

# Labour Market Report Second Quarter 2024



MINISTRY OF  
MANPOWER

Manpower Research  
and Statistics Department

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LABOUR MARKET REPORT SECOND QUARTER 2024

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

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

For insights on the labour market, visit us at [stats.mom.gov.sg](https://stats.mom.gov.sg)

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## Explanatory Notes

**Notations**

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

**Abbreviations**

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

**Revisions**

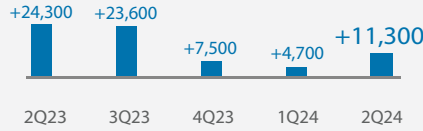
Seasonal patterns make it difficult to tell if a quarter-to-quarter change is a true reflection of the underlying trend or merely due to seasonal influences. To remove the seasonal influences, a statistical technique called seasonal adjustment is used to produce seasonally adjusted data. These seasonally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

# Labour Market Report Second Quarter 2024

## Employment

The labour market expanded faster in 2Q 2024 than in 1Q 2024 as the economy continued to expand, extending the growth in the preceding quarter

Employment change (excl. MDW)



Employment level (excl. MDW)

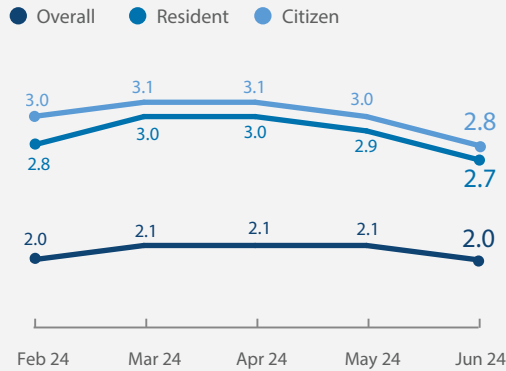


**3,714,700**  
June 2024

## Unemployment

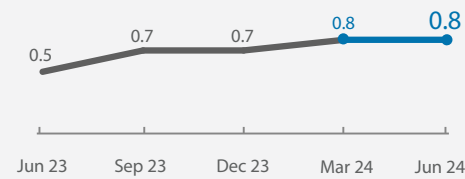
Unemployment rates improved in June 2024 compared to the previous months

Unemployment rate (%), seasonally adjusted



The resident long-term unemployment rate in June 2024 remained the same as March 2024 at 0.8%

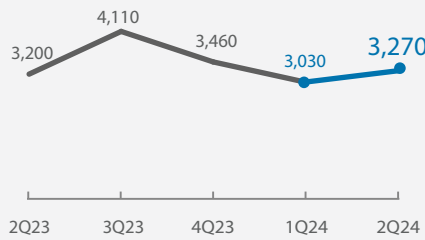
Resident long-term unemployment rate (%), seasonally adjusted



## Retrenchment

Number of retrenchments remained low in 2Q 2024

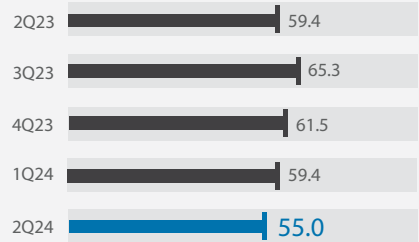
Retrenched employees



## Re-entry into Employment

The resident rate of re-entry dipped

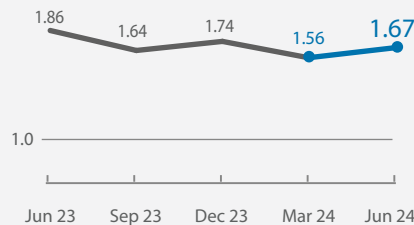
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



## Job Vacancy

Job vacancies held steady in June 2024, but with the decline in the number of unemployed persons, the ratio of job vacancies to unemployed persons increased in June 2024

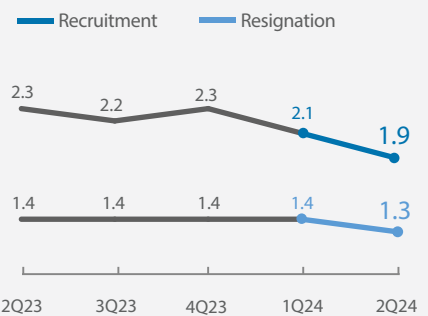
Ratio of job vacancies to unemployed persons, seasonally adjusted



## Recruitment and Resignation Rates

Both the recruitment and resignation rates fell slightly

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



## Short Work-Week Or Temporary Layoff

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



620  
1Q 2024

↓

460  
2Q 2024

# Labour Market Report Second Quarter 2024

## Executive Summary

- On the back of continued economic growth, employment expanded faster in 2Q 2024 (11,300) than in 1Q 2024 (4,700).<sup>1</sup>
- Resident employment grew in sectors associated with higher productivity and pay namely *Financial & Insurance Services, Information & Communications* and *Professional Services*, but these increases were offset by larger seasonal declines in *Retail Trade* and *Administrative & Support Services*, resulting in a small decline in resident employment (-600). Non-resident employment increased (12,000), as non-resident employment in *Construction* and *Manufacturing* rebounded after declining the previous quarter. The increase was mostly from Work Permit holders working in sectors and non-PMET job roles which residents are not keen to work in. In the first half of the year, total employment grew by 16,000, with increases in both resident (4,900) and non-resident employment (11,200).
- Unemployment rates trended down in June 2024 (overall: 2.0%; resident: 2.7%; citizen: 2.8%) and resident long-term unemployment rate remained stable (0.8%).
- Retrenchments rose slightly in 2Q 2024 (3,270)<sup>2</sup> from 1Q 2024 (3,030) but remained low overall with 1.4 retrenched for every 1,000 employees. The resident rate of re-entry (6 months post-retrenchment) decreased from 59.4% in 1Q 2024 to 55.0% in 2Q 2024.
- Labour demand remained firm, as the number of job vacancies stabilised in June 2024 (81,200), after rising in the previous quarter.<sup>3</sup> As the number of unemployed persons declined, the ratio of job vacancies to unemployed persons rose from 1.56 in March 2024 to 1.67 in June 2024.
- Looking forward, we expect labour market momentum to be sustained, with wages and employment continuing to grow as the economy picks up. However, resident employment growth is expected to be more muted compared to non-resident employment growth, due to Singapore's consistently high resident labour force participation rate.<sup>4</sup>

<sup>1</sup> Employment data in this report excludes migrant domestic workers. Numbers may not add up due to rounding.

<sup>2</sup> It was lower than pre-recessionary levels (quarterly average for 2015 to 2019: 3,540 or 1.7 retrenched per 1,000 employees).

<sup>3</sup> Job vacancies increased from 79,800 in December 2023 to 81,900 in March 2024.

<sup>4</sup> In 2023, our resident labour force participation rate was 68.6% for residents aged 15 and over. Singapore ranks favourably when compared against OECD countries (5<sup>th</sup>).

## Employment

Total employment grew by 11,300 in 2Q 2024, more than double the increase in 1Q 2024 (4,700). Non-residents (12,000) accounted for all the increase, while resident employment declined marginally by 600. In the first half of 2024, total employment grew by 16,000, with resident and non-resident employment growing by 4,900 and 11,200 respectively [Chart 1].

Resident employment grew in *Financial & Insurance Services*, *Information & Communications* and *Professional Services*. However, there were seasonal declines in *Retail Trade* and *Administrative & Support Services* as firms released workers<sup>5</sup> who were hired in earlier months, resulting in a marginal decline in resident employment in 2Q 2024.

Non-resident employment increased in 2Q 2024 (12,000), driven by the growth of Work Permit Holders working in low skilled jobs in *Construction* and *Manufacturing*, which residents are not keen on.

S Pass holders saw negative growth in 2Q 2024, but this was a smaller decline compared to 1Q 2024.<sup>6</sup> The trend is in line with the various moves implemented in the last two years to uplift the quality of S Pass holders<sup>7</sup>.

The number of EP holders as a whole declined, but employment trends differed across sectors. *Administrative & Support Services* and *Wholesale Trade* saw the number of EP holders increase, while *Information & Communications*, *Professional Services* and *Financial & Insurance Services* saw declines. These declines followed the post-pandemic surge in hiring.



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.

<sup>5</sup> These workers are mainly temporary help hired for purposes of sales, crowd management, security, and administrative work.

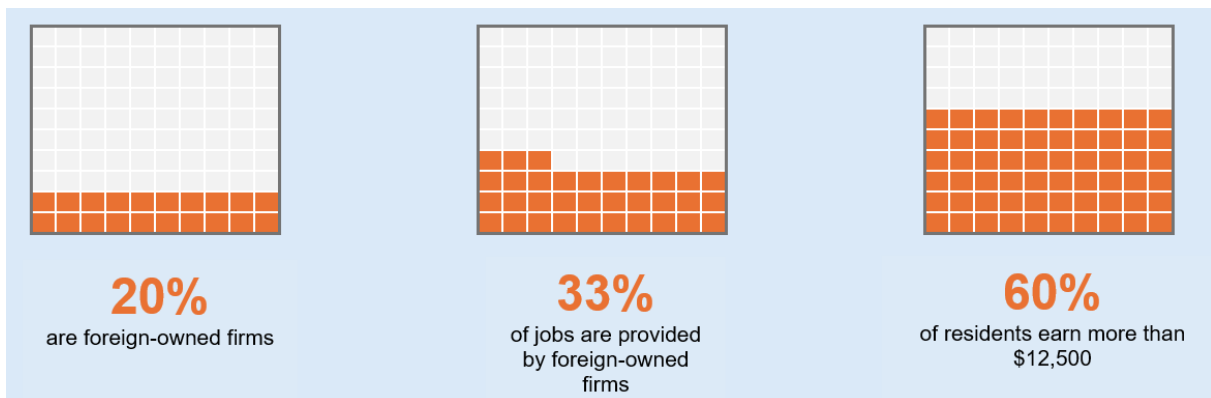
<sup>6</sup> The decline was mainly from *Manufacturing*.

<sup>7</sup> These include increases in S Pass qualifying salaries and levies as well as the reduction in the S Pass quotas in Jan 2023.



The majority of firms in Singapore are local-owned (80%), and the remaining 20% are foreign-owned. However, in terms of employment creation, foreign-owned firms employ a disproportionately higher share of the resident workforce, as well as residents in higher-paying jobs, even though they make up a much smaller proportion of firms in Singapore. Foreign-owned firms employ nearly one-third of employed residents. Among residents in high-paying jobs earning a gross monthly income of above \$12,500, six in ten are working in foreign-owned firms [Chart 2].<sup>8</sup>

Chart 2: Firm Ownership and Resident Job Creation



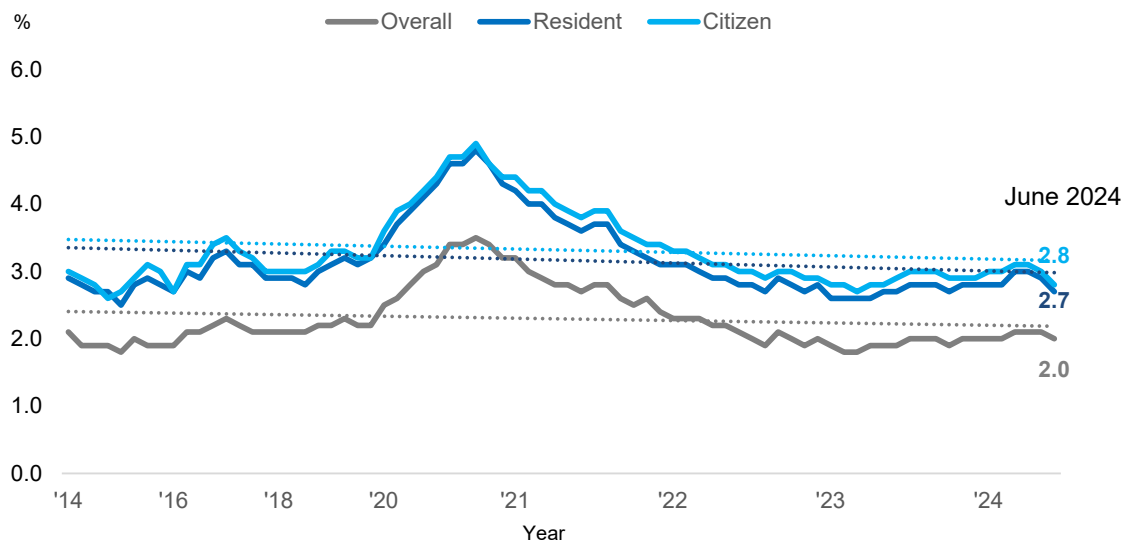
The resident employment growth is expected to moderate given Singapore's high labour force participation rate and slowing resident workforce growth. To complement our resident workforce growth and continue to create good jobs for Singaporeans, we need to remain open to global talent and attract foreign investments.

<sup>8</sup> Refers to the top 10% of the income distribution (i.e. 10<sup>th</sup> decile). Foreign-owned firms refer to enterprises with less than 50% local equity. Data are for June 2024 and based on firms with at least one employee. Source: Administrative data compiled by MRSD.

## Unemployment

Unemployment rates improved in June 2024 (overall: 2.0%; resident: 2.7%; citizen: 2.8%) compared to March 2024 (overall: 2.1%; resident: 3.0%; citizen: 3.1%) [Chart 3].<sup>9, 10, 11</sup>

Chart 3: Unemployment Rate (Seasonally Adjusted)



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

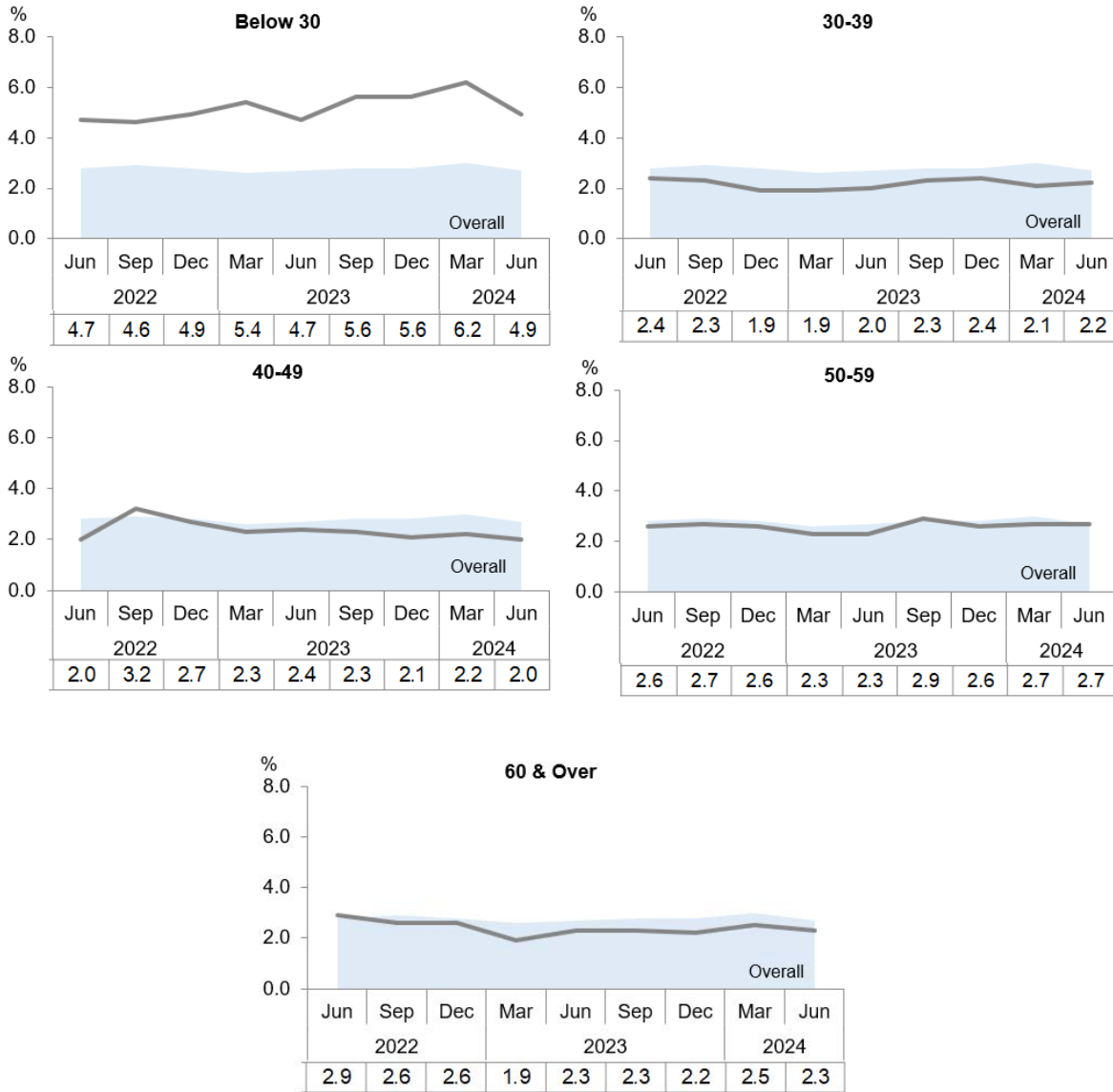
<sup>9</sup> Unemployment rates declined further in July 2024 to 1.9% at the overall, 2.6% for residents and 2.7% for citizens.

<sup>10</sup> Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 2Q 2024 was at 2.2%, a slight increase from the previous quarter (1.9%) and higher than that recorded in the same period a year ago at 2.1%.

<sup>11</sup> To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations to enable a more meaningful analysis of the groups who need help.

Across most age and education groups, resident unemployment rates in June 2024 have either remained unchanged or declined from March 2024 [Chart 4a and 4b].

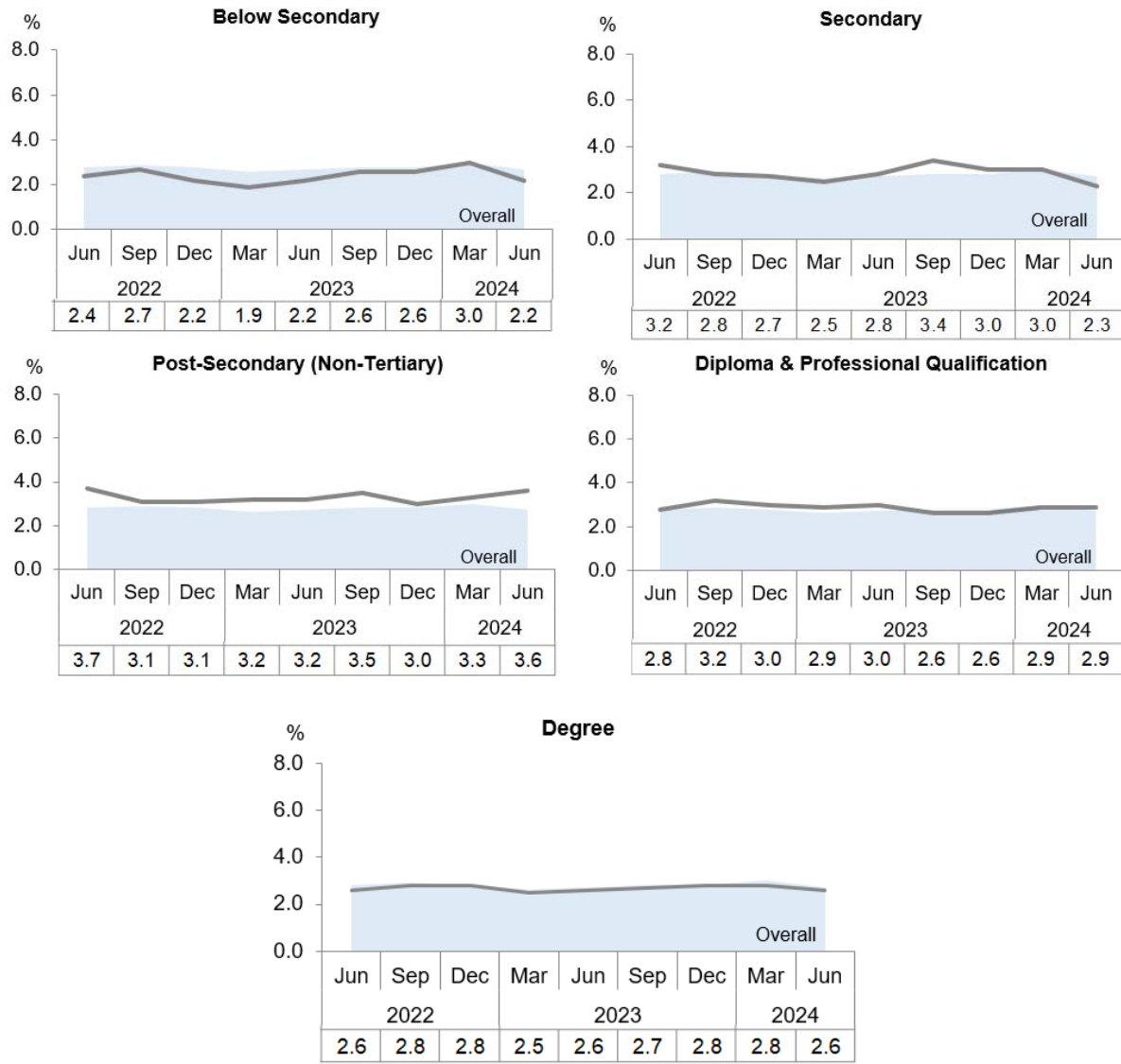
Chart 4a: Resident Unemployment Rate by Age  
(Seasonally Adjusted)



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

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

Chart 4b: Resident Unemployment Rate by Education  
(Seasonally Adjusted)

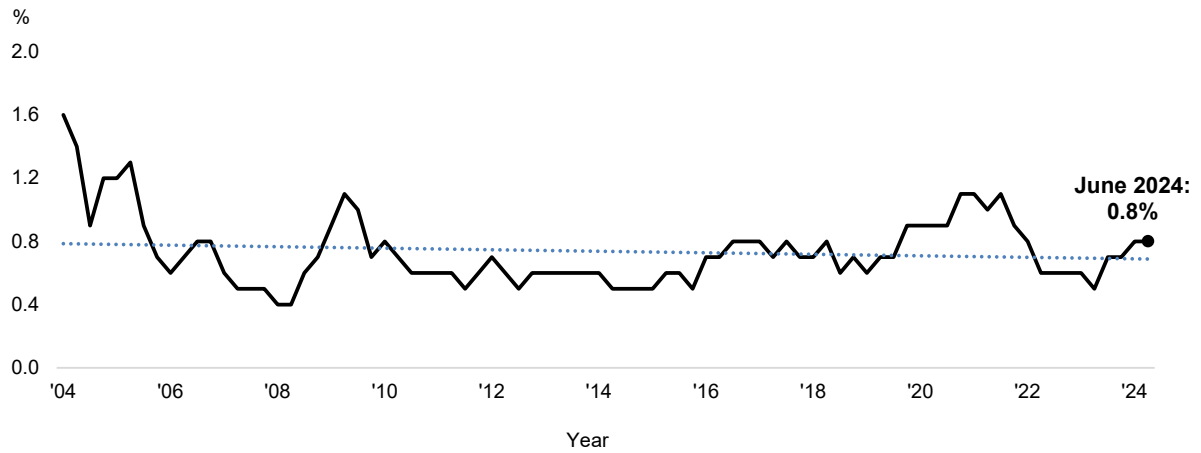


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

The resident long-term unemployment rate at 0.8% in June 2024 was unchanged from March 2024 and stayed well within the range observed over two decades [Chart 5].

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

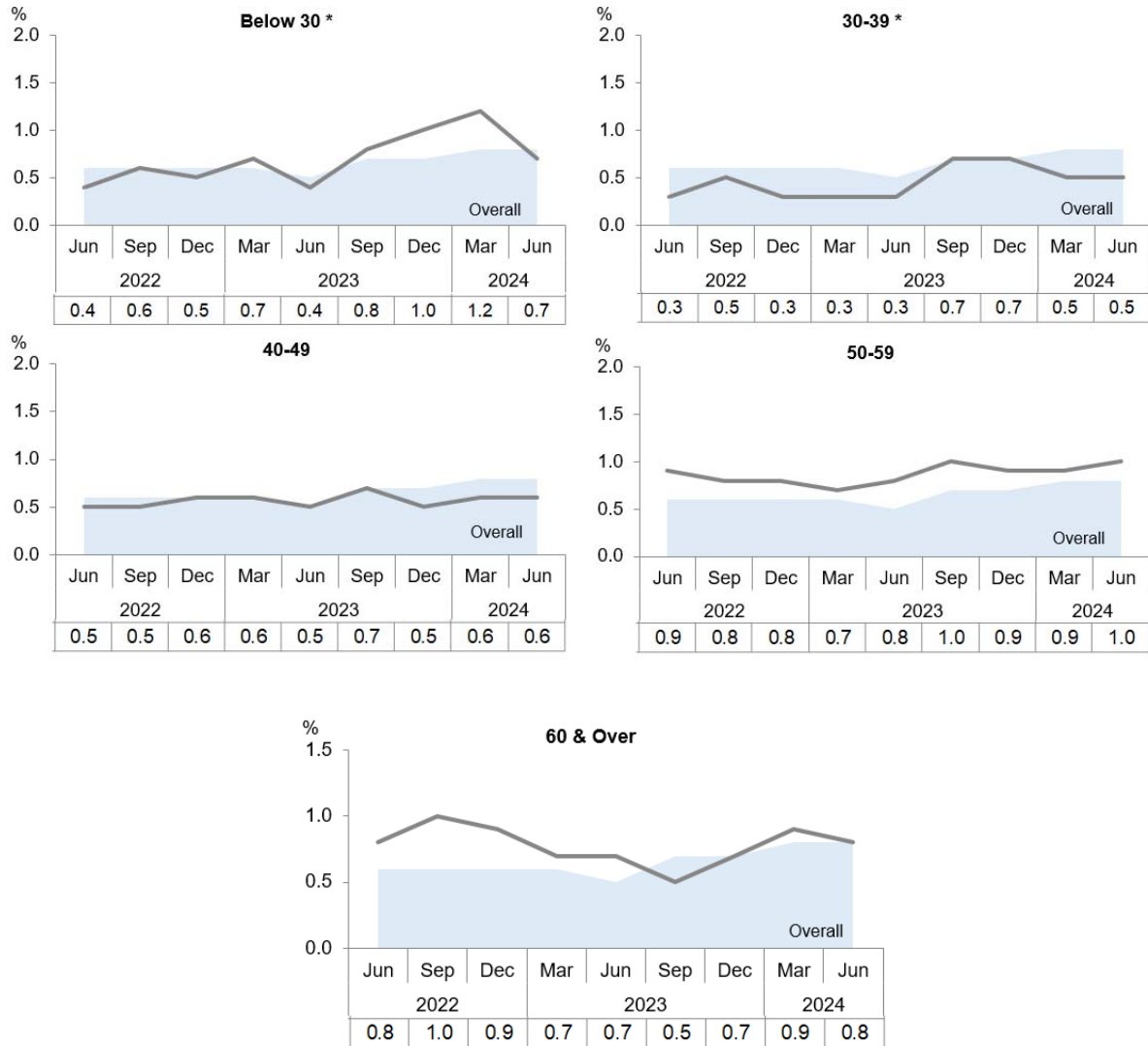


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

In June 2024, the resident long-term unemployment rate either declined or remained unchanged for all age groups, except for those aged 50 to 59, where it increased to 1.0% from 0.9% in March 2024 and also above the ten-year average for this age group (0.9%) [Chart 6a].

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



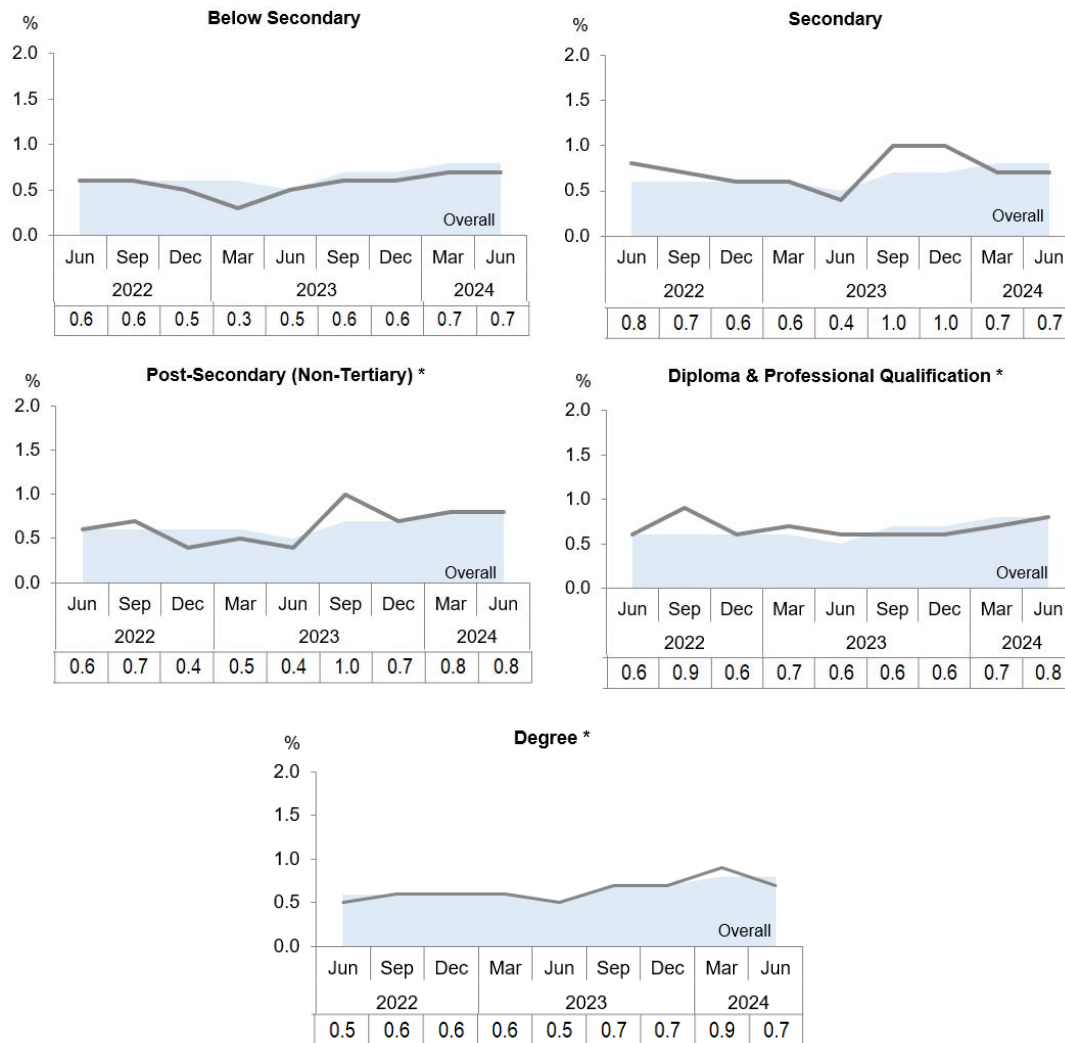
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

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

With the exception of residents holding diploma and professional qualification, long-term unemployment rates for all other educational groups either stayed the same or declined in June 2024 compared to March 2024 [Chart 6b]. For those holding diploma and professional qualification, the rate also remained comparable to pre-pandemic levels.<sup>12</sup>

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



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

Notes:

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

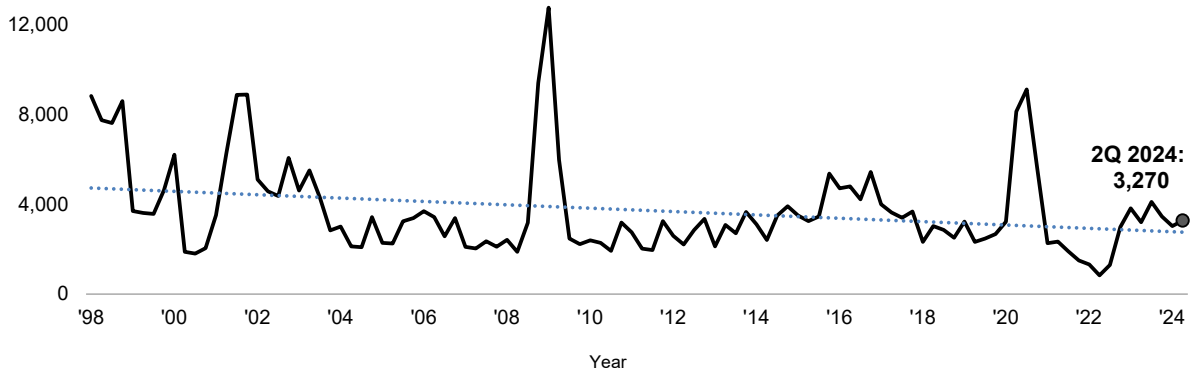
<sup>12</sup> The average resident long-term unemployment rate pre-pandemic (2018/2019) for those with diploma & professional qualification was 0.7%.

## Retrenchment

The number of retrenchments remained low in 2Q 2024 even though it rose slightly from the previous quarter (1Q 2024: 3,030; 2Q 2024: 3,270). While retrenchments rose in *Financial & Insurance Services* and *Wholesale Trade*, the number of retrenchments in these sectors remained within the range observed during non-recessionary periods.

Across the economy, most firms cited business reorganisation or restructuring in 2Q 2024 as the reason for retrenchment. Retrenchments due to concerns of recession or downturn in the sector have declined, reflecting the pick-up in economic growth [Chart 7].

Chart 7: Retrenchments



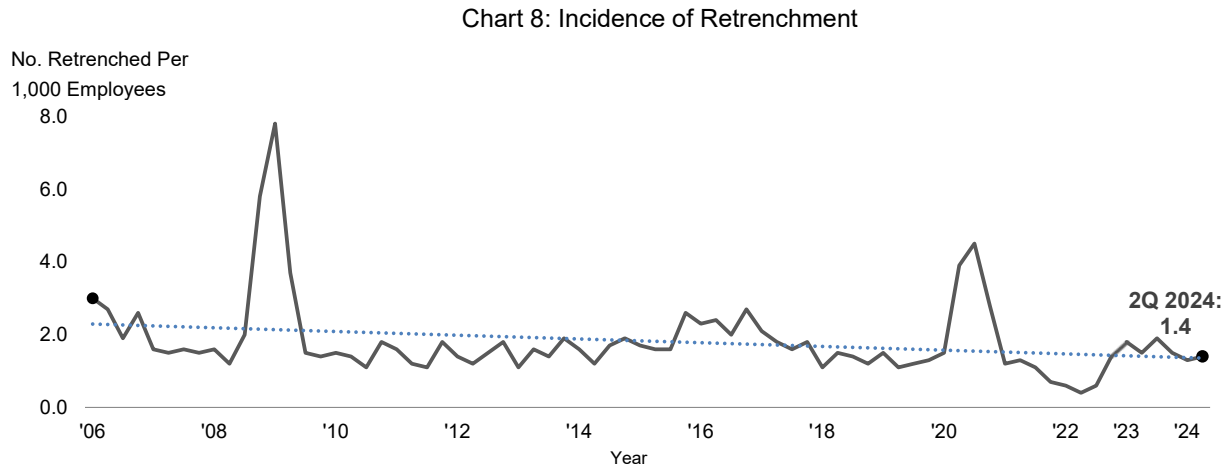
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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



Similarly, the incidence of retrenchment in 2Q 2024 rose to 1.4 retrenched per 1,000 employees from 1.3 retrenched per 1,000 employees in 1Q 2024 but it has stayed lower than the pre-pandemic levels (quarterly average for 2015 to 2019: 1.7) [Chart 8].

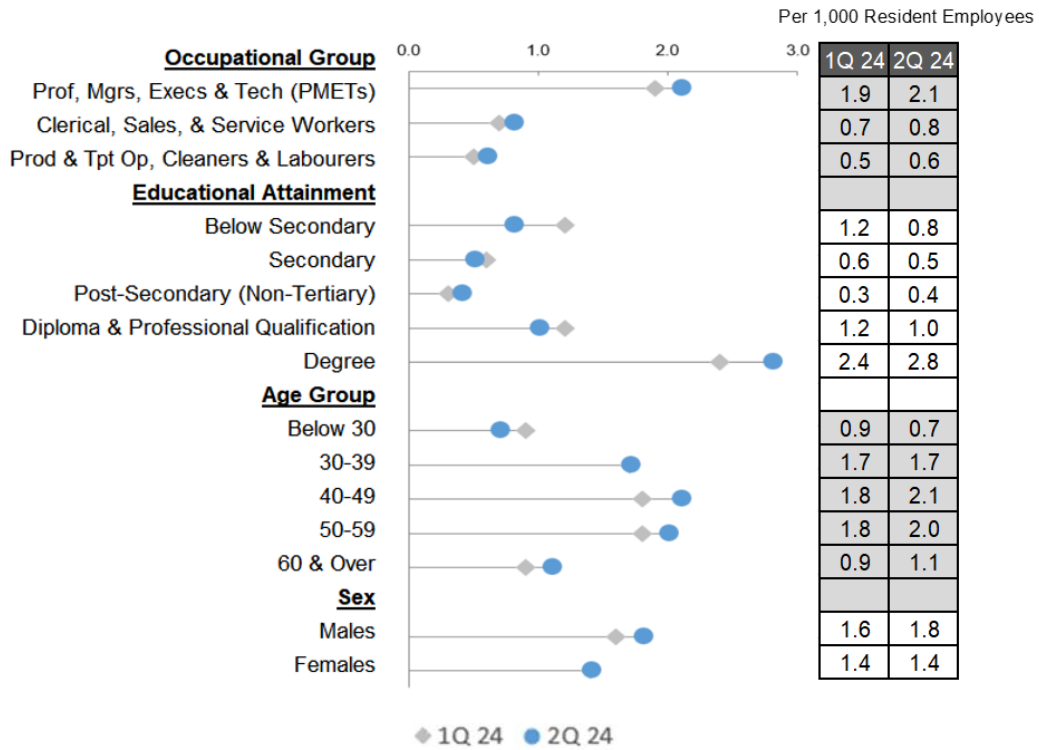


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Across most occupational and educational groups, the incidence of retrenchment among residents rose [Chart 9]. The increase was more marked among PMETs and degree holders as well as mature and older workers.

Chart 9: 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

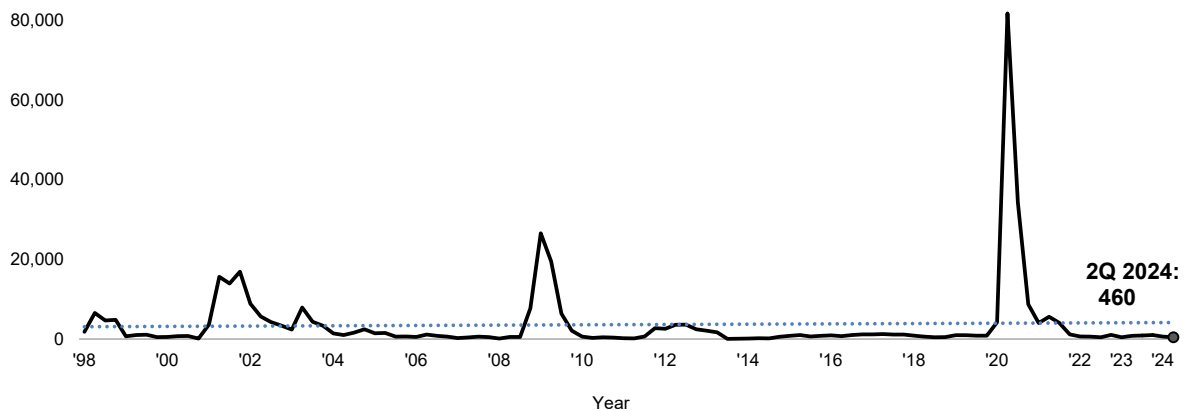
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.

## Short Work-Week Or Temporary Layoff

The number of workers placed on short work-week or temporary layoff continued to decline to 460 in 2Q 2024, from 620 in 1Q 2024 and 990 in 4Q 2023 [Chart 10].

Similar to previous quarters, employees placed on short work-week made up most of the affected employees (390 or 86.4%), mainly in *Administrative & Support Services* (190) and *Fabricated Metal Products, Machinery & Equipment* (70).

Chart 10: Number of Employees on Short Work-week or Temporary Layoff



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

Notes:

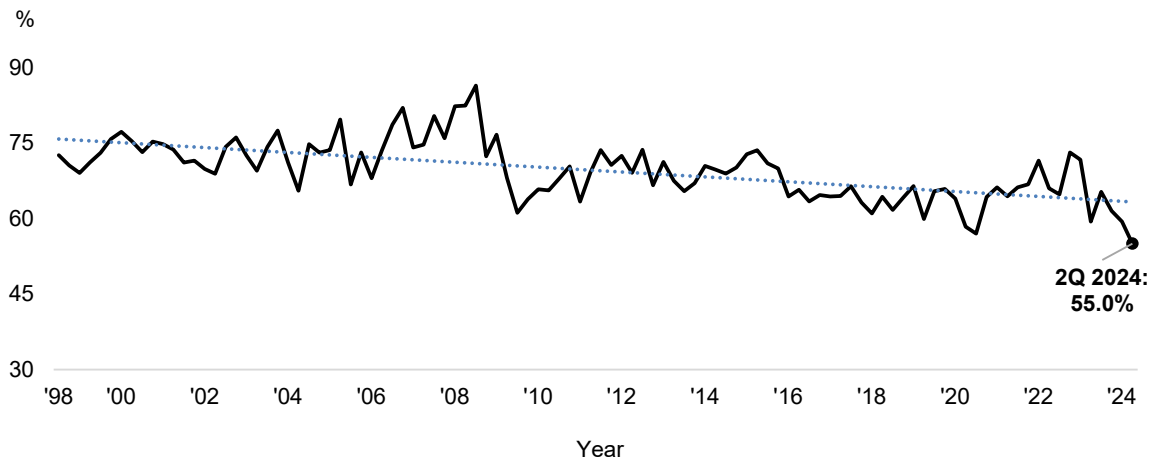
- (1) Data are rounded to the nearest 10.
- (2) Before 2006, the survey covered private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

## Re-entry Into Employment

The re-entry rate for retrenched residents (6 months post-retrenchment) declined from 59.4% in 1Q 2024 to 55.0% in 2Q 2024 [Chart 11]. Re-entry rates have steadily trended down over the years. This could reflect individual preferences to take more time to seek out or train for better jobs, rather than job search difficulties.

Based on the experiences of past retrenched cohorts, the re-entry rate improves significantly with time and majority of retrenched residents re-enter the job market. Data on residents who were retrenched in the first two quarters of 2023 showed that more than seven in ten found employment within 12 months post-retrenchment. Majority (or 58.6%) of residents retrenched in 4Q 2023 who re-entered also received wages comparable to or higher than their previous job.

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



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

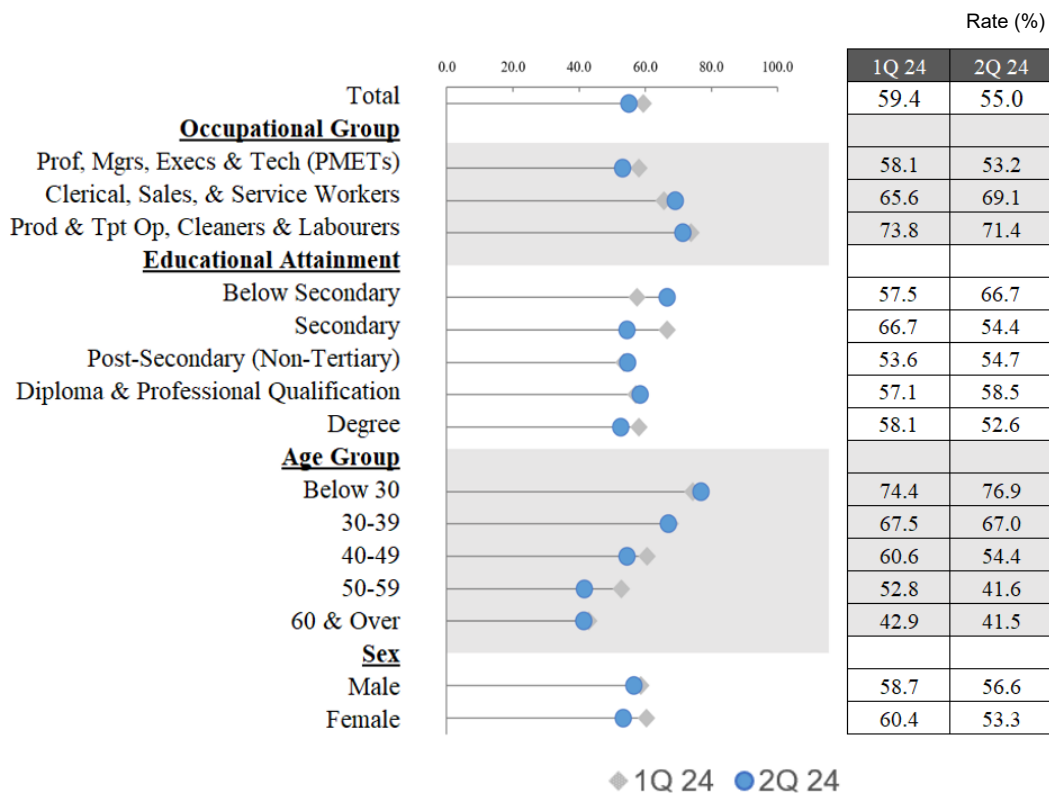
### Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for 2Q 2024 refers to residents retrenched in 4Q 2023.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.
- (3) Before 2007, data pertain to residents retrenched from private sector establishments, each with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

The decline in re-entry rate was not broad-based across the various socio-economic characteristics. The decline in re-entry rate among retrenched residents was observed for individuals aged 40 to 49 (from 60.6% to 54.4%) and 50 to 59 (from 52.8% to 41.6%) [Chart 12].

By educational groups, the fall in re-entry rate was observed for those with secondary education (66.7% to 54.4%) and degree (from 58.1% to 52.6%). Based on experiences of previous cohorts of retrenched workers, majority (around 70%) will re-enter the job market with time.<sup>13</sup>

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



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

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

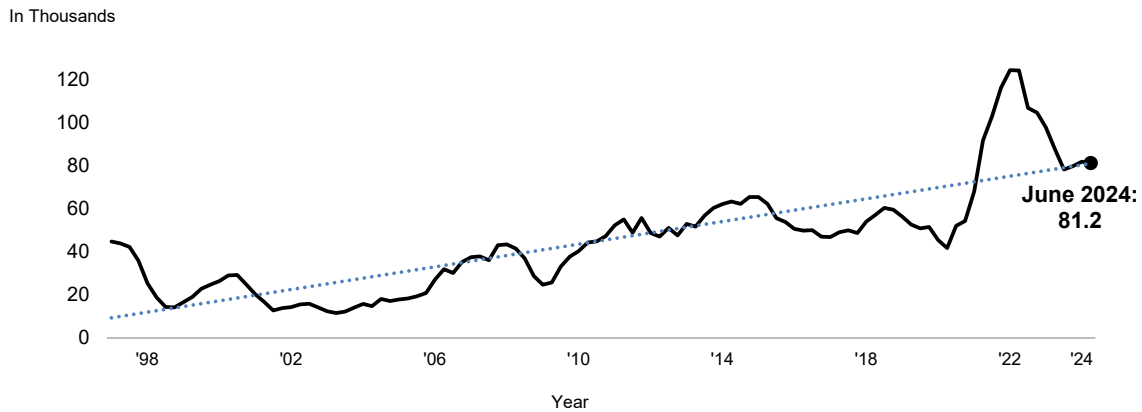
<sup>13</sup> The re-entry rates for those with secondary and degree education attainment will improve 12 months post retrenchment to around 70%.

## Job Vacancy

Labour demand remained firm, as the number of job vacancies in June 2024 (81,200) held steady after rising in the previous quarter (from 79,800 in December 2023 to 81,900 in March 2024) [Chart 13].

Job vacancies in growth sectors - which are associated with higher productivity and pay - formed more than one in five job vacancies. They include *Information & Communications*, *Professional Services* and *Financial & Insurance Services*.

Chart 13: Job Vacancy (Seasonally Adjusted)

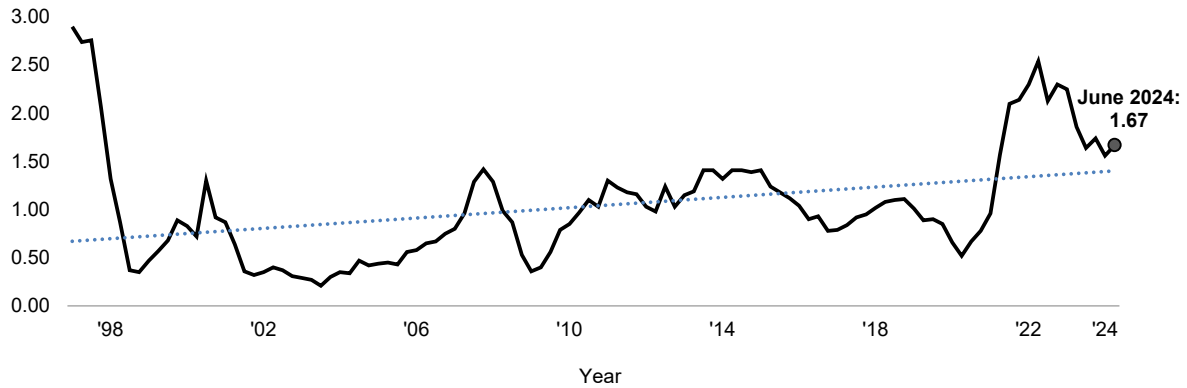


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

With the decline in the number of unemployed persons, the ratio of job vacancies to unemployed persons increased from 1.56 in March 2024 to 1.67 in June 2024 [Chart 14].

Chart 14: Ratio of Job Vacancies to Unemployed Persons (Seasonally Adjusted)



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

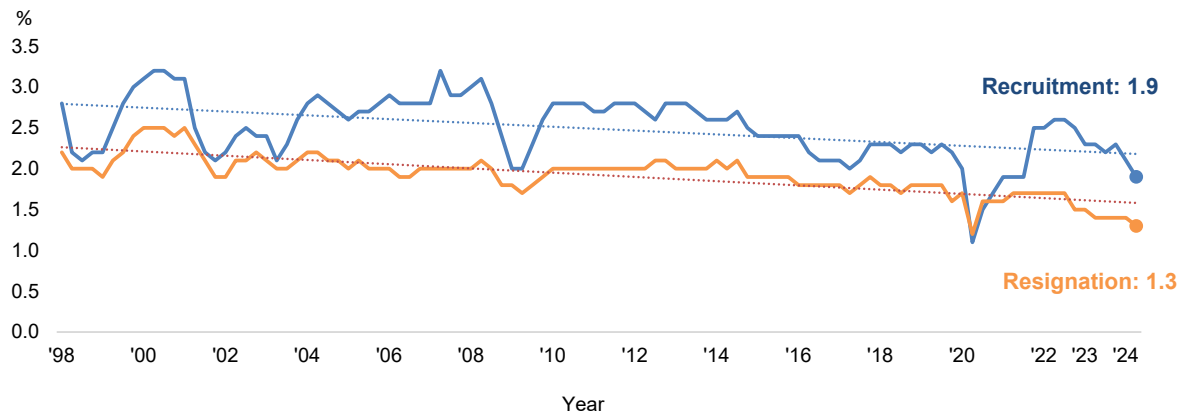
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

## Labour Turnover

The recruitment rate continued to fall to 1.9% in 2Q 2024, from 2.1% in 1Q 2024 and 2.3% in 4Q 2023. The resignation rate also fell to 1.3% in 2Q 2024, after holding steady at 1.4% for four consecutive quarters [Chart 15]. The fall in recruitment and resignation rates is consistent with the longer-term downtrend, suggesting that employees are staying for a longer period of time in any particular job.

However, in some sectors, the recruitment rate in 2Q 2024 was higher or comparable to pre-pandemic levels. These include *Manufacturing of Transport Equipment* and *Air Transport & Supporting Services*, reflecting the global recovery in air travel demand, as well as *Health & Social Services*, as demand for healthcare services remained strong.

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

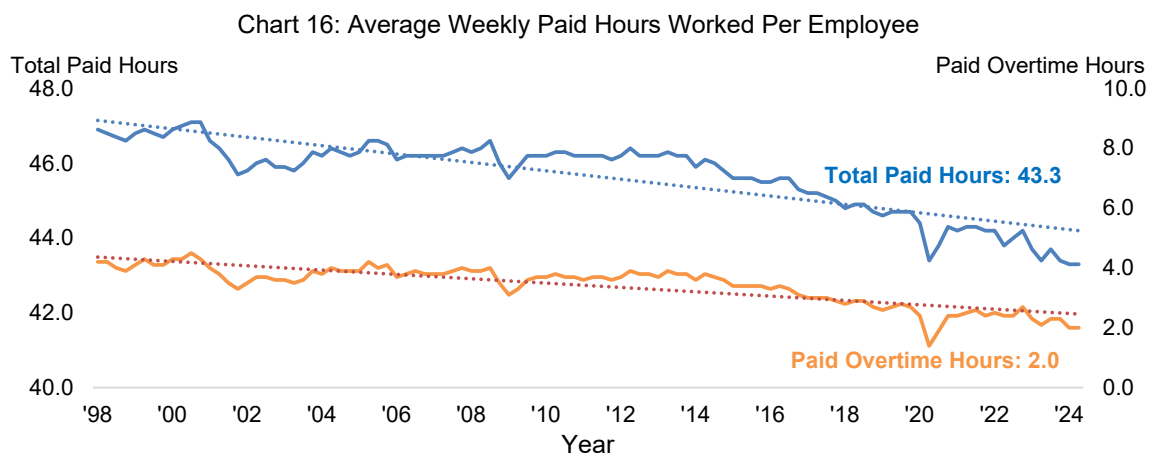


## Hours Worked

The average weekly total paid hours worked per employee (43.3 hours) held steady from the previous quarter, after declining to its lowest on record.<sup>14</sup> Compared to the same period the year before, total paid hours worked per employee were slightly lower (June 2023: 43.4 hours) [Chart 16]. The downtrend in number of total paid hours worked and paid overtime hours worked, coupled with the longer-term uptrend in productivity, indicates an improvement in efficiency of time usage in Singapore's labour market over the years.

The average weekly paid overtime hours worked per employee<sup>15</sup> (2.0 hours) held steady from the previous quarter (2.0 hours) [Chart 16], with increases in *Professional Services* (from 1.5 hours to 1.7 hours) and *Manufacturing of Transport Equipment* (from 5.3 hours to 5.6 hours) alongside the economic output expansions in these sectors<sup>16</sup>.

Sectors which typically had longer average weekly paid overtime hours worked per employee such as *Construction* and *Security & Investigation* did not see increases over the quarter. *Construction* remained at 5.0 hours, while *Security & Investigation* saw declines from 5.8 hours in June 2023 to 3.1 hours in March 2024 and 2.2 hours in June 2024.



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

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

<sup>14</sup> The series started in March 1990.

<sup>15</sup> Average weekly total paid hours worked/paid overtime hours are based on the last month of each quarter.

<sup>16</sup> The transport engineering cluster within *Manufacturing* grew by 9.9% year-on-year in 2Q 2024, supported by expansions in the marine & offshore engineering and aerospace segments. *Professional Services* grew by 2.7% year-on-year in 2Q 2024, faster than the 1.8% growth in the previous quarter. Growth was led by expansions in the head offices & business representative offices, accounting and other professional, scientific & technical services segment.

## 1.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2020)	Total Employment Change								Total Employment Level in Jun 2024
	2021	2022	2023	2023			2024		
				2Q	3Q	4Q	1Q	2Q	
<b>TOTAL</b>	<b>40.2</b>	<b>250.1</b>	<b>106.2</b>	<b>26.8</b>	<b>29.2</b>	<b>11.6</b>	<b>9.6</b>	<b>15.0</b>	<b>4 009.5</b>
<b>C10-32 MANUFACTURING</b>	<b>-1.7</b>	<b>33.8</b>	<b>0.2</b>	<b>0.8</b>	<b>-0.1</b>	<b>-3.9</b>	<b>-3.4</b>	<b>1.0</b>	<b>484.3</b>
C10-12 Food, Beverages & Tobacco	1.2	6.0	3.5	0.5	0.8	0.7	0.4	0.7	63.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.0	0.2	-0.1	-	-0.1	-0.2	-0.1	-0.3	25.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.7	11.3	1.2	0.9	1.1	-1.2	-0.4	1.2	76.4
C25,28 Fabricated Metal Products, Machinery & Equipment	0.4	3.3	-0.7	-0.6	-0.6	-0.1	0.3	-0.8	93.5
C26 Electronic, Computer & Optical Products	-2.8	5.3	-5.6	-1.5	-1.4	-1.1	-1.4	-0.4	77.8
C29-30 Transport Equipment	-3.2	4.7	1.3	1.7	0.2	-2.1	-0.9	1.5	87.0
Other Manufacturing Industries	-	3.1	0.5	-0.2	-0.1	0.2	-1.2	-0.8	60.9
<b>F41-43 CONSTRUCTION</b>	<b>4.5</b>	<b>91.3</b>	<b>26.9</b>	<b>10.3</b>	<b>3.9</b>	<b>3.8</b>	<b>-2.2</b>	<b>5.7</b>	<b>529.6</b>
<b>G-U SERVICES</b>	<b>37.3</b>	<b>124.4</b>	<b>79.1</b>	<b>15.9</b>	<b>25.1</b>	<b>11.8</b>	<b>15.1</b>	<b>7.8</b>	<b>2 970.3</b>
G46-47 WHOLESALE AND RETAIL TRADE	-5.4	11.6	4.8	0.3	1.1	2.6	-1.9	-2.7	458.3
G46 Wholesale Trade	-4.5	4.7	2.1	0.4	1.1	-0.3	-0.5	-1.4	300.9
G47 Retail Trade	-0.9	6.9	2.8	-0.1	0.1	2.9	-1.4	-1.3	157.4
H49-53 TRANSPORTATION AND STORAGE	2.3	9.8	5.7	1.3	1.7	1.0	1.5	1.1	265.5
H49,5221 Land Transport & Supporting Services	-1.7	-2.8	-0.7	-0.3	-0.4	-0.1	-0.3	1.1	102.7
H50,5222, 5225 Water Transport & Supporting Services	0.6	1.1	0.7	0.5	0.2	0.1	0.4	1.4	46.5
H51,5223 Air Transport & Supporting Services	-1.5	5.8	3.6	0.8	1.2	0.6	1.0	-0.1	35.3
Other Transportation & Storage Services	4.9	5.7	2.1	0.3	0.8	0.3	0.4	-1.2	81.0
I55-56 ACCOMMODATION AND FOOD SERVICES	-1.0	19.4	7.4	0.9	2.7	1.4	-0.3	0.4	269.4
I55 Accommodation	-1.7	4.8	2.2	0.3	1.8	-0.4	-	0.1	32.9
I56 Food & Beverage Services	0.7	14.7	5.2	0.5	0.9	1.8	-0.3	0.3	236.5
J58-63 INFORMATION AND COMMUNICATIONS	14.1	14.1	-2.5	-0.4	-0.3	-2.0	-1.2	-0.9	180.2
J58-61 Telecommunications, Broadcasting & Publishing	1.9	1.4	-2.0	-0.3	-0.6	-1.0	-0.9	-0.2	39.4
J62-63 IT & Other Information Services	12.2	12.7	-0.5	-0.2	0.3	-0.9	-0.3	-0.7	140.8
K64-66 FINANCIAL AND INSURANCE SERVICES	5.0	13.9	8.9	2.3	2.6	0.3	1.7	1.0	234.0
K64 & 66 (excl.662) Financial Services	4.3	12.9	7.9	1.9	2.4	0.2	1.5	0.5	188.7
K65 & 662 Insurance Services	0.7	1.0	1.0	0.3	0.2	0.1	0.2	0.5	45.3
L68 REAL ESTATE SERVICES	-1.6	1.3	2.5	0.5	0.6	0.7	0.8	0.5	80.4
M69-75 PROFESSIONAL SERVICES	7.7	13.7	4.9	1.6	1.9	-1.2	-0.6	-0.2	282.7
M69-70 Legal, Accounting & Management Services	4.0	8.8	4.0	1.0	1.7	-0.6	0.1	-0.7	154.9
M71 Architectural & Engineering Services	0.8	1.8	1.1	0.3	0.3	0.1	-0.3	-	64.7
Other Professional Services	2.9	3.1	-0.2	0.3	-0.2	-0.6	-0.4	0.5	63.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	-3.5	3.1	1.1	2.6	-0.8	3.4	-0.3	246.2
N80 Security & Investigation	-0.7	-1.2	0.4	0.2	0.4	-0.6	0.4	1.0	49.0
N81 Cleaning & Landscaping	-0.7	2.4	2.1	0.1	0.6	0.8	0.4	0.7	82.8
Other Administrative & Support Services	5.7	-4.7	0.6	0.8	1.6	-1.0	2.6	-1.9	114.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.9	44.0	44.3	8.4	12.3	9.8	11.7	8.7	953.4
O84 Public Administration & Defence	-0.1	-0.4	1.6	0.1	-0.9	1.3	1.8	-0.2	149.5
P85 Education	1.5	1.6	2.9	0.5	0.7	0.3	1.4	-	122.0
Q86-88 Health & Social Services	10.5	4.7	10.8	2.7	3.7	2.1	3.2	2.2	209.3
R90-93 Arts, Entertainment & Recreation	-1.9	9.2	4.3	1.4	1.3	0.2	-0.2	1.3	54.6
S,T,U Other Community, Social & Personal Services	1.9	28.9	24.8	3.8	7.5	5.8	5.6	5.5	418.0
<b>A,B,D,E OTHERS*</b>	<b>0.1</b>	<b>0.5</b>	<b>0.1</b>	<b>-0.3</b>	<b>0.3</b>	<b>-0.1</b>	<b>0.1</b>	<b>0.4</b>	<b>25.4</b>

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) Data may not add up to the total due to rounding.
- 4) Data for 1Q 2024 are revised at the industry level to reflect updates in industry classification of firms.

## 2.1 UNEMPLOYMENT

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

Per Cent

Characteristics	2021	2022	2023	Jun	
				2023	2024 <sup>P</sup>
<b>TOTAL</b>	<b>3.5</b>	<b>2.9</b>	<b>2.7</b>	<b>3.4</b>	<b>3.4</b>
<b>SEX</b>					
Male	3.3	2.8	2.7	3.2	3.4
Female	3.8	3.0	2.7	3.7	3.3
<b>AGE GROUP (YEARS)</b>					
Below 30	5.7	4.7	5.2	6.6	6.4
30 - 39	2.6	2.3	2.1	2.6	2.8
40 & Over	3.3	2.7	2.3	2.9	2.8
40 - 49	3.2	2.5	2.3	3.3	2.7
50 & Over	3.4	2.8	2.4	2.8	3.0
50 - 59	3.5	2.7	2.5	2.8	3.2
60 & Over	3.4	2.9	2.2	2.7	2.7
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	3.1	2.5	2.4	2.9	2.8
Secondary	4.1	3.1	2.9	3.7	2.9
Post-Secondary (Non-Tertiary)	4.5	3.4	3.2	3.7	4.3
Diploma & Professional Qualification	3.9	3.0	2.8	3.9	3.8
Degree	3.2	2.8	2.6	3.2	3.2

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

<sup>P</sup>: Preliminary

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

## 2.2 UNEMPLOYMENT

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

In Thousands

Characteristics	2021	2022	2023	Jun	
				2023	2024 <sup>P</sup>
<b>TOTAL</b>	<b>84.3</b>	<b>69.5</b>	<b>66.1</b>	<b>83.9</b>	<b>82.1</b>
<b>SEX</b>					
Male	42.2	35.6	35.2	41.5	43.8
Female	42.1	33.9	30.8	42.4	38.2
<b>AGE GROUP (YEARS)</b>					
Below 30	22.1	16.3	19.1	25.2	22.9
30 - 39	15.6	13.5	12.0	14.9	15.8
40 & Over	46.6	39.6	35.0	43.8	43.3
40 - 49	17.6	15.0	13.0	18.2	14.9
50 & Over	29.0	24.7	22.0	25.6	28.4
50 - 59	15.5	13.2	12.7	14.2	15.9
60 & Over	13.4	11.5	9.3	11.3	12.5
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	10.1	8.1	7.8	8.5	8.0
Secondary	14.9	11.6	10.3	12.3	9.3
Post-Secondary (Non-Tertiary)	9.8	7.6	7.2	10.3	12.2
Diploma & Professional Qualification	18.6	14.7	13.8	19.6	19.1
Degree	30.9	27.6	26.9	33.1	33.4

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

<sup>P</sup>: 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.

## 2.3 LONG-TERM UNEMPLOYMENT

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

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

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

<sup>p</sup>: Preliminary

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

## 2.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2021	2022	2023	Jun	
				2023	2024 <sup>P</sup>
<b>TOTAL</b>	<b>24.2</b>	<b>15.6</b>	<b>15.6</b>	<b>12.4</b>	<b>17.5</b>
<b>SEX</b>					
Male	12.9	8.8	9.2	7.9	11.7
Female	11.2	6.8	6.4	4.5	5.8
<b>AGE GROUP (YEARS)</b>					
Below 30	3.9	1.8	2.7	1.6	2.5
30 - 39	3.9	2.2	2.8	1.7	3.1
40 & Over	16.4	11.6	10.2	9.1	11.9
40 - 49	5.5	3.2	3.2	2.4	3.3
50 & Over	10.9	8.4	7.0	6.7	8.6
50 - 59	5.2	4.3	4.2	3.7	4.7
60 & Over	5.6	4.1	2.8	3.0	3.9
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.9	1.8	1.7	1.4	1.9
Secondary	4.5	2.9	2.8	1.3	1.9
Post-Secondary (Non-Tertiary)	2.7	1.4	1.4	1.1	2.4
Diploma & Professional Qualification	5.2	3.4	3.0	2.9	4.3
Degree	8.9	6.1	6.7	5.6	7.2

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.

### 3.1 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2021	2022	2023	2023			2024	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>8 020</b>	<b>6 440</b>	<b>14 590</b>	<b>3 200</b>	<b>4 110</b>	<b>3 460</b>	<b>3 030</b>	<b>3 270</b>
<b>Industry (SSIC 2020)</b>								
<b>C10-32 MANUFACTURING</b>	<b>1 710</b>	<b>2 100</b>	<b>3 470</b>	<b>530</b>	<b>700</b>	<b>780</b>	<b>660</b>	<b>690</b>
C10-12 Food, Beverages & Tobacco	110	30	160	80	20	60	10	30
C17,18,22 Paper / Rubber / Plastic Products & Printing	70	30	130	50	30	30	20	270
C19-21 Petroleum, Chemical & Pharmaceutical Products	500	220	240	60	100	60	100	110
C25,28 Fabricated Metal Products, Machinery & Equipment	150	560	530	110	170	70	300	100
C26 Electronic, Computer & Optical Products	690	870	2 080	200	160	540	190	140
C29-30 Transport Equipment	130	320	140	-	120	10	10	20
Other Manufacturing Industries	70	80	200	20	100	20	40	30
<b>F41-43 CONSTRUCTION</b>	<b>240</b>	<b>260</b>	<b>590</b>	<b>120</b>	<b>140</b>	<b>150</b>	<b>120</b>	<b>100</b>
<b>G-U SERVICES</b>	<b>6 020</b>	<b>4 060</b>	<b>10 440</b>	<b>2 550</b>	<b>3 270</b>	<b>2 520</b>	<b>2 250</b>	<b>2 470</b>
G46-47 WHOLESALE AND RETAIL TRADE	1 400	910	2 850	590	1 310	560	350	500
G46 Wholesale Trade	1 250	850	2 560	480	1 270	510	330	450
G47 Retail Trade	160	70	290	100	40	50	20	50
H49-53 TRANSPORTATION AND STORAGE	550	150	540	80	310	120	150	140
H49,5221 Land Transport & Supporting Services	50	10	210	10	200	-	10	20
H50,5222,5225 Water Transport & Supporting Services	140	60	100	30	40	30	30	20
H51,5223 Air Transport & Supporting Services	220	10	-	-	-	-	-	-
Other Transportation & Storage Services	140	70	230	50	70	80	110	100
I55-56 ACCOMMODATION AND FOOD SERVICES	180	40	150	10	30	100	70	40
I55 Accommodation	40	20	-	-	-	-	10	10
I56 Food & Beverage Services	130	20	150	10	30	100	70	30
J58-63 INFORMATION AND COMMUNICATIONS	1 040	1 200	2 740	860	700	620	580	400
J58-61 Telecommunications, Broadcasting & Publishing	380	410	720	250	170	190	120	100
J62-63 IT & Other Information Services	670	790	2 010	610	520	430	470	300
K64-66 FINANCIAL AND INSURANCE SERVICES	1 330	700	1 820	310	430	510	390	600
K64 & 66 (excl.662) Financial Services	1 250	670	1 650	280	400	440	370	550
K65 & 662 Insurance Services	70	30	170	30	30	80	20	40
L68 REAL ESTATE SERVICES	100	30	80	20	10	20	20	40
M69-75 PROFESSIONAL SERVICES	920	490	1 620	420	390	430	480	470
M69-70 Legal, Accounting & Management Services	660	270	1 030	240	190	300	200	290
M71 Architectural & Engineering Services	160	100	210	90	50	60	160	80
Other Professional Services	100	120	380	90	150	70	120	110
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	340	230	380	170	60	120	190	190
N80 Security & Investigation	10	10	20	-	10	10	50	-
N81 Cleaning & Landscaping	20	30	10	-	-	10	-	-
Other Administrative & Support Services	310	190	350	170	50	100	140	190
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	170	310	280	100	40	40	20	100
O84,P85 Public Administration & Education	60	50	60	10	10	10	10	40
Q86-88 Health & Social Services	10	90	80	30	10	10	10	10
R90-93 Arts, Entertainment & Recreation	70	60	30	10	10	10	-	40
S,T,U Other Community, Social & Personal Services	40	110	120	40	10	10	10	10
<b>A,B,D,E OTHERS*</b>	<b>50</b>	<b>30</b>	<b>80</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	5 870	4 520	11 030	2 530	2 860	2 630	2 290	2 610
Clerical, Sales & Service Workers	1 220	540	1 250	310	300	350	290	330
Production & Transport Operators, Cleaners & Labourers	940	1 390	2 310	370	960	480	460	330

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 2024

Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>220</b>	<b>560</b>	<b>540</b>	<b>2 110</b>	<b>140</b>	<b>60</b>	<b>280</b>	<b>3 270</b>	<b>2 610</b>	<b>330</b>	<b>330</b>
<b>C10-32 MANUFACTURING</b>	<b>90</b>	<b>150</b>	<b>360</b>	<b>280</b>	<b>50</b>	<b>-</b>	<b>40</b>	<b>690</b>	<b>530</b>	<b>30</b>	<b>140</b>
C10-12 Food, Beverages & Tobacco	-	10	-	20	-	-	-	30	10	10	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	40	40	230	-	-	-	-	270	240	-	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	-	40	90	-	-	20	110	100	-	10
C25,28 Fabricated Metal Products, Machinery & Equipment	20	40	40	30	-	-	-	100	70	10	30
C26 Electronic, Computer & Optical Products	10	60	30	120	40	-	-	140	90	10	40
C29-30 Transport Equipment	20	-	-	-	-	-	20	20	-	-	20
Other Manufacturing Industries	-	-	10	20	-	-	-	30	20	-	10
<b>F41-43 CONSTRUCTION</b>	<b>40</b>	<b>30</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>20</b>	<b>-</b>	<b>100</b>	<b>40</b>	<b>-</b>	<b>60</b>
<b>G-U SERVICES</b>	<b>100</b>	<b>380</b>	<b>170</b>	<b>1 810</b>	<b>100</b>	<b>40</b>	<b>240</b>	<b>2 470</b>	<b>2 040</b>	<b>300</b>	<b>140</b>
G46-47 WHOLESALE AND RETAIL TRADE	20	80	40	390	50	-	20	500	430	40	20
G46 Wholesale Trade	20	70	40	370	50	-	20	450	400	30	20
G47 Retail Trade	-	10	-	30	-	-	10	50	30	10	-
H49-53 TRANSPORTATION AND STORAGE	-	60	-	50	-	-	30	140	40	10	90
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	20	20	-	-	20
H50,5222, 5225 Water Transport & Supporting Services	-	-	-	20	-	-	-	20	20	10	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	-	60	-	30	-	-	10	100	30	10	70
I55-56 ACCOMMODATION AND FOOD SERVICES	-	20	-	10	-	-	20	40	10	20	10
I55 Accommodation	-	-	-	-	-	-	10	10	10	-	-
I56 Food & Beverage Services	-	20	-	10	-	-	10	30	10	20	10
J58-63 INFORMATION AND COMMUNICATIONS	30	70	50	270	20	30	30	400	380	10	10
J58-61 Telecommunications, Broadcasting & Publishing	10	10	20	90	-	-	-	100	80	10	10
J62-63 IT & Other Information Services	20	60	30	180	20	30	30	300	300	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	-	10	20	560	-	-	30	600	590	10	-
K64 & 66 (excl.662) Financial Services	-	10	20	510	-	-	30	550	540	10	-
K65 & 662 Insurance Services	-	-	-	40	-	-	-	40	40	-	-
L68 REAL ESTATE SERVICES	10	-	-	30	-	-	-	40	30	10	-
M69-75 PROFESSIONAL SERVICES	20	60	50	390	10	-	30	470	420	40	10
M69-70 Legal, Accounting & Management Services	10	20	40	250	-	-	10	290	260	30	-
M71 Architectural & Engineering Services	10	20	10	60	-	-	-	80	60	10	10
Other Professional Services	-	20	10	80	10	-	10	110	110	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-	30	10	70	10	-	90	190	90	100	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	-	30	10	70	10	-	90	190	90	100	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	40	-	50	-	-	10	100	50	50	-
O84,P85 Public Administration & Education	-	-	-	40	-	-	-	40	10	30	-
Q86-88 Health & Social Services	-	-	-	10	-	-	-	10	-	-	-
R90-93 Arts, Entertainment & Recreation	-	40	-	10	-	-	-	40	30	10	-
S,T,U Other Community, Social & Personal Services	-	-	-	-	-	-	-	10	10	-	-
<b>A,B,D,E OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Not due to recession.

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

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

- : nil or negligible

Notes :

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



### 3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

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

Number of Employees

	2021	2022	2023	2023			2024	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>7 480</b>	<b>5 560</b>	<b>13 830</b>	<b>3 000</b>	<b>3 930</b>	<b>3 290</b>	<b>2 950</b>	<b>3 130</b>
<b>Industry (SSIC 2020)</b>								
<b>C10-32 MANUFACTURING</b>	<b>1 640</b>	<b>1 500</b>	<b>3 270</b>	<b>480</b>	<b>650</b>	<b>730</b>	<b>620</b>	<b>680</b>
C10-12 Food, Beverages & Tobacco	100	30	120	40	20	60	10	30
C17,18,22 Paper / Rubber / Plastic Products & Printing	70	30	120	50	30	30	20	270
C19-21 Petroleum, Chemical & Pharmaceutical Products	450	200	230	60	100	60	80	100
C25,28 Fabricated Metal Products, Machinery & Equipment	140	450	470	110	160	50	290	90
C26 Electronic, Computer & Optical Products	680	630	2 010	200	160	510	190	130
C29-30 Transport Equipment	130	80	110	-	90	10	10	20
Other Manufacturing Industries	70	80	200	20	100	20	40	30
<b>F41-43 CONSTRUCTION</b>	<b>210</b>	<b>110</b>	<b>450</b>	<b>100</b>	<b>110</b>	<b>80</b>	<b>110</b>	<b>60</b>
<b>G-U SERVICES</b>	<b>5 580</b>	<b>3 930</b>	<b>10 030</b>	<b>2 430</b>	<b>3 180</b>	<b>2 470</b>	<b>2 220</b>	<b>2 400</b>
G46-47 WHOLESALE AND RETAIL TRADE	1 390	890	2 780	550	1 300	550	340	490
G46 Wholesale Trade	1 230	830	2 500	450	1 260	500	320	450
G47 Retail Trade	150	60	280	100	40	40	20	40
H49-53 TRANSPORTATION AND STORAGE	500	150	530	80	300	120	150	140
H49,5221 Land Transport & Supporting Services	20	10	210	10	200	-	10	20
H50,5222, 5225 Water Transport & Supporting Services	130	60	100	30	40	30	30	20
H51,5223 Air Transport & Supporting Services	220	10	-	-	-	-	-	-
Other Transportation & Storage Services	130	70	210	50	70	80	110	100
I55-56 ACCOMMODATION AND FOOD SERVICES	140	20	140	10	30	100	70	30
I55 Accommodation	40	-	-	-	-	-	10	-
I56 Food & Beverage Services	100	10	140	10	30	100	70	30
J58-63 INFORMATION AND COMMUNICATIONS	950	1 190	2 620	840	690	610	580	390
J58-61 Telecommunications, Broadcasting & Publishing	360	400	720	250	170	190	120	90
J62-63 IT & Other Information Services	580	780	1 900	600	520	420	470	300
K64-66 FINANCIAL AND INSURANCE SERVICES	1 320	690	1 800	310	430	510	390	600
K64 & 66 (excl.662) Financial Services	1 250	660	1 640	280	400	440	370	550
K65 & 662 Insurance Services	70	30	170	30	30	70	20	40
L68 REAL ESTATE SERVICES	100	30	70	20	10	20	20	40
M69-75 PROFESSIONAL SERVICES	880	470	1 490	340	350	420	470	450
M69-70 Legal, Accounting & Management Services	650	270	1 000	240	180	290	190	270
M71 Architectural & Engineering Services	140	90	140	20	50	60	160	70
Other Professional Services	90	120	350	80	130	70	120	110
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	140	220	340	170	30	120	190	190
N80 Security & Investigation	10	10	20	-	10	10	50	-
N81 Cleaning & Landscaping	20	30	10	-	-	-	-	-
Other Administrative & Support Services	120	180	320	170	20	100	140	190
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	160	290	260	100	40	30	20	80
O84,P85 Public Administration & Education	50	50	50	10	10	10	10	30
Q86-88 Health & Social Services	10	80	60	30	10	10	-	10
R90-93 Arts, Entertainment & Recreation	70	50	30	10	10	-	-	40
S,T,U Other Community, Social & Personal Services	30	110	120	40	10	10	10	10
<b>A,B,D,E OTHERS*</b>	<b>50</b>	<b>30</b>	<b>80</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	5 650	4 290	10 720	2 460	2 790	2 590	2 250	2 570
Clerical, Sales & Service Workers	960	460	1 160	300	260	320	280	300
Production & Transport Operators, Cleaners & Labourers	870	810	1 960	250	880	380	420	270

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

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

- : nil or negligible

Notes :

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

### 3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

#### RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

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

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

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

- : nil or negligible

Notes :

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

### 3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

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

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

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

- : nil or negligible

Notes :

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

## 4.1 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF

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

Number of Employees

	2021	2022	2023	2023					2024	
				2Q	3Q	4Q	1Q	2Q		
<b><u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF</u></b>										
<b>TOTAL</b>	<b>14 860</b>	<b>2 740</b>	<b>3 110</b>	<b>810</b>	<b>890</b>	<b>990</b>	<b>620</b>	<b>460</b>		
<b>SECTOR</b>										
Manufacturing	2 750	740	1 170	240	380	460	190	90		
Construction	910	90	420	130	90	160	140	60		
Services	11 130	1 900	1 510	440	430	350	290	310		
Others*	70	-	10	-	-	10	-	-		
<b>OCCUPATIONAL GROUP</b>										
Professionals, Managers, Executives & Technicians	5 350	820	1 220	290	400	410	190	110		
Clerical, Sales & Service Workers	5 400	1 010	830	260	150	270	170	230		
Production & Transport Operators, Cleaners & Labourers	4 110	910	1 050	270	340	310	260	120		
<b><u>EMPLOYEES ON SHORT WORK-WEEK</u></b>										
<b>TOTAL</b>	<b>12 770</b>	<b>2 550</b>	<b>2 810</b>	<b>730</b>	<b>800</b>	<b>950</b>	<b>550</b>	<b>390</b>		
<b>SECTOR</b>										
Manufacturing	2 710	680	1 080	190	360	450	180	80		
Construction	810	70	340	130	50	140	130	60		
Services	9 180	1 810	1 380	400	390	340	240	260		
Others*	70	-	10	-	-	10	-	-		
<b>OCCUPATIONAL GROUP</b>										
Professionals, Managers, Executives & Technicians	5 050	760	1 160	280	390	390	180	90		
Clerical, Sales & Service Workers	4 180	960	760	230	130	270	160	210		
Production & Transport Operators, Cleaners & Labourers	3 550	840	900	220	290	290	210	100		
<b><u>EMPLOYEES ON TEMPORARY LAYOFF</u></b>										
<b>TOTAL</b>	<b>2 090</b>	<b>180</b>	<b>290</b>	<b>90</b>	<b>90</b>	<b>40</b>	<b>60</b>	<b>60</b>		
<b>SECTOR</b>										
Manufacturing	50	70	90	40	10	10	10	10		
Construction	90	20	70	10	40	20	10	-		
Services	1 950	100	130	40	40	10	50	50		
Others*	-	-	-	-	-	-	-	-		
<b>OCCUPATIONAL GROUP</b>										
Professionals, Managers, Executives & Technicians	300	50	60	10	20	20	10	20		
Clerical, Sales & Service Workers	1 220	60	70	20	30	-	10	20		
Production & Transport Operators, Cleaners & Labourers	570	70	160	60	50	20	50	20		

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

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

- : nil or negligible

Notes :

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

## 5.1 RE-ENTRY INTO EMPLOYMENT

### PROPORTION OF RETRENCHED RESIDENTS WHO RE-ENTERED EMPLOYMENT

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

Per Cent

Characteristics	2021	2022	2023	2023			2024	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>65.8</b>	<b>68.9</b>	<b>63.7</b>	<b>59.4</b>	<b>65.3</b>	<b>61.5</b>	<b>59.4</b>	<b>55.0</b>
<b>SEX</b>								
Male	64.0	66.7	62.0	56.3	64.0	59.1	58.7	56.6
Female	67.7	71.2	65.8	63.4	67.2	64.5	60.4	53.3
<b>AGE GROUP (YEARS)</b>								
Below 30	80.0	84.5	79.4	76.3	78.1	78.2	74.4	76.9
30 - 39	75.4	80.6	74.6	71.9	74.3	75.2	67.5	67.0
40 & Over	60.3	64.1	54.6	52.4	56.7	53.9	54.8	47.5
40 - 49	68.1	75.4	61.8	62.6	63.2	60.5	60.6	54.4
50 & Over	54.4	56.8	48.6	46.1	50.5	48.4	50.2	41.6
50 - 59	56.0	60.8	49.3	45.0	51.7	49.8	52.8	41.6
60 & Over	50.6	47.0	46.3	50.0	45.9	44.6	42.9	41.5
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	64.4	71.1	73.3	72.5	73.9	75.5	57.5	66.7
Secondary	67.0	67.5	60.5	55.6	67.1	59.2	66.7	54.4
Post-Secondary (Non-Tertiary)	64.3	67.1	74.7	60.6	82.5	73.7	53.6	54.7
Diploma & Professional Qualification	69.6	71.1	65.9	56.4	68.8	66.5	57.1	58.5
Degree	64.6	67.5	61.5	59.3	62.4	57.2	58.1	52.6
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	64.4	66.8	62.5	57.7	64.3	59.8	58.1	53.2
Clerical, Sales & Service Workers	69.9	73.4	72.8	67.3	75.8	72.7	65.6	69.1
Production & Transport Operators, Cleaners & Labourers	65.9	74.0	75.7	76.7	69.1	82.8	73.8	71.4

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

Notes :

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

## 6.1 JOB VACANCY

### JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2021	2022	2023	Jun	
				2023	2024
<b>TOTAL</b>	<b>94.7</b>	<b>115.0</b>	<b>85.8</b>	<b>89.4</b>	<b>82.6</b>
<b>Industry (SSIC 2020)</b>					
<b>C10-32 MANUFACTURING</b>	<b>12.8</b>	<b>13.5</b>	<b>8.3</b>	<b>8.5</b>	<b>8.7</b>
C10-12 Food, Beverages & Tobacco	1.4	1.6	1.3	1.5	1.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.0	0.8	0.5	0.5	0.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.8	1.0	0.9	0.8	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	3.4	4.0	1.8	1.7	1.8
C26 Electronic, Computer & Optical Products	2.8	2.6	1.0	1.1	1.7
C29-30 Transport Equipment	1.9	2.0	1.8	1.8	1.7
Other Manufacturing Industries	1.6	1.3	0.9	1.1	0.8
<b>F41-43 CONSTRUCTION</b>	<b>10.6</b>	<b>10.3</b>	<b>6.8</b>	<b>7.2</b>	<b>8.7</b>
<b>G-U SERVICES</b>	<b>70.6</b>	<b>90.6</b>	<b>70.0</b>	<b>73.0</b>	<b>64.8</b>
G46-47 WHOLESALE AND RETAIL TRADE	9.2	11.2	7.7	7.5	7.2
G46 Wholesale Trade	5.4	6.2	4.6	4.7	4.2
G47 Retail Trade	3.8	5.0	3.1	2.8	3.0
H49-53 TRANSPORTATION AND STORAGE	5.3	7.9	5.6	4.9	5.8
H49,5221 Land Transport & Supporting Services	1.2	1.6	1.2	1.3	1.2
H50,5222,5225 Water Transport & Supporting Services	1.1	1.4	0.9	0.5	0.8
H51,5223 Air Transport & Supporting Services	0.9	1.7	1.4	1.5	1.6
Other Transportation & Storage Services	2.1	3.1	2.1	1.7	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	7.0	9.9	8.1	8.8	7.0
I55 Accommodation	1.2	1.9	1.8	2.1	2.0
I56 Food & Beverage Services	5.8	8.1	6.3	6.7	5.0
J58-63 INFORMATION AND COMMUNICATIONS	8.6	10.3	7.1	6.7	6.5
J58-61 Telecommunications, Broadcasting & Publishing	1.5	1.9	1.0	1.0	0.9
J62-63 IT & Other Information Services	7.1	8.4	6.1	5.7	5.6
K64-66 FINANCIAL AND INSURANCE SERVICES	8.2	10.2	6.3	6.0	5.6
K64 & 66 (excl.662) Financial Services	7.6	9.4	5.7	5.4	4.7
K65 & 662 Insurance Services	0.6	0.8	0.6	0.6	0.9
L68 REAL ESTATE SERVICES	1.5	2.1	1.8	2.1	2.2
M69-75 PROFESSIONAL SERVICES	7.2	9.1	6.7	7.4	6.9
M69-70 Legal, Accounting & Management Services	4.4	5.3	3.8	4.3	3.9
M71 Architectural & Engineering Services	2.0	2.6	1.8	1.9	1.9
Other Professional Services	0.8	1.2	1.1	1.2	1.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.2	7.6	6.5	6.3	5.1
N80 Security & Investigation	1.7	2.0	1.7	1.4	1.4
N81 Cleaning & Landscaping	2.1	2.4	2.6	2.5	2.2
Other Administrative & Support Services	2.4	3.2	2.3	2.4	1.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.5	22.3	20.2	23.2	18.6
O84,P85 Public Administration & Education	9.2	10.2	9.6	11.5	10.2
Q86-88 Health & Social Services	5.6	7.8	7.1	7.7	5.9
R90-93 Arts, Entertainment & Recreation	1.1	2.2	1.5	2.0	0.8
S,T,U Other Community, Social & Personal Services	1.5	2.1	2.0	2.0	1.7
<b>A,B,D,E OTHERS*</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>0.4</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	51.4	63.7	48.3	51.5	45.3
Clerical, Sales & Service Workers	17.1	24.3	20.1	20.7	19.1
Production & Transport Operators, Cleaners & Labourers	26.3	27.0	17.4	17.3	18.2

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				
				Jun				
				2023	2024			
				2021	2022	2023		
<b>TOTAL</b>				<b>4.7</b>	<b>5.1</b>	<b>3.7</b>	<b>3.9</b>	<b>3.4</b>
<b>Industry (SSIC 2020)</b>								
<b>C10-32</b>	<b>MANUFACTURING</b>			<b>4.2</b>	<b>4.1</b>	<b>2.3</b>	<b>2.4</b>	<b>2.2</b>
C10-12	Food, Beverages & Tobacco			4.1	4.4	3.3	3.8	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing			6.3	4.9	2.6	2.9	2.2
C19-21	Petroleum, Chemical & Pharmaceutical Products			2.8	3.4	2.8	2.7	2.5
C25,28	Fabricated Metal Products, Machinery & Equipment			4.4	4.7	2.1	2.0	2.1
C26	Electronic, Computer & Optical Products			4.7	4.1	1.4	1.3	2.3
C29-30	Transport Equipment			3.4	3.3	2.7	2.8	2.0
	Other Manufacturing Industries			4.7	3.7	2.5	2.8	2.0
<b>F41-43</b>	<b>CONSTRUCTION</b>			<b>4.3</b>	<b>3.5</b>	<b>2.1</b>	<b>2.3</b>	<b>2.6</b>
<b>G-U</b>	<b>SERVICES</b>			<b>4.9</b>	<b>5.6</b>	<b>4.4</b>	<b>4.6</b>	<b>3.9</b>
G46-47	WHOLESALE AND RETAIL TRADE			4.2	4.7	3.2	2.8	3.0
G46	Wholesale Trade			3.6	3.9	2.9	3.0	2.8
G47	Retail Trade			5.5	6.4	3.8	2.5	3.4
H49-53	TRANSPORTATION AND STORAGE			3.8	5.0	4.0	3.6	3.9
H49,5221	Land Transport & Supporting Services			3.2	4.4	3.7	4.1	4.0
H50,5222,5225	Water Transport & Supporting Services			3.8	4.3	3.0	2.1	2.7
H51,5223	Air Transport & Supporting Services			3.1	5.4	5.0	4.6	5.2
	Other Transportation & Storage Services			4.7	5.6	4.1	3.5	3.9
I55-56	ACCOMMODATION AND FOOD SERVICES			5.6	6.6	4.9	5.3	4.1
I55	Accommodation			6.8	9.9	7.9	8.0	8.3
I56	Food & Beverage Services			5.4	6.1	4.4	4.7	3.4
J58-63	INFORMATION AND COMMUNICATIONS			9.0	8.7	6.0	5.9	5.4
J58-61	Telecommunications, Broadcasting & Publishing			5.5	5.9	3.2	3.5	3.5
J62-63	IT & Other Information Services			10.3	9.8	7.0	6.8	5.9
K64-66	FINANCIAL AND INSURANCE SERVICES			5.1	5.6	3.9	4.1	3.0
K64 & 66 (excl.662)	Financial Services			5.3	5.8	4.0	4.2	2.9
K65 & 662	Insurance Services			3.1	4.1	3.2	3.2	3.7
L68	REAL ESTATE SERVICES			3.9	5.0	4.1	5.3	4.3
M69-75	PROFESSIONAL SERVICES			5.0	5.4	3.8	4.2	3.6
M69-70	Legal, Accounting & Management Services			5.4	6.0	4.1	4.4	4.2
M71	Architectural & Engineering Services			4.5	4.8	3.1	3.5	2.7
	Other Professional Services			4.4	4.8	4.2	4.6	4.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			4.4	4.8	4.4	4.2	3.4
N80	Security & Investigation			4.9	5.4	4.5	3.8	3.6
N81	Cleaning & Landscaping			3.2	3.4	3.8	3.6	3.3
	Other Administrative & Support Services			5.8	6.5	5.1	5.4	3.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			4.7	5.6	5.1	6.0	4.6
O84,P85	Public Administration & Education			4.8	5.4	5.1	6.1	5.3
Q86-88	Health & Social Services			5.0	5.9	5.6	6.2	4.1
R90-93	Arts, Entertainment & Recreation			3.6	6.6	4.8	5.8	3.5
S,T,U	Other Community, Social & Personal Services			3.9	4.8	4.5	4.9	3.6
<b>A,B,D,E</b>	<b>OTHERS*</b>			<b>3.4</b>	<b>3.2</b>	<b>3.4</b>	<b>3.3</b>	<b>2.1</b>
<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians			4.7	5.3	4.0	4.2	3.6
	Clerical, Sales & Service Workers			4.7	6.0	4.7	4.8	4.2
	Production & Transport Operators, Cleaners & Labourers			4.7	4.2	2.7	2.7	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 2024

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
<b>TOTAL</b>	<b>82.6</b>	<b>3.4</b>	<b>45.3</b>	<b>3.6</b>	<b>19.1</b>	<b>4.2</b>	<b>18.2</b>	<b>2.7</b>
<b>C10-32 MANUFACTURING</b>	<b>8.7</b>	<b>2.2</b>	<b>4.2</b>	<b>2.4</b>	<b>1.5</b>	<b>3.6</b>	<b>3.0</b>	<b>1.8</b>
C10-12 Food, Beverages & Tobacco	1.4	2.8	0.2	1.9	0.6	4.3	0.5	2.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	2.2	0.3	3.9	0.1	2.1	0.1	1.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	2.5	0.6	2.2	0.2	6.8	0.3	2.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.8	2.1	0.7	2.0	0.2	3.0	0.8	2.1
C26 Electronic, Computer & Optical Products	1.7	2.3	1.4	2.9	-	-	0.2	1.0
C29-30 Transport Equipment	1.7	2.0	0.7	2.1	0.2	3.4	0.8	1.8
Other Manufacturing Industries	0.8	2.0	0.3	2.2	0.1	3.0	0.3	1.6
<b>F41-43 CONSTRUCTION</b>	<b>8.7</b>	<b>2.6</b>	<b>2.3</b>	<b>2.9</b>	<b>0.6</b>	<b>2.5</b>	<b>5.8</b>	<b>2.5</b>
<b>G-U SERVICES</b>	<b>64.8</b>	<b>3.9</b>	<b>38.7</b>	<b>3.9</b>	<b>16.9</b>	<b>4.4</b>	<b>9.2</b>	<b>3.3</b>
G46-47 WHOLESALE AND RETAIL TRADE	7.2	3.0	2.9	2.4	3.5	4.3	0.8	2.2
G46 Wholesale Trade	4.2	2.8	2.2	2.4	1.4	4.8	0.6	2.2
G47 Retail Trade	3.0	3.4	0.7	2.7	2.1	4.0	0.2	2.3
H49-53 TRANSPORTATION AND STORAGE	5.8	3.9	1.4	2.6	1.7	5.2	2.7	4.4
H49,5221 Land Transport & Supporting Services	1.2	4.0	0.2	3.4	0.1	3.2	0.8	4.3
H50,5222,5225 Water Transport & Supporting Services	0.8	2.7	0.5	3.1	0.1	3.0	0.2	2.0
H51,5223 Air Transport & Supporting Services	1.6	5.2	0.4	3.7	1.1	6.9	0.1	2.3
Other Transportation & Storage Services	2.2	3.9	0.3	1.4	0.3	3.6	1.5	5.7
I55-56 ACCOMMODATION AND FOOD SERVICES	7.0	4.1	1.4	3.5	4.3	4.5	1.3	3.8
I55 Accommodation	2.0	8.3	0.6	6.0	1.1	12.1	0.3	6.1
I56 Food & Beverage Services	5.0	3.4	0.8	2.6	3.2	3.8	0.9	3.4
J58-63 INFORMATION AND COMMUNICATIONS	6.5	5.4	6.2	5.6	0.2	3.2	0.1	2.3
J58-61 Telecommunications, Broadcasting & Publishing	0.9	3.5	0.8	3.7	0.1	3.0	-	-
J62-63 IT & Other Information Services	5.6	5.9	5.5	6.0	0.1	3.5	0.1	2.7
K64-66 FINANCIAL AND INSURANCE SERVICES	5.6	3.0	5.2	3.1	0.4	2.3	-	-
K64 & 66 (excl.662) Financial Services	4.7	2.9	4.4	3.0	0.2	1.6	-	-
K65 & 662 Insurance Services	0.9	3.7	0.8	3.4	0.1	6.5	-	-
L68 REAL ESTATE SERVICES	2.2	4.3	0.8	3.5	0.9	5.6	0.4	4.3
M69-75 PROFESSIONAL SERVICES	6.9	3.6	5.4	4.0	0.7	3.6	0.8	2.4
M69-70 Legal, Accounting & Management Services	3.9	4.2	3.2	4.2	0.5	3.9	0.2	7.8
M71 Architectural & Engineering Services	1.9	2.7	1.2	3.4	0.1	2.9	0.6	1.9
Other Professional Services	1.1	4.0	1.0	4.3	0.1	3.5	0.1	2.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.1	3.4	1.1	3.2	1.6	3.7	2.4	3.3
N80 Security & Investigation	1.4	3.6	0.1	1.2	1.1	3.8	0.3	4.0
N81 Cleaning & Landscaping	2.2	3.3	0.1	2.2	0.2	3.2	1.8	3.4
Other Administrative & Support Services	1.5	3.3	0.9	3.7	0.3	3.6	0.3	2.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	18.6	4.6	14.3	4.6	3.6	4.9	0.7	3.2
O84,P85 Public Administration & Education	10.2	5.3	9.0	5.1	1.0	9.8	0.2	5.3
Q86-88 Health & Social Services	5.9	4.1	4.2	4.0	1.5	4.6	0.3	3.3
R90-93 Arts, Entertainment & Recreation	0.8	3.5	0.3	2.9	0.4	3.9	0.1	5.4
S,T,U Other Community, Social & Personal Services	1.7	3.6	0.8	4.4	0.8	3.6	0.2	1.8
<b>A,B,D,E OTHERS*</b>	<b>0.4</b>	<b>2.1</b>	<b>0.2</b>	<b>2.2</b>	<b>-</b>	<b>-</b>	<b>0.2</b>	<b>2.3</b>

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

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

- : nil or negligible

Notes :

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



## 7.1 LABOUR TURNOVER

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

Per Cent

		2021	2022	2023	2Q	
					2023	2024
<b>TOTAL</b>		<b>2.1</b>	<b>2.6</b>	<b>2.2</b>	<b>2.5</b>	<b>2.1</b>
<b>Industry (SSIC 2020)</b>						
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1.8</b>	<b>2.3</b>	<b>1.7</b>	<b>1.7</b>	<b>1.9</b>
C10-12	Food, Beverages & Tobacco	2.8	3.0	3.0	2.8	2.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	2.7	2.0	1.7	1.8	1.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.3	1.5	1.3	1.4	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	2.2	2.3	1.8	1.5	1.5
C26	Electronic, Computer & Optical Products	1.7	2.4	1.0	1.3	1.1
C29-30	Transport Equipment	1.0	2.0	1.6	1.6	3.3
	Other Manufacturing Industries	2.0	2.4	1.9	2.0	1.5
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>1.5</b>	<b>3.0</b>	<b>2.3</b>	<b>2.2</b>	<b>2.1</b>
<b>G-U</b>	<b>SERVICES</b>	<b>2.2</b>	<b>2.6</b>	<b>2.4</b>	<b>2.7</b>	<b>2.1</b>
G46-47	WHOLESALE AND RETAIL TRADE	2.2	2.6	2.7	4.1	2.2
G46	Wholesale Trade	1.8	2.1	1.8	1.8	1.9
G47	Retail Trade	3.0	3.8	4.4	7.6	2.7
H49-53	TRANSPORTATION AND STORAGE	1.7	2.4	2.0	2.0	1.8
H49,5221	Land Transport & Supporting Services	1.4	2.1	1.7	1.7	1.5
H50,5222,5225	Water Transport & Supporting Services	1.5	1.7	1.7	2.0	1.9
H51,5223	Air Transport & Supporting Services	1.1	2.8	2.3	2.3	1.8
	Other Transportation & Storage Services	2.5	2.8	2.3	2.1	2.0
I55-56	ACCOMMODATION AND FOOD SERVICES	3.4	3.9	3.6	3.9	3.5
I55	Accommodation	2.5	4.4	3.5	3.5	3.1
I56	Food & Beverage Services	3.6	3.9	3.7	4.0	3.6
J58-63	INFORMATION AND COMMUNICATIONS	2.8	3.1	2.1	2.2	2.1
J58-61	Telecommunications, Broadcasting & Publishing	2.0	2.2	1.6	1.3	1.3
J62-63	IT & Other Information Services	3.2	3.5	2.4	2.6	2.3
K64-66	FINANCIAL AND INSURANCE SERVICES	1.8	2.1	1.9	2.2	1.6
K64 & 66 (excl.662)	Financial Services	1.7	2.1	1.9	2.0	1.6
K65 & 662	Insurance Services	1.9	2.3	2.2	3.2	1.6
L68	REAL ESTATE SERVICES	2.3	2.5	2.3	2.4	1.9
M69-75	PROFESSIONAL SERVICES	2.3	2.5	2.1	2.2	2.1
M69-70	Legal, Accounting & Management Services	2.4	2.4	2.1	2.1	2.2
M71	Architectural & Engineering Services	2.1	2.8	2.3	2.6	2.0
	Other Professional Services	2.3	2.1	1.8	1.8	1.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.6	4.1	3.6	3.9	3.3
N80	Security & Investigation	3.7	3.9	4.0	4.1	3.3
N81	Cleaning & Landscaping	3.3	3.9	3.6	3.9	3.5
	Other Administrative & Support Services	4.1	4.7	3.3	3.7	2.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.6	1.7	1.6	1.5
O84,P85	Public Administration & Education	1.1	1.1	1.2	1.0	1.1
Q86-88	Health & Social Services	1.7	2.0	2.1	2.1	1.9
R90-93	Arts, Entertainment & Recreation	1.4	2.4	2.2	2.2	1.7
S,T,U	Other Community, Social & Personal Services	1.9	2.3	2.1	2.3	2.0
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>1.6</b>	<b>1.7</b>	<b>1.5</b>	<b>1.2</b>	<b>1.8</b>
<b>OCCUPATIONAL GROUP</b>						
	Professionals, Managers, Executives & Technicians	1.7	2.0	1.8	2.1	1.6
	Clerical, Sales & Service Workers	2.9	3.5	3.3	3.4	2.9
	Production & Transport Operators, Cleaners & Labourers	2.2	3.2	2.4	2.5	2.4

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

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

Notes :

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

## 7.2 LABOUR TURNOVER

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

					Per Cent				
					2021	2022	2023	2Q	
								2023	2024
<b>TOTAL</b>					<b>1.7</b>	<b>1.7</b>	<b>1.4</b>	<b>1.5</b>	<b>1.4</b>
<b>Industry (SSIC 2020)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>				<b>1.5</b>	<b>1.5</b>	<b>1.2</b>	<b>1.3</b>	<b>1.2</b>
C10-12	Food, Beverages & Tobacco				2.5	2.1	1.8	1.9	1.5
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.9	1.5	1.4	1.6	1.2
C19-21	Petroleum, Chemical & Pharmaceutical Products				1.1	1.1	0.8	0.9	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment				1.5	1.5	1.2	1.2	1.1
C26	Electronic, Computer & Optical Products				1.6	1.5	1.1	1.3	1.1
C29-30	Transport Equipment				1.2	1.2	1.1	1.1	1.0
	Other Manufacturing Industries				1.5	1.4	1.3	1.2	1.4
<b>F41-43</b>	<b>CONSTRUCTION</b>				<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>1.4</b>	<b>1.4</b>
<b>G-U</b>	<b>SERVICES</b>				<b>1.8</b>	<b>1.8</b>	<b>1.5</b>	<b>1.6</b>	<b>1.4</b>
G46-47	WHOLESALE AND RETAIL TRADE				1.8	1.8	1.4	1.5	1.6
G46	Wholesale Trade				1.4	1.4	1.1	1.2	1.3
G47	Retail Trade				2.5	2.4	2.1	1.8	2.2
H49-53	TRANSPORTATION AND STORAGE				1.4	1.5	1.3	1.3	1.1
H49,5221	Land Transport & Supporting Services				1.2	1.3	1.1	1.3	0.9
H50,5222,5225	Water Transport & Supporting Services				1.1	1.0	1.1	1.0	1.1
H51,5223	Air Transport & Supporting Services				1.1	1.3	1.0	1.0	0.9
	Other Transportation & Storage Services				2.0	2.0	1.7	1.7	1.4
I55-56	ACCOMMODATION AND FOOD SERVICES				3.2	3.0	2.6	2.7	2.2
I55	Accommodation				3.0	3.3	2.3	2.5	2.1
I56	Food & Beverage Services				3.3	2.9	2.6	2.7	2.2
J58-63	INFORMATION AND COMMUNICATIONS				2.0	2.1	1.5	1.5	1.4
J58-61	Telecommunications, Broadcasting & Publishing				1.5	1.9	1.1	1.2	1.4
J62-63	IT & Other Information Services				2.3	2.2	1.6	1.6	1.4
K64-66	FINANCIAL AND INSURANCE SERVICES				1.3	1.4	1.1	1.1	0.9
K64 & 66 (excl.662)	Financial Services				1.3	1.4	1.0	1.1	0.9
K65 & 662	Insurance Services				1.6	1.8	1.3	1.5	1.1
L68	REAL ESTATE SERVICES				2.1	1.9	1.5	1.8	1.7
M69-75	PROFESSIONAL SERVICES				1.7	1.6	1.3	1.3	1.3
M69-70	Legal, Accounting & Management Services				1.8	1.7	1.3	1.2	1.3
M71	Architectural & Engineering Services				1.5	1.4	1.4	1.3	1.3
	Other Professional Services				1.7	1.5	1.2	1.3	1.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.1	3.1	2.7	3.0	2.3
N80	Security & Investigation				3.6	3.2	2.9	3.2	2.4
N81	Cleaning & Landscaping				3.1	3.2	3.0	3.3	2.7
	Other Administrative & Support Services				2.6	2.9	2.0	2.2	1.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.1	1.2	1.0	1.1	1.0
O84,P85	Public Administration & Education				0.8	0.8	0.7	0.7	0.6
Q86-88	Health & Social Services				1.2	1.4	1.3	1.3	1.2
R90-93	Arts, Entertainment & Recreation				1.5	1.5	1.4	1.8	1.1
S,T,U	Other Community, Social & Personal Services				1.6	1.6	1.6	1.9	1.7
<b>A,B,D,E</b>	<b>OTHERS*</b>				<b>1.1</b>	<b>1.2</b>	<b>1.0</b>	<b>0.8</b>	<b>0.9</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians				1.3	1.4	1.1	1.1	1.0
	Clerical, Sales & Service Workers				2.5	2.5	2.1	2.3	2.0
	Production & Transport Operators, Cleaners & Labourers				1.9	1.8	1.7	1.7	1.6

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

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

Notes :

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

## 7.3 LABOUR TURNOVER

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

Per Cent

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>2.1</b>	<b>1.4</b>	<b>1.6</b>	<b>1.0</b>	<b>2.9</b>	<b>2.0</b>	<b>2.4</b>	<b>1.6</b>
<b>C10-32 MANUFACTURING</b>	<b>1.9</b>	<b>1.2</b>	<b>1.6</b>	<b>0.9</b>	<b>2.6</b>	<b>1.5</b>	<b>2.1</b>	<b>1.4</b>
C10-12 Food, Beverages & Tobacco	2.6	1.5	1.7	1.1	3.4	2.1	2.7	1.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.7	1.2	1.5	1.0	2.4	1.4	1.8	1.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	0.9	1.2	0.8	1.7	0.8	1.6	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.1	1.2	0.9	1.9	1.0	1.6	1.4
C26 Electronic, Computer & Optical Products	1.1	1.1	1.0	0.9	1.7	1.0	1.3	1.5
C29-30 Transport Equipment	3.3	1.0	3.5	0.7	2.7	1.0	3.3	1.3
Other Manufacturing Industries	1.5	1.4	1.4	1.1	2.0	1.7	1.4	1.5
<b>F41-43 CONSTRUCTION</b>	<b>2.1</b>	<b>1.4</b>	<b>2.0</b>	<b>1.3</b>	<b>2.2</b>	<b>1.1</b>	<b>2.1</b>	<b>1.5</b>
<b>G-U SERVICES</b>	<b>2.1</b>	<b>1.4</b>	<b>1.6</b>	<b>1.0</b>	<b>3.0</b>	<b>2.1</b>	<b>2.9</b>	<b>1.8</b>
G46-47 WHOLESALE AND RETAIL TRADE	2.2	1.6	1.4	1.0	3.2	2.5	2.7	1.7
G46 Wholesale Trade	1.9	1.3	1.3	1.0	3.0	1.9	2.6	1.6
G47 Retail Trade	2.7	2.2	1.7	1.1	3.3	2.8	2.7	1.8
H49-53 TRANSPORTATION AND STORAGE	1.8	1.1	1.2	1.0	2.0	1.1	2.4	1.3
H49,5221 Land Transport & Supporting Services	1.5	0.9	1.0	1.0	1.3	0.9	1.8	0.9
H50,5222, 5225 Water Transport & Supporting Services	1.9	1.1	1.3	0.9	2.4	1.1	3.0	1.3
H51,5223 Air Transport & Supporting Services	1.8	0.9	1.2	0.5	1.9	0.7	3.0	2.1
Other Transportation & Storage Services	2.0	1.4	1.1	1.2	2.4	1.8	2.5	1.5
I55-56 ACCOMMODATION AND FOOD SERVICES	3.5	2.2	2.4	1.5	3.9	2.5	3.8	2.0
I55 Accommodation	3.1	2.1	3.3	2.2	3.2	2.2	2.7	1.9
I56 Food & Beverage Services	3.6	2.2	2.2	1.3	4.0	2.5	4.0	2.0
J58-63 INFORMATION AND COMMUNICATIONS	2.1	1.4	2.0	1.3	1.9	2.9	3.3	1.6
J58-61 Telecommunications, Broadcasting & Publishing	1.3	1.4	1.2	1.0	1.6	3.7	1.2	1.8
J62-63 IT & Other Information Services	2.3	1.4	2.2	1.4	2.3	1.8	4.0	1.6
K64-66 FINANCIAL AND INSURANCE SERVICES	1.6	0.9	1.6	0.9	1.9	1.4	3.3	1.7
K64 & 66 (excl.662) Financial Services	1.6	0.9	1.6	0.8	1.8	1.3	3.2	1.7
K65 & 662 Insurance Services	1.6	1.1	1.5	1.0	2.9	1.4	9.7	1.4
L68 REAL ESTATE SERVICES	1.9	1.7	1.3	1.1	2.1	2.1	2.6	2.7
M69-75 PROFESSIONAL SERVICES	2.1	1.3	1.9	1.3	3.3	1.7	2.2	1.3
M69-70 Legal, Accounting & Management Services	2.2	1.3	1.9	1.3	3.3	1.8	5.4	1.0
M71 Architectural & Engineering Services	2.0	1.3	2.0	1.2	2.8	1.6	2.0	1.4
Other Professional Services	1.9	1.2	1.8	1.3	4.6	1.4	1.4	0.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.3	2.3	1.9	1.2	3.7	2.5	3.6	2.6
N80 Security & Investigation	3.3	2.4	1.3	0.5	3.9	2.9	2.3	1.5
N81 Cleaning & Landscaping	3.5	2.7	2.1	1.5	4.5	2.1	3.5	2.8
Other Administrative & Support Services	2.8	1.5	2.0	1.3	2.7	1.5	4.6	2.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.0	1.3	0.8	2.2	1.6	1.9	1.2
O84,P85 Public Administration & Education	1.1	0.6	1.0	0.6	2.6	1.3	1.6	0.8
Q86-88 Health & Social Services	1.9	1.2	1.8	1.1	2.1	1.3	2.0	1.4
R90-93 Arts, Entertainment & Recreation	1.7	1.1	1.2	0.9	2.2	1.3	1.3	1.2
S,T,U Other Community, Social & Personal Services	2.0	1.7	1.7	1.1	2.3	2.4	1.9	1.2
<b>A,B,D,E OTHERS*</b>	<b>1.8</b>	<b>0.9</b>	<b>1.3</b>	<b>0.8</b>	<b>1.9</b>	<b>0.7</b>	<b>2.3</b>	<b>1.1</b>

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

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

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

## 8.1 HOURS WORKED

### AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)	2021	2022	2023	2023			2024	
				Jun	Sep	Dec	Mar	Jun
<b>TOTAL</b>	<b>44.2</b>	<b>44.1</b>	<b>43.6</b>	<b>43.4</b>	<b>43.7</b>	<b>43.4</b>	<b>43.3</b>	<b>43.3</b>
<b>C10-32 MANUFACTURING</b>	<b>47.8</b>	<b>47.5</b>	<b>46.5</b>	<b>46.6</b>	<b>46.6</b>	<b>45.8</b>	<b>46.0</b>	<b>45.8</b>
C10-12 Food, Beverages & Tobacco	45.8	44.6	44.1	44.8	44.5	43.0	43.0	43.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	48.6	48.3	46.2	46.7	45.6	45.7	45.8	44.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	44.2	44.4	43.2	43.1	43.3	43.3	44.1	44.0
C25,28 Fabricated Metal Products, Machinery & Equipment	49.5	49.0	47.9	47.3	48.5	46.3	46.8	46.6
C26 Electronic, Computer & Optical Products	47.7	47.4	45.7	45.8	45.8	45.4	46.0	45.3
C29-30 Transport Equipment	48.8	49.0	48.7	49.5	48.3	48.2	48.1	48.1
Other Manufacturing Industries	47.7	46.6	46.4	46.3	47.2	46.3	46.1	45.4
<b>F41-43 CONSTRUCTION</b>	<b>49.8</b>	<b>49.9</b>	<b>48.6</b>	<b>48.5</b>	<b>48.2</b>	<b>48.7</b>	<b>47.7</b>	<b>47.8</b>
<b>G-U SERVICES</b>	<b>42.5</b>	<b>42.3</b>	<b>41.8</b>	<b>41.6</b>	<b>42.0</b>	<b>41.7</b>	<b>41.8</b>	<b>41.7</b>
G46-47 WHOLESALE AND RETAIL TRADE	42.4	42.2	41.4	40.8	41.7	41.0	41.2	41.3
G46 Wholesale Trade	42.7	42.4	41.9	41.9	42.0	41.6	41.8	41.8
G47 Retail Trade	41.7	41.7	40.4	39.2	41.2	39.8	40.1	40.6
H49-53 TRANSPORTATION AND STORAGE	45.4	45.2	44.3	44.3	44.6	44.1	43.5	43.8
H49,5221 Land Transport & Supporting Services	46.7	46.7	47.3	47.4	47.7	46.8	46.1	47.2
H50,5222, 5225 Water Transport & Supporting Services	45.1	44.5	42.6	41.7	42.1	42.1	42.2	41.8
H51,5223 Air Transport & Supporting Services	43.0	42.9	41.7	42.4	41.6	42.1	41.9	41.9
Other Transportation & Storage Services	46.0	45.8	44.9	44.9	45.6	44.7	43.9	44.2
I55-56 ACCOMMODATION AND FOOD SERVICES	40.5	40.4	40.2	39.9	40.5	39.9	40.6	40.3
I55 Accommodation	44.7	45.1	45.2	45.5	44.3	45.6	45.8	45.9
I56 Food & Beverage Services	39.7	39.7	39.4	38.9	40.0	39.1	39.8	39.4
J58-63 INFORMATION AND COMMUNICATIONS	41.4	40.9	40.6	40.7	40.8	40.7	40.8	40.3
J58-61 Telecommunications, Broadcasting & Publishing	41.3	40.5	40.4	40.5	40.9	40.8	40.6	40.4
J62-63 IT & Other Information Services	41.5	41.1	40.7	40.7	40.7	40.6	40.8	40.3
K64-66 FINANCIAL AND INSURANCE SERVICES	41.7	41.3	40.8	40.8	40.7	40.9	40.8	40.7
K64 & 66 (excl.662) Financial Services	41.9	41.4	40.9	41.0	40.8	41.0	40.9	40.7
K65 & 662 Insurance Services	40.2	40.4	39.9	39.5	39.7	40.2	40.4	40.4
L68 REAL ESTATE SERVICES	43.4	43.2	43.2	43.4	42.9	43.0	43.3	43.3
M69-75 PROFESSIONAL SERVICES	42.4	42.6	42.3	42.3	42.4	41.8	42.6	43.0
M69-70 Legal, Accounting & Management Services	40.9	40.8	40.2	40.4	40.8	38.5	40.4	40.6
M71 Architectural & Engineering Services	45.3	46.2	46.0	45.5	45.7	46.5	45.8	46.4
Other Professional Services	42.0	41.4	41.4	42.7	40.9	41.2	41.1	41.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	44.8	43.6	43.7	42.8	44.3	44.4	43.3	43.0
N80 Security & Investigation	47.9	46.6	46.3	46.1	45.5	47.1	42.6	42.7
N81 Cleaning & Landscaping	44.4	44.6	43.8	43.7	43.9	43.5	43.9	43.2
Other Administrative & Support Services	42.8	39.8	41.2	38.5	44.1	43.4	43.2	42.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.7	41.8	41.6	41.7	41.8	41.4	41.5	41.3
O84,P85 Public Administration & Education	41.4	41.3	41.4	41.5	41.4	41.5	41.3	41.3
Q86-88 Health & Social Services	42.1	42.3	42.0	41.9	42.0	42.0	42.4	42.1
R90-93 Arts, Entertainment & Recreation	42.8	43.7	42.3	44.0	44.7	40.7	40.8	40.9
S,T,U Other Community, Social & Personal Services	40.5	41.1	40.2	39.9	40.8	39.9	40.0	39.0
<b>A,B,D,E OTHERS*</b>	<b>45.2</b>	<b>45.1</b>	<b>44.4</b>	<b>44.5</b>	<b>44.1</b>	<b>44.9</b>	<b>44.4</b>	<b>45.2</b>

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

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

Notes :

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

## 8.2 HOURS WORKED

### AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)	2021	2022	2023	2023			2024	
				Jun	Sep	Dec	Mar	Jun
<b>TOTAL</b>	<b>2.5</b>	<b>2.5</b>	<b>2.2</b>	<b>2.1</b>	<b>2.3</b>	<b>2.3</b>	<b>2.0</b>	<b>2.0</b>
<b>C10-32 MANUFACTURING</b>	<b>5.3</b>	<b>5.0</b>	<b>4.0</b>	<b>4.0</b>	<b>4.2</b>	<b>3.7</b>	<b>3.7</b>	<b>3.7</b>
C10-12 Food, Beverages & Tobacco	3.6	2.8	2.5	2.0	3.1	2.2	2.1	2.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.5	5.6	3.5	3.5	3.5	3.3	3.3	2.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.6	2.8	2.2	2.1	2.2	2.4	2.9	3.0
C25,28 Fabricated Metal Products, Machinery & Equipment	6.5	6.0	5.0	4.5	5.5	4.2	4.2	4.2
C26 Electronic, Computer & Optical Products	5.4	5.0	3.2	3.7	3.1	2.8	3.0	2.7
C29-30 Transport Equipment	5.7	6.1	5.5	5.3	5.6	5.4	5.3	5.6
Other Manufacturing Industries	5.7	4.5	4.3	4.5	4.6	4.3	3.6	3.5
<b>F41-43 CONSTRUCTION</b>	<b>6.0</b>	<b>6.4</b>	<b>5.5</b>	<b>5.3</b>	<b>5.3</b>	<b>5.6</b>	<b>5.0</b>	<b>5.0</b>
<b>G-U SERVICES</b>	<b>1.2</b>	<b>1.3</b>	<b>1.2</b>	<b>1.1</b>	<b>1.2</b>	<b>1.2</b>	<b>1.0</b>	<b>1.0</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.3	1.1	1.0	0.9	1.1	1.0	1.0	1.0
G46 Wholesale Trade	1.3	1.1	1.0	1.0	1.0	1.0	1.0	1.0
G47 Retail Trade	1.2	1.3	1.1	0.8	1.4	1.0	0.9	1.0
H49-53 TRANSPORTATION AND STORAGE	2.9	3.0	2.6	2.4	3.0	2.8	2.0	2.1
H49,5221 Land Transport & Supporting Services	4.3	4.2	5.4	5.3	5.7	5.5	4.7	5.1
H50,5222, 5225 Water Transport & Supporting Services	2.4	2.2	1.4	1.1	1.5	1.4	0.8	0.8
H51,5223 Air Transport & Supporting Services	1.0	1.4	0.3	0.1	0.1	0.7	0.5	0.4
Other Transportation & Storage Services	3.3	3.5	2.8	2.6	3.6	3.1	2.1	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	1.3	1.4	1.5	1.3	1.5	1.6	1.3	1.4
I55 Accommodation	1.4	2.1	2.2	2.3	2.0	2.3	2.4	2.0
I56 Food & Beverage Services	1.3	1.3	1.3	1.1	1.5	1.5	1.1	1.2
J58-63 INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.2
J58-61 Telecommunications, Broadcasting & Publishing	0.2	0.4	0.3	0.3	0.3	0.3	0.3	0.3
J62-63 IT & Other Information Services	0.2	0.2	0.2	0.1	0.2	0.3	0.2	0.2
K64-66 FINANCIAL AND INSURANCE SERVICES	0.5	0.5	0.1	0.1	0.1	0.1	0.1	0.1
K64 & 66 (excl.662) Financial Services	0.5	0.5	0.1	0.1	0.1	0.1	0.1	0.1
K65 & 662 Insurance Services	0.1	0.1	0.1	0.1	-	0.1	0.1	-
L68 REAL ESTATE SERVICES	1.2	1.4	1.3	1.5	1.1	1.2	1.3	1.0
M69-75 PROFESSIONAL SERVICES	1.1	1.4	1.3	1.0	1.2	1.8	1.5	1.7
M69-70 Legal, Accounting & Management Services	0.2	0.2	0.3	0.2	0.2	0.4	0.3	0.3
M71 Architectural & Engineering Services	2.7	3.6	3.4	2.7	3.1	4.1	3.5	3.8
Other Professional Services	0.9	0.6	0.4	0.6	0.4	0.6	0.5	0.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.3	3.3	3.2	3.4	3.2	2.4	2.0
N80 Security & Investigation	6.6	5.8	6.0	5.8	6.1	6.1	3.1	2.2
N81 Cleaning & Landscaping	2.6	3.0	2.7	2.6	2.8	2.6	2.6	2.3
Other Administrative & Support Services	1.8	1.9	1.9	2.1	1.8	1.7	1.5	1.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.3	0.4	0.4	0.4	0.5	0.3	0.3	0.3
O84,P85 Public Administration & Education	0.1	0.1	0.2	0.2	0.2	0.2	0.1	0.1
Q86-88 Health & Social Services	0.5	0.5	0.4	0.4	0.5	0.5	0.5	0.4
R90-93 Arts, Entertainment & Recreation	0.9	1.4	1.2	1.4	2.2	0.7	0.9	0.8
S,T,U Other Community, Social & Personal Services	0.6	0.6	0.6	0.5	0.8	0.6	0.4	0.4
<b>A,B,D,E OTHERS*</b>	<b>2.7</b>	<b>2.6</b>	<b>2.3</b>	<b>2.3</b>	<b>2.2</b>	<b>2.9</b>	<b>2.2</b>	<b>2.5</b>

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

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

- : nil or negligible

Notes :

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

## Explanatory Notes

### Employment

#### Source

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

#### Coverage

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

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

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

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

#### Concepts and Definitions

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

#### Uses and Limitations

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

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

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

## Unemployment

### Source

Labour Force Survey

### Coverage

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

### Concepts and Definitions

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

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

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

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

### Uses and Limitations

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

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

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

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

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

### **Release Schedule**

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

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

### **Data Quality**

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

### **Seasonal Adjustment**

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

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

### **Revisions**

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

## **Retrenchment**

### **Source**

Labour Market Survey

### **Coverage**

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



## Concepts and Definitions

**Retrenchment** refers to

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

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

## Uses and Limitations

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

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

## Re-entry into Employment

### Source

Labour Market Survey and derived based on data from administrative records

### Coverage

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

## Concepts and Definitions

**Re-entry rate** is defined as the proportion of retrenched residents who re-entered employment. Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment. For example, the re-entry rate for the second quarter of 2024 shows the proportion of residents retrenched in the fourth quarter of 2023 who had re-entered employment six months after retrenchment. Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment. For example, the 2023 re-entry rate pertains to residents retrenched from 3Q 2022 to 2Q 2023, who had re-entered employment by 2023 (six months after retrenchment).

Residents refer to Singapore Citizens and Permanent Residents.

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

## Uses and Limitations

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

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

## Job Vacancy

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

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

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

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

## Uses and Limitations

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

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

## Labour Turnover

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

### Uses and Limitations

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

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

## Paid Hours Worked

### Source

Labour Market Survey

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## Coverage

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

## Concepts and Definitions

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

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

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

## Uses and Limitations

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

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

## Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Jun 24	82,100	2,200	2.7%	77,700	86,500
Resident Unemployment Rate	Jun 24	3.4%	0.09%-pt	2.7%	3.2%	3.6%
<b>JOB VACANCY</b>						
Job Vacancy Number	Jun 24	82,600	1,000	1.2%	80,600	84,700
Job Vacancy Rate	Jun 24	3.4%	0.04%-pt	1.2%	3.4%	3.5%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	2Q 24	2.1%	0.02%-pt	1.2%	2.1%	2.1%
Average Monthly Resignation Rate	2Q 24	1.4%	0.01%-pt	1.0%	1.3%	1.4%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Jun 24	2.0	0.03	1.4%	1.9	2.0

Note: Data are non-seasonally adjusted.

# OTHER RELEASES



## UPCOMING ...

Labour Market Advance Release Third Quarter 2024	29-30 Oct 2024*
Labour Force in Singapore Advance Release 2024	25-29 Nov 2024*
Labour Market Report Third Quarter 2024	09-13 Dec 2024*
Labour Force In Singapore 2024	27 Jan-04 Feb 2025*

## PAST ...

Labour Market Report Second Quarter 2024	17 Sep 2024
Labour Market Advance Release Second Quarter 2024	31 Jul 2024
Report on Wage Practices 2023	28 Jun 2024
Singapore Yearbook of Manpower Statistics 2024	28 Jun 2024
Labour Market Report First Quarter 2024	20 Jun 2024
Labour Market Advance Release First Quarter 2024	30 Apr 2024
Job Vacancies 2023	25 Mar 2024
Labour Market Report Fourth Quarter 2023	14 Mar 2024

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*\*The actual date of release will be indicated at least a week before the scheduled publication date.*

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	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Providing useful insights on prevailing labour market trends/development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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3. How do you find the length of the report?

Too detailed       Just right       Too brief

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