

Third Quarter 2024

Labour Market Advance Release



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET ADVANCE RELEASE THIRD QUARTER 2024

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MISSION

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

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

For insights on the labour market, visit us at stats.mom.gov.sg.

For data requests and queries pertaining to our reports, reach out to us at mom_rsd@mom.gov.sg.

CONTENT

	ii
Notations and Abbreviations	
	1
Highlights	
	2
Labour Market Advance Release Third Quarter 2024	
Overview	2
Employment	2
Unemployment	5
Retrenchment	6
	A1
Explanatory Notes	

Notations

- : Nil or Negligible
- P : Preliminary
- Q : Quarter
- M : March
- J : June
- S : September
- D : December

Abbreviations

- MDW : Migrant Domestic Workers
- MOM : Ministry of Manpower
- SSIC : Singapore Standard Industrial Classification
- excl : Excluding

Highlights

Advance estimates show that the labour market continued to expand in 3Q 2024, in line with the sustained economic growth during this same period. Total employment rose, with increases from both residents and non-residents, while unemployment rates and the number of retrenchments remained low.

- Total employment increased by 24,100 in 3Q 2024, more than double the growth of 11,300 in 2Q 2024, as both resident and non-resident employment rose at a faster pace.
- Resident employment continued to increase in growth sectors such as *Information & Communications*, *Professional Services*, and *Health & Social Services*, indicating a steady supply of quality jobs and favourable employment prospects for resident workers.
- Similar to 2Q 2024, majority of the non-resident employment increase in 3Q 2024 came from Work Permit Holders (WPHs) in non-PMET roles such as jobs in the *Construction*, *Manufacturing*, and *Administrative and Support Services* (e.g. *Security and Cleaning & Landscaping*) sectors. These positions are typically less sought after by residents, or there may be a limited pool of local candidates available. As a result, businesses seek to bring in WPHs to meet their staffing needs.
- The unemployment situation held steady in September 2024. From August to September, rates for residents and citizens remained unchanged at 2.6% and 2.7% respectively.
- The number of retrenchments declined from 3,270 in 2Q 2024 to 2,900 in 3Q 2024. Retrenchments decreased or remained stable across sectors, with business reorganisation / restructuring remaining the top reason for retrenchments in 3Q 2024.
- MOM's forward-looking polls indicated a decline in hiring and wage expectations for 4Q 2024, reflecting ongoing uncertainty in export-oriented sectors. However, we expect employment to continue increasing in the next quarter, with the labour market remaining tight, supported by anticipated year-end hiring for the festive season.

The *Labour Market Report Third Quarter 2024*, to be released in mid-December 2024, will provide more details, such as resident and non-resident employment breakdowns, sectoral data, number of job vacancies, labour turnover, and re-entry rates among retrenched residents.

For data requests and queries pertaining to our report, please reach out to us at mom_rsd@mom.gov.sg.

Overview

Advance estimates indicate an expanding labour market in 3Q 2024, with growth in both resident and non-resident employment, alongside low levels of unemployment and retrenchments.

While there was a decline in hiring and wage expectations among companies for 4Q 2024 – reflecting ongoing uncertainty in export-oriented sectors – we expect employment to continue to expand in the next quarter, and the labour market to remain tight. This outlook is supported by an upward revision to the GDP growth forecast¹ and anticipated year-end hiring for the festive period.

Employment^{P,2,3}

Total employment increased by 24,100 in 3Q 2024, more than double the growth of 11,300 in 2Q 2024, as both resident⁴ and non-resident employment⁵ rose at a faster pace in 3Q 2024 compared to 2Q 2024.

In 3Q 2024, resident employment continued to increase in growth sectors such as *Information & Communications*, *Professional Services*, and *Health & Social Services*, indicating a steady supply of quality jobs and favourable employment prospects for resident workers.

On the other hand, similar to 2Q 2024, majority of the non-resident employment increase in 3Q 2024 came from Work Permit Holders (WPHs) in non-PMET roles such as jobs in the *Construction*, *Manufacturing*, and *Administrative and Support Services* (e.g. *Security and Cleaning & Landscaping*) sectors. These positions are typically less sought after by residents, or there may be a limited pool of local candidates available. As a result, businesses seek to bring in WPHs to meet their staffing needs. Employment among higher-skilled pass types was stable in 3Q 2024.

Although resident employment declined in *Food & Beverage Services* and *Retail Trade* – sectors where non-resident employment saw growth – we anticipate resident employment in these sectors to pick up in the final quarter of the year, as businesses typically increase hiring in preparation for the festive season.

¹ According to MTI, Singapore's GDP growth forecast for 2024 has been narrowed to 2–3%, from the original 1–3%.

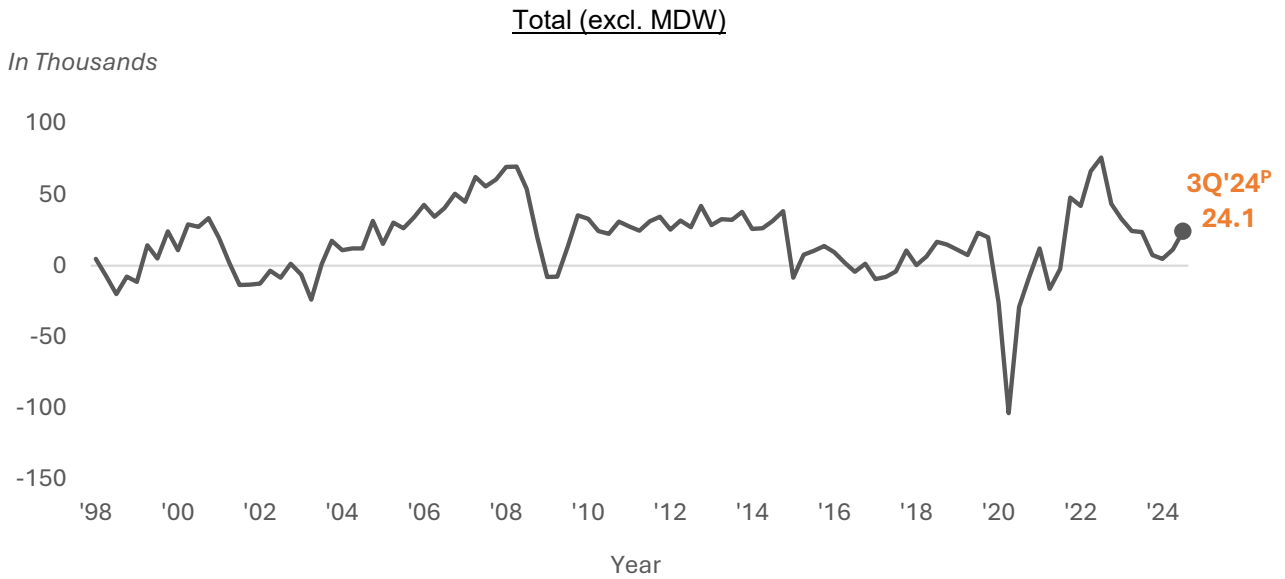
² Employment figures cited in this report exclude Migrant Domestic Workers (MDW).

³ Based on preliminary estimates, 488,300 persons were employed in *Manufacturing*, 535,300 in *Construction*, and 2,988,200 (2,690,800 excl. MDW) in *Services* in September 2024. Employment totalled 4,036,200 (3,738,800 excl. MDW) in September 2024 (total includes other sectors like agriculture, fishing etc.).

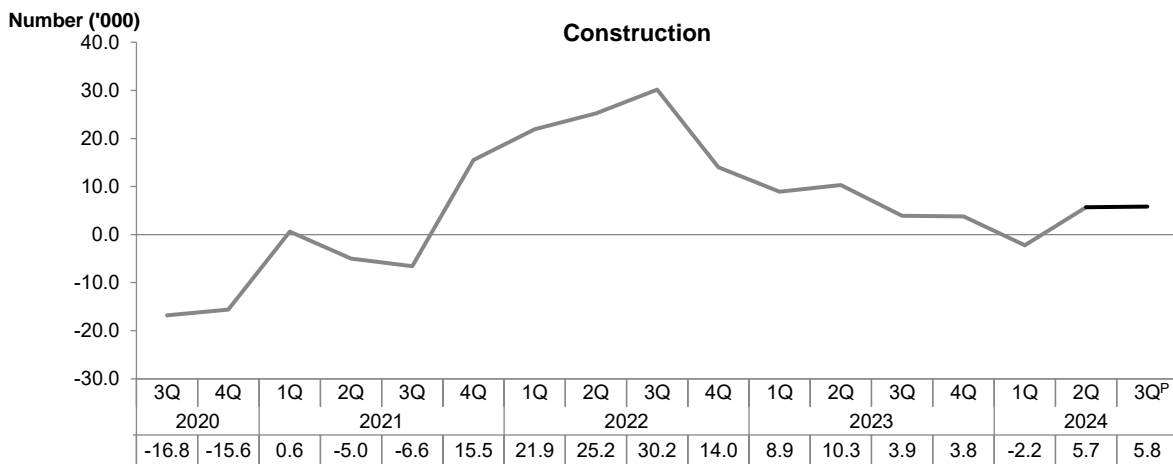
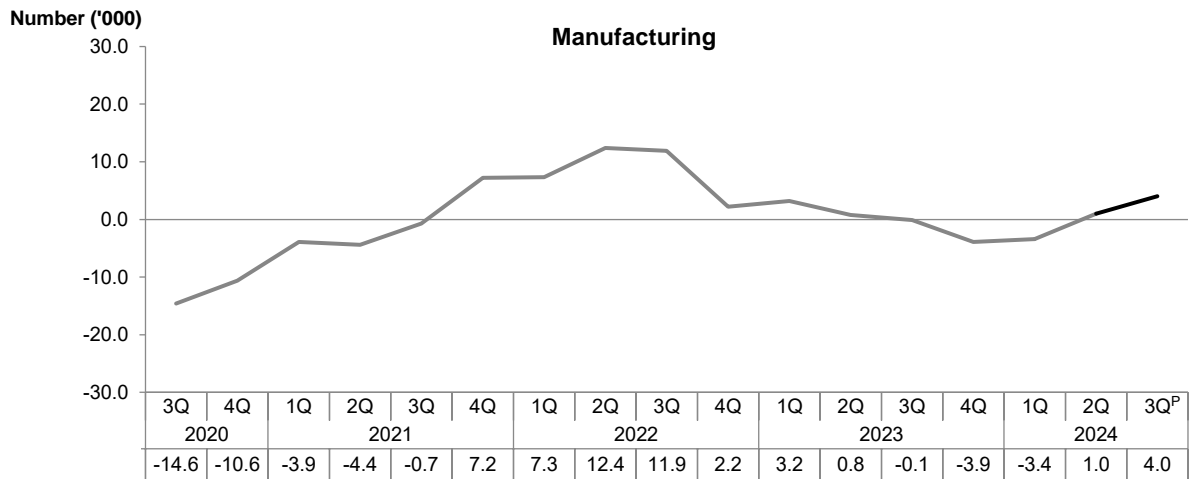
⁴ "Resident" refers to Singapore Citizens and Permanent Residents.

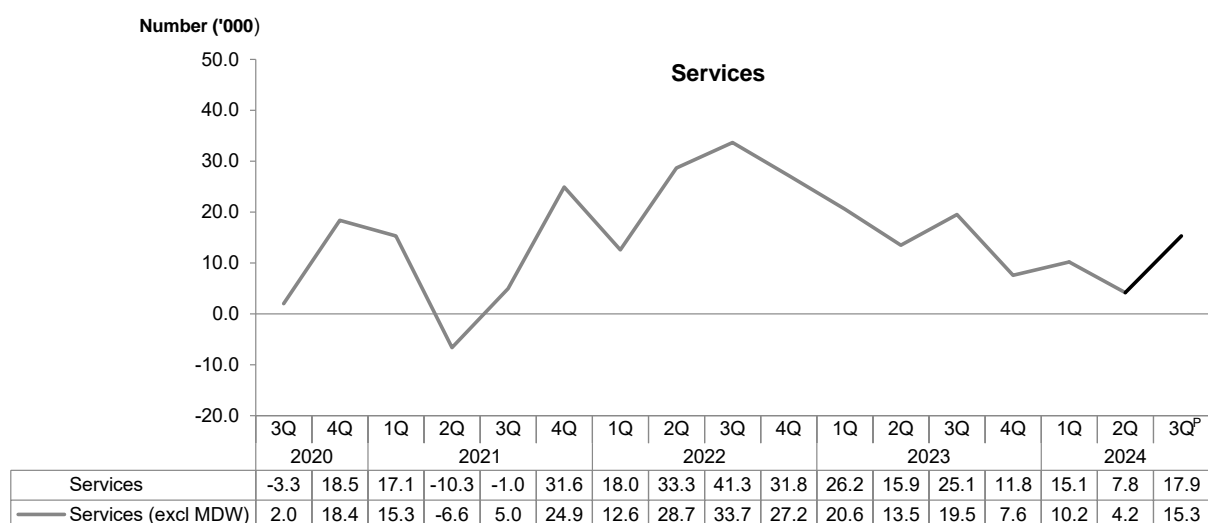
⁵ As per the Department's usual practice, resident and non-resident quarterly employment change figures will not be released for the Labour Market Advance Release. These figures will be published in the Labour Market Report Third Quarter 2024, to be released in mid-December 2024.

Chart 1 Quarterly Employment Change



By Sector





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

P: Preliminary

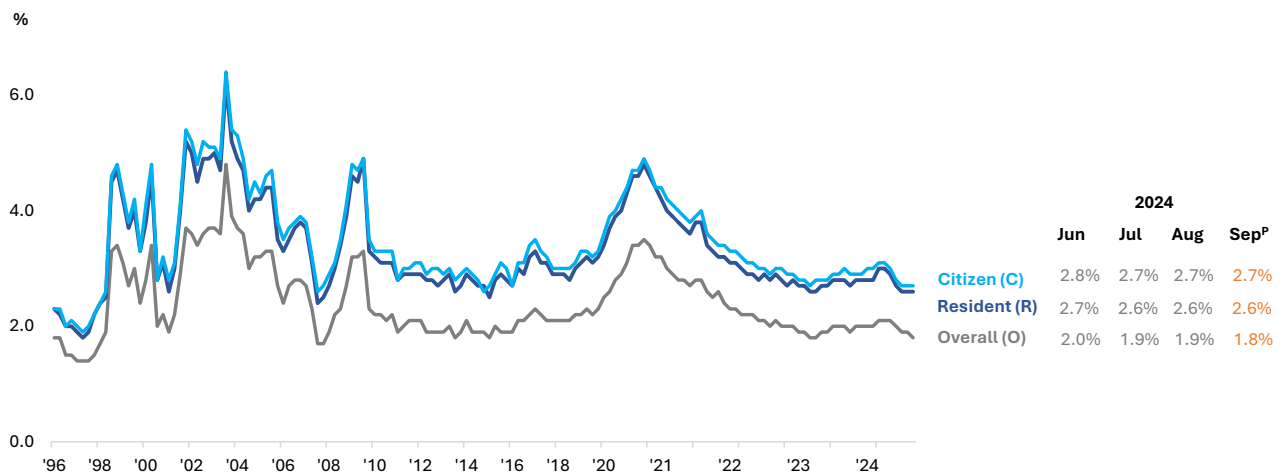
Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) The industries are classified based on SSIC 2020.
- (4) Employment change refers to the difference between employment level at the end of the reference period and that of the end of the preceding period.

Unemployment^P

Unemployment rates held steady in September. Overall unemployment rate dipped (from 1.9% in August to 1.8% in September) while the rates for residents and citizens remained unchanged at 2.6% and 2.7% respectively. The unemployment rates are within the range for non-recessionary periods⁶.

Chart 2 Unemployment Rates (Seasonally Adjusted)



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

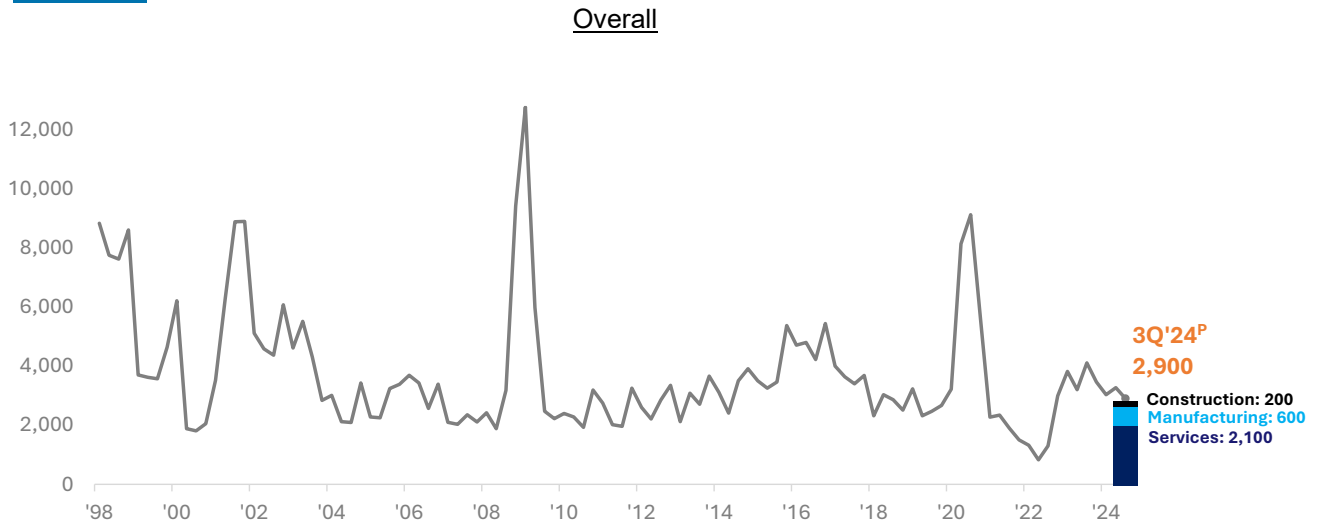
^P: Preliminary

⁶ From 2015 to 2019, the range was – overall: 1.8% - 2.3%; residents: 2.5% - 3.3%; citizens: 2.7% - 3.5%.

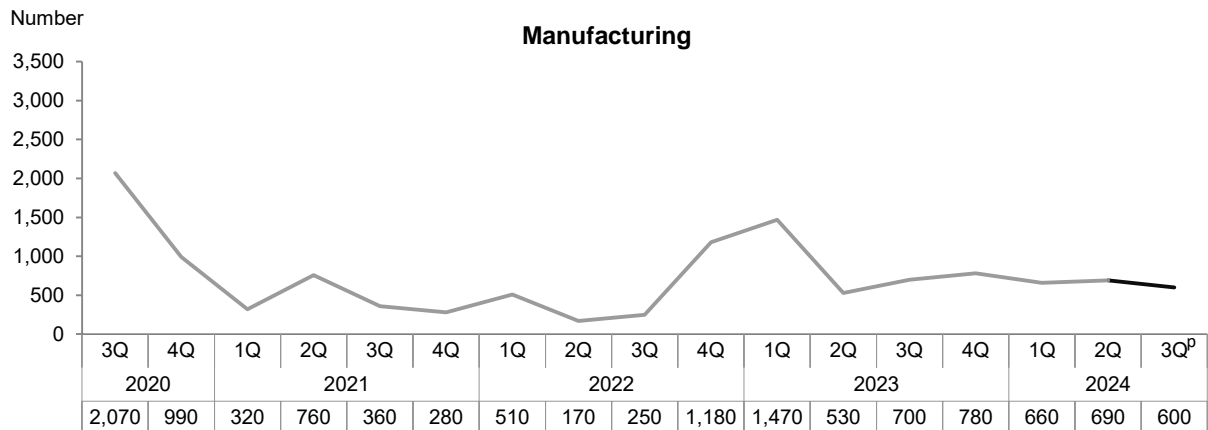
Retrenchments^P

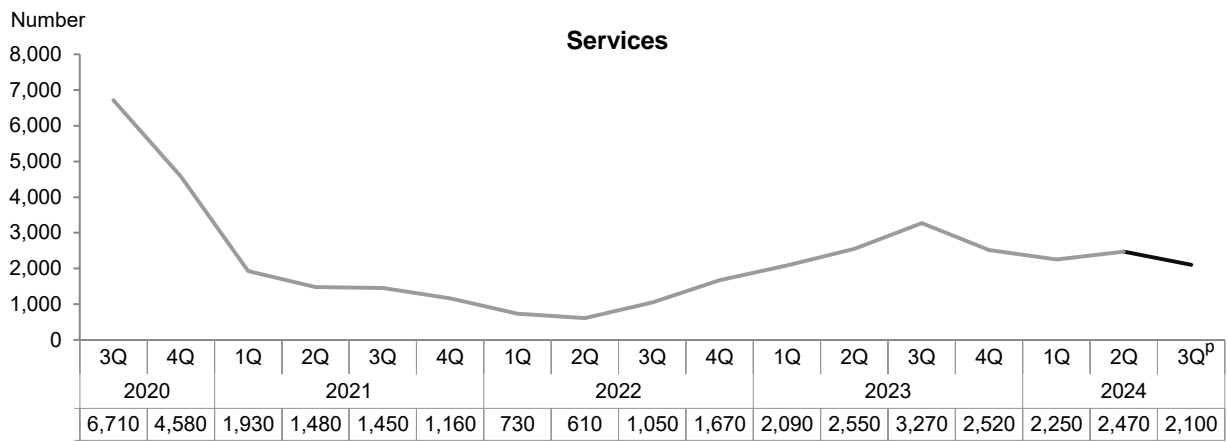
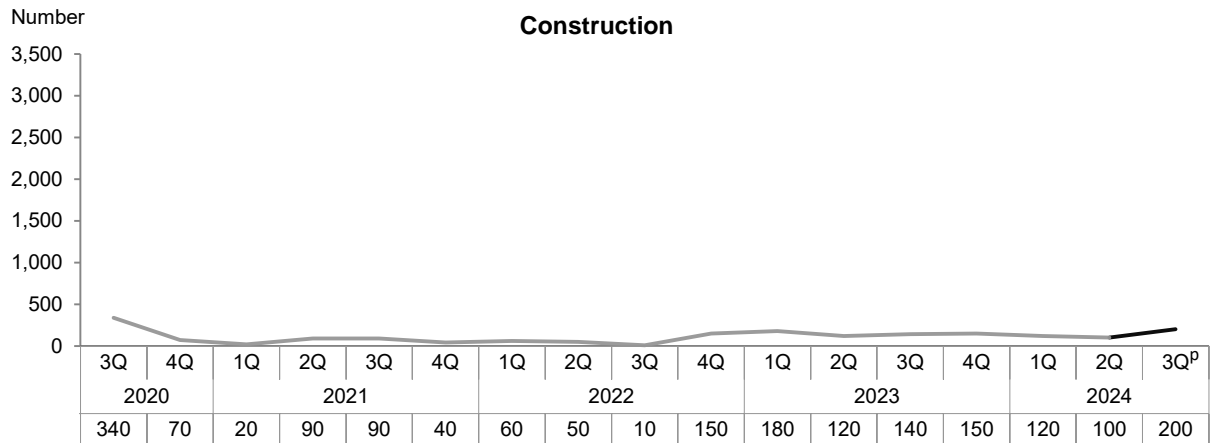
The number of retrenchments declined from 3,270 in 2Q 2024 to 2,900 in 3Q 2024. Retrenchments decreased or remained stable across sectors, with business reorganisation / restructuring remaining the top reason for retrenchments in 3Q 2024.

Chart 3 Quarterly Retrenchments



By Sector





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

^P: Preliminary

Notes:

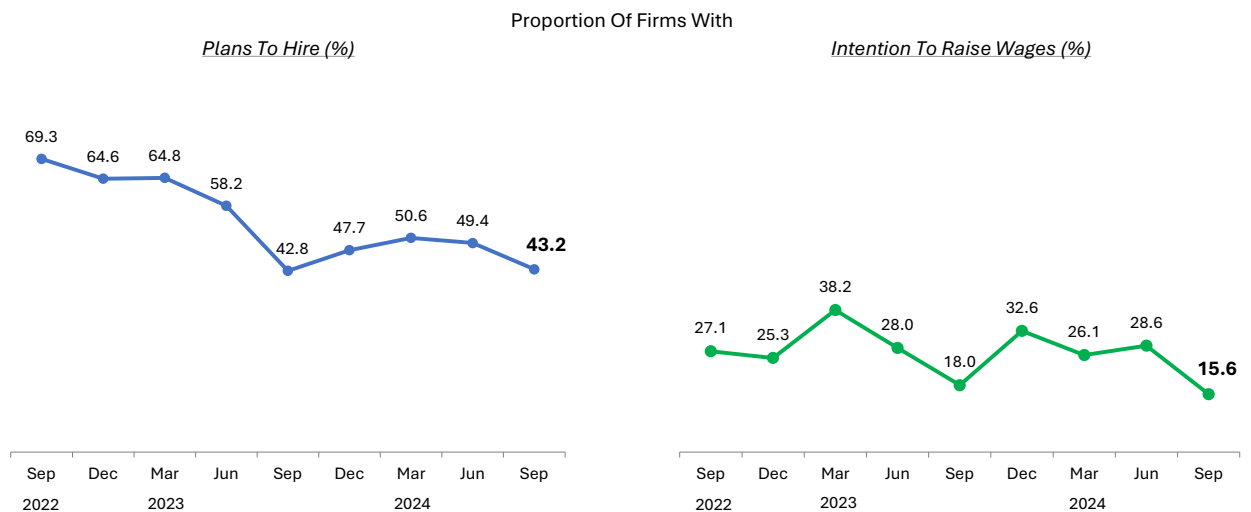
- (1) Before 2006, the survey covered private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) The industries are classified based on SSIC 2020.
- (3) Data for the three major sectors may not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

In September 2024, MOM's forward-looking polls indicated a decline in hiring and wage expectations, reflecting ongoing uncertainty in export-oriented sectors. As global economic risks such as heightened geopolitical tensions and trade conflicts persist, firms are likely to prioritise maintaining current operations over expansion or wage increases.

43.2% of firms reported an intention to hire in the next three months (a decline from 49.4% seen in June), while the proportion of firms with an intention to raise wages in the next three months fell from 28.6% to 15.6%.

Nonetheless, considering the anticipated year-end hiring for the festive season and the positive economic outlook from the revised GDP growth forecast, we expect employment to continue increasing in the next quarter, and the labour market to remain tight.

Chart 4 Hiring and Wage Expectations for the Next Three Months



Source: Manpower Research & Statistics Department, MOM

Note:

Data reflect the proportion of companies that indicated 'yes' or 'maybe' to having plans to hire or to raising wages in the next three months.

Explanatory Notes

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

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

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

Release Schedule

From July 2020, top-line unemployment rates for overall, residents and citizens for the month will be released on a monthly basis by the first week of the month after next. This availability of top-line unemployment rates on a monthly basis will enable us to detect shifts in the unemployment situation in a more timely manner. The information will be made available on the Ministry of Manpower's statistical portal <https://stats.mom.gov.sg>.

Additional breakdown on unemployment by profile e.g. age, education, will continue to be made available in the Labour Market Reports released at the end of every quarter. This is because variations in the profile of the unemployed are unlikely in the short term.

Data Quality

To ensure data quality, the Department analyses each survey response to identify and resolve inconsistencies that may suggest an inaccurate response. A response rate of at least 85% is achieved for the monthly labour force survey so as to ensure the sample retains its representativeness.

Seasonal Adjustment

The unemployment time series are influenced by seasonality – periodic fluctuations due to recurring calendar-related events such as holidays, and the beginning and end of school terms. Seasonal adjustment removes the influences of these fluctuations and allows users to derive a more meaningful analysis of the trends in a data series, especially for those with strong seasonal patterns.

The seasonally adjusted figures are derived using X-12 ARIMA program which removes seasonal influences in the data series. To ensure a more accurate reflection of seasonally adjusted figures, concurrent seasonal adjustment is also being done and the latest information available will be incorporated.

Revisions

In order to present timely data at the highest frequency, the monthly unemployment figures are subjected to revisions when the latest population figure becomes available or when the seasonal factors are updated with the latest data.

Retrenchments

Source

Labour Market Survey

Coverage

Before 2006, the survey covered private 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

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

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

Uses and Limitations

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

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

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

OTHER RELEASES



UPCOMING ...

Labour Force in Singapore Advance Release 2024	25-29 Nov 2024*
Labour Market Report Third Quarter 2024	09-13 Dec 2024*
Labour Force In Singapore 2024	27 Jan-04 Feb 2025*
Labour Market Advance Release Fourth Quarter 2024	27-28 Jan 2025*

PAST ...

Labour Market Advance Release Third Quarter 2024	29 Oct 2024
Labour Market Report Second Quarter 2024	17 Sep 2024
Labour Market Advance Release Second Quarter 2024	31 Jul 2024
Report on Wage Practices 2023	28 Jun 2024
Singapore Yearbook of Manpower Statistics 2024	28 Jun 2024
Labour Market Report First Quarter 2024	20 Jun 2024
Labour Market Advance Release First Quarter 2024	30 Apr 2024
Job Vacancies 2023	25 Mar 2024

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**The actual date of release will be indicated at least a week before the scheduled publication date.*