

# Labour Market Report First Quarter 2025



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LABOUR MARKET REPORT FIRST QUARTER 2025

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

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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](https://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
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

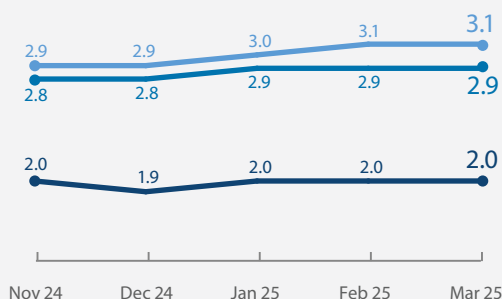
# 2025

### Unemployment

Unemployment rates have risen slightly in March 2025 compared to December 2024.

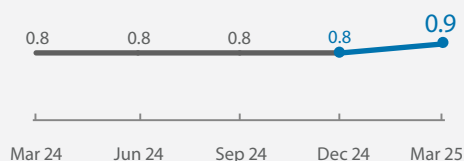
Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



The resident long-term unemployment rate inched up in March 2025 compared to the previous months.

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



### Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoffs decreased in 1Q 2025.



660  
4Q 2024

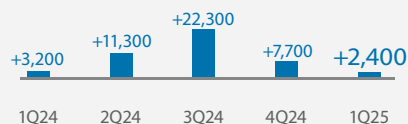


570  
1Q 2025

### Employment

Total employment grew at a slower pace in 1Q 2025 compared to the previous quarter.

Employment change (excluded MDW)



Employment data excludes migrant domestic workers (MDW)

Employment level (excluded MDW)

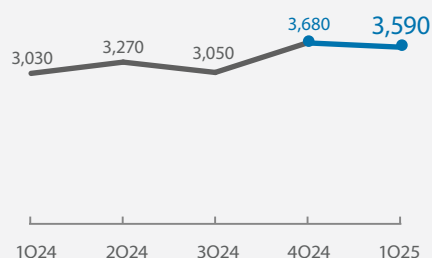


3,747,000  
Mar 2025

### Retrenchment

The number of retrenchments declined in 1Q 2025.

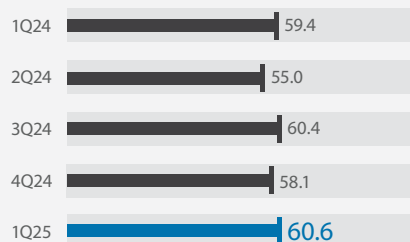
Retrenched employees



### Re-entry into Employment

The resident rate of re-entry into employment within 6 months post-retrenchment rebounded in 1Q 2025.

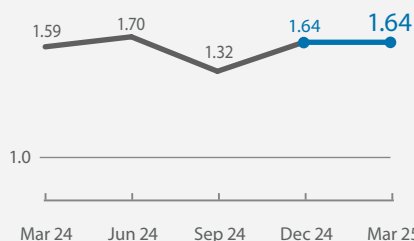
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



### Job Vacancy

Both job vacancies and unemployment rose in March 2025, keeping the ratio of job vacancies to unemployed persons similar to the previous quarter.

Ratio of job vacancies to unemployed persons, seasonally adjusted

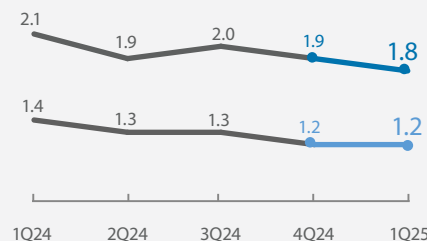


### Recruitment and Resignation Rates

The recruitment rate fell slightly, while the resignation rate held steady over the quarter.

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

— Recruitment — Resignation



# Labour Market Report First Quarter 2025

## Executive Summary

- The labour market continued to expand in 1Q 2025, but at a slower pace compared to 4Q 2024. Total employment growth eased to 2,400 (resident<sup>1</sup>: 300; non-resident: 2,000) in 1Q 2025, down from 7,700 (resident: 1,400; non-resident: 6,300) in 4Q 2024<sup>2</sup>.
- Resident employment growth was uneven across sectors. Increases were observed in *Health & Social Services* and *Financial & Insurance Services* while declines were seen in *Professional Services* and *Information & Communications*.
- Non-resident growth was led by Work Permit holders, mainly working in roles which were less likely to attract resident applicants such as bus and truck drivers.
- Unemployment rates inched up in March 2025 (overall: 2.0%; resident: 2.9%; citizen: 3.1%), while the resident long-term unemployment rates rose slightly from 0.8% in December 2024 to 0.9% in March 2025, but the rates remained comparable to non-recessionary norms.<sup>3</sup>
- The number of job vacancies increased from 77,500 in December 2024 to 81,100 in March 2025, raising the job vacancy rate from 3.1% in December 2024 to 3.2% in March 2025. Most sectors recorded more openings, though among the exception was *Manufacturing* where vacancies dipped from 8,200 in December 2024 to 8,000 in March 2025. Vacancies likely to be filled by residents, which accounted for about seven in ten of total job vacancies, were largely concentrated in expanding or growth sectors.
- Retrenchments declined slightly from 3,680 in 4Q 2024 to 3,590 in 1Q 2025. The incidence of retrenchment remained unchanged at 1.5 retrenched per 1,000 employees and was well within non-recessionary norms (2014 to 2019 quarterly average of 1.7 retrenched per 1,000 employees). Fewer employees were placed on short work-week or temporary layoff (from 660 in 4Q 2024 to 570 in 1Q 2025), while the resident re-entry rate into employment within 6 months post-retrenchment improved from 58.1% in 4Q 2024 to 60.6% in 1Q 2025.

<sup>1</sup> Refers to Singapore citizens and permanent residents.

<sup>2</sup> Employment data in this report excludes migrant domestic workers (MDW). They are rounded to hundreds and may not sum in some instances due to rounding.

<sup>3</sup> The resident long-term unemployment rate averaged 0.7% and ranged from 0.6% to 0.9% for the quarterly periods from 2018 to 2019.

## **Labour Market Expectations**

- The near-term global economic outlook remains uncertain although Singapore's external demand outlook has improved slightly given that major economies have taken steps to de-escalate global trade tensions. Notably, the US and China agreed to reduce tariffs on each other for 90 days while negotiating a trade deal.<sup>4</sup>
- Against this backdrop, firms remain measured in their outlook for manpower planning. Based on the latest polls conducted in April and May 2025, which also reflected sentiments following the reduction and partial suspension of certain tariffs after the announcement, firms remained measured in their outlook for manpower planning. Although there was a modest increase in hiring intentions – 42.2% of firms polled in April and May 2025 planned to hire for 3Q 2025, up from 40.5% for firms surveyed between January to March 2025 (for the 2Q 2025 outlook), this increase was not broad-based. It was largely driven by a few sectors – including *Professional Services* and *Financial Services* – while hiring sentiments softened in most other sectors.

<sup>4</sup> The United States (US)'s tariffs on China have been reduced from 145% to 30%, while China's tariffs on the US have been lowered from 125% to 10%, for 90 days starting from 14 May.



## Employment

Total employment growth slowed in 1Q 2025 (2,400) compared to 4Q 2024 (7,700). The increases in 1Q 2025 were from both residents (300) and non-residents (2,000) [Chart 1], although these have both also slowed significantly compared to the previous quarter (1,400 and 6,300 respectively).



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.

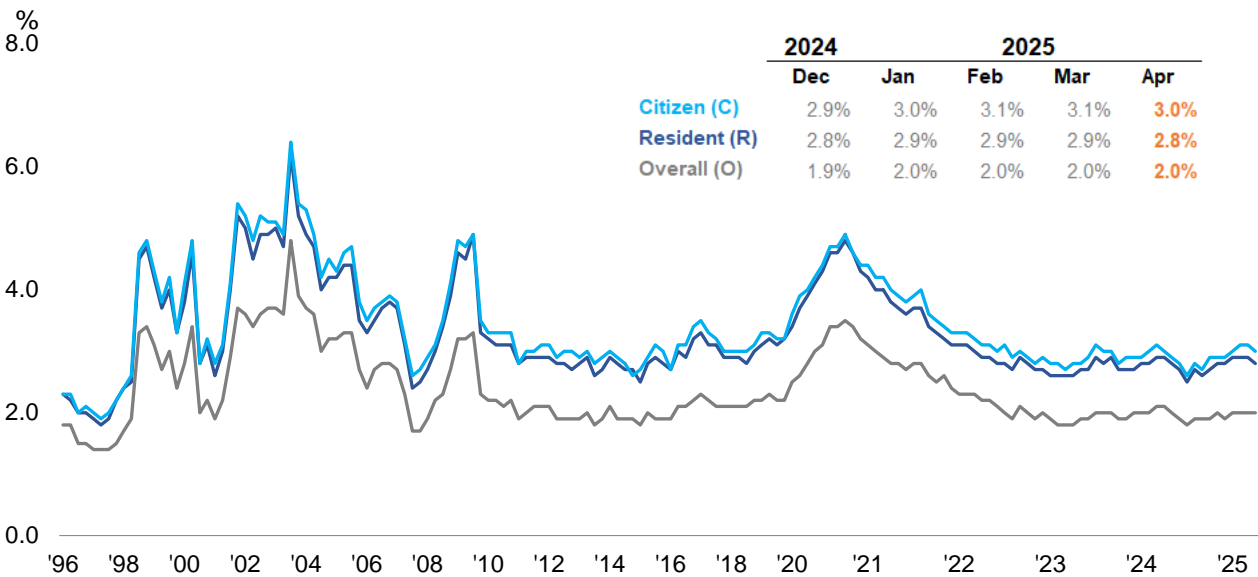
Resident employment grew strongly in *Health & Social Services* and *Financial & Insurance Services* but declined in *Professional Services* and *Information & Communications*. Non-resident employment growth was driven by Work Permit holders who were mainly working in jobs like bus and truck drivers, which residents were less likely to take up.

## Unemployment

Unemployment rates have risen slightly in March 2025 (overall: 2.0%; resident: 2.9%; citizen: 3.1%) from December 2024 [Chart 2].<sup>5, 6</sup>

Compared to March 2025, data for April 2025 shows unemployment rates improved for residents (2.8%) and citizens (3.0%) while it remained unchanged at the overall (2.0%).

Chart 2: Unemployment Rate (Seasonally Adjusted)



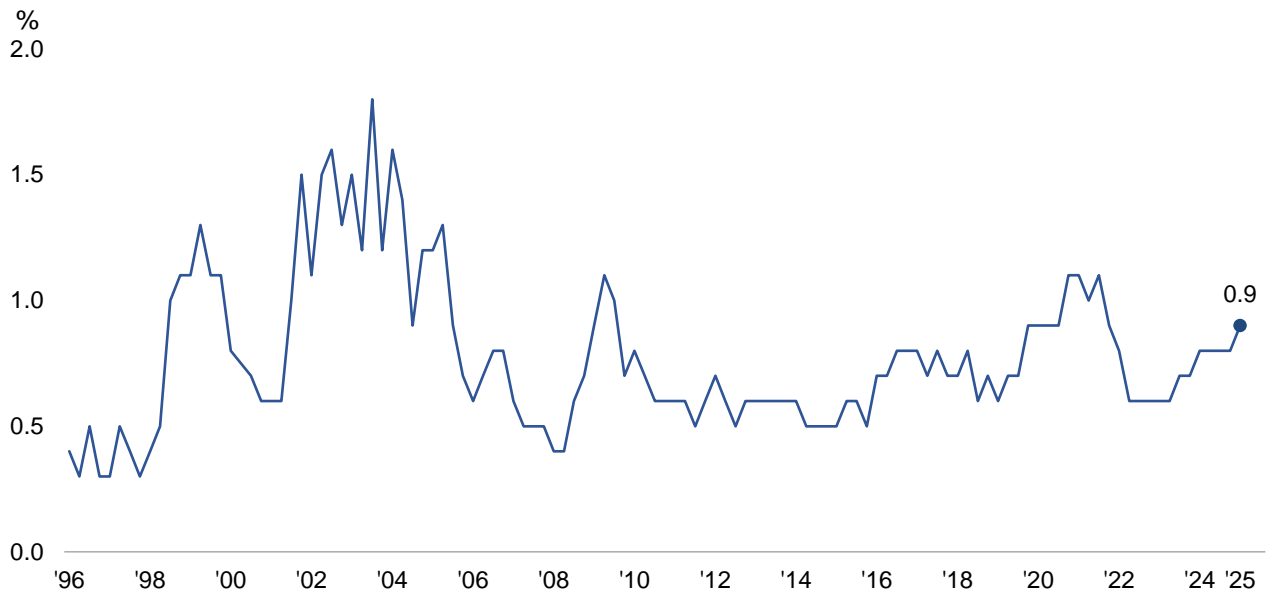
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

<sup>5</sup> Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 1Q 2025 was at 2.0%, a slight decrease from the previous quarter (2.1%) and higher than that recorded in the same period a year ago at 1.9%.

<sup>6</sup> To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of 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.

The resident long-term unemployment rates have also increased slightly to 0.9% in March 2025 compared to December 2024 (0.8%) but remained comparable to non-recessionary norms<sup>7</sup> [Chart 3].

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



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

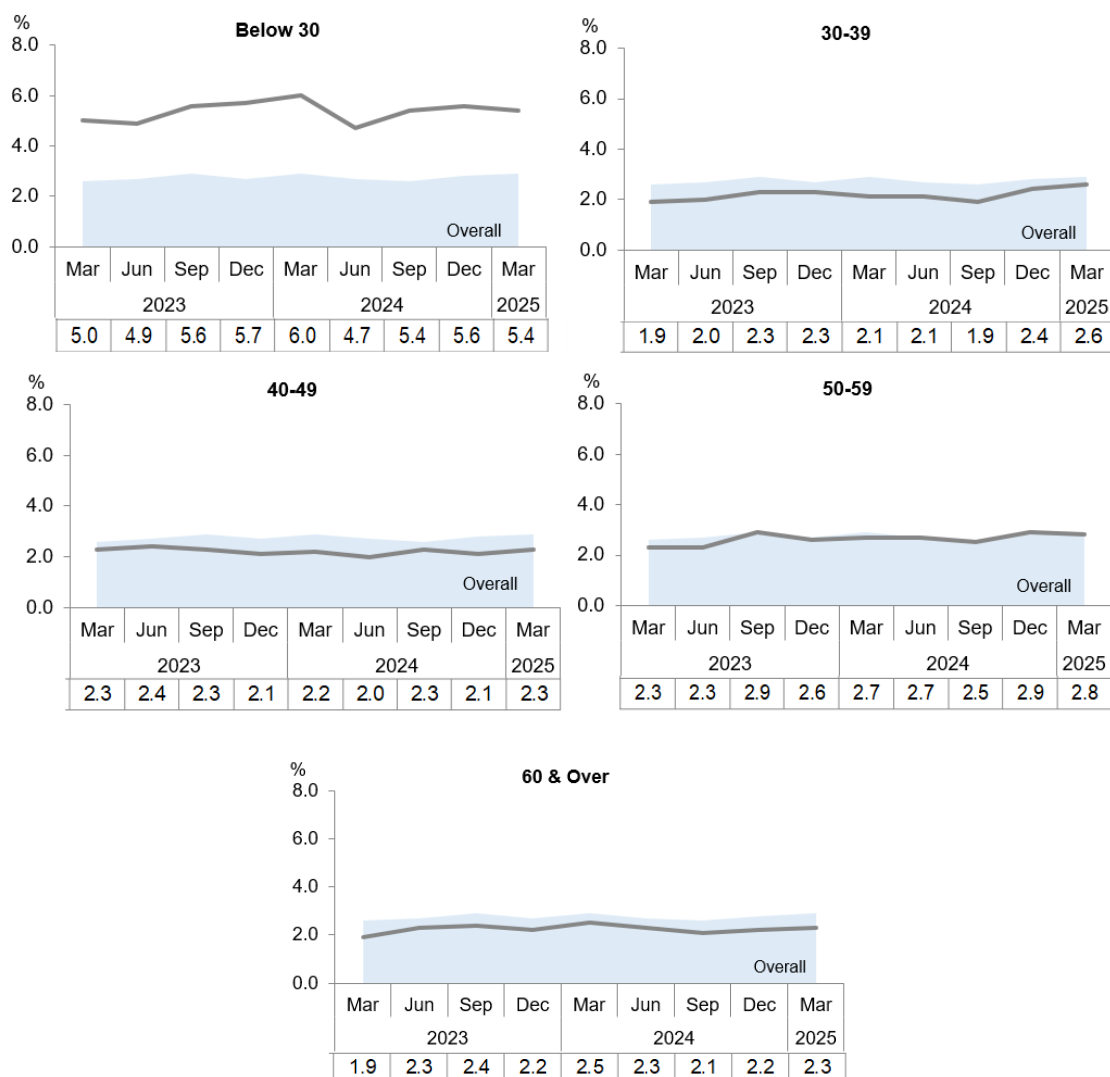
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

<sup>7</sup> The resident long-term unemployment rate averaged 0.7% and ranged from 0.6% to 0.9% for the quarterly periods from 2018 to 2019.

The resident unemployment rate across most age and education groups stayed low and range bound.

Those aged 30 to 39 saw unemployment rates increase for the second consecutive quarter from 2.4% in December 2024 to 2.6% in March 2025 [Chart 4] but it remained within the pre-recessionary range of 2.1% to 2.4% observed in 2018/2019.

Chart 4: Resident Unemployment Rate by Age  
(Seasonally Adjusted)

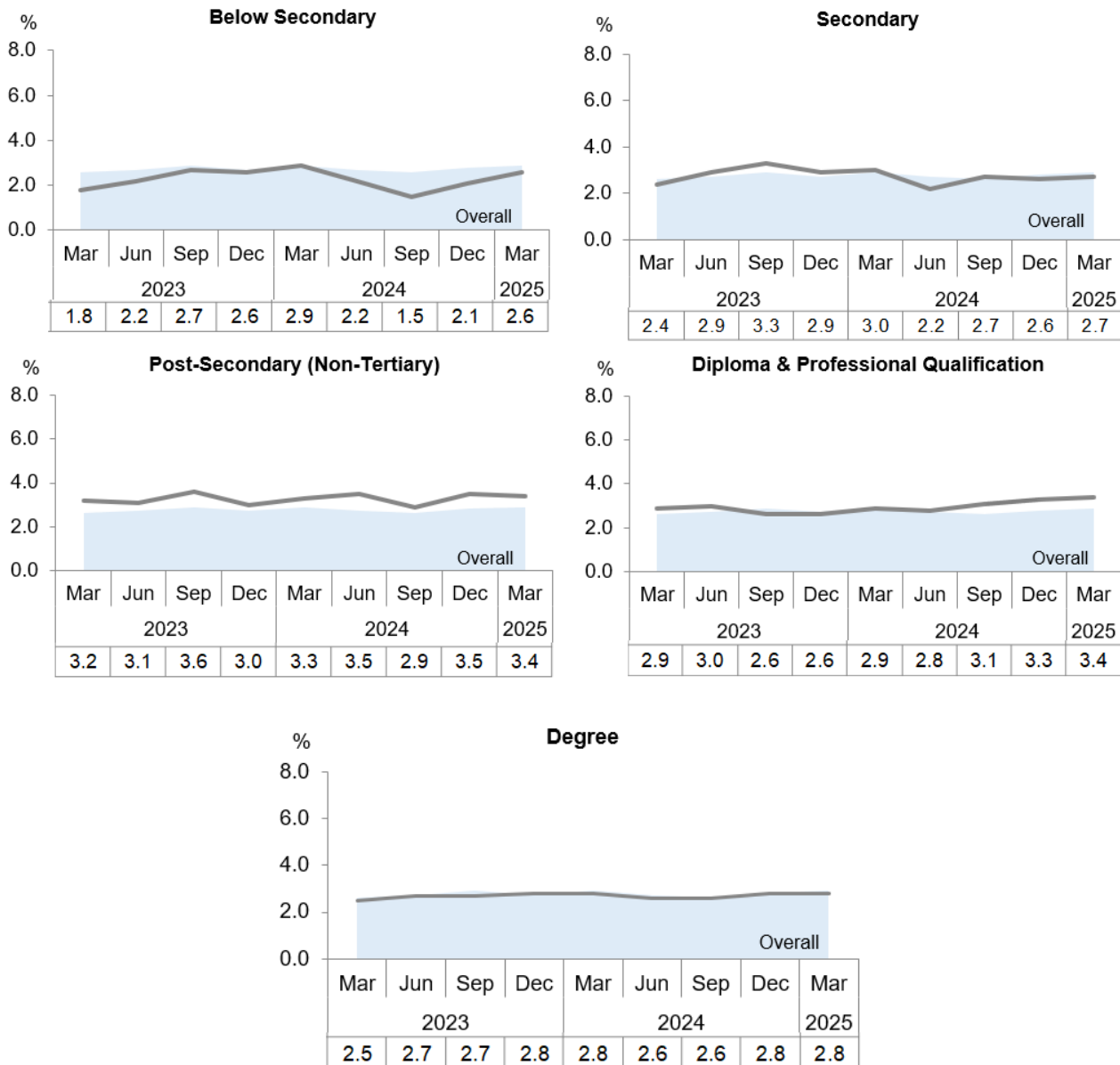


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

The unemployment rate for residents with below secondary education rose from 2.1% in December 2024 to 2.6% in March 2025. This was a slightly lower rate than the 2.9% observed during the same period last year [Chart 5].

Chart 5: Resident Unemployment Rate By Education  
(Seasonally Adjusted)



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

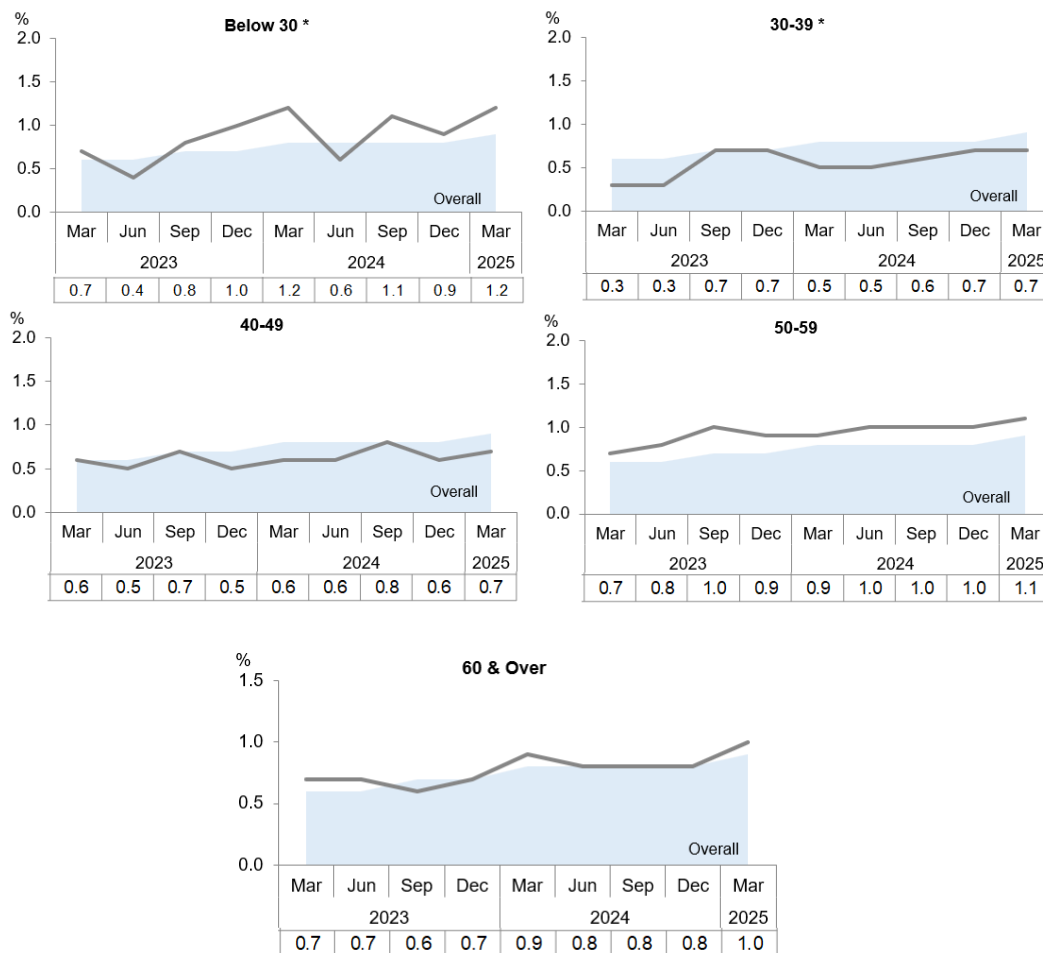
Note:

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

Young residents aged below 30 and senior residents aged 50 and over saw an increase in long-term unemployment rate [Chart 6]. For young residents<sup>8</sup>, the long-term unemployment rate rose from 0.9% in December 2024 to 1.2% in March 2025. However, this remains within the range observed last year (0.6% to 1.2%). Their unemployment rate has also edged down from 5.6% in December 2024 to 5.4% in March 2025, and they remained less likely to be involuntarily unemployed.

Seniors aged 50 and over experienced an increase in long-term unemployment rates over the quarter for the first time since March 2024.

Chart 6: 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.

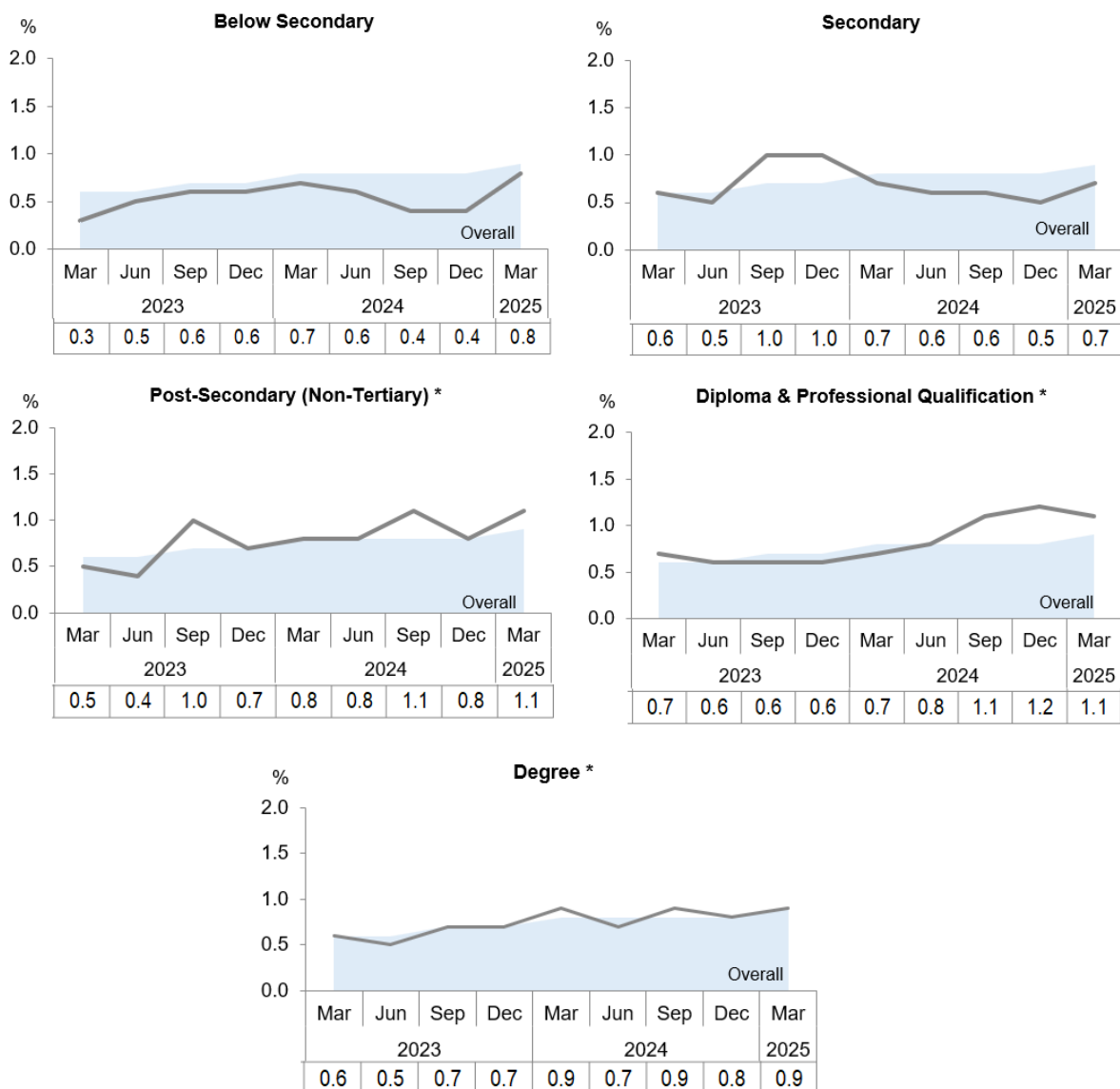
(2) \* These series are not seasonally adjusted because they have weak or no seasonality.

(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.

<sup>8</sup> About seven in ten or 3,200 of the long-term unemployed residents aged below 30 held tertiary education.

Those with below secondary (from 0.4% in December 2024 to 0.8% in March 2025), secondary (from 0.5% to 0.7%) and post-secondary (from 0.8% to 1.1%) education saw an increase in long-term unemployment rates after staying at low levels [Chart 7]. While those with tertiary education had a higher long-term unemployment rate compared to those with non-tertiary education, their long-term unemployment rates did not worsen.

Chart 7: Resident Long-Term Unemployment Rate By Education  
(Seasonally Adjusted)



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

Notes:

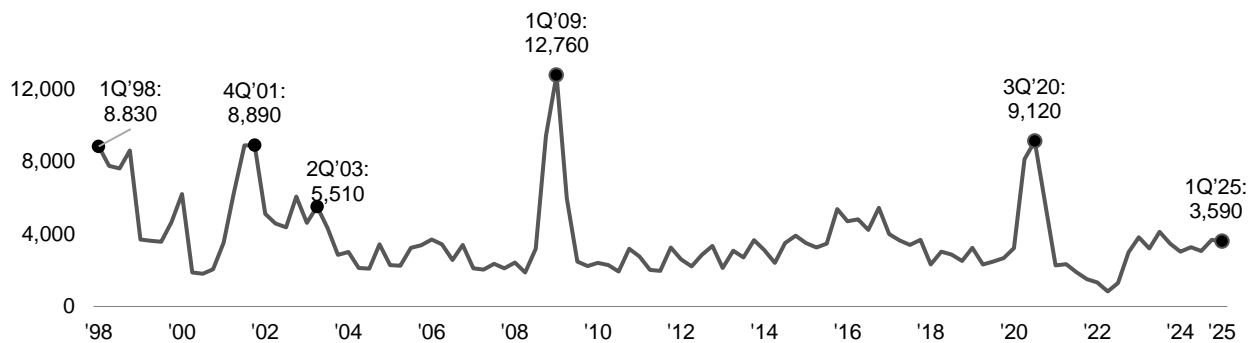
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) \* These series are not seasonally adjusted because they have weak or no seasonality.
- (3) The shaded region in the chart represents the range of long-term unemployment rates which is at or below the overall resident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

## Retrenchment

Retrenchments declined slightly from 3,680 in 4Q 2024 to 3,590 in 1Q 2025 [Chart 8]. The decline in retrenchments was driven mainly by reductions in *Wholesale Trade* (from 650 to 460) and *Community, Social & Personal Services* (from 210 to 60). However, the number of retrenchments rose in some sectors including *Manufacturing* (from 850 to 1,020), *Construction* (from 90 to 240) and *Transportation & Storage* (from 90 to 140).

Reorganisation or restructuring (69.9%) remained the main reason for retrenchments. Fewer were due to concerns of high costs (13.7%), poor business (9.5%) or a recession (6.0%).

Chart 8: Retrenchments



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

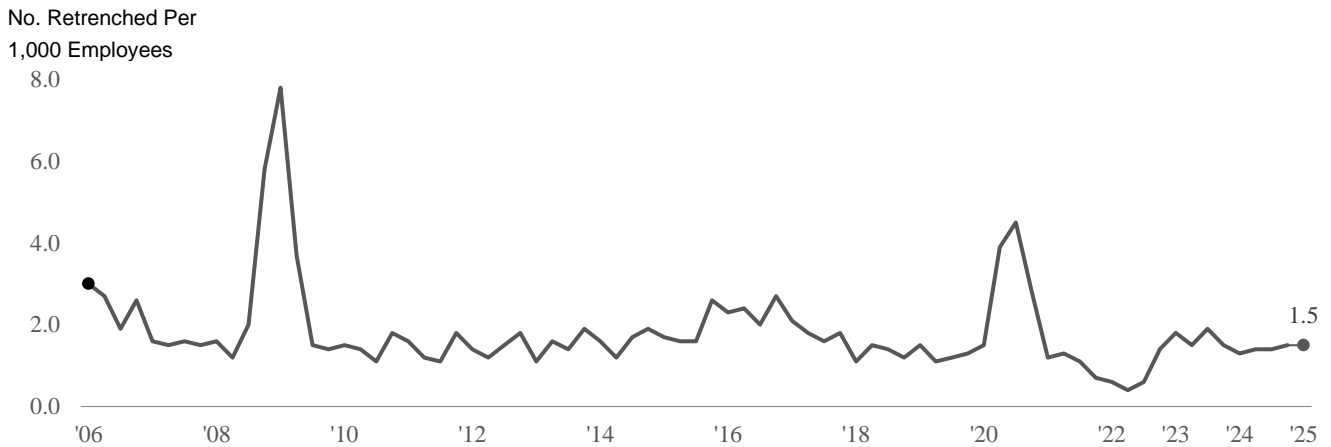
Notes:

- (1) Data on the number of retrenchments are rounded to the nearest 10.
- (2) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, it also includes the public sector.



The incidence of retrenchment remained unchanged at 1.5 retrenched per 1,000 employees and well within non-recessionary norms (2014 to 2019 quarterly average of 1.7 retrenched per 1,000 employees) [Chart 9].

Chart 9: Incidence of Retrenchment



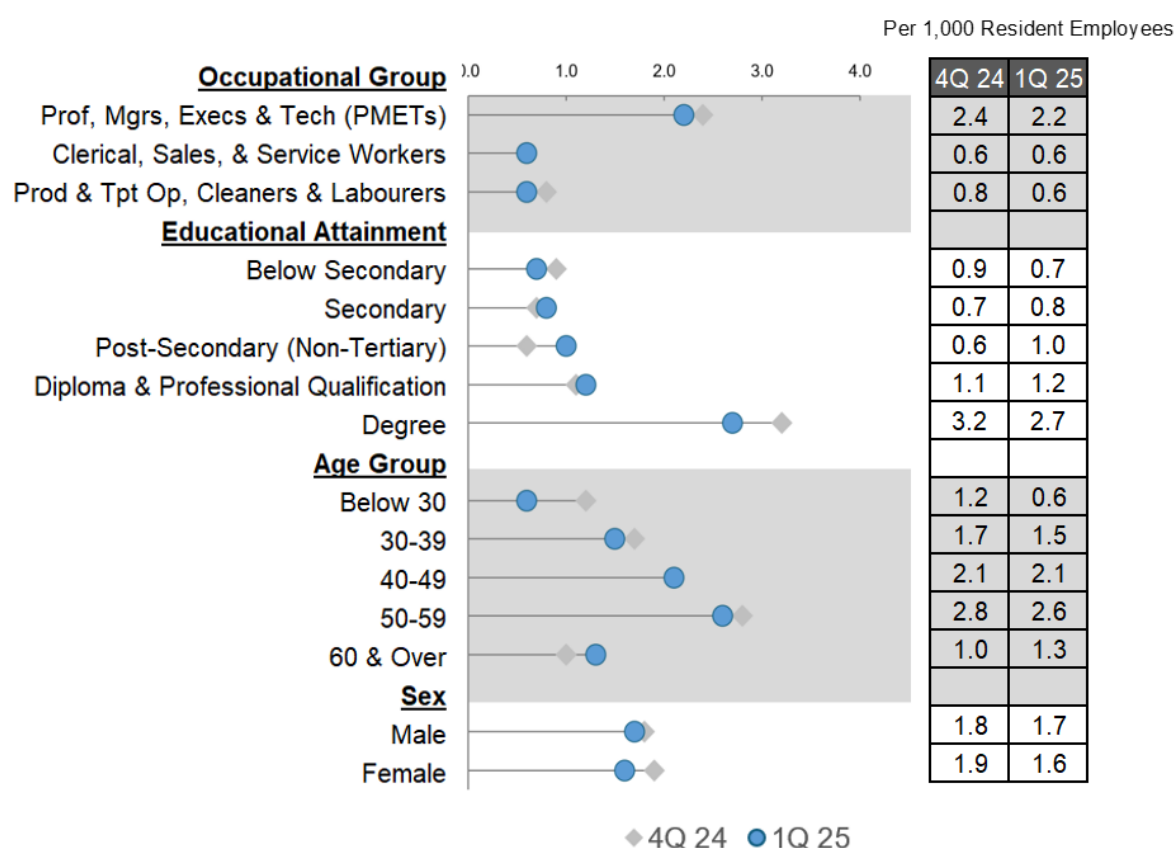
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Mirroring the workforce composition, residents formed the majority (2,490 or 69.4%) of all retrenched employees in 1Q 2025. The incidence of retrenchment among residents declined to 1.7 per 1,000 resident employees in 1Q 2025, from 1.8 per 1,000 resident employees in 4Q 2024.

The improvement was observed across most groups of workers. Seniors in their 60s and over saw a larger rise in incidence of retrenchment, from 1.0 per 1,000 resident employees in 4Q 2024 to 1.3 per 1,000 resident employees in 1Q 2025. Workers with secondary and post-secondary (non-tertiary) education also saw increases but continued to have below-average incidence of retrenchment [Chart 10].

Chart 10: Incidence of Retrenchment Among Residents by Occupation Group, Educational Attainment, Age Group 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.

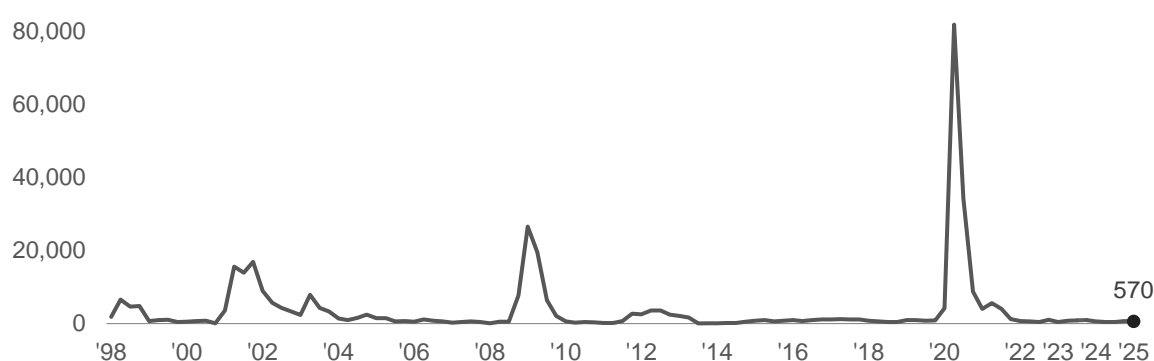
## Short Work-week Or Temporary Layoff

570 employees were placed on short work-week or temporary layoff in 1Q 2025, down from 660 in 4Q 2024 [Chart 11]. Overall, indicators on retrenchments and short work-week/temporary layoffs do not yet point to broad-based manpower slack, suggesting firms are adopting a wait-and-see approach amid geopolitical and economic uncertainties.

Similar to previous quarters, most employees were placed on short work-week (540) instead of temporary layoff (30). *Manufacturing* saw a significant increase in the number of employees placed on short work-week (from 260 to 390). In particular, *Manufacturing of Electronic, Computer & Optical Products* (from 50 in 4Q 2024 to 180 in 1Q 2025) and *Public Administration & Education* (0 to 40) saw a relatively larger increase in the number of employees placed on short work-week.

Non-PMETs formed about 77.9% of those who were placed on short work-week in 1Q 2025. Non-PMETs tend to account for a larger share of employees placed on short work-week as they are more likely to be hourly-rated employees and employers were more likely to reduce work hours temporarily during business slowdowns.

Chart 11: Number of Employees on Short Work-week or Temporary Layoff



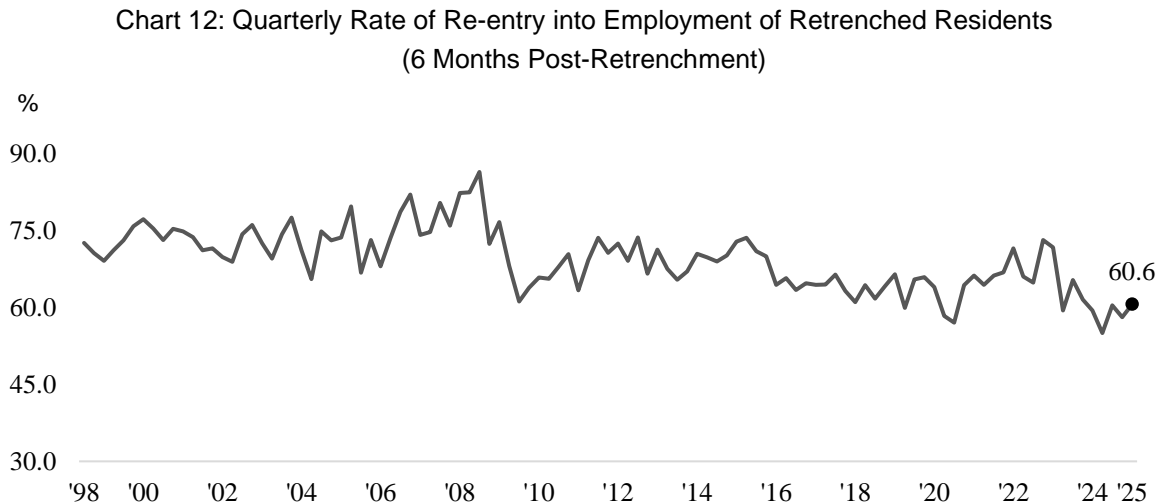
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data are rounded to the nearest 10.
- (2) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, it also includes the public sector.

## Re-entry Into Employment

The percentage of retrenched residents who re-entered employment within six months post-retrenchment rose from 58.1% in 4Q 2024 to 60.6% in 1Q 2025 [[Chart 12](#)].



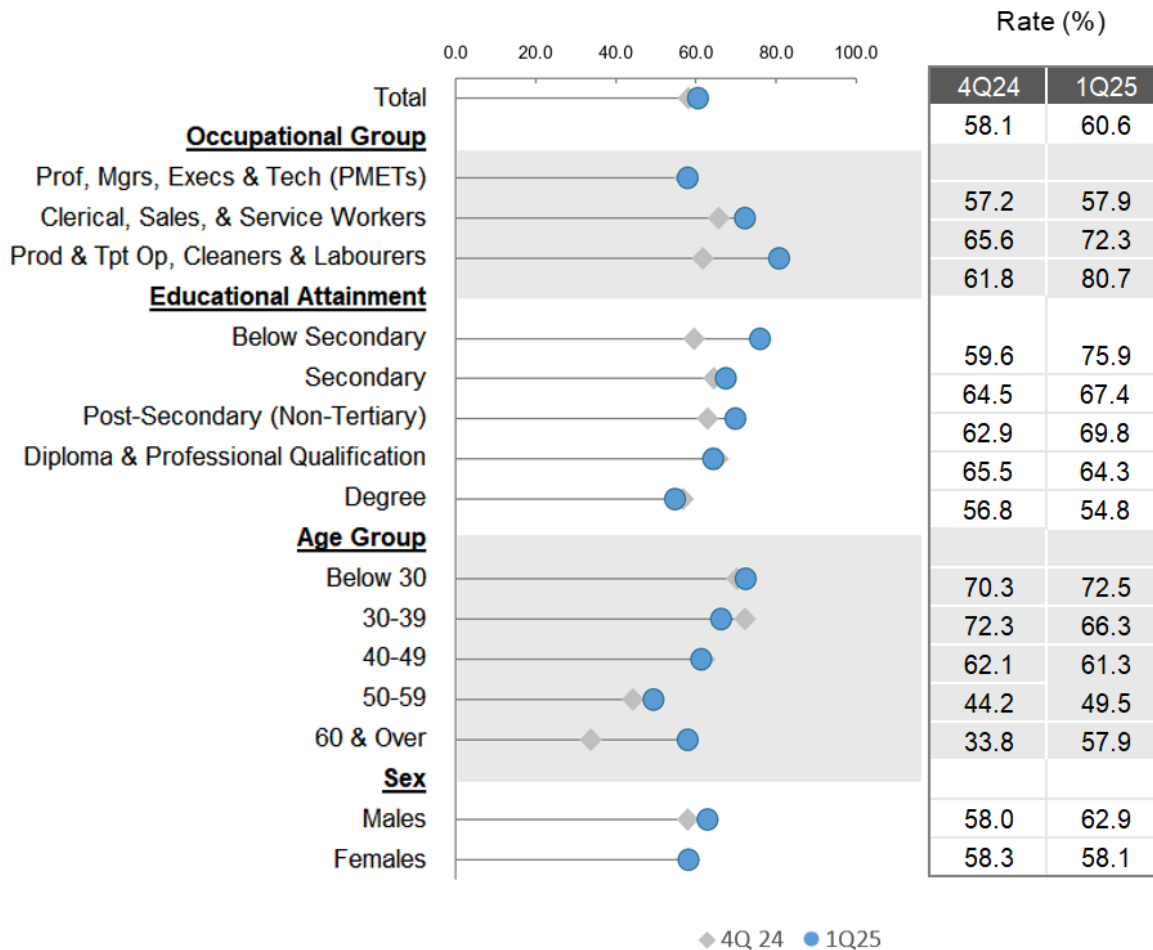
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

### 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 2025 refers to residents retrenched in 3Q 2024.
- (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 individuals 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 sector establishments, each 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 increase in the re-entry rate was led by non-PMETs (from 64.5% in 4Q 2024 to 76.0% in 1Q 2025), those with non-tertiary qualifications (from 62.5% to 71.7%), and males (from 58.0% to 62.9%) [Chart 13]. Seniors aged 60 and over also saw improved re-entry rates (from 33.8% to 57.9%) but continued to face greater difficulty returning to work compared to the other age groups.

Chart 13: Quarterly Rate of Re-entry into Employment of Retrenched Residents  
(6 Months Post-Retrenchment)



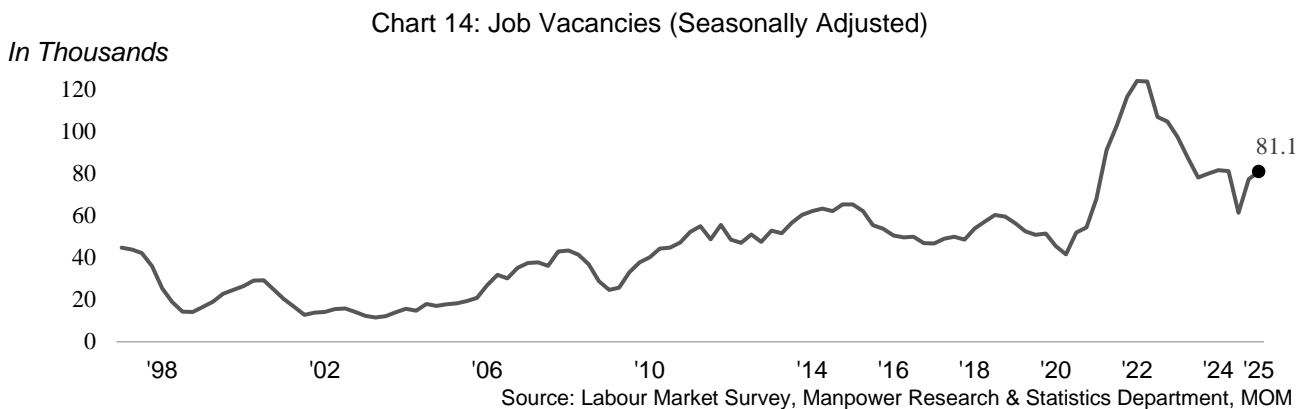
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Note: Data refer to re-entry rates in 4Q 2024/1Q 2025 for residents retrenched in 2Q 2024/3Q 2024 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

## Job Vacancies

The number of job vacancies increased from 77,500 in December 2024 to 81,100 in March 2025, raising the job vacancy rate from 3.1% in December 2024 to 3.2% in March 2025 [Chart 14]. Most sectors recorded more openings, though among the exception was *Manufacturing* where vacancies dipped from 8,200 in December 2024 to 8,000 in March 2025.

Vacancies likely to be filled by residents, which accounted for about seven in ten of total job vacancies, were largely concentrated in expanding or growth sectors such as *Health & Social Services*, *Professional Services*, *Information & Communications* and *Financial & Insurance Services*.



Note: Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, it also includes the public sector

Overall, the labour market remained tight, as the number of job vacancies per unemployed person held steady over the quarter at 1.64 in March 2025 [Chart 15].



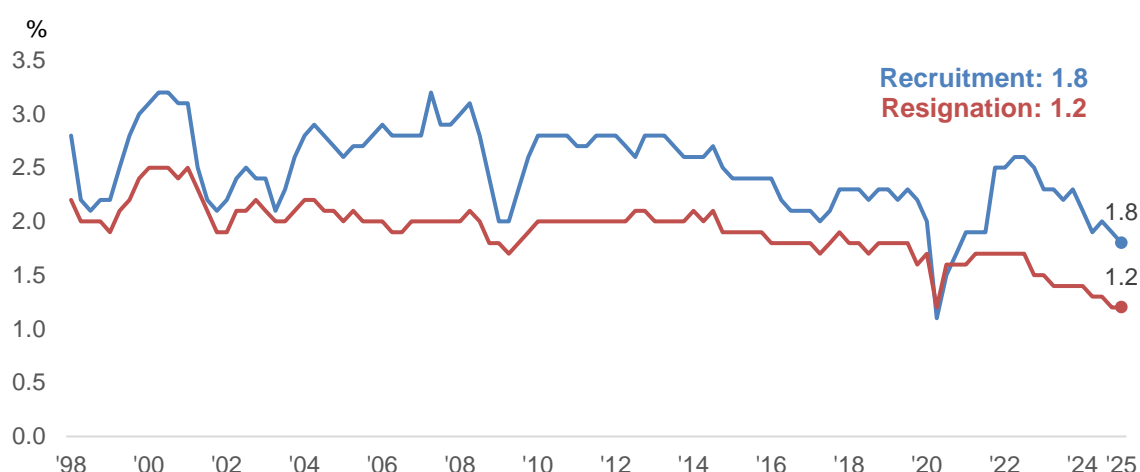
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

## Labour Turnover

The recruitment and resignation rates, at 1.8% and 1.2% respectively in 1Q 2025, remained low compared to historical averages and broadly in line with 4Q 2024 (1.9% and 1.2% respectively) [Chart 16]. With ongoing economic uncertainties, employees are more likely to remain in their current jobs than to quit and search for new jobs. This in turn reduces the need for employers to recruit for replacement hires.

Larger declines in recruitment rate were observed in manpower-reliant sectors such as *Manufacturing of Food, Beverages & Tobacco* (2.0% to 1.6%), *Construction* (2.1% to 1.8%), *Retail Trade* (2.6% to 2.4%), *Food & Beverage Services* (3.0% to 2.8%), *Security & Investigation* (3.2% to 2.9%) and *Cleaning & Landscaping* (2.7% to 2.5%).

Chart 16: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



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

**Notes:**

- (1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, it also includes the public sector.
- (2) The average monthly resignation / recruitment rate is defined as the average number of persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.

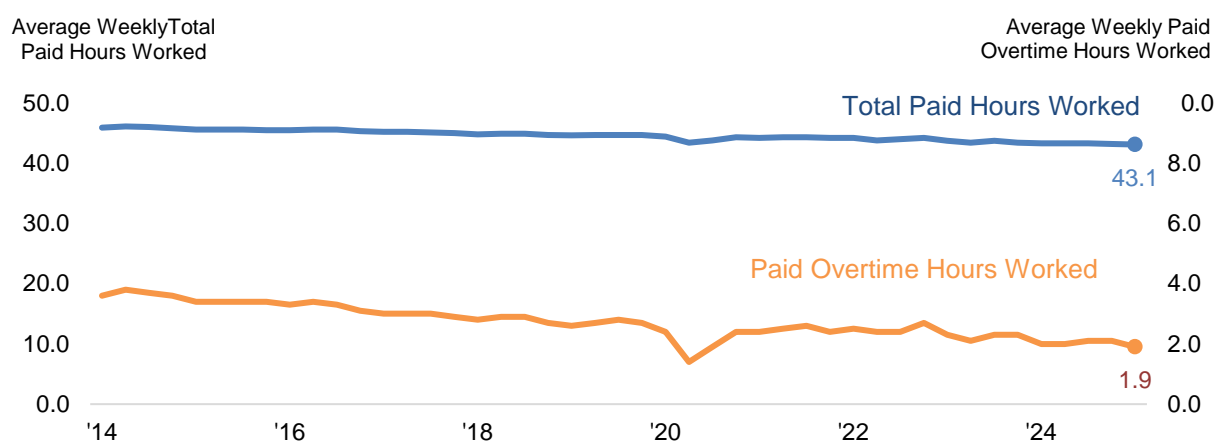
## Hours Worked

In March 2025, the average weekly total paid hours worked per employee (43.1 hours) and the average weekly paid overtime hours worked per employee (1.9 hours) was lower compared to December 2024 (43.2 hours and 2.1 hours respectively), extending the longer-term downtrend observed [Chart 17].<sup>9</sup>

The long-term downtrend in number of paid hours worked and average weekly paid overtime hours worked per employee mirrored observations based on other measures of hours of work, including actual and usual hours of work.<sup>10</sup> This reduction in working time, 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, there were larger declines in both average weekly total paid hours and average weekly paid overtime hours worked for employees in *Construction, Manufacturing of Transport Equipment, Retail Trade* and *Security & Investigation*.<sup>11</sup>

Chart 17: Average Weekly Paid Hours Worked Per Employee



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

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

<sup>9</sup> Average weekly total paid hours/paid overtime hours worked are based on the last month of each quarter.

<sup>10</sup> Actual hours worked refers to the actual time spent by employed persons on work activities, regardless of whether the hours are regular in nature or whether they are paid for. Usual hours worked refers to the hours that an employed person typically works in any given week regardless of whether the person is paid for it. The statistics for all three measures of working time can be found on <https://stats.mom.gov.sg>.

<sup>11</sup> From March to September 2024, the average weekly total paid hours worked per employee was around 47.7 hours and 47.8 hours in *Construction*, and around 45.7 hours to 46.0 hours in *Manufacturing*. The average weekly total paid overtime hours per employee was around 5.0 hours to 5.2 hours in *Construction*, and 3.7 hours in *Manufacturing* over the same time period.



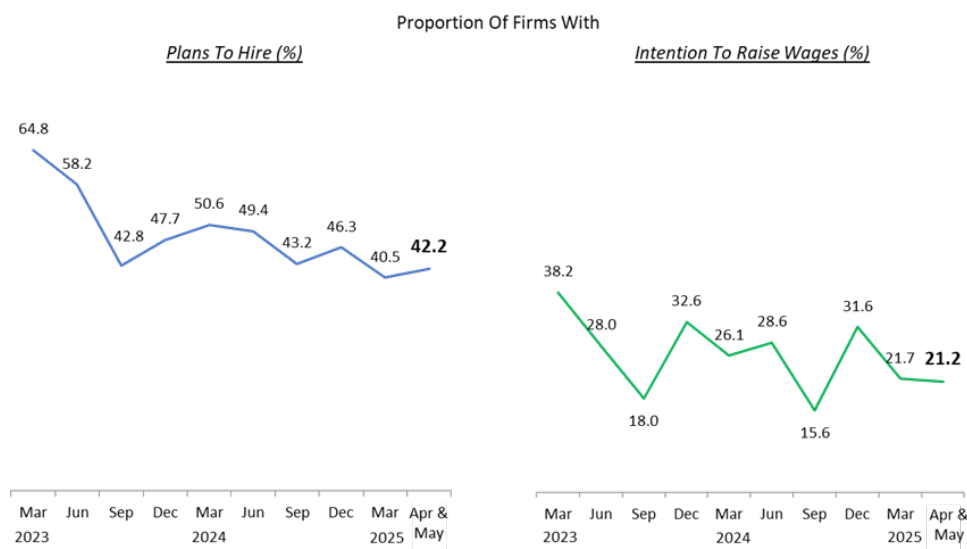
## Labour Market Expectations

The near-term global economic outlook remains uncertain although Singapore's external demand outlook has improved slightly given that major economies have taken steps to de-escalate global trade tensions. Notably, the US and China agreed to reduce tariffs on each other for 90 days while negotiating a trade deal.

Based on the latest polls conducted in April and May 2025, which also reflected sentiments following the reduction and partial suspension of certain tariffs after the announcement, firms remained measured in their outlook for manpower planning. Although there was a modest increase in hiring intentions – 42.2% of firms polled in April and May 2025 planned to hire for 3Q 2025, up from 40.5% for firms surveyed between January to March 2025 (for the 2Q 2025 outlook) [Chart 18], this increase was not broad-based. It was largely driven by a few sectors – including *Professional Services* and *Financial Services* – while hiring sentiments softened in most other sectors.

Wage expectations remained stable, with 21.2% of firms in April and May 2025 indicating plans to raise wages in 3Q 2025, comparable to 21.7% in January to March 2025 (for the 2Q 2025 outlook) [Chart 18]. However, the proportion of firms expected to carry out redundancies also inched up slightly, from 1.6% in January to March 2025 to 1.7% in April and May 2025, suggesting that firms remain cautious amid lingering global uncertainties.

**Chart 18: Hiring and Wage Expectations for the Next Three Months**



Source: Manpower Research & Statistics Department, MOM

Note:

Preliminary data for 3Q 2025 is as of Apr and May 2025.

## 1.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2020)		Total Employment Change								Total Employment Level in Mar 2025
		2022	2023	2024	2024				2025	
					1Q	2Q	3Q	4Q	Q1	
	TOTAL	260.3	96.7	59.8	8.1	14.9	24.9	11.9	7.0	4 053.2
C10-32	MANUFACTURING	33.9	2.2	-0.9	-3.8	1.0	1.6	0.3	-0.6	485.5
C10-12	Food, Beverages & Tobacco	7.1	2.6	1.8	0.2	0.7	0.1	0.7	-	64.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.8	-0.4	-1.5	-	-0.4	-0.6	-0.6	-0.5	24.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	10.8	0.9	3.8	-0.2	1.2	2.5	0.3	0.5	79.7
C25,28	Fabricated Metal Products, Machinery & Equipment	2.5	0.7	-2.2	0.2	-0.8	-1.5	-0.2	0.1	91.9
C26	Electronic, Computer & Optical Products	6.1	-6.0	-1.3	-0.9	-0.4	-0.2	0.3	-0.7	77.2
C29-30	Transport Equipment	5.4	1.0	3.3	-0.6	1.5	1.3	1.0	0.8	90.1
	Other Manufacturing Industries	1.3	3.4	-4.7	-2.4	-0.8	-0.1	-1.3	-0.9	58.6
F41-43	CONSTRUCTION	91.0	29.2	11.5	-2.4	5.7	3.7	4.5	-1.2	536.6
G-U	SERVICES	135.3	64.6	50.0	14.1	7.8	20.5	7.6	9.1	3 007.5
G46-47	WHOLESALE AND RETAIL TRADE	9.4	5.6	-5.4	-1.9	-2.6	-3.4	2.6	-1.8	455.7
G46	Wholesale Trade	6.0	3.7	-3.4	-0.5	-1.4	-2.8	1.2	0.8	300.2
G47	Retail Trade	3.4	1.9	-1.9	-1.5	-1.2	-0.6	1.4	-2.6	155.6
H49-53	TRANSPORTATION AND STORAGE	11.1	-0.2	3.1	1.1	1.1	1.9	-0.9	2.4	268.8
H49,5221	Land Transport & Supporting Services	-0.5	2.1	-0.5	-0.1	1.0	0.3	-1.7	2.1	103.3
H50,5222,5225	Water Transport & Supporting Services	1.3	0.4	1.7	-	1.4	0.5	-0.3	-0.2	46.5
H51,5223	Air Transport & Supporting Services	5.7	3.5	1.5	1.0	-0.1	0.3	0.4	-	36.0
	Other Transportation & Storage Services	4.6	-6.2	0.5	0.1	-1.2	0.9	0.6	0.5	83.0
I55-56	ACCOMMODATION AND FOOD SERVICES	21.0	5.6	1.3	0.5	0.4	2.6	-2.2	0.4	270.2
I55	Accommodation	4.3	2.3	0.9	0.2	0.1	1.4	-0.8	0.1	33.6
I56	Food & Beverage Services	16.7	3.3	0.4	0.3	0.2	1.2	-1.4	0.3	236.6
J58-63	INFORMATION AND COMMUNICATIONS	14.3	-5.1	-0.3	-0.8	-0.9	2.5	-1.1	-1.6	179.9
J58-61	Telecommunications, Broadcasting & Publishing	1.3	-2.7	-1.0	-0.7	-0.2	-0.1	-0.1	-0.4	38.8
J62-63	IT & Other Information Services	12.9	-2.4	0.7	-0.1	-0.7	2.5	-1.0	-1.2	141.1
K64-66	FINANCIAL AND INSURANCE SERVICES	13.5	9.3	4.9	1.9	1.0	1.2	0.8	2.7	238.6
K64 & 66 (excl.662)	Financial Services	11.4	10.5	6.7	1.5	0.5	2.5	2.2	2.1	195.5
K65 & 662	Insurance Services	2.2	-1.1	-1.8	0.4	0.5	-1.4	-1.4	0.5	43.1
L68	REAL ESTATE SERVICES	4.5	1.8	3.9	1.1	0.5	0.9	1.5	-0.6	82.1
M69-75	PROFESSIONAL SERVICES	14.6	4.2	3.2	-1.6	-0.2	3.0	2.0	-1.3	286.4
M69-70	Legal, Accounting & Management Services	6.9	4.8	4.0	0.4	-0.7	2.7	1.6	0.1	159.3
M71	Architectural & Engineering Services	3.8	-0.8	0.2	-0.9	-	0.9	0.2	-0.8	64.9
	Other Professional Services	4.0	0.2	-1.0	-1.1	0.5	-0.6	0.2	-0.6	62.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	-0.5	1.8	5.9	3.2	-0.3	2.9	0.1	1.1	250.4
N80	Security & Investigation	-1.3	0.7	2.2	0.5	1.0	0.7	-0.1	-	49.7
N81	Cleaning & Landscaping	2.9	-	2.0	-0.1	0.7	0.9	0.5	1.0	85.3
	Other Administrative & Support Services	-2.1	1.2	1.7	2.8	-2.0	1.3	-0.3	0.1	115.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	47.3	41.6	33.4	10.8	8.8	8.9	5.0	8.0	975.3
O84	Public Administration & Defence	-0.4	1.6	2.6	1.8	-0.2	1.2	-0.2	1.5	151.9
P85	Education	2.0	1.6	2.0	1.6	-	0.1	0.2	0.1	122.4
Q86-88	Health & Social Services	5.9	10.1	10.6	3.3	2.2	3.4	1.7	3.0	217.5
R90-93	Arts, Entertainment & Recreation	10.1	3.7	1.3	-0.7	1.3	0.9	-0.1	-0.3	55.1
S,T,U	Other Community, Social & Personal Services	29.6	24.6	17.0	4.8	5.5	3.3	3.4	3.7	428.4
A,B,D,E	OTHERS*	0.1	0.6	-0.9	0.1	0.4	-0.9	-0.6	-0.3	23.6

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

\* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage &amp; 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.
- 4) Data for year 2022 are revised to reflect updates in the self-employed component.

## 2.1 UNEMPLOYMENT

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

Per Cent

Characteristics	2022	2023	2024	Mar	
				2024	2025
<b>TOTAL</b>	<b>2.9</b>	<b>2.7</b>	<b>2.8</b>	<b>2.6</b>	<b>2.7</b>
<b>SEX</b>					
Male	2.8	2.7	2.8	2.6	2.5
Female	3.0	2.7	2.7	2.7	2.8
<b>AGE GROUP (YEARS)</b>					
Below 30	4.7	5.3	5.4	5.6	5.1
30 - 39	2.3	2.1	2.1	1.9	2.3
40 & Over	2.7	2.3	2.4	2.3	2.2
40 - 49	2.6	2.3	2.2	2.0	2.1
50 & Over	2.8	2.4	2.5	2.4	2.3
50 - 59	2.8	2.5	2.7	2.5	2.5
60 & Over	2.9	2.2	2.3	2.3	2.0
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.5	2.3	2.2	2.6	2.4
Secondary	3.1	2.9	2.6	2.8	2.4
Post-Secondary (Non-Tertiary)	3.5	3.2	3.3	3.1	3.2
Diploma & Professional Qualification	3.0	2.8	3.0	2.4	2.8
Degree	2.7	2.7	2.7	2.7	2.6

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

Note : Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation.

## 2.2 UNEMPLOYMENT

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

In Thousands

Characteristics	2022	2023	2024	Mar	
				2024	2025
<b>TOTAL</b>	<b>69.6</b>	<b>65.4</b>	<b>66.7</b>	<b>64.1</b>	<b>64.6</b>
<b>SEX</b>					
Male	35.6	35.3	35.4	33.5	32.4
Female	33.8	30.6	31.4	30.6	32.2
<b>AGE GROUP (YEARS)</b>					
Below 30	16.2	19.2	18.8	19.4	17.2
30 - 39	13.5	12.0	12.2	10.4	13.3
40 & Over	39.7	34.8	35.8	34.3	34.1
40 - 49	15.1	12.9	12.3	11.8	12.4
50 & Over	24.6	21.9	23.5	22.5	21.7
50 - 59	13.1	12.7	13.3	12.5	12.4
60 & Over	11.5	9.2	10.2	10.0	9.3
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	8.1	7.8	7.2	9.3	8.0
Secondary	11.6	10.3	9.1	9.7	8.3
Post-Secondary (Non-Tertiary)	7.4	7.3	7.5	6.3	6.9
Diploma & Professional Qualification	14.7	13.7	14.8	11.7	13.5
Degree	27.7	26.9	28.2	27.1	27.9

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

Notes :

- 1) Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation. With this change, the annual average number of unemployed by the different characteristics breakdown may not add up to the total annual average number of unemployed.
- 2) Data may not add up to the total due to rounding.

## 2.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2022	2023	2024	Per Cent	
				Mar 2024	2025
<b>TOTAL</b>	<b>0.7</b>	<b>0.7</b>	<b>0.8</b>	<b>0.8</b>	<b>0.9</b>
<b>SEX</b>					
Male	0.7	0.7	0.9	0.8	0.9
Female	0.6	0.6	0.7	0.8	0.9
<b>AGE GROUP (YEARS)</b>					
Below 30	0.5	0.7	1.0	1.2	1.2
30 - 39	0.4	0.5	0.6	0.5	0.7
40 & Over	0.8	0.7	0.8	0.8	0.9
40 - 49	0.6	0.6	0.7	0.6	0.7
50 & Over	1.0	0.8	0.9	0.9	1.0
50 - 59	0.9	0.9	1.0	0.9	1.1
60 & Over	1.0	0.7	0.8	0.8	1.0
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	0.6	0.5	0.5	0.6	0.7
Secondary	0.8	0.8	0.6	0.7	0.7
Post-Secondary (Non-Tertiary)	0.7	0.7	0.9	0.8	1.1
Diploma & Professional Qualification	0.7	0.6	1.0	0.7	1.1
Degree	0.6	0.6	0.8	0.9	0.9

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

Note : Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation.

## 2.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2022	2023	2024	Mar	
				2024	2025
<b>TOTAL</b>	<b>15.6</b>	<b>15.6</b>	<b>19.0</b>	<b>19.0</b>	<b>22.1</b>
<b>SEX</b>					
Male	8.8	9.2	11.1	10.3	11.8
Female	6.8	6.4	7.9	8.7	10.3
<b>AGE GROUP (YEARS)</b>					
Below 30	1.8	2.7	3.3	4.1	4.1
30 - 39	2.2	2.8	3.3	3.0	4.0
40 & Over	11.6	10.2	12.4	11.9	14.0
40 - 49	3.2	3.2	3.9	3.7	4.3
50 & Over	8.4	7.0	8.6	8.1	9.7
50 - 59	4.3	4.2	4.9	4.4	5.4
60 & Over	4.1	2.8	3.7	3.7	4.4
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	1.9	1.7	1.8	2.2	2.4
Secondary	2.9	2.7	2.1	2.4	2.3
Post-Secondary (Non-Tertiary)	1.4	1.4	2.0	1.7	2.4
Diploma & Professional Qualification	3.4	3.0	4.6	3.5	5.3
Degree	6.1	6.7	8.7	9.2	9.7

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

Notes :

- 1) Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation.
- 2) Data may not add up to the total due to rounding.

### 3.1 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

		2022	2023	2024	2024				2025
					1Q	2Q	3Q	4Q	1Q
<b>TOTAL</b>		<b>6 440</b>	<b>14 590</b>	<b>13 020</b>	<b>3 030</b>	<b>3 270</b>	<b>3 050</b>	<b>3 680</b>	<b>3 590</b>
<b>Industry (SSIC 2020)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>2 100</b>	<b>3 470</b>	<b>2 780</b>	<b>660</b>	<b>690</b>	<b>580</b>	<b>850</b>	<b>1 020</b>
C10-12	Food, Beverages & Tobacco	30	160	60	10	30	10	10	50
C17,18,22	Paper / Rubber / Plastic Products & Printing	30	130	370	20	270	20	70	50
C19-21	Petroleum, Chemical & Pharmaceutical Products	220	240	560	100	110	90	260	120
C25,28	Fabricated Metal Products, Machinery & Equipment	560	530	840	300	100	260	180	470
C26	Electronic, Computer & Optical Products	870	2 080	770	190	140	160	290	280
C29-30	Transport Equipment	320	140	40	10	20	-	10	10
	Other Manufacturing Industries	80	200	140	40	30	40	30	40
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>260</b>	<b>590</b>	<b>460</b>	<b>120</b>	<b>100</b>	<b>140</b>	<b>90</b>	<b>240</b>
<b>G-U</b>	<b>SERVICES</b>	<b>4 060</b>	<b>10 440</b>	<b>9 670</b>	<b>2 250</b>	<b>2 470</b>	<b>2 220</b>	<b>2 730</b>	<b>2 330</b>
G46-47	WHOLESALE AND RETAIL TRADE	910	2 850	2 170	350	500	570	760	600
G46	Wholesale Trade	850	2 560	1 910	330	450	480	650	460
G47	Retail Trade	70	290	260	20	50	100	100	140
H49-53	TRANSPORTATION AND STORAGE	150	540	520	150	140	140	90	140
H49,5221	Land Transport & Supporting Services	10	210	50	10	20	10	-	50
H50,5222,5225	Water Transport & Supporting Services	60	100	130	30	20	20	60	40
H51,5223	Air Transport & Supporting Services	10	-	-	-	-	-	-	10
	Other Transportation & Storage Services	70	230	340	110	100	120	20	40
I55-56	ACCOMMODATION AND FOOD SERVICES	40	150	180	70	40	50	20	40
I55	Accommodation	20	-	20	10	10	10	-	30
I56	Food & Beverage Services	20	150	160	70	30	40	20	10
J58-63	INFORMATION AND COMMUNICATIONS	1 200	2 740	2 060	580	400	670	410	380
J58-61	Telecommunications, Broadcasting & Publishing	410	720	560	120	100	220	130	70
J62-63	IT & Other Information Services	790	2 010	1 500	470	300	450	280	310
K64-66	FINANCIAL AND INSURANCE SERVICES	700	1 820	1 880	390	600	270	620	510
K64 & 66 (excl.662)	Financial Services	670	1 650	1 690	370	550	240	530	480
K65 & 662	Insurance Services	30	170	190	20	40	40	90	30
L68	REAL ESTATE SERVICES	30	80	80	20	40	10	10	10
M69-75	PROFESSIONAL SERVICES	490	1 620	1 870	480	470	390	530	550
M69-70	Legal, Accounting & Management Services	270	1 030	1 040	200	290	210	350	200
M71	Architectural & Engineering Services	100	210	370	160	80	60	70	140
	Other Professional Services	120	380	470	120	110	120	120	200
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	230	380	540	190	190	80	80	60
N80	Security & Investigation	10	20	50	50	-	-	-	-
N81	Cleaning & Landscaping	30	10	10	-	-	-	-	-
	Other Administrative & Support Services	190	350	480	140	190	70	80	50
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	310	280	360	20	100	40	210	60
O84,P85	Public Administration & Education	50	60	220	10	40	-	160	40
Q86-88	Health & Social Services	90	80	50	10	10	20	30	10
R90-93	Arts, Entertainment & Recreation	60	30	50	-	40	-	-	10
S,T,U	Other Community, Social & Personal Services	110	120	50	10	10	20	20	10
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>30</b>	<b>80</b>	<b>120</b>	<b>-</b>	<b>-</b>	<b>100</b>	<b>10</b>	<b>10</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians	4 520	11 030	10 160	2 290	2 610	2 300	2 960	2 730
	Clerical, Sales & Service Workers	540	1 250	1 110	290	330	240	250	240
	Production & Transport Operators, Cleaners & Labourers	1 390	2 310	1 760	460	330	500	470	630

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 2025

Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>220</b>	<b>340</b>	<b>490</b>	<b>2 510</b>	<b>370</b>	<b>80</b>	<b>190</b>	<b>3 590</b>	<b>2 730</b>	<b>240</b>	<b>630</b>
<b>C10-32 MANUFACTURING</b>	<b>100</b>	<b>70</b>	<b>130</b>	<b>650</b>	<b>320</b>	<b>20</b>	<b>-</b>	<b>1 020</b>	<b>590</b>	<b>40</b>	<b>390</b>
C10-12 Food, Beverages & Tobacco	-	-	-	30	20	-	-	50	30	-	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	20	30	-	-	-	50	10	-	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	10	20	120	-	-	-	120	90	20	20
C25,28 Fabricated Metal Products, Machinery & Equipment	30	40	20	190	240	20	-	470	200	10	260
C26 Electronic, Computer & Optical Products	70	10	60	260	60	-	-	280	200	-	70
C29-30 Transport Equipment	-	10	-	10	-	-	-	10	10	-	-
Other Manufacturing Industries	-	10	10	30	-	-	-	40	40	-	-
<b>F41-43 CONSTRUCTION</b>	<b>-</b>	<b>90</b>	<b>20</b>	<b>80</b>	<b>-</b>	<b>40</b>	<b>40</b>	<b>240</b>	<b>110</b>	<b>10</b>	<b>120</b>
<b>G-U SERVICES</b>	<b>120</b>	<b>170</b>	<b>350</b>	<b>1 770</b>	<b>50</b>	<b>20</b>	<b>150</b>	<b>2 330</b>	<b>2 030</b>	<b>190</b>	<b>110</b>
G46-47 WHOLESALE AND RETAIL TRADE	40	60	90	540	10	-	-	600	460	110	30
G46 Wholesale Trade	30	50	80	410	10	-	-	460	400	40	30
G47 Retail Trade	10	10	10	130	-	-	-	140	60	80	10
H49-53 TRANSPORTATION AND STORAGE	-	10	40	80	-	-	-	140	100	10	20
H49,5221 Land Transport & Supporting Services	-	-	40	10	-	-	-	50	20	10	20
H50,5222,5225 Water Transport & Supporting Services	-	-	-	40	-	-	-	40	40	-	-
H51,5223 Air Transport & Supporting Services	-	-	-	10	-	-	-	10	10	-	-
Other Transportation & Storage Services	-	10	10	30	-	-	-	40	40	-	-
I55-56 ACCOMMODATION AND FOOD SERVICES	-	30	-	10	-	-	-	40	30	-	-
I55 Accommodation	-	30	-	-	-	-	-	30	30	-	-
I56 Food & Beverage Services	-	-	-	10	-	-	-	10	10	-	-
J58-63 INFORMATION AND COMMUNICATIONS	20	20	50	340	-	10	-	380	370	10	-
J58-61 Telecommunications, Broadcasting & Publishing	-	10	10	60	-	-	-	70	60	-	-
J62-63 IT & Other Information Services	20	10	40	280	-	10	-	310	300	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	10	20	380	10	-	110	510	490	20	-
K64 & 66 (excl.662) Financial Services	10	10	20	350	10	-	100	480	460	20	-
K65 & 662 Insurance Services	-	-	-	30	-	-	10	30	30	-	-
L68 REAL ESTATE SERVICES	-	-	-	10	-	-	-	10	10	-	-
M69-75 PROFESSIONAL SERVICES	30	60	140	330	30	-	40	550	480	20	50
M69-70 Legal, Accounting & Management Services	20	30	30	130	10	-	20	200	190	10	-
M71 Architectural & Engineering Services	10	20	70	30	20	-	20	140	90	-	50
Other Professional Services	10	-	40	170	-	-	10	200	200	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	20	-	10	40	-	-	-	60	50	10	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	20	-	10	40	-	-	-	50	50	10	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	10	50	-	-	-	60	50	10	-
O84,P85 Public Administration & Education	-	-	-	30	-	-	-	40	30	-	-
Q86-88 Health & Social Services	-	-	-	-	-	-	-	10	10	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	10	-	-	-	10	-	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	10	-	-	-	10	10	-	-
<b>A,B,D,E OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>10</b>

\* Not due to recession.

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

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

- : nil or negligible

Notes :

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



### 3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

#### RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2022	2023	2024	2024				2025
					1Q	2Q	3Q	4Q	1Q
	<b>TOTAL</b>	<b>5 560</b>	<b>13 830</b>	<b>12 570</b>	<b>2 950</b>	<b>3 130</b>	<b>2 900</b>	<b>3 580</b>	<b>3 440</b>
	<b>Industry (SSIC 2020)</b>								
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1 500</b>	<b>3 270</b>	<b>2 660</b>	<b>620</b>	<b>680</b>	<b>560</b>	<b>800</b>	<b>1 000</b>
C10-12	Food, Beverages & Tobacco	30	120	60	10	30	10	10	50
C17,18,22	Paper / Rubber / Plastic Products & Printing	30	120	370	20	270	20	70	50
C19-21	Petroleum, Chemical & Pharmaceutical Products	200	230	510	80	100	90	240	110
C25,28	Fabricated Metal Products, Machinery & Equipment	450	470	780	290	90	250	150	460
C26	Electronic, Computer & Optical Products	630	2 010	760	190	130	150	290	280
C29-30	Transport Equipment	80	110	40	10	20	-	10	10
	Other Manufacturing Industries	80	200	140	40	30	40	30	40
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>110</b>	<b>450</b>	<b>380</b>	<b>110</b>	<b>60</b>	<b>130</b>	<b>80</b>	<b>160</b>
<b>G-U</b>	<b>SERVICES</b>	<b>3 930</b>	<b>10 030</b>	<b>9 480</b>	<b>2 220</b>	<b>2 400</b>	<b>2 170</b>	<b>2 690</b>	<b>2 270</b>
G46-47	WHOLESALE AND RETAIL TRADE	890	2 780	2 150	340	490	570	750	590
G46	Wholesale Trade	830	2 500	1 890	320	450	470	650	450
G47	Retail Trade	60	280	260	20	40	100	100	140
H49-53	TRANSPORTATION AND STORAGE	150	530	510	150	140	140	90	130
H49,5221	Land Transport & Supporting Services	10	210	40	10	20	10	-	50
H50,5222,5225	Water Transport & Supporting Services	60	100	130	30	20	20	60	40
H51,5223	Air Transport & Supporting Services	10	-	-	-	-	-	-	10
	Other Transportation & Storage Services	70	210	340	110	100	110	20	40
I55-56	ACCOMMODATION AND FOOD SERVICES	20	140	170	70	30	50	20	40
I55	Accommodation	-	-	20	10	-	10	-	30
I56	Food & Beverage Services	10	140	160	70	30	40	20	10
J58-63	INFORMATION AND COMMUNICATIONS	1 190	2 620	2 010	580	390	650	400	380
J58-61	Telecommunications, Broadcasting & Publishing	400	720	550	120	90	220	130	70
J62-63	IT & Other Information Services	780	1 900	1 470	470	300	430	270	310
K64-66	FINANCIAL AND INSURANCE SERVICES	690	1 800	1 870	390	600	270	620	500
K64 & 66 (excl.662)	Financial Services	660	1 640	1 680	370	550	230	530	470
K65 & 662	Insurance Services	30	170	180	20	40	40	90	30
L68	REAL ESTATE SERVICES	30	70	80	20	40	10	10	10
M69-75	PROFESSIONAL SERVICES	470	1 490	1 820	470	450	380	530	510
M69-70	Legal, Accounting & Management Services	270	1 000	1 010	190	270	210	340	200
M71	Architectural & Engineering Services	90	140	350	160	70	50	70	110
	Other Professional Services	120	350	460	120	110	120	120	200
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	220	340	530	190	190	80	80	60
N80	Security & Investigation	10	20	50	50	-	-	-	-
N81	Cleaning & Landscaping	30	10	10	-	-	-	-	-
	Other Administrative & Support Services	180	320	480	140	190	70	80	50
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	290	260	340	20	80	40	200	60
O84,P85	Public Administration & Education	50	50	210	10	30	-	160	30
Q86-88	Health & Social Services	80	60	50	-	10	20	20	10
R90-93	Arts, Entertainment & Recreation	50	30	40	-	40	-	-	10
S,T,U	Other Community, Social & Personal Services	110	120	50	10	10	20	20	10
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>30</b>	<b>80</b>	<b>60</b>	<b>-</b>	<b>-</b>	<b>40</b>	<b>10</b>	<b>10</b>
	<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians	4 290	10 720	9 990	2 250	2 570	2 250	2 910	2 650
	Clerical, Sales & Service Workers	460	1 160	1 060	280	300	240	240	230
	Production & Transport Operators, Cleaners & Labourers	810	1 960	1 520	420	270	410	430	550

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

		2022	2023	2024	2024				2025
					1Q	2Q	3Q	4Q	1Q
	<b>TOTAL</b>	<b>880</b>	<b>760</b>	<b>450</b>	<b>80</b>	<b>140</b>	<b>140</b>	<b>90</b>	<b>160</b>
	<b>Industry (SSIC 2020)</b>								
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>600</b>	<b>210</b>	<b>120</b>	<b>40</b>	<b>20</b>	<b>30</b>	<b>40</b>	<b>20</b>
C10-12	Food, Beverages & Tobacco	-	40	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	20	10	50	20	10	-	20	10
C25,28	Fabricated Metal Products, Machinery & Equipment	110	60	60	10	10	20	30	10
C26	Electronic, Computer & Optical Products	230	70	10	-	-	10	-	-
C29-30	Transport Equipment	240	30	-	-	-	-	-	-
	Other Manufacturing Industries	-	-	-	-	-	-	-	-
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>150</b>	<b>140</b>	<b>80</b>	<b>10</b>	<b>50</b>	<b>10</b>	<b>10</b>	<b>80</b>
<b>G-U</b>	<b>SERVICES</b>	<b>130</b>	<b>410</b>	<b>190</b>	<b>30</b>	<b>80</b>	<b>50</b>	<b>30</b>	<b>60</b>
G46-47	WHOLESALE AND RETAIL TRADE	20	70	30	10	10	-	-	10
G46	Wholesale Trade	20	60	20	10	10	-	-	10
G47	Retail Trade	-	10	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	-	10	10	-	10	-	-	-
H49,5221	Land Transport & Supporting Services	-	-	10	-	10	-	-	-
H50,5222,5225	Water Transport & Supporting Services	-	-	-	-	-	-	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	-	10	-	-	-	-	-	-
I55-56	ACCOMMODATION AND FOOD SERVICES	20	10	10	-	10	-	-	-
I55	Accommodation	20	-	10	-	10	-	-	-
I56	Food & Beverage Services	-	10	-	-	-	-	-	-
J58-63	INFORMATION AND COMMUNICATIONS	10	120	50	-	10	20	10	-
J58-61	Telecommunications, Broadcasting & Publishing	10	-	10	-	10	-	-	-
J62-63	IT & Other Information Services	10	120	30	-	-	20	10	-
K64-66	FINANCIAL AND INSURANCE SERVICES	10	20	10	-	-	-	10	10
K64 & 66 (excl.662)	Financial Services	10	20	10	-	-	-	-	10
K65 & 662	Insurance Services	-	-	10	-	-	-	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	20	130	50	10	20	10	-	40
M69-70	Legal, Accounting & Management Services	-	30	30	10	20	-	-	-
M71	Architectural & Engineering Services	20	70	20	-	10	10	-	30
	Other Professional Services	-	30	-	-	-	-	-	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	40	10	-	-	-	-	-
N80	Security & Investigation	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	10	-	-	-	-	-	-
	Other Administrative & Support Services	10	30	-	-	-	-	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	20	30	-	20	-	10	-
O84,P85	Public Administration & Education	-	-	10	-	10	-	-	-
Q86-88	Health & Social Services	20	10	10	-	-	-	10	-
R90-93	Arts, Entertainment & Recreation	10	10	10	-	10	-	-	-
S,T,U	Other Community, Social & Personal Services	-	-	-	-	-	-	-	-
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>-</b>	<b>-</b>	<b>60</b>	<b>-</b>	<b>-</b>	<b>60</b>	<b>-</b>	<b>-</b>
	<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians	230	320	170	30	40	50	50	80
	Clerical, Sales & Service Workers	80	100	50	10	30	-	10	10
	Production & Transport Operators, Cleaners & Labourers	580	350	230	40	70	90	30	80

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

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

- : nil or negligible

Notes :

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

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

### 3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Characteristics	Per 1,000 Resident Employees							
	2022	2023	2024	2024				2025
				1Q	2Q	3Q	4Q	1Q
<b>SEX</b>								
Male	3.6	8.2	7.1	1.6	1.8	1.7	1.8	1.7
Female	3.1	6.5	6.4	1.4	1.4	1.5	1.9	1.6
<b>AGE GROUP (YEARS)</b>								
Below 30	2.5	5.3	3.9	0.9	0.7	1.0	1.2	0.6
30 - 39	2.7	6.9	7.2	1.7	1.7	1.9	1.7	1.5
40 & Over	3.9	8.1	7.3	1.6	1.8	1.7	2.0	2.0
40 - 49	3.5	9.3	8.1	1.8	2.1	1.8	2.1	2.1
50 & Over	4.2	7.3	6.8	1.4	1.6	1.6	2.0	2.0
50 - 59	5.3	10.1	9.0	1.8	2.0	2.0	2.8	2.6
60 & Over	2.8	4.0	4.2	0.9	1.1	1.0	1.0	1.3
<b>SECTOR</b>								
Manufacturing	6.8	11.9	9.8	2.2	2.3	1.9	2.8	3.0
Construction	1.3	3.1	1.5	0.3	0.4	0.5	0.4	0.9
Services	3.0	6.9	6.6	1.5	1.6	1.6	1.8	1.5
Others*	1.5	5.3	6.3	-	-	6.1	-	-
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	3.7	3.2	4.2	1.2	0.8	1.4	0.9	0.7
Secondary	2.0	2.3	2.6	0.6	0.5	0.6	0.7	0.8
Post-Secondary (Non-Tertiary)	2.5	3.3	1.9	0.3	0.4	0.5	0.6	1.0
Diploma & Professional Qualification	2.6	5.9	4.5	1.2	1.0	1.1	1.1	1.2
Degree	4.3	12.2	11.5	2.4	2.8	2.6	3.2	2.7
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	4.2	9.5	8.6	1.9	2.1	2.0	2.4	2.2
Clerical, Sales & Service Workers	1.5	3.0	3.1	0.7	0.8	0.8	0.6	0.6
Production & Transport Operators, Cleaners & Labourers	2.4	3.1	3.0	0.5	0.6	1.0	0.8	0.6

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

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

- : 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 LAYOFF

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

Number of Employees

				Number of Employees				
	2022	2023	2024	2024			2025	
				1Q	2Q	3Q	4Q	1Q
<b><u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF</u></b>								
TOTAL	2 740	3 110	2 210	620	460	480	660	570
<b>SECTOR</b>								
Manufacturing	740	1 170	760	190	90	210	280	390
Construction	90	420	370	140	60	80	90	10
Services	1 900	1 510	1 090	290	310	200	300	170
Others*	-	10	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	820	1 220	690	190	110	170	230	140
Clerical, Sales & Service Workers	1 010	830	760	170	230	130	230	170
Production & Transport Operators, Cleaners & Labourers	910	1 050	760	260	120	180	200	270
<b><u>EMPLOYEES ON SHORT WORK-WEEK</u></b>								
TOTAL	2 550	2 810	1 950	550	390	450	560	540
<b>SECTOR</b>								
Manufacturing	680	1 080	730	180	80	210	260	390
Construction	70	340	280	130	60	60	30	10
Services	1 810	1 380	950	240	260	180	270	140
Others*	-	10	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	760	1 160	660	180	90	170	220	120
Clerical, Sales & Service Workers	960	760	700	160	210	120	210	160
Production & Transport Operators, Cleaners & Labourers	840	900	600	210	100	160	130	260
<b><u>EMPLOYEES ON TEMPORARY LAYOFF</u></b>								
TOTAL	180	290	260	60	60	30	100	30
<b>SECTOR</b>								
Manufacturing	70	90	30	10	10	-	10	-
Construction	20	70	90	10	-	20	60	-
Services	100	130	140	50	50	10	30	30
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	50	60	40	10	20	10	10	20
Clerical, Sales & Service Workers	60	70	60	10	20	10	20	10
Production & Transport Operators, Cleaners & Labourers	70	160	160	50	20	10	70	10

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

Characteristics	Per Cent							
	2022	2023	2024	2024				2025
				1Q	2Q	3Q	4Q	
<b>TOTAL</b>	<b>68.9</b>	<b>63.7</b>	<b>58.4</b>	<b>59.4</b>	<b>55.0</b>	<b>60.4</b>	<b>58.1</b>	<b>60.6</b>
<b>SEX</b>								
Male	66.7	62.0	58.1	58.7	56.6	58.7	58.0	62.9
Female	71.2	65.8	58.7	60.4	53.3	62.4	58.3	58.1
<b>AGE GROUP (YEARS)</b>								
Below 30	84.5	79.4	74.0	74.4	76.9	73.3	70.3	72.5
30 - 39	80.6	74.6	68.9	67.5	67.0	68.5	72.3	66.3
40 & Over	64.1	54.6	52.2	54.8	47.5	54.5	50.9	56.0
40 - 49	75.4	61.8	60.0	60.6	54.4	62.6	62.1	61.3
50 & Over	56.8	48.6	45.6	50.2	41.6	47.7	41.0	52.0
50 - 59	60.8	49.3	47.2	52.8	41.6	47.7	44.2	49.5
60 & Over	47.0	46.3	41.3	42.9	41.5	47.8	33.8	57.9
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	71.1	73.3	65.6	57.5	66.7	74.7	59.6	75.9
Secondary	67.5	60.5	62.5	66.7	54.4	61.7	64.5	67.4
Post-Secondary (Non-Tertiary)	67.1	74.7	57.1	53.6	54.7	s	62.9	69.8
Diploma & Professional Qualification	71.1	65.9	60.7	57.1	58.5	64.3	65.5	64.3
Degree	67.5	61.5	55.6	58.1	52.6	54.8	56.8	54.8
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	66.8	62.5	56.9	58.1	53.2	58.5	57.2	57.9
Clerical, Sales & Service Workers	73.4	72.8	69.8	65.6	69.1	78.8	65.6	72.3
Production & Transport Operators, Cleaners & Labourers	74.0	75.7	68.4	73.8	71.4	62.5	61.8	80.7

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 suppressed due to small number of observations.

## 6.1 JOB VACANCY

### JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

		2022	2023	2024	Mar	
					2024	2025
<b>TOTAL</b>		<b>115.0</b>	<b>85.8</b>	<b>75.5</b>	<b>82.2</b>	<b>82.2</b>
<b>Industry (SSIC 2020)</b>						
<b>C10-32 MANUFACTURING</b>		<b>13.5</b>	<b>8.3</b>	<b>8.1</b>	<b>9.4</b>	<b>8.0</b>
C10-12	Food, Beverages & Tobacco	1.6	1.3	1.4	1.4	1.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.8	0.5	0.4	0.5	0.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.0	0.9	1.1	1.4	0.7
C25,28	Fabricated Metal Products, Machinery & Equipment	4.0	1.8	1.5	1.8	1.8
C26	Electronic, Computer & Optical Products	2.6	1.0	1.5	1.5	1.8
C29-30	Transport Equipment	2.0	1.8	1.5	2.0	1.2
	Other Manufacturing Industries	1.3	0.9	0.7	0.8	0.9
<b>F41-43 CONSTRUCTION</b>		<b>10.3</b>	<b>6.8</b>	<b>7.3</b>	<b>7.4</b>	<b>9.5</b>
<b>G-U SERVICES</b>		<b>90.6</b>	<b>70.0</b>	<b>59.5</b>	<b>64.8</b>	<b>64.0</b>
G46-47	WHOLESALE AND RETAIL TRADE	11.2	7.7	6.7	7.6	7.1
G46	Wholesale Trade	6.2	4.6	3.9	4.2	4.2
G47	Retail Trade	5.0	3.1	2.8	3.5	2.8
H49-53	TRANSPORTATION AND STORAGE	7.9	5.6	4.8	5.9	5.2
H49,5221	Land Transport & Supporting Services	1.6	1.2	1.0	1.2	1.3
H50,5222, 5225	Water Transport & Supporting Services	1.4	0.9	0.9	1.0	0.8
H51,5223	Air Transport & Supporting Services	1.7	1.4	1.2	2.0	1.6
	Other Transportation & Storage Services	3.1	2.1	1.7	1.7	1.5
I55-56	ACCOMMODATION AND FOOD SERVICES	9.9	8.1	6.5	6.8	7.0
I55	Accommodation	1.9	1.8	1.7	1.9	1.6
I56	Food & Beverage Services	8.1	6.3	4.8	4.9	5.3
J58-63	INFORMATION AND COMMUNICATIONS	10.3	7.1	6.3	7.3	6.5
J58-61	Telecommunications, Broadcasting & Publishing	1.9	1.0	0.8	1.1	0.8
J62-63	IT & Other Information Services	8.4	6.1	5.5	6.2	5.7
K64-66	FINANCIAL AND INSURANCE SERVICES	10.2	6.3	5.1	5.5	6.5
K64 & 66 (excl.662)	Financial Services	9.4	5.7	4.3	4.6	5.8
K65 & 662	Insurance Services	0.8	0.6	0.8	0.9	0.7
L68	REAL ESTATE SERVICES	2.1	1.8	1.8	1.9	1.8
M69-75	PROFESSIONAL SERVICES	9.1	6.7	6.0	7.2	6.2
M69-70	Legal, Accounting & Management Services	5.3	3.8	3.5	4.0	3.5
M71	Architectural & Engineering Services	2.6	1.8	1.5	1.9	1.7
	Other Professional Services	1.2	1.1	1.0	1.3	1.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	7.6	6.5	5.2	5.4	5.1
N80	Security & Investigation	2.0	1.7	1.4	1.5	1.4
N81	Cleaning & Landscaping	2.4	2.6	2.3	2.0	2.2
	Other Administrative & Support Services	3.2	2.3	1.4	1.8	1.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	22.3	20.2	17.3	17.1	18.8
O84,P85	Public Administration & Education	10.2	9.6	8.9	9.0	10.2
Q86-88	Health & Social Services	7.8	7.1	5.7	5.4	5.9
R90-93	Arts, Entertainment & Recreation	2.2	1.5	0.8	0.7	0.8
S,T,U	Other Community, Social & Personal Services	2.1	2.0	1.8	2.0	1.9
<b>A,B,D,E OTHERS*</b>		<b>0.7</b>	<b>0.7</b>	<b>0.6</b>	<b>0.7</b>	<b>0.7</b>
<b>OCCUPATIONAL GROUP</b>						
	Professionals, Managers, Executives & Technicians	63.7	48.3	41.9	45.7	45.3
	Clerical, Sales & Service Workers	24.3	20.1	17.4	19.4	18.7
	Production & Transport Operators, Cleaners & Labourers	27.0	17.4	16.1	17.1	18.3

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

		2022	2023	2024	Mar	
					2024	2025
	<b>TOTAL</b>	<b>5.1</b>	<b>3.7</b>	<b>3.1</b>	<b>3.5</b>	<b>3.3</b>
	<b>Industry (SSIC 2020)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>4.1</b>	<b>2.3</b>	<b>2.1</b>	<b>2.5</b>	<b>2.1</b>
C10-12	Food, Beverages & Tobacco	4.4	3.3	2.8	3.0	2.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	4.9	2.6	2.3	3.3	1.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	3.4	2.8	2.6	3.1	1.9
C25,28	Fabricated Metal Products, Machinery & Equipment	4.7	2.1	1.9	2.2	2.1
C26	Electronic, Computer & Optical Products	4.1	1.4	2.0	2.1	2.5
C29-30	Transport Equipment	3.3	2.7	1.8	2.5	1.4
	Other Manufacturing Industries	3.7	2.5	1.8	2.1	2.1
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>3.5</b>	<b>2.1</b>	<b>2.1</b>	<b>2.2</b>	<b>2.4</b>
<b>G-U</b>	<b>SERVICES</b>	<b>5.6</b>	<b>4.4</b>	<b>3.6</b>	<b>4.0</b>	<b>3.8</b>
G46-47	WHOLESALE AND RETAIL TRADE	4.7	3.2	2.9	3.3	3.1
G46	Wholesale Trade	3.9	2.9	2.6	2.8	3.0
G47	Retail Trade	6.4	3.8	3.3	4.1	3.4
H49-53	TRANSPORTATION AND STORAGE	5.0	4.0	3.3	4.1	3.6
H49,5221	Land Transport & Supporting Services	4.4	3.7	3.5	4.2	4.1
H50,5222,5225	Water Transport & Supporting Services	4.3	3.0	2.7	3.2	2.3
H51,5223	Air Transport & Supporting Services	5.4	5.0	4.2	6.7	5.9
	Other Transportation & Storage Services	5.6	4.1	3.2	3.2	3.0
I55-56	ACCOMMODATION AND FOOD SERVICES	6.6	4.9	3.8	4.1	3.9
I55	Accommodation	9.9	7.9	7.5	8.0	6.9
I56	Food & Beverage Services	6.1	4.4	3.2	3.5	3.4
J58-63	INFORMATION AND COMMUNICATIONS	8.7	6.0	5.1	5.9	5.1
J58-61	Telecommunications, Broadcasting & Publishing	5.9	3.2	2.8	3.6	2.9
J62-63	IT & Other Information Services	9.8	7.0	5.8	6.6	5.8
K64-66	FINANCIAL AND INSURANCE SERVICES	5.6	3.9	2.8	3.1	3.3
K64 & 66 (excl.662)	Financial Services	5.8	4.0	2.7	3.0	3.3
K65 & 662	Insurance Services	4.1	3.2	3.3	3.9	2.7
L68	REAL ESTATE SERVICES	5.0	4.1	3.5	3.9	3.7
M69-75	PROFESSIONAL SERVICES	5.4	3.8	3.2	3.7	3.3
M69-70	Legal, Accounting & Management Services	6.0	4.1	4.0	4.3	3.9
M71	Architectural & Engineering Services	4.8	3.1	2.1	2.6	2.4
	Other Professional Services	4.8	4.2	3.5	4.5	3.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.8	4.4	3.4	3.7	2.9
N80	Security & Investigation	5.4	4.5	3.5	3.8	2.9
N81	Cleaning & Landscaping	3.4	3.8	3.3	3.1	2.8
	Other Administrative & Support Services	6.5	5.1	3.3	4.3	3.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	5.6	5.1	4.2	4.3	4.5
O84,P85	Public Administration & Education	5.4	5.1	4.6	4.6	5.2
Q86-88	Health & Social Services	5.9	5.6	4.1	4.1	4.1
R90-93	Arts, Entertainment & Recreation	6.6	4.8	3.5	3.2	3.0
S,T,U	Other Community, Social & Personal Services	4.8	4.5	3.7	4.3	3.6
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>3.2</b>	<b>3.4</b>	<b>2.8</b>	<b>3.5</b>	<b>2.9</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	5.3	4.0	3.3	3.7	3.5
	Clerical, Sales & Service Workers	6.0	4.7	3.9	4.3	4.0
	Production & Transport Operators, Cleaners & Labourers	4.2	2.7	2.3	2.6	2.4

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

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

Notes :

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

## 6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, MARCH 2025

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 (%)
<b>TOTAL</b>		<b>82.2</b>	<b>3.3</b>	<b>45.3</b>	<b>3.5</b>	<b>18.7</b>	<b>4.0</b>	<b>18.3</b>	<b>2.4</b>
<b>C10-32 MANUFACTURING</b>		<b>8.0</b>	<b>2.1</b>	<b>4.3</b>	<b>2.4</b>	<b>1.0</b>	<b>2.3</b>	<b>2.7</b>	<b>1.6</b>
C10-12	Food, Beverages & Tobacco	1.4	2.6	0.4	2.9	0.4	2.4	0.6	2.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.2	1.3	0.1	2.1	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.7	1.9	0.6	2.3	-	-	0.1	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment	1.8	2.1	0.9	2.5	0.2	1.8	0.7	1.8
C26	Electronic, Computer & Optical Products	1.8	2.5	1.3	2.9	0.1	4.0	0.3	1.5
C29-30	Transport Equipment	1.2	1.4	0.5	1.7	0.2	2.8	0.5	1.1
	Other Manufacturing Industries	0.9	2.1	0.4	2.5	0.1	2.1	0.4	1.8
<b>F41-43 CONSTRUCTION</b>		<b>9.5</b>	<b>2.4</b>	<b>3.4</b>	<b>3.5</b>	<b>0.7</b>	<b>2.1</b>	<b>5.4</b>	<b>2.1</b>
<b>G-U SERVICES</b>		<b>64.0</b>	<b>3.8</b>	<b>37.0</b>	<b>3.7</b>	<b>17.0</b>	<b>4.3</b>	<b>10.0</b>	<b>3.1</b>
G46-47	WHOLESALE AND RETAIL TRADE	7.1	3.1	2.8	2.6	3.3	4.3	0.9	2.3
G46	Wholesale Trade	4.2	3.0	2.2	2.5	1.5	4.9	0.6	2.2
G47	Retail Trade	2.8	3.4	0.7	2.8	1.8	3.9	0.3	2.4
H49-53	TRANSPORTATION AND STORAGE	5.2	3.6	1.3	2.6	1.4	4.7	2.5	3.8
H49,5221	Land Transport & Supporting Services	1.3	4.1	0.2	2.2	0.1	3.4	1.0	4.8
H50,5222, 5225	Water Transport & Supporting Services	0.8	2.3	0.5	2.8	0.1	2.8	0.2	1.7
H51,5223	Air Transport & Supporting Services	1.6	5.9	0.4	4.7	1.0	6.7	0.2	5.1
	Other Transportation & Storage Services	1.5	3.0	0.3	1.7	0.3	2.7	1.0	4.0
I55-56	ACCOMMODATION AND FOOD SERVICES	7.0	3.9	1.4	3.4	4.0	4.2	1.6	3.7
I55	Accommodation	1.6	6.9	0.4	4.2	0.7	8.9	0.5	8.0
I56	Food & Beverage Services	5.3	3.4	1.0	3.2	3.3	3.7	1.1	3.0
J58-63	INFORMATION AND COMMUNICATIONS	6.5	5.1	5.8	5.2	0.6	5.3	0.1	2.2
J58-61	Telecommunications, Broadcasting & Publishing	0.8	2.9	0.7	3.1	0.1	1.8	-	-
J62-63	IT & Other Information Services	5.7	5.8	5.1	5.8	0.5	7.0	0.1	2.5
K64-66	FINANCIAL AND INSURANCE SERVICES	6.5	3.3	5.8	3.2	0.6	5.4	0.1	1.1
K64 & 66 (excl.662)	Financial Services	5.8	3.3	5.3	3.4	0.4	4.7	0.1	1.1
K65 & 662	Insurance Services	0.7	2.7	0.5	2.1	0.2	8.1	-	-
L68	REAL ESTATE SERVICES	1.8	3.7	0.6	2.6	0.8	5.7	0.4	3.5
M69-75	PROFESSIONAL SERVICES	6.2	3.3	4.7	3.6	0.6	3.5	0.9	2.3
M69-70	Legal, Accounting & Management Services	3.5	3.9	2.7	3.8	0.4	3.6	0.3	6.0
M71	Architectural & Engineering Services	1.7	2.4	1.0	3.0	0.2	2.7	0.5	1.7
	Other Professional Services	1.0	3.8	0.9	4.1	0.1	6.0	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.1	2.9	0.8	2.3	1.6	2.9	2.7	3.2
N80	Security & Investigation	1.4	2.9	-	-	1.1	2.8	0.3	5.9
N81	Cleaning & Landscaping	2.2	2.8	0.1	1.5	0.2	2.1	1.9	3.0
	Other Administrative & Support Services	1.5	3.1	0.7	2.9	0.3	3.7	0.5	3.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	18.8	4.5	13.9	4.4	4.0	5.0	0.9	3.8
O84,P85	Public Administration & Education	10.2	5.2	8.7	4.8	1.3	9.9	0.2	7.6
Q86-88	Health & Social Services	5.9	4.1	4.0	3.9	1.6	4.8	0.4	4.6
R90-93	Arts, Entertainment & Recreation	0.8	3.0	0.4	3.5	0.3	2.6	0.1	2.4
S,T,U	Other Community, Social & Personal Services	1.9	3.6	0.7	4.0	0.9	3.7	0.2	2.4
<b>A,B,D,E OTHERS*</b>		<b>0.7</b>	<b>2.9</b>	<b>0.5</b>	<b>3.8</b>	<b>0.1</b>	<b>2.8</b>	<b>0.1</b>	<b>1.6</b>

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

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

- : nil or negligible

Notes :

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



## 7.1 LABOUR TURNOVER

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

		Per Cent				
		2022	2023	2024	1Q	
					2024	2025
	<b>TOTAL</b>	<b>2.6</b>	<b>2.2</b>	<b>2.0</b>	<b>2.0</b>	<b>1.7</b>
	<b>Industry (SSIC 2020)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>2.3</b>	<b>1.7</b>	<b>1.6</b>	<b>1.7</b>	<b>1.5</b>
C10-12	Food, Beverages & Tobacco	3.0	3.0	2.3	2.4	1.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	2.0	1.7	1.6	1.9	1.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.5	1.3	1.2	1.4	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment	2.3	1.8	1.5	1.3	1.2
C26	Electronic, Computer & Optical Products	2.4	1.0	1.0	1.0	0.9
C29-30	Transport Equipment	2.0	1.6	2.2	3.0	2.7
	Other Manufacturing Industries	2.4	1.9	1.4	1.1	1.3
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>3.0</b>	<b>2.3</b>	<b>2.1</b>	<b>1.9</b>	<b>1.8</b>
<b>G-U</b>	<b>SERVICES</b>	<b>2.6</b>	<b>2.4</b>	<b>2.0</b>	<b>2.0</b>	<b>1.8</b>
G46-47	WHOLESALE AND RETAIL TRADE	2.6	2.7	2.1	2.1	1.8
G46	Wholesale Trade	2.1	1.8	1.7	1.6	1.4
G47	Retail Trade	3.8	4.4	2.8	3.0	2.4
H49-53	TRANSPORTATION AND STORAGE	2.4	2.0	1.8	1.7	1.5
H49,5221	Land Transport & Supporting Services	2.1	1.7	1.8	1.5	1.4
H50,5222,5225	Water Transport & Supporting Services	1.7	1.7	1.6	1.5	1.4
H51,5223	Air Transport & Supporting Services	2.8	2.3	1.7	2.2	2.0
	Other Transportation & Storage Services	2.8	2.3	1.9	1.8	1.4
I55-56	ACCOMMODATION AND FOOD SERVICES	3.9	3.6	3.1	3.0	2.8
I55	Accommodation	4.4	3.5	2.8	2.6	2.5
I56	Food & Beverage Services	3.9	3.7	3.2	3.1	2.8
J58-63	INFORMATION AND COMMUNICATIONS	3.1	2.1	1.9	1.9	1.8
J58-61	Telecommunications, Broadcasting & Publishing	2.2	1.6	1.3	1.2	1.1
J62-63	IT & Other Information Services	3.5	2.4	2.1	2.2	2.0
K64-66	FINANCIAL AND INSURANCE SERVICES	2.1	1.9	1.7	1.4	1.3
K64 & 66 (excl.662)	Financial Services	2.1	1.9	1.7	1.5	1.3
K65 & 662	Insurance Services	2.3	2.2	2.0	1.3	1.3
L68	REAL ESTATE SERVICES	2.5	2.3	2.1	1.7	1.6
M69-75	PROFESSIONAL SERVICES	2.5	2.1	2.0	1.8	1.7
M69-70	Legal, Accounting & Management Services	2.4	2.1	2.1	1.8	1.7
M71	Architectural & Engineering Services	2.8	2.3	2.0	1.8	2.0
	Other Professional Services	2.1	1.8	1.7	1.7	1.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.6	3.0	3.5	2.6
N80	Security & Investigation	3.9	4.0	3.6	4.5	2.9
N81	Cleaning & Landscaping	3.9	3.6	3.0	3.2	2.5
	Other Administrative & Support Services	4.7	3.3	2.4	2.9	2.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.7	1.5	1.6	1.4
O84,P85	Public Administration & Education	1.1	1.2	1.0	1.1	1.1
Q86-88	Health & Social Services	2.0	2.1	1.9	2.0	1.5
R90-93	Arts, Entertainment & Recreation	2.4	2.2	2.1	2.4	1.9
S,T,U	Other Community, Social & Personal Services	2.3	2.1	1.9	1.9	1.8
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>1.7</b>	<b>1.5</b>	<b>1.5</b>	<b>1.7</b>	<b>1.6</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	2.0	1.8	1.5	1.5	1.3
	Clerical, Sales & Service Workers	3.5	3.3	2.9	3.0	2.6
	Production & Transport Operators, Cleaners & Labourers	3.2	2.4	2.2	2.1	1.8

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

		2022	2023	2024	1Q	
					2024	2025
	<b>TOTAL</b>	<b>1.7</b>	<b>1.4</b>	<b>1.3</b>	<b>1.4</b>	<b>1.2</b>
	<b>Industry (SSIC 2020)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1.5</b>	<b>1.2</b>	<b>1.0</b>	<b>1.2</b>	<b>0.9</b>
C10-12	Food, Beverages & Tobacco	2.1	1.8	1.5	1.7	1.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.5	1.4	1.1	1.4	1.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.1	0.8	0.7	0.9	0.6
C25,28	Fabricated Metal Products, Machinery & Equipment	1.5	1.2	1.0	1.1	1.0
C26	Electronic, Computer & Optical Products	1.5	1.1	0.9	1.2	0.9
C29-30	Transport Equipment	1.2	1.1	0.9	1.1	0.9
	Other Manufacturing Industries	1.4	1.3	1.2	1.2	0.9
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>1.3</b>	<b>1.3</b>	<b>1.2</b>	<b>1.4</b>	<b>1.1</b>
<b>G-U</b>	<b>SERVICES</b>	<b>1.8</b>	<b>1.5</b>	<b>1.4</b>	<b>1.4</b>	<b>1.3</b>
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.4	1.5	1.6	1.6
G46	Wholesale Trade	1.4	1.1	1.2	1.3	1.3
G47	Retail Trade	2.4	2.1	2.1	2.1	2.0
H49-53	TRANSPORTATION AND STORAGE	1.5	1.3	1.1	1.2	1.1
H49,5221	Land Transport & Supporting Services	1.3	1.1	1.0	1.1	1.0
H50,5222,5225	Water Transport & Supporting Services	1.0	1.1	1.0	1.0	0.8
H51,5223	Air Transport & Supporting Services	1.3	1.0	1.1	1.1	1.2
	Other Transportation & Storage Services	2.0	1.7	1.3	1.3	1.2
I55-56	ACCOMMODATION AND FOOD SERVICES	3.0	2.6	2.3	2.5	2.2
I55	Accommodation	3.3	2.3	2.0	2.0	2.0
I56	Food & Beverage Services	2.9	2.6	2.3	2.6	2.2
J58-63	INFORMATION AND COMMUNICATIONS	2.1	1.5	1.5	1.3	1.3
J58-61	Telecommunications, Broadcasting & Publishing	1.9	1.1	1.3	1.0	1.0
J62-63	IT & Other Information Services	2.2	1.6	1.5	1.5	1.3
K64-66	FINANCIAL AND INSURANCE SERVICES	1.4	1.1	0.9	0.8	0.7
K64 & 66 (excl.662)	Financial Services	1.4	1.0	0.9	0.8	0.7
K65 & 662	Insurance Services	1.8	1.3	1.0	0.9	0.8
L68	REAL ESTATE SERVICES	1.9	1.5	1.3	1.4	1.1
M69-75	PROFESSIONAL SERVICES	1.6	1.3	1.3	1.3	1.1
M69-70	Legal, Accounting & Management Services	1.7	1.3	1.4	1.3	1.1
M71	Architectural & Engineering Services	1.4	1.4	1.2	1.3	1.1
	Other Professional Services	1.5	1.2	1.2	1.0	1.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.1	2.7	2.2	2.6	2.0
N80	Security & Investigation	3.2	2.9	2.5	3.0	2.0
N81	Cleaning & Landscaping	3.2	3.0	2.4	2.6	2.2
	Other Administrative & Support Services	2.9	2.0	1.5	2.0	1.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.0	0.9	1.0	1.0
O84,P85	Public Administration & Education	0.8	0.7	0.6	0.6	0.6
Q86-88	Health & Social Services	1.4	1.3	1.2	1.3	1.1
R90-93	Arts, Entertainment & Recreation	1.5	1.4	1.3	1.3	1.3
S,T,U	Other Community, Social & Personal Services	1.6	1.6	1.5	1.7	1.5
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>1.2</b>	<b>1.0</b>	<b>0.9</b>	<b>0.8</b>	<b>0.9</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	1.4	1.1	1.0	1.0	0.8
	Clerical, Sales & Service Workers	2.5	2.1	2.0	2.2	1.9
	Production & Transport Operators, Cleaners & Labourers	1.8	1.7	1.5	1.7	1.4

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

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

Notes :

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

2) Figures for the 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 2025

Per Cent

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>1.7</b>	<b>1.2</b>	<b>1.3</b>	<b>0.8</b>	<b>2.6</b>	<b>1.9</b>	<b>1.8</b>	<b>1.4</b>
<b>C10-32 MANUFACTURING</b>	<b>1.5</b>	<b>0.9</b>	<b>1.4</b>	<b>0.7</b>	<b>1.6</b>	<b>1.2</b>	<b>1.5</b>	<b>1.1</b>
C10-12 Food, Beverages & Tobacco	1.6	1.2	1.2	0.8	2.2	1.6	1.5	1.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.0	1.1	1.0	0.7	0.7	0.5	1.1	1.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.8	0.6	0.9	0.5	1.1	0.3	0.6	0.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.0	1.1	0.8	0.9	0.8	1.3	1.3
C26 Electronic, Computer & Optical Products	0.9	0.9	0.7	0.8	1.9	1.9	1.1	1.1
C29-30 Transport Equipment	2.7	0.9	3.4	0.5	1.5	0.8	2.3	1.1
Other Manufacturing Industries	1.3	0.9	1.1	0.7	1.1	1.3	1.5	0.9
<b>F41-43 CONSTRUCTION</b>	<b>1.8</b>	<b>1.1</b>	<b>1.7</b>	<b>0.8</b>	<b>3.1</b>	<b>1.2</b>	<b>1.6</b>	<b>1.2</b>
<b>G-U SERVICES</b>	<b>1.8</b>	<b>1.3</b>	<b>1.3</b>	<b>0.9</b>	<b>2.7</b>	<b>2.1</b>	<b>2.1</b>	<b>1.7</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.8	1.6	1.1	1.0	2.9	2.5	1.6	1.4
G46 Wholesale Trade	1.4	1.3	1.0	0.9	2.6	2.2	1.6	1.4
G47 Retail Trade	2.4	2.0	1.3	1.1	3.1	2.7	1.7	1.4
H49-53 TRANSPORTATION AND STORAGE	1.5	1.1	1.1	0.8	1.4	0.9	1.9	1.4
H49,5221 Land Transport & Supporting Services	1.4	1.0	1.3	0.8	1.5	0.8	1.5	1.1
H50,5222,5225 Water Transport & Supporting Services	1.4	0.8	1.2	0.8	1.3	0.9	1.7	0.9
H51,5223 Air Transport & Supporting Services	2.0	1.2	1.3	0.6	1.1	0.6	6.9	5.1
Other Transportation & Storage Services	1.4	1.2	0.8	0.8	1.6	1.2	1.6	1.4
I55-56 ACCOMMODATION AND FOOD SERVICES	2.8	2.2	1.7	1.2	3.4	2.8	2.4	1.8
I55 Accommodation	2.5	2.0	2.1	1.3	3.7	2.9	1.7	1.8
I56 Food & Beverage Services	2.8	2.2	1.6	1.2	3.4	2.8	2.6	1.7
J58-63 INFORMATION AND COMMUNICATIONS	1.8	1.3	1.6	1.2	3.8	1.9	1.6	0.7
J58-61 Telecommunications, Broadcasting & Publishing	1.1	1.0	0.9	0.7	3.0	3.4	0.7	0.4
J62-63 IT & Other Information Services	2.0	1.3	1.8	1.3	4.2	1.2	2.0	0.8
K64-66 FINANCIAL AND INSURANCE SERVICES	1.3	0.7	1.1	0.6	3.2	1.7	1.9	1.4
K64 & 66 (excl.662) Financial Services	1.3	0.7	1.1	0.6	3.4	1.9	1.9	1.4
K65 & 662 Insurance Services	1.3	0.8	1.2	0.7	2.3	1.2	-	-
L68 REAL ESTATE SERVICES	1.6	1.1	1.3	0.8	1.6	1.1	2.1	1.9
M69-75 PROFESSIONAL SERVICES	1.7	1.1	1.5	1.1	2.4	1.1	2.3	1.3
M69-70 Legal, Accounting & Management Services	1.7	1.1	1.5	1.1	1.9	1.1	3.4	2.0
M71 Architectural & Engineering Services	2.0	1.1	1.5	1.1	3.3	1.2	2.3	1.2
Other Professional Services	1.4	1.0	1.4	1.1	2.8	0.9	0.6	0.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	2.6	2.0	1.5	1.0	3.4	2.2	2.5	2.3
N80 Security & Investigation	2.9	2.0	0.7	0.5	3.4	2.3	1.4	0.9
N81 Cleaning & Landscaping	2.5	2.2	1.4	0.9	3.4	1.6	2.5	2.4
Other Administrative & Support Services	2.4	1.6	1.8	1.1	3.2	2.1	2.9	2.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.0	1.2	0.8	2.0	1.5	1.7	1.3
O84,P85 Public Administration & Education	1.1	0.6	1.0	0.6	2.2	1.2	1.4	0.7
Q86-88 Health & Social Services	1.5	1.1	1.5	1.0	1.6	1.3	2.0	1.4
R90-93 Arts, Entertainment & Recreation	1.9	1.3	1.4	0.9	2.5	1.6	1.1	1.4
S,T,U Other Community, Social & Personal Services	1.8	1.5	1.5	1.2	2.0	1.8	1.8	1.3
<b>A,B,D,E OTHERS*</b>	<b>1.6</b>	<b>0.9</b>	<b>1.2</b>	<b>0.7</b>	<b>1.0</b>	<b>0.8</b>	<b>2.4</b>	<b>1.3</b>

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

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

- : nil or negligible

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

## 8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)	2022	2023	2024	2024				2025
				Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>	<b>44.1</b>	<b>43.6</b>	<b>43.3</b>	<b>43.3</b>	<b>43.3</b>	<b>43.3</b>	<b>43.2</b>	<b>43.1</b>
<b>C10-32 MANUFACTURING</b>	<b>47.5</b>	<b>46.5</b>	<b>45.9</b>	<b>46.0</b>	<b>45.8</b>	<b>45.7</b>	<b>45.9</b>	<b>45.6</b>
C10-12 Food, Beverages & Tobacco	44.6	44.1	43.2	43.0	43.2	43.3	43.3	42.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	48.3	46.2	45.5	45.8	44.7	44.8	46.7	46.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	44.4	43.2	43.7	44.1	44.0	43.4	43.4	42.9
C25,28 Fabricated Metal Products, Machinery & Equipment	49.0	47.9	46.7	46.8	46.6	46.8	46.7	46.2
C26 Electronic, Computer & Optical Products	47.4	45.7	45.5	46.0	45.3	45.4	45.2	45.4
C29-30 Transport Equipment	49.0	48.7	48.1	48.1	48.1	47.6	48.6	48.0
Other Manufacturing Industries	46.6	46.4	45.7	46.1	45.4	46.0	45.4	46.1
<b>F41-43 CONSTRUCTION</b>	<b>49.9</b>	<b>48.6</b>	<b>47.8</b>	<b>47.7</b>	<b>47.8</b>	<b>47.8</b>	<b>47.8</b>	<b>47.2</b>
<b>G-U SERVICES</b>	<b>42.3</b>	<b>41.8</b>	<b>41.7</b>	<b>41.8</b>	<b>41.7</b>	<b>41.7</b>	<b>41.6</b>	<b>41.6</b>
G46-47 WHOLESALE AND RETAIL TRADE	42.2	41.4	41.3	41.2	41.3	41.4	41.5	41.2
G46 Wholesale Trade	42.4	41.9	41.9	41.8	41.8	42.0	41.9	41.7
G47 Retail Trade	41.7	40.4	40.4	40.1	40.6	40.2	40.8	40.2
H49-53 TRANSPORTATION AND STORAGE	45.2	44.3	43.8	43.5	43.8	44.2	43.7	44.1
H49,5221 Land Transport & Supporting Services	46.7	47.3	46.8	46.1	47.2	47.4	46.5	46.6
H50,5222, 5225 Water Transport & Supporting Services	44.5	42.6	42.1	42.2	41.8	42.6	41.9	42.8
H51,5223 Air Transport & Supporting Services	42.9	41.7	41.9	41.9	41.9	41.7	42.1	42.3
Other Transportation & Storage Services	45.8	44.9	44.2	43.9	44.2	44.7	44.0	44.4
I55-56 ACCOMMODATION AND FOOD SERVICES	40.4	40.2	40.2	40.6	40.3	40.0	40.0	40.0
I55 Accommodation	45.1	45.2	45.3	45.8	45.9	44.7	44.8	45.1
I56 Food & Beverage Services	39.7	39.4	39.4	39.8	39.4	39.2	39.3	39.3
J58-63 INFORMATION AND COMMUNICATIONS	40.9	40.6	40.7	40.8	40.3	40.9	40.8	40.5
J58-61 Telecommunications, Broadcasting & Publishing	40.5	40.4	40.8	40.6	40.4	41.4	40.7	40.4
J62-63 IT & Other Information Services	41.1	40.7	40.7	40.8	40.3	40.7	40.8	40.5
K64-66 FINANCIAL AND INSURANCE SERVICES	41.3	40.8	40.6	40.8	40.7	40.4	40.6	40.8
K64 & 66 (excl.662) Financial Services	41.4	40.9	40.7	40.9	40.7	40.3	40.7	40.9
K65 & 662 Insurance Services	40.4	39.9	40.4	40.4	40.4	40.6	40.3	40.1
L68 REAL ESTATE SERVICES	43.2	43.2	43.4	43.3	43.3	43.9	43.2	43.0
M69-75 PROFESSIONAL SERVICES	42.6	42.3	42.7	42.6	43.0	42.7	42.7	42.4
M69-70 Legal, Accounting & Management Services	40.8	40.2	40.5	40.4	40.6	40.7	40.5	40.5
M71 Architectural & Engineering Services	46.2	46.0	46.0	45.8	46.4	46.0	45.9	45.1
Other Professional Services	41.4	41.4	41.4	41.1	41.9	41.4	41.1	41.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	43.6	43.7	43.1	43.3	43.0	43.3	42.8	42.8
N80 Security & Investigation	46.6	46.3	42.9	42.6	42.7	43.9	42.5	41.7
N81 Cleaning & Landscaping	44.6	43.8	43.4	43.9	43.2	43.3	43.1	43.1
Other Administrative & Support Services	39.8	41.2	42.9	43.2	42.9	42.7	42.6	43.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	41.6	41.3	41.5	41.3	41.3	41.0	41.2
O84,P85 Public Administration & Education	41.3	41.4	41.2	41.3	41.3	41.4	40.9	41.0
Q86-88 Health & Social Services	42.3	42.0	42.1	42.4	42.1	41.9	41.8	42.1
R90-93 Arts, Entertainment & Recreation	43.7	42.3	40.6	40.8	40.9	40.0	40.5	40.1
S,T,U Other Community, Social & Personal Services	41.1	40.2	39.4	40.0	39.0	39.6	39.0	39.9
<b>A,B,D,E OTHERS*</b>	<b>45.1</b>	<b>44.4</b>	<b>44.9</b>	<b>44.4</b>	<b>45.2</b>	<b>45.3</b>	<b>44.7</b>	<b>45.2</b>

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

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

Notes :

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

## 8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)	2022	2023	2024	2024				2025
				Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>	<b>2.5</b>	<b>2.2</b>	<b>2.0</b>	<b>2.0</b>	<b>2.0</b>	<b>2.1</b>	<b>2.1</b>	<b>1.9</b>
<b>C10-32 MANUFACTURING</b>	<b>5.0</b>	<b>4.0</b>	<b>3.7</b>	<b>3.7</b>	<b>3.7</b>	<b>3.7</b>	<b>3.7</b>	<b>3.5</b>
C10-12 Food, Beverages & Tobacco	2.8	2.5	2.2	2.1	2.1	2.4	2.3	1.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.6	3.5	2.9	3.3	2.4	2.5	3.6	3.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.8	2.2	2.7	2.9	3.0	2.6	2.4	2.1
C25,28 Fabricated Metal Products, Machinery & Equipment	6.0	5.0	4.2	4.2	4.2	4.3	4.3	3.9
C26 Electronic, Computer & Optical Products	5.0	3.2	2.9	3.0	2.7	3.2	2.7	2.9
C29-30 Transport Equipment	6.1	5.5	5.4	5.3	5.6	4.9	5.9	5.4
Other Manufacturing Industries	4.5	4.3	3.6	3.6	3.5	4.0	3.2	3.8
<b>F41-43 CONSTRUCTION</b>	<b>6.4</b>	<b>5.5</b>	<b>5.1</b>	<b>5.0</b>	<b>5.0</b>	<b>5.2</b>	<b>5.3</b>	<b>4.7</b>
<b>G-U SERVICES</b>	<b>1.3</b>	<b>1.2</b>	<b>1.0</b>	<b>1.0</b>	<b>1.0</b>	<b>1.0</b>	<b>0.9</b>	<b>0.9</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.1	1.0	1.0	1.0	1.0	1.0	1.1	1.0
G46 Wholesale Trade	1.1	1.0	1.0	1.0	1.0	1.1	1.1	1.1
G47 Retail Trade	1.3	1.1	0.9	0.9	1.0	0.9	0.9	0.8
H49-53 TRANSPORTATION AND STORAGE	3.0	2.6	2.1	2.0	2.1	2.3	2.0	2.3
H49,5221 Land Transport & Supporting Services	4.2	5.4	5.0	4.7	5.1	5.4	4.6	4.9
H50,5222, 5225 Water Transport & Supporting Services	2.2	1.4	0.7	0.8	0.8	0.5	0.8	1.3
H51,5223 Air Transport & Supporting Services	1.4	0.3	0.5	0.5	0.4	0.3	1.0	1.0
Other Transportation & Storage Services	3.5	2.8	2.2	2.1	2.2	2.6	1.9	2.1
I55-56 ACCOMMODATION AND FOOD SERVICES	1.4	1.5	1.3	1.3	1.4	1.3	1.2	1.2
I55 Accommodation	2.1	2.2	2.1	2.4	2.0	2.0	2.0	2.0
I56 Food & Beverage Services	1.3	1.3	1.2	1.1	1.2	1.2	1.1	1.1
J58-63 INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.2	0.2	0.3	0.3	0.2
J58-61 Telecommunications, Broadcasting & Publishing	0.4	0.3	0.3	0.3	0.3	0.4	0.3	0.2
J62-63 IT & Other Information Services	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.2
K64-66 FINANCIAL AND INSURANCE SERVICES	0.5	0.1	0.1	0.1	0.1	0.1	0.2	0.2
K64 & 66 (excl.662) Financial Services	0.5	0.1	0.1	0.1	0.1	0.1	0.2	0.2
K65 & 662 Insurance Services	0.1	0.1	0.1	0.1	-	0.1	-	-
L68 REAL ESTATE SERVICES	1.4	1.3	1.1	1.3	1.0	1.3	0.9	0.9
M69-75 PROFESSIONAL SERVICES	1.4	1.3	1.6	1.5	1.7	1.6	1.6	1.3
M69-70 Legal, Accounting & Management Services	0.2	0.3	0.3	0.3	0.3	0.2	0.2	0.2
M71 Architectural & Engineering Services	3.6	3.4	3.7	3.5	3.8	3.9	3.6	2.9
Other Professional Services	0.6	0.4	0.5	0.5	0.7	0.5	0.4	0.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.3	2.1	2.4	2.0	2.0	1.8	1.7
N80 Security & Investigation	5.8	6.0	2.4	3.1	2.2	2.4	1.9	1.1
N81 Cleaning & Landscaping	3.0	2.7	2.4	2.6	2.3	2.4	2.1	2.0
Other Administrative & Support Services	1.9	1.9	1.3	1.5	1.3	1.1	1.3	1.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.3	0.3	0.3	0.3	0.3	0.3
O84,P85 Public Administration & Education	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.1
Q86-88 Health & Social Services	0.5	0.4	0.4	0.5	0.4	0.3	0.4	0.4
R90-93 Arts, Entertainment & Recreation	1.4	1.2	0.8	0.9	0.8	0.7	0.9	0.7
S,T,U Other Community, Social & Personal Services	0.6	0.6	0.5	0.4	0.4	0.6	0.6	0.7
<b>A,B,D,E OTHERS*</b>	<b>2.6</b>	<b>2.3</b>	<b>2.5</b>	<b>2.2</b>	<b>2.5</b>	<b>2.9</b>	<b>2.5</b>	<b>2.6</b>

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

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

- : nil or negligible

Notes :

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

## Explanatory Notes

### Employment

#### Source

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

#### Coverage

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

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

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

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

#### Concepts and Definitions

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

#### Uses and Limitations

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

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

From 2Q 2024 onwards, changes in the self-employment level will be estimated from data obtained from the Monthly Labour Force Surveys.

## Unemployment

### Source

Labour Force Survey

### Coverage

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

### Concepts and Definitions

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

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

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

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

### Uses and Limitations

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

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

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

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

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.

## **Retrenchment**

### **Source**

Labour Market Survey

### **Coverage**

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



## Concepts and Definitions

**Retrenchment** refers to

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

In the public sector, it includes those who left service under the Special Resignation Scheme<sup>2</sup>.

## Uses and Limitations

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

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

## Re-entry into Employment

### Source

Labour Market Survey and derived based on data from administrative records

### Coverage

Information on retrenched resident workers is obtained from the Labour Market Survey. Before 2007, data pertained to residents retrenched from private sector establishments each 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 fourth quarter of 2024 shows the proportion of residents retrenched in the second quarter of 2024 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 2024 re-entry rate pertains to residents retrenched from 3Q 2023 to 2Q 2024, who had re-entered employment by 2024 (six months after retrenchment).

Residents refer to Singapore Citizens and Permanent Residents.

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

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

### 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 each with less than 25 employees have the same vacancy rate as private sector establishments each 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 covered private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

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

## 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 25	64,600	2,400	3.8%	59,800	69,400
Resident Unemployment Rate	Mar 25	2.7%	0.10%-pt	3.7%	2.5%	2.9%
JOB VACANCY						
Job Vacancy Number	Mar 25	82,200	1,100	1.3%	80,000	84,400
Job Vacancy Rate	Mar 25	3.3%	0.04%-pt	1.3%	3.2%	3.4%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	1Q 25	1.7%	0.02%-pt	1.2%	1.7%	1.8%
Average Monthly Resignation Rate	1Q 25	1.2%	0.01%-pt	1.1%	1.2%	1.2%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 25	1.9	0.03	1.4%	1.9	2.0

Note: Data are non-seasonally adjusted.

# OTHER RELEASES



## UPCOMING ...

Labour Market Advance Release Second Quarter 2025	30-31 Jul 2025*
Labour Market Report Second Quarter 2025	08-12 Sep 2025*
Labour Market Advance Release Third Quarter 2025	30-31 Oct 2025*
Labour Force In Singapore Advance Release 2025	24-28 Nov 2025*

## PAST ...

Labour Market Report First Quarter 2025	27 Jun 2025
Report on Wage Practices 2024	28 May 2025
Labour Market Advance Release First Quarter 2025	28 Apr 2025
Job Vacancies 2024	28 Mar 2025
Labour Market Report Fourth Quarter 2024	19 Mar 2025
Labour Force In Singapore 2024	27 Jan 2025
Labour Market Advance Release Fourth Quarter 2024	27 Jan 2025
Labour Market Report Third Quarter 2024	09 Dec 2024

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

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

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

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☐ Too detailed      ☐ Just right      ☐ Too brief

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4. Overall, how would you rate this publication?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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