

# **LABOUR AND PRODUCTIVITY**



## 4 LABOUR AND PRODUCTIVITY

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### Labour Force

Labour force data are based on the mid-year Labour Force Surveys conducted by the Ministry of Manpower except for 1990, 1995, 2000 and 2005 which are based on Population Censuses and the mid-decade General Household Surveys (GHS) conducted by the Singapore Department of Statistics. The data refer to persons aged fifteen years and over. The reference period refers to the full calendar week preceding the date of interview.

### Definitions

*Employed Persons* : Refer to persons aged fifteen and over who, during the reference period (i) worked for one hour or more either for pay, profit or for family gains or (ii) had a job or business but were temporarily absent because of illness, injury, labour-management dispute or other reasons.

*Unemployed Persons* : Refer to persons aged fifteen and over who did not work but were available for work and were actively looking for a job during the reference period. Persons in the process of starting their own business or taking up a new job after the reference period were also considered as unemployed.

*Economically Active Persons* : Refer to persons aged fifteen and over who were either employed or unemployed during the reference period. This group is also known as the labour force.

*Economically Inactive Persons* : Refer to persons aged fifteen and over who were not working, did not have a job to return to and were not actively looking for a job during the reference period.

*Age-Sex Specific Labour Force Participation Rate* : Refers to the economically active population as a percentage of the total population in the specific age-sex groups.

*Unemployment Rate* : Refers to unemployed persons as a percentage of the total economically active population.

*Labour Productivity* : Refers to the output per worker.

### Monthly Earnings and Hours Worked

Statistics on average monthly earnings of workers are 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. Statistics on weekly hours worked are compiled from surveys conducted by the Ministry of Manpower. Before 2006, the surveys cover private sector establishments each with at least 25 employees. From 2006 onwards, both private and public sector establishments are covered in the surveys. For the private sector, only establishments with at least 25 employees are included.

### Definitions

*Monthly Earnings* : Refer 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.

*Weekly Hours* : Refer to the total number of paid hours worked during a week. It is the sum of standard hours and paid overtime hours worked.

### Skills Development Fund (SDF)

The Skills Development Fund (SDF) was set up in 1979 through the collection of the Skills Development Levy from employers.

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The SDF provides course fee subsidies to employers and training institutions to support the skills upgrading of Singapore's workforce.

Over the years, the SDF has helped Singapore companies develop a strong training culture and strengthened the concept of lifelong learning, so that workers can keep up with the changing skills demands of the employment landscape.

### Employment Assistance

Singapore citizens and permanent residents who seek assistance to find employment, can register with the CareerLink centres operated by the Singapore Workforce Development Agency (WDA) and its Distributed CareerLink Network (DCN) partners, comprising the Community Development Councils and National Trades Union Congress.

Statistics on job seekers attended to, given referrals and placed are compiled by the Employment Facilitation Division of WDA.

### Multifactor Productivity

Multifactor productivity relates output to a set of combined inputs, usually labour and capital. A change in multifactor productivity reflects the change in output that cannot be accounted for by the change in combined inputs. Multifactor productivity therefore measures the effects of changes such as technological progress, changes in the organisation of production, worker-management relations, etc.

### Central Provident Fund

The Central Provident Fund (CPF) was set up in 1955 to provide financial security for

workers in their old age. Over the years, it has evolved into a comprehensive social security savings scheme. The overall scope and benefits of the CPF encompass: Retirement, Healthcare, Home Ownership, Family Protection and Asset Enhancement.

Both the employee and his employer contribute to the worker's savings with the CPF. Employees below age 50 pay 20% of monthly wages into CPF and their employers pay another 14.5%, making a total of 34.5%. Contributions are lower for employees above age 50 and for those earning lower wages i.e. below \$1,500 a month.

For those earning between \$1,500 and \$4,500, the CPF contribution rates are as follows :

| <u>Employee's Age</u> | <u>Employer</u>           | <u>Employee</u> | <u>Total</u> |
|-----------------------|---------------------------|-----------------|--------------|
|                       | (Percent of Monthly Wage) |                 |              |
| ≤ 50 years            | 14.5                      | 20.0            | 34.5         |
| > 50 to 55 years      | 10.5                      | 18.0            | 28.5         |
| > 55 to 60 years      | 7.5                       | 12.5            | 20.0         |
| > 60 to 65 years      | 5.0                       | 7.5             | 12.5         |
| > 65 years            | 5.0                       | 5.0             | 10.0         |

Each CPF member has three accounts – the Ordinary, Medisave and Special Account. At age 55, the member also has a Retirement Account under the CPF Minimum Sum Scheme. CPF savings can be used under the various CPF schemes. *Ordinary Account* savings can be used for housing, approved investments, CPF insurance and education. *Medisave Account* savings can be used for hospitalisation and approved medical expenses, and to pay for premiums of approved medical insurance for members and their dependants. *Special Account* savings are for old age, contingency purposes and investment in retirement-related financial products.

The savings in the Ordinary Account earn a market related interest rate based on the 12-month deposit and month-end savings rates of the major local banks. The interest rate is

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revised every three months and as legislated in the CPF Act, is subjected to a minimum of 2.5%.

From 1 January 2008, savings in the Special Account, Medisave Account and Retirement Account (SMRA) will be pegged to the 12-month average yield of the 10-year Singapore Government Securities plus 1%. To help members adjust to the floating SMRA interest rate, a 4% floor for the SMRA rate will be maintained for the first two years.

In addition, an extra 1% of interest will be paid on the first \$60,000 of a member's combined balances, with up to \$20,000 from the Ordinary Account. The extra interest from the Ordinary Account will go into the member's Special or Retirement Account (depending on his age) to improve his retirement savings.

From 1 April 2008, the first \$20,000 in a member's Ordinary Account and first \$20,000 in the Special Account cannot be invested.

Members can withdraw their CPF savings when they reach 55 years of age after setting aside the CPF Minimum Sum in their Retirement Account. This is to ensure that they have a minimum regular income to meet their basic needs during retirement. The CPF Minimum Sum applicable to members who reach 55 years between 1 July 2008 and 30 June 2009 is \$106,000. It will be increased gradually until it reaches \$120,000 (in 2003 dollars) on 1 July 2013. In addition, members who can set aside the full CPF Minimum Sum have to set aside the Medisave Required Amount, which is \$18,000 for the period 1 January to 31 December 2009. This is to ensure that members set aside sufficient savings for the healthcare needs in their retirement.

### **SPRING Singapore**

SPRING Singapore is the enterprise development agency for growing innovative companies and fostering a competitive SME sector. It works with partners to help enterprises in financing, capabilities and management development, technology and innovation, and access to markets. As the national standards and accreditation body, SPRING Singapore also develops and promotes internationally-recognised standards and quality assurance to enhance competitiveness and facilitate trade.

### **Trade Unions**

Data on employers' and employees' trade unions are compiled by the Labour Relations & Workplaces Division of the Ministry of Manpower.

### **Trade Disputes**

Data on trade disputes relate only to cases referred to the Labour Relations & Workplaces Divisions of the Ministry of Manpower.

A trade dispute refers to any dispute between and among workers and employers relating to employment, non-employment, the terms of employment or the conditions of work.

### **Industrial Stoppages**

Data on industrial stoppages refer to cases reported to and handled by the Labour Relations & Workplaces Divisions of the Ministry of Manpower and include both strikes and lockouts.

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### Other References

Similar data are presented in the "Singapore Yearbook of Manpower Statistics" published by the Manpower Research and Statistics Department of the Ministry of Manpower.

Detailed statistics on the labour force are published in the "Report on Labour Force in Singapore."

## 4.1 LABOUR FORCE

(As at June)

|  | 1998    | 2003    | 2004    | 2005    | 2006    | 2007    | 2008    |
|--|---------|---------|---------|---------|---------|---------|---------|
| Labour Force ('000)                          |         |         |         |         |         |         |         |
| Total  | 2,187.9 | 2,312.3 | 2,341.9 | 2,367.3 | 2,594.1 | 2,710.3 | 2,939.9 |
| Residents                                    | 1,546.5 | 1,706.4 | 1,733.4 | 1,744.8 | 1,880.8 | 1,878.0 | 1,928.3 |
| Employed ('000)                              |         |         |         |         |         |         |         |
| Total  | 2,133.8 | 2,208.1 | 2,238.1 | 2,266.7 | 2,505.8 | 2,631.9 | 2,858.1 |
| Residents                                    | 1,493.8 | 1,605.4 | 1,632.1 | 1,647.3 | 1,796.7 | 1,803.2 | 1,852.0 |
| Unemployed ('000)                            |         |         |         |         |         |         |         |
| Total  | 54.1    | 104.2   | 103.8   | 100.5   | 88.3    | 78.4    | 81.8    |
| Residents                                    | 52.6    | 101.0   | 101.3   | 97.5    | 84.2    | 74.8    | 76.2    |
| Unemployment Rate (Seasonally Adjusted) (%)  |         |         |         |         |         |         |         |
| Total  | 1.9     | 3.6     | 3.6     | 3.4     | 2.7     | 2.3     | 2.2     |
| Residents                                    | 2.6     | 4.7     | 4.7     | 4.4     | 3.5     | 3.1     | 3.1     |
| Resident Labour Force Participation Rate (%) | 63.1    | 63.2    | 63.3    | 63.0    | 65.0    | 65.0    | 65.6    |
| Males  | 77.4    | 76.1    | 75.7    | 74.4    | 76.2    | 76.3    | 76.1    |
| Females                                      | 49.4    | 50.9    | 51.3    | 52.0    | 54.3    | 54.2    | 55.6    |

Sources : Labour Force Survey (LFS), Singapore, Ministry of Manpower

General Household Survey (GHS) 2005, Singapore Department of Statistics

Notes : Total Population comprises Residents and Non-residents. Residents comprise Singapore citizens and permanent residents.

Data for 2007 have been adjusted following the revision of population estimates.

## 4.2 AGE-SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATES

(As at June)

| Age Group (Years) | Per Cent |      |      |      |      |      |      |
|-------------------|----------|------|------|------|------|------|------|
|                   | 1998     | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
| Total             | 63.1     | 63.2 | 63.3 | 63.0 | 65.0 | 65.0 | 65.6 |
| 15 - 19           | 13.5     | 11.5 | 12.1 | 9.8  | 12.4 | 13.6 | 12.8 |
| 20 - 24           | 68.4     | 67.1 | 66.9 | 61.7 | 70.7 | 66.6 | 66.5 |
| 25 - 29           | 86.8     | 88.7 | 87.9 | 87.9 | 89.0 | 90.1 | 88.7 |
| 30 - 34           | 82.7     | 85.8 | 85.6 | 86.5 | 87.2 | 87.9 | 88.6 |
| 35 - 39           | 80.2     | 81.6 | 82.1 | 82.6 | 83.8 | 84.6 | 85.6 |
| 40 - 44           | 78.8     | 80.1 | 80.8 | 81.2 | 82.5 | 82.9 | 83.3 |
| 45 - 49           | 76.5     | 77.6 | 79.2 | 78.8 | 81.4 | 80.9 | 82.8 |
| 50 - 54           | 68.9     | 73.1 | 73.4 | 72.3 | 76.8 | 77.3 | 77.5 |
| 55 - 59           | 53.4     | 57.5 | 59.1 | 57.8 | 63.5 | 66.0 | 66.6 |
| 60 - 64           | 30.9     | 34.2 | 35.1 | 36.6 | 43.9 | 46.7 | 48.8 |
| 65 - 69           | 18.2     | 19.5 | 18.9 | 20.7 | 25.3 | 26.6 | 27.5 |
| 70 - 74           | 10.6     | 10.2 | 8.9  | 9.7  | 13.2 | 12.2 | 15.1 |
| 75 & Over         | 3.0      | 3.4  | 2.6  | 3.4  | 3.9  | 5.0  | 5.4  |

Sources : Labour Force Survey (LFS), Singapore, Ministry of Manpower

General Household Survey (GHS) 2005, Singapore Department of Statistics

Notes : Residents comprise Singapore citizens and permanent residents.

Data from the LFS are not comparable with those from GHS 2005 due to differences in coverage and methodology.

Data for 2007 have been adjusted following the revision of population estimates.

## 4.3 AGE-SPECIFIC RESIDENT MALE LABOUR FORCE PARTICIPATION RATES

(As at June)

| Age Group (Years) | Per Cent |      |      |      |      |      |      |
|-------------------|----------|------|------|------|------|------|------|
|                   | 1998     | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
| Total             | 77.4     | 76.1 | 75.7 | 74.4 | 76.2 | 76.3 | 76.1 |
| 15 - 19           | 15.7     | 12.6 | 12.4 | 10.6 | 12.6 | 15.2 | 13.9 |
| 20 - 24           | 69.2     | 68.3 | 68.6 | 61.2 | 71.4 | 67.5 | 66.1 |
| 25 - 29           | 94.4     | 94.0 | 92.3 | 91.3 | 94.0 | 93.6 | 93.3 |
| 30 - 34           | 98.4     | 98.5 | 98.0 | 97.3 | 98.0 | 98.3 | 98.1 |
| 35 - 39           | 98.8     | 98.2 | 97.7 | 97.2 | 98.2 | 98.1 | 97.7 |
| 40 - 44           | 98.2     | 97.2 | 97.3 | 96.4 | 97.7 | 97.2 | 97.5 |
| 45 - 49           | 97.2     | 96.0 | 96.5 | 94.9 | 96.5 | 96.6 | 96.6 |
| 50 - 54           | 91.6     | 91.9 | 93.2 | 90.8 | 93.3 | 94.0 | 93.0 |
| 55 - 59           | 76.6     | 78.7 | 78.3 | 76.6 | 81.9 | 84.5 | 84.9 |
| 60 - 64           | 49.1     | 50.4 | 52.4 | 52.5 | 62.5 | 65.5 | 64.7 |
| 65 - 69           | 29.4     | 31.1 | 29.3 | 32.6 | 36.0 | 38.7 | 40.1 |
| 70 - 74           | 18.8     | 17.5 | 13.9 | 16.1 | 20.0 | 19.5 | 23.4 |
| 75 & Over         | 5.3      | 6.7  | 5.0  | 6.6  | 6.8  | 8.6  | 9.4  |

Sources : Labour Force Survey (LFS), Singapore, Ministry of Manpower

General Household Survey (GHS) 2005, Singapore Department of Statistics

Notes : Residents comprise Singapore citizens and permanent residents.

Data from the LFS are not comparable with those from GHS 2005 due to differences in coverage and methodology.

Data for 2007 have been adjusted following the revision of population estimates.

## 4.4 AGE-SPECIFIC RESIDENT FEMALE LABOUR FORCE PARTICIPATION RATES

(As at June)

| Age Group (Years) | Per Cent |      |      |      |      |      |      |
|-------------------|----------|------|------|------|------|------|------|
|                   | 1998     | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
| Total             | 49.4     | 50.9 | 51.3 | 52.0 | 54.3 | 54.2 | 55.6 |
| 15 - 19           | 11.1     | 10.2 | 11.8 | 9.0  | 12.1 | 11.8 | 11.6 |
| 20 - 24           | 67.6     | 65.9 | 65.1 | 62.2 | 70.0 | 65.6 | 67.0 |
| 25 - 29           | 80.0     | 84.1 | 83.8 | 84.7 | 84.5 | 86.9 | 84.5 |
| 30 - 34           | 68.2     | 74.4 | 74.6 | 76.8 | 77.7 | 78.6 | 80.5 |
| 35 - 39           | 61.5     | 65.5 | 67.4 | 69.0 | 70.4 | 71.7 | 74.4 |
| 40 - 44           | 59.5     | 62.7 | 63.9 | 65.6 | 67.7 | 69.1 | 69.9 |
| 45 - 49           | 55.8     | 58.9 | 61.7 | 62.7 | 66.2 | 65.7 | 68.7 |
| 50 - 54           | 46.5     | 54.1 | 52.9 | 54.0 | 59.5 | 60.5 | 62.0 |
| 55 - 59           | 30.4     | 36.2 | 40.1 | 39.4 | 44.7 | 46.9 | 48.0 |
| 60 - 64           | 13.9     | 18.9 | 18.4 | 21.3 | 26.2 | 29.2 | 33.1 |
| 65 - 69           | 8.2      | 9.6  | 9.7  | 10.4 | 15.6 | 15.6 | 16.6 |
| 70 - 74           | 3.7      | 4.3  | 4.8  | 4.5  | 7.7  | 6.4  | 7.9  |
| 75 & Over         | 1.4      | 1.1  | 1.0  | 1.2  | 2.0  | 2.7  | 2.7  |

Sources : Labour Force Survey (LFS), Singapore, Ministry of Manpower

General Household Survey (GHS) 2005, Singapore Department of Statistics

Notes : Residents comprise Singapore citizens and permanent residents.

Data from the LFS are not comparable with those from GHS 2005 due to differences in coverage and methodology.

Data for 2007 have been adjusted following the revision of population estimates.

## 4.5 EMPLOYED RESIDENTS AGED 15 YEARS AND OVER BY OCCUPATION

(As at June)

| Occupation                               | Thousand |         |         |         |         |         |         |
|--|----------|---------|---------|---------|---------|---------|---------|
|  | 1998     | 2003    | 2004    | 2005    | 2006    | 2007    | 2008    |
| Total                                    | 1,493.8  | 1,605.4 | 1,632.1 | 1,647.3 | 1,796.7 | 1,803.2 | 1,852.0 |
| Legislators, Senior Officials & Managers | 194.0    | 230.0   | 229.8   | 216.4   | 268.9   | 263.4   | 284.7   |
| Professionals                            | 158.1    | 210.6   | 211.0   | 204.6   | 256.2   | 270.7   | 288.3   |
| Technicians & Associate Professionals    | 263.8    | 288.7   | 309.4   | 317.7   | 319.8   | 342.4   | 371.9   |
| Clerical Workers                         | 232.6    | 231.5   | 233.5   | 232.5   | 251.6   | 247.5   | 249.7   |
| Service & Sales Workers                  | 202.0    | 185.4   | 190.7   | 239.4   | 215.7   | 209.5   | 208.2   |
| Production Craftsmen & Related Workers   | 119.5    | 97.2    | 96.0    | 110.6   | 95.0    | 94.2    | 89.5    |
| Plant & Machine Operators & Assemblers   | 182.3    | 166.8   | 165.4   | 173.6   | 173.3   | 167.0   | 156.4   |
| Cleaners, Labourers & Related Workers    | 87.8     | 125.2   | 125.2   | 96.7    | 149.3   | 145.3   | 140.0   |
| Others <sup>1</sup>                      | 53.7     | 69.8    | 71.1    | 55.9    | 66.9    | 63.1    | 63.4    |

Sources : Labour Force Survey (LFS), Singapore, Ministry of Manpower  
General Household Survey (GHS) 2005, Singapore Department of Statistics

Notes : Residents comprise Singapore citizens and permanent residents.

Data for 1998, 2003-2004 are classified according to the Singapore Standard Occupational Classification (SSOC) 2000.

Data from 2005 onwards are classified according to the Singapore Standard Occupational Classification (SSOC) 2005.

Data for 2007 have been adjusted following the revision of population estimates.

<sup>1</sup> Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.

## 4.6 EMPLOYED RESIDENTS AGED 15 YEARS AND OVER BY INDUSTRY

(As at June)

|  | Thousand |         |         |         |         |         |         |
|--|----------|---------|---------|---------|---------|---------|---------|
|  | 1998     | 2003    | 2004    | 2005    | 2006    | 2007    | 2008    |
| Total                                    | 1,493.8  | 1,605.4 | 1,632.1 | 1,647.3 | 1,796.7 | 1,803.2 | 1,852.0 |
| Manufacturing                            | 329.9    | 303.6   | 298.3   | 275.2   | 301.7   | 304.5   | 311.9   |
| Construction                             | 111.3    | 97.7    | 92.6    | 81.6    | 95.0    | 100.8   | 105.5   |
| Services                                 | 1,040.0  | 1,190.3 | 1,227.5 | 1,272.7 | 1,377.5 | 1,377.2 | 1,411.9 |
| Wholesale & Retail Trade                 | 236.7    | 253.7   | 275.4   | 303.6   | 301.1   | 277.0   | 269.5   |
| Transport & Storage <sup>1</sup>         | 172.3    | 183.5   | 183.3   | 163.1   | 174.0   | 179.9   | 182.4   |
| Hotels & Restaurants                     | 98.4     | 107.8   | 107.9   | 103.2   | 128.8   | 123.1   | 120.0   |
| Information & Communications             | -        | -       | -       | 64.5    | 74.8    | 87.8    | 87.0    |
| Financial Services                       | 89.0     | 88.6    | 91.9    | 102.1   | 106.3   | 109.7   | 123.6   |
| Business Services <sup>2</sup>           | 153.3    | 206.8   | 216.2   | 207.0   | 217.3   | 223.9   | 237.5   |
| Community, Social &<br>Personal Services | 290.2    | 349.9   | 352.9   | 329.1   | 375.1   | 375.8   | 391.9   |
| Others <sup>3</sup>                      | 12.7     | 13.8    | 13.7    | 17.8    | 22.5    | 20.7    | 22.7    |

Sources : Labour Force Survey (LFS), Singapore, Ministry of Manpower  
 General Household Survey (GHS) 2005, Singapore Department of Statistics

Notes : Residents comprise Singapore citizens and permanent residents.

Data are based on mid-year labour force surveys except General Household Survey 2005.

Data for 1998, 2003-2004 are classified according to SSIC 2000.

Data for 2005 onwards are classified according to SSIC 2005.

Data for 2007 have been adjusted following the revision of population estimates.

1 Data for 1998, 2003-2004 refer to transport, storage & communications.

2 Data for 2005 onwards include Professional, Scientific & Technical, Administrative & Support Services.

3 Includes agriculture, fishing, mining & quarrying, utilities & activities not adequately defined.

## 4.7 GOVERNMENT EMPLOYEES BY DIVISIONAL STATUS AND SEX

(End of Period)

| Divisional Status | Number |        |        |        |        |        |        |
|-------------------|--------|--------|--------|--------|--------|--------|--------|
|                   | 2002   | 2003   | 2004   | 2005   | 2006   | 2007   | 2008   |
| Total             | 60,240 | 61,602 | 61,516 | 62,792 | 64,539 | 65,832 | 67,814 |
| Males             | 26,756 | 27,334 | 27,300 | 27,750 | 28,232 | 28,686 | 29,363 |
| Females           | 33,484 | 34,268 | 34,216 | 35,042 | 36,307 | 37,146 | 38,451 |
| Division I        | 25,783 | 27,637 | 28,638 | 30,533 | 32,412 | 33,777 | 35,359 |
| Males             | 9,871  | 10,508 | 10,835 | 11,568 | 12,172 | 12,629 | 13,223 |
| Females           | 15,912 | 17,129 | 17,803 | 18,965 | 20,240 | 21,148 | 22,136 |
| Division II       | 17,605 | 17,187 | 16,608 | 16,445 | 16,668 | 16,808 | 19,098 |
| Males             | 6,769  | 6,719  | 6,693  | 6,803  | 7,083  | 7,198  | 8,518  |
| Females           | 10,836 | 10,468 | 9,915  | 9,642  | 9,585  | 9,610  | 10,580 |
| Division III      | 12,843 | 12,754 | 12,250 | 11,836 | 11,584 | 11,358 | 9,536  |
| Males             | 7,890  | 7,840  | 7,485  | 7,111  | 6,787  | 6,654  | 5,474  |
| Females           | 4,953  | 4,914  | 4,765  | 4,725  | 4,797  | 4,704  | 4,062  |
| Division IV       | 4,009  | 4,024  | 4,020  | 3,978  | 3,875  | 3,889  | 3,821  |
| Males             | 2,226  | 2,267  | 2,287  | 2,268  | 2,190  | 2,205  | 2,148  |
| Females           | 1,783  | 1,757  | 1,733  | 1,710  | 1,685  | 1,684  | 1,673  |

Source : Public Service Division, Prime Minister's Office

Note : Government employees refers to officers in the Ministries and Organs of State. Statutory Board officers are not included.

## 4.8 CENTRAL PROVIDENT FUND MEMBERS BY AGE GROUP

(End of Period)

| Age Group (Years) | Thousand |         |         |         |         |         |         |
|-------------------|----------|---------|---------|---------|---------|---------|---------|
|                   | 1998     | 2003    | 2004    | 2005    | 2006    | 2007    | 2008    |
| Total             | 2,803.4  | 2,978.5 | 3,018.0 | 3,048.6 | 3,099.6 | 3,163.0 | 3,234.4 |
| Up to 20          | 94.3     | 78.5    | 80.3    | 84.4    | 94.5    | 105.5   | 104.5   |
| > 20 - 25         | 204.6    | 207.1   | 206.7   | 200.8   | 197.2   | 198.0   | 210.3   |
| > 25 - 30         | 285.6    | 251.7   | 247.3   | 249.4   | 249.8   | 256.5   | 265.3   |
| > 30 - 35         | 370.1    | 309.2   | 307.2   | 302.9   | 303.5   | 299.8   | 299.4   |
| > 35 - 40         | 422.4    | 379.5   | 358.9   | 345.6   | 336.2   | 334.2   | 336.6   |
| > 40 - 45         | 384.0    | 424.2   | 425.8   | 422.7   | 416.7   | 404.7   | 389.8   |
| > 45 - 50         | 310.8    | 382.7   | 392.6   | 402.8   | 410.6   | 417.9   | 425.0   |
| > 50 - 55         | 199.2    | 294.9   | 308.7   | 321.9   | 336.8   | 349.2   | 359.6   |
| Over 55           | 503.0    | 622.8   | 662.9   | 690.9   | 727.5   | 770.9   | 818.1   |
| Not specified     | 29.6     | 27.9    | 27.6    | 27.2    | 26.8    | 26.3    | 25.8    |

Source : Central Provident Fund Board

Note : Includes self-employed persons who had made CPF contributions.

## 4.9

## ACTIVE CENTRAL PROVIDENT FUND MEMBERS BY AGE GROUP

(End of Period)

| Age Group (Years) | Thousand |         |         |         |         |         |         |
|-------------------|----------|---------|---------|---------|---------|---------|---------|
|                   | 1998     | 2003    | 2004    | 2005    | 2006    | 2007    | 2008    |
| Total             | 1,198.2  | 1,283.0 | 1,324.4 | 1,381.1 | 1,461.9 | 1,545.0 | 1,610.1 |
| Up to 20          | 26.5     | 27.2    | 31.0    | 34.0    | 38.9    | 44.0    | 40.5    |
| > 20 - 25         | 110.4    | 100.6   | 103.1   | 104.4   | 107.1   | 108.2   | 110.3   |
| > 25 - 30         | 198.2    | 184.2   | 184.4   | 189.0   | 193.2   | 200.9   | 207.8   |
| > 30 - 35         | 199.2    | 199.7   | 205.1   | 210.1   | 217.6   | 220.0   | 222.8   |
| > 35 - 40         | 190.7    | 190.4   | 190.9   | 195.5   | 203.1   | 213.3   | 222.4   |
| > 40 - 45         | 169.6    | 182.9   | 187.2   | 193.1   | 201.0   | 206.7   | 209.0   |
| > 45 - 50         | 131.3    | 160.6   | 166.9   | 174.1   | 183.0   | 191.6   | 198.0   |
| > 50 - 55         | 81.2     | 116.5   | 122.9   | 131.4   | 144.0   | 157.3   | 168.1   |
| > 55 - 60         | 46.4     | 64.6    | 73.4    | 84.9    | 95.4    | 105.9   | 116.1   |
| Over 60           | 44.6     | 56.3    | 59.5    | 64.5    | 78.7    | 97.0    | 115.0   |
| Not specified     | 0.1      | -       | -       | -       | -       | -       | -       |

Source : Central Provident Fund Board

Note : Excludes self-employed who had made CPF contributions.

## 4.10

## ACTIVE CENTRAL PROVIDENT FUND CONTRIBUTORS BY WAGE LEVEL

(End of Period)

| Monthly Wage Level (\$) | Thousand |         |         |         |         |         |         |
|-------------------------|----------|---------|---------|---------|---------|---------|---------|
|                         | 1998     | 2003    | 2004    | 2005    | 2006    | 2007    | 2008    |
| Total                   | 1,198.2  | 1,283.0 | 1,324.4 | 1,381.1 | 1,461.9 | 1,545.0 | 1,610.1 |
| Up to 200               | 12.4     | 15.8    | 15.7    | 17.5    | 21.4    | 28.6    | 31.3    |
| 200 - 399               | 32.9     | 24.5    | 25.1    | 25.4    | 27.4    | 30.2    | 30.8    |
| 400 - 599               | 47.5     | 49.1    | 45.9    | 49.8    | 54.2    | 57.6    | 58.2    |
| 600 - 799               | 51.0     | 67.4    | 68.1    | 71.2    | 79.7    | 88.9    | 94.2    |
| 800 - 999               | 61.1     | 53.6    | 60.4    | 62.9    | 67.2    | 71.4    | 74.4    |
| 1,000 - 1,499           | 219.0    | 179.1   | 178.5   | 175.9   | 178.5   | 181.0   | 173.9   |
| 1,500 - 1,999           | 209.0    | 196.1   | 195.6   | 191.5   | 192.4   | 189.5   | 185.3   |
| 2,000 - 2,499           | 157.1    | 167.4   | 169.9   | 175.7   | 176.9   | 171.9   | 173.6   |
| 2,500 - 2,999           | 108.7    | 126.9   | 130.9   | 139.3   | 147.5   | 144.9   | 152.2   |
| 3,000 - 3,499           | 75.0     | 94.3    | 98.7    | 104.9   | 114.7   | 115.1   | 123.6   |
| 3,500 - 3,999           | 47.0     | 63.7    | 67.4    | 72.6    | 79.1    | 84.2    | 92.0    |
| 4,000 - 4,499           | 37.5     | 48.5    | 53.5    | 56.6    | 61.0    | 67.2    | 73.2    |
| 4,500 - 4,999           | 28.5     | 35.0    | 38.1    | 41.2    | 262.0   | 314.4   | 347.3   |
| 5,000 - 5,499           | 21.6     | 29.6    | 32.9    | 196.3   |         |         |         |
| 5,500 & Over            | 87.9     | 131.9   | 143.6   |         |         |         |         |
| Not specified           | 2.1      | 0.1     | 0.1     | -       | -       | -       | -       |

Source : Central Provident Fund Board

Note : Excludes self-employed persons who had made CPF contributions.

With effect from 1 Jan 2006, the salary ceiling for CPF contributions was lowered from \$5,000 to \$4,500.

## 4.11 ACTIVE CENTRAL PROVIDENT FUND MEMBERS BY INDUSTRY

( End of Period )

| Industry                          | Thousand |         |         |         |         |         |         |
|-----------------------------------|----------|---------|---------|---------|---------|---------|---------|
|                                   | 1998     | 2003    | 2004    | 2005    | 2006    | 2007    | 2008    |
| Total                             | 1,198.2  | 1,283.0 | 1,324.4 | 1,381.1 | 1,461.9 | 1,545.0 | 1,610.1 |
| Manufacturing                     | 255.8    | 241.2   | 248.2   | 256.7   | 266.5   | 275.4   | 273.2   |
| Utilities                         | 6.9      | 4.8     | 4.3     | 10.2    | 11.3    | 11.8    | 12.6    |
| Construction                      | 78.7     | 71.1    | 69.7    | 71.8    | 77.7    | 84.1    | 88.5    |
| Commerce                          | 283.7    | 305.2   | 316.7   | 321.3   | 341.2   | 354.1   | 366.5   |
| Transport & Communications        | 114.8    | 122.4   | 123.8   | 154.7   | 160.8   | 161.9   | 168.7   |
| Financial & Business Services     | 230.1    | 272.5   | 291.1   | 297.6   | 324.0   | 363.7   | 392.1   |
| Other Services                    | 224.7    | 261.8   | 267.1   | 267.0   | 278.5   | 291.4   | 305.7   |
| Agriculture & Fishing             | 3.0      | 3.4     | 3.1     | 1.9     | 2.1     | 2.5     | 2.8     |
| Quarrying                         | 0.4      | 0.3     | -       |         |         |         |         |
| Activities Not Adequately Defined | 0.1      | 0.3     | 0.4     |         |         |         |         |

Source : Central Provident Fund Board

Note : Data for 2002 to 2004 are classified according to Singapore Standard Industrial Classification (SSIC) 2000.

Data from 2005 onwards are classified according to SSIC 2005.

Excludes self-employed persons who had made CPF contributions.

## 4.12 EMPLOYMENT SERVICES

|                                  | Number            |         |        |        |        |        |  |
|----------------------------------|-------------------|---------|--------|--------|--------|--------|--|
|                                  | 2003 <sup>1</sup> | 2004    | 2005   | 2006   | 2007   | 2008   |  |
| Job Seekers Attended to at       |                   |         |        |        |        |        |  |
| Careerlink Centres               | 32,545            | 117,135 | 97,588 | 75,785 | 59,406 | 61,451 |  |
| Males                            | na                | na      | 51,538 | 38,716 | 28,806 | 28,170 |  |
| Females                          | na                | na      | 46,050 | 37,069 | 30,600 | 33,281 |  |
| Job Seekers Given Job Referrals  | 21,874            | 78,579  | 66,455 | 46,604 | 31,408 | 30,453 |  |
| Males                            | na                | na      | 34,463 | 24,226 | 15,632 | 14,138 |  |
| Females                          | na                | na      | 31,992 | 22,378 | 15,776 | 16,315 |  |
| Job Seekers Placed in Employment | 9,689             | 27,104  | 27,487 | 22,146 | 16,726 | 13,581 |  |
| Males                            | na                | na      | 15,004 | 11,911 | 8,212  | 6,460  |  |
| Females                          | na                | na      | 12,483 | 10,235 | 8,514  | 7,121  |  |

Source : Singapore Workforce Development Agency (WDA)

Note : WDA, which was set up in September 2003, has taken over from Ministry of Manpower (MOM) on the provision of employment services. Henceforth, local job seekers can go to Careerlink centres operated by WDA and its Distributed Careerlink Network (DCN) partners, comprising the Community Development Councils, National Trades Union Congress, Singapore National Employers Federation (SNEF), Singapore Professionals' and Executives' Cooperative (SPEC) and other self-help groups (SHGs).

With effect from June 2006, SNEF has ceased participation in the DCN programme.

With effect from September 2006, SPEC has ceased participation in the DCN programme.

With effect from December 2006, SHGs has ceased participation in the DCN programme.

The figures on Employment Services provided are the results of the collective efforts of WDA together with its DCN partners.

Data are based on date of data entry.

1 Data cover September to December 2003.

## 4.13 CHANGES IN LABOUR PRODUCTIVITY BY INDUSTRY

| Industry                                    | Per Cent |       |      |      |      |      |       |
|---|----------|-------|------|------|------|------|-------|
|   | 1998     | 2003  | 2004 | 2005 | 2006 | 2007 | 2008  |
| Total <sup>1</sup>                          | -4.1     | 5.0   | 7.5  | 2.8  | 1.6  | -0.8 | -7.8  |
| Total (excluding Construction) <sup>1</sup> | -3.6     | 4.3   | 7.2  | 2.6  | 1.8  | -0.8 | -7.3  |
| Goods Producing Industries <sup>2</sup>     | -1.3     | 6.9   | 10.0 | 3.5  | 3.1  | -2.7 | -11.7 |
| Manufacturing                               | 1.2      | 5.4   | 9.7  | 2.9  | 3.9  | -3.1 | -10.9 |
| Construction                                | -3.6     | 1.4   | -0.6 | -0.1 | -2.6 | 5.7  | -0.6  |
| Services Producing Industries <sup>2</sup>  | -5.1     | 3.9   | 6.1  | 2.5  | 1.4  | 0.1  | -3.6  |
| Wholesale & Retail Trade                    | -11.2    | 13.2  | 15.1 | 6.0  | 5.6  | 1.5  | -2.4  |
| Transport & Storage                         | 2.5      | -1.0  | 10.6 | 2.4  | 2.5  | 2.5  | -4.0  |
| Hotels & Restaurants                        | -8.8     | -11.0 | 7.9  | 4.0  | 0.4  | -6.0 | -9.0  |
| Information & Communications                | 6.9      | 9.7   | 6.9  | 2.1  | -1.9 | -3.0 | -0.8  |
| Financial Services                          | -11.3    | 9.4   | 0.5  | 1.2  | 3.2  | 1.1  | -6.2  |
| Business Services                           | -5.1     | -1.2  | -0.7 | -1.7 | -4.6 | -3.8 | -5.7  |
| Other Services Industries                   | -1.5     | -0.4  | 2.6  | 0.9  | -1.2 | -2.1 | -1.3  |

Source : Singapore Department of Statistics  
Ministry of Manpower

Note : The industries are classified according to the Singapore Standard Industrial Classification 2005.

1 Based on Gross Domestic Product at 2000 Market Prices.

2 Based on Gross Value Added at 2000 Basic Prices.

## 4.14 MULTIFACTOR PRODUCTIVITY : CONTRIBUTIONS TO GROWTH IN REAL GDP <sup>1</sup>

|   | 1998 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
|---|------|------|------|------|------|------|------|
| Percentage Change in Real GDP                         | -1.4 | 3.7  | 8.9  | 7.1  | 8.0  | 7.5  | 1.1  |
| Percentage Contribution to Growth<br>in Real GDP of : |      |      |      |      |      |      |      |
| Capital Input   | 4.0  | 1.4  | 1.7  | 1.6  | 2.0  | 2.7  | 3.1  |
| Labour Input  | 1.3  | -0.6 | 0.8  | 1.9  | 2.8  | 3.7  | 4.3  |
| Multifactor Productivity<br>Growth                    | -6.7 | 2.9  | 6.4  | 3.5  | 3.1  | 1.0  | -6.3 |

1 All growth rates are expressed in log terms.

## 4.15 AVERAGE MONTHLY NOMINAL EARNINGS PER EMPLOYEE BY INDUSTRY

| Industry                              | Dollars |       |       |       |
|---------------------------------------|---------|-------|-------|-------|
|                                       | 2005    | 2006  | 2007  | 2008  |
| Total                                 | 3,444   | 3,554 | 3,773 | 3,977 |
| Manufacturing                         | 3,495   | 3,618 | 3,764 | 3,955 |
| Construction                          | 2,513   | 2,517 | 2,646 | 2,861 |
| Services                              | 3,498   | 3,615 | 3,862 | 4,069 |
| Wholesale & Retail Trade              | 3,017   | 3,101 | 3,262 | 3,441 |
| Transport & Storage                   | 3,507   | 3,525 | 3,797 | 3,989 |
| Hotels & Restaurants                  | 1,360   | 1,381 | 1,442 | 1,504 |
| Information & Communications          | 4,553   | 4,745 | 5,018 | 5,304 |
| Financial Services                    | 5,949   | 6,291 | 6,768 | 7,153 |
| Real Estate & Leasing Activities      | 2,732   | 3,053 | 3,355 | 3,513 |
| Professional Services                 | 4,231   | 4,383 | 4,633 | 5,004 |
| Administrative & Support Services     | 2,196   | 2,238 | 2,368 | 2,418 |
| Community, Social & Personal Services | 3,704   | 3,831 | 4,074 | 4,168 |

Source : Ministry of Manpower

Central Provident Fund Board

Note : Average monthly nominal earnings are computed using data obtained from the CPF Board. They include bonuses, if any, but exclude employers' CPF contributions. Data pertain to all full-time and part-time employees who contribute to the CPF. Data exclude all identifiable self-employed persons.

Data are classified according to the Singapore Standard Industrial Classification (SSIC) 2005.

## 4.16 AVERAGE WEEKLY HOURS WORKED BY INDUSTRY

| Industry                              | Hours |      |      |      |      |      |      |
|---------------------------------------|-------|------|------|------|------|------|------|
|                                       | 2002  | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
| Total                                 | 46.0  | 46.0 | 46.3 | 46.5 | 46.2 | 46.3 | 46.3 |
| Manufacturing                         | 49.0  | 49.2 | 49.8 | 50.2 | 50.5 | 50.6 | 50.2 |
| Construction                          | 50.6  | 51.1 | 51.7 | 51.9 | 51.9 | 52.2 | 52.4 |
| Wholesale & Retail Trade              | 43.1  | 43.1 | 43.4 | 43.5 | 43.2 | 43.5 | 43.8 |
| Transport & Storage                   | 45.8  | 45.7 | 45.7 | 45.9 | 45.9 | 45.6 | 46.0 |
| Hotels & Restaurants                  | 38.9  | 38.4 | 38.4 | 38.6 | 38.9 | 39.8 | 41.2 |
| Information & Communications          | 42.3  | 42.1 | 42.0 | 42.0 | 41.9 | 41.9 | 41.8 |
| Financial Services                    | 42.6  | 42.6 | 42.9 | 42.8 | 42.3 | 42.0 | 41.7 |
| Real Estate & Leasing Services        | 44.3  | 44.8 | 44.7 | 45.2 | 44.2 | 44.4 | 44.3 |
| Professional Services                 | 43.1  | 43.2 | 43.5 | 43.5 | 44.0 | 44.0 | 44.1 |
| Administrative & Support Services     | 50.4  | 50.1 | 50.3 | 50.9 | 50.8 | 49.5 | 48.8 |
| Community, Social & Personal Services | 41.5  | 41.5 | 41.5 | 41.9 | 41.9 | 41.8 | 41.8 |

Source : Ministry of Manpower

Note : Before 2006, data pertain to private sector establishments each with at least 25 employees.

From 2006 onwards, data pertain to both public and private sectors. For the private sector, only establishments with at least 25 employees are included.

Data are classified according to the Singapore Standard Industrial Classification (SSIC) 2005.

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

|  | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | Per Cent<br>2008 |
|--|------|------|------|------|------|------|------------------|
| Total  | 2.4  | 2.3  | 2.8  | 2.7  | 2.8  | 2.9  | 2.8              |
| <b>Industry</b>  |      |      |      |      |      |      |                  |
| Manufacturing  | 2.0  | 1.9  | 2.4  | 2.1  | 2.4  | 2.3  | 2.0              |
| Construction   | 2.0  | 2.2  | 2.3  | 2.6  | 2.9  | 3.3  | 3.7              |
| Services   | 2.6  | 2.6  | 3.1  | 3.1  | 3.0  | 3.2  | 3.0              |
| Wholesale & Retail Trade                               | 2.8  | 2.8  | 3.3  | 3.2  | 3.3  | 3.5  | 3.4              |
| Transport & Storage                                    | 1.5  | 1.4  | 1.8  | 1.9  | 2.0  | 2.3  | 2.4              |
| Hotels & Restaurants                                   | 4.9  | 4.6  | 5.3  | 4.7  | 5.1  | 5.0  | 4.6              |
| Information & Communications                           | 1.9  | 1.8  | 2.4  | 2.9  | 3.1  | 2.9  | 2.8              |
| Financial Services                                     | 1.4  | 1.7  | 2.2  | 2.4  | 2.8  | 3.2  | 2.4              |
| Real Estate & Leasing Services                         | 4.2  | 4.1  | 4.8  | 3.9  | 4.3  | 3.9  | 3.7              |
| Professional Services                                  | 2.2  | 2.3  | 3.0  | 3.3  | 3.5  | 3.6  | 3.4              |
| Administrative & Support Services                      | 4.9  | 5.3  | 5.2  | 4.7  | 4.9  | 4.9  | 4.7              |
| Community, Social & Personal Services                  | 2.2  | 2.3  | 2.3  | 2.4  | 1.6  | 1.8  | 2.0              |
| Others <sup>1</sup>                                    | 3.8  | 3.0  | 3.3  | 3.3  | 2.5  | 3.4  | 3.0              |
| <b>Occupational Group</b>                              |      |      |      |      |      |      |                  |
| Professionals, Managers, Executives & Technicians      | 1.7  | 1.7  | 2.1  | 2.2  | 2.2  | 2.3  | 2.2              |
| Clerical, Sales & Service Workers                      | 3.1  | 3.2  | 3.7  | 3.5  | 3.6  | 3.7  | 3.7              |
| Production & Transport Operators, Cleaners & Labourers | 2.4  | 2.4  | 2.9  | 2.7  | 2.9  | 3.1  | 2.9              |

Source : Ministry of Manpower

Note : Prior to 2006, data pertain to private sector establishments with at least 25 employees.

From 2006, data pertain to both public and private sectors. For the private sector, only establishments with at least 25 employees are included.

Data are classified according to the Singapore Standard Industrial Classification (SSIC) 2005.

<sup>1</sup> Includes Agriculture, Fishing, Quarrying and Utilities.

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

|  | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008     |
|--|------|------|------|------|------|------|----------|
|  |      |      |      |      |      |      | Per Cent |
| Total  | 2.1  | 2.0  | 2.2  | 2.1  | 2.0  | 2.0  | 2.0      |
| <b>Industry</b>  |      |      |      |      |      |      |          |
| Manufacturing  | 1.7  | 1.6  | 1.7  | 1.6  | 1.5  | 1.5  | 1.6      |
| Construction   | 2.1  | 2.0  | 1.8  | 1.8  | 1.7  | 1.6  | 1.7      |
| Services   | 2.2  | 2.3  | 2.5  | 2.4  | 2.2  | 2.3  | 2.2      |
| Wholesale & Retail Trade                               | 2.4  | 2.5  | 2.7  | 2.7  | 2.6  | 2.7  | 2.6      |
| Transport & Storage                                    | 1.2  | 1.1  | 1.3  | 1.3  | 1.4  | 1.4  | 1.5      |
| Hotels & Restaurants                                   | 4.6  | 4.7  | 4.7  | 4.4  | 4.4  | 4.3  | 3.9      |
| Information & Communications                           | 1.7  | 1.6  | 2.0  | 2.0  | 2.0  | 2.3  | 2.0      |
| Financial Services                                     | 1.2  | 1.2  | 1.5  | 1.7  | 1.9  | 1.9  | 1.5      |
| Real Estate & Leasing Services                         | 3.6  | 3.2  | 3.6  | 3.3  | 3.1  | 3.1  | 2.9      |
| Professional Services                                  | 2.0  | 1.9  | 2.2  | 2.2  | 2.3  | 2.2  | 2.1      |
| Administrative & Support Services                      | 4.0  | 4.5  | 4.0  | 3.5  | 3.3  | 3.7  | 3.7      |
| Community, Social & Personal Services                  | 1.9  | 1.9  | 2.0  | 1.8  | 1.2  | 1.2  | 1.2      |
| Others <sup>1</sup>                                    | 3.0  | 2.8  | 2.9  | 2.7  | 1.9  | 2.1  | 2.3      |
| <b>Occupational Group</b>                              |      |      |      |      |      |      |          |
| Professionals, Managers, Executives & Technicians      | 1.4  | 1.3  | 1.6  | 1.6  | 1.5  | 1.6  | 1.5      |
| Clerical, Sales & Service Workers                      | 2.8  | 2.9  | 3.1  | 2.9  | 2.9  | 3.0  | 2.9      |
| Production & Transport Operators, Cleaners & Labourers | 2.1  | 2.1  | 2.1  | 2.0  | 1.9  | 1.9  | 1.9      |

Source : Ministry of Manpower

Note : Prior to 2006, data pertain to private sector establishments with at least 25 employees.

From 2006, data pertain to both public and private sectors. For the private sector, only establishments with at least 25 employees are included.

Data are classified according to the Singapore Standard Industrial Classification (SSIC) 2005.

<sup>1</sup> Includes Agriculture, Fishing, Quarrying and Utilities.

## 4.19

**SKILLS DEVELOPMENT FUND VALUE OF ASSISTANCE AND  
TRAINING PLACES COMMITTED BY TYPE OF TRAINING**

| Type of Training                                 | 1997    | 2002    | 2003    | 2004    | 2005    | 2006    | 2007    |
|--|---------|---------|---------|---------|---------|---------|---------|
| Value of Assistance Committed (Thousand Dollars) |         |         |         |         |         |         |         |
| Total  | 82,820  | 108,842 | 93,229  | 85,817  | 98,898  | 104,928 | 99,935  |
| Productivity & Quality-related Skills            | 10,277  | 15,663  | 14,695  | 11,715  | 7,278   | 8,822   | 6,435   |
| Computer-related Skills                          | 10,884  | 10,335  | 8,545   | 9,165   | 5,632   | 4,348   | 3,779   |
| Technical Production & Engineering Skills        | 12,394  | 8,705   | 6,594   | 6,212   | 4,322   | 2,512   | 5,254   |
| Technical Service Skills                         | 21,884  | 45,241  | 42,884  | 38,718  | 57,836  | 60,887  | 59,977  |
| Management & Supervisory Skills                  | 13,267  | 11,041  | 8,402   | 10,022  | 7,560   | 9,338   | 7,900   |
| Trade & Craft Skills                             | 13,049  | 10,994  | 7,403   | 7,089   | 13,529  | 14,736  | 13,492  |
| Others   | 1,066   | 6,863   | 4,706   | 2,897   | 2,742   | 4,285   | 3,100   |
| Training Places (Number)                         |         |         |         |         |         |         |         |
| Total  | 502,686 | 651,274 | 562,331 | 536,803 | 474,467 | 368,764 | 384,461 |
| Productivity & Quality-related Skills            | 96,381  | 171,847 | 143,856 | 121,841 | 95,570  | 80,675  | 67,854  |
| Computer-related Skills                          | 99,051  | 98,440  | 89,598  | 84,663  | 60,655  | 39,310  | 33,027  |
| Technical Production & Engineering Skills        | 93,233  | 81,277  | 51,969  | 55,917  | 28,659  | 17,874  | 18,357  |
| Technical Service Skills                         | 128,346 | 204,636 | 194,894 | 186,300 | 216,253 | 171,258 | 202,811 |
| Management & Supervisory Skills                  | 69,631  | 74,496  | 65,438  | 67,936  | 57,802  | 45,143  | 49,265  |
| Trade & Craft Skills                             | 8,359   | 10,104  | 7,013   | 6,250   | 6,442   | 6,404   | 5,703   |
| Others   | 7,685   | 10,474  | 9,563   | 13,896  | 9,086   | 8,100   | 7,444   |

Source : SPRING Singapore

Ministry of Manpower (with effect from 2001)

Singapore Workforce Development Agency (with effect from 2003)

Note : The period refers to financial year beginning on 1 April and ending on 31 March the following year.

Data exclude Basic Education for Skills Training (BEST), Worker Improvement through Secondary Education (WISE) and Vocational Training Scheme (VTS).

## 4.20 TRADE UNIONS AND MEMBERSHIP

( End of Period)

| Industry       | Number  |         |         |         |         |         |         |
|----------------|---------|---------|---------|---------|---------|---------|---------|
|                | 1998    | 2003    | 2004    | 2005    | 2006    | 2007    | 2008    |
| Employee Class |         |         |         |         |         |         |         |
| Unions         | 80      | 68      | 68      | 68      | 69      | 68      | 66      |
| Members        | 272,769 | 417,166 | 443,893 | 450,004 | 463,384 | 495,046 | 517,197 |
| Employer Class |         |         |         |         |         |         |         |
| Unions         | 3       | 3       | 3       | 3       | 3       | 3       | 3       |
| Members        | 1,780   | 2,052   | 1,981   | 1,950   | 2,258   | 2,308   | 2,423   |

Source : Ministry of Manpower

## 4.21 LABOUR RELATIONS

|                                    | Number |      |      |      |      |      |      |
|------------------------------------|--------|------|------|------|------|------|------|
|                                    | 1998   | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
| Trade Disputes                     | 291    | 252  | 182  | 163  | 163  | 133  | 118  |
| Claims Registered <sup>1</sup>     | 291    | 252  | 182  | 163  | 163  | 133  | 118  |
| Wages                              | 144    | 140  | 100  | 92   | 74   | 82   | 53   |
| Others                             | 147    | 112  | 82   | 71   | 89   | 51   | 65   |
| Cases Referred to IAC <sup>2</sup> | 19     | 38   | 26   | 22   | 16   | 16   | 11   |
| IAC Awards                         | 10     | 30   | 18   | 16   | 15   | 14   | 10   |
| Industrial Stoppages               | -      | -    | -    | -    | -    | -    | -    |

Source : Ministry of Manpower

1 Refers to main cause of individual disputes referred to the Conciliation Section.

"Wages" includes Wage Increase and Conditions of Service.

"Others" includes Retrenchment Benefits, Bonus or Gratuity and other Industrial Matters (eg Sales Commission, Shift Allowances, etc).

2 IAC refers to Industrial Arbitration Court.