

Labour Market Report Second Quarter 2021



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LABOUR MARKET REPORT SECOND QUARTER 2021

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

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Explanatory Notes

Notations

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

Abbreviations

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

Labour Market Report Second Quarter 2021

Unemployment

Unemployment rates rose in July 2021 amid tighter COVID-19 restrictions

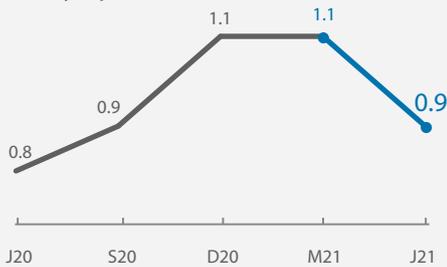
Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



Resident long-term unemployment rate improved

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



Short Work-Week Or Temporary Layoff

More employees were placed on short work-week or temporary layoff



4,020
1Q 2021

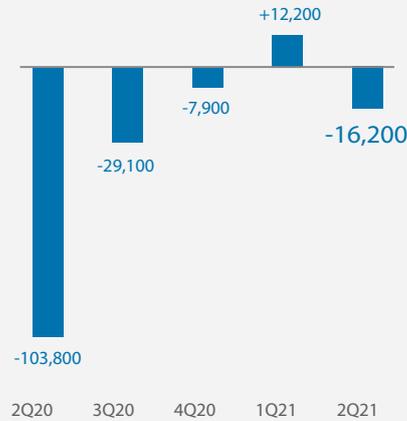
↑

5,580
2Q 2021

Employment

Total employment fell in 2Q 2021, after registering its first increase in five quarters

Employment change (Quarterly)



Employment level (excl. MDW)

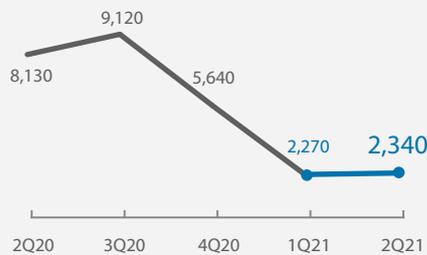


3,351,800
June 2021

Retrenchment

Retrenchments rose slightly

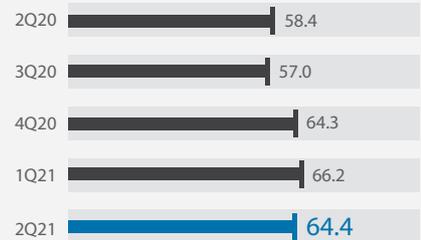
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment dipped

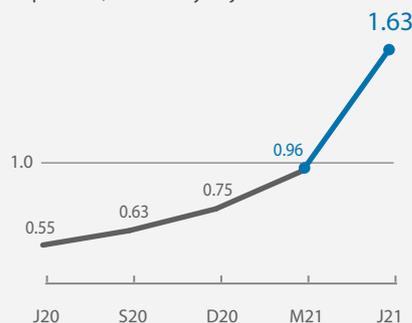
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Ratio of job vacancies to unemployed persons improved to above 1 for the first time since March 2019

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Recruitment and resignation rates held steady

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



Labour Market Report Second Quarter 2021

Executive Summary

Final data on employment, unemployment and retrenchment showed that the Phase 2 (Heightened Alert) from 16 May to 13 June 2021 had some impact on the labour market in 2Q 2021:

Employment

- In 2Q 2021, non-resident employment declined more sharply, and resident employment grew more slowly. As a result, total employment declined in 2Q 2021 (-16,200 excluding MDW), after registering its first increase in five quarters in 1Q 2021. Cumulatively, total employment fell by a significantly smaller number (-4,000) in the first half of 2021, compared to -129,500 and -37,000 respectively in the first and second half of 2020. Non-residents contributed to all the decline (-32,600) as resident employment rose by (28,500).

Retrenchments

- There was a slight increase in retrenchments in 2Q 2021 (2,340) compared to 1Q 2021 (2,270). However, the level stayed within the pre-pandemic quarterly range in 2018 and 2019.

Unemployment

- The seasonally adjusted unemployment rates continued to decline in June¹ 2021 (overall: 2.7%; resident: 3.5%; citizen: 3.7%). Compared to March 2021, most age and education groups registered declines in their resident unemployment rates. The resident long-term unemployment rate also dipped to 0.9% in June 2021, from highs recorded in December 2020 and March 2021 (1.1%).

¹ The unemployment rate is a lagging indicator. Hence, June's unemployment trend did not fully reflect the temporary measures to curb the spread of COVID-19 under the Phase Two (Heightened Alert).

New data revealed that the labour market situation continues to be uneven across sectors:

- The tighter COVID-19 restrictions implemented in May have temporarily affected demand for manpower in certain sectors. There was an increase in the number of workers placed on temporary layoff or short work-week (from 4,020 in 1Q 2021 to 5,580 in 2Q 2021), particularly in *Food & Beverage Services*.
- At the same time, on-going border restrictions resulted in manpower shortages in sectors such as *Construction* and *Manufacturing*. There was also sustained demand in growth sectors like *Financial & Insurance Services*, *Professional Services* and *Information & Communications*. As a result, the number of job vacancies rose to an all-time high of 92,100 in June 2021, from 68,400 in March 2021 (seasonally adjusted). The ratio of job vacancies to unemployed persons rose from 0.96 to 1.63.
- Following improvements in 4Q 2020 and 1Q 2021, the six-month re-entry rate among retrenched residents dipped slightly in 2Q 2021 (from 66% to 64%).
- While unemployment rates continued to trend down in June 2021¹, we observed a slight uptick in the unemployment rates for the month of July (overall: from 2.7% to 2.8%; resident: from 3.5% to 3.7%; citizen: from 3.7% to 3.9%). This is the first increase following a consistent downtrend for the past eight months.

Employment

Total employment fell in 2Q 2021 (-16,200 excluding MDW), after registering its first increase in five quarters in 1Q 2021. The decrease was due to sharper declines in non-resident employment and a slower increase in resident employment², amid tighter COVID-19 restrictions implemented in May.

Chart 1: Quarterly Total Employment Change (excluding MDW)



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

Notes:

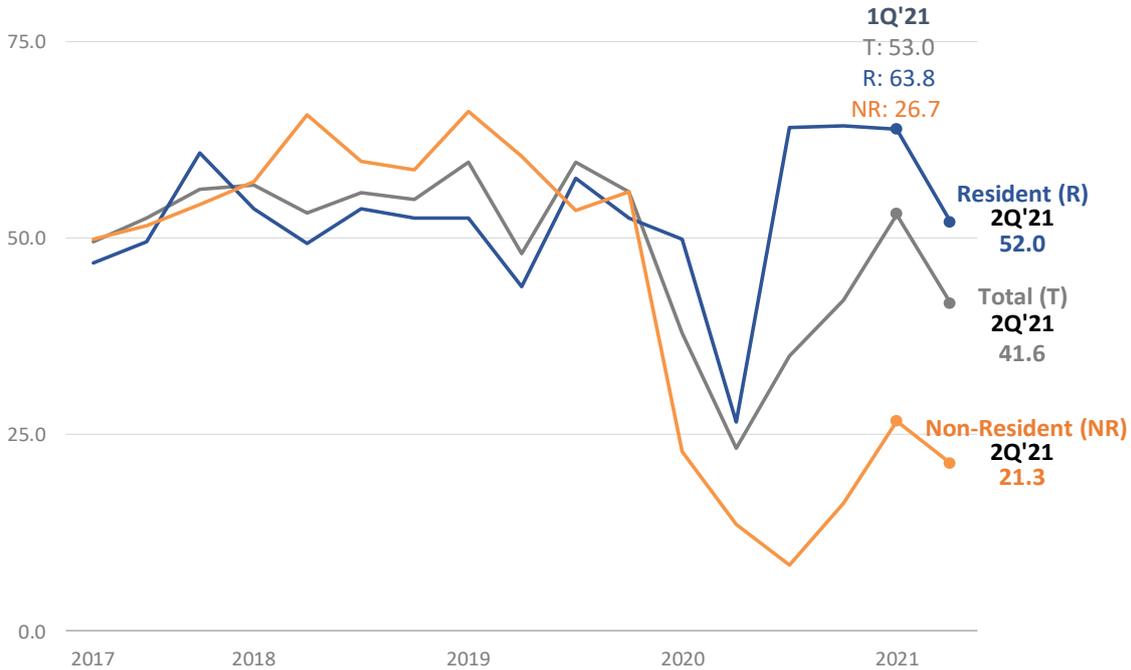
- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (3) 'excl MDW' refers to excluding migrant domestic workers.

The Employment Diffusion Index (EDI)³ for residents fell in 2Q 2021, as the number of industries with resident employment increases declined from the previous quarter. Notwithstanding, the index remained above 50 (2Q 2021: 52.0), indicating that there were more industries with resident employment growth than industries with resident employment contraction. The EDI for non-residents also declined in 2Q 2021 (21.3, down from 26.7 in 1Q 2021), as non-resident employment contractions grew more widespread across industries.

² In 2Q 2021, resident employment rose by 4,800, while non-resident employment fell by 21,000.

³ The EDI provides an indication of the breadth of employment change across 203 component industries, and ranges from 0 to 100. The further away this index is from the mid-point of "50" (either above or below), the more widespread these employment expansions and contractions.

Chart 2: Employment Diffusion Index



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

Notes:

(1) Figures exclude migrant domestic workers.

(2) Data for 1Q 2021 are revised at the industry level to reflect updates in industry classification of firms.

Growth in total employment was mixed across industries in 2Q 2021. There were declines in *Construction* (-5,100) and *Manufacturing* (-4,300). These declines were predominantly among non-residents, reflecting on-going border restrictions. Employment also declined in sectors more impacted by tightened restrictions such as *Food & Beverage Services* (-5,700), *Retail Trade* (-2,600), *Administrative & Support Services* (-2,100), *Arts, Entertainment & Recreation* (-1,400) and *Accommodation* (-900).

On the other hand, total employment continued to increase in the growth sectors of *Health & Social Services* (4,200), *Information & Communications* (3,700), *Professional Services* (1,900) and *Financial & Insurance Services* (500). The increases were entirely accrued to residents, as non-resident employment fell. Across most of these sectors, employment growth has picked up from a quarter ago.

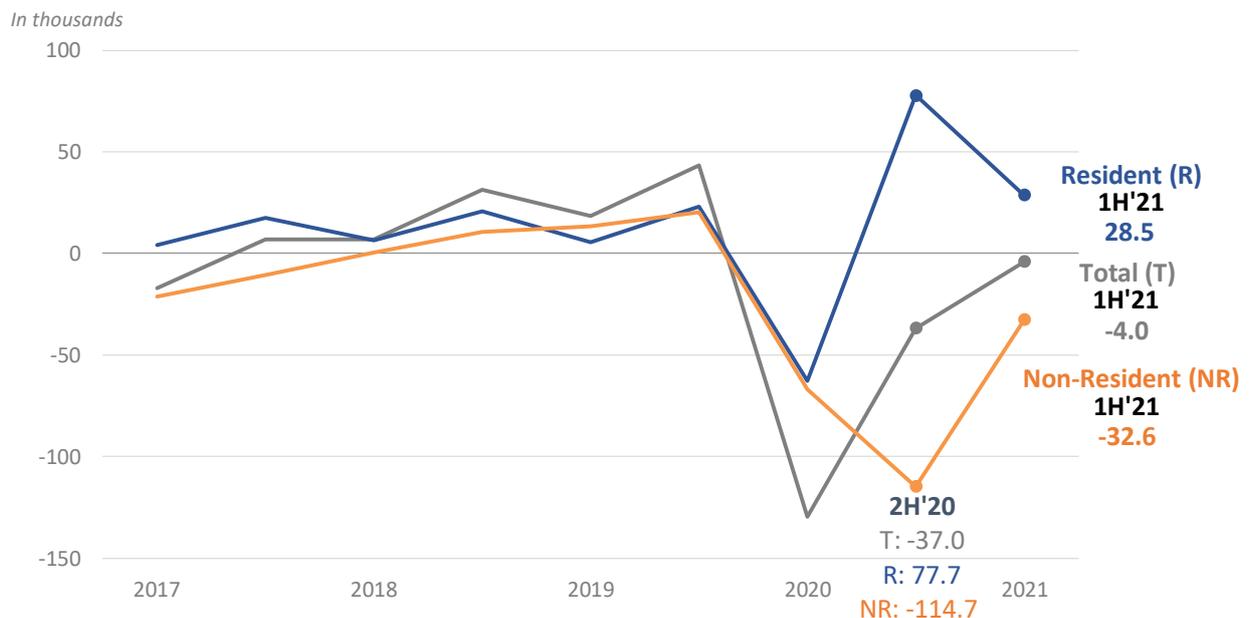
First Half 2021

Cumulatively, total employment fell by a significantly smaller number (-4,000) in the first half of 2021, compared to -129,500 and -37,000 respectively in the first and second half of 2020. Non-residents contributed to all the decline (-32,600) as resident employment rose by (28,500).

Reflecting quarterly trends, resident employment rose in many sectors, and these were mainly *Information & Communications, Health & Social Services, Professional Services, Public Administration & Education* and *Financial & Insurance Services*. Sectors with resident employment declines were mainly those adversely affected by Phase 2 (Heightened Alert) restrictions in 2Q 2021.

Non-resident employment contracted across all industries, led by *Manufacturing* and *Construction*, though the pace of contraction in these two sectors moderated from the declines observed in the first half of 2020.

Chart 3: Half-Yearly Employment Change (excluding MDW) By Residential Status



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

Notes:

- (1) 'excl MDW' refers to excluding migrant domestic workers.
- (2) Data may not add up to the total due to rounding.

Unemployment

Seasonally adjusted unemployment rates eased further in June 2021 (overall: 2.7%; resident: 3.5%; citizen: 3.7%) from May (overall: 2.8%; resident: 3.8%; citizen: 4.0%).⁴ Compared to March 2021, most age and education groups registered declines in their resident unemployment rates. Conversely, the rates rose among residents in their 40s, and residents with degree qualifications⁵, though they remained below highs in 2020.

In July 2021, the unemployment rates increased (overall: from 2.7% to 2.8%; resident: from 3.5% to 3.7%; citizen: from 3.7% to 3.9%)^{6,7}, after a consistent downtrend for the past eight months. This uptick⁸ came amidst a temporary easing in manpower demand in certain sectors due to the tighter COVID-19 restrictions. The increase also followed from a higher number of workers being placed on short work-week or temporary layoff, and relatively fewer retrenched residents re-entering employment in 2Q 2021.

Chart 4: Unemployment Rate (Seasonally Adjusted)



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

⁴ Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate also eased from 3.5% in 1Q 2021 to 3.4% in 2Q 2021.

⁵ In general, we do not observe greater difficulties in securing employment among younger degree holders. The resident unemployment rate also declined for those aged below 30.

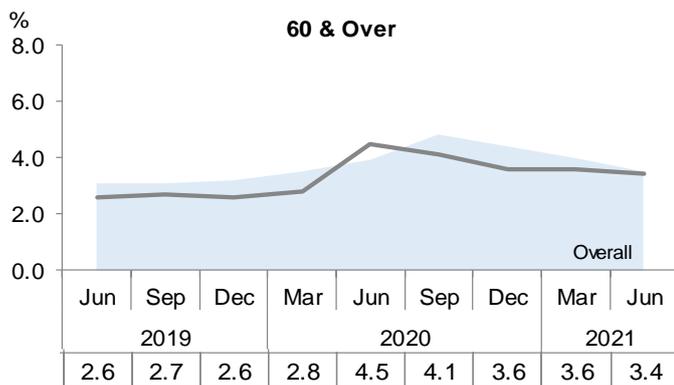
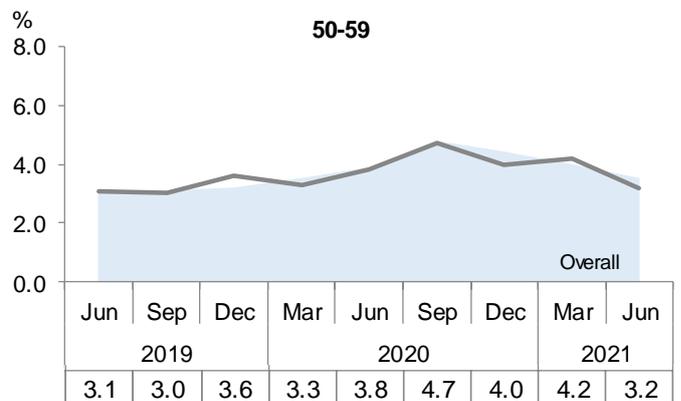
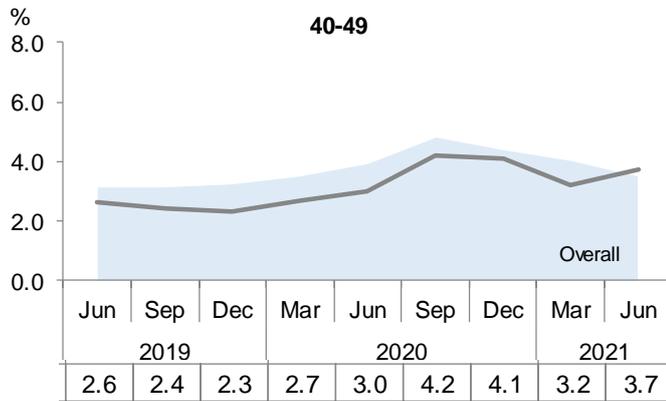
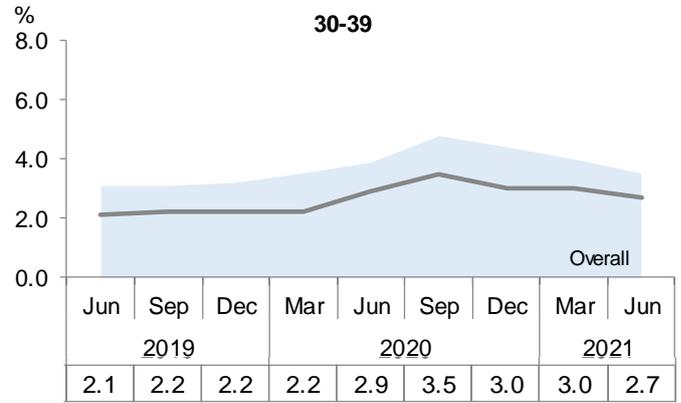
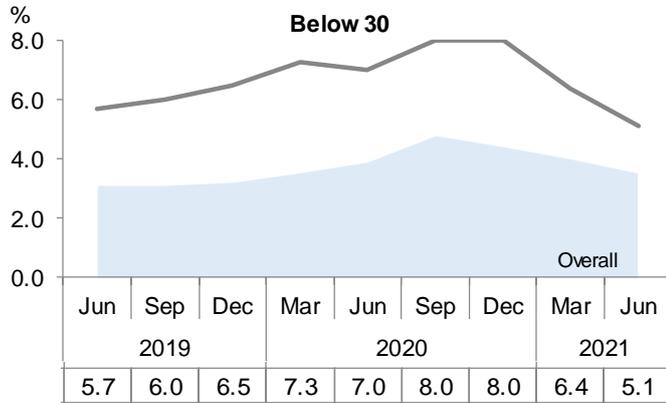
⁶ Based on seasonally adjusted data, there were 87,300 unemployed residents in July 2021, of which 77,200 were citizens.

⁷ To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations to enable a more meaningful analysis of the groups who need help.

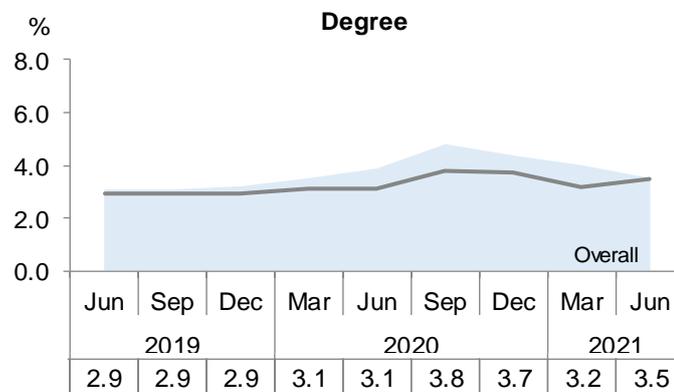
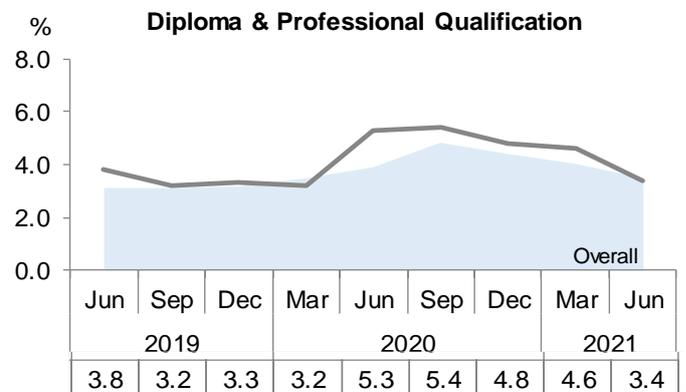
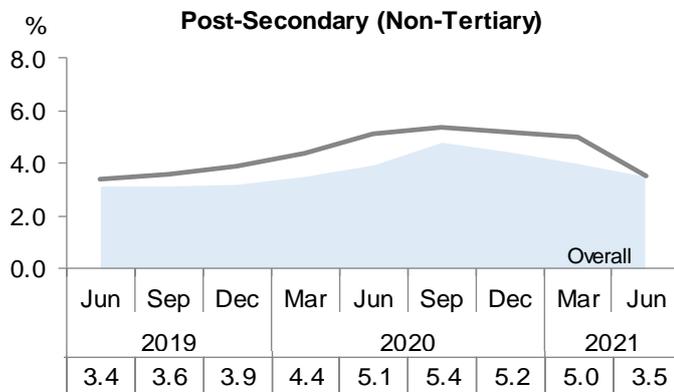
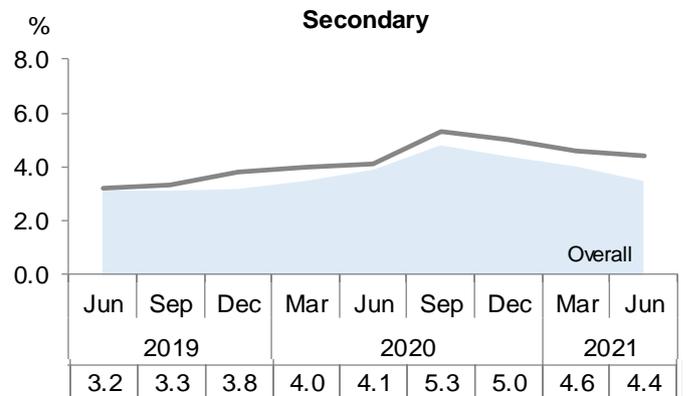
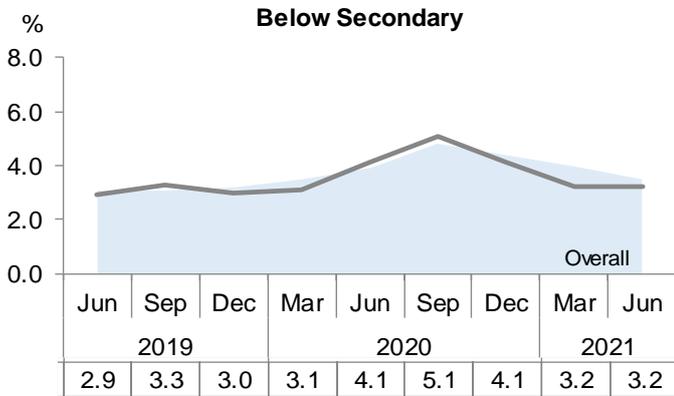
⁸ The resident and citizen unemployment rates remained below those in May 2021.

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

By Age



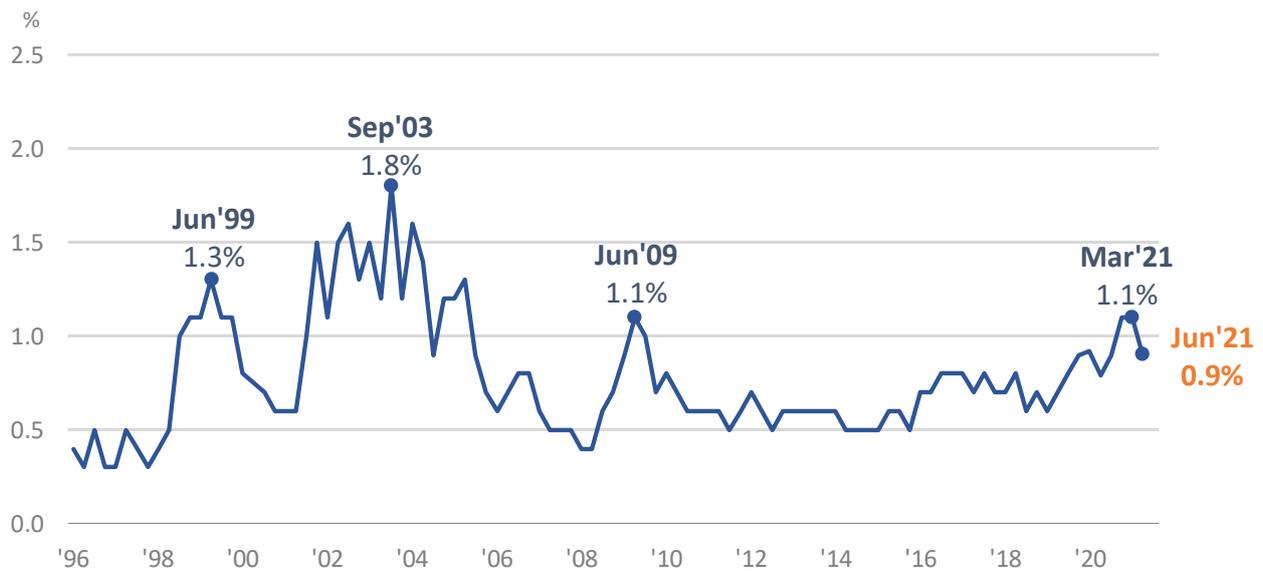
By Education



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

The resident long-term unemployment rate⁹ (LTUR) was 0.9% in June 2021¹⁰, an improvement from the highs recorded in December 2020 and March 2021 (1.1%). The LTUR declined for most age and education groups. The exception was among older residents aged 60 & over, who saw LTUR increase for the third consecutive quarter. This signalled some difficulty in finding work for this group.

Chart 6: Resident Long-Term Unemployment Rate (Seasonally Adjusted)



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

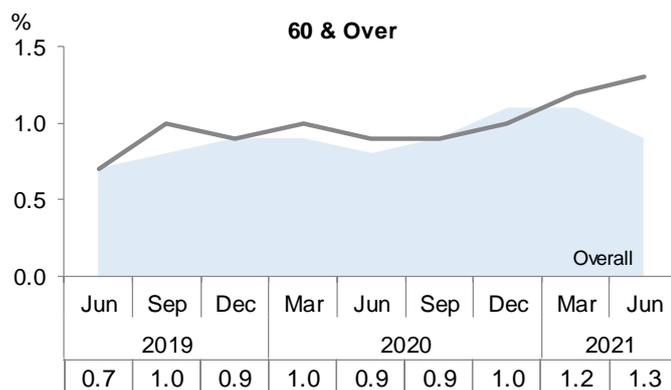
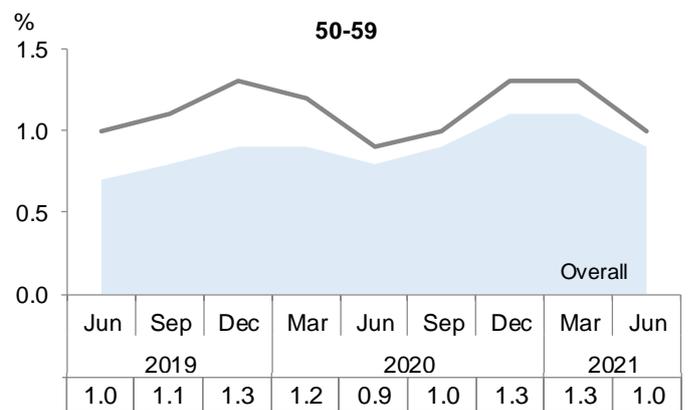
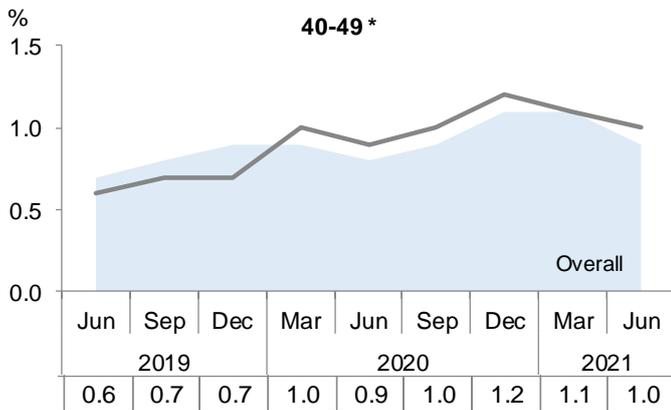
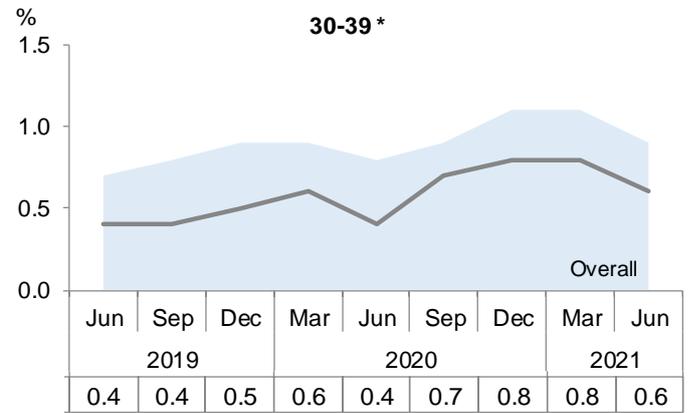
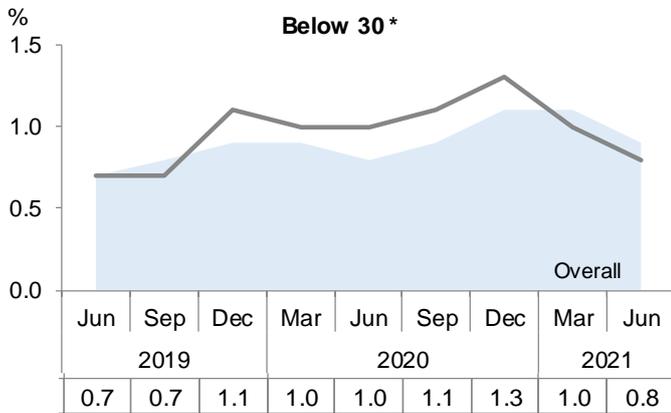
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

⁹ The long-term unemployment rate measures persons who are unemployed for at least 25 weeks, as a percentage of the labour force. More time is needed to carry out additional verification on the duration of unemployment to ensure a proper classification of this group of unemployed persons. Hence, the information is only released on a quarterly basis.

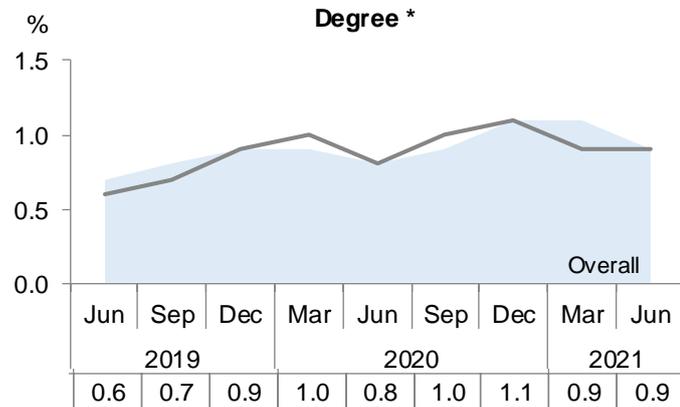
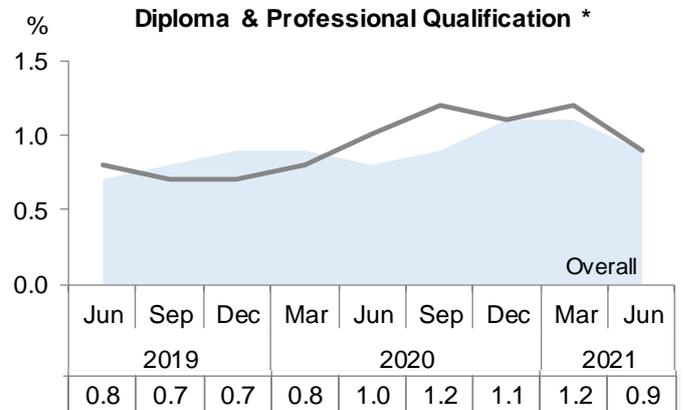
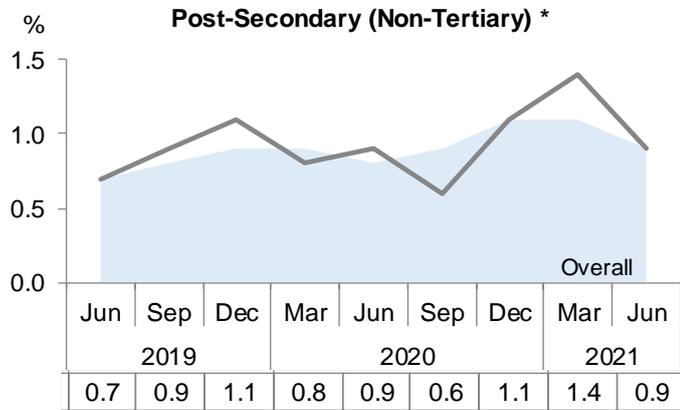
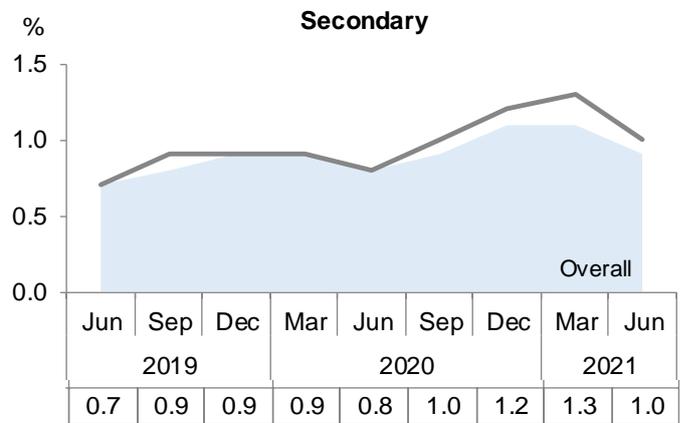
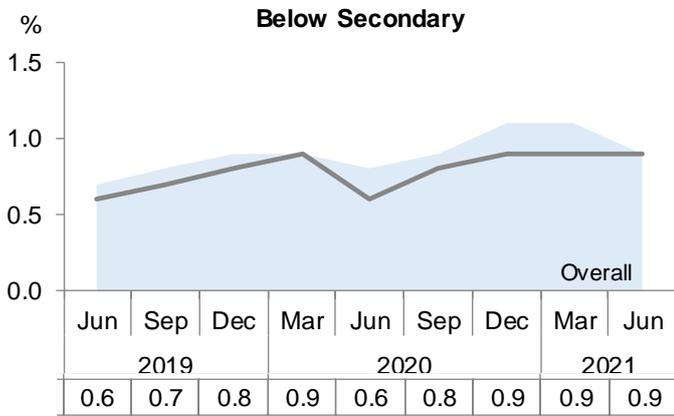
¹⁰ Based on seasonally adjusted data, there were 21,800 long-term unemployed residents in June 2021.

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

By Age



By Education



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

Notes:

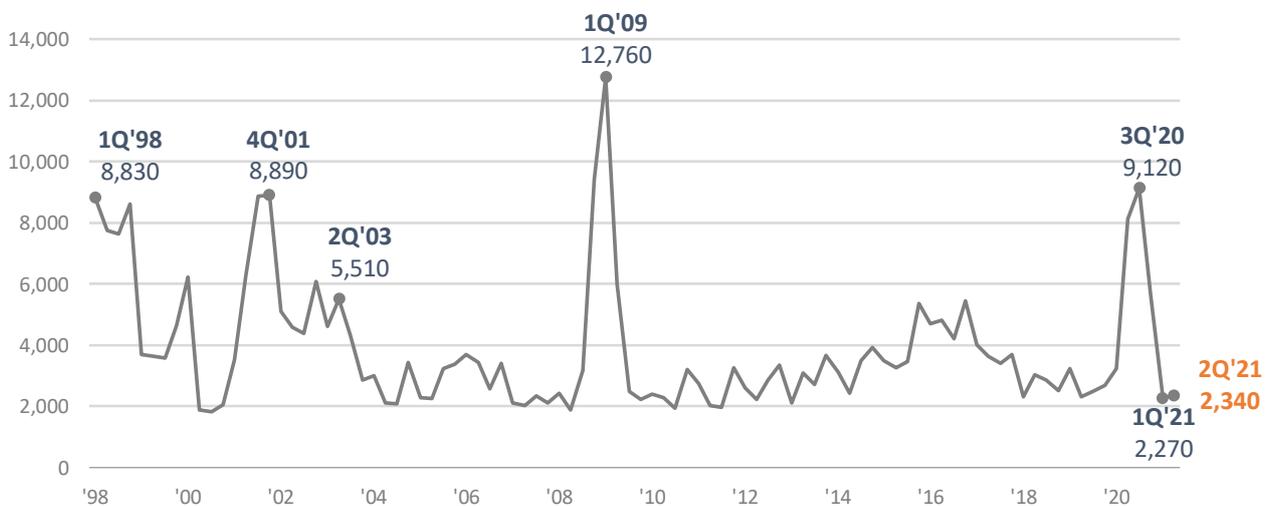
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.

Retrenchment

In 2Q 2021, the number of retrenchments (2,340) rose slightly from the previous quarter (2,270), but stayed within the pre-pandemic quarterly range in 2018 and 2019. Normalised by employment size, the number of retrenchments per 1,000 employees also rose from 1.2 in 1Q 2021 to 1.3 in 2Q 2021. The increased retrenchments were largely unrelated to macroeconomic conditions, as the majority (58%) were due to business restructuring and re-organisation.

Over the quarter, retrenchments increased in *Manufacturing* (from 320 to 760, mainly in *Electronics* due to restructuring and re-organisation) and *Construction* (20 to 90), but fell in *Services* (1,930 to 1,480). Instead of elevated retrenchments, *Services* sectors adversely affected by the tighter COVID-19 measures - *Food & Beverage Services*, *Retail Trade* and *Arts, Entertainment & Recreation* - saw more workers placed on short work-week or temporary layoff.

Chart 8: Retrenchments

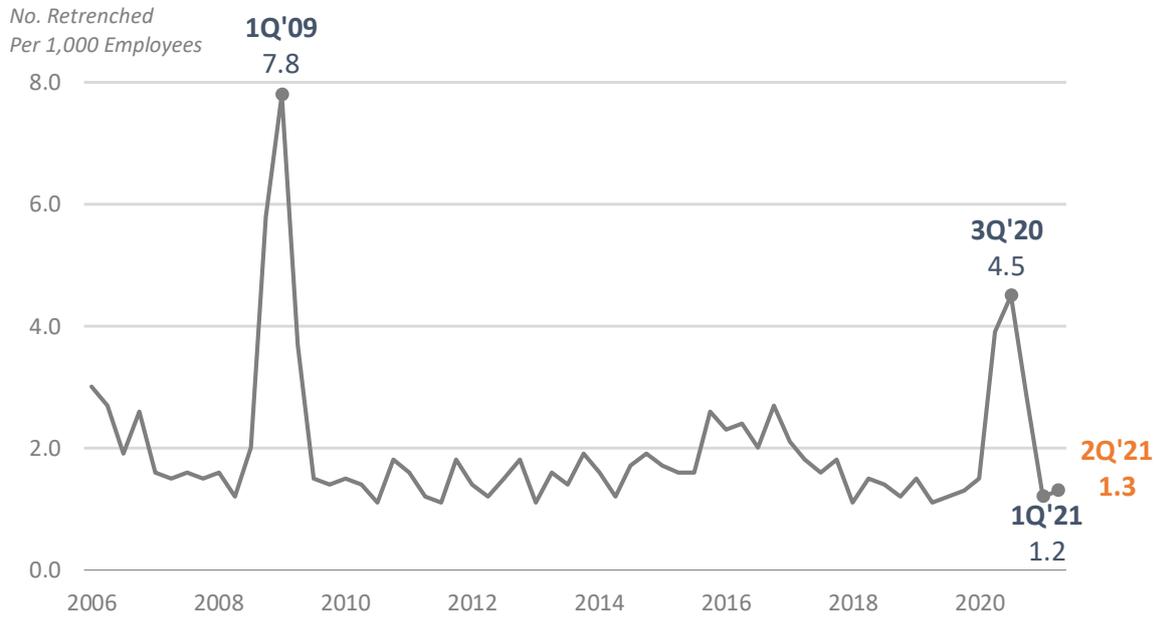


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

Chart 9: Incidence of Retrenchment

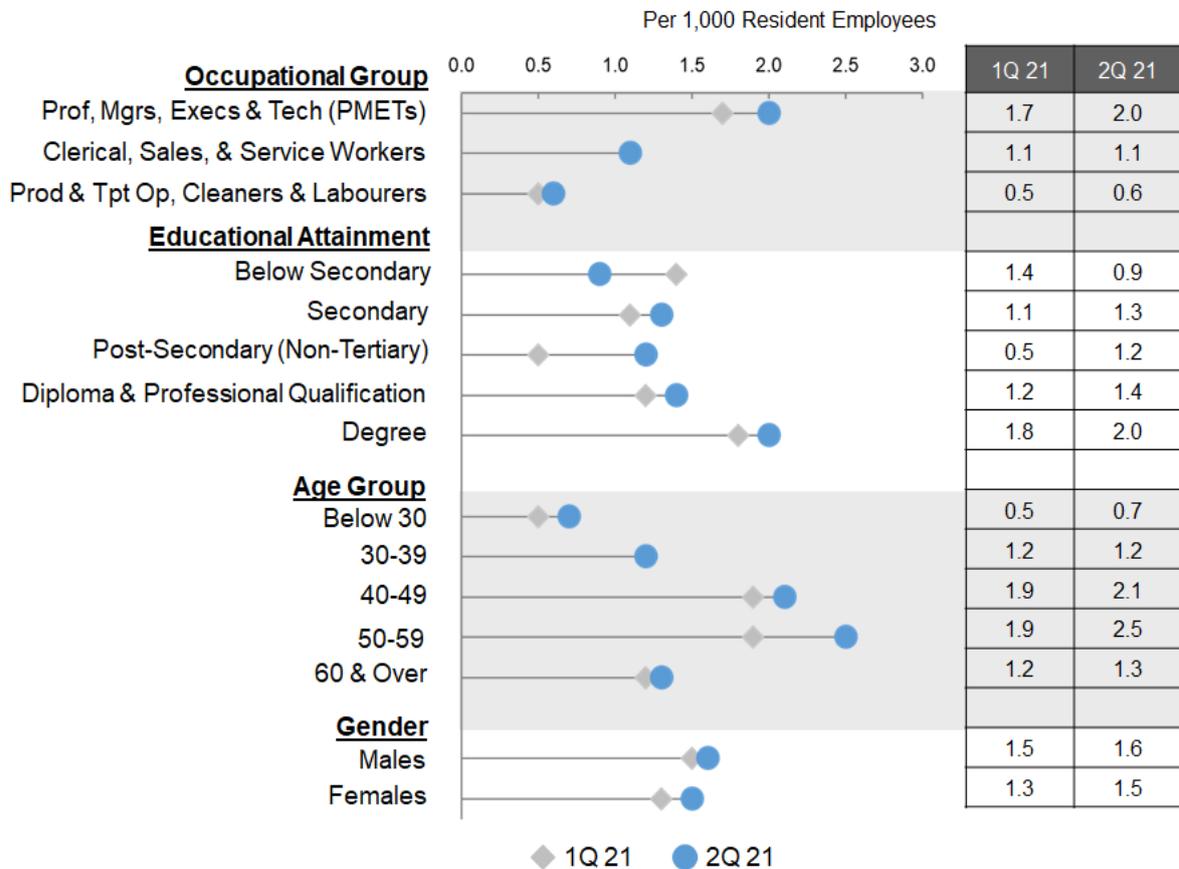


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Among residents, the incidence of retrenchment rose or was unchanged over the quarter for most age, education and occupational groups. Similar to past quarters, older residents in their 40s and 50s, PMETs, as well as the tertiary educated had a higher incidence of retrenchment in 2Q 2021.

Chart 10: Incidence Of Retrenchment Among Residents By Occupation, Educational Attainment, Age And Gender



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

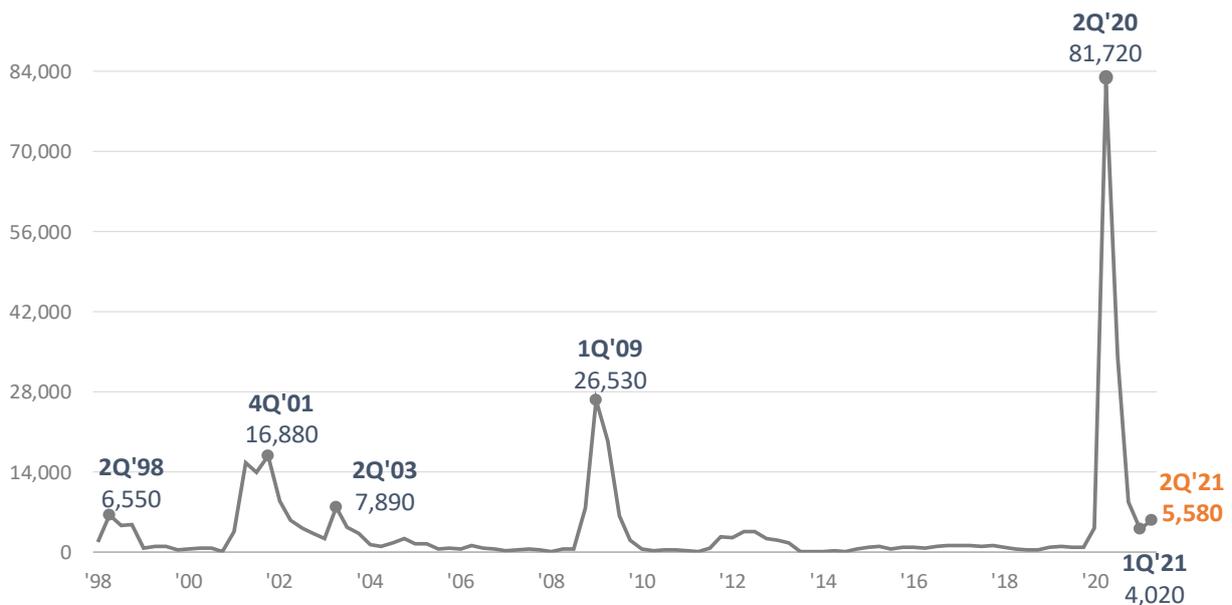
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.

Short Work-Week Or Temporary Layoff

Employers made temporary adjustments to manage excess manpower amid tighter COVID-19 measures. More employees were placed on short work-week or temporary layoff in 2Q 2021 (5,580) compared to 1Q 2021 (4,020), though levels were still significantly below the highs in 2Q – 4Q 2020. In 2Q 2021, majority of the affected employees were placed on short work-week (4,240) while the remaining were laid-off temporarily (1,330).

By industry, the increase was concentrated in *Food & Beverage Services*, *Air Transport & Support Services* and *Retail Trade*, affecting mainly clerical, sales & service workers.

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

Re-entry Into Employment

The six-month re-entry rate among retrenched residents dipped in 2Q 2021, after rising in the previous two quarters. Of the residents retrenched in 4Q 2020, 64% found employment within six months by 2Q 2021. However, not all groups saw a decline in re-entry rates. It rose for age groups below 50; clerical, sales & service workers; and those with degree qualifications.

Chart 12: Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents
(6 Months Post-Retrenchment)

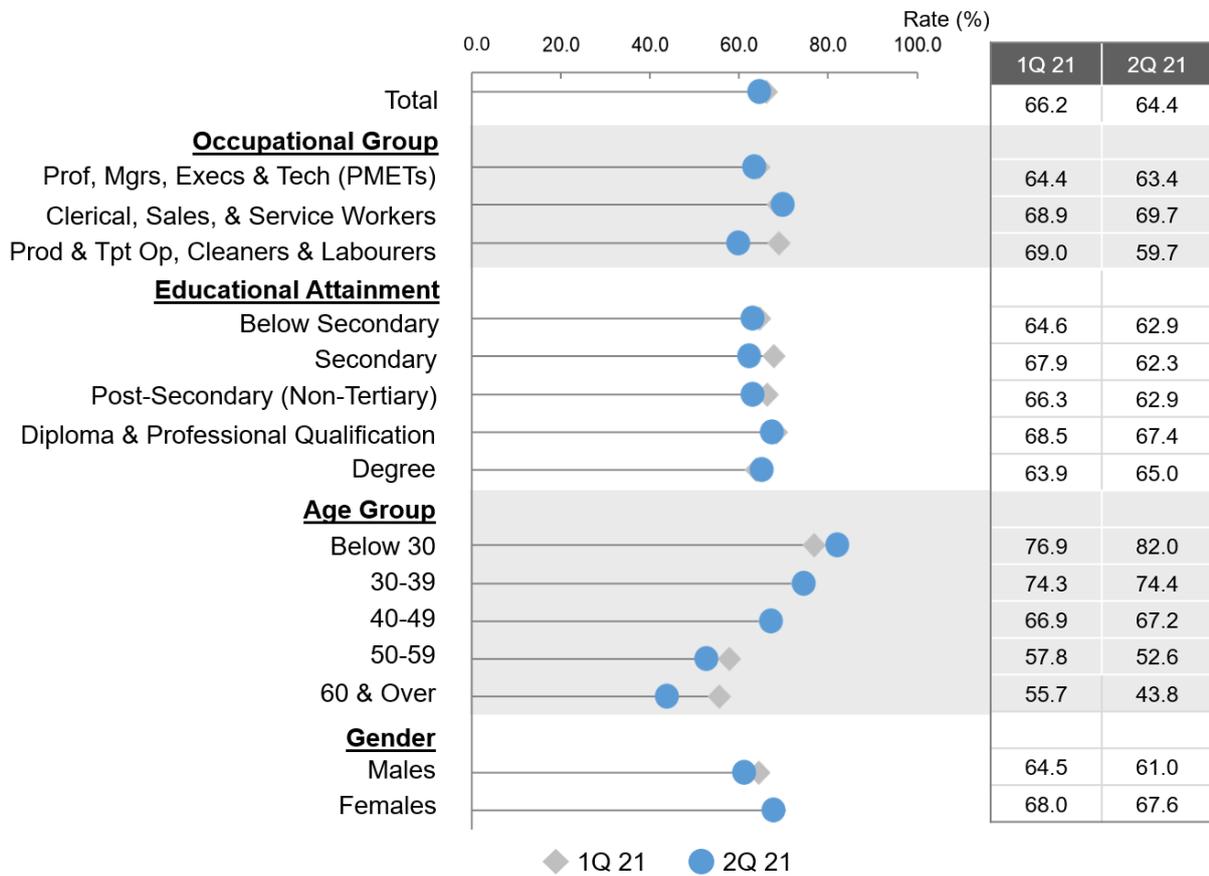


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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 2Q 2021 refers to residents retrenched in 4Q 2020.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.
- (3) Before 2007, data pertain to residents retrenched from private establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

Chart 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 1Q / 2Q 2021 for residents retrenched in 3Q / 4Q 2020 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

Job Vacancy

The number of job vacancies (seasonally adjusted) increased to 92,100 in June 2021, exceeding the last high of 68,400 in March 2021. As the number of unemployed also declined, the seasonally adjusted ratio of job vacancies to unemployed persons improved. In June 2021, there were 163 job openings for every 100 unemployed persons. This was the first time the ratio rose above 1 since March 2019.

The increase in job vacancy to unemployed ratio is due to notable increases in the number of job vacancies in *Construction* and *Manufacturing*. The on-going border restrictions have affected the availability of manpower for these sectors as they have a higher reliance on non-resident workers. Vacancies in the two sectors have been climbing steadily in previous quarters. In the latest quarter, they contributed nearly half of the increase in job vacancies (11,400 of the 26,800 increase). At the same time, *Financial & Insurance Services*, *Information & Communications* and *Professional Services* continued to see a growing number of job vacancies.

On the other hand, sectors adversely affected by COVID-19, such as *Transportation & Storage*, *Accommodation*, *Arts, Entertainment & Recreation* and *Retail Trade* registered fewer job vacancies compared to other sectors in June 2021. Hence, job seekers who exited from these sectors could face difficulties transiting to sectors where there are jobs. However, at this moment, we do not observe heightened mismatches in the labour market. The resident long-term unemployment rate, which is a proxy for structural unemployment, has declined.

Chart 14: Job Vacancy (Seasonally Adjusted)



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

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

Chart 15: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

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

Labour Turnover

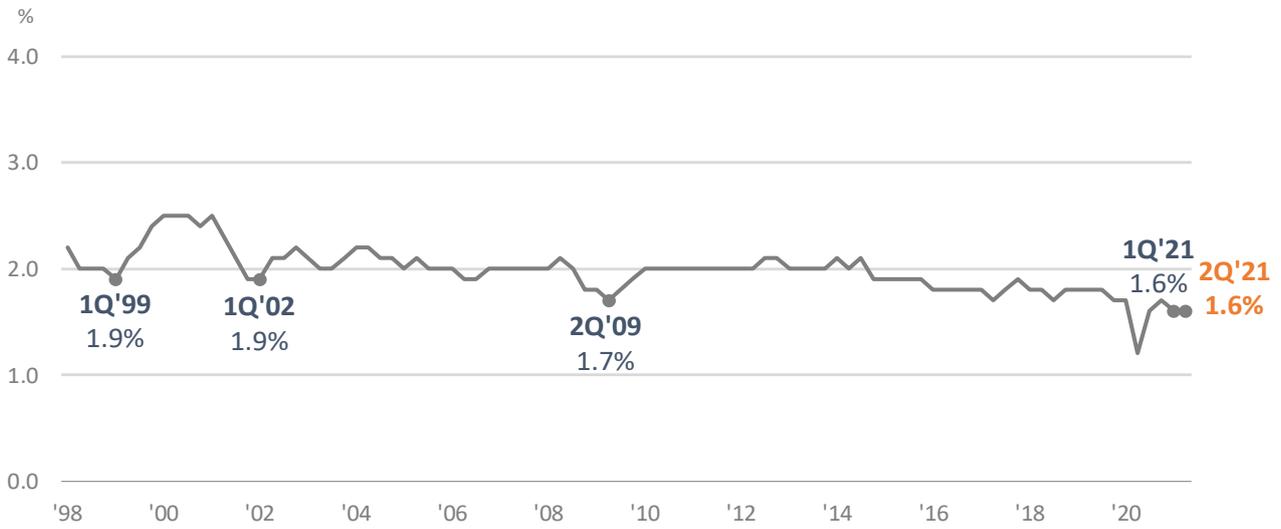
The recruitment and resignation rates held steady over the quarter in 2Q 2021 (1.9% and 1.6% respectively, seasonally adjusted), remaining below pre-pandemic levels.

Sectoral trends were mixed, reflecting the varied impact of tightened measures. *Financial & Insurance Services* and *Electronics Manufacturing* saw a larger pick up in labour turnover. Conversely, sectors hit by heightened domestic and border restrictions - *Retail Trade*, *Arts, Entertainment & Recreation*, *Air Transport & Supporting Services* and *Food & Beverage Services* - observed muted change in turnover rates over the quarter.

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



Resignation Rate



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

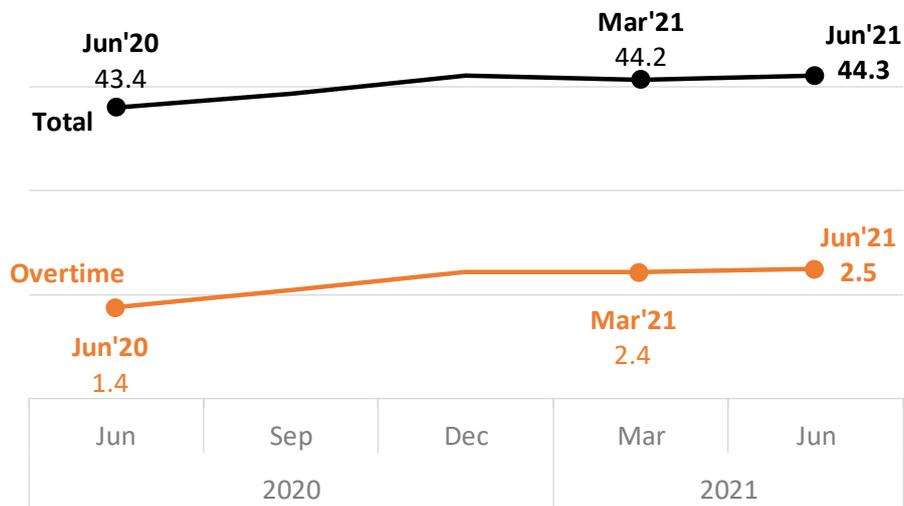
Notes:

- (1) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) The average monthly resignation/recruitment rate is defined as the average number of persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.

Hours Worked

The average weekly total paid hours worked per employee¹¹ edged back to 44.3 hours in June 2021, a level seen in December 2020. Average overtime hours saw a similar uptick to 2.5 hours in June 2021. The increase over the quarter was larger in *Manufacturing* (especially in *Electronics*).

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.

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

TECHNICAL NOTE

Labour Market Data By Occupation

Other than the overall trends of different labour market indicators, policy-makers and members of the public are commonly interested in understanding how different segments of the labour market fare, and how the profile of the workforce has shifted over time. A common dimension of interest is the occupations that individuals work in.

In Singapore, occupation data is classified using the *Singapore Standard Occupational Classification (SSOC)* developed by the Singapore Department of Statistics. The SSOC is based on the basic framework and principles of the *International Classification of Occupations (ISCO)* developed by the International Labour Organisation (ILO).

The classifications are reviewed and updated regularly so that it reflects developments in the labour market, such as new occupations that have emerged. For example, the latest version of the SSOC released in 2020 included new codes for intellectual property and cybersecurity professionals.

How do we classify workers by occupations?

In ISCO, a **job** is defined as “a set of tasks and duties performed, or meant to be performed, by one person, including for an employer or in self-employment”.

An **occupation** refers to the kind of work performed in a job. It is defined as “a set of jobs whose main tasks and duties are characterised by a high degree of similarity”.

Occupations are classified based on the main type of work done or main tasks and duties performed by workers, rather than their job titles.

For example, Anna and Brenda are given the designation of “human resource manager” in their respective companies. Anna’s role mainly involves developing programmes and strategies to help her company recruit suitable employees with the relevant skills to take on the job roles within the company, and guiding her team to work with various departments on this. On the other hand, Brenda’s role mainly involves providing administrative support by surfacing the list of candidates that meet the criteria to recruiting departments, and scheduling interviews for candidates shortlisted by departments. Considering their main tasks and duties, Anna is classified as a “Personnel/Human resource manager” while Brenda is classified as a “Personnel/Human resource clerk”, even though they have the same designation.

Two workers doing the same type of work will be classified in the same occupation even if their job titles are different. For example, Harry works as a bus captain with company X and Brandon works as a bus driver with company Y. Despite the difference in job title, both Harry and Brandon drive a bus to transport passengers, hence both are classified as “bus drivers”.

The classification by main tasks and duties enable labour market statistics by occupation to be captured in a consistent way, such that workers performing the same type of work are classified in the same group regardless of their designation, pay or qualifications, while those who do different types of work are categorised in different groups even if they have the same job title. With each occupation clearly defined by its main tasks and duties, the data produced can be better interpreted, which helps to identify trends and facilitate informed decision-making.

Skills and occupational classification

After categorising workers into different occupations based on their main tasks and duties, the occupations are grouped together based on the concept of skills.

In ISCO, **skill** is defined as the ability to carry out the tasks and duties of a given job.

Occupations are arranged into groups based on two dimensions of skills, namely **skill level** and **skill specialisation**.



Skill level is used to categorise occupations into major groups, which is the first layer of classification. Within each major group, skill specialisation sub-categorises occupations into different categories.

There are four broad skill levels, defined as follows.

Skill Level 1

- Typically involve performance of simple and routine physical or manual tasks
- May use hand-held tools or simple electrical equipment (e.g. vacuum cleaners)
- May require physical strength or endurance
- Basic literacy/numeracy skills may be needed, but not a major part of the work
- In operational terms, require primary or lower education

Skill Level 2

- Typically involve operating machinery and electronic equipment, and/or manipulation, ordering and storage of information
- Need to be able to read (e.g. safety instructions), write (e.g. record down work done) and do simple calculations
- Many occupations at this level need good interpersonal communication skills or skilful use of hands
- In operational terms, require secondary/post-secondary education or work experience/on-the-job training in place of it

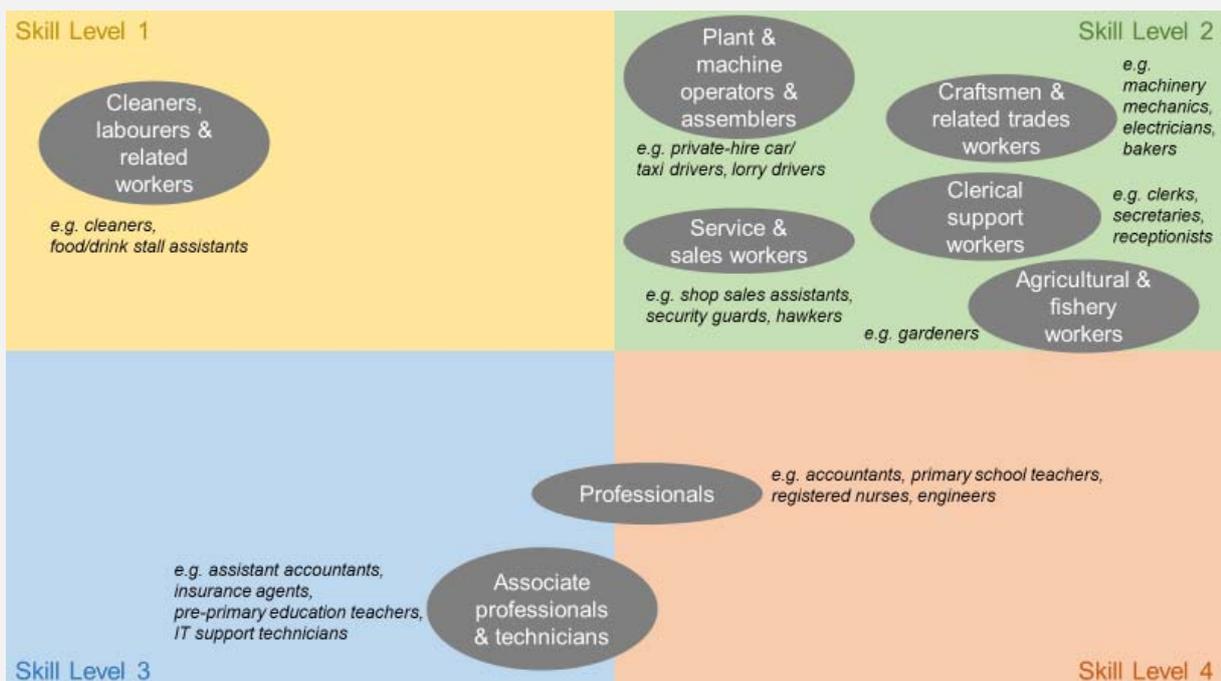
Skill Level 3

- Typically need to perform complex technical and practical tasks
- Need specialised factual, technical and procedural knowledge
- Require high level of literacy and numeracy and well-developed interpersonal communication skills
- Operationally require diploma qualifications, or extensive relevant work experience/on-the-job training in place of it

Skill Level 4

- Involve complex problem-solving, decision-making and creativity
- Need extensive theoretical and factual knowledge in a specialised field
- Require very high level of literacy and numeracy and excellent interpersonal communication skills
- Operationally require degree qualifications, or extensive work experience/on-the-job training in place of/in addition to formal education

The relationship between the major groups in the SSOC and the four skill levels are shown in the following diagram. Major group 1 “Legislators, senior officials and managers” is not tagged directly to a particular skill level, as other aspects of the type of work such as management and policy-making skills are considered more important.



The occupational classification does not impose any value-judgement on the “ideal” occupational distribution of the workforce, or whether an occupational group is more important than another. For the economy and society to function well, workers from different occupations are required, each contributing their expertise in producing goods and services for the well-being of the population.

Countries around the world commonly produce occupational data based on the principles of the ISCO. The data can be found in the websites of national statistical agencies and international organisations such as the ILO. This facilitates comparison of the occupational profile of the workforce in different countries.

Other than segmenting the data by major occupational groups, internationally the ILO also looks at data by broad skill levels, for example the total number of workers in the first three major groups (“legislators, senior officials and managers”, “professionals” and “associate professionals & technicians”). This group is known as “professionals, managers, executives & technicians” (PMETs) in Singapore’s labour market statistics. Such grouping is also used in the analysis and/or data releases of national statistical agencies in countries like the United States, New Zealand, Hong Kong and South Korea. International/regional organisations such as the ILO, Eurostat, European Foundation for the Improvement of Living and Working Conditions (Eurofound) and Organisation for Economic Co-operation and Development (OECD) have also released analysis or data based on similar grouping.¹

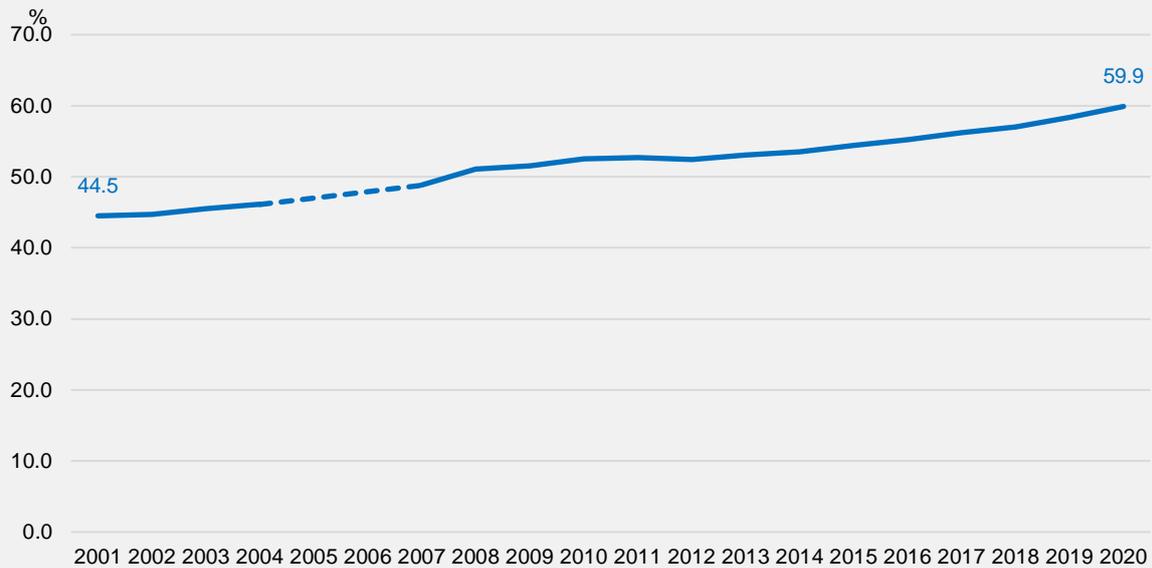
What is occupational data used for?

Occupational data allows us to better understand the labour market performance of different groups in the labour market. For example, during the COVID-19 outbreak and measures to stem the spread of the coronavirus in 2020, we found that PMETs were relatively less impacted than those in non-PMET occupations (e.g. the increase in unemployment and time-related under-employment rate for PMETs was smaller). A better understanding of how different occupational groups fare in the labour market helps identify groups who may require more assistance, so that suitable programmes to help improve their labour market outcomes can be formulated.

Data on the distribution of the workforce by occupation helps us identify structural shifts in the workforce, which is linked to the stage of development of the economy. In Singapore, the proportion of PMETs among employed residents increased from 45% to 60% over the past two decades. This reflects several factors, such as the better-educated profile of younger cohorts entering the labour market. Sectors that typically require a larger share of higher-skilled workers (e.g. information & communications and financial & insurance services) have also gained share in the Singapore economy. In addition, sectors such as manufacturing have transformed and moved up the value-chain, taking on more higher value-added production activities.

¹ The naming of this group differs across countries/agencies, such as *management, professional and related occupations* (United States), *managers and administrators, professionals and associate professionals* (Hong Kong), *skilled non-manual workers* (Eurostat) and *high skilled white collar* (Eurofound).

Share of Professionals, Managers, Executives & Technicians (PMETs) among Employed Residents



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

Notes:

- (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability. Data are not available for 2006 as the level of occupation detail collected in 2006 did not support mapping to the latest version of the SSOC.
- (2) The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2018	2019	2020	Jun	
				2020	2021 ^P
TOTAL	2.9	3.1	4.1	5.2	4.7
GENDER					
Males	2.9	3.0	3.9	4.9	4.4
Females	3.0	3.4	4.4	5.6	5.0
AGE GROUP (YEARS)					
Below 30	5.2	5.9	7.5	9.8	7.7
30 - 39	2.2	2.2	3.0	3.8	3.6
40 & Over	2.5	2.7	3.7	4.4	4.2
40 - 49	2.3	2.5	3.4	3.9	4.8
50 & Over	2.6	2.9	3.9	4.8	3.9
50 - 59	2.7	3.1	3.9	4.6	3.9
60 & Over	2.5	2.7	3.7	4.9	3.8
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.9	4.1	5.4	4.3
Secondary	2.8	3.5	4.6	5.4	5.6
Post-Secondary (Non-Tertiary)	3.4	3.6	4.9	6.8	4.6
Diploma & Professional Qualification	3.1	3.3	4.7	6.4	4.4
Degree	2.9	2.9	3.5	4.1	4.6

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

^P : preliminary

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

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2018	2019	2020	Jun	
				2020	2021 ^P
TOTAL	66.9	72.9	96.4	122.9	111.6
GENDER					
Males	35.4	37.0	48.9	62.0	55.7
Females	31.5	35.8	47.5	60.8	55.9
AGE GROUP (YEARS)					
Below 30	21.6	23.1	27.9	40.7	31.6
30 - 39	11.5	11.5	16.4	20.0	20.9
40 & Over	33.7	38.2	52.0	62.2	59.1
40 - 49	12.6	14.1	19.7	21.5	26.2
50 & Over	21.1	24.1	32.4	40.6	32.9
50 - 59	12.8	14.5	18.3	22.5	17.5
60 & Over	8.3	9.6	14.1	18.1	15.4
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	9.7	10.9	14.3	18.2	13.5
Secondary	11.0	13.3	17.1	19.4	19.3
Post-Secondary (Non-Tertiary)	8.0	8.0	11.3	18.3	12.0
Diploma & Professional Qualification	13.8	15.2	21.5	29.7	21.1
Degree	24.4	25.4	32.2	37.2	45.1

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

^P : preliminary

Notes :

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

1.3 LONG-TERM UNEMPLOYMENT

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

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

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

^P : preliminary

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

1.4 LONG-TERM UNEMPLOYMENT

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

Characteristics	2018	2019	2020	In Thousands	
				Jun	
				2020	2021 ^P
TOTAL	15.9	17.0	22.3	20.3	22.5
GENDER					
Males	9.7	10.3	12.6	11.6	13.8
Females	6.2	6.7	9.6	8.7	8.7
AGE GROUP (YEARS)					
Below 30	2.3	3.2	4.1	4.3	3.4
30 - 39	2.9	2.1	3.6	2.3	3.3
40 & Over	10.8	11.7	14.6	13.7	15.9
40 - 49	3.7	3.8	5.8	4.9	5.6
50 & Over	7.2	7.9	8.8	8.8	10.3
50 - 59	4.5	4.9	5.2	5.0	4.4
60 & Over	2.6	3.0	3.7	3.8	5.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.1	2.5	2.8	2.2	2.8
Secondary	2.4	3.2	3.7	3.4	4.0
Post-Secondary (Non-Tertiary)	1.5	1.8	2.0	2.5	2.3
Diploma & Professional Qualification	3.1	3.2	4.8	4.6	4.4
Degree	6.9	6.3	9.0	7.6	9.0

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

^P : preliminary

Notes :

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

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2015)	Total Employment Change								Total Employment Level in Jun 2021
	2018	2019	2020	2020			2021		
				2Q	3Q	4Q	1Q	2Q	
TOTAL	45.3	69.7	-181.0	-113.5	-34.4	-7.8	14.0	-19.9	3 597.4
C10-32 MANUFACTURING	-2.4	-2.1	-37.8	-8.9	-15.0	-10.8	-3.8	-4.3	442.6
C10-12 Food, Beverages & Tobacco	1.4	1.9	-3.1	-1.8	-0.9	0.3	0.4	-	50.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.2	-1.1	-2.5	-0.6	-0.9	-0.5	-0.2	-0.4	26.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.2	0.6	-4.5	-1.3	-2.2	-1.5	1.1	-	59.9
C25,28 Fabricated Metal Products, Machinery & Equipment	-2.6	-1.4	-7.1	-2.3	-2.9	-1.3	-0.4	0.2	89.5
C26 Electronic, Computer & Optical Products	-0.1	-3.6	-4.7	1.0	-2.8	-1.6	-1.8	-1.6	79.6
C29-30 Transport Equipment	-3.1	2.6	-11.6	-2.9	-3.4	-5.7	-2.8	-2.6	78.1
Other Manufacturing Industries	-	-1.1	-4.4	-1.0	-1.8	-0.5	-0.1	-	59.0
F41-43 CONSTRUCTION	-7.1	12.6	-51.8	-13.6	-16.7	-15.6	0.6	-5.1	399.3
G-U SERVICES	54.9	59.4	-91.1	-90.5	-2.9	18.7	17.2	-10.2	2 729.5
G46-47 WHOLESALE AND RETAIL TRADE	1.6	-4.0	-23.3	-15.9	-1.4	2.6	-0.7	-5.2	455.3
G46 Wholesale Trade	3.6	-2.0	-13.2	-7.9	-1.7	-0.4	-0.5	-2.6	301.6
G47 Retail Trade	-2.0	-2.0	-10.0	-8.0	0.3	3.0	-0.2	-2.6	153.7
H49-53 TRANSPORTATION AND STORAGE	7.7	3.1	-8.3	-4.3	-3.4	-1.2	-	-0.3	253.6
H49,5221 Land Transport & Supporting Services	4.8	0.9	0.7	-0.4	0.3	0.1	-	-0.4	109.2
H50,5222,5225 Water Transport & Supporting Services	-0.6	-0.4	-1.3	-0.9	-0.5	0.1	0.4	-	43.3
H51,5223 Air Transport & Supporting Services	1.2	1.3	-9.0	-2.9	-3.3	-2.2	-1.4	-0.4	24.9
Other Transportation & Storage Services	2.3	1.3	1.3	-	0.1	0.9	1.1	0.5	76.3
I55-56 ACCOMMODATION AND FOOD SERVICES	1.3	6.2	-24.7	-27.4	3.8	9.9	1.6	-6.6	242.0
I55 Accommodation	-0.8	-	-9.3	-4.5	-1.9	-0.2	-1.4	-0.9	25.0
I56 Food & Beverage Services	2.1	6.2	-15.4	-22.9	5.7	10.1	2.9	-5.7	217.0
J58-63 INFORMATION AND COMMUNICATIONS	8.4	7.3	3.1	-0.7	1.9	1.3	2.9	3.7	160.4
J58-61 Telecommunications, Broadcasting & Publishing	0.5	0.1	-0.5	-0.9	0.3	-	0.4	0.2	40.5
J62-63 IT & Other Information Services	7.9	7.1	3.6	0.2	1.6	1.3	2.6	3.6	119.9
K64-66 FINANCIAL AND INSURANCE SERVICES	7.6	6.4	2.5	-0.7	0.5	0.1	1.1	0.5	205.6
K64 & 66 (excl.662) Financial Services	6.4	5.3	1.2	-0.8	0.1	-0.2	0.7	0.4	163.2
K65 & 662 Insurance Services	1.1	1.1	1.3	0.1	0.4	0.2	0.3	0.2	42.4
L68 REAL ESTATE SERVICES	-	1.2	-6.5	-2.7	-1.9	-0.5	-0.3	-1.0	72.8
M69-75 PROFESSIONAL SERVICES	6.9	10.2	-1.1	-3.8	0.2	-0.1	1.1	1.9	255.9
M69-70 Legal, Accounting & Management Services	5.7	7.6	0.9	-2.1	0.9	-	0.4	0.8	134.3
M71 Architectural & Engineering Services	0.9	0.7	-1.1	-0.7	-0.6	-0.5	-	0.2	61.8
Other Professional Services	0.3	2.0	-0.9	-0.9	-	0.4	0.7	1.0	59.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.6	7.2	-14.4	-7.7	-3.0	-1.9	1.9	-2.1	240.1
N80 Security & Investigation	1.4	1.0	-0.8	-0.3	-	-0.9	-0.2	0.2	48.6
N81 Cleaning & Landscaping	0.2	2.0	-4.2	-4.1	-0.3	0.4	-	-1.2	77.1
Other Administrative & Support Services	2.0	4.2	-9.4	-3.2	-2.7	-1.4	2.1	-1.0	114.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.8	21.8	-18.5	-27.3	0.4	8.4	9.6	-1.4	843.8
O84,P85 Public Administration & Education	3.9	5.2	8.1	-4.5	6.3	3.9	2.6	-1.0	263.2
Q86-88 Health & Social Services	5.7	6.0	5.3	-1.4	3.6	2.3	3.1	4.2	184.4
R90-93 Arts, Entertainment & Recreation	1.0	0.6	-14.4	-7.6	-4.4	-0.2	-0.2	-1.4	39.3
S,T,U Other Community, Social & Personal Services	7.2	10.0	-17.5	-13.8	-5.2	2.4	4.0	-3.3	356.9
A,B,D,E,V OTHERS*	-0.1	-0.1	-0.2	-0.5	0.2	-	0.1	-0.2	25.9

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) Data may not add up to the total due to rounding.
- 4) Data for 1Q 2021 are revised at the industry level to reflect updates in industry classification of firms.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2018	2019	2020	2020			2021	
				2Q	3Q	4Q	1Q	2Q
TOTAL	10 730	10 690	26 110	8 130	9 120	5 640	2 270	2 340
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	2 570	2 790	5 320	1 550	2 070	990	320	760
C10-12 Food, Beverages & Tobacco	200	100	330	80	160	10	10	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	160	170	230	30	160	30	-	50
C19-21 Petroleum, Chemical & Pharmaceutical Products	180	200	160	20	70	30	120	210
C25,28 Fabricated Metal Products, Machinery & Equipment	870	690	1 410	470	410	350	50	30
C26 Electronic, Computer & Optical Products	670	1 160	790	150	200	220	60	430
C29-30 Transport Equipment	310	120	1 710	660	880	160	40	20
Other Manufacturing Industries	190	360	700	140	190	200	20	10
F41-43 CONSTRUCTION	1 200	860	990	440	340	70	20	90
G-U SERVICES	6 960	7 000	19 760	6 120	6 710	4 580	1 930	1 480
G46-47 WHOLESALE AND RETAIL TRADE	1 780	2 090	4 980	1 870	1 380	980	570	310
G46 Wholesale Trade	1 580	1 850	3 810	1 520	1 030	780	490	270
G47 Retail Trade	210	240	1 180	350	350	210	80	40
H49-53 TRANSPORTATION AND STORAGE	710	770	2 780	260	660	1 730	190	130
H49,5221 Land Transport & Supporting Services	200	60	120	40	10	30	-	40
H50,5222, 5225 Water Transport & Supporting Services	180	80	250	80	50	90	30	20
H51,5223 Air Transport & Supporting Services	20	50	2 000	30	440	1 530	130	40
Other Transportation & Storage Services	310	580	410	110	160	80	30	30
I55-56 ACCOMMODATION AND FOOD SERVICES	350	170	1 700	720	450	150	20	50
I55 Accommodation	10	20	710	230	200	110	10	20
I56 Food & Beverage Services	340	150	990	490	250	40	-	30
J58-63 INFORMATION AND COMMUNICATIONS	1 070	650	1 200	430	300	260	300	180
J58-61 Telecommunications, Broadcasting & Publishing	650	300	570	100	160	170	110	100
J62-63 IT & Other Information Services	420	350	620	330	130	90	190	80
K64-66 FINANCIAL AND INSURANCE SERVICES	1 330	1 300	2 140	1 020	400	400	330	330
K64 & 66 (excl.662) Financial Services	1 240	1 190	1 910	950	370	330	310	310
K65 & 662 Insurance Services	80	110	230	70	30	70	30	20
L68 REAL ESTATE SERVICES	100	190	140	40	40	30	50	20
M69-75 PROFESSIONAL SERVICES	1 100	1 210	2 380	690	820	540	290	280
M69-70 Legal, Accounting & Management Services	600	640	1 270	340	450	320	210	180
M71 Architectural & Engineering Services	310	360	780	250	310	190	50	80
Other Professional Services	190	220	330	100	60	30	40	20
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	240	320	1 770	630	650	340	140	120
N80 Security & Investigation	10	10	10	-	-	-	10	-
N81 Cleaning & Landscaping	40	60	280	210	50	10	-	10
Other Administrative & Support Services	190	250	1 490	420	600	330	130	110
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	290	300	2 690	470	2 010	150	50	80
O84,P85 Public Administration & Education	90	90	230	130	40	30	10	30
Q86-88 Health & Social Services	20	100	40	30	-	10	-	-
R90-93 Arts, Entertainment & Recreation	130	20	2 210	270	1 900	40	20	40
S,T,U Other Community, Social & Personal Services	50	90	210	50	70	70	20	10
A,B,D,E,V OTHERS*	-	30	40	20	10	10	-	20
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 980	6 500	12 750	3 580	4 550	2 840	1 780	1 840
Clerical, Sales & Service Workers	1 230	1 420	8 140	2 510	2 780	2 150	360	310
Production & Transport Operators, Cleaners & Labourers	2 510	2 770	5 220	2 040	1 800	660	130	190

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, SECOND QUARTER 2021

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	350	600	390	1 370	40	40	210	2 340	1 840	310	190
C10-32 MANUFACTURING	20	270	200	500	-	-	30	760	670	20	70
C10-12 Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	-	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	50	-	50	-	-	-	50	50	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	170	180	40	-	-	-	210	210	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	10	10	10	20	-	-	-	30	30	-	-
C26 Electronic, Computer & Optical Products	-	50	-	380	-	-	-	430	360	10	60
C29-30 Transport Equipment	-	-	-	-	-	-	20	20	10	-	10
Other Manufacturing Industries	-	-	-	10	-	-	-	10	10	-	-
F41-43 CONSTRUCTION	20	30	40	10	-	30	20	90	40	20	20
G-U SERVICES	310	290	150	850	40	10	170	1 480	1 120	270	90
G46-47 WHOLESALE AND RETAIL TRADE	60	50	30	190	20	-	30	310	240	60	10
G46 Wholesale Trade	40	30	30	190	10	-	20	270	220	30	10
G47 Retail Trade	20	20	-	-	10	-	-	40	10	30	-
H49-53 TRANSPORTATION AND STORAGE	50	10	10	40	-	-	30	130	60	30	40
H49,5221 Land Transport & Supporting Services	10	-	-	-	-	-	20	40	-	10	30
H50,5222, 5225 Water Transport & Supporting Services	-	-	-	20	-	-	-	20	10	10	-
H51,5223 Air Transport & Supporting Services	40	-	-	-	-	-	-	40	30	10	-
Other Transportation & Storage Services	-	-	10	20	-	-	10	30	20	10	10
I55-56 ACCOMMODATION AND FOOD SERVICES	20	-	-	30	-	-	20	50	20	10	20
I55 Accommodation	-	-	-	20	-	-	-	20	20	-	-
I56 Food & Beverage Services	20	-	-	-	-	-	20	30	-	-	20
J58-63 INFORMATION AND COMMUNICATIONS	10	60	20	110	-	-	10	180	170	10	-
J58-61 Telecommunications, Broadcasting & Publishing	-	10	10	90	-	-	-	100	100	10	-
J62-63 IT & Other Information Services	10	50	10	20	-	-	10	80	70	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	-	-	30	300	10	-	20	330	290	40	-
K64 & 66 (excl.662) Financial Services	-	-	30	280	10	-	10	310	270	30	-
K65 & 662 Insurance Services	-	-	-	20	-	-	10	20	20	-	-
L68 REAL ESTATE SERVICES	-	-	-	20	-	-	-	20	10	10	-
M69-75 PROFESSIONAL SERVICES	20	100	60	140	-	10	20	280	260	10	-
M69-70 Legal, Accounting & Management Services	-	50	40	130	-	10	20	180	180	10	-
M71 Architectural & Engineering Services	20	60	10	10	-	-	-	80	70	-	-
Other Professional Services	-	-	-	-	-	-	-	20	10	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	100	20	-	20	-	-	10	120	30	80	10
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	10	-	-	-	-	-	-	10	-	-	-
Other Administrative & Support Services	90	20	-	20	-	-	10	110	30	80	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	40	50	-	20	-	-	40	80	50	20	10
O84,P85 Public Administration & Education	-	20	-	10	-	-	-	30	20	-	-
Q86-88 Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	40	40	-	-	-	-	40	40	20	10	10
S,T,U Other Community, Social & Personal Services	-	-	-	10	-	-	-	10	10	-	-
A,B,D,E,V OTHERS**	-	-	-	20	-	-	-	20	10	10	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

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

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

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

- : nil or negligible

Notes :

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

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

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2018	2019	2020	2020			2021	
				2Q	3Q	4Q	1Q	2Q
TOTAL	1 120	880	3 580	880	990	1 520	80	170
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	290	220	330	150	70	100	20	10
C10-12 Food, Beverages & Tobacco	50	60	20	-	20	-	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	10	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	10	-	10	-	20	-
C25,28 Fabricated Metal Products, Machinery & Equipment	80	40	210	110	20	80	-	-
C26 Electronic, Computer & Optical Products	100	80	-	-	-	-	-	-
C29-30 Transport Equipment	50	10	50	20	20	10	-	-
Other Manufacturing Industries	-	20	20	20	-	10	-	-
F41-43 CONSTRUCTION	400	370	240	100	80	-	10	20
G-U SERVICES	440	300	3 010	640	830	1 430	50	150
G46-47 WHOLESALE AND RETAIL TRADE	100	60	190	40	60	70	10	-
G46 Wholesale Trade	80	50	130	30	60	20	10	-
G47 Retail Trade	20	-	60	10	-	40	-	-
H49-53 TRANSPORTATION AND STORAGE	10	10	1 370	30	140	1 210	-	30
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	20
H50,5222, 5225 Water Transport & Supporting Services	-	-	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	-	-	1 350	20	130	1 200	-	-
Other Transportation & Storage Services	10	10	20	10	10	-	-	10
I55-56 ACCOMMODATION AND FOOD SERVICES	10	20	120	60	20	10	-	-
I55 Accommodation	-	-	10	-	-	-	-	-
I56 Food & Beverage Services	10	20	120	60	20	-	-	-
J58-63 INFORMATION AND COMMUNICATIONS	120	20	40	20	20	-	30	30
J58-61 Telecommunications, Broadcasting & Publishing	70	-	-	-	-	-	-	-
J62-63 IT & Other Information Services	40	20	40	10	20	-	30	30
K64-66 FINANCIAL AND INSURANCE SERVICES	20	20	80	30	20	20	-	-
K64 & 66 (excl.662) Financial Services	20	20	80	30	20	20	-	-
K65 & 662 Insurance Services	-	-	10	-	-	-	-	-
L68 REAL ESTATE SERVICES	10	90	-	-	-	-	-	-
M69-75 PROFESSIONAL SERVICES	100	50	330	160	80	90	-	10
M69-70 Legal, Accounting & Management Services	10	10	60	30	-	20	-	-
M71 Architectural & Engineering Services	70	20	270	130	80	70	-	10
Other Professional Services	10	20	-	-	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	30	20	500	220	250	-	-	60
N80 Security & Investigation	10	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	10	-	40	30	-	-	-	-
Other Administrative & Support Services	10	20	460	180	250	-	-	60
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	50	10	370	90	250	40	-	10
O84,P85 Public Administration & Education	40	10	30	20	10	-	-	-
Q86-88 Health & Social Services	-	-	10	-	-	10	-	-
R90-93 Arts, Entertainment & Recreation	-	-	280	50	230	-	-	-
S,T,U Other Community, Social & Personal Services	10	10	60	20	10	30	-	-
A,B,D,E,V OTHERS*	-	-	10	-	10	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	310	240	1 150	430	430	240	70	60
Clerical, Sales & Service Workers	140	120	1 690	120	280	1 230	10	80
Production & Transport Operators, Cleaners & Labourers	670	520	740	330	280	60	-	40

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

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

- : nil or negligible

Notes :

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

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

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

Characteristics	2018	2019	2020	2020			2021	
				2Q	3Q	4Q	1Q	2Q
GENDER								
Males	5.8	5.7	10.9	3.2	3.9	2.1	1.5	1.6
Females	5.0	4.7	11.3	3.4	3.8	2.4	1.3	1.5
AGE GROUP (YEARS)								
Below 30	2.1	1.6	7.3	2.4	2.7	1.2	0.5	0.7
30 - 39	5.0	4.5	9.8	2.9	3.7	2.0	1.2	1.2
40 & Over	6.7	6.7	12.8	3.8	4.3	2.7	1.7	2.0
40 - 49	7.7	7.5	12.7	3.6	4.1	3.0	1.9	2.1
50 & Over	6.0	6.2	12.9	3.9	4.4	2.4	1.6	2.0
50 - 59	7.5	7.9	15.0	4.2	5.0	3.2	1.9	2.5
60 & Over	3.8	3.7	10.0	3.6	3.7	1.3	1.2	1.3
SECTOR								
Manufacturing	9.0	8.0	14.9	3.2	6.1	3.0	1.5	4.2
Construction	4.5	3.3	6.2	2.6	2.2	1.0	0.2	1.0
Services	4.9	4.9	10.9	3.4	3.7	2.2	1.4	1.2
Others*	0.1	1.8	1.9	0.9	0.4	0.2	0.1	1.0
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	n.a.	n.a.	14.1	3.2	7.0	1.6	1.4	0.9
Secondary	n.a.	n.a.	12.2	4.2	4.1	2.0	1.1	1.3
Post-Secondary (Non-Tertiary)	n.a.	n.a.	8.4	2.3	3.3	1.4	0.5	1.2
Diploma & Professional Qualification	n.a.	n.a.	11.2	3.5	4.2	2.2	1.2	1.4
Degree	n.a.	n.a.	10.5	3.0	3.1	2.7	1.8	2.0
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6.6	6.1	10.5	2.7	3.7	2.6	1.7	2.0
Clerical, Sales & Service Workers	3.3	3.5	14.0	4.5	5.4	2.1	1.1	1.1
Production & Transport Operators, Cleaners & Labourers	3.6	3.9	9.6	4.0	2.7	1.0	0.5	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.

Notes :

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

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

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

	Number of Employees							
	2018	2019	2020	2020			2021	
				2Q	3Q	4Q	1Q	2Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	2 340	3 580	128 870	81 720	34 240	8 710	4 020	5 580
SECTOR								
Manufacturing	1 060	1 970	22 950	13 680	5 780	2 800	1 260	780
Construction	620	450	36 040	25 860	9 280	600	470	140
Services	670	1 160	69 380	41 770	19 090	5 320	2 290	4 630
Others*	-	-	500	420	90	-	-	30
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	790	1 720	38 250	20 770	11 920	4 150	1 850	1 790
Clerical, Sales & Service Workers	350	540	30 050	19 450	6 980	2 310	720	2 590
Production & Transport Operators, Cleaners & Labourers	1 200	1 310	60 560	41 500	15 340	2 250	1 450	1 200
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	1 920	3 270	72 690	38 600	23 780	6 720	3 720	4 240
SECTOR								
Manufacturing	960	1 930	13 340	6 820	4 070	1 780	1 250	760
Construction	430	320	9 290	5 460	3 030	590	450	100
Services	530	1 020	49 820	26 130	16 610	4 350	2 020	3 350
Others*	-	-	250	180	70	-	-	30
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	640	1 650	32 280	16 590	11 270	3 090	1 740	1 640
Clerical, Sales & Service Workers	330	400	19 640	11 270	5 610	1 630	630	1 690
Production & Transport Operators, Cleaners & Labourers	950	1 210	20 770	10 730	6 910	2 000	1 340	910
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	430	310	56 180	43 130	10 460	1 990	300	1 330
SECTOR								
Manufacturing	90	40	9 610	6 860	1 710	1 020	-	20
Construction	200	130	26 750	20 400	6 250	10	20	40
Services	140	140	19 560	15 630	2 480	960	280	1 280
Others*	-	-	260	240	20	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	150	70	5 980	4 180	650	1 060	110	150
Clerical, Sales & Service Workers	30	140	10 410	8 180	1 370	680	90	900
Production & Transport Operators, Cleaners & Labourers	250	100	39 790	30 770	8 440	250	100	290

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2018	2019	2020	2020			2021	
				2Q	3Q	4Q	1Q	2Q
TOTAL	62.9	64.4	61.6	58.4	57.0	64.3	66.2	64.4
GENDER								
Males	61.4	63.1	60.3	56.6	56.6	63.5	64.5	61.0
Females	64.7	65.8	62.9	60.6	57.5	65.2	68.0	67.6
AGE GROUP (YEARS)								
Below 30	81.7	82.5	77.3	82.6	73.3	77.1	76.9	82.0
30 - 39	70.6	76.3	72.2	69.8	68.7	72.2	74.3	74.4
40 & Over	58.6	58.5	56.2	53.3	52.2	59.0	61.1	58.5
40 - 49	64.4	65.8	63.0	59.4	58.4	66.1	66.9	67.2
50 & Over	53.3	52.2	51.1	48.5	48.0	54.3	57.1	50.6
50 - 59	55.0	53.1	54.2	49.9	51.8	59.2	57.8	52.6
60 & Over	47.9	49.8	44.6	44.3	39.3	46.7	55.7	43.8
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	69.4	71.6	64.4	59.2	54.6	68.6	64.6	62.9
Secondary	68.2	69.1	63.9	70.2	62.4	63.4	67.9	62.3
Post-Secondary (Non-Tertiary)	62.8	65.1	62.0	62.7	56.2	66.8	66.3	62.9
Diploma & Professional Qualification	62.6	66.6	63.6	60.2	51.7	68.4	68.5	67.4
Degree	60.3	60.9	60.2	54.5	57.7	63.0	63.9	65.0
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	59.5	61.9	59.3	55.5	55.7	62.3	64.4	63.4
Clerical, Sales & Service Workers	69.6	70.0	66.4	65.0	59.6	68.9	68.9	69.7
Production & Transport Operators, Cleaners & Labourers	74.8	72.8	64.3	71.9	58.9	62.8	69.0	59.7

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2018	2019	2020	Jun	
				2020	2021
				TOTAL	57.9
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	8.3	6.6	5.5	4.6	15.2
C10-12 Food, Beverages & Tobacco	0.7	0.7	0.8	0.5	1.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.3	0.3	0.2	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	0.7	0.5	0.5	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.3	1.0	0.7	4.4
C26 Electronic, Computer & Optical Products	2.3	1.7	1.6	1.7	3.3
C29-30 Transport Equipment	1.6	1.3	0.5	0.2	2.4
Other Manufacturing Industries	0.9	0.7	0.8	0.8	1.4
F41-43 CONSTRUCTION	3.0	2.3	2.7	0.9	11.6
G-U SERVICES	46.2	43.6	39.9	36.9	66.2
G46-47 WHOLESALE AND RETAIL TRADE	6.5	5.4	5.3	5.1	8.9
G46 Wholesale Trade	3.7	3.2	3.4	3.8	5.5
G47 Retail Trade	2.8	2.2	1.9	1.3	3.3
H49-53 TRANSPORTATION AND STORAGE	3.9	3.0	1.7	1.2	4.5
H49,5221 Land Transport & Supporting Services	0.8	0.5	0.4	0.5	1.2
H50,5222, 5225 Water Transport & Supporting Services	0.4	0.5	0.4	0.3	0.9
H51,5223 Air Transport & Supporting Services	1.0	0.9	0.2	0.1	0.7
Other Transportation & Storage Services	1.7	1.0	0.7	0.4	1.7
I55-56 ACCOMMODATION AND FOOD SERVICES	5.9	5.9	4.1	4.0	5.4
I55 Accommodation	2.0	1.8	0.7	0.8	0.9
I56 Food & Beverage Services	3.9	4.0	3.4	3.2	4.5
J58-63 INFORMATION AND COMMUNICATIONS	3.9	4.1	4.5	3.8	8.7
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.7	0.6	0.5	1.3
J62-63 IT & Other Information Services	3.2	3.5	3.9	3.3	7.4
K64-66 FINANCIAL AND INSURANCE SERVICES	5.0	5.3	4.3	4.5	7.0
K64 & 66 (excl.662) Financial Services	4.3	4.6	3.8	4.0	6.5
K65 & 662 Insurance Services	0.7	0.7	0.5	0.5	0.5
L68 REAL ESTATE SERVICES	1.2	1.3	1.1	0.9	1.5
M69-75 PROFESSIONAL SERVICES	4.0	3.9	3.2	2.8	7.1
M69-70 Legal, Accounting & Management Services	2.2	2.4	2.1	2.1	4.2
M71 Architectural & Engineering Services	1.1	1.0	0.7	0.4	2.2
Other Professional Services	0.7	0.5	0.4	0.3	0.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.0	3.9	4.0	4.2	6.2
N80 Security & Investigation	1.9	1.5	1.4	1.5	1.8
N81 Cleaning & Landscaping	1.8	1.2	1.3	1.2	2.3
Other Administrative & Support Services	1.4	1.3	1.3	1.5	2.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.7	10.8	11.6	10.3	16.9
O84,P85 Public Administration & Education	5.2	5.4	6.3	6.2	9.7
Q86-88 Health & Social Services	3.3	3.7	4.0	3.2	5.0
R90-93 Arts, Entertainment & Recreation	1.1	1.1	0.6	0.5	1.2
S,T,U Other Community, Social & Personal Services	1.1	0.7	0.7	0.5	1.1
A,B,D,E,V OTHERS*	0.4	0.4	0.3	0.4	0.8
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	31.5	30.7	28.2	26.0	49.4
Clerical, Sales & Service Workers	13.6	12.1	9.7	8.3	15.1
Production & Transport Operators, Cleaners & Labourers	12.9	10.1	10.4	8.5	29.3

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

	2018	2019	2020	Jun	
				2020	2021
TOTAL	2.7	2.5	2.3	2.1	4.9
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	2.3	1.9	1.6	1.3	5.1
C10-12 Food, Beverages & Tobacco	2.1	2.0	2.4	1.6	4.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.5	1.8	1.0	7.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.4	2.2	1.6	1.6	3.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.6	1.3	0.9	5.7
C26 Electronic, Computer & Optical Products	2.9	2.2	2.2	2.3	5.5
C29-30 Transport Equipment	2.2	1.7	0.7	0.3	4.4
Other Manufacturing Industries	2.3	1.9	2.3	1.8	4.5
F41-43 CONSTRUCTION	1.1	0.8	1.0	0.4	4.7
G-U SERVICES	3.1	2.9	2.7	2.5	4.9
G46-47 WHOLESALE AND RETAIL TRADE	2.7	2.2	2.3	2.2	4.2
G46 Wholesale Trade	2.2	2.0	2.1	2.4	3.8
G47 Retail Trade	3.6	2.8	2.7	1.8	5.1
H49-53 TRANSPORTATION AND STORAGE	2.4	1.9	1.2	0.9	3.5
H49,5221 Land Transport & Supporting Services	2.0	1.3	1.0	1.1	3.5
H50,5222, 5225 Water Transport & Supporting Services	1.2	1.7	1.4	1.0	3.2
H51,5223 Air Transport & Supporting Services	2.9	2.7	0.7	0.3	2.6
Other Transportation & Storage Services	3.3	2.0	1.4	0.8	4.2
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	3.8	2.9	2.5	5.1
I55 Accommodation	8.0	7.1	3.4	3.5	5.5
I56 Food & Beverage Services	3.4	3.1	2.8	2.3	5.0
J58-63 INFORMATION AND COMMUNICATIONS	4.8	4.6	5.0	4.3	9.5
J58-61 Telecommunications, Broadcasting & Publishing	2.7	2.4	2.2	1.9	4.7
J62-63 IT & Other Information Services	5.8	5.6	6.1	5.2	11.6
K64-66 FINANCIAL AND INSURANCE SERVICES	3.5	3.5	2.9	3.0	4.9
K64 & 66 (excl.662) Financial Services	3.5	3.5	2.9	3.0	5.2
K65 & 662 Insurance Services	3.5	3.3	2.6	2.7	2.9
L68 REAL ESTATE SERVICES	2.3	2.7	2.4	2.1	3.6
M69-75 PROFESSIONAL SERVICES	3.0	2.9	2.3	2.0	5.2
M69-70 Legal, Accounting & Management Services	3.4	3.5	2.7	2.7	5.5
M71 Architectural & Engineering Services	2.3	2.0	1.5	0.8	5.2
Other Professional Services	3.3	2.7	2.2	1.9	3.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.4	2.6	2.7	2.9	4.6
N80 Security & Investigation	5.6	4.2	3.9	4.3	5.4
N81 Cleaning & Landscaping	2.7	1.7	1.8	1.9	3.7
Other Administrative & Support Services	2.9	2.8	2.9	3.4	5.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.9	2.9	3.2	2.8	4.6
O84,P85 Public Administration & Education	2.9	2.9	3.3	3.3	5.0
Q86-88 Health & Social Services	3.0	3.2	3.7	3.1	4.7
R90-93 Arts, Entertainment & Recreation	2.8	2.7	1.8	1.3	3.6
S,T,U Other Community, Social & Personal Services	3.0	1.9	1.9	1.4	3.2
A,B,D,E,V OTHERS*	2.0	1.7	1.6	1.7	3.8
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	3.0	2.8	2.6	2.4	4.7
Clerical, Sales & Service Workers	3.2	2.8	2.5	2.0	4.4
Production & Transport Operators, Cleaners & Labourers	2.0	1.6	1.8	1.4	5.4

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, JUNE 2021

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	93.8	4.9	49.4	4.7	15.1	4.4	29.3	5.4
C10-32 MANUFACTURING	15.2	5.1	5.4	3.8	1.0	3.9	8.9	6.6
C10-12 Food, Beverages & Tobacco	1.4	4.8	0.3	3.7	0.4	4.9	0.7	5.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.4	7.6	0.3	4.4	0.1	4.3	1.0	10.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	3.3	0.6	2.7	0.1	3.6	0.3	5.9
C25,28 Fabricated Metal Products, Machinery & Equipment	4.4	5.7	1.3	3.7	0.2	3.8	2.9	7.7
C26 Electronic, Computer & Optical Products	3.3	5.5	1.8	5.0	0.1	3.5	1.4	6.4
C29-30 Transport Equipment	2.4	4.4	0.5	2.7	0.1	2.5	1.8	5.8
Other Manufacturing Industries	1.4	4.5	0.5	4.2	0.1	3.7	0.8	4.9
F41-43 CONSTRUCTION	11.6	4.7	2.2	3.6	0.6	3.4	8.8	5.3
G-U SERVICES	66.2	4.9	41.5	5.0	13.5	4.6	11.2	4.8
G46-47 WHOLESALE AND RETAIL TRADE	8.9	4.2	3.7	3.5	3.4	5.0	1.8	4.8
G46 Wholesale Trade	5.5	3.8	3.1	3.5	1.0	3.7	1.4	4.8
G47 Retail Trade	3.3	5.1	0.6	3.7	2.4	5.7	0.3	4.9
H49-53 TRANSPORTATION AND STORAGE	4.5	3.5	1.1	2.5	0.7	2.2	2.8	4.9
H49,5221 Land Transport & Supporting Services	1.2	3.5	0.1	1.4	0.1	1.8	1.1	4.3
H50,5222,5225 Water Transport & Supporting Services	0.9	3.2	0.4	2.7	0.1	3.3	0.4	3.7
H51,5223 Air Transport & Supporting Services	0.7	2.6	0.3	3.4	0.3	2.0	0.1	3.7
Other Transportation & Storage Services	1.7	4.2	0.3	2.3	0.2	2.4	1.2	6.5
I55-56 ACCOMMODATION AND FOOD SERVICES	5.4	5.1	1.1	4.3	3.1	5.3	1.3	5.5
I55 Accommodation	0.9	5.5	0.2	3.1	0.4	6.8	0.3	8.2
I56 Food & Beverage Services	4.5	5.0	0.9	4.7	2.6	5.1	1.0	5.0
J58-63 INFORMATION AND COMMUNICATIONS	8.7	9.5	8.1	9.7	0.5	7.2	0.1	9.8
J58-61 Telecommunications, Broadcasting & Publishing	1.3	4.7	1.1	4.9	0.1	2.7	-	-
J62-63 IT & Other Information Services	7.4	11.6	7.0	11.5	0.4	12.2	0.1	12.5
K64-66 FINANCIAL AND INSURANCE SERVICES	7.0	4.9	6.8	5.0	0.2	2.3	0.1	6.4
K64 & 66 (excl.662) Financial Services	6.5	5.2	6.3	5.3	0.1	2.5	0.1	6.7
K65 & 662 Insurance Services	0.5	2.9	0.5	3.1	-	-	-	-
L68 REAL ESTATE SERVICES	1.5	3.6	0.9	3.9	0.2	3.1	0.3	3.3
M69-75 PROFESSIONAL SERVICES	7.1	5.2	5.8	5.4	0.5	3.8	0.8	5.0
M69-70 Legal, Accounting & Management Services	4.2	5.5	3.7	5.7	0.4	4.0	0.2	6.5
M71 Architectural & Engineering Services	2.2	5.2	1.5	5.4	0.1	4.6	0.6	4.9
Other Professional Services	0.7	3.9	0.7	4.3	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.2	4.6	0.9	4.2	2.1	4.9	3.2	4.6
N80 Security & Investigation	1.8	5.4	0.1	3.0	1.5	5.3	0.3	8.1
N81 Cleaning & Landscaping	2.3	3.7	0.2	3.6	0.1	1.0	2.1	4.0
Other Administrative & Support Services	2.0	5.5	0.7	4.5	0.5	6.2	0.8	6.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	16.9	4.6	13.0	4.6	2.9	4.7	1.0	5.2
O84,P85 Public Administration & Education	9.7	5.0	8.8	4.9	0.8	6.7	0.1	3.2
Q86-88 Health & Social Services	5.0	4.7	3.2	4.2	1.3	5.9	0.4	7.4
R90-93 Arts, Entertainment & Recreation	1.2	3.6	0.5	3.5	0.4	2.7	0.3	7.5
S,T,U Other Community, Social & Personal Services	1.1	3.2	0.5	3.4	0.4	3.3	0.2	2.8
A,B,D,E,V OTHERS*	0.8	3.8	0.4	3.3	-	-	0.4	5.5

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

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

- : nil or negligible

Notes :

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

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				2018	2019	2020	2Q	
							2020	2021
TOTAL				2.3	2.2	1.6	1.2	2.1
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.9	1.7	1.1	0.9	1.9
C10-12	Food, Beverages & Tobacco			3.2	2.9	2.2	2.0	3.4
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.8	1.6	1.4	1.0	3.4
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.3	1.3	1.0	0.7	1.3
C25,28	Fabricated Metal Products, Machinery & Equipment			1.9	1.8	1.0	0.5	2.1
C26	Electronic, Computer & Optical Products			1.8	1.6	1.0	1.3	1.7
C29-30	Transport Equipment			1.7	1.4	0.6	0.3	1.1
	Other Manufacturing Industries			1.6	1.5	1.2	1.0	2.0
F41-43	CONSTRUCTION			2.0	2.2	1.0	0.5	1.5
G-U	SERVICES			2.4	2.4	1.8	1.4	2.2
G46-47	WHOLESALE AND RETAIL TRADE			2.4	2.2	1.8	1.7	2.2
G46	Wholesale Trade			2.0	1.9	1.5	1.3	1.8
G47	Retail Trade			3.4	2.9	2.6	2.4	2.9
H49-53	TRANSPORTATION AND STORAGE			1.8	1.7	1.1	0.8	1.6
H49,5221	Land Transport & Supporting Services			1.8	1.8	1.2	1.1	1.1
H50,5222,5225	Water Transport & Supporting Services			1.1	1.2	1.0	0.6	1.6
H51,5223	Air Transport & Supporting Services			1.6	1.5	0.4	0.2	0.8
	Other Transportation & Storage Services			2.5	2.3	1.5	1.1	2.6
I55-56	ACCOMMODATION AND FOOD SERVICES			3.7	4.0	3.2	1.5	3.3
I55	Accommodation			2.8	3.1	1.1	0.8	2.6
I56	Food & Beverage Services			3.9	4.1	3.6	1.6	3.4
J58-63	INFORMATION AND COMMUNICATIONS			2.3	2.4	2.2	2.2	2.8
J58-61	Telecommunications, Broadcasting & Publishing			1.7	1.7	1.4	1.8	1.5
J62-63	IT & Other Information Services			2.6	2.7	2.5	2.4	3.4
K64-66	FINANCIAL AND INSURANCE SERVICES			2.1	1.8	1.3	1.2	1.7
K64 & 66 (excl.662)	Financial Services			2.1	1.8	1.3	1.2	1.6
K65 & 662	Insurance Services			2.2	2.3	1.8	1.8	2.3
L68	REAL ESTATE SERVICES			3.3	3.2	1.8	1.5	2.6
M69-75	PROFESSIONAL SERVICES			2.5	2.2	1.6	1.3	2.1
M69-70	Legal, Accounting & Management Services			2.3	2.4	1.8	1.6	2.1
M71	Architectural & Engineering Services			2.8	2.1	1.2	0.8	2.0
	Other Professional Services			2.3	2.1	1.5	1.1	2.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			4.5	4.3	3.3	2.8	4.1
N80	Security & Investigation			3.9	4.5	3.8	3.6	5.2
N81	Cleaning & Landscaping			4.7	4.5	3.3	2.6	3.8
	Other Administrative & Support Services			4.5	4.0	2.8	2.6	3.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.5	1.5	1.2	0.9	1.5
O84,P85	Public Administration & Education			1.1	1.1	1.1	0.7	1.1
Q86-88	Health & Social Services			1.7	1.7	1.6	1.5	1.9
R90-93	Arts, Entertainment & Recreation			1.9	2.0	1.1	0.8	1.3
S,T,U	Other Community, Social & Personal Services			2.6	2.1	1.3	0.7	2.6
A,B,D,E,V	OTHERS*			1.8	1.6	1.1	1.0	1.2
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.7	1.7	1.3	1.1	1.7
	Clerical, Sales & Service Workers			3.2	3.2	2.4	1.7	3.0
	Production & Transport Operators, Cleaners & Labourers			2.5	2.5	1.6	1.2	2.1

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				2018	2019	2020	2Q	
							2020	2021
TOTAL				1.8	1.8	1.5	1.3	1.8
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.6	1.5	1.2	0.9	1.7
C10-12	Food, Beverages & Tobacco			2.8	2.6	2.3	2.4	2.9
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.7	1.6	1.7	1.3	2.0
C19-21	Petroleum, Chemical & Pharmaceutical Products			0.9	0.8	0.7	0.6	1.2
C25,28	Fabricated Metal Products, Machinery & Equipment			1.5	1.4	1.2	0.8	1.6
C26	Electronic, Computer & Optical Products			1.6	1.5	1.0	0.8	1.7
C29-30	Transport Equipment			1.3	1.2	1.1	0.5	1.2
	Other Manufacturing Industries			1.5	1.4	1.2	0.9	1.6
F41-43	CONSTRUCTION			1.8	1.8	1.4	0.7	1.4
G-U	SERVICES			1.9	1.8	1.6	1.5	1.9
G46-47	WHOLESALE AND RETAIL TRADE			2.0	1.8	1.7	1.6	2.0
G46	Wholesale Trade			1.6	1.4	1.4	1.3	1.7
G47	Retail Trade			3.0	2.4	2.3	2.1	2.8
H49-53	TRANSPORTATION AND STORAGE			1.3	1.4	1.1	0.9	1.5
H49,5221	Land Transport & Supporting Services			1.3	1.1	1.0	1.0	1.3
H50,5222,5225	Water Transport & Supporting Services			0.9	0.9	0.8	0.6	1.2
H51,5223	Air Transport & Supporting Services			1.0	0.9	0.8	0.6	1.0
	Other Transportation & Storage Services			1.9	2.1	1.5	1.4	2.2
I55-56	ACCOMMODATION AND FOOD SERVICES			3.3	3.4	3.5	3.2	3.4
I55	Accommodation			2.4	2.5	2.1	2.2	3.3
I56	Food & Beverage Services			3.4	3.6	3.7	3.3	3.4
J58-63	INFORMATION AND COMMUNICATIONS			1.6	1.6	1.5	1.4	1.9
J58-61	Telecommunications, Broadcasting & Publishing			1.2	1.2	1.2	1.5	1.3
J62-63	IT & Other Information Services			1.8	1.8	1.7	1.4	2.2
K64-66	FINANCIAL AND INSURANCE SERVICES			1.4	1.2	0.9	0.8	1.3
K64 & 66 (excl.662)	Financial Services			1.3	1.2	0.8	0.7	1.3
K65 & 662	Insurance Services			1.6	1.6	1.2	1.2	1.6
L68	REAL ESTATE SERVICES			2.5	2.5	1.6	1.5	2.5
M69-75	PROFESSIONAL SERVICES			1.6	1.7	1.3	1.4	1.7
M69-70	Legal, Accounting & Management Services			1.6	1.6	1.4	1.7	1.8
M71	Architectural & Engineering Services			1.7	1.7	1.3	1.0	1.5
	Other Professional Services			1.8	1.8	1.1	1.0	1.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.4	3.5	3.1	3.1	3.3
N80	Security & Investigation			3.0	3.8	3.4	4.0	3.8
N81	Cleaning & Landscaping			4.2	3.9	3.4	3.3	3.4
	Other Administrative & Support Services			2.5	2.7	2.3	2.2	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.1	1.0	0.9	0.8	1.1
O84,P85	Public Administration & Education			0.7	0.7	0.6	0.5	0.8
Q86-88	Health & Social Services			1.2	1.2	1.0	0.8	1.2
R90-93	Arts, Entertainment & Recreation			1.5	1.6	1.5	1.5	1.7
S,T,U	Other Community, Social & Personal Services			2.3	1.8	1.6	1.5	1.9
A,B,D,E,V	OTHERS*			1.4	1.2	0.9	0.8	1.1
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.3	1.2	1.0	0.9	1.3
	Clerical, Sales & Service Workers			2.5	2.6	2.4	2.3	2.7
	Production & Transport Operators, Cleaners & Labourers			2.2	2.1	1.9	1.5	2.0

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

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

Notes :

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

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, SECOND QUARTER 2021

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.1	1.8	1.7	1.3	3.0	2.7	2.1	2.0
C10-32 MANUFACTURING	1.9	1.7	1.5	1.2	2.7	2.1	2.2	2.1
C10-12 Food, Beverages & Tobacco	3.4	2.9	2.0	1.7	4.4	3.5	3.6	3.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	3.4	2.0	2.5	0.8	3.7	1.6	4.1	2.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.3	1.2	1.2	1.0	1.1	1.8	2.1	1.7
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	1.6	2.0	1.3	1.7	1.5	2.3	1.9
C26 Electronic, Computer & Optical Products	1.7	1.7	1.3	1.2	0.9	1.0	2.4	2.6
C29-30 Transport Equipment	1.1	1.2	0.9	1.0	1.2	1.3	1.2	1.4
Other Manufacturing Industries	2.0	1.6	2.0	1.5	2.9	1.5	1.8	1.7
F41-43 CONSTRUCTION	1.5	1.4	2.3	1.5	2.3	1.8	1.1	1.3
G-U SERVICES	2.2	1.9	1.8	1.3	3.1	2.8	2.7	2.5
G46-47 WHOLESALE AND RETAIL TRADE	2.2	2.0	1.6	1.3	3.0	3.1	2.4	2.0
G46 Wholesale Trade	1.8	1.7	1.5	1.3	2.7	2.6	2.1	2.0
G47 Retail Trade	2.9	2.8	1.9	1.5	3.2	3.4	3.5	2.1
H49-53 TRANSPORTATION AND STORAGE	1.6	1.5	1.2	1.1	1.6	1.6	1.9	1.7
H49,5221 Land Transport & Supporting Services	1.1	1.3	0.8	0.9	1.8	1.9	1.1	1.2
H50,5222,5225 Water Transport & Supporting Services	1.6	1.2	1.3	1.0	1.8	1.5	1.9	1.3
H51,5223 Air Transport & Supporting Services	0.8	1.0	0.5	0.8	0.9	1.1	1.4	1.2
Other Transportation & Storage Services	2.6	2.2	1.7	1.4	3.1	2.6	3.0	2.5
I55-56 ACCOMMODATION AND FOOD SERVICES	3.3	3.4	2.6	2.1	3.6	4.0	3.1	3.0
I55 Accommodation	2.6	3.3	1.7	2.4	2.9	4.0	3.8	3.7
I56 Food & Beverage Services	3.4	3.4	2.9	2.0	3.7	4.0	3.0	2.9
J58-63 INFORMATION AND COMMUNICATIONS	2.8	1.9	2.8	1.8	3.0	3.2	2.1	2.5
J58-61 Telecommunications, Broadcasting & Publishing	1.5	1.3	1.5	1.1	1.7	2.4	2.0	1.4
J62-63 IT & Other Information Services	3.4	2.2	3.4	2.1	4.7	4.1	2.2	3.3
K64-66 FINANCIAL AND INSURANCE SERVICES	1.7	1.3	1.7	1.3	2.0	1.5	0.6	0.7
K64 & 66 (excl.662) Financial Services	1.6	1.3	1.6	1.3	2.2	1.6	0.3	0.5
K65 & 662 Insurance Services	2.3	1.6	2.4	1.7	1.6	1.2	5.2	2.9
L68 REAL ESTATE SERVICES	2.6	2.5	1.8	1.6	3.4	2.6	3.6	4.1
M69-75 PROFESSIONAL SERVICES	2.1	1.7	2.2	1.8	2.1	1.6	1.3	1.2
M69-70 Legal, Accounting & Management Services	2.1	1.8	2.1	1.8	2.3	1.6	1.8	1.8
M71 Architectural & Engineering Services	2.0	1.5	2.4	1.7	2.0	2.2	1.2	1.0
Other Professional Services	2.5	1.8	2.7	1.9	1.3	0.5	0.8	2.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.3	3.2	2.0	5.0	3.6	3.8	3.6
N80 Security & Investigation	5.2	3.8	3.9	1.9	5.5	4.2	4.2	1.6
N81 Cleaning & Landscaping	3.8	3.4	2.2	1.4	2.2	2.1	4.1	3.8
Other Administrative & Support Services	3.6	2.7	3.4	2.2	5.4	2.7	2.7	3.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.1	1.3	0.9	2.4	1.7	1.8	2.0
O84,P85 Public Administration & Education	1.1	0.8	1.0	0.8	2.5	1.2	1.1	0.4
Q86-88 Health & Social Services	1.9	1.2	1.7	1.2	2.5	1.4	2.1	1.7
R90-93 Arts, Entertainment & Recreation	1.3	1.7	1.1	1.2	1.4	2.0	1.3	2.2
S,T,U Other Community, Social & Personal Services	2.6	1.9	1.9	1.2	3.7	2.1	2.3	3.0
A,B,D,E,V OTHERS*	1.2	1.1	0.8	0.7	3.1	2.2	1.6	1.8

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2018	2019	2020	2020			2021	
					Jun	Sep	Dec	Mar	Jun
TOTAL		44.8	44.7	44.0	43.4	43.8	44.3	44.2	44.3
C10-32	MANUFACTURING	48.3	47.8	46.9	46.1	46.6	47.4	47.5	48.1
C10-12	Food, Beverages & Tobacco	45.6	45.1	45.4	45.5	45.2	45.7	45.5	45.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.3	47.6	47.4	46.4	47.0	48.7	48.3	48.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.1	43.9	43.7	43.4	43.7	43.9	43.7	44.0
C25,28	Fabricated Metal Products, Machinery & Equipment	49.8	49.5	48.1	46.4	48.0	48.6	49.4	49.9
C26	Electronic, Computer & Optical Products	47.1	46.3	46.8	46.8	46.7	47.3	47.1	48.3
C29-30	Transport Equipment	50.7	50.7	47.7	45.4	47.1	48.6	48.3	49.0
	Other Manufacturing Industries	48.0	47.4	46.8	47.5	45.8	47.1	47.2	48.0
F41-43	CONSTRUCTION	50.4	50.0	48.1	45.1	48.0	49.8	49.5	49.7
G-U	SERVICES	42.9	42.9	42.5	42.4	42.5	42.6	42.5	42.4
G46-47	WHOLESALE AND RETAIL TRADE	42.9	42.9	42.7	42.7	42.6	42.6	42.5	42.4
G46	Wholesale Trade	43.3	43.2	43.1	43.3	43.0	42.6	43.0	42.7
G47	Retail Trade	42.0	42.1	41.9	41.4	41.6	42.6	41.3	41.7
H49-53	TRANSPORTATION AND STORAGE	45.6	45.5	45.1	45.0	45.0	44.9	45.4	45.4
H49,5221	Land Transport & Supporting Services	45.2	46.1	46.6	46.8	46.8	45.3	46.8	46.6
H50,5222,5225	Water Transport & Supporting Services	44.5	44.7	44.4	44.3	44.3	44.8	45.1	45.1
H51,5223	Air Transport & Supporting Services	45.0	44.5	42.6	41.4	42.4	42.8	43.0	42.9
	Other Transportation & Storage Services	46.9	46.2	45.7	45.8	45.4	45.8	46.0	46.2
I55-56	ACCOMMODATION AND FOOD SERVICES	41.5	41.8	40.9	40.9	40.9	40.7	40.6	40.7
I55	Accommodation	45.7	45.7	44.2	44.0	44.0	44.5	44.6	44.8
I56	Food & Beverage Services	40.6	41.0	40.4	40.4	40.5	40.0	39.9	39.9
J58-63	INFORMATION AND COMMUNICATIONS	41.7	41.6	41.5	41.4	41.4	41.6	41.5	41.5
J58-61	Telecommunications, Broadcasting & Publishing	41.6	41.7	42.0	42.1	41.9	42.4	41.4	41.6
J62-63	IT & Other Information Services	41.7	41.6	41.3	41.1	41.1	41.3	41.5	41.5
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.6	41.3	41.3	41.2	41.2	41.5	41.2
K64 & 66 (excl.662)	Financial Services	41.3	41.8	41.5	41.5	41.3	41.4	41.7	41.4
K65 & 662	Insurance Services	40.1	40.2	40.2	40.2	40.1	40.0	40.1	40.4
L68	REAL ESTATE SERVICES	44.0	44.2	43.6	43.4	43.3	43.4	43.4	43.4
M69-75	PROFESSIONAL SERVICES	43.0	42.9	42.4	41.9	42.4	42.6	42.5	42.4
M69-70	Legal, Accounting & Management Services	41.1	40.9	40.9	40.8	40.9	41.0	41.0	40.9
M71	Architectural & Engineering Services	46.1	46.0	44.9	43.8	44.8	45.6	45.3	45.4
	Other Professional Services	41.8	41.9	42.4	42.2	42.9	42.3	42.2	41.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.0	46.0	45.3	44.8	45.3	45.5	45.2	45.0
N80	Security & Investigation	51.4	51.3	49.6	49.5	49.3	48.7	47.6	48.0
N81	Cleaning & Landscaping	44.7	44.4	43.9	43.5	44.1	44.2	44.4	44.5
	Other Administrative & Support Services	44.1	44.4	43.8	42.9	43.9	44.5	44.2	43.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	41.9	41.7	41.7	41.7	41.8	41.6	41.6
O84,P85	Public Administration & Education	41.2	41.3	41.4	41.3	41.4	41.5	41.5	41.5
Q86-88	Health & Social Services	42.0	41.9	42.0	42.0	42.0	42.0	41.9	42.0
R90-93	Arts, Entertainment & Recreation	43.8	43.8	43.3	42.7	43.1	43.8	42.5	42.0
S,T,U	Other Community, Social & Personal Services	42.3	42.4	41.3	41.3	41.5	41.1	40.4	40.3
A,B,D,E,V	OTHERS*	45.4	45.1	45.0	44.9	44.8	45.4	45.3	45.1

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2018	2019	2020	2020			2021	
					Jun	Sep	Dec	Mar	Jun
TOTAL		2.8	2.7	2.0	1.4	1.9	2.4	2.4	2.5
C10-32	MANUFACTURING	5.5	5.1	4.2	3.3	3.9	4.9	5.0	5.4
C10-12	Food, Beverages & Tobacco	3.6	3.3	2.8	2.6	2.7	3.5	3.3	3.3
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.2	4.3	3.9	2.9	3.6	5.4	5.4	4.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.4	2.3	2.2	1.9	2.2	2.5	2.1	2.3
C25,28	Fabricated Metal Products, Machinery & Equipment	6.5	6.3	5.0	3.2	4.9	5.7	6.3	7.0
C26	Electronic, Computer & Optical Products	4.9	4.0	4.5	4.3	4.4	5.5	5.3	5.7
C29-30	Transport Equipment	7.3	7.3	4.5	2.0	3.8	5.4	5.3	5.9
	Other Manufacturing Industries	5.5	5.0	4.7	5.5	3.9	4.8	5.2	5.7
F41-43	CONSTRUCTION	6.4	6.1	4.3	1.3	4.3	5.9	5.8	6.1
G-U	SERVICES	1.5	1.5	1.2	1.0	1.1	1.2	1.2	1.2
G46-47	WHOLESALE AND RETAIL TRADE	1.6	1.5	1.3	1.2	1.2	1.5	1.3	1.3
G46	Wholesale Trade	1.4	1.3	1.2	1.1	1.2	1.2	1.4	1.4
G47	Retail Trade	1.8	1.7	1.5	1.2	1.2	2.1	1.1	1.2
H49-53	TRANSPORTATION AND STORAGE	2.6	2.7	2.4	2.4	2.3	2.3	2.7	2.9
H49,5221	Land Transport & Supporting Services	2.8	3.7	3.8	3.9	3.9	2.8	4.2	4.5
H50,5222,5225	Water Transport & Supporting Services	1.9	2.2	2.0	1.9	1.9	2.1	2.3	2.5
H51,5223	Air Transport & Supporting Services	1.8	1.4	0.5	0.1	0.5	0.7	1.0	0.9
	Other Transportation & Storage Services	3.5	3.0	2.7	2.6	2.5	2.9	3.0	3.1
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.9	1.3	1.0	1.2	1.5	1.3	1.2
I55	Accommodation	2.3	2.3	0.7	0.4	0.3	1.2	1.2	1.3
I56	Food & Beverage Services	1.8	1.9	1.4	1.1	1.3	1.5	1.3	1.1
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.3	0.2	0.2	0.2	0.2	0.2	0.2
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.3	0.3	0.2	0.3	0.4	0.3	0.2
J62-63	IT & Other Information Services	0.4	0.3	0.2	0.1	0.1	0.2	0.2	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.1	0.4	0.2	0.1	0.1	0.1	0.2	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.5	0.2	0.1	0.1	0.1	0.2	0.1
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
L68	REAL ESTATE SERVICES	1.6	1.7	1.0	0.9	0.8	1.0	1.1	1.3
M69-75	PROFESSIONAL SERVICES	1.4	1.4	0.9	0.5	0.9	1.1	1.1	1.1
M69-70	Legal, Accounting & Management Services	0.3	0.3	0.2	0.1	0.2	0.2	0.2	0.3
M71	Architectural & Engineering Services	3.3	3.4	2.4	1.3	2.3	2.9	2.6	2.8
	Other Professional Services	0.7	0.6	0.6	0.2	0.7	1.0	1.0	0.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.1	4.1	3.4	3.0	3.4	3.4	3.4	3.6
N80	Security & Investigation	9.9	10.1	7.9	7.7	8.1	6.7	6.3	7.0
N81	Cleaning & Landscaping	2.7	2.6	2.2	2.0	2.2	2.2	2.5	2.5
	Other Administrative & Support Services	2.0	2.0	1.8	0.9	1.6	2.5	2.2	2.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.3	0.2	0.3	0.4	0.3	0.3
O84,P85	Public Administration & Education	0.1	0.1	0.1		0.1	0.1	0.1	0.1
Q86-88	Health & Social Services	0.4	0.5	0.4	0.4	0.5	0.4	0.5	0.4
R90-93	Arts, Entertainment & Recreation	1.3	1.1	0.9	0.1	0.6	2.2	0.7	0.6
S,T,U	Other Community, Social & Personal Services	1.2	1.2	0.6	0.3	0.6	0.7	0.6	0.6
A,B,D,E,V	OTHERS*	2.8	2.6	2.4	2.2	2.2	2.9	2.8	2.7

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

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

Notes :

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

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

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

Residents refer to Singapore Citizens and Permanent Residents.

Uses and Limitations

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

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

Data on job vacancies can assist in pinpointing emerging labour shortages. To identify labour shortages, trends in vacancy data would have to be evaluated together with other labour market indicators as well as background information on the occupations and factors affecting demand and supply of workers. This is because persistent

job vacancies may indicate either real shortages or factors such as low wages, poor working conditions and unrealistic hiring specifications.

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Jun 21 ^P	111,600	2,500	2.2%	106,700	116,400
Resident Unemployment Rate	Jun 21 ^P	4.7%	0.10%-pt	2.2%	4.5%	4.9%
JOB VACANCY						
Job Vacancy Number	Jun 21	93,800	1,400	1.5%	90,900	96,700
Job Vacancy Rate	Jun 21	4.9%	0.07%-pt	1.4%	4.7%	5.0%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	2Q 21	2.1%	0.03%-pt	1.7%	2.0%	2.1%
Average Monthly Resignation Rate	2Q 21	1.8%	0.02%-pt	1.0%	1.7%	1.8%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Jun 21	2.5	0.04	1.4%	2.4	2.6

^P: Preliminary

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Labour Market Advance Release Third Quarter 2021	28-29 Oct 2021*
Labour Force In Singapore Advance Release 2021	29 Nov - 3 Dec 2021*

PAST ...

Labour Market Report Second Quarter 2021	15 Sep 2021
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Singapore Yearbook Of Manpower Statistics 2021	30 Jun 2021
Labour Market Report First Quarter 2021	17 Jun 2021
Labour Market Advance Release First Quarter 2021	28 Apr 2021
Job Vacancies Report 2020	9 Apr 2021
Labour Market Report 2020	16 Mar 2021
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