

# LABOUR MARKET 2007



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## Manpower Research and Statistics Department

### MISSION

*To provide timely and reliable  
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to facilitate informed decision making within the government and community at large*

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## ***Overview***

The Singapore economy grew by an above-trend rate of 7.7% in 2007, after three previous years of strong growth<sup>1</sup>. The robust economic performance led to another record-breaking year for employment creation and a decade-low unemployment rate. Amid the tight job market, wages have also increased. On the flip side, productivity has contracted after experiencing slowing growth in the previous two years.

## ***Employment***

Total employment grew by 62,500 in the fourth quarter of 2007, considerably higher than the gains of 51,500 in the same period a year ago and 58,600 in the third quarter of 2007. For the whole of 2007, employment rose by a record 234,900 or 9.4%, far surpassing the gains of 176,000 or 7.6% in 2006.

All major sectors registered employment growth in 2007. The services sector saw the largest employment gains of 143,100, boosted by rapid increase in hirings across a wide range of industries led by community, social and personal (32,100), professional (22,200) and financial (21,900) services. The booming construction sector added another 40,400 workers, double the increase in 2006. Manufacturing employment rose by 49,300, supported by strong manpower demand in marine and offshore engineering.

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<sup>1</sup> Singapore economy grew by 8.2% in 2006, 7.3% in 2005 and 9.0% in 2004. Source: Economic Survey of Singapore 2007, Ministry of Trade & Industry, Singapore.

Chart 1  
Annual Employment Change by Sector

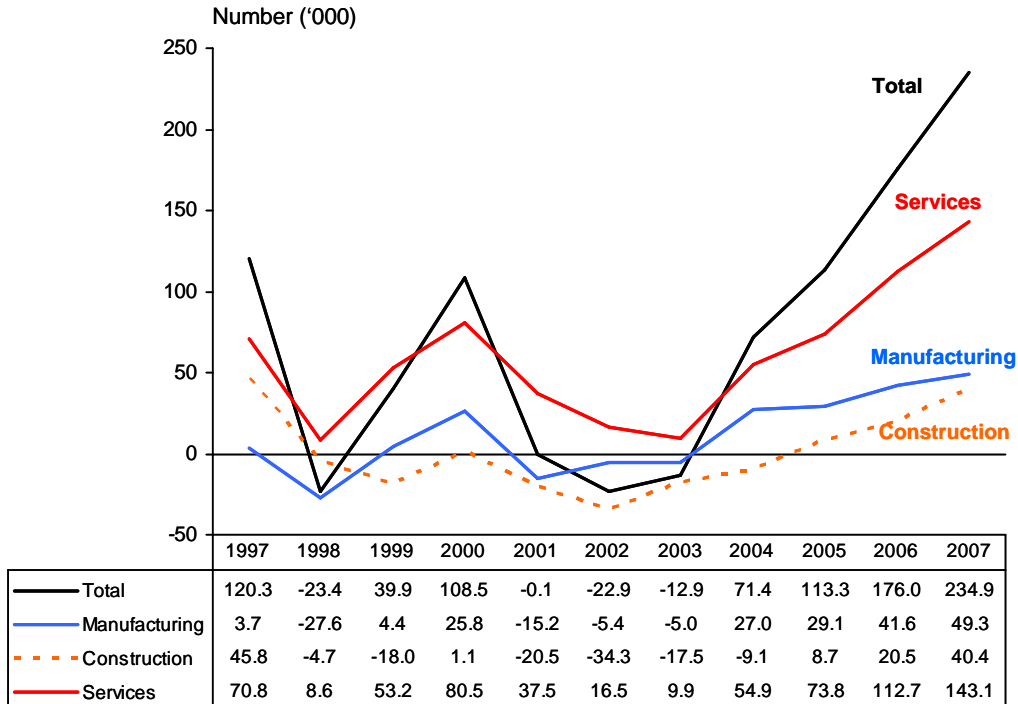
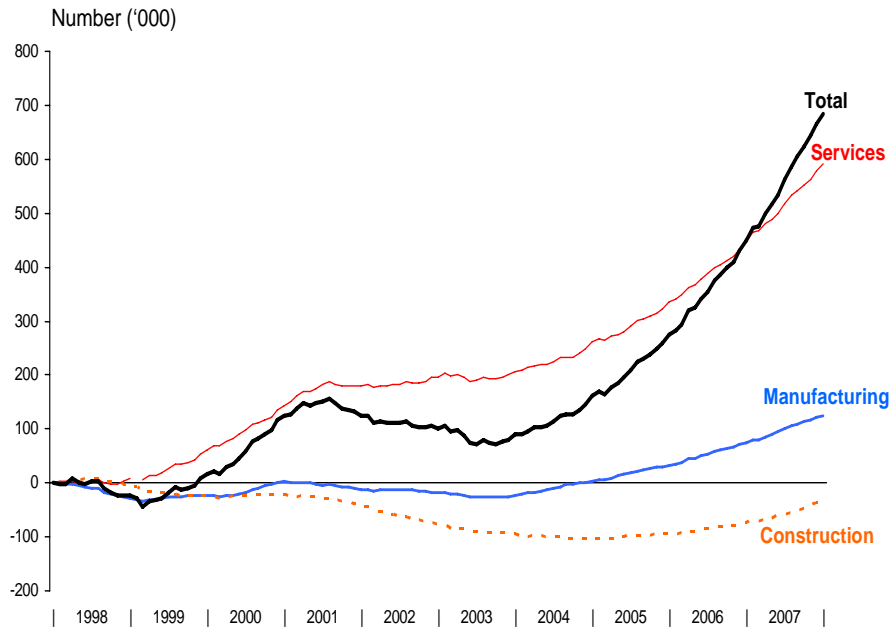


Chart 2  
Cumulative Employment Change by Sector  
(January 1998 – December 2007)



## **Local<sup>2</sup> Employment**

Local employment grew by 90,400 in 2007, just 500 'shy' of the record gains of 90,900 in 2006. In terms of growth rate, local employment rose by 5.2%, down slightly from 5.5% in 2006. Although the absolute increase in locals was comparable to 2006, the local share of the employment created dropped from 52% in 2006 to 38% in 2007, given the larger base of total jobs created.

The bulk (85% or 77,200) of the local employment creation continued to come from the services sector in 2007, followed by 8.1% from manufacturing (7,300) and 4.8% from construction (4,400).

## **Foreign Employment**

Foreigners increased by a new high of 144,500 or 19%, up from the gains of 85,100 or 13% in 2006. All major sectors added more foreigners. While the foreign job gains more than doubled in construction (36,000), the gains were still higher in services (65,900) and manufacturing (42,000), the latter supported by robust hirings in the marine and offshore engineering segment. As at Dec 07, there were 900,800 foreigners forming one in three (33.0%) of the 2.73 million persons employed in Singapore.

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<sup>2</sup> Locals (also known as residents) refer to Singapore citizens and permanent residents.

Table 1  
Employment Change

	Employment Change											Employment Level as at Dec 07
	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	
Overall*												
Total	120.3	-23.4	39.9	108.5	-0.1	-22.9	-12.9	71.4	113.3	176.0	234.9	2,730.8
Local	43.2	-27.7	41.7	58.4	1.3	19.4	14.9	49.9	63.5	90.9	90.4	1,830.0
Foreign	77.1	4.3	-1.8	50.1	-1.4	-42.3	-27.9	21.5	49.8	85.1	144.5	900.8
Manufacturing												
Total	3.8	-27.6	4.4	25.8	-15.2	-5.4	-5.0	27.0	29.1	41.6	49.3	566.8
Local	-4.2	-19.9	0.4	4.8	-11.0	-4.2	-1.1	7.4	9.7	11.0	7.3	294.0
Foreign	7.9	-7.7	4.0	21.0	-4.2	-1.2	-3.8	19.6	19.4	30.6	42.0	272.8
Construction												
Total	45.8	-4.7	-18.0	1.1	-20.5	-34.3	-17.5	-9.1	8.7	20.5	40.4	295.9
Local	6.7	-3.0	1.6	1.7	-3.4	-3.4	1.4	-1.6	2.2	5.3	4.4	105.4
Foreign	39.1	-1.7	-19.6	-0.6	-17.1	-30.9	-18.8	-7.5	6.5	15.2	36.0	190.6
Services												
Total	70.8	8.6	53.2	80.5	37.5	16.5	9.9	54.9	73.8	112.7	143.1	1,849.6
Local	40.9	-5.2	39.5	50.8	17.8	26.8	15.0	45.7	50.4	73.7	77.2	1,414.9
Foreign	29.9	13.8	13.7	29.7	19.7	-10.3	-5.1	9.2	23.4	39.0	65.9	434.8

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

Note : Figures may not necessarily add up to the total due to rounding.

Chart 3  
Annual Employment Change by Residential Status

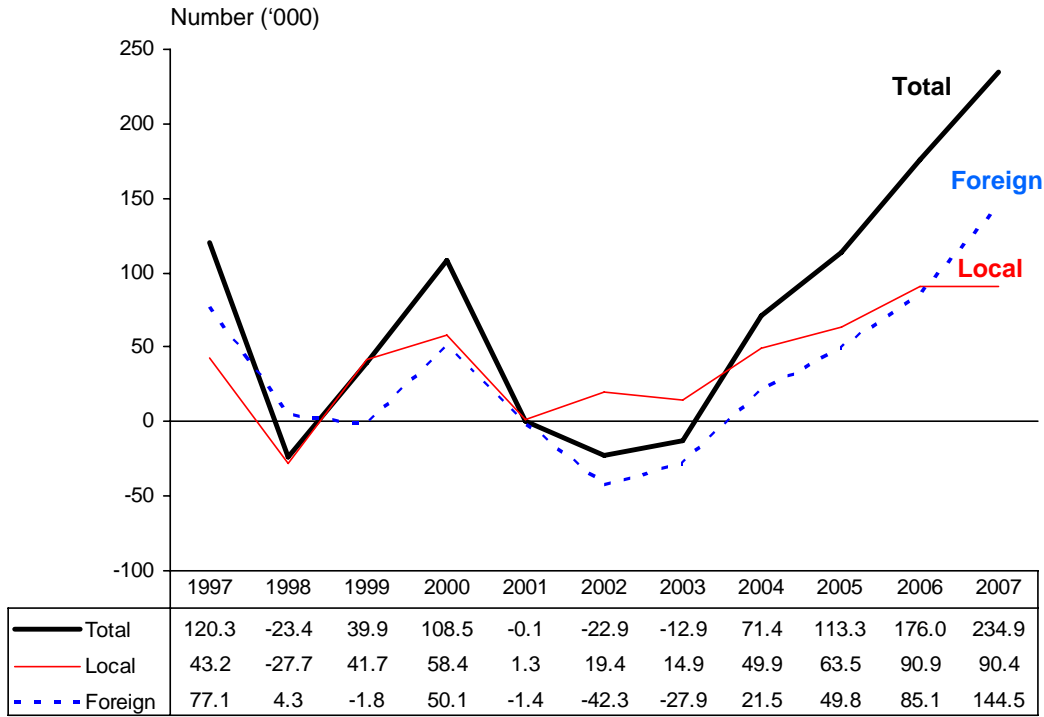
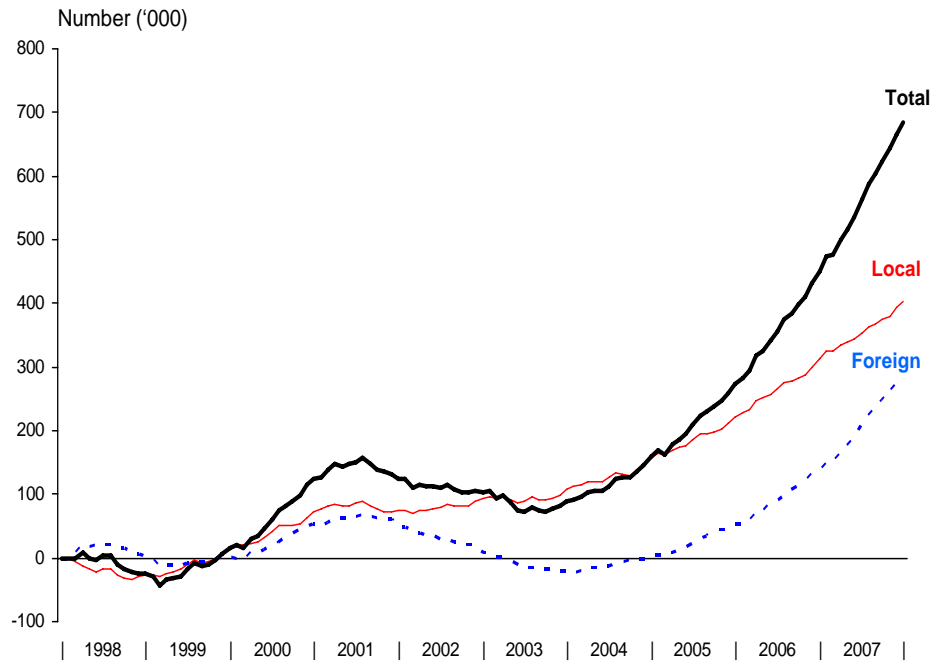


Chart 4  
Cumulative Employment Change by Residential Status  
(January 1998 – December 2007)



## ***Unemployment<sup>P</sup>***

Reflecting the strong employment gains, the seasonally adjusted overall unemployment rate fell by 0.1%-point from Sep 07 to 1.6% in Dec 07. Among the resident labour force, the unemployment rate was 2.3%, unchanged from three months ago. Both unemployment rates were the lowest recorded in a decade. An estimated 45,200 residents were unemployed in Dec 07. The seasonally adjusted figure was 45,600.

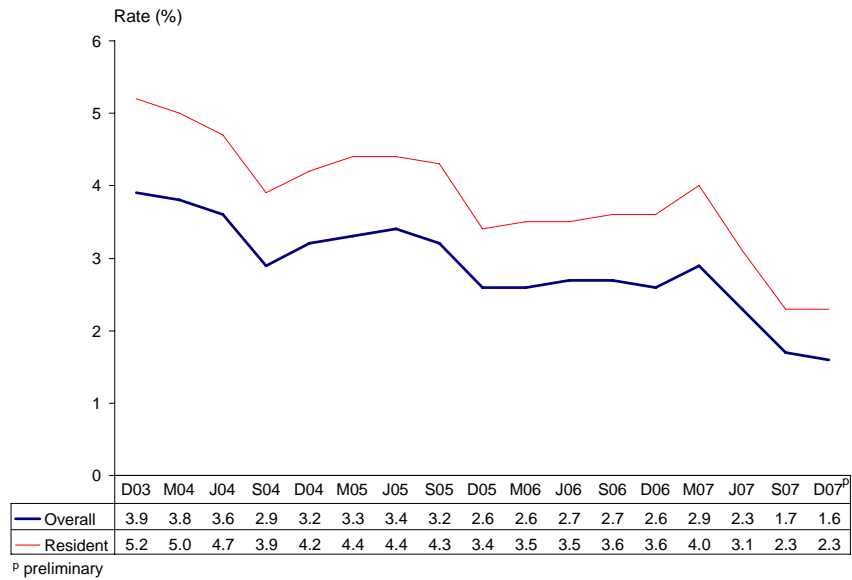
For the whole year of 2007, unemployment rate averaged a ten-year low of 2.1% (overall) and 3.0% (resident), down from 2.7% and 3.6% respectively in 2006. On average, 56,900 residents were unemployed in 2007, compared with 67,600 in 2006 and the peak of 91,200 in 2003.

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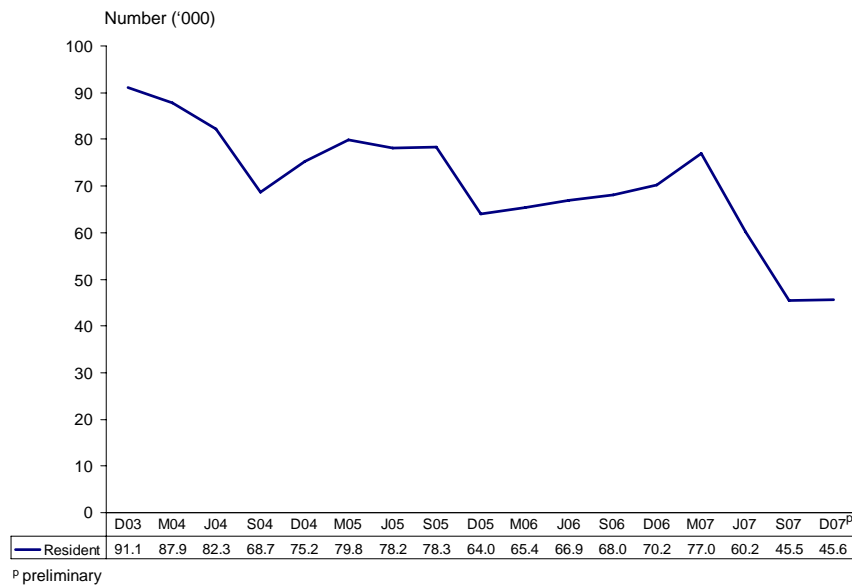
<sup>P</sup> preliminary

Chart 5  
Quarterly Unemployment Rate and Number  
(Seasonally adjusted)

Unemployment Rate



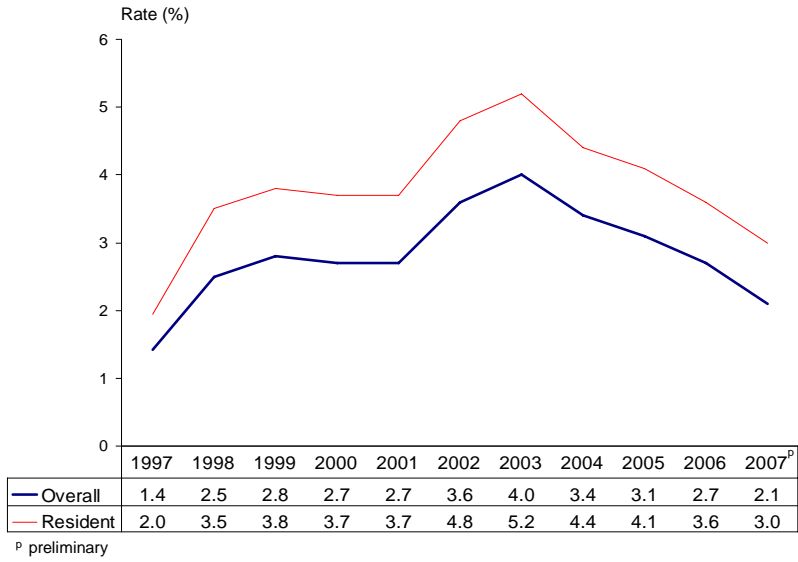
Number of Unemployed Residents



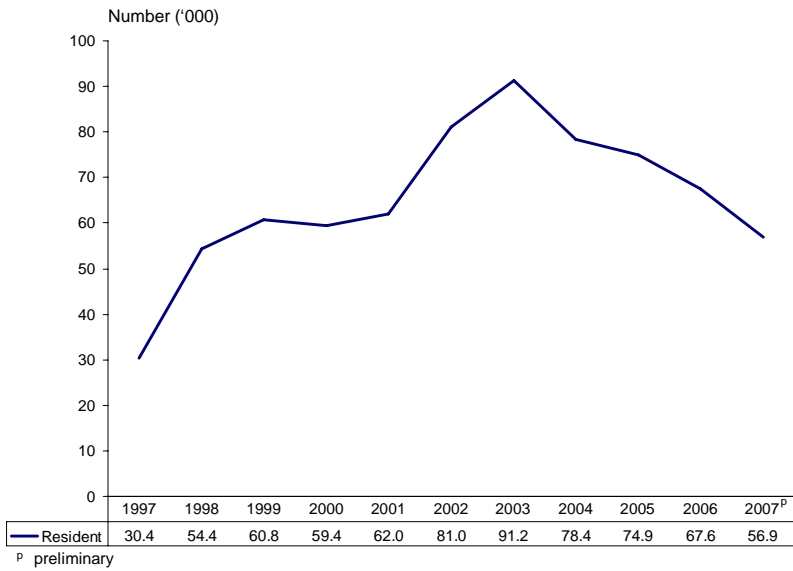
Source: Labour Force Survey (LFS), Manpower Research and Statistics Department, MOM, except data for June 2005 which were obtained from the General Household Survey (GHS) conducted by Department of Statistics (DOS), MTI. The LFS was not conducted in June 2005 in view of the conduct of the GHS.

Chart 6  
Annual Average Unemployment Rate and Number

Unemployment Rate



Number of Unemployed Residents



Note: Annual figures are the simple averages of the unemployment figures obtained at quarterly intervals.

All age-education groups posted lower unemployment rate in Dec 07 than a year ago. Within the same age group, tertiary educated residents generally have lower unemployment rate than those less educated.

Table 2  
Unemployed Residents by Age and Education  
(Non-Seasonally Adjusted)

	Total		Below 30		30-39		40 & Over	
	Number ('000)	Rate (%)	Number ('000)	Rate (%)	Number ('000)	Rate (%)	Number ('000)	Rate (%)
<b>Total</b>								
Dec 06	69.7	3.6	23.0	5.4	16.8	3.2	29.9	3.1
Dec 07 <sup>P</sup>	45.2	2.3	13.2	3.0	10.1	1.9	21.9	2.2
<b>Below Secondary</b>								
Dec 06	21.9	4.1	4.1	10.3	3.6	4.9	14.2	3.3
Dec 07 <sup>P</sup>	13.2	2.5	2.0	5.2	1.3	1.9	9.9	2.4
<b>Secondary</b>								
Dec 06	18.5	3.9	6.2	6.1	4.3	3.6	8.1	3.1
Dec 07 <sup>P</sup>	16.0	3.2	5.0	5.1	3.7	3.2	7.3	2.6
<b>Upper Secondary</b>								
Dec 06	9.3	3.7	3.8	5.0	2.1	2.8	3.3	3.4
Dec 07 <sup>P</sup>	5.5	2.2	2.3	3.2	1.4	1.8	1.9	1.9
<b>Polytechnic Diploma</b>								
Dec 06	6.9	3.1	3.7	3.8	1.4	2.2	1.7	3.0
Dec 07 <sup>P</sup>	4.0	1.7	1.9	1.8	1.1	1.6	1.0	1.7
<b>Degree</b>								
Dec 06	13.2	2.9	5.1	4.6	5.5	2.7	2.6	1.8
Dec 07 <sup>P</sup>	6.4	1.3	2.0	1.7	2.6	1.3	1.8	1.2

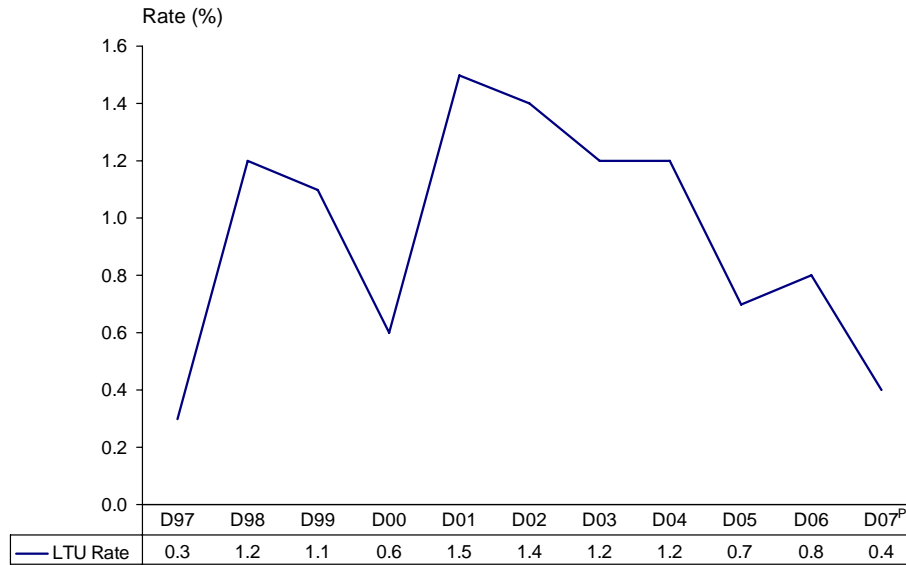
<sup>P</sup> preliminary

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) Figures may not add up to the total due to rounding.

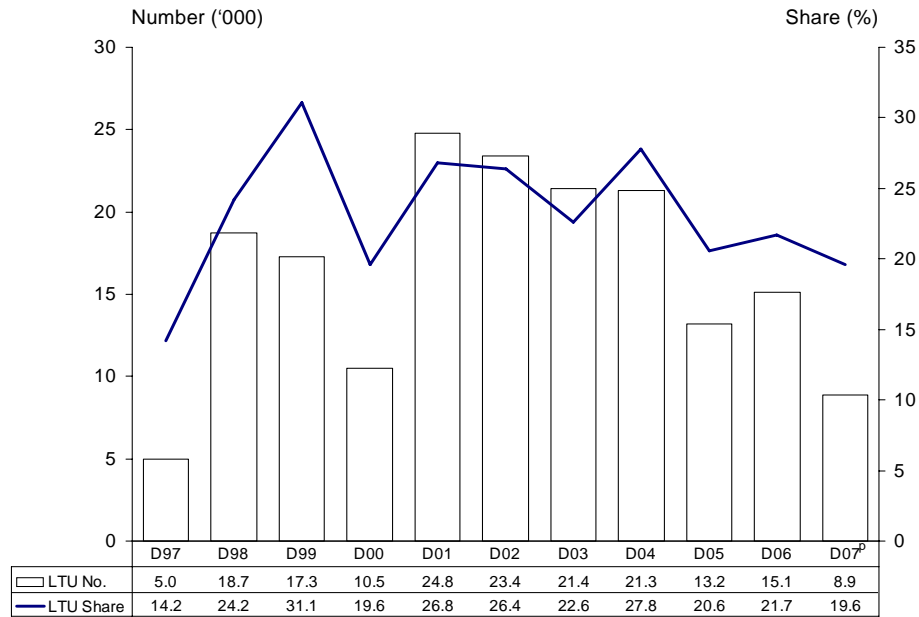
Structural unemployment fell amid the robust employment growth. The resident long-term unemployment rate reached a ten-year low (for December periods) of 0.4% in Dec 07, down from 0.8% a year ago, as the number of residents who had been looking for work for 25 weeks or more fell to 8,900 from 15,100. The share of long-term unemployed residents among the pool of resident job seekers also eased to 20% in Dec 07 from 22% a year ago.

Chart 7  
Resident Long-Term Unemployment Rate  
(Non-Seasonally Adjusted)



<sup>P</sup> preliminary

Chart 8  
Share and Number of Resident Long-Term Unemployment  
(Non-Seasonally Adjusted)

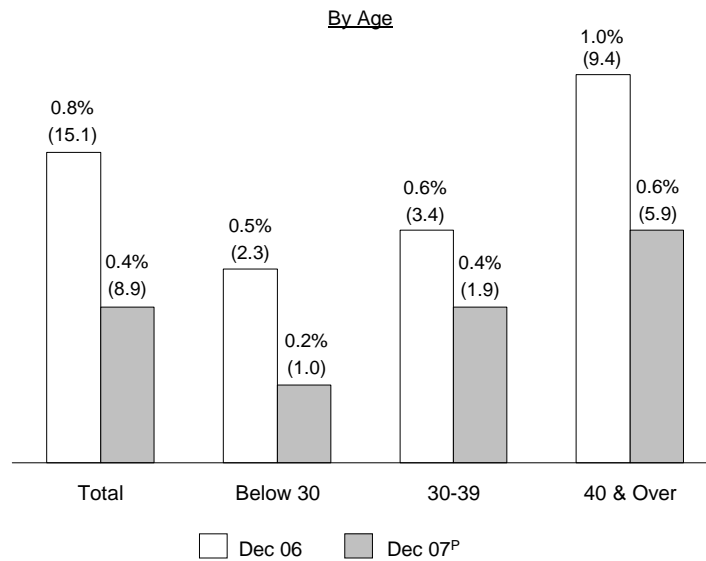
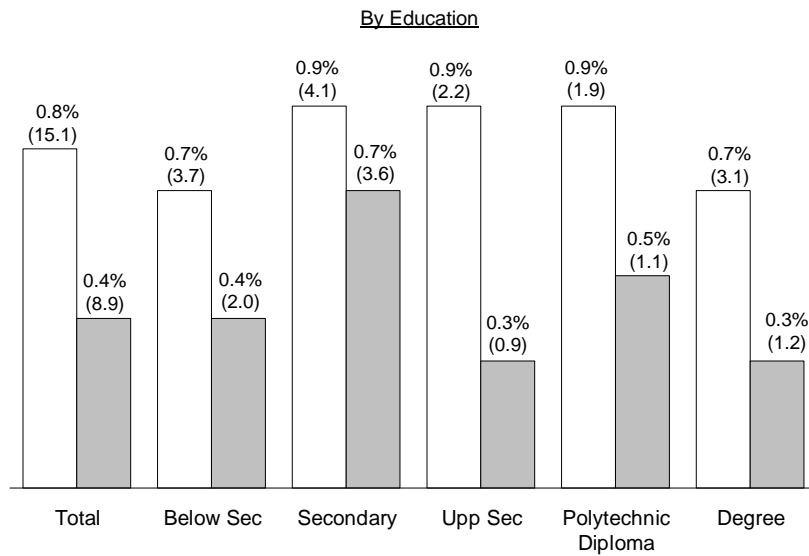


<sup>P</sup> preliminary

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

All education as well as age groups posted lower long-term unemployment rate in Dec 07 than a year ago. Mature residents aged 40 & over continued to post higher long-term unemployment rate (0.6%) than residents in their 30s (0.4%) and those younger (0.2%). Two in three (67%) long-term unemployed residents in Dec 07 were aged 40 & over.

Chart 9  
Resident Long-Term Unemployment Rate and Number  
(Non-Seasonally Adjusted)



<sup>P</sup> preliminary  
( ) : Number of long-term unemployed in thousands.

## Retrenchment

1,966 workers were retrenched in Q4 07, bringing the total number of workers retrenched in 2007 to a 14-year low of 7,675, down substantially from 12,603 in 2006.

Chart 10  
Retrenched Workers



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

Retrenchment fell across all major sectors with manufacturing reporting the largest decrease from 8,810 in 2006 to 5,265 in 2007, mainly reflecting the drop in layoffs from the electronics industry from 6,473 to 2,551. Retrenchment from services declined from 3,333 to 2,381 and construction from 393 to 20. Nevertheless, manufacturing still accounted for the largest share (69%) of retrenched workers, followed by services (31%).

Production & related workers continued to be more vulnerable to retrenchment. They formed 43% of the residents retrenched in the year, disproportionately higher than their contribution to the workforce (22%).

Table 3  
Profile of Resident Retrenched Workers and Employed Residents

Characteristics	Per Cent	
	Resident Retrenched Workers, 2007	Employed Residents, Jun 2007
Total	100.0	100.0
<u>Gender</u>		
Males	51.1	57.5
Females	48.9	42.5
<u>Age</u>		
Below 30	11.6	20.0
30 – 39	29.2	26.9
40 – 49	35.8	27.6
50 & Over	23.4	25.5
<u>Education Attainment</u>		
Below Secondary	32.3	27.6
Secondary	25.1	23.8
Upper Secondary	14.7	12.7
Polytechnic Diploma	11.0	12.1
Degree	17.0	23.8
<u>Occupational Group</u>		
Professionals, Managers, Executives & Technicians	41.5	48.9
Clerical, Sales & Service Workers	15.9	25.2
Production & Transport Operators, Cleaners & Labourers	42.6	22.4
Others	-	3.5

"-": nil or negligible

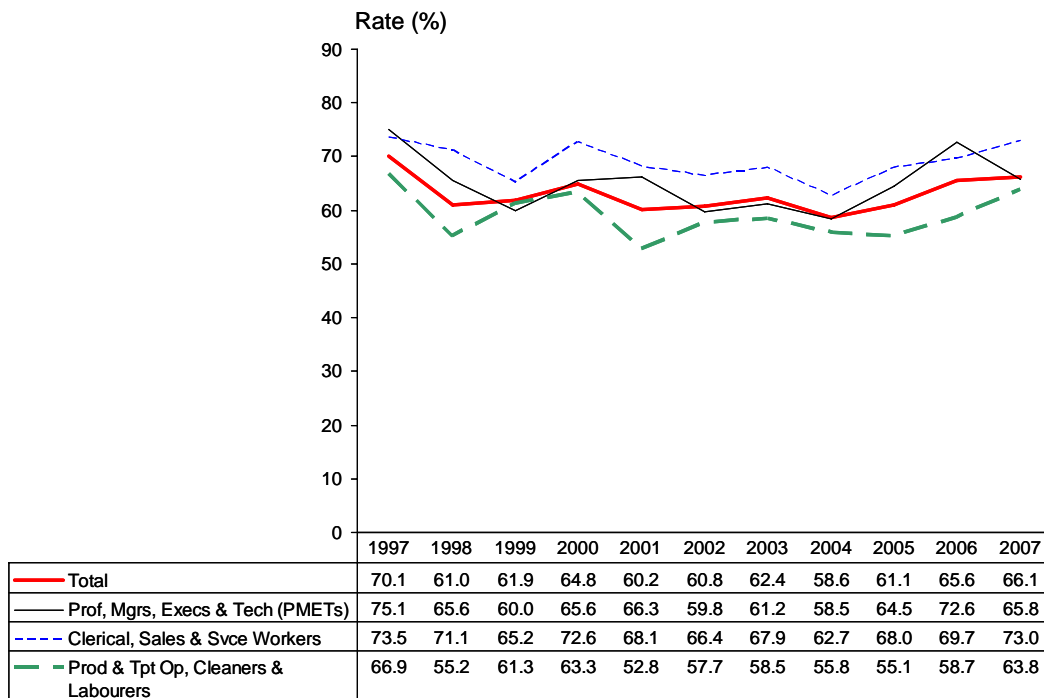
Note: "Others" include agricultural & fishery workers and workers not classifiable by occupation.

The number of workers placed on temporary layoff and short workweek dropped sharply to a 12-year low of 426 from 760 a year ago. However, 2007 saw a near doubling of workers prematurely released from their contracts to 917 from 484 in 2006.

## Re-employment

Based on CPF records, 73% of the residents retrenched in the private sector in the third quarter of 2007 were re-employed by Dec 07, an improvement from 62% in Sep 07. On average, 66% of the residents retrenched secured re-employment within 6 months after retrenchment in 2007. The last time that the re-employment rate exceeded this was in 1997.

Chart 11  
Annual Average Re-employment Rate of Resident Retrenched Workers  
(Within 6 Months after Retrenchment)



Note: Data refer to the simple average of the re-employment rates of residents retrenched from the private sector establishments (each with at least 25 employees) as at Mar, Jun, Sep and Dec of the year within six months after retrenchment.

All age groups posted higher re-employment rate in 2007 than in 2006, except for the older cohort aged 50 & over whose re-employment rate fell from 59% to 52%. Similar to past years, re-employment declined with age.

By occupational group, the re-employment rate of residents retrenched from production & related and clerical, sales & service positions rose to a ten-year high of 64% and 73% respectively. Residents retrenched from professional, manager, executive & technician

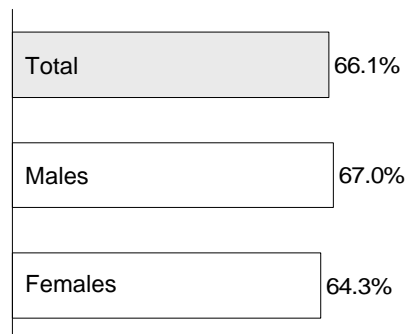
(PMET) jobs saw a decline in re-employment rate to 66% in 2007, after experiencing a sharp improvement to 73% in 2006 from 65% in 2005.

It should be noted that re-employment data are cohort-specific. Two different cohorts of retrenched workers could yield different re-employment rate depending on the profile of the workers involved. Also, the data based on CPF records do not capture retrenched workers who enter into self or informal employment.

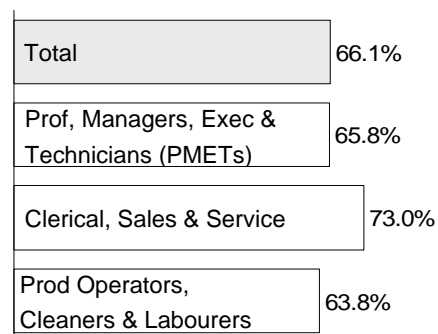
Chart 12  
Average Re-employment Rate of Resident Retrenched Workers  
Within 6 Months after Retrenchment, 2007

	Per Cent					
	Total	Below Sec	Secondary	Upper Sec	Polytechnic Diploma	Degree
Total	66.1	61.7	69.4	71.5	69.2	62.9
Below 30	76.3	66.7	77.3	70.5	77.7	78.5
30 – 39	71.9	68.0	74.9	78.4	70.3	67.6
40 – 49	66.5	65.3	71.0	67.9	66.3	59.1
50 & Over	52.0	52.8	54.9	53.3	60.3	39.8

By Gender



By Occupation

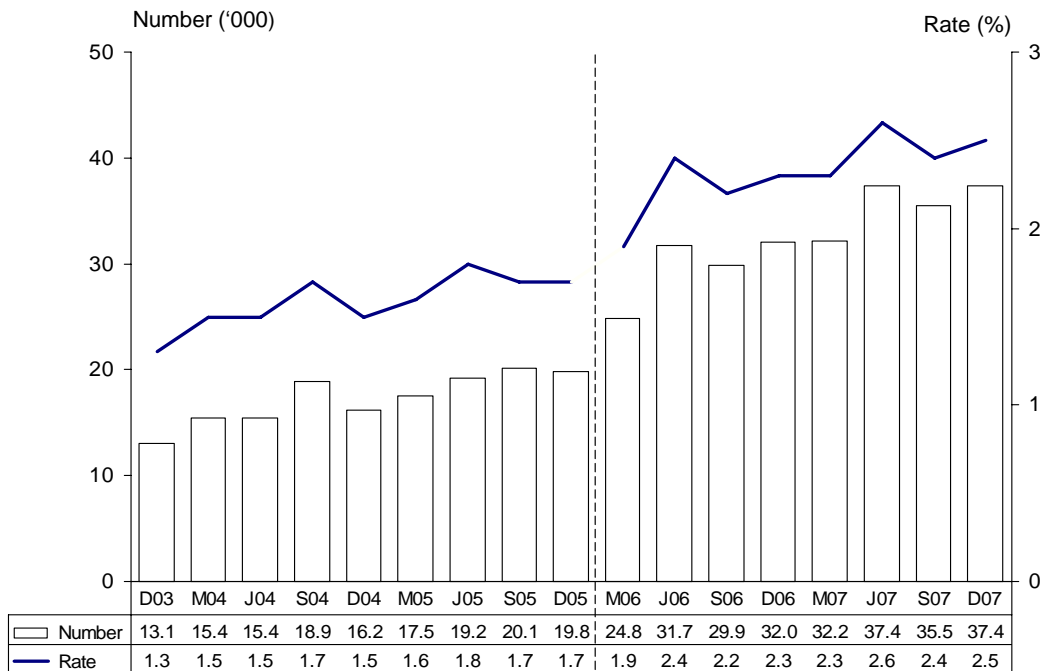


Note : Data refer to the simple average of the re-employment rates of residents retrenched from private sector establishments (each with at least 25 employees) as at Mar 07, Jun 07, Sep 07 and Dec 07 within six months after retrenchment.

## Job Vacancies

There were 37,400 job vacancies in Dec 07, higher than the 35,500 in Sep 07 and 32,000 in Dec 06. These unfilled posts represented 2.5% of manpower demand<sup>3</sup>, up from 2.3% a year ago. Lifted by high vacancy rate in air transport & supporting services (5.2%), land transport & supporting services (4.6%), legal, accounting & management services (4.0%), the shortfall was more pronounced in services (2.8%) than in manufacturing (2.0%) and construction (1.6%).

Chart 13  
Job Vacancies and Job Vacancy Rate



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

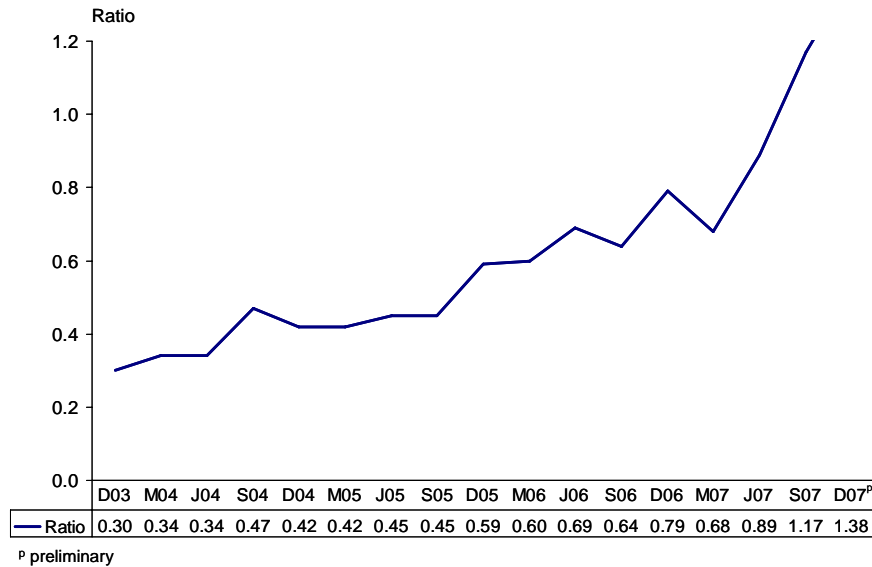
Seven in ten openings (69% or 25,800) in Dec 07 were from services distributed across a wide range of industries led by community, social & personal services (17% or 6,500), transport & storage (11% or 4,000), wholesale & retail trade (10% or 3,900) and professional services (8.3% or 3,100). Manufacturing contributed 8,100 (or 22%) openings. The remaining 2,700 (or 7.2%) vacancies were from construction.

<sup>3</sup> Total manpower demand is the sum of the number of employees and job vacancies.

Professional, manager, executive & technician (PMET) positions continued to account for the highest share of the vacancies (44% or 16,500) in Dec 07. This is followed by openings for production operator, cleaner & labourer (32% or 11,900) and clerical, sales & service worker (24% or 9,000).

With the rise in job vacancies and low unemployment, the seasonally adjusted ratio of job vacancies to unemployed persons hit a decade-high with 138<sup>P</sup> job openings for every 100 job seekers in Dec 07, a sharp improvement from 117 in Sep 07 and 79 in Dec 06.

Chart 14  
Ratio of Job Vacancies to Unemployed Persons  
(Seasonally Adjusted)

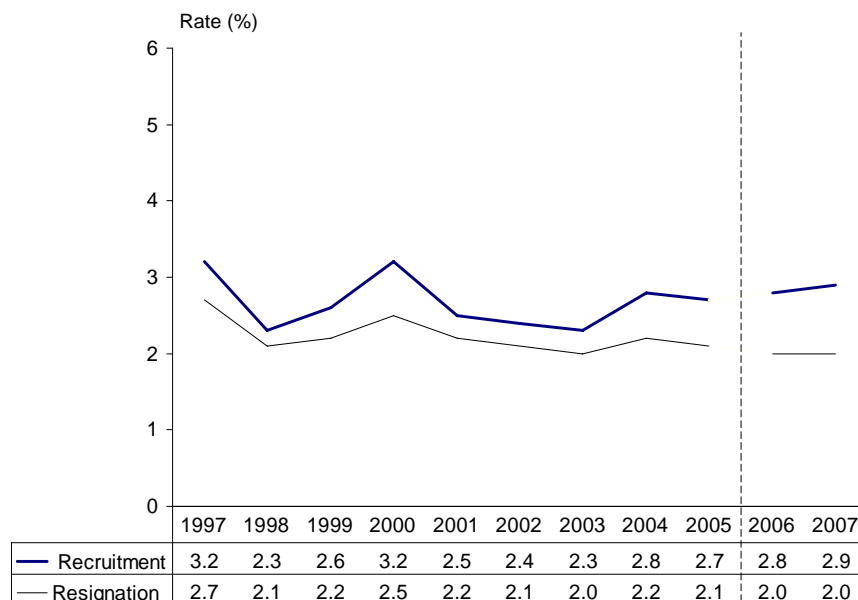


## Labour Turnover

The average monthly recruitment rate rose over the year from 2.8% in 2006 to 2.9% in 2007, while the resignation rate was unchanged at 2.0%. All three major occupational groupings saw higher recruitment and resignation rates except for production & related workers where the resignation rate was the same as in 2006.

The resignation rate varied widely across industries from below 1.0% in air transport & supporting services and education & public administration (both 0.7%) to as high as 5.0% in restaurants and 4.1% in retail trade. Typically, the rate of recruitment is higher than resignation rate as employers hire workers both to replace those who have left and to fill new posts created due to business expansion. Industries where there is a large gap between the recruitment rate and resignation rate are those that are hiring to expand headcount. In 2007, these industries included architectural & engineering services (recruitment: 4.0%, resignation: 2.0%) and construction (recruitment: 3.3%, resignation 1.6%).

Chart 15  
Average Monthly Recruitment and Resignation Rates

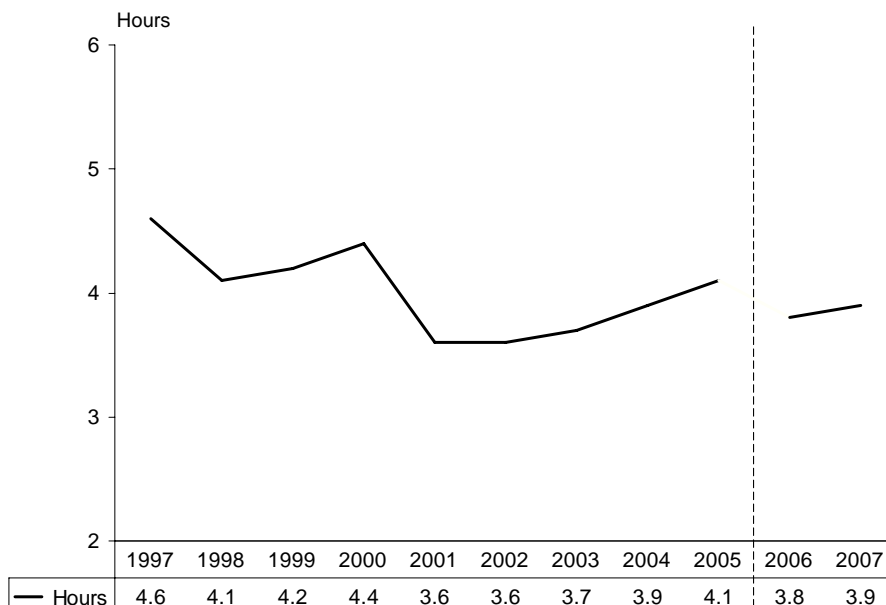


Note: There is a break in the series as demarcated by the vertical dashed line. Prior to 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

## Hours Worked

In 2007, paid overtime worked averaged 3.9 hours per week, a tad higher than 3.8 hours the year before. Across the major sectors, construction registered the highest increase from 7.2 to 7.5 hours, followed by manufacturing from 7.4 to 7.5 hours. Paid overtime worked was unchanged in services at 1.6 hours.

Chart 16  
Average Weekly Paid Overtime Hours Worked



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

## Earnings & Productivity

Nominal earnings rose over the year by 4.3% in Q4 07, down from growth of 6.9% in Q3 07. This brought earnings growth in 2007 to 6.2%, up from 3.2% in 2006, but lower than 8.9% during the last economic boom in 2000. After accounting for inflation, the growth in real terms was 4.0% in 2007, 2.2% in 2006 and 7.5% in 2000. The real earnings growth was positive across all industries, with above-average increases registered in transport & storage (5.6%), financial services (5.4%) and community, social & personal services (4.2%).

Table 4  
Labour Productivity and Real Earnings Growth  
(Over Corresponding Period of Previous Year)

Industry	2006		2007	
	Labour Productivity	Real Earnings*	Labour Productivity <sup>p</sup>	Real Earnings*
Total	1.5	2.2	-0.9	4.0
(Excluding Construction)	1.6	2.3	-0.9	4.1
Manufacturing	3.9	2.5	-3.2	1.9
Construction	-2.6	-0.8	7.5	3.0
Wholesale & Retail Trade	5.7	1.8	1.4	3.1
Transport & Storage	1.1	-0.5	2.5	5.6
Hotels & Restaurants	-2.1	0.5	-6.4	2.3
Information & Communications	-3.7	3.2	-3.2	3.6
Financial Services	2.2	4.7	2.1	5.4
Business Services	-3.2	2.3	-5.0	4.0
Community, Social & Personal Services	-0.6	2.4	-1.3	4.2

<sup>p</sup> preliminary

\* deflated by CPI

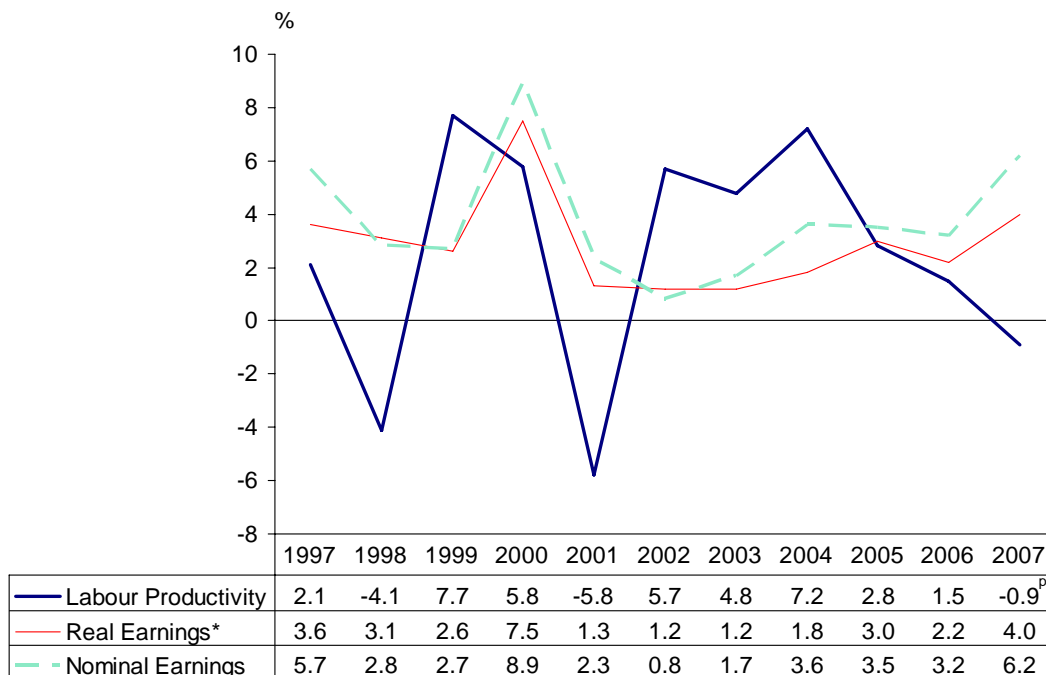
Source : Department of Statistics, Ministry of Trade and Industry  
Central Provident Fund Board

Labour productivity contracted over the year by 3.7% in Q4 07, following a minimal gain of 0.4% in the preceding quarter. For the whole year of 2007, productivity shrank by 0.9% after experiencing slowing growth in the preceding two years (1.5% in 2006 and 2.8% in 2005). The last time productivity had contracted was during the economic downturn in 2001. This time round, while there was healthy output growth, it failed to keep pace with the record increase in manpower. The contraction in productivity was the sharpest in hotels & restaurants (-6.4%) followed by business services (-5.0%), information & communications (-3.2%) and manufacturing (-3.2%) and community, social & personal services (-1.3%).

These declines outweighed the gains in productivity in construction (7.5%), transport & storage (2.5%), financial services (2.1%) and wholesale & retail (1.4%) industries.

Following the contraction in productivity, the gains in real earnings outpaced productivity for the third consecutive year. Over the three years from 2004 to 2007, productivity grew at a pace of 1.1% p.a., slower than real earnings growth of 3.1% p.a. Nevertheless, over a longer period of five years or more, growth in productivity still outpaced real earnings (Table 5). To minimise cyclical effects, productivity trends are often analyzed over a longer period, preferably over the course of a business cycle.

Chart 17  
Changes in Average (Mean) Monthly Earnings and Labour Productivity



<sup>p</sup> preliminary

\* deflated by CPI

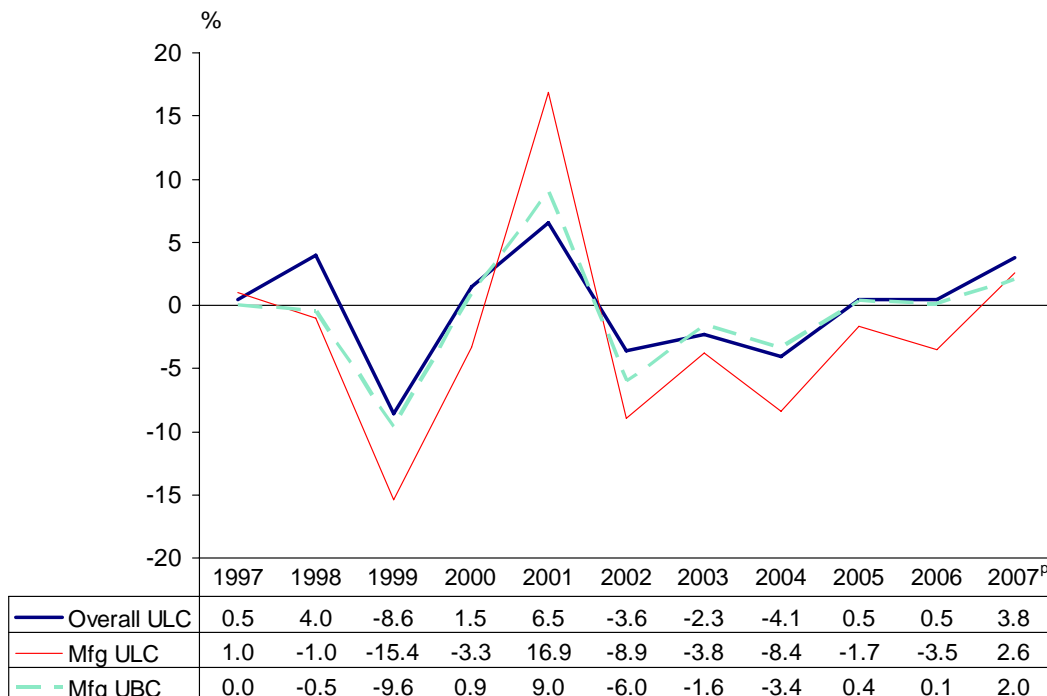
Sources : Department of Statistics, MTI  
Central Provident Fund Board

Table 5  
Annualised Growth of Labour Productivity and Real Average (Mean)  
Earnings Growth

	Annualised Change From		
	Per Cent		
	2000-2007 (7-year)	2002-2007(5-year)	2004-2007 (3-year)
Labour Productivity Growth	2.1	3.0	1.1
Real Average Monthly Earnings	2.1	2.5	3.1
Nominal Average Monthly Earnings	3.0	3.6	4.3

The overall unit labour cost (ULC) rose for the third straight year. The increase at 3.8% in 2007 is higher than the 0.5% rise in each of the preceding two years but less than 6.5% during the economic downturn in 2001. In the manufacturing sector, ULC went up by 2.6% in 2007, after five consecutive years of decline. The increase in manufacturing ULC, together with the rise in services costs (mainly warehousing and rental of premises) and government rates & fees (mainly property prices), pushed up the unit business cost (UBC) in manufacturing by 2.0% in 2007, higher than the marginal increase of 0.1% in 2006 and 0.4% in 2005.

Chart 18  
Change in Cost Indices

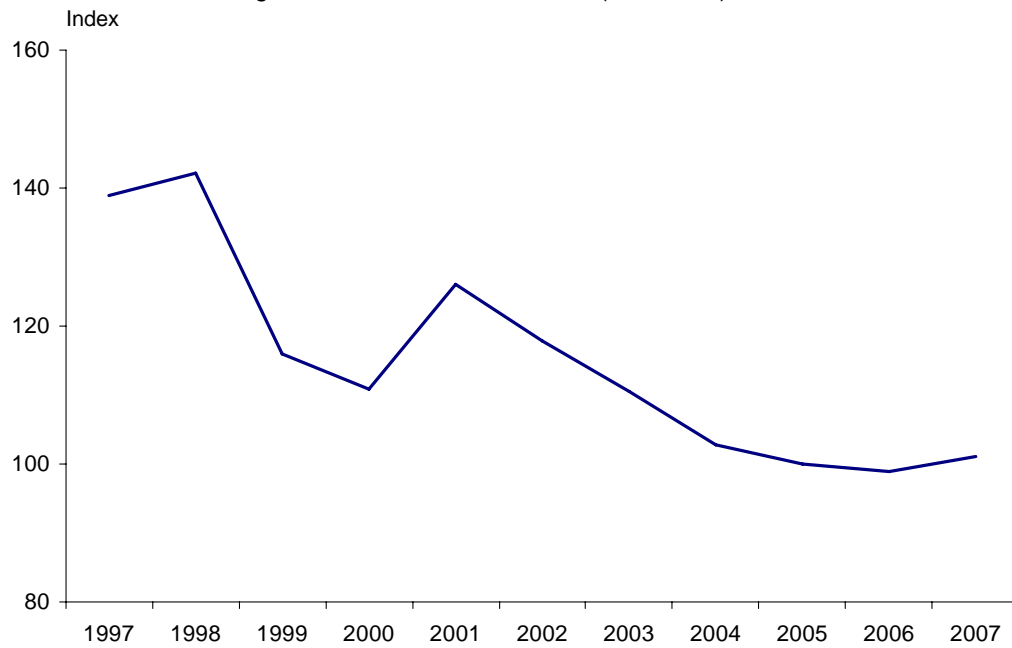


<sup>P</sup> preliminary

Source: Department of Statistics, MTI

Singapore's manufacturing ULC relative to 16 other economies rose slightly by 2.2% in 2007 due to the increase in Singapore's ULC and the appreciation of the Singapore dollar. This followed a generally declining trend (except for a surge in 2001) in the post-Asian crisis period. The prevailing RULC index was around 30% below the high experienced during the Asian crisis.

Chart 19  
Relative Unit Labour Cost (RULC) in Manufacturing  
Against Selected 16 Economies (2005=100)



Source: Department of Statistics, MTI

## Employment Outlook

Amid a more cautious business outlook in the first half of 2008<sup>4</sup>, a net weighted balance of 19% of firms in the services sector expect to raise headcount in Q1 08, lower than 27% in the preceding quarter. All services industries registered a lower net balance expecting to hire, except for financial services and hotels which were more upbeat in their hiring expectation than in the previous quarter.

A smaller net weighted balance of 11% of manufacturing firms anticipate an increase in employment, down from 14% in the previous quarter. Pulled up by the marine and offshore engineering which foresees sustained demand for shipyard and conversion services, a higher net balance of 30% of firms in the transport engineering cluster expect to increase employment, but this has also declined from 37% in the preceding quarter.

Chart 20  
Companies' Quarterly Employment Forecast by Industry  
(Net Weighted Balance of Firms)



Sources : Survey of Business Expectations of Industrial Establishments, Economic Development Board  
Business Expectations Survey (Commerce & Services Sectors), Department of Statistics, MTI

<sup>4</sup> A net weighted balance of 8% of firms in services in expect business conditions to improve in the next 6 months ending Jun 08 as compared to 23% in the previous quarter. The corresponding figure for manufacturing firms was 2%, substantially lower than 25% a quarter ago.

Sources : Business Expectations for the Services Sector, First Quarter 2008, 31 January 2008, Department of Statistics, MTI.  
Business Expectations for the Manufacturing Sector, First Quarter 2008, 31 January 2008, Economic Development Board.

## ***Concluding Remarks***

The strong economy has led to another record-breaking year for employment creation in 2007. This has brought down unemployment rate to a decade low and boosted growth in workers' earnings. However, productivity has contracted in the year as the growth in output has not kept pace with the record increase in manpower.

# Statistical Updates

Labour Market, 2007

## 1.1 EMPLOYMENT

Industry	Employment Change								Employment Dec 2007
	2005	2006	2007	2006	2007				
				IV	I	II	III	IV	
<b>SSIC 2005 TOTAL</b>	<b>113.3</b>	<b>176.0</b>	<b>234.9</b>	<b>51.5</b>	<b>49.4</b>	<b>64.4</b>	<b>58.6</b>	<b>62.5</b>	<b>2 730.8</b>
<b>C15-36 MANUFACTURING</b>	<b>29.1</b>	<b>41.6</b>	<b>49.3</b>	<b>10.9</b>	<b>10.1</b>	<b>15.9</b>	<b>12.4</b>	<b>10.9</b>	<b>566.8</b>
C15-17 Food, Beverages & Tobacco	2.5	2.3	3.2	1.2	0.7	0.9	0.5	1.1	33.3
C22-23 Paper Products & Printing	1.0	0.7	0.1	-0.1	-	0.1	-0.2	0.2	26.9
C24-26 Petroleum, Chemical & Pharmaceutical	1.6	3.5	5.6	0.5	1.6	1.5	1.2	1.3	38.9
C27 Rubber & Plastic Products	-0.9	0.1	0.5	0.1	0.3	0.5	0.1	-0.5	18.2
C30 Fabricated Metal Products	1.5	2.0	1.9	0.4	0.5	0.7	0.4	0.4	31.1
C31 Machinery & Equipment	5.2	6.3	4.5	1.3	1.2	1.6	1.1	0.6	74.4
C32 Electrical Products	-	0.8	0.3	-	-0.2	-	0.3	0.2	10.8
C33 Electronic Products	2.7	3.3	-0.6	0.5	-0.6	-1.3	0.8	0.5	110.5
C34 Medical & Precision Instruments	0.5	-1.2	0.4	-0.3	-0.7	0.8	-	0.3	15.6
C35 Transport Equipment	14.2	21.8	30.1	6.6	7.2	10.0	7.4	5.5	152.4
Other Manufacturing Industries	0.7	2.1	3.4	0.8	0.1	1.1	0.9	1.3	54.7
<b>F45 CONSTRUCTION</b>	<b>8.7</b>	<b>20.5</b>	<b>40.4</b>	<b>5.8</b>	<b>5.4</b>	<b>10.9</b>	<b>11.3</b>	<b>12.7</b>	<b>295.9</b>
<b>G-V SERVICES</b>	<b>73.8</b>	<b>112.7</b>	<b>143.1</b>	<b>34.4</b>	<b>33.7</b>	<b>36.8</b>	<b>34.1</b>	<b>38.5</b>	<b>1 849.6</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>12.6</b>	<b>18.5</b>	<b>19.9</b>	<b>7.5</b>	<b>4.9</b>	<b>3.9</b>	<b>4.6</b>	<b>6.5</b>	<b>384.9</b>
G50 Wholesale Trade	7.6	15.3	18.2	5.2	4.7	5.9	4.9	2.6	237.2
G51 Retail Trade	5.1	3.3	1.7	2.3	0.1	-2.0	-0.3	3.9	147.6
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>6.4</b>	<b>6.0</b>	<b>5.0</b>	<b>1.6</b>	<b>-0.3</b>	<b>3.0</b>	<b>-2.1</b>	<b>4.4</b>	<b>184.0</b>
H52, H552 Land Transport & Supporting Services	1.4	1.6	3.0	0.5	0.6	0.5	0.7	1.3	72.1
H53, H553 Water Transport & Supporting Services	2.6	1.5	5.4	0.6	0.9	1.6	1.2	1.7	43.6
H54, H554 Air Transport & Supporting Services <sup>^</sup>	-0.6	1.0	-4.8	0.3	-1.8	0.8	-3.9	0.2	23.8
Other Transport & Storage Services	3.0	1.9	1.4	0.2	0.1	0.1	-0.1	1.2	44.5
<b>J58 HOTELS AND RESTAURANTS</b>	<b>5.7</b>	<b>12.6</b>	<b>16.3</b>	<b>8.7</b>	<b>1.8</b>	<b>4.6</b>	<b>2.5</b>	<b>7.4</b>	<b>162.1</b>
J581 Hotels	0.7	0.5	0.6	2.0	-1.2	-0.5	0.2	2.2	26.9
J582 Restaurants	5.0	12.1	15.7	6.7	3.0	5.1	2.4	5.2	135.1
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>3.7</b>	<b>6.5</b>	<b>6.3</b>	<b>2.3</b>	<b>1.2</b>	<b>2.1</b>	<b>2.0</b>	<b>0.9</b>	<b>79.4</b>
K60-61 Broadcasting & Publishing	0.2	0.5	0.6	-0.2	-0.1	0.1	0.1	0.5	14.5
K62 Telecommunications	-0.5	0.2	0.5	0.5	-0.3	0.5	-	0.3	18.2
K63 IT & Other Information Services	3.9	5.8	5.2	2.0	1.6	1.6	1.9	0.2	46.7
<b>L65-66 FINANCIAL SERVICES</b>	<b>7.7</b>	<b>11.3</b>	<b>21.9</b>	<b>2.6</b>	<b>5.1</b>	<b>4.4</b>	<b>9.7</b>	<b>2.7</b>	<b>149.1</b>
L65 Financial Institutions	6.1	9.7	20.9	2.4	4.8	4.1	9.6	2.4	125.3
L66 Insurance	1.6	1.6	1.0	0.3	0.4	0.2	0.1	0.3	23.8
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>2.5</b>	<b>4.5</b>	<b>8.6</b>	<b>1.1</b>	<b>1.6</b>	<b>3.3</b>	<b>1.9</b>	<b>1.8</b>	<b>61.4</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>7.7</b>	<b>13.8</b>	<b>22.2</b>	<b>4.2</b>	<b>4.8</b>	<b>6.0</b>	<b>6.2</b>	<b>5.2</b>	<b>150.5</b>
N73 Legal, Accounting & Management Services	3.5	5.8	9.9	1.3	1.9	2.1	2.8	3.1	78.0
N74 Architectural & Engineering Services	2.0	4.8	6.4	1.3	1.5	2.2	1.7	1.1	40.3
N75-76 Other Professional Services	2.2	3.3	5.8	1.6	1.4	1.7	1.7	1.1	32.2
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>10.1</b>	<b>15.8</b>	<b>10.9</b>	<b>1.7</b>	<b>3.7</b>	<b>2.5</b>	<b>1.9</b>	<b>2.9</b>	<b>124.1</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>17.5</b>	<b>23.7</b>	<b>32.1</b>	<b>4.6</b>	<b>10.9</b>	<b>7.2</b>	<b>7.4</b>	<b>6.7</b>	<b>554.1</b>
P80, T94 Education & Public Administration	4.1	6.1	6.3	1.6	3.6	1.4	0.6	0.8	178.6
Q85-86 Health & Social Services	1.4	3.0	5.6	0.8	1.5	1.6	1.8	0.6	74.0
R,S,U & V Other Community, Social & Personal Services	11.9	14.6	20.3	2.1	5.8	4.1	5.1	5.3	301.6
<b>OTHERS*</b>	<b>1.7</b>	<b>1.1</b>	<b>2.1</b>	<b>0.5</b>	<b>0.3</b>	<b>0.7</b>	<b>0.7</b>	<b>0.4</b>	<b>18.5</b>

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

Source : Employment Statistics, MOM

<sup>^</sup> Sharp decline in Q3 2007 employment is partly due to reclassification of a few companies to Financial Services.

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.

'-' : nil or negligible

## 1.2 EMPLOYMENT

### COMPANIES' QUARTERLY EMPLOYMENT FORECAST BY INDUSTRY

Industry	Net Weighted Balance in Per Cent								
	2006				2007				2008
	I	II	III	IV	I	II	III	IV	I
<b>Manufacturing</b>	+ 7	+ 14	+ 28	+ 22	+ 23	+ 20	+ 9	+ 14	+ 11
<b>Electronics</b>	+ 1	+ 7	+ 30	+ 15	+ 14	+ 24	+ 13	+ 19	+ 18
<b>Chemicals</b>	+ 1	+ 5	+ 1	+ 5	+ 6	+ 1	+ 2	+ 5	+ 5
Petroleum	0	0	0	0	0	0	0	0	0
Petrochemicals	- 6	0	- 3	0	+ 6	0	+ 3	0	0
Specialty Chemicals	+ 3	+ 14	+ 1	+ 19	+ 13	- 1	- 1	+ 16	+ 16
<b>Biomedicals</b>	+ 1	+ 1	+ 69	+ 71	+ 69	+ 8	0	+ 2	0
Pharmaceuticals	0	0	+ 81	+ 81	+ 81	0	0	0	0
Medical Technology	+ 6	+ 6	0	+ 11	0	+ 48	0	+ 11	0
<b>Precision Engineering</b>	+ 9	+ 12	+ 6	+ 3	+ 5	+ 8	+ 3	+ 3	- 4
<b>Transport Engineering</b>	+ 41	+ 65	+ 44	+ 47	+ 45	+ 60	+ 27	+ 37	+ 30
<b>General Manufacturing Industries</b>	- 2	+ 7	+ 12	+ 2	+ 12	+ 10	+ 9	+ 11	+ 9
<b>Total Services Sector</b>	+ 13	+ 17	+ 11	+ 20	+ 18	+ 23	+ 20	+ 27	+ 19
<b>Wholesale &amp; Retail Trade</b>	0	+ 4	+ 7	+ 25	+ 8	+ 12	+ 10	+ 18	+ 8
Wholesale Trade	+ 2	+ 6	+ 6	+ 17	+ 4	+ 16	+ 11	+ 15	+ 12
Retail Trade	- 6	0	+ 9	+ 44	+ 16	0	+ 7	+ 26	- 1
<b>Transport &amp; Storage</b>	+ 27	+ 35	+ 15	+ 19	+ 11	+ 37	+ 27	+ 40	+ 37
<b>Hotels &amp; Catering</b>	+ 23	+ 15	+ 3	+ 14	+ 20	+ 25	+ 20	+ 46	+ 9
Hotels	+ 22	+ 17	+ 7	+ 17	+ 4	+ 19	+ 4	+ 18	+ 24
Catering	+ 25	+ 14	+ 1	+ 12	+ 31	+ 27	+ 26	+ 56	+ 3
<b>Information &amp; Communications</b>	+ 15	+ 3	+ 7	+ 4	+ 11	+ 15	+ 7	+ 15	+ 11
<b>Financial Services</b>	+ 42	+ 51	+ 30	+ 35	+ 56	+ 39	+ 49	+ 45	+ 58
Banks & Finance Companies	+ 48	+ 61	+ 26	+ 32	+ 63	+ 44	+ 61	+ 65	+ 67
Stock, Share & Bond Brokers	+ 14	+ 21	+ 17	+ 27	+ 27	+ 5	+ 16	+ 18	+ 25
Fund Management	+ 61	+ 64	+ 66	+ 62	+ 59	+ 72	+ 68	+ 37	+ 61
Insurance Companies	+ 38	+ 40	+ 45	+ 43	+ 56	+ 27	+ 44	+ 10	+ 64
Other Financial Services	+ 20	+ 20	+ 20	+ 32	+ 24	+ 36	+ 29	+ 28	+ 36
<b>Real Estate</b>	- 2	- 3	+ 3	+ 3	+ 3	+ 24	+ 18	+ 13	+ 13
<b>Business Services</b>	+ 14	+ 27	+ 15	+ 19	+ 32	+ 31	+ 27	+ 23	+ 20

Notes : "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.

Manufacturing industries are classified based on SSIC 2005 from Q2 2006 onwards, while data prior to Q2 2006 are based on SSIC 2000.

Services industries are classified based on SSIC 2005.

Source : Survey of Business Expectations of Industrial Establishments, EDB  
Survey of Business Expectations in the Services Sector, DOS

## 2.1 UNEMPLOYMENT

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

In Thousands

Characteristics	2005	2006	2007 <sup>P</sup>	2006	2007			
				Dec	Mar	Jun	Sep	Dec <sup>P</sup>
<b>TOTAL</b>	<b>74.9</b>	<b>67.6</b>	<b>56.9</b>	<b>69.7</b>	<b>66.0</b>	<b>76.1</b>	<b>40.4</b>	<b>45.2</b>
				<b>(70.2)</b>	<b>(77.0)</b>	<b>(60.2)</b>	<b>(45.5)</b>	<b>(45.6)</b>
<b>GENDER</b>								
Males	40.8	37.3	30.9	38.6	35.6	40.5	22.4	25.1
Females	34.1	30.3	26.0	31.1	30.5	35.5	18.0	20.0
<b>AGE GROUP (YEARS)</b>								
Below 30	24.3	21.6	18.1	23.0	21.1	26.1	11.8	13.2
30 - 39	15.5	15.3	12.3	16.8	14.0	15.5	9.6	10.1
40 - 49	18.2	15.6	12.8	15.6	15.2	16.7	9.9	9.2
50 & Over	16.8	15.1	13.8	14.4	15.7	17.8	9.1	12.7
<b>EDUCATIONAL ATTAINMENT</b>								
Primary and Below	13.1	11.0	8.5	9.7	10.0	11.6	6.2	6.3
Lower Secondary	13.0	11.0	8.4	12.3	10.0	12.0	4.6	6.9
Secondary	20.2	18.0	15.9	18.5	17.7	19.5	10.3	16.0
Upper Secondary	10.4	8.8	7.1	9.3	9.2	9.0	4.8	5.5
Polytechnic Diploma	5.6	6.4	6.0	6.9	7.4	7.9	4.9	4.0
Degree	12.6	12.3	11.0	13.2	11.8	16.0	9.6	6.4

Notes : Quarterly figures are as at end of quarter.

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

Source : Labour Force Survey, MOM

( ) seasonally adjusted  
<sup>P</sup> preliminary

## 2.2 UNEMPLOYMENT

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

Per Cent

Characteristics	2005	2006	2007 <sup>P</sup>	2006	2007			
				Dec	Mar	Jun	Sep	Dec <sup>P</sup>
<b>TOTAL</b>	4.1	3.6	3.0	3.6	3.4	4.0	2.1	2.3
				(3.6)	(4.0)	(3.1)	(2.3)	(2.3)
<b>GENDER</b>								
Males	3.9	3.4	2.8	3.5	3.2	3.7	2.0	2.2
Females	4.5	3.7	3.1	3.7	3.7	4.3	2.2	2.3
<b>AGE GROUP (YEARS)</b>								
Below 30	6.2	5.4	4.5	5.4	5.3	6.6	3.0	3.0
30 - 39	3.1	3.0	2.4	3.2	2.6	3.0	1.9	1.9
40 - 49	3.6	3.0	2.4	3.0	2.9	3.2	1.8	1.8
50 & Over	4.1	3.4	2.9	3.2	3.3	3.6	1.9	2.6
<b>EDUCATIONAL ATTAINMENT</b>								
Primary and Below	4.5	3.8	2.9	3.3	3.4	4.0	2.0	2.2
Lower Secondary	5.9	4.6	3.5	5.0	4.3	4.9	1.9	2.9
Secondary	4.6	3.9	3.4	3.9	3.7	4.3	2.2	3.2
Upper Secondary	4.0	3.6	2.9	3.7	3.5	3.7	2.0	2.2
Polytechnic Diploma	2.9	3.0	2.7	3.1	3.4	3.4	2.2	1.7
Degree	3.1	2.8	2.4	2.9	2.6	3.5	2.1	1.3

Notes : Quarterly figures are as at end of quarter.  
Annual figures are the simple averages  
of the unemployment figures obtained at quarterly intervals.

Source : Labour Force Survey, MOM

( ) seasonally adjusted  
<sup>P</sup> preliminary

### 3.1 RETRENCHMENT

#### RETRENCHED WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

				Number							
				2005	2006	2007	2006				
							IV	I	II	III	IV
<b>SSIC 2005</b>	<b>TOTAL</b>			<b>10 294</b>	<b>12 603</b>	<b>7 675</b>	<b>3 215</b>	<b>1 964</b>	<b>1 918</b>	<b>1 827</b>	<b>1 966</b>
	<b>INDUSTRY</b>										
<b>C15-36</b>	<b>MANUFACTURING</b>			<b>6 809</b>	<b>8 810</b>	<b>5 265</b>	<b>2 447</b>	<b>1 393</b>	<b>1 352</b>	<b>1 254</b>	<b>1 266</b>
C15-17	Food, Beverages & Tobacco			87	130	119	14	23	91	1	4
C22-23	Paper Products & Printing			63	37	192	-	56	29	28	79
C24-26	Petroleum, Chemical & Pharmaceutical Products			143	118	48	79	22	5	7	14
C27	Rubber & Plastic Products			671	208	226	40	34	30	40	122
C30	Fabricated Metal Products			414	699	520	381	127	248	18	127
C31	Machinery & Equipment			382	399	391	115	49	122	66	154
C32	Electrical Products			367	167	235	53	165	13	44	13
C33	Electronic Products			4 094	6 473	2 551	1 630	639	717	532	663
C34	Medical & Precision Instruments			76	36	101	22	59	1	-	41
C35	Transport Equipment			23	100	91	59	2	1	79	9
	Other Manufacturing Industries			489	443	791	54	217	95	439	40
<b>F45</b>	<b>CONSTRUCTION</b>			<b>209</b>	<b>393</b>	<b>20</b>	<b>2</b>	<b>1</b>	<b>7</b>	<b>7</b>	<b>5</b>
<b>G-V</b>	<b>SERVICES</b>			<b>3 263</b>	<b>3 333</b>	<b>2 381</b>	<b>750</b>	<b>561</b>	<b>559</b>	<b>566</b>	<b>695</b>
<b>G50-51</b>	<b>WHOLESALE AND RETAIL TRADE</b>			<b>919</b>	<b>892</b>	<b>810</b>	<b>210</b>	<b>201</b>	<b>134</b>	<b>237</b>	<b>238</b>
G50	Wholesale Trade			803	837	691	186	158	123	176	234
G51	Retail Trade			116	55	119	24	43	11	61	4
<b>H52-56</b>	<b>TRANSPORT AND STORAGE</b>			<b>277</b>	<b>426</b>	<b>255</b>	<b>62</b>	<b>80</b>	<b>85</b>	<b>40</b>	<b>50</b>
H52, H552	Land Transport & Supporting Services			26	30	16	5	1	15	-	-
H53, H553	Water Transport & Supporting Services			45	102	24	27	9	9	1	5
H54, H554	Air Transport & Supporting Services			55	174	122	25	23	58	33	8
	Other Transport & Storage Services			151	120	93	5	47	3	6	37
<b>J58</b>	<b>HOTELS AND RESTAURANTS</b>			<b>77</b>	<b>225</b>	<b>308</b>	<b>111</b>	<b>60</b>	<b>31</b>	<b>147</b>	<b>70</b>
J581	Hotels			3	92	147	91	-	-	147	-
J582	Restaurants			74	133	161	20	60	31	-	70
<b>K60-63</b>	<b>INFORMATION AND COMMUNICATIONS</b>			<b>589</b>	<b>590</b>	<b>208</b>	<b>132</b>	<b>42</b>	<b>47</b>	<b>18</b>	<b>101</b>
K60-61	Broadcasting & Publishing			184	96	63	74	20	30	8	5
K62	Telecommunications			320	404	75	21	5	6	4	60
K63	IT & Other Information Services			85	90	70	37	17	11	6	36
<b>L65-66</b>	<b>FINANCIAL SERVICES</b>			<b>686</b>	<b>391</b>	<b>162</b>	<b>54</b>	<b>34</b>	<b>47</b>	<b>30</b>	<b>51</b>
L65	Financial Institutions			662	380	159	51	34	47	30	48
L66	Insurance			24	11	3	3	-	-	-	3
<b>M70-71</b>	<b>REAL ESTATE AND LEASING SERVICES</b>			<b>76</b>	<b>145</b>	<b>17</b>	<b>21</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>7</b>
<b>N73-76</b>	<b>PROFESSIONAL SERVICES</b>			<b>309</b>	<b>254</b>	<b>283</b>	<b>76</b>	<b>34</b>	<b>43</b>	<b>52</b>	<b>154</b>
N73	Legal, Accounting & Management Services			103	112	105	67	17	31	25	32
N74	Architectural & Engineering Services			180	100	129	4	8	8	10	103
N75-76	Other Professional Services			26	42	49	5	9	4	17	19
<b>O78</b>	<b>ADMINISTRATIVE AND SUPPORT SERVICES</b>			<b>63</b>	<b>87</b>	<b>101</b>	<b>24</b>	<b>33</b>	<b>21</b>	<b>31</b>	<b>16</b>
<b>P80-V99</b>	<b>COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>			<b>267</b>	<b>323</b>	<b>237</b>	<b>60</b>	<b>67</b>	<b>151</b>	<b>11</b>	<b>8</b>
P80 & T94	Education & Public Administration			8	130	112	16	29	74	7	2
Q85-86	Health & Social Services			222	105	31	8	18	9	2	2
R,S,U & V	Other Community, Social & Personal Services			37	88	94	36	20	68	2	4
<b>A, B, D, E</b>	<b>OTHERS*</b>			<b>13</b>	<b>67</b>	<b>9</b>	<b>16</b>	<b>9</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>OCCUPATIONAL GROUP</b>										
	Professionals, Managers, Executives & Technicians			3 166	3 724	2 492	961	635	544	647	666
	Clerical, Sales & Service Workers			1 311	1 401	1 030	335	261	231	320	218
	Production & Transport Operators, Cleaners & Labourers			5 817	7 478	4 153	1 919	1 068	1 143	860	1 082

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

Source : Labour Market Survey, MOM

Note : Prior to 2006, data pertain to private sector establishments each with at least 25 employees (shaded). From 2006 onwards, data also include the public sector.

## 3.2 RETRENCHMENT

RETRENCHED WORKERS BY INDUSTRY, REASONS FOR RETRENCHMENT  
AND OCCUPATIONAL GROUP, 2007

Industry	Reasons For Retrenchment						Occupational Group				Number
	Recession/ Downturn In Industry	Poor Business/ Business Failure *	High Costs	Reorgani- sation/ Restruc- turing	Product Line Was Discontin- ued	Others	Total	Profes- sionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers	
<b>SSIC 2005 TOTAL</b>	<b>916</b>	<b>1 039</b>	<b>3 010</b>	<b>4 059</b>	<b>2 271</b>	<b>328</b>	<b>7 675</b>	<b>2 492</b>	<b>1 030</b>	<b>4 153</b>	
<b>C15-36 MANUFACTURING</b>	<b>716</b>	<b>589</b>	<b>2 415</b>	<b>2 688</b>	<b>2 109</b>	<b>51</b>	<b>5 265</b>	<b>1 373</b>	<b>227</b>	<b>3 665</b>	
C15-17 Food, Beverages & Tobacco	53	3	147	57	59	-	119	24	11	84	
C22-23 Paper Products & Printing	45	36	143	58	112	-	192	15	9	168	
C24-26 Petroleum, Chemical & Pharmaceutical Products	1	21	-	26	-	-	48	15	6	27	
C27 Rubber & Plastic Products	25	8	180	67	11	51	226	15	6	205	
C30 Fabricated Metal Products	98	70	546	168	72	-	520	65	14	441	
C31 Machinery & Equipment	19	193	230	193	36	-	391	94	28	269	
C32 Electrical Products	3	40	28	169	108	-	235	76	8	151	
C33 Electronic Products	401	198	716	1 548	1 144	-	2 551	965	98	1 488	
C34 Medical & Precision Instruments	-	7	14	67	27	-	101	14	10	77	
C35 Transport Equipment	2	-	2	90	-	-	91	1	-	90	
Other Manufacturing Industries	69	13	409	245	540	-	791	89	37	665	
<b>F45 CONSTRUCTION</b>	<b>3</b>	<b>13</b>	<b>7</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>20</b>	<b>1</b>	<b>1</b>	<b>18</b>	
<b>G-V SERVICES</b>	<b>197</b>	<b>437</b>	<b>588</b>	<b>1 367</b>	<b>153</b>	<b>277</b>	<b>2 381</b>	<b>1 109</b>	<b>802</b>	<b>470</b>	
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>27</b>	<b>44</b>	<b>241</b>	<b>594</b>	<b>136</b>	<b>16</b>	<b>810</b>	<b>445</b>	<b>230</b>	<b>135</b>	
G50 Wholesale Trade	27	42	169	527	128	16	691	405	169	117	
G51 Retail Trade	-	2	72	67	8	-	119	40	61	18	
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>9</b>	<b>91</b>	<b>24</b>	<b>151</b>	<b>-</b>	<b>-</b>	<b>255</b>	<b>37</b>	<b>131</b>	<b>87</b>	
H52, H552 Land Transport & Supporting Services	-	15	-	1	-	-	16	1	-	15	
H53, H553 Water Transport & Supporting Services	-	7	-	18	-	-	24	5	6	13	
H54, H554 Air Transport & Supporting Services	-	30	19	73	-	-	122	17	105	-	
Other Transport & Storage Services	9	39	5	59	-	-	93	14	20	59	
<b>J58 HOTELS AND RESTAURANTS</b>	<b>7</b>	<b>120</b>	<b>9</b>	<b>10</b>	<b>-</b>	<b>177</b>	<b>308</b>	<b>67</b>	<b>239</b>	<b>2</b>	
J581 Hotels	-	-	-	-	-	147	147	41	106	-	
J582 Restaurants	7	120	9	10	-	30	161	26	133	2	
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>-</b>	<b>53</b>	<b>63</b>	<b>155</b>	<b>-</b>	<b>-</b>	<b>208</b>	<b>176</b>	<b>32</b>	<b>-</b>	
K60-61 Broadcasting & Publishing	-	14	-	49	-	-	63	49	14	-	
K62 Telecommunications	-	26	52	49	-	-	75	63	12	-	
K63 IT & Other Information Services	-	13	11	57	-	-	70	64	6	-	
<b>L65-66 FINANCIAL SERVICES</b>	<b>1</b>	<b>7</b>	<b>6</b>	<b>140</b>	<b>5</b>	<b>25</b>	<b>162</b>	<b>108</b>	<b>52</b>	<b>2</b>	
L65 Financial Institutions	1	7	6	137	5	25	159	107	50	2	
L66 Insurance	-	-	-	3	-	-	3	1	2	-	
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>-</b>	<b>2</b>	<b>4</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>17</b>	<b>7</b>	<b>1</b>	<b>9</b>	
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>111</b>	<b>58</b>	<b>41</b>	<b>157</b>	<b>7</b>	<b>1</b>	<b>283</b>	<b>146</b>	<b>26</b>	<b>111</b>	
N73 Legal, Accounting & Management Services	-	13	23	110	-	1	105	82	22	1	
N74 Architectural & Engineering Services	111	9	11	27	7	-	129	26	-	103	
N75-76 Other Professional Services	-	36	7	20	-	-	49	38	4	7	
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>27</b>	<b>38</b>	<b>32</b>	<b>41</b>	<b>5</b>	<b>15</b>	<b>101</b>	<b>45</b>	<b>13</b>	<b>43</b>	
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>15</b>	<b>24</b>	<b>168</b>	<b>104</b>	<b>-</b>	<b>43</b>	<b>237</b>	<b>78</b>	<b>78</b>	<b>81</b>	
P80 & T94 Education & Public Administration	-	5	13	70	-	43	112	52	51	9	
Q85-86 Health & Social Services	13	-	4	27	-	-	31	19	1	11	
R,S,U & V Other Community, Social & Personal Services	2	19	151	7	-	-	94	7	26	61	
<b>A, B, D, E OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9</b>	<b>-</b>	<b>9</b>	<b>9</b>	<b>-</b>	<b>-</b>	

\* Not due to recession

Source : Labour Market Survey, MOM

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

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

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

### 3.3 TEMPORARY LAY-OFFS AND SHORT WORK-WEEK

WORKERS LAID-OFF TEMPORARILY OR PUT ON SHORT WORK-WEEK BY SECTOR  
AND OCCUPATIONAL GROUP

	Number							
	2005	2006	2007	2006	2007			
				IV	I	II	III	IV
<b>TOTAL</b>	<b>1 064</b>	<b>760</b>	<b>426</b>	<b>617</b>	<b>223</b>	<b>401</b>	<b>599</b>	<b>481</b>
<b>SECTOR</b>								
Manufacturing	951	639	386	483	146	369	567	460
Construction	40	12	7	6	6	8	6	6
Services	73	109	34	128	71	24	26	15
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	151	130	73	143	11	145	90	46
Clerical, Sales & Service Workers	84	68	17	39	6	24	16	22
Production & Transport Operators, Cleaners & Labourers	828	563	336	435	206	232	493	413

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

Source : Labour Market Survey, MOM

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 laid-off temporarily or put on short work-week per quarter.

Prior to 2006, data pertain to private sector establishments each with at least 25 employees (shaded). From 2006 onwards, data also include the public sector.

### 3.4 EARLY RELEASE OF CONTRACT WORKERS

EARLY RELEASE OF CONTRACT WORKERS BY SECTOR AND OCCUPATIONAL GROUP

	Number							
	2005	2006	2007	2006	2007			
				IV	I	II	III	IV
<b>TOTAL</b>	<b>851</b>	<b>484</b>	<b>917</b>	<b>178</b>	<b>137</b>	<b>112</b>	<b>523</b>	<b>145</b>
<b>SECTOR</b>								
Manufacturing	274	135	249	29	61	75	54	59
Construction	334	101	54	7	1	1	40	12
Services	241	248	600	142	74	36	416	74
Others*	2	-	14	-	1	-	13	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	196	69	178	13	58	11	41	68
Clerical, Sales & Service Workers	76	58	60	16	-	22	32	6
Production & Transport Operators, Cleaners & Labourers	579	357	679	149	79	79	450	71

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

Source : Labour Market Survey, MOM

Note : Prior to 2006, data pertain to private sector establishments each with at least 25 employees (shaded). From 2006 onwards, data also include the public sector.

## 4.1 RE-EMPLOYMENT

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

Characteristics	Per Cent							
	2005	2006	2007	2006	2007			
				IV	I	II	III	IV
<b>TOTAL</b>	<b>61.1</b>	<b>65.6</b>	<b>66.1</b>	<b>61.9</b>	<b>58.8</b>	<b>70.0</b>	<b>62.1</b>	<b>73.3</b>
<b>GENDER</b>								
Males	66.5	72.1	67.0	63.9	58.5	68.9	62.9	77.8
Females	56.3	60.5	64.3	59.5	59.1	71.0	61.7	65.6
<b>AGE GROUP (YEARS)</b>								
Below 30	72.2	73.5	76.3	73.7	64.4	82.0	71.4	87.3
30 - 39	66.6	71.1	71.9	70.0	65.1	75.0	64.1	83.3
40 - 49	62.5	63.7	66.5	58.6	61.8	66.7	65.9	71.7
50 & Over	51.6	58.6	52.0	46.6	42.8	64.4	51.6	49.3
<b>EDUCATIONAL ATTAINMENT</b>								
Primary and Below	53.0	55.1	58.8	49.7	47.8	63.9	60.3	63.1
Lower Secondary	48.9	59.1	66.5	61.4	58.2	69.9	68.9	69.1
Secondary	66.4	70.7	69.4	63.2	59.8	73.7	69.3	74.9
Upper Secondary	68.7	68.9	71.5	60.7	48.0	80.1	70.1	87.9
Polytechnic Diploma	67.9	77.0	69.2	71.5	66.4	75.6	60.0	75.0
Degree	66.3	68.1	62.9	61.4	67.6	61.4	56.5	66.1
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	64.5	72.6	65.8	66.2	62.0	67.1	59.6	74.7
Clerical, Sales & Service Workers	68.0	69.7	73.0	52.6	65.0	74.4	77.4	75.2
Production & Transport Operators, Cleaners & Labourers	55.1	58.7	63.8	60.5	54.1	70.6	59.9	70.7

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 resident workers retrenched by private sector establishments each with at least 25 employees.

Source : CPF's Administrative Records, MOM

## 5.1 JOB VACANCIES

### JOB VACANCIES BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2005	2006	2007	2006	2007			
				Dec	Mar	Jun	Sep	Dec
<b>SSIC 2005 TOTAL</b>	<b>19.2</b>	<b>29.6</b>	<b>35.6</b>	<b>32.0</b>	<b>32.2</b>	<b>37.4</b>	<b>35.5</b>	<b>37.4</b>
<b>INDUSTRY</b>								
<b>C15-36 MANUFACTURING</b>	<b>6.2</b>	<b>7.8</b>	<b>7.8</b>	<b>7.6</b>	<b>7.9</b>	<b>8.2</b>	<b>7.3</b>	<b>8.1</b>
C15-17 Food, Beverages & Tobacco	0.2	0.3	0.3	0.4	0.3	0.4	0.3	0.3
C22-23 Paper Products & Printing	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
C24-26 Petroleum, Chemical & Pharmaceutical Products	0.2	0.3	0.4	0.3	0.3	0.5	0.4	0.3
C27 Rubber & Plastic Products	0.3	0.3	0.3	0.3	0.3	0.4	0.4	0.3
C30 Fabricated Metal Products	0.5	0.8	0.7	0.8	0.7	0.6	0.8	0.7
C31 Machinery & Equipment	0.8	1.2	1.3	1.7	1.1	1.3	1.2	1.6
C32 Electrical Products	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1
C33 Electronic Products	2.2	2.4	1.7	1.8	1.9	1.8	1.4	1.7
C34 Medical & Precision Instruments	0.2	0.2	0.3	0.3	0.3	0.3	0.2	0.4
C35 Transport Equipment	1.5	1.7	2.1	1.6	2.1	2.2	1.9	2.1
Other Manufacturing Industries	0.2	0.4	0.4	0.2	0.4	0.4	0.4	0.3
<b>F45 CONSTRUCTION</b>	<b>0.7</b>	<b>1.4</b>	<b>2.2</b>	<b>1.7</b>	<b>1.5</b>	<b>2.3</b>	<b>2.3</b>	<b>2.7</b>
<b>G-V SERVICES</b>	<b>12.0</b>	<b>20.0</b>	<b>25.0</b>	<b>22.4</b>	<b>22.6</b>	<b>26.4</b>	<b>25.3</b>	<b>25.8</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>2.1</b>	<b>3.0</b>	<b>3.7</b>	<b>3.8</b>	<b>3.4</b>	<b>4.0</b>	<b>3.8</b>	<b>3.9</b>
G50 Wholesale Trade	1.2	1.8	2.5	2.4	2.3	2.9	2.4	2.5
G51 Retail Trade	0.9	1.2	1.2	1.4	1.1	1.1	1.3	1.4
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>2.1</b>	<b>2.9</b>	<b>3.3</b>	<b>3.1</b>	<b>3.1</b>	<b>3.4</b>	<b>2.8</b>	<b>4.0</b>
H52, H552 Land Transport & Supporting Services	0.2	0.4	0.6	0.4	0.3	0.7	0.5	1.1
H53, H553 Water Transport & Supporting Services	0.9	1.1	1.1	1.3	1.2	1.3	1.0	0.8
H54, H554 Air Transport & Supporting Services	0.8	1.0	1.1	1.0	1.2	0.9	0.7	1.5
Other Transport & Storage Services	0.3	0.4	0.5	0.4	0.5	0.5	0.6	0.6
<b>J58 HOTELS AND RESTAURANTS</b>	<b>1.6</b>	<b>2.0</b>	<b>2.2</b>	<b>2.1</b>	<b>1.9</b>	<b>2.3</b>	<b>2.2</b>	<b>2.3</b>
J581 Hotels	0.6	0.7	0.8	0.8	0.8	0.9	0.9	0.6
J582 Restaurants	1.1	1.2	1.4	1.3	1.1	1.4	1.3	1.7
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>0.7</b>	<b>0.9</b>	<b>1.1</b>	<b>0.9</b>	<b>0.8</b>	<b>0.9</b>	<b>1.5</b>	<b>1.3</b>
K60-61 Broadcasting & Publishing	0.2	0.2	0.3	0.2	0.2	0.3	0.3	0.3
K62 Telecommunications	0.2	0.2	0.3	0.2	0.2	0.3	0.3	0.3
K63 IT & Other Information Services	0.3	0.4	0.6	0.6	0.4	0.4	0.9	0.7
<b>L65-66 FINANCIAL SERVICES</b>	<b>1.2</b>	<b>1.4</b>	<b>2.2</b>	<b>1.7</b>	<b>1.9</b>	<b>2.1</b>	<b>2.5</b>	<b>2.2</b>
L65 Financial Institutions	1.0	1.2	1.9	1.6	1.7	1.8	2.2	1.8
L66 Insurance	0.2	0.2	0.3	0.2	0.2	0.3	0.2	0.4
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>0.4</b>	<b>0.7</b>	<b>0.9</b>	<b>0.7</b>	<b>1.1</b>	<b>0.8</b>	<b>1.1</b>	<b>0.7</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>1.2</b>	<b>1.7</b>	<b>2.4</b>	<b>1.9</b>	<b>1.6</b>	<b>2.7</b>	<b>2.3</b>	<b>3.1</b>
N73 Legal, Accounting & Management Services	0.5	0.9	1.1	1.0	0.7	1.2	1.0	1.5
N74 Architectural & Engineering Services	0.2	0.5	0.9	0.6	0.5	0.8	0.9	1.2
N75-76 Other Professional Services	0.5	0.4	0.5	0.4	0.4	0.7	0.4	0.4
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>1.3</b>	<b>1.7</b>	<b>2.2</b>	<b>1.9</b>	<b>1.9</b>	<b>2.1</b>	<b>2.9</b>	<b>1.9</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.5</b>	<b>5.8</b>	<b>6.9</b>	<b>6.1</b>	<b>6.8</b>	<b>8.0</b>	<b>6.4</b>	<b>6.5</b>
P80 & T94 Education & Public Administration	0.2	3.7	4.5	3.8	4.2	5.4	4.2	4.4
Q85-86 Health & Social Services	0.8	1.2	1.4	1.3	1.5	1.6	1.3	1.2
R,S,U & V Other Community, Social & Personal Services	0.5	0.8	1.0	1.0	1.1	1.1	0.9	0.9
<b>A, B, D, E OTHERS*</b>	<b>0.2</b>	<b>0.4</b>	<b>0.6</b>	<b>0.3</b>	<b>0.3</b>	<b>0.6</b>	<b>0.5</b>	<b>0.8</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	7.2	13.1	16.2	14.5	14.4	17.8	16.1	16.5
Clerical, Sales & Service Workers	5.5	7.7	9.1	8.4	8.6	9.6	9.1	9.0
Production & Transport Operators, Cleaners & Labourers	6.4	8.8	10.4	9.1	9.2	10.1	10.3	11.9

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

Source : Labour Market Survey, MOM

Notes : Prior to 2006, data pertain to private sector establishments each with at least 25 employees (shaded). From 2006 onwards, data also include the public sector. Data may not add up to the total due to rounding.

## 5.2 JOB VACANCIES

### JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

	Per Cent							
	2005	2006	2007	2006	2007			
				Dec	Mar	Jun	Sep	Dec
<b>SSIC 2005 TOTAL</b>	<b>1.7</b>	<b>2.2</b>	<b>2.4</b>	<b>2.3</b>	<b>2.3</b>	<b>2.6</b>	<b>2.4</b>	<b>2.5</b>
<b>INDUSTRY</b>								
<b>C15-36 MANUFACTURING</b>	<b>1.8</b>	<b>2.1</b>	<b>2.0</b>	<b>2.0</b>	<b>2.0</b>	<b>2.1</b>	<b>1.8</b>	<b>2.0</b>
C15-17 Food, Beverages & Tobacco	1.1	1.8	2.0	2.3	2.0	2.3	1.8	1.7
C22-23 Paper Products & Printing	1.4	1.3	1.3	1.5	1.3	1.1	1.3	1.3
C24-26 Petroleum, Chemical & Pharmaceutical Products	0.9	1.5	1.8	1.3	1.6	2.1	2.0	1.4
C27 Rubber & Plastic Products	1.6	1.6	2.1	1.5	2.1	2.2	2.4	1.6
C30 Fabricated Metal Products	1.4	2.1	1.9	2.0	2.0	1.6	2.0	1.9
C31 Machinery & Equipment	1.9	2.7	2.6	3.6	2.3	2.6	2.5	3.0
C32 Electrical Products	1.0	1.6	1.5	1.4	1.5	2.1	0.8	1.7
C33 Electronic Products	2.2	2.4	1.7	1.9	1.8	1.9	1.4	1.8
C34 Medical & Precision Instruments	1.8	1.6	2.7	2.1	2.3	2.5	2.1	3.8
C35 Transport Equipment	2.2	2.2	2.0	1.8	2.2	2.2	1.8	2.0
Other Manufacturing Industries	1.1	2.0	2.0	1.0	2.2	2.3	2.0	1.7
<b>F45 CONSTRUCTION</b>	<b>0.6</b>	<b>1.0</b>	<b>1.4</b>	<b>1.2</b>	<b>1.1</b>	<b>1.5</b>	<b>1.4</b>	<b>1.6</b>
<b>G-V SERVICES</b>	<b>1.9</b>	<b>2.5</b>	<b>2.8</b>	<b>2.7</b>	<b>2.7</b>	<b>3.0</b>	<b>2.8</b>	<b>2.8</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>1.4</b>	<b>1.9</b>	<b>2.2</b>	<b>2.3</b>	<b>2.1</b>	<b>2.4</b>	<b>2.2</b>	<b>2.2</b>
G50 Wholesale Trade	1.2	1.6	2.1	2.1	2.0	2.5	2.0	2.0
G51 Retail Trade	1.9	2.3	2.4	2.8	2.2	2.2	2.6	2.5
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>2.2</b>	<b>2.7</b>	<b>3.0</b>	<b>2.9</b>	<b>2.9</b>	<b>3.1</b>	<b>2.6</b>	<b>3.4</b>
H52, H552 Land Transport & Supporting Services	1.0	1.6	2.8	1.8	1.2	2.9	2.6	4.6
H53, H553 Water Transport & Supporting Services	3.5	4.0	3.6	4.8	4.0	4.5	3.4	2.5
H54, H554 Air Transport & Supporting Services	3.1	3.8	3.8	3.6	4.3	3.2	2.5	5.2
Other Transport & Storage Services	1.0	1.3	1.8	1.3	1.5	1.8	1.9	1.8
<b>J58 HOTELS AND RESTAURANTS</b>	<b>2.6</b>	<b>2.9</b>	<b>3.0</b>	<b>3.1</b>	<b>2.8</b>	<b>3.3</b>	<b>2.8</b>	<b>2.9</b>
J581 Hotels	2.9	3.6	3.9	4.1	3.9	4.4	4.1	3.1
J582 Restaurants	2.5	2.6	2.6	2.7	2.3	2.8	2.3	2.9
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>1.8</b>	<b>2.1</b>	<b>2.4</b>	<b>2.2</b>	<b>2.0</b>	<b>2.1</b>	<b>3.0</b>	<b>2.6</b>
K60-61 Broadcasting & Publishing	2.3	2.2	2.6	1.9	2.2	2.9	2.6	2.7
K62 Telecommunications	1.4	1.9	2.0	1.5	1.7	1.9	2.1	2.1
K63 IT & Other Information Services	1.8	2.1	2.6	2.8	2.0	2.0	3.7	2.8
<b>L65-66 FINANCIAL SERVICES</b>	<b>1.5</b>	<b>1.7</b>	<b>2.3</b>	<b>2.0</b>	<b>2.2</b>	<b>2.3</b>	<b>2.3</b>	<b>2.4</b>
L65 Financial Institutions	1.4	1.7	2.2	2.1	2.1	2.2	2.3	2.2
L66 Insurance	2.1	2.0	2.8	1.7	2.4	2.8	2.3	3.8
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>1.2</b>	<b>1.5</b>	<b>1.9</b>	<b>1.6</b>	<b>2.3</b>	<b>1.7</b>	<b>2.2</b>	<b>1.4</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>2.0</b>	<b>2.6</b>	<b>3.1</b>	<b>2.8</b>	<b>2.3</b>	<b>3.6</b>	<b>2.8</b>	<b>3.6</b>
N73 Legal, Accounting & Management Services	1.6	2.7	3.1	3.0	2.2	3.6	2.7	4.0
N74 Architectural & Engineering Services	1.3	2.3	2.9	2.5	2.1	3.0	3.0	3.7
N75-76 Other Professional Services	3.9	2.7	3.2	2.7	3.0	4.8	2.7	2.5
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>3.6</b>	<b>3.6</b>	<b>3.8</b>	<b>3.8</b>	<b>3.7</b>	<b>3.7</b>	<b>4.6</b>	<b>3.0</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.7</b>	<b>2.9</b>	<b>3.3</b>	<b>3.0</b>	<b>3.3</b>	<b>3.8</b>	<b>3.0</b>	<b>3.1</b>
P80 & T94 Education & Public Administration	0.9	3.2	3.8	3.2	3.6	4.4	3.4	3.6
Q85-86 Health & Social Services	1.9	2.4	2.7	2.6	2.9	3.1	2.5	2.3
R,S,U & V Other Community, Social & Personal Services	1.9	2.5	2.8	2.9	3.2	2.9	2.6	2.5
<b>A, B, D, E OTHERS*</b>	<b>2.0</b>	<b>2.4</b>	<b>2.8</b>	<b>1.7</b>	<b>1.4</b>	<b>3.1</b>	<b>2.6</b>	<b>3.9</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	1.8	2.5	2.8	2.7	2.6	3.2	2.7	2.8
Clerical, Sales & Service Workers	2.0	2.4	2.7	2.6	2.7	2.9	2.7	2.7
Production & Transport Operators, Cleaners & Labourers	1.4	1.8	1.9	1.8	1.7	1.9	1.8	2.0

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

Source : Labour Market Survey, MOM

Note : Prior to 2006, data pertain to private sector establishments each with at least 25 employees (shaded). From 2006 onwards, data also include the public sector.

## 5.3 JOB VACANCIES

### JOB VACANCIES AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2007

Industry	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancies ( ' 000 )	Vacancy Rate (%)	Vacancies ( ' 000 )	Vacancy Rate (%)	Vacancies ( ' 000 )	Vacancy Rate (%)	Vacancies ( ' 000 )	Vacancy Rate (%)
<b>SSIC 2005 TOTAL</b>	<b>35.6</b>	<b>2.4</b>	<b>16.2</b>	<b>2.8</b>	<b>9.1</b>	<b>2.7</b>	<b>10.4</b>	<b>1.9</b>
<b>C15-36 MANUFACTURING</b>	<b>7.8</b>	<b>2.0</b>	<b>3.0</b>	<b>2.6</b>	<b>0.6</b>	<b>1.8</b>	<b>4.3</b>	<b>1.7</b>
C15-17 Food, Beverages & Tobacco	0.3	2.0	0.1	1.7	0.1	2.5	0.2	1.8
C22-23 Paper Products & Printing	0.2	1.3	0.1	2.1	-	1.9	0.1	0.9
C24-26 Petroleum, Chemical & Pharmaceutical Products	0.4	1.8	0.2	2.1	-	1.3	0.1	1.5
C27 Rubber & Plastic Products	0.3	2.1	0.1	2.8	-	2.1	0.2	1.8
C30 Fabricated Metal Products	0.7	1.9	0.1	1.8	0.1	1.8	0.5	1.9
C31 Machinery & Equipment	1.3	2.6	0.4	3.1	0.1	2.5	0.7	2.3
C32 Electrical Products	0.1	1.5	-	2.1	-	1.0	0.1	1.3
C33 Electronic Products	1.7	1.7	1.1	2.3	0.1	1.7	0.6	1.2
C34 Medical & Precision Instruments	0.3	2.7	0.2	3.5	-	3.3	0.2	2.1
C35 Transport Equipment	2.1	2.0	0.7	3.9	0.1	1.0	1.3	1.7
Other Manufacturing Industries	0.4	2.0	-	1.5	-	1.1	0.3	2.3
<b>F45 CONSTRUCTION</b>	<b>2.2</b>	<b>1.4</b>	<b>0.6</b>	<b>2.4</b>	<b>0.2</b>	<b>1.5</b>	<b>1.5</b>	<b>1.2</b>
<b>G-V SERVICES</b>	<b>25.0</b>	<b>2.8</b>	<b>12.2</b>	<b>2.8</b>	<b>8.3</b>	<b>2.9</b>	<b>4.5</b>	<b>2.6</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>3.7</b>	<b>2.2</b>	<b>1.5</b>	<b>2.2</b>	<b>1.8</b>	<b>2.5</b>	<b>0.4</b>	<b>1.5</b>
G50 Wholesale Trade	2.5	2.1	1.3	2.3	0.9	2.3	0.4	1.5
G51 Retail Trade	1.2	2.4	0.2	1.8	1.0	2.7	0.1	1.3
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>3.3</b>	<b>3.0</b>	<b>0.9</b>	<b>3.1</b>	<b>0.8</b>	<b>2.1</b>	<b>1.6</b>	<b>3.7</b>
H52, H552 Land Transport & Supporting Services	0.6	2.8	0.1	2.0	0.1	2.0	0.5	3.2
H53, H553 Water Transport & Supporting Services	1.1	3.6	0.2	1.9	0.1	1.8	0.8	5.8
H54, H554 Air Transport & Supporting Services	1.1	3.8	0.5	6.8	0.4	2.4	0.2	4.5
Other Transport & Storage Services	0.5	1.8	0.1	2.0	0.2	1.7	0.2	1.6
<b>J58 HOTELS AND RESTAURANTS</b>	<b>2.2</b>	<b>3.0</b>	<b>0.3</b>	<b>3.1</b>	<b>1.3</b>	<b>2.9</b>	<b>0.6</b>	<b>3.0</b>
J581 Hotels	0.8	3.9	0.2	3.7	0.4	4.0	0.2	3.7
J582 Restaurants	1.4	2.6	0.1	2.5	0.9	2.6	0.3	2.6
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>1.1</b>	<b>2.4</b>	<b>1.0</b>	<b>2.5</b>	<b>0.1</b>	<b>2.1</b>	<b>-</b>	<b>1.7</b>
K60-61 Broadcasting & Publishing	0.3	2.6	0.2	2.7	0.1	2.4	-	1.1
K62 Telecommunications	0.3	2.0	0.2	1.9	0.1	2.2	-	-
K63 IT & Other Information Services	0.6	2.6	0.6	2.7	-	1.6	-	2.1
<b>L65-66 FINANCIAL SERVICES</b>	<b>2.2</b>	<b>2.3</b>	<b>1.6</b>	<b>2.4</b>	<b>0.4</b>	<b>1.9</b>	<b>0.1</b>	<b>2.2</b>
L65 Financial Institutions	1.9	2.2	1.4	2.3	0.4	2.0	0.1	2.2
L66 Insurance	0.3	2.8	0.2	3.5	0.1	1.6	-	3.1
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>0.9</b>	<b>1.9</b>	<b>0.2</b>	<b>1.7</b>	<b>0.2</b>	<b>2.1</b>	<b>0.5</b>	<b>2.0</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>2.4</b>	<b>3.1</b>	<b>1.9</b>	<b>3.5</b>	<b>0.3</b>	<b>2.3</b>	<b>0.3</b>	<b>2.1</b>
N73 Legal, Accounting & Management Services	1.1	3.1	0.9	3.5	0.2	2.5	0.1	1.6
N74 Architectural & Engineering Services	0.9	2.9	0.6	3.1	0.1	2.4	0.2	2.7
N75-76 Other Professional Services	0.5	3.2	0.4	3.8	-	1.3	-	0.5
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>2.2</b>	<b>3.8</b>	<b>0.2</b>	<b>1.9</b>	<b>1.5</b>	<b>5.3</b>	<b>0.5</b>	<b>2.4</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>6.9</b>	<b>3.3</b>	<b>4.7</b>	<b>3.3</b>	<b>1.8</b>	<b>3.6</b>	<b>0.5</b>	<b>2.6</b>
P80 & T94 Education & Public Administration	4.5	3.8	3.6	3.8	0.9	4.3	0.1	1.3
Q85-86 Health & Social Services	1.4	2.7	0.7	2.2	0.4	3.2	0.2	4.4
R,S,U & V Other Community, Social & Personal Services	1.0	2.8	0.3	2.9	0.5	2.9	0.2	2.5
<b>A, B, D, E OTHERS*</b>	<b>0.6</b>	<b>2.8</b>	<b>0.4</b>	<b>4.9</b>	<b>-</b>	<b>0.8</b>	<b>0.1</b>	<b>1.1</b>

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

Source : Labour Market Survey, MOM

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

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

'-': nil or negligible

## 6.1 LABOUR TURNOVER

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

	Per Cent							
	2005	2006	2007	2006	2007			
				IV	I	II	III	IV
<b>SSIC 2005 TOTAL</b>	<b>2.7</b>	<b>2.8</b>	<b>2.9</b>	<b>2.6</b>	<b>2.6</b>	<b>3.3</b>	<b>3.2</b>	<b>2.7</b>
<b>INDUSTRY</b>								
<b>C15-36 MANUFACTURING</b>	<b>2.1</b>	<b>2.4</b>	<b>2.3</b>	<b>2.0</b>	<b>2.1</b>	<b>2.6</b>	<b>2.5</b>	<b>2.0</b>
C15-17 Food, Beverages & Tobacco	2.9	3.0	2.9	2.5	2.8	3.1	3.1	2.5
C22-23 Paper Products & Printing	2.3	1.9	2.1	1.6	2.3	2.5	2.1	1.6
C24-26 Petroleum, Chemical & Pharmaceutical Products	1.3	1.6	1.8	1.3	1.8	1.9	2.0	1.4
C27 Rubber & Plastic Products	2.6	2.6	2.3	2.1	2.5	2.9	2.5	1.4
C30 Fabricated Metal Products	2.4	2.6	2.5	1.9	2.6	2.9	2.5	2.0
C31 Machinery & Equipment	2.4	2.8	2.8	2.4	2.5	3.7	2.9	2.1
C32 Electrical Products	1.8	1.9	1.8	1.6	1.6	1.8	2.0	1.7
C33 Electronic Products	1.9	2.2	1.7	1.6	1.5	1.8	2.0	1.7
C34 Medical & Precision Instruments	2.4	2.6	2.9	1.6	3.1	3.1	2.8	2.4
C35 Transport Equipment	2.2	2.4	2.6	2.4	2.2	3.1	2.8	2.2
Other Manufacturing Industries	1.7	2.5	2.2	1.8	1.7	2.3	2.8	2.0
<b>F45 CONSTRUCTION</b>	<b>2.6</b>	<b>2.9</b>	<b>3.3</b>	<b>2.9</b>	<b>2.8</b>	<b>3.7</b>	<b>3.6</b>	<b>3.2</b>
<b>G-V SERVICES</b>	<b>3.1</b>	<b>3.0</b>	<b>3.2</b>	<b>2.9</b>	<b>2.8</b>	<b>3.5</b>	<b>3.4</b>	<b>2.9</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>3.2</b>	<b>3.3</b>	<b>3.5</b>	<b>3.5</b>	<b>3.1</b>	<b>3.9</b>	<b>3.6</b>	<b>3.4</b>
G50 Wholesale Trade	2.5	2.7	3.0	2.5	2.7	3.5	3.2	2.8
G51 Retail Trade	4.8	4.8	4.6	5.7	4.1	4.9	4.5	4.8
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>1.9</b>	<b>2.0</b>	<b>2.3</b>	<b>2.0</b>	<b>1.9</b>	<b>2.6</b>	<b>2.7</b>	<b>2.1</b>
H52, H552 Land Transport & Supporting Services	1.9	1.9	2.0	1.8	1.3	1.7	3.0	2.0
H53, H553 Water Transport & Supporting Services	2.1	2.0	2.6	2.2	2.0	2.6	3.1	2.6
H54, H554 Air Transport & Supporting Services	0.8	1.1	1.4	1.2	0.9	1.8	1.7	1.2
Other Transport & Storage Services	2.5	2.7	3.2	2.5	3.0	4.2	3.1	2.5
<b>J58 HOTELS AND RESTAURANTS</b>	<b>4.7</b>	<b>5.1</b>	<b>5.0</b>	<b>5.6</b>	<b>4.5</b>	<b>5.7</b>	<b>5.0</b>	<b>4.8</b>
J581 Hotels	3.5	3.4	3.4	2.7	2.9	4.1	3.7	2.9
J582 Restaurants	5.3	5.9	5.6	6.7	5.2	6.4	5.5	5.5
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.9</b>	<b>3.1</b>	<b>2.9</b>	<b>2.9</b>	<b>2.3</b>	<b>3.2</b>	<b>3.6</b>	<b>2.7</b>
K60-61 Broadcasting & Publishing	2.9	2.7	2.8	2.8	2.0	3.5	3.3	2.4
K62 Telecommunications	1.4	2.0	2.1	2.2	1.8	2.3	2.4	1.9
K63 IT & Other Information Services	3.8	3.8	3.5	3.3	2.7	3.6	4.3	3.3
<b>L65-66 FINANCIAL SERVICES</b>	<b>2.4</b>	<b>2.8</b>	<b>3.2</b>	<b>2.8</b>	<b>2.9</b>	<b>3.7</b>	<b>3.7</b>	<b>2.6</b>
L65 Financial Institutions	2.5	2.8	3.3	2.8	3.0	3.8	3.8	2.7
L66 Insurance	1.9	2.3	2.4	2.3	2.3	2.5	2.8	1.9
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>3.9</b>	<b>4.3</b>	<b>3.9</b>	<b>4.1</b>	<b>3.7</b>	<b>4.3</b>	<b>4.1</b>	<b>3.6</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>3.3</b>	<b>3.5</b>	<b>3.6</b>	<b>2.8</b>	<b>3.3</b>	<b>4.0</b>	<b>4.0</b>	<b>3.2</b>
N73 Legal, Accounting & Management Services	3.6	3.6	3.5	2.8	3.4	3.9	3.8	2.9
N74 Architectural & Engineering Services	3.0	3.7	4.0	3.0	3.4	4.3	4.4	3.9
N75-76 Other Professional Services	2.9	2.9	3.2	2.4	2.9	3.7	3.7	2.3
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.7</b>	<b>4.9</b>	<b>4.9</b>	<b>4.6</b>	<b>4.7</b>	<b>5.1</b>	<b>5.0</b>	<b>4.7</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>2.4</b>	<b>1.6</b>	<b>1.8</b>	<b>1.3</b>	<b>1.8</b>	<b>1.9</b>	<b>2.2</b>	<b>1.4</b>
P80 & T94 Education & Public Administration	2.0	1.1	1.2	0.8	1.3	1.2	1.6	0.8
Q85-86 Health & Social Services	2.1	2.0	2.4	1.7	2.1	2.8	2.8	1.9
R,S,U & V Other Community, Social & Personal Services	3.1	2.8	3.1	2.6	2.9	3.1	3.4	3.1
<b>A, B, D, E OTHERS*</b>	<b>3.3</b>	<b>2.5</b>	<b>3.4</b>	<b>2.2</b>	<b>2.6</b>	<b>4.9</b>	<b>3.4</b>	<b>2.8</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	2.2	2.2	2.3	1.9	2.0	2.6	2.8	2.0
Clerical, Sales & Service Workers	3.5	3.6	3.7	3.7	3.5	4.1	3.9	3.5
Production & Transport Operators, Cleaners & Labourers	2.7	2.9	3.1	2.7	2.7	3.6	3.3	2.8

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

Source : Labour Market Survey, MOM

Note : Prior to 2006, data pertain to private sector establishments each with at least 25 employees (shaded). From 2006 onwards, data also include the public sector.

## 6.2 LABOUR TURNOVER

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

		Per Cent							
		2005	2006	2007	2006	2007			
					IV	I	II	III	IV
<b>SSIC 2005</b>	<b>TOTAL</b>	<b>2.1</b>	<b>2.0</b>	<b>2.0</b>	<b>1.7</b>	<b>2.0</b>	<b>2.2</b>	<b>2.1</b>	<b>1.7</b>
	<b>INDUSTRY</b>								
<b>C15-36</b>	<b>MANUFACTURING</b>	<b>1.6</b>	<b>1.5</b>	<b>1.5</b>	<b>1.1</b>	<b>1.5</b>	<b>1.7</b>	<b>1.6</b>	<b>1.2</b>
C15-17	Food, Beverages & Tobacco	2.4	2.5	2.4	1.9	2.5	2.6	2.5	1.9
C22-23	Paper Products & Printing	1.8	1.8	2.1	1.3	2.4	2.2	2.0	1.7
C24-26	Petroleum, Chemical & Pharmaceutical Products	0.9	1.0	1.1	0.9	1.2	1.3	1.3	0.7
C27	Rubber & Plastic Products	2.2	2.2	2.1	1.6	2.1	2.4	2.3	1.7
C30	Fabricated Metal Products	2.0	2.1	2.1	1.5	2.2	2.2	2.1	1.8
C31	Machinery & Equipment	1.5	1.6	1.5	1.2	1.5	1.8	1.6	1.1
C32	Electrical Products	1.2	1.5	1.5	1.1	1.8	1.5	1.6	1.2
C33	Electronic Products	1.6	1.4	1.4	0.9	1.4	1.6	1.7	1.1
C34	Medical & Precision Instruments	1.5	1.6	1.7	0.9	1.6	2.1	1.8	1.1
C35	Transport Equipment	1.0	1.0	1.1	0.9	1.1	1.1	1.2	1.1
	Other Manufacturing Industries	1.9	2.0	1.7	1.5	1.7	2.0	1.9	1.3
<b>F45</b>	<b>CONSTRUCTION</b>	<b>1.8</b>	<b>1.7</b>	<b>1.6</b>	<b>1.5</b>	<b>1.6</b>	<b>1.7</b>	<b>1.7</b>	<b>1.5</b>
<b>G-V</b>	<b>SERVICES</b>	<b>2.4</b>	<b>2.2</b>	<b>2.3</b>	<b>2.0</b>	<b>2.2</b>	<b>2.5</b>	<b>2.4</b>	<b>2.0</b>
<b>G50-51</b>	<b>WHOLESALE AND RETAIL TRADE</b>	<b>2.7</b>	<b>2.6</b>	<b>2.7</b>	<b>2.3</b>	<b>2.8</b>	<b>3.1</b>	<b>2.7</b>	<b>2.3</b>
G50	Wholesale Trade	2.0	1.9	2.1	1.7	2.2	2.4	2.2	1.8
G51	Retail Trade	4.1	4.1	4.1	3.9	4.2	4.8	4.1	3.3
<b>H52-56</b>	<b>TRANSPORT AND STORAGE</b>	<b>1.3</b>	<b>1.4</b>	<b>1.4</b>	<b>1.1</b>	<b>1.3</b>	<b>1.5</b>	<b>1.6</b>	<b>1.3</b>
H52, H552	Land Transport & Supporting Services	1.3	1.3	1.4	0.8	1.0	1.3	1.9	1.4
H53, H553	Water Transport & Supporting Services	1.1	1.5	1.1	1.2	1.0	1.2	1.3	1.1
H54, H554	Air Transport & Supporting Services	0.6	0.6	0.7	0.6	0.8	0.5	0.8	0.6
	Other Transport & Storage Services	1.9	2.0	2.3	1.7	2.2	2.7	2.4	1.8
<b>J58</b>	<b>HOTELS AND RESTAURANTS</b>	<b>4.4</b>	<b>4.4</b>	<b>4.3</b>	<b>4.3</b>	<b>4.3</b>	<b>4.9</b>	<b>4.5</b>	<b>3.7</b>
J581	Hotels	2.9	2.7	2.6	2.0	2.5	3.1	2.8	2.1
J582	Restaurants	5.1	5.1	5.0	5.2	5.0	5.7	5.1	4.3
<b>K60-63</b>	<b>INFORMATION AND COMMUNICATIONS</b>	<b>2.0</b>	<b>2.0</b>	<b>2.3</b>	<b>1.9</b>	<b>2.1</b>	<b>2.5</b>	<b>2.6</b>	<b>1.9</b>
K60-61	Broadcasting & Publishing	1.9	2.0	2.4	2.0	2.4	2.6	2.6	1.8
K62	Telecommunications	1.4	1.6	1.8	1.5	1.9	1.8	2.0	1.5
K63	IT & Other Information Services	2.5	2.2	2.5	2.1	2.0	3.0	2.8	2.2
<b>L65-66</b>	<b>FINANCIAL SERVICES</b>	<b>1.7</b>	<b>1.9</b>	<b>1.9</b>	<b>1.7</b>	<b>1.7</b>	<b>2.4</b>	<b>2.2</b>	<b>1.5</b>
L65	Financial Institutions	1.7	1.9	1.9	1.7	1.7	2.3	2.2	1.4
L66	Insurance	1.6	1.9	2.1	1.7	1.8	2.5	2.3	1.7
<b>M70-71</b>	<b>REAL ESTATE AND LEASING SERVICES</b>	<b>3.3</b>	<b>3.1</b>	<b>3.1</b>	<b>3.1</b>	<b>3.0</b>	<b>3.5</b>	<b>3.2</b>	<b>2.8</b>
<b>N73-76</b>	<b>PROFESSIONAL SERVICES</b>	<b>2.2</b>	<b>2.3</b>	<b>2.2</b>	<b>2.0</b>	<b>2.1</b>	<b>2.4</b>	<b>2.4</b>	<b>2.0</b>
N73	Legal, Accounting & Management Services	2.4	2.6	2.4	2.5	2.3	2.5	2.5	2.2
N74	Architectural & Engineering Services	2.0	2.0	2.0	1.6	1.9	2.2	2.3	1.7
N75-76	Other Professional Services	2.1	2.1	2.1	1.8	1.7	2.2	2.4	2.1
<b>O78</b>	<b>ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>3.5</b>	<b>3.3</b>	<b>3.7</b>	<b>3.2</b>	<b>3.6</b>	<b>3.8</b>	<b>3.7</b>	<b>3.8</b>
<b>P80-V99</b>	<b>COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.8</b>	<b>1.2</b>	<b>1.2</b>	<b>0.9</b>	<b>1.2</b>	<b>1.3</b>	<b>1.3</b>	<b>1.0</b>
P80 & T94	Education & Public Administration	1.6	0.8	0.7	0.5	0.8	0.7	0.8	0.5
Q85-86	Health & Social Services	1.5	1.4	1.4	1.1	1.5	1.5	1.6	1.1
R,S,U & V	Other Community, Social & Personal Services	2.5	2.4	2.5	1.7	2.3	2.6	2.7	2.6
<b>A, B, D, E</b>	<b>OTHERS*</b>	<b>2.7</b>	<b>1.9</b>	<b>2.1</b>	<b>1.8</b>	<b>2.1</b>	<b>2.1</b>	<b>2.4</b>	<b>1.9</b>
	<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians	1.6	1.5	1.6	1.2	1.4	1.7	1.8	1.3
	Clerical, Sales & Service Workers	2.9	2.9	3.0	2.5	3.0	3.3	3.1	2.6
	Production & Transport Operators, Cleaners & Labourers	2.0	1.9	1.9	1.6	1.9	2.0	1.9	1.6

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

Source : Labour Market Survey, MOM

Note : Prior to 2006, data pertain to private sector establishments each with at least 25 employees (shaded). From 2006 onwards, data also include the public sector.

## 6.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT AND RESIGNATION RATES BY INDUSTRY  
AND OCCUPATIONAL GROUP, 2007

Per Cent

Industry	Occupational Group							
	Total		Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>SSIC 2005 TOTAL</b>	<b>2.9</b>	<b>2.0</b>	<b>2.3</b>	<b>1.6</b>	<b>3.7</b>	<b>3.0</b>	<b>3.1</b>	<b>1.9</b>
<b>C15-36 MANUFACTURING</b>	<b>2.3</b>	<b>1.5</b>	<b>2.0</b>	<b>1.5</b>	<b>2.6</b>	<b>2.1</b>	<b>2.4</b>	<b>1.5</b>
C15-17 Food, Beverages & Tobacco	2.9	2.4	2.0	1.6	3.4	3.2	2.9	2.3
C22-23 Paper Products & Printing	2.1	2.1	2.3	2.3	3.6	2.9	1.8	1.8
C24-26 Petroleum, Chemical & Pharmaceutical Products	1.8	1.1	1.9	1.1	1.8	1.3	1.6	1.1
C27 Rubber & Plastic Products	2.3	2.1	2.1	2.0	2.8	2.4	2.3	2.1
C30 Fabricated Metal Products	2.5	2.1	2.1	1.9	2.6	2.3	2.6	2.1
C31 Machinery & Equipment	2.8	1.5	2.7	1.7	3.1	2.2	2.8	1.3
C32 Electrical Products	1.8	1.5	1.3	1.2	1.5	1.5	2.1	1.6
C33 Electronic Products	1.7	1.4	1.7	1.4	1.8	1.6	1.7	1.5
C34 Medical & Precision Instruments	2.9	1.7	2.5	1.6	2.5	2.0	3.1	1.6
C35 Transport Equipment	2.6	1.1	2.0	1.1	2.5	1.3	2.7	1.1
Other Manufacturing Industries	2.2	1.7	2.2	1.7	2.6	2.5	2.1	1.6
<b>F45 CONSTRUCTION</b>	<b>3.3</b>	<b>1.6</b>	<b>3.1</b>	<b>2.1</b>	<b>3.1</b>	<b>2.4</b>	<b>3.4</b>	<b>1.5</b>
<b>G-V SERVICES</b>	<b>3.2</b>	<b>2.3</b>	<b>2.4</b>	<b>1.6</b>	<b>3.9</b>	<b>3.1</b>	<b>3.7</b>	<b>2.6</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>3.5</b>	<b>2.7</b>	<b>2.4</b>	<b>1.7</b>	<b>4.7</b>	<b>4.0</b>	<b>3.1</b>	<b>2.0</b>
G50 Wholesale Trade	3.0	2.1	2.4	1.6	3.9	3.1	3.3	1.9
G51 Retail Trade	4.6	4.1	2.3	2.0	5.4	4.9	2.7	2.3
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>2.3</b>	<b>1.4</b>	<b>2.1</b>	<b>1.3</b>	<b>2.1</b>	<b>1.4</b>	<b>2.7</b>	<b>1.4</b>
H52, H552 Land Transport & Supporting Services	2.0	1.4	1.5	1.2	2.6	1.9	2.0	1.4
H53, H553 Water Transport & Supporting Services	2.6	1.1	2.6	1.3	2.2	1.4	2.7	0.9
H54, H554 Air Transport & Supporting Services	1.4	0.7	1.2	0.7	1.3	0.7	2.5	0.5
Other Transport & Storage Services	3.2	2.3	2.5	1.8	3.3	2.6	3.5	2.2
<b>J58 HOTELS AND RESTAURANTS</b>	<b>5.0</b>	<b>4.3</b>	<b>3.1</b>	<b>2.6</b>	<b>5.6</b>	<b>4.8</b>	<b>4.7</b>	<b>4.1</b>
J581 Hotels	3.4	2.6	3.4	3.0	3.6	2.7	3.0	2.0
J582 Restaurants	5.6	5.0	2.8	2.3	6.2	5.5	5.4	5.0
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.9</b>	<b>2.3</b>	<b>2.8</b>	<b>2.1</b>	<b>3.6</b>	<b>3.0</b>	<b>3.8</b>	<b>2.3</b>
K60-61 Broadcasting & Publishing	2.8	2.4	2.4	2.0	4.5	3.9	2.3	1.5
K62 Telecommunications	2.1	1.8	1.8	1.5	2.9	2.6	0.2	0.2
K63 IT & Other Information Services	3.5	2.5	3.4	2.5	3.9	2.7	5.2	3.2
<b>L65-66 FINANCIAL SERVICES</b>	<b>3.2</b>	<b>1.9</b>	<b>3.1</b>	<b>1.7</b>	<b>3.4</b>	<b>2.3</b>	<b>5.1</b>	<b>2.9</b>
L65 Financial Institutions	3.3	1.9	3.1	1.7	3.5	2.3	5.2	2.9
L66 Insurance	2.4	2.1	2.3	2.0	2.5	2.1	1.4	2.7
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>3.9</b>	<b>3.1</b>	<b>2.1</b>	<b>1.7</b>	<b>3.2</b>	<b>2.7</b>	<b>5.1</b>	<b>4.0</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>3.6</b>	<b>2.2</b>	<b>3.4</b>	<b>2.2</b>	<b>3.8</b>	<b>2.7</b>	<b>4.5</b>	<b>1.8</b>
N73 Legal, Accounting & Management Services	3.5	2.4	3.4	2.2	3.4	2.7	5.3	2.6
N74 Architectural & Engineering Services	4.0	2.0	3.8	2.2	4.3	2.0	4.4	1.6
N75-76 Other Professional Services	3.2	2.1	2.9	1.9	4.6	3.6	3.2	1.6
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.9</b>	<b>3.7</b>	<b>4.1</b>	<b>3.0</b>	<b>5.0</b>	<b>3.7</b>	<b>5.1</b>	<b>4.1</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.8</b>	<b>1.2</b>	<b>1.6</b>	<b>1.0</b>	<b>2.4</b>	<b>1.8</b>	<b>2.1</b>	<b>1.4</b>
P80 & T94 Education & Public Administration	1.2	0.7	1.2	0.7	1.2	0.7	0.5	0.4
Q85-86 Health & Social Services	2.4	1.4	2.2	1.3	2.7	1.7	2.4	1.2
R,S,U & V Other Community, Social & Personal Services	3.1	2.5	2.3	1.9	3.6	3.0	3.3	2.6
<b>A, B, D, E OTHERS*</b>	<b>3.4</b>	<b>2.1</b>	<b>1.4</b>	<b>0.6</b>	<b>2.3</b>	<b>1.3</b>	<b>5.4</b>	<b>3.6</b>

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

Source : Labour Market Survey, MOM

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

## 7.1 HOURS WORKED

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

Industry	Hours							
	2005	2006	2007	2006	2007			
				Dec	Mar	Jun	Sep	Dec
<b>SSIC 2005 TOTAL</b>	<b>4.1</b>	<b>3.8</b>	<b>3.9</b>	<b>3.8</b>	<b>3.8</b>	<b>3.8</b>	<b>3.9</b>	<b>4.0</b>
<b>C15-36 MANUFACTURING</b>	<b>7.1</b>	<b>7.4</b>	<b>7.5</b>	<b>7.4</b>	<b>7.2</b>	<b>7.4</b>	<b>7.7</b>	<b>7.7</b>
C15-17 Food, Beverages & Tobacco	3.8	3.7	4.4	4.1	3.9	3.9	4.3	5.3
C22-23 Paper Products & Printing	7.8	7.9	7.6	9.1	7.4	7.3	8.0	7.6
C24-26 Petroleum, Chemical & Pharmaceutical Products	3.1	3.3	3.2	3.4	3.0	3.4	3.3	3.2
C27 Rubber & Plastic Products	7.1	7.1	7.0	7.3	6.8	6.3	7.4	7.2
C30 Fabricated Metal Products	8.9	8.7	8.8	8.0	9.0	8.4	8.5	9.3
C31 Machinery & Equipment	8.5	9.2	9.4	9.4	8.8	9.7	9.9	9.3
C32 Electrical Products	6.7	7.5	7.5	7.2	6.7	7.6	7.6	8.0
C33 Electronic Products	5.7	5.6	5.6	5.7	5.4	5.2	5.9	5.9
C34 Medical & Precision Instruments	6.1	5.8	5.6	5.6	5.6	5.4	5.7	5.6
C35 Transport Equipment	9.7	9.8	9.8	9.6	9.5	9.8	10.0	9.7
Other Manufacturing Industries	6.7	7.2	7.2	7.1	7.0	7.2	7.1	7.6
<b>F45 CONSTRUCTION</b>	<b>7.1</b>	<b>7.2</b>	<b>7.5</b>	<b>7.4</b>	<b>7.5</b>	<b>7.8</b>	<b>7.4</b>	<b>7.2</b>
<b>G-V SERVICES</b>	<b>1.8</b>	<b>1.6</b>	<b>1.6</b>	<b>1.6</b>	<b>1.6</b>	<b>1.6</b>	<b>1.6</b>	<b>1.7</b>
<b>G50-51 WHOLESALE AND RETAIL TRADE</b>	<b>1.8</b>	<b>1.8</b>	<b>1.9</b>	<b>1.8</b>	<b>1.8</b>	<b>1.9</b>	<b>2.1</b>	<b>2.0</b>
G50 Wholesale Trade	1.9	1.8	1.9	1.7	1.6	1.9	2.1	2.1
G51 Retail Trade	1.8	1.9	1.9	1.9	2.1	1.7	2.0	1.8
<b>H52-56 TRANSPORT AND STORAGE</b>	<b>3.0</b>	<b>3.0</b>	<b>2.9</b>	<b>2.6</b>	<b>2.7</b>	<b>3.0</b>	<b>2.3</b>	<b>3.3</b>
H52, H552 Land Transport & Supporting Services	4.2	4.9	4.5	5.3	5.2	5.5	2.4	5.0
H53, H553 Water Transport & Supporting Services	2.0	2.0	1.9	1.4	1.8	1.7	2.0	2.0
H54, H554 Air Transport & Supporting Services	1.4	1.2	1.4	1.0	0.9	1.6	1.0	2.2
Other Transport & Storage Services	4.3	4.0	3.9	3.2	3.6	3.8	3.8	4.3
<b>J58 HOTELS AND RESTAURANTS</b>	<b>0.9</b>	<b>1.0</b>	<b>1.2</b>	<b>1.0</b>	<b>1.0</b>	<b>1.1</b>	<b>1.2</b>	<b>1.4</b>
J581 Hotels	1.4	1.6	1.8	1.8	1.8	1.8	1.5	2.2
J582 Restaurants	0.6	0.7	0.9	0.7	0.7	0.8	1.0	1.2
<b>K60-63 INFORMATION AND COMMUNICATIONS</b>	<b>0.6</b>	<b>0.6</b>	<b>0.5</b>	<b>0.6</b>	<b>0.5</b>	<b>0.6</b>	<b>0.4</b>	<b>0.4</b>
K60-61 Broadcasting & Publishing	0.7	0.8	0.5	0.5	0.5	0.6	0.4	0.5
K62 Telecommunications	1.1	1.2	0.9	1.5	1.0	1.0	0.8	0.9
K63 IT & Other Information Services	0.2	0.1	0.2	0.2	0.2	0.2	0.2	0.2
<b>L65-66 FINANCIAL SERVICES</b>	<b>0.9</b>	<b>0.6</b>	<b>0.5</b>	<b>0.5</b>	<b>0.4</b>	<b>0.4</b>	<b>0.9</b>	<b>0.3</b>
L65 Financial Institutions	1.0	0.6	0.5	0.5	0.4	0.4	1.0	0.3
L66 Insurance	0.5	0.5	0.6	0.6	0.5	0.6	0.6	0.6
<b>M70-71 REAL ESTATE AND LEASING SERVICES</b>	<b>2.0</b>	<b>1.4</b>	<b>1.4</b>	<b>1.3</b>	<b>1.3</b>	<b>1.4</b>	<b>1.4</b>	<b>1.5</b>
<b>N73-76 PROFESSIONAL SERVICES</b>	<b>2.0</b>	<b>2.3</b>	<b>2.3</b>	<b>2.1</b>	<b>2.0</b>	<b>2.2</b>	<b>2.4</b>	<b>2.4</b>
N73 Legal, Accounting & Management Services	0.7	1.0	1.2	1.2	1.1	1.1	1.3	1.4
N74 Architectural & Engineering Services	5.3	5.2	4.3	4.2	3.9	4.2	4.6	4.5
N75-76 Other Professional Services	0.7	0.8	0.8	0.4	0.7	0.8	0.8	0.7
<b>O78 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>6.0</b>	<b>6.4</b>	<b>5.5</b>	<b>6.8</b>	<b>6.7</b>	<b>5.2</b>	<b>4.9</b>	<b>5.4</b>
<b>P80-V99 COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>0.8</b>	<b>0.4</b>	<b>0.4</b>	<b>0.3</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>
P80 & T94 Education & Public Administration	0.4	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q85-86 Health & Social Services	0.6	0.5	0.7	0.4	0.6	0.7	0.7	0.7
R,S,U & V Other Community, Social & Personal Services	1.2	1.0	1.0	1.0	0.9	0.9	1.0	1.1
<b>A,B,D,E OTHERS*</b>	<b>3.9</b>	<b>2.6</b>	<b>2.6</b>	<b>2.3</b>	<b>2.5</b>	<b>2.5</b>	<b>2.9</b>	<b>2.5</b>

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

Source : Labour Market Survey, MOM

Note : Prior to 2006, data pertain to private sector establishments each with at least 25 employees (shaded). From 2006 onwards, data also include the public sector.

## 8.1 NOMINAL EARNINGS

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

Dollars

Industry	2005	2006	2007	2006	2007			
				IV	I	II	III	IV
<b>SSIC 2005 TOTAL</b>	<b>3 444</b>	<b>3 554</b>	<b>3 773</b>	<b>3 961</b>	<b>3 903</b>	<b>3 578</b>	<b>3 481</b>	<b>4 130</b>
	( 3.5)	( 3.2)	( 6.2)	( 3.1)	( 5.5)	( 8.5)	( 6.9)	( 4.3)
<b>C15-36 MANUFACTURING</b>	<b>3 495</b>	<b>3 618</b>	<b>3 764</b>	<b>3 976</b>	<b>4 093</b>	<b>3 377</b>	<b>3 484</b>	<b>4 103</b>
		( 3.5)	( 4.0)	( 2.4)	( 4.2)	( 4.4)	( 4.7)	( 3.2)
<b>F45 CONSTRUCTION</b>	<b>2 513</b>	<b>2 517</b>	<b>2 646</b>	<b>2 639</b>	<b>2 828</b>	<b>2 473</b>	<b>2 503</b>	<b>2 779</b>
		( 0.2)	( 5.1)	( 0.8)	( 4.7)	( 5.1)	( 5.5)	( 5.3)
<b>G-V SERVICES</b>	<b>3 498</b>	<b>3 615</b>	<b>3 862</b>	<b>4 054</b>	<b>3 944</b>	<b>3 703</b>	<b>3 560</b>	<b>4 239</b>
		( 3.3)	( 6.8)	( 3.4)	( 5.9)	( 9.7)	( 7.6)	( 4.6)
G50-51 Wholesale & Retail Trade	3 017	3 101	3 262	3 420	3 375	3 031	3 033	3 610
		( 2.8)	( 5.2)	( 1.8)	( 5.6)	( 4.8)	( 4.8)	( 5.6)
H52-56 Transport & Storage	3 507	3 525	3 797	3 672	3 881	3 413	4 014	3 881
		( 0.5)	( 7.7)	(-0.2)	( 5.2)	( 5.3)	( 14.8)	( 5.7)
J58 Hotels & Restaurants	1 360	1 381	1 442	1 437	1 531	1 389	1 358	1 491
		( 1.5)	( 4.4)	(-0.1)	( 4.1)	( 5.1)	( 5.0)	( 3.8)
K60-63 Information & Communications	4 553	4 745	5 018	5 031	4 982	5 008	4 756	5 325
		( 4.2)	( 5.8)	( 3.2)	( 5.5)	( 6.8)	( 4.7)	( 5.8)
L65-66 Financial Services	5 949	6 291	6 768	6 222	8 227	6 274	5 965	6 607
		( 5.7)	( 7.6)	( 1.8)	( 8.9)	( 7.2)	( 7.7)	( 6.2)
M70-71 Real Estate & Leasing Services	2 732	3 053	3 355	3 607	3 637	3 203	2 968	3 614
		( 11.7)	( 9.9)	( 18.1)	( 24.4)	( 15.5)	( 2.2)	( 0.2)
N73-76 Professional Services	4 231	4 383	4 633	4 827	4 610	4 361	4 422	5 139
		( 3.6)	( 5.7)	( 2.8)	( 6.0)	( 5.5)	( 4.8)	( 6.5)
O78 Administrative & Support Services	2 196	2 238	2 368	2 350	2 425	2 284	2 266	2 496
		( 1.9)	( 5.8)	( 2.1)	( 5.0)	( 5.3)	( 6.7)	( 6.2)
P80-V99 Community, Social & Personal Services	3 704	3 831	4 074	4 914	3 722	4 172	3 494	4 906
		( 3.4)	( 6.3)	( 6.9)	( 2.6)	( 18.4)	( 7.2)	(-0.2)

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 : Central Provident Fund Board

## 8.2 REAL EARNINGS

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

Dollars

Industry	2005	2006	2007	2006	2007			
				IV	I	II	III	IV
<b>SSIC 2005 TOTAL</b>	<b>3 430</b>	<b>3 505</b>	<b>3 645</b>	<b>3 887</b>	<b>3 842</b>	<b>3 501</b>	<b>3 337</b>	<b>3 893</b>
	(3.0)	(2.2)	(4.0)	(2.5)	(5.0)	(7.5)	(4.0)	(0.2)
<b>C15-36 MANUFACTURING</b>	<b>3 481</b>	<b>3 568</b>	<b>3 637</b>	<b>3 902</b>	<b>4 029</b>	<b>3 304</b>	<b>3 340</b>	<b>3 867</b>
		(2.5)	(1.9)	(1.8)	(3.7)	(3.3)	(1.8)	(-0.9)
<b>F45 CONSTRUCTION</b>	<b>2 503</b>	<b>2 482</b>	<b>2 557</b>	<b>2 590</b>	<b>2 783</b>	<b>2 420</b>	<b>2 400</b>	<b>2 619</b>
		(-0.8)	(3.0)	(0.3)	(4.1)	(4.0)	(2.7)	(1.1)
<b>G-V SERVICES</b>	<b>3 484</b>	<b>3 565</b>	<b>3 731</b>	<b>3 978</b>	<b>3 882</b>	<b>3 623</b>	<b>3 413</b>	<b>3 995</b>
		(2.3)	(4.7)	(2.8)	(5.4)	(8.6)	(4.7)	(0.4)
G50-51 Wholesale & Retail Trade	3 005	3 058	3 152	3 356	3 322	2 966	2 908	3 402
		(1.8)	(3.1)	(1.2)	(5.1)	(3.8)	(2.0)	(1.4)
H52-56 Transport & Storage	3 493	3 476	3 669	3 604	3 820	3 340	3 849	3 658
		(-0.5)	(5.6)	(-0.8)	(4.7)	(4.2)	(11.7)	(1.5)
J58 Hotels & Restaurants	1 355	1 362	1 393	1 410	1 507	1 359	1 302	1 405
		(0.5)	(2.3)	(-0.7)	(3.6)	(4.1)	(2.2)	(-0.4)
K60-63 Information & Communications	4 535	4 679	4 848	4 937	4 904	4 900	4 560	5 019
		(3.2)	(3.6)	(2.6)	(5.0)	(5.8)	(1.9)	(1.7)
L65-66 Financial Services	5 925	6 204	6 539	6 106	8 097	6 139	5 719	6 227
		(4.7)	(5.4)	(1.2)	(8.3)	(6.2)	(4.8)	(2.0)
M70-71 Real Estate & Leasing Services	2 721	3 011	3 242	3 540	3 580	3 134	2 846	3 406
		(10.7)	(7.7)	(17.4)	(23.8)	(14.3)	(-0.6)	(-3.8)
N73-76 Professional Services	4 214	4 322	4 476	4 737	4 537	4 267	4 240	4 844
		(2.6)	(3.6)	(2.2)	(5.4)	(4.4)	(2.0)	(2.3)
O78 Administrative & Support Services	2 187	2 207	2 288	2 306	2 387	2 235	2 173	2 352
		(0.9)	(3.7)	(1.5)	(4.5)	(4.2)	(3.9)	(2.0)
P80-V99 Community, Social & Personal Services	3 689	3 778	3 936	4 822	3 663	4 082	3 350	4 624
		(2.4)	(4.2)	(6.3)	(2.0)	(17.2)	(4.4)	(-4.1)

\* Deflated by the corresponding year's Consumer Price Index (2004 = 100)

Source : 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 the previous year.

## 8.3 LABOUR PRODUCTIVITY

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

(Over corresponding period of previous year)

Industry	Per Cent							
	2005	2006	2007 <sup>P</sup>	2006	2007			
				IV	I	II	III	IV <sup>P</sup>
<b>SSIC 2005 TOTAL <sup>2</sup></b>	<b>2.8</b>	<b>1.5</b>	<b>-0.9</b>	<b>-0.4</b>	<b>-0.8</b>	<b>0.7</b>	<b>0.4</b>	<b>-3.7</b>
<b>EXCLUDING CONSTRUCTION <sup>2</sup></b>	<b>2.6</b>	<b>1.6</b>	<b>-0.9</b>	<b>-0.3</b>	<b>-1.0</b>	<b>0.6</b>	<b>0.5</b>	<b>-3.7</b>
<b>C15-36 MANUFACTURING</b>	<b>2.9</b>	<b>3.9</b>	<b>-3.2</b>	<b>-0.1</b>	<b>-4.4</b>	<b>-0.7</b>	<b>1.2</b>	<b>-8.7</b>
<b>F45 CONSTRUCTION</b>	<b>-0.1</b>	<b>-2.6</b>	<b>7.5</b>	<b>-2.1</b>	<b>5.0</b>	<b>10.7</b>	<b>6.7</b>	<b>7.8</b>
<b>G-U SERVICES</b>	<b>2.5</b>	<b>1.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.9</b>	<b>0.3</b>	<b>-0.7</b>
G50-51 Wholesale & Retail Trade	8.1	5.7	1.4	1.9	2.0	2.6	0.8	0.4
H52-56 Transport & Storage	1.6	1.1	2.5	0.4	1.5	2.5	2.9	3.0
J58 Hotels & Restaurants	2.9	-2.1	-6.4	-2.6	-4.7	-5.2	-7.0	-8.5
K60-63 Information & Communications	2.3	-3.7	-3.2	-3.2	-3.5	-2.9	-3.4	-3.0
L65-66 Financial Services	-	2.2	2.1	3.3	2.6	4.1	3.5	-1.4
M70-O78 Business Services	-2.9	-3.2	-5.0	-4.2	-5.1	-4.6	-5.2	-4.9
P80-U95 Other Services	1.0	-0.6	-1.3	-0.1	-1.0	-1.2	-1.0	-2.0

<sup>1</sup> Based on gross value added at 2000 basic prices.

Source : Department of Statistics, MTI

<sup>2</sup> Based on GDP at 2000 market prices.

<sup>L</sup> : nil or negligible

<sup>P</sup> preliminary

# Explanatory Notes

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*Labour Market 2007*

## 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 economic cyclical and structural changes 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 fluctuations in the business cycle.

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 who are more vulnerable to unemployment.

## Retrenchment

### Source

Labour Market Survey

### Coverage

Prior to 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 (introduced in April 1988) that allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

### Uses and Limitations

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

The number of persons retrenched (flow) should not be confused with persons unemployed (stock). Not all persons retrenched will be unemployed as some will be re-employed or decide to leave the workforce. Similarly, the pool of unemployed persons comes not only from retrenchments, but also from new entrants to the labour force such as school leavers and the economically inactive who decide to re-join the workforce.

## Re-Employment

### Source

Labour Market Survey and Central Provident Fund (CPF) records

### Coverage

Information on resident workers retrenched from private sector establishments each with at least 25 employees is obtained from the Labour Market Survey. The re-employment status of these workers is tracked using CPF records. Hence, it does not capture retrenched workers who went into self-employment.

### Concepts and Definitions

**Re-employment rate** for a quarter refers to the re-employment rate as at end of the quarter for the residents retrenched in the previous quarter. For example, the re-employment rate for second quarter 2006 shows the proportion of residents retrenched in the first quarter of 2006 who were re-employed as at June 2006. The annual figures are the simple averages of the quarterly figures.

## **Uses and Limitations**

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

A low re-employment could also be the result of retrenched 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 retrenched workers could yield different re-employment rates, depending on the profile of the workers involved.

## **Job Vacancies**

### **Source**

Labour Market Survey

### **Coverage**

Prior to 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 refers 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**

Prior to 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 also 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 demands.

## Overtime Hours

### Source

Labour Market Survey

### Coverage

Prior to 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

Central Provident Fund (CPF) records

### 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 (2004 = 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 *Annual Survey on Wage Changes* which provides annual data on changes in basic wages and total wages of full-time employees on the CPF scheme who are 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 only if labour productivity grows, can a country afford wage increases without losing competitiveness.

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 (1993=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: 29 Feb 2008**

Currently, employment data are disaggregated into local and foreign components. This paper reports findings of an ad-hoc study to breakdown estimates of employment into three separate categories of Singapore citizens, permanent residents and foreigners.

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**Date of Release: 29 Feb 2008**

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• Manpower Statistics in Brief, 2007	04/06/2007
<b>Manpower Demand</b>	
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• Jobs in Demand, 2007	26/12/2007
• Retrenchment and Re-employment, 2006	20/04/2007
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