

Labour Market Report Second Quarter 2023



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT SECOND QUARTER 2023

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MISSION

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

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Explanatory Notes

Notations

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

Abbreviations

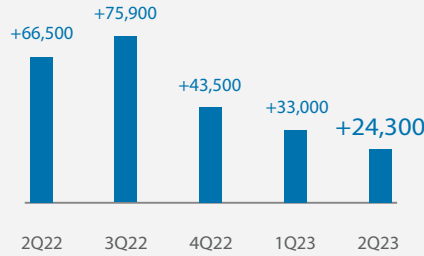
excl	: Excluding
MDW	: Migrant domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals,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

Labour Market Report Second Quarter 2023

Employment

Total employment growth has moderated significantly for the third consecutive quarter in 2Q 2023, after reaching an unprecedented high in 3Q 2022

Employment change (Quarterly)



Employment level (excl. MDW)

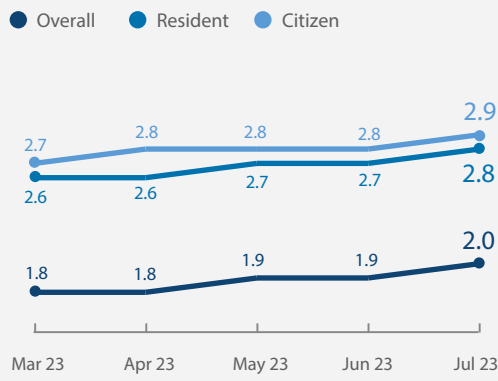


3,682,400
June 2023

Unemployment

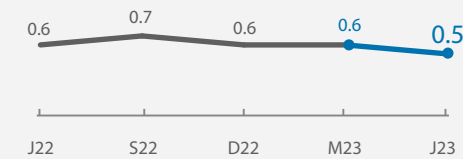
Unemployment rates remained stable and low in July 2023

Unemployment rate (%), seasonally adjusted



Resident long-term unemployment remained low in June 2023

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



Short Work-Week Or Temporary Layoff

Number of employees placed on short work-week or temporary layoff remained sustainably low



420
1Q 2023

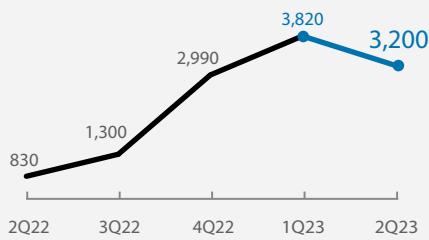
↑

810
2Q 2023

Retrenchment

Number of retrenchments declined

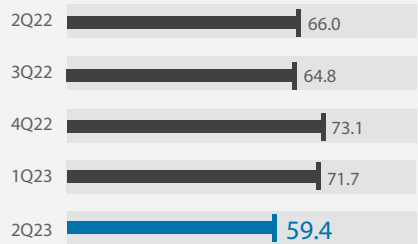
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment declined amid lower retrenchment numbers

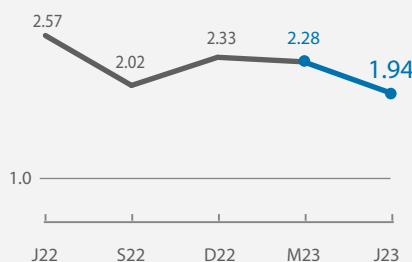
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Following the decline in number of job vacancies, the ratio of job vacancies to unemployed persons also dipped significantly for the second consecutive quarter

Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

Both recruitment and resignation rates held steady in 2Q 2023

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



Labour Market Report Second Quarter 2023

Executive Summary

- The labour market in 2Q 2023 was stable - with continued employment growth and low unemployment rates. The number of retrenchments also declined after three quarters of increases. However, there are signs that demand is cooling. Employment growth has moderated significantly, and the number of vacancies continued to trend down.
- Total employment growth slowed to 24,300 in 2Q 2023 from 33,000 in 1Q 2023.¹ The increases in 2Q 2023 were from non-residents (25,500) as resident employment contracted (-1,200) for the first time since 2Q 2020. However, the contraction in resident employment this quarter, which was largely due to seasonal effects in the *Food & Beverage Services* and *Retail Trade* sectors, is unlikely to persist.
- Unemployment rates (overall: 1.9%, resident: 2.7%, citizen: 2.8%) and resident long-term unemployment rate (0.5%) remained low in June 2023. However, with economic growth projected to be weaker,² unemployment may inch up modestly in the coming months.
- Labour demand continued to cool. The number of job vacancies fell to 87,900 in June 2023, declining for the fifth consecutive quarter from the peak of 126,000. Following the drop in number of job vacancies, the ratio of job vacancies to unemployed persons also dipped significantly for the second consecutive quarter to 1.94, although this was still significantly higher compared to the pre-pandemic level.
- Given the continued weakness in the economic environment, total employment growth is likely to moderate further. The contraction in resident employment this quarter (which is largely seasonal in nature) is unlikely to persist. We should expect resident employment growth in 3Q and 4Q³ to be supported by the recovery in tourism⁴, particularly with events such as F1 and year-end festivities which will bolster labour demand in *Accommodation & Food Services* and *Arts, Entertainment & Recreation*. However, increases will likely be lower than the same period in previous year, in line with cooling labour demand as well as a slower resident labour force growth.

¹ Employment data in this report excludes migrant domestic workers.

² According to MTI's Economic Survey of Singapore, 2Q'23, Singapore's external demand outlook for the rest of the year remains weak. The 2023 GDP forecast has been narrowed to '0.5% to 1.5%' from '0.5% to 2.5%'.

³ Following the contraction in 2Q 2016, resident employment rebounded strongly over the next two quarters (3Q 2016: +700; 4Q 2016: +11,000). This trend was also observed in 2Q 2015 (-2,200) but followed by strong recoveries by the next two quarters (by 4Q 2015: +9,600).

⁴ STB expects the tourism sector to continue its growth momentum in 2023, with full tourism recovery expected by 2024.

Employment

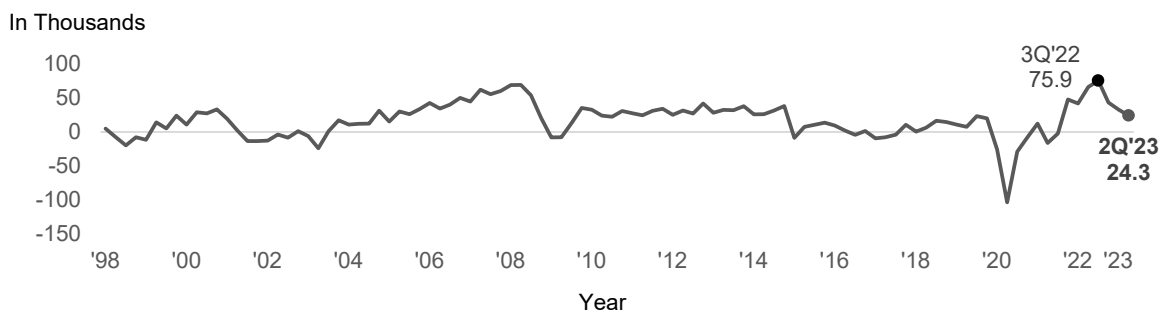
Total employment growth has moderated significantly for the third consecutive quarter to 24,300 in 2Q 2023, after reaching an unprecedented high in 3Q 2022 (75,900) [Chart 1].

Resident employment contracted (-1,200) for the first time since 2Q 2020. The contraction this quarter was largely due to seasonal effects in the *Food & Beverage Services* (-1,200) and *Retail Trade* (-1,300) sectors. Despite this, the resident employment level remained above its pre-pandemic level in 2019.⁵ Resident employment also continued to grow at a healthy pace in sectors such as *Community, Social & Personal Services* and *Financial Services*,⁶ although the growth has moderated from 2022 when businesses opened up positions rapidly during the post-pandemic recovery.

Non-resident employment growth (25,500) continued to ease for the third consecutive quarter. Construction accounted for close to half of the total non-resident employment growth. The remaining increases were spread across many sectors as firms were still backfilling positions vacated by non-residents during the pandemic⁷; however, their pace of increase has mostly moderated.

We expect resident employment growth in 3Q and 4Q to be boosted by the recovery in tourism, particularly with events such as F1 and year-end festivities which will bolster labour demand in *Accommodation & Food Services* and *Arts, Entertainment & Recreation*. However, increases will likely be lower than the same period in previous year, in line with the cooling labour demand as well as a slower resident labour force growth.

Chart 1: Quarterly Total Employment Change (Excl. MDW)



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

Notes:

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

⁵ The resident employment level in June 2023 was 4.8% above its pre-pandemic level (2019).

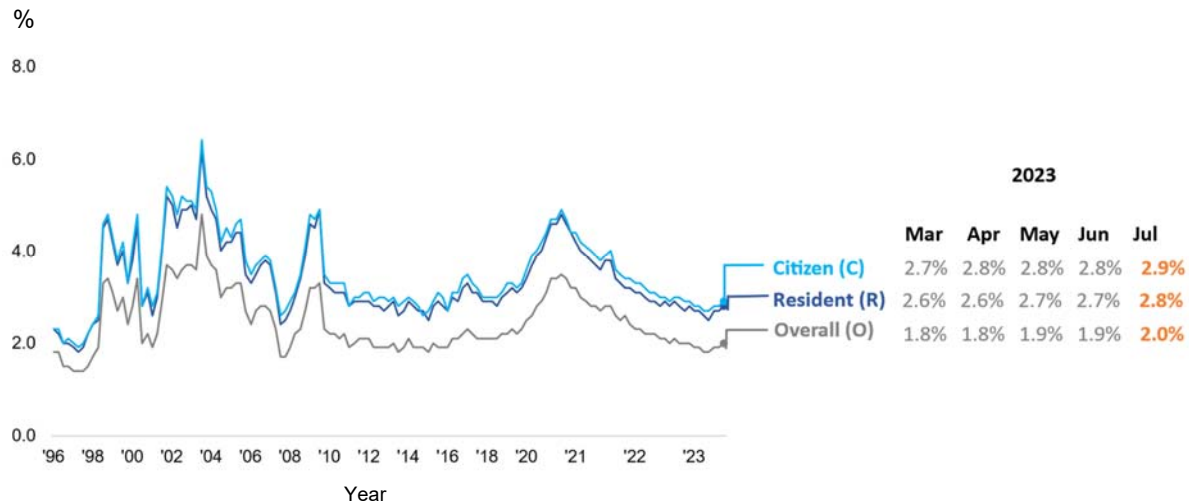
⁶ In these sectors, resident employment grew at a pace similar to 2018 and 2019, prior to the pandemic.

⁷ Non-resident employment have yet to return to pre-pandemic levels in many sectors, including *Marine Shipyard, Wholesale & Retail Trade, Food & Beverage Services, Transportation & Storage, Real Estate and Administrative & Support Services*.

Unemployment

The unemployment rates remained low in June 2023 (overall: 1.9%, resident: 2.7%, citizen: 2.8%)⁸.⁹ [Chart 2]. They have hovered near historic lows in the first half of 2023,¹⁰ but these are unlikely to be sustained. With economic growth projected to be weaker, unemployment is likely to inch up modestly over the coming months.¹¹

Chart 2: Unemployment Rate (Seasonally Adjusted)



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

Across most age groups, the resident unemployment rates either stayed low or improved in June 2023. However, the slower labour market momentum is likely to affect older workers more. In June 2023, there were signs of rising vulnerabilities for those aged 60 and above as their unemployment rate increased from 1.9% in March 2023 to 2.3% in June 2023 [Chart 3]. After reaching a one-year high of 5.4% in March 2023, the unemployment rate for young workers aged below 30 dropped to 4.6% in June 2023. This was likely due to them finding jobs after graduation.

By education groups, the resident unemployment rates in June 2023 were similar to those in March 2023. However, the unemployment rate among secondary-educated residents increased to 2.8% in June 2023 from a low of 2.4% in March 2023, last seen in December 2017 [Chart 3].

⁸ Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 2Q 2023 was at 2.1%, slightly higher than 2.0% in 1Q 2023 but lower than the same period a year ago at 2.7%.

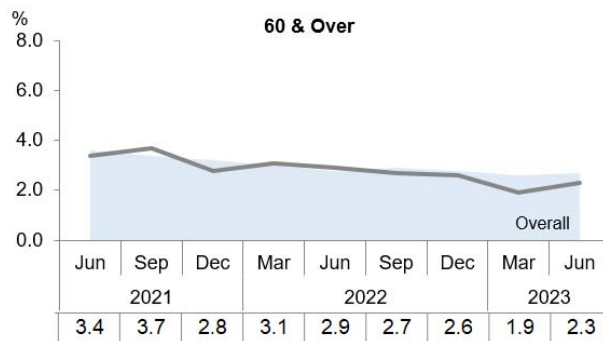
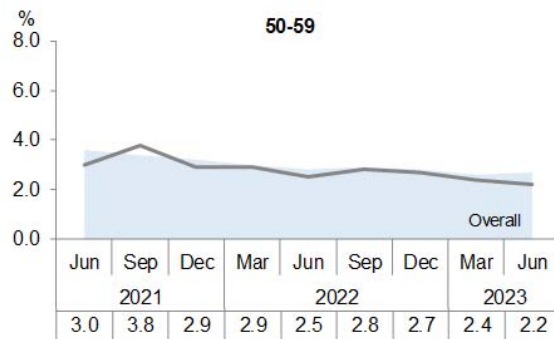
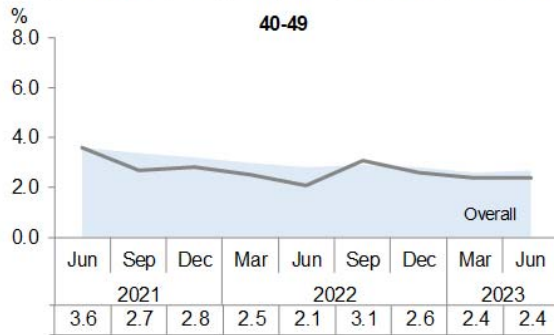
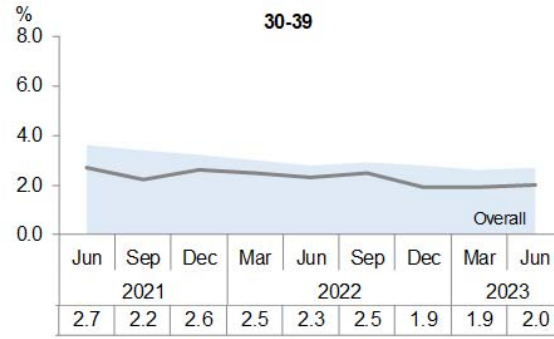
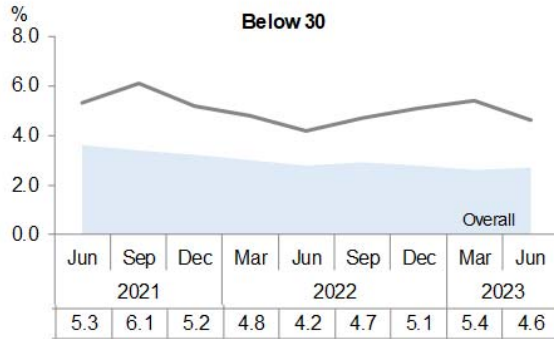
⁹ To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month-on-month fluctuations to enable a more meaningful analysis of the groups who need help.

¹⁰ These were periods just before the Asian Financial Crisis and the Global Financial Crisis. Resident unemployment rates were around 2.5%, before peaking near the 5%-mark during both crises.

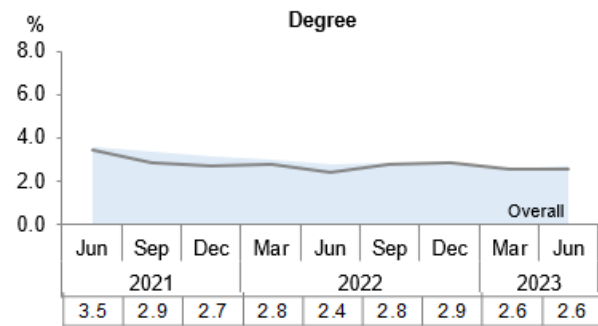
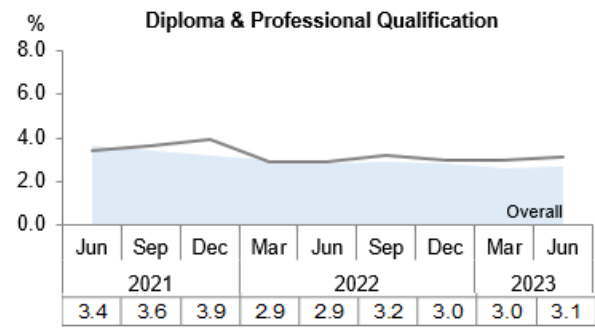
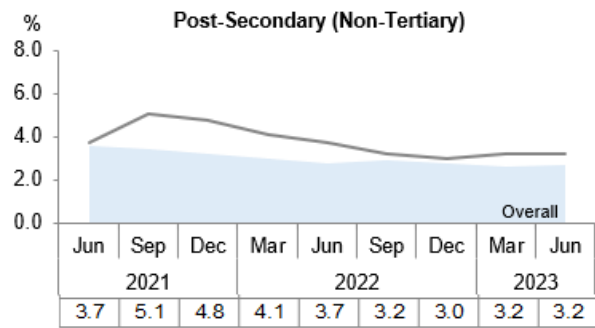
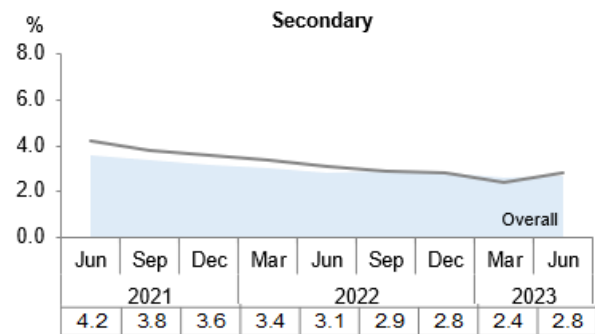
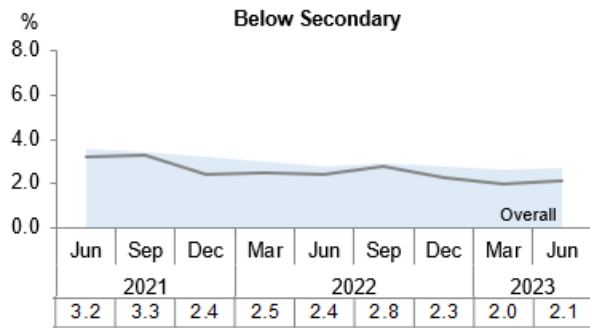
¹¹ During the economic slowdown in 2015 to 2016, resident unemployment rate trended up over eight quarters from the trough at 2.5% in March 2015 to peak at 3.3% in March 2017.

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

By Age



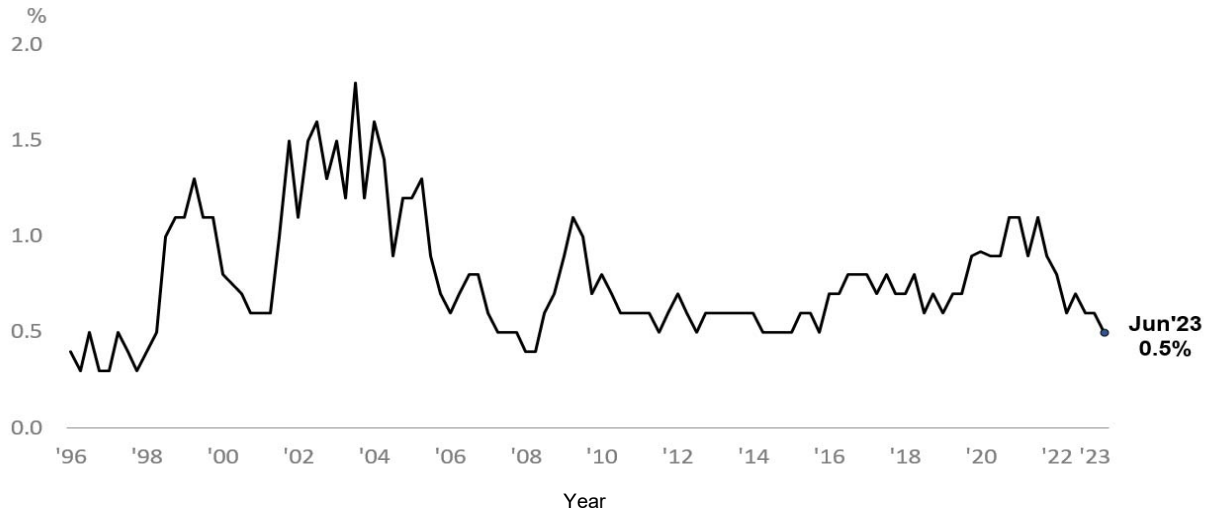
By Education



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

The resident long-term unemployment rate (LTUR) remained low at 0.5% in June 2023 [Chart 4]. It has stayed sustainably low around the 0.5% to 0.7% range since Aug 2022.

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



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

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

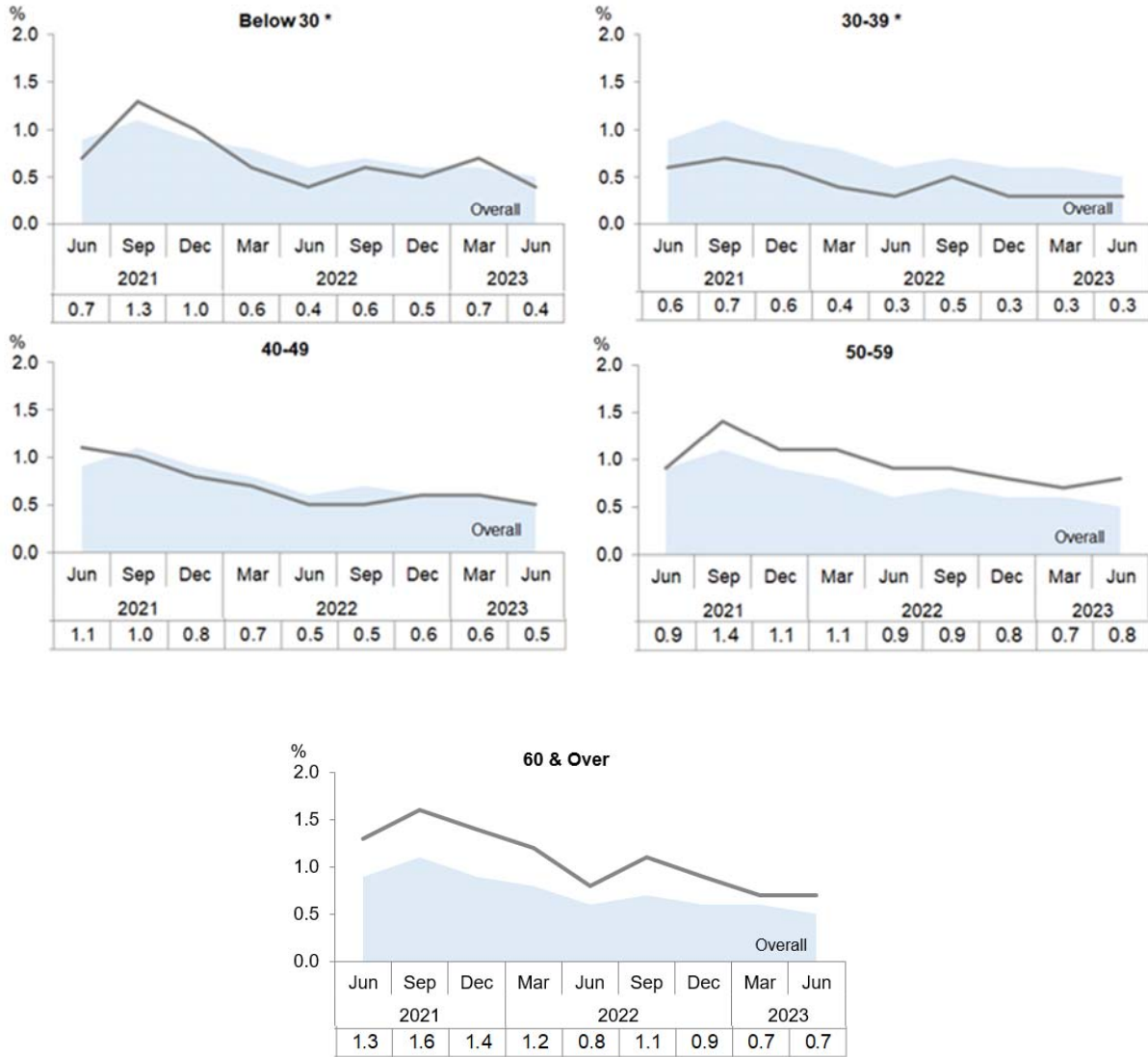
The resident LTUR in June 2023 for all age and education groups remained low and stayed similar to the levels in March 2023. These included residents aged below 30, which saw an improvement from 0.7% in March 2023 to 0.4% in June 2023, last seen one year ago [Chart 5].

Compared to their younger counterparts, older workers aged 50 and above remain more likely to be long-term unemployed. The LTUR for residents aged 50 to 59 increased to 0.8% in June 2023, and for those aged 60 and above, it stayed at 0.7%. At present, these were still lower than pre-pandemic levels.¹²

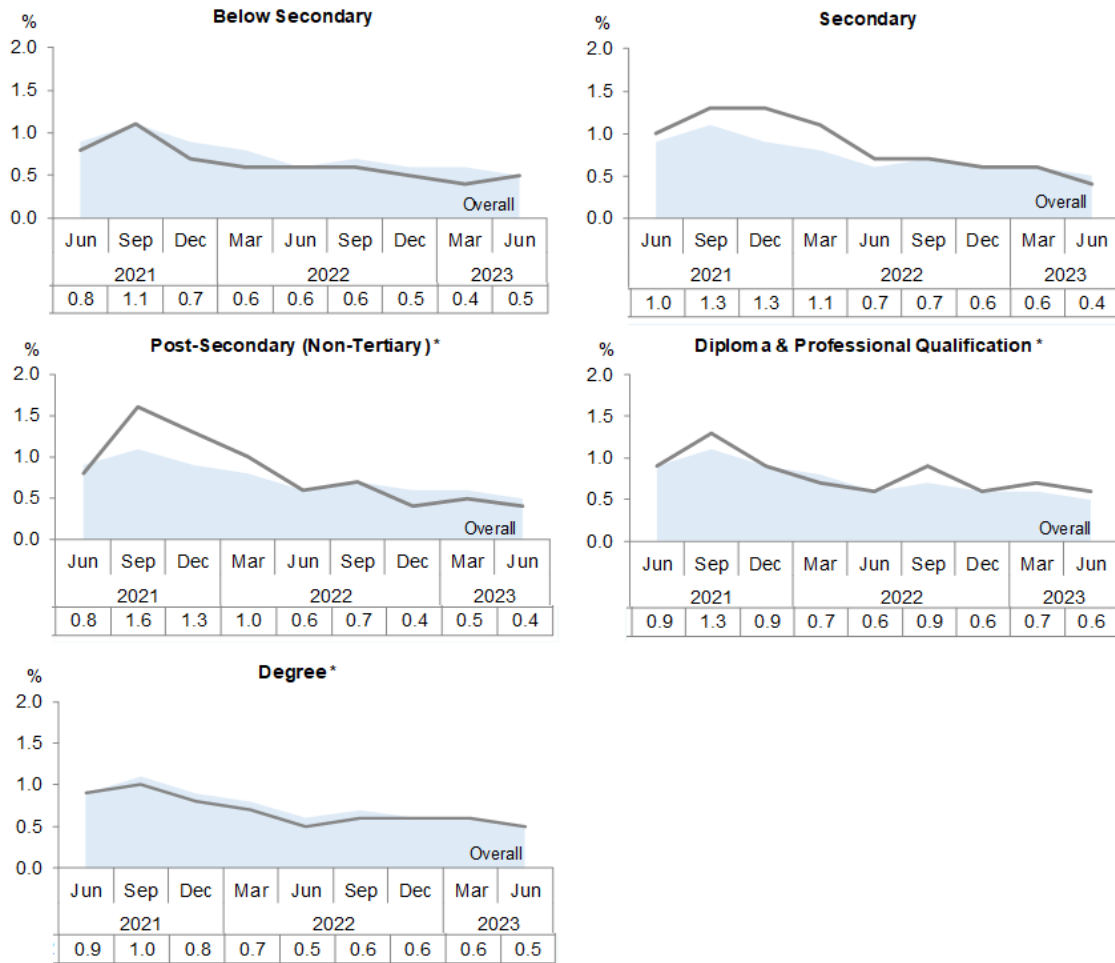
¹² The pre-pandemic long-term unemployment rate was 1.0% for those aged 50-59 and 0.8% for those aged 60 and above.

Chart 5: 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:

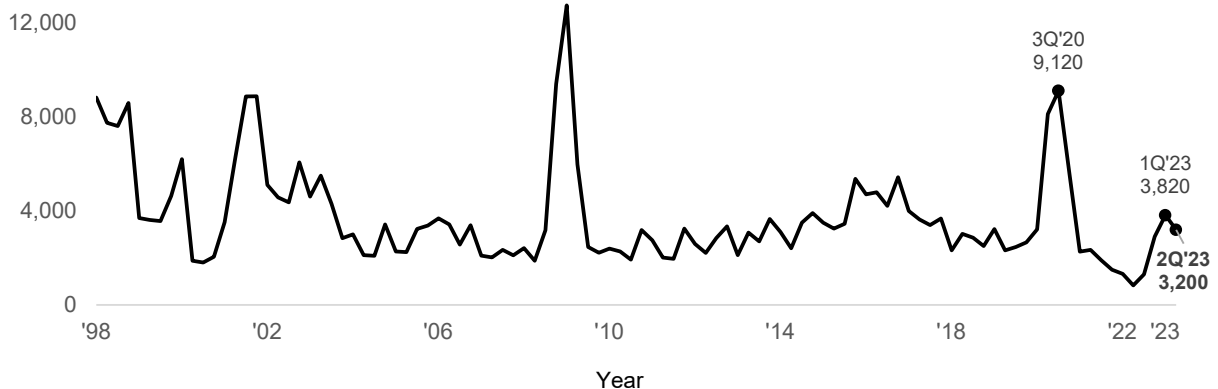
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.

Retrenchment

After rising for three quarters, retrenchments declined from 3,820 in 1Q 2023 to 3,200 in 2Q 2023 [Chart 6]. Retrenchments may fluctuate from quarter to quarter as they tend to be lumpy. Reorganisation or restructuring (69.9%) remained the main reason for retrenchments. A smaller percentage of retrenchments were due to concerns of high costs (16.9%), likely from inflationary pressures. Some (14.1%) were worried about an impending recession.

Retrenchments in 2Q 2023 were driven by *Information & Communications (I&C)* (860), where more of the retrenchments were due to reorganisation or restructuring than concerns of recession.¹³ Overall, firms in *I&C* are still looking to hire, with 6,700 openings in June 2023. *Electronics Manufacturing* – which saw the highest retrenchments in 1Q 2023 (1,190) – retrenched fewer employees in 2Q 2023 (200).

Chart 6: Retrenchments



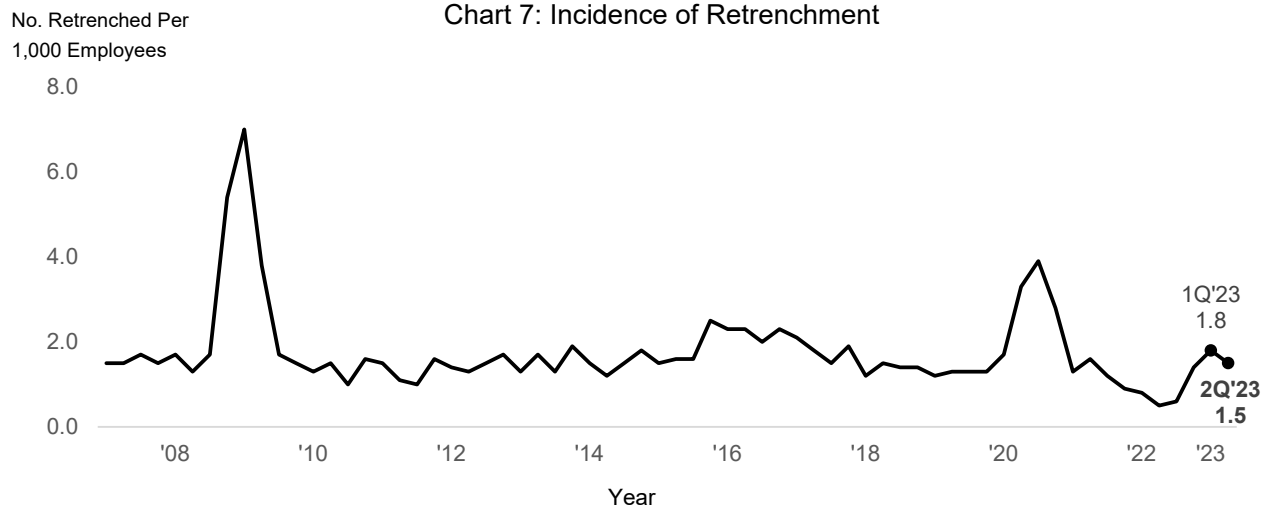
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

¹³ The *Information & Communications* sector was still expanding in 2Q 2023. Based on the Economic Survey of Singapore 2Q 2023, the sector grew by 5.0% y-o-y in 2Q 2023, although the growth has eased from 6.5% in 1Q 2023.

Reflecting the decline in the number of retrenchments in 2Q 2023, the incidence of retrenchment dipped from 1.8 in 1Q 2023 to 1.5 in 2Q 2023 [Chart 7]. This was last seen in 1Q 2020.



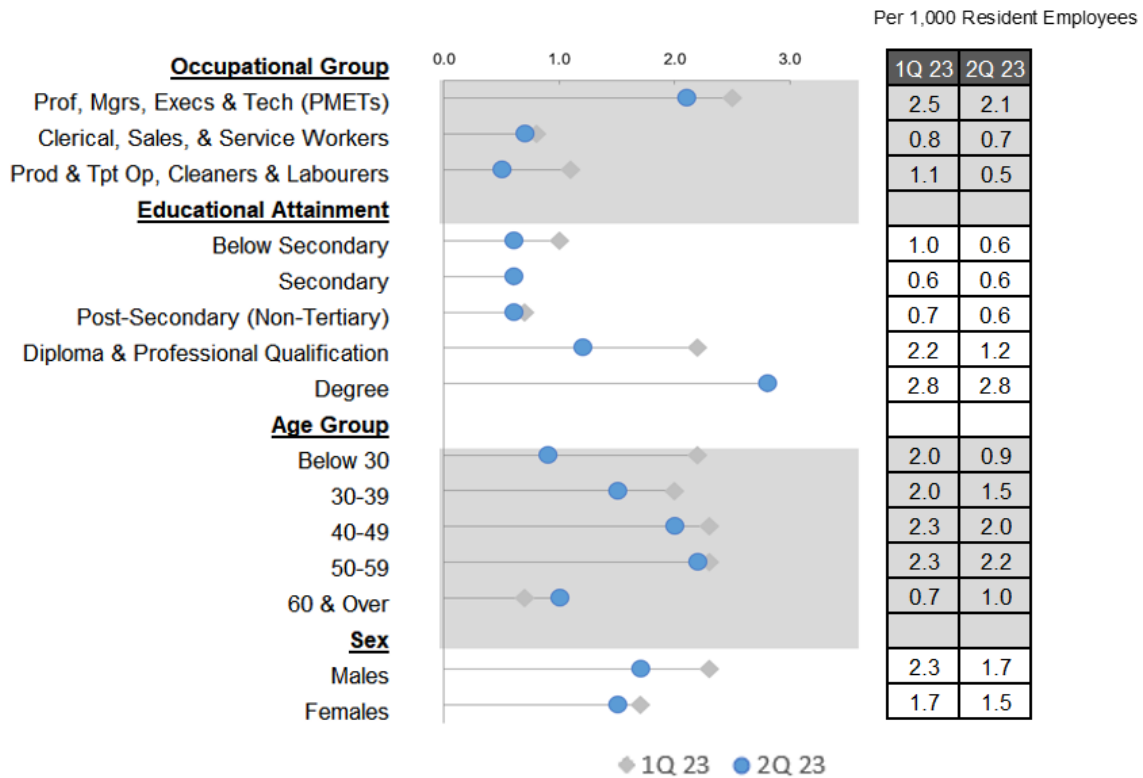
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

The incidence of retrenchment among residents either fell or remained unchanged in 2Q 2023 across all occupation and education groups. In particular, the incidence has declined significantly among PMETs, from 2.5 retrenched per 1,000 resident employees in 1Q 2023 to 2.1 retrenched per 1,000 resident employees in 2Q 2023. Reflecting the profile of workers in industries driving retrenchments (e.g., I&C), PMETs as well as degree holders remained more likely to be retrenched in 2Q 2023 [Chart 8].

Across most age groups, the incidence of retrenchment has also declined except for residents aged 60 and over who saw their incidence of retrenchment increased from 0.7 retrenched per 1,000 resident employees in 1Q 2023 to 1.0 retrenched per 1,000 resident employees in 2Q 2023.

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



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

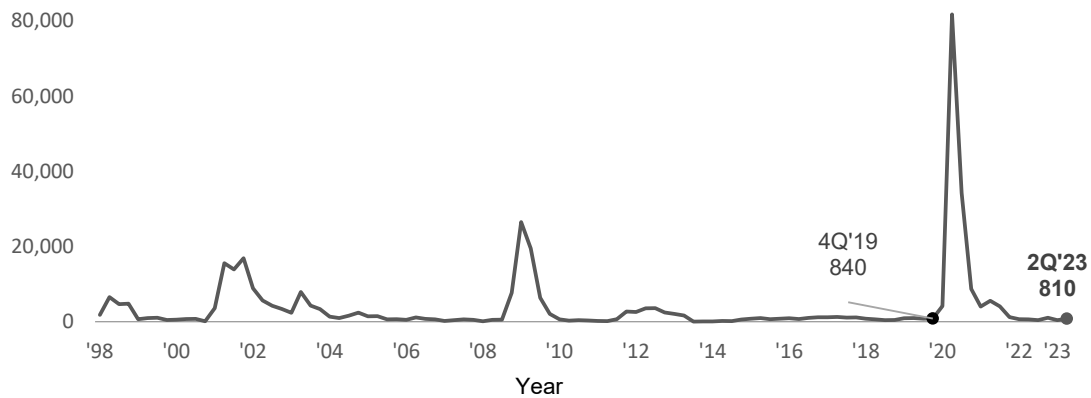
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.

Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoff increased to 810 in 2Q 2023. However, this remains below the pre-pandemic level of 840 in 4Q 2019 [Chart 9].

Like most quarters, most of the affected employees were on short work-week arrangements (730 or 89.1%). Workers placed on short work-week came mainly from *Wholesale and Retail Trade* (310). These sectors, as well as *Manufacturing (Transport Equipment Manufacturing: 40)*, also contributed to more temporary layoffs.

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



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

Notes:

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

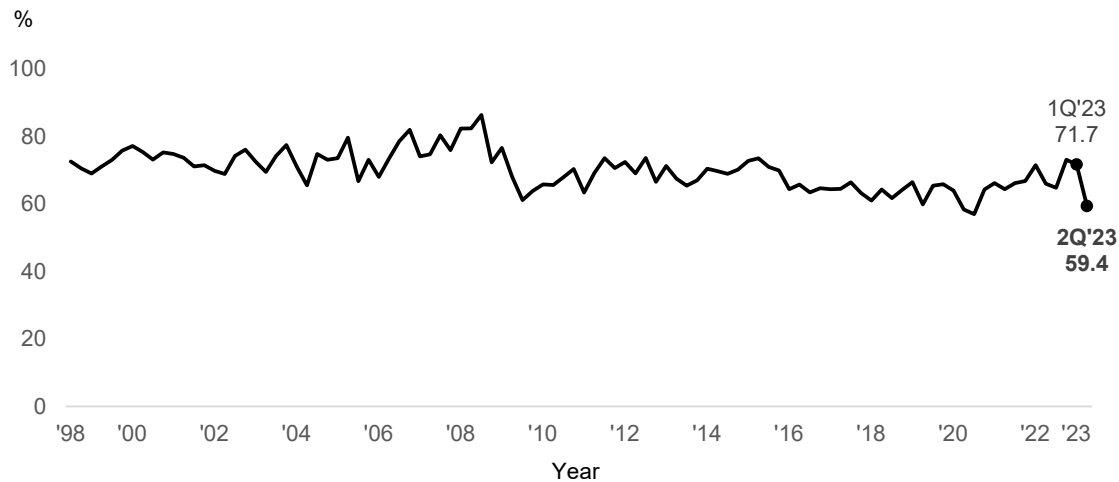
Re-entry Into Employment

As of 2Q 2023, the majority (59.4%) of the retrenched residents were able to find employment within six months after retrenchment. However, this was a steep drop from 71.7% in 1Q 2023 [Chart 10].

The decline in re-entry rate was led by younger workers aged below 30 (from 83.9% to 76.3%), who could be taking breaks from job search after retrenchment [Chart 11]. There were no signs of heightened difficulties with job search for this age group as their long-term unemployment rate stayed low (Jun'23: 0.4%).

The re-entry rate also remains healthy for those from *Information & Communications* (69.2%), who formed a sizeable group of those retrenched. Furthermore, more than 6 in 10 workers retrenched from *Information & Communications* were able to find jobs 6 months post retrenchment, in growth sectors including *Information & Communications*, *Financial & Insurance* and *Professional Services*.

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



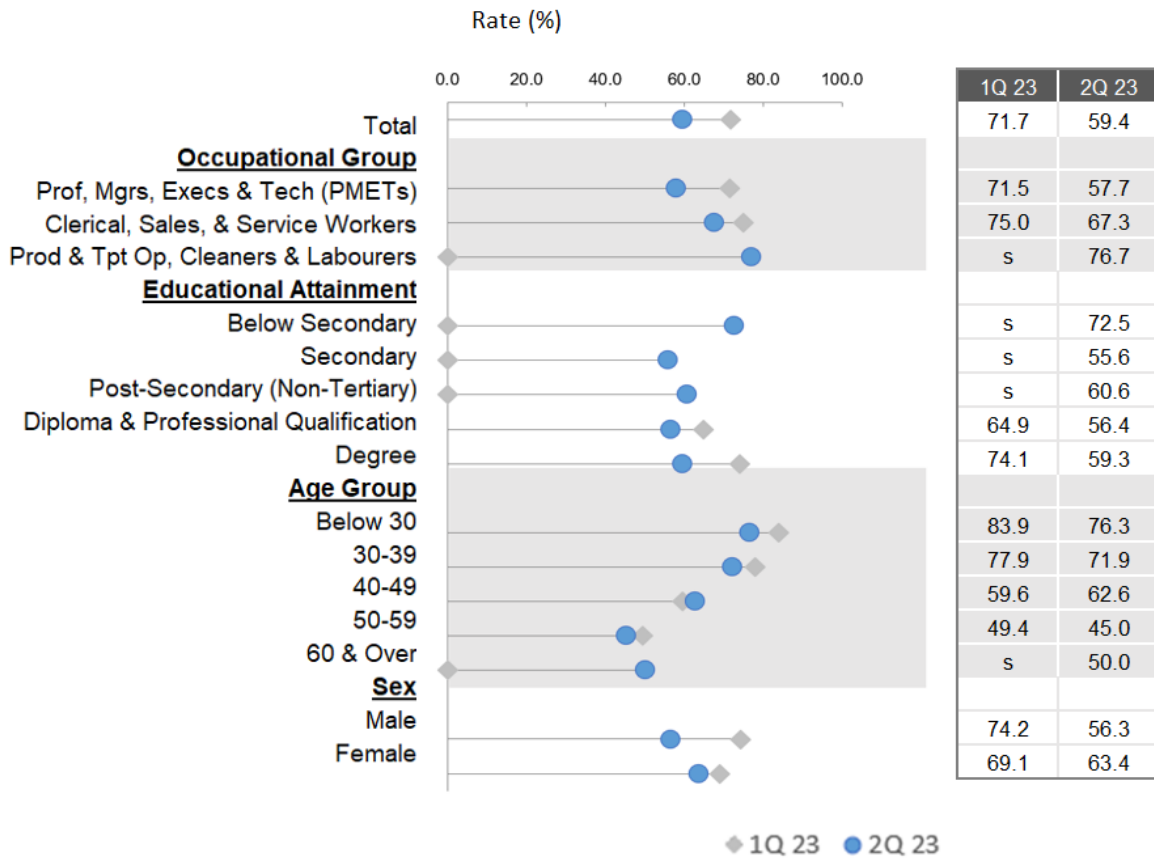
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for 2Q 2023 refers to residents retrenched in 4Q 2022.
- (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.

In line with the decrease in the overall rate of re-entry, the rates of re-entry declined across most occupational, age and educational groups, except for mature workers aged 40 to 49 who saw a slight increase in the rate of re-entry (1Q 2023: 59.6%; 2Q 2023: 62.6%) [Chart 11].

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



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

Notes:

- (1) Data refer to re-entry rates in 1Q 2023/2Q 2023 for residents retrenched in 3Q/4Q 2022 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.
- (2) 's' - Data suppressed due to small number of observations.

Job Vacancy

Labour demand has cooled. The number of job vacancies, although still high, continued to trend down. The number of job vacancies fell to 87,900 in June 2023, declining for the fifth consecutive quarter from the peak of 126,000 [Chart 12].

Job vacancies in the growth sectors including *Professional Services*, *Information & Communications* and *Financial Services* made up more than one-fifth of the overall available job vacancies in June 2023. However, most sectors saw a step-down in job openings in June 2023 compared to a year ago, suggesting that labour demand will continue to cool in the coming quarters. The reductions were higher in *Retail Trade* (-50.9%), *Manufacturing* (-46.5%) and *Transportation & Storage* (-40.2%).

While overall job vacancies are likely to continue trending down, the moderation may be uneven across sectors. The recovery in tourism will bolster labour demand in *Accommodation & Food Services* and *Arts, Entertainment & Recreation*, but subdued external demand will weigh on hiring activities in external-oriented sectors such as *Manufacturing*, and *Wholesale Trade*.

Chart 12: Job Vacancy (Seasonally Adjusted)

In Thousands

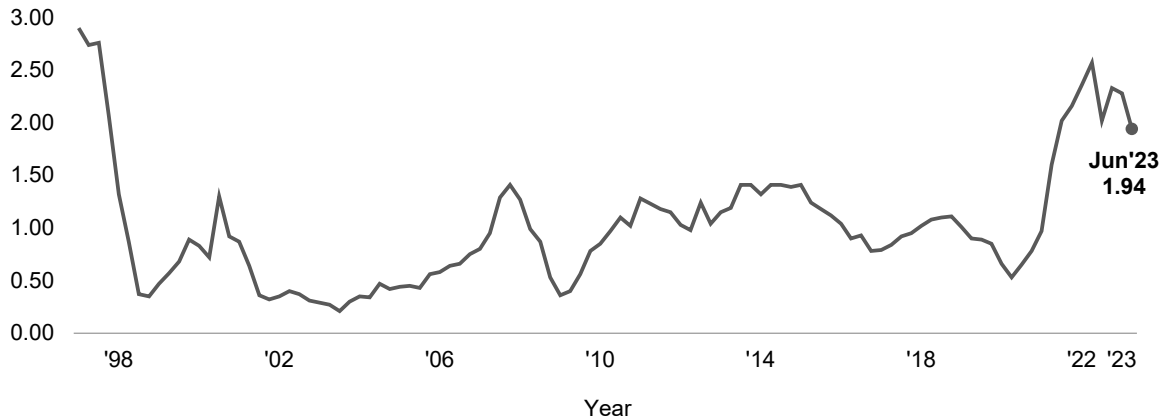


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Following the decline in number of job vacancies, the ratio of job vacancies to unemployed persons also dipped significantly for the second consecutive quarter to 1.94 [Chart 13]. This was last seen in June 2021.

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

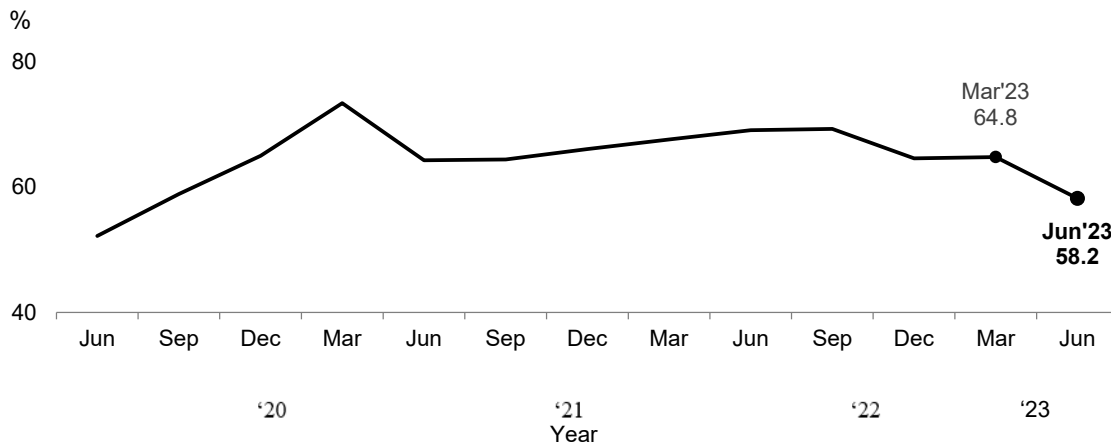


Source: Labour Market Survey and Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Forward-looking data shows that the hiring demand could continue to soften. Based on MOM's polls, 58.2% of firms in June 2023 have plans to hire in the next 3 months, down from 64.8% in March 2023 [Chart 14].

Chart 14: Proportion of Firms with Plans to Hire in the Next 3 Months



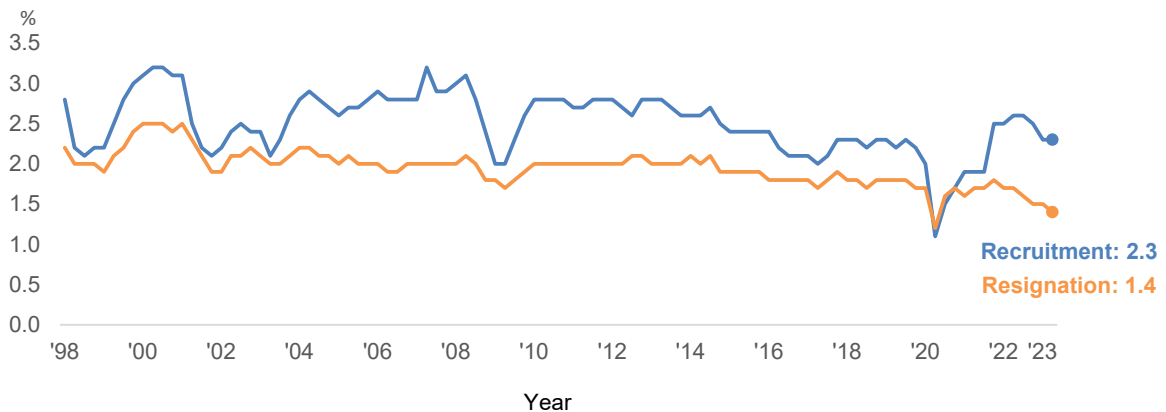
Source: Manpower Research & Statistics Department, MOM

Note: Data reflect proportion of companies who indicated yes or maybe to having plans to hire in the next three months.

Labour Turnover

Labour turnover stayed at around pre-pandemic levels. In 2Q 2023, the recruitment rate remained the same as 1Q 2023 at 2.3% while resignation rate dipped to 1.4% [Chart 15]. This suggests that employees are staying for a longer period of time in any particular job.

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



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

Notes:

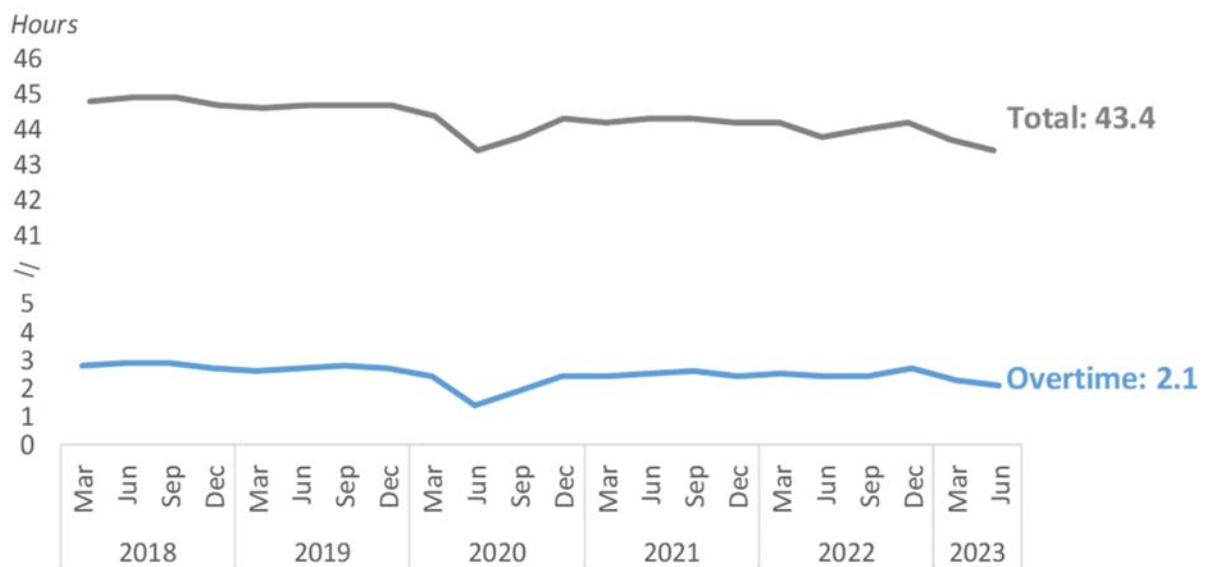
- (1) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) The average monthly resignation/recruitment rate is defined as the average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

In sectors where non-resident employment have yet to return to pre-pandemic levels in many sectors, recruitment rates have been higher than the average. These sectors include *Wholesale & Retail Trade* (4.1%), *Food & Beverage Services* (4.0%) and *Administrative & Support Services* (3.9%), as they ramp-up hiring.

Hours Worked

Both the average weekly total paid hours worked per employee (43.4 hours) and paid overtime hours worked per employee¹⁴ (2.1 hours) continued to decline in June 2023 [Chart 16]. It was down from the previous quarter (43.7 hours; 2.3 hours) and the same period a year ago (43.8 hours, 2.4 hours). Sectors with a larger year-on-year decline in paid hours worked in June 2023 were mainly *Manufacturing* industries¹⁵, which faced weak external demand.

Chart 16: Average Weekly Paid Hours Worked Per Employee



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

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

¹⁴ Average weekly paid hours worked/paid overtime hours per employee are based on the last month of each quarter.

¹⁵ The decline was larger in *Paper/ Rubber/ Plastic Products & Printing* (-2.2 hours), *Fabricated Metal Products, Machinery & Equipment* (-1.6 hours), as well as *Electronics* (-1.4 hours).

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2020	2021	2022	Per Cent	
				Jun	
				2022	2023 ^P
TOTAL	4.1	3.5	2.9	3.6	3.4
SEX					
Male	3.9	3.3	2.8	3.4	3.2
Female	4.4	3.8	3.0	3.8	3.7
AGE GROUP (YEARS)					
Below 30	7.5	5.7	4.7	6.7	6.6
30 - 39	3.0	2.6	2.3	3.1	2.6
40 & Over	3.7	3.3	2.7	3.1	2.9
40 - 49	3.4	3.2	2.5	2.8	3.2
50 & Over	3.9	3.4	2.8	3.2	2.8
50 - 59	3.9	3.5	2.7	3.2	2.8
60 & Over	3.7	3.4	2.9	3.3	2.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	4.1	3.1	2.5	3.2	2.9
Secondary	4.6	4.1	3.1	4.2	3.7
Post-Secondary (Non-Tertiary)	4.9	4.5	3.4	4.4	3.7
Diploma & Professional Qualification	4.7	3.9	3.0	3.8	3.9
Degree	3.5	3.2	2.8	3.2	3.2

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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2020	2021	2022	Jun	
				2022	2023 ^P
TOTAL	96.4	84.3	69.5	87.6	83.9
SEX					
Male	48.9	42.2	35.6	44.1	41.5
Female	47.5	42.1	33.9	43.4	42.4
AGE GROUP (YEARS)					
Below 30	27.9	22.1	16.3	23.4	25.2
30 - 39	16.4	15.6	13.5	17.4	14.9
40 & Over	52.0	46.6	39.6	46.7	43.9
40 - 49	19.7	17.6	15.0	17.1	18.2
50 & Over	32.4	29.0	24.7	29.6	25.7
50 - 59	18.3	15.5	13.2	16.1	14.3
60 & Over	14.1	13.4	11.5	13.6	11.4
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	14.3	10.1	8.1	9.8	8.5
Secondary	17.1	14.9	11.6	14.2	12.3
Post-Secondary (Non-Tertiary)	11.3	9.8	7.6	12.4	10.3
Diploma & Professional Qualification	21.5	18.6	14.7	18.8	19.6
Degree	32.2	30.9	27.6	32.3	33.1

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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	Per Cent				
	2020	2021	2022	Jun	
				2022	2023 ^p
TOTAL	1.0	1.0	0.7	0.6	0.5
SEX					
Male	1.0	1.0	0.7	0.6	0.6
Female	0.9	1.0	0.6	0.5	0.4
AGE GROUP (YEARS)					
Below 30	1.1	1.0	0.5	0.4	0.4
30 - 39	0.6	0.7	0.4	0.3	0.3
40 & Over	1.0	1.2	0.8	0.7	0.6
40 - 49	1.0	1.0	0.6	0.4	0.4
50 & Over	1.0	1.3	1.0	0.9	0.7
50 - 59	1.1	1.2	0.9	0.9	0.7
60 & Over	1.0	1.4	1.0	0.9	0.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.8	0.9	0.6	0.6	0.5
Secondary	1.0	1.2	0.8	0.7	0.4
Post-Secondary (Non-Tertiary)	0.9	1.3	0.7	0.6	0.4
Diploma & Professional Qualification	1.0	1.1	0.7	0.6	0.6
Degree	1.0	0.9	0.6	0.5	0.5

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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2020	2021	2022	Jun	
				2022	2023 ^P
TOTAL	22.3	24.2	15.6	13.9	12.5
SEX					
Male	12.6	12.9	8.8	8.0	7.9
Female	9.6	11.2	6.8	5.9	4.6
AGE GROUP (YEARS)					
Below 30	4.1	3.9	1.8	1.3	1.6
30 - 39	3.6	3.9	2.2	1.9	1.7
40 & Over	14.6	16.4	11.6	10.6	9.2
40 - 49	5.8	5.5	3.2	2.7	2.4
50 & Over	8.8	10.9	8.4	7.9	6.7
50 - 59	5.2	5.2	4.3	4.3	3.8
60 & Over	3.7	5.6	4.1	3.6	3.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.8	2.9	1.8	1.8	1.4
Secondary	3.7	4.5	2.9	2.5	1.3
Post-Secondary (Non-Tertiary)	2.0	2.7	1.4	1.5	1.1
Diploma & Professional Qualification	4.8	5.2	3.4	2.9	3.0
Degree	9.0	8.9	6.1	5.1	5.6

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 2020)	Total Employment Change								Total Employment Level in Jun 2023
	2020	2021	2022	2022			2023		
				2Q	3Q	4Q	1Q	2Q	
TOTAL	-181.0	40.2	250.1	71.1	83.4	48.1	38.6	26.8	3 959.0
C10-32 MANUFACTURING	-37.0	-1.7	33.8	12.4	11.9	2.2	3.2	0.8	489.5
C10-12 Food, Beverages & Tobacco	-2.7	1.2	6.0	2.3	1.7	1.5	1.5	0.5	60.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	-2.3	-1.0	0.2	0.4	-	-0.2	0.1	-	26.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.5	3.7	11.3	2.8	3.6	0.5	0.4	0.9	76.4
C25,28 Fabricated Metal Products, Machinery & Equipment	-7.1	0.4	3.3	1.4	1.4	-0.4	0.7	-0.6	94.0
C26 Electronic, Computer & Optical Products	-4.7	-2.8	5.3	2.8	2.3	0.1	-1.6	-1.5	82.0
C29-30 Transport Equipment	-11.5	-3.2	4.7	1.6	1.8	0.2	1.5	1.7	88.3
Other Manufacturing Industries	-4.3	-	3.1	1.2	1.1	0.3	0.5	-0.2	62.5
F41-43 CONSTRUCTION	-51.8	4.5	91.3	25.2	30.2	14.0	8.9	10.3	518.6
G-U SERVICES	-92.1	37.3	124.4	33.3	41.3	31.8	26.2	15.9	2 926.5
G46-47 WHOLESALE AND RETAIL TRADE	-22.7	-5.4	11.6	3.6	3.8	6.0	0.8	0.3	463.5
G46 Wholesale Trade	-13.1	-4.5	4.7	2.1	2.3	0.7	0.9	0.4	302.9
G47 Retail Trade	-9.6	-0.9	6.9	1.5	1.5	5.3	-0.1	-0.1	160.6
H49-53 TRANSPORTATION AND STORAGE	-8.8	2.3	9.8	4.6	2.7	1.7	1.7	1.3	268.8
H49,5221 Land Transport & Supporting Services	0.6	-1.7	-2.8	-0.8	-0.7	-	-	-0.3	104.7
H50,5222,5225 Water Transport & Supporting Services	-1.4	0.6	1.1	0.5	0.3	0.2	-	0.5	45.2
H51,5223 Air Transport & Supporting Services	-9.4	-1.5	5.8	2.5	1.7	1.0	1.0	0.8	32.7
Other Transportation & Storage Services	1.4	4.9	5.7	2.4	1.5	0.4	0.8	0.3	86.2
I55-56 ACCOMMODATION AND FOOD SERVICES	-24.9	-1.0	19.4	6.4	6.9	6.7	2.4	0.9	267.4
I55 Accommodation	-9.1	-1.7	4.8	1.3	2.7	0.8	0.4	0.3	31.4
I56 Food & Beverage Services	-15.7	0.7	14.7	5.1	4.2	5.9	2.0	0.5	236.0
J58-63 INFORMATION AND COMMUNICATIONS	2.7	14.1	14.1	5.0	4.5	0.5	0.3	-0.4	186.4
J58-61 Telecommunications, Broadcasting & Publishing	-0.4	1.9	1.4	0.7	0.5	-	-	-0.3	43.0
J62-63 IT & Other Information Services	3.2	12.2	12.7	4.3	4.0	0.5	0.3	-0.2	143.4
K64-66 FINANCIAL AND INSURANCE SERVICES	2.3	5.0	13.9	3.1	3.9	3.0	3.8	2.3	226.2
K64 & 66 (excl.662) Financial Services	1.1	4.3	12.9	2.9	3.7	2.7	3.4	1.9	182.0
K65 & 662 Insurance Services	1.3	0.7	1.0	0.2	0.3	0.3	0.4	0.3	44.2
L68 REAL ESTATE SERVICES	-6.3	-1.6	1.3	0.8	0.2	0.2	0.8	0.5	75.1
M69-75 PROFESSIONAL SERVICES	-2.2	7.7	13.7	3.9	5.4	1.7	2.6	1.6	283.0
M69-70 Legal, Accounting & Management Services	0.3	4.0	8.8	1.9	3.8	1.3	1.9	1.0	153.9
M71 Architectural & Engineering Services	-1.2	0.8	1.8	0.7	0.6	0.4	0.3	0.3	65.1
Other Professional Services	-1.3	2.9	3.1	1.4	0.9	-	0.3	0.3	64.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-14.6	4.4	-3.5	-2.8	-0.1	0.5	0.2	1.1	241.4
N80 Security & Investigation	-0.8	-0.7	-1.2	-	-	-0.2	0.3	0.2	47.9
N81 Cleaning & Landscaping	-4.4	-0.7	2.4	0.9	0.8	0.3	0.6	0.1	80.9
Other Administrative & Support Services	-9.4	5.7	-4.7	-3.6	-1.0	0.4	-0.8	0.8	112.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-17.7	11.9	44.0	8.7	13.9	11.5	13.8	8.4	914.5
O84,P85 Public Administration & Education	8.2	1.4	1.2	-0.4	-1.0	1.5	2.4	0.5	266.6
Q86-88 Health & Social Services	5.2	10.5	4.7	-0.2	0.8	2.1	2.3	2.7	198.5
R90-93 Arts, Entertainment & Recreation	-13.7	-1.9	9.2	2.1	4.0	2.8	1.4	1.4	52.6
S,T,U Other Community, Social & Personal Services	-17.3	1.9	28.9	7.2	10.1	5.2	7.6	3.8	396.7
A,B,D,E OTHERS*	-0.1	0.1	0.5	0.2	-	0.2	0.2	-0.3	24.4

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 2023 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							
				2020	2021	2022	2022			2023	
							2Q	3Q	4Q	1Q	2Q
TOTAL				26 110	8 020	6 440	830	1 300	2 990	3 820	3 200
Industry (SSIC 2020)											
C10-32	MANUFACTURING			5 320	1 710	2 100	170	250	1 180	1 470	530
C10-12	Food, Beverages & Tobacco			330	110	30	10	10	-	10	80
C17,18,22	Paper / Rubber / Plastic Products & Printing			230	70	30	10	-	10	10	50
C19-21	Petroleum, Chemical & Pharmaceutical Products			160	500	220	90	10	60	20	60
C25,28	Fabricated Metal Products, Machinery & Equipment			1 410	150	560	30	90	200	170	110
C26	Electronic, Computer & Optical Products			790	690	870	10	30	670	1 190	200
C29-30	Transport Equipment			1 710	130	320	10	100	200	-	-
	Other Manufacturing Industries			700	70	80	10	10	50	60	20
F41-43	CONSTRUCTION			990	240	260	50	10	150	180	120
G-U	SERVICES			19 760	6 020	4 060	610	1 050	1 670	2 090	2 550
G46-47	WHOLESALE AND RETAIL TRADE			4 980	1 400	910	170	90	470	400	590
G46	Wholesale Trade			3 810	1 250	850	160	60	450	300	480
G47	Retail Trade			1 180	160	70	-	30	20	90	100
H49-53	TRANSPORTATION AND STORAGE			2 780	550	150	40	20	30	40	80
H49,5221	Land Transport & Supporting Services			120	50	10	-	-	-	10	10
H50,5222,5225	Water Transport & Supporting Services			250	140	60	10	10	10	10	30
H51,5223	Air Transport & Supporting Services			2 000	220	10	-	-	-	-	-
	Other Transportation & Storage Services			410	140	70	30	10	10	20	50
I55-56	ACCOMMODATION AND FOOD SERVICES			1 700	180	40	10	30	-	10	10
I55	Accommodation			710	40	20	-	20	-	-	-
I56	Food & Beverage Services			990	130	20	10	-	-	10	10
J58-63	INFORMATION AND COMMUNICATIONS			1 430	1 040	1 200	110	520	370	560	860
J58-61	Telecommunications, Broadcasting & Publishing			570	380	410	60	170	120	110	250
J62-63	IT & Other Information Services			860	670	790	50	350	250	450	610
K64-66	FINANCIAL AND INSURANCE SERVICES			2 140	1 330	700	120	200	270	570	310
K64 & 66 (excl.662)	Financial Services			1 910	1 250	670	110	200	260	540	280
K65 & 662	Insurance Services			230	70	30	10	-	10	30	30
L68	REAL ESTATE SERVICES			140	100	30	10	10	10	20	20
M69-75	PROFESSIONAL SERVICES			2 310	920	490	90	100	210	380	420
M69-70	Legal, Accounting & Management Services			1 200	660	270	40	80	110	290	240
M71	Architectural & Engineering Services			780	160	100	30	10	50	10	90
	Other Professional Services			330	100	120	20	10	50	70	90
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			1 600	340	230	30	70	100	30	170
N80	Security & Investigation			10	10	10	10	-	-	-	-
N81	Cleaning & Landscaping			280	20	30	-	30	-	-	-
	Other Administrative & Support Services			1 320	310	190	20	40	100	30	170
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			2 690	170	310	30	20	210	110	100
O84,P85	Public Administration & Education			230	60	50	-	10	40	20	10
Q86-88	Health & Social Services			40	10	90	10	-	80	30	30
R90-93	Arts, Entertainment & Recreation			2 210	70	60	10	10	30	-	10
S,T,U	Other Community, Social & Personal Services			210	40	110	20	10	60	60	40
A,B,D,E	OTHERS*			40	50	30	-	-	-	80	-
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			12 750	5 870	4 520	640	1 070	2 000	3 010	2 530
	Clerical, Sales & Service Workers			8 140	1 220	540	90	70	240	300	310
	Production & Transport Operators, Cleaners & Labourers			5 220	940	1 390	90	170	750	510	370

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 2023
Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down- turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Laboure- rs
TOTAL	450	440	540	2 240	280	120	120	3 200	2 530	310	370
C10-32 MANUFACTURING	90	60	110	300	190	-	20	530	320	40	180
C10-12 Food, Beverages & Tobacco	-	-	80	10	80	-	-	80	10	-	70
C17,18,22 Paper / Rubber / Plastic Products & Printing	50	-	-	-	-	-	-	50	10	20	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	10	-	60	-	-	-	60	50	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	30	20	30	50	10	-	-	110	80	-	40
C26 Electronic, Computer & Optical Products	10	20	-	180	90	-	10	200	150	10	30
C29-30 Transport Equipment	-	-	-	-	-	-	-	-	-	-	-
Other Manufacturing Industries	-	10	-	10	-	-	-	20	20	-	-
F41-43 CONSTRUCTION	30	30	10	40	10	30	-	120	50	-	70
G-U SERVICES	340	350	420	1 890	80	90	100	2 550	2 160	270	130
G46-47 WHOLESALE AND RETAIL TRADE	250	50	220	480	20	10	40	590	480	80	20
G46 Wholesale Trade	230	40	210	400	-	10	40	480	440	20	20
G47 Retail Trade	20	-	10	80	10	-	-	100	40	60	-
H49-53 TRANSPORTATION AND STORAGE	-	20	-	70	-	-	-	80	60	10	10
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	10	10	-	-
H50,5222,5225 Water Transport & Supporting Services	-	-	-	30	-	-	-	30	30	-	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	-	20	-	40	-	-	-	50	30	10	10
I55-56 ACCOMMODATION AND FOOD SERVICES	-	10	-	-	-	-	-	10	-	10	-
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	10	-	-	-	-	-	10	-	10	-
J58-63 INFORMATION AND COMMUNICATIONS	30	70	80	710	40	30	20	860	840	10	10
J58-61 Telecommunications, Broadcasting & Publishing	-	10	10	210	10	-	10	250	240	-	-
J62-63 IT & Other Information Services	30	60	70	490	30	30	-	610	600	10	10
K64-66 FINANCIAL AND INSURANCE SERVICES	10	10	-	280	10	-	10	310	290	20	-
K64 & 66 (excl.662) Financial Services	10	10	-	260	10	-	10	280	270	10	-
K65 & 662 Insurance Services	-	-	-	20	-	-	10	30	20	10	-
L68 REAL ESTATE SERVICES	-	-	-	20	-	-	-	20	20	-	-
M69-75 PROFESSIONAL SERVICES	50	30	60	280	10	50	20	420	380	10	30
M69-70 Legal, Accounting & Management Services	-	10	40	220	-	-	20	240	240	-	-
M71 Architectural & Engineering Services	40	10	10	10	-	30	-	90	60	-	30
Other Professional Services	10	20	20	50	10	10	-	90	80	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-	140	-	20	10	-	-	170	40	120	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	-	140	-	20	10	-	-	170	40	120	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	20	50	30	-	-	10	100	50	-	40
O84,P85 Public Administration & Education	-	10	-	-	-	-	-	10	10	-	-
Q86-88 Health & Social Services	-	10	20	10	-	-	10	30	30	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	10	-	-	-	10	10	-	10
S,T,U Other Community, Social & Personal Services	-	-	40	-	-	-	-	40	10	-	40
A,B,D,E OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

	Number of Employees							
	2020	2021	2022	2022			2023	
				2Q	3Q	4Q	1Q	2Q
TOTAL	22 540	7 480	5 560	780	1 090	2 430	3 600	3 000
Industry (SSIC 2020)								
C10-32 MANUFACTURING	5 000	1 640	1 500	160	80	770	1 410	480
C10-12 Food, Beverages & Tobacco	310	100	30	10	-	-	10	40
C17,18,22 Paper / Rubber / Plastic Products & Printing	230	70	30	10	-	10	10	50
C19-21 Petroleum, Chemical & Pharmaceutical Products	150	450	200	90	10	40	20	60
C25,28 Fabricated Metal Products, Machinery & Equipment	1 190	140	450	30	20	170	160	110
C26 Electronic, Computer & Optical Products	790	680	630	10	30	440	1 150	200
C29-30 Transport Equipment	1 650	130	80	10	-	60	-	-
Other Manufacturing Industries	680	70	80	10	10	50	60	20
F41-43 CONSTRUCTION	750	210	110	30	10	40	170	100
G-U SERVICES	16 760	5 580	3 930	590	1 010	1 630	1 950	2 430
G46-47 WHOLESALE AND RETAIL TRADE	4 790	1 390	890	160	80	470	380	550
G46 Wholesale Trade	3 680	1 230	830	160	60	440	290	450
G47 Retail Trade	1 120	150	60	-	30	20	90	100
H49-53 TRANSPORTATION AND STORAGE	1 400	500	150	40	20	30	30	80
H49,5221 Land Transport & Supporting Services	120	20	10	-	-	-	10	10
H50,5222,5225 Water Transport & Supporting Services	240	130	60	10	10	10	10	30
H51,5223 Air Transport & Supporting Services	650	220	10	-	-	-	-	-
Other Transportation & Storage Services	390	130	70	30	10	10	20	50
I55-56 ACCOMMODATION AND FOOD SERVICES	1 580	140	20	10	-	-	-	10
I55 Accommodation	710	40	-	-	-	-	-	-
I56 Food & Beverage Services	870	100	10	10	-	-	-	10
J58-63 INFORMATION AND COMMUNICATIONS	1 390	950	1 190	110	510	370	470	840
J58-61 Telecommunications, Broadcasting & Publishing	570	360	400	60	170	120	110	250
J62-63 IT & Other Information Services	820	580	780	50	340	250	360	600
K64-66 FINANCIAL AND INSURANCE SERVICES	2 050	1 320	690	120	200	260	560	310
K64 & 66 (excl.662) Financial Services	1 830	1 250	660	110	200	250	530	280
K65 & 662 Insurance Services	220	70	30	10	-	10	30	30
L68 REAL ESTATE SERVICES	140	100	30	10	10	10	20	20
M69-75 PROFESSIONAL SERVICES	1 980	880	470	90	90	200	370	340
M69-70 Legal, Accounting & Management Services	1 150	650	270	40	80	110	290	240
M71 Architectural & Engineering Services	510	140	90	30	10	40	10	20
Other Professional Services	330	90	120	20	10	50	70	80
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	1 100	140	220	30	70	100	30	170
N80 Security & Investigation	-	10	10	10	-	-	-	-
N81 Cleaning & Landscaping	240	20	30	-	30	-	-	-
Other Administrative & Support Services	860	120	180	20	40	100	30	170
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	2 310	160	290	30	20	200	100	100
O84,P85 Public Administration & Education	200	50	50	-	10	40	20	10
Q86-88 Health & Social Services	30	10	80	-	-	70	20	30
R90-93 Arts, Entertainment & Recreation	1 930	70	50	10	10	30	-	10
S,T,U Other Community, Social & Personal Services	150	30	110	20	-	60	60	40
A,B,D,E OTHERS*	30	50	30	-	-	-	80	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	11 600	5 650	4 290	630	980	1 910	2 870	2 460
Clerical, Sales & Service Workers	6 450	960	460	90	50	200	280	300
Production & Transport Operators, Cleaners & Labourers	4 480	870	810	70	70	330	450	250

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							
	2020	2021	2022	2022			2023	
				2Q	3Q	4Q	1Q	2Q
TOTAL	3 580	540	880	40	210	560	220	200
Industry (SSIC 2020)								
C10-32 MANUFACTURING	330	70	600	10	170	410	60	50
C10-12 Food, Beverages & Tobacco	20	-	-	-	-	-	-	40
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	50	20	-	-	10	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	210	10	110	-	70	30	20	10
C26 Electronic, Computer & Optical Products	-	-	230	-	-	230	40	-
C29-30 Transport Equipment	50	-	240	-	100	140	-	-
Other Manufacturing Industries	20	-	-	-	-	-	-	-
F41-43 CONSTRUCTION	240	40	150	20	-	110	20	30
G-U SERVICES	3 010	440	130	20	40	40	140	130
G46-47 WHOLESALE AND RETAIL TRADE	190	20	20	10	-	10	20	30
G46 Wholesale Trade	130	20	20	10	-	10	20	30
G47 Retail Trade	60	-	-	-	-	-	-	-
H49-53 TRANSPORTATION AND STORAGE	1 370	40	-	-	-	-	-	-
H49,5221 Land Transport & Supporting Services	-	30	-	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	-	10	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	1 350	-	-	-	-	-	-	-
Other Transportation & Storage Services	20	10	-	-	-	-	-	-
I55-56 ACCOMMODATION AND FOOD SERVICES	120	30	20	-	20	-	10	-
I55 Accommodation	10	-	20	-	20	-	-	-
I56 Food & Beverage Services	120	30	-	-	-	-	10	-
J58-63 INFORMATION AND COMMUNICATIONS	40	100	10	-	10	-	90	20
J58-61 Telecommunications, Broadcasting & Publishing	-	10	10	-	10	-	-	-
J62-63 IT & Other Information Services	40	80	10	-	-	-	90	20
K64-66 FINANCIAL AND INSURANCE SERVICES	80	-	10	-	-	10	10	-
K64 & 66 (excl.662) Financial Services	80	-	10	-	-	10	10	-
K65 & 662 Insurance Services	10	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	-	-	-	-	-	-	-	-
M69-75 PROFESSIONAL SERVICES	330	40	20	-	-	10	10	80
M69-70 Legal, Accounting & Management Services	60	-	-	-	-	-	-	-
M71 Architectural & Engineering Services	270	20	20	-	-	10	-	70
Other Professional Services	-	10	-	-	-	-	-	10
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	500	200	10	-	-	-	-	-
N80 Security & Investigation	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	40	-	-	-	-	-	-	-
Other Administrative & Support Services	460	200	10	-	-	-	-	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	370	10	30	-	-	20	10	-
O84,P85 Public Administration & Education	30	10	-	-	-	-	-	-
Q86-88 Health & Social Services	10	-	20	-	-	10	10	-
R90-93 Arts, Entertainment & Recreation	280	-	10	-	-	10	-	-
S,T,U Other Community, Social & Personal Services	60	-	-	-	-	-	-	-
A,B,D,E OTHERS*	10	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 150	210	230	20	90	90	140	70
Clerical, Sales & Service Workers	1 690	260	80	-	20	40	20	10
Production & Transport Operators, Cleaners & Labourers	740	70	580	20	100	430	60	120

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

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

- : nil or negligible

Notes :

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

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Characteristics	2020	2021	2022	Per 1,000 Resident Employees				
				2022			2023	
				2Q	3Q	4Q	1Q	2Q
SEX								
Male	10.9	5.5	3.6	0.5	0.7	1.5	2.3	1.7
Female	11.3	5.1	3.1	0.5	0.7	1.2	1.7	1.5
AGE GROUP (YEARS)								
Below 30	7.3	2.3	2.5	0.2	1.6	0.8	2.2	0.9
30 - 39	9.8	4.5	2.7	0.5	0.7	1.2	2.0	1.5
40 & Over	12.8	6.5	3.9	0.6	0.4	1.6	1.9	1.8
40 - 49	12.7	7.1	3.5	0.6	0.5	1.5	2.3	2.0
50 & Over	12.9	6.2	4.2	0.5	0.4	1.6	1.6	1.6
50 - 59	15.0	8.0	5.3	0.7	0.5	2.3	2.3	2.2
60 & Over	10.0	3.9	2.8	0.4	0.2	0.8	0.7	1.0
SECTOR								
Manufacturing	14.9	9.5	6.8	0.8	0.4	3.1	5.4	1.9
Construction	6.2	2.4	1.3	0.2	0.1	0.6	0.9	0.6
Services	10.9	4.9	3.0	0.5	0.8	1.1	1.5	1.6
Others*	1.9	2.6	1.5	0.2	0.1	0.1	5.3	0.1
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	14.1	5.1	3.7	0.5	0.2	0.8	1.0	0.6
Secondary	12.2	4.1	2.0	0.2	0.2	0.8	0.6	0.6
Post-Secondary (Non-Tertiary)	8.4	3.8	2.5	0.2	0.3	0.6	0.7	0.6
Diploma & Professional Qualification	11.2	5.1	2.6	0.4	0.4	1.0	2.2	1.2
Degree	10.5	6.1	4.3	0.7	1.2	1.9	2.8	2.8
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10.5	6.2	4.2	0.6	1.0	1.7	2.5	2.1
Clerical, Sales & Service Workers	14.0	4.1	1.5	0.3	0.2	0.6	0.8	0.7
Production & Transport Operators, Cleaners & Labourers	9.6	3.1	2.4	0.2	0.3	0.6	1.1	0.5

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

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

Notes :

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

4.1 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							
	2020	2021	2022	2022			2023	
				2Q	3Q	4Q	1Q	2Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	128 870	14 860	2 740	600	430	1 040	420	810
SECTOR								
Manufacturing	22 910	2 750	740	60	90	540	100	240
Construction	36 070	910	90	10	-	40	40	130
Services	69 380	11 130	1 900	530	340	460	290	440
Others*	500	70	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	38 250	5 350	820	220	130	230	130	290
Clerical, Sales & Service Workers	30 050	5 400	1 010	250	180	260	160	260
Production & Transport Operators, Cleaners & Labourers	60 560	4 110	910	140	120	550	130	270
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	72 690	12 770	2 550	590	370	1 010	340	730
SECTOR								
Manufacturing	13 340	2 710	680	60	50	530	70	190
Construction	9 290	810	70	10	-	30	20	130
Services	49 820	9 180	1 810	510	320	460	240	400
Others*	250	70	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	32 280	5 050	760	220	120	210	110	280
Clerical, Sales & Service Workers	19 640	4 180	960	240	170	250	130	230
Production & Transport Operators, Cleaners & Labourers	20 770	3 550	840	130	80	540	100	220
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	56 180	2 090	180	20	60	30	80	90
SECTOR								
Manufacturing	9 570	50	70	-	50	10	20	40
Construction	26 790	90	20	-	-	10	10	10
Services	19 560	1 950	100	20	10	-	40	40
Others*	260	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 980	300	50	-	10	10	20	10
Clerical, Sales & Service Workers	10 410	1 220	60	10	-	10	20	20
Production & Transport Operators, Cleaners & Labourers	39 790	570	70	10	50	10	30	60

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2020	2021	2022	2022			2023	
				2Q	3Q	4Q	1Q	2Q
TOTAL	61.6	65.8	68.9	66.0	64.8	73.1	71.7	59.4
SEX								
Male	60.3	64.0	66.7	65.6	62.7	71.5	74.2	56.3
Female	62.9	67.7	71.2	66.6	67.5	74.7	69.1	63.4
AGE GROUP (YEARS)								
Below 30	77.3	80.0	84.5	83.3	s	95.2	83.9	76.3
30 - 39	72.2	75.4	80.6	77.9	85.6	86.8	77.9	71.9
40 & Over	56.2	60.3	64.1	60.9	60.7	65.7	53.7	52.4
40 - 49	63.0	68.1	75.4	76.7	71.4	74.9	59.6	62.6
50 & Over	51.1	54.4	56.8	49.8	56.4	58.2	48.6	46.1
50 - 59	54.2	56.0	60.8	51.8	61.7	59.4	49.4	45.0
60 & Over	44.6	50.6	47.0	45.3	46.6	55.4	s	50.0
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	64.4	64.4	71.1	71.4	64.0	73.5	s	72.5
Secondary	63.9	67.0	67.5	74.4	60.0	74.2	s	55.6
Post-Secondary (Non-Tertiary)	62.0	64.3	67.1	70.5	67.4	s	s	60.6
Diploma & Professional Qualification	63.6	69.6	71.1	72.1	67.1	74.2	64.9	56.4
Degree	60.2	64.6	67.5	66.8	62.4	72.1	74.1	59.3
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	59.3	64.4	66.8	63.3	62.7	71.9	71.5	57.7
Clerical, Sales & Service Workers	66.4	69.9	73.4	75.7	69.6	80.3	75.0	67.3
Production & Transport Operators, Cleaners & Labourers	64.3	65.9	74.0	72.2	68.0	s	s	76.7

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

Notes :

based on data from Administrative Records

- 1) Residents refer to Singapore Citizens and Permanent Residents.
- 2) Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment.
- 3) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment.
- 4) Data refer to the proportion of residents retrenched by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment six months after they were retrenched.
- 5) s: Data suppressed due to small number of observations.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

		In Thousands				
		2020	2021	2022	Jun	
					2022	2023
	TOTAL	48.4	94.7	115.0	127.0	89.4
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	5.5	12.8	13.5	15.9	8.5
C10-12	Food, Beverages & Tobacco	0.8	1.4	1.6	1.8	1.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.3	1.0	0.8	0.8	0.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.5	0.8	1.0	1.2	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment	1.0	3.4	4.0	4.7	1.7
C26	Electronic, Computer & Optical Products	1.6	2.8	2.6	3.6	1.1
C29-30	Transport Equipment	0.5	1.9	2.0	2.4	1.8
	Other Manufacturing Industries	0.9	1.6	1.3	1.4	1.1
F41-43	CONSTRUCTION	2.7	10.6	10.3	11.7	7.2
G-U	SERVICES	39.9	70.6	90.6	98.8	73.0
G46-47	WHOLESALE AND RETAIL TRADE	5.3	9.2	11.2	12.5	7.5
G46	Wholesale Trade	3.4	5.4	6.2	6.8	4.7
G47	Retail Trade	1.9	3.8	5.0	5.7	2.8
H49-53	TRANSPORTATION AND STORAGE	1.7	5.3	7.9	8.2	4.9
H49,5221	Land Transport & Supporting Services	0.4	1.2	1.6	1.5	1.3
H50,5222,5225	Water Transport & Supporting Services	0.4	1.1	1.4	1.4	0.5
H51,5223	Air Transport & Supporting Services	0.2	0.9	1.7	1.8	1.5
	Other Transportation & Storage Services	0.7	2.1	3.1	3.4	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES	4.1	7.0	9.9	11.3	8.8
I55	Accommodation	0.7	1.2	1.9	2.2	2.1
I56	Food & Beverage Services	3.4	5.8	8.1	9.1	6.7
J58-63	INFORMATION AND COMMUNICATIONS	4.6	8.6	10.3	12.1	6.7
J58-61	Telecommunications, Broadcasting & Publishing	0.6	1.5	1.9	2.3	1.0
J62-63	IT & Other Information Services	4.0	7.1	8.4	9.8	5.7
K64-66	FINANCIAL AND INSURANCE SERVICES	4.3	8.2	10.2	10.7	6.0
K64 & 66 (excl.662)	Financial Services	3.8	7.6	9.4	9.8	5.4
K65 & 662	Insurance Services	0.5	0.6	0.8	0.9	0.6
L68	REAL ESTATE SERVICES	1.1	1.5	2.1	2.2	2.1
M69-75	PROFESSIONAL SERVICES	3.2	7.2	9.1	10.3	7.4
M69-70	Legal, Accounting & Management Services	2.2	4.4	5.3	5.6	4.3
M71	Architectural & Engineering Services	0.7	2.0	2.6	3.2	1.9
	Other Professional Services	0.4	0.8	1.2	1.5	1.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.0	6.2	7.6	8.1	6.3
N80	Security & Investigation	1.4	1.7	2.0	2.1	1.4
N81	Cleaning & Landscaping	1.3	2.1	2.4	1.9	2.5
	Other Administrative & Support Services	1.2	2.4	3.2	4.2	2.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.6	17.5	22.3	23.4	23.2
O84,P85	Public Administration & Education	6.3	9.2	10.2	10.9	11.5
Q86-88	Health & Social Services	4.0	5.6	7.8	8.1	7.7
R90-93	Arts, Entertainment & Recreation	0.6	1.1	2.2	2.5	2.0
S,T,U	Other Community, Social & Personal Services	0.7	1.5	2.1	2.0	2.0
A,B,D,E	OTHERS*	0.3	0.7	0.7	0.6	0.7
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	28.2	51.4	63.7	70.6	51.5
	Clerical, Sales & Service Workers	9.7	17.1	24.3	26.2	20.7
	Production & Transport Operators, Cleaners & Labourers	10.4	26.3	27.0	30.1	17.3

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				
		2020	2021	2022	Jun	
					2022	2023
	TOTAL	2.3	4.7	5.1	5.6	3.9
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	1.7	4.2	4.1	4.7	2.4
C10-12	Food, Beverages & Tobacco	2.4	4.1	4.4	4.8	3.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.8	6.3	4.9	4.9	2.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.6	2.8	3.4	3.8	2.7
C25,28	Fabricated Metal Products, Machinery & Equipment	1.3	4.4	4.7	5.4	2.0
C26	Electronic, Computer & Optical Products	2.2	4.7	4.1	5.4	1.3
C29-30	Transport Equipment	0.7	3.4	3.3	4.0	2.8
	Other Manufacturing Industries	2.3	4.7	3.7	3.8	2.8
F41-43	CONSTRUCTION	1.0	4.3	3.5	4.0	2.3
G-U	SERVICES	2.7	4.9	5.6	6.0	4.6
G46-47	WHOLESALE AND RETAIL TRADE	2.3	4.2	4.7	5.3	2.8
G46	Wholesale Trade	2.1	3.6	3.9	4.2	3.0
G47	Retail Trade	2.7	5.5	6.4	7.4	2.5
H49-53	TRANSPORTATION AND STORAGE	1.2	3.8	5.0	5.3	3.6
H49,5221	Land Transport & Supporting Services	1.0	3.2	4.4	4.5	4.1
H50,5222,5225	Water Transport & Supporting Services	1.4	3.8	4.3	4.2	2.1
H51,5223	Air Transport & Supporting Services	0.7	3.1	5.4	5.8	4.6
	Other Transportation & Storage Services	1.4	4.7	5.6	6.0	3.5
I55-56	ACCOMMODATION AND FOOD SERVICES	2.9	5.6	6.6	7.5	5.3
I55	Accommodation	3.4	6.8	9.9	11.2	8.0
I56	Food & Beverage Services	2.8	5.4	6.1	7.0	4.7
J58-63	INFORMATION AND COMMUNICATIONS	4.9	9.0	8.7	10.2	5.9
J58-61	Telecommunications, Broadcasting & Publishing	2.2	5.5	5.9	7.0	3.5
J62-63	IT & Other Information Services	6.0	10.3	9.8	11.5	6.8
K64-66	FINANCIAL AND INSURANCE SERVICES	2.9	5.1	5.6	5.2	4.1
K64 & 66 (excl.662)	Financial Services	2.9	5.3	5.8	5.3	4.2
K65 & 662	Insurance Services	2.6	3.1	4.1	4.4	3.2
L68	REAL ESTATE SERVICES	2.4	3.9	5.0	5.3	5.3
M69-75	PROFESSIONAL SERVICES	2.3	5.0	5.4	6.0	4.2
M69-70	Legal, Accounting & Management Services	2.7	5.4	6.0	6.3	4.4
M71	Architectural & Engineering Services	1.5	4.5	4.8	5.7	3.5
	Other Professional Services	2.2	4.4	4.8	5.5	4.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	2.7	4.4	4.8	5.0	4.2
N80	Security & Investigation	3.9	4.9	5.4	5.4	3.8
N81	Cleaning & Landscaping	1.8	3.2	3.4	2.5	3.6
	Other Administrative & Support Services	3.0	5.8	6.5	8.2	5.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	3.2	4.7	5.6	5.9	6.0
O84,P85	Public Administration & Education	3.3	4.8	5.4	5.7	6.1
Q86-88	Health & Social Services	3.7	5.0	5.9	6.2	6.2
R90-93	Arts, Entertainment & Recreation	1.8	3.6	6.6	7.2	5.8
S,T,U	Other Community, Social & Personal Services	1.9	3.9	4.8	4.8	4.9
A,B,D,E	OTHERS*	1.6	3.4	3.2	2.9	3.3
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	2.6	4.7	5.3	5.7	4.2
	Clerical, Sales & Service Workers	2.5	4.7	6.0	6.5	4.8
	Production & Transport Operators, Cleaners & Labourers	1.8	4.7	4.2	4.7	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) 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 2023

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	89.4	3.9	51.5	4.2	20.7	4.8	17.3	2.7
C10-32 MANUFACTURING	8.5	2.4	4.2	2.5	1.2	3.5	3.2	2.0
C10-12 Food, Beverages & Tobacco	1.5	3.8	0.2	2.5	0.5	4.3	0.7	4.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	2.9	0.2	2.9	0.1	2.9	0.3	2.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.8	2.7	0.6	2.7	0.1	3.3	0.2	2.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.7	2.0	0.9	2.4	0.2	3.5	0.6	1.4
C26 Electronic, Computer & Optical Products	1.1	1.3	0.8	1.5	-	-	0.3	1.1
C29-30 Transport Equipment	1.8	2.8	1.0	3.8	0.2	4.0	0.6	1.8
Other Manufacturing Industries	1.1	2.8	0.5	3.2	0.1	2.4	0.5	2.6
F41-43 CONSTRUCTION	7.2	2.3	2.4	3.0	0.6	2.7	4.2	2.0
G-U SERVICES	73.0	4.6	44.5	4.6	18.8	5.1	9.7	3.8
G46-47 WHOLESALE AND RETAIL TRADE	7.5	2.8	3.6	2.4	2.8	3.7	1.1	2.9
G46 Wholesale Trade	4.7	3.0	2.9	2.8	1.1	4.0	0.8	2.7
G47 Retail Trade	2.8	2.5	0.7	1.4	1.7	3.5	0.3	3.3
H49-53 TRANSPORTATION AND STORAGE	4.9	3.6	1.0	2.3	1.7	4.9	2.2	4.0
H49,5221 Land Transport & Supporting Services	1.3	4.1	0.2	3.2	0.1	3.2	1.0	4.5
H50,5222,5225 Water Transport & Supporting Services	0.5	2.1	0.3	2.2	0.1	4.5	0.1	1.1
H51,5223 Air Transport & Supporting Services	1.5	4.6	0.2	2.3	1.1	5.7	0.1	3.2
Other Transportation & Storage Services	1.7	3.5	0.3	1.9	0.3	3.8	1.1	4.6
I55-56 ACCOMMODATION AND FOOD SERVICES	8.8	5.3	2.0	5.1	5.5	5.6	1.3	4.3
I55 Accommodation	2.1	8.0	0.5	5.1	1.1	10.1	0.5	9.5
I56 Food & Beverage Services	6.7	4.7	1.5	5.1	4.4	5.1	0.8	3.2
J58-63 INFORMATION AND COMMUNICATIONS	6.7	5.9	6.0	5.9	0.3	3.4	0.4	14.7
J58-61 Telecommunications, Broadcasting & Publishing	1.0	3.5	1.0	3.8	0.1	1.5	-	-
J62-63 IT & Other Information Services	5.7	6.8	5.0	6.5	0.2	5.3	0.4	16.7
K64-66 FINANCIAL AND INSURANCE SERVICES	6.0	4.1	5.6	4.1	0.4	4.9	-	-
K64 & 66 (excl.662) Financial Services	5.4	4.2	5.1	4.2	0.3	5.1	-	-
K65 & 662 Insurance Services	0.6	3.2	0.5	3.1	0.1	4.5	-	-
L68 REAL ESTATE SERVICES	2.1	5.3	1.2	4.9	0.5	5.9	0.5	5.9
M69-75 PROFESSIONAL SERVICES	7.4	4.2	6.0	4.4	0.9	5.0	0.5	1.9
M69-70 Legal, Accounting & Management Services	4.3	4.4	3.4	4.3	0.7	5.4	0.2	4.4
M71 Architectural & Engineering Services	1.9	3.5	1.5	4.6	0.2	4.0	0.3	1.4
Other Professional Services	1.2	4.6	1.1	4.9	0.1	4.5	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.3	4.2	1.2	4.7	2.3	4.6	2.8	3.7
N80 Security & Investigation	1.4	3.8	-	-	1.2	4.4	0.1	2.1
N81 Cleaning & Landscaping	2.5	3.6	0.1	1.9	0.2	3.7	2.2	3.8
Other Administrative & Support Services	2.4	5.4	1.1	6.1	0.9	5.4	0.5	4.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	23.2	6.0	17.7	6.0	4.5	6.6	0.9	4.3
O84,P85 Public Administration & Education	11.5	6.1	10.3	5.9	1.1	11.3	0.1	2.7
Q86-88 Health & Social Services	7.7	6.2	5.9	6.5	1.6	5.8	0.3	4.0
R90-93 Arts, Entertainment & Recreation	2.0	5.8	0.7	4.6	1.1	6.6	0.3	6.3
S,T,U Other Community, Social & Personal Services	2.0	4.9	1.0	5.2	0.8	4.9	0.3	4.1
A,B,D,E OTHERS*	0.7	3.3	0.4	3.7	-	-	0.2	3.0

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				
		2020	2021	2022	2Q	
					2022	2023
	TOTAL	1.6	2.1	2.6	2.8	2.5
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	1.1	1.8	2.3	2.6	1.7
C10-12	Food, Beverages & Tobacco	2.2	2.8	3.0	3.6	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.4	2.7	2.0	2.4	1.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.0	1.3	1.5	1.5	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.0	2.2	2.3	2.8	1.5
C26	Electronic, Computer & Optical Products	1.0	1.7	2.4	2.6	1.3
C29-30	Transport Equipment	0.6	1.0	2.0	2.4	1.6
	Other Manufacturing Industries	1.2	2.0	2.4	2.5	2.0
F41-43	CONSTRUCTION	1.0	1.5	3.0	3.4	2.2
G-U	SERVICES	1.8	2.2	2.6	2.8	2.7
G46-47	WHOLESALE AND RETAIL TRADE	1.8	2.2	2.6	2.8	4.1
G46	Wholesale Trade	1.5	1.8	2.1	2.3	1.8
G47	Retail Trade	2.6	3.0	3.8	3.9	7.6
H49-53	TRANSPORTATION AND STORAGE	1.1	1.7	2.4	2.8	2.0
H49,5221	Land Transport & Supporting Services	1.2	1.4	2.1	2.1	1.7
H50,5222,5225	Water Transport & Supporting Services	1.0	1.5	1.7	1.8	2.0
H51,5223	Air Transport & Supporting Services	0.4	1.1	2.8	3.8	2.3
	Other Transportation & Storage Services	1.5	2.5	2.8	3.2	2.1
I55-56	ACCOMMODATION AND FOOD SERVICES	3.2	3.4	3.9	4.2	3.9
I55	Accommodation	1.1	2.5	4.4	4.8	3.5
I56	Food & Beverage Services	3.6	3.6	3.9	4.1	4.0
J58-63	INFORMATION AND COMMUNICATIONS	2.1	2.8	3.1	3.3	2.2
J58-61	Telecommunications, Broadcasting & Publishing	1.4	2.0	2.2	2.3	1.3
J62-63	IT & Other Information Services	2.5	3.2	3.5	3.7	2.6
K64-66	FINANCIAL AND INSURANCE SERVICES	1.3	1.8	2.1	1.8	2.2
K64 & 66 (excl.662)	Financial Services	1.3	1.7	2.1	1.7	2.0
K65 & 662	Insurance Services	1.8	1.9	2.3	2.3	3.2
L68	REAL ESTATE SERVICES	1.8	2.3	2.5	2.9	2.4
M69-75	PROFESSIONAL SERVICES	1.6	2.3	2.5	2.7	2.2
M69-70	Legal, Accounting & Management Services	1.8	2.4	2.4	2.5	2.1
M71	Architectural & Engineering Services	1.2	2.1	2.8	3.4	2.6
	Other Professional Services	1.5	2.3	2.1	2.3	1.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.6	4.1	4.9	3.9
N80	Security & Investigation	3.8	3.7	3.9	4.2	4.1
N81	Cleaning & Landscaping	3.3	3.3	3.9	4.9	3.9
	Other Administrative & Support Services	2.8	4.1	4.7	5.3	3.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.4	1.6	1.8	1.6
O84,P85	Public Administration & Education	1.1	1.1	1.1	1.1	1.0
Q86-88	Health & Social Services	1.6	1.7	2.0	2.3	2.1
R90-93	Arts, Entertainment & Recreation	1.1	1.4	2.4	2.6	2.2
S,T,U	Other Community, Social & Personal Services	1.3	1.9	2.3	2.5	2.3
A,B,D,E	OTHERS*	1.1	1.6	1.7	1.6	1.2
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.3	1.7	2.0	2.1	2.1
	Clerical, Sales & Service Workers	2.4	2.9	3.5	3.7	3.4
	Production & Transport Operators, Cleaners & Labourers	1.6	2.2	3.2	3.7	2.5

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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				
				2Q				
				2022	2023			
				2020	2021	2022	2022	2023
TOTAL				1.5	1.7	1.7	1.8	1.5
Industry (SSIC 2020)								
C10-32	MANUFACTURING			1.2	1.5	1.5	1.6	1.3
C10-12	Food, Beverages & Tobacco			2.3	2.5	2.1	2.4	1.9
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.7	1.9	1.5	1.7	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products			0.7	1.1	1.1	1.2	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment			1.2	1.5	1.5	1.6	1.2
C26	Electronic, Computer & Optical Products			1.0	1.6	1.5	1.4	1.3
C29-30	Transport Equipment			1.1	1.2	1.2	1.4	1.1
	Other Manufacturing Industries			1.2	1.5	1.4	1.5	1.2
F41-43	CONSTRUCTION			1.4	1.3	1.3	1.3	1.4
G-U	SERVICES			1.6	1.8	1.8	1.9	1.6
G46-47	WHOLESALE AND RETAIL TRADE			1.7	1.8	1.8	2.0	1.5
G46	Wholesale Trade			1.4	1.4	1.4	1.7	1.2
G47	Retail Trade			2.3	2.5	2.4	2.6	1.8
H49-53	TRANSPORTATION AND STORAGE			1.1	1.4	1.5	1.7	1.3
H49,5221	Land Transport & Supporting Services			1.0	1.2	1.3	1.7	1.3
H50,5222,5225	Water Transport & Supporting Services			0.8	1.1	1.0	1.1	1.0
H51,5223	Air Transport & Supporting Services			0.8	1.1	1.3	1.4	1.0
	Other Transportation & Storage Services			1.5	2.0	2.0	2.3	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES			3.5	3.2	3.0	3.4	2.7
I55	Accommodation			2.1	3.0	3.3	3.7	2.5
I56	Food & Beverage Services			3.7	3.3	2.9	3.3	2.7
J58-63	INFORMATION AND COMMUNICATIONS			1.5	2.0	2.1	2.3	1.5
J58-61	Telecommunications, Broadcasting & Publishing			1.2	1.5	1.9	2.2	1.2
J62-63	IT & Other Information Services			1.7	2.3	2.2	2.4	1.6
K64-66	FINANCIAL AND INSURANCE SERVICES			0.9	1.3	1.4	1.3	1.1
K64 & 66 (excl.662)	Financial Services			0.8	1.3	1.4	1.2	1.1
K65 & 662	Insurance Services			1.2	1.6	1.8	1.8	1.5
L68	REAL ESTATE SERVICES			1.6	2.1	1.9	2.0	1.8
M69-75	PROFESSIONAL SERVICES			1.3	1.7	1.6	1.7	1.3
M69-70	Legal, Accounting & Management Services			1.4	1.8	1.7	1.8	1.2
M71	Architectural & Engineering Services			1.3	1.5	1.4	1.6	1.3
	Other Professional Services			1.1	1.7	1.5	1.7	1.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.1	3.1	3.1	3.3	3.0
N80	Security & Investigation			3.4	3.6	3.2	3.3	3.2
N81	Cleaning & Landscaping			3.4	3.1	3.2	3.1	3.3
	Other Administrative & Support Services			2.3	2.6	2.9	3.7	2.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			0.9	1.1	1.2	1.3	1.1
O84,P85	Public Administration & Education			0.6	0.8	0.8	0.9	0.7
Q86-88	Health & Social Services			1.0	1.2	1.4	1.5	1.3
R90-93	Arts, Entertainment & Recreation			1.5	1.5	1.5	1.8	1.8
S,T,U	Other Community, Social & Personal Services			1.6	1.6	1.6	1.6	1.9
A,B,D,E	OTHERS*			0.9	1.1	1.2	1.4	0.8
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.0	1.3	1.4	1.5	1.1
	Clerical, Sales & Service Workers			2.4	2.5	2.5	2.7	2.3
	Production & Transport Operators, Cleaners & Labourers			1.9	1.9	1.8	1.9	1.7

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

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

Notes :

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

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, SECOND QUARTER 2023

Per Cent

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.5	1.5	2.1	1.1	3.4	2.3	2.5	1.7
C10-32 MANUFACTURING	1.7	1.3	1.3	0.9	2.4	1.8	1.9	1.6
C10-12 Food, Beverages & Tobacco	2.8	1.9	1.6	1.1	3.3	2.5	3.1	1.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.6	1.3	1.1	2.1	1.2	2.2	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	0.9	1.2	0.8	2.2	1.2	1.9	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.2	1.2	0.9	2.0	1.8	1.7	1.4
C26 Electronic, Computer & Optical Products	1.3	1.3	1.1	1.0	1.0	1.1	1.6	2.0
C29-30 Transport Equipment	1.6	1.1	1.5	1.0	1.6	1.4	1.6	1.1
Other Manufacturing Industries	2.0	1.2	1.6	0.9	2.4	1.0	2.3	1.4
F41-43 CONSTRUCTION	2.2	1.4	1.8	1.4	2.0	1.5	2.4	1.4
G-U SERVICES	2.7	1.6	2.3	1.1	3.6	2.5	3.1	2.1
G46-47 WHOLESALE AND RETAIL TRADE	4.1	1.5	4.8	0.9	3.6	2.6	2.5	1.7
G46 Wholesale Trade	1.8	1.2	1.4	0.9	2.9	2.1	2.6	1.6
G47 Retail Trade	7.6	1.8	12.8	0.7	3.9	2.9	2.3	2.0
H49-53 TRANSPORTATION AND STORAGE	2.0	1.3	1.7	1.1	2.6	1.3	2.0	1.5
H49,5221 Land Transport & Supporting Services	1.7	1.3	1.7	1.2	2.5	2.1	1.6	1.2
H50,5222, 5225 Water Transport & Supporting Services	2.0	1.0	1.9	0.9	2.2	1.7	1.9	0.9
H51,5223 Air Transport & Supporting Services	2.3	1.0	1.3	0.6	2.6	0.8	3.1	2.3
Other Transportation & Storage Services	2.1	1.7	1.7	1.5	2.7	1.8	2.1	1.7
I55-56 ACCOMMODATION AND FOOD SERVICES	3.9	2.7	2.9	2.1	4.7	3.2	2.9	2.0
I55 Accommodation	3.5	2.5	3.2	2.3	3.9	2.6	3.4	2.7
I56 Food & Beverage Services	4.0	2.7	2.8	2.0	4.7	3.3	2.8	1.9
J58-63 INFORMATION AND COMMUNICATIONS	2.2	1.5	2.2	1.5	2.6	1.9	2.4	1.8
J58-61 Telecommunications, Broadcasting & Publishing	1.3	1.2	1.3	1.2	1.7	1.0	1.7	0.5
J62-63 IT & Other Information Services	2.6	1.6	2.5	1.6	3.5	2.8	2.5	2.0
K64-66 FINANCIAL AND INSURANCE SERVICES	2.2	1.1	2.1	1.1	3.8	1.8	4.8	2.7
K64 & 66 (excl.662) Financial Services	2.0	1.1	1.9	1.0	3.7	1.6	5.9	3.4
K65 & 662 Insurance Services	3.2	1.5	3.2	1.4	3.8	2.2	-	-
L68 REAL ESTATE SERVICES	2.4	1.8	1.7	1.3	2.9	1.9	4.0	3.1
M69-75 PROFESSIONAL SERVICES	2.2	1.3	1.9	1.2	2.8	1.6	4.0	1.1
M69-70 Legal, Accounting & Management Services	2.1	1.2	1.8	1.2	2.4	1.6	9.3	0.8
M71 Architectural & Engineering Services	2.6	1.3	2.2	1.4	2.8	1.6	3.3	1.1
Other Professional Services	1.8	1.3	1.5	1.2	5.7	2.0	2.1	1.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.9	3.0	2.7	2.1	4.0	3.0	4.2	3.3
N80 Security & Investigation	4.1	3.2	2.3	2.1	4.7	3.8	2.0	1.0
N81 Cleaning & Landscaping	3.9	3.3	1.6	1.4	2.9	2.2	4.2	3.6
Other Administrative & Support Services	3.7	2.2	3.1	2.3	3.2	1.8	5.3	2.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.1	1.4	0.9	2.5	1.9	2.0	1.4
O84,P85 Public Administration & Education	1.0	0.7	1.0	0.7	2.0	1.5	1.2	0.8
Q86-88 Health & Social Services	2.1	1.3	2.0	1.2	2.5	1.8	1.7	1.2
R90-93 Arts, Entertainment & Recreation	2.2	1.8	1.7	1.4	2.7	2.1	2.0	1.9
S,T,U Other Community, Social & Personal Services	2.3	1.9	1.9	1.5	2.7	2.4	2.5	1.7
A,B,D,E OTHERS*	1.2	0.8	1.3	0.7	1.4	0.5	1.2	1.0

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

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

- : nil or negligible

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2020)		Hours							
		2020	2021	2022	2022			2023	
					Jun	Sep	Dec	Mar	Jun
TOTAL		44.0	44.2	44.1	43.8	44.0	44.2	43.7	43.4
C10-32 MANUFACTURING		46.9	47.8	47.5	47.4	47.2	48.0	46.9	46.6
C10-12	Food, Beverages & Tobacco	45.4	45.8	44.6	44.4	45.0	44.2	44.3	44.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	47.4	48.6	48.3	48.9	47.6	48.3	46.8	46.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	43.7	44.2	44.4	43.9	43.9	45.9	43.0	43.1
C25,28	Fabricated Metal Products, Machinery & Equipment	48.1	49.5	49.0	48.9	48.7	48.9	49.5	47.3
C26	Electronic, Computer & Optical Products	46.7	47.7	47.4	47.2	46.6	49.3	45.9	45.8
C29-30	Transport Equipment	47.7	48.8	49.0	49.1	48.7	49.4	48.9	49.5
	Other Manufacturing Industries	46.9	47.7	46.6	46.7	46.5	46.8	45.8	46.3
F41-43 CONSTRUCTION		48.1	49.8	49.9	49.7	49.7	50.3	49.2	48.5
G-U SERVICES		42.5	42.5	42.3	42.0	42.3	42.1	41.9	41.6
G46-47	WHOLESALE AND RETAIL TRADE	42.7	42.4	42.2	42.2	42.2	42.3	41.9	40.8
G46	Wholesale Trade	43.1	42.7	42.4	42.5	42.5	42.5	42.2	41.9
G47	Retail Trade	41.9	41.7	41.7	41.6	41.6	41.9	41.3	39.2
H49-53	TRANSPORTATION AND STORAGE	45.1	45.4	45.2	44.4	45.3	44.8	44.3	44.3
H49,5221	Land Transport & Supporting Services	46.6	46.7	46.7	45.5	47.0	47.2	47.3	47.4
H50,5222,5225	Water Transport & Supporting Services	44.4	45.1	44.5	44.0	44.8	44.5	44.4	41.7
H51,5223	Air Transport & Supporting Services	42.6	43.0	42.9	41.2	42.7	42.7	40.6	42.4
	Other Transportation & Storage Services	45.7	46.0	45.8	45.8	45.8	44.5	44.3	44.9
I55-56	ACCOMMODATION AND FOOD SERVICES	40.9	40.5	40.4	40.5	40.6	39.8	40.4	39.9
I55	Accommodation	44.2	44.7	45.1	45.3	44.9	45.2	45.5	45.5
I56	Food & Beverage Services	40.4	39.7	39.7	39.8	40.0	39.1	39.7	38.9
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.4	40.9	41.0	41.1	40.4	40.2	40.7
J58-61	Telecommunications, Broadcasting & Publishing	42.0	41.3	40.5	40.7	40.5	39.8	39.3	40.5
J62-63	IT & Other Information Services	41.2	41.5	41.1	41.1	41.3	40.7	40.5	40.7
K64-66	FINANCIAL AND INSURANCE SERVICES	41.3	41.7	41.3	39.7	41.2	41.0	40.7	40.8
K64 & 66 (excl.662)	Financial Services	41.5	41.9	41.4	39.6	41.3	41.1	40.7	41.0
K65 & 662	Insurance Services	40.2	40.2	40.4	40.6	40.5	40.2	40.2	39.5
L68	REAL ESTATE SERVICES	43.6	43.4	43.2	43.3	42.8	43.3	43.5	43.4
M69-75	PROFESSIONAL SERVICES	42.4	42.4	42.6	42.6	42.2	43.0	42.7	42.3
M69-70	Legal, Accounting & Management Services	40.9	40.9	40.8	40.9	40.7	40.7	41.0	40.4
M71	Architectural & Engineering Services	44.9	45.3	46.2	45.9	45.3	47.1	46.3	45.5
	Other Professional Services	42.4	42.0	41.4	41.1	41.1	41.7	40.9	42.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	45.3	44.8	43.6	43.7	43.2	43.4	43.2	42.8
N80	Security & Investigation	49.6	47.9	46.6	46.3	46.9	46.7	46.7	46.1
N81	Cleaning & Landscaping	43.9	44.4	44.6	44.0	44.9	45.2	44.2	43.7
	Other Administrative & Support Services	44.0	42.8	39.8	41.3	38.4	38.4	38.7	38.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.7	41.7	41.8	41.8	41.9	41.8	41.4	41.7
O84,P85	Public Administration & Education	41.4	41.4	41.3	41.2	41.3	41.3	41.4	41.5
Q86-88	Health & Social Services	42.0	42.1	42.3	42.2	42.3	42.4	42.2	41.9
R90-93	Arts, Entertainment & Recreation	43.3	42.8	43.7	43.9	44.3	43.8	39.9	44.0
S,T,U	Other Community, Social & Personal Services	41.3	40.5	41.1	40.8	41.8	40.7	40.1	39.9
A,B,D,E OTHERS*		45.0	45.2	45.1	44.9	45.1	45.3	44.1	44.5

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2020)		Hours							
		2020	2021	2022	2022			2023	
					Jun	Sep	Dec	Mar	Jun
TOTAL		2.0	2.5	2.5	2.4	2.4	2.7	2.3	2.1
C10-32 MANUFACTURING		4.2	5.3	5.0	4.9	4.6	5.5	4.2	4.0
C10-12	Food, Beverages & Tobacco	2.8	3.6	2.8	2.7	2.9	3.0	2.8	2.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	3.9	5.5	5.6	6.2	5.1	5.4	3.7	3.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.2	2.6	2.8	2.2	2.3	4.4	1.9	2.1
C25,28	Fabricated Metal Products, Machinery & Equipment	4.9	6.5	6.0	5.9	5.7	6.0	5.6	4.5
C26	Electronic, Computer & Optical Products	4.4	5.4	5.0	4.9	4.1	6.5	3.3	3.7
C29-30	Transport Equipment	4.5	5.7	6.1	6.1	6.1	6.3	5.8	5.3
	Other Manufacturing Industries	4.9	5.7	4.5	4.6	4.2	4.8	3.9	4.5
F41-43 CONSTRUCTION		4.3	6.0	6.4	6.3	6.3	6.6	5.8	5.3
G-U SERVICES		1.2	1.2	1.3	1.1	1.2	1.3	1.2	1.1
G46-47	WHOLESALE AND RETAIL TRADE	1.3	1.3	1.1	1.1	1.1	1.2	1.1	0.9
G46	Wholesale Trade	1.2	1.3	1.1	1.1	1.1	1.0	1.0	1.0
G47	Retail Trade	1.5	1.2	1.3	1.1	1.1	1.6	1.3	0.8
H49-53	TRANSPORTATION AND STORAGE	2.4	2.9	3.0	2.7	2.9	2.5	2.3	2.4
H49,5221	Land Transport & Supporting Services	3.8	4.3	4.2	3.4	4.5	4.6	4.9	5.3
H50,5222,5225	Water Transport & Supporting Services	2.0	2.4	2.2	2.1	2.1	2.3	1.8	1.1
H51,5223	Air Transport & Supporting Services	0.5	1.0	1.4	1.1	0.5	0.3	0.1	0.1
	Other Transportation & Storage Services	2.7	3.3	3.5	3.5	3.5	2.5	2.1	2.6
I55-56	ACCOMMODATION AND FOOD SERVICES	1.3	1.3	1.4	1.4	1.4	1.5	1.4	1.3
I55	Accommodation	0.7	1.4	2.1	2.2	2.1	2.4	2.3	2.3
I56	Food & Beverage Services	1.4	1.3	1.3	1.3	1.3	1.4	1.3	1.1
J58-63	INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.2	0.3	0.2	0.1	0.2
J58-61	Telecommunications, Broadcasting & Publishing	0.3	0.2	0.4	0.3	0.5	0.3	0.2	0.3
J62-63	IT & Other Information Services	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.1
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.5	0.5	0.1	0.1	0.1	0.1	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.5	0.5	0.1	0.1	0.1	0.1	0.1
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
L68	REAL ESTATE SERVICES	1.0	1.2	1.4	1.4	1.3	1.5	1.6	1.5
M69-75	PROFESSIONAL SERVICES	0.9	1.1	1.4	1.3	1.1	1.7	1.3	1.0
M69-70	Legal, Accounting & Management Services	0.2	0.2	0.2	0.3	0.2	0.2	0.2	0.2
M71	Architectural & Engineering Services	2.4	2.7	3.6	3.4	2.7	4.6	3.7	2.7
	Other Professional Services	0.6	0.9	0.6	0.5	0.6	0.7	0.2	0.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.5	3.3	3.3	3.1	3.5	3.5	3.4	3.2
N80	Security & Investigation	7.9	6.6	5.8	5.5	6.1	5.7	6.1	5.8
N81	Cleaning & Landscaping	2.2	2.6	3.0	2.4	3.3	3.6	2.7	2.6
	Other Administrative & Support Services	1.8	1.8	1.9	2.1	1.9	1.8	2.2	2.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.3	0.3	0.4	0.4	0.4	0.4	0.3	0.4
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.2
Q86-88	Health & Social Services	0.4	0.5	0.5	0.5	0.5	0.6	0.4	0.4
R90-93	Arts, Entertainment & Recreation	0.9	0.9	1.4	1.4	1.6	1.3	0.7	1.4
S,T,U	Other Community, Social & Personal Services	0.6	0.6	0.6	0.6	0.5	0.7	0.7	0.5
A,B,D,E OTHERS*		2.4	2.7	2.6	2.6	2.4	2.8	1.8	2.3

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

From July 2020, top-line unemployment rates for overall, residents, and citizens for the month will be released on a monthly basis by the first week of the month after next. This availability of top-line unemployment rates on a monthly basis will enable us to detect shifts in the employment situation in a more timely manner. The information will be made available on the Ministry of Manpower's statistical portal <https://stats.mom.gov.sg>.

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

Information on retrenched resident workers is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the first quarter of 2010, the coverage is further expanded to include employees on term contracts 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. Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment. For example, the re-entry rate for the first quarter of 2021 shows the proportion of residents retrenched in the third quarter of 2020 who had re-entered employment six months after retrenchment. Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment. For example, the 2021 re-entry rate pertains to residents retrenched from 3Q 2020 to 2Q 2021, who had re-entered employment by 2021 (six months after retrenchment).

Residents refer to Singapore Citizens and Permanent Residents.

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

Uses and Limitations

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Jun 23	83,900	2,200	2.6%	79,600	88,200
Resident Unemployment Rate	Jun 23	3.4%	0.09%-pt	2.6%	3.2%	3.6%
JOB VACANCY						
Job Vacancy Number	Jun 23	89,400	1,100	1.2%	87,300	91,500
Job Vacancy Rate	Jun 23	3.9%	0.06%-pt	1.6%	3.8%	4.0%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	2Q 23	2.5%	0.18%-pt	7.5%	2.1%	2.8%
Average Monthly Resignation Rate	2Q 23	1.5%	0.02%-pt	1.4%	1.5%	1.6%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Jun 23	2.1	0.04	1.9%	2.1	2.2

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Labour Market Advance Release Third Quarter 2023	26-27 Oct 2023*
Labour Force In Singapore Advance Release 2023	27 Nov - 1 Dec 2023*

PAST ...

Labour Market Report Second Quarter 2023	14 Sep 2023
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Labour Market Advance Release Second Quarter 2023	27 Jul 2023
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