

Labour Market Report First Quarter 2024



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT FIRST QUARTER 2024

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MISSION

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

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

As part of MRSD's continued commitment to deliver accurate and relevant statistics on the labour market, our data collection processes have undergone an assessment by Ernst and Young Advisory Pte. Ltd.

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

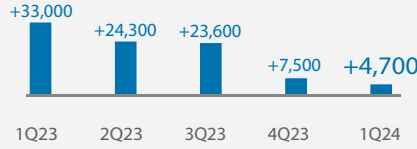
Seasonal patterns make it difficult to tell if a quarter-to-quarter change is a true reflection of the underlying trend or merely due to seasonal influences. To remove the seasonal influences, a statistical technique called seasonal adjustment is used to produce seasonally adjusted data. These seasonally adjusted data can then be compared between different periods of the year. Revision on seasonally adjusted data is done once a year, taking into account data for the latest year. The results of the latest annual revision may be found in this report.

Labour Market Report First Quarter 2024

Employment

The labour market continued to expand in 1Q 2024, but at a slower pace compared to 4Q 2023

Employment change (excl. MDW)



Employment level (excl. MDW)

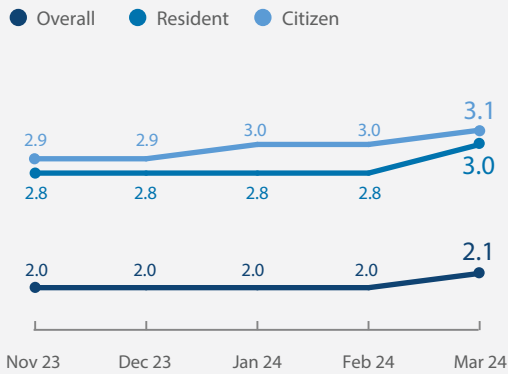


3,718,100
March 2024

Unemployment

Unemployment rates inched up in March 2024 compared to the previous months but remained within the range observed during non-recessionary periods

Unemployment rate (%), seasonally adjusted



The resident long-term unemployment rate remained low at 0.8% in March 2024

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



Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoff declined significantly

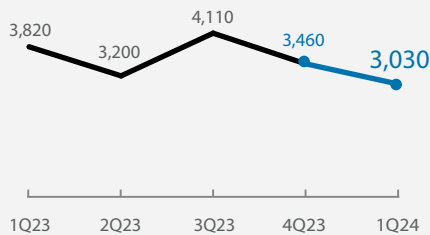


990
4Q 2023 ↓ 620
1Q 2024

Retrenchment

Number of retrenchments declined

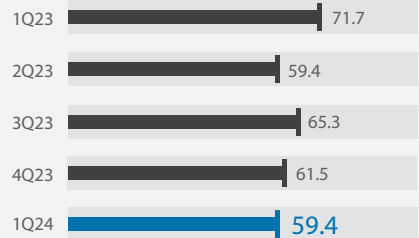
Retrenched employees



Re-entry into Employment

The resident rate of re-entry dipped slightly

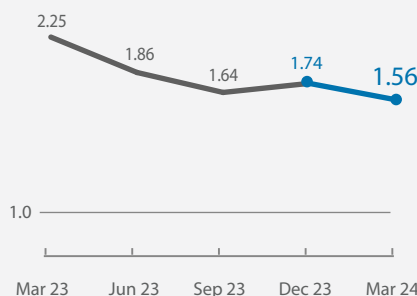
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

The ratio of job vacancies to unemployed persons declined

Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

The recruitment rate fell slightly, while the resignation rate held steady

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



Labour Market Report First Quarter 2024

Executive Summary

- The labour market continued to expand in 1Q 2024, but at a slower pace compared to 4Q 2023. Residents (5,500) contributed to all the employment increase in 1Q 2024, while non-resident employment declined (-800).¹ The increase in resident employment was driven by *Financial & Insurance Services* and *Public Administration*. The decline in non-resident employment was mainly in the *Construction* and *Manufacturing* sectors, as the lower Dependency Ratio Ceiling for the *Construction* and *Process* sectors came into effect.
- Unemployment rates inched up in March 2024 (overall: 2.1%; resident: 3.0%; citizen: 3.1%) compared to the previous months but remained within the range observed during non-recessionary periods. The resident long-term unemployment rate also remained low at 0.8% in March 2024.
- The number of retrenchments continued to decline in 1Q 2024 (4Q 2023: 3,460; 1Q 2024: 3,030) due to a fall in the number of retrenchments from outward-oriented sectors such as *Wholesale Trade* and *Electronics Manufacturing*.
- Following the cooling labour demand in 2023, the number of job vacancies rose for the second consecutive quarter in March 2024 (81,900) from December 2023 (79,800). This reflects the improved economic prospects in 2024. While the number of job vacancies rose, the ratio of job vacancies to unemployed persons declined from 1.74 in December 2023 to 1.56 in March 2024, due to a slight elevation of the number of unemployed persons. The ratio has decreased consistently since its high of 2.54 in June 2022. Even so, the labour market remained tight as there were still more job vacancies than job seekers.
- Looking forward, we expect continued improvements in employment due to an improved economic outlook for 2024, sustained increase in the number of job vacancies, and increased hiring optimism among firms over the next quarter². We do not expect increases in unemployment rates to be sustained as the number of retrenchments continued to ease, and resident employment growth had been positive in 1Q 2024.

¹ Employment data in this report excludes migrant domestic workers.

² MOM's forward-looking polls indicated continued improvements in employment, as the proportion of firms which cited an intention to hire in the next three months rose from 47.7% in December 2023 to 50.6% in March 2024.

Employment

Total employment grew by 4,700 in 1Q 2024, driven entirely by resident employment growth (5,500), while non-residents experienced negative employment change (-800) for the first quarter since 3Q 2021 (-21,500) [Chart 1].

Among residents, the increase in employment was driven by *Financial & Insurance Services, Public Administration, Health & Social Services, Administrative & Support Services, and Education*. These sectors also saw higher resident employment change in 1Q 2024 compared to 4Q 2023. Resident employment continued to decline in lower-paying sectors such as *Retail Trade* and *Food & Beverages Services* after seasonal increases in 4Q 2023.

The decline in non-resident employment ³ was driven mainly by the *Construction* and *Manufacturing* sectors, which had seen positive employment growth for the past 2 years (from 4Q 2021 to 3Q 2023), as the lower Dependency Ratio Ceiling for the Construction and Process sectors came into effect. The reversal in employment trends for these two sectors mirrored the economic performance. Pre-pandemic, non-resident employment had also declined between 3Q 2016 and 1Q 2018 due to sluggish demand in *Construction* and *Marine Shipyard*.

Chart 1: Quarterly Total Employment Change (Excl. 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.

³ The number of S Pass holders and EP holders declined in 1Q 2024, while the number of WP+ holders (this refers to Work Permit and Other Work Passes) grew at a significantly slower rate than previous quarters. EP holders registered their first decline since late 2021. The decline in EP holders was in sectors such as *Information & Communications* and *Professional Services*, which continued to face global headwinds. However, the number of EP holders grew in other sectors such as *Wholesale Trade* and *Transportation & Storage*. Overall EP applications have picked up in tandem with the improving economic outlook.

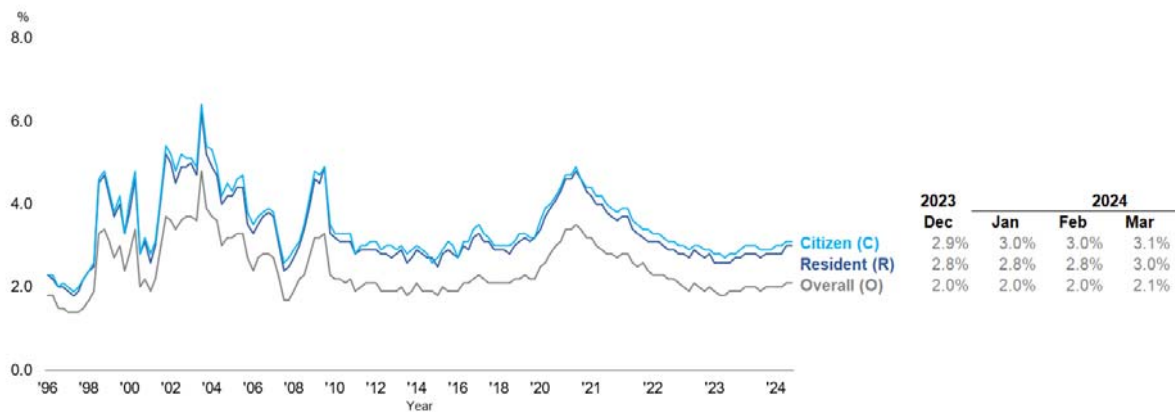
Unemployment

Unemployment rates inched up in March 2024 (overall: 2.1%; resident: 3.0%; citizen: 3.1%) compared to the previous months but remained within the range observed during non-recessionary periods [Chart 2].^{4, 5}

The increase was not unexpected - we had previously highlighted that unemployment rates could edge up amid higher retrenchments in 3Q and 4Q 2023.

Continued increases in unemployment rates are not expected as retrenchments continued to ease, and resident employment growth had been positive in 1Q 2024.

Chart 2: Unemployment Rate (Seasonally Adjusted)



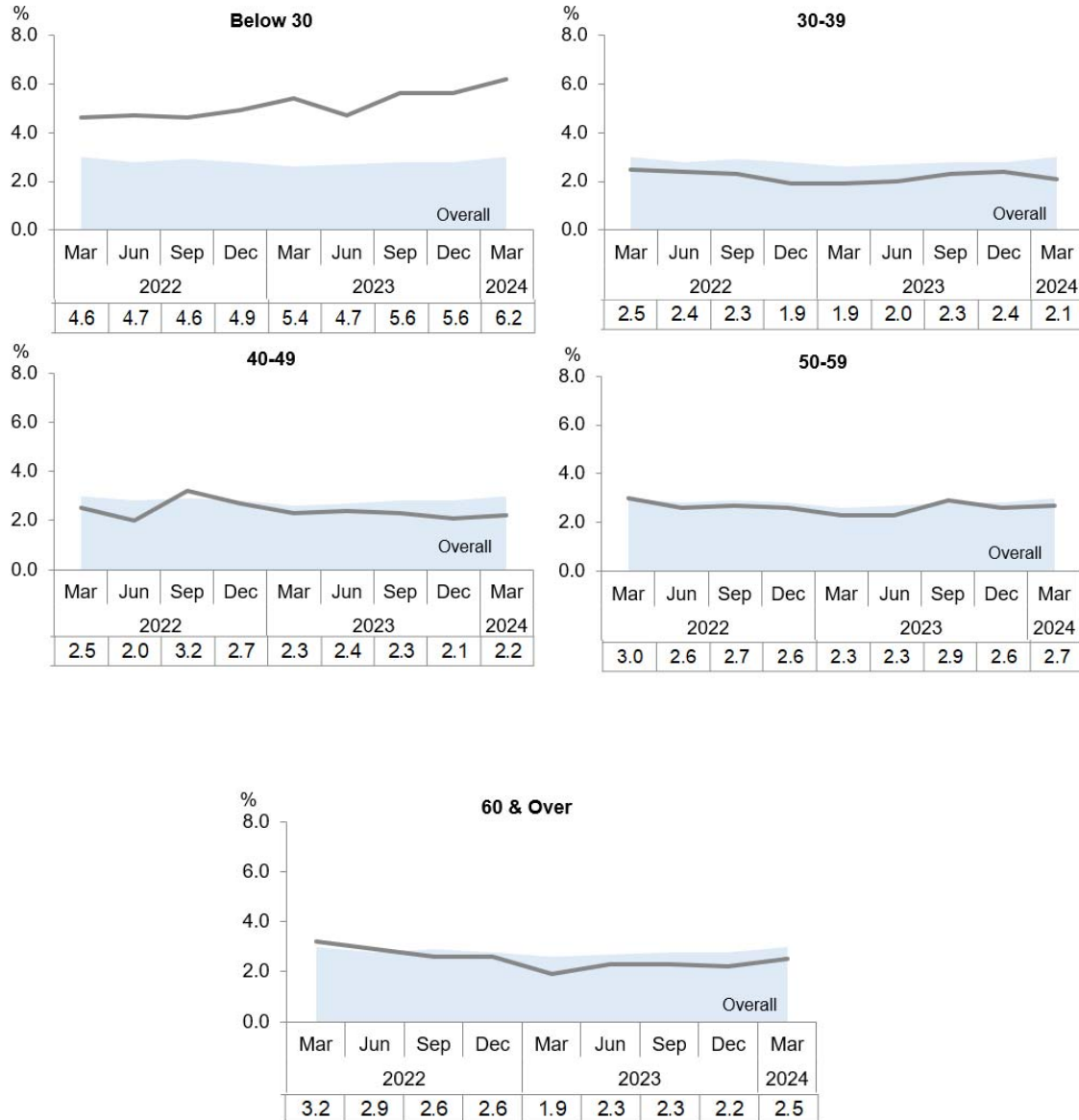
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

⁴ Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 1Q 2024 was at 1.9%, similar to 4Q 2023 and lower than that recorded in the same period a year ago at 2.0%.

⁵ The unemployment rate in April 2024 (overall 2.1%, resident 3.0, citizen 3.1%) remained unchanged compared to March 2024. 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 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.

Resident unemployment rates rose in March 2024 across most age groups [Chart 3a]. Nonetheless, most age groups stayed within the range observed during pre-pandemic periods.⁶

Chart 3a: Resident Unemployment Rate by Age (Seasonally Adjusted)



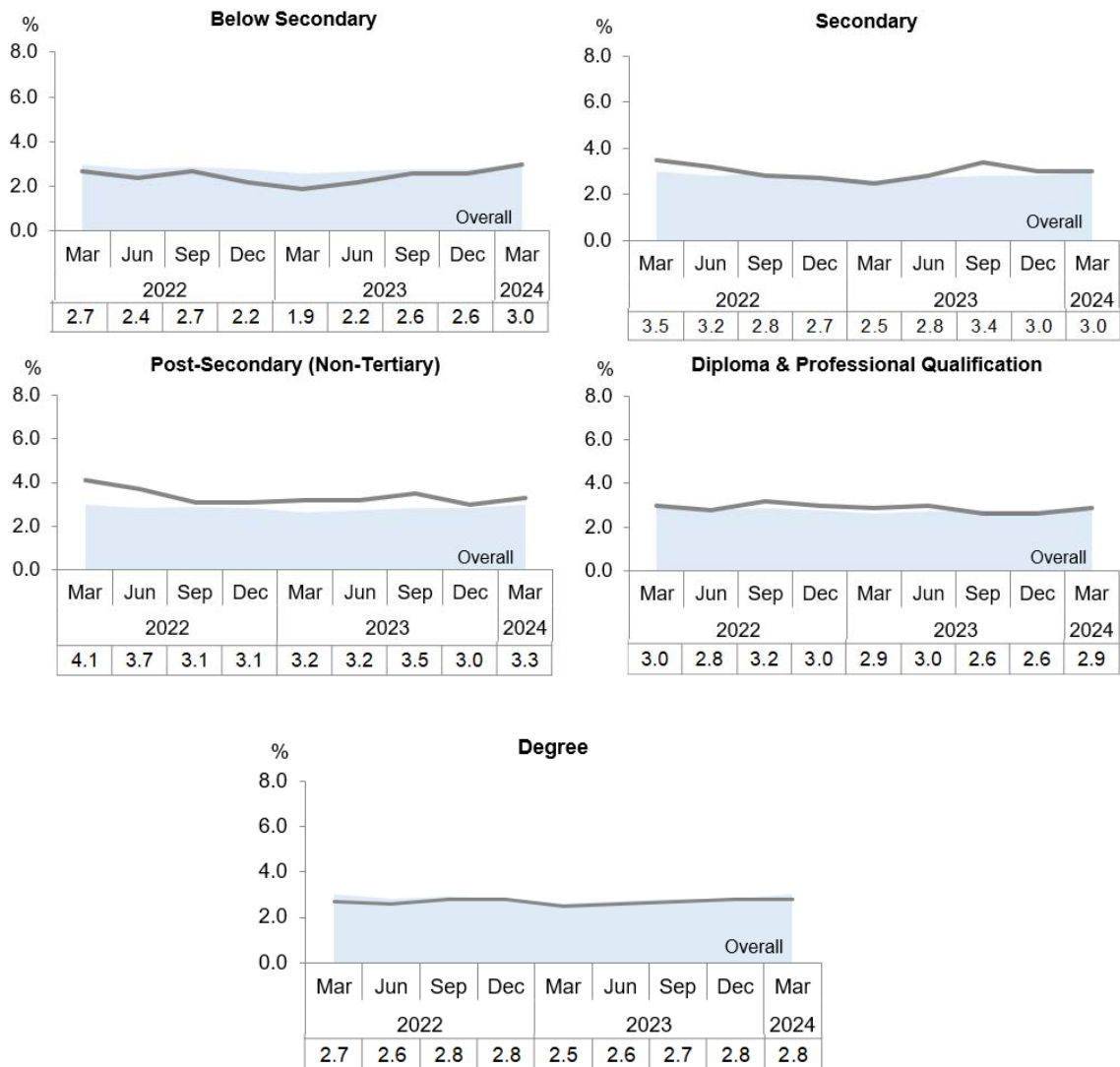
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: The shaded region in the chart represents the range of unemployment rates which is at or below the overall resident unemployment rate in the respective time periods.

⁶ The pre-pandemic (2018/2019) resident unemployment rates for those aged below 30, 30 to 39, 40 to 49, 50 to 59 and 60 and over were 5.6%, 2.2%, 2.4%, 2.8% and 2.6% respectively.

By education, the resident unemployment rates either stayed the same or increased in March 2024 compared to December 2023 [Chart 3b]. However, these levels remained comparable to the same period observed pre-pandemic.⁷

Chart 3b: Resident Unemployment Rate by Education
(Seasonally Adjusted)



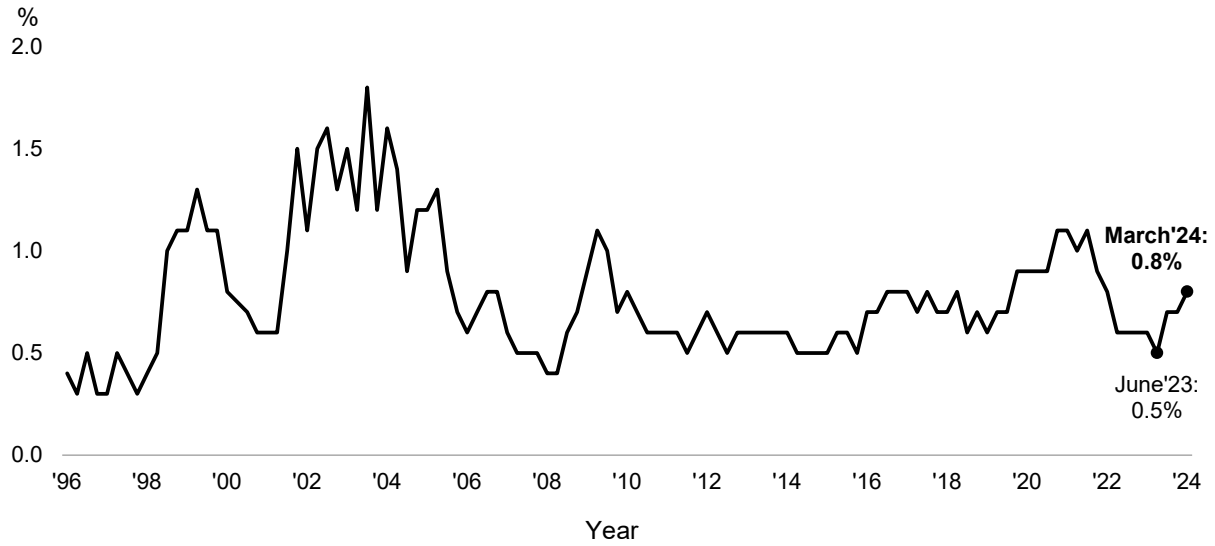
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: The shaded region in the chart represents the range of unemployment rates which is at or below the overall resident unemployment rate in the respective time periods.

⁷ The pre-pandemic (2018/2019) resident unemployment rates for those with below secondary qualification, secondary qualification, post-secondary (non-tertiary) qualification, diploma & professional qualification and degree were 2.7%, 3.1%, 3.5%, 3.2% and 2.9% respectively.

The resident long-term unemployment rate inched up from 0.7% in December 2023 to 0.8% in March 2024, after reaching a near eight-year low of 0.5% in June 2023 [Chart 4].

Chart 4: Resident Long-Term Unemployment Rate (Seasonally Adjusted)

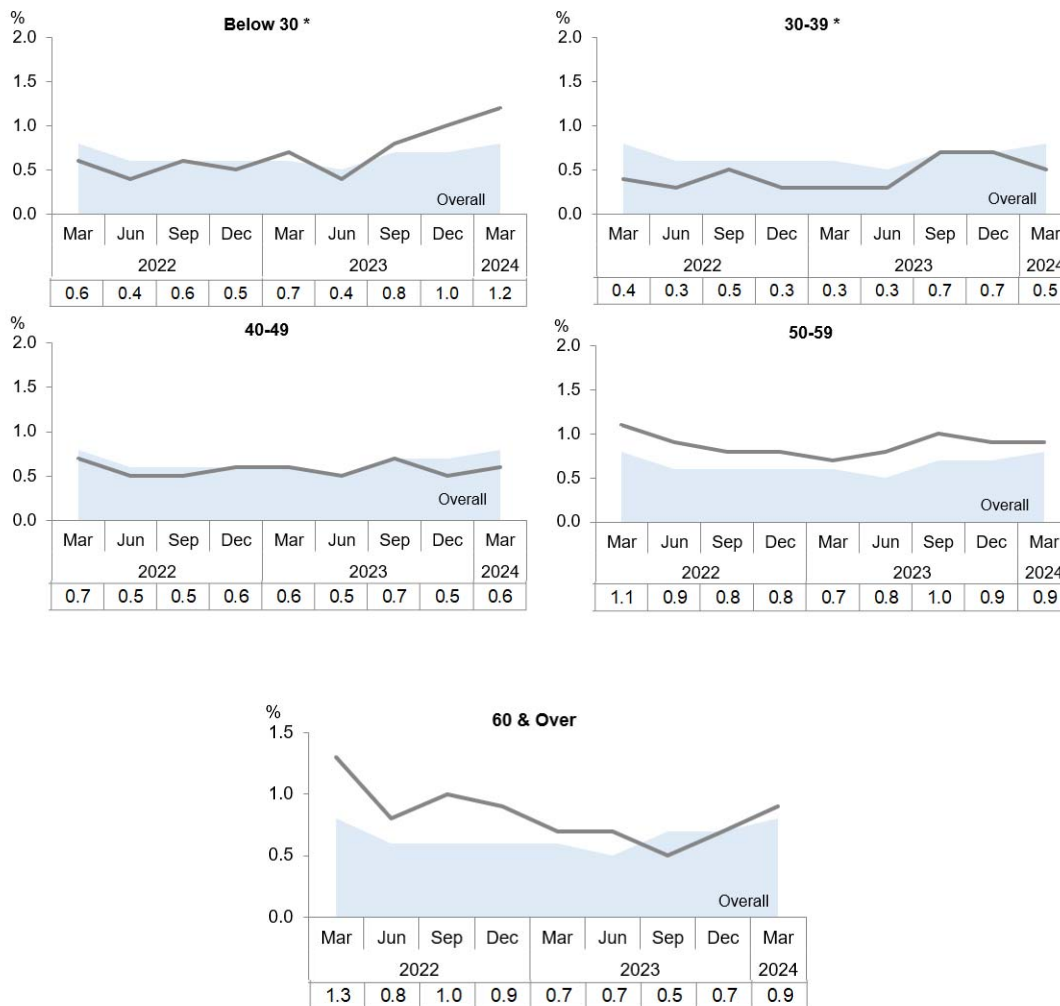


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

The increase in long-term unemployment rate was observed among those aged below 30 (from 1.0% to 1.2%) and 60 and over (from 0.7% and 0.9%) [Chart 5a]. For residents aged below 30, the increase in long-term unemployment rate could be due to individuals holding out for a better job or taking time to explore different career options post-graduation. For residents aged 60 and over, the long-term unemployment rate remained comparable to pre-pandemic levels of 0.8%.⁸

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



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

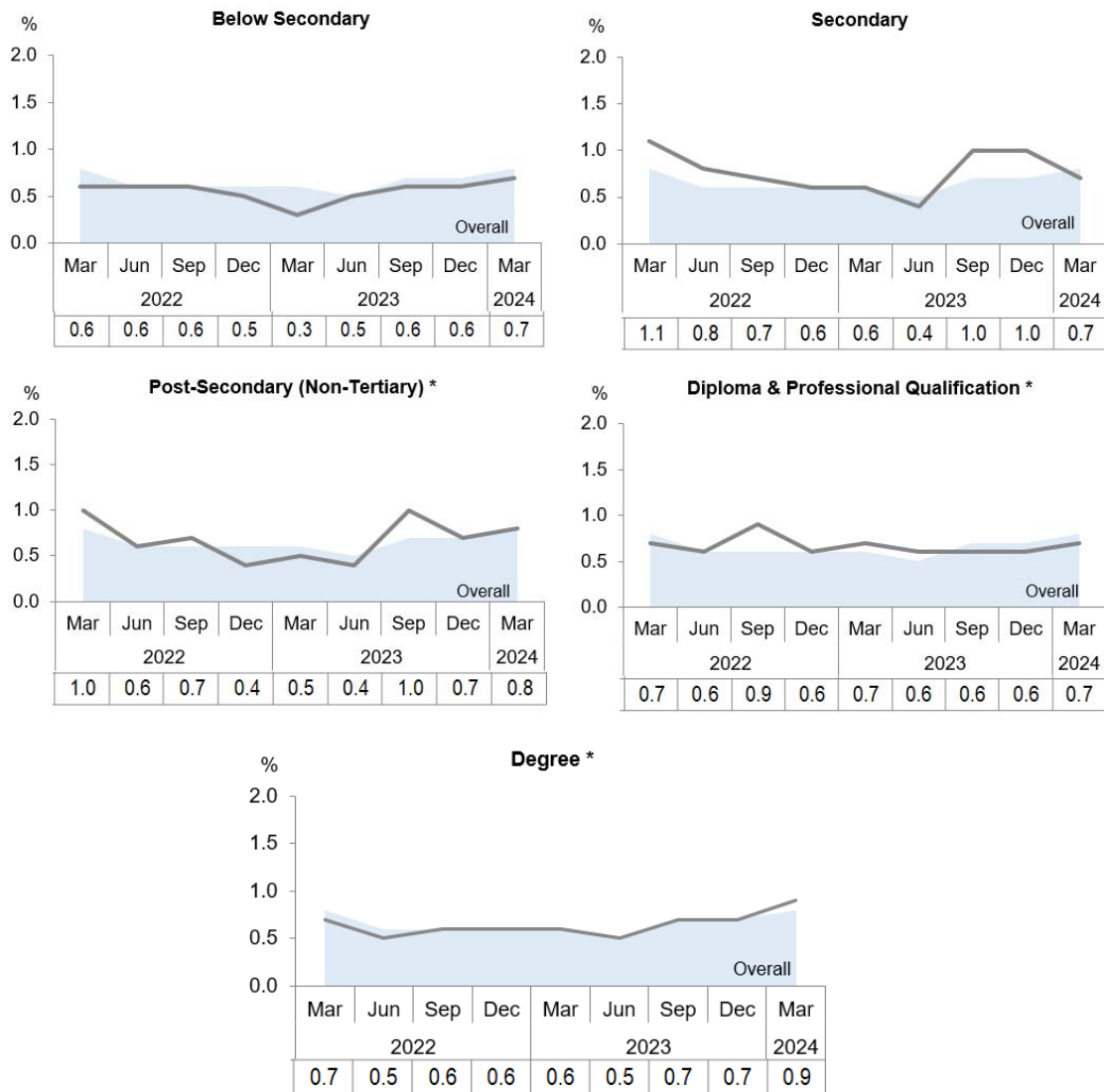
Notes:

- (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.
- (3) The shaded region in the chart represents the range of long-term unemployment rates which is at or below the overall resident long-term unemployment rate in the respective time periods.

⁸ The average resident long-term unemployment rates pre-pandemic (2018/2019) for those aged below 30, 30 to 39, 40 to 49, 50 to 59 and 60 and over were 0.7%, 0.5%, 0.7%, 1.0% and 0.8% respectively.

With the exception of residents holding secondary qualification, all other educational groups saw their long-term unemployment rates increase in March 2024 [Chart 5b]. They remained comparable to pre-pandemic levels.⁹

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



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

Notes:

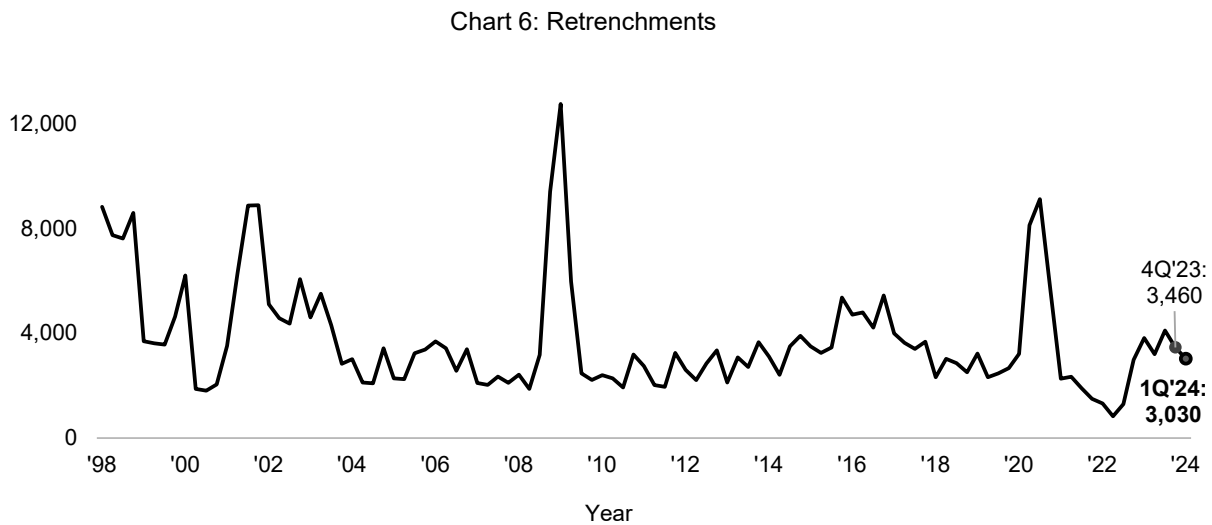
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.
- (3) The shaded region in the chart represents the range of long-term unemployment rates which is at or below the overall resident long-term unemployment rate in the respective time periods.

⁹ The average resident long-term unemployment rates pre-pandemic (2018/2019) for those with below secondary qualification, secondary qualification, post-secondary (non-tertiary) qualification, diploma & professional qualification and degree were 0.6%, 0.7%, 0.7%, 0.7% and 0.8% respectively.

Retrenchment

The number of retrenchments continued to decline in 1Q 2024 (4Q 2023: 3,460; 1Q 2024: 3,030) [Chart 6] due to a fall in the number of retrenchments from outward-oriented sectors such as *Wholesale Trade* (4Q 2023: 510; 1Q 2024: 330) and *Electronics Manufacturing* (4Q 2023: 540; 1Q 2024: 190). The number of retrenchments in *Information & Communications* has also declined (4Q 2023: 620; 1Q 2024: 580), but the level remained elevated compared to other industries.

Across the economy, more firms cited business reorganisation or restructuring as the reason for retrenchment in 1Q 2024, while retrenchments due to concerns of recession or downturn and high costs have declined.



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

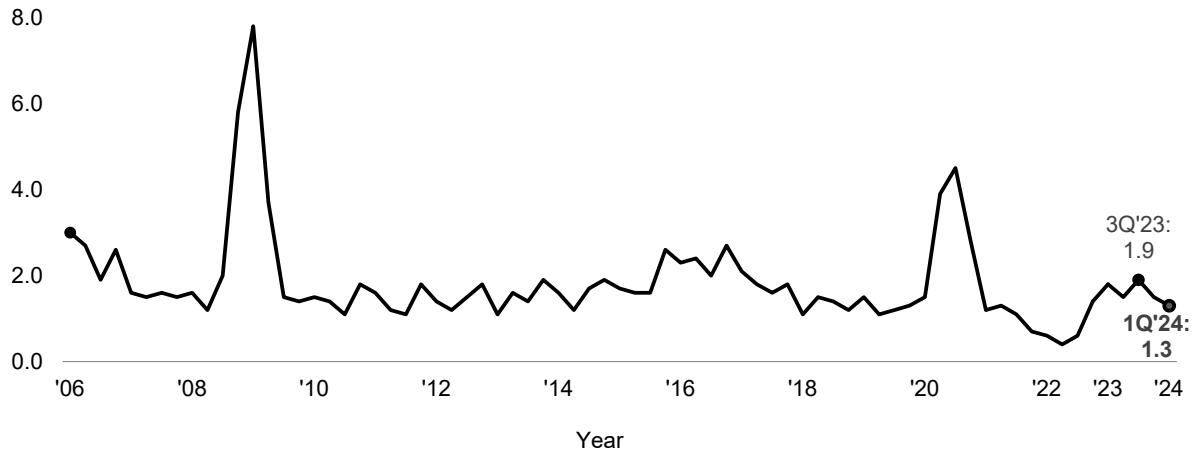
Notes:

- (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.

Similarly, the incidence of retrenchment in 1Q 2024 (1.3 per 1,000 employees) continued to decline since 3Q 2023 (1.9 per 1,000 employees), and it has stayed lower than the pre-pandemic levels (quarterly average for 2015 to 2019: 1.7) [Chart 7].

No. Retrenched Per
1,000 Employees

Chart 7: Incidence of Retrenchment

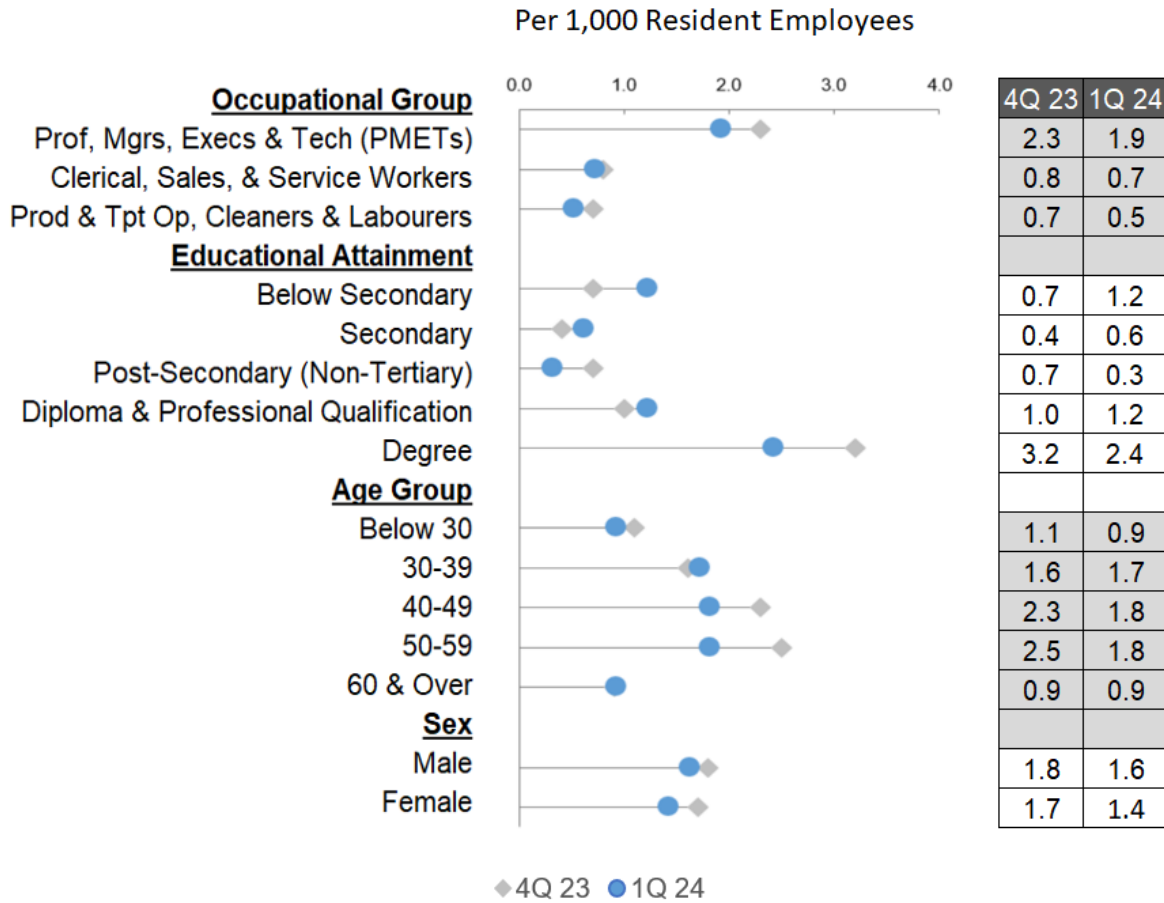


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

The incidence of retrenchment among residents in 1Q 2024 dropped across most occupational and educational groups [Chart 8].

Chart 8: Incidence of Retrenchment Among Residents by Occupation, Educational Attainment, Age and Sex



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

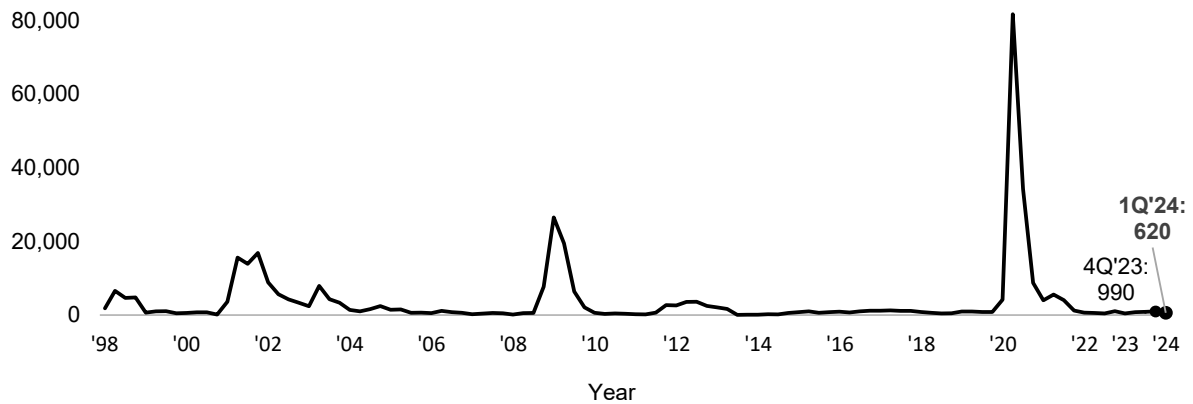
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.

Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoff declined significantly from 990 in 4Q 2023 to 620 in 1Q 2024 [Chart 9].

Similar to previous quarters, employees on short work-week made up most of the affected employees (550 of the 620 or nearly nine in ten). Employees on short work-week were mainly from *Manufacturing* (180) and *Construction* (130).

Chart 9: Number of Employees on Short Work-week or Temporary Layoff



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

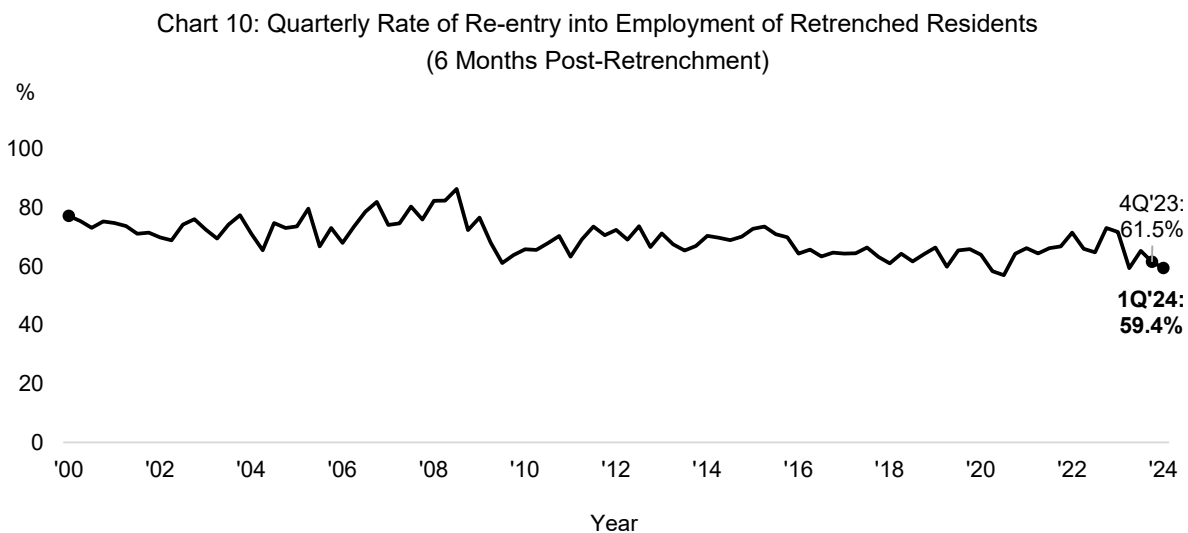
Notes:

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

Re-entry Into Employment

Although the majority of retrenched residents were able to re-enter employment within 6 months post-retrenchment, the resident rate of re-entry dipped slightly from 61.5% in 4Q 2023 to 59.4% in 1Q 2024 [Chart 10].

The decline in re-entry rate was driven by *Information & Communications*, *Financial & Insurance Services* and *Professional Services*, but more than half of those retrenched in these sectors were able to find new jobs within 6 months post-retrenchment. These sectors continue to have high number of job vacancies in 1Q 2024, and their re-entry rates remained within the pre-pandemic range.



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

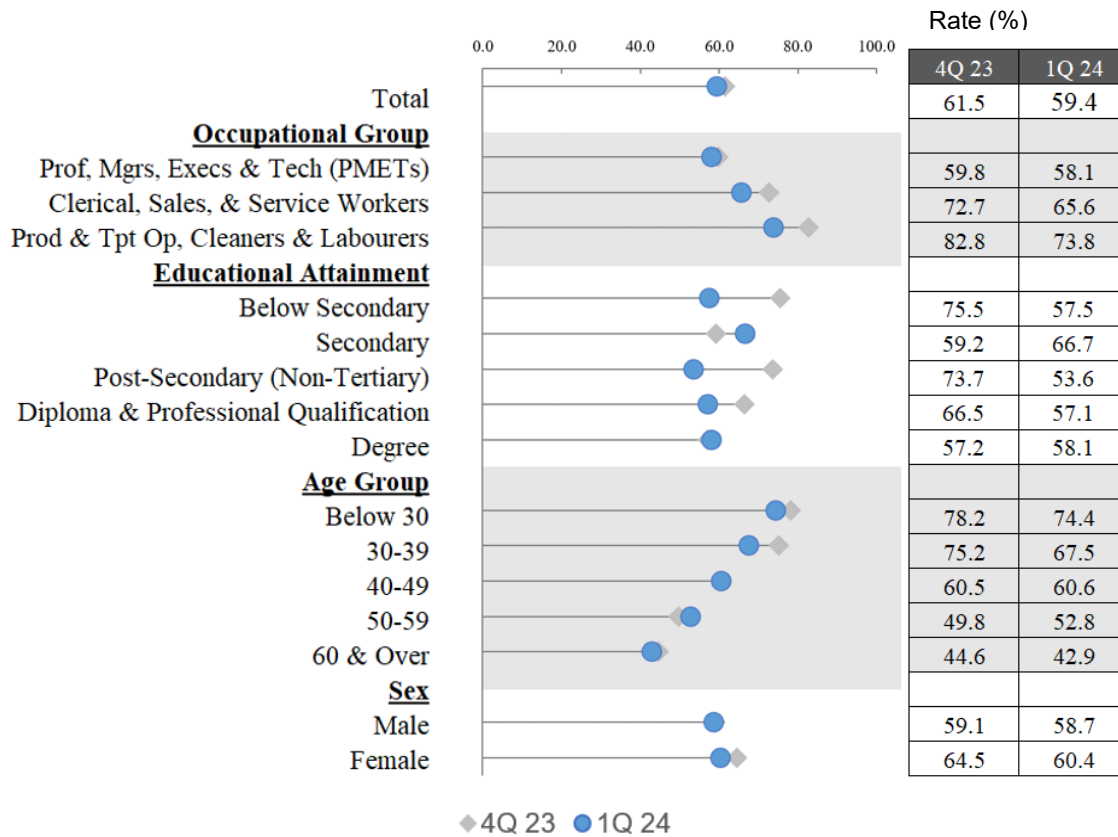
Notes:

- (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 2024 refers to residents retrenched in 3Q 2023.
- (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.

The re-entry rates declined across most occupational groups, educational groups, age groups and sex [Chart 11].

By age group, the decline was more pronounced among those in the prime working ages between 30 and 39 (4Q 2023: 75.2%; 1Q 2024: 67.5%, which was the lowest since 1Q 2018). However, based on the experiences of previous cohorts of retrenched workers, their re-entry rate will improve significantly over time.

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



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

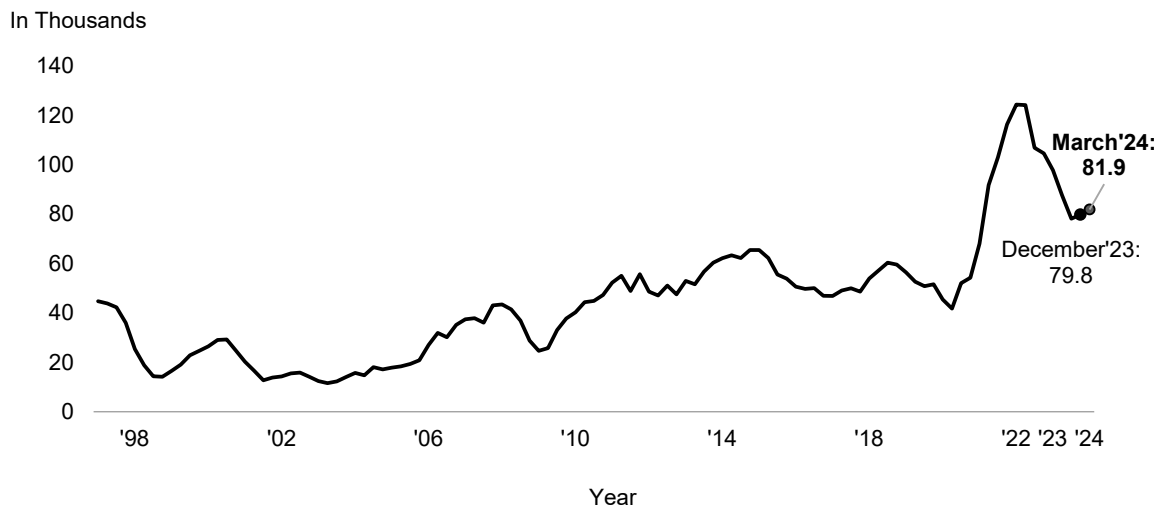
Note: Data refer to re-entry rates in 4Q 2023/1Q 2024 for residents retrenched in 2Q 2023/3Q 2023 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

Job Vacancy

The number of job vacancies continued to rise in March 2024 (81,900) from December 2023 (79,800) [Chart 12].

Job vacancies in growth sectors - which are associated with higher productivity and pay - formed nearly one-third of all job vacancies. They include *Health & Social Services*, *Information & Communications*, *Professional Services* and *Financial & Insurance Services*.

Chart 12: Job Vacancy (Seasonally Adjusted)

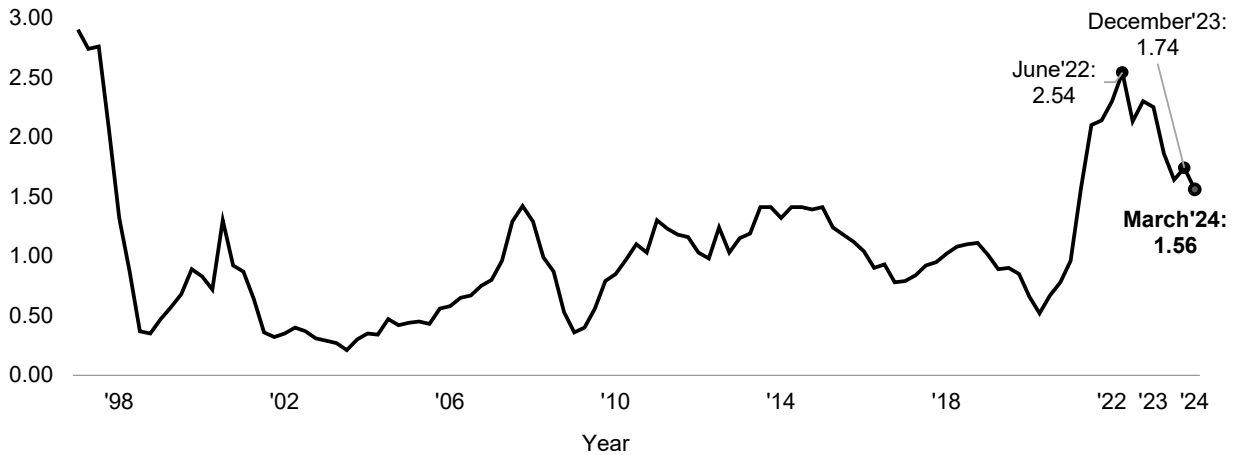


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

With the increase in the number of unemployed persons, the ratio of job vacancies to unemployed persons declined from 1.74 in December 2023 to 1.56 in March 2024 [Chart 13]. Overall, the labour market remains tight with the ratio of job vacancies to unemployed persons remaining above 1, but the level of tightness has been trending down since its peak in June 2022 (2.54).

Chart 13: Ratio of Job Vacancies to Unemployed Persons (Seasonally Adjusted)



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

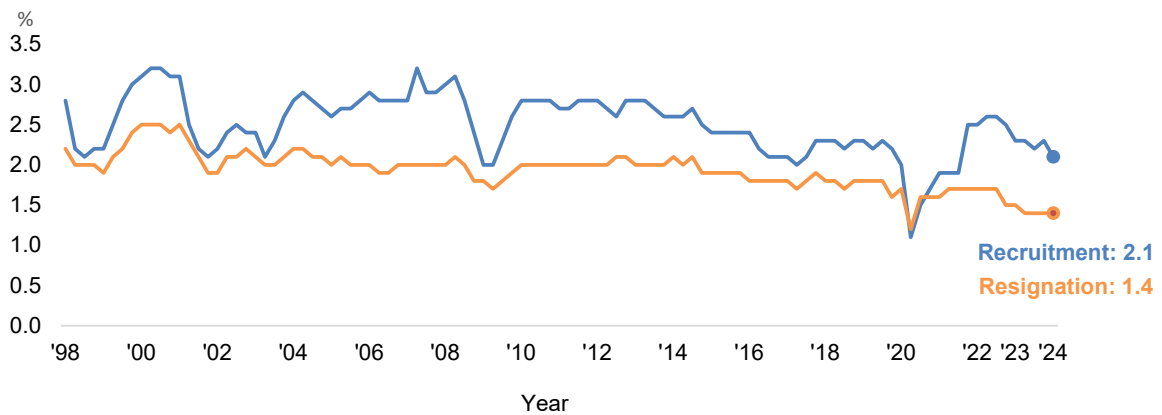
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

Labour Turnover

The recruitment rate fell slightly from 2.3% in 4Q 2023 to 2.1% in 1Q 2024, while the resignation rate held steady at 1.4% [Chart 14]. This suggests that employees are staying for a longer period of time in any particular job.

The recruitment rate has returned to pre-pandemic levels¹⁰, while the resignation rate has largely stabilised or declined across sectors and occupational groups.¹¹ The decline in recruitment rates were mostly in *Construction* (from 2.4% to 1.9%) and *Services*, particularly in consumer-facing sectors such as *Food & Beverage Services* (from 3.6% to 3.1%) and *Accommodation* (from 3.0% to 2.6%), which tend to have more temporary hires. Even so, the recruitment rate of these sectors remained above that for the entire *Services* industry (2.0%).

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



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.

¹⁰ The seasonally adjusted recruitment rate in 2018/2019 ranged between 2.2% and 2.3%.

¹¹ Comparison of recruitment and resignation rates across sectors and occupational groups is based on non-seasonally adjusted data.

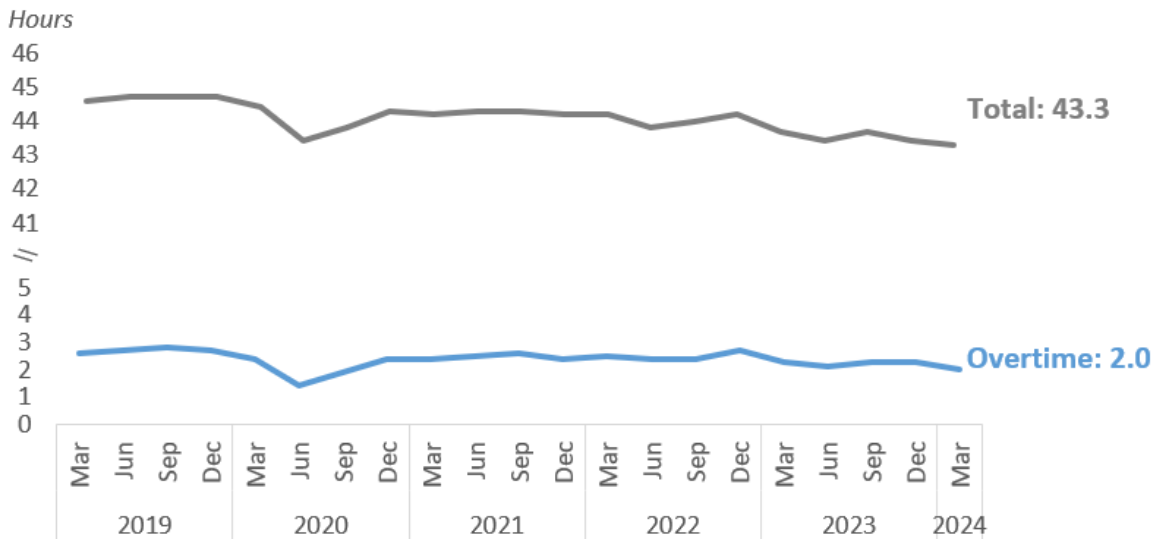
Hours Worked

The average weekly total paid hours worked per employee (43.3 hours) and paid overtime hours worked per employee¹² (2.0 hours) declined in March 2024 compared to December 2023 (43.4 hours; 2.3 hours) [Chart 15].

The paid hours per employee were the lowest on record, and paid overtime hours per employee were near the record lows in June 2020 (1.4 hours).¹³ The downtrend in number of paid hours and paid overtime hours, coupled with the longer-term uptrend in productivity, indicates an improvement in efficiency of time usage in Singapore’s labour market over the years.

Over the quarter, the decline was more significant in *Construction* (from 48.7 to 47.7 hours; from 5.6 to 5.0 hours), which saw fewer employed in 1Q 2024.

Chart 15: Average Weekly Paid Hours Worked Per Employee



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

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

¹² Average weekly paid hours worked/paid overtime hours are based on the last month of each quarter.

¹³ The series started in March 1990.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2021	2022	2023	Per Cent	
				Mar	
				2023	2024
TOTAL	3.5	2.9	2.7	2.3	2.6
SEX					
Male	3.3	2.8	2.7	2.3	2.6
Female	3.8	3.0	2.7	2.2	2.7
AGE GROUP (YEARS)					
Below 30	5.7	4.7	5.2	4.5	5.6
30 - 39	2.6	2.3	2.1	1.7	1.9
40 & Over	3.3	2.7	2.3	2.0	2.3
40 - 49	3.2	2.5	2.3	2.1	2.0
50 & Over	3.4	2.8	2.4	1.9	2.4
50 - 59	3.5	2.7	2.5	2.1	2.5
60 & Over	3.4	2.9	2.2	1.7	2.3
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	3.1	2.5	2.4	1.6	2.6
Secondary	4.1	3.1	2.9	2.2	2.8
Post-Secondary (Non-Tertiary)	4.5	3.4	3.2	3.0	3.1
Diploma & Professional Qualification	3.9	3.0	2.8	2.4	2.4
Degree	3.2	2.8	2.6	2.3	2.7

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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2021	2022	2023	Mar	
				2023	2024
TOTAL	84.3	69.5	66.1	54.9	64.1
SEX					
Male	42.2	35.6	35.2	30.1	33.5
Female	42.1	33.9	30.8	24.8	30.6
AGE GROUP (YEARS)					
Below 30	22.1	16.3	19.1	15.6	19.4
30 - 39	15.6	13.5	12.0	9.3	10.4
40 & Over	46.6	39.6	35.0	30.0	34.3
40 - 49	17.6	15.0	13.0	12.2	11.8
50 & Over	29.0	24.7	22.0	17.7	22.5
50 - 59	15.5	13.2	12.7	10.6	12.5
60 & Over	13.4	11.5	9.3	7.1	10.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.1	8.1	7.8	5.4	9.3
Secondary	14.9	11.6	10.3	8.7	9.7
Post-Secondary (Non-Tertiary)	9.8	7.6	7.2	6.0	6.3
Diploma & Professional Qualification	18.6	14.7	13.8	11.6	11.7
Degree	30.9	27.6	26.9	23.2	27.1

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

Notes :

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

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2021	2022	2023	Per Cent	
				Mar	
				2023	2024
TOTAL	1.0	0.7	0.7	0.6	0.8
SEX					
Male	1.0	0.7	0.7	0.6	0.8
Female	1.0	0.6	0.6	0.5	0.8
AGE GROUP (YEARS)					
Below 30	1.0	0.5	0.7	0.7	1.2
30 - 39	0.7	0.4	0.5	0.3	0.5
40 & Over	1.2	0.8	0.7	0.6	0.8
40 - 49	1.0	0.6	0.6	0.6	0.6
50 & Over	1.3	1.0	0.8	0.7	0.9
50 - 59	1.2	0.9	0.8	0.7	0.9
60 & Over	1.4	1.0	0.7	0.6	0.8
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.9	0.6	0.5	0.3	0.6
Secondary	1.2	0.8	0.8	0.6	0.7
Post-Secondary (Non-Tertiary)	1.3	0.7	0.7	0.5	0.8
Diploma & Professional Qualification	1.1	0.7	0.6	0.7	0.7
Degree	0.9	0.6	0.6	0.6	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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2021	2022	2023	Mar	
				2023	2024
TOTAL	24.2	15.6	15.6	13.9	19.0
SEX					
Male	12.9	8.8	9.2	8.3	10.3
Female	11.2	6.8	6.4	5.6	8.7
AGE GROUP (YEARS)					
Below 30	3.9	1.8	2.7	2.5	4.1
30 - 39	3.9	2.2	2.8	1.8	3.0
40 & Over	16.4	11.6	10.2	9.6	11.9
40 - 49	5.5	3.2	3.2	3.3	3.7
50 & Over	10.9	8.4	7.0	6.2	8.1
50 - 59	5.2	4.3	4.2	3.7	4.4
60 & Over	5.6	4.1	2.8	2.6	3.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.9	1.8	1.7	1.0	2.2
Secondary	4.5	2.9	2.8	2.3	2.4
Post-Secondary (Non-Tertiary)	2.7	1.4	1.4	1.1	1.7
Diploma & Professional Qualification	5.2	3.4	3.0	3.2	3.5
Degree	8.9	6.1	6.7	6.4	9.2

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 2020)	Total Employment Change								Total Employment Level in Mar 2024
	2021	2022	2023	2023				2024	
				1Q	2Q	3Q	4Q		
TOTAL	40.2	250.1	106.2	38.6	26.8	29.2	11.6	9.6	4 009.4
C10-32 MANUFACTURING	-1.7	33.8	0.2	3.2	0.8	-0.1	-3.9	-3.6	482.0
C10-12 Food, Beverages & Tobacco	1.2	6.0	3.5	1.5	0.5	0.8	0.7	0.3	62.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.0	0.2	-0.1	0.1	-	-0.1	-0.2	-0.2	25.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.7	11.3	1.2	0.4	0.9	1.1	-1.2	-0.4	75.8
C25,28 Fabricated Metal Products, Machinery & Equipment	0.4	3.3	-0.7	0.7	-0.6	-0.6	-0.1	0.4	93.6
C26 Electronic, Computer & Optical Products	-2.8	5.3	-5.6	-1.6	-1.5	-1.4	-1.1	-1.4	78.1
C29-30 Transport Equipment	-3.2	4.7	1.3	1.5	1.7	0.2	-2.1	-1.0	85.4
Other Manufacturing Industries	-	3.1	0.5	0.5	-0.2	-0.1	0.2	-1.3	61.4
F41-43 CONSTRUCTION	4.5	91.3	26.9	8.9	10.3	3.9	3.8	-2.4	523.8
G-U SERVICES	37.3	124.4	79.1	26.2	15.9	25.1	11.8	15.6	2 979.0
G46-47 WHOLESALE AND RETAIL TRADE	-5.4	11.6	4.8	0.8	0.3	1.1	2.6	-2.1	465.2
G46 Wholesale Trade	-4.5	4.7	2.1	0.9	0.4	1.1	-0.3	-0.5	303.2
G47 Retail Trade	-0.9	6.9	2.8	-0.1	-0.1	0.1	2.9	-1.6	162.0
H49-53 TRANSPORTATION AND STORAGE	2.3	9.8	5.7	1.7	1.3	1.7	1.0	1.4	273.0
H49,5221 Land Transport & Supporting Services	-1.7	-2.8	-0.7	-	-0.3	-0.4	-0.1	-0.3	104.0
H50,5222, 5225 Water Transport & Supporting Services	0.6	1.1	0.7	-	0.5	0.2	0.1	0.4	45.9
H51,5223 Air Transport & Supporting Services	-1.5	5.8	3.6	1.0	0.8	1.2	0.6	1.0	35.5
Other Transportation & Storage Services	4.9	5.7	2.1	0.8	0.3	0.8	0.3	0.4	87.7
I55-56 ACCOMMODATION AND FOOD SERVICES	-1.0	19.4	7.4	2.4	0.9	2.7	1.4	-0.2	271.3
I55 Accommodation	-1.7	4.8	2.2	0.4	0.3	1.8	-0.4	-	32.8
I56 Food & Beverage Services	0.7	14.7	5.2	2.0	0.5	0.9	1.8	-0.2	238.5
J58-63 INFORMATION AND COMMUNICATIONS	14.1	14.1	-2.5	0.3	-0.4	-0.3	-2.0	-1.3	182.8
J58-61 Telecommunications, Broadcasting & Publishing	1.9	1.4	-2.0	-	-0.3	-0.6	-1.0	-0.9	40.4
J62-63 IT & Other Information Services	12.2	12.7	-0.5	0.3	-0.2	0.3	-0.9	-0.4	142.5
K64-66 FINANCIAL AND INSURANCE SERVICES	5.0	13.9	8.9	3.8	2.3	2.6	0.3	1.9	230.9
K64 & 66 (excl.662) Financial Services	4.3	12.9	7.9	3.4	1.9	2.4	0.2	1.7	186.3
K65 & 662 Insurance Services	0.7	1.0	1.0	0.4	0.3	0.2	0.1	0.2	44.6
L68 REAL ESTATE SERVICES	-1.6	1.3	2.5	0.8	0.5	0.6	0.7	0.9	77.2
M69-75 PROFESSIONAL SERVICES	7.7	13.7	4.9	2.6	1.6	1.9	-1.2	-0.6	283.1
M69-70 Legal, Accounting & Management Services	4.0	8.8	4.0	1.9	1.0	1.7	-0.6	-	155.0
M71 Architectural & Engineering Services	0.8	1.8	1.1	0.3	0.3	0.3	0.1	-0.2	65.4
Other Professional Services	2.9	3.1	-0.2	0.3	0.3	-0.2	-0.6	-0.5	62.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	-3.5	3.1	0.2	1.1	2.6	-0.8	3.2	246.4
N80 Security & Investigation	-0.7	-1.2	0.4	0.3	0.2	0.4	-0.6	0.3	48.0
N81 Cleaning & Landscaping	-0.7	2.4	2.1	0.6	0.1	0.6	0.8	0.4	82.7
Other Administrative & Support Services	5.7	-4.7	0.6	-0.8	0.8	1.6	-1.0	2.5	115.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.9	44.0	44.3	13.8	8.4	12.3	9.8	12.5	949.0
O84 Public Administration & Defence	-0.1	-0.4	1.6	1.1	0.1	-0.9	1.3	1.8	149.7
P85 Education	1.5	1.6	2.9	1.4	0.5	0.7	0.3	1.4	121.6
Q86-88 Health & Social Services	10.5	4.7	10.8	2.3	2.7	3.7	2.1	3.2	207.5
R90-93 Arts, Entertainment & Recreation	-1.9	9.2	4.3	1.4	1.4	1.3	0.2	-0.3	53.9
S,T,U Other Community, Social & Personal Services	1.9	28.9	24.8	7.6	3.8	7.5	5.8	6.3	416.4
A,B,D,E OTHERS*	0.1	0.5	0.1	0.2	-0.3	0.3	-0.1	-	24.5

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							
				2021	2022	2023	2023				2024
							1Q	2Q	3Q	4Q	1Q
TOTAL				8 020	6 440	14 590	3 820	3 200	4 110	3 460	3 030
Industry (SSIC 2020)											
C10-32	MANUFACTURING			1 710	2 100	3 470	1 470	530	700	780	660
C10-12	Food, Beverages & Tobacco			110	30	160	10	80	20	60	10
C17,18,22	Paper / Rubber / Plastic Products & Printing			70	30	130	10	50	30	30	20
C19-21	Petroleum, Chemical & Pharmaceutical Products			500	220	240	20	60	100	60	100
C25,28	Fabricated Metal Products, Machinery & Equipment			150	560	530	170	110	170	70	300
C26	Electronic, Computer & Optical Products			690	870	2 080	1 190	200	160	540	190
C29-30	Transport Equipment			130	320	140	-	-	120	10	10
	Other Manufacturing Industries			70	80	200	60	20	100	20	40
F41-43	CONSTRUCTION			240	260	590	180	120	140	150	120
G-U	SERVICES			6 020	4 060	10 440	2 090	2 550	3 270	2 520	2 250
G46-47	WHOLESALE AND RETAIL TRADE			1 400	910	2 850	400	590	1 310	560	350
G46	Wholesale Trade			1 250	850	2 560	300	480	1 270	510	330
G47	Retail Trade			160	70	290	90	100	40	50	20
H49-53	TRANSPORTATION AND STORAGE			550	150	540	40	80	310	120	150
H49,5221	Land Transport & Supporting Services			50	10	210	10	10	200	-	10
H50,5222,5225	Water Transport & Supporting Services			140	60	100	10	30	40	30	30
H51,5223	Air Transport & Supporting Services			220	10	-	-	-	-	-	-
	Other Transportation & Storage Services			140	70	230	20	50	70	80	110
I55-56	ACCOMMODATION AND FOOD SERVICES			180	40	150	10	10	30	100	70
I55	Accommodation			40	20	-	-	-	-	-	10
I56	Food & Beverage Services			130	20	150	10	10	30	100	70
J58-63	INFORMATION AND COMMUNICATIONS			1 040	1 200	2 740	560	860	700	620	580
J58-61	Telecommunications, Broadcasting & Publishing			380	410	720	110	250	170	190	120
J62-63	IT & Other Information Services			670	790	2 010	450	610	520	430	470
K64-66	FINANCIAL AND INSURANCE SERVICES			1 330	700	1 820	570	310	430	510	390
K64 & 66 (excl.662)	Financial Services			1 250	670	1 650	540	280	400	440	370
K65 & 662	Insurance Services			70	30	170	30	30	30	80	20
L68	REAL ESTATE SERVICES			100	30	80	20	20	10	20	20
M69-75	PROFESSIONAL SERVICES			920	490	1 620	380	420	390	430	480
M69-70	Legal, Accounting & Management Services			660	270	1 030	290	240	190	300	200
M71	Architectural & Engineering Services			160	100	210	10	90	50	60	160
	Other Professional Services			100	120	380	70	90	150	70	120
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			340	230	380	30	170	60	120	190
N80	Security & Investigation			10	10	20	-	-	10	10	50
N81	Cleaning & Landscaping			20	30	10	-	-	-	10	-
	Other Administrative & Support Services			310	190	350	30	170	50	100	140
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			170	310	280	110	100	40	40	20
O84,P85	Public Administration & Education			60	50	60	20	10	10	10	10
Q86-88	Health & Social Services			10	90	80	30	30	10	10	10
R90-93	Arts, Entertainment & Recreation			70	60	30	-	10	10	10	-
S,T,U	Other Community, Social & Personal Services			40	110	120	60	40	10	10	10
A,B,D,E	OTHERS*			50	30	80	80	-	-	-	-
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			5 870	4 520	11 030	3 010	2 530	2 860	2 630	2 290
	Clerical, Sales & Service Workers			1 220	540	1 250	300	310	300	350	290
	Production & Transport Operators, Cleaners & Labourers			940	1 390	2 310	510	370	960	480	460

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 2024

Number of Employees

Industry (SSIC 2020)	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
TOTAL	350	540	380	2 180	290	60	250	3 030	2 290	290	460
C10-32 MANUFACTURING	150	120	70	550	180	-	-	660	450	20	190
C10-12 Food, Beverages & Tobacco	-	10	-	10	-	-	-	10	10	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	10	10	-	-	-	20	10	-	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	40	20	100	10	-	-	100	60	10	30
C25,28 Fabricated Metal Products, Machinery & Equipment	80	70	40	210	90	-	-	300	200	10	90
C26 Electronic, Computer & Optical Products	50	10	-	190	80	-	-	190	140	-	40
C29-30 Transport Equipment	-	-	-	10	-	-	-	10	-	-	10
Other Manufacturing Industries	10	-	10	20	10	-	-	40	30	-	10
F41-43 CONSTRUCTION	40	10	70	40	-	30	10	120	20	-	90
G-U SERVICES	160	410	240	1 600	110	30	240	2 250	1 810	260	170
G46-47 WHOLESALE AND RETAIL TRADE	20	20	30	290	10	-	40	350	320	30	-
G46 Wholesale Trade	20	20	30	280	-	-	40	330	300	30	-
G47 Retail Trade	-	-	-	10	-	-	-	20	10	-	-
H49-53 TRANSPORTATION AND STORAGE	40	30	30	90	-	-	10	150	120	20	10
H49,5221 Land Transport & Supporting Services	-	-	-	10	-	-	-	10	10	-	-
H50,5222,5225 Water Transport & Supporting Services	-	-	-	20	-	-	10	30	20	10	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	40	20	30	60	-	-	-	110	80	20	10
I55-56 ACCOMMODATION AND FOOD SERVICES	-	50	10	10	10	-	10	70	-	60	10
I55 Accommodation	-	-	-	-	-	-	10	10	-	-	10
I56 Food & Beverage Services	-	50	10	10	10	-	-	70	-	60	-
J58-63 INFORMATION AND COMMUNICATIONS	20	20	60	510	40	-	-	580	540	40	-
J58-61 Telecommunications, Broadcasting & Publishing	-	-	-	80	30	-	-	120	80	40	-
J62-63 IT & Other Information Services	20	20	50	430	-	-	-	470	460	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	20	10	30	350	-	-	20	390	360	30	-
K64 & 66 (excl.662) Financial Services	20	10	20	330	-	-	20	370	340	30	-
K65 & 662 Insurance Services	-	-	-	20	-	-	-	20	20	-	-
L68 REAL ESTATE SERVICES	-	-	-	20	-	-	-	20	20	-	-
M69-75 PROFESSIONAL SERVICES	60	210	90	290	50	10	70	480	330	10	140
M69-70 Legal, Accounting & Management Services	20	60	70	120	50	-	60	200	180	-	10
M71 Architectural & Engineering Services	10	110	10	150	-	-	-	160	30	10	130
Other Professional Services	30	40	20	30	-	-	10	120	120	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-	50	-	20	-	20	90	190	120	60	10
N80 Security & Investigation	-	50	-	-	-	-	-	50	-	50	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	-	10	-	20	-	20	90	140	120	20	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	-	10	-	-	-	20	10	10	-
O84,P85 Public Administration & Education	-	-	-	10	-	-	-	10	10	-	-
Q86-88 Health & Social Services	-	-	-	-	-	-	-	10	-	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	-	-	-	-	10	-	-	-
A,B,D,E OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* 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							
				2021	2022	2023	2023				2024
							1Q	2Q	3Q	4Q	1Q
TOTAL				7 480	5 560	13 830	3 600	3 000	3 930	3 290	2 950
Industry (SSIC 2020)											
C10-32 MANUFACTURING				1 640	1 500	3 270	1 410	480	650	730	620
C10-12	Food, Beverages & Tobacco			100	30	120	10	40	20	60	10
C17,18,22	Paper / Rubber / Plastic Products & Printing			70	30	120	10	50	30	30	20
C19-21	Petroleum, Chemical & Pharmaceutical Products			450	200	230	20	60	100	60	80
C25,28	Fabricated Metal Products, Machinery & Equipment			140	450	470	160	110	160	50	290
C26	Electronic, Computer & Optical Products			680	630	2 010	1 150	200	160	510	190
C29-30	Transport Equipment			130	80	110	-	-	90	10	10
	Other Manufacturing Industries			70	80	200	60	20	100	20	40
F41-43 CONSTRUCTION				210	110	450	170	100	110	80	110
G-U SERVICES				5 580	3 930	10 030	1 950	2 430	3 180	2 470	2 220
G46-47	WHOLESALE AND RETAIL TRADE			1 390	890	2 780	380	550	1 300	550	340
G46	Wholesale Trade			1 230	830	2 500	290	450	1 260	500	320
G47	Retail Trade			150	60	280	90	100	40	40	20
H49-53	TRANSPORTATION AND STORAGE			500	150	530	30	80	300	120	150
H49,5221	Land Transport & Supporting Services			20	10	210	10	10	200	-	10
H50,5222,5225	Water Transport & Supporting Services			130	60	100	10	30	40	30	30
H51,5223	Air Transport & Supporting Services			220	10	-	-	-	-	-	-
	Other Transportation & Storage Services			130	70	210	20	50	70	80	110
I55-56	ACCOMMODATION AND FOOD SERVICES			140	20	140	-	10	30	100	70
I55	Accommodation			40	-	-	-	-	-	-	10
I56	Food & Beverage Services			100	10	140	-	10	30	100	70
J58-63	INFORMATION AND COMMUNICATIONS			950	1 190	2 620	470	840	690	610	580
J58-61	Telecommunications, Broadcasting & Publishing			360	400	720	110	250	170	190	120
J62-63	IT & Other Information Services			580	780	1 900	360	600	520	420	470
K64-66	FINANCIAL AND INSURANCE SERVICES			1 320	690	1 800	560	310	430	510	390
K64 & 66 (excl.662)	Financial Services			1 250	660	1 640	530	280	400	440	370
K65 & 662	Insurance Services			70	30	170	30	30	30	70	20
L68	REAL ESTATE SERVICES			100	30	70	20	20	10	20	20
M69-75	PROFESSIONAL SERVICES			880	470	1 490	370	340	350	420	470
M69-70	Legal, Accounting & Management Services			650	270	1 000	290	240	180	290	190
M71	Architectural & Engineering Services			140	90	140	10	20	50	60	160
	Other Professional Services			90	120	350	70	80	130	70	120
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			140	220	340	30	170	30	120	190
N80	Security & Investigation			10	10	20	-	-	10	10	50
N81	Cleaning & Landscaping			20	30	10	-	-	-	-	-
	Other Administrative & Support Services			120	180	320	30	170	20	100	140
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			160	290	260	100	100	40	30	20
O84,P85	Public Administration & Education			50	50	50	20	10	10	10	10
Q86-88	Health & Social Services			10	80	60	20	30	10	10	-
R90-93	Arts, Entertainment & Recreation			70	50	30	-	10	10	-	-
S,T,U	Other Community, Social & Personal Services			30	110	120	60	40	10	10	10
A,B,D,E OTHERS*				50	30	80	80	-	-	-	-
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			5 650	4 290	10 720	2 870	2 460	2 790	2 590	2 250
	Clerical, Sales & Service Workers			960	460	1 160	280	300	260	320	280
	Production & Transport Operators, Cleaners & Labourers			870	810	1 960	450	250	880	380	420

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							
		2021	2022	2023	2023				2024
					1Q	2Q	3Q	4Q	1Q
TOTAL		540	880	760	220	200	180	160	80
	Industry (SSIC 2020)								
C10-32	MANUFACTURING	70	600	210	60	50	50	50	40
C10-12	Food, Beverages & Tobacco	-	-	40	-	40	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	50	20	10	-	-	-	-	20
C25,28	Fabricated Metal Products, Machinery & Equipment	10	110	60	20	10	10	20	10
C26	Electronic, Computer & Optical Products	-	230	70	40	-	-	30	-
C29-30	Transport Equipment	-	240	30	-	-	30	-	-
	Other Manufacturing Industries	-	-	-	-	-	-	-	-
F41-43	CONSTRUCTION	40	150	140	20	30	30	70	10
G-U	SERVICES	440	130	410	140	130	100	50	30
G46-47	WHOLESALE AND RETAIL TRADE	20	20	70	20	30	10	10	10
G46	Wholesale Trade	20	20	60	20	30	10	10	10
G47	Retail Trade	-	-	10	-	-	-	10	-
H49-53	TRANSPORTATION AND STORAGE	40	-	10	-	-	10	-	-
H49,5221	Land Transport & Supporting Services	30	-	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	10	-	-	-	-	-	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	10	-	10	-	-	10	-	-
I55-56	ACCOMMODATION AND FOOD SERVICES	30	20	10	10	-	-	-	-
I55	Accommodation	-	20	-	-	-	-	-	-
I56	Food & Beverage Services	30	-	10	10	-	-	-	-
J58-63	INFORMATION AND COMMUNICATIONS	100	10	120	90	20	10	10	-
J58-61	Telecommunications, Broadcasting & Publishing	10	10	-	-	-	-	-	-
J62-63	IT & Other Information Services	80	10	120	90	20	10	10	-
K64-66	FINANCIAL AND INSURANCE SERVICES	-	10	20	10	-	-	-	-
K64 & 66 (excl.662)	Financial Services	-	10	20	10	-	-	-	-
K65 & 662	Insurance Services	-	-	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	40	20	130	10	80	40	10	10
M69-70	Legal, Accounting & Management Services	-	-	30	-	-	10	10	10
M71	Architectural & Engineering Services	20	20	70	-	70	-	-	-
	Other Professional Services	10	-	30	-	10	20	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	200	10	40	-	-	30	10	-
N80	Security & Investigation	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	-	10	-	-	-	10	-
	Other Administrative & Support Services	200	10	30	-	-	30	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	30	20	10	-	-	10	-
O84,P85	Public Administration & Education	10	-	-	-	-	-	-	-
Q86-88	Health & Social Services	-	20	10	10	-	-	-	-
R90-93	Arts, Entertainment & Recreation	-	10	10	-	-	-	10	-
S,T,U	Other Community, Social & Personal Services	-	-	-	-	-	-	-	-
A,B,D,E	OTHERS*	-	-	-	-	-	-	-	-
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	210	230	320	140	70	70	40	30
	Clerical, Sales & Service Workers	260	80	100	20	10	40	30	10
	Production & Transport Operators, Cleaners & Labourers	70	580	350	60	120	80	90	40

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 SEX, AGE, SECTOR, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP

Per 1,000 Resident Employees

Characteristics	2021	2022	2023	2023				2024
				1Q	2Q	3Q	4Q	1Q
SEX								
Male	5.5	3.6	8.2	2.3	1.7	2.2	1.8	1.6
Female	5.1	3.1	6.5	1.7	1.5	1.6	1.7	1.4
AGE GROUP (YEARS)								
Below 30	2.3	2.5	5.3	2.2	0.9	1.0	1.1	0.9
30 - 39	4.5	2.7	6.9	2.0	1.5	1.7	1.6	1.7
40 & Over	6.5	3.9	8.1	1.9	1.8	2.3	2.0	1.6
40 - 49	7.1	3.5	9.3	2.3	2.0	2.5	2.3	1.8
50 & Over	6.2	4.2	7.3	1.6	1.6	2.1	1.8	1.4
50 - 59	8.0	5.3	10.1	2.3	2.2	2.9	2.5	1.8
60 & Over	3.9	2.8	4.0	0.7	1.0	1.3	0.9	0.9
SECTOR								
Manufacturing	9.5	6.8	11.9	5.4	1.9	2.1	2.3	2.2
Construction	2.4	1.3	3.1	0.9	0.6	0.8	0.7	0.3
Services	4.9	3.0	6.9	1.5	1.6	2.0	1.7	1.5
Others*	2.6	1.5	5.3	5.3	0.1	-	0.1	0.1
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	5.1	3.7	3.2	1.0	0.6	0.9	0.7	1.2
Secondary	4.1	2.0	2.3	0.6	0.6	0.6	0.4	0.6
Post-Secondary (Non-Tertiary)	3.8	2.5	3.3	0.7	0.6	1.2	0.7	0.3
Diploma & Professional Qualification	5.1	2.6	5.9	2.2	1.2	1.9	1.0	1.2
Degree	6.1	4.3	12.2	2.8	2.8	2.9	3.2	2.4
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6.2	4.2	9.5	2.5	2.1	2.6	2.3	1.9
Clerical, Sales & Service Workers	4.1	1.5	3.0	0.8	0.7	0.7	0.8	0.7
Production & Transport Operators, Cleaners & Labourers	3.1	2.4	3.1	1.1	0.5	0.8	0.7	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.

- : nil or negligible

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.

4.1 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

	2021	2022	2023	2023				2024
				1Q	2Q	3Q	4Q	1Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	14 860	2 740	3 110	420	810	890	990	620
SECTOR								
Manufacturing	2 750	740	1 170	100	240	380	460	190
Construction	910	90	420	40	130	90	160	140
Services	11 130	1 900	1 510	290	440	430	350	290
Others*	70	-	10	-	-	-	10	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 350	820	1 220	130	290	400	410	190
Clerical, Sales & Service Workers	5 400	1 010	830	160	260	150	270	170
Production & Transport Operators, Cleaners & Labourers	4 110	910	1 050	130	270	340	310	260
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	12 770	2 550	2 810	340	730	800	950	550
SECTOR								
Manufacturing	2 710	680	1 080	70	190	360	450	180
Construction	810	70	340	20	130	50	140	130
Services	9 180	1 810	1 380	240	400	390	340	240
Others*	70	-	10	-	-	-	10	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 050	760	1 160	110	280	390	390	180
Clerical, Sales & Service Workers	4 180	960	760	130	230	130	270	160
Production & Transport Operators, Cleaners & Labourers	3 550	840	900	100	220	290	290	210
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	2 090	180	290	80	90	90	40	60
SECTOR								
Manufacturing	50	70	90	20	40	10	10	10
Construction	90	20	70	10	10	40	20	10
Services	1 950	100	130	40	40	40	10	50
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	300	50	60	20	10	20	20	10
Clerical, Sales & Service Workers	1 220	60	70	20	20	30	-	10
Production & Transport Operators, Cleaners & Labourers	570	70	160	30	60	50	20	50

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 SEX, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT

Per Cent

Characteristics	2021	2022	2023	2023				2024
				1Q	2Q	3Q	4Q	1Q
TOTAL	65.8	68.9	63.7	71.7	59.4	65.3	61.5	59.4
SEX								
Male	64.0	66.7	62.0	74.2	56.3	64.0	59.1	58.7
Female	67.7	71.2	65.8	69.1	63.4	67.2	64.5	60.4
AGE GROUP (YEARS)								
Below 30	80.0	84.5	79.4	83.9	76.3	78.1	78.2	74.4
30 - 39	75.4	80.6	74.6	77.9	71.9	74.3	75.2	67.5
40 & Over	60.3	64.1	54.6	53.7	52.4	56.7	53.9	54.8
40 - 49	68.1	75.4	61.8	59.6	62.6	63.2	60.5	60.6
50 & Over	54.4	56.8	48.6	48.6	46.1	50.5	48.4	50.2
50 - 59	56.0	60.8	49.3	49.4	45.0	51.7	49.8	52.8
60 & Over	50.6	47.0	46.3	s	50.0	45.9	44.6	42.9
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	64.4	71.1	73.3	s	72.5	73.9	75.5	57.5
Secondary	67.0	67.5	60.5	s	55.6	67.1	59.2	66.7
Post-Secondary (Non-Tertiary)	64.3	67.1	74.7	s	60.6	82.5	73.7	53.6
Diploma & Professional Qualification	69.6	71.1	65.9	64.9	56.4	68.8	66.5	57.1
Degree	64.6	67.5	61.5	74.1	59.3	62.4	57.2	58.1
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	64.4	66.8	62.5	71.5	57.7	64.3	59.8	58.1
Clerical, Sales & Service Workers	69.9	73.4	72.8	75.0	67.3	75.8	72.7	65.6
Production & Transport Operators, Cleaners & Labourers	65.9	74.0	75.7	s	76.7	69.1	82.8	73.8

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) Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment.
- 3) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after 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.
- 5) s: Data are suppressed due to small number of observations.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

		In Thousands				
		2021	2022	2023	Mar	
					2023	2024
TOTAL		94.7	115.0	85.8	97.4	82.2
Industry (SSIC 2020)						
C10-32	MANUFACTURING	12.8	13.5	8.3	9.5	9.4
C10-12	Food, Beverages & Tobacco	1.4	1.6	1.3	1.3	1.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.0	0.8	0.5	0.5	0.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.8	1.0	0.9	0.8	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	3.4	4.0	1.8	2.3	1.8
C26	Electronic, Computer & Optical Products	2.8	2.6	1.0	1.3	1.5
C29-30	Transport Equipment	1.9	2.0	1.8	2.0	2.0
	Other Manufacturing Industries	1.6	1.3	0.9	1.3	0.8
F41-43	CONSTRUCTION	10.6	10.3	6.8	7.7	7.4
G-U	SERVICES	70.6	90.6	70.0	79.5	64.8
G46-47	WHOLESALE AND RETAIL TRADE	9.2	11.2	7.7	9.1	7.6
G46	Wholesale Trade	5.4	6.2	4.6	5.4	4.2
G47	Retail Trade	3.8	5.0	3.1	3.6	3.5
H49-53	TRANSPORTATION AND STORAGE	5.3	7.9	5.6	7.4	5.9
H49,5221	Land Transport & Supporting Services	1.2	1.6	1.2	1.5	1.2
H50,5222,5225	Water Transport & Supporting Services	1.1	1.4	0.9	1.6	1.0
H51,5223	Air Transport & Supporting Services	0.9	1.7	1.4	1.4	2.0
	Other Transportation & Storage Services	2.1	3.1	2.1	2.9	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES	7.0	9.9	8.1	8.7	6.8
I55	Accommodation	1.2	1.9	1.8	1.7	1.9
I56	Food & Beverage Services	5.8	8.1	6.3	7.0	4.9
J58-63	INFORMATION AND COMMUNICATIONS	8.6	10.3	7.1	8.1	7.3
J58-61	Telecommunications, Broadcasting & Publishing	1.5	1.9	1.0	1.0	1.1
J62-63	IT & Other Information Services	7.1	8.4	6.1	7.1	6.2
K64-66	FINANCIAL AND INSURANCE SERVICES	8.2	10.2	6.3	7.0	5.5
K64 & 66 (excl.662)	Financial Services	7.6	9.4	5.7	6.3	4.6
K65 & 662	Insurance Services	0.6	0.8	0.6	0.6	0.9
L68	REAL ESTATE SERVICES	1.5	2.1	1.8	2.0	1.9
M69-75	PROFESSIONAL SERVICES	7.2	9.1	6.7	7.7	7.2
M69-70	Legal, Accounting & Management Services	4.4	5.3	3.8	4.3	4.0
M71	Architectural & Engineering Services	2.0	2.6	1.8	2.2	1.9
	Other Professional Services	0.8	1.2	1.1	1.2	1.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	6.2	7.6	6.5	8.4	5.4
N80	Security & Investigation	1.7	2.0	1.7	2.0	1.5
N81	Cleaning & Landscaping	2.1	2.4	2.6	3.2	2.0
	Other Administrative & Support Services	2.4	3.2	2.3	3.2	1.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.5	22.3	20.2	21.1	17.1
O84,P85	Public Administration & Education	9.2	10.2	9.6	9.2	9.0
Q86-88	Health & Social Services	5.6	7.8	7.1	7.8	5.4
R90-93	Arts, Entertainment & Recreation	1.1	2.2	1.5	2.0	0.7
S,T,U	Other Community, Social & Personal Services	1.5	2.1	2.0	2.2	2.0
A,B,D,E	OTHERS*	0.7	0.7	0.7	0.7	0.7
OCCUPATIONAL GROUP						
	Professionals, Managers, Executives & Technicians	51.4	63.7	48.3	53.8	45.7
	Clerical, Sales & Service Workers	17.1	24.3	20.1	21.6	19.4
	Production & Transport Operators, Cleaners & Labourers	26.3	27.0	17.4	22.0	17.1

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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				
		2021	2022	2023	Mar	
					2023	2024
	TOTAL	4.7	5.1	3.7	4.3	3.5
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	4.2	4.1	2.3	2.8	2.5
C10-12	Food, Beverages & Tobacco	4.1	4.4	3.3	3.5	3.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	6.3	4.9	2.6	3.1	3.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	3.4	2.8	2.6	3.1
C25,28	Fabricated Metal Products, Machinery & Equipment	4.4	4.7	2.1	2.7	2.2
C26	Electronic, Computer & Optical Products	4.7	4.1	1.4	1.8	2.1
C29-30	Transport Equipment	3.4	3.3	2.7	3.2	2.5
	Other Manufacturing Industries	4.7	3.7	2.5	3.5	2.1
F41-43	CONSTRUCTION	4.3	3.5	2.1	2.4	2.2
G-U	SERVICES	4.9	5.6	4.4	4.9	4.0
G46-47	WHOLESALE AND RETAIL TRADE	4.2	4.7	3.2	3.8	3.3
G46	Wholesale Trade	3.6	3.9	2.9	3.4	2.8
G47	Retail Trade	5.5	6.4	3.8	4.8	4.1
H49-53	TRANSPORTATION AND STORAGE	3.8	5.0	4.0	4.6	4.1
H49,5221	Land Transport & Supporting Services	3.2	4.4	3.7	3.7	4.2
H50,5222,5225	Water Transport & Supporting Services	3.8	4.3	3.0	4.9	3.2
H51,5223	Air Transport & Supporting Services	3.1	5.4	5.0	4.2	6.7
	Other Transportation & Storage Services	4.7	5.6	4.1	5.4	3.2
I55-56	ACCOMMODATION AND FOOD SERVICES	5.6	6.6	4.9	5.3	4.1
I55	Accommodation	6.8	9.9	7.9	8.4	8.0
I56	Food & Beverage Services	5.4	6.1	4.4	4.9	3.5
J58-63	INFORMATION AND COMMUNICATIONS	9.0	8.7	6.0	6.6	5.9
J58-61	Telecommunications, Broadcasting & Publishing	5.5	5.9	3.2	3.3	3.6
J62-63	IT & Other Information Services	10.3	9.8	7.0	7.8	6.6
K64-66	FINANCIAL AND INSURANCE SERVICES	5.1	5.6	3.9	4.7	3.1
K64 & 66 (excl.662)	Financial Services	5.3	5.8	4.0	4.8	3.0
K65 & 662	Insurance Services	3.1	4.1	3.2	3.8	3.9
L68	REAL ESTATE SERVICES	3.9	5.0	4.1	4.8	3.9
M69-75	PROFESSIONAL SERVICES	5.0	5.4	3.8	4.4	3.7
M69-70	Legal, Accounting & Management Services	5.4	6.0	4.1	4.6	4.3
M71	Architectural & Engineering Services	4.5	4.8	3.1	3.9	2.6
	Other Professional Services	4.4	4.8	4.2	5.0	4.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.4	4.8	4.4	5.3	3.7
N80	Security & Investigation	4.9	5.4	4.5	5.1	3.8
N81	Cleaning & Landscaping	3.2	3.4	3.8	4.6	3.1
	Other Administrative & Support Services	5.8	6.5	5.1	6.5	4.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	4.7	5.6	5.1	5.2	4.3
O84,P85	Public Administration & Education	4.8	5.4	5.1	4.9	4.6
Q86-88	Health & Social Services	5.0	5.9	5.6	5.7	4.1
R90-93	Arts, Entertainment & Recreation	3.6	6.6	4.8	5.4	3.2
S,T,U	Other Community, Social & Personal Services	3.9	4.8	4.5	4.9	4.3
A,B,D,E	OTHERS*	3.4	3.2	3.4	3.7	3.5
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	4.7	5.3	4.0	4.4	3.7
	Clerical, Sales & Service Workers	4.7	6.0	4.7	5.2	4.3
	Production & Transport Operators, Cleaners & Labourers	4.7	4.2	2.7	3.3	2.6

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 2024

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
			Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	82.2	3.5	45.7	3.7	19.4	4.3	17.1	2.6
C10-32 MANUFACTURING	9.4	2.5	4.6	2.7	1.4	3.4	3.3	2.0
C10-12 Food, Beverages & Tobacco	1.4	3.0	0.3	2.5	0.5	3.6	0.6	2.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	3.3	0.3	5.0	-	-	0.2	2.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	3.1	0.9	3.0	0.2	7.5	0.3	2.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.8	2.2	0.8	2.2	0.2	2.6	0.8	2.1
C26 Electronic, Computer & Optical Products	1.5	2.1	1.2	2.7	0.1	2.7	0.2	0.9
C29-30 Transport Equipment	2.0	2.5	0.8	2.7	0.3	3.8	0.9	2.1
Other Manufacturing Industries	0.8	2.1	0.4	2.6	0.1	2.3	0.3	1.6
F41-43 CONSTRUCTION	7.4	2.2	2.0	2.6	0.6	2.6	4.8	2.1
G-U SERVICES	64.8	4.0	38.5	3.9	17.4	4.5	8.9	3.4
G46-47 WHOLESALE AND RETAIL TRADE	7.6	3.3	3.2	2.7	3.8	4.8	0.7	1.9
G46 Wholesale Trade	4.2	2.8	2.4	2.6	1.3	4.5	0.4	1.7
G47 Retail Trade	3.5	4.1	0.7	3.1	2.5	4.9	0.2	2.3
H49-53 TRANSPORTATION AND STORAGE	5.9	4.1	1.5	2.8	2.0	6.0	2.5	4.3
H49,5221 Land Transport & Supporting Services	1.2	4.2	0.2	3.4	0.2	3.5	0.8	4.7
H50,5222,5225 Water Transport & Supporting Services	1.0	3.2	0.5	2.8	0.1	3.0	0.4	4.1
H51,5223 Air Transport & Supporting Services	2.0	6.7	0.5	5.2	1.3	8.3	0.2	4.1
Other Transportation & Storage Services	1.7	3.2	0.3	1.5	0.4	4.3	1.1	4.1
I55-56 ACCOMMODATION AND FOOD SERVICES	6.8	4.1	1.6	4.1	4.0	4.1	1.2	4.0
I55 Accommodation	1.9	8.0	0.5	5.8	1.0	11.4	0.4	6.7
I56 Food & Beverage Services	4.9	3.5	1.1	3.6	3.0	3.4	0.8	3.4
J58-63 INFORMATION AND COMMUNICATIONS	7.3	5.9	6.9	6.2	0.2	2.5	0.1	3.6
J58-61 Telecommunications, Broadcasting & Publishing	1.1	3.6	1.0	4.0	0.1	1.7	-	-
J62-63 IT & Other Information Services	6.2	6.6	6.0	6.8	0.2	3.5	0.1	3.7
K64-66 FINANCIAL AND INSURANCE SERVICES	5.5	3.1	5.1	3.2	0.3	2.4	0.1	3.8
K64 & 66 (excl.662) Financial Services	4.6	3.0	4.3	3.1	0.2	2.0	0.1	3.8
K65 & 662 Insurance Services	0.9	3.9	0.8	3.8	0.1	5.0	-	-
L68 REAL ESTATE SERVICES	1.9	3.9	0.7	3.3	0.8	5.2	0.4	3.6
M69-75 PROFESSIONAL SERVICES	7.2	3.7	5.9	4.2	0.6	3.4	0.8	2.1
M69-70 Legal, Accounting & Management Services	4.0	4.3	3.4	4.4	0.4	3.9	0.1	4.4
M71 Architectural & Engineering Services	1.9	2.6	1.3	3.6	0.1	2.1	0.5	1.6
Other Professional Services	1.3	4.5	1.1	4.2	0.1	4.1	0.2	7.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.4	3.7	1.3	3.9	1.9	4.1	2.2	3.3
N80 Security & Investigation	1.5	3.8	0.1	1.9	1.3	4.2	0.2	3.2
N81 Cleaning & Landscaping	2.0	3.1	0.2	2.8	0.1	1.8	1.7	3.3
Other Administrative & Support Services	1.8	4.3	1.1	4.5	0.5	5.7	0.3	2.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.1	4.3	12.3	4.1	3.8	5.3	1.0	4.4
O84,P85 Public Administration & Education	9.0	4.6	7.8	4.3	1.1	10.0	0.1	3.4
Q86-88 Health & Social Services	5.4	4.1	3.5	3.8	1.5	5.2	0.4	4.3
R90-93 Arts, Entertainment & Recreation	0.7	3.2	0.4	3.0	0.3	3.2	0.1	4.3
S,T,U Other Community, Social & Personal Services	2.0	4.3	0.7	4.1	0.9	4.2	0.4	4.8
A,B,D,E OTHERS*	0.7	3.5	0.5	4.2	-	-	0.2	2.6

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				
		2021	2022	2023	1Q	
					2023	2024
	TOTAL	2.1	2.6	2.2	2.2	2.0
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	1.8	2.3	1.7	1.8	1.7
C10-12	Food, Beverages & Tobacco	2.8	3.0	3.0	2.9	2.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	2.7	2.0	1.7	1.5	1.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.3	1.5	1.3	1.4	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	2.2	2.3	1.8	2.2	1.3
C26	Electronic, Computer & Optical Products	1.7	2.4	1.0	1.2	1.0
C29-30	Transport Equipment	1.0	2.0	1.6	1.6	3.0
	Other Manufacturing Industries	2.0	2.4	1.9	2.0	1.1
F41-43	CONSTRUCTION	1.5	3.0	2.3	2.0	1.9
G-U	SERVICES	2.2	2.6	2.4	2.3	2.0
G46-47	WHOLESALE AND RETAIL TRADE	2.2	2.6	2.7	2.2	2.1
G46	Wholesale Trade	1.8	2.1	1.8	1.5	1.6
G47	Retail Trade	3.0	3.8	4.4	3.7	3.0
H49-53	TRANSPORTATION AND STORAGE	1.7	2.4	2.0	2.2	1.7
H49,5221	Land Transport & Supporting Services	1.4	2.1	1.7	1.6	1.5
H50,5222,5225	Water Transport & Supporting Services	1.5	1.7	1.7	1.6	1.5
H51,5223	Air Transport & Supporting Services	1.1	2.8	2.3	2.1	2.2
	Other Transportation & Storage Services	2.5	2.8	2.3	2.9	1.8
I55-56	ACCOMMODATION AND FOOD SERVICES	3.4	3.9	3.6	3.6	3.0
I55	Accommodation	2.5	4.4	3.5	4.3	2.6
I56	Food & Beverage Services	3.6	3.9	3.7	3.6	3.1
J58-63	INFORMATION AND COMMUNICATIONS	2.8	3.1	2.1	2.3	1.9
J58-61	Telecommunications, Broadcasting & Publishing	2.0	2.2	1.6	1.7	1.2
J62-63	IT & Other Information Services	3.2	3.5	2.4	2.5	2.2
K64-66	FINANCIAL AND INSURANCE SERVICES	1.8	2.1	1.9	1.9	1.4
K64 & 66 (excl.662)	Financial Services	1.7	2.1	1.9	1.9	1.5
K65 & 662	Insurance Services	1.9	2.3	2.2	2.0	1.3
L68	REAL ESTATE SERVICES	2.3	2.5	2.3	2.5	1.7
M69-75	PROFESSIONAL SERVICES	2.3	2.5	2.1	1.9	1.8
M69-70	Legal, Accounting & Management Services	2.4	2.4	2.1	2.0	1.8
M71	Architectural & Engineering Services	2.1	2.8	2.3	1.9	1.8
	Other Professional Services	2.3	2.1	1.8	1.6	1.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.6	4.1	3.6	3.8	3.5
N80	Security & Investigation	3.7	3.9	4.0	4.1	4.5
N81	Cleaning & Landscaping	3.3	3.9	3.6	3.8	3.2
	Other Administrative & Support Services	4.1	4.7	3.3	3.5	2.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.6	1.7	1.7	1.6
O84,P85	Public Administration & Education	1.1	1.1	1.2	1.2	1.1
Q86-88	Health & Social Services	1.7	2.0	2.1	2.0	2.0
R90-93	Arts, Entertainment & Recreation	1.4	2.4	2.2	2.6	2.4
S,T,U	Other Community, Social & Personal Services	1.9	2.3	2.1	1.9	1.9
A,B,D,E	OTHERS*	1.6	1.7	1.5	1.1	1.7
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.7	2.0	1.8	1.7	1.5
	Clerical, Sales & Service Workers	2.9	3.5	3.3	3.3	3.0
	Production & Transport Operators, Cleaners & Labourers	2.2	3.2	2.4	2.5	2.1

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent				
		2021	2022	2023	1Q	
					2023	2024
	TOTAL	1.7	1.7	1.4	1.5	1.4
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	1.5	1.5	1.2	1.3	1.2
C10-12	Food, Beverages & Tobacco	2.5	2.1	1.8	2.1	1.7
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.9	1.5	1.4	1.6	1.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.1	1.1	0.8	0.8	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment	1.5	1.5	1.2	1.2	1.1
C26	Electronic, Computer & Optical Products	1.6	1.5	1.1	1.3	1.2
C29-30	Transport Equipment	1.2	1.2	1.1	0.9	1.1
	Other Manufacturing Industries	1.5	1.4	1.3	1.4	1.2
F41-43	CONSTRUCTION	1.3	1.3	1.3	1.3	1.4
G-U	SERVICES	1.8	1.8	1.5	1.5	1.4
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.8	1.4	1.5	1.6
G46	Wholesale Trade	1.4	1.4	1.1	1.0	1.3
G47	Retail Trade	2.5	2.4	2.1	2.6	2.1
H49-53	TRANSPORTATION AND STORAGE	1.4	1.5	1.3	1.4	1.2
H49,5221	Land Transport & Supporting Services	1.2	1.3	1.1	1.3	1.1
H50,5222,5225	Water Transport & Supporting Services	1.1	1.0	1.1	1.1	1.0
H51,5223	Air Transport & Supporting Services	1.1	1.3	1.0	1.0	1.1
	Other Transportation & Storage Services	2.0	2.0	1.7	1.9	1.3
I55-56	ACCOMMODATION AND FOOD SERVICES	3.2	3.0	2.6	2.6	2.5
I55	Accommodation	3.0	3.3	2.3	2.6	2.0
I56	Food & Beverage Services	3.3	2.9	2.6	2.6	2.6
J58-63	INFORMATION AND COMMUNICATIONS	2.0	2.1	1.5	1.5	1.3
J58-61	Telecommunications, Broadcasting & Publishing	1.5	1.9	1.1	1.2	1.0
J62-63	IT & Other Information Services	2.3	2.2	1.6	1.6	1.5
K64-66	FINANCIAL AND INSURANCE SERVICES	1.3	1.4	1.1	1.1	0.8
K64 & 66 (excl.662)	Financial Services	1.3	1.4	1.0	1.1	0.8
K65 & 662	Insurance Services	1.6	1.8	1.3	1.3	0.9
L68	REAL ESTATE SERVICES	2.1	1.9	1.5	1.8	1.4
M69-75	PROFESSIONAL SERVICES	1.7	1.6	1.3	1.2	1.3
M69-70	Legal, Accounting & Management Services	1.8	1.7	1.3	1.2	1.3
M71	Architectural & Engineering Services	1.5	1.4	1.4	1.3	1.3
	Other Professional Services	1.7	1.5	1.2	1.1	1.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.1	3.1	2.7	2.5	2.6
N80	Security & Investigation	3.6	3.2	2.9	2.8	3.0
N81	Cleaning & Landscaping	3.1	3.2	3.0	2.9	2.6
	Other Administrative & Support Services	2.6	2.9	2.0	1.8	2.0
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.1	1.2	1.0	1.1	1.0
O84,P85	Public Administration & Education	0.8	0.8	0.7	0.7	0.6
Q86-88	Health & Social Services	1.2	1.4	1.3	1.2	1.3
R90-93	Arts, Entertainment & Recreation	1.5	1.5	1.4	1.6	1.3
S,T,U	Other Community, Social & Personal Services	1.6	1.6	1.6	1.6	1.7
A,B,D,E	OTHERS*	1.1	1.2	1.0	0.8	0.8
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.3	1.4	1.1	1.1	1.0
	Clerical, Sales & Service Workers	2.5	2.5	2.1	2.1	2.2
	Production & Transport Operators, Cleaners & Labourers	1.9	1.8	1.7	1.7	1.7

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 quarterly figures.

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, FIRST QUARTER 2024

Industry (SSIC 2020)		Per Cent							
		Total		Occupational Group					
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation		
TOTAL		2.0	1.4	1.5	1.0	3.0	2.2	2.1	1.7
C10-32 MANUFACTURING		1.7	1.2	1.5	0.8	2.3	1.7	1.8	1.5
C10-12	Food, Beverages & Tobacco	2.4	1.7	1.2	0.8	3.3	2.7	2.4	1.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.9	1.4	2.3	0.9	2.1	1.0	1.7	1.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.4	0.9	1.4	0.6	1.9	1.8	1.2	1.5
C25,28	Fabricated Metal Products, Machinery & Equipment	1.3	1.1	1.0	0.9	1.5	1.4	1.5	1.3
C26	Electronic, Computer & Optical Products	1.0	1.2	0.8	0.9	2.3	1.1	1.3	1.7
C29-30	Transport Equipment	3.0	1.1	3.7	0.7	2.1	0.9	2.6	1.4
	Other Manufacturing Industries	1.1	1.2	1.0	0.9	1.3	1.2	1.1	1.6
F41-43 CONSTRUCTION		1.9	1.4	1.9	1.0	2.6	1.1	1.8	1.6
G-U SERVICES		2.0	1.4	1.5	1.0	3.1	2.3	2.4	1.9
G46-47	WHOLESALE AND RETAIL TRADE	2.1	1.6	1.3	1.0	3.4	2.5	2.1	1.5
G46	Wholesale Trade	1.6	1.3	1.2	0.9	2.7	2.1	2.0	1.5
G47	Retail Trade	3.0	2.1	1.7	1.1	3.8	2.7	2.1	1.4
H49-53	TRANSPORTATION AND STORAGE	1.7	1.2	1.3	0.9	1.8	1.1	2.2	1.4
H49,5221	Land Transport & Supporting Services	1.5	1.1	1.6	1.0	1.5	1.8	1.4	0.9
H50,5222, 5225	Water Transport & Supporting Services	1.5	1.0	1.1	0.8	1.3	0.9	2.2	1.5
H51,5223	Air Transport & Supporting Services	2.2	1.1	1.4	0.8	1.9	0.8	5.3	3.1
	Other Transportation & Storage Services	1.8	1.3	1.3	1.1	1.8	1.5	2.1	1.4
I55-56	ACCOMMODATION AND FOOD SERVICES	3.0	2.5	1.8	1.4	3.6	3.1	2.6	1.9
I55	Accommodation	2.6	2.0	2.3	1.7	2.9	2.5	2.6	1.7
I56	Food & Beverage Services	3.1	2.6	1.7	1.3	3.7	3.2	2.6	2.0
J58-63	INFORMATION AND COMMUNICATIONS	1.9	1.3	1.9	1.3	1.7	1.4	4.5	3.1
J58-61	Telecommunications, Broadcasting & Publishing	1.2	1.0	1.2	1.0	0.9	1.0	1.9	1.1
J62-63	IT & Other Information Services	2.2	1.5	2.1	1.4	2.7	1.9	6.2	4.5
K64-66	FINANCIAL AND INSURANCE SERVICES	1.4	0.8	1.4	0.7	1.8	1.2	3.2	1.9
K64 & 66 (excl.662)	Financial Services	1.5	0.8	1.4	0.7	1.8	1.3	3.2	1.9
K65 & 662	Insurance Services	1.3	0.9	1.3	0.9	1.6	1.0	2.7	2.7
L68	REAL ESTATE SERVICES	1.7	1.4	1.2	1.0	1.8	1.4	2.8	2.1
M69-75	PROFESSIONAL SERVICES	1.8	1.3	1.6	1.2	3.2	1.7	1.7	1.6
M69-70	Legal, Accounting & Management Services	1.8	1.3	1.6	1.2	3.3	2.0	3.2	2.7
M71	Architectural & Engineering Services	1.8	1.3	1.8	1.1	2.9	1.1	1.6	1.5
	Other Professional Services	1.7	1.0	1.6	1.1	3.1	1.2	1.6	0.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.5	2.6	2.0	1.5	5.1	3.1	3.1	2.7
N80	Security & Investigation	4.5	3.0	1.7	1.2	5.2	3.4	2.6	1.9
N81	Cleaning & Landscaping	3.2	2.6	2.0	1.8	5.0	2.6	3.1	2.7
	Other Administrative & Support Services	2.9	2.0	2.1	1.5	4.6	2.5	3.6	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.0	1.4	0.8	2.3	1.6	2.3	1.3
O84,P85	Public Administration & Education	1.1	0.6	1.0	0.6	2.1	1.2	1.1	0.8
Q86-88	Health & Social Services	2.0	1.3	1.8	1.2	2.7	1.5	3.0	1.4
R90-93	Arts, Entertainment & Recreation	2.4	1.3	2.2	1.2	2.9	1.4	1.6	1.1
S,T,U	Other Community, Social & Personal Services	1.9	1.7	1.9	1.5	1.8	1.9	2.1	1.5
A,B,D,E OTHERS*		1.7	0.8	1.4	0.8	2.1	0.7	2.1	1.0

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 2020)		Hours							
		2021	2022	2023	2023				2024
					Mar	Jun	Sep	Dec	Mar
TOTAL		44.2	44.1	43.6	43.7	43.4	43.7	43.4	43.3
C10-32 MANUFACTURING		47.8	47.5	46.5	46.9	46.6	46.6	45.8	46.0
C10-12	Food, Beverages & Tobacco	45.8	44.6	44.1	44.3	44.8	44.5	43.0	43.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	48.3	46.2	46.8	46.7	45.6	45.7	45.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.2	44.4	43.2	43.0	43.1	43.3	43.3	44.1
C25,28	Fabricated Metal Products, Machinery & Equipment	49.5	49.0	47.9	49.5	47.3	48.5	46.3	46.8
C26	Electronic, Computer & Optical Products	47.7	47.4	45.7	45.9	45.8	45.8	45.4	46.0
C29-30	Transport Equipment	48.8	49.0	48.7	48.9	49.5	48.3	48.2	48.1
	Other Manufacturing Industries	47.7	46.6	46.4	45.8	46.3	47.2	46.3	46.1
F41-43 CONSTRUCTION		49.8	49.9	48.6	49.2	48.5	48.2	48.7	47.7
G-U SERVICES		42.5	42.3	41.8	41.9	41.6	42.0	41.7	41.8
G46-47	WHOLESALE AND RETAIL TRADE	42.4	42.2	41.4	41.9	40.8	41.7	41.0	41.2
G46	Wholesale Trade	42.7	42.4	41.9	42.2	41.9	42.0	41.6	41.8
G47	Retail Trade	41.7	41.7	40.4	41.3	39.2	41.2	39.8	40.1
H49-53	TRANSPORTATION AND STORAGE	45.4	45.2	44.3	44.3	44.3	44.6	44.1	43.5
H49,5221	Land Transport & Supporting Services	46.7	46.7	47.3	47.3	47.4	47.7	46.8	46.1
H50,5222,5225	Water Transport & Supporting Services	45.1	44.5	42.6	44.4	41.7	42.1	42.1	42.2
H51,5223	Air Transport & Supporting Services	43.0	42.9	41.7	40.6	42.4	41.6	42.1	41.9
	Other Transportation & Storage Services	46.0	45.8	44.9	44.3	44.9	45.6	44.7	43.9
I55-56	ACCOMMODATION AND FOOD SERVICES	40.5	40.4	40.2	40.4	39.9	40.5	39.9	40.6
I55	Accommodation	44.7	45.1	45.2	45.5	45.5	44.3	45.6	45.8
I56	Food & Beverage Services	39.7	39.7	39.4	39.7	38.9	40.0	39.1	39.8
J58-63	INFORMATION AND COMMUNICATIONS	41.4	40.9	40.6	40.2	40.7	40.8	40.7	40.8
J58-61	Telecommunications, Broadcasting & Publishing	41.3	40.5	40.4	39.3	40.5	40.9	40.8	40.6
J62-63	IT & Other Information Services	41.5	41.1	40.7	40.5	40.7	40.7	40.6	40.8
K64-66	FINANCIAL AND INSURANCE SERVICES	41.7	41.3	40.8	40.7	40.8	40.7	40.9	40.8
K64 & 66 (excl.662)	Financial Services	41.9	41.4	40.9	40.7	41.0	40.8	41.0	40.9
K65 & 662	Insurance Services	40.2	40.4	39.9	40.2	39.5	39.7	40.2	40.4
L68	REAL ESTATE SERVICES	43.4	43.2	43.2	43.5	43.4	42.9	43.0	43.3
M69-75	PROFESSIONAL SERVICES	42.4	42.6	42.3	42.7	42.3	42.4	41.8	42.6
M69-70	Legal, Accounting & Management Services	40.9	40.8	40.2	41.0	40.4	40.8	38.5	40.4
M71	Architectural & Engineering Services	45.3	46.2	46.0	46.3	45.5	45.7	46.5	45.8
	Other Professional Services	42.0	41.4	41.4	40.9	42.7	40.9	41.2	41.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	44.8	43.6	43.7	43.2	42.8	44.3	44.4	43.3
N80	Security & Investigation	47.9	46.6	46.3	46.7	46.1	45.5	47.1	42.6
N81	Cleaning & Landscaping	44.4	44.6	43.8	44.2	43.7	43.9	43.5	43.9
	Other Administrative & Support Services	42.8	39.8	41.2	38.7	38.5	44.1	43.4	43.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.7	41.8	41.6	41.4	41.7	41.8	41.4	41.5
O84,P85	Public Administration & Education	41.4	41.3	41.4	41.4	41.5	41.4	41.5	41.3
Q86-88	Health & Social Services	42.1	42.3	42.0	42.2	41.9	42.0	42.0	42.4
R90-93	Arts, Entertainment & Recreation	42.8	43.7	42.3	39.9	44.0	44.7	40.7	40.8
S,T,U	Other Community, Social & Personal Services	40.5	41.1	40.2	40.1	39.9	40.8	39.9	40.0
A,B,D,E OTHERS*		45.2	45.1	44.4	44.1	44.5	44.1	44.9	44.4

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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

Industry (SSIC 2020)	2021	2022	2023	2023				Hours
				Mar	Jun	Sep	Dec	2024
				Mar	Jun	Sep	Dec	Mar
TOTAL	2.5	2.5	2.2	2.3	2.1	2.3	2.3	2.0
C10-32 MANUFACTURING	5.3	5.0	4.0	4.2	4.0	4.2	3.7	3.7
C10-12 Food, Beverages & Tobacco	3.6	2.8	2.5	2.8	2.0	3.1	2.2	2.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.5	5.6	3.5	3.7	3.5	3.5	3.3	3.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.6	2.8	2.2	1.9	2.1	2.2	2.4	2.9
C25,28 Fabricated Metal Products, Machinery & Equipment	6.5	6.0	5.0	5.6	4.5	5.5	4.2	4.2
C26 Electronic, Computer & Optical Products	5.4	5.0	3.2	3.3	3.7	3.1	2.8	3.0
C29-30 Transport Equipment	5.7	6.1	5.5	5.8	5.3	5.6	5.4	5.3
Other Manufacturing Industries	5.7	4.5	4.3	3.9	4.5	4.6	4.3	3.6
F41-43 CONSTRUCTION	6.0	6.4	5.5	5.8	5.3	5.3	5.6	5.0
G-U SERVICES	1.2	1.3	1.2	1.2	1.1	1.2	1.2	1.0
G46-47 WHOLESALE AND RETAIL TRADE	1.3	1.1	1.0	1.1	0.9	1.1	1.0	1.0
G46 Wholesale Trade	1.3	1.1	1.0	1.0	1.0	1.0	1.0	1.0
G47 Retail Trade	1.2	1.3	1.1	1.3	0.8	1.4	1.0	0.9
H49-53 TRANSPORTATION AND STORAGE	2.9	3.0	2.6	2.3	2.4	3.0	2.8	2.0
H49,5221 Land Transport & Supporting Services	4.3	4.2	5.4	4.9	5.3	5.7	5.5	4.7
H50,5222, 5225 Water Transport & Supporting Services	2.4	2.2	1.4	1.8	1.1	1.5	1.4	0.8
H51,5223 Air Transport & Supporting Services	1.0	1.4	0.3	0.1	0.1	0.1	0.7	0.5
Other Transportation & Storage Services	3.3	3.5	2.8	2.1	2.6	3.6	3.1	2.1
I55-56 ACCOMMODATION AND FOOD SERVICES	1.3	1.4	1.5	1.4	1.3	1.5	1.6	1.3
I55 Accommodation	1.4	2.1	2.2	2.3	2.3	2.0	2.3	2.4
I56 Food & Beverage Services	1.3	1.3	1.3	1.3	1.1	1.5	1.5	1.1
J58-63 INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.1	0.2	0.2	0.3	0.2
J58-61 Telecommunications, Broadcasting & Publishing	0.2	0.4	0.3	0.2	0.3	0.3	0.3	0.3
J62-63 IT & Other Information Services	0.2	0.2	0.2	0.1	0.1	0.2	0.3	0.2
K64-66 FINANCIAL AND INSURANCE SERVICES	0.5	0.5	0.1	0.1	0.1	0.1	0.1	0.1
K64 & 66 (excl.662) Financial Services	0.5	0.5	0.1	0.1	0.1	0.1	0.1	0.1
K65 & 662 Insurance Services	0.1	0.1	0.1	0.1	0.1	-	0.1	0.1
L68 REAL ESTATE SERVICES	1.2	1.4	1.3	1.6	1.5	1.1	1.2	1.3
M69-75 PROFESSIONAL SERVICES	1.1	1.4	1.3	1.3	1.0	1.2	1.8	1.5
M69-70 Legal, Accounting & Management Services	0.2	0.2	0.3	0.2	0.2	0.2	0.4	0.3
M71 Architectural & Engineering Services	2.7	3.6	3.4	3.7	2.7	3.1	4.1	3.5
Other Professional Services	0.9	0.6	0.4	0.2	0.6	0.4	0.6	0.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.3	3.3	3.4	3.2	3.4	3.2	2.4
N80 Security & Investigation	6.6	5.8	6.0	6.1	5.8	6.1	6.1	3.1
N81 Cleaning & Landscaping	2.6	3.0	2.7	2.7	2.6	2.8	2.6	2.6
Other Administrative & Support Services	1.8	1.9	1.9	2.2	2.1	1.8	1.7	1.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.3	0.4	0.4	0.3	0.4	0.5	0.3	0.3
O84,P85 Public Administration & Education	0.1	0.1	0.2	0.1	0.2	0.2	0.2	0.1
Q86-88 Health & Social Services	0.5	0.5	0.4	0.4	0.4	0.5	0.5	0.5
R90-93 Arts, Entertainment & Recreation	0.9	1.4	1.2	0.7	1.4	2.2	0.7	0.9
S,T,U Other Community, Social & Personal Services	0.6	0.6	0.6	0.7	0.5	0.8	0.6	0.4
A,B,D,E OTHERS*	2.7	2.6	2.3	1.8	2.3	2.2	2.9	2.2

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) 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.¹

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

From July 2020, top-line unemployment rates for overall, residents, and citizens for the month will be released on a monthly basis by the first week of the month after next. This availability of top-line unemployment rates on a monthly basis will enable us to detect shifts in the 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>.

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 Scheme².

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

Information on retrenched resident workers is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the first quarter of 2010, the coverage is further expanded to include employees on term contracts who 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. Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment. For example, the re-entry rate for the first quarter of 2024 shows the proportion of residents retrenched in the third quarter of 2023 who had re-entered employment six months after retrenchment. Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment. For example, the 2023 re-entry rate pertains to residents retrenched from 3Q 2022 to 2Q 2023, who had re-entered employment by 2023 (six months after retrenchment).

Residents refer to Singapore Citizens and Permanent Residents.

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

Uses and Limitations

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Job vacancy refers to the number of unfilled posts which an establishment is actively recruiting employees from outside the establishment. They exclude:

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

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

Job vacancy rate for a quarter is defined as the number of job vacancies divided by the demand for manpower at the end of the quarter. The demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter. The annual figures are the simple averages of the quarterly figures.

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

The resignation rates by industry are valuable to employers for comparing their staff turnover against the industry norm. Low resignation rate in a company relative to the industry average is usually considered to be an indicator of good labour-management relations. Labour turnover also reflects the unique labour market dynamics of the various industries. For example, accommodation and food services typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with seasonal fluctuations in demand.

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Paid overtime hours worked refers to the number of hours worked by an employee during a week in excess of the standard hours for which the employees were paid. It excludes overtime hours worked for which "time-off" was granted instead of wage payment.

Uses and Limitations

Data on paid total and overtime hours worked are used as a gauge of the level of economic activities and working conditions of the various industries. The data can also be used for social studies on family and community life.

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Mar 24	64,100	2,400	3.7%	59,400	68,800
Resident Unemployment Rate	Mar 24	2.6%	0.10%-pt	3.7%	2.4%	2.8%
JOB VACANCY						
Job Vacancy Number	Mar 24	82,200	1,000	1.3%	80,100	84,300
Job Vacancy Rate	Mar 24	3.5%	0.04%-pt	1.2%	3.4%	3.6%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	1Q 24	2.0%	0.02%-pt	1.3%	1.9%	2.0%
Average Monthly Resignation Rate	1Q 24	1.4%	0.01%-pt	1.1%	1.4%	1.4%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 24	2.0	0.03	1.3%	2.0	2.1

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Report on Wage Practices 2023	25 Jun 2024
Singapore Yearbook of Manpower Statistics 2024	28 Jun 2024
Labour Market Advance Release Second Quarter 2024	30-31 Jul 2024*
Labour Market Report Second Quarter 2024	09-13 Sep 2024*

PAST ...

Labour Market Report First Quarter 2024	20 Jun 2024
Labour Market Advance Release First Quarter 2024	30 Apr 2024
Job Vacancies 2023	25 Mar 2024
Labour Market Report Fourth Quarter 2023	14 Mar 2024
Labour Market Advance Release Fourth Quarter 2023	31 Jan 2024
Labour Force In Singapore 2023	31 Jan 2024
Labour Market Report Third Quarter 2023	14 Dec 2023
Labour Force In Singapore Advance Release 2023	30 Nov 2023

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