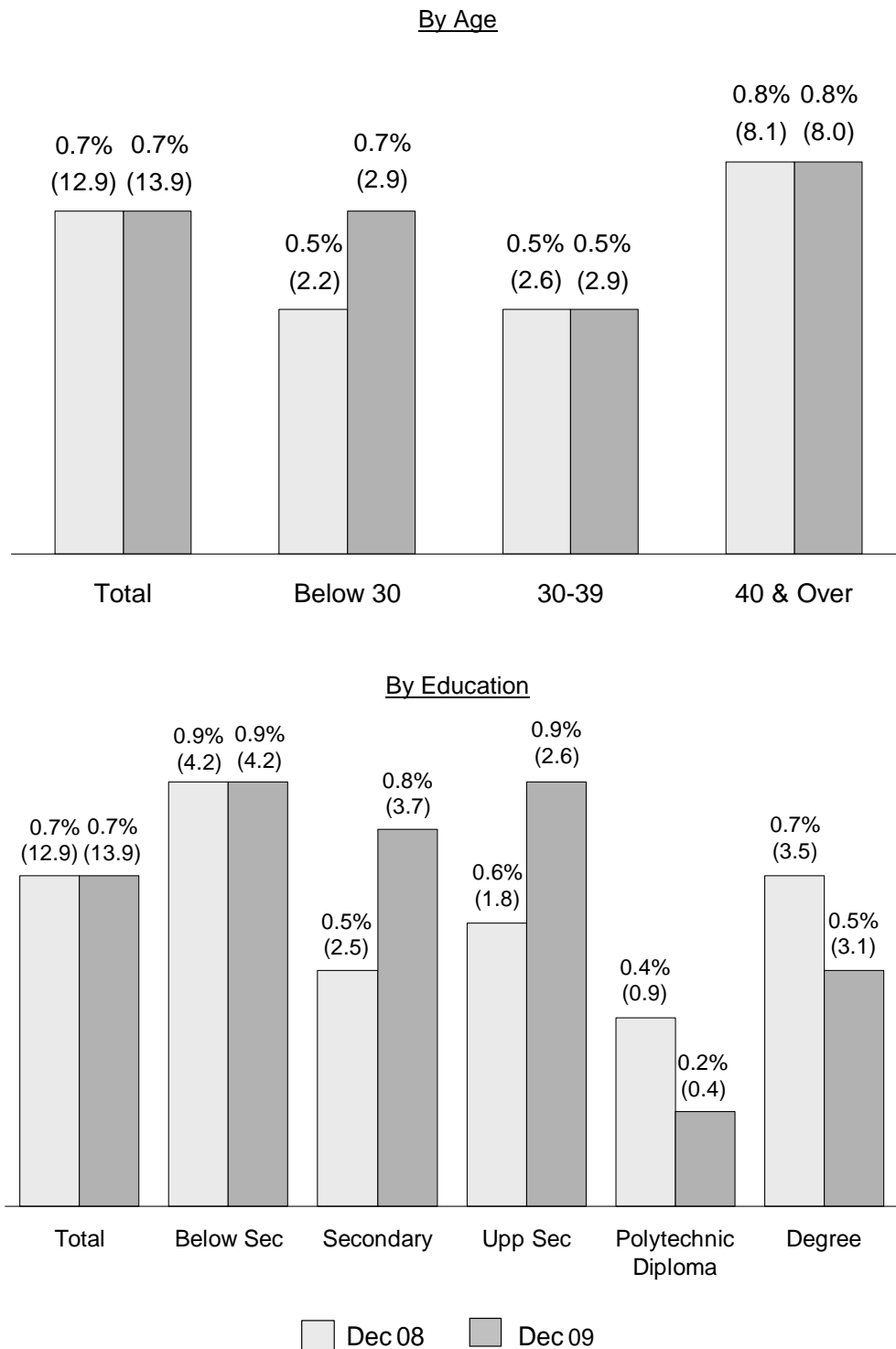


- Notes: (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
(2) The share represents the proportion of unemployed residents who are long-term unemployed.

There were mixed performances in long-term unemployment among the education groups. The long-term unemployment rate improved from 0.7% in December 2008 to 0.5% in December 2009 for degree holders to be now lower than the average for all residents (0.7%), after rising sharply over the year in September 2009. Polytechnic diploma holders remained as the group with the lowest long-term unemployment rate at 0.2% in December 2009, after improving from 0.4% in December 2008.

Long-term unemployment among the less educated groups was unchanged or deteriorated. Specifically, the rates for secondary and upper-secondary educated residents rose from 0.5% to 0.8% and 0.6% to 0.9% respectively over the year. The shares of these two groups among the long-term unemployed also increased from 19% to 27% for secondary educated and 14% to 19% for upper-secondary educated residents. Still, the below-secondary educated formed the largest group (30%) among the long-term unemployed, with an above-average long-term unemployment rate of 0.9%, unchanged from a year ago.

Chart 8: Resident Long-Term Unemployment Rate and Number by Age and Education (Non-Seasonally Adjusted)



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

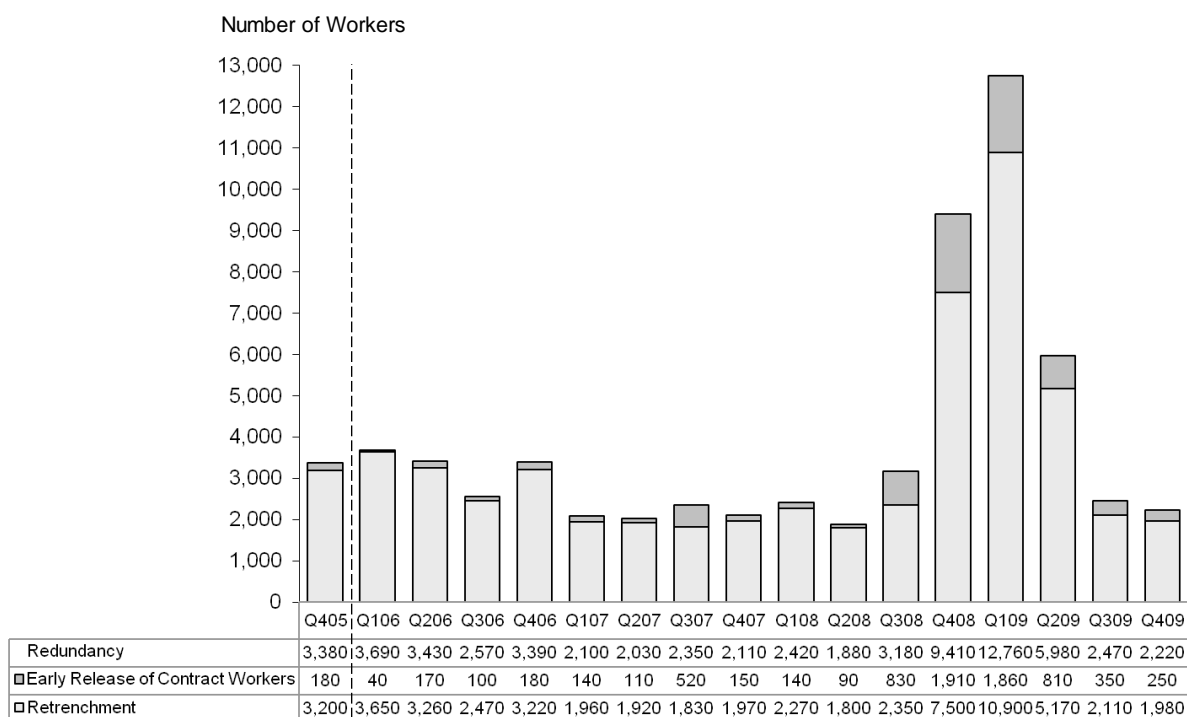
Redundancy

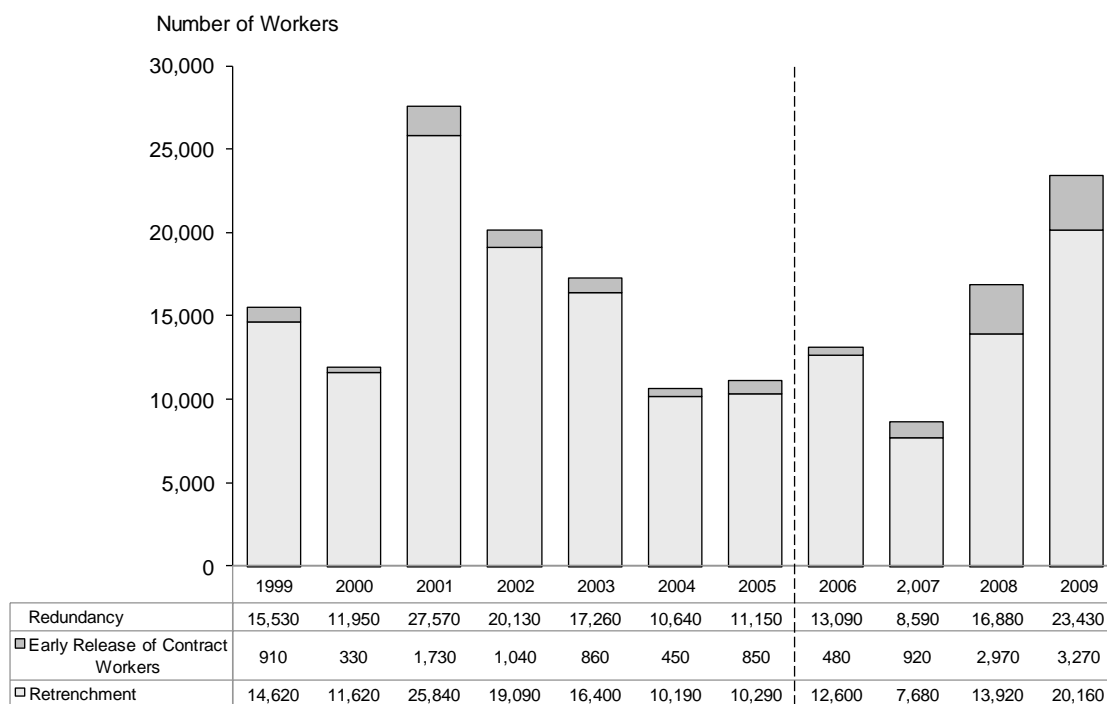
Redundancies fell to pre-recession quarterly levels

As the economy emerged from the recession, redundancies fell for the third successive quarter to 2,220 in the fourth quarter of 2009, back to pre-recession quarterly levels. In all, a total of 23,430 workers were made redundant in 2009, comprising 20,160 retrenched and 3,270 whose contracts were prematurely terminated. The redundancy was higher than the 16,880 in 2008, due to the large number laid off in the first quarter of 2009 amid the economic downturn.

Chart 9: Redundancy

Quarterly



Annual

Notes: (1) There is a break in the series as demarcated by the vertical dashed line. Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

(2) Data are rounded to the nearest 10. Hence they may not add up to the total.

In services, redundancies declined 26% from the previous quarter to affect 1,080 workers in the fourth quarter. In contrast, layoffs in construction rose from 140 in the third quarter to 250 in the fourth quarter while that in manufacturing edged up slightly from 840 to 860, after falling sharply in the preceding two quarters.

Redundancies in the year rose across the three broad sectors, with manufacturing reporting the largest absolute increase from 10,500 in 2008 to 13,840 in 2009. The electronics industry laid off the most workers (6,130), followed by machinery & equipment (1,930) and transport equipment (1,540) in 2009. Similarly, layoffs in services increased from 5,810 in 2008 to 8,550 in 2009, concentrated in wholesale & retail trade (2,610), financial services (1,830), professional services (1,100) and transport & storage (1,060). In construction, redundancies increased from 530 in 2008 to 950 in 2009.

Compared with the preceding quarter, fewer professionals, managers, executives & technicians (PMETs) (from 1,260 to 1,030) and clerical, sales & service workers (from 380 to 330) were laid off in the fourth quarter, while the number of production & related workers displaced edged up slightly (from 830 to 860), following sharp declines in the preceding two quarters.

On a yearly basis, there were higher redundancies across the three broad occupational groups. PMETs saw the largest increase from 6,200 in 2008 to 9,570 in 2009 both in

absolute and percentage terms. Consequently, their share of redundancies rose from 37% in 2008 to 41% in 2009. Nevertheless, there were more production & related workers made redundant at 11,330 or 48% in 2009. The remaining 2,530 or 11% of the workers were laid off from clerical, sales & service positions.

Although residents laid off in 2009 were spread across the age groups, many were in their 30s (31%) and 40s (30%). By occupation, production & related workers were more likely to be made redundant, as they made up 48% of the residents laid off while they formed only 22% of the resident workforce.

Table 5: Profile of Residents Made Redundant and Resident Employees

Characteristics	Per Cent	
	Residents Made Redundant 2009	Resident Employees ¹ Jun 2009
Total	100.0	100.0
<u>Gender</u>		
Males	54.0	53.3
Females	46.0	46.7
<u>Age Group</u>		
Below 30	14.9	19.2
30 – 39	30.9	28.8
40 – 49	29.5	26.9
50 & Over	24.7	25.1
<u>Educational Attainment</u>		
Below Secondary	23.3	22.6
Secondary	17.6	24.0
Upper Secondary	12.9	11.9
Polytechnic Diploma	14.0	12.3
Degree	32.1	29.1
<u>Occupational Group</u>		
Professionals, Managers, Executives & Technicians	40.8	51.6
Clerical, Sales & Service Workers	10.8	26.5
Production & Transport Operators, Cleaners & Labourers	48.4	21.9

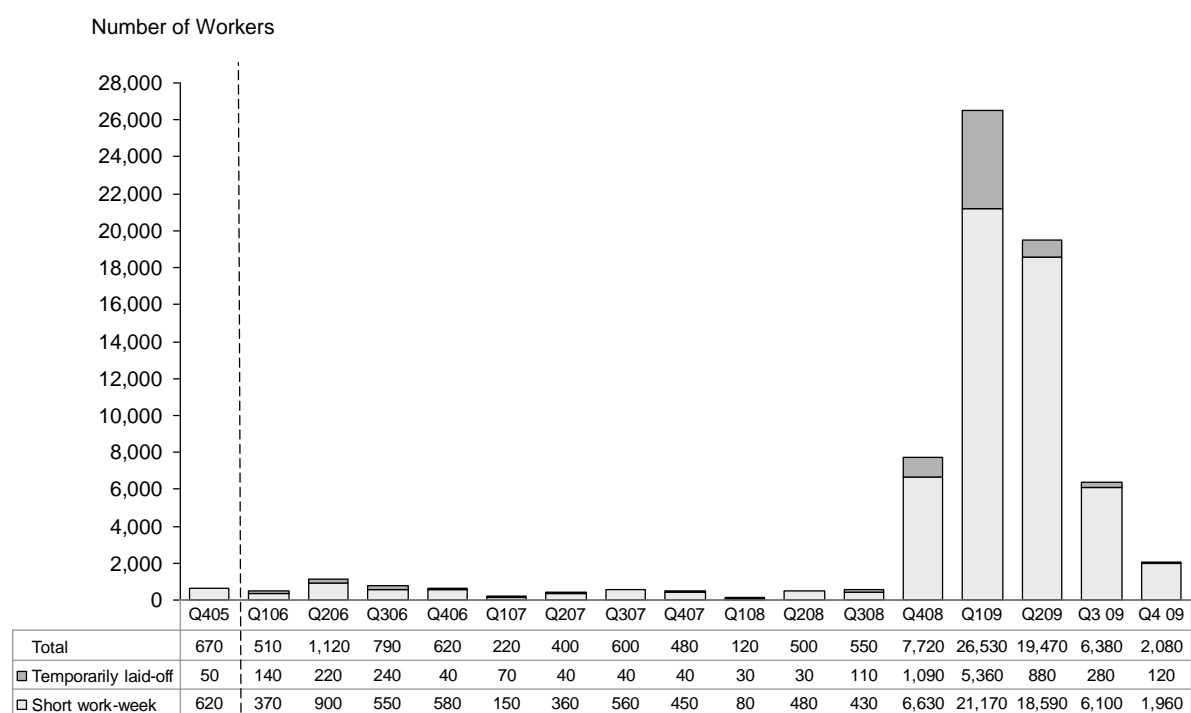
“ - ”: nil or negligible

Notes: (1) Data exclude full-time National Servicemen

(2) 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 third consecutive quarter to 2,080 in the fourth quarter compared with the 6,380 in the preceding quarter. During 2009, an average of 13,620 workers were placed on short work-week or laid-off temporarily per quarter. This was significantly higher than the 2,220 during 2008, reflecting the large number of workers affected in the first quarter of 2009. Nearly nine in ten (88% or 11,950) of the workers were placed on short work-week while the remaining were laid-off temporarily (12% or 1,660) during 2009. Manufacturing accounted for nearly eight in ten (79%) workers on short work-week or temporary lay-off, followed by services (21%) and construction (0.7%). Over half of the workers affected were production & related workers (55%), while 35% were PMETs and the remaining 10% were clerical, sales & service workers.

Chart 10: Number of Workers on Short Work-week or Temporary Lay-off



Notes: (1) There is a break in the series as demarcated by the vertical dashed line. Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

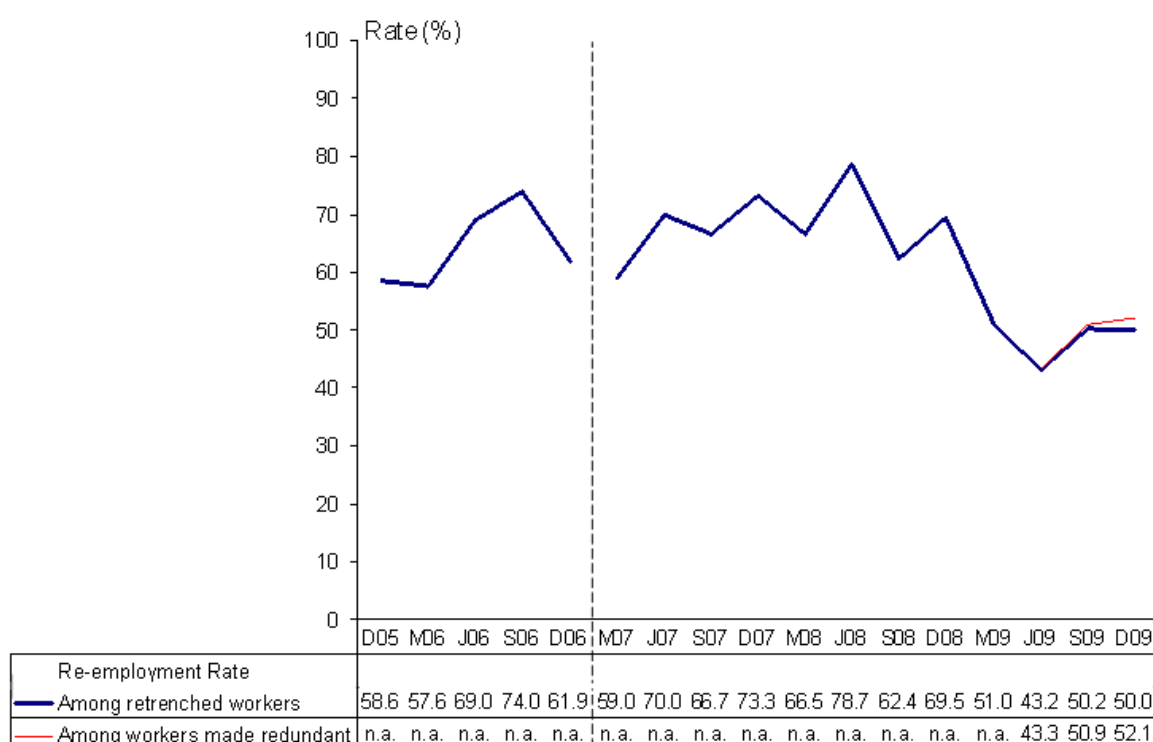
(2) Data are rounded to the nearest 10. Hence they may not add up to the total.

Re-employment

Re-employment edged up slightly after improving significantly in previous quarter

CPF records showed that 52% of residents laid off in the third quarter of 2009 were re-employed as at December of the year. This re-employment rate (within six months after redundancy) was up slightly from 51% in September 2009, improving from the low of 43% in June 2009.

Chart 11: Re-employment Rate of Residents Made Redundant
(Within 6 Months after Redundancy)



n.a.: not available

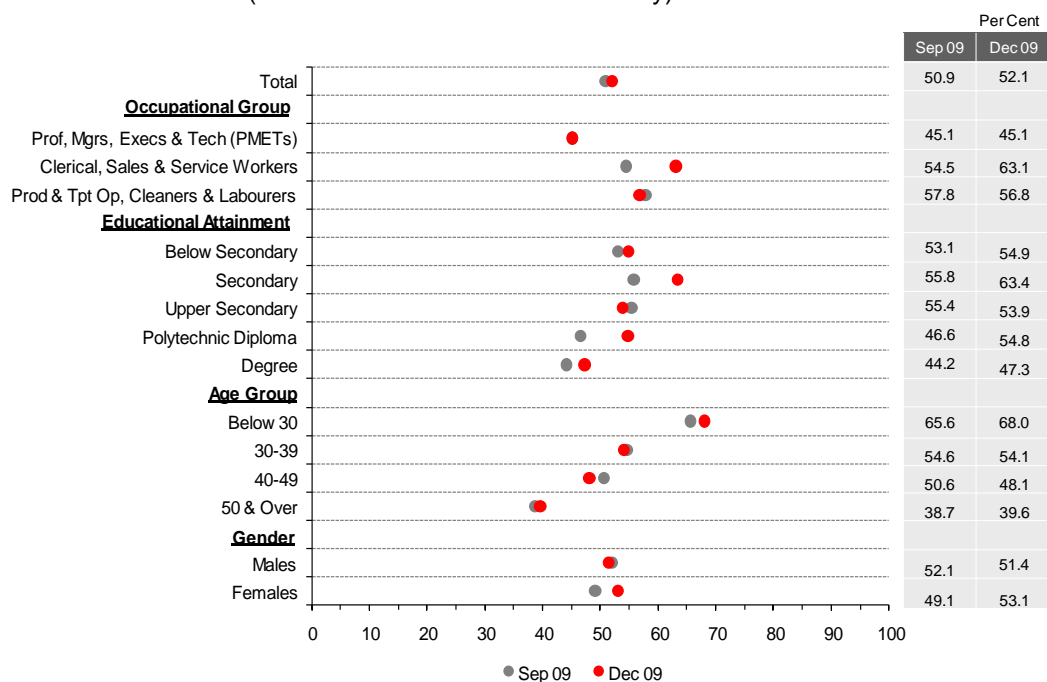
Notes: (1) Data refer to re-employment rate as at end of quarter for the residents made redundant in the previous quarter.

(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.

The improvement was observed across nearly all educational groups. The re-employment prospects improved mainly for clerical, sales & service workers, with close to two in three (63%) of them re-employed within six months of their redundancy.

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 enter into self or informal employment or undergo training while looking for a job.

Chart 12: Re-employment Rate of Residents Made Redundant
(Within 6 Months after Redundancy)



Note: Data pertain to residents who were made redundant by private sector establishments (each with at least 25 employees) and the public sector in Q2 09/Q3 09 but were re-employed by Sep 09/Dec 09 respectively.

Table 6: Re-employment Rate of Residents Made Redundant
Within 6 Months after Redundancy (As at December 2009)

	Per Cent					
	Total	Below Secondary	Secondary	Upper Secondary	Polytechnic Diploma	Degree
Total	52.1	54.9	63.4	53.9	54.8	47.3
Below 30	68.0	s	79.6	75.0	69.6	66.2
30 – 39	54.1	54.5	72.9	44.4	44.2	53.4
40 – 49	48.1	61.8	54.2	60.4	41.2	36.8
50 & Over	39.6	51.5	50.9	34.5	s	12.5

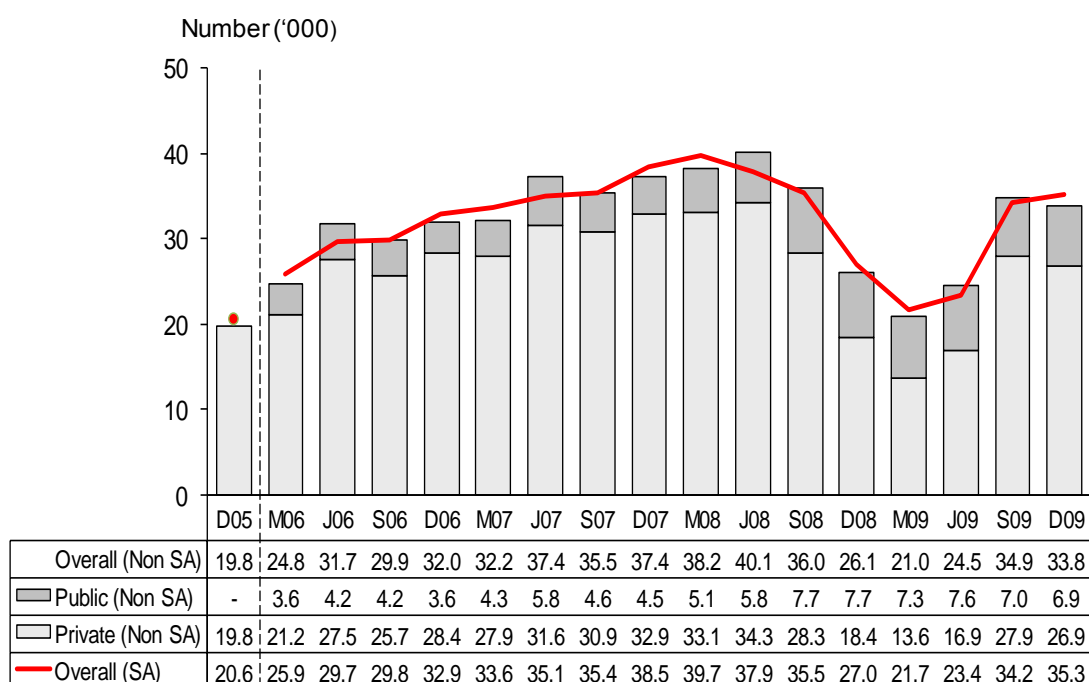
Notes: (1) Data pertain to residents made redundant by private sector establishments (each with at least 25 employees) and the public sector in Q3 09 but were re-employed by Dec 09.
(2) s: Data suppressed due to small number of observations.

Job Vacancy

Job vacancy increased substantially

Reflecting improving business confidence in the economy, job vacancies increased by 30% from 26,100 in December 2008 to 33,800 in December 2009. This was slightly below the 34,900 in September 2009 due to seasonal factors. After adjusting for seasonality, job vacancies rose for the third consecutive quarter.

Chart 13: Job Vacancy



Non SA: Non-seasonally adjusted; SA: Seasonally adjusted

n.a.: not available

Notes: (1) There is a break in the series as demarcated by the vertical dashed line. Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

(2) Data may not add up to the total due to rounding.

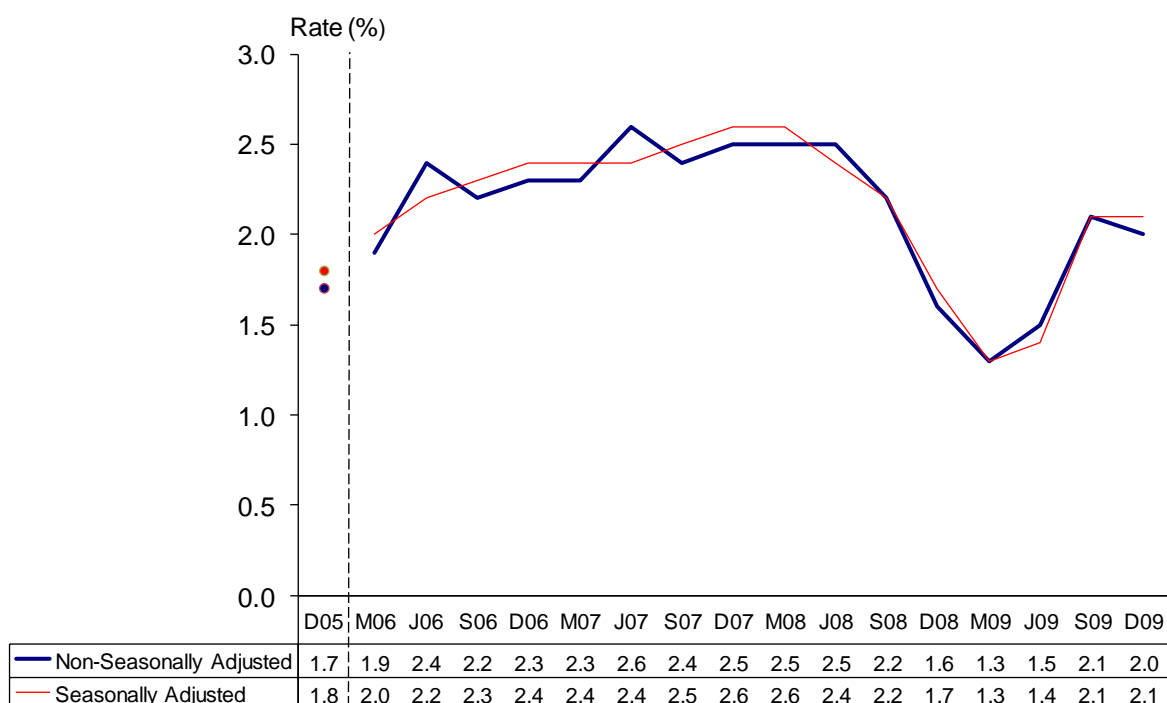
Job openings increased over the year in all major sectors. The services sector continued to generate the bulk of the job vacancies (25,900 or 77%) in December 2009, mainly from community, social & personal services (9,400 or 28% of total vacancies), wholesale & retail trade (3,100 or 9.3%), hotels & restaurants (2,700 or 7.9%) and professional services (2,700 or 7.9%). Manufacturing had 5,700 openings, while construction posted 1,900 vacancies, accounting for 17% and 5.5% of total job vacancies respectively.

Most of the vacancies in December 2009 were for PMETs (16,600 or 49%), followed by clerical, sales & service workers (8,800 or 26%) and production & transport operators, cleaners & labourers (8,400 or 25%).

The job vacancy rate, which measures vacancies relative to total manpower demand was 2.0% in December 2009, up from 1.6% a year ago. The seasonally adjusted job vacancy rate stabilised at 2.1% after rising in the preceding two quarters.

Community, social & personal services (3.9%), hotels & restaurants (2.9%) and professional services (2.4%) posted vacancy rates that were significantly above the average for all industries. Conversely, manufacturing (1.5%) and construction (0.8%) had below-average job vacancy rates.

Chart 14: Job Vacancy Rate



Note: There is a break in the series as demarcated by the vertical dashed line. Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

With the improvement in unemployment, the seasonally adjusted ratio of job vacancies to unemployed persons improved sharply to 81 openings per 100 job seekers in December 2009 from 52 in September 2009 and December 2008.

Chart 15: Ratio of Job Vacancies to Unemployed Persons (Seasonally Adjusted)



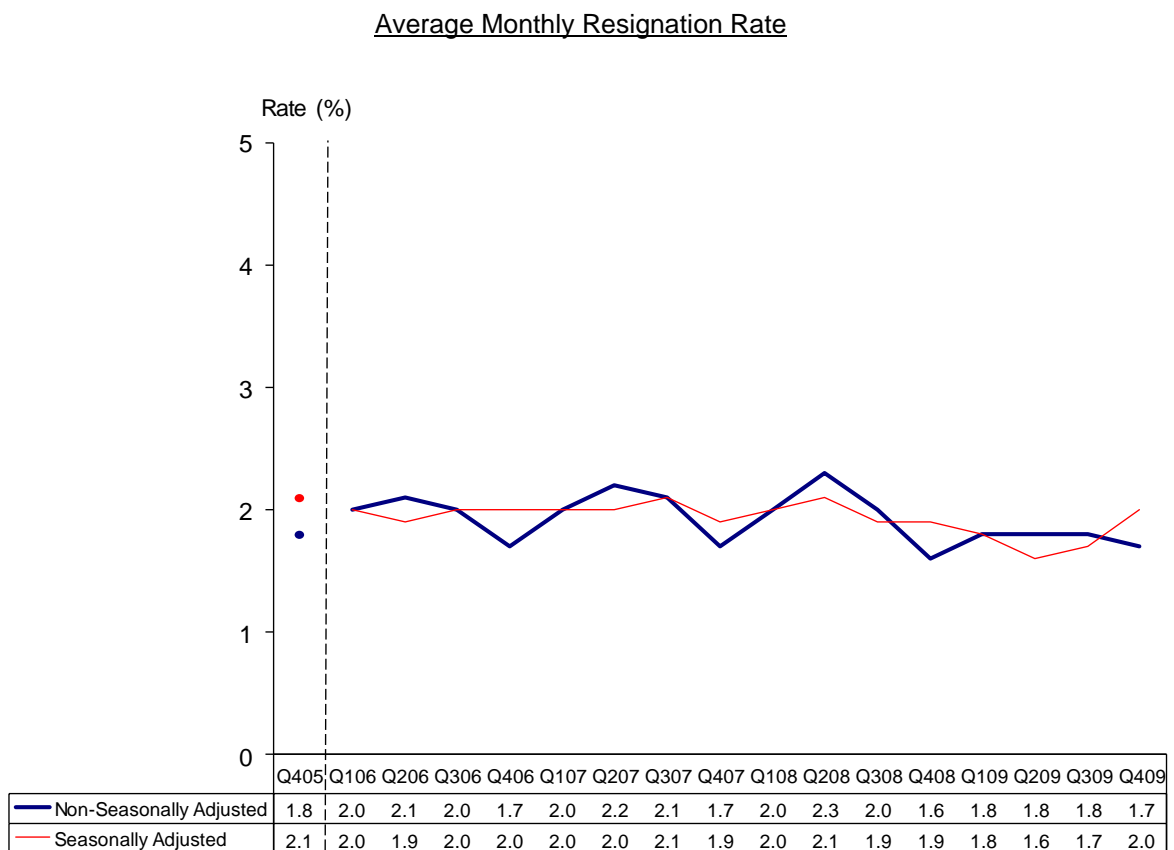
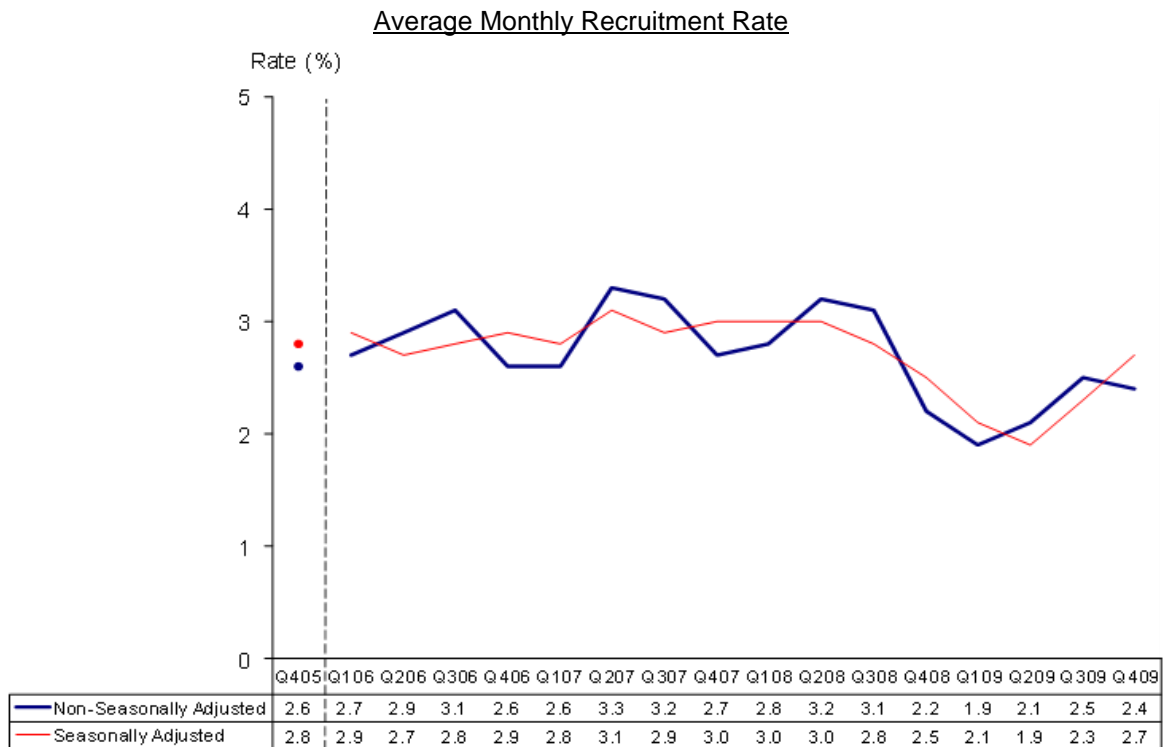
Labour Turnover

Labour turnover increased with more job opportunities available

With more job opportunities available, labour turnover has increased. Both the monthly resignation rate at 1.7% and recruitment rate at 2.4% in the fourth quarter were higher than the corresponding 1.6% and 2.2% in the same quarter of 2008. The seasonally adjusted rates also saw quarter-on quarter increases for the third straight quarter in the case of resignation rate and second successive quarter for recruitment rate.

Services and manufacturing registered higher recruitment rates in the fourth quarter of 2009 than a year ago, whereas construction experienced a decline. Over the same period, resignation rates rose in services and construction but dipped slightly in manufacturing. By occupational group, labour turnover rose over the year for clerical, sales & service workers and production & transport operators, cleaners & labourers while it remained stable for PMETs.

Chart 16: Average Monthly Recruitment and Resignation Rates



Note: There is a break in the series as demarcated by the vertical dashed line. Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

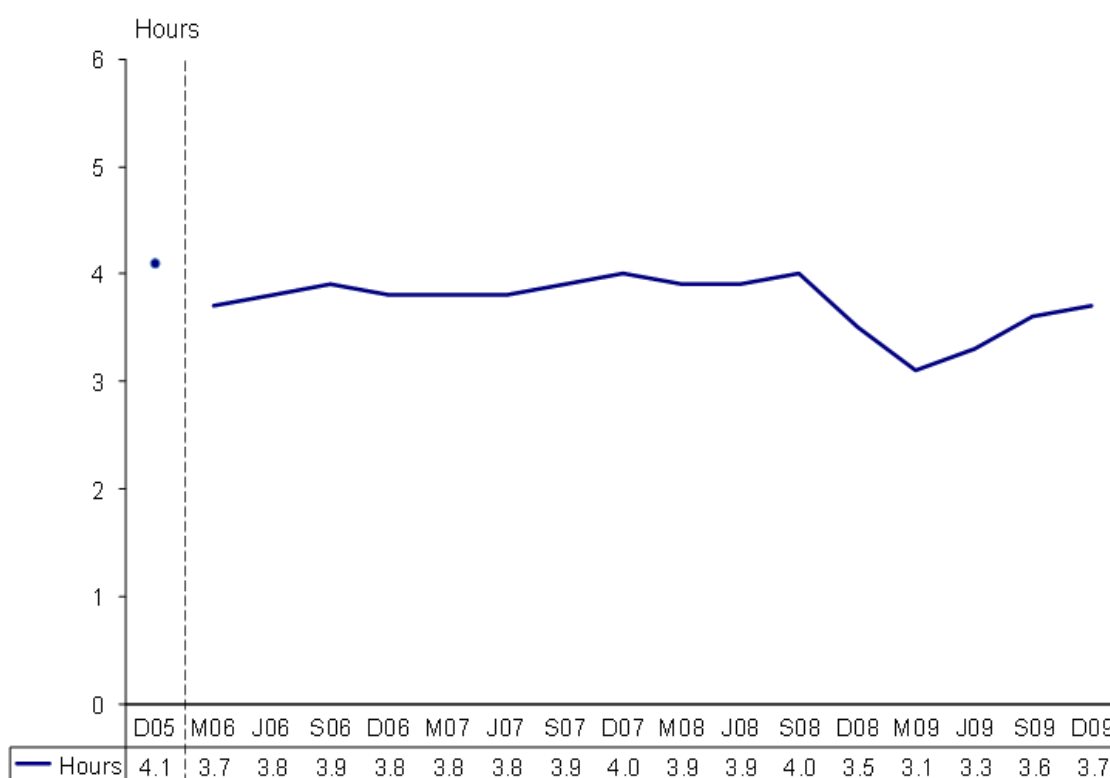
Hours Worked

Paid overtime increased for third consecutive quarter

Paid overtime per employee increased for the third consecutive quarter to 3.7 hours per week in December 2009, up from 3.5 hours a year ago.

At the height of the recession, manufacturing employees clocked 5.2 hours per week of paid overtime in March 2009. With the recovery, the weekly paid overtime has since risen to 7.2 hours in December 2009, up from 6.0 hours in December 2008. Construction employees put in longer paid overtime averaging 7.4 hours per week in December 2009, but this was down slightly from 7.5 hours a year ago. Services had the shortest paid overtime at 1.6 hours per week, unchanged from a year ago.

Chart 17: Average Weekly Paid Overtime Hours Worked



Note: There is a break in the series as demarcated by the vertical dashed line. Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

Earnings and Productivity

Labour productivity improved in the fourth quarter of 2009 while nominal earnings fell for the fourth straight quarter

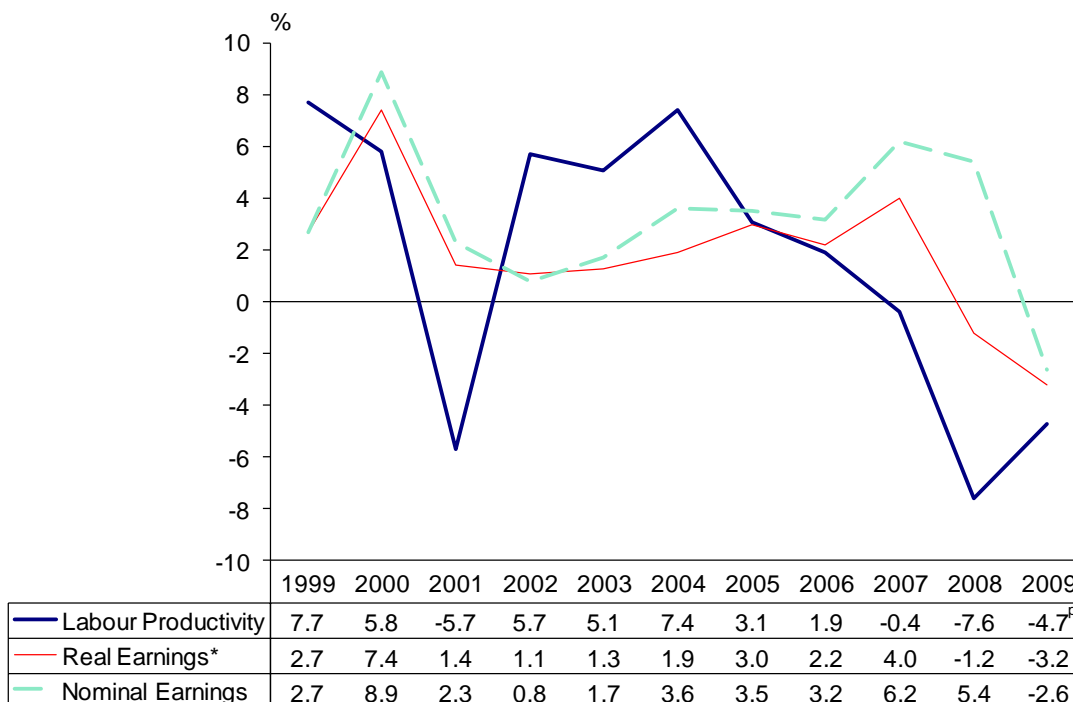
Reflecting the improvement in GDP, labour productivity rose over the year by 3.0% in the fourth quarter of 2009. This was the first increase in nine quarters. The improvement was broadbased with manufacturing (11%) and financial services (9.9%) experiencing the sharpest gains. Nevertheless, labour productivity slid by 4.7% in 2009, following the decline of 7.6% in 2008. All industries, except manufacturing and construction, saw declines in labour productivity in 2009.

Nominal earnings decreased over the year by 1.6% in the fourth quarter of 2009, easing from the 3.0% decline in the preceding quarter. Earnings in 2009 declined by 2.6%, after rising by 5.4% in 2008. After adjusting for inflation (2009: 0.6%, 2008: 6.6%), the decline in real earnings was 3.2% in 2009, deeper than the contraction of 1.2% in 2008. Nevertheless, the decline in real earnings was still less than the contraction in productivity in 2009.

Chart 18: Changes in Average (Mean) Monthly Earnings and Labour Productivity
(Over Corresponding Period of Previous Year)



Annual

^P preliminary

* deflated by CPI (2009=100)

Sources: Department of Statistics, Ministry of Trade and Industry (Labour Productivity)

Derived based on data from Central Provident Fund Board (Real and Nominal Earnings)

Table 7: Labour Productivity and Real Earnings Growth
(Over Corresponding Period of Previous Year)

Industry	Per Cent			
	2008		2009	
	Labour Productivity	Real Earnings*	Labour Productivity ^P	Real Earnings*
Total	-7.6	-1.2	-4.7	-3.2
(Excl. Construction)	-7.1	-1.2	-4.2	-3.4
Manufacturing	-10.9	-1.5	1.6	-0.3
Construction	-0.2	1.4	3.0	2.4
Services	-3.0	-1.2	-5.6	-4.0
Wholesale & Retail Trade	-1.1	-1.1	-10.7	-1.3
Transport & Storage	-4.2	-1.5	-7.4	-2.5
Hotels & Restaurants	-9.3	-2.2	-6.4	-3.3
Information & Communications	-0.7	-0.9	-3.5	-1.6
Financial Services	-5.6	-0.9	-3.1	-4.3
Business Services	-4.9	-0.3	-1.4	-2.4
Community, Social & Personal Services	-1.1	-4.1	-0.5	-8.0

^P preliminary

* deflated by CPI (2009=100)

Sources: Department of Statistics, Ministry of Trade and Industry (Labour Productivity)

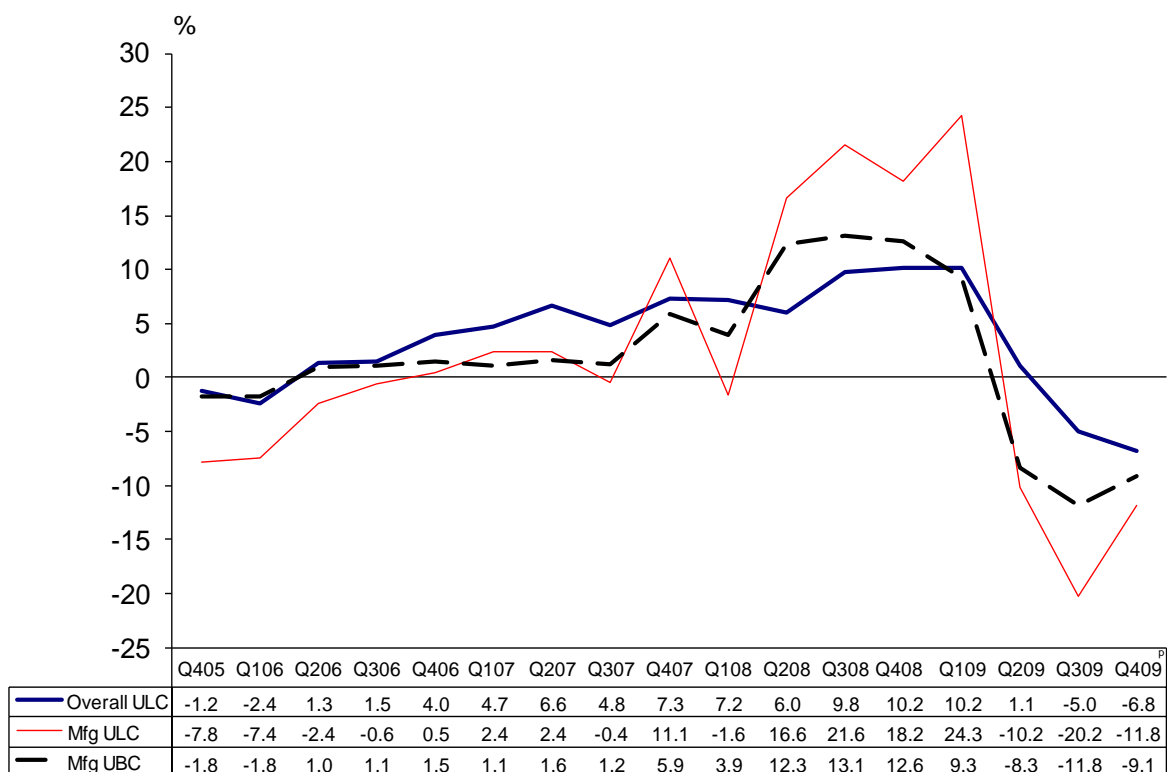
Derived based on data from Central Provident Fund Board (Real Earnings)

The overall unit labour cost (ULC) for the whole economy declined over the year by 6.8% in the fourth quarter of 2009, larger than the 5.0% decline in the preceding quarter. In 2009, overall ULC dipped by 0.1%, after rising by 8.3% in 2008. In manufacturing, ULC fell by 12% in the fourth quarter of 2009, moderating from the 20% decline in the previous quarter. For the whole year, manufacturing ULC declined by 4.8%, a reversal from the rise of 13% in 2008.

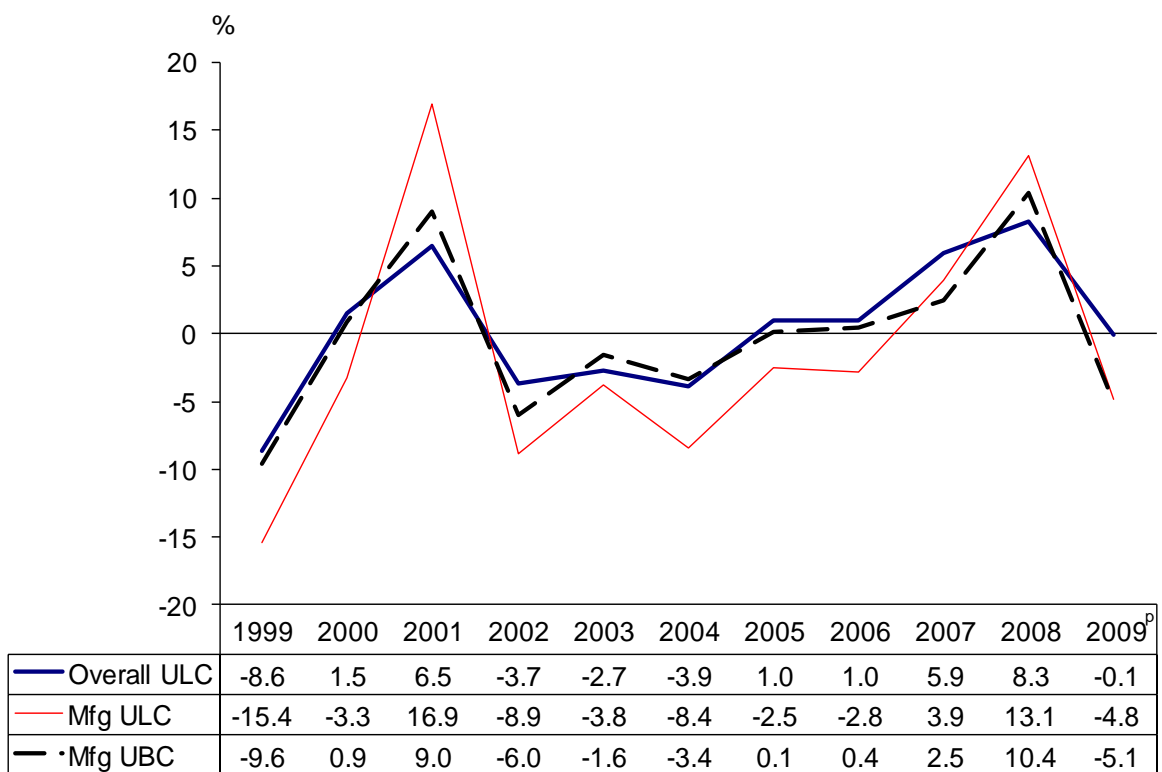
Driven by the reduction in manufacturing ULC and services costs, the unit business cost (UBC) in manufacturing decreased by 9.1% in the fourth quarter of 2009 compared with the 12% decline in the preceding quarter. For the whole year, manufacturing UBC declined by 5.1%, after rising by 10% in 2008.

Chart 19: Change in Cost Indices
(Over Corresponding Period of Previous Year)

Quarterly



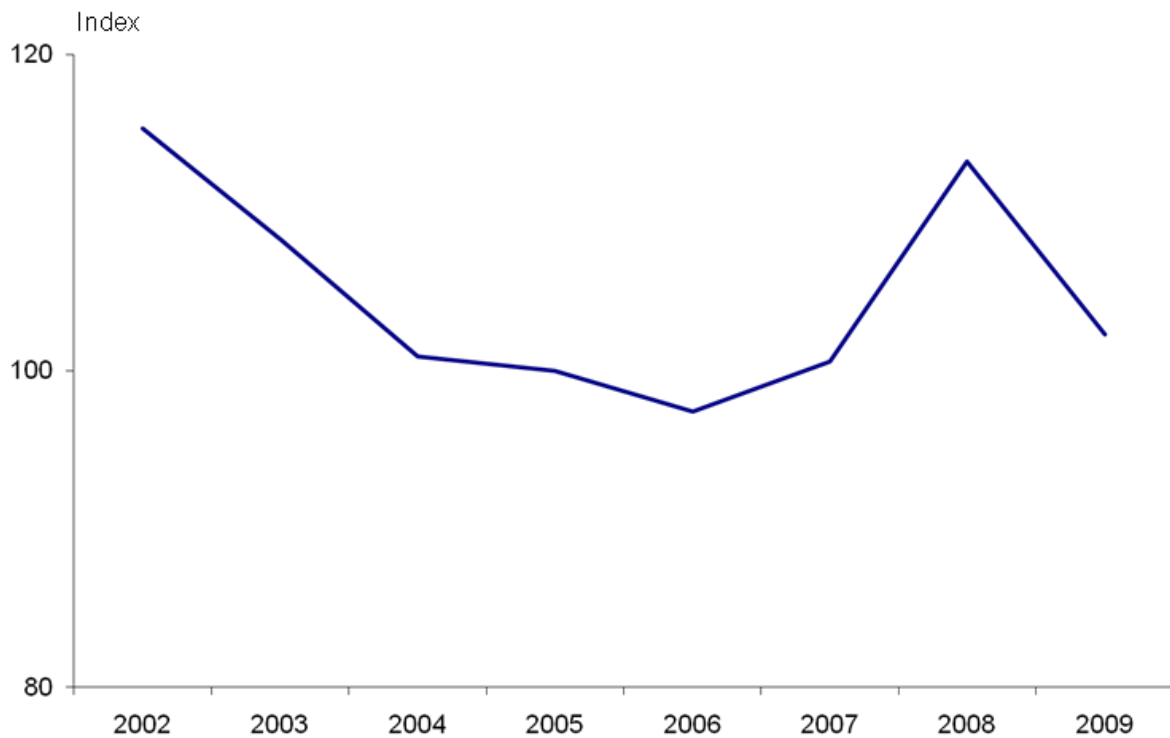
Annual



^p preliminary
Source: Department of Statistics, Ministry of Trade and Industry

Singapore's manufacturing ULC relative to 16 other economies declined by 9.6% in 2009, after rising in the preceding two years. The improvement was mainly due to a relatively sharper decrease in Singapore's ULC compared to the other countries in 2009. The prevailing RULC index was around the 2004 level.

Chart 20: Singapore's Relative Unit Labour Cost (RULC) in Manufacturing Against Selected 16 Economies (2005=100)



Source: Department of Statistics, Ministry of Trade and Industry

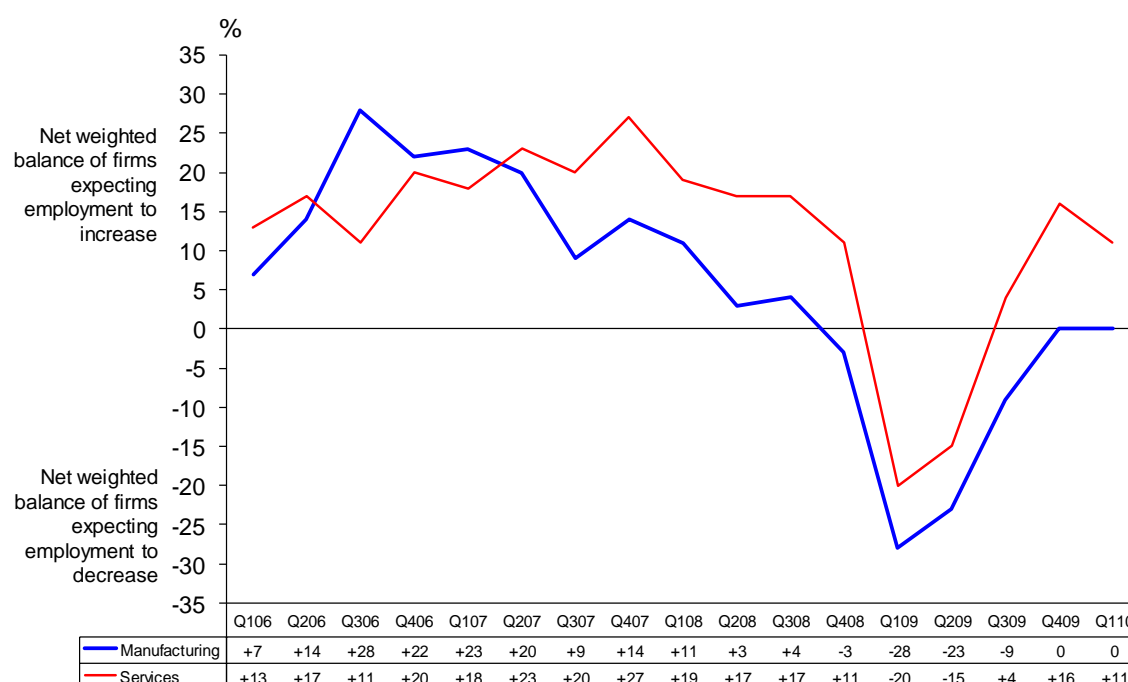
Employment Outlook

Employment outlook continued to improve

Most establishments were optimistic about the business outlook in the next six months ending June 2010⁴. In services, a net weighted balance of 11% of firms expected to increase employment in the first quarter of 2010, down from 16% in the previous quarter. However, this was a significant reversal from a year ago, when a net weighted balance of 20% of services firms expected to cut employment in the first quarter of 2009. Financial services (+46%) and transport & storage (+27%) had the most optimistic employment outlook for the first quarter of 2010.

In manufacturing, firms which expected to increase headcount balanced those that expected to reduce, resulting in a zero net weighted balance, unchanged from the preceding quarter. This was an improvement from the outlook recorded for the fourth quarter of 2008 to third quarter of 2009 when more manufacturers expected to reduce than add to headcount.

Chart 21: 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

⁴ Sources: (1) Business Expectations Survey for the Services Sector, First Quarter 2010, 29 January 2010, Department of Statistics, MTI and (2) Business Expectations of the Manufacturing Sector, January 2010 – June 2010, 29 January 2010, Economic Development Board.

Concluding Remarks

The labour market was more resilient during the 2009 recession than in previous downturns. Employment gains in the second half of the year more than offset the losses in the first half, resulting in the growth in employment in 2009, despite the recession. After peaking in the first quarter of the year, redundancies have eased to around pre-recession quarterly levels. Amid an increase in job opportunities, unemployment declined significantly as the year drew to a close.

Statistical Updates

Labour Market, 2009

1.1 EMPLOYMENT

Industry (SSIC 2005)		Employment Change								Employment Level as at Dec 2009
		2007	2008	2009	2008 IV	2009				
						I	II	III	IV	
TOTAL		234.9	221.6	37.6	21.3	-6.2	-7.7	14.0	37.5	2 990.0
C15-36 MANUFACTURING		49.3	19.5	-43.7	-7.0	-22.1	-15.9	-6.4	0.7	542.6
C15-17	Food, Beverages & Tobacco	3.2	1.3	0.9	0.3	0.2	0.3	-0.2	0.6	35.5
C22-23	Paper Products & Printing	0.1	0.7	-1.5	-0.4	-0.7	-0.7	-	-0.1	26.1
C24-26	Petroleum, Chemical & Pharmaceutical Products	5.6	11.1	7.0	1.6	3.2	1.9	0.9	1.1	56.9
C27	Rubber & Plastic Products	0.5	-1.5	-2.0	-0.6	-1.2	-0.9	-	0.1	14.8
C30	Fabricated Metal Products	1.9	2.2	-3.2	-0.9	-1.6	-1.2	-0.4	-	30.2
C31	Machinery & Equipment	4.5	-1.8	-5.7	-1.0	-3.0	-1.8	-0.8	-0.1	66.9
C32	Electrical Products	0.3	0.8	-0.4	-	-0.2	-	-0.1	-	11.3
C33	Electronic Products	-0.6	-7.2	-12.4	-3.4	-8.8	-4.4	-0.1	1.0	90.9
C34	Medical & Precision Instruments	0.4	1.1	-0.2	0.2	-0.2	-	-0.1	0.1	16.5
C35	Transport Equipment	30.1	10.3	-24.8	-2.7	-9.3	-8.4	-4.8	-2.2	137.9
	Other Manufacturing Industries	3.4	2.4	-1.5	-0.2	-0.5	-0.6	-0.7	0.3	55.6
F45 CONSTRUCTION		40.4	64.0	25.1	10.7	8.3	4.7	7.4	4.6	385.0
G-V SERVICES		143.1	136.4	55.6	17.3	7.5	3.8	12.7	31.5	2 041.6
G50-51 WHOLESALE AND RETAIL TRADE		19.9	16.4	5.9	4.0	-0.8	-0.9	1.3	6.2	407.2
G50	Wholesale Trade	18.2	8.9	4.5	0.4	-0.2	-0.3	1.2	3.8	250.7
G51	Retail Trade	1.7	7.5	1.3	3.6	-0.6	-0.5	0.1	2.4	156.5
H52-56 TRANSPORT AND STORAGE		5.0	13.7	-3.8	-0.4	-1.6	-1.9	-0.7	0.4	194.0
H52, H552	Land Transport & Supporting Services	3.0	5.0	0.7	-	0.1	-0.2	-0.1	0.9	77.9
H53, H553	Water Transport & Supporting Services	5.4	3.5	-1.3	-0.2	-0.8	-0.3	0.3	-0.4	45.9
H54, H554	Air Transport & Supporting Services	-4.8	1.4	-1.7	-0.1	-0.1	-0.9	-0.3	-0.3	23.5
	Other Transport & Storage Services	1.4	3.9	-1.6	-0.1	-0.8	-0.4	-0.6	0.2	46.8
J58 HOTELS AND RESTAURANTS		16.3	16.9	1.7	6.4	-2.7	-2.5	0.4	6.5	180.7
J581	Hotels	0.6	0.1	-0.4	0.6	-2.3	-0.7	0.7	2.0	26.7
J582	Restaurants	15.7	16.7	2.1	5.8	-0.3	-1.8	-0.3	4.5	153.9
K60-63 INFORMATION AND COMMUNICATIONS		6.3	5.7	2.6	0.6	0.8	-	0.8	0.9	87.7
K60-61	Broadcasting & Publishing	0.6	0.1	0.1	-	-	-0.1	-	0.2	14.7
K62	Telecommunications	0.5	1.0	0.9	-	0.2	0.1	0.4	0.3	20.1
K63	IT & Other Information Services	5.2	4.5	1.6	0.6	0.6	-	0.5	0.5	52.9
L65-66 FINANCIAL SERVICES		21.9	11.5	3.4	0.3	-1.9	-0.8	2.1	4.0	164.0
L65	Financial Institutions	20.9	10.5	2.7	0.1	-2.2	-0.9	1.9	3.9	138.6
L66	Insurance	1.0	0.9	0.7	0.2	0.2	0.2	0.2	0.2	25.5
M70-71 REAL ESTATE AND LEASING SERVICES		8.6	6.9	4.1	1.0	1.3	1.2	1.0	0.6	72.5
N73-76 PROFESSIONAL SERVICES		22.2	18.1	3.5	1.5	1.0	-0.1	1.3	1.3	172.2
N73	Legal, Accounting & Management Services	9.9	6.8	3.1	0.5	0.9	0.3	1.0	0.9	87.9
N74	Architectural & Engineering Services	6.4	6.8	0.2	1.2	0.2	-0.3	0.3	-	47.3
N75-76	Other Professional Services	5.8	4.5	0.2	-0.2	-	-0.2	-	0.4	36.9
O78 ADMINISTRATIVE AND SUPPORT SERVICES		10.9	11.1	5.2	-1.1	-0.1	1.7	-	3.6	140.3
P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES		32.1	36.1	32.9	5.1	11.5	7.1	6.4	7.9	623.2
P80, T94	Education & Public Administration	6.3	6.6	13.1	0.8	6.2	1.9	3.4	1.6	198.3
Q85-86	Health & Social Services	5.6	6.6	7.3	1.3	1.9	3.3	1.1	1.0	87.9
R,S,U & V	Other Community, Social & Personal Services	20.3	22.9	12.5	3.0	3.3	1.9	2.0	5.3	336.9
	OTHERS*	2.1	1.6	0.7	0.2	0.1	-0.3	0.2	0.7	20.8

* 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	
	I	II	III	IV	I	II	III	IV	I	
Manufacturing	+ 11	+ 3	+ 4	- 3	- 28	- 23	- 9	0	0	
Electronics	+ 18	- 6	+ 6	- 6	- 46	- 39	- 3	+ 10	0	
Chemicals	+ 5	+ 1	+ 3	- 3	- 12	- 3	+ 1	+ 3	+6	
Petroleum	0	+ 1	0	0	- 1	0	0	0	0	
Petrochemicals	0	0	0	0	- 6	- 1	0	+ 2	0	
Specialty Chemicals	+ 16	0	+ 7	- 8	- 35	- 7	- 4	+ 8	+6	
Biomedicals	0	+ 1	0	- 5	0	0	0	0	0	
Pharmaceuticals	0	0	0	0	0	0	0	0	0	
Medical Technology	0	+ 9	0	- 33	0	0	0	0	0	
Precision Engineering	- 4	+ 1	- 1	- 7	- 51	- 45	- 19	- 2	+4	
Transport Engineering	+ 30	+ 23	+ 13	+ 4	- 16	- 9	- 22	- 13	-4	
General Manufacturing Industries	+ 9	+ 16	+ 9	+ 6	- 12	- 17	- 3	- 7	-2	
Total Services Sector	+ 19	+ 17	+ 17	+ 11	- 20	- 15	+ 4	+ 16	+11	
Wholesale & Retail Trade	+ 8	+ 17	+ 12	+ 10	- 19	- 16	+ 1	+ 16	+4	
Wholesale Trade	+ 12	+ 21	+ 16	+ 7	- 16	- 17	+ 3	+ 11	+6	
Retail Trade	- 1	+ 5	+ 2	+ 18	- 26	- 13	- 4	+ 28	-3	
Transport & Storage	+ 37	+ 39	+ 42	+ 14	- 19	- 9	+ 11	+ 15	+27	
Hotels & Catering	+ 9	+ 24	+ 12	+ 34	- 33	- 7	+ 13	+ 35	+5	
Hotels	+ 24	+ 7	+ 9	+ 4	- 34	- 2	+ 23	+ 11	+3	
Catering	+ 3	+ 30	+ 13	+ 45	- 33	- 9	+ 10	+ 44	+5	
Information & Communications	+ 11	+ 19	+ 18	+ 5	- 19	- 14	- 2	+ 8	+7	
Financial Services	+ 58	+ 6	+ 7	- 7	- 14	- 22	+ 12	+ 24	+46	
Banks & Finance Companies	+ 67	- 5	+ 5	- 9	- 17	- 28	+ 11	+ 29	+55	
Stock, Share & Bond Brokers	+ 25	+ 10	+ 6	- 10	- 16	0	+ 28	+ 28	+36	
Fund Management	+ 61	+ 24	+ 43	+ 8	0	- 25	0	+ 11	+11	
Insurance Companies	+ 64	+ 32	+ 13	0	- 7	- 7	+ 18	+ 12	+36	
Other Financial Services	+ 36	+ 16	- 5	- 8	- 20	- 19	0	+ 16	+23	
Real Estate	+ 13	+ 9	+ 15	+ 23	- 12	- 13	+ 10	+ 15	-7	
Business Services	+ 20	+ 3	+ 15	+ 6	- 17	- 22	- 3	+ 7	+9	

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	2008	2009			
				Dec	Mar	Jun	Sep	Dec
TOTAL	56.7	62.9	86.9	69.9	87.9	116.3	83.6	59.8
				(71.8)	(95.8)	(91.5)	(100.1)	(61.1)
GENDER								
Males	30.8	33.6	46.2	36.4	47.7	60.6	43.3	33.1
Females	25.9	29.3	40.7	33.4	40.2	55.8	40.3	26.7
AGE GROUP (YEARS)								
Below 30	18.0	21.3	27.5	23.9	26.8	39.7	23.7	19.7
30 - 39	12.2	13.2	18.6	15.7	19.6	24.0	18.9	11.9
40 - 49	12.7	13.7	19.6	13.8	21.2	24.7	19.6	13.1
50 & Over	13.8	14.6	21.2	16.5	20.3	28.0	21.4	15.1
EDUCATIONAL ATTAINMENT								
Primary and Below	8.5	9.5	12.7	10.7	11.7	18.3	10.6	10.0
Lower Secondary	8.3	9.3	10.9	10.6	11.2	14.3	10.3	7.9
Secondary	15.8	15.2	22.3	16.2	23.1	28.0	24.5	13.7
Upper Secondary	7.1	9.5	13.4	11.1	15.6	14.7	14.7	8.7
Polytechnic Diploma	6.0	6.2	8.1	6.4	10.0	12.3	5.1	4.8
Degree	10.9	13.2	19.5	14.8	16.1	28.8	18.3	14.7

() 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.

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

Source : Labour Force Survey, MOM

2.2 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND EDUCATIONAL ATTAINMENT

Per Cent

Characteristics	2007	2008	2009	2008	2009			
				Dec	Mar	Jun	Sep	Dec
TOTAL	3.0	3.2	4.3	3.5	4.4	5.9	4.1	2.9
				(3.6)	(4.8)	(4.6)	(5.0)	(3.0)
GENDER								
Males	2.8	3.0	4.1	3.2	4.2	5.4	3.8	2.9
Females	3.1	3.5	4.7	3.9	4.6	6.5	4.6	3.0
AGE GROUP (YEARS)								
Below 30	4.5	5.2	6.7	5.5	6.6	9.9	5.7	4.5
30 - 39	2.4	2.6	3.6	3.0	3.7	4.7	3.7	2.2
40 - 49	2.4	2.7	3.8	2.6	4.1	4.7	3.7	2.5
50 & Over	2.9	2.9	3.9	3.2	3.8	5.1	3.9	2.8
EDUCATIONAL ATTAINMENT								
Primary and Below	2.9	3.5	4.6	3.8	4.3	6.7	3.7	3.7
Lower Secondary	3.5	4.3	5.3	5.0	5.4	6.8	5.1	3.9
Secondary	3.4	3.3	4.7	3.5	5.0	5.8	5.2	2.9
Upper Secondary	2.9	3.5	4.7	3.9	5.7	5.9	4.3	3.0
Polytechnic Diploma	2.7	2.7	3.5	2.8	4.1	5.1	2.8	2.1
Degree	2.4	2.7	3.6	2.9	3.0	5.4	3.5	2.6

() 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	2008	2009			
					IV	I	II	III	IV
TOTAL		8 590	16 880	23 430	9 410	12 760	5 980	2 470	2 220
INDUSTRY (SSIC 2005)									
C15-36	MANUFACTURING	5 510	10 500	13 840	5 170	9 250	2 900	840	860
C15-17	Food, Beverages & Tobacco	130	70	10	40	10	-	-	-
C22-23	Paper Products & Printing	200	210	190	80	50	90	-	50
C24-26	Petroleum, Chemical & Pharmaceutical Products	50	180	230	150	150	50	10	20
C27	Rubber & Plastic Products	230	710	690	330	510	150	30	-
C30	Fabricated Metal Products	550	940	1 210	390	790	200	140	90
C31	Machinery & Equipment	450	980	1 930	580	1 130	460	270	70
C32	Electrical Products	250	660	350	150	150	130	60	20
C33	Electronic Products	2 630	5 380	6 130	2 750	4 460	1 290	90	290
C34	Medical & Precision Instruments	100	150	400	70	300	80	20	-
C35	Transport Equipment	100	830	1 540	460	730	410	100	310
	Other Manufacturing Industries	830	380	1 150	180	980	50	120	10
F45	CONSTRUCTION	70	530	950	390	330	230	140	250
G-V	SERVICES	2 980	5 810	8 550	3 810	3 170	2 850	1 460	1 080
G50-51	WHOLESALE AND RETAIL TRADE	1 230	1 480	2 610	870	970	800	540	310
G50	Wholesale Trade	1 090	1 390	2 430	830	910	700	520	300
G51	Retail Trade	130	90	180	40	50	100	20	20
H52-56	TRANSPORT AND STORAGE	270	550	1 060	350	330	510	160	60
H52, H552	Land Transport & Supporting Services	30	70	60	20	30	-	20	10
H53, H553	Water Transport & Supporting Services	30	220	300	170	130	110	20	40
H54, H554	Air Transport & Supporting Services	120	140	420	100	10	380	30	-
	Other Transport & Storage Services	90	120	300	60	160	30	90	10
J58	HOTELS AND RESTAURANTS	330	170	210	50	40	90	10	80
J581	Hotels	160	30	60	10	-	60	-	-
J582	Restaurants	160	140	160	40	40	30	10	80
K60-63	INFORMATION AND COMMUNICATIONS	280	550	680	380	300	180	140	60
K60-61	Broadcasting & Publishing	60	100	140	50	70	30	30	10
K62	Telecommunications	80	10	110	10	30	10	50	10
K63	IT & Other Information Services	-	430	430	310	190	140	60	30
L65-66	FINANCIAL SERVICES	170	1 440	1 830	1 120	700	600	260	280
L65	Financial Institutions	170	1 380	1 770	1 110	690	560	250	270
L66	Insurance	-	60	70	20	10	40	10	10
M70-71	REAL ESTATE AND LEASING SERVICES	20	70	140	20	70	30	40	10
N73-76	PROFESSIONAL SERVICES	290	650	1 100	430	500	290	140	170
N73	Legal, Accounting & Management Services	110	240	490	140	190	140	70	80
N74	Architectural & Engineering Services	130	300	440	230	250	80	40	80
N75-76	Other Professional Services	50	110	180	70	70	60	30	20
O78	ADMINISTRATIVE AND SUPPORT SERVICES	140	450	680	330	220	200	150	110
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	270	450	240	260	50	170	20	10
P80 & T94	Education & Public Administration	120	110	100	70	10	80	10	-
Q85-86	Health & Social Services	40	160	20	120	10	-	-	-
R,S,U & V	Other Community, Social & Personal Services	110	190	130	70	30	90	10	-
A, B, D, E	OTHERS*	20	50	90	40	20	-	30	40
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	2 670	6 200	9 570	3 790	4 730	2 550	1 260	1 030
	Clerical, Sales & Service Workers	1 090	1 920	2 530	1 050	1 040	790	380	330
	Production & Transport Operators, Cleaners & Labourers	4 830	8 770	11 330	4 570	7 000	2 630	830	860

* 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, 2009

Number of Workers

Industry (SSIC 2005)	Reasons For Redundancy						Occupational Group			
	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
TOTAL	13 370	5 690	7 040	11 880	1 720	610	23 430	9 570	2 530	11 330
C15-36 MANUFACTURING	9 630	3 450	5 000	6 140	1 330	100	13 840	4 050	790	9 010
C15-17 Food, Beverages & Tobacco	10	-	-	-	-	-	10	-	-	10
C22-23 Paper Products & Printing	110	100	170	10	10	-	190	10	20	160
C24-26 Petroleum, Chemical & Pharmaceutical Products	150	10	50	90	10	-	230	90	20	120
C27 Rubber & Plastic Products	590	150	350	330	100	-	690	110	50	540
C30 Fabricated Metal Products	900	320	450	380	130	40	1 210	210	120	880
C31 Machinery & Equipment	1 480	800	900	860	210	50	1 930	660	120	1 160
C32 Electrical Products	160	80	190	80	120	-	350	120	30	210
C33 Electronic Products	4 380	1 170	1 340	3 890	480	10	6 130	2 550	280	3 300
C34 Medical & Precision Instruments	310	120	30	30	80	-	400	90	30	280
C35 Transport Equipment	1 370	670	550	380	40	-	1 540	170	60	1 310
Other Manufacturing Industries	190	50	980	100	150	-	1 150	40	80	1 030
F45 CONSTRUCTION	620	500	240	130	60	10	950	110	60	790
G-V SERVICES	3 100	1 730	1 790	5 540	330	500	8 550	5 360	1 680	1 510
G50-51 WHOLESALE AND RETAIL TRADE	1 030	570	590	1 730	150	110	2 610	1 570	550	490
G50 Wholesale Trade	1 000	460	560	1 640	140	110	2 430	1 500	470	460
G51 Retail Trade	30	110	30	80	-	-	180	70	90	30
H52-56 TRANSPORT AND STORAGE	420	440	340	360	20	40	1 060	270	310	490
H52, H552 Land Transport & Supporting Services	40	20	10	60	20	-	60	-	20	30
H53, H553 Water Transport & Supporting Services	160	40	60	170	-	-	300	120	40	140
H54, H554 Air Transport & Supporting Services	50	290	60	30	-	-	420	70	170	170
Other Transport & Storage Services	170	90	210	100	-	40	300	70	80	150
J58 HOTELS AND RESTAURANTS	80	60	40	30	-	70	210	30	120	60
J581 Hotels	-	10	-	10	-	40	60	20	30	-
J582 Restaurants	80	50	40	20	-	30	160	10	80	60
K60-63 INFORMATION AND COMMUNICATIONS	250	90	140	510	10	30	680	610	60	10
K60-61 Broadcasting & Publishing	30	10	-	150	10	-	140	140	10	-
K62 Telecommunications	20	-	50	100	-	-	110	90	20	-
K63 IT & Other Information Services	200	80	90	260	-	20	430	380	40	10
L65-66 FINANCIAL SERVICES	350	10	100	1 920	40	40	1 830	1 650	170	10
L65 Financial Institutions	330	10	70	1 880	40	40	1 770	1 600	160	10
L66 Insurance	20	-	30	40	-	-	70	50	10	-
M70-71 REAL ESTATE AND LEASING SERVICES	80	70	40	40	-	10	140	60	10	70
N73-76 PROFESSIONAL SERVICES	520	230	280	570	50	100	1 100	860	150	90
N73 Legal, Accounting & Management Services	140	60	150	320	10	50	490	390	80	20
N74 Architectural & Engineering Services	300	130	60	110	30	40	440	340	40	60
N75-76 Other Professional Services	70	40	70	140	10	10	180	130	30	10
O78 ADMINISTRATIVE AND SUPPORT SERVICES	320	240	180	270	70	70	680	230	220	230
P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	20	90	120	-	30	240	80	100	60
P80 & T94 Education & Public Administration	-	-	50	70	-	-	100	50	50	10
Q85-86 Health & Social Services	10	-	10	10	-	-	20	10	10	-
R,S,U & V Other Community, Social & Personal Services	60	20	30	40	-	20	130	30	50	50
A, B, D, E OTHERS**	20	-	10	70	-	-	90	60	-	30

* Not due to recession.

Source : Labour Market Survey, MOM

** 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.

3.3 RETRENCHMENT

RETRENCHED WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Workers							
		2007	2008	2009	2008	2009			
					IV	I	II	III	IV
TOTAL		7 680	13 920	20 160	7 500	10 900	5 170	2 110	1 980
INDUSTRY (SSIC 2005)									
C15-36 MANUFACTURING		5 270	8 480	12 110	3 830	8 000	2 560	740	810
C15-17	Food, Beverages & Tobacco	120	50	10	30	10	-	-	-
C22-23	Paper Products & Printing	190	210	190	80	40	90	-	50
C24-26	Petroleum, Chemical & Pharmaceutical Products	50	180	220	140	140	50	10	20
C27	Rubber & Plastic Products	230	700	610	320	460	130	20	-
C30	Fabricated Metal Products	520	790	950	300	560	180	140	80
C31	Machinery & Equipment	390	680	1 460	330	800	350	250	70
C32	Electrical Products	240	660	340	150	150	120	60	20
C33	Electronic Products	2 550	4 210	5 790	1 940	4 200	1 230	80	290
C34	Medical & Precision Instruments	100	150	360	70	300	60	10	-
C35	Transport Equipment	90	510	1 080	290	430	310	70	270
	Other Manufacturing Industries	790	340	1 090	180	930	30	120	10
F45 CONSTRUCTION		20	240	440	150	100	140	40	160
G-V SERVICES		2 380	5 170	7 530	3 500	2 790	2 470	1 300	980
G50-51 WHOLESALE AND RETAIL TRADE		810	1 340	2 390	830	880	680	520	310
G50	Wholesale Trade	690	1 280	2 230	790	840	600	500	290
G51	Retail Trade	120	70	160	40	50	90	20	10
H52-56 TRANSPORT AND STORAGE		260	470	830	340	250	410	150	20
H52, H552	Land Transport & Supporting Services	20	20	50	20	30	-	20	-
H53, H553	Water Transport & Supporting Services	20	210	190	170	130	40	20	10
H54, H554	Air Transport & Supporting Services	120	130	370	100	-	340	30	-
	Other Transport & Storage Services	90	110	210	50	90	30	80	10
J58 HOTELS AND RESTAURANTS		310	150	190	30	30	80	10	60
J581	Hotels	150	30	60	10	-	60	-	-
J582	Restaurants	160	120	130	30	30	30	10	60
K60-63 INFORMATION AND COMMUNICATIONS		210	490	610	340	250	180	140	50
K60-61	Broadcasting & Publishing	60	100	140	50	70	30	30	10
K62	Telecommunications	80	10	100	10	30	10	50	10
K63	IT & Other Information Services	70	380	370	280	150	130	60	30
L65-66 FINANCIAL SERVICES		160	1 410	1 800	1 100	680	590	260	280
L65	Financial Institutions	160	1 350	1 740	1 080	670	560	250	260
L66	Insurance	-	60	70	20	10	40	10	10
M70-71 REAL ESTATE AND LEASING SERVICES		20	70	70	20	30	20	30	-
N73-76 PROFESSIONAL SERVICES		280	560	1 030	380	480	260	130	160
N73	Legal, Accounting & Management Services	110	220	460	120	190	130	60	80
N74	Architectural & Engineering Services	130	240	390	190	230	60	40	70
N75-76	Other Professional Services	50	110	170	70	60	60	30	20
O78 ADMINISTRATIVE AND SUPPORT SERVICES		100	270	410	210	160	90	70	90
P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES		240	410	220	250	30	160	10	10
P80 & T94	Education & Public Administration	110	100	90	60	10	80	-	-
Q85-86	Health & Social Services	30	150	10	120	-	-	-	-
R,S,U & V	Other Community, Social & Personal Services	90	160	110	70	20	90	10	-
A, B, D, E OTHERS*		10	30	80	30	10	-	30	40
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	2 490	5 820	9 090	3 570	4 540	2 350	1 210	990
	Clerical, Sales & Service Workers	1 030	1 790	2 240	990	920	750	280	300
	Production & Transport Operators, Cleaners & Labourers	4 150	6 320	8 830	2 940	5 440	2 070	620	690

* 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	2008	2009			
					IV	I	II	III	IV
	TOTAL	920	2 970	3 270	1 910	1 860	810	350	250
	INDUSTRY (SSIC 2005)								
C15-36	MANUFACTURING	250	2 020	1 730	1 350	1 240	340	100	50
C15-17	Food, Beverages & Tobacco	20	20	-	-	-	-	-	-
C22-23	Paper Products & Printing	10	-	10	-	10	-	-	-
C24-26	Petroleum, Chemical & Pharmaceutical Products	-	10	10	10	10	-	-	-
C27	Rubber & Plastic Products	-	10	80	10	50	20	10	-
C30	Fabricated Metal Products	30	150	250	90	230	20	-	10
C31	Machinery & Equipment	60	300	470	250	340	110	20	-
C32	Electrical Products	10	10	10	-	-	-	-	-
C33	Electronic Products	80	1 170	340	810	260	60	10	-
C34	Medical & Precision Instruments	-	-	40	-	-	20	10	-
C35	Transport Equipment	10	330	460	170	300	100	30	40
	Other Manufacturing Industries	40	40	70	-	50	20	-	-
F45	CONSTRUCTION	50	290	520	240	240	90	100	100
G-V	SERVICES	600	640	1 020	310	380	380	160	100
G50-51	WHOLESALE AND RETAIL TRADE	420	140	230	40	80	110	20	10
G50	Wholesale Trade	400	110	200	30	80	100	20	-
G51	Retail Trade	10	30	30	-	10	20	-	-
H52-56	TRANSPORT AND STORAGE	10	80	240	20	80	110	10	40
H52, H552	Land Transport & Supporting Services	10	50	-	10	-	-	-	-
H53, H553	Water Transport & Supporting Services	-	10	110	-	-	70	-	40
H54, H554	Air Transport & Supporting Services	-	10	50	-	10	40	-	-
	Other Transport & Storage Services	-	10	80	10	70	-	10	-
J58	HOTELS AND RESTAURANTS	20	20	20	10	-	-	10	10
J581	Hotels	20	-	-	-	-	-	-	-
J582	Restaurants	-	20	20	10	-	-	10	10
K60-63	INFORMATION AND COMMUNICATIONS	70	60	70	40	50	10	10	-
K60-61	Broadcasting & Publishing	-	-	-	-	-	-	-	-
K62	Telecommunications	-	-	-	-	-	-	-	-
K63	IT & Other Information Services	70	50	60	40	40	10	10	-
L65-66	FINANCIAL SERVICES	10	30	30	20	20	10	-	-
L65	Financial Institutions	10	30	30	20	20	10	-	-
L66	Insurance	-	-	-	-	-	-	-	-
M70-71	REAL ESTATE AND LEASING SERVICES	-	-	70	-	40	10	10	-
N73-76	PROFESSIONAL SERVICES	-	80	70	60	20	30	10	10
N73	Legal, Accounting & Management Services	-	20	20	20	-	10	10	-
N74	Architectural & Engineering Services	-	60	50	40	20	10	-	10
N75-76	Other Professional Services	-	-	-	-	-	-	-	-
O78	ADMINISTRATIVE AND SUPPORT SERVICES	40	180	270	120	60	110	80	20
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	40	30	10	20	-	10	-
P80 & T94	Education & Public Administration	10	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	-	-	-
A, B, D, E	OTHERS*	10	10	-	10	-	-	-	-
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	180	380	480	220	180	200	40	50
	Clerical, Sales & Service Workers	60	130	290	60	120	50	100	30
	Production & Transport Operators, Cleaners & Labourers	680	2 450	2 500	1 630	1 560	560	210	170

* 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	2008	2009			
				IV	I	II	III	IV
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	430	2 220	13 620	7 720	26 530	19 470	6 380	2 080
SECTOR								
Manufacturing	390	1 990	10 710	6 900	21 800	15 410	4 210	1 400
Construction	10	30	100	110	220	10	120	40
Services	30	190	2 800	700	4 470	4 050	2 050	630
Others*	-	-	10	10	50	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	70	550	4 710	1 960	9 050	6 750	2 430	610
Clerical, Sales & Service Workers	20	140	1 430	490	2 510	2 130	810	250
Production & Transport Operators, Cleaners & Labourers	340	1 530	7 480	5 270	14 970	10 580	3 140	1 210
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	380	1 910	11 950	6 630	21 170	18 590	6 100	1 960
SECTOR								
Manufacturing	350	1 740	9 620	5 990	18 360	14 690	4 050	1 370
Construction	10	20	60	70	140	10	50	40
Services	20	150	2 270	570	2 630	3 890	2 000	550
Others*	-	-	10	-	50	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	70	520	4 170	1 830	7 170	6 530	2 370	590
Clerical, Sales & Service Workers	10	120	1 270	410	1 970	2 090	790	230
Production & Transport Operators, Cleaners & Labourers	300	1 270	6 520	4 380	12 030	9 960	2 950	1 130
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	50	320	1 660	1 090	5 360	880	280	120
SECTOR								
Manufacturing	40	260	1 090	910	3 440	720	160	30
Construction	-	10	40	40	90	-	60	10
Services	10	40	530	130	1 830	160	60	80
Others*	-	-	-	10	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	-	40	550	130	1 880	220	70	20
Clerical, Sales & Service Workers	-	30	160	80	540	40	30	20
Production & Transport Operators, Cleaners & Labourers	40	260	960	880	2 950	620	190	80

* 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

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

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

Per Cent

Characteristics	2007	2008	2009	2008	2009			
				IV	I	II	III	IV
TOTAL	67.2	69.3	48.6	69.5	51.0	43.2	50.2	50.0
GENDER								
Males	68.6	67.9	48.5	69.8	50.1	42.7	51.9	49.4
Females	65.2	70.5	48.6	69.3	51.9	43.7	48.1	50.8
AGE GROUP (YEARS)								
Below 30	76.4	77.4	59.2	72.7	56.7	49.8	65.8	64.4
30 - 39	72.1	73.3	52.2	75.4	54.5	47.2	54.1	53.1
40 - 49	67.1	70.5	48.2	71.3	52.3	41.7	50.1	48.5
50 & Over	55.6	59.8	37.9	59.3	39.6	35.6	37.3	39.2
EDUCATIONAL ATTAINMENT								
Primary and Below	61.3	63.9	48.4	66.7	44.9	43.9	50.5	54.4
Lower Secondary	66.8	68.8	53.0	75.1	53.1	46.8	53.4	58.6
Secondary	70.0	69.2	54.6	64.3	56.7	45.9	55.0	60.8
Upper Secondary	72.8	72.8	52.0	72.9	55.8	45.5	54.9	51.9
Polytechnic Diploma	70.3	73.5	48.9	83.2	58.0	43.1	45.1	49.2
Degree	64.1	66.7	44.4	61.7	48.1	39.3	44.4	45.8
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	67.2	68.1	44.8	69.0	48.1	41.5	44.7	45.1
Clerical, Sales & Service Workers	73.4	69.0	58.0	70.1	68.9	51.3	53.7	57.9
Production & Transport Operators, Cleaners & Labourers	65.1	70.5	50.9	69.8	46.7	43.4	57.6	56.1

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 VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2007	2008	2009	2008	2009				
				Dec	Mar	Jun	Sep	Dec	
TOTAL	35.6	35.1	28.6	26.1	21.0	24.5	34.9	33.8	
INDUSTRY (SSIC 2005)									
C15-36 MANUFACTURING	7.8	6.0	4.3	2.6	1.9	3.9	5.6	5.7	
C15-17 Food, Beverages & Tobacco	0.3	0.3	0.2	0.2	0.1	0.2	0.5	0.2	
C22-23 Paper Products & Printing	0.2	0.1	0.1	-	0.1	-	0.1	0.1	
C24-26 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.3	0.3	0.2	0.3	0.3	0.3	
C27 Rubber & Plastic Products	0.3	0.3	0.2	0.1	0.1	0.2	0.2	0.2	
C30 Fabricated Metal Products	0.7	0.5	0.3	0.1	0.2	0.2	0.6	0.3	
C31 Machinery & Equipment	1.3	1.0	0.5	0.3	0.2	0.4	0.8	0.8	
C32 Electrical Products	0.1	0.1	0.1	-	-	0.1	0.1	0.1	
C33 Electronic Products	1.7	1.2	0.9	0.2	0.4	1.2	0.8	1.0	
C34 Medical & Precision Instruments	0.3	0.3	0.2	0.2	-	0.1	0.3	0.3	
C35 Transport Equipment	2.1	1.7	1.2	0.9	0.5	1.0	1.6	1.8	
Other Manufacturing Industries	0.4	0.2	0.3	0.1	0.1	0.1	0.4	0.5	
F45 CONSTRUCTION	2.2	2.6	1.7	1.2	1.0	1.2	2.8	1.9	
G-V SERVICES	25.0	25.9	22.2	21.7	17.8	19.2	25.9	25.9	
G50-51 WHOLESALE AND RETAIL TRADE	3.7	3.5	2.7	2.1	2.0	2.1	3.7	3.1	
G50 Wholesale Trade	2.5	2.1	1.5	1.1	1.2	1.1	2.0	1.8	
G51 Retail Trade	1.2	1.4	1.2	1.0	0.8	1.0	1.6	1.4	
H52-56 TRANSPORT AND STORAGE	3.3	2.5	1.6	1.6	1.6	1.2	1.7	1.9	
H52, H552 Land Transport & Supporting Services	0.6	0.7	0.3	0.4	0.3	0.2	0.3	0.3	
H53, H553 Water Transport & Supporting Services	1.1	0.4	0.2	0.2	0.1	0.2	0.4	0.3	
H54, H554 Air Transport & Supporting Services	1.1	0.8	0.8	0.7	1.1	0.5	0.6	1.0	
Other Transport & Storage Services	0.5	0.5	0.3	0.2	0.2	0.3	0.4	0.4	
J58 HOTELS AND RESTAURANTS	2.2	2.4	2.0	2.0	0.9	1.3	3.0	2.7	
J581 Hotels	0.8	0.6	0.4	0.4	0.3	0.3	0.7	0.5	
J582 Restaurants	1.4	1.8	1.5	1.6	0.6	1.0	2.3	2.1	
K60-63 INFORMATION AND COMMUNICATIONS	1.1	1.4	0.8	0.9	0.4	0.7	1.0	1.2	
K60-61 Broadcasting & Publishing	0.3	0.3	0.2	0.2	0.1	0.1	0.2	0.3	
K62 Telecommunications	0.3	0.2	0.2	0.2	0.1	0.2	0.2	0.3	
K63 IT & Other Information Services	0.6	0.9	0.4	0.5	0.3	0.4	0.5	0.6	
L65-66 FINANCIAL SERVICES	2.2	1.6	1.1	0.9	0.6	0.8	1.1	2.1	
L65 Financial Institutions	1.9	1.2	0.9	0.5	0.4	0.6	1.0	1.9	
L66 Insurance	0.3	0.4	0.2	0.3	0.2	0.2	0.2	0.2	
M70-71 REAL ESTATE AND LEASING SERVICES	0.9	0.9	1.0	1.0	0.6	1.0	1.1	1.1	
N73-76 PROFESSIONAL SERVICES	2.4	2.4	1.7	1.4	1.4	1.1	1.8	2.7	
N73 Legal, Accounting & Management Services	1.1	0.9	0.9	0.4	0.2	0.5	0.8	1.9	
N74 Architectural & Engineering Services	0.9	1.0	0.6	0.7	0.9	0.3	0.7	0.4	
N75-76 Other Professional Services	0.5	0.4	0.3	0.4	0.3	0.3	0.3	0.3	
O78 ADMINISTRATIVE AND SUPPORT SERVICES	2.2	2.5	2.0	2.0	1.6	1.6	3.0	1.8	
P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES	6.9	8.7	9.3	9.7	8.6	9.5	9.6	9.4	
P80 & T94 Education & Public Administration	4.5	6.5	7.0	7.8	6.8	7.3	6.9	6.8	
Q85-86 Health & Social Services	1.4	1.4	1.5	1.4	1.3	1.6	1.4	1.6	
R,S,U & V Other Community, Social & Personal Services	1.0	0.9	0.8	0.6	0.5	0.5	1.3	1.1	
A, B, D, E OTHERS*	0.6	0.6	0.4	0.7	0.4	0.2	0.5	0.4	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	16.2	16.7	14.3	13.2	11.5	13.8	15.4	16.6	
Clerical, Sales & Service Workers	9.1	9.3	7.5	8.1	5.8	5.8	9.5	8.8	
Production & Transport Operators, Cleaners & Labourers	10.4	9.1	6.7	4.8	3.7	4.9	9.9	8.4	

* 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.

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2007	2008	2009	2008	2009			
				Dec	Mar	Jun	Sep	Dec
TOTAL	2.4	2.2	1.7	1.6	1.3	1.5	2.1	2.0
INDUSTRY (SSIC 2005)								
C15-36 MANUFACTURING	2.0	1.5	1.1	0.6	0.5	1.0	1.5	1.5
C15-17 Food, Beverages & Tobacco	2.0	1.6	1.2	0.9	0.6	1.0	2.2	1.1
C22-23 Paper Products & Printing	1.3	0.8	0.6	0.2	0.6	0.1	0.8	0.8
C24-26 Petroleum, Chemical & Pharmaceutical Products	1.8	1.6	1.3	1.2	0.9	1.4	1.4	1.4
C27 Rubber & Plastic Products	2.1	1.6	1.3	1.1	0.5	1.5	1.9	1.4
C30 Fabricated Metal Products	1.9	1.3	0.9	0.3	0.4	0.6	1.7	1.0
C31 Machinery & Equipment	2.6	1.8	1.0	0.5	0.4	0.7	1.5	1.5
C32 Electrical Products	1.5	1.3	1.1	0.5	0.4	1.4	1.3	1.2
C33 Electronic Products	1.7	1.3	1.1	0.2	0.5	1.4	1.0	1.3
C34 Medical & Precision Instruments	2.7	2.1	1.3	1.8	0.4	0.8	1.7	2.1
C35 Transport Equipment	2.0	1.5	1.2	0.8	0.4	1.0	1.5	1.8
Other Manufacturing Industries	2.0	0.9	1.4	0.7	0.5	0.6	1.8	2.9
F45 CONSTRUCTION	1.4	1.3	0.8	0.6	0.5	0.6	1.2	0.8
G-V SERVICES	2.8	2.6	2.2	2.2	1.8	1.9	2.5	2.5
G50-51 WHOLESALE AND RETAIL TRADE	2.2	1.9	1.4	1.1	1.1	1.1	1.9	1.6
G50 Wholesale Trade	2.1	1.6	1.2	0.8	0.9	0.9	1.5	1.4
G51 Retail Trade	2.4	2.4	2.0	1.7	1.4	1.7	2.7	2.2
H52-56 TRANSPORT AND STORAGE	3.0	2.0	1.3	1.3	1.3	1.0	1.4	1.6
H52, H552 Land Transport & Supporting Services	2.8	3.0	1.0	1.7	1.0	0.8	1.2	0.9
H53, H553 Water Transport & Supporting Services	3.6	1.3	0.7	0.7	0.3	0.4	1.1	0.9
H54, H554 Air Transport & Supporting Services	3.8	2.8	2.9	2.4	3.7	1.9	2.3	3.6
Other Transport & Storage Services	1.8	1.4	0.9	0.6	0.5	0.8	1.2	1.2
J58 HOTELS AND RESTAURANTS	3.0	2.8	2.2	2.2	1.0	1.5	3.2	2.9
J581 Hotels	3.9	2.8	2.1	1.7	1.2	1.4	3.3	2.4
J582 Restaurants	2.6	2.8	2.2	2.4	0.9	1.5	3.2	3.1
K60-63 INFORMATION AND COMMUNICATIONS	2.4	2.6	1.5	1.6	0.8	1.4	1.7	2.1
K60-61 Broadcasting & Publishing	2.6	2.0	1.2	1.2	0.5	0.9	1.5	2.0
K62 Telecommunications	2.0	1.5	1.5	1.5	0.7	1.5	1.7	2.2
K63 IT & Other Information Services	2.6	3.4	1.6	1.8	1.0	1.6	1.8	2.1
L65-66 FINANCIAL SERVICES	2.3	1.7	1.2	1.0	0.6	0.8	1.1	2.1
L65 Financial Institutions	2.2	1.5	1.1	0.7	0.5	0.7	1.1	2.1
L66 Insurance	2.8	3.8	1.7	3.3	2.0	1.7	1.4	1.8
M70-71 REAL ESTATE AND LEASING SERVICES	1.9	1.8	1.7	1.9	1.2	1.9	2.0	1.9
N73-76 PROFESSIONAL SERVICES	3.1	2.6	1.7	1.5	1.5	1.1	1.7	2.4
N73 Legal, Accounting & Management Services	3.1	2.3	1.9	1.0	0.6	1.3	1.8	4.0
N74 Architectural & Engineering Services	2.9	2.8	1.4	1.7	2.1	0.7	1.6	1.0
N75-76 Other Professional Services	3.2	2.8	1.8	2.3	1.9	1.6	1.9	1.9
O78 ADMINISTRATIVE AND SUPPORT SERVICES	3.8	3.6	2.6	2.9	2.3	2.2	3.8	2.2
P80-v99 COMMUNITY, SOCIAL AND PERSONAL SERVICES	3.3	3.9	3.9	4.3	3.7	4.0	4.0	3.9
P80 & T94 Education & Public Administration	3.8	5.0	5.0	5.8	5.0	5.3	4.9	4.8
Q85-86 Health & Social Services	2.7	2.5	2.5	2.4	2.3	2.8	2.4	2.6
R,S,U & V Other Community, Social & Personal Services	2.8	2.4	2.0	1.6	1.2	1.4	3.0	2.6
A, B, D, E OTHERS*	2.8	2.9	1.7	3.1	1.6	1.1	2.3	1.7
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	2.8	2.6	2.2	2.1	1.8	2.1	2.3	2.5
Clerical, Sales & Service Workers	2.7	2.6	2.0	2.2	1.6	1.6	2.5	2.3
Production & Transport Operators, Cleaners & Labourers	1.9	1.5	1.1	0.8	0.6	0.8	1.5	1.3

* 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.

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, 2009

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 (%)
TOTAL	28.6	1.7	14.3	2.2	7.5	2.0	6.7	1.1
C15-36 MANUFACTURING	4.3	1.1	1.3	1.1	0.3	1.0	2.6	1.1
C15-17 Food, Beverages & Tobacco	0.2	1.2	-	0.9	0.1	1.4	0.1	1.1
C22-23 Paper Products & Printing	0.1	0.6	-	0.7	-	0.6	-	0.5
C24-26 Petroleum, Chemical & Pharmaceutical Products	0.3	1.3	0.2	1.5	-	0.8	0.1	1.1
C27 Rubber & Plastic Products	0.2	1.3	-	0.7	-	2.1	0.1	1.5
C30 Fabricated Metal Products	0.3	0.9	0.1	1.0	-	0.8	0.2	0.9
C31 Machinery & Equipment	0.5	1.0	0.2	1.2	-	0.7	0.3	1.0
C32 Electrical Products	0.1	1.1	-	0.7	-	0.4	0.1	1.5
C33 Electronic Products	0.9	1.1	0.4	1.0	-	0.4	0.4	1.2
C34 Medical & Precision Instruments	0.2	1.3	0.1	1.3	-	0.7	0.1	1.3
C35 Transport Equipment	1.2	1.2	0.3	1.3	0.1	1.2	0.9	1.1
Other Manufacturing Industries	0.3	1.4	0.1	1.7	-	1.9	0.2	1.3
F45 CONSTRUCTION	1.7	0.8	0.5	1.6	0.1	0.7	1.1	0.6
G-V SERVICES	22.2	2.2	12.2	2.5	7.0	2.2	2.9	1.5
G50-51 WHOLESALE AND RETAIL TRADE	2.7	1.4	0.8	1.1	1.5	1.8	0.4	1.1
G50 Wholesale Trade	1.5	1.2	0.6	1.1	0.6	1.3	0.3	1.1
G51 Retail Trade	1.2	2.0	0.1	1.4	1.0	2.2	0.1	1.1
H52-56 TRANSPORT AND STORAGE	1.6	1.3	0.7	2.1	0.4	1.0	0.5	1.0
H52, H552 Land Transport & Supporting Services	0.3	1.0	-	0.4	-	1.1	0.2	1.1
H53, H553 Water Transport & Supporting Services	0.2	0.7	0.1	0.8	-	0.3	0.1	0.7
H54, H554 Air Transport & Supporting Services	0.8	2.9	0.5	7.6	0.3	1.4	-	1.0
Other Transport & Storage Services	0.3	0.9	0.1	0.9	0.1	0.7	0.1	1.1
J58 HOTELS AND RESTAURANTS	2.0	2.2	0.2	1.4	1.3	2.2	0.4	2.6
J581 Hotels	0.4	2.1	0.1	1.4	0.2	2.2	0.1	2.4
J582 Restaurants	1.5	2.2	0.1	1.4	1.1	2.2	0.3	2.8
K60-63 INFORMATION AND COMMUNICATIONS	0.8	1.5	0.7	1.6	0.1	1.3	-	0.3
K60-61 Broadcasting & Publishing	0.2	1.2	0.2	1.4	-	0.9	-	0.1
K62 Telecommunications	0.2	1.5	0.2	1.7	-	1.1	-	1.2
K63 IT & Other Information Services	0.4	1.6	0.4	1.6	0.1	2.2	-	0.6
L65-66 FINANCIAL SERVICES	1.1	1.2	0.9	1.2	0.2	0.9	-	1.3
L65 Financial Institutions	0.9	1.1	0.8	1.1	0.1	0.9	-	1.3
L66 Insurance	0.2	1.7	0.2	2.1	-	1.1	-	-
M70-71 REAL ESTATE AND LEASING SERVICES	1.0	1.7	0.5	2.6	0.2	1.9	0.3	1.2
N73-76 PROFESSIONAL SERVICES	1.7	1.7	1.0	1.4	0.4	2.1	0.4	2.1
N73 Legal, Accounting & Management Services	0.9	1.9	0.5	1.6	0.3	2.4	0.1	4.0
N74 Architectural & Engineering Services	0.6	1.4	0.3	1.1	-	0.6	0.3	2.0
N75-76 Other Professional Services	0.3	1.8	0.2	1.8	0.1	3.0	-	1.1
O78 ADMINISTRATIVE AND SUPPORT SERVICES	2.0	2.6	0.2	1.5	1.4	3.9	0.5	1.6
P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.3	3.9	7.3	4.4	1.5	3.0	0.4	2.1
P80 & T94 Education & Public Administration	7.0	5.0	6.0	5.3	0.8	4.3	0.1	1.6
Q85-86 Health & Social Services	1.5	2.5	1.1	2.7	0.3	2.0	0.1	2.6
R,S,U & V Other Community, Social & Personal Services	0.8	2.0	0.2	1.7	0.4	2.2	0.2	2.0
A, B, D, E OTHERS*	0.4	1.7	0.2	2.3	-	1.2	0.1	1.3

* 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.

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

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

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

* 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, 2009

		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
TOTAL		2.2	1.8	1.6	1.1	3.1	2.7	2.3	1.9
C15-36 MANUFACTURING		1.5	1.5	1.2	1.0	2.2	2.1	1.5	1.7
C15-17	Food, Beverages & Tobacco	3.1	2.7	1.9	1.3	4.7	4.2	2.4	2.2
C22-23	Paper Products & Printing	1.3	1.5	1.3	1.4	1.9	1.8	1.2	1.6
C24-26	Petroleum, Chemical & Pharmaceutical Products	1.3	0.7	1.4	0.7	0.9	0.8	1.2	0.7
C27	Rubber & Plastic Products	1.8	1.8	1.1	1.2	2.2	2.1	1.9	1.9
C30	Fabricated Metal Products	1.9	1.7	1.5	1.2	1.9	1.8	2.1	1.8
C31	Machinery & Equipment	1.4	1.4	1.5	1.3	1.5	1.6	1.3	1.4
C32	Electrical Products	1.8	1.2	1.1	0.8	1.6	1.2	2.4	1.5
C33	Electronic Products	1.4	1.4	1.1	0.9	1.2	0.9	1.8	2.0
C34	Medical & Precision Instruments	1.6	1.3	1.3	1.0	1.9	1.7	1.7	1.5
C35	Transport Equipment	1.0	1.5	1.1	0.8	1.3	2.1	1.0	1.6
	Other Manufacturing Industries	2.0	1.6	1.5	1.3	2.4	1.8	2.0	1.7
F45 CONSTRUCTION		2.5	1.7	2.1	1.7	2.2	2.3	2.6	1.6
G-V SERVICES		2.4	1.9	1.7	1.1	3.2	2.8	3.0	2.5
G50-51 WHOLESALE AND RETAIL TRADE		2.6	2.4	1.4	1.1	3.6	3.4	2.5	2.1
G50	Wholesale Trade	2.1	1.7	1.4	1.1	2.6	2.4	2.5	2.0
G51	Retail Trade	3.9	3.8	1.7	1.5	4.7	4.5	2.4	2.8
H52-56 TRANSPORT AND STORAGE		1.5	1.2	1.2	0.9	1.2	1.2	1.9	1.4
H52, H552	Land Transport & Supporting Services	1.8	1.3	1.3	1.0	2.2	1.8	1.9	1.3
H53, H553	Water Transport & Supporting Services	1.7	1.1	1.3	0.9	1.4	1.2	2.2	1.3
H54, H554	Air Transport & Supporting Services	0.5	0.5	0.7	0.4	0.3	0.5	0.7	0.5
	Other Transport & Storage Services	1.7	1.7	1.4	1.3	2.0	2.0	1.7	1.8
J58 HOTELS AND RESTAURANTS		3.8	3.9	2.0	2.1	4.3	4.4	3.1	3.3
J581	Hotels	2.4	2.4	2.0	2.3	2.4	2.4	2.5	2.4
J582	Restaurants	4.2	4.3	2.1	2.0	4.7	4.8	3.5	3.8
K60-63 INFORMATION AND COMMUNICATIONS		1.9	1.5	1.8	1.4	2.4	2.1	1.5	1.7
K60-61	Broadcasting & Publishing	1.5	1.3	1.3	1.0	2.8	2.4	0.5	0.5
K62	Telecommunications	1.0	0.9	0.9	0.8	1.3	1.3	2.1	1.4
K63	IT & Other Information Services	2.5	1.9	2.3	1.8	4.0	3.0	5.2	5.4
L65-66 FINANCIAL SERVICES		1.7	1.2	1.7	1.1	1.6	1.4	2.3	1.7
L65	Financial Institutions	1.6	1.1	1.6	1.1	1.6	1.3	2.4	1.7
L66	Insurance	1.9	1.5	1.9	1.5	1.7	1.4	0.5	-
M70-71 REAL ESTATE AND LEASING SERVICES		3.4	2.7	2.0	1.3	3.5	2.5	4.3	3.7
N73-76 PROFESSIONAL SERVICES		2.6	1.6	2.1	1.5	3.7	1.9	3.7	1.6
N73	Legal, Accounting & Management Services	2.9	1.8	2.3	1.7	4.2	2.0	3.8	2.5
N74	Architectural & Engineering Services	2.5	1.3	1.8	1.2	2.1	1.4	4.0	1.4
N75-76	Other Professional Services	2.2	1.7	2.0	1.6	3.1	2.8	2.3	1.3
O78 ADMINISTRATIVE AND SUPPORT SERVICES		4.3	3.4	3.4	2.2	4.6	3.1	4.4	4.3
P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES		1.8	1.0	1.6	0.7	2.5	1.7	2.0	1.4
P80 & T94	Education & Public Administration	1.4	0.6	1.4	0.6	2.0	0.9	0.9	0.3
Q85-86	Health & Social Services	2.2	1.1	2.0	1.0	2.5	1.5	2.3	1.3
R,S,U & V	Other Community, Social & Personal Services	2.6	2.2	2.0	1.6	3.0	2.7	2.5	2.3
A, B, D, E OTHERS*		3.0	2.0	1.0	0.5	1.7	1.4	4.7	3.4

* 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 OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

					Hours				
Industry (SSIC 2005)	2007	2008	2009	2008	2009				
				Dec	Mar	Jun	Sep	Dec	
TOTAL	3.9	3.8	3.4	3.5	3.1	3.3	3.6	3.7	
C15-36 MANUFACTURING	7.5	7.0	6.2	6.0	5.2	5.8	6.6	7.2	
C15-17 Food, Beverages & Tobacco	4.4	4.5	3.7	3.6	3.3	3.8	3.7	4.1	
C22-23 Paper Products & Printing	7.6	7.5	6.5	6.5	4.4	6.5	7.3	7.8	
C24-26 Petroleum, Chemical & Pharmaceutical Products	3.2	3.1	3.0	2.6	2.5	3.3	2.8	3.5	
C27 Rubber & Plastic Products	7.0	6.7	5.9	5.2	3.7	6.1	6.6	7.2	
C30 Fabricated Metal Products	8.8	8.1	7.1	6.1	4.9	7.0	7.8	8.8	
C31 Machinery & Equipment	9.4	8.7	7.5	8.4	7.4	7.2	7.6	7.8	
C32 Electrical Products	7.5	5.9	5.7	4.1	3.6	5.9	6.6	6.8	
C33 Electronic Products	5.6	4.6	3.6	2.0	1.1	3.3	4.8	5.2	
C34 Medical & Precision Instruments	5.6	5.1	4.0	4.2	3.3	2.7	4.8	5.0	
C35 Transport Equipment	9.8	9.4	8.5	9.1	8.6	7.5	8.4	9.5	
Other Manufacturing Industries	7.2	7.1	7.2	6.9	6.1	6.5	7.6	8.6	
F45 CONSTRUCTION	7.5	7.6	7.4	7.5	7.4	7.3	7.4	7.4	
G-V SERVICES	1.6	1.7	1.5	1.6	1.4	1.5	1.6	1.6	
G50-51 WHOLESALE AND RETAIL TRADE	1.9	2.1	1.8	2.0	1.6	2.0	1.8	1.8	
G50 Wholesale Trade	1.9	2.0	1.7	1.9	1.5	1.9	1.7	1.7	
G51 Retail Trade	1.9	2.1	2.0	2.2	1.8	2.2	1.9	1.9	
H52-56 TRANSPORT AND STORAGE	2.9	3.1	2.5	2.9	2.2	2.5	2.6	2.8	
H52, H552 Land Transport & Supporting Services	4.5	4.6	4.2	4.8	4.4	4.1	4.4	4.0	
H53, H553 Water Transport & Supporting Services	1.9	2.2	1.6	2.0	1.4	1.6	1.4	1.9	
H54, H554 Air Transport & Supporting Services	1.4	1.7	1.2	1.3	1.1	1.4	1.1	1.3	
Other Transport & Storage Services	3.9	4.1	3.2	3.7	2.5	3.0	3.5	3.7	
J58 HOTELS AND RESTAURANTS	1.2	1.2	1.2	1.2	1.0	1.3	1.2	1.1	
J581 Hotels	1.8	1.5	1.2	1.4	1.0	1.0	1.2	1.6	
J582 Restaurants	0.9	1.1	1.2	1.1	1.0	1.4	1.2	1.0	
K60-63 INFORMATION AND COMMUNICATIONS	0.5	0.4	0.4	0.4	0.2	0.4	0.4	0.5	
K60-61 Broadcasting & Publishing	0.5	0.4	0.3	0.3	0.2	0.2	0.3	0.4	
K62 Telecommunications	0.9	0.7	1.0	1.1	0.6	1.1	1.0	1.4	
K63 IT & Other Information Services	0.2	0.2	0.2	0.1	0.1	0.1	0.2	0.2	
L65-66 FINANCIAL SERVICES	0.5	0.3	0.3	0.3	0.3	0.3	0.3	0.2	
L65 Financial Institutions	0.5	0.3	0.2	0.3	0.2	0.2	0.2	0.2	
L66 Insurance	0.6	0.5	0.5	0.5	0.6	0.5	0.5	0.4	
M70-71 REAL ESTATE AND LEASING SERVICES	1.4	1.6	1.8	1.6	1.7	1.6	2.1	2.0	
N73-76 PROFESSIONAL SERVICES	2.3	2.3	1.9	1.9	1.9	2.0	2.1	1.6	
N73 Legal, Accounting & Management Services	1.2	1.2	0.7	0.9	0.8	0.8	0.7	0.5	
N74 Architectural & Engineering Services	4.3	4.2	3.5	3.5	3.5	3.7	3.8	3.1	
N75-76 Other Professional Services	0.8	0.8	0.7	0.8	0.7	0.6	1.0	0.7	
O78 ADMINISTRATIVE AND SUPPORT SERVICES	5.5	5.2	5.2	4.7	4.8	4.7	6.0	5.3	
P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.4	0.3	0.3	0.4	0.4	
P80 & T94 Education & Public Administration	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	
Q85-86 Health & Social Services	0.7	0.5	0.5	0.5	0.4	0.4	0.5	0.5	
R,S,U & V Other Community, Social & Personal Services	1.0	1.2	1.1	1.1	0.9	0.9	1.1	1.4	
A,B,D,E OTHERS*	2.6	2.8	2.8	3.1	2.6	2.8	2.9	2.9	

* 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

Dollars

Industry (SSIC 2005)	2007	2008	2009	2008	2009			
				IV	I	II	III	IV
TOTAL	3 773	3 977	3 872	4 229	4 155	3 609	3 562	4 160
	(6.2)	(5.4)	(-2.6)	(2.4)	(-3.7)	(-2.2)	(-3.0)	(-1.6)
C15-36 MANUFACTURING	3 764	3 955	3 966	4 326	4 322	3 546	3 585	4 409
	(4.0)	(5.1)	(0.3)	(5.4)	(1.2)	(0.1)	(-2.5)	(1.9)
F45 CONSTRUCTION	2 646	2 861	2 948	2 983	3 210	2 764	2 765	3 053
	(5.1)	(8.1)	(3.0)	(7.3)	(2.6)	(4.6)	(2.8)	(2.3)
G-V SERVICES	3 862	4 069	3 929	4 305	4 196	3 688	3 627	4 202
	(6.8)	(5.4)	(-3.4)	(1.6)	(-5.1)	(-2.8)	(-3.4)	(-2.4)
G50-51 Wholesale & Retail Trade	3 262	3 441	3 418	3 728	3 590	3 206	3 153	3 723
	(5.2)	(5.5)	(-0.7)	(3.3)	(-0.6)	(-0.5)	(-1.6)	(-0.1)
H52-56 Transport & Storage	3 797	3 989	3 914	4 140	4 239	3 609	3 714	4 094
	(7.7)	(5.1)	(-1.9)	(6.7)	(4.3)	(1.0)	(-11.1)	(-1.1)
J58 Hotels & Restaurants	1 442	1 504	1 463	1 520	1 586	1 386	1 377	1 501
	(4.4)	(4.3)	(-2.7)	(1.9)	(-4.1)	(-2.1)	(-3.3)	(-1.3)
K60-63 Information & Communications	5 018	5 304	5 253	5 551	5 264	5 291	4 998	5 458
	(5.8)	(5.7)	(-1.0)	(4.2)	(-1.2)	(-0.2)	(-0.8)	(-1.7)
L65-66 Financial Services	6 768	7 153	6 890	6 830	8 198	6 410	6 147	6 803
	(7.6)	(5.7)	(-3.7)	(3.4)	(-8.5)	(-2.9)	(-1.2)	(-0.4)
M70-71 Real Estate & Leasing Services	3 355	3 513	3 273	3 637	3 782	3 037	2 858	3 416
	(9.9)	(4.7)	(-6.8)	(0.6)	(-9.1)	(-3.7)	(-7.8)	(-6.1)
N73-76 Professional Services	4 633	5 004	4 957	5 435	5 030	4 698	4 675	5 423
	(5.7)	(8.0)	(-0.9)	(5.8)	(-0.4)	(-1.2)	(-2.1)	(-0.2)
O78 Administrative & Support Services	2 368	2 418	2 344	2 514	2 447	2 280	2 232	2 418
	(5.8)	(2.1)	(-3.1)	(0.7)	(-2.8)	(-3.7)	(-1.8)	(-3.8)
P80-V99 Community, Social & Personal Services	4 074	4 168	3 857	4 668	3 958	3 554	3 529	4 389
	(6.3)	(2.3)	(-7.5)	(-4.9)	(-12.2)	(-7.0)	(-3.9)	(-6.0)

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

Dollars

Industry (SSIC 2005)	2007	2008	2009	2008	2009				
				IV	I	II	III	IV	
TOTAL	4 048	4 001	3 872	4 179	4 147	3 638	3 558	4 143	
	(4.0)	(-1.2)	(-3.2)	(-3.3)	(-6.9)	(-2.3)	(-2.8)	(-0.9)	
C15-36 MANUFACTURING	4 039	3 979	3 966	4 275	4 313	3 575	3 581	4 391	
	(1.9)	(-1.5)	(-0.3)	(-0.4)	(-2.1)	(-)	(-2.2)	(2.7)	
F45 CONSTRUCTION	2 839	2 878	2 948	2 948	3 204	2 786	2 762	3 041	
	(3.0)	(1.4)	(2.4)	(1.4)	(-0.8)	(4.5)	(3.1)	(3.2)	
G-V SERVICES	4 144	4 094	3 929	4 254	4 188	3 718	3 623	4 185	
	(4.7)	(-1.2)	(-4.0)	(-4.1)	(-8.2)	(-2.9)	(-3.1)	(-1.6)	
G50-51 Wholesale & Retail Trade	3 500	3 462	3 418	3 684	3 583	3 232	3 150	3 708	
	(3.1)	(-1.1)	(-1.3)	(-2.4)	(-3.8)	(-0.6)	(-1.3)	(0.7)	
H52-56 Transport & Storage	4 074	4 013	3 914	4 091	4 231	3 638	3 710	4 078	
	(5.5)	(-1.5)	(-2.5)	(0.8)	(0.9)	(0.9)	(-10.8)	(-0.3)	
J58 Hotels & Restaurants	1 547	1 513	1 463	1 502	1 583	1 397	1 376	1 495	
	(2.2)	(-2.2)	(-3.3)	(-3.7)	(-7.3)	(-2.2)	(-3.0)	(-0.5)	
K60-63 Information & Communications	5 384	5 336	5 253	5 485	5 253	5 334	4 993	5 436	
	(3.6)	(-0.9)	(-1.6)	(-1.5)	(-4.4)	(-0.3)	(-0.5)	(-0.9)	
L65-66 Financial Services	7 262	7 196	6 890	6 749	8 182	6 462	6 141	6 776	
	(5.4)	(-0.9)	(-4.3)	(-2.3)	(-11.5)	(-3.0)	(-0.9)	(0.4)	
M70-71 Real Estate & Leasing Services	3 600	3 534	3 273	3 594	3 774	3 061	2 855	3 402	
	(7.7)	(-1.8)	(-7.4)	(-4.9)	(-12.1)	(-3.8)	(-7.5)	(-5.3)	
N73-76 Professional Services	4 971	5 034	4 957	5 371	5 020	4 736	4 670	5 401	
	(3.5)	(1.3)	(-1.5)	(-0.1)	(-3.6)	(-1.3)	(-1.8)	(0.6)	
O78 Administrative & Support Services	2 541	2 433	2 344	2 484	2 442	2 298	2 230	2 408	
	(3.7)	(-4.3)	(-3.7)	(-4.9)	(-6.0)	(-3.8)	(-1.5)	(-3.1)	
P80-V99 Community, Social & Personal Services	4 371	4 193	3 857	4 613	3 950	3 583	3 525	4 372	
	(4.2)	(-4.1)	(-8.0)	(-10.1)	(-15.1)	(-7.1)	(-3.6)	(-5.2)	

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

Source: Derived based on data from Central Provident Fund Board

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.

'-' : nil or negligible

9.3 LABOUR PRODUCTIVITY

CHANGE IN LABOUR PRODUCTIVITY BY INDUSTRY ¹

(Over corresponding period of previous year)

Per Cent

Industry (SSIC 2005)	2007	2008	2009 ^P	2008	2009				
				IV	I	II	III	IV ^P	
TOTAL ²	-0.4	-7.6	-4.7	-11.9	-14.6	-5.9	-0.6	3.0	
EXCLUDING CONSTRUCTION ²	-0.4	-7.1	-4.2	-11.6	-14.5	-5.5	0.2	3.5	
C15-36 MANUFACTURING	-3.1	-10.9	1.6	-14.7	-23.5	5.7	17.3	11.0	
F45 CONSTRUCTION	5.7	-0.2	3.0	0.3	3.9	4.6	1.0	3.3	
G-U SERVICES	0.7	-3.0	-5.6	-8.4	-10.6	-8.4	-4.7	1.5	
G50-51 Wholesale & Retail Trade	2.0	-1.1	-10.7	-9.3	-17.7	-15.5	-9.9	1.0	
H52-56 Transport & Storage	4.1	-4.2	-7.4	-10.3	-13.8	-11.4	-5.9	2.3	
J58 Hotels & Restaurants	-4.6	-9.3	-6.4	-10.5	-12.6	-9.4	-3.7	0.2	
K60-63 Information & Communications	-3.4	-0.7	-3.5	-1.8	-4.6	-4.7	-3.2	-1.4	
L65-66 Financial Services	0.7	-5.6	-3.1	-16.2	-13.3	-6.4	-0.8	9.9	
M70-O78 Business Services	-2.7	-4.9	-1.4	-4.9	-3.7	-1.8	-0.3	0.3	
P80-U95 Other Services	-1.3	-1.1	-0.5	-1.1	-0.2	-1.7	-0.2	0.2	

¹ Based on gross value added at 2000 basic prices

Source : Department of Statistics, MTI

² Based on GDP at 2000 market prices

p : preliminary

Employment

Source

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

Coverage

The employment data comprise 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 the user 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 June 2000 and June 2005 which were obtained respectively from the Population Census and General Household Survey 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 to look 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 made redundant from the public sector. 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 figures are the simple averages 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 the 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 enter 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 year'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 2000 market prices. Industry real output is measured by gross value added at 2000 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.

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Date of Release: 01 Feb 2010

This publication presents a comprehensive range of statistical information on the economic activities of the population, including detailed analysis and data on employment, unemployment, characteristics of the labour force and economically inactive persons. It also examines a wide range of topics including training, income, term contract employment, hours worked and modes of job search. The information would be useful to policy makers, researchers and the community-at-large who have an interest in the world of work and the lives of workers.



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