

Labour Market Report

First Quarter

2020



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT FIRST QUARTER 2020

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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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Explanatory Notes

Notations

-	: nil or negligible
Q	: Quarter
M	: March
J	: June
S	: September
D	: December

Abbreviations

excl	: Excluding
FDW	: Foreign domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals, Managers, Executives & Technicians
SSIC	: Singapore Standard Industrial Classification

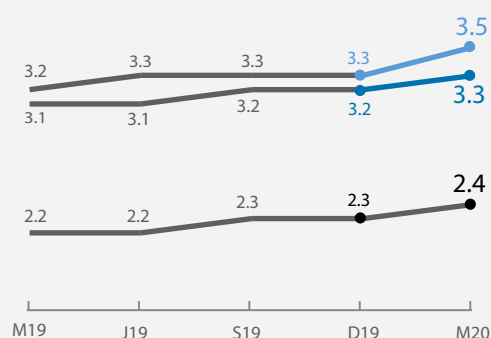
Labour Market Report First Quarter 2020

Unemployment

Unemployment rates trended higher

Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



Unemployed persons



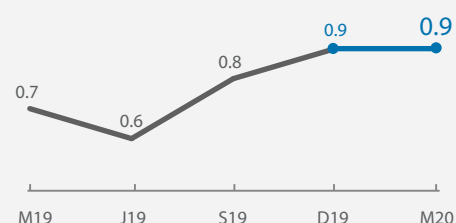
76,200 Residents
Mar 2020



66,900 Citizens
Mar 2020

Resident long-term unemployment rate remained unchanged

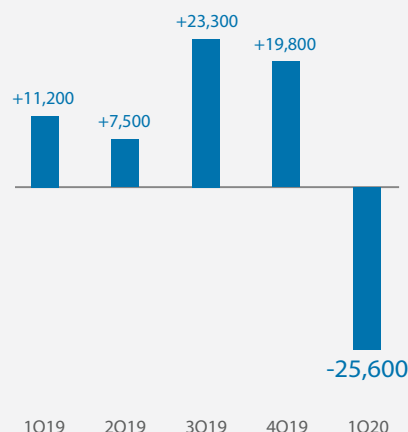
Resident long-term unemployment rate (%), seasonally adjusted



Employment

Total employment contracted sharply

Employment change (Quarterly)



Employment level (excl. FDW)

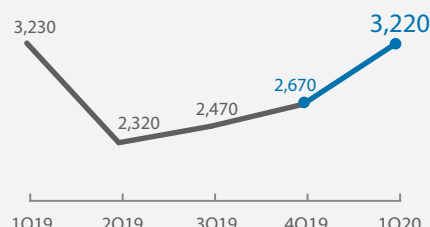


3,497,100
Mar 2020

Retrenchment

Retrenchments rose over the quarter, but remained below recessionary highs

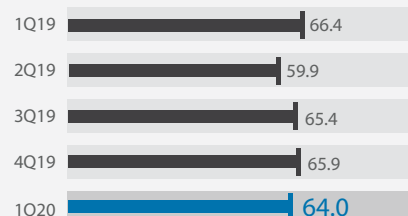
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment dipped

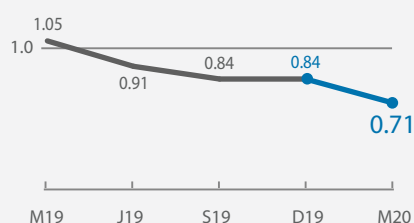
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Ratio of job vacancies to unemployed persons declined to a decade low

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Labour turnover slowed

Average monthly recruitment and resignation rates (%), seasonally adjusted



Executive Summary

In the Labour Market Advance Release First Quarter 2020, we observed the early effects of COVID-19 on employment, unemployment and retrenchment, based on preliminary estimates. In this report, the preliminary estimates have been updated with final data, and the trends are broadly similar with our preliminary assessment.

- Total employment registered its sharpest contraction (-25,600) on record due to a significant decline in foreign employment. Local employment also contracted, but by a much smaller extent.
- Unemployment rates rose to their highest in a decade (overall: 2.4%; resident: 3.3%; citizen: 3.5%), though still below recessionary highs.
- The number of retrenchments (3,220) rose slightly.

This report also covers additional indicators to provide a comprehensive view of the labour market situation in 1Q 2020, namely:

Job Vacancies

- Overall demand for labour eased in 1Q 2020. The number of job vacancies (46,300) declined to its lowest since September 2010 (44,900). Consequently, the ratio of job vacancies to unemployed persons declined to a decade low (71 job vacancies to every 100 unemployed persons), though it remained above recessionary lows.

Working Arrangements

- While we did not observe a big increase in retrenchments in 1Q 2020, more employers are making other temporary adjustments to manpower by placing staff on no-pay leave or cutting their hours worked. There were significantly more employees placed on short work-week or temporary layoff (4,190).

Hours Worked

- Average paid hours worked, including overtime hours, have also declined by 0.3 hours to 44.4 hours.

For the first time, we have leveraged new indicators in our analysis to develop a more detailed understanding on the breadth of employment change and the impact of business closures on employment:

Employment Diffusion Index (EDI)

- The EDI, a measure of the breadth of employment change, indicates that employment declines (largely foreign) were widespread across industries in 1Q 2020, as the EDI fell from 55.7 in December 2019 to 38.7 in March 2020.

Local Employees Affected by Business Cessations

- Data compiled through administrative sources showed that the number of workers affected by business cessations has risen significantly in 1Q 2020 compared to the previous quarter and a year ago. 1,537 local employees were affected due to company closures – about one-third were from small companies with less than 25 employees.

We have also included a dashboard on sectors which COVID-19 is impacting the most, and the least in 1Q 2020.

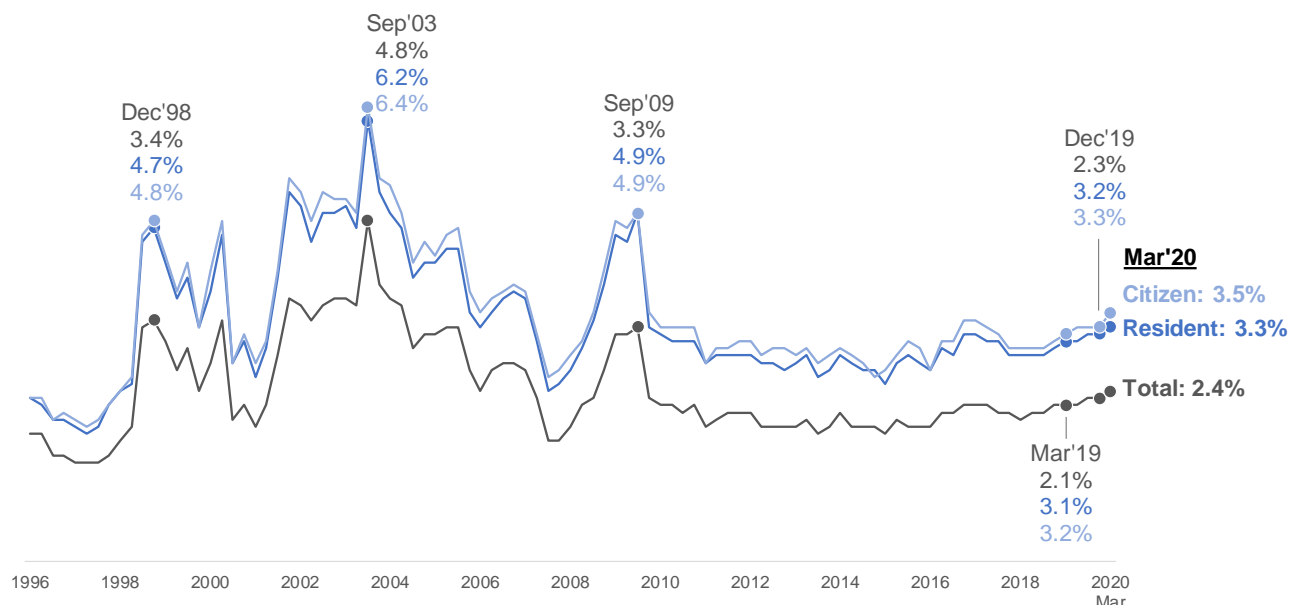
- Consumer-facing and tourism-related services sectors such as *wholesale & retail trade, accommodation & food services* and *arts, entertainment & recreation* were most impacted by COVID-19.
- *Public administration & education, health & social services, financial & insurance services* and *information & communications* have stayed fairly resilient, and job vacancies remained available in these sectors in March 2020.

Unemployment

The seasonally adjusted unemployment rates rose over the quarter in March 2020 for overall (from 2.3% to 2.4%), resident¹ (3.2% to 3.3%) and citizen (3.3% to 3.5%). However, they remained lower than the previous recession highs during SARS and the Global Financial Crisis (GFC).

There were more unemployed persons in March 2020 (Resident: 76,200; Citizen: 66,900) compared to December 2019 (Resident: 73,900; Citizen: 63,500).²

Chart 1: Unemployment Rate (Seasonally Adjusted)



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

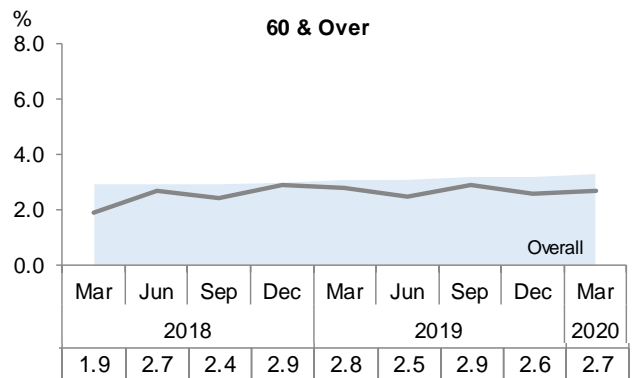
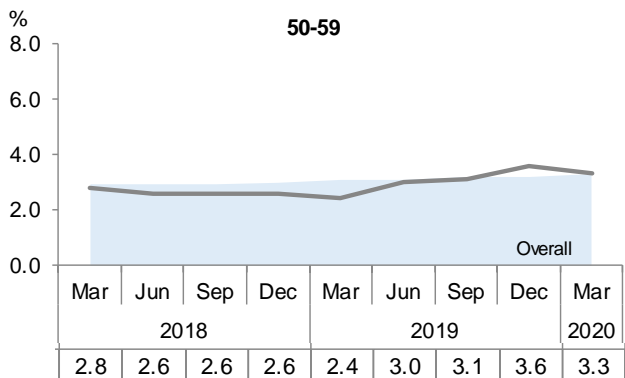
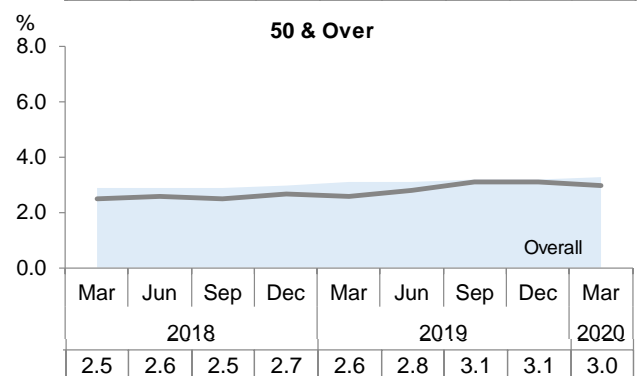
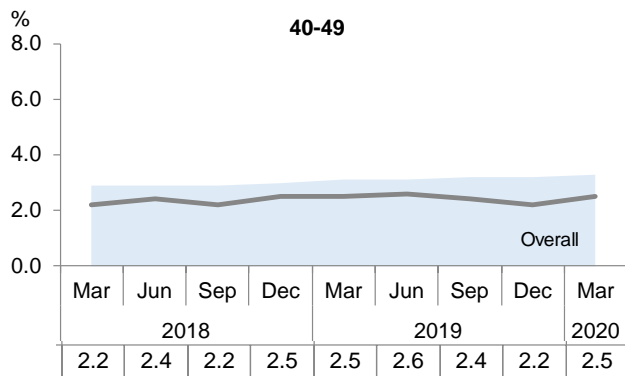
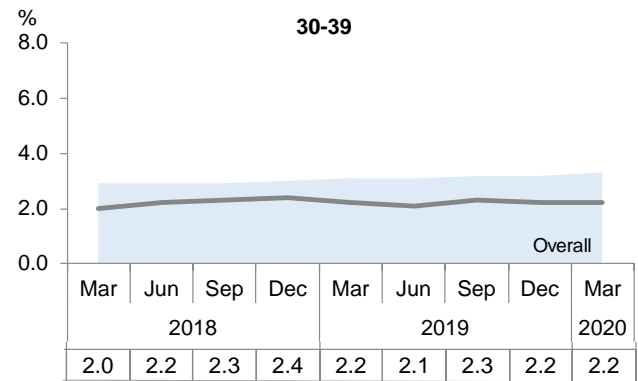
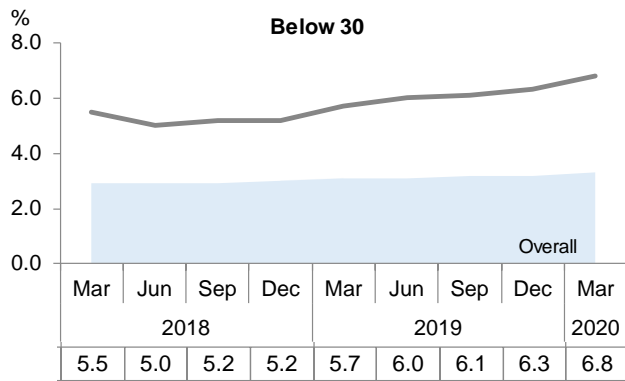
The unemployment rates for most age and education groups remained within the non-recessionary range, except for residents aged below 30, whose rate increased significantly. Notable increases were also observed for the unemployment rates of residents in their 40s, and residents with degree qualifications, though their rates remained below-average.

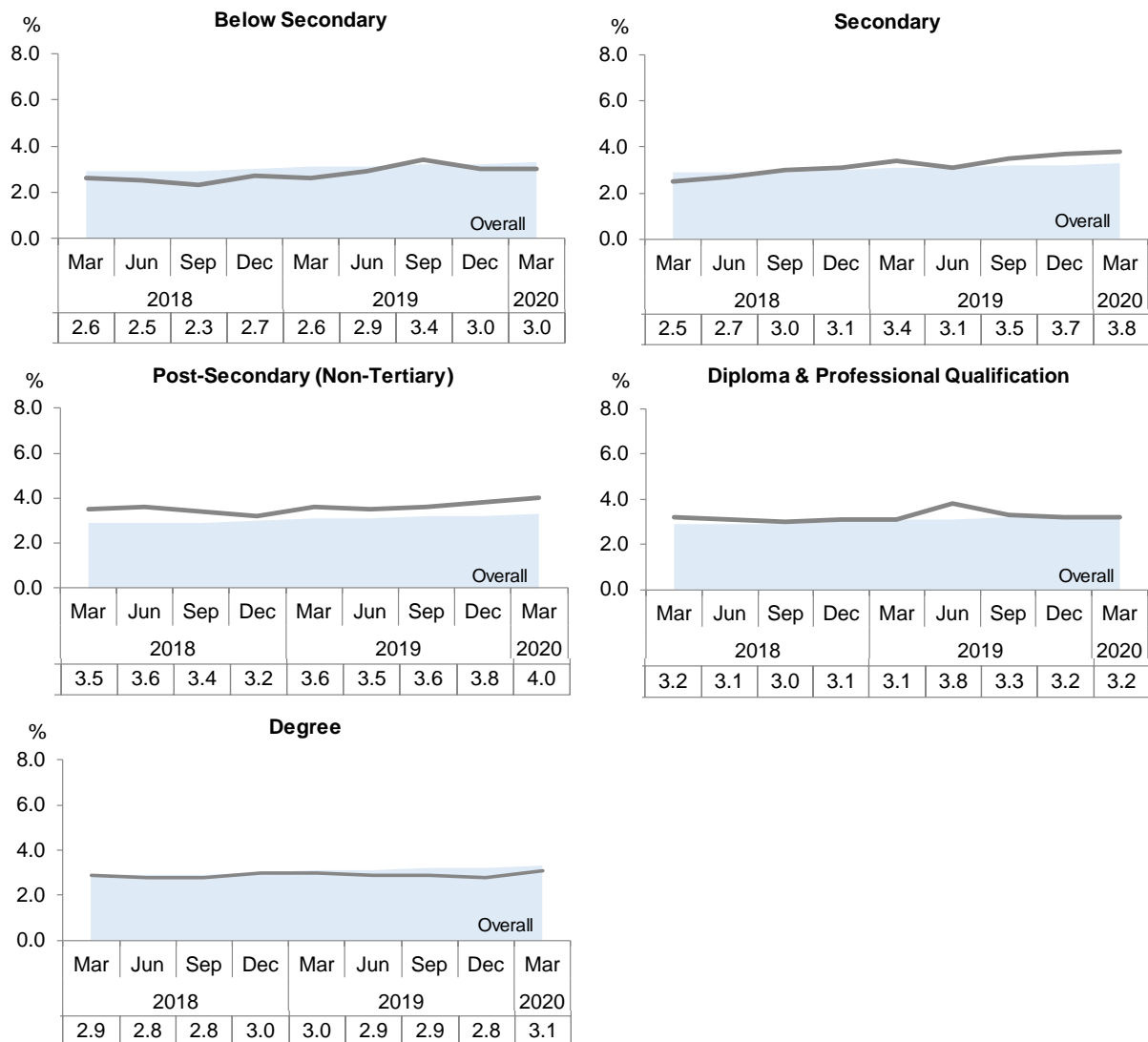
¹ "Residents" or "Locals" refer to Singapore Citizens and Permanent Residents.

² Based on seasonally adjusted data on number of unemployed persons.

Chart 2: Resident Unemployment Rate By Age And Education
(Seasonally Adjusted)

By Age

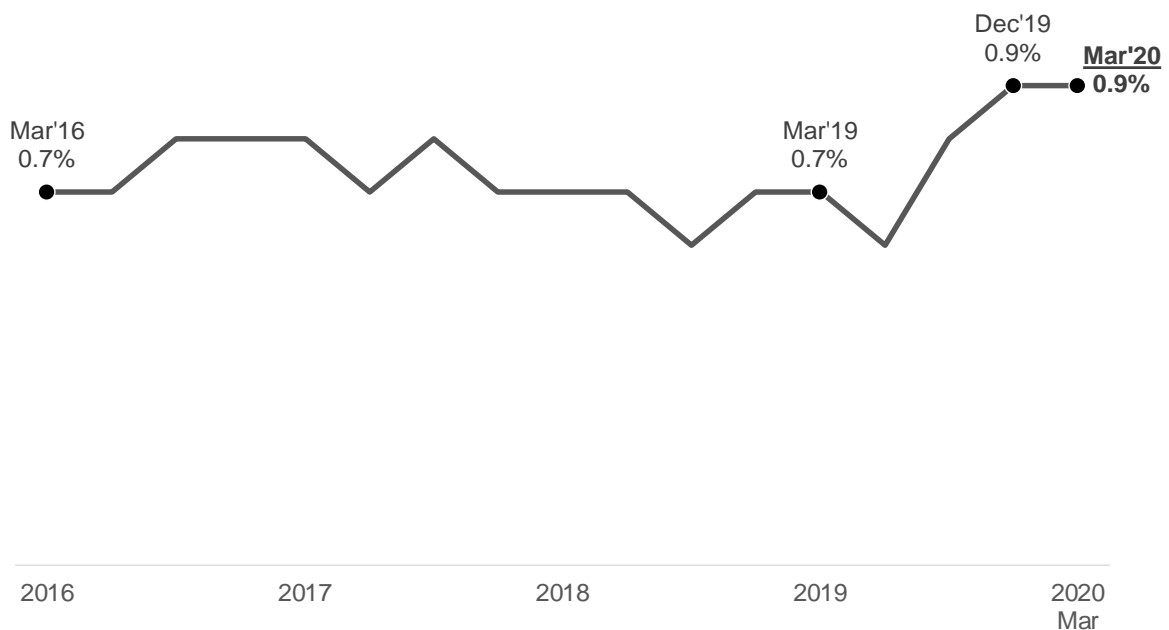


By Education

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

The seasonally adjusted resident long-term unemployment rate³ (LTUR) held steady in March 2020 (0.9%). However, trends by age and education were mixed. The LTUR rose for residents in their 30s and 40s, as well as those with below secondary, diploma & professional qualification, and degree. The LTUR for these groups have been on an uptrend before the onset of COVID-19. In particular, the LTUR for residents in their 40s and those with degree qualifications have risen to above-average. For the other age and education groups, their LTUR either declined or held steady.

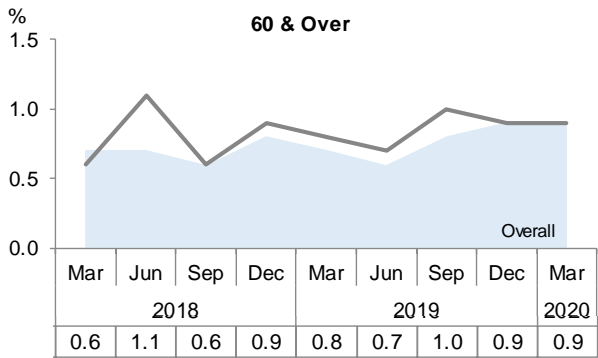
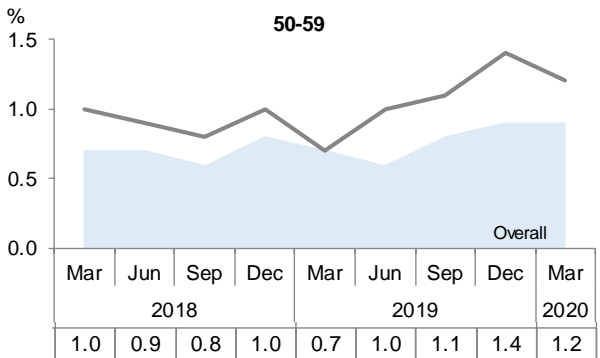
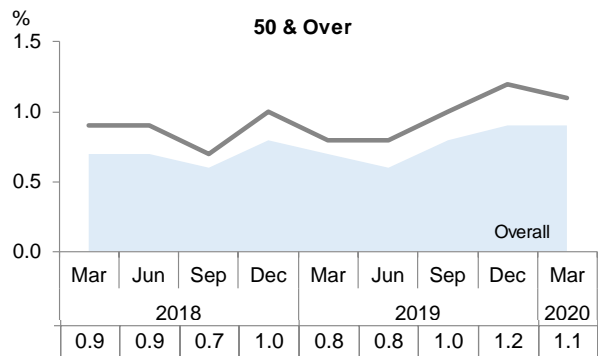
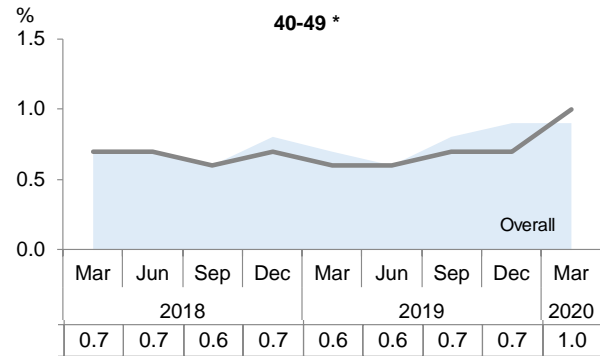
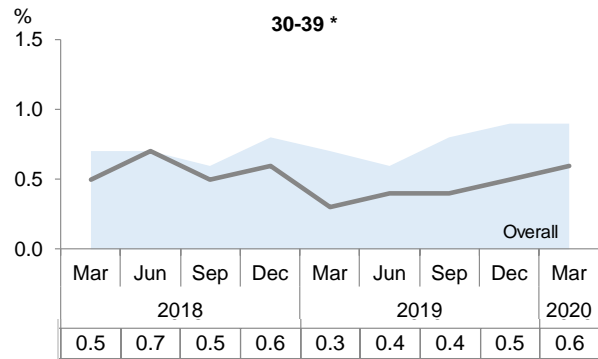
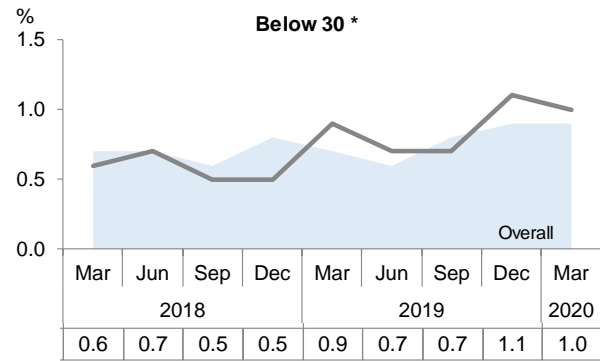
Chart 3: Resident Long-Term Unemployment Rate (Seasonally Adjusted)

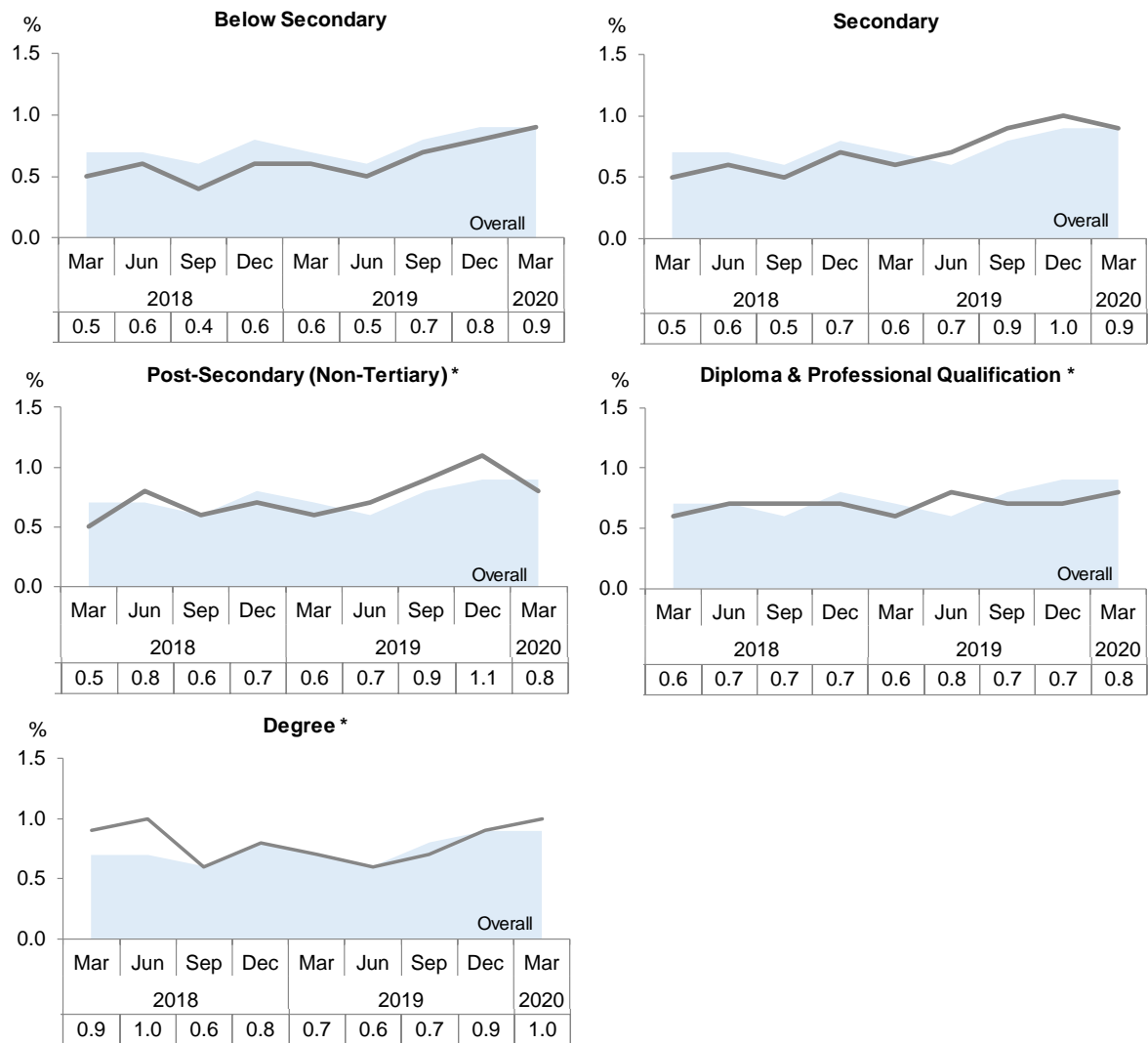


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

³ The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

Chart 4: Resident Long-Term Unemployment Rate By Age And Education (Seasonally Adjusted)

By Age

By Education

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

Notes:

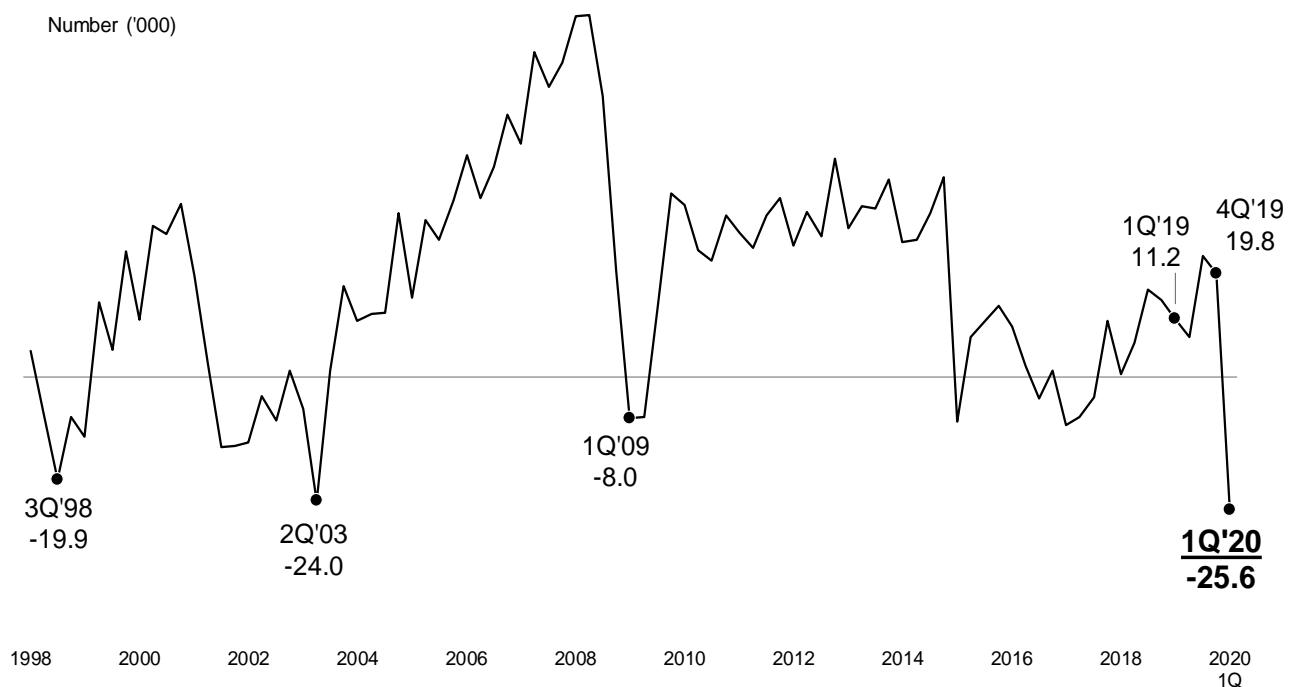
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
 (2) * These series are not seasonally adjusted because they have weak or no seasonality.

Employment

In 1Q 2020, total employment (excluding foreign domestic workers (FDW)) fell by 25,600, the sharpest quarterly contraction on record.⁴ However, as our workforce has grown over time, this decline, when expressed as a proportion of the total workforce in 1Q 2020 (-0.7%), was lower than that during the SARS outbreak (2Q 2003: -1.2%).

The decline in total employment was due to a significant cutback in foreign employment. Local employment also contracted slightly.^{5,6}

Chart 5: Quarterly Total Employment Change (excluding FDW)



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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (3) 'excl FDW' refers to excluding foreign domestic workers.
- (4) Figures for 2019 have been updated to include employment figures for those on pre-approved LOC (Letter of Consent).

⁴ Since 1991 when comparable data series were first available.

⁵ As data on employment change for locals and foreigners tend to fluctuate on a quarterly basis, official statistics by residential status are released on a half yearly basis, in the second quarter and full year Labour Market Report.

⁶ Preliminary estimates had shown a slight increase in local employment. Final figures, however, see local employment tip into the red. This was due to a worse than expected performance of local employment in trade and tourism-related industries. These declines outweighed increases in *financial & insurance services, public administration & education and professional services*.

Reflecting the initial impact of the COVID-19 outbreak, trade and tourism-related services sectors reported sharp employment contractions, particularly in *food & beverage services* (-8,300), *retail trade* (-5,400), *wholesale trade* (-3,300), *accommodation* (-2,600), and *arts, entertainment & recreation* (-2,300). The declines outweighed gains mainly from *financial & insurance services* (2,800), *public administration & education* (2,500) and *professional services* (2,500); sectors which predominantly comprise locals.

Manufacturing (-3,300) and *Construction* (-5,800) also registered employment cutbacks in 1Q 2020, reversing the consecutive gains in preceding quarters, and mainly affecting foreigners. Employment in these sectors is also expected to worsen in 2Q 2020 due to work stoppages and supply chain disruptions.⁷

⁷ A net weighted balance of 10% of firms in manufacturing expected to decrease hiring in 2Q 2020. Source: Business Expectations for the Manufacturing Sector, Economic Development Board.

Employment Diffusion Index – One Way to Tell How Widespread Employment Increases or Declines Were

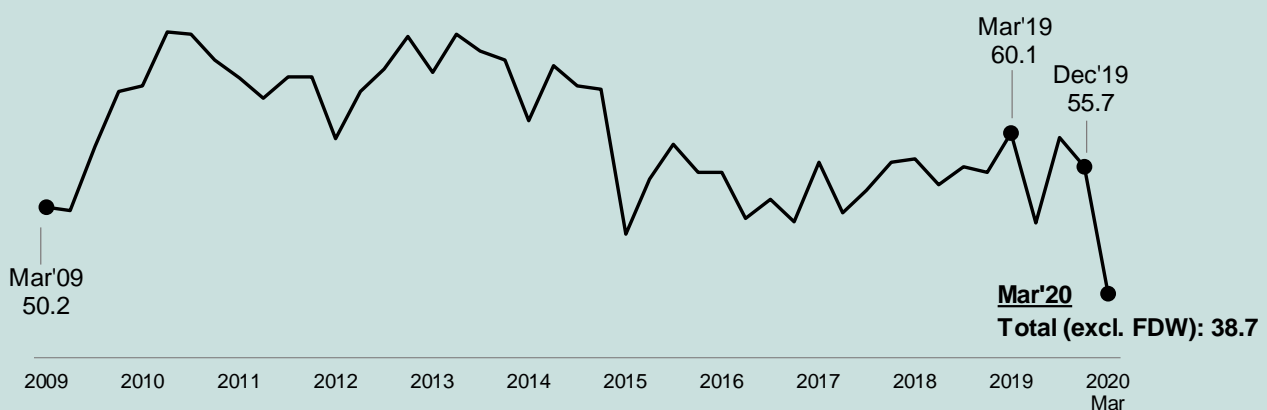
Current employment statistics report the magnitude of increases or declines in employment through a comparison of employment levels between quarters.

The Employment Diffusion Index (EDI) provides an indication of the breadth of employment change, which is important in assessing overall economic trends. It underscores additional information that is valuable in administering a more comprehensive analysis of quarterly employment change. An increase in total employment caused by employment growth in just a few industries may be of a similar magnitude to that brought about by employment growth in many industries. Yet a sharp overall employment increase/decline caused by increases/declines in only a few industries can bear very different economic and policy implications as one caused by more widespread changes. It is therefore important to not only recognise the depth of employment change but also the breadth of it.

In the computation, 203 component industries at the 3-digit Singapore Standard Industrial Classification (SSIC) are each assigned a value, depending on whether employment decreased (“0”), remained unchanged (“50”), or increased (“100”) over the quarter. The EDI is derived by averaging these values. The index can range from 0 to 100. This methodology is adapted from the US Bureau of Labor Statistics.

Reading the EDI is simple. If it rises above (“50”), that means more industries increased employment during that period than decreased employment. On the contrary, if it falls below 50, that simply means more industries decreased employment. (“50”) is the neutral point where the number of industries with employment expansion coincides with that reflecting employment contraction. The further away this number is from (“50”) (either above or below), the more widespread these employment increases, or contractions are.

In 1Q 2020, the EDI for total employment (excl. FDW) in Singapore registered a reading of 38.7 in March 2020, down from 55.7 in December 2019. This indicates there were more industries reflecting employment contraction than industries reflecting employment growth, suggesting that employment contraction (of which the majority was among foreigners) was fairly widespread in March 2020.

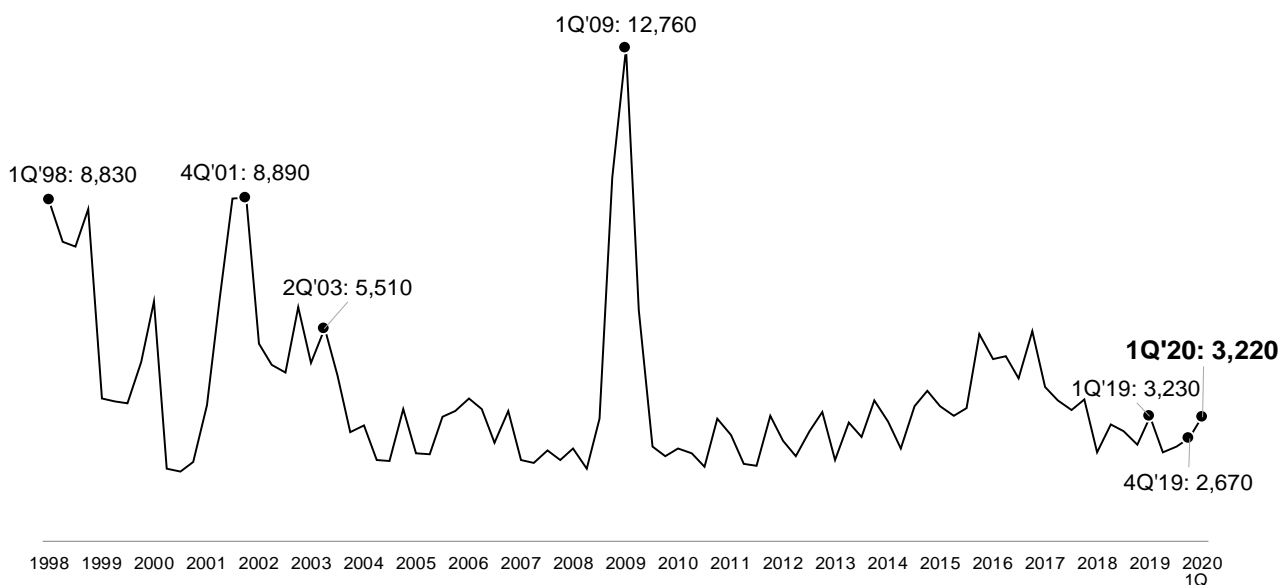


Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Retrenchment

With measures to encourage employers to retain workers, the number of retrenchments in 1Q 2020 (3,220) was significantly lower than the peak during the GFC (1Q 2009: 12,760), although it rose from 4Q 2019 (2,670). The increase in retrenchments was largely due to sectoral downturn or poor business. *Retail trade, accommodation and food & beverage services* saw the largest increases, mainly affecting non-PMETs.

Chart 6: Retrenchments



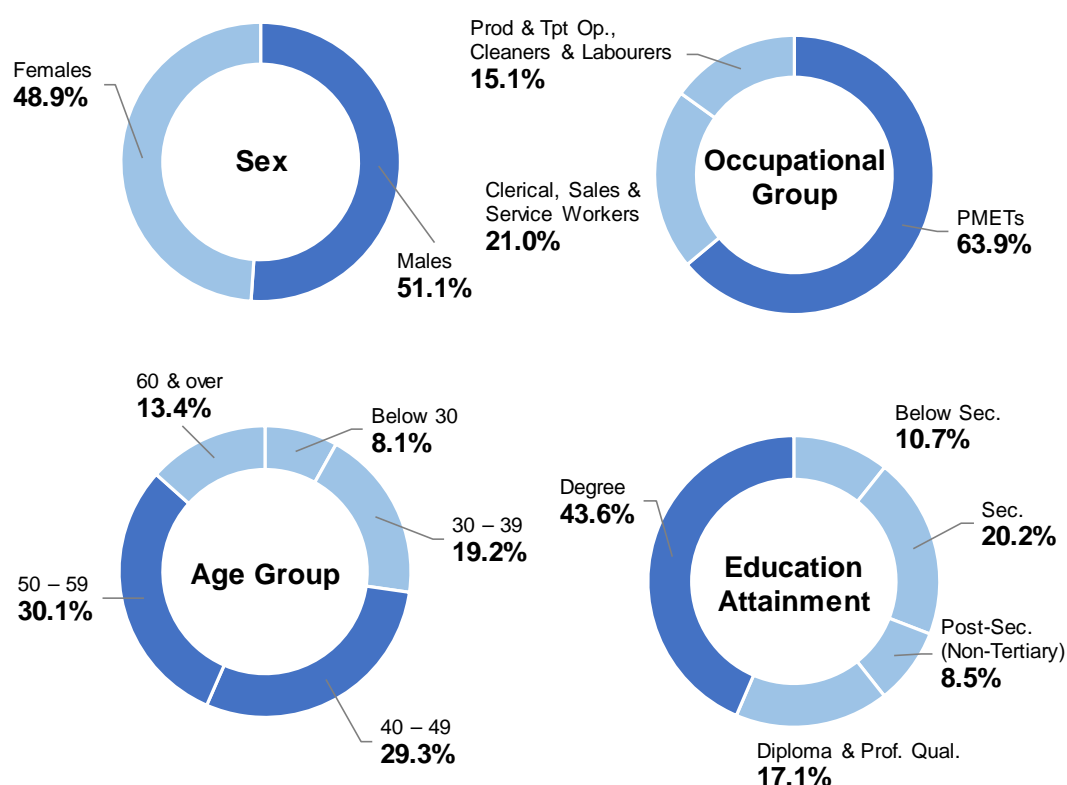
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data on the number of retrenchments are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Non-PMETs formed a smaller share of locals retrenched and continued to be less likely to be retrenched than PMETs⁸. However, as non-PMETs occupied a greater proportion of the workforce in sectors which were adversely affected by COVID-19, the incidence of retrenchment among local non-PMETs has increased sharply over the quarter.⁹

Chart 7: Profile Of Retrenched Locals, 1Q 2020



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

Notes:

- (1) Data on retrenched locals pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

⁸ 1.7 local PMETs were retrenched per 1,000 local PMET employees in 1Q 2020, higher than non-PMETs (clerical, sales & service workers: 1.5, production & related workers: 1.6).

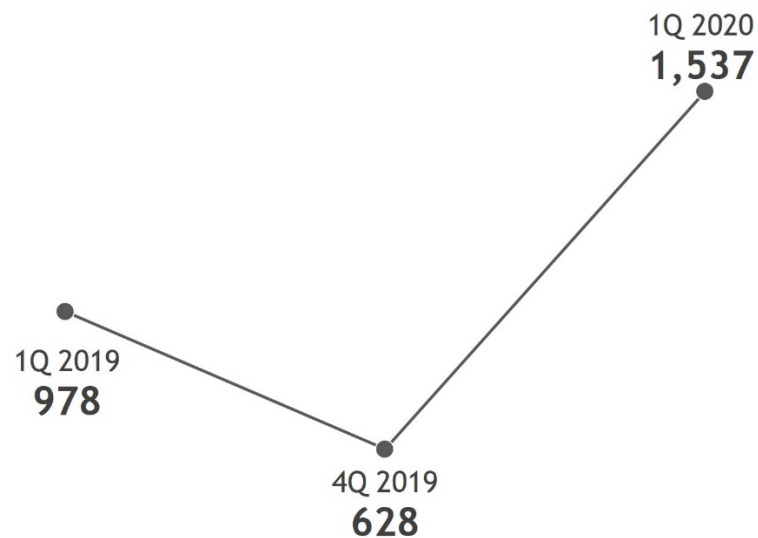
⁹ The number of local production & related workers retrenched per 1,000 local production & related workers rose from 1.0 to 1.6. Local clerical, sales & service workers also saw an increase from 0.9 to 1.5 over the quarter.

Workers Affected By Business Cessations

Small firms with fewer employees were more likely to close completely than to downsize. Hence, to gather an understanding of workforce reduction among small firms, we examined data on business entities which had ceased operations in the quarter¹⁰, to estimate the impact which these closures had on the workforce.

Using data compiled through administrative sources, it is estimated that business cessations in 1Q 2020 affected 1,537 local employees, substantially higher than the previous quarter (628) and a year ago (978). About one-third of the employees affected by business cessations in 1Q 2020 were from small firms with less than 25 employees.

Chart 8: Local Employees Affected By Business Cessations



Source: Administrative records compiled by Manpower Research & Statistics Department, MOM

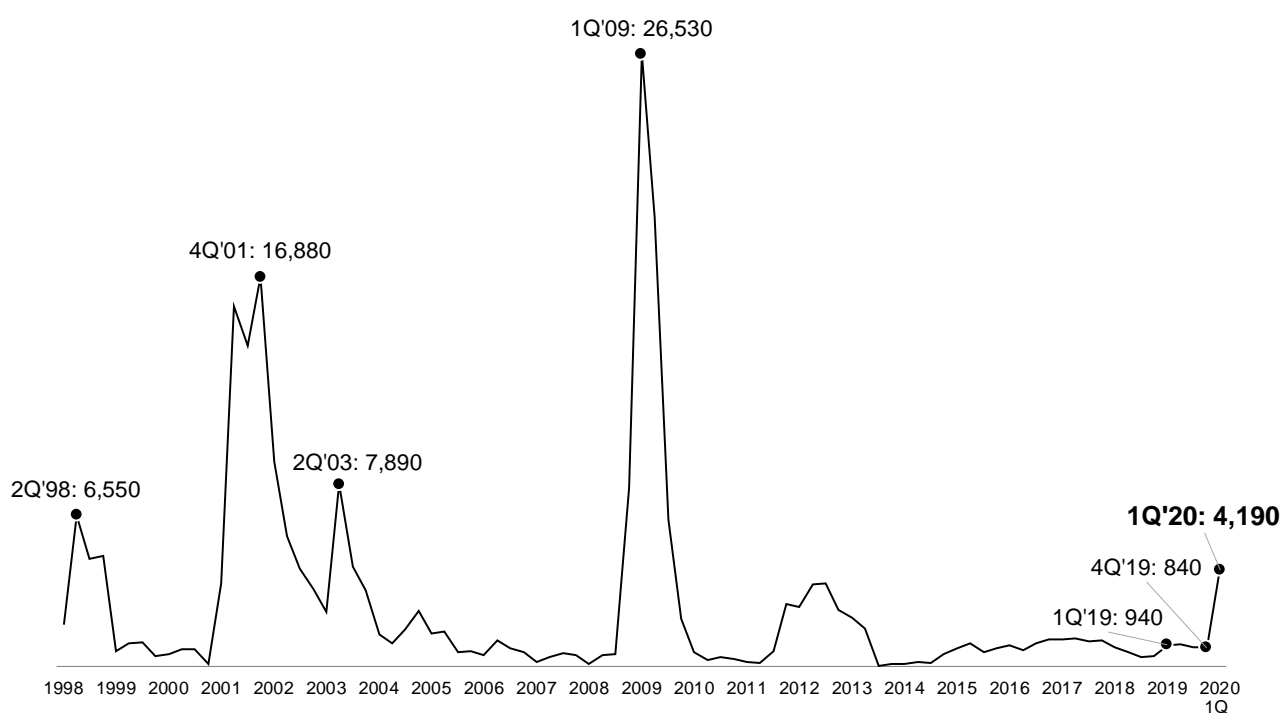
¹⁰ These entities had at least one employee on their payroll.

Short Work-Week Or Temporary Layoff

Instead of retrenching staff, a number of employers chose to make temporary adjustments to manage their excess manpower and reduce business costs. 4,190 employees were placed on short work-week or temporary layoff in 1Q 2020. This was a fivefold increase from the preceding quarter (840) but was still below the high number observed during the GFC (1Q 2009: 26,530). It was more common for employees to be placed on short work-week (3,600) than on temporary layoff (600).

The quarterly increase was concentrated in *Services*, led by *wholesale & retail trade* and *accommodation & food services*. Non-PMETs posted a larger increase (from 200 to 2,780) than PMETs (from 640 to 1,410), similar to retrenchment trends.

Chart 9: Number Of Employees On Short Work-week Or Temporary Layoff



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

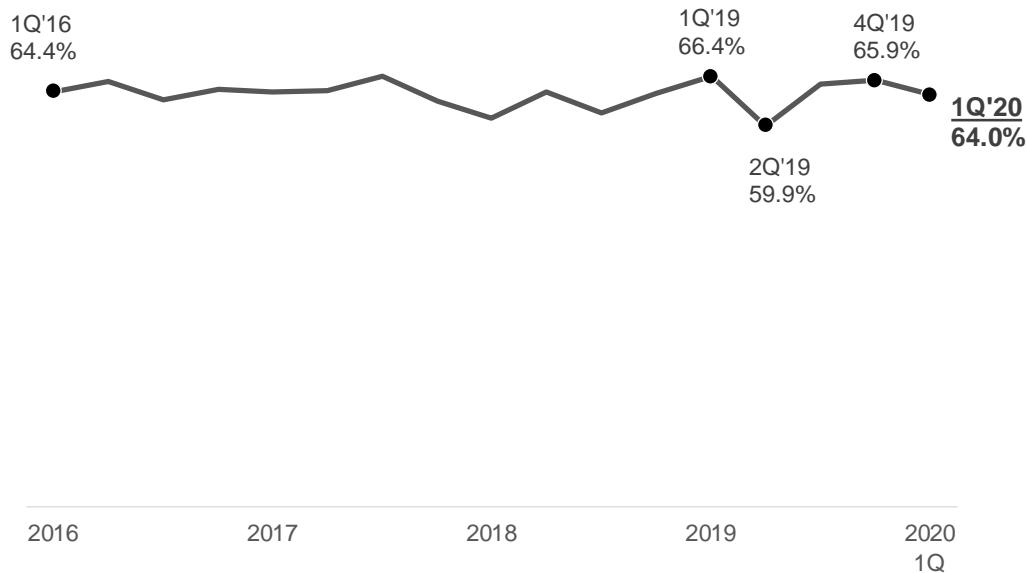
Notes:

- (1) Data are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Re-entry Into Employment

The six-month re-entry rate among retrenched residents was slightly lower in 1Q 2020 (64%) than in the previous quarter (66%). The decrease was observed across most age, education and occupational groups, with residents aged 50 & over registering the lowest re-entry rates.

Chart 10: Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents
(6 Months Post-Retrenchment)

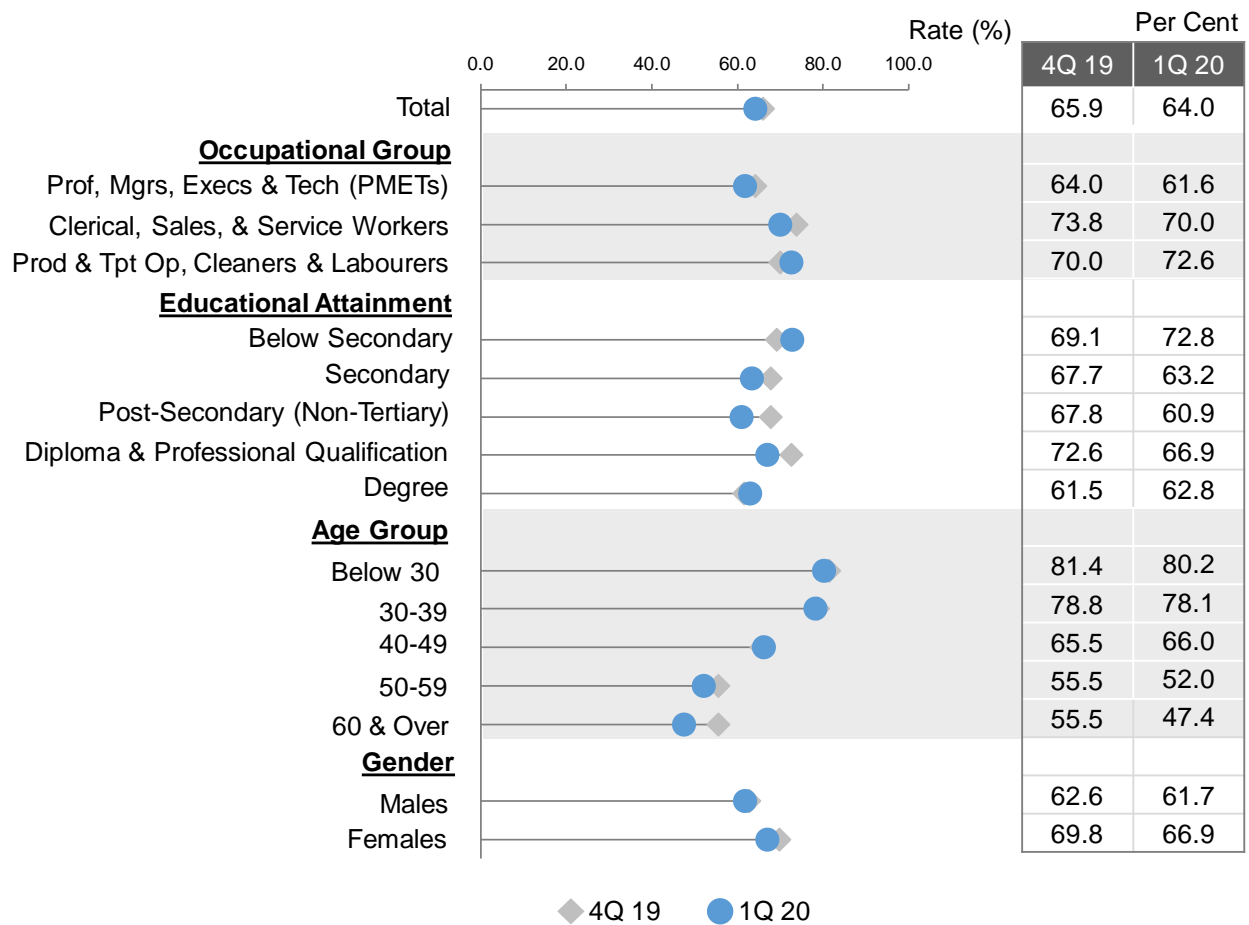


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for 1Q 2020 refers to residents retrenched in 3Q 2019.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.

Chart 11: Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents
(6 Months Post-Retrenchment)



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

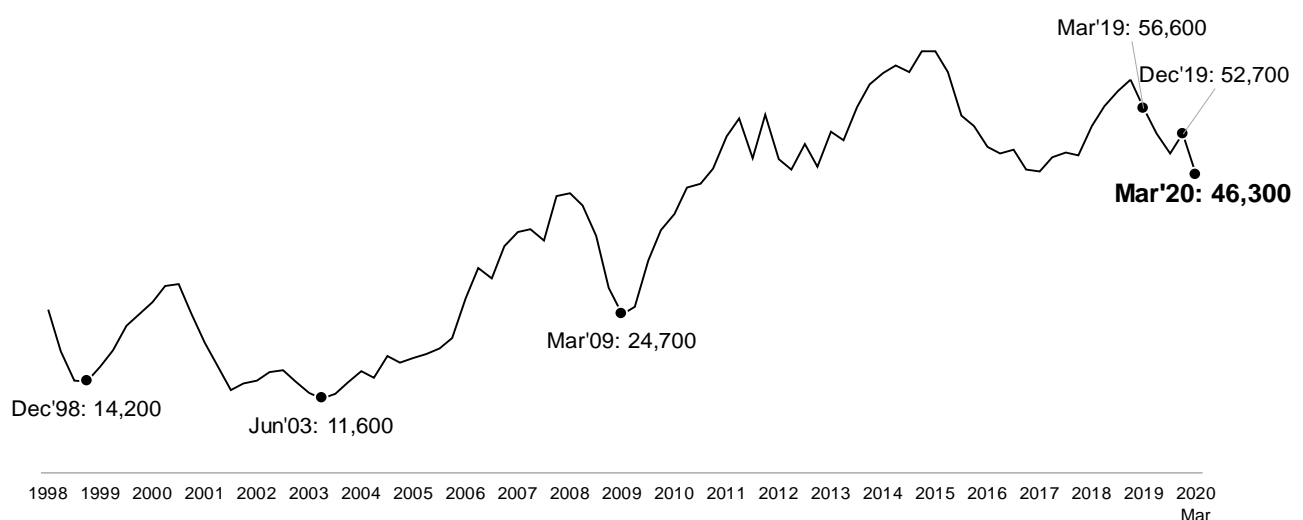
Note: Data refer to re-entry rates in 4Q 2019 / 1Q 2020 for residents retrenched in 2Q / 3Q 2019 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

Job Vacancy

The seasonally adjusted number of job vacancies in March 2020 (46,300) fell to its lowest since September 2010 (44,900). Declines over the quarter were most notable in *food & beverage services* and *arts, entertainment & recreation*. However, demand remained firm in sectors such as *electronics manufacturing, information & communications* and *health & social services*. There were also sizeable vacancies in *public administration & education* and *financial services*, predominantly hiring for PMET positions.

Coupled with a rise in unemployed persons, the seasonally adjusted ratio of job vacancies to unemployed persons fell to a decade low of 0.71 in March 2020, although this remained above the troughs during SARS and the GFC when there were only between 20 to 40 job vacancies for every 100 unemployed persons.

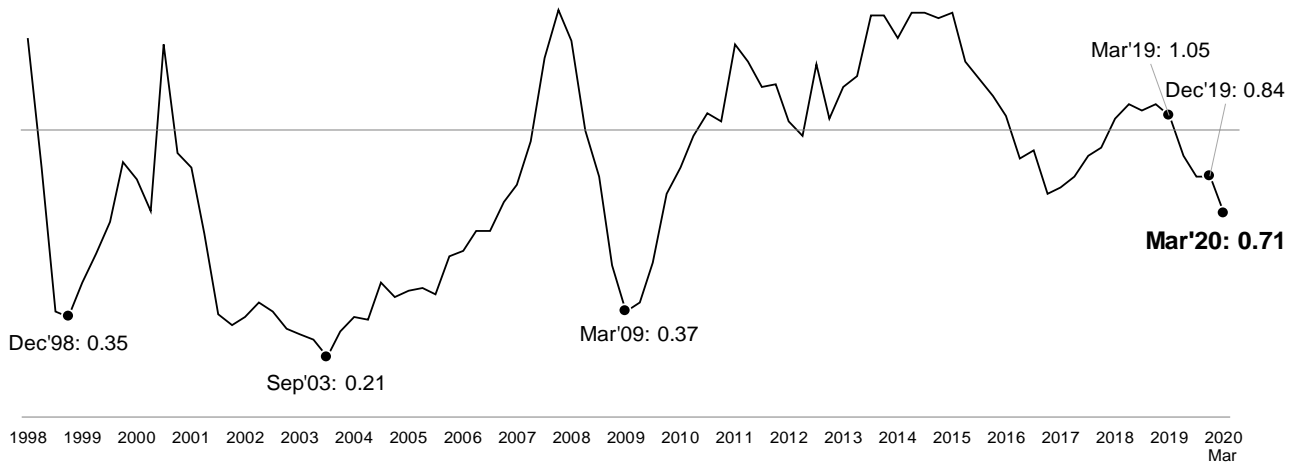
Chart 12: Job Vacancy (Seasonally Adjusted)



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

Note: Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Chart 13: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

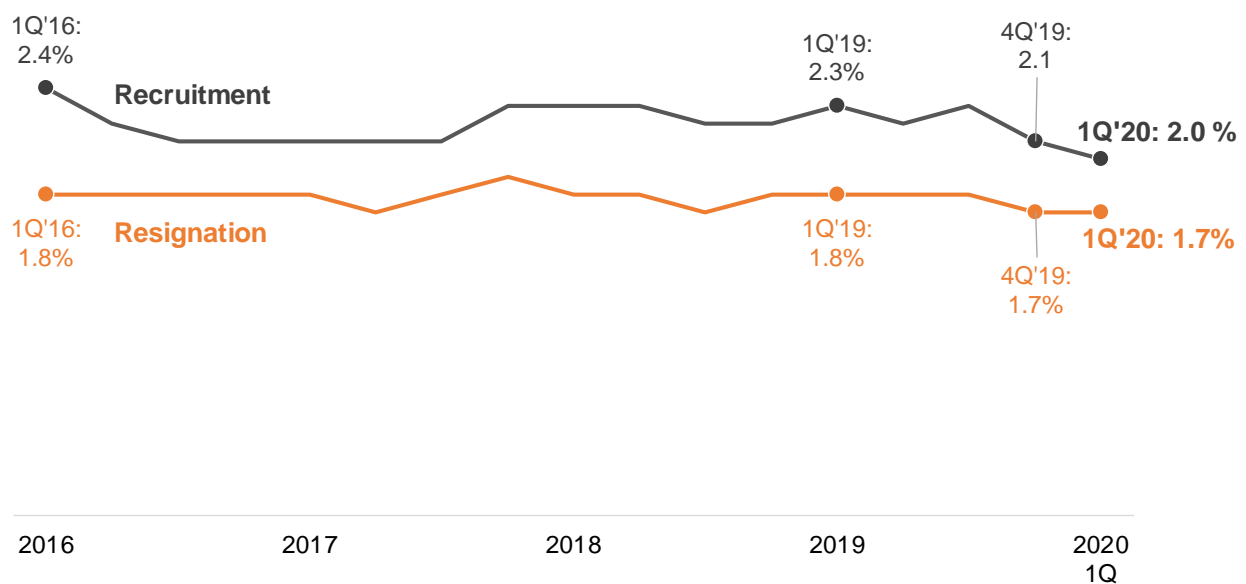
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees have the same vacancy rate as those with 25-49 employees.

Labour Turnover

In 1Q 2020, the seasonally adjusted recruitment rate dipped to 2.0%, while the resignation rate held steady at 1.7%. Rates at such low magnitudes were last observed during the GFC (2Q 2009: 2.0% and 1.7% respectively).

The fall in labour turnover was observed across most industries, except for those which continued to see firm demand for manpower such as *information & communications*, *health & social services* and *public administration & education*.

Chart 14: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



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

Notes:

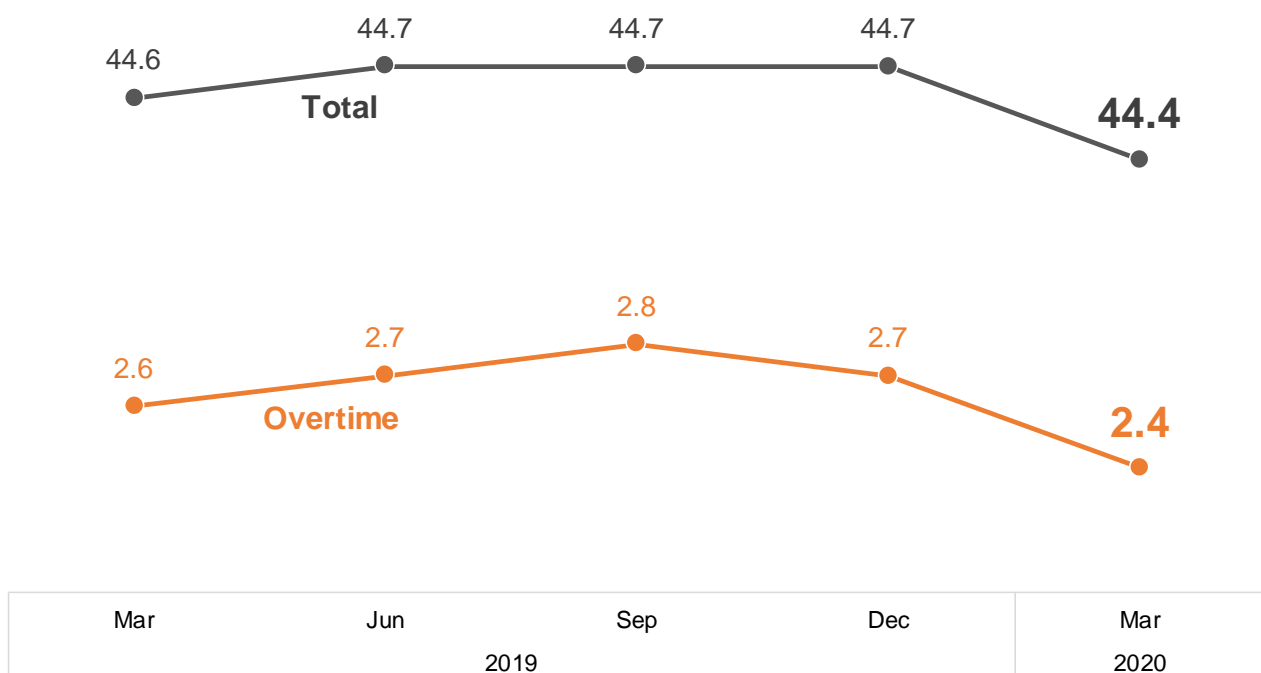
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.

Hours Worked

Average weekly total paid hours worked per employee¹¹, including overtime hours, fell by 0.3 hours over the quarter to 44.4 hours in March 2020. This reflected the largest quarterly decline (-0.3) in paid overtime hours since March 2009.

The decline was broad-based across industries and most notable in *accommodation*, on the back of a sharp decline in tourist arrivals. Employers who reported that their workforce worked less hours had employed an estimated 1.4 million employees.

Chart 15: Average Weekly Paid Hours Worked Per Employee



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

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

¹¹ Average weekly paid hours worked per employee are based on the last month of each quarter.

COVID-19 Labour Market Dashboard

As the effect of COVID-19 spreads throughout the global economy, we examine which indicators and sectors were most and least impacted in 1Q 2020.

















Most Impact - Consumer-facing and tourism-related sectors. These include *wholesale & retail trade, accommodation & food services, and arts, entertainment & recreation*.

Moderate Impact - *Construction* and trade-reliant sectors such as *manufacturing and transportation & storage*.

Least Impact - *Public administration & education, health & social services, financial & insurance services, and information & communications*.

Employment

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	Change from Dec 2019	
Public Administration & Education		2.5
Professional Services		2.5
Financial Services		2.3
Information & Communications		0.8
Health & Social Services		0.8
Insurance Services		0.5
Transportation & Storage		0.4
Real Estate Services	-1.6 	
Administrative & Support Services	-1.8 	
Arts, Entertainment & Recreation	-2.3 	
Accommodation	-2.6 	
Wholesale Trade	-3.3 	
Manufacturing	-3.3 	
Retail Trade	-5.4 	
Construction	-5.8 	
Food & Beverage Services	-8.3 	

Note: Excludes Foreign Domestic Workers.

Retrenchments

	Change from 4Q 2019	
Construction	-130	
Professional Services	-90	
Health & Social Services	-50	
Financial & Insurance Services	-10	
Real Estate Services	-	
Public Administration & Education	10	
Arts, Entertainment & Recreation	10	
Transportation & Storage	40	
Manufacturing	50	
Information & Communications	70	
Administrative & Support Services	80	
Wholesale & Retail Trade	280	
Accommodation & Food Services	310	

Employees On Short Work-Week Or Temporary Layoff

	Change from 4Q 2019	
Health & Social Services	-	
Information & Communications	-	
Real Estate Services	20	
Public Administration & Education	20	
Financial & Insurance Services	40	
Manufacturing	100	
Professional Services	110	
Construction	170	
Arts, Entertainment & Recreation	200	
Transportation & Storage	290	
Administrative & Support Services	550	
Accommodation & Food Services	840	
Wholesale & Retail Trade	870	

















Average Weekly Total Paid Hours Worked Per Employee

Hours




	Change from Dec 2019	
Health & Social Services	-	
Transportation & Storage	-0.1	
Professional Services	-0.1	
Public Administration & Education	-0.1	
Retail Trade	-0.2	
Information & Communications	-0.2	
Real Estate Services	-0.2	
Administrative & Support Services	-0.2	
Manufacturing	-0.3	
Wholesale Trade	-0.3	
Insurance Services	-0.3	
Food & Beverage Services	-0.4	
Arts, Entertainment & Recreation	-0.4	
Construction	-0.6	
Financial Services	-0.9	
Accommodation	-1.6	

Job Vacancies

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	Change from Dec 2019	
Electronics Manufacturing		0.7
Wholesale Trade		0.3
Health & Social Services		0.1
Construction		0.1
Insurance Services		0.1
Information & Communications		0.1
Retail Trade		-
Real Estate Services	-0.1 	
Financial Services	-0.1 	
Public Administration & Education	-0.3 	
Accommodation	-0.5 	
Manufacturing excl. Electronics	-0.6 	
Transportation & Storage	-0.6 	
Professional Services	-0.6 	
Administrative & Support Services	-1.0 	
Arts, Entertainment & Recreation	-1.0 	
Food & Beverage Services	-2.2 	

Local Employees Affected By Business Cessations

	Change from 4Q 2019	
Transportation & Storage	-34	
Financial & Insurance Services	-14	
Construction	-2	
Real Estate Services	-	
Professional Services		1
Community, Social & Personal Services		4
Accommodation & Food Services		25
Information & Communications		54
Wholesale & Retail Trade		141
Administrative & Support Services		307
Manufacturing		427

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

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2017	2018	2019	Per Cent	
				Mar	
				2019	2020
TOTAL	3.1	2.9	3.1	2.8	3.1
GENDER					
Males	3.1	2.9	3.0	2.7	3.1
Females	3.1	3.0	3.4	2.9	3.1
AGE GROUP (YEARS)					
Below 30	5.4	5.2	5.9	5.2	6.4
30 - 39	2.4	2.2	2.2	2.1	2.0
40 & Over	2.7	2.5	2.7	2.5	2.8
40 - 49	2.5	2.3	2.5	2.5	2.6
50 & Over	2.8	2.6	2.9	2.5	2.9
50 - 59	3.0	2.7	3.1	2.3	3.1
60 & Over	2.5	2.5	2.7	2.7	2.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.5	2.9	2.5	3.0
Secondary	2.8	2.8	3.5	3.3	3.8
Post-Secondary (Non-Tertiary)	3.8	3.4	3.6	3.1	3.7
Diploma & Professional Qualification	3.3	3.1	3.3	2.8	2.8
Degree	3.2	2.9	2.9	2.7	2.9

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

Note : Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2017	2018	2019	Mar	
				2019	2020
TOTAL	70.9	66.9	72.9	65.4	71.2
GENDER					
Males	38.4	35.4	37.0	34.0	38.7
Females	32.6	31.5	35.8	31.3	32.5
AGE GROUP (YEARS)					
Below 30	22.6	21.6	23.1	20.5	21.3
30 - 39	12.6	11.5	11.5	10.9	10.8
40 & Over	35.7	33.7	38.2	34.0	39.2
40 - 49	13.7	12.6	14.1	13.7	16.1
50 & Over	22.0	21.1	24.1	20.3	23.1
50 - 59	14.1	12.8	14.5	10.9	13.7
60 & Over	7.9	8.3	9.6	9.4	9.4
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.9	9.7	10.9	9.6	10.5
Secondary	11.1	11.0	13.3	12.7	13.9
Post-Secondary (Non-Tertiary)	8.9	8.0	8.0	6.7	7.3
Diploma & Professional Qualification	14.1	13.8	15.2	12.7	12.6
Degree	25.9	24.4	25.4	23.6	26.9

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

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

1.3 LONG-TERM UNEMPLOYMENT

RESIDENT LONG-TERM UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2017	2018	2019	Mar	
				2019	2020
TOTAL	0.8	0.7	0.7	0.6	0.9
GENDER					
Males	0.9	0.8	0.8	0.7	1.0
Females	0.6	0.6	0.6	0.5	0.8
AGE GROUP (YEARS)					
Below 30	0.8	0.6	0.9	0.9	1.0
30 - 39	0.5	0.6	0.4	0.3	0.6
40 & Over	0.8	0.8	0.9	0.7	1.0
40 - 49	0.9	0.7	0.7	0.6	1.0
50 & Over	0.8	0.9	1.0	0.7	1.0
50 - 59	0.9	0.9	1.1	0.7	1.2
60 & Over	0.8	0.8	0.9	0.7	0.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.7	0.5	0.7	0.6	0.9
Secondary	0.5	0.6	0.8	0.6	0.9
Post-Secondary (Non-Tertiary)	0.8	0.7	0.8	0.6	0.8
Diploma & Professional Qualification	0.8	0.7	0.7	0.6	0.8
Degree	0.9	0.8	0.7	0.7	1.0

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

Note : Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

1.4 LONG-TERM UNEMPLOYMENT

LONG-TERM UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	In Thousands				
	2017	2018	2019	Mar	
				2019	2020
TOTAL	17.1	15.9	17.0	14.6	20.5
GENDER					
Males	10.5	9.7	10.3	8.8	12.5
Females	6.6	6.2	6.7	5.8	8.0
AGE GROUP (YEARS)					
Below 30	3.4	2.3	3.2	3.6	3.2
30 - 39	2.9	2.9	2.1	1.6	3.2
40 & Over	10.9	10.8	11.7	9.3	14.1
40 - 49	4.5	3.7	3.8	3.5	5.9
50 & Over	6.4	7.2	7.9	5.8	8.3
50 - 59	4.0	4.5	4.9	3.5	5.2
60 & Over	2.4	2.6	3.0	2.4	3.1
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.1	2.5	2.1	3.0
Secondary	2.1	2.4	3.2	2.4	3.3
Post-Secondary (Non-Tertiary)	1.9	1.5	1.8	1.3	1.6
Diploma & Professional Qualification	3.5	3.1	3.2	2.8	3.7
Degree	7.0	6.9	6.3	5.9	9.0

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

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2015)		Total Employment Change								Total Employment Level in Mar 2020
		2017	2018	2019	2019				2020	
					1Q	2Q	3Q	4Q	1Q	
	TOTAL	-3.6	45.3	69.8	13.9	6.8	27.6	21.5	-25.2	3 759.3
C10-32	MANUFACTURING	-10.9	-2.4	-2.1	-3.1	-1.5	1.1	1.4	-3.3	482.8
C10-12	Food, Beverages & Tobacco	2.4	1.4	1.9	0.4	0.1	0.5	0.9	-0.7	52.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	-1.6	-1.2	-1.1	-0.4	-0.4	-0.3	-0.1	-0.4	28.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	-4.0	3.2	0.6	-0.2	-0.6	1.2	0.2	0.5	64.0
C25,28	Fabricated Metal Products, Machinery & Equipment	-2.3	-2.6	-1.4	-0.4	-0.3	-0.4	-0.3	-0.5	93.4
C26	Electronic, Computer & Optical Products	7.5	-0.1	-3.6	-2.0	-0.1	-0.8	-0.7	-1.4	87.1
C29-30	Transport Equipment	-13.5	-3.1	2.6	-0.8	0.5	1.1	1.8	0.4	97.0
	Other Manufacturing Industries	0.5	-	-1.1	0.3	-0.8	-0.2	-0.5	-1.2	60.6
F41-43	CONSTRUCTION	-38.3	-7.1	12.6	0.1	2.8	5.4	4.2	-5.8	451.1
G-U	SERVICES	46.0	54.9	59.4	16.8	5.9	21.0	15.7	-16.3	2 798.4
G46-47	WHOLESALE AND RETAIL TRADE	-1.7	1.6	-4.0	-1.8	-2.8	-1.6	2.2	-8.6	478.6
G46	Wholesale Trade	-0.6	3.6	-2.0	-1.1	-	-0.5	-0.4	-3.3	320.2
G47	Retail Trade	-1.1	-2.0	-2.0	-0.8	-2.7	-1.0	2.6	-5.4	158.4
H49-53	TRANSPORTATION AND STORAGE	7.1	7.7	3.1	1.1	0.2	0.1	1.7	0.4	263.4
H49,5221	Land Transport & Supporting Services	4.4	4.8	0.9	0.3	-	-	0.6	0.7	110.2
H50,5222, 5225	Water Transport & Supporting Services	-0.5	-0.6	-0.4	-0.2	-0.1	-0.1	-	-	45.0
H51,5223	Air Transport & Supporting Services	1.8	1.2	1.3	0.3	0.5	0.1	0.4	-0.6	34.9
	Other Transportation & Storage Services	1.4	2.3	1.3	0.6	-0.2	0.2	0.7	0.3	73.3
I55-56	ACCOMMODATION AND FOOD SERVICES	3.5	1.3	6.2	0.4	0.7	2.1	3.0	-10.9	255.0
I55	Accommodation	-	-0.8	-	-0.3	-0.3	1.1	-0.5	-2.6	33.8
I56	Food & Beverage Services	3.4	2.1	6.2	0.7	0.9	1.1	3.5	-8.3	221.2
J58-63	INFORMATION AND COMMUNICATIONS	4.0	8.4	7.3	1.4	2.1	2.6	1.2	0.8	150.5
J58-61	Telecommunications, Broadcasting & Publishing	-0.3	0.5	0.1	0.2	-	-	-0.1	0.2	41.3
J62-63	IT & Other Information Services	4.3	7.9	7.1	1.2	2.1	2.6	1.2	0.6	109.1
K64-66	FINANCIAL AND INSURANCE SERVICES	4.5	7.6	6.4	2.0	1.6	1.5	1.2	2.8	203.6
K64 & 66 (excl.662)	Financial Services	1.8	6.4	5.3	1.7	1.2	1.5	0.9	2.3	162.7
K65 & 662	Insurance Services	2.7	1.1	1.1	0.3	0.4	0.1	0.3	0.5	41.0
L68	REAL ESTATE SERVICES	1.7	-	1.2	0.1	0.2	0.9	-	-1.6	82.3
M69-75	PROFESSIONAL SERVICES	3.0	6.9	10.2	2.9	2.2	3.8	1.4	2.5	256.5
M69-70	Legal, Accounting & Management Services	2.8	5.7	7.6	2.3	1.5	2.9	0.8	2.3	135.5
M71	Architectural & Engineering Services	-1.4	0.9	0.7	0.1	0.1	0.4	0.2	0.6	61.9
	Other Professional Services	1.6	0.3	2.0	0.5	0.6	0.5	0.4	-0.4	59.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	6.5	3.6	7.2	2.1	0.3	2.8	2.0	-1.8	253.0
N80	Security & Investigation	2.6	1.4	1.0	0.5	0.2	0.5	-0.2	0.4	49.8
N81	Cleaning & Landscaping	2.7	0.2	2.0	1.2	0.7	0.4	-0.2	0.1	79.6
	Other Administrative & Support Services	1.1	2.0	4.2	0.5	-0.6	2.0	2.4	-2.2	123.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.6	17.8	21.9	8.6	1.5	8.8	3.0	-	855.4
O84,P85	Public Administration & Education	1.6	3.9	5.2	3.0	-	1.6	0.7	2.5	258.4
Q86-88	Health & Social Services	5.9	5.7	6.0	1.2	1.6	2.0	1.2	0.8	170.3
R90-93	Arts, Entertainment & Recreation	0.6	1.0	0.6	0.9	-	0.2	-0.5	-2.3	55.1
S,T,U	Other Community, Social & Personal Services	9.5	7.2	10.0	3.4	-0.1	5.1	1.7	-1.0	371.7
A,B,D,E,V	OTHERS*	-0.5	-0.1	-0.1	0.1	-0.4	0.1	0.1	0.1	27.1

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) 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.
- 3) Figures for 2019 have been updated to include employment figures for those on pre-approved LOC (Letter of Consent).
- 4) Data may not add up to the total due to rounding.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2017	2018	2019	2019				2020
					1Q	2Q	3Q	4Q	1Q
TOTAL		14 720	10 730	10 690	3 230	2 320	2 470	2 670	3 220
INDUSTRY (SSIC 2015)									
C10-32	MANUFACTURING	3 790	2 570	2 790	1 040	490	600	670	720
C10-12	Food, Beverages & Tobacco	190	200	100	10	10	60	20	90
C17,18,22	Paper / Rubber / Plastic Products & Printing	480	160	170	70	30	10	60	20
C19-21	Petroleum, Chemical & Pharmaceutical Products	300	180	200	70	30	30	70	40
C25,28	Fabricated Metal Products, Machinery & Equipment	930	870	690	230	110	110	230	170
C26	Electronic, Computer & Optical Products	920	670	1 160	600	190	200	170	220
C29-30	Transport Equipment	820	310	120	40	10	60	10	10
	Other Manufacturing Industries	150	190	360	30	100	130	100	170
F41-43	CONSTRUCTION	2 020	1 200	860	280	150	160	270	140
G-U	SERVICES	8 900	6 960	7 000	1 900	1 680	1 690	1 730	2 360
G46-47	WHOLESALE AND RETAIL TRADE	2 180	1 780	2 090	620	480	520	470	750
G46	Wholesale Trade	1 920	1 580	1 850	520	430	490	410	470
G47	Retail Trade	260	210	240	90	50	30	60	280
H49-53	TRANSPORTATION AND STORAGE	900	710	770	330	170	180	90	130
H49,5221	Land Transport & Supporting Services	160	200	60	-	-	50	10	40
H50,5222, 5225	Water Transport & Supporting Services	300	180	80	20	20	10	30	20
H51,5223	Air Transport & Supporting Services	20	20	50	10	-	30	-	-
	Other Transportation & Storage Services	430	310	580	290	150	90	60	70
I55-56	ACCOMMODATION AND FOOD SERVICES	470	350	170	40	30	30	70	380
I55	Accommodation	120	10	20	-	-	20	-	180
I56	Food & Beverage Services	350	340	150	40	30	10	70	210
J58-63	INFORMATION AND COMMUNICATIONS	910	1 070	650	200	160	140	150	220
J58-61	Telecommunications, Broadcasting & Publishing	500	650	300	70	70	90	70	150
J62-63	IT & Other Information Services	420	420	350	130	90	50	80	80
K64-66	FINANCIAL AND INSURANCE SERVICES	1 780	1 330	1 300	240	430	310	320	310
K64 & 66 (excl.662)	Financial Services	1 720	1 240	1 190	230	400	270	300	260
K65 & 662	Insurance Services	60	80	110	10	40	40	20	60
L68	REAL ESTATE SERVICES	70	100	190	110	30	20	40	40
M69-75	PROFESSIONAL SERVICES	1 700	1 100	1 210	240	250	300	420	330
M69-70	Legal, Accounting & Management Services	860	600	640	160	130	130	220	150
M71	Architectural & Engineering Services	560	310	360	20	80	140	120	40
	Other Professional Services	280	190	220	60	40	30	90	140
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	430	240	320	40	70	150	60	140
N80	Security & Investigation	120	10	10	-	-	10	-	-
N81	Cleaning & Landscaping	70	40	60	-	-	60	10	10
	Other Administrative & Support Services	250	190	250	40	70	90	60	130
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	460	290	300	70	60	50	110	60
O84,P85	Public Administration & Education	40	90	90	-	40	30	20	30
Q86-88	Health & Social Services	50	20	100	40	-	10	50	-
R90-93	Arts, Entertainment & Recreation	240	130	20	-	10	10	-	10
S,T,U	Other Community, Social & Personal Services	130	50	90	40	10	10	40	20
A,B,D,E,V	OTHERS*	20	-	30	-	-	20	10	10
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	8 700	6 980	6 500	1 440	1 680	1 650	1 730	1 790
	Clerical, Sales & Service Workers	1 550	1 230	1 420	440	290	350	330	690
	Production & Transport Operators, Cleaners & Labourers	4 480	2 510	2 770	1 350	340	470	610	740

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

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

- : nil or negligible

Notes :

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

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

3.2 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT
AND OCCUPATIONAL GROUP, FIRST QUARTER 2020

									Number of Employees			
Industry (SSIC 2015)		Reasons For Retrenchment							Occupational Group			
		Recession/ Down- turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Laboure- rs
TOTAL		960	680	580	1 620	320	70	260	3 220	1 790	690	740
C10-32 MANUFACTURING		390	160	70	310	320	30	-	720	340	60	320
C10-12	Food, Beverages & Tobacco	80	-	-	10	-	-	-	90	10	10	70
C17,18,22	Paper / Rubber / Plastic Products & Printing	20	-	10	-	-	-	-	20	10	10	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	-	-	40	-	-	-	40	30	10	-
C25,28	Fabricated Metal Products, Machinery & Equipment	110	10	20	110	110	10	-	170	50	20	100
C26	Electronic, Computer & Optical Products	40	-	10	130	90	-	-	220	160	20	50
C29-30	Transport Equipment	-	-	-	-	-	-	-	10	10	-	-
	Other Manufacturing Industries	140	140	30	20	120	10	-	170	70	10	100
F41-43 CONSTRUCTION		60	40	70	40	-	20	-	140	30	20	100
G-U SERVICES		500	480	440	1 270	-	20	260	2 360	1 430	620	320
G46-47	WHOLESALE AND RETAIL TRADE	100	260	140	330	-	-	40	750	390	290	70
G46	Wholesale Trade	70	70	70	320	-	-	-	470	330	90	50
G47	Retail Trade	40	180	70	10	-	-	40	280	50	200	20
H49-53	TRANSPORTATION AND STORAGE	70	60	80	70	-	-	-	130	40	30	70
H49,5221	Land Transport & Supporting Services	30	10	30	30	-	-	-	40	-	-	30
H50,5222, 5225	Water Transport & Supporting Services	-	-	10	20	-	-	-	20	20	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	40	40	40	20	-	-	-	70	10	20	40
I55-56	ACCOMMODATION AND FOOD SERVICES	170	40	100	40	-	-	190	380	80	180	130
I55	Accommodation	-	-	-	-	-	-	180	180	60	70	60
I56	Food & Beverage Services	170	40	100	40	-	-	10	210	30	110	70
J58-63	INFORMATION AND COMMUNICATIONS	20	40	30	180	-	-	-	220	200	20	-
J58-61	Telecommunications, Broadcasting & Publishing	10	30	20	120	-	-	-	150	130	20	-
J62-63	IT & Other Information Services	10	10	-	50	-	-	-	80	70	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	-	10	50	290	-	-	-	310	310	10	-
K64 & 66 (excl.662)	Financial Services	-	10	50	240	-	-	-	260	250	10	-
K65 & 662	Insurance Services	-	-	-	50	-	-	-	60	50	-	-
L68	REAL ESTATE SERVICES	10	20	-	20	-	-	-	40	20	-	10
M69-75	PROFESSIONAL SERVICES	40	20	10	270	-	-	10	330	310	20	-
M69-70	Legal, Accounting & Management Services	20	-	-	130	-	-	10	150	150	10	-
M71	Architectural & Engineering Services	10	20	10	10	-	-	-	40	30	-	-
	Other Professional Services	10	-	-	130	-	-	-	140	130	10	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	80	20	30	60	-	-	10	140	60	50	30
N80	Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	10	-	-	-	-	-	-	10	-	-	10
	Other Administrative & Support Services	70	20	30	60	-	-	10	130	60	50	20
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	20	10	30	-	-	-	60	20	30	10
O84,P85	Public Administration & Education	10	10	10	20	-	-	-	30	20	10	-
Q86-88	Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	-	10	-	10	-	-	-	10	10	10	-
S,T,U	Other Community, Social & Personal Services	10	-	-	10	-	-	-	20	-	10	10
A,B,D,E,V OTHERS**		-	-	-	-	-	-	-	10	10	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

- 1) Establishments can indicate more than one reason for their retrenchment.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2017	2018	2019	2019				2020
					1Q	2Q	3Q	4Q	1Q
TOTAL		12 880	9 610	9 810	3 010	2 120	2 240	2 440	3 040
INDUSTRY (SSIC 2015)									
C10-32	MANUFACTURING	3 330	2 280	2 580	1 020	420	490	650	700
C10-12	Food, Beverages & Tobacco	190	150	40	-	10	10	20	80
C17,18,22	Paper / Rubber / Plastic Products & Printing	480	160	160	70	20	10	60	20
C19-21	Petroleum, Chemical & Pharmaceutical Products	290	170	190	70	30	30	60	40
C25,28	Fabricated Metal Products, Machinery & Equipment	800	780	650	220	110	100	230	160
C26	Electronic, Computer & Optical Products	920	570	1 080	600	140	180	160	220
C29-30	Transport Equipment	550	260	110	40	10	60	10	-
	Other Manufacturing Industries	110	190	340	30	100	110	100	170
F41-43	CONSTRUCTION	1 190	800	500	210	80	110	100	90
G-U	SERVICES	8 350	6 520	6 700	1 780	1 620	1 620	1 690	2 240
G46-47	WHOLESALE AND RETAIL TRADE	2 150	1 680	2 030	590	480	500	460	720
G46	Wholesale Trade	1 900	1 500	1 800	500	430	470	400	460
G47	Retail Trade	250	190	230	90	50	30	60	260
H49-53	TRANSPORTATION AND STORAGE	680	700	760	330	170	180	90	130
H49,5221	Land Transport & Supporting Services	20	200	60	-	-	50	10	40
H50,5222, 5225	Water Transport & Supporting Services	290	180	80	20	20	10	30	20
H51,5223	Air Transport & Supporting Services	20	20	40	10	-	30	-	-
	Other Transportation & Storage Services	350	310	580	290	140	80	60	70
I55-56	ACCOMMODATION AND FOOD SERVICES	450	340	150	40	20	20	70	350
I55	Accommodation	120	10	20	-	-	20	-	180
I56	Food & Beverage Services	330	330	130	40	20	10	70	170
J58-63	INFORMATION AND COMMUNICATIONS	880	950	630	200	150	140	150	220
J58-61	Telecommunications, Broadcasting & Publishing	480	580	300	70	70	90	70	150
J62-63	IT & Other Information Services	390	370	330	130	80	50	80	70
K64-66	FINANCIAL AND INSURANCE SERVICES	1 770	1 300	1 280	240	430	310	300	300
K64 & 66 (excl.662)	Financial Services	1 710	1 230	1 170	230	390	270	280	240
K65 & 662	Insurance Services	60	80	110	10	40	40	20	50
L68	REAL ESTATE SERVICES	70	90	100	20	30	20	40	40
M69-75	PROFESSIONAL SERVICES	1 580	1 010	1 160	240	240	260	420	320
M69-70	Legal, Accounting & Management Services	830	590	640	160	130	130	210	150
M71	Architectural & Engineering Services	480	240	330	20	80	120	120	40
	Other Professional Services	270	180	190	60	30	10	90	140
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	400	210	300	40	60	150	60	120
N80	Security & Investigation	120	10	10	-	-	10	-	-
N81	Cleaning & Landscaping	50	30	60	-	-	60	10	10
	Other Administrative & Support Services	230	180	230	40	60	90	50	110
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	380	230	280	70	60	40	110	60
O84,P85	Public Administration & Education	30	50	80	-	40	20	20	30
Q86-88	Health & Social Services	40	20	90	40	-	10	50	-
R90-93	Arts, Entertainment & Recreation	220	120	20	-	10	10	-	10
S,T,U	Other Community, Social & Personal Services	100	40	90	40	10	-	40	20
A,B,D,E,V	OTHERS*	10	-	30	-	-	20	10	10
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	8 420	6 670	6 250	1 420	1 590	1 570	1 680	1 740
	Clerical, Sales & Service Workers	1 440	1 100	1 300	430	270	290	310	630
	Production & Transport Operators, Cleaners & Labourers	3 020	1 840	2 250	1 170	260	380	450	660

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

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

- : nil or negligible

Notes :

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

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

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2017	2018	2019	2019				2020
					1Q	2Q	3Q	4Q	1Q
TOTAL		1 840	1 120	880	220	200	230	240	190
INDUSTRY (SSIC 2015)									
C10-32 MANUFACTURING		460	290	220	30	70	100	20	20
C10-12	Food, Beverages & Tobacco	10	50	60	10	-	50	-	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	10	-	10	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	-	-	-	-	-	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	130	80	40	10	-	20	-	10
C26	Electronic, Computer & Optical Products	10	100	80	-	50	20	10	-
C29-30	Transport Equipment	280	50	10	10	-	-	-	-
	Other Manufacturing Industries	30	-	20	-	-	10	-	-
F41-43 CONSTRUCTION		830	400	370	70	70	50	180	50
G-U SERVICES		550	440	300	120	60	70	40	120
G46-47	WHOLESALE AND RETAIL TRADE	30	100	60	30	-	10	10	20
G46	Wholesale Trade	20	80	50	30	-	10	10	10
G47	Retail Trade	10	20	-	-	-	-	-	10
H49-53	TRANSPORTATION AND STORAGE	220	10	10	-	10	-	-	-
H49,5221	Land Transport & Supporting Services	140	-	-	-	-	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	-	-	-	-	-	-	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	80	10	10	-	10	-	-	-
I55-56	ACCOMMODATION AND FOOD SERVICES	20	10	20	-	10	10	-	30
I55	Accommodation	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	20	10	20	-	10	10	-	30
J58-63	INFORMATION AND COMMUNICATIONS	40	120	20	-	10	-	-	-
J58-61	Telecommunications, Broadcasting & Publishing	10	70	-	-	-	-	-	-
J62-63	IT & Other Information Services	20	40	20	-	10	-	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	10	20	20	-	-	-	20	20
K64 & 66 (excl.662)	Financial Services	10	20	20	-	-	-	20	20
K65 & 662	Insurance Services	-	-	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	10	10	90	90	-	-	-	-
M69-75	PROFESSIONAL SERVICES	120	100	50	-	10	40	-	10
M69-70	Legal, Accounting & Management Services	30	10	10	-	-	-	-	10
M71	Architectural & Engineering Services	80	70	20	-	-	20	-	-
	Other Professional Services	10	10	20	-	-	20	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	30	30	20	10	10	-	-	30
N80	Security & Investigation	-	10	-	-	-	-	-	-
N81	Cleaning & Landscaping	10	10	-	-	-	-	-	-
	Other Administrative & Support Services	20	10	20	10	10	-	-	20
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	50	10	-	-	10	-	-
O84,P85	Public Administration & Education	10	40	10	-	-	-	-	-
Q86-88	Health & Social Services	10	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	30	-	-	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services	20	10	10	-	-	-	-	-
A,B,D,E,V OTHERS*		-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	280	310	240	20	90	80	50	50
	Clerical, Sales & Service Workers	110	140	120	20	20	60	20	60
	Production & Transport Operators, Cleaners & Labourers	1 460	670	520	180	90	90	160	80

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

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

- : nil or negligible

Notes :

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

3.5 INCIDENCE OF RETRENCHMENT AMONG LOCALS

NUMBER OF RETRENCHED LOCALS PER ONE THOUSAND LOCAL EMPLOYEES BY GENDER, AGE, SECTOR AND OCCUPATIONAL GROUP

Characteristics	Per 1,000 Local Employees							
	2017	2018	2019	2019				2020
				1Q	2Q	3Q	4Q	1Q
GENDER								
Males	7.6	5.8	5.7	1.3	1.4	1.5	1.5	1.7
Females	6.5	5.0	4.7	1.1	1.2	1.1	1.3	1.6
AGE GROUP (YEARS)								
Below 30	2.3	2.1	1.6	0.3	0.4	0.4	0.5	0.7
30 - 39	6.9	5.0	4.5	1.0	1.2	1.2	1.1	1.3
40 & Over	8.9	6.7	6.7	1.6	1.6	1.7	1.9	2.2
40 - 49	9.9	7.7	7.5	1.8	1.8	1.9	2.0	2.1
50 & Over	8.1	6.0	6.2	1.5	1.5	1.5	1.8	2.2
50 - 59	10.0	7.5	7.9	1.8	2.0	2.0	2.3	2.7
60 & Over	5.1	3.8	3.7	1.0	0.8	0.8	1.1	1.6
SECTOR								
Manufacturing	12.3	9.0	8.0	1.4	2.2	2.2	2.3	2.6
Construction	6.6	4.5	3.3	1.1	0.7	0.4	1.3	0.5
Services	6.3	4.9	4.9	1.2	1.2	1.2	1.3	1.6
Others*	0.7	0.1	1.8	0.2	0.1	0.9	0.6	0.4
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8.5	6.6	6.1	1.3	1.6	1.6	1.7	1.7
Clerical, Sales & Service Workers	4.0	3.3	3.5	1.0	0.7	0.8	0.9	1.5
Production & Transport Operators, Cleaners & Labourers	6.3	3.6	3.9	1.0	0.9	0.9	1.0	1.6

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.

4.1 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF

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

	Number of Employees							
	2017	2018	2019	2019				2020
				1Q	2Q	3Q	4Q	1Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	1 160	590	890	940	970	830	840	4 190
SECTOR								
Manufacturing	650	260	490	750	240	400	590	690
Construction	250	160	110	130	60	120	130	300
Services	250	170	290	60	680	300	120	3 210
Others*	10	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	400	200	430	630	210	250	640	1 410
Clerical, Sales & Service Workers	110	90	140	60	180	230	80	1 320
Production & Transport Operators, Cleaners & Labourers	650	300	330	240	580	360	130	1 470
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	980	480	820	900	970	660	740	3 600
SECTOR								
Manufacturing	650	240	480	740	240	370	590	670
Construction	110	110	80	120	60	80	60	210
Services	220	130	260	50	680	210	90	2 720
Others*	10	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	380	160	410	630	210	200	610	1 330
Clerical, Sales & Service Workers	110	80	100	50	180	110	60	1 130
Production & Transport Operators, Cleaners & Labourers	500	240	300	220	580	350	70	1 130
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	180	110	80	40	10	170	100	600
SECTOR								
Manufacturing	10	20	10	10	-	30	-	20
Construction	140	50	30	20	10	40	70	90
Services	30	30	40	10	-	100	40	480
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	20	40	20	10	-	40	30	80
Clerical, Sales & Service Workers	10	10	40	10	-	120	20	180
Production & Transport Operators, Cleaners & Labourers	150	60	30	20	10	10	60	340

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

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

- : nil or negligible

Notes :

- 1) Annual figures are simple averages of the quarterly figures. It refers to the average number of employees on short work-week or temporary lay-off per quarter.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

5.1 RE-ENTRY INTO EMPLOYMENT

PROPORTION OF RETRENCHED RESIDENTS WHO RE-ENTERED EMPLOYMENT
BY GENDER, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP
PRIOR TO RETRENCHMENT

Characteristics	Per Cent							
	2017	2018	2019	2019				2020
				1Q	2Q	3Q	4Q	1Q
TOTAL	64.6	62.9	64.4	66.4	59.9	65.4	65.9	64.0
GENDER								
Males	62.0	61.4	63.1	67.2	59.1	62.9	62.6	61.7
Females	67.8	64.7	65.8	65.4	60.7	68.5	69.8	66.9
AGE GROUP (YEARS)								
Below 30	80.3	81.7	82.5	82.6	82.1	84.7	81.4	80.2
30 - 39	72.2	70.6	76.3	77.3	70.8	79.2	78.8	78.1
40 & Over	59.7	58.6	58.5	60.8	53.2	60.0	60.2	58.2
40 - 49	65.7	64.4	65.8	69.1	59.0	69.9	65.5	66.0
50 & Over	53.4	53.3	52.2	54.4	47.5	51.3	55.5	50.9
50 - 59	55.0	55.0	53.1	55.5	47.4	53.5	55.5	52.0
60 & Over	48.9	47.9	49.8	51.1	47.9	45.6	55.5	47.4
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	70.8	69.4	71.6	72.2	71.8	71.9	69.1	72.8
Secondary	68.3	68.2	69.1	73.3	64.4	69.6	67.7	63.2
Post-Secondary (Non-Tertiary)	63.9	62.8	65.1	58.3	56.1	77.9	67.8	60.9
Diploma & Professional Qualification	67.6	62.6	66.6	70.9	57.7	64.2	72.6	66.9
Degree	61.0	60.3	60.9	62.7	58.6	61.5	61.5	62.8
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	62.0	59.5	61.9	65.0	57.8	61.0	64.0	61.6
Clerical, Sales & Service Workers	72.1	69.6	70.0	66.2	63.9	76.5	73.8	70.0
Production & Transport Operators, Cleaners & Labourers	71.4	74.8	72.8	73.4	75.4	72.8	70.0	72.6

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes :

- 1) The quarterly rates show the rates of re-entry into employment in a quarter for residents retrenched six months ago.
- 2) The annual rate refers to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- 3) Data refer to the proportion of residents retrenched by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment six months after they were retrenched.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

		2017	2018	2019	Mar	
					2019	2020
TOTAL		48.8	57.9	52.9	54.7	44.4
INDUSTRY (SSIC 2015)						
C10-32 MANUFACTURING		6.5	8.3	6.6	7.2	6.1
C10-12	Food, Beverages & Tobacco	0.6	0.7	0.7	0.7	0.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.3	0.4	0.3	0.3	0.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.4	0.7	0.7	0.7	0.6
C25,28	Fabricated Metal Products, Machinery & Equipment	1.2	1.6	1.3	1.3	0.9
C26	Electronic, Computer & Optical Products	2.5	2.3	1.7	1.9	2.2
C29-30	Transport Equipment	0.9	1.6	1.3	1.4	0.9
	Other Manufacturing Industries	0.5	0.9	0.7	0.9	0.9
F41-43 CONSTRUCTION		1.7	3.0	2.3	3.4	1.3
G-U SERVICES		40.1	46.2	43.6	43.7	36.5
G46-47	WHOLESALE AND RETAIL TRADE	5.8	6.5	5.4	5.7	5.6
G46	Wholesale Trade	3.1	3.7	3.2	3.4	3.6
G47	Retail Trade	2.7	2.8	2.2	2.3	2.0
H49-53	TRANSPORTATION AND STORAGE	3.3	3.9	3.0	3.5	1.5
H49,5221	Land Transport & Supporting Services	0.7	0.8	0.5	0.6	0.3
H50,5222, 5225	Water Transport & Supporting Services	0.5	0.4	0.5	0.5	0.4
H51,5223	Air Transport & Supporting Services	0.6	1.0	0.9	1.0	0.4
	Other Transportation & Storage Services	1.6	1.7	1.0	1.5	0.3
I55-56	ACCOMMODATION AND FOOD SERVICES	5.3	5.9	5.9	5.7	3.4
I55	Accommodation	1.6	2.0	1.8	1.9	0.8
I56	Food & Beverage Services	3.8	3.9	4.0	3.7	2.6
J58-63	INFORMATION AND COMMUNICATIONS	3.0	3.9	4.1	3.5	4.6
J58-61	Telecommunications, Broadcasting & Publishing	0.8	0.8	0.7	0.7	0.6
J62-63	IT & Other Information Services	2.2	3.2	3.5	2.8	4.0
K64-66	FINANCIAL AND INSURANCE SERVICES	4.2	5.0	5.3	5.3	4.6
K64 & 66 (excl.662)	Financial Services	3.7	4.3	4.6	4.6	3.8
K65 & 662	Insurance Services	0.5	0.7	0.7	0.6	0.8
L68	REAL ESTATE SERVICES	1.1	1.2	1.3	1.3	1.1
M69-75	PROFESSIONAL SERVICES	2.8	4.0	3.9	4.0	2.8
M69-70	Legal, Accounting & Management Services	1.6	2.2	2.4	2.5	1.7
M71	Architectural & Engineering Services	0.6	1.1	1.0	0.8	0.8
	Other Professional Services	0.5	0.7	0.5	0.7	0.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.7	5.0	3.9	3.9	3.2
N80	Security & Investigation	2.0	1.9	1.5	1.6	1.1
N81	Cleaning & Landscaping	1.5	1.8	1.2	1.1	0.8
	Other Administrative & Support Services	1.2	1.4	1.3	1.3	1.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.9	10.7	10.8	10.8	9.8
O84,P85	Public Administration & Education	4.9	5.2	5.4	5.5	5.0
Q86-88	Health & Social Services	2.7	3.3	3.7	3.6	3.9
R90-93	Arts, Entertainment & Recreation	1.5	1.1	1.1	0.8	0.5
S,T,U	Other Community, Social & Personal Services	0.8	1.1	0.7	0.8	0.4
A,B,D,E,V OTHERS*		0.4	0.4	0.4	0.4	0.4
OCCUPATIONAL GROUP						
	Professionals, Managers, Executives & Technicians	25.7	31.5	30.7	31.3	27.0
	Clerical, Sales & Service Workers	12.3	13.6	12.1	12.6	8.5
	Production & Transport Operators, Cleaners & Labourers	10.8	12.9	10.1	10.9	8.9

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent	
					Mar	
					2019	2020
					2019	2020
	TOTAL	2.4	2.7	2.5	2.5	2.1
	INDUSTRY (SSIC 2015)					
C10-32	MANUFACTURING	1.8	2.3	1.9	2.0	1.8
C10-12	Food, Beverages & Tobacco	2.0	2.1	2.0	2.0	1.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.6	2.0	1.5	1.9	1.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.5	2.4	2.2	2.4	1.9
C25,28	Fabricated Metal Products, Machinery & Equipment	1.5	1.9	1.6	1.6	1.2
C26	Electronic, Computer & Optical Products	3.2	2.9	2.2	2.4	3.0
C29-30	Transport Equipment	1.2	2.2	1.7	2.0	1.2
	Other Manufacturing Industries	1.5	2.3	1.9	2.4	2.2
F41-43	CONSTRUCTION	0.6	1.1	0.8	1.2	0.5
G-U	SERVICES	2.9	3.1	2.9	2.9	2.4
G46-47	WHOLESALE AND RETAIL TRADE	2.5	2.7	2.2	2.3	2.4
G46	Wholesale Trade	2.0	2.2	2.0	2.0	2.2
G47	Retail Trade	3.6	3.6	2.8	2.9	2.7
H49-53	TRANSPORTATION AND STORAGE	2.2	2.4	1.9	2.2	1.0
H49,5221	Land Transport & Supporting Services	1.7	2.0	1.3	1.3	0.7
H50,5222, 5225	Water Transport & Supporting Services	1.4	1.2	1.7	1.5	1.5
H51,5223	Air Transport & Supporting Services	1.9	2.9	2.7	2.8	1.5
	Other Transportation & Storage Services	3.2	3.3	2.0	3.0	0.7
I55-56	ACCOMMODATION AND FOOD SERVICES	4.2	4.2	3.8	3.8	2.0
I55	Accommodation	6.5	8.0	7.1	7.5	3.3
I56	Food & Beverage Services	3.6	3.4	3.1	3.1	1.8
J58-63	INFORMATION AND COMMUNICATIONS	4.0	4.8	4.6	4.0	5.0
J58-61	Telecommunications, Broadcasting & Publishing	2.7	2.7	2.4	2.3	2.2
J62-63	IT & Other Information Services	4.8	5.8	5.6	4.8	6.1
K64-66	FINANCIAL AND INSURANCE SERVICES	3.1	3.5	3.5	3.6	2.9
K64 & 66 (excl.662)	Financial Services	3.1	3.5	3.5	3.7	2.8
K65 & 662	Insurance Services	2.9	3.5	3.3	3.1	3.6
L68	REAL ESTATE SERVICES	2.2	2.3	2.7	2.5	2.6
M69-75	PROFESSIONAL SERVICES	2.3	3.0	2.9	2.9	1.9
M69-70	Legal, Accounting & Management Services	2.7	3.4	3.5	3.6	2.2
M71	Architectural & Engineering Services	1.5	2.3	2.0	1.8	1.6
	Other Professional Services	2.5	3.3	2.7	3.2	1.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.2	3.4	2.6	2.6	2.2
N80	Security & Investigation	4.6	5.6	4.2	4.5	3.2
N81	Cleaning & Landscaping	2.6	2.7	1.7	1.6	1.1
	Other Administrative & Support Services	2.8	2.9	2.8	2.8	2.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.8	2.9	2.9	2.9	2.7
O84,P85	Public Administration & Education	2.7	2.9	2.9	3.0	2.7
Q86-88	Health & Social Services	2.7	3.0	3.2	3.2	3.7
R90-93	Arts, Entertainment & Recreation	3.7	2.8	2.7	2.1	1.3
S,T,U	Other Community, Social & Personal Services	2.6	3.0	1.9	2.3	1.2
A,B,D,E,V	OTHERS*	1.8	2.0	1.7	1.9	2.0
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	2.6	3.0	2.8	2.9	2.5
	Clerical, Sales & Service Workers	3.0	3.2	2.8	2.9	2.0
	Production & Transport Operators, Cleaners & Labourers	1.7	2.0	1.6	1.7	1.4

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, MARCH 2020

Industry (SSIC 2015)		Total		Occupational Group					
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
				Vacancy (' 000)	Vacancy Rate (%)	Vacancy (' 000)	Vacancy Rate (%)	Vacancy (' 000)	Vacancy Rate (%)
TOTAL		44.4	2.1	27.0	2.5	8.5	2.0	8.9	1.4
C10-32 MANUFACTURING		6.1	1.8	2.9	1.8	0.2	0.9	3.0	1.9
C10-12	Food, Beverages & Tobacco	0.5	1.6	-	-	0.1	0.8	0.4	2.3
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.2	1.0	0.1	0.8	-	-	0.1	1.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.6	1.9	0.5	2.0	-	-	0.1	1.6
C25,28	Fabricated Metal Products, Machinery & Equipment	0.9	1.2	0.4	1.5	-	-	0.4	1.0
C26	Electronic, Computer & Optical Products	2.2	3.0	1.1	2.5	-	-	1.1	4.0
C29-30	Transport Equipment	0.9	1.2	0.5	1.7	0.1	1.4	0.3	0.8
	Other Manufacturing Industries	0.9	2.2	0.3	1.6	-	-	0.6	2.8
F41-43 CONSTRUCTION		1.3	0.5	0.5	0.8	0.1	0.7	0.7	0.4
G-U SERVICES		36.5	2.4	23.3	2.8	8.1	2.1	5.1	1.8
G46-47	WHOLESALE AND RETAIL TRADE	5.6	2.4	1.9	2.0	1.8	2.2	1.9	3.5
G46	Wholesale Trade	3.6	2.2	1.6	2.0	0.5	1.4	1.5	3.5
G47	Retail Trade	2.0	2.7	0.3	1.9	1.3	2.8	0.4	3.5
H49-53	TRANSPORTATION AND STORAGE	1.5	1.0	0.6	1.3	0.3	0.8	0.6	0.9
H49,5221	Land Transport & Supporting Services	0.3	0.7	0.1	0.9	-	-	0.2	0.8
H50,5222, 5225	Water Transport & Supporting Services	0.4	1.5	0.2	1.6	0.1	1.8	0.1	1.1
H51,5223	Air Transport & Supporting Services	0.4	1.5	0.2	2.6	0.1	0.8	-	-
	Other Transportation & Storage Services	0.3	0.7	0.1	0.5	0.1	0.6	0.2	0.8
I55-56	ACCOMMODATION AND FOOD SERVICES	3.4	2.0	0.7	2.0	2.0	2.0	0.7	2.1
I55	Accommodation	0.8	3.3	0.1	1.7	0.4	3.8	0.3	4.8
I56	Food & Beverage Services	2.6	1.8	0.6	2.1	1.6	1.8	0.4	1.5
J58-63	INFORMATION AND COMMUNICATIONS	4.6	5.0	4.4	5.1	0.2	3.1	-	-
J58-61	Telecommunications, Broadcasting & Publishing	0.6	2.2	0.5	2.2	0.1	2.1	-	-
J62-63	IT & Other Information Services	4.0	6.1	3.9	6.2	0.1	4.3	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	4.6	2.9	4.3	3.1	0.3	1.7	-	-
K64 & 66 (excl.662)	Financial Services	3.8	2.8	3.7	3.1	0.1	1.0	-	-
K65 & 662	Insurance Services	0.8	3.6	0.6	3.5	0.2	4.2	-	-
L68	REAL ESTATE SERVICES	1.1	2.6	0.6	2.4	0.3	3.1	0.3	2.6
M69-75	PROFESSIONAL SERVICES	2.8	1.9	2.5	2.1	0.1	1.0	0.2	1.5
M69-70	Legal, Accounting & Management Services	1.7	2.2	1.6	2.3	0.1	0.7	0.1	5.4
M71	Architectural & Engineering Services	0.8	1.6	0.6	1.8	-	-	0.1	1.0
	Other Professional Services	0.3	1.8	0.3	1.8	-	-	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.2	2.2	0.7	2.1	1.4	3.4	1.2	1.5
N80	Security & Investigation	1.1	3.2	-	-	1.0	3.4	0.1	3.8
N81	Cleaning & Landscaping	0.8	1.1	-	-	-	-	0.7	1.2
	Other Administrative & Support Services	1.3	2.9	0.6	2.5	0.4	4.0	0.3	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.8	2.7	7.8	2.9	1.7	2.4	0.3	1.3
O84,P85	Public Administration & Education	5.0	2.7	4.6	2.7	0.4	3.1	0.1	1.0
Q86-88	Health & Social Services	3.9	3.7	2.7	3.7	1.1	3.9	0.1	2.0
R90-93	Arts, Entertainment & Recreation	0.5	1.3	0.3	1.7	0.2	0.9	0.1	1.9
S,T,U	Other Community, Social & Personal Services	0.4	1.2	0.3	2.3	0.1	0.6	-	-
A,B,D,E,V OTHERS*		0.4	2.0	0.3	2.6	-	-	0.1	1.3

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

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

- : nil or negligible

Notes :

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

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

		2017	2018	2019	1Q	
					2019	2020
	TOTAL	2.1	2.3	2.2	2.2	1.9
	INDUSTRY (SSIC 2015)					
C10-32	MANUFACTURING	1.8	1.9	1.7	1.7	1.3
C10-12	Food, Beverages & Tobacco	3.0	3.2	2.9	3.2	1.7
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.9	1.8	1.6	1.6	1.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.4	1.3	1.3	1.2	1.2
C25,28	Fabricated Metal Products, Machinery & Equipment	1.6	1.9	1.8	1.9	1.4
C26	Electronic, Computer & Optical Products	2.5	1.8	1.6	1.4	1.1
C29-30	Transport Equipment	1.2	1.7	1.4	1.3	1.1
	Other Manufacturing Industries	1.6	1.6	1.5	1.5	1.3
F41-43	CONSTRUCTION	1.7	2.0	2.2	2.1	1.8
G-U	SERVICES	2.3	2.4	2.4	2.4	2.1
G46-47	WHOLESALE AND RETAIL TRADE	2.4	2.4	2.2	2.2	1.8
G46	Wholesale Trade	1.8	2.0	1.9	1.9	1.6
G47	Retail Trade	3.5	3.4	2.9	2.9	2.3
H49-53	TRANSPORTATION AND STORAGE	1.7	1.8	1.7	1.9	1.5
H49,5221	Land Transport & Supporting Services	1.7	1.8	1.8	1.8	1.8
H50,5222, 5225	Water Transport & Supporting Services	1.5	1.1	1.2	1.2	1.4
H51,5223	Air Transport & Supporting Services	1.1	1.6	1.5	1.5	1.1
	Other Transportation & Storage Services	2.3	2.5	2.3	2.8	1.6
I55-56	ACCOMMODATION AND FOOD SERVICES	3.7	3.7	4.0	3.7	3.2
I55	Accommodation	2.8	2.8	3.1	2.5	1.7
I56	Food & Beverage Services	4.0	3.9	4.1	3.9	3.4
J58-63	INFORMATION AND COMMUNICATIONS	2.0	2.3	2.4	2.2	2.4
J58-61	Telecommunications, Broadcasting & Publishing	1.6	1.7	1.7	1.6	1.7
J62-63	IT & Other Information Services	2.2	2.6	2.7	2.5	2.7
K64-66	FINANCIAL AND INSURANCE SERVICES	1.8	2.1	1.8	1.7	1.5
K64 & 66 (excl.662)	Financial Services	1.8	2.1	1.8	1.7	1.4
K65 & 662	Insurance Services	2.3	2.2	2.3	2.0	1.9
L68	REAL ESTATE SERVICES	3.4	3.3	3.2	3.8	2.4
M69-75	PROFESSIONAL SERVICES	2.0	2.5	2.2	2.3	2.2
M69-70	Legal, Accounting & Management Services	2.1	2.3	2.4	2.4	2.3
M71	Architectural & Engineering Services	1.9	2.8	2.1	2.3	2.0
	Other Professional Services	1.8	2.3	2.1	2.0	1.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.5	4.3	4.3	3.7
N80	Security & Investigation	3.7	3.9	4.5	4.9	4.0
N81	Cleaning & Landscaping	4.6	4.7	4.5	4.5	4.2
	Other Administrative & Support Services	5.5	4.5	4.0	3.6	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.3	1.5	1.5	1.6	1.5
O84,P85	Public Administration & Education	1.0	1.1	1.1	1.2	1.2
Q86-88	Health & Social Services	1.6	1.7	1.7	1.8	1.9
R90-93	Arts, Entertainment & Recreation	1.8	1.9	2.0	2.0	1.9
S,T,U	Other Community, Social & Personal Services	2.0	2.6	2.1	2.3	1.6
A,B,D,E,V	OTHERS*	1.4	1.8	1.6	1.7	1.3
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.5	1.7	1.7	1.7	1.5
	Clerical, Sales & Service Workers	3.1	3.2	3.2	3.2	2.6
	Production & Transport Operators, Cleaners & Labourers	2.4	2.5	2.5	2.5	2.1

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		2017	2018	2019	1Q	
					2019	2020
	TOTAL	1.8	1.8	1.8	1.8	1.7
	INDUSTRY (SSIC 2015)					
C10-32	MANUFACTURING	1.5	1.6	1.5	1.7	1.3
C10-12	Food, Beverages & Tobacco	2.5	2.8	2.6	3.0	1.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.7	1.7	1.6	1.9	1.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.9	0.9	0.8	0.8	0.7
C25,28	Fabricated Metal Products, Machinery & Equipment	1.6	1.5	1.4	1.8	1.2
C26	Electronic, Computer & Optical Products	1.5	1.6	1.5	1.8	1.1
C29-30	Transport Equipment	1.4	1.3	1.2	1.3	1.3
	Other Manufacturing Industries	1.3	1.5	1.4	1.6	1.4
F41-43	CONSTRUCTION	1.8	1.8	1.8	2.0	1.8
G-U	SERVICES	1.9	1.9	1.8	1.8	1.7
G46-47	WHOLESALE AND RETAIL TRADE	2.0	2.0	1.8	1.7	1.8
G46	Wholesale Trade	1.6	1.6	1.4	1.4	1.5
G47	Retail Trade	3.0	3.0	2.4	2.4	2.3
H49-53	TRANSPORTATION AND STORAGE	1.3	1.3	1.4	1.5	1.2
H49,5221	Land Transport & Supporting Services	1.3	1.3	1.1	1.1	0.9
H50,5222, 5225	Water Transport & Supporting Services	0.9	0.9	0.9	1.0	1.0
H51,5223	Air Transport & Supporting Services	0.8	1.0	0.9	1.1	1.1
	Other Transportation & Storage Services	1.9	1.9	2.1	2.3	1.6
I55-56	ACCOMMODATION AND FOOD SERVICES	3.6	3.3	3.4	3.4	3.4
I55	Accommodation	2.6	2.4	2.5	2.5	2.3
I56	Food & Beverage Services	3.8	3.4	3.6	3.5	3.6
J58-63	INFORMATION AND COMMUNICATIONS	1.6	1.6	1.6	1.6	1.4
J58-61	Telecommunications, Broadcasting & Publishing	1.2	1.2	1.2	1.3	1.1
J62-63	IT & Other Information Services	1.8	1.8	1.8	1.8	1.6
K64-66	FINANCIAL AND INSURANCE SERVICES	1.3	1.4	1.2	1.1	0.9
K64 & 66 (excl.662)	Financial Services	1.2	1.3	1.2	1.1	0.9
K65 & 662	Insurance Services	1.6	1.6	1.6	1.3	1.2
L68	REAL ESTATE SERVICES	2.7	2.5	2.5	2.8	1.7
M69-75	PROFESSIONAL SERVICES	1.5	1.6	1.7	1.7	1.4
M69-70	Legal, Accounting & Management Services	1.6	1.6	1.6	1.7	1.4
M71	Architectural & Engineering Services	1.5	1.7	1.7	1.7	1.4
	Other Professional Services	1.5	1.8	1.8	1.8	1.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.6	3.4	3.5	3.5	3.3
N80	Security & Investigation	3.0	3.0	3.8	3.5	3.5
N81	Cleaning & Landscaping	4.3	4.2	3.9	4.0	3.8
	Other Administrative & Support Services	3.3	2.5	2.7	2.6	2.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.0	1.1	1.0	1.1	1.1
O84,P85	Public Administration & Education	0.6	0.7	0.7	0.8	0.7
Q86-88	Health & Social Services	1.1	1.2	1.2	1.3	1.3
R90-93	Arts, Entertainment & Recreation	1.6	1.5	1.6	1.4	1.6
S,T,U	Other Community, Social & Personal Services	1.8	2.3	1.8	1.9	1.9
A,B,D,E,V	OTHERS*	1.4	1.4	1.2	1.2	1.2
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.2	1.3	1.2	1.3	1.0
	Clerical, Sales & Service Workers	2.6	2.5	2.6	2.6	2.5
	Production & Transport Operators, Cleaners & Labourers	2.2	2.2	2.1	2.3	2.1

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

2) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, FIRST QUARTER 2020

Industry (SSIC 2015)		Per Cent							
		Total		Occupational Group					
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
		Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL		1.9	1.7	1.5	1.0	2.6	2.5	2.1	2.1
C10-32 MANUFACTURING		1.3	1.3	1.1	0.9	1.7	1.8	1.4	1.6
C10-12	Food, Beverages & Tobacco	1.7	1.8	1.4	1.1	2.2	2.2	1.7	2.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.4	1.5	1.0	1.0	2.7	1.5	1.4	2.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.2	0.7	1.1	0.6	1.6	1.3	1.1	1.1
C25,28	Fabricated Metal Products, Machinery & Equipment	1.4	1.2	1.3	0.9	1.4	1.6	1.5	1.4
C26	Electronic, Computer & Optical Products	1.1	1.1	0.8	0.8	1.0	0.8	1.5	1.5
C29-30	Transport Equipment	1.1	1.3	1.1	0.8	1.3	2.2	1.2	1.7
	Other Manufacturing Industries	1.3	1.4	1.1	1.2	1.5	1.9	1.5	1.5
F41-43 CONSTRUCTION		1.8	1.8	1.8	1.4	1.5	1.4	1.8	2.0
G-U SERVICES		2.1	1.7	1.6	1.1	2.7	2.6	2.7	2.5
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.8	1.3	0.9	2.4	2.4	1.8	2.1
G46	Wholesale Trade	1.6	1.5	1.3	0.8	1.9	2.1	1.8	2.1
G47	Retail Trade	2.3	2.3	1.3	1.3	2.8	2.7	1.7	2.1
H49-53	TRANSPORTATION AND STORAGE	1.5	1.2	1.3	1.0	1.5	1.3	1.7	1.2
H49,5221	Land Transport & Supporting Services	1.8	0.9	1.6	0.8	2.4	1.1	1.7	0.8
H50,5222, 5225	Water Transport & Supporting Services	1.4	1.0	1.4	0.9	1.3	1.6	1.5	0.8
H51,5223	Air Transport & Supporting Services	1.1	1.1	1.0	0.5	1.0	1.0	2.7	4.4
	Other Transportation & Storage Services	1.6	1.6	1.2	1.3	2.0	1.8	1.6	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES	3.2	3.4	2.0	2.1	3.5	3.8	3.4	3.6
I55	Accommodation	1.7	2.3	1.4	1.7	1.9	2.6	1.8	2.4
I56	Food & Beverage Services	3.4	3.6	2.2	2.2	3.6	4.0	3.7	3.8
J58-63	INFORMATION AND COMMUNICATIONS	2.4	1.4	2.3	1.3	3.0	2.6	3.8	2.3
J58-61	Telecommunications, Broadcasting & Publishing	1.7	1.1	1.6	1.0	2.2	1.8	2.5	1.9
J62-63	IT & Other Information Services	2.7	1.6	2.6	1.5	3.9	3.5	4.7	2.6
K64-66	FINANCIAL AND INSURANCE SERVICES	1.5	0.9	1.5	0.8	1.6	1.2	1.5	3.7
K64 & 66 (excl.662)	Financial Services	1.4	0.9	1.4	0.8	1.3	1.2	1.5	3.7
K65 & 662	Insurance Services	1.9	1.2	1.8	1.2	2.6	1.4	1.4	1.4
L68	REAL ESTATE SERVICES	2.4	1.7	1.3	1.0	2.8	2.4	4.4	3.0
M69-75	PROFESSIONAL SERVICES	2.2	1.4	2.2	1.3	2.0	2.0	2.2	1.7
M69-70	Legal, Accounting & Management Services	2.3	1.4	2.4	1.4	2.2	1.9	1.4	0.8
M71	Architectural & Engineering Services	2.0	1.4	2.0	1.2	1.5	1.8	2.3	1.8
	Other Professional Services	1.9	1.4	1.9	1.3	2.4	2.5	1.9	2.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.7	3.3	2.6	1.7	4.1	3.5	3.9	3.8
N80	Security & Investigation	4.0	3.5	1.9	1.4	4.4	3.9	1.8	1.4
N81	Cleaning & Landscaping	4.2	3.8	1.6	1.3	2.8	2.2	4.4	4.0
	Other Administrative & Support Services	2.7	2.3	2.8	1.8	3.4	2.7	1.8	2.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.1	1.3	0.9	2.0	1.7	2.4	1.7
O84,P85	Public Administration & Education	1.2	0.7	1.1	0.7	1.2	1.0	5.3	1.2
Q86-88	Health & Social Services	1.9	1.3	1.5	1.1	2.7	1.7	2.5	1.1
R90-93	Arts, Entertainment & Recreation	1.9	1.6	2.2	1.5	1.9	1.8	1.0	1.2
S,T,U	Other Community, Social & Personal Services	1.6	1.9	1.5	1.2	1.8	2.1	1.4	2.7
A,B,D,E,V OTHERS*		1.3	1.2	0.9	0.5	0.9	0.4	2.2	2.4

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2017	2018	2019	2019				2020
					Mar	Jun	Sep	Dec	
TOTAL		45.1	44.8	44.7	44.6	44.7	44.7	44.7	44.4
C10-32 MANUFACTURING		48.5	48.3	47.8	47.7	47.9	47.8	47.9	47.6
C10-12	Food, Beverages & Tobacco	46.4	45.6	45.1	45.1	45.1	45.3	45.1	45.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	48.3	47.6	47.6	48.0	47.5	47.4	47.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.4	44.1	43.9	44.3	43.7	43.5	44.2	44.0
C25,28	Fabricated Metal Products, Machinery & Equipment	50.1	49.8	49.5	48.7	49.1	49.7	50.3	49.2
C26	Electronic, Computer & Optical Products	46.9	47.1	46.3	46.3	46.5	46.1	46.3	46.4
C29-30	Transport Equipment	50.6	50.7	50.7	50.8	51.2	50.5	50.1	49.9
	Other Manufacturing Industries	48.5	48.0	47.4	47.3	47.6	47.5	47.3	46.8
F41-43 CONSTRUCTION		50.8	50.4	50.0	49.5	50.0	50.4	50.1	49.5
G-U SERVICES		43.1	42.9	42.9	42.9	42.9	43.0	43.0	42.7
G46-47	WHOLESALE AND RETAIL TRADE	42.8	42.9	42.9	42.6	42.7	43.0	43.2	43.0
G46	Wholesale Trade	43.2	43.3	43.2	42.9	42.9	43.3	43.8	43.5
G47	Retail Trade	42.1	42.0	42.1	41.9	42.2	42.5	42.0	41.8
H49-53	TRANSPORTATION AND STORAGE	45.5	45.6	45.5	45.7	45.8	45.1	45.5	45.4
H49,5221	Land Transport & Supporting Services	45.3	45.2	46.1	45.8	46.9	45.4	46.4	47.3
H50,5222, 5225	Water Transport & Supporting Services	44.3	44.5	44.7	44.3	44.7	44.7	44.9	44.2
H51,5223	Air Transport & Supporting Services	45.1	45.0	44.5	45.8	44.7	43.7	43.7	43.6
	Other Transportation & Storage Services	46.9	46.9	46.2	46.3	46.5	45.8	46.2	45.6
I55-56	ACCOMMODATION AND FOOD SERVICES	42.2	41.5	41.8	41.7	41.5	42.1	41.8	41.2
I55	Accommodation	46.1	45.7	45.7	45.6	45.5	45.9	45.9	44.3
I56	Food & Beverage Services	41.3	40.6	41.0	40.8	40.7	41.3	41.1	40.7
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.7	41.6	41.7	41.7	41.5	41.7	41.5
J58-61	Telecommunications, Broadcasting & Publishing	41.6	41.6	41.7	41.6	41.6	41.6	41.9	41.7
J62-63	IT & Other Information Services	41.5	41.7	41.6	41.7	41.8	41.4	41.6	41.4
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.6	41.2	41.2	41.5	42.4	41.5
K64 & 66 (excl.662)	Financial Services	41.3	41.3	41.8	41.4	41.3	41.8	42.6	41.7
K65 & 662	Insurance Services	40.1	40.1	40.2	40.2	40.2	40.0	40.6	40.3
L68	REAL ESTATE SERVICES	44.6	44.0	44.2	44.2	44.4	44.1	44.2	44.0
M69-75	PROFESSIONAL SERVICES	43.1	43.0	42.9	42.8	42.9	43.0	42.7	42.6
M69-70	Legal, Accounting & Management Services	41.2	41.1	40.9	40.9	40.9	41.0	40.9	41.0
M71	Architectural & Engineering Services	46.1	46.1	46.0	46.0	46.4	46.3	45.5	45.5
	Other Professional Services	42.4	41.8	41.9	41.9	41.9	41.8	42.2	42.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.7	46.0	46.0	46.0	45.9	46.3	45.7	45.5
N80	Security & Investigation	52.3	51.4	51.3	51.6	51.5	51.7	50.3	50.8
N81	Cleaning & Landscaping	44.4	44.7	44.4	44.6	44.3	44.7	44.3	43.9
	Other Administrative & Support Services	44.5	44.1	44.4	44.1	44.4	45.0	44.3	44.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.9	41.8	41.9	41.8	41.9	41.8	41.9	41.7
O84,P85	Public Administration & Education	41.4	41.2	41.3	41.2	41.3	41.3	41.4	41.3
Q86-88	Health & Social Services	41.9	42.0	41.9	41.9	42.0	41.9	42.0	42.0
R90-93	Arts, Entertainment & Recreation	43.7	43.8	43.8	43.8	43.7	43.8	43.9	43.5
S,T,U	Other Community, Social & Personal Services	42.8	42.3	42.4	42.8	42.6	41.8	42.5	41.5
A,B,D,E,V OTHERS*		45.4	45.4	45.1	45.3	44.8	45.1	45.2	45.0

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2017	2018	2019	2019				2020
					Mar	Jun	Sep	Dec	Mar
	TOTAL	3.0	2.8	2.7	2.6	2.7	2.8	2.7	2.4
C10-32	MANUFACTURING	5.6	5.5	5.1	4.9	5.3	5.1	5.2	4.7
C10-12	Food, Beverages & Tobacco	3.9	3.6	3.3	3.2	3.5	3.5	2.9	2.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.3	5.2	4.3	4.4	4.9	4.2	3.9	3.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.5	2.4	2.3	2.2	2.2	2.2	2.6	2.3
C25,28	Fabricated Metal Products, Machinery & Equipment	6.8	6.5	6.3	5.4	6.0	6.5	7.1	6.0
C26	Electronic, Computer & Optical Products	4.5	4.9	4.0	3.9	4.2	3.8	4.0	3.7
C29-30	Transport Equipment	7.1	7.3	7.3	7.4	7.9	7.2	6.7	6.6
	Other Manufacturing Industries	6.0	5.5	5.0	4.9	5.2	4.8	5.1	4.8
F41-43	CONSTRUCTION	6.6	6.4	6.1	5.8	6.2	6.6	5.8	5.7
G-U	SERVICES	1.5	1.5	1.5	1.4	1.5	1.5	1.5	1.3
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.6	1.5	1.2	1.4	1.6	1.6	1.4
G46	Wholesale Trade	1.5	1.4	1.3	1.0	1.3	1.4	1.6	1.3
G47	Retail Trade	1.7	1.8	1.7	1.6	1.8	1.9	1.7	1.5
H49-53	TRANSPORTATION AND STORAGE	2.6	2.6	2.7	2.7	3.0	2.4	2.7	2.6
H49,5221	Land Transport & Supporting Services	2.8	2.8	3.7	3.2	4.7	3.0	3.8	4.5
H50,5222,5225	Water Transport & Supporting Services	1.6	1.9	2.2	1.7	2.3	2.2	2.4	2.0
H51,5223	Air Transport & Supporting Services	2.0	1.8	1.4	2.6	1.4	0.7	0.9	0.7
	Other Transportation & Storage Services	3.7	3.5	3.0	3.0	3.1	3.1	3.0	2.6
I55-56	ACCOMMODATION AND FOOD SERVICES	2.0	1.9	1.9	1.8	1.8	2.0	2.1	1.6
I55	Accommodation	2.4	2.3	2.3	2.2	2.1	2.4	2.6	0.9
I56	Food & Beverage Services	1.9	1.8	1.9	1.8	1.8	1.9	2.0	1.7
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.4	0.3	0.3	0.4	0.2	0.3	0.3
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.4	0.3	0.3	0.4	0.2	0.3	0.3
J62-63	IT & Other Information Services	0.3	0.4	0.3	0.4	0.3	0.2	0.2	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.1	0.4	0.1	0.1	0.4	1.0	0.3
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.5	0.1	0.1	0.5	1.1	0.3
K65 & 662	Insurance Services	0.2	0.1	0.1	0.1	0.2	0.1	0.1	0.2
L68	REAL ESTATE SERVICES	2.0	1.6	1.7	1.6	1.8	1.7	1.6	1.5
M69-75	PROFESSIONAL SERVICES	1.5	1.4	1.4	1.4	1.5	1.5	1.2	1.2
M69-70	Legal, Accounting & Management Services	0.4	0.3	0.3	0.3	0.3	0.2	0.2	0.2
M71	Architectural & Engineering Services	3.3	3.3	3.4	3.4	3.7	3.5	2.9	3.0
	Other Professional Services	0.8	0.7	0.6	0.7	0.6	0.6	0.6	0.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.7	4.1	4.1	4.1	4.1	4.3	3.9	3.9
N80	Security & Investigation	9.8	9.9	10.1	10.5	10.4	10.3	9.0	9.4
N81	Cleaning & Landscaping	2.5	2.7	2.6	2.7	2.5	2.7	2.6	2.4
	Other Administrative & Support Services	2.6	2.0	2.0	1.6	1.9	2.6	2.1	2.0
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.4	0.5	0.4	0.4	0.3
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q86-88	Health & Social Services	0.4	0.4	0.5	0.5	0.5	0.5	0.4	0.4
R90-93	Arts, Entertainment & Recreation	1.2	1.3	1.1	1.1	1.1	1.1	1.2	0.7
S,T,U	Other Community, Social & Personal Services	1.1	1.2	1.2	1.1	1.2	1.1	1.2	0.6
A,B,D,E,V	OTHERS*	2.9	2.8	2.6	2.8	2.3	2.6	2.6	2.5

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

Explanatory Notes

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 (also known as locals) obtained from the survey with foreign 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 fall in the event of a cyclical downturn. Unlike structural and frictional unemployment where the problem is in matching job openings with job seekers, cyclical unemployment occurs when there are not enough jobs to go around.

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to

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

increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

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

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 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 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 local 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 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 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.

Retrenchment

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments 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.

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

Information on retrenched resident workers is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the first quarter of 2010, the coverage is further expanded to include employees on term contracts which were terminated prematurely due to redundancy. The status of re-entry into employment of these workers is tracked using administrative records. Hence, it does not capture retrenched workers who went into self or informal employment or underwent training while looking for a job.

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.

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. The re-entry rate (6 months post-retrenchment) refers to the re-entry rate in a quarter for the residents retrenched six months ago. For example, the re-entry rate for the first quarter 2020 shows the proportion of residents retrenched in the third quarter of 2019 who had re-entered employment six months after they were retrenched. The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment. For example, the 2019 re-entry rate pertains to residents retrenched from 3Q 2018 to 2Q 2019, who re-entered employment by 2019 (given 6 months post-retrenchment).

Uses and Limitations

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

A low re-entry rate could also be the result of workers taking a break from the labour force rather than a weak job market. An analysis of the change in re-entry rate over time should therefore be made in the context of other indicators on the labour market. Also, the indicator could be cohort-specific. Even if the state of the labour market is unchanged, two different cohorts of workers could yield different re-entry rates, depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.

Job Vacancy

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments 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 vacancy refers to the number of unfilled posts which an establishment is actively recruiting employees from outside the establishment. They exclude:

- a) Positions for which the employees have been appointed, but have not yet commenced duty;
- b) Positions open only to internal transfers or promotions.

Recruitment action to fill a post includes advertising in newspapers, posting notices on the internet (e.g. on online job banks), making word-of-mouth announcements, soliciting employees through employment agencies or job fairs, contacting or interviewing job applicants.

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

Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total number of job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy is estimated based on the assumption that private sector establishments with less than 25 employees have the same vacancy rate as private establishments with 25-49 employees. Estimates on the total number of unemployed persons are obtained from the Labour Force Survey.

Uses and Limitations

Job vacancy statistics measure unmet demand for manpower and are useful for assessing changes in the manpower demand over time. They enable users to identify industries and occupations where employers are seeking workers. This can have operational use e.g. in improving vocational guidance and helping job seekers and employers make more informed choices.

Data on job vacancies can assist in pinpointing emerging labour shortages. To identify labour shortages, trends in vacancy data would have to be evaluated together with other labour market indicators as well as background information on the occupations and factors affecting demand and supply of workers. This is because persistent job vacancies may indicate either real shortages or factors such as low wages, poor working conditions and unrealistic hiring specifications.

Labour Turnover

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Average monthly recruitment rate during a quarter is defined as the average number of persons recruited in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Average monthly resignation rate during a quarter is defined as the average number of persons who resigned in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Uses and Limitations

In good times when job openings are plentiful, recruitment and resignation rates tend to be high reflecting movement of workers between jobs. In periods of economic downturn, high layoffs are usually coupled with low resignation and recruitment rates.

The resignation rates by industry are valuable to employers for comparing their staff turnover against the industry norm. Low resignation rate in a company relative to the industry average is usually considered to be an indicator of good labour-management relations. Labour turnover also reflects the unique labour market dynamics of the

various industries. For example, accommodation and food services typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with seasonal fluctuations in demand.

Paid Hours Worked

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments 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

Total paid hours worked refers to the total number of paid hours worked during a week by an employee. It is the sum of standard hours and paid overtime hours worked.

Standard hours worked refers to the number of hours, excluding meal breaks worked by an employee during a normal working week.

Paid overtime hours worked refers to the number of hours worked by an employee during a week 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 paid total and overtime hours worked 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.

Management staff and executives are normally not paid additional hourly wages for working overtime. For this group of staff, users can refer to statistics on usual hours worked from the mid-year Comprehensive Labour Force Survey.

Reliability of Data

In a sample survey, inferences about the target population are drawn from the data collected from the sample. Errors due to extension of the conclusions based on one sample to the entire population are known as sampling errors. The sampling error of an estimate is the extent of variation between the estimated value obtained from a sample and the true value from the population. Factors influencing the sampling error include the sample size, the sample design, method of estimation, the variability of the population and the characteristics studied.

A common measure of the sampling error of an estimate is its standard error, which is a measure of the variation among the estimates derived from all possible samples. An alternative measure is the relative standard error of an estimate which indicates the standard error relative to the magnitude of the estimate. A sample estimate and an estimate of its standard error can be used to construct an interval that will, at specified levels of confidence, include the true value. By statistical convention, the confidence level has been set at 95 per cent.

Estimates of the sampling variability of selected indicators are as follows:

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Mar 20	71,200	2,600	3.6%	66,200	76,300
Resident Unemployment Rate	Mar 20	3.1%	0.11%-pt	3.6%	2.9%	3.3%
JOB VACANCY						
Job Vacancy Number	Mar 20	44,400	1,000	2.2%	42,500	46,400
Job Vacancy Rate	Mar 20	2.1%	0.04%-pt	2.1%	2.0%	2.2%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	1Q 20	1.9%	0.02%-pt	1.3%	1.9%	2.0%
Average Monthly Resignation Rate	1Q 20	1.7%	0.02%-pt	1.2%	1.6%	1.7%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 20	2.4	0.03	1.2%	2.4	2.5

Note: Data are non-seasonally adjusted.

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1. How would you rate this publication in terms of :

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which area(s) of the report do you find most useful? Please provide reasons.

3. How do you find the length of the report?

☐ Too detailed ☐ Just right ☐ Too brief

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5. What additional information (if any) would you like us to include in our future issues?

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