

# Labour Market Report First Quarter 2021



MINISTRY OF  
MANPOWER

Manpower Research  
and Statistics Department

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LABOUR MARKET REPORT FIRST QUARTER 2021

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Director  
Manpower Research and Statistics Department  
Ministry of Manpower  
18 Havelock Road #05-01  
Singapore 059764  
Republic of Singapore

Email: [mom\\_rsd@mom.gov.sg](mailto:mom_rsd@mom.gov.sg)

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## Explanatory Notes

**Notations**

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

**Abbreviations**

excl	: Excluding
MDW	: Migrant 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

**Revisions**

Revisions have been made to the job vacancy numbers for Air Transport & Supporting Services, following clarifications with survey respondents. These revisions did not result in material changes in trends or findings at the overall level.

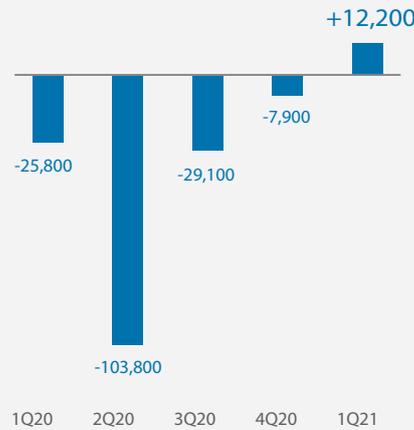
# Labour Market Report First Quarter 2021

## Employment

Total employment grew for the first time after four consecutive quarters of decline

Employment change (Quarterly)

Employment level (excl. MDW)



**3,368,000**  
March 2021

## Unemployment

The unemployment situation continued to improve

Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



## Retrenchment

Retrenchments declined to levels seen in 2018 and 2019

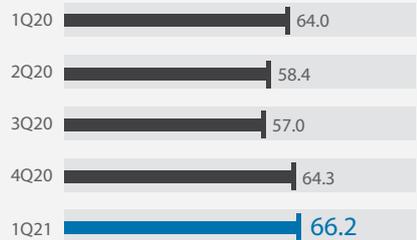
Retrenched employees



## Re-entry into Employment

Rate of re-entry into employment improved for second consecutive quarter

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



Resident long-term unemployment rate remained elevated

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



## Job Vacancy

Ratio of job vacancies to unemployed persons improved

Ratio of job vacancies to unemployed persons, seasonally adjusted

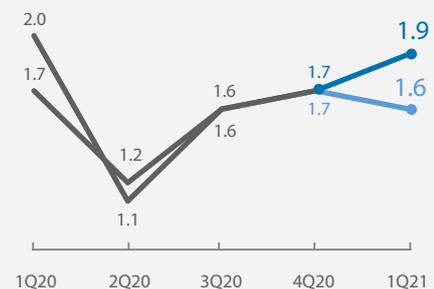


## Labour Turnover

Recruitment rate continued to rise

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

— Recruitment — Resignation



## Short Work-Week Or Temporary Layoff

Number of employees placed on short work-week or temporary layoff halved



8,710  
4Q 2020 ↓ 4,020  
1Q 2021

# Labour Market Report First Quarter 2021

## Executive Summary

---

Preliminary data on employment, unemployment and retrenchment showed that Singapore's labour market continued to recover from the impact of the COVID-19 pandemic in 1Q 2021. Updated data confirm these trends:

### Employment

- Total employment (excluding Migrant Domestic Workers (MDW)) grew in 1Q 2021 (12,200) after four consecutive quarters of decline. This was supported by resident employment growth, as non-resident employment continued to contract. The decline in non-resident employment partly reflects the restrictions on the inflow of foreign workers due to public health reasons.
- The increase in resident employment was broad-based across industries, while non-resident employment continued to fall in most industries.

### Unemployment

- Unemployment rates declined in March 2021 (overall: 2.9%; resident: 4.0%; citizen: 4.2%) from February (overall: 3.0%; resident: 4.1%; citizen: 4.3%). Compared to December 2020, most education and age groups registered declines in resident unemployment rates.
- In April 2021, the unemployment rates kept on a downward trend. The rate for residents and citizens declined further by 0.1%-point to 3.9% and 4.1% respectively. At the overall, the rate remained unchanged at 2.9%.

### Retrenchments

- Retrenchments declined for the second consecutive quarter in 1Q 2021 (2,270), to levels seen in 2018 and 2019.

This report also covers new indicators to provide a comprehensive view of the labour market. They affirmed our earlier statement of a continued labour market recovery:

### Re-entry Into Employment

- The six-month re-entry rate among retrenched residents rose for two consecutive quarters to 66% in 1Q 2021. The improvement was fairly broad-based.

### Working Arrangements

- As business activities picked up, the number of employees who were placed on short work-week or temporary layoff continued to decline significantly from 8,710 in 4Q 2020 to 4,020 in 1Q 2021, but remains high compared to pre-pandemic quarters (averaging 740 in 2018 – 2019).
- In March 2021, the average weekly paid hours worked per employee was 44.2 hours, broadly similar compared to a quarter (44.3) as well as a year ago (44.4).

### Job Vacancies

- The number of job vacancies (seasonally adjusted) increased to 68,400 in March 2021, exceeding the last high of 65,500 in March 2015. Along with the decrease in unemployed persons, the ratio of job vacancies to unemployed persons improved. There was nearly 1 job vacancy for every unemployed person in March 2021 (0.96, seasonally adjusted), an increase from a ratio of 0.75 in December 2020.

### Labour turnover

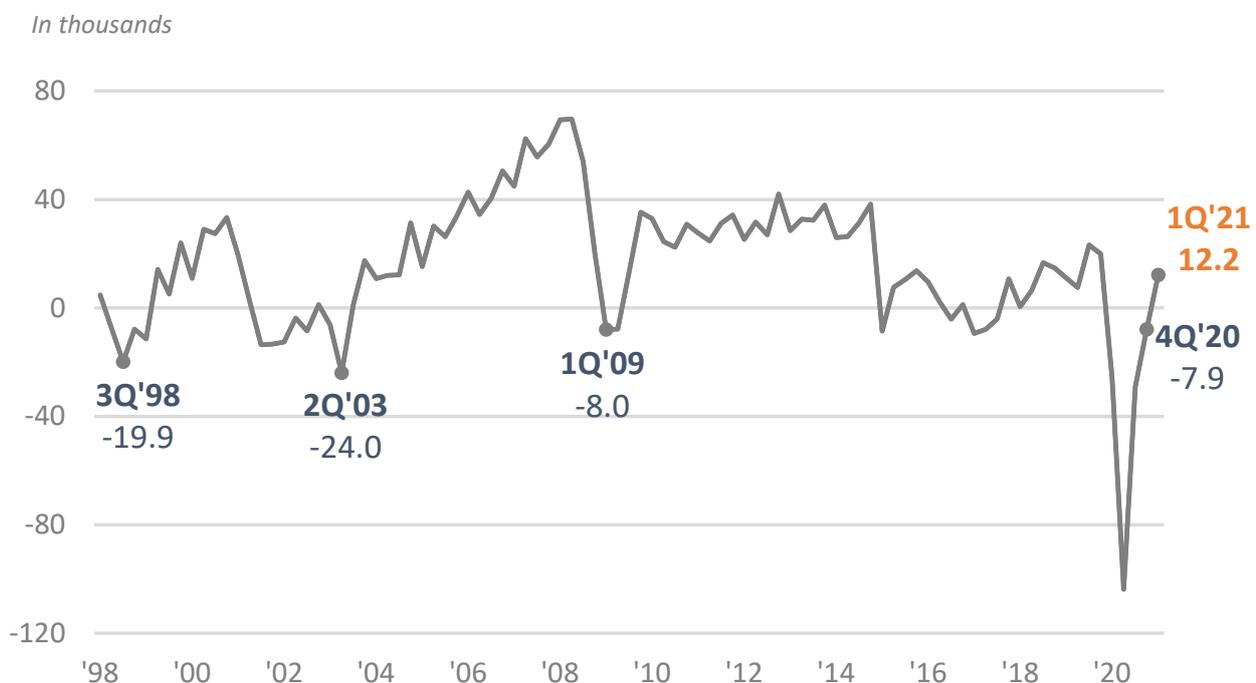
- The recruitment rate continued to rise in 1Q 2021 (from 1.7% to 1.9%, seasonally adjusted), while resignations remained subdued (1.6%, seasonally adjusted).

Notwithstanding the improvements, the labour market is still not fully back to pre-COVID-19 conditions. Unemployment rates, including the resident long-term unemployment rate, remained elevated in March 2021, pointing to possible structural mismatches. The Phase 2 (Heightened Alert) COVID-19 posture is expected to weigh on the pace of labour market recovery in 2Q 2021.

## Employment

Total employment grew for the first time in 1Q 2021 (12,200 excluding MDW) after four consecutive quarters of decline. Resident employment continued to increase, outpacing the decline in non-resident employment.<sup>1</sup> The decline in non-resident employment partly reflects the restrictions on the inflow of foreign workers due to public health reasons.

Chart 1: Quarterly Total Employment Change (excluding MDW)



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 MDW' refers to excluding migrant domestic workers.

In 1Q 2021, total employment growth was led by domestically-oriented Services sectors – *Health & Social Services* (3,100), *Public Administration & Education* (2,600), *Food & Beverage Services* (2,500) and *Administrative & Support Services* (1,800); as well as outward-oriented services sectors of *Information & Communications* (3,100) and *Professional Services* (1,400). Residents contributed to nearly all of the employment increases in these industries, while non-resident employment either

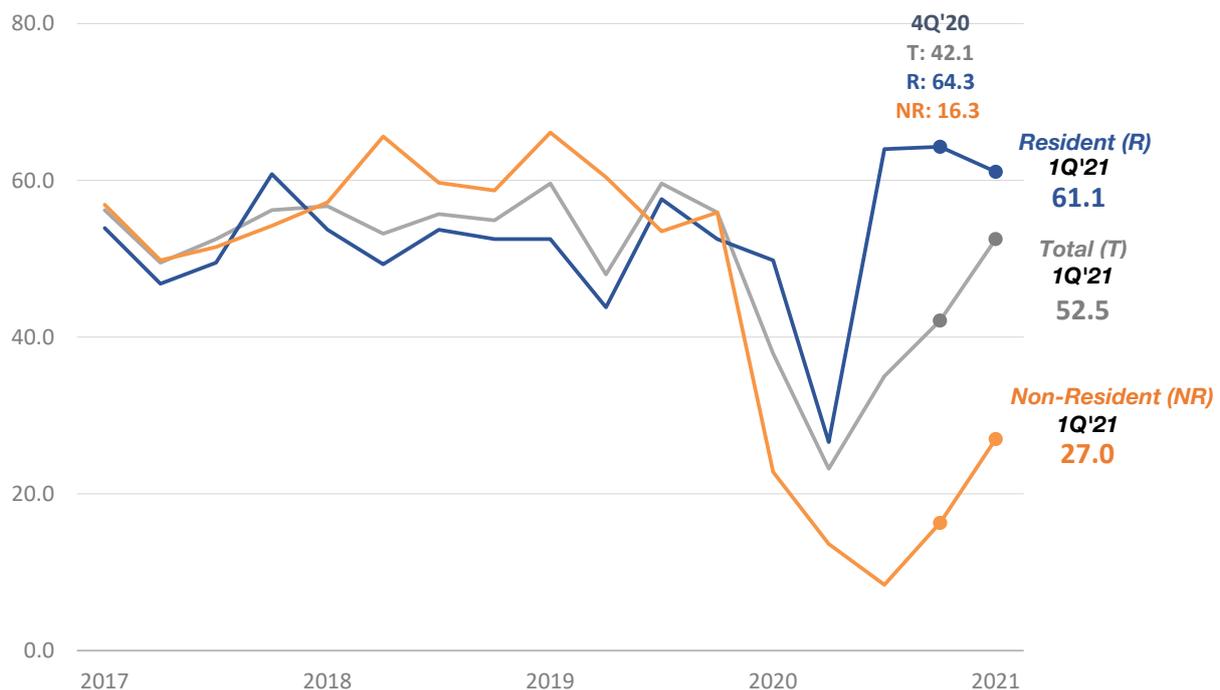
<sup>1</sup> In 1Q 2021, resident employment rose by 23,700, while non-resident employment fell by 11,500.

declined or remained unchanged. *Construction* also saw muted growth in 1Q 2021 (600), as the decline in non-resident employment moderated significantly from 2020.

On the other hand, tourism and aviation-related sectors – *Accommodation* (-1,300) and *Air Transport & Supporting Services* (-1,400) – as well as *Manufacturing* (-4,200) posted larger total employment declines. The employment contraction in *Manufacturing* was mainly in *Electronics* (-1,800) and *Transport Equipment* (-2,900), negating the employment rebound in *Petroleum, Chemical & Pharmaceutical Products* (1,100).

Resident employment increases were broad-based across industries, led by sectors which also saw substantial increases in total employment. The Employment Diffusion Index<sup>2</sup> (EDI) for resident employment, which measures the breadth of employment change across industries, remained above the mid-point of 50 in 1Q 2021 (61.1). The EDI for non-residents (27.0) remained markedly below the mid-point of 50. This means that non-resident employment continued to fall in most industries.

Chart 2: Employment Diffusion Index



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

Note: Figures exclude migrant domestic workers.

<sup>2</sup> The EDI provides an indication of the breadth of employment change across 203 component industries, and ranges from 0 to 100. The further away this index is from the mid-point of "50" (either above or below), the more widespread these employment expansions and contractions.

## Unemployment

The seasonally adjusted unemployment rates continued to ease in March 2021 (overall: 2.9%; resident: 4.0%; citizen: 4.2%), from February (overall: 3.0%; resident: 4.1%; citizen: 4.3%).<sup>3</sup>

Compared to December 2020, resident unemployment rates declined for most education and age groups. Only residents in their 50s saw an uptick in unemployment rate (4.2% in March 2021), after it eased in the previous quarter from the peak in September 2020 (4.7%). The unemployment rate of residents aged below 30 declined but remained above average (6.4%). This reflects the job search activities of fresh graduates entering the labour market, as well as the higher frequency of job changes among the young as they explore different options to find a suitable job. This trend is commonly observed in other economies as well.<sup>4</sup>

The unemployment situation continued to improve in April 2021. Unemployment rates for residents and citizens declined further by 0.1%-point to 3.9% and 4.1% respectively. The overall unemployment rate was unchanged (2.9%).<sup>5, 6</sup>

Chart 3: Unemployment Rate (Seasonally Adjusted)



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

<sup>3</sup> Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate fell from 4.1% in 4Q 2020 to 3.5% in 1Q 2021.

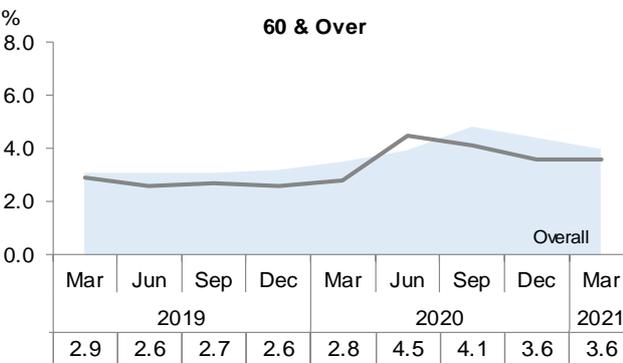
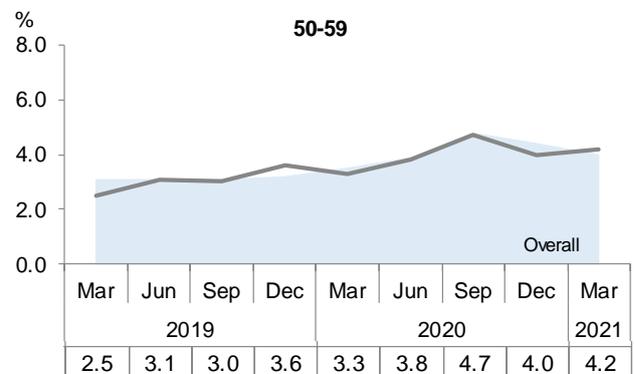
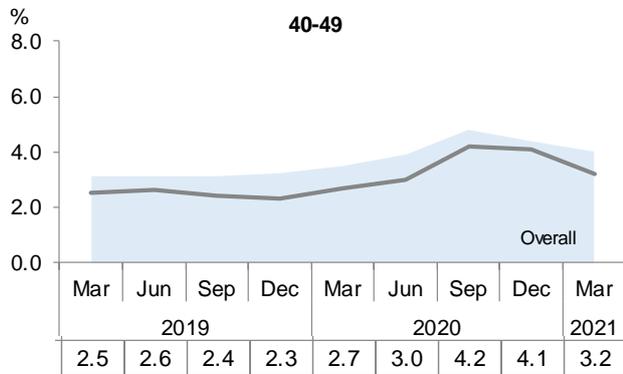
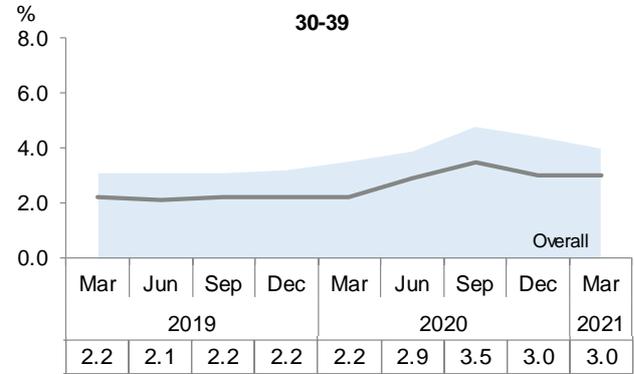
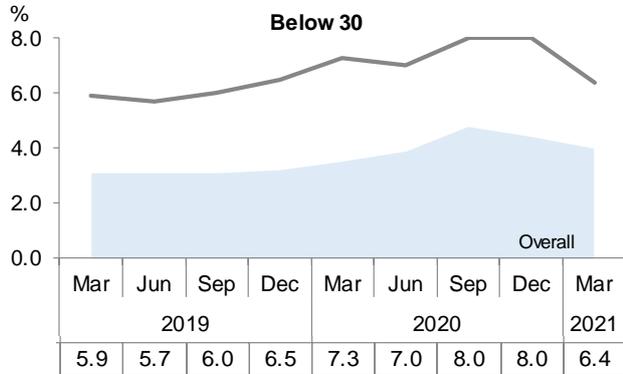
<sup>4</sup> Please refer to the box article "Youths In The Labour Market".

<sup>5</sup> Based on seasonally adjusted data, there were 92,100 unemployed residents in April 2021, of which 82,800 were citizens.

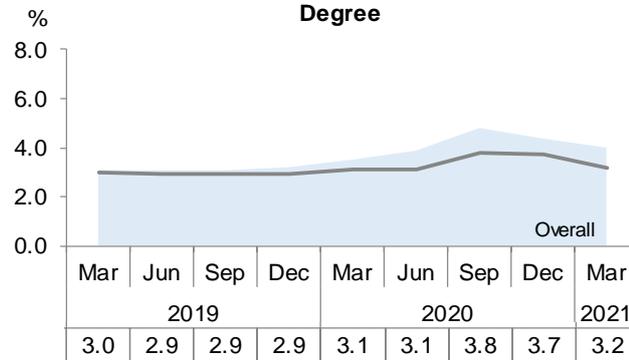
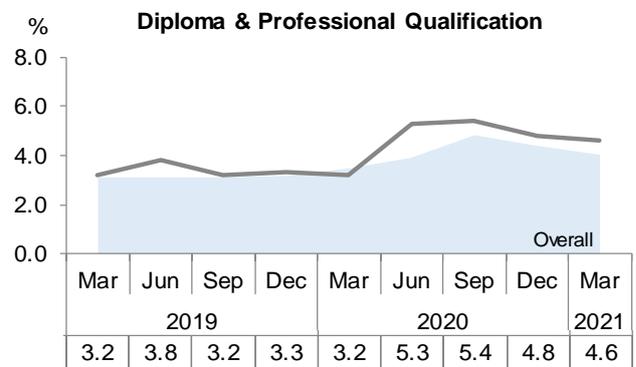
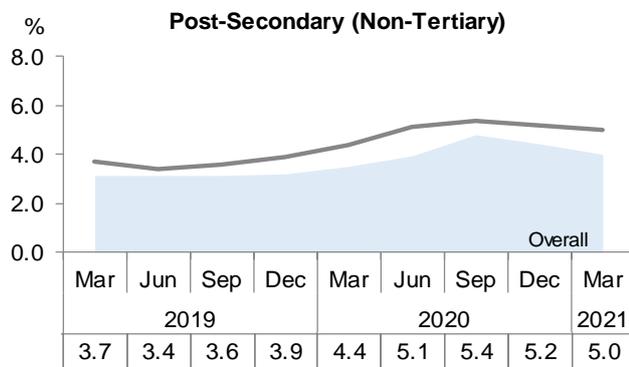
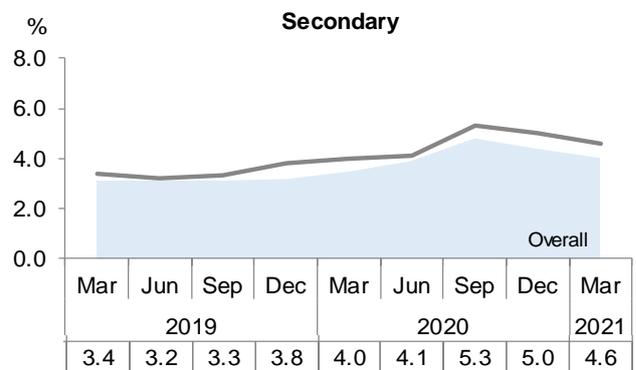
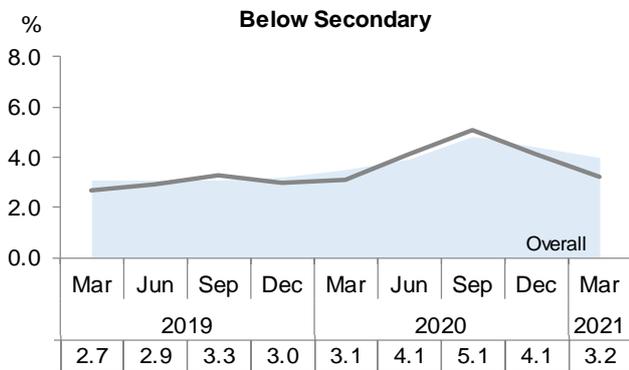
<sup>6</sup> To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations to enable a more meaningful analysis of the groups who need help.

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

**By Age**



**By Education**



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

The resident long-term unemployment rate<sup>7</sup> (LTUR) remained elevated at 1.1% (seasonally adjusted)<sup>8</sup> in March 2021. Compared to December 2020, only residents aged below 30 or in their 40s, and residents with degree qualifications saw an improvement. For residents aged 60 & over, and residents with secondary, post-secondary (non-tertiary), and diploma & professional qualifications, their LTUR rose.

Chart 5: Resident Long-Term Unemployment Rate (Seasonally Adjusted)



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

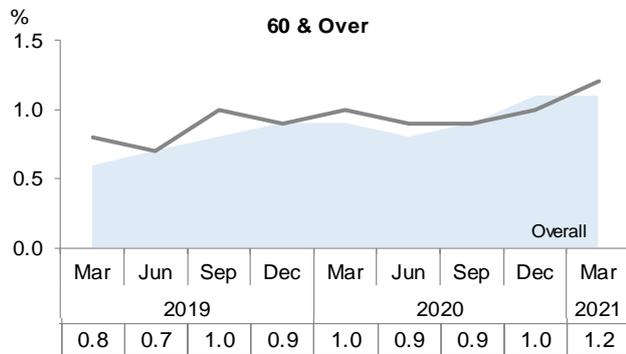
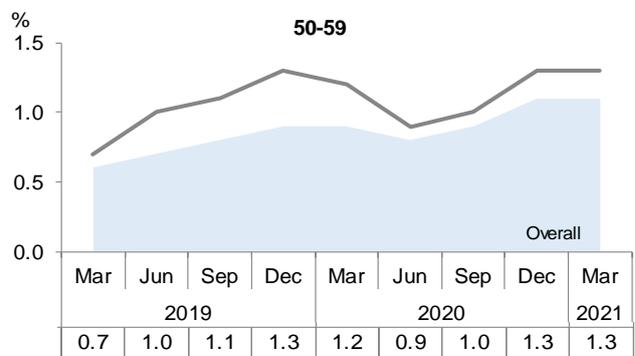
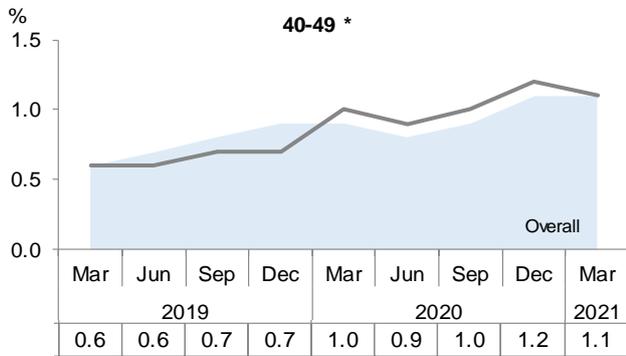
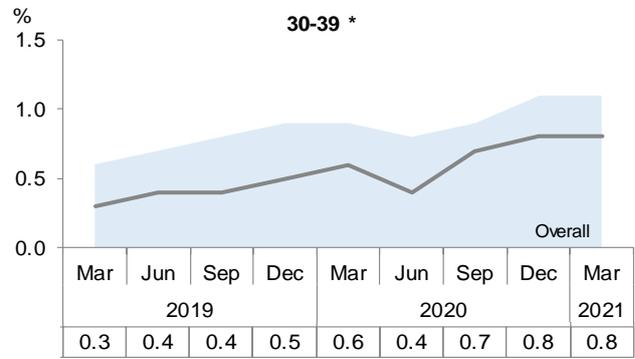
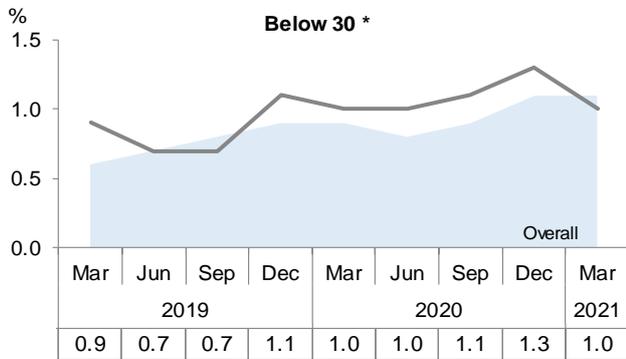
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

<sup>7</sup> The long-term unemployment rate measures persons who are unemployed for at least 25 weeks, as a percentage of the labour force. More time is needed to carry out additional verification on the duration of unemployment to ensure a proper classification of this group of unemployed persons. Hence, the information is only released on a quarterly basis.

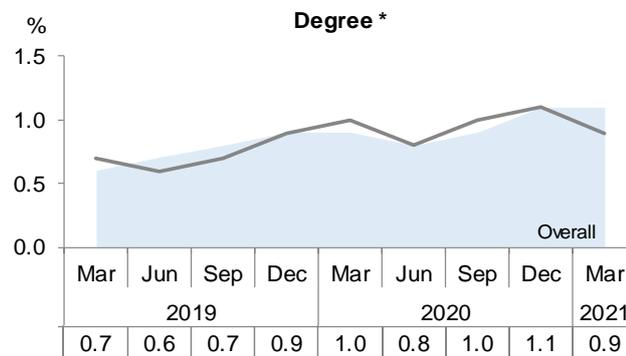
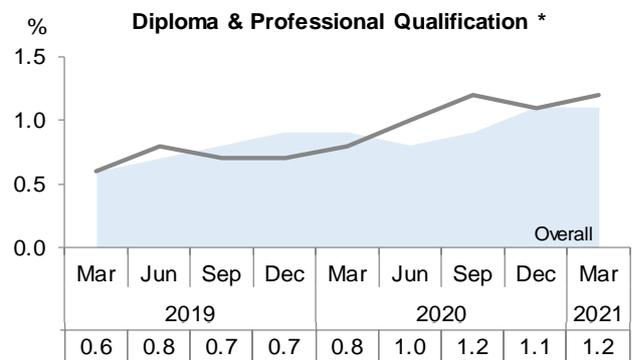
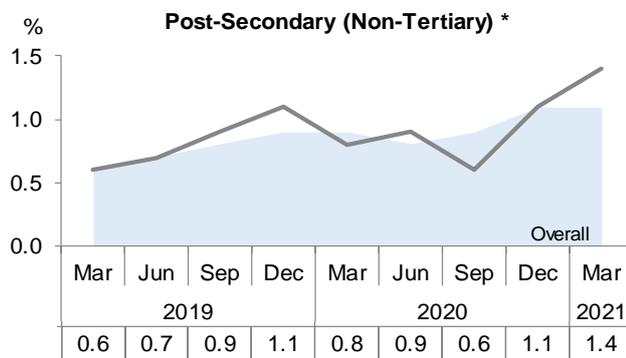
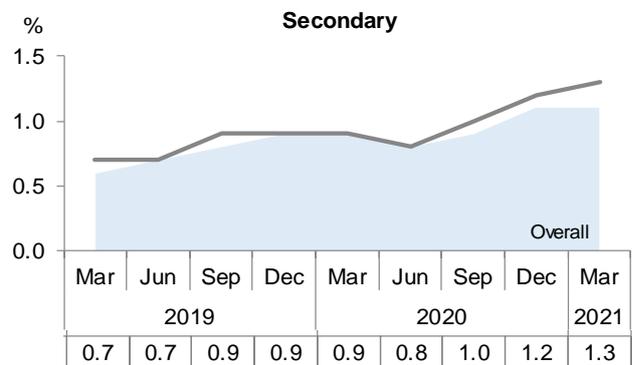
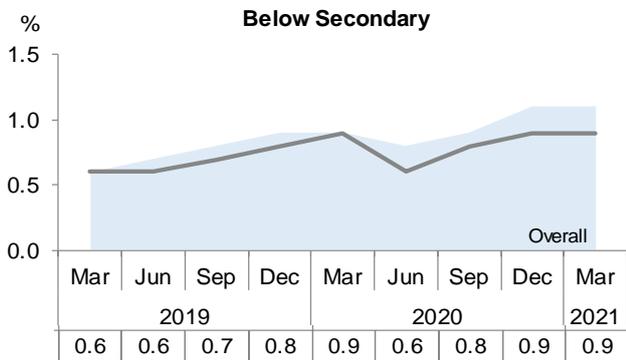
<sup>8</sup> Based on seasonally adjusted data, there were 25,800 long-term unemployed residents in March 2021.

Chart 6: 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.

## Youths In The Labour Market

### Overview

Youths are defined as persons aged 15 to 24, in line with practices of the International Labour Organisation and many countries. In this article, we analyse the employment outcomes of our youths, and compare them with that of youths from other countries. Data refer to residents.

About 4 in 10 of youths in employment are in temporary employment or contract work. They are mostly students who are working at the sides.

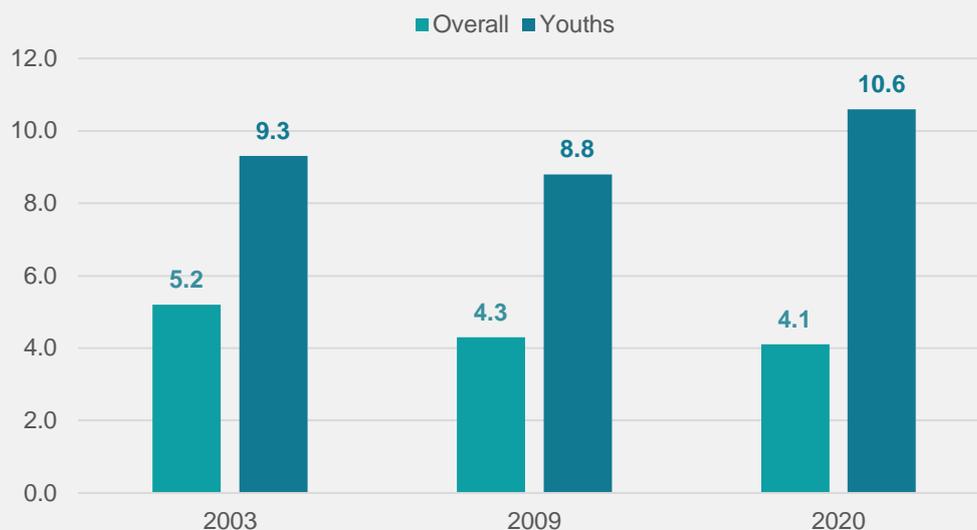
### Unemployment

Similar to other countries, the unemployment rate among youths aged 15-24 has been consistently higher than other age groups. This reflects:

- Job search activities of fresh graduates entering the labour market,
- Higher churn as a result of exploring different options to find a suitable job, and
- Youths who frequently move in between temporary or part-time jobs while studying.

Compared to previous downturns, our youth unemployment rate was higher in 2020. This could reflect greater difficulties among youths trying to secure part-time or temporary employment in the retail and food and beverage industries.<sup>1</sup>

Chart 1: Resident Youth Unemployment Rate (Annual Average) Across Crises (%)

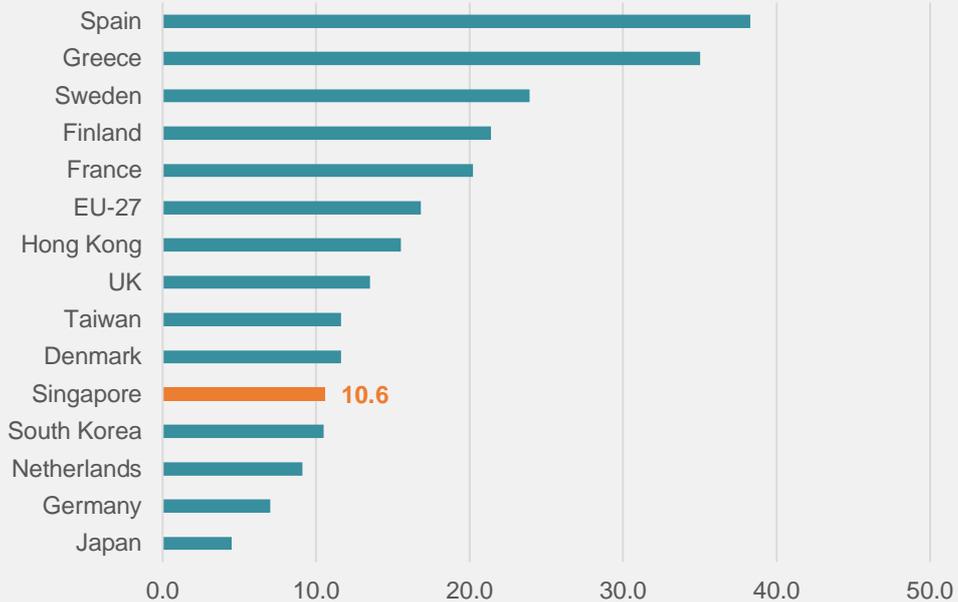


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Youth unemployment rate is defined as the percentage of unemployed youths to the youth labour force.

<sup>1</sup> These industries were more severely affected in the current pandemic compared to previous recessions.

Chart 2: Youth Unemployment Rates Across Countries (%), 2020



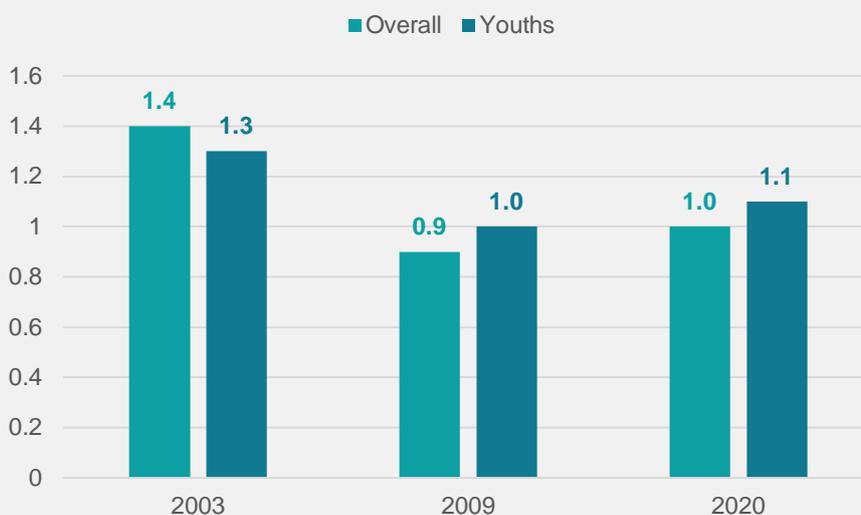
Sources: Singapore - Labour Force Survey, Manpower Research & Statistics Department, MOM. Other economies - EuroStat Database and National Statistical Agencies

Note: Youths refer to those aged 15 to 24, except for United Kingdom and Spain, which refer to those aged 16 to 24.

### Long-term Unemployment

However, youth unemployment is mostly transitional and short-term. The youth long-term unemployment rate was 1.1% in 2020, comparable to the overall average (1.0%), and previous downturns such as the 2003 SARS pandemic (1.3%) and 2009 Global Financial Crisis (1.0%).

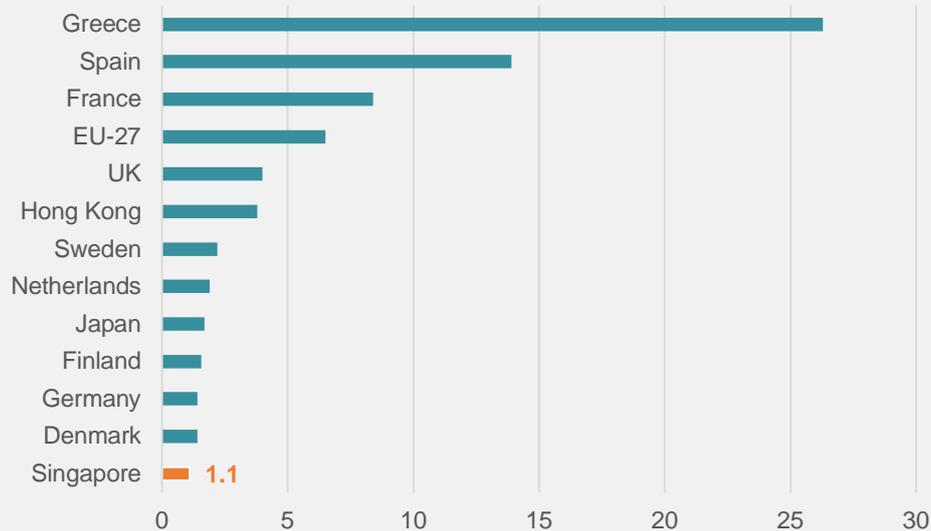
Chart 3: Resident Youth Long-Term Unemployment Rate (Annual Average) Across Crises (%)



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

Singapore's youth long-term unemployment rate is also one of the lowest when compared against other economies such as France (8.4%), United Kingdom (4.0%) and Hong Kong (3.8%).

Chart 4: Youth Long-Term Unemployment Rates across Countries (%), 2020



Sources: Singapore - Labour Force Survey, Manpower Research & Statistics Department, MOM. Other economies - EuroStat Database and National Statistical Agencies

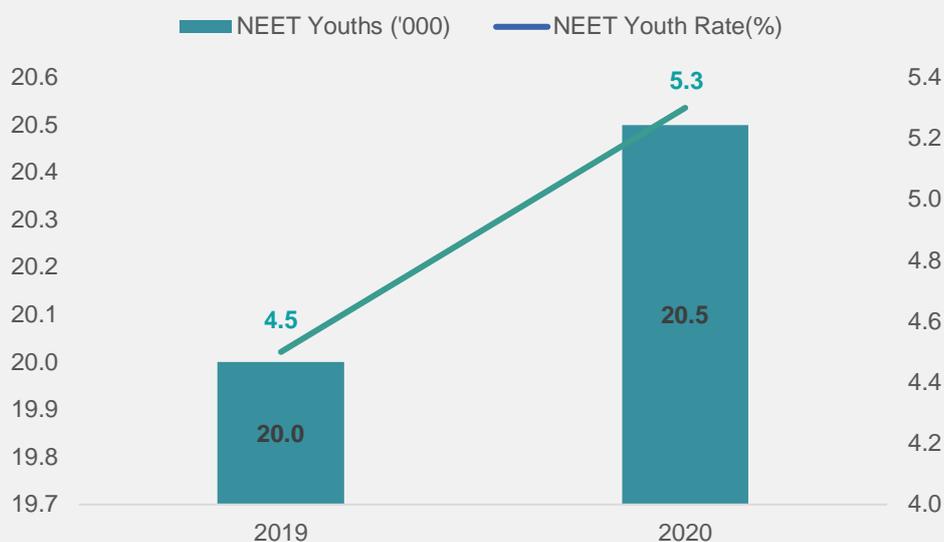
Note: For Singapore, long-term unemployed refers to those unemployed for at least 25 weeks. In other economies, long-term unemployed refers to those who have been unemployed for at least 6 months.

### Youths Not in Employment, Education or Training

To better understand youths' difficulty in finding a job, as well as their likelihood of being economically "idle", it is useful to look at the proportion of youth population who are not in employment, education or training (i.e. the NEET measure).

In Singapore, although the prevalence of NEET youths rose in 2020 (5.3%) compared to the previous year (4.5%), it remains low relative to our international counterparts. This suggests that economic "idleness" was less of an issue in Singapore.

Chart 5: Resident Youths Not in Employment, Education or Training (%)

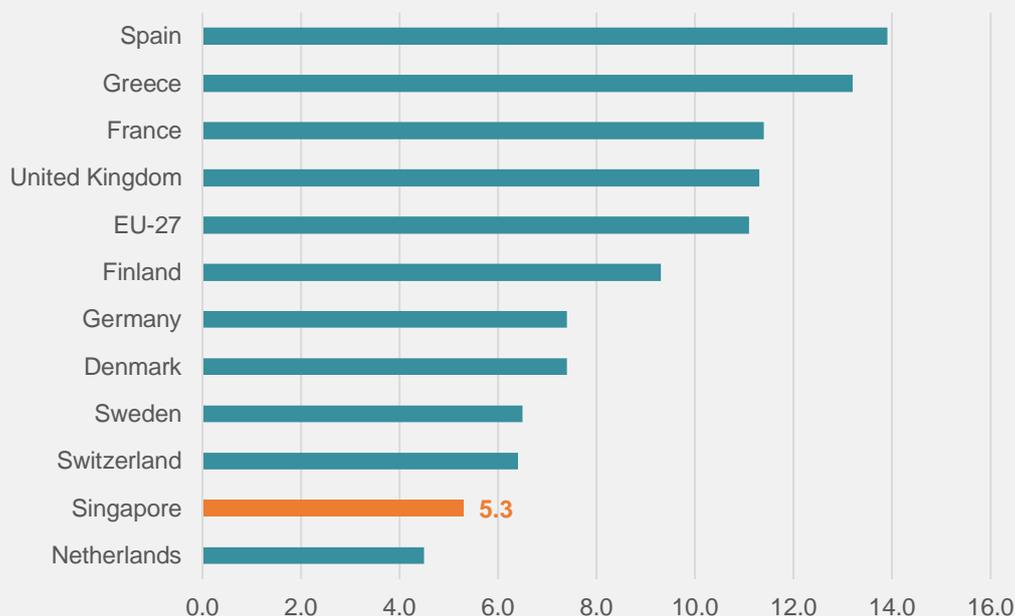


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM.

Notes:

- (1) NEET refers to those who are unemployed or outside the labour force, due to reasons other than education or training.
- (2) NEET rate represents the NEET youths as a proportion of the resident youth population.
- (3) Singapore NEET data available from 2013 onwards, comparable data with past crises is unavailable.

Chart 6: Youth NEET Rates across Countries (%), 2020



Sources: Singapore - Labour Force Survey, Manpower Research & Statistics Department, MOM. Other economies - EuroStat Database and National Statistical Agencies

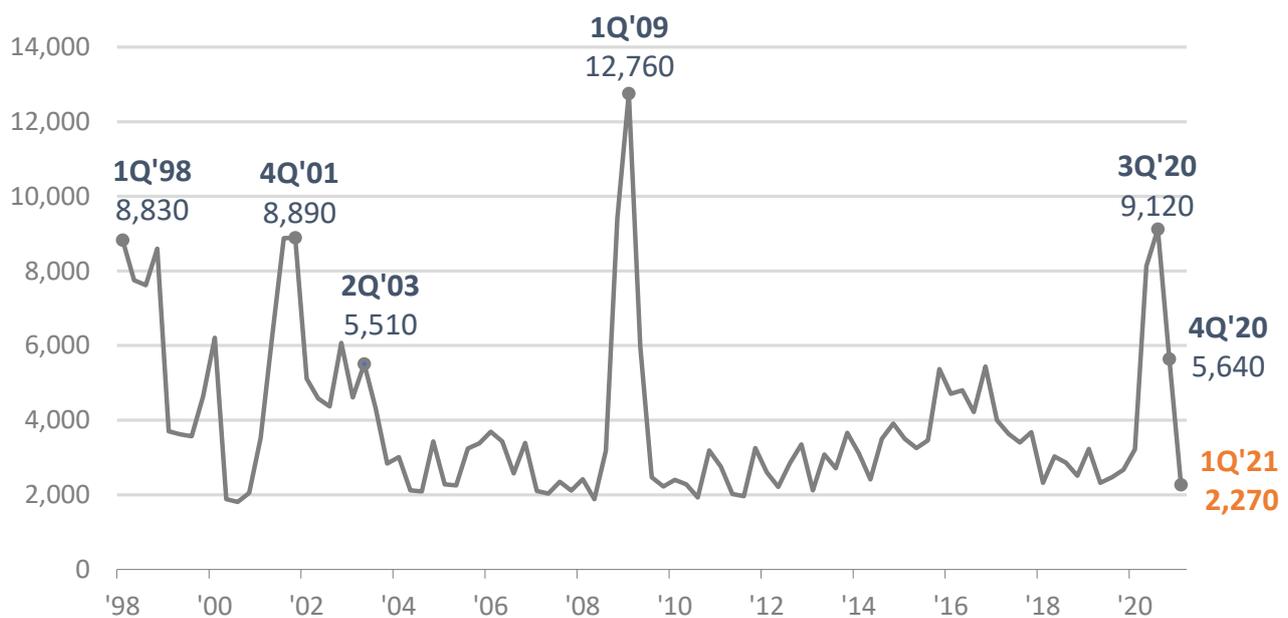
Taken together with Singapore's good international standing in terms of low unemployment and long-term unemployment rates, the favourable labour market outcomes of our youths attest to our quality education and training system.

## Retrenchment

In 1Q 2021, the number of retrenchments (2,270) declined for the second consecutive quarter from the peak in 3Q 2020, to a level usually seen in 2018 and 2019. The incidence of retrenchment among employees also declined from 2.8 retrenched per 1,000 employees in 4Q 2020 to 1.2 in 1Q 2021. Fewer retrenchments were observed across sectors, most notably in *Air Transport & Supporting Services*.

More than half (59%) of retrenchments which occurred in 1Q 2021 were due to restructuring and re-organisation. Conversely, retrenchments due to recession or downturn in industry made up 23% of all retrenchments, down from 49% a quarter ago.

Chart 7: Retrenchments



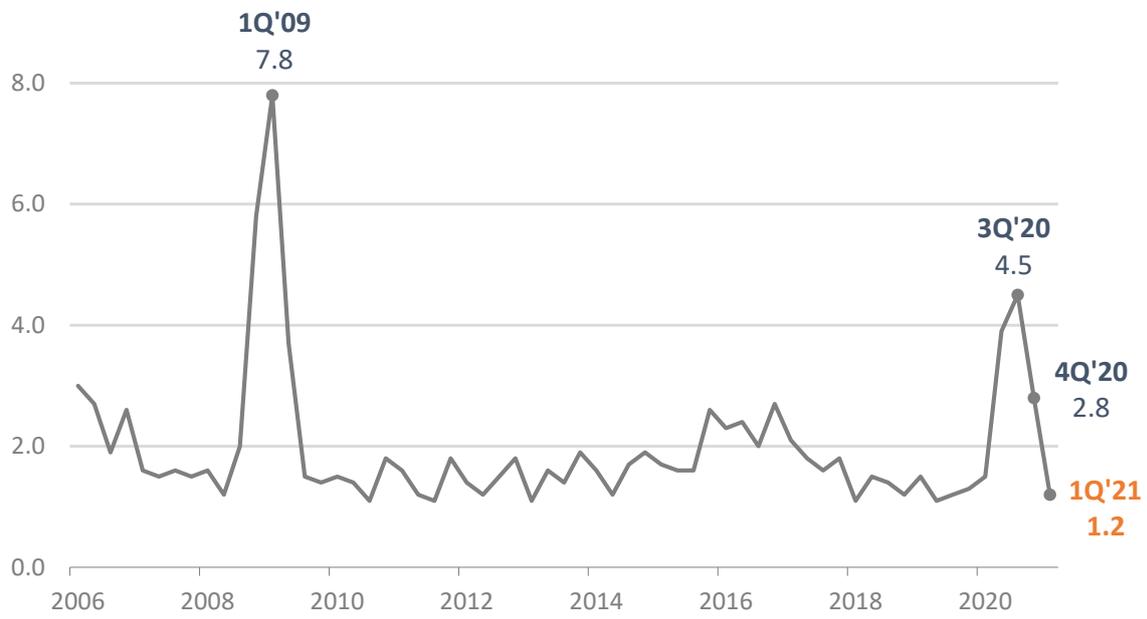
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Chart 8: Incidence of Retrenchment

No. Retrenched Per 1,000 Employees

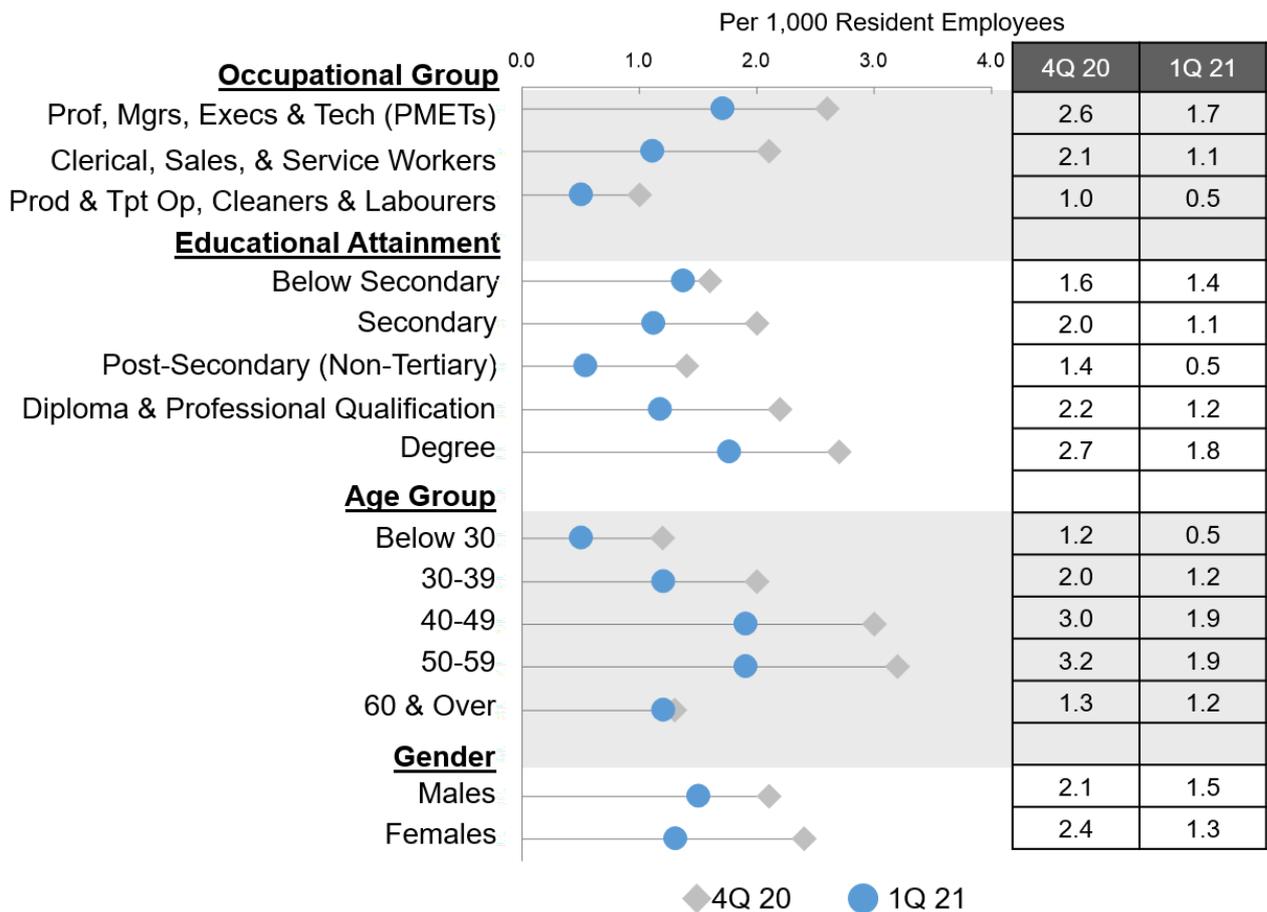


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Among residents, there was also a broad-based decline in the incidence of retrenchment over the quarter, particularly among mature residents in their 40s and 50s. Nonetheless, they remained more prone to retrenchments compared to residents in other age groups.

Chart 9: Incidence Of Retrenchment Among Residents By Occupation, Educational Attainment, Age And Gender



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

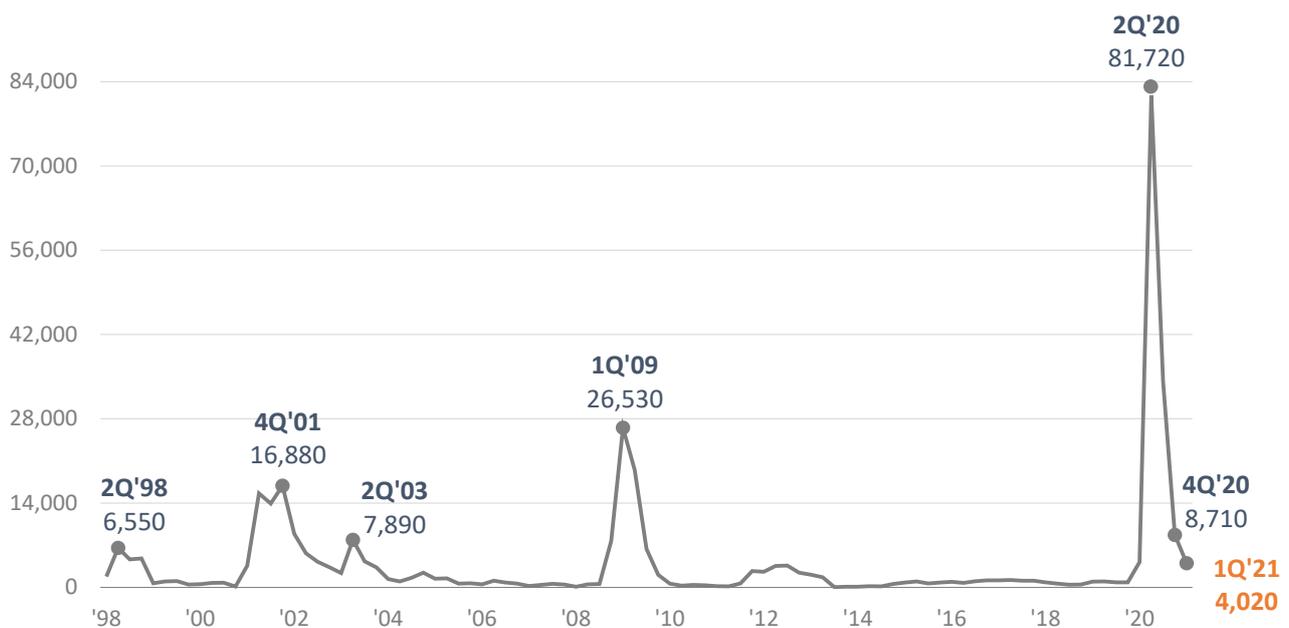
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.

## Short Work-Week Or Temporary Layoff

As business activities picked up, the number of employees who were placed on short work-week or temporary layoff continued to decline from 8,710 in 4Q 2020 to 4,020 in 1Q 2021. The decline was broad-based across industries, driven by *Manufacturing*, *Wholesale Trade* and *Transportation & Storage*.

However, the overall level remains high compared to pre-pandemic quarters (averaging 740 in 2018 – 2019). Majority of affected employees in 1Q 2021 were placed on short work-week (3,720), though this has come down sharply from the preceding quarter (6,720).

Chart 10: Number Of Employees On Short Work-week Or Temporary Layoff



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

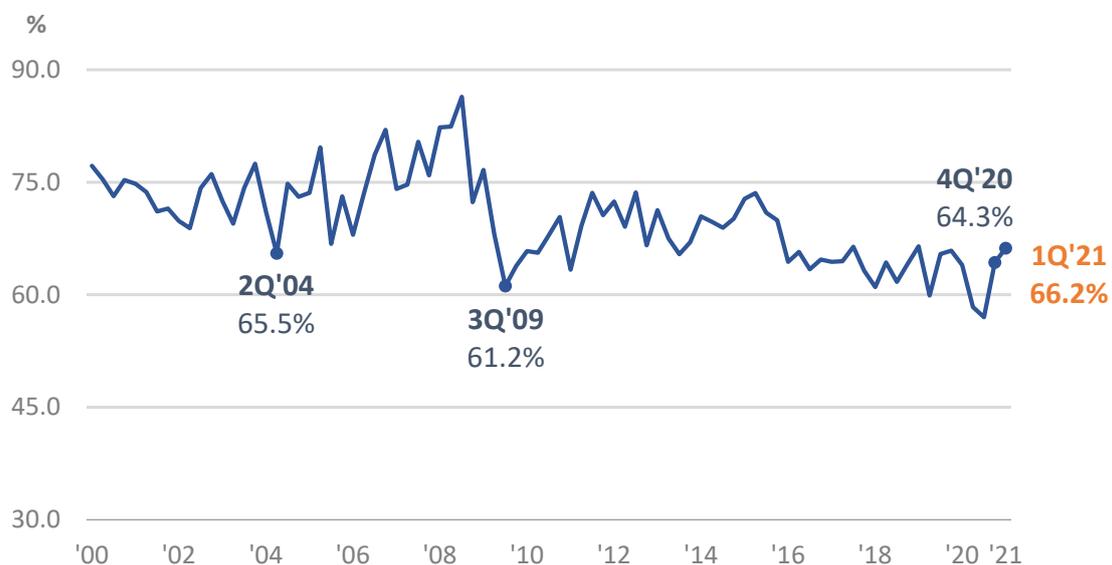
Notes:

- (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 rose for the second consecutive quarter. Of the residents retrenched in 3Q 2020, 66% found employment within six months by 1Q 2021, comparable to pre-pandemic levels. The improvement was observed across most groups of workers.

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

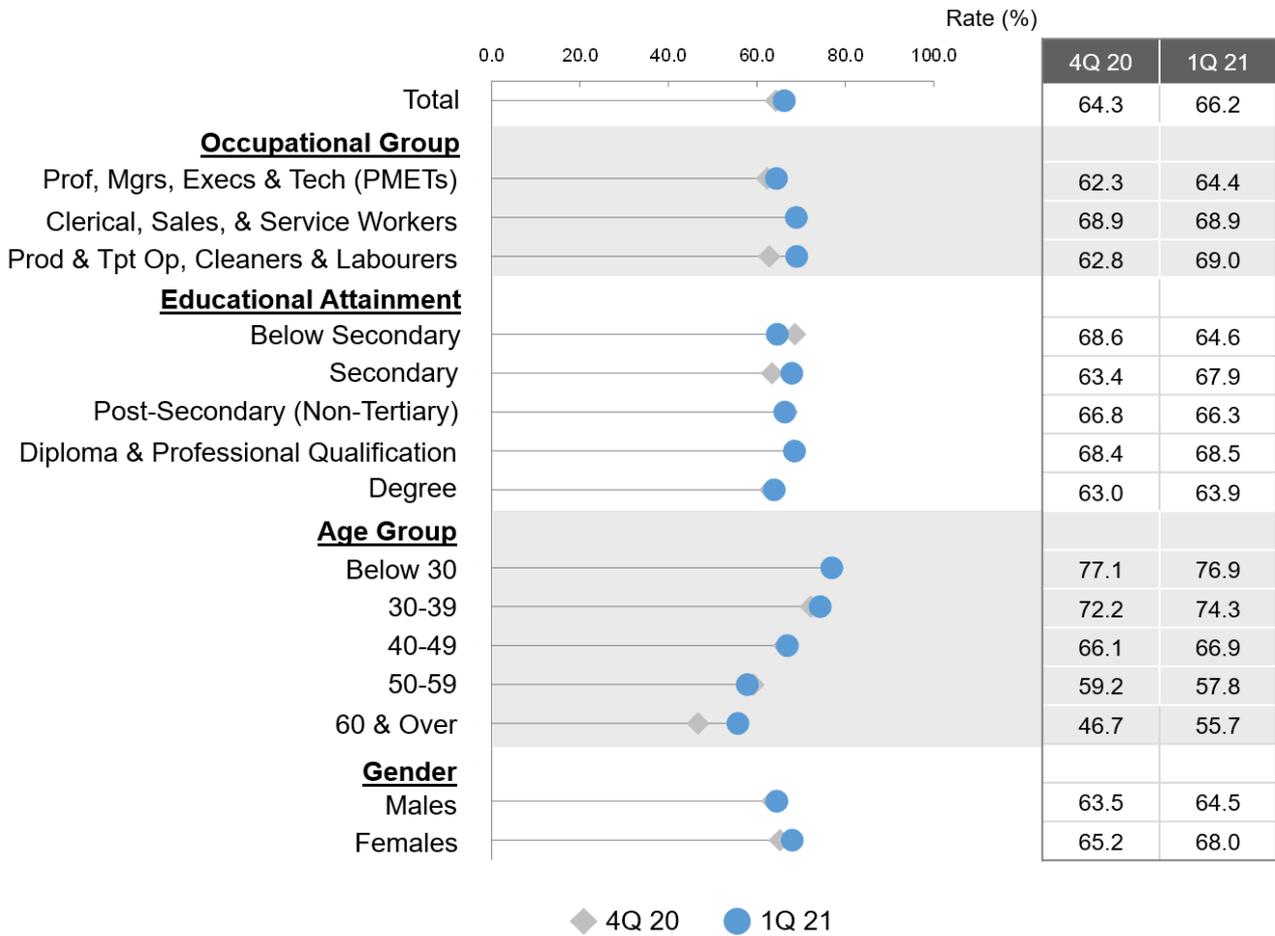


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

### 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 2021 refers to residents retrenched in 3Q 2020.
- (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.
- (3) Before 2007, data pertain to residents retrenched from private establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

Chart 12: 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 2020 / 1Q 2021 for residents retrenched in 2Q / 3Q 2020 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 number of job vacancies (seasonally adjusted) increased to 68,400 in March 2021, exceeding the last high of 65,500 in March 2015. As the number of unemployed persons also declined, the seasonally adjusted ratio of job vacancies to unemployed persons improved. In March 2021, there were 96 job openings for every 100 unemployed persons, up from 75 job openings in December 2020. This was within the range observed in pre-COVID years of 2018 – 2019.<sup>1</sup>

In March 2021, there were job vacancies in all industries, led by *Manufacturing* (mainly in *Fabricated Metal Products, Machinery & Equipment* and *Electronics*), *Public Administration & Education*, *Construction, Information & Communications* and *Financial Services*. By occupation, over half of job openings were for PMET positions (56%), followed by vacancies for production & related workers (25%) and clerical, sales & service workers (19%).

Chart 13: 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.

<sup>1</sup> In 2018 to 2019, the ratio of job vacancies to unemployed persons ranged from 0.82 to 1.09.

Chart 14: 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

The recruitment rate continued to rise in 1Q 2021 (from 1.7% to 1.9%, seasonally adjusted), while resignations dipped to the rate seen in 3Q 2020 (1.6%, seasonally adjusted). In general, labour turnover has yet to return to pre-pandemic levels, though trends were mixed across industries.

Labour turnover rates were similar or higher to those seen prior to COVID-19 in *Public Administration & Education*, *Health & Social Services*, *Information & Communications* and *Food & Beverage Services*. These were also the sectors with larger total employment growth for the quarter, signalling recovery in these industries. Other sectors saw some pick-up in both recruitment and resignation rates over the quarter, but not to pre-pandemic levels, namely in *Real Estate*, *Professional Services*, *Accommodation* and *Air Transport & Supporting Services*.

Chart 15: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



Resignation Rate



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

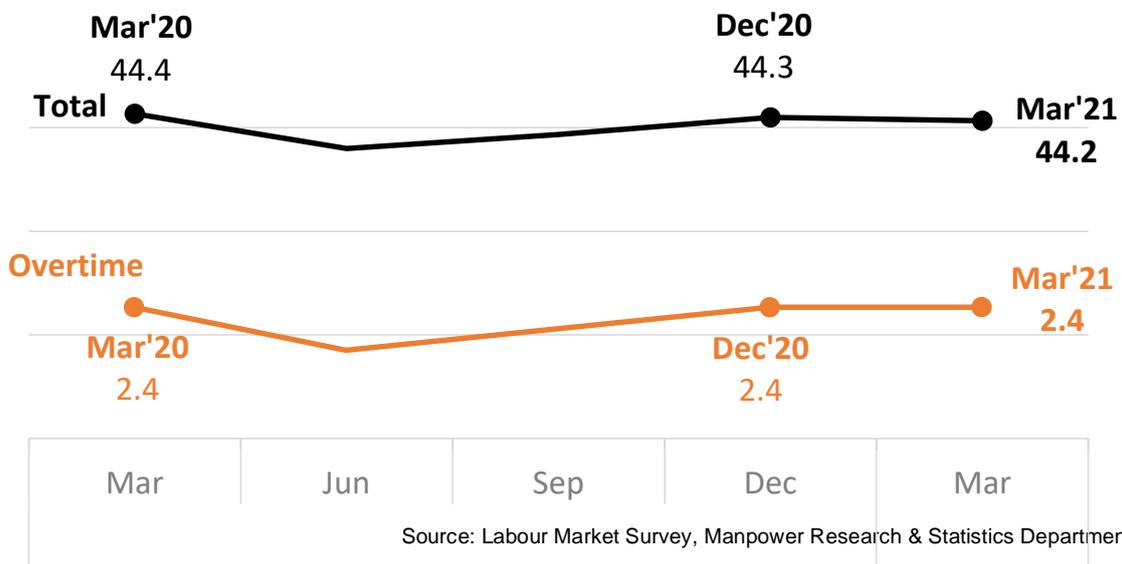
Notes:

- (1) 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.
- (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

The average weekly total paid hours worked per employee<sup>2</sup> dipped slightly from 44.3 hours in December 2020 to 44.2 hours in March 2021, while the average overtime hours held steady over the quarter (2.4 hours). The fall over the quarter was larger in *Retail Trade* and *Arts, Entertainment & Recreation*, driven by a reduction in average paid overtime hours put in by workers.

Chart 16: 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.

<sup>2</sup> Average weekly paid hours worked per employee are based on the last month of each quarter.

## Labour Market Dashboard

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While the labour market continued to improve in 1Q 2021, the pace of recovery was uneven across sectors. This segment examines if industries have recovered to pre-pandemic conditions, just over a year after the onset of the COVID-19 outbreak.

**Domestically-oriented** *Public Administration & Education* and *Health & Social Services* saw robust total employment growth in 1Q 2021. Their employment level in March 2021 was higher than in 2018 – 2019. Hiring is expected to continue as job vacancies remain high.

The labour market performance in the **outward-oriented** growth sectors of *Information & Communications*, *Financial & Insurance Services* and *Professional Services* remains positive on the back of healthy business outlook.

While total employment remained lower than pre-COVID levels in **trade-reliant** *Manufacturing* and *Wholesale Trade*, the pace of contraction moderated from earlier quarters. In particular for *Manufacturing*, employment has been trending down in recent years, prior to the onset of the pandemic. During the same period, the sector registered robust productivity growth, suggesting that restructuring and transformation efforts have been taking place. There were also notable declines in retrenchments and employees placed on short work-week or temporary layoff. The pickup in external demand, together with the rise in job vacancies, will support recovery.

**Consumer-facing** sectors of *Food & Beverage Services* and *Retail Trade* saw fewer employees retrenched, or placed on short work-week or temporary layoff over the quarter. While manpower demand has picked up in *Food & Beverage Services*, employment growth and job vacancies remain subdued in *Retail Trade*. The recovery in 2Q 2021 will likely be dampened by the reduction in occupancy limits and closure of dine-in services under Phase 2 (Heightened Alert).

**Construction** saw muted employment growth in 1Q 2021, following sustained quarterly contractions in 2020. Recent border restrictions on the inflow of migrant workers will continue to weigh on the sector's manpower needs.

**Tourism- and aviation-related** sectors such as *Arts, Entertainment & Recreation*, *Accommodation* and *Transportation & Storage* (in particular *Air Transport & Supporting Services*) are expected to trail in labour market recovery amid the global resurgence of infections and weak travel demand. Broad support measures have helped to keep retrenchments to pre-COVID levels, especially in *Transportation & Storage*.

**Employment Levels**

('000)

	Mar21 compared to Dec20	Mar21 compared to Pre-COVID
Health & Social Services	3.1	13.9
Public Administration & Education	2.6	13.8
Information and Communications	3.1	11.8
Professional Services	1.4	11.0
Financial Services	1.0	6.0
Insurance Services	0.3	2.5
Administrative & Support Services	1.8	-2.9
Food and Beverages Services	2.5	-5.1
Transportation and Storage	0.1	-5.9
Arts, Entertainment & Recreation	0.2	-14.3
Construction	0.6	-42.2
Real Estate Services	-0.4	-9.3
Accommodation	-1.3	-9.6
Retail Trade	-0.1	-10.2
Wholesale Trade	-0.6	-15.6
Manufacturing	-4.2	-43.4

Note: Excludes Migrant Domestic Workers.

**Retrenchments**

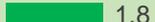
	1Q21 compared to 4Q20	1Q21 compared to Pre-COVID
Manufacturing	-670	-350
Construction	-50	-240
Food & Beverage Services	-40	-60
Public Administration & Education	-20	-10
Health & Social Services	-10	-10
Professional Services	-250	-
Arts, Entertainment & Recreation	-20	-
Accommodation	-100	10
Insurance Services	-40	10
Financial Services	-20	10
Transportation & Storage	-1,540	10
Real Estate Services	20	10
Retail Trade	-130	20
Wholesale Trade	-290	60
Administrative & Support Services	-200	70
Information & Communications	40	80

**Employees On Short Work-Week Or Temporary Layoff**

	1Q21 compared to 4Q20	1Q21 compared to Pre-COVID
Information & Communications	-130 	-
Real Estate Services	-110 	-
Insurance Services	-	-
Health & Social Services	-	-
Public Administration & Education	-	10 
Arts, Entertainment & Recreation	-20 	50 
Financial Services	-10 	50 
Food & Beverage Services	-160 	60 
Professional Services	-450 	100 
Retail Trade	-60 	130 
Transportation & Storage	-650 	230 
Wholesale Trade	-690 	310 
Accommodation	-400 	320 
Construction	-130 	340 
Administrative & Support Services	-350 	690 
Manufacturing	-1,540 	880 

**Job Vacancies**

('000)

	Mar21 compared to Dec20	Mar21 compared to Pre-COVID
Construction	 1.6	 3.8
Public Administration & Education	 0.9	 2.9
Information & Communications	 1.1	 2.0
Manufacturing	 3.0	 1.5
Health & Social Services	-	 1.1
Professional Services	 1.3	 0.8
Wholesale Trade	 1.2	 0.7
Food & Beverage Services	 0.9	 0.7
Financial Services	 1.8	 0.6
Transportation & Storage	 1.1	-0.1 
Insurance Services	 0.2	-0.1 
Arts, Entertainment & Recreation	 0.2	-0.1 
Accommodation	 0.4	-1.0 
Real Estate Services	-	-0.2 
Retail Trade	-	-0.4 
Administrative & Support Services	-	-0.7 

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

Note: In the above comparison, the pre-COVID period refers to the quarterly average levels in 2018 – 2019.

## 1.1 UNEMPLOYMENT

### RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2018	2019	2020	Mar	
				2020	2021
<b>TOTAL</b>	<b>2.9</b>	<b>3.1</b>	<b>4.1</b>	<b>3.1</b>	<b>3.5</b>
<b>GENDER</b>					
Males	2.9	3.0	3.9	3.1	3.3
Females	3.0	3.4	4.4	3.1	3.9
<b>AGE GROUP (YEARS)</b>					
Below 30	5.2	5.9	7.5	6.4	5.2
30 - 39	2.2	2.2	3.0	2.0	2.6
40 & Over	2.5	2.7	3.7	2.8	3.5
40 - 49	2.3	2.5	3.4	2.6	3.1
50 & Over	2.6	2.9	3.9	2.9	3.7
50 - 59	2.7	3.1	3.9	3.1	4.0
60 & Over	2.5	2.7	3.7	2.6	3.4
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.5	2.9	4.1	3.0	2.9
Secondary	2.8	3.5	4.6	3.8	4.2
Post-Secondary (Non-Tertiary)	3.4	3.6	4.9	3.7	4.4
Diploma & Professional Qualification	3.1	3.3	4.7	2.8	4.2
Degree	2.9	2.9	3.5	2.9	3.0

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.

## 1.2 UNEMPLOYMENT

### UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2018	2019	2020	Mar	
				2020	2021
<b>TOTAL</b>	<b>66.9</b>	<b>72.9</b>	<b>96.4</b>	<b>71.2</b>	<b>82.7</b>
<b>GENDER</b>					
Males	35.4	37.0	48.9	38.7	40.7
Females	31.5	35.8	47.5	32.5	42.0
<b>AGE GROUP (YEARS)</b>					
Below 30	21.6	23.1	27.9	21.3	18.8
30 - 39	11.5	11.5	16.4	10.8	14.6
40 & Over	33.7	38.2	52.0	39.2	49.3
40 - 49	12.6	14.1	19.7	16.1	17.6
50 & Over	21.1	24.1	32.4	23.1	31.7
50 - 59	12.8	14.5	18.3	13.7	18.0
60 & Over	8.3	9.6	14.1	9.4	13.6
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	9.7	10.9	14.3	10.5	10.1
Secondary	11.0	13.3	17.1	13.9	15.9
Post-Secondary (Non-Tertiary)	8.0	8.0	11.3	7.3	9.4
Diploma & Professional Qualification	13.8	15.2	21.5	12.6	19.4
Degree	24.4	25.4	32.2	26.9	27.9

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.

A2

### 1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	Per Cent				
	2018	2019	2020	Mar	
				2020	2021
<b>TOTAL</b>	0.7	0.7	1.0	0.9	1.1
<b>GENDER</b>					
Males	0.8	0.8	1.0	1.0	1.1
Females	0.6	0.6	0.9	0.8	1.1
<b>AGE GROUP (YEARS)</b>					
Below 30	0.6	0.9	1.1	1.0	1.0
30 - 39	0.6	0.4	0.6	0.6	0.8
40 & Over	0.8	0.9	1.0	1.0	1.2
40 - 49	0.7	0.7	1.0	1.0	1.1
50 & Over	0.9	1.0	1.0	1.0	1.2
50 - 59	0.9	1.1	1.1	1.2	1.3
60 & Over	0.8	0.9	1.0	0.9	1.2
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	0.5	0.7	0.8	0.9	0.8
Secondary	0.6	0.8	1.0	0.9	1.2
Post-Secondary (Non-Tertiary)	0.7	0.8	0.9	0.8	1.4
Diploma & Professional Qualification	0.7	0.7	1.0	0.8	1.2
Degree	0.8	0.7	1.0	1.0	0.9

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.

## 1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2018	2019	2020	Mar	
				2020	2021
<b>TOTAL</b>	<b>15.9</b>	<b>17.0</b>	<b>22.3</b>	<b>20.5</b>	<b>24.8</b>
<b>GENDER</b>					
Males	9.7	10.3	12.6	12.5	13.1
Females	6.2	6.7	9.6	8.0	11.7
<b>AGE GROUP (YEARS)</b>					
Below 30	2.3	3.2	4.1	3.2	3.6
30 - 39	2.9	2.1	3.6	3.2	4.4
40 & Over	10.8	11.7	14.6	14.1	16.8
40 - 49	3.7	3.8	5.8	5.9	6.3
50 & Over	7.2	7.9	8.8	8.3	10.5
50 - 59	4.5	4.9	5.2	5.2	5.7
60 & Over	2.6	3.0	3.7	3.1	4.8
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.1	2.5	2.8	3.0	3.0
Secondary	2.4	3.2	3.7	3.3	4.7
Post-Secondary (Non-Tertiary)	1.5	1.8	2.0	1.6	3.0
Diploma & Professional Qualification	3.1	3.2	4.8	3.7	5.5
Degree	6.9	6.3	9.0	9.0	8.7

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 2021
	2018	2019	2020	2020				2021	
				1Q	2Q	3Q	4Q		
<b>TOTAL</b>	<b>45.3</b>	<b>69.7</b>	<b>-181.0</b>	<b>-25.4</b>	<b>-113.5</b>	<b>-34.4</b>	<b>-7.8</b>	<b>14.0</b>	<b>3 617.3</b>
<b>C10-32 MANUFACTURING</b>	<b>-2.4</b>	<b>-2.1</b>	<b>-37.8</b>	<b>-3.2</b>	<b>-8.9</b>	<b>-15.0</b>	<b>-10.8</b>	<b>-4.2</b>	<b>442.8</b>
C10-12 Food, Beverages & Tobacco	1.4	1.9	-3.1	-0.6	-1.8	-0.9	0.3	0.4	49.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.2	-1.1	-2.5	-0.4	-0.6	-0.9	-0.5	-0.3	25.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.2	0.6	-4.5	0.5	-1.3	-2.2	-1.5	1.1	60.0
C25,28 Fabricated Metal Products, Machinery & Equipment	-2.6	-1.4	-7.1	-0.5	-2.3	-2.9	-1.3	-0.4	89.2
C26 Electronic, Computer & Optical Products	-0.1	-3.6	-4.7	-1.3	1.0	-2.8	-1.6	-1.8	81.5
C29-30 Transport Equipment	-3.1	2.6	-11.6	0.4	-2.9	-3.4	-5.7	-2.9	79.4
Other Manufacturing Industries	-	-1.1	-4.4	-1.2	-1.0	-1.8	-0.5	-0.2	57.3
<b>F41-43 CONSTRUCTION</b>	<b>-7.1</b>	<b>12.6</b>	<b>-51.8</b>	<b>-5.9</b>	<b>-13.6</b>	<b>-16.7</b>	<b>-15.6</b>	<b>0.6</b>	<b>405.6</b>
<b>G-U SERVICES</b>	<b>54.9</b>	<b>59.4</b>	<b>-91.1</b>	<b>-16.4</b>	<b>-90.5</b>	<b>-2.9</b>	<b>18.7</b>	<b>17.6</b>	<b>2 742.5</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.6	-4.0	-23.3	-8.6	-15.9	-1.4	2.6	-0.8	462.0
G46 Wholesale Trade	3.6	-2.0	-13.2	-3.3	-7.9	-1.7	-0.4	-0.6	308.1
G47 Retail Trade	-2.0	-2.0	-10.0	-5.3	-8.0	0.3	3.0	-0.1	153.9
H49-53 TRANSPORTATION AND STORAGE	7.7	3.1	-8.3	0.5	-4.3	-3.4	-1.2	0.1	253.6
H49,5221 Land Transport & Supporting Services	4.8	0.9	0.7	0.8	-0.4	0.3	0.1	-	109.9
H50,5222, 5225 Water Transport & Supporting Services	-0.6	-0.4	-1.3	-	-0.9	-0.5	0.1	0.4	43.8
H51,5223 Air Transport & Supporting Services	1.2	1.3	-9.0	-0.6	-2.9	-3.3	-2.2	-1.4	25.2
Other Transportation & Storage Services	2.3	1.3	1.3	0.3	-	0.1	0.9	1.1	74.7
I55-56 ACCOMMODATION AND FOOD SERVICES	1.3	6.2	-24.7	-10.9	-27.4	3.8	9.9	1.2	243.3
I55 Accommodation	-0.8	-	-9.3	-2.6	-4.5	-1.9	-0.2	-1.3	25.7
I56 Food & Beverage Services	2.1	6.2	-15.4	-8.3	-22.9	5.7	10.1	2.5	217.5
J58-63 INFORMATION AND COMMUNICATIONS	8.4	7.3	3.1	0.7	-0.7	1.9	1.3	3.1	154.8
J58-61 Telecommunications, Broadcasting & Publishing	0.5	0.1	-0.5	0.2	-0.9	0.3	-	0.4	40.2
J62-63 IT & Other Information Services	7.9	7.1	3.6	0.5	0.2	1.6	1.3	2.7	114.6
K64-66 FINANCIAL AND INSURANCE SERVICES	7.6	6.4	2.5	2.6	-0.7	0.5	0.1	1.3	204.7
K64 & 66 (excl.662) Financial Services	6.4	5.3	1.2	2.1	-0.8	0.1	-0.2	1.0	162.6
K65 & 662 Insurance Services	1.1	1.1	1.3	0.5	0.1	0.4	0.2	0.3	42.1
L68 REAL ESTATE SERVICES	-	1.2	-6.5	-1.5	-2.7	-1.9	-0.5	-0.4	75.5
M69-75 PROFESSIONAL SERVICES	6.9	10.2	-1.1	2.5	-3.8	0.2	-0.1	1.4	257.3
M69-70 Legal, Accounting & Management Services	5.7	7.6	0.9	2.1	-2.1	0.9	-	0.6	136.9
M71 Architectural & Engineering Services	0.9	0.7	-1.1	0.7	-0.7	-0.6	-0.5	-0.1	60.9
Other Professional Services	0.3	2.0	-0.9	-0.4	-0.9	-	0.4	0.8	59.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.6	7.2	-14.4	-1.8	-7.7	-3.0	-1.9	1.8	244.5
N80 Security & Investigation	1.4	1.0	-0.8	0.4	-0.3	-	-0.9	-0.3	48.4
N81 Cleaning & Landscaping	0.2	2.0	-4.2	-0.1	-4.1	-0.3	0.4	-	77.4
Other Administrative & Support Services	2.0	4.2	-9.4	-2.0	-3.2	-2.7	-1.4	2.1	118.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.8	21.8	-18.5	0.1	-27.3	0.4	8.4	9.8	846.7
O84,P85 Public Administration & Education	3.9	5.2	8.1	2.4	-4.5	6.3	3.9	2.6	265.3
Q86-88 Health & Social Services	5.7	6.0	5.3	0.8	-1.4	3.6	2.3	3.1	178.7
R90-93 Arts, Entertainment & Recreation	1.0	0.6	-14.4	-2.2	-7.6	-4.4	-0.2	0.2	42.8
S,T,U Other Community, Social & Personal Services	7.2	10.0	-17.5	-1.0	-13.8	-5.2	2.4	4.0	359.9
<b>A,B,D,E,V OTHERS*</b>	<b>-0.1</b>	<b>-0.1</b>	<b>-0.2</b>	<b>0.1</b>	<b>-0.5</b>	<b>0.2</b>	<b>-</b>	<b>0.1</b>	<b>26.5</b>

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

### 3.1 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2018	2019	2020	2020				2021
				1Q	2Q	3Q	4Q	1Q
<b>TOTAL</b>	<b>10 730</b>	<b>10 690</b>	<b>26 110</b>	<b>3 220</b>	<b>8 130</b>	<b>9 120</b>	<b>5 640</b>	<b>2 270</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>2 570</b>	<b>2 790</b>	<b>5 320</b>	<b>720</b>	<b>1 550</b>	<b>2 070</b>	<b>990</b>	<b>320</b>
C10-12 Food, Beverages & Tobacco	200	100	330	90	80	160	10	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	160	170	230	20	30	160	30	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	180	200	160	40	20	70	30	120
C25,28 Fabricated Metal Products, Machinery & Equipment	870	690	1 410	170	470	410	350	50
C26 Electronic, Computer & Optical Products	670	1 160	790	220	150	200	220	60
C29-30 Transport Equipment	310	120	1 710	10	660	880	160	40
Other Manufacturing Industries	190	360	700	170	140	190	200	20
<b>F41-43 CONSTRUCTION</b>	<b>1 200</b>	<b>860</b>	<b>990</b>	<b>140</b>	<b>440</b>	<b>340</b>	<b>70</b>	<b>20</b>
<b>G-U SERVICES</b>	<b>6 960</b>	<b>7 000</b>	<b>19 760</b>	<b>2 360</b>	<b>6 120</b>	<b>6 710</b>	<b>4 580</b>	<b>1 930</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>1 780</b>	<b>2 090</b>	<b>4 980</b>	<b>750</b>	<b>1 870</b>	<b>1 380</b>	<b>980</b>	<b>570</b>
G46 Wholesale Trade	1 580	1 850	3 810	470	1 520	1 030	780	490
G47 Retail Trade	210	240	1 180	280	350	350	210	80
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>710</b>	<b>770</b>	<b>2 780</b>	<b>130</b>	<b>260</b>	<b>660</b>	<b>1 730</b>	<b>190</b>
H49,5221 Land Transport & Supporting Services	200	60	120	40	40	10	30	-
H50,5222, 5225 Water Transport & Supporting Services	180	80	250	20	80	50	90	30
H51,5223 Air Transport & Supporting Services	20	50	2 000	-	30	440	1 530	130
Other Transportation & Storage Services	310	580	410	70	110	160	80	30
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>350</b>	<b>170</b>	<b>1 700</b>	<b>380</b>	<b>720</b>	<b>450</b>	<b>150</b>	<b>20</b>
I55 Accommodation	10	20	710	180	230	200	110	10
I56 Food & Beverage Services	340	150	990	210	490	250	40	-
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>1 070</b>	<b>650</b>	<b>1 200</b>	<b>220</b>	<b>430</b>	<b>300</b>	<b>260</b>	<b>300</b>
J58-61 Telecommunications, Broadcasting & Publishing	650	300	570	150	100	160	170	110
J62-63 IT & Other Information Services	420	350	620	80	330	130	90	190
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>1 330</b>	<b>1 300</b>	<b>2 140</b>	<b>310</b>	<b>1 020</b>	<b>400</b>	<b>400</b>	<b>330</b>
K64 & 66 (excl.662) Financial Services	1 240	1 190	1 910	260	950	370	330	310
K65 & 662 Insurance Services	80	110	230	60	70	30	70	30
L68 REAL ESTATE SERVICES	100	190	140	40	40	40	30	50
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>1 100</b>	<b>1 210</b>	<b>2 380</b>	<b>330</b>	<b>690</b>	<b>820</b>	<b>540</b>	<b>290</b>
M69-70 Legal, Accounting & Management Services	600	640	1 270	150	340	450	320	210
M71 Architectural & Engineering Services	310	360	780	40	250	310	190	50
Other Professional Services	190	220	330	140	100	60	30	40
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>240</b>	<b>320</b>	<b>1 770</b>	<b>140</b>	<b>630</b>	<b>650</b>	<b>340</b>	<b>140</b>
N80 Security & Investigation	10	10	10	-	-	-	-	10
N81 Cleaning & Landscaping	40	60	280	10	210	50	10	-
Other Administrative & Support Services	190	250	1 490	130	420	600	330	130
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>290</b>	<b>300</b>	<b>2 690</b>	<b>60</b>	<b>470</b>	<b>2 010</b>	<b>150</b>	<b>50</b>
O84,P85 Public Administration & Education	90	90	230	30	130	40	30	10
Q86-88 Health & Social Services	20	100	40	-	30	-	10	-
R90-93 Arts, Entertainment & Recreation	130	20	2 210	10	270	1 900	40	20
S,T,U Other Community, Social & Personal Services	50	90	210	20	50	70	70	20
<b>A,B,D,E,V OTHERS*</b>	<b>-</b>	<b>30</b>	<b>40</b>	<b>10</b>	<b>20</b>	<b>10</b>	<b>10</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	6 980	6 500	12 750	1 790	3 580	4 550	2 840	1 780
Clerical, Sales & Service Workers	1 230	1 420	8 140	690	2 510	2 780	2 150	360
Production & Transport Operators, Cleaners & Labourers	2 510	2 770	5 220	740	2 040	1 800	660	130

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 2021

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down Turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>530</b>	<b>460</b>	<b>260</b>	<b>1 350</b>	<b>100</b>	<b>10</b>	<b>250</b>	<b>2 270</b>	<b>1 780</b>	<b>360</b>	<b>130</b>
<b>C10-32 MANUFACTURING</b>	<b>20</b>	<b>50</b>	<b>20</b>	<b>150</b>	<b>60</b>	<b>-</b>	<b>20</b>	<b>320</b>	<b>270</b>	<b>20</b>	<b>30</b>
C10-12 Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	10	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	40	-	10	60	-	10	120	110	10	-
C25,28 Fabricated Metal Products, Machinery & Equipment	10	-	10	30	-	-	-	50	40	-	10
C26 Electronic, Computer & Optical Products	-	10	-	50	-	-	10	60	60	-	10
C29-30 Transport Equipment	10	-	10	20	-	-	-	40	40	-	10
Other Manufacturing Industries	-	-	-	20	-	-	-	20	20	-	-
<b>F41-43 CONSTRUCTION</b>	<b>-</b>	<b>10</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>20</b>	<b>10</b>	<b>10</b>	<b>-</b>
<b>G-U SERVICES</b>	<b>500</b>	<b>400</b>	<b>230</b>	<b>1 190</b>	<b>40</b>	<b>10</b>	<b>220</b>	<b>1 930</b>	<b>1 500</b>	<b>330</b>	<b>100</b>
G46-47 WHOLESALE AND RETAIL TRADE	130	110	110	390	20	-	50	570	420	140	10
G46 Wholesale Trade	80	90	110	380	20	-	50	490	390	90	10
G47 Retail Trade	40	30	-	10	-	-	-	80	30	50	-
H49-53 TRANSPORTATION AND STORAGE	100	30	10	50	-	-	10	190	70	40	80
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	-	-	-	30	-	-	-	30	30	-	-
H51,5223 Air Transport & Supporting Services	100	30	-	-	-	-	-	130	30	30	70
Other Transportation & Storage Services	-	-	10	20	-	-	10	30	20	10	10
I55-56 ACCOMMODATION AND FOOD SERVICES	10	-	-	10	-	-	-	20	10	-	-
I55 Accommodation	-	-	-	10	-	-	-	10	10	-	-
I56 Food & Beverage Services	-	-	-	-	-	-	-	-	-	-	-
J58-63 INFORMATION AND COMMUNICATIONS	50	50	30	170	-	-	60	300	270	30	-
J58-61 Telecommunications, Broadcasting & Publishing	10	20	10	90	-	-	10	110	110	-	-
J62-63 IT & Other Information Services	50	30	30	90	-	-	50	190	170	30	-
K64-66 FINANCIAL AND INSURANCE SERVICES	-	10	10	280	10	-	50	330	310	20	-
K64 & 66 (excl.662) Financial Services	-	10	10	260	10	-	50	310	290	20	-
K65 & 662 Insurance Services	-	-	-	20	-	-	-	30	20	-	-
L68 REAL ESTATE SERVICES	40	30	-	40	-	-	-	50	50	-	-
M69-75 PROFESSIONAL SERVICES	30	80	60	220	-	-	40	290	270	10	10
M69-70 Legal, Accounting & Management Services	10	70	50	160	-	-	30	210	190	10	10
M71 Architectural & Engineering Services	20	10	10	30	-	-	-	50	40	-	-
Other Professional Services	-	-	-	30	-	-	10	40	30	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	110	60	10	30	-	-	10	140	70	60	-
N80 Security & Investigation	-	-	-	10	-	-	-	10	10	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	110	60	10	20	-	-	10	130	70	60	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	10	10	10	-	-	10	50	20	20	-
O84,P85 Public Administration & Education	-	-	-	-	-	-	-	10	10	-	-
Q86-88 Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	10	10	-	-	-	-	10	20	10	10	-
S,T,U Other Community, Social & Personal Services	20	-	-	-	-	-	-	20	-	10	-
<b>A,B,D,E,V OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* 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

	2018	2019	2020	2020				2021
				1Q	2Q	3Q	4Q	1Q
<b>TOTAL</b>	<b>9 610</b>	<b>9 810</b>	<b>22 540</b>	<b>3 040</b>	<b>7 240</b>	<b>8 140</b>	<b>4 120</b>	<b>2 190</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>2 280</b>	<b>2 580</b>	<b>5 000</b>	<b>700</b>	<b>1 400</b>	<b>2 000</b>	<b>900</b>	<b>300</b>
C10-12 Food, Beverages & Tobacco	150	40	310	80	80	140	10	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	160	160	230	20	30	150	30	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	170	190	150	40	20	70	30	100
C25,28 Fabricated Metal Products, Machinery & Equipment	780	650	1 190	160	370	390	270	50
C26 Electronic, Computer & Optical Products	570	1 080	790	220	150	200	220	60
C29-30 Transport Equipment	260	110	1 650	-	650	860	150	40
Other Manufacturing Industries	190	340	680	170	120	190	190	20
<b>F41-43 CONSTRUCTION</b>	<b>800</b>	<b>500</b>	<b>750</b>	<b>90</b>	<b>340</b>	<b>250</b>	<b>70</b>	<b>10</b>
<b>G-U SERVICES</b>	<b>6 520</b>	<b>6 700</b>	<b>16 760</b>	<b>2 240</b>	<b>5 480</b>	<b>5 880</b>	<b>3 150</b>	<b>1 880</b>
G46-47 WHOLESALE AND RETAIL TRADE	1 680	2 030	4 790	720	1 830	1 320	920	570
G46 Wholesale Trade	1 500	1 800	3 680	460	1 490	970	760	490
G47 Retail Trade	190	230	1 120	260	340	350	160	80
H49-53 TRANSPORTATION AND STORAGE	700	760	1 410	130	230	530	520	190
H49,5221 Land Transport & Supporting Services	200	60	120	40	40	10	30	-
H50,5222, 5225 Water Transport & Supporting Services	180	80	240	20	80	50	90	30
H51,5223 Air Transport & Supporting Services	20	40	650	-	10	310	320	130
Other Transportation & Storage Services	310	580	400	70	100	160	80	30
I55-56 ACCOMMODATION AND FOOD SERVICES	340	150	1 580	350	660	430	150	10
I55 Accommodation	10	20	710	180	220	200	110	10
I56 Food & Beverage Services	330	130	870	170	430	230	40	-
J58-63 INFORMATION AND COMMUNICATIONS	950	630	1 160	220	410	280	260	270
J58-61 Telecommunications, Broadcasting & Publishing	580	300	570	150	100	160	170	110
J62-63 IT & Other Information Services	370	330	590	70	310	110	90	160
K64-66 FINANCIAL AND INSURANCE SERVICES	1 300	1 280	2 050	300	990	380	390	330
K64 & 66 (excl.662) Financial Services	1 230	1 170	1 830	240	920	360	320	310
K65 & 662 Insurance Services	80	110	220	50	70	30	70	30
L68 REAL ESTATE SERVICES	90	100	140	40	40	40	30	50
M69-75 PROFESSIONAL SERVICES	1 010	1 160	2 040	320	530	750	450	280
M69-70 Legal, Accounting & Management Services	590	640	1 210	150	310	450	310	200
M71 Architectural & Engineering Services	240	330	510	40	120	240	120	50
Other Professional Services	180	190	330	140	100	60	30	40
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	210	300	1 270	120	410	410	340	140
N80 Security & Investigation	10	10	-	-	-	-	-	10
N81 Cleaning & Landscaping	30	60	240	10	170	50	10	-
Other Administrative & Support Services	180	230	1 030	110	240	360	330	130
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	230	280	2 310	60	390	1 760	100	50
O84,P85 Public Administration & Education	50	80	200	30	110	30	30	10
Q86-88 Health & Social Services	20	90	30	-	30	-	-	-
R90-93 Arts, Entertainment & Recreation	120	20	1 930	10	220	1 670	40	20
S,T,U Other Community, Social & Personal Services	40	90	150	20	30	60	40	20
<b>A,B,D,E,V OTHERS*</b>	<b>-</b>	<b>30</b>	<b>30</b>	<b>10</b>	<b>20</b>	<b>-</b>	<b>10</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	6 670	6 250	11 600	1 740	3 150	4 120	2 600	1 710
Clerical, Sales & Service Workers	1 100	1 300	6 450	630	2 390	2 500	920	350
Production & Transport Operators, Cleaners & Labourers	1 840	2 250	4 480	660	1 700	1 520	600	130

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

	2018	2019	2020	2020				2021
				1Q	2Q	3Q	4Q	1Q
<b>TOTAL</b>	<b>1 120</b>	<b>880</b>	<b>3 580</b>	<b>190</b>	<b>880</b>	<b>990</b>	<b>1 520</b>	<b>80</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>290</b>	<b>220</b>	<b>330</b>	<b>20</b>	<b>150</b>	<b>70</b>	<b>100</b>	<b>20</b>
C10-12 Food, Beverages & Tobacco	50	60	20	10	-	20	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	10	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	10	-	-	10	-	20
C25,28 Fabricated Metal Products, Machinery & Equipment	80	40	210	10	110	20	80	-
C26 Electronic, Computer & Optical Products	100	80	-	-	-	-	-	-
C29-30 Transport Equipment	50	10	50	-	20	20	10	-
Other Manufacturing Industries	-	20	20	-	20	-	10	-
<b>F41-43 CONSTRUCTION</b>	<b>400</b>	<b>370</b>	<b>240</b>	<b>50</b>	<b>100</b>	<b>80</b>	<b>-</b>	<b>10</b>
<b>G-U SERVICES</b>	<b>440</b>	<b>300</b>	<b>3 010</b>	<b>120</b>	<b>640</b>	<b>830</b>	<b>1 430</b>	<b>50</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>100</b>	<b>60</b>	<b>190</b>	<b>20</b>	<b>40</b>	<b>60</b>	<b>70</b>	<b>10</b>
G46 Wholesale Trade	80	50	130	10	30	60	20	10
G47 Retail Trade	20	-	60	10	10	-	40	-
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>10</b>	<b>10</b>	<b>1 370</b>	<b>-</b>	<b>30</b>	<b>140</b>	<b>1 210</b>	<b>-</b>
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	-	-	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	-	-	1 350	-	20	130	1 200	-
Other Transportation & Storage Services	10	10	20	-	10	10	-	-
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>10</b>	<b>20</b>	<b>120</b>	<b>30</b>	<b>60</b>	<b>20</b>	<b>10</b>	<b>-</b>
I55 Accommodation	-	-	10	-	-	-	-	-
I56 Food & Beverage Services	10	20	120	30	60	20	-	-
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>120</b>	<b>20</b>	<b>40</b>	<b>-</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>30</b>
J58-61 Telecommunications, Broadcasting & Publishing	70	-	-	-	-	-	-	-
J62-63 IT & Other Information Services	40	20	40	-	10	20	-	30
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>20</b>	<b>20</b>	<b>80</b>	<b>20</b>	<b>30</b>	<b>20</b>	<b>20</b>	<b>-</b>
K64 & 66 (excl.662) Financial Services	20	20	80	20	30	20	20	-
K65 & 662 Insurance Services	-	-	10	-	-	-	-	-
L68 REAL ESTATE SERVICES	10	90	-	-	-	-	-	-
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>100</b>	<b>50</b>	<b>330</b>	<b>10</b>	<b>160</b>	<b>80</b>	<b>90</b>	<b>-</b>
M69-70 Legal, Accounting & Management Services	10	10	60	10	30	-	20	-
M71 Architectural & Engineering Services	70	20	270	-	130	80	70	-
Other Professional Services	10	20	-	-	-	-	-	-
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>30</b>	<b>20</b>	<b>500</b>	<b>30</b>	<b>220</b>	<b>250</b>	<b>-</b>	<b>-</b>
N80 Security & Investigation	10	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	10	-	40	-	30	-	-	-
Other Administrative & Support Services	10	20	460	20	180	250	-	-
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>50</b>	<b>10</b>	<b>370</b>	<b>-</b>	<b>90</b>	<b>250</b>	<b>40</b>	<b>-</b>
O84,P85 Public Administration & Education	40	10	30	-	20	10	-	-
Q86-88 Health & Social Services	-	-	10	-	-	-	10	-
R90-93 Arts, Entertainment & Recreation	-	-	280	-	50	230	-	-
S,T,U Other Community, Social & Personal Services	10	10	60	-	20	10	30	-
<b>A,B,D,E,V OTHERS*</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	310	240	1 150	50	430	430	240	70
Clerical, Sales & Service Workers	140	120	1 690	60	120	280	1 230	10
Production & Transport Operators, Cleaners & Labourers	670	520	740	80	330	280	60	-

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 RESIDENTS

NUMBER OF RETRENCHED RESIDENTS PER ONE THOUSAND RESIDENT EMPLOYEES BY GENDER, AGE, SECTOR, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP

Per 1,000 Resident Employees

Characteristics	2018	2019	2020	2020				2021
				1Q	2Q	3Q	4Q	1Q
<b>GENDER</b>								
Males	5.8	5.7	10.9	1.7	3.2	3.9	2.1	1.5
Females	5.0	4.7	11.3	1.6	3.4	3.8	2.4	1.3
<b>AGE GROUP (YEARS)</b>								
Below 30	2.1	1.6	7.3	0.7	2.4	2.7	1.2	0.5
30 - 39	5.0	4.5	9.8	1.3	2.9	3.7	2.0	1.2
40 & Over	6.7	6.7	12.8	2.2	3.8	4.3	2.7	1.7
40 - 49	7.7	7.5	12.7	2.1	3.6	4.1	3.0	1.9
50 & Over	6.0	6.2	12.9	2.2	3.9	4.4	2.4	1.6
50 - 59	7.5	7.9	15.0	2.7	4.2	5.0	3.2	1.9
60 & Over	3.8	3.7	10.0	1.6	3.6	3.7	1.3	1.2
<b>SECTOR</b>								
Manufacturing	9.0	8.0	14.9	2.6	3.2	6.1	3.0	1.5
Construction	4.5	3.3	6.2	0.5	2.6	2.2	1.0	0.2
Services	4.9	4.9	10.9	1.6	3.4	3.7	2.2	1.4
Others*	0.1	1.8	1.9	0.4	0.9	0.4	0.2	0.1
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	n.a.	n.a.	14.1	1.9	3.2	7.0	1.6	1.4
Secondary	n.a.	n.a.	12.2	1.8	4.2	4.1	2.0	1.1
Post-Secondary (Non-Tertiary)	n.a.	n.a.	8.4	1.4	2.3	3.3	1.4	0.5
Diploma & Professional Qualification	n.a.	n.a.	11.2	1.4	3.5	4.2	2.2	1.2
Degree	n.a.	n.a.	10.5	1.7	3.0	3.1	2.7	1.8
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	6.6	6.1	10.5	1.7	2.7	3.7	2.6	1.7
Clerical, Sales & Service Workers	3.3	3.5	14.0	1.5	4.5	5.4	2.1	1.1
Production & Transport Operators, Cleaners & Labourers	3.6	3.9	9.6	1.6	4.0	2.7	1.0	0.5

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) Residents refer to Singapore Citizens and Permanent Residents.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.
- 4) n.a.: Not available

## 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

	2018	2019	2020	2020				2021
				1Q	2Q	3Q	4Q	1Q
<b><u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>2 340</b>	<b>3 580</b>	<b>128 870</b>	<b>4 190</b>	<b>81 720</b>	<b>34 240</b>	<b>8 710</b>	<b>4 020</b>
<b>SECTOR</b>								
Manufacturing	1 060	1 970	22 950	690	13 680	5 780	2 800	1 260
Construction	620	450	36 040	300	25 860	9 280	600	470
Services	670	1 160	69 380	3 210	41 770	19 090	5 320	2 290
Others*	-	-	500	-	420	90	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	790	1 720	38 250	1 410	20 770	11 920	4 150	1 850
Clerical, Sales & Service Workers	350	540	30 050	1 320	19 450	6 980	2 310	720
Production & Transport Operators, Cleaners & Labourers	1 200	1 310	60 560	1 470	41 500	15 340	2 250	1 450
<b><u>EMPLOYEES ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>1 920</b>	<b>3 270</b>	<b>72 690</b>	<b>3 600</b>	<b>38 600</b>	<b>23 780</b>	<b>6 720</b>	<b>3 720</b>
<b>SECTOR</b>								
Manufacturing	960	1 930	13 340	670	6 820	4 070	1 780	1 250
Construction	430	320	9 290	210	5 460	3 030	590	450
Services	530	1 020	49 820	2 720	26 130	16 610	4 350	2 020
Others*	-	-	250	-	180	70	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	640	1 650	32 280	1 330	16 590	11 270	3 090	1 740
Clerical, Sales & Service Workers	330	400	19 640	1 130	11 270	5 610	1 630	630
Production & Transport Operators, Cleaners & Labourers	950	1 210	20 770	1 130	10 730	6 910	2 000	1 340
<b><u>EMPLOYEES ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>430</b>	<b>310</b>	<b>56 180</b>	<b>600</b>	<b>43 130</b>	<b>10 460</b>	<b>1 990</b>	<b>300</b>
<b>SECTOR</b>								
Manufacturing	90	40	9 610	20	6 860	1 710	1 020	-
Construction	200	130	26 750	90	20 400	6 250	10	20
Services	140	140	19 560	480	15 630	2 480	960	280
Others*	-	-	260	-	240	20	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	150	70	5 980	80	4 180	650	1 060	110
Clerical, Sales & Service Workers	30	140	10 410	180	8 180	1 370	680	90
Production & Transport Operators, Cleaners & Labourers	250	100	39 790	340	30 770	8 440	250	100

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.

## 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	2018	2019	2020	2020				Per Cent
				1Q	2Q	3Q	4Q	2021
				1Q	2Q	3Q	4Q	1Q
<b>TOTAL</b>	<b>62.9</b>	<b>64.4</b>	<b>61.6</b>	<b>64.0</b>	<b>58.4</b>	<b>57.0</b>	<b>64.3</b>	<b>66.2</b>
<b>GENDER</b>								
Males	61.4	63.1	60.3	61.7	56.6	56.6	63.5	64.5
Females	64.7	65.8	62.9	66.9	60.6	57.5	65.2	68.0
<b>AGE GROUP (YEARS)</b>								
Below 30	81.7	82.5	77.3	80.2	82.6	73.3	77.1	76.9
30 - 39	70.6	76.3	72.2	78.1	69.8	68.7	72.2	74.3
40 & Over	58.6	58.5	56.2	58.2	53.3	52.2	59.0	61.1
40 - 49	64.4	65.8	63.0	66.0	59.4	58.4	66.1	66.9
50 & Over	53.3	52.2	51.1	50.9	48.5	48.0	54.3	57.1
50 - 59	55.0	53.1	54.2	52.0	49.9	51.8	59.2	57.8
60 & Over	47.9	49.8	44.6	47.4	44.3	39.3	46.7	55.7
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	69.4	71.6	64.4	72.8	59.2	54.6	68.6	64.6
Secondary	68.2	69.1	63.9	63.2	70.2	62.4	63.4	67.9
Post-Secondary (Non-Tertiary)	62.8	65.1	62.0	60.9	62.7	56.2	66.8	66.3
Diploma & Professional Qualification	62.6	66.6	63.6	66.9	60.2	51.7	68.4	68.5
Degree	60.3	60.9	60.2	62.8	54.5	57.7	63.0	63.9
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	59.5	61.9	59.3	61.6	55.5	55.7	62.3	64.4
Clerical, Sales & Service Workers	69.6	70.0	66.4	70.0	65.0	59.6	68.9	68.9
Production & Transport Operators, Cleaners & Labourers	74.8	72.8	64.3	72.6	71.9	58.9	62.8	69.0

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

Notes :

- 1) Residents refer to Singapore Citizens and Permanent Residents.
- 2) The quarterly rates show the rates of re-entry into employment in a quarter for residents retrenched six months ago.
- 3) The annual rate refers to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- 4) 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

	2018	2019	2020	Mar	
				2020	2021
<b>TOTAL</b>	<b>57.9</b>	<b>52.9</b>	<b>48.4</b>	<b>44.4</b>	<b>67.0</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>8.3</b>	<b>6.6</b>	<b>5.5</b>	<b>6.1</b>	<b>8.9</b>
C10-12 Food, Beverages & Tobacco	0.7	0.7	0.8	0.5	0.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.3	0.3	0.2	0.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	0.7	0.5	0.6	0.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.3	1.0	0.9	2.5
C26 Electronic, Computer & Optical Products	2.3	1.7	1.6	2.2	1.9
C29-30 Transport Equipment	1.6	1.3	0.5	0.9	1.3
Other Manufacturing Industries	0.9	0.7	0.8	0.9	1.3
<b>F41-43 CONSTRUCTION</b>	<b>3.0</b>	<b>2.3</b>	<b>2.7</b>	<b>1.3</b>	<b>6.5</b>
<b>G-U SERVICES</b>	<b>46.2</b>	<b>43.6</b>	<b>39.9</b>	<b>36.5</b>	<b>51.1</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>6.5</b>	<b>5.4</b>	<b>5.3</b>	<b>5.6</b>	<b>6.3</b>
G46 Wholesale Trade	3.7	3.2	3.4	3.6	4.2
G47 Retail Trade	2.8	2.2	1.9	2.0	2.1
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>3.9</b>	<b>3.0</b>	<b>1.7</b>	<b>1.5</b>	<b>3.3</b>
H49,5221 Land Transport & Supporting Services	0.8	0.5	0.4	0.3	0.6
H50,5222, 5225 Water Transport & Supporting Services	0.4	0.5	0.4	0.4	1.1
H51,5223 Air Transport & Supporting Services	1.0	0.9	0.2	0.4	0.1
Other Transportation & Storage Services	1.7	1.0	0.7	0.3	1.4
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>5.9</b>	<b>5.9</b>	<b>4.1</b>	<b>3.4</b>	<b>5.6</b>
I55 Accommodation	2.0	1.8	0.7	0.8	0.9
I56 Food & Beverage Services	3.9	4.0	3.4	2.6	4.7
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>3.9</b>	<b>4.1</b>	<b>4.5</b>	<b>4.6</b>	<b>6.0</b>
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.7	0.6	0.6	0.9
J62-63 IT & Other Information Services	3.2	3.5	3.9	4.0	5.2
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>5.0</b>	<b>5.3</b>	<b>4.3</b>	<b>4.6</b>	<b>5.7</b>
K64 & 66 (excl.662) Financial Services	4.3	4.6	3.8	3.8	5.1
K65 & 662 Insurance Services	0.7	0.7	0.5	0.8	0.6
<b>L68 REAL ESTATE SERVICES</b>	<b>1.2</b>	<b>1.3</b>	<b>1.1</b>	<b>1.1</b>	<b>1.0</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>4.0</b>	<b>3.9</b>	<b>3.2</b>	<b>2.8</b>	<b>4.7</b>
M69-70 Legal, Accounting & Management Services	2.2	2.4	2.1	1.7	2.7
M71 Architectural & Engineering Services	1.1	1.0	0.7	0.8	1.2
Other Professional Services	0.7	0.5	0.4	0.3	0.8
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>5.0</b>	<b>3.9</b>	<b>4.0</b>	<b>3.2</b>	<b>3.8</b>
N80 Security & Investigation	1.9	1.5	1.4	1.1	1.6
N81 Cleaning & Landscaping	1.8	1.2	1.3	0.8	1.2
Other Administrative & Support Services	1.4	1.3	1.3	1.3	1.0
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>10.7</b>	<b>10.8</b>	<b>11.6</b>	<b>9.8</b>	<b>14.7</b>
O84,P85 Public Administration & Education	5.2	5.4	6.3	5.0	8.2
Q86-88 Health & Social Services	3.3	3.7	4.0	3.9	4.6
R90-93 Arts, Entertainment & Recreation	1.1	1.1	0.6	0.5	1.0
S,T,U Other Community, Social & Personal Services	1.1	0.7	0.7	0.4	1.0
<b>A,B,D,E,V OTHERS*</b>	<b>0.4</b>	<b>0.4</b>	<b>0.3</b>	<b>0.4</b>	<b>0.5</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	31.5	30.7	28.2	27.0	37.6
Clerical, Sales & Service Workers	13.6	12.1	9.7	8.5	12.9
Production & Transport Operators, Cleaners & Labourers	12.9	10.1	10.4	8.9	16.5

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) 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

	2018	2019	2020	Mar	
				2020	2021
<b>TOTAL</b>	<b>2.7</b>	<b>2.5</b>	<b>2.3</b>	<b>2.1</b>	<b>3.3</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>2.3</b>	<b>1.9</b>	<b>1.6</b>	<b>1.8</b>	<b>2.8</b>
C10-12 Food, Beverages & Tobacco	2.1	2.0	2.4	1.6	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.5	1.8	1.0	4.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.4	2.2	1.6	1.9	1.7
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.6	1.3	1.2	3.2
C26 Electronic, Computer & Optical Products	2.9	2.2	2.2	3.0	2.7
C29-30 Transport Equipment	2.2	1.7	0.7	1.2	2.2
Other Manufacturing Industries	2.3	1.9	2.3	2.2	3.8
<b>F41-43 CONSTRUCTION</b>	<b>1.1</b>	<b>0.8</b>	<b>1.0</b>	<b>0.5</b>	<b>2.6</b>
<b>G-U SERVICES</b>	<b>3.1</b>	<b>2.9</b>	<b>2.7</b>	<b>2.4</b>	<b>3.6</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>2.7</b>	<b>2.2</b>	<b>2.3</b>	<b>2.4</b>	<b>2.9</b>
G46 Wholesale Trade	2.2	2.0	2.1	2.2	2.7
G47 Retail Trade	3.6	2.8	2.7	2.7	3.2
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>2.4</b>	<b>1.9</b>	<b>1.2</b>	<b>1.0</b>	<b>2.4</b>
H49,5221 Land Transport & Supporting Services	2.0	1.3	1.0	0.7	1.7
H50,5222,5225 Water Transport & Supporting Services	1.2	1.7	1.4	1.5	3.8
H51,5223 Air Transport & Supporting Services	2.9	2.7	0.7	1.5	0.4
Other Transportation & Storage Services	3.3	2.0	1.4	0.7	3.3
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.2</b>	<b>3.8</b>	<b>2.9</b>	<b>2.0</b>	<b>4.4</b>
I55 Accommodation	8.0	7.1	3.4	3.3	4.8
I56 Food & Beverage Services	3.4	3.1	2.8	1.8	4.4
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>4.8</b>	<b>4.6</b>	<b>5.0</b>	<b>5.0</b>	<b>6.6</b>
J58-61 Telecommunications, Broadcasting & Publishing	2.7	2.4	2.2	2.2	3.7
J62-63 IT & Other Information Services	5.8	5.6	6.1	6.1	7.7
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>3.5</b>	<b>3.5</b>	<b>2.9</b>	<b>2.9</b>	<b>3.7</b>
K64 & 66 (excl.662) Financial Services	3.5	3.5	2.9	2.8	3.9
K65 & 662 Insurance Services	3.5	3.3	2.6	3.6	2.7
L68 REAL ESTATE SERVICES	2.3	2.7	2.4	2.6	2.6
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>3.0</b>	<b>2.9</b>	<b>2.3</b>	<b>1.9</b>	<b>3.3</b>
M69-70 Legal, Accounting & Management Services	3.4	3.5	2.7	2.2	3.4
M71 Architectural & Engineering Services	2.3	2.0	1.5	1.6	2.8
Other Professional Services	3.3	2.7	2.2	1.8	4.2
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>3.4</b>	<b>2.6</b>	<b>2.7</b>	<b>2.2</b>	<b>2.5</b>
N80 Security & Investigation	5.6	4.2	3.9	3.2	4.1
N81 Cleaning & Landscaping	2.7	1.7	1.8	1.1	1.7
Other Administrative & Support Services	2.9	2.8	2.9	2.9	2.6
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>2.9</b>	<b>2.9</b>	<b>3.2</b>	<b>2.7</b>	<b>3.9</b>
O84,P85 Public Administration & Education	2.9	2.9	3.3	2.7	4.2
Q86-88 Health & Social Services	3.0	3.2	3.7	3.7	4.1
R90-93 Arts, Entertainment & Recreation	2.8	2.7	1.8	1.3	3.2
S,T,U Other Community, Social & Personal Services	3.0	1.9	1.9	1.2	2.6
<b>A,B,D,E,V OTHERS*</b>	<b>2.0</b>	<b>1.7</b>	<b>1.6</b>	<b>2.0</b>	<b>2.2</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	3.0	2.8	2.6	2.5	3.5
Clerical, Sales & Service Workers	3.2	2.8	2.5	2.0	3.4
Production & Transport Operators, Cleaners & Labourers	2.0	1.6	1.8	1.4	2.9

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) 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 2021

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 (%)
<b>TOTAL</b>	<b>67.0</b>	<b>3.3</b>	<b>37.6</b>	<b>3.5</b>	<b>12.9</b>	<b>3.4</b>	<b>16.5</b>	<b>2.9</b>
<b>C10-32 MANUFACTURING</b>	<b>8.9</b>	<b>2.8</b>	<b>3.8</b>	<b>2.5</b>	<b>0.6</b>	<b>2.1</b>	<b>4.6</b>	<b>3.3</b>
C10-12 Food, Beverages & Tobacco	0.8	2.5	0.2	1.9	0.2	2.4	0.4	3.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.7	4.3	0.2	3.5	0.1	3.2	0.4	5.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	1.7	0.4	1.5	-	-	0.1	2.4
C25,28 Fabricated Metal Products, Machinery & Equipment	2.5	3.2	1.0	2.8	0.1	2.7	1.3	3.6
C26 Electronic, Computer & Optical Products	1.9	2.7	1.0	2.5	-	-	0.8	3.2
C29-30 Transport Equipment	1.3	2.2	0.6	2.7	-	-	0.7	2.1
Other Manufacturing Industries	1.3	3.8	0.3	2.8	0.1	3.2	0.8	4.6
<b>F41-43 CONSTRUCTION</b>	<b>6.5</b>	<b>2.6</b>	<b>1.5</b>	<b>2.5</b>	<b>0.7</b>	<b>3.5</b>	<b>4.2</b>	<b>2.5</b>
<b>G-U SERVICES</b>	<b>51.1</b>	<b>3.6</b>	<b>32.0</b>	<b>3.7</b>	<b>11.6</b>	<b>3.5</b>	<b>7.5</b>	<b>3.0</b>
G46-47 WHOLESALE AND RETAIL TRADE	6.3	2.9	3.0	2.7	2.0	2.9	1.3	3.4
G46 Wholesale Trade	4.2	2.7	2.5	2.7	0.7	2.3	1.0	3.3
G47 Retail Trade	2.1	3.2	0.5	2.6	1.4	3.3	0.3	3.9
H49-53 TRANSPORTATION AND STORAGE	3.3	2.4	0.7	1.5	0.5	1.4	2.2	3.7
H49,5221 Land Transport & Supporting Services	0.6	1.7	-	-	0.1	2.1	0.5	1.9
H50,5222,5225 Water Transport & Supporting Services	1.1	3.8	0.3	2.1	0.2	5.4	0.7	5.3
H51,5223 Air Transport & Supporting Services	0.1	0.4	0.1	0.7	-	-	-	-
Other Transportation & Storage Services	1.4	3.3	0.3	1.8	0.1	1.6	1.0	5.2
I55-56 ACCOMMODATION AND FOOD SERVICES	5.6	4.4	1.1	4.0	3.3	4.5	1.2	4.7
I55 Accommodation	0.9	4.8	0.2	2.5	0.4	5.2	0.3	8.2
I56 Food & Beverage Services	4.7	4.4	0.9	4.5	2.9	4.4	0.8	4.1
J58-63 INFORMATION AND COMMUNICATIONS	6.0	6.6	5.7	6.9	0.3	4.0	0.1	6.0
J58-61 Telecommunications, Broadcasting & Publishing	0.9	3.7	0.8	4.0	0.1	2.0	-	-
J62-63 IT & Other Information Services	5.2	7.7	4.8	7.9	0.3	5.3	0.1	9.0
K64-66 FINANCIAL AND INSURANCE SERVICES	5.7	3.7	5.3	3.8	0.4	3.0	-	-
K64 & 66 (excl.662) Financial Services	5.1	3.9	4.8	3.9	0.3	3.6	-	-
K65 & 662 Insurance Services	0.6	2.7	0.5	2.9	-	-	-	-
L68 REAL ESTATE SERVICES	1.0	2.6	0.6	2.8	0.2	2.5	0.2	2.2
M69-75 PROFESSIONAL SERVICES	4.7	3.3	3.8	3.3	0.5	3.6	0.4	2.8
M69-70 Legal, Accounting & Management Services	2.7	3.4	2.2	3.2	0.4	3.7	0.2	9.3
M71 Architectural & Engineering Services	1.2	2.8	0.9	3.0	0.1	3.6	0.2	2.0
Other Professional Services	0.8	4.2	0.7	4.6	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.8	2.5	0.6	2.2	1.7	3.8	1.5	1.9
N80 Security & Investigation	1.6	4.1	0.1	1.8	1.3	4.1	0.2	6.1
N81 Cleaning & Landscaping	1.2	1.7	0.1	1.4	0.1	1.5	1.0	1.7
Other Administrative & Support Services	1.0	2.6	0.4	2.5	0.3	3.6	0.3	2.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	14.7	3.9	11.3	3.9	2.7	4.3	0.7	3.3
O84,P85 Public Administration & Education	8.2	4.2	7.4	4.1	0.7	5.6	0.1	3.3
Q86-88 Health & Social Services	4.6	4.1	3.1	3.8	1.3	5.2	0.2	3.7
R90-93 Arts, Entertainment & Recreation	1.0	3.2	0.4	2.8	0.4	2.9	0.2	5.3
S,T,U Other Community, Social & Personal Services	1.0	2.6	0.5	2.6	0.4	2.9	0.1	2.0
<b>A,B,D,E,V OTHERS*</b>	<b>0.5</b>	<b>2.2</b>	<b>0.3</b>	<b>2.6</b>	<b>-</b>	<b>-</b>	<b>0.1</b>	<b>1.8</b>

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

	2018	2019	2020	1Q	
				2020	2021
<b>TOTAL</b>	<b>2.3</b>	<b>2.2</b>	<b>1.6</b>	<b>1.9</b>	<b>1.8</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>1.9</b>	<b>1.7</b>	<b>1.1</b>	<b>1.3</b>	<b>1.3</b>
C10-12 Food, Beverages & Tobacco	3.2	2.9	2.2	1.7	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.6	1.4	1.4	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.3	1.3	1.0	1.2	1.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.8	1.0	1.4	1.4
C26 Electronic, Computer & Optical Products	1.8	1.6	1.0	1.1	1.2
C29-30 Transport Equipment	1.7	1.4	0.6	1.1	0.5
Other Manufacturing Industries	1.6	1.5	1.2	1.3	1.5
<b>F41-43 CONSTRUCTION</b>	<b>2.0</b>	<b>2.2</b>	<b>1.0</b>	<b>1.8</b>	<b>1.4</b>
<b>G-U SERVICES</b>	<b>2.4</b>	<b>2.4</b>	<b>1.8</b>	<b>2.1</b>	<b>2.0</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>2.4</b>	<b>2.2</b>	<b>1.8</b>	<b>1.8</b>	<b>2.0</b>
G46 Wholesale Trade	2.0	1.9	1.5	1.6	1.6
G47 Retail Trade	3.4	2.9	2.6	2.3	2.9
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>1.8</b>	<b>1.7</b>	<b>1.1</b>	<b>1.5</b>	<b>1.6</b>
H49,5221 Land Transport & Supporting Services	1.8	1.8	1.2	1.8	1.0
H50,5222, 5225 Water Transport & Supporting Services	1.1	1.2	1.0	1.4	1.8
H51,5223 Air Transport & Supporting Services	1.6	1.5	0.4	1.1	1.0
Other Transportation & Storage Services	2.5	2.3	1.5	1.6	2.3
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>3.7</b>	<b>4.0</b>	<b>3.2</b>	<b>3.2</b>	<b>3.6</b>
I55 Accommodation	2.8	3.1	1.1	1.7	1.8
I56 Food & Beverage Services	3.9	4.1	3.6	3.4	3.9
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.3</b>	<b>2.4</b>	<b>2.2</b>	<b>2.4</b>	<b>2.7</b>
J58-61 Telecommunications, Broadcasting & Publishing	1.7	1.7	1.4	1.7	2.1
J62-63 IT & Other Information Services	2.6	2.7	2.5	2.7	3.0
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>2.1</b>	<b>1.8</b>	<b>1.3</b>	<b>1.5</b>	<b>1.3</b>
K64 & 66 (excl.662) Financial Services	2.1	1.8	1.3	1.4	1.3
K65 & 662 Insurance Services	2.2	2.3	1.8	1.9	1.7
<b>L68 REAL ESTATE SERVICES</b>	<b>3.3</b>	<b>3.2</b>	<b>1.8</b>	<b>2.4</b>	<b>2.3</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>2.5</b>	<b>2.2</b>	<b>1.6</b>	<b>2.2</b>	<b>1.9</b>
M69-70 Legal, Accounting & Management Services	2.3	2.4	1.8	2.3	2.0
M71 Architectural & Engineering Services	2.8	2.1	1.2	2.0	1.6
Other Professional Services	2.3	2.1	1.5	1.9	2.4
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.5</b>	<b>4.3</b>	<b>3.3</b>	<b>3.7</b>	<b>3.4</b>
N80 Security & Investigation	3.9	4.5	3.8	4.0	3.5
N81 Cleaning & Landscaping	4.7	4.5	3.3	4.2	3.2
Other Administrative & Support Services	4.5	4.0	2.8	2.7	3.6
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.5</b>	<b>1.5</b>	<b>1.2</b>	<b>1.5</b>	<b>1.4</b>
O84,P85 Public Administration & Education	1.1	1.1	1.1	1.2	1.1
Q86-88 Health & Social Services	1.7	1.7	1.6	1.9	1.6
R90-93 Arts, Entertainment & Recreation	1.9	2.0	1.1	1.9	1.4
S,T,U Other Community, Social & Personal Services	2.6	2.1	1.3	1.6	2.1
<b>A,B,D,E,V OTHERS*</b>	<b>1.8</b>	<b>1.6</b>	<b>1.1</b>	<b>1.3</b>	<b>2.1</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	1.7	1.7	1.3	1.5	1.4
Clerical, Sales & Service Workers	3.2	3.2	2.4	2.6	2.9
Production & Transport Operators, Cleaners & Labourers	2.5	2.5	1.6	2.1	2.0

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

## 7.2 LABOUR TURNOVER

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

					Per Cent				
					2018	2019	2020	1Q	
								2020	2021
<b>TOTAL</b>					<b>1.8</b>	<b>1.8</b>	<b>1.5</b>	<b>1.7</b>	<b>1.6</b>
<b>INDUSTRY (SSIC 2015)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>				<b>1.6</b>	<b>1.5</b>	<b>1.2</b>	<b>1.3</b>	<b>1.5</b>
C10-12	Food, Beverages & Tobacco				2.8	2.6	2.3	1.8	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.7	1.6	1.7	1.5	1.8
C19-21	Petroleum, Chemical & Pharmaceutical Products				0.9	0.8	0.7	0.7	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment				1.5	1.4	1.2	1.2	1.6
C26	Electronic, Computer & Optical Products				1.6	1.5	1.0	1.1	1.3
C29-30	Transport Equipment				1.3	1.2	1.1	1.3	1.0
	Other Manufacturing Industries				1.5	1.4	1.2	1.4	1.5
<b>F41-43</b>	<b>CONSTRUCTION</b>				<b>1.8</b>	<b>1.8</b>	<b>1.4</b>	<b>1.8</b>	<b>1.3</b>
<b>G-U</b>	<b>SERVICES</b>				<b>1.9</b>	<b>1.8</b>	<b>1.6</b>	<b>1.7</b>	<b>1.8</b>
G46-47	WHOLESALE AND RETAIL TRADE				2.0	1.8	1.7	1.8	1.9
G46	Wholesale Trade				1.6	1.4	1.4	1.5	1.4
G47	Retail Trade				3.0	2.4	2.3	2.3	3.0
H49-53	TRANSPORTATION AND STORAGE				1.3	1.4	1.1	1.2	1.2
H49,5221	Land Transport & Supporting Services				1.3	1.1	1.0	0.9	1.0
H50,5222,5225	Water Transport & Supporting Services				0.9	0.9	0.8	1.0	0.9
H51,5223	Air Transport & Supporting Services				1.0	0.9	0.8	1.1	1.1
	Other Transportation & Storage Services				1.9	2.1	1.5	1.6	1.8
I55-56	ACCOMMODATION AND FOOD SERVICES				3.3	3.4	3.5	3.4	3.5
I55	Accommodation				2.4	2.5	2.1	2.3	3.1
I56	Food & Beverage Services				3.4	3.6	3.7	3.6	3.6
J58-63	INFORMATION AND COMMUNICATIONS				1.6	1.6	1.5	1.4	1.8
J58-61	Telecommunications, Broadcasting & Publishing				1.2	1.2	1.2	1.1	1.3
J62-63	IT & Other Information Services				1.8	1.8	1.7	1.6	2.0
K64-66	FINANCIAL AND INSURANCE SERVICES				1.4	1.2	0.9	0.9	0.9
K64 & 66 (excl.662)	Financial Services				1.3	1.2	0.8	0.9	0.9
K65 & 662	Insurance Services				1.6	1.6	1.2	1.2	1.1
L68	REAL ESTATE SERVICES				2.5	2.5	1.6	1.7	2.0
M69-75	PROFESSIONAL SERVICES				1.6	1.7	1.3	1.4	1.7
M69-70	Legal, Accounting & Management Services				1.6	1.6	1.4	1.4	1.7
M71	Architectural & Engineering Services				1.7	1.7	1.3	1.4	1.5
	Other Professional Services				1.8	1.8	1.1	1.4	1.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.4	3.5	3.1	3.3	3.1
N80	Security & Investigation				3.0	3.8	3.4	3.5	3.7
N81	Cleaning & Landscaping				4.2	3.9	3.4	3.8	3.2
	Other Administrative & Support Services				2.5	2.7	2.3	2.3	2.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.1	1.0	0.9	1.1	1.1
O84,P85	Public Administration & Education				0.7	0.7	0.6	0.7	0.9
Q86-88	Health & Social Services				1.2	1.2	1.0	1.3	1.3
R90-93	Arts, Entertainment & Recreation				1.5	1.6	1.5	1.6	1.6
S,T,U	Other Community, Social & Personal Services				2.3	1.8	1.6	1.9	1.5
<b>A,B,D,E,V</b>	<b>OTHERS*</b>				<b>1.4</b>	<b>1.2</b>	<b>0.9</b>	<b>1.2</b>	<b>1.0</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians				1.3	1.2	1.0	1.0	1.1
	Clerical, Sales & Service Workers				2.5	2.6	2.4	2.5	2.6
	Production & Transport Operators, Cleaners & Labourers				2.2	2.1	1.9	2.1	2.0

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) 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 2021

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>1.8</b>	<b>1.6</b>	<b>1.4</b>	<b>1.1</b>	<b>2.9</b>	<b>2.6</b>	<b>2.0</b>	<b>2.0</b>
<b>C10-32 MANUFACTURING</b>	<b>1.3</b>	<b>1.5</b>	<b>1.1</b>	<b>1.0</b>	<b>2.3</b>	<b>1.9</b>	<b>1.4</b>	<b>1.9</b>
C10-12 Food, Beverages & Tobacco	2.7	2.8	1.3	1.2	3.3	2.9	3.2	3.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.8	0.9	1.4	3.4	1.5	2.3	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	0.8	1.3	0.7	1.5	1.0	1.5	1.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.6	1.4	1.1	2.3	1.9	1.2	2.0
C26 Electronic, Computer & Optical Products	1.2	1.3	0.8	0.9	0.7	0.8	1.7	2.1
C29-30 Transport Equipment	0.5	1.0	0.5	0.7	0.8	0.9	0.5	1.2
Other Manufacturing Industries	1.5	1.5	1.7	1.3	2.4	1.7	1.2	1.6
<b>F41-43 CONSTRUCTION</b>	<b>1.4</b>	<b>1.3</b>	<b>1.4</b>	<b>1.2</b>	<b>1.9</b>	<b>1.2</b>	<b>1.3</b>	<b>1.4</b>
<b>G-U SERVICES</b>	<b>2.0</b>	<b>1.8</b>	<b>1.5</b>	<b>1.2</b>	<b>3.0</b>	<b>2.8</b>	<b>2.7</b>	<b>2.4</b>
G46-47 WHOLESALE AND RETAIL TRADE	2.0	1.9	1.3	1.1	2.9	3.0	2.1	2.1
G46 Wholesale Trade	1.6	1.4	1.3	1.0	2.2	2.1	2.0	2.0
G47 Retail Trade	2.9	3.0	1.4	1.4	3.5	3.7	2.7	2.6
H49-53 TRANSPORTATION AND STORAGE	1.6	1.2	1.2	0.9	1.4	1.3	1.9	1.4
H49,5221 Land Transport & Supporting Services	1.0	1.0	0.7	0.9	1.4	1.4	1.0	0.9
H50,5222,5225 Water Transport & Supporting Services	1.8	0.9	1.1	0.8	1.6	0.8	2.7	1.1
H51,5223 Air Transport & Supporting Services	1.0	1.1	1.4	0.9	0.7	1.1	3.1	1.5
Other Transportation & Storage Services	2.3	1.8	1.5	1.2	3.0	1.8	2.6	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	3.6	3.5	2.0	2.1	4.3	4.1	3.1	3.2
I55 Accommodation	1.8	3.1	1.5	2.4	2.1	3.6	2.0	3.5
I56 Food & Beverage Services	3.9	3.6	2.2	2.0	4.5	4.1	3.3	3.2
J58-63 INFORMATION AND COMMUNICATIONS	2.7	1.8	2.6	1.7	4.5	2.6	1.5	1.5
J58-61 Telecommunications, Broadcasting & Publishing	2.1	1.3	1.7	1.2	4.6	1.9	1.2	1.9
J62-63 IT & Other Information Services	3.0	2.0	2.9	1.9	4.4	3.1	1.7	1.3
K64-66 FINANCIAL AND INSURANCE SERVICES	1.3	0.9	1.2	0.8	3.0	2.3	1.5	1.2
K64 & 66 (excl.662) Financial Services	1.3	0.9	1.1	0.8	3.1	2.5	1.5	1.2
K65 & 662 Insurance Services	1.7	1.1	1.6	1.0	2.6	1.6	1.4	1.8
L68 REAL ESTATE SERVICES	2.3	2.0	1.8	1.6	3.7	2.5	2.5	2.8
M69-75 PROFESSIONAL SERVICES	1.9	1.7	1.9	1.6	2.9	2.0	1.5	1.8
M69-70 Legal, Accounting & Management Services	2.0	1.7	1.8	1.7	3.3	2.0	1.5	1.2
M71 Architectural & Engineering Services	1.6	1.5	1.6	1.4	1.9	2.0	1.4	1.6
Other Professional Services	2.4	1.7	2.4	1.6	1.7	1.5	2.2	4.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.4	3.1	1.6	1.7	3.4	3.6	3.9	3.3
N80 Security & Investigation	3.5	3.7	1.7	1.8	3.8	4.0	2.6	3.0
N81 Cleaning & Landscaping	3.2	3.2	1.3	1.5	0.9	1.4	3.5	3.4
Other Administrative & Support Services	3.6	2.4	1.7	1.7	3.5	3.1	6.2	2.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.1	1.2	1.0	2.1	1.6	1.9	1.6
O84,P85 Public Administration & Education	1.1	0.9	1.0	0.8	2.4	1.5	1.3	0.8
Q86-88 Health & Social Services	1.6	1.3	1.4	1.1	2.2	1.6	1.8	1.7
R90-93 Arts, Entertainment & Recreation	1.4	1.6	1.3	1.3	1.4	1.9	1.8	1.7
S,T,U Other Community, Social & Personal Services	2.1	1.5	1.5	1.3	2.7	1.7	2.3	1.9
<b>A,B,D,E,V OTHERS*</b>	<b>2.1</b>	<b>1.0</b>	<b>0.9</b>	<b>0.6</b>	<b>1.4</b>	<b>1.1</b>	<b>4.8</b>	<b>1.9</b>

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

Industry (SSIC 2015)		Hours							
		2018	2019	2020	2020				2021
					Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>		<b>44.8</b>	<b>44.7</b>	<b>44.0</b>	<b>44.4</b>	<b>43.4</b>	<b>43.8</b>	<b>44.3</b>	<b>44.2</b>
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>48.3</b>	<b>47.8</b>	<b>46.9</b>	<b>47.6</b>	<b>46.1</b>	<b>46.6</b>	<b>47.4</b>	<b>47.5</b>
C10-12	Food, Beverages & Tobacco	45.6	45.1	45.4	45.2	45.5	45.2	45.7	45.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.3	47.6	47.4	47.4	46.4	47.0	48.7	48.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.1	43.9	43.7	44.0	43.4	43.7	43.9	43.7
C25,28	Fabricated Metal Products, Machinery & Equipment	49.8	49.5	48.1	49.2	46.4	48.0	48.6	49.4
C26	Electronic, Computer & Optical Products	47.1	46.3	46.8	46.4	46.8	46.7	47.3	47.1
C29-30	Transport Equipment	50.7	50.7	47.7	49.9	45.4	47.1	48.6	48.3
	Other Manufacturing Industries	48.0	47.4	46.8	46.8	47.5	45.8	47.1	47.2
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>50.4</b>	<b>50.0</b>	<b>48.1</b>	<b>49.5</b>	<b>45.1</b>	<b>48.0</b>	<b>49.8</b>	<b>49.5</b>
<b>G-U</b>	<b>SERVICES</b>	<b>42.9</b>	<b>42.9</b>	<b>42.5</b>	<b>42.7</b>	<b>42.4</b>	<b>42.5</b>	<b>42.6</b>	<b>42.5</b>
G46-47	WHOLESALE AND RETAIL TRADE	42.9	42.9	42.7	43.0	42.7	42.6	42.6	42.5
G46	Wholesale Trade	43.3	43.2	43.1	43.5	43.3	43.0	42.6	43.0
G47	Retail Trade	42.0	42.1	41.9	41.8	41.4	41.6	42.6	41.3
H49-53	TRANSPORTATION AND STORAGE	45.6	45.5	45.1	45.4	45.0	45.0	44.9	45.4
H49,5221	Land Transport & Supporting Services	45.2	46.1	46.6	47.3	46.8	46.8	45.3	46.8
H50,5222,5225	Water Transport & Supporting Services	44.5	44.7	44.4	44.2	44.3	44.3	44.8	45.1
H51,5223	Air Transport & Supporting Services	45.0	44.5	42.6	43.6	41.4	42.4	42.8	43.0
	Other Transportation & Storage Services	46.9	46.2	45.7	45.6	45.8	45.4	45.8	46.0
I55-56	ACCOMMODATION AND FOOD SERVICES	41.5	41.8	40.9	41.2	40.9	40.9	40.7	40.6
I55	Accommodation	45.7	45.7	44.2	44.3	44.0	44.0	44.5	44.6
I56	Food & Beverage Services	40.6	41.0	40.4	40.7	40.4	40.5	40.0	39.9
J58-63	INFORMATION AND COMMUNICATIONS	41.7	41.6	41.5	41.5	41.4	41.4	41.6	41.5
J58-61	Telecommunications, Broadcasting & Publishing	41.6	41.7	42.0	41.7	42.1	41.9	42.4	41.4
J62-63	IT & Other Information Services	41.7	41.6	41.3	41.4	41.1	41.1	41.3	41.5
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.6	41.3	41.5	41.3	41.2	41.2	41.5
K64 & 66 (excl.662)	Financial Services	41.3	41.8	41.5	41.7	41.5	41.3	41.4	41.7
K65 & 662	Insurance Services	40.1	40.2	40.2	40.3	40.2	40.1	40.0	40.1
L68	REAL ESTATE SERVICES	44.0	44.2	43.6	44.0	43.4	43.3	43.4	43.4
M69-75	PROFESSIONAL SERVICES	43.0	42.9	42.4	42.6	41.9	42.4	42.6	42.5
M69-70	Legal, Accounting & Management Services	41.1	40.9	40.9	41.0	40.8	40.9	41.0	41.0
M71	Architectural & Engineering Services	46.1	46.0	44.9	45.5	43.8	44.8	45.6	45.3
	Other Professional Services	41.8	41.9	42.4	42.1	42.2	42.9	42.3	42.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.0	46.0	45.3	45.5	44.8	45.3	45.5	45.2
N80	Security & Investigation	51.4	51.3	49.6	50.8	49.5	49.3	48.7	47.6
N81	Cleaning & Landscaping	44.7	44.4	43.9	43.9	43.5	44.1	44.2	44.4
	Other Administrative & Support Services	44.1	44.4	43.8	44.1	42.9	43.9	44.5	44.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	41.9	41.7	41.7	41.7	41.7	41.8	41.6
O84,P85	Public Administration & Education	41.2	41.3	41.4	41.3	41.3	41.4	41.5	41.5
Q86-88	Health & Social Services	42.0	41.9	42.0	42.0	42.0	42.0	42.0	41.9
R90-93	Arts, Entertainment & Recreation	43.8	43.8	43.3	43.5	42.7	43.1	43.8	42.5
S,T,U	Other Community, Social & Personal Services	42.3	42.4	41.3	41.5	41.3	41.5	41.1	40.4
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>45.4</b>	<b>45.1</b>	<b>45.0</b>	<b>45.0</b>	<b>44.9</b>	<b>44.8</b>	<b>45.4</b>	<b>45.3</b>

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)	2018	2019	2020	2020				2021
				Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>	<b>2.8</b>	<b>2.7</b>	<b>2.0</b>	<b>2.4</b>	<b>1.4</b>	<b>1.9</b>	<b>2.4</b>	<b>2.4</b>
<b>C10-32 MANUFACTURING</b>	<b>5.5</b>	<b>5.1</b>	<b>4.2</b>	<b>4.7</b>	<b>3.3</b>	<b>3.9</b>	<b>4.9</b>	<b>5.0</b>
C10-12 Food, Beverages & Tobacco	3.6	3.3	2.8	2.6	2.6	2.7	3.5	3.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.2	4.3	3.9	3.8	2.9	3.6	5.4	5.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.4	2.3	2.2	2.3	1.9	2.2	2.5	2.1
C25,28 Fabricated Metal Products, Machinery & Equipment	6.5	6.3	5.0	6.0	3.2	4.9	5.7	6.3
C26 Electronic, Computer & Optical Products	4.9	4.0	4.5	3.7	4.3	4.4	5.5	5.3
C29-30 Transport Equipment	7.3	7.3	4.5	6.6	2.0	3.8	5.4	5.3
Other Manufacturing Industries	5.5	5.0	4.7	4.8	5.5	3.9	4.8	5.2
<b>F41-43 CONSTRUCTION</b>	<b>6.4</b>	<b>6.1</b>	<b>4.3</b>	<b>5.7</b>	<b>1.3</b>	<b>4.3</b>	<b>5.9</b>	<b>5.8</b>
<b>G-U SERVICES</b>	<b>1.5</b>	<b>1.5</b>	<b>1.2</b>	<b>1.3</b>	<b>1.0</b>	<b>1.1</b>	<b>1.2</b>	<b>1.2</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.6	1.5	1.3	1.4	1.2	1.2	1.5	1.3
G46 Wholesale Trade	1.4	1.3	1.2	1.3	1.1	1.2	1.2	1.4
G47 Retail Trade	1.8	1.7	1.5	1.5	1.2	1.2	2.1	1.1
H49-53 TRANSPORTATION AND STORAGE	2.6	2.7	2.4	2.6	2.4	2.3	2.3	2.7
H49,5221 Land Transport & Supporting Services	2.8	3.7	3.8	4.5	3.9	3.9	2.8	4.2
H50,5222,5225 Water Transport & Supporting Services	1.9	2.2	2.0	2.0	1.9	1.9	2.1	2.3
H51,5223 Air Transport & Supporting Services	1.8	1.4	0.5	0.7	0.1	0.5	0.7	1.0
Other Transportation & Storage Services	3.5	3.0	2.7	2.6	2.6	2.5	2.9	3.0
I55-56 ACCOMMODATION AND FOOD SERVICES	1.9	1.9	1.3	1.6	1.0	1.2	1.5	1.3
I55 Accommodation	2.3	2.3	0.7	0.9	0.4	0.3	1.2	1.2
I56 Food & Beverage Services	1.8	1.9	1.4	1.7	1.1	1.3	1.5	1.3
J58-63 INFORMATION AND COMMUNICATIONS	0.4	0.3	0.2	0.3	0.2	0.2	0.2	0.2
J58-61 Telecommunications, Broadcasting & Publishing	0.4	0.3	0.3	0.3	0.2	0.3	0.4	0.3
J62-63 IT & Other Information Services	0.4	0.3	0.2	0.2	0.1	0.1	0.2	0.2
K64-66 FINANCIAL AND INSURANCE SERVICES	0.1	0.4	0.2	0.3	0.1	0.1	0.1	0.2
K64 & 66 (excl.662) Financial Services	0.2	0.5	0.2	0.3	0.1	0.1	0.1	0.2
K65 & 662 Insurance Services	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1
L68 REAL ESTATE SERVICES	1.6	1.7	1.0	1.5	0.9	0.8	1.0	1.1
M69-75 PROFESSIONAL SERVICES	1.4	1.4	0.9	1.2	0.5	0.9	1.1	1.1
M69-70 Legal, Accounting & Management Services	0.3	0.3	0.2	0.2	0.1	0.2	0.2	0.2
M71 Architectural & Engineering Services	3.3	3.4	2.4	3.0	1.3	2.3	2.9	2.6
Other Professional Services	0.7	0.6	0.6	0.6	0.2	0.7	1.0	1.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.1	4.1	3.4	3.9	3.0	3.4	3.4	3.4
N80 Security & Investigation	9.9	10.1	7.9	9.4	7.7	8.1	6.7	6.3
N81 Cleaning & Landscaping	2.7	2.6	2.2	2.4	2.0	2.2	2.2	2.5
Other Administrative & Support Services	2.0	2.0	1.8	2.0	0.9	1.6	2.5	2.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.3	0.3	0.2	0.3	0.4	0.3
O84,P85 Public Administration & Education	0.1	0.1	0.1	0.1	-	0.1	0.1	0.1
Q86-88 Health & Social Services	0.4	0.5	0.4	0.4	0.4	0.5	0.4	0.5
R90-93 Arts, Entertainment & Recreation	1.3	1.1	0.9	0.7	0.1	0.6	2.2	0.7
S,T,U Other Community, Social & Personal Services	1.2	1.2	0.6	0.6	0.3	0.6	0.7	0.6
<b>A,B,D,E,V OTHERS*</b>	<b>2.8</b>	<b>2.6</b>	<b>2.4</b>	<b>2.5</b>	<b>2.2</b>	<b>2.2</b>	<b>2.9</b>	<b>2.8</b>

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 obtained from the survey with non-resident employment data compiled from administrative records.<sup>1</sup>

#### Concepts and Definitions

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

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

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

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

#### Uses and Limitations

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

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

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

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<sup>1</sup> 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.

### **Release Schedule**

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

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

### **Data Quality**

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

### **Seasonal Adjustment**

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

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

### **Revisions**

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

## **Employment**

### **Source**

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

### **Coverage**

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

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

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

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

## Concepts and Definitions

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

## Uses and Limitations

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

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

## 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 Scheme<sup>2</sup>.

## 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.

## 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 of 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 2020 re-entry rate pertains to residents retrenched from 3Q 2019 to 2Q 2020, who re-entered employment by 2020 (given 6 months post-retrenchment).

Residents refer to Singapore Citizens and Permanent Residents.

## 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.

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

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
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Mar 21	82,700	2,600	3.1%	77,600	87,800
Resident Unemployment Rate	Mar 21	3.5%	0.11%-pt	3.2%	3.3%	3.7%
<b>JOB VACANCY</b>						
Job Vacancy Number	Mar 21	67,000	1,100	1.6%	64,800	69,100
Job Vacancy Rate	Mar 21	3.3%	0.05%-pt	1.5%	3.2%	3.4%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	1Q 21	1.8%	0.02%-pt	1.1%	1.8%	1.9%
Average Monthly Resignation Rate	1Q 21	1.6%	0.02%-pt	1.0%	1.6%	1.7%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 21	2.4	0.03	1.3%	2.3	2.4

Note: Data are non-seasonally adjusted.

# OTHER RELEASES



## UPCOMING ...

Singapore Yearbook Of Manpower Statistics 2021	30 Jun 2021
Labour Market Advance Release Second Quarter 2021	29-30 Jul 2021*

## PAST ...

Labour Market Report First Quarter 2021	17 Jun 2021
Labour Market Advance Release First Quarter 2021	28 Apr 2021
Job Vacancies Report 2020	9 Apr 2021
Labour Market Report 2020	16 Mar 2021
Conditions Of Employment 2020	3 Mar 2021
Labour Market Advance Release 2020	28 Jan 2021
Labour Force In Singapore 2020	28 Jan 2021
Labour Market Report Third Quarter 2020	17 Dec 2020
Labour Force In Singapore Advance Release 2020	3 Dec 2020

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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.

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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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6. Any other comments or suggestions you wish to bring to our attention?

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Please return the above to :

Director  
Manpower Research and Statistics Department  
Ministry of Manpower  
18 Havelock Road #05-01  
Singapore 059764  
Republic of Singapore  
Fax : 6317 1804  
Email : mom\_rsd@mom.gov.sg