

Labour Market Report Third Quarter 2020



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT THIRD QUARTER 2020

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MISSION

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

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Explanatory Notes

Notations

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

Abbreviations

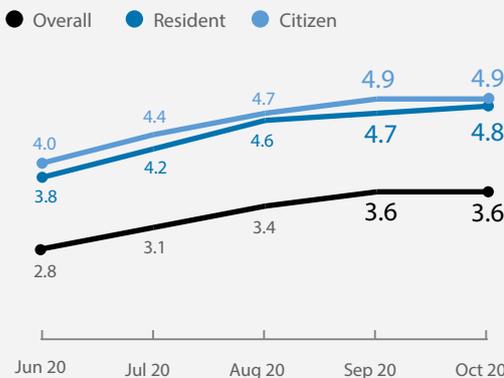
excl	: Excluding
FDW	: Foreign domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals,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

Labour Market Report Third Quarter 2020

Unemployment

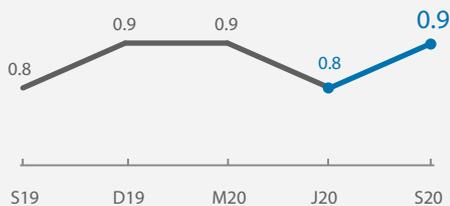
Unemployment rates rose, but the pace of increase has slowed

Unemployment rate (%), seasonally adjusted



Resident long-term unemployment rate edged up

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



Short Work-Week Or Temporary Layoff

Number of employees placed on short work-week or temporary layoff fell



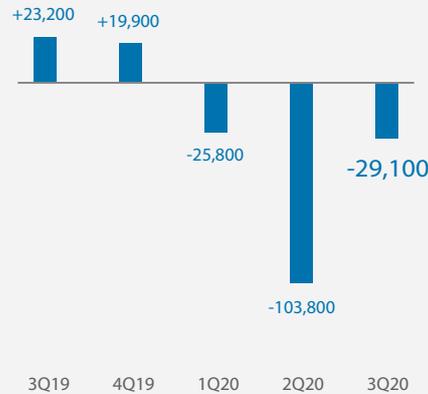
81,720
2Q 2020

↓ 34,240
3Q 2020

Employment

Total employment contracted due to fall in non-resident employment, while resident employment rebounded strongly

Employment change (Quarterly)



Employment level (excl. FDW)

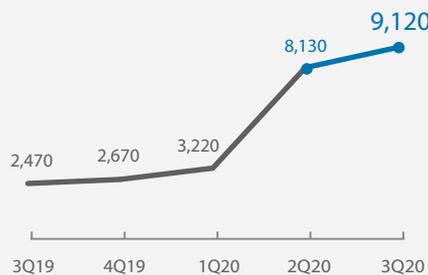


3,363,800
Sep 2020

Retrenchment

Retrenchments rose

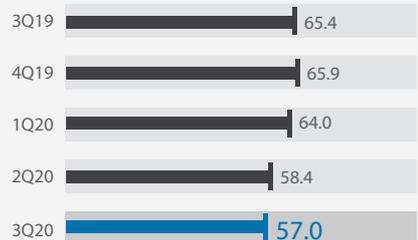
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment declined slightly

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



Job Vacancy

Job vacancies rose for the first time in 2020, boosting the ratio of job vacancies to unemployed persons

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Labour turnover increased

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



Executive Summary

In the Labour Market Advance Release for 3Q 2020, we observed that Singapore's labour market showed some signs of improvement based on preliminary estimates on employment, unemployment and retrenchment. In this release, the preliminary estimates have been updated with final data, and trends are similar to our earlier assessment:

Employment

- Non-residents made up almost nine in ten (-139,100¹) of the contraction in total employment between January and September this year (-158,700). This reflected the strong rebound in resident employment in 3Q 2020 (+43,200), which offset most of the declines which took place in the first two quarters of the year. The resident employment level in September 2020 (2.34 million) is now back to near pre COVID-19 levels. On the other hand, the contraction in non-resident employment continued in 3Q 2020 (-72,300), at a faster pace than the previous two quarters.
- The Employment Diffusion Index (EDI) for residents rose to 64.0 in 3Q 2020, indicating that increases in resident employment were observed in more industries in 3Q 2020 compared to 2Q 2020. For non-residents, the EDI declined further to 8.4, with most industries experiencing a decline in non-resident employment.

Unemployment

- The pace of increase in unemployment rates has slowed markedly in September and October 2020, compared to earlier months.

Retrenchments

- Retrenchments rose in 3Q 2020 (9,120) compared to 2Q 2020 (8,130). This was due to *Arts, Entertainment & Recreation* and *Air Transport* related industries. On the other hand, retrenchments declined in other sectors such as *Financial Services*, *Wholesale Trade* and *Food & Beverage Services*.

¹ Employment figures exclude foreign domestic workers (FDW).

To provide a comprehensive view of the labour market situation in 3Q 2020, this report also covers additional indicators. These indicators affirmed that the labour market improved in 3Q 2020, reflecting the phased re-opening of the economy.

Working Arrangements

- As employees returned to work, significantly fewer employees were placed on short work-week or temporary layoff (34,240) compared to 2Q 2020 (81,720).

Hours worked

- Average weekly paid hours worked rose by 0.4 hour to 43.8 hours, due to higher overtime hours.

Job Vacancies

- The number of job vacancies rose for the first time in 2020. As a result, the job vacancies to unemployed persons ratio rose from 0.57 in June 2020 to 0.60 in September 2020 (seasonally adjusted).

Labour turnover

- The recruitment and resignation rates rose in 3Q 2020 (1.6%, seasonally adjusted) from the all-time lows in 2Q 2020, in line with the gradual resumption in hiring and voluntary job change as labour market activity picked up.

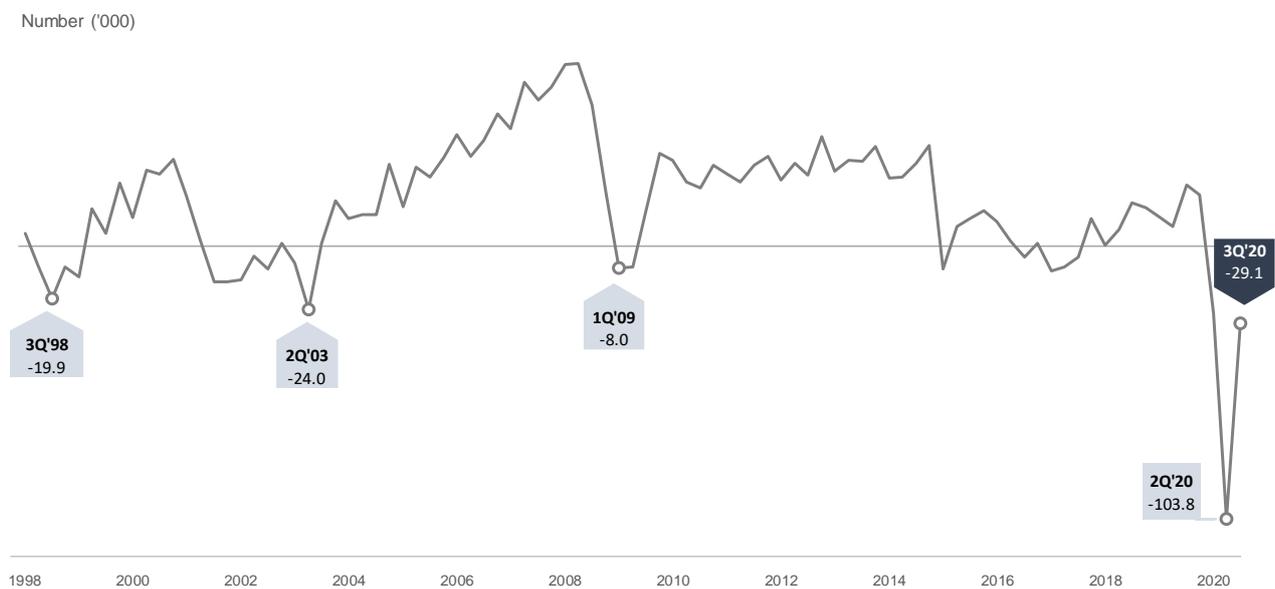
However, the rise in resident long-term unemployment rate in September 2020 bears close monitoring. At this moment, the rate could have crept up because of labour market slack.

Employment

Resident² employment rebounded strongly in 3Q 2020 (+43,200) to 2.34 million in September 2020, which is just 0.4% lower than the 2.35 million in September 2019. However, non-resident employment continued to contract (-72,300 excluding FDW), more sharply than in the first two quarters of the year. As a result, total employment contracted in 3Q 2020 (-29,100, excluding FDW), but at a significantly slower pace than in 2Q 2020 (-103,800).

In the first three quarters of this year, nearly nine in ten of the total employment declines (-158,700) were due to non-residents (-139,100). Resident employment declined by a significantly smaller number (-19,600), as the increase in 3Q 2020 helped to offset most of the declines in the first two quarters of the year. This reflects the strong support measures for residents, including the Jobs Support Scheme and programmes under the SGUnited Jobs and Skills Package.

Chart 1: Quarterly Total Employment Change (excluding FDW)



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 FDW' refers to excluding foreign domestic workers.
- (4) 2019 and 2020 data are revised to reflect updates in pre-approved Letter of Consent (PLOC) numbers.

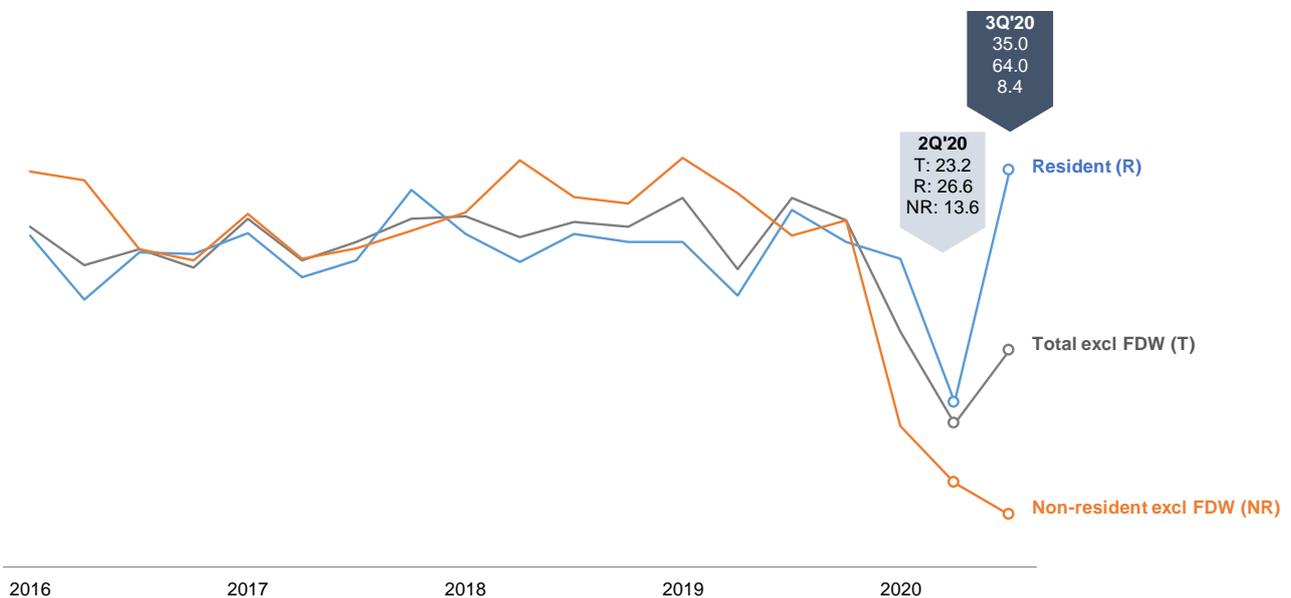
² "Residents" refer to Singapore Citizens and Permanent Residents.

In 3Q 2020, the Employment Diffusion index³ (EDI) for residents rose to 64.0, indicating that the increase in resident employment was spread more broadly across industries. The EDI declined for non-residents to 8.4, indicating that the non-resident employment contractions were also more widespread across industries. The further away the EDI is from the mid-point, i.e. 50, the more widespread these expansions or contractions are.

The industries which registered the largest increase in total employment in 3Q 2020 were *Public Administration & Education* (6,300), *Food & Beverage Services* (5,700, reversing two consecutive quarters of decline), *Health & Social Services* (3,600) and *Information & Communications* (1,900). In these industries, resident employment grew strongly, while non-resident employment declined.

During the same period, the sectors with sharper declines in total employment were *Construction* (-16,700), *Manufacturing* (-15,000), *Arts, Entertainment & Recreation* (-4,400), *Transportation & Storage* (-3,400) and *Administrative & Support Services* (-3,000). The contraction in these industries were a result of declines in non-resident employment, with the exception of *Arts, Entertainment & Recreation* where both resident and non-resident employment contracted.

Chart 2: Employment Diffusion Index



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

Notes:

- (1) 'excl FDW' refers to excluding foreign domestic workers.
- (2) 2019 and 2020 data are revised to reflect updates in pre-approved Letter of Consent (PLOC) numbers.

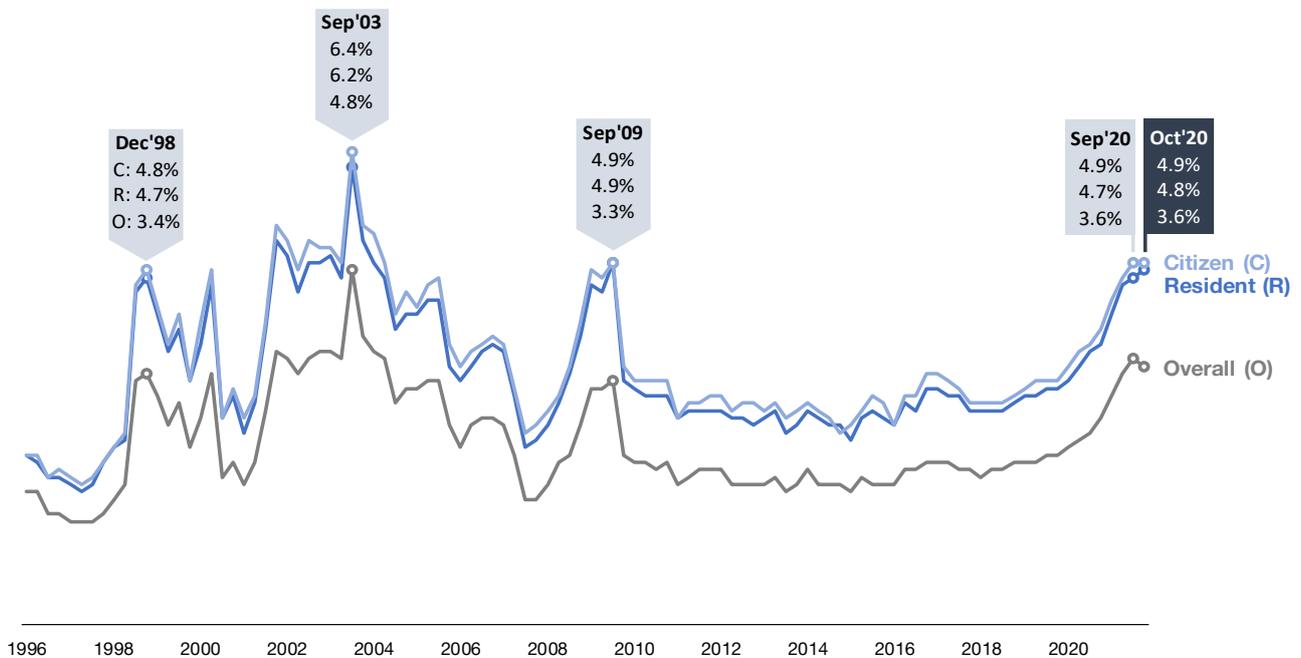
³ The EDI provides an indication of the breadth of employment change across 203 component industries, and ranges from 0 to 100. The further away this index is from the mid-point of "50" (either above or below), the more widespread these employment expansions and contractions.

Unemployment

Although the seasonally adjusted unemployment rates continued to rise in September 2020 (overall: 3.6%; resident: 4.7%; citizen: 4.9%),^{4,5} the pace of increase has slowed markedly from before.⁶ Residents in their 40s and 50s, and residents with secondary and below education saw relatively larger increases in their unemployment rates compared to other age and education groups.

In October 2020, the unemployment rates were largely similar to September 2020. It was unchanged at the overall level and for citizens, and inched up by 0.1%-point for residents.⁷

Chart 3: Unemployment Rate (Seasonally Adjusted)



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

⁴ Based on seasonally adjusted data, there were 112,500 unemployed residents in September 2020, of which 97,700 were citizens.

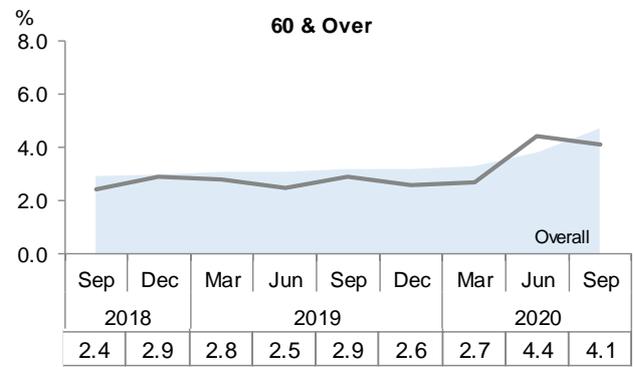
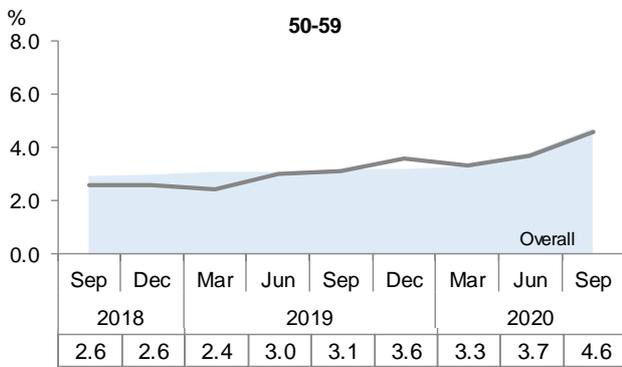
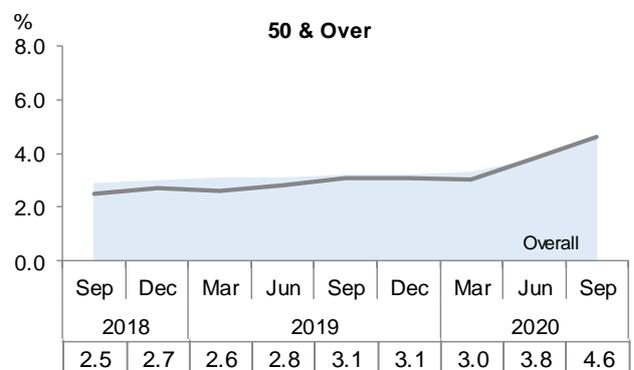
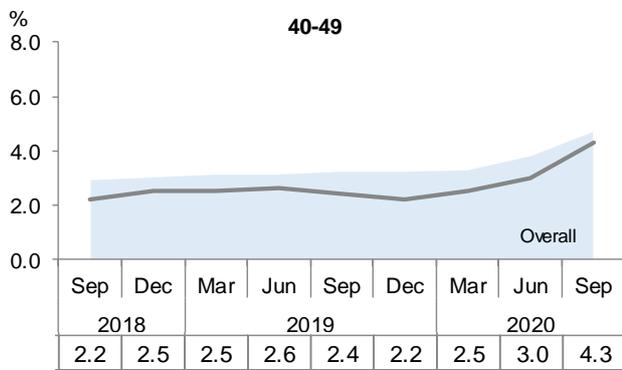
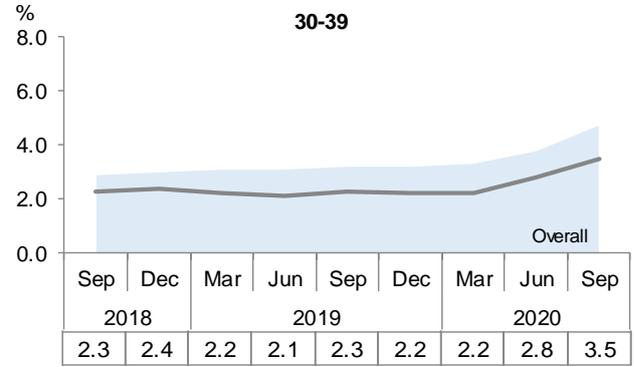
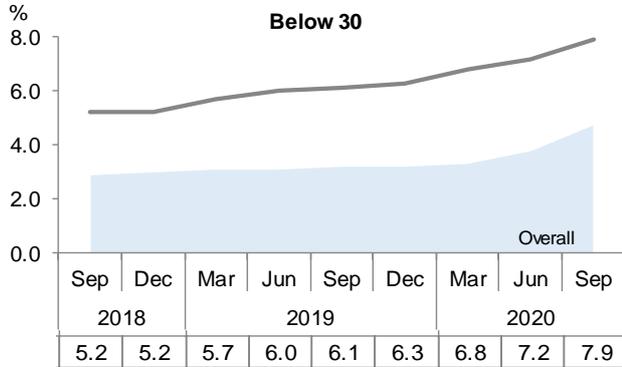
⁵ With the resumption of business activities in 3Q 2020, the share of part-timers among employed residents has also risen over the quarter. With the increase in part-time employment, the resident time-related under-employment rate also rose.

⁶ The resident unemployment rate rose by 0.1%-point in September 2020, lower than the monthly increase of 0.4%-point for July and August respectively. A similar moderation in increase was observed for the overall and citizen unemployment rates.

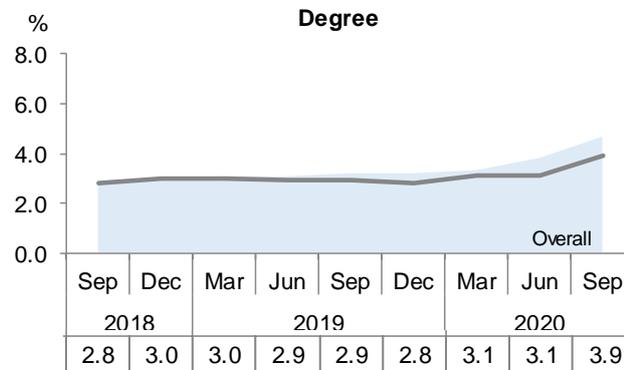
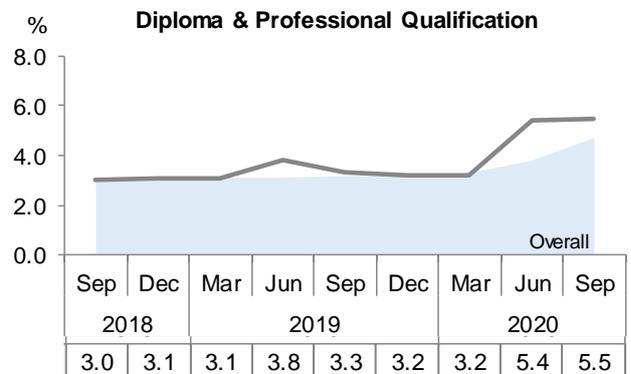
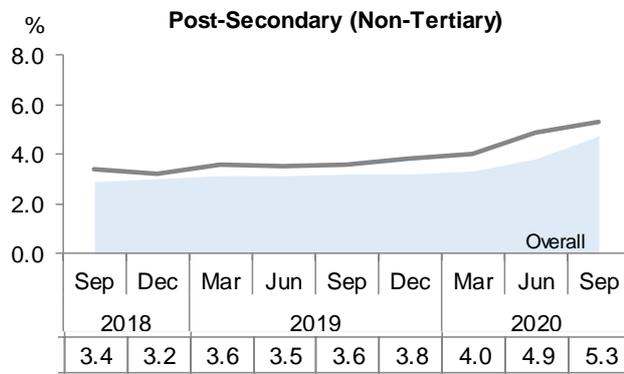
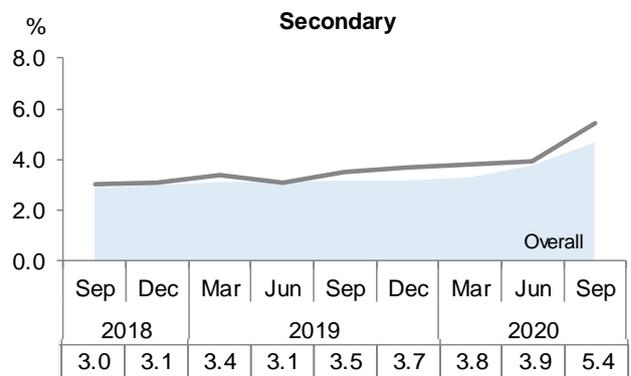
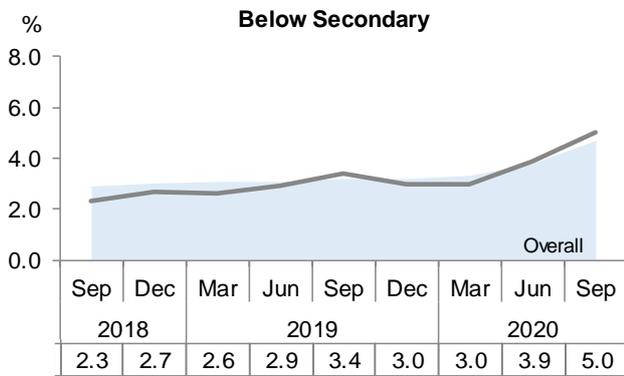
⁷ Based on seasonally adjusted data, there were 115,400 unemployed residents in October 2020, of which 99,700 were citizens.

Chart 4: Resident Unemployment Rate By Age And Education
(Seasonally Adjusted)

By Age



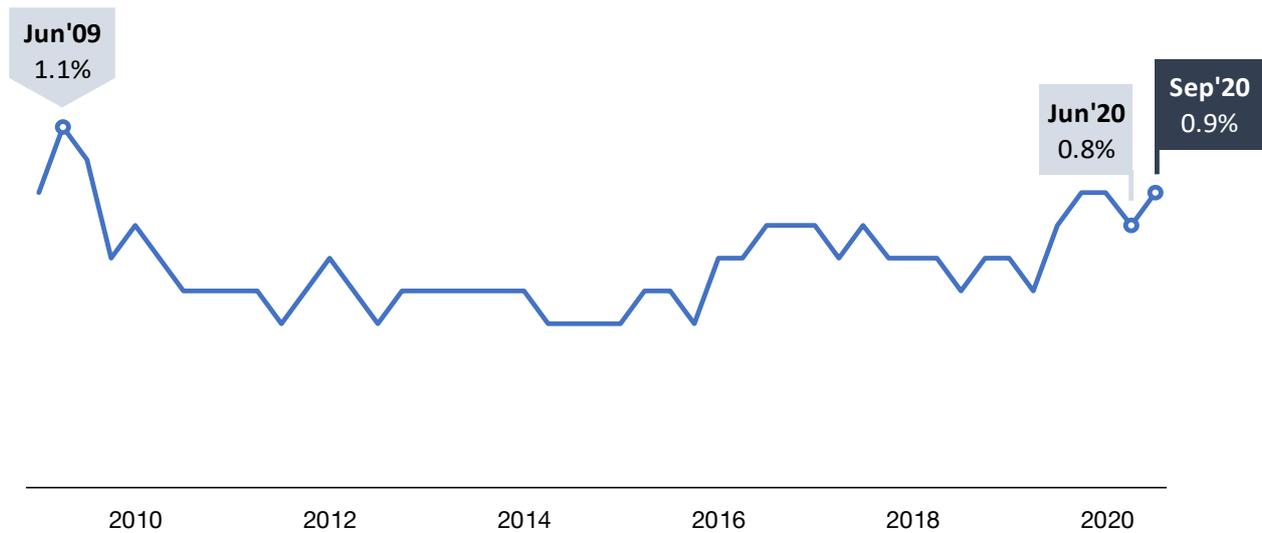
By Education



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

The resident long-term unemployment rate⁸ (LTUR) rose in September 2020 (0.9%, seasonally adjusted) after dipping in June (0.8%).⁹ Most age and education groups registered an increase in their LTUR. For residents with diploma & professional qualifications, their LTUR rose for the third consecutive quarter.

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



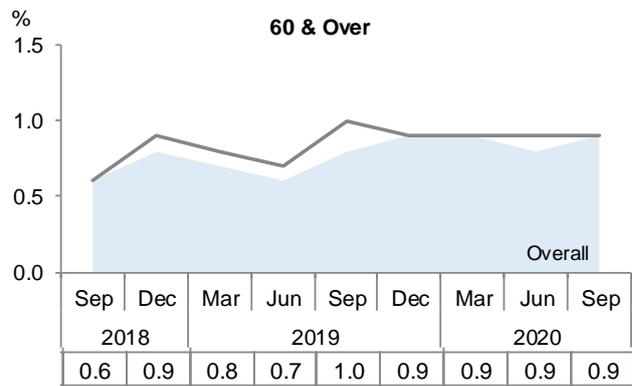
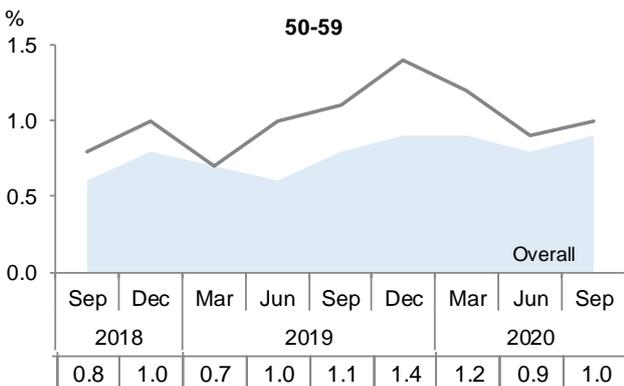
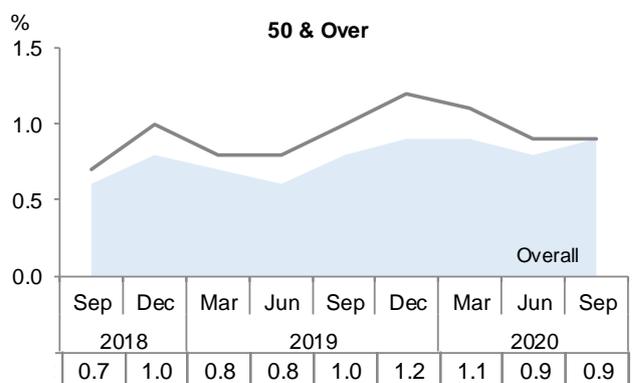
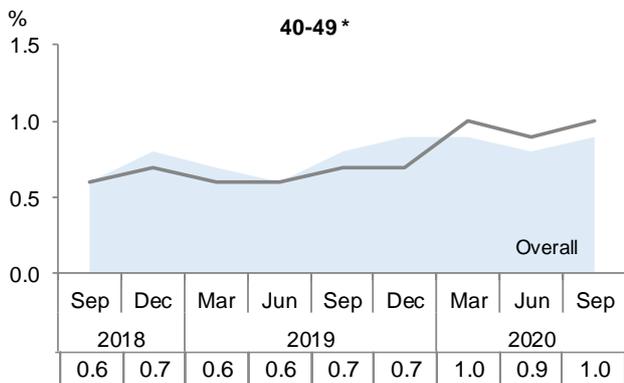
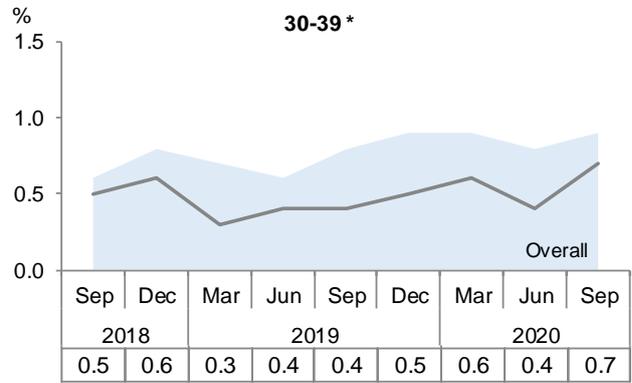
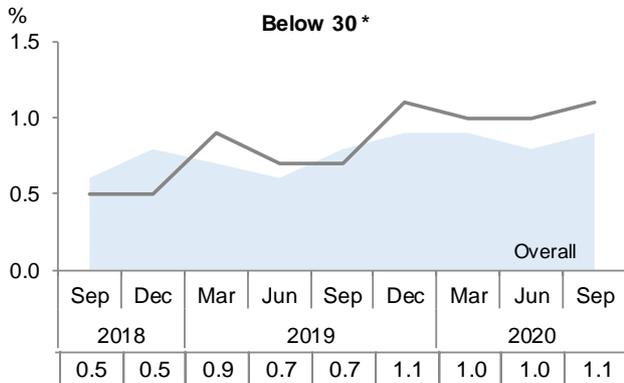
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

⁸ The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

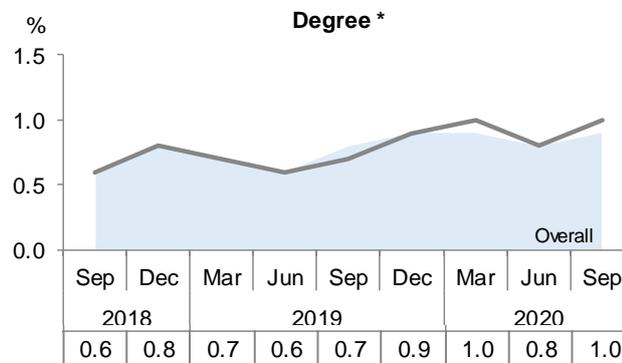
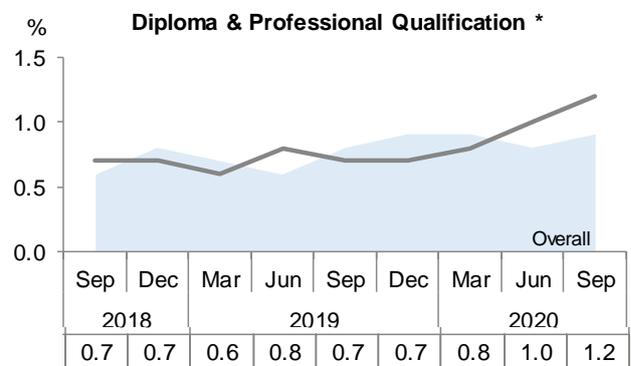
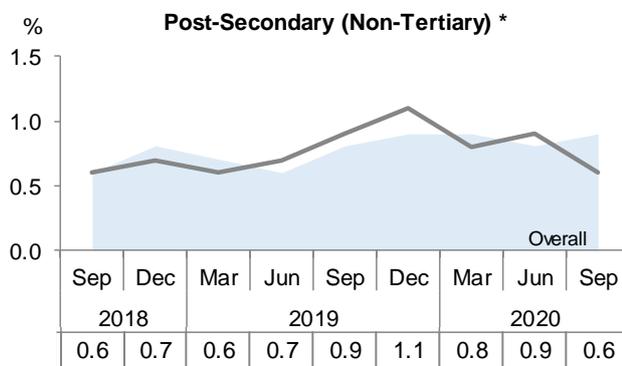
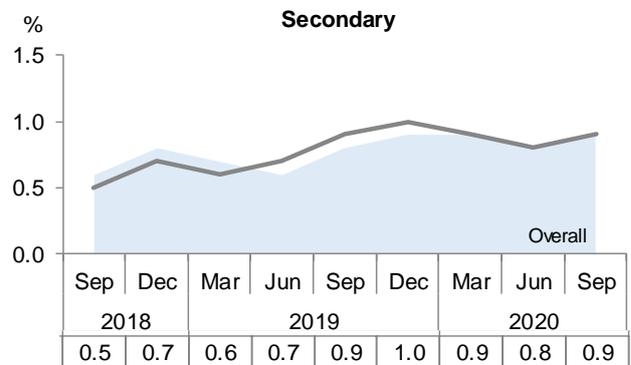
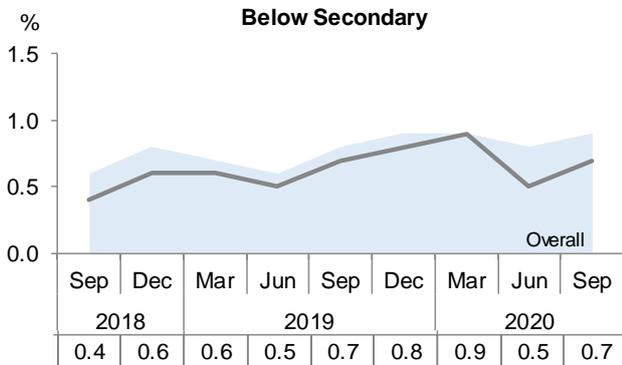
⁹ Based on seasonally adjusted data, there were more long-term unemployed residents in September 2020 (22,000) compared to June 2020 (18,600).

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

By Age



By Education



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

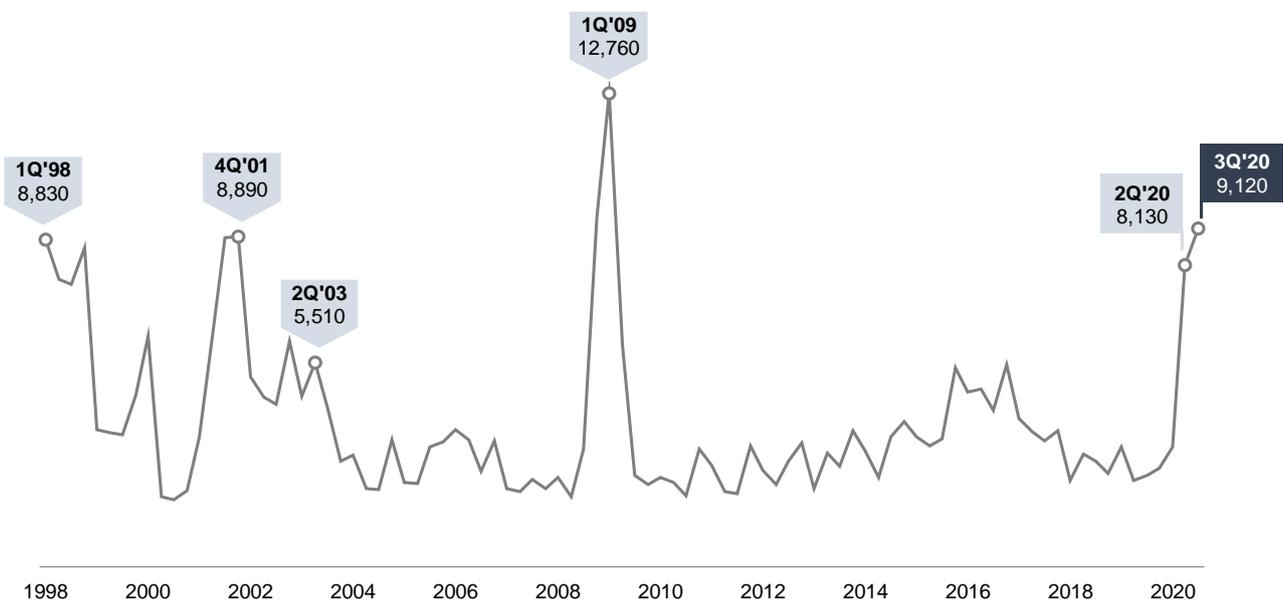
Notes:

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

Retrenchment

The number of retrenchments rose in 3Q 2020 (9,120) compared to 2Q 2020 (8,130). This was due to higher retrenchments in *Arts, Entertainment & Recreation* and *Air Transport* related industries.¹⁰ However, retrenchments declined in other sectors such as *Financial Services*, *Wholesale Trade* and *Food & Beverage Services*.

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

¹⁰ In the manufacture of aircraft and related machinery, and air transport & supporting services.

Among resident employees, the incidence of retrenchments among PMETs rose (from 2.7 to 3.7 retrenched per 1,000 PMET employees), while that for non-PMETs (4.3 retrenched per 1,000 non-PMET employees) held steady over the quarter. The increase in incidence of PMET retrenchments over the quarter was due to a change in the composition of retrenching establishments. On the whole, PMETs remained less susceptible to retrenchments compared to non-PMETs.

Chart 8: Incidence Of Retrenchment Among Residents By Occupation, Age And Gender



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

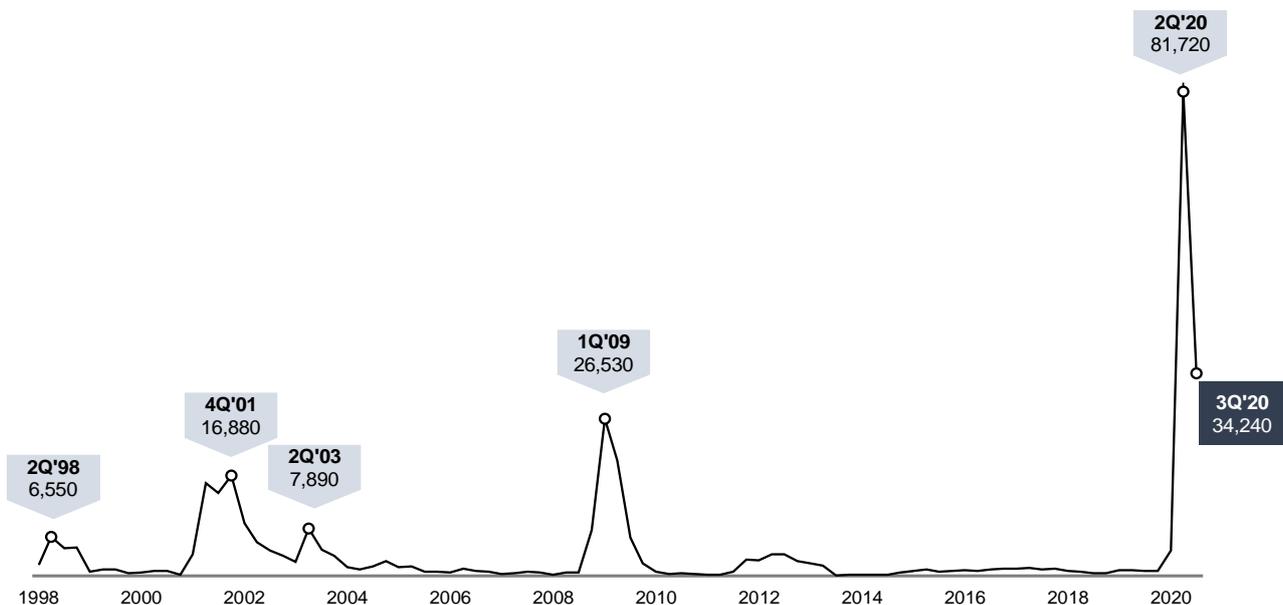
Note: Data on retrenched residents pertain to those retrenched from private sector establishments (each with at least 25 employees) and the public sector.

Short Work-Week Or Temporary Layoff

As business activities resumed and employees returned to work, significantly fewer workers were placed on short work-week or temporary layoff. There were 34,240 employees placed on short work-week or temporary layoff, more than halved from 2Q 2020 (81,720). The bulk of the decline (-47,480) came from a reduction in employees on temporary layoff (-32,670). As a result, more of the affected employees in 3Q 2020 were on short work-week (23,780) than on temporary layoff (10,460).

The decline in short-work or temporary layoff was more prominent in *Manufacturing, Construction* and *Food & Beverage Services*, sectors which previously saw larger increases. It also fell more among non-PMETs, although they still formed the majority (65%) of all employees placed on short work-week or temporary layoff in 3Q 2020.

Chart 9: Number Of Employees On Short Work-week Or Temporary Layoff



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

Notes:

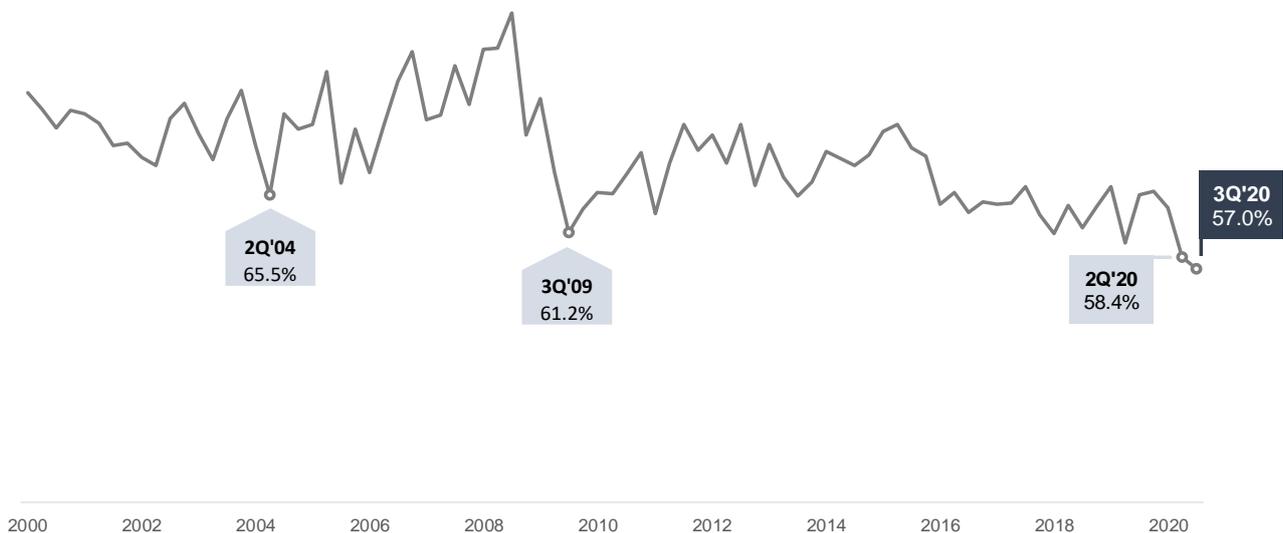
- (1) Data are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Re-entry Into Employment

The six-month re-entry rate among retrenched residents continued to decline in 3Q 2020 (57%) compared to 2Q 2020 (58%), but the pace of decline has slowed.

By occupation, the re-entry rate held steady for PMETs. However, it continued to fall among non-PMETs due to their higher share of employment in sectors most affected by COVID-19.

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

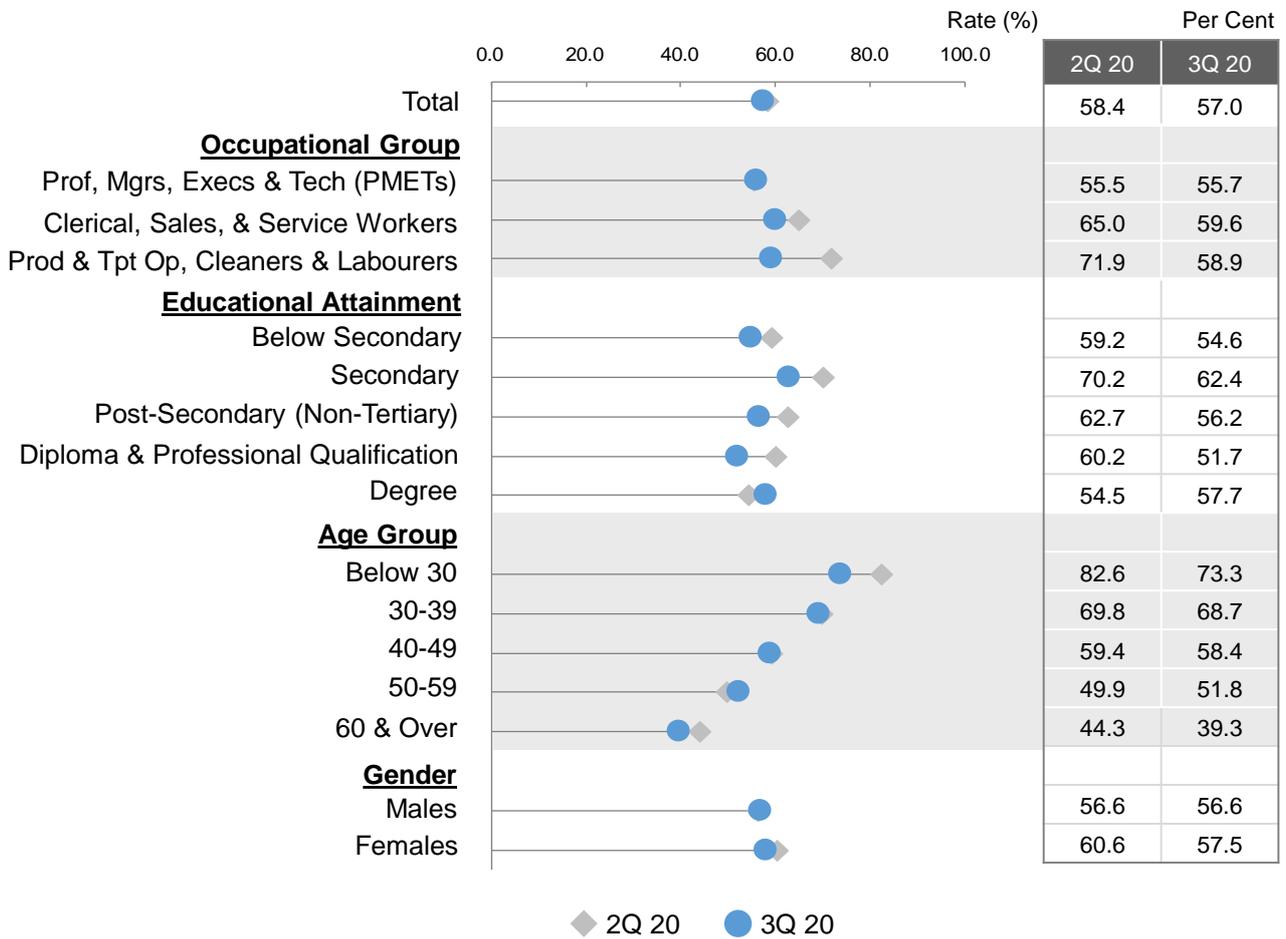


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for 3Q 2020 refers to residents retrenched in 1Q 2020.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.
- (3) Before 2007, data pertain to residents retrenched from private establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

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



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

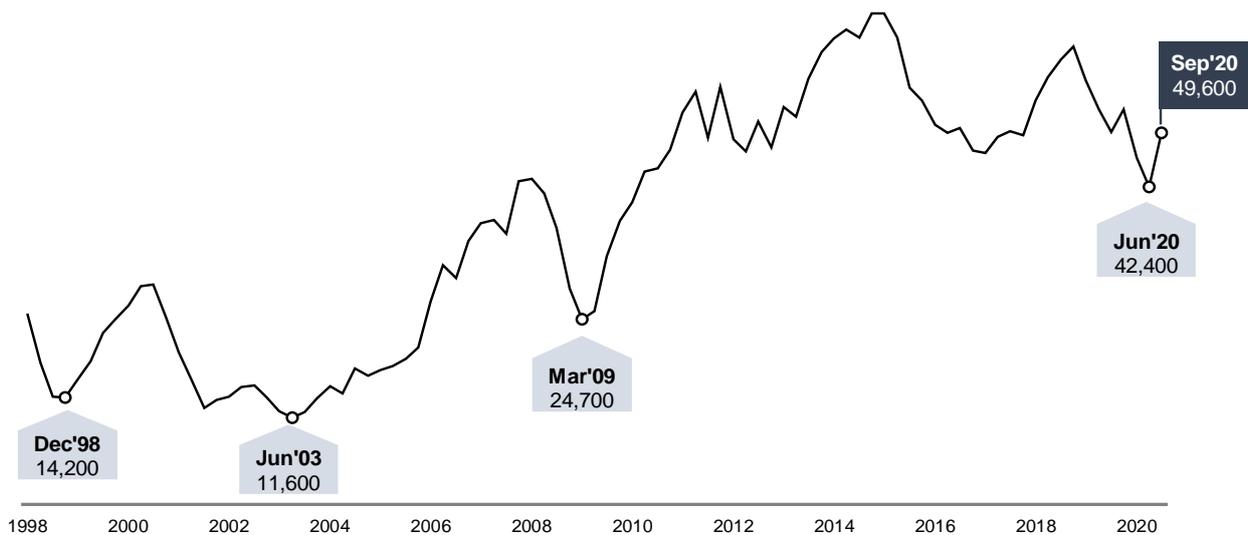
Note: Data refer to re-entry rates in 2Q / 3Q 2020 for residents retrenched in 4Q 2019/ 1Q 2020 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

Job Vacancy

The number of job vacancies rose for the first time in 2020. There were 49,600 job vacancies in September 2020 (seasonally adjusted), up from the decade low of 42,400 in June 2020. As a result, the ratio of job vacancies to unemployed persons rose over the quarter from 0.57 in June 2020 to 0.60 in September 2020.

There was an increase in PMET positions in *Information & Communications, Professional Services, Health & Social Services*, amongst others, and for non-PMET positions in sectors such as *Construction, Administrative & Support Services*¹¹ and *Manufacturing*.

Chart 12: Job Vacancy (Seasonally Adjusted)

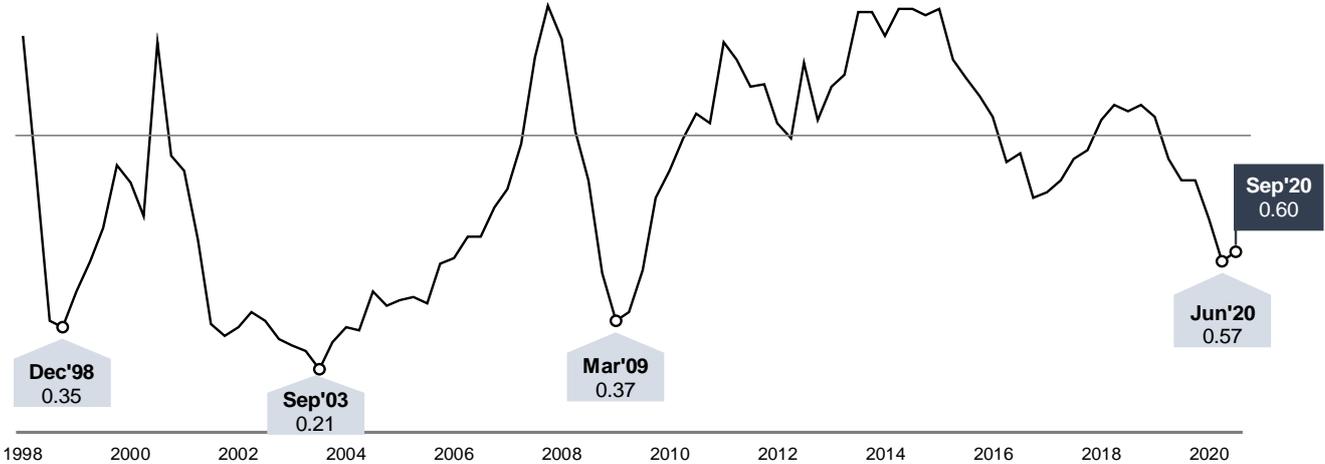


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

¹¹ The increase in non-PMET vacancies was mainly in Security & Investigation and Cleaning & Landscaping.

Chart 13: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

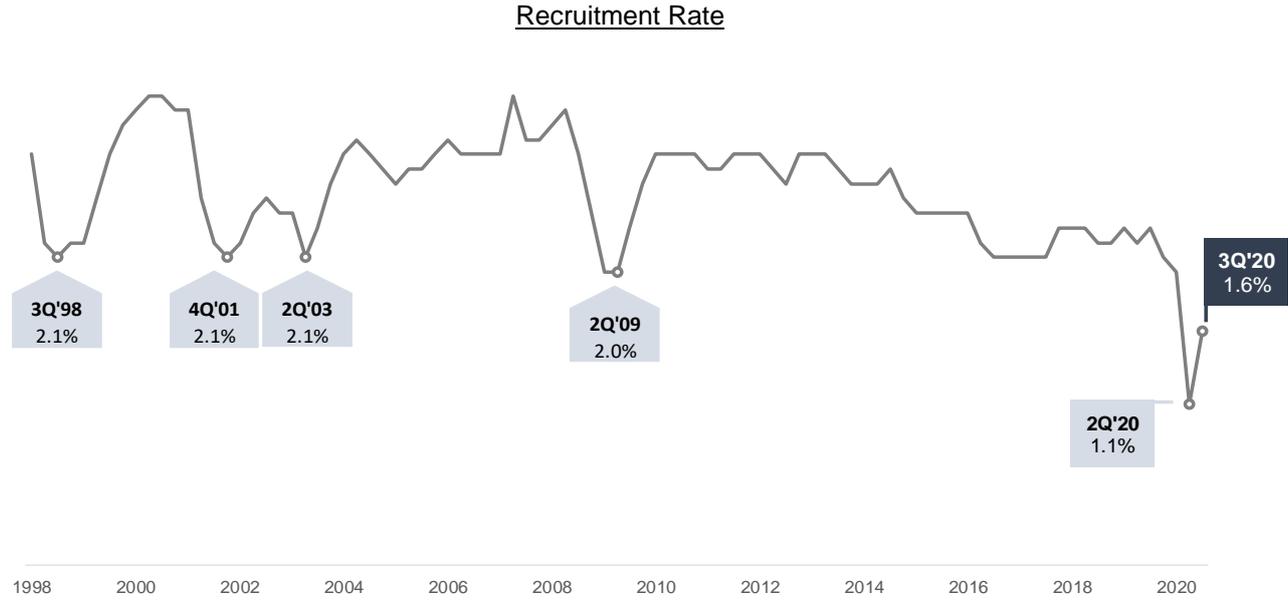
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

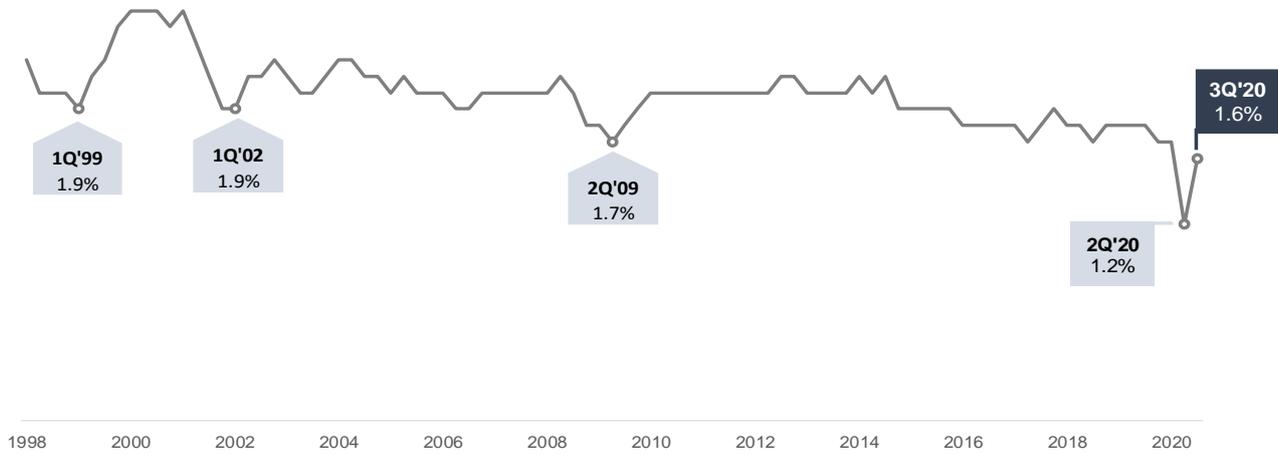
Labour Turnover

The recruitment and resignation rates rose in 3Q 2020 (1.6%, seasonally adjusted) from the all-time lows in 2Q 2020, in line with the gradual resumption in hiring and voluntary job change as labour market activity picked up. However compared to a year ago, labour turnover remained muted.

The quarterly increase in labour turnover was observed across most industries, except for *Security & Investigation* which saw a decline in resignation rate, likely due to strong manpower demand in the sector.

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



Resignation Rate

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

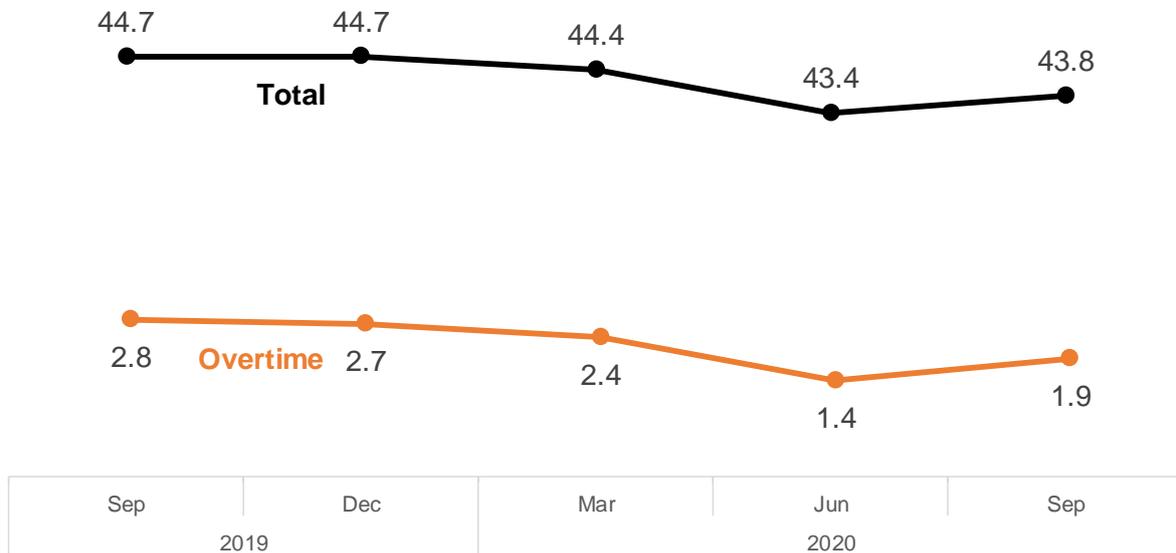
Notes:

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

Hours Worked

The average weekly total paid hours worked per employee¹² rose by 0.4 hour to 43.8 hours in September 2020, due to higher overtime hours. The increase over the quarter was led by *Construction*, as overtime hours rose (from 1.3 to 4.3 hours) when work stoppages were lifted. Nevertheless, hours worked across most industries remained below pre-COVID-19 levels.

Chart 15: Average Weekly Paid Hours Worked Per Employee



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

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

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

COVID-19 Labour Market Dashboard

The labour market improvement was uneven across sectors in 3Q 2020. While business activities have progressively resumed, uncertainties in external economic conditions continued to weigh more heavily in some sectors. This section examines the sectors which saw the most and least recovery in 3Q 2020.

Most Improvement – Sectors where remote work is more likely, or consumer-facing sectors which benefited from the exit from the Circuit Breaker. This includes *Public Administration & Education*, *Food & Beverage Services*, *Health & Social Services*, *Information & Communications* and *Professional Services*, among others.

Mixed Improvement – *Construction*, which saw an extended period of restrictions, registered continued contraction in total employment. Nonetheless, paid hours worked as well as job vacancies rose with the gradual resumption of work. There was also unevenness in labour market improvement for the outward-oriented *Manufacturing* and *Wholesale Trade*.

Least Improvement – These were tourism-dependent industries, including *Accommodation*, *Transportation & Storage* and *Arts, Entertainment & Recreation*.

Employment

	Change from June 2020	
Public Administration & Education		6,300
Food & Beverage Services		5,700
Health & Social Services		3,600
Information & Communications		1,900
Insurance Services		400
Retail Trade		300
Professional Services		200
Financial Services		100
Wholesale Trade		-1,700
Accommodation		-1,900
Real Estate Services		-1,900
Administrative & Support Services		-3,000
Transportation & Storage		-3,400
Arts, Entertainment & Recreation		-4,400
Manufacturing		-15,000
Construction		-16,700

Note: Excludes Foreign Domestic Workers.

Retrenchments

	Change from 2Q 2020	
Financial Services	-580	
Wholesale Trade	-490	
Food & Beverage Services	-240	
Information & Communications	-130	
Construction	-100	
Public Administration & Education	-90	
Insurance Services	-40	
Health & Social Services	-30	
Accommodation	-30	
Real Estate Services	-	
Retail Trade	-	
Administrative & Support Services	20	
Professional Services	130	
Transportation & Storage	400	
Manufacturing	520	
Arts, Entertainment & Recreation	1,630	

Employees On Short Work-Week Or Temporary Layoff

	Change from 2Q 2020	
Construction	-16,580	
Manufacturing	-7,900	
Food & Beverage Services	-7,220	
Retail Trade	-3,350	
Administrative & Support Services	-3,280	
Professional Services	-2,360	
Wholesale Trade	-2,140	
Public Administration & Education	-440	
Health & Social Services	-420	
Arts, Entertainment & Recreation	-400	
Transportation & Storage	-370	
Real Estate Services	-230	
Financial Services	-180	
Information & Communications	-60	
Insurance Services	-	
Accommodation	170	

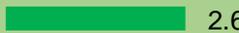
Average Weekly Total Paid Hours Worked Per Employee

Hours

	Change from June 2020	
Construction		2.9
Manufacturing		0.5
Administrative & Support Services		0.5
Professional Services		0.5
Arts, Entertainment & Recreation		0.4
Retail Trade		0.2
Public Administration & Education		0.1
Food & Beverage Services		0.1
Transportation & Storage		-
Health & Social Services		-
Information & Communications		-
Accommodation		-
Insurance Services		-0.1
Real Estate Services		-0.1
Financial Services		-0.2
Wholesale Trade		-0.3

Job Vacancies

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	Change from June 2020	
Construction		2.6
Information & Communications		1.1
Health & Social Services		1.0
Professional Services		1.0
Retail Trade		0.9
Manufacturing		0.8
Public Administration & Education		0.8
Food & Beverage Services		0.8
Transportation & Storage		0.7
Administrative & Support Services		0.5
Arts, Entertainment & Recreation		0.3
Real Estate Services		0.3
Accommodation		0.1
Financial Services		0.1
Insurance Services		-0.1
Wholesale Trade		-0.7

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

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2017	2018	2019	Sep	
				2019	2020
TOTAL	3.1	2.9	3.1	2.8	4.3
GENDER					
Males	3.1	2.9	3.0	2.6	3.9
Females	3.1	3.0	3.4	3.1	4.7
AGE GROUP (YEARS)					
Below 30	5.4	5.2	5.9	5.2	7.2
30 - 39	2.4	2.2	2.2	2.1	3.4
40 & Over	2.7	2.5	2.7	2.4	3.9
40 - 49	2.5	2.3	2.5	2.1	3.7
50 & Over	2.8	2.6	2.9	2.6	4.0
50 - 59	3.0	2.7	3.1	2.7	4.2
60 & Over	2.5	2.5	2.7	2.5	3.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.5	2.9	2.6	4.1
Secondary	2.8	2.8	3.5	2.9	4.7
Post-Secondary (Non-Tertiary)	3.8	3.4	3.6	3.2	4.8
Diploma & Professional Qualification	3.3	3.1	3.3	3.0	5.3
Degree	3.2	2.9	2.9	2.6	3.6

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

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

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2017	2018	2019	Sep	
				2019	2020
TOTAL	70.9	66.9	72.9	64.1	102.1
GENDER					
Males	38.4	35.4	37.0	31.9	50.2
Females	32.6	31.5	35.8	32.2	51.8
AGE GROUP (YEARS)					
Below 30	22.6	21.6	23.1	19.4	26.2
30 - 39	12.6	11.5	11.5	10.6	19.8
40 & Over	35.7	33.7	38.2	34.0	56.0
40 - 49	13.7	12.6	14.1	12.3	21.6
50 & Over	22.0	21.1	24.1	21.7	34.4
50 - 59	14.1	12.8	14.5	12.6	19.3
60 & Over	7.9	8.3	9.6	9.1	15.2
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.9	9.7	10.9	9.8	14.9
Secondary	11.1	11.0	13.3	11.3	18.2
Post-Secondary (Non-Tertiary)	8.9	8.0	8.0	6.7	10.2
Diploma & Professional Qualification	14.1	13.8	15.2	13.8	24.6
Degree	25.9	24.4	25.4	22.6	34.2

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

Notes :

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

A2

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2017	2018	2019	Per Cent	
				Sep	
				2019	2020
TOTAL	0.8	0.7	0.7	0.7	0.9
GENDER					
Males	0.9	0.8	0.8	0.8	1.0
Females	0.6	0.6	0.6	0.7	0.8
AGE GROUP (YEARS)					
Below 30	0.8	0.6	0.9	0.7	1.1
30 - 39	0.5	0.6	0.4	0.4	0.7
40 & Over	0.8	0.8	0.9	0.9	0.9
40 - 49	0.9	0.7	0.7	0.7	1.0
50 & Over	0.8	0.9	1.0	1.0	0.9
50 - 59	0.9	0.9	1.1	1.0	0.9
60 & Over	0.8	0.8	0.9	1.0	0.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.7	0.5	0.7	0.6	0.6
Secondary	0.5	0.6	0.8	0.8	0.8
Post-Secondary (Non-Tertiary)	0.8	0.7	0.8	0.9	0.6
Diploma & Professional Qualification	0.8	0.7	0.7	0.7	1.2
Degree	0.9	0.8	0.7	0.7	1.0

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

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

1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2017	2018	2019	Sep	
				2019	2020
TOTAL	17.1	15.9	17.0	16.7	21.6
GENDER					
Males	10.5	9.7	10.3	9.7	12.3
Females	6.6	6.2	6.7	7.0	9.4
AGE GROUP (YEARS)					
Below 30	3.4	2.3	3.2	2.5	4.0
30 - 39	2.9	2.9	2.1	2.2	4.2
40 & Over	10.9	10.8	11.7	12.1	13.4
40 - 49	4.5	3.7	3.8	4.0	5.5
50 & Over	6.4	7.2	7.9	8.1	7.8
50 - 59	4.0	4.5	4.9	4.6	4.3
60 & Over	2.4	2.6	3.0	3.4	3.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.1	2.5	2.1	2.3
Secondary	2.1	2.4	3.2	3.2	3.2
Post-Secondary (Non-Tertiary)	1.9	1.5	1.8	1.8	1.3
Diploma & Professional Qualification	3.5	3.1	3.2	3.2	5.6
Degree	7.0	6.9	6.3	6.5	9.3

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

Notes :

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

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2015)	Total Employment Change								Total Employment Level in Sep 2020
	2017	2018	2019	2019		2020			
				3Q	4Q	1Q	2Q	3Q	
TOTAL	-3.6	45.3	69.7	27.5	21.6	-25.4	-113.5	-34.4	3611.1
C10-32 MANUFACTURING	-10.9	-2.4	-2.1	1.1	1.4	-3.2	-8.9	-15.0	457.8
C10-12 Food, Beverages & Tobacco	2.4	1.4	1.9	0.5	0.9	-0.6	-1.8	-0.9	48.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.6	-1.2	-1.1	-0.3	-0.1	-0.4	-0.6	-0.9	26.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.0	3.2	0.6	1.2	0.2	0.5	-1.3	-2.2	60.3
C25,28 Fabricated Metal Products, Machinery & Equipment	-2.3	-2.6	-1.4	-0.4	-0.3	-0.5	-2.3	-2.9	90.9
C26 Electronic, Computer & Optical Products	7.5	-0.1	-3.6	-0.8	-0.7	-1.3	1.0	-2.8	85.0
C29-30 Transport Equipment	-13.5	-3.1	2.6	1.1	1.8	0.4	-2.9	-3.4	88.0
Other Manufacturing Industries	0.5	-	-1.1	-0.2	-0.5	-1.2	-1.0	-1.8	57.9
F41-43 CONSTRUCTION	-38.3	-7.1	12.6	5.5	4.3	-5.9	-13.6	-16.7	420.6
G-U SERVICES	46.0	54.9	59.4	20.9	15.8	-16.4	-90.5	-2.9	2706.3
G46-47 WHOLESALE AND RETAIL TRADE	-1.7	1.6	-4.0	-1.6	2.2	-8.6	-15.9	-1.4	460.1
G46 Wholesale Trade	-0.6	3.6	-2.0	-0.5	-0.4	-3.3	-7.9	-1.7	309.1
G47 Retail Trade	-1.1	-2.0	-2.0	-1.1	2.6	-5.3	-8.0	0.3	151.1
H49-53 TRANSPORTATION AND STORAGE	7.1	7.7	3.1	0.1	1.7	0.5	-4.3	-3.4	254.7
H49,5221 Land Transport & Supporting Services	4.4	4.8	0.9	-	0.6	0.8	-0.4	0.3	109.8
H50,5222, 5225 Water Transport & Supporting Services	-0.5	-0.6	-0.4	-0.1	-	-	-0.9	-0.5	43.3
H51,5223 Air Transport & Supporting Services	1.8	1.2	1.3	0.1	0.4	-0.6	-2.9	-3.3	28.8
Other Transportation & Storage Services	1.4	2.3	1.3	0.2	0.7	0.3	-	0.1	72.7
I55-56 ACCOMMODATION AND FOOD SERVICES	3.5	1.3	6.2	2.1	3.1	-10.9	-27.4	3.8	232.1
I55 Accommodation	-	-0.8	-	1.1	-0.5	-2.6	-4.5	-1.9	27.2
I56 Food & Beverage Services	3.4	2.1	6.2	1.0	3.6	-8.3	-22.9	5.7	204.9
J58-63 INFORMATION AND COMMUNICATIONS	4.0	8.4	7.3	2.6	1.2	0.7	-0.7	1.9	150.5
J58-61 Telecommunications, Broadcasting & Publishing	-0.3	0.5	0.1	-	-	0.2	-0.9	0.3	39.9
J62-63 IT & Other Information Services	4.3	7.9	7.1	2.6	1.2	0.5	0.2	1.6	110.6
K64-66 FINANCIAL AND INSURANCE SERVICES	4.5	7.6	6.4	1.5	1.2	2.6	-0.7	0.5	203.3
K64 & 66 (excl.662) Financial Services	1.8	6.4	5.3	1.5	0.9	2.1	-0.8	0.1	161.8
K65 & 662 Insurance Services	2.7	1.1	1.1	0.1	0.3	0.5	0.1	0.4	41.5
L68 REAL ESTATE SERVICES	1.7	-	1.2	0.9	-	-1.5	-2.7	-1.9	76.5
M69-75 PROFESSIONAL SERVICES	3.0	6.9	10.2	3.8	1.4	2.5	-3.8	0.2	256.0
M69-70 Legal, Accounting & Management Services	2.8	5.7	7.6	2.9	0.8	2.1	-2.1	0.9	136.2
M71 Architectural & Engineering Services	-1.4	0.9	0.7	0.4	0.2	0.7	-0.7	-0.6	61.4
Other Professional Services	1.6	0.3	2.0	0.5	0.4	-0.4	-0.9	-	58.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.5	3.6	7.2	2.8	2.0	-1.8	-7.7	-3.0	244.6
N80 Security & Investigation	2.6	1.4	1.0	0.5	-0.2	0.4	-0.3	-	49.5
N81 Cleaning & Landscaping	2.7	0.2	2.0	0.4	-0.2	-0.1	-4.1	-0.3	77.0
Other Administrative & Support Services	1.1	2.0	4.2	2.0	2.4	-2.0	-3.2	-2.7	118.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.6	17.8	21.8	8.8	3.0	0.1	-27.3	0.4	828.5
O84,P85 Public Administration & Education	1.6	3.9	5.2	1.5	0.7	2.4	-4.5	6.3	258.8
Q86-88 Health & Social Services	5.9	5.7	6.0	2.0	1.2	0.8	-1.4	3.6	173.3
R90-93 Arts, Entertainment & Recreation	0.6	1.0	0.6	0.2	-0.5	-2.2	-7.6	-4.4	42.9
S,T,U Other Community, Social & Personal Services	9.5	7.2	10.0	5.1	1.7	-1.0	-13.8	-5.2	353.6
A,B,D,E,V OTHERS*	-0.5	-0.1	-0.1	0.1	0.1	0.1	-0.5	0.2	26.5

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) 2019 and 2020 data are revised to reflect updates in pre-approved Letter Of Consent (PLOC) numbers.
- 4) Data may not add up to the total due to rounding.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Employees							
				2017	2018	2019	2019		2020		
							3Q	4Q	1Q	2Q	3Q
TOTAL				14 720	10 730	10 690	2 470	2 670	3 220	8 130	9 120
INDUSTRY (SSIC 2015)											
C10-32	MANUFACTURING			3 790	2 570	2 790	600	670	720	1 550	2 070
C10-12	Food, Beverages & Tobacco			190	200	100	60	20	90	80	160
C17,18,22	Paper / Rubber / Plastic Products & Printing			480	160	170	10	60	20	30	160
C19-21	Petroleum, Chemical & Pharmaceutical Products			300	180	200	30	70	40	20	70
C25,28	Fabricated Metal Products, Machinery & Equipment			930	870	690	110	230	170	470	410
C26	Electronic, Computer & Optical Products			920	670	1 160	200	170	220	150	200
C29-30	Transport Equipment			820	310	120	60	10	10	660	880
	Other Manufacturing Industries			150	190	360	130	100	170	140	190
F41-43	CONSTRUCTION			2 020	1 200	860	160	270	140	440	340
G-U	SERVICES			8 900	6 960	7 000	1 690	1 730	2 360	6 120	6 710
G46-47	WHOLESALE AND RETAIL TRADE			2 180	1 780	2 090	520	470	750	1 870	1 380
G46	Wholesale Trade			1 920	1 580	1 850	490	410	470	1 520	1 030
G47	Retail Trade			260	210	240	30	60	280	350	350
H49-53	TRANSPORTATION AND STORAGE			900	710	770	180	90	130	260	660
H49,5221	Land Transport & Supporting Services			160	200	60	50	10	40	40	10
H50,5222,5225	Water Transport & Supporting Services			300	180	80	10	30	20	80	50
H51,5223	Air Transport & Supporting Services			20	20	50	30	-	-	30	440
	Other Transportation & Storage Services			430	310	580	90	60	70	110	160
I55-56	ACCOMMODATION AND FOOD SERVICES			470	350	170	30	70	380	720	450
I55	Accommodation			120	10	20	20	-	180	230	200
I56	Food & Beverage Services			350	340	150	10	70	210	490	250
J58-63	INFORMATION AND COMMUNICATIONS			910	1 070	650	140	150	220	430	300
J58-61	Telecommunications, Broadcasting & Publishing			500	650	300	90	70	150	100	160
J62-63	IT & Other Information Services			420	420	350	50	80	80	330	130
K64-66	FINANCIAL AND INSURANCE SERVICES			1 780	1 330	1 300	310	320	310	1 020	400
K64 & 66 (excl.662)	Financial Services			1 720	1 240	1 190	270	300	260	950	370
K65 & 662	Insurance Services			60	80	110	40	20	60	70	30
L68	REAL ESTATE SERVICES			70	100	190	20	40	40	40	40
M69-75	PROFESSIONAL SERVICES			1 700	1 100	1 210	300	420	330	690	820
M69-70	Legal, Accounting & Management Services			860	600	640	130	220	150	340	450
M71	Architectural & Engineering Services			560	310	360	140	120	40	250	310
	Other Professional Services			280	190	220	30	90	140	100	60
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			430	240	320	150	60	140	630	650
N80	Security & Investigation			120	10	10	10	-	-	-	-
N81	Cleaning & Landscaping			70	40	60	60	10	10	210	50
	Other Administrative & Support Services			250	190	250	90	60	130	420	600
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			460	290	300	50	110	60	470	2 010
O84,P85	Public Administration & Education			40	90	90	30	20	30	130	40
Q86-88	Health & Social Services			50	20	100	10	50	-	30	-
R90-93	Arts, Entertainment & Recreation			240	130	20	10	-	10	270	1 900
S,T,U	Other Community, Social & Personal Services			130	50	90	10	40	20	50	70
A,B,D,E,V	OTHERS*			20	-	30	20	10	10	20	10
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			8 700	6 980	6 500	1 650	1 730	1 790	3 580	4 550
	Clerical, Sales & Service Workers			1 550	1 230	1 420	350	330	690	2 510	2 780
	Production & Transport Operators, Cleaners & Labourers			4 480	2 510	2 770	470	610	740	2 040	1 800

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, THIRD QUARTER 2020

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	6 060	2 180	1 570	3 040	40	80	280	9 120	4 550	2 780	1 800
C10-32 MANUFACTURING	1 140	1 010	220	290	40	-	90	2 070	1 280	170	620
C10-12 Food, Beverages & Tobacco	140	100	20	10	-	-	-	160	50	70	40
C17,18,22 Paper / Rubber / Plastic Products & Printing	40	110	10	10	-	-	-	160	110	20	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	-	-	40	-	-	30	70	50	10	20
C25,28 Fabricated Metal Products, Machinery & Equipment	130	290	20	80	10	-	-	410	130	30	260
C26 Electronic, Computer & Optical Products	-	20	120	70	10	-	-	200	80	10	110
C29-30 Transport Equipment	690	400	40	20	-	-	60	880	800	30	60
Other Manufacturing Industries	130	110	10	60	10	-	-	190	70	10	100
F41-43 CONSTRUCTION	240	90	150	40	-	40	20	340	150	40	150
G-U SERVICES	4 670	1 070	1 200	2 710	-	50	170	6 710	3 120	2 570	1 030
G46-47 WHOLESALE AND RETAIL TRADE	690	150	450	940	-	-	30	1 380	650	660	70
G46 Wholesale Trade	470	100	380	810	-	-	-	1 030	610	360	70
G47 Retail Trade	220	50	70	130	-	-	30	350	40	300	-
H49-53 TRANSPORTATION AND STORAGE	570	130	80	380	-	-	-	660	140	260	270
H49,5221 Land Transport & Supporting Services	-	-	-	10	-	-	-	10	-	-	10
H50,5222,5225 Water Transport & Supporting Services	20	30	10	10	-	-	-	50	20	20	10
H51,5223 Air Transport & Supporting Services	440	-	50	320	-	-	-	440	60	210	170
Other Transportation & Storage Services	110	100	30	40	-	-	-	160	60	30	80
I55-56 ACCOMMODATION AND FOOD SERVICES	310	200	190	240	-	-	20	450	120	280	40
I55 Accommodation	140	100	120	170	-	-	-	200	70	110	20
I56 Food & Beverage Services	170	100	70	70	-	-	20	250	50	170	30
J58-63 INFORMATION AND COMMUNICATIONS	80	80	30	210	-	20	20	300	250	40	-
J58-61 Telecommunications, Broadcasting & Publishing	20	50	10	130	-	-	20	160	140	20	-
J62-63 IT & Other Information Services	60	30	20	80	-	20	-	130	110	20	-
K64-66 FINANCIAL AND INSURANCE SERVICES	110	80	20	360	-	-	10	400	250	110	50
K64 & 66 (excl.662) Financial Services	110	80	20	340	-	-	10	370	220	100	50
K65 & 662 Insurance Services	-	-	-	30	-	-	-	30	20	-	-
L68 REAL ESTATE SERVICES	30	-	-	-	-	-	-	40	30	-	-
M69-75 PROFESSIONAL SERVICES	430	250	110	320	-	30	80	820	700	80	40
M69-70 Legal, Accounting & Management Services	160	70	100	280	-	10	70	450	410	40	10
M71 Architectural & Engineering Services	240	150	10	30	-	20	-	310	250	40	30
Other Professional Services	30	20	-	10	-	-	10	60	50	10	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	560	150	210	240	-	-	10	650	440	120	90
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	20	-	-	30	-	-	-	50	10	-	40
Other Administrative & Support Services	540	150	210	210	-	-	10	600	430	120	50
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1 900	40	100	20	-	-	-	2 010	530	1 010	470
O84,P85 Public Administration & Education	10	-	20	10	-	-	-	40	30	10	10
Q86-88 Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	1 830	30	60	-	-	-	-	1 900	490	970	440
S,T,U Other Community, Social & Personal Services	60	10	20	10	-	-	-	70	10	40	20
A,B,D,E,V OTHERS**	10	-	-	10	-	-	-	10	10	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2017	2018	2019	2019		2020		
				3Q	4Q	1Q	2Q	3Q
TOTAL	12 880	9 610	9 810	2 240	2 440	3 040	7 240	8 140
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	3 330	2 280	2 580	490	650	700	1 400	2 000
C10-12 Food, Beverages & Tobacco	190	150	40	10	20	80	80	140
C17,18,22 Paper / Rubber / Plastic Products & Printing	480	160	160	10	60	20	30	150
C19-21 Petroleum, Chemical & Pharmaceutical Products	290	170	190	30	60	40	20	70
C25,28 Fabricated Metal Products, Machinery & Equipment	800	780	650	100	230	160	370	390
C26 Electronic, Computer & Optical Products	920	570	1 080	180	160	220	150	200
C29-30 Transport Equipment	550	260	110	60	10	-	650	860
Other Manufacturing Industries	110	190	340	110	100	170	120	190
F41-43 CONSTRUCTION	1 190	800	500	110	100	90	340	250
G-U SERVICES	8 350	6 520	6 700	1 620	1 690	2 240	5 480	5 880
G46-47 WHOLESALE AND RETAIL TRADE	2 150	1 680	2 030	500	460	720	1 830	1 320
G46 Wholesale Trade	1 900	1 500	1 800	470	400	460	1 490	970
G47 Retail Trade	250	190	230	30	60	260	340	350
H49-53 TRANSPORTATION AND STORAGE	680	700	760	180	90	130	230	530
H49,5221 Land Transport & Supporting Services	20	200	60	50	10	40	40	10
H50,5222, 5225 Water Transport & Supporting Services	290	180	80	10	30	20	80	50
H51,5223 Air Transport & Supporting Services	20	20	40	30	-	-	10	310
Other Transportation & Storage Services	350	310	580	80	60	70	100	160
I55-56 ACCOMMODATION AND FOOD SERVICES	450	340	150	20	70	350	660	430
I55 Accommodation	120	10	20	20	-	180	220	200
I56 Food & Beverage Services	330	330	130	10	70	170	430	230
J58-63 INFORMATION AND COMMUNICATIONS	880	950	630	140	150	220	410	280
J58-61 Telecommunications, Broadcasting & Publishing	480	580	300	90	70	150	100	160
J62-63 IT & Other Information Services	390	370	330	50	80	70	310	110
K64-66 FINANCIAL AND INSURANCE SERVICES	1 770	1 300	1 280	310	300	300	990	380
K64 & 66 (excl.662) Financial Services	1 710	1 230	1 170	270	280	240	920	360
K65 & 662 Insurance Services	60	80	110	40	20	50	70	30
L68 REAL ESTATE SERVICES	70	90	100	20	40	40	40	40
M69-75 PROFESSIONAL SERVICES	1 580	1 010	1 160	260	420	320	530	750
M69-70 Legal, Accounting & Management Services	830	590	640	130	210	150	310	450
M71 Architectural & Engineering Services	480	240	330	120	120	40	120	240
Other Professional Services	270	180	190	10	90	140	100	60
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	400	210	300	150	60	120	410	410
N80 Security & Investigation	120	10	10	10	-	-	-	-
N81 Cleaning & Landscaping	50	30	60	60	10	10	170	50
Other Administrative & Support Services	230	180	230	90	50	110	240	360
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	380	230	280	40	110	60	390	1 760
O84,P85 Public Administration & Education	30	50	80	20	20	30	110	30
Q86-88 Health & Social Services	40	20	90	10	50	-	30	-
R90-93 Arts, Entertainment & Recreation	220	120	20	10	-	10	220	1 670
S,T,U Other Community, Social & Personal Services	100	40	90	-	40	20	30	60
A,B,D,E,V OTHERS*	10	-	30	20	10	10	20	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8 420	6 670	6 250	1 570	1 680	1 740	3 150	4 120
Clerical, Sales & Service Workers	1 440	1 100	1 300	290	310	630	2 390	2 500
Production & Transport Operators, Cleaners & Labourers	3 020	1 840	2 250	380	450	660	1 700	1 520

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

	2017	2018	2019	2019		2020		
				3Q	4Q	1Q	2Q	3Q
TOTAL	1 840	1 120	880	230	240	190	880	990
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	460	290	220	100	20	20	150	70
C10-12 Food, Beverages & Tobacco	10	50	60	50	-	10	-	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	10	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	-	-	-	-	-	-	10
C25,28 Fabricated Metal Products, Machinery & Equipment	130	80	40	20	-	10	110	20
C26 Electronic, Computer & Optical Products	10	100	80	20	10	-	-	-
C29-30 Transport Equipment	280	50	10	-	-	-	20	20
Other Manufacturing Industries	30	-	20	10	-	-	20	-
F41-43 CONSTRUCTION	830	400	370	50	180	50	100	80
G-U SERVICES	550	440	300	70	40	120	640	830
G46-47 WHOLESALE AND RETAIL TRADE	30	100	60	10	10	20	40	60
G46 Wholesale Trade	20	80	50	10	10	10	30	60
G47 Retail Trade	10	20	-	-	-	10	10	-
H49-53 TRANSPORTATION AND STORAGE	220	10	10	-	-	-	30	140
H49,5221 Land Transport & Supporting Services	140	-	-	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	-	-	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	20	130
Other Transportation & Storage Services	80	10	10	-	-	-	10	10
I55-56 ACCOMMODATION AND FOOD SERVICES	20	10	20	10	-	30	60	20
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	20	10	20	10	-	30	60	20
J58-63 INFORMATION AND COMMUNICATIONS	40	120	20	-	-	-	20	20
J58-61 Telecommunications, Broadcasting & Publishing	10	70	-	-	-	-	-	-
J62-63 IT & Other Information Services	20	40	20	-	-	-	10	20
K64-66 FINANCIAL AND INSURANCE SERVICES	10	20	20	-	20	20	30	20
K64 & 66 (excl.662) Financial Services	10	20	20	-	20	20	30	20
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	10	10	90	-	-	-	-	-
M69-75 PROFESSIONAL SERVICES	120	100	50	40	-	10	160	80
M69-70 Legal, Accounting & Management Services	30	10	10	-	-	10	30	-
M71 Architectural & Engineering Services	80	70	20	20	-	-	130	80
Other Professional Services	10	10	20	20	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	30	30	20	-	-	30	220	250
N80 Security & Investigation	-	10	-	-	-	-	-	-
N81 Cleaning & Landscaping	10	10	-	-	-	-	30	-
Other Administrative & Support Services	20	10	20	-	-	20	180	250
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	50	10	10	-	-	90	250
O84,P85 Public Administration & Education	10	40	10	-	-	-	20	10
Q86-88 Health & Social Services	10	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	30	-	-	-	-	-	50	230
S,T,U Other Community, Social & Personal Services	20	10	10	-	-	-	20	10
A,B,D,E,V OTHERS*	-	-	-	-	-	-	-	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	280	310	240	80	50	50	430	430
Clerical, Sales & Service Workers	110	140	120	60	20	60	120	280
Production & Transport Operators, Cleaners & Labourers	1 460	670	520	90	160	80	330	280

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

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

- : nil or negligible

Notes :

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

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

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Characteristics	Per 1,000 Resident Employees								
	2017	2018	2019	2019		2020			
				3Q	4Q	1Q	2Q	3Q	
GENDER									
Males	7.6	5.8	5.7	1.5	1.5	1.7	3.2	3.9	
Females	6.5	5.0	4.7	1.1	1.3	1.6	3.4	3.8	
AGE GROUP (YEARS)									
Below 30	2.3	2.1	1.6	0.4	0.5	0.7	2.4	2.7	
30 - 39	6.9	5.0	4.5	1.2	1.1	1.3	2.9	3.7	
40 & Over	8.9	6.7	6.7	1.7	1.9	2.2	3.8	4.3	
40 - 49	9.9	7.7	7.5	1.9	2.0	2.1	3.6	4.1	
50 & Over	8.1	6.0	6.2	1.5	1.8	2.2	3.9	4.4	
50 - 59	10.0	7.5	7.9	2.0	2.3	2.7	4.2	5.0	
60 & Over	5.1	3.8	3.7	0.8	1.1	1.6	3.6	3.7	
SECTOR									
Manufacturing	12.3	9.0	8.0	2.2	2.3	2.6	3.2	6.1	
Construction	6.6	4.5	3.3	0.4	1.3	0.5	2.6	2.2	
Services	6.3	4.9	4.9	1.2	1.3	1.6	3.4	3.7	
Others*	0.7	0.1	1.8	0.9	0.6	0.4	0.9	0.4	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	8.5	6.6	6.1	1.6	1.7	1.7	2.7	3.7	
Clerical, Sales & Service Workers	4.0	3.3	3.5	0.8	0.9	1.5	4.5	5.4	
Production & Transport Operators, Cleaners & Labourers	6.3	3.6	3.9	0.9	1.0	1.6	4.0	2.7	

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

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

Notes :

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

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

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

Number of Employees

	2017	2018	2019	2019		2020		
				3Q	4Q	1Q	2Q	3Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	4 640	2 340	3 580	830	840	4 190	81 720	34 240
SECTOR								
Manufacturing	2 620	1 060	1 970	400	590	690	13 680	5 780
Construction	990	620	450	120	130	300	25 860	9 280
Services	1 000	670	1 160	300	120	3 210	41 770	19 090
Others*	40	-	-	-	-	-	420	90
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 600	790	1 720	250	640	1 410	20 770	11 920
Clerical, Sales & Service Workers	440	350	540	230	80	1 320	19 450	6 980
Production & Transport Operators, Cleaners & Labourers	2 600	1 200	1 310	360	130	1 470	41 500	15 340
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	3 930	1 920	3 270	660	740	3 600	38 600	23 780
SECTOR								
Manufacturing	2 580	960	1 930	370	590	670	6 820	4 070
Construction	420	430	320	80	60	210	5 460	3 030
Services	890	530	1 020	210	90	2 720	26 130	16 610
Others*	40	-	-	-	-	-	180	70
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 510	640	1 650	200	610	1 330	16 590	11 270
Clerical, Sales & Service Workers	420	330	400	110	60	1 130	11 270	5 610
Production & Transport Operators, Cleaners & Labourers	2 000	950	1 210	350	70	1 130	10 730	6 910
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	710	430	310	170	100	600	43 130	10 460
SECTOR								
Manufacturing	30	90	40	30	-	20	6 860	1 710
Construction	570	200	130	40	70	90	20 400	6 250
Services	110	140	140	100	40	480	15 630	2 480
Others*	-	-	-	-	-	-	240	20
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	80	150	70	40	30	80	4 180	650
Clerical, Sales & Service Workers	20	30	140	120	20	180	8 180	1 370
Production & Transport Operators, Cleaners & Labourers	610	250	100	10	60	340	30 770	8 440

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2017	2018	2019	2019		2020		
				3Q	4Q	1Q	2Q	3Q
TOTAL	64.6	62.9	64.4	65.4	65.9	64.0	58.4	57.0
GENDER								
Males	62.0	61.4	63.1	62.9	62.6	61.7	56.6	56.6
Females	67.8	64.7	65.8	68.5	69.8	66.9	60.6	57.5
AGE GROUP (YEARS)								
Below 30	80.3	81.7	82.5	84.7	81.4	80.2	82.6	73.3
30 - 39	72.2	70.6	76.3	79.2	78.8	78.1	69.8	68.7
40 & Over	59.7	58.6	58.5	60.0	60.2	58.2	53.3	52.2
40 - 49	65.7	64.4	65.8	69.9	65.5	66.0	59.4	58.4
50 & Over	53.4	53.3	52.2	51.3	55.5	50.9	48.5	48.0
50 - 59	55.0	55.0	53.1	53.5	55.5	52.0	49.9	51.8
60 & Over	48.9	47.9	49.8	45.6	55.5	47.4	44.3	39.3
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	70.8	69.4	71.6	71.9	69.1	72.8	59.2	54.6
Secondary	68.3	68.2	69.1	69.6	67.7	63.2	70.2	62.4
Post-Secondary (Non-Tertiary)	63.9	62.8	65.1	77.9	67.8	60.9	62.7	56.2
Diploma & Professional Qualification	67.6	62.6	66.6	64.2	72.6	66.9	60.2	51.7
Degree	61.0	60.3	60.9	61.5	61.5	62.8	54.5	57.7
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	62.0	59.5	61.9	61.0	64.0	61.6	55.5	55.7
Clerical, Sales & Service Workers	72.1	69.6	70.0	76.5	73.8	70.0	65.0	59.6
Production & Transport Operators, Cleaners & Labourers	71.4	74.8	72.8	72.8	70.0	72.6	71.9	58.9

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

Notes :

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2017	2018	2019	Sep	
				2019	2020
TOTAL	48.8	57.9	52.9	52.9	53.3
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	6.5	8.3	6.6	6.2	5.4
C10-12 Food, Beverages & Tobacco	0.6	0.7	0.7	0.7	1.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	0.4	0.3	0.2	0.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.7	0.7	0.6	0.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.6	1.3	1.4	1.3
C26 Electronic, Computer & Optical Products	2.5	2.3	1.7	1.7	1.2
C29-30 Transport Equipment	0.9	1.6	1.3	0.9	0.4
Other Manufacturing Industries	0.5	0.9	0.7	0.7	0.8
F41-43 CONSTRUCTION	1.7	3.0	2.3	2.3	3.5
G-U SERVICES	40.1	46.2	43.6	44.2	44.0
G46-47 WHOLESALE AND RETAIL TRADE	5.8	6.5	5.4	5.2	5.3
G46 Wholesale Trade	3.1	3.7	3.2	3.0	3.1
G47 Retail Trade	2.7	2.8	2.2	2.2	2.2
H49-53 TRANSPORTATION AND STORAGE	3.3	3.9	3.0	2.7	1.9
H49,5221 Land Transport & Supporting Services	0.7	0.8	0.5	0.7	0.5
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.4	0.5	0.5	0.4
H51,5223 Air Transport & Supporting Services	0.6	1.0	0.9	0.7	0.1
Other Transportation & Storage Services	1.6	1.7	1.0	0.9	0.9
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	5.9	5.9	5.3	4.9
I55 Accommodation	1.6	2.0	1.8	1.8	0.9
I56 Food & Beverage Services	3.8	3.9	4.0	3.5	4.0
J58-63 INFORMATION AND COMMUNICATIONS	3.0	3.9	4.1	4.5	4.9
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.8	0.7	0.7	0.6
J62-63 IT & Other Information Services	2.2	3.2	3.5	3.8	4.3
K64-66 FINANCIAL AND INSURANCE SERVICES	4.2	5.0	5.3	5.4	4.5
K64 & 66 (excl.662) Financial Services	3.7	4.3	4.6	4.8	4.1
K65 & 662 Insurance Services	0.5	0.7	0.7	0.6	0.4
L68 REAL ESTATE SERVICES	1.1	1.2	1.3	1.2	1.2
M69-75 PROFESSIONAL SERVICES	2.8	4.0	3.9	4.2	3.8
M69-70 Legal, Accounting & Management Services	1.6	2.2	2.4	2.6	2.6
M71 Architectural & Engineering Services	0.6	1.1	1.0	1.1	0.8
Other Professional Services	0.5	0.7	0.5	0.5	0.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.7	5.0	3.9	4.1	4.7
N80 Security & Investigation	2.0	1.9	1.5	1.6	1.9
N81 Cleaning & Landscaping	1.5	1.8	1.2	1.2	1.6
Other Administrative & Support Services	1.2	1.4	1.3	1.3	1.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.9	10.7	10.8	11.4	12.9
O84,P85 Public Administration & Education	4.9	5.2	5.4	5.8	7.0
Q86-88 Health & Social Services	2.7	3.3	3.7	3.7	4.2
R90-93 Arts, Entertainment & Recreation	1.5	1.1	1.1	1.1	0.8
S,T,U Other Community, Social & Personal Services	0.8	1.1	0.7	0.7	0.9
A,B,D,E,V OTHERS*	0.4	0.4	0.4	0.3	0.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	25.7	31.5	30.7	30.9	30.2
Clerical, Sales & Service Workers	12.3	13.6	12.1	11.8	11.6
Production & Transport Operators, Cleaners & Labourers	10.8	12.9	10.1	10.3	11.5

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

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

Notes :

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

	2017	2018	2019	Sep	
				2019	2020
TOTAL	2.4	2.7	2.5	2.4	2.6
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	1.8	2.3	1.9	1.8	1.6
C10-12 Food, Beverages & Tobacco	2.0	2.1	2.0	2.1	3.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	2.0	1.5	1.3	2.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.5	2.4	2.2	2.0	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.9	1.6	1.7	1.6
C26 Electronic, Computer & Optical Products	3.2	2.9	2.2	2.1	1.6
C29-30 Transport Equipment	1.2	2.2	1.7	1.2	0.6
Other Manufacturing Industries	1.5	2.3	1.9	1.8	2.3
F41-43 CONSTRUCTION	0.6	1.1	0.8	0.8	1.3
G-U SERVICES	2.9	3.1	2.9	2.9	3.0
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.7	2.2	2.1	2.3
G46 Wholesale Trade	2.0	2.2	2.0	1.8	2.0
G47 Retail Trade	3.6	3.6	2.8	2.9	3.2
H49-53 TRANSPORTATION AND STORAGE	2.2	2.4	1.9	1.8	1.3
H49,5221 Land Transport & Supporting Services	1.7	2.0	1.3	1.5	1.2
H50,5222,5225 Water Transport & Supporting Services	1.4	1.2	1.7	1.6	1.3
H51,5223 Air Transport & Supporting Services	1.9	2.9	2.7	2.4	0.4
Other Transportation & Storage Services	3.2	3.3	2.0	1.8	1.9
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	4.2	3.8	3.5	3.7
I55 Accommodation	6.5	8.0	7.1	6.7	4.0
I56 Food & Beverage Services	3.6	3.4	3.1	2.8	3.6
J58-63 INFORMATION AND COMMUNICATIONS	4.0	4.8	4.6	4.9	5.4
J58-61 Telecommunications, Broadcasting & Publishing	2.7	2.7	2.4	2.6	2.3
J62-63 IT & Other Information Services	4.8	5.8	5.6	6.0	6.7
K64-66 FINANCIAL AND INSURANCE SERVICES	3.1	3.5	3.5	3.5	3.1
K64 & 66 (excl.662) Financial Services	3.1	3.5	3.5	3.5	3.2
K65 & 662 Insurance Services	2.9	3.5	3.3	2.9	2.2
L68 REAL ESTATE SERVICES	2.2	2.3	2.7	2.9	2.7
M69-75 PROFESSIONAL SERVICES	2.3	3.0	2.9	3.1	2.7
M69-70 Legal, Accounting & Management Services	2.7	3.4	3.5	3.6	3.1
M71 Architectural & Engineering Services	1.5	2.3	2.0	2.4	1.9
Other Professional Services	2.5	3.3	2.7	2.6	2.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.2	3.4	2.6	2.6	3.1
N80 Security & Investigation	4.6	5.6	4.2	4.5	4.7
N81 Cleaning & Landscaping	2.6	2.7	1.7	1.6	2.2
Other Administrative & Support Services	2.8	2.9	2.8	2.7	3.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.8	2.9	2.9	3.0	3.5
O84,P85 Public Administration & Education	2.7	2.9	2.9	3.1	3.7
Q86-88 Health & Social Services	2.7	3.0	3.2	3.3	3.8
R90-93 Arts, Entertainment & Recreation	3.7	2.8	2.7	2.9	2.2
S,T,U Other Community, Social & Personal Services	2.6	3.0	1.9	2.0	2.6
A,B,D,E,V OTHERS*	1.8	2.0	1.7	1.5	1.9
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	2.6	3.0	2.8	2.8	2.8
Clerical, Sales & Service Workers	3.0	3.2	2.8	2.8	3.0
Production & Transport Operators, Cleaners & Labourers	1.7	2.0	1.6	1.6	2.0

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the 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, SEPTEMBER 2020

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	53.3	2.6	30.2	2.8	11.6	3.0	11.5	2.0
C10-32 MANUFACTURING	5.4	1.6	2.3	1.5	0.5	1.9	2.5	1.7
C10-12 Food, Beverages & Tobacco	1.0	3.1	0.2	2.5	0.3	3.5	0.4	3.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	2.6	0.1	1.5	-	-	0.3	3.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	1.2	0.3	1.1	-	-	0.1	1.7
C25,28 Fabricated Metal Products, Machinery & Equipment	1.3	1.6	0.5	1.4	0.1	1.6	0.7	1.7
C26 Electronic, Computer & Optical Products	1.2	1.6	0.7	1.7	-	-	0.4	1.7
C29-30 Transport Equipment	0.4	0.6	0.1	0.5	-	-	0.2	0.6
Other Manufacturing Industries	0.8	2.3	0.4	3.1	-	-	0.3	1.8
F41-43 CONSTRUCTION	3.5	1.3	1.0	1.6	0.2	1.0	2.3	1.3
G-U SERVICES	44.0	3.0	26.6	3.1	10.9	3.2	6.6	2.6
G46-47 WHOLESALE AND RETAIL TRADE	5.3	2.3	2.2	1.9	2.0	2.7	1.1	3.0
G46 Wholesale Trade	3.1	2.0	1.8	1.8	0.5	1.8	0.7	2.6
G47 Retail Trade	2.2	3.2	0.4	2.4	1.4	3.2	0.4	4.3
H49-53 TRANSPORTATION AND STORAGE	1.9	1.3	0.4	0.9	0.3	0.8	1.2	1.9
H49,5221 Land Transport & Supporting Services	0.5	1.2	-	-	0.1	1.3	0.4	1.5
H50,5222,5225 Water Transport & Supporting Services	0.4	1.3	0.2	1.3	-	-	0.2	1.4
H51,5223 Air Transport & Supporting Services	0.1	0.4	-	-	0.1	0.4	-	-
Other Transportation & Storage Services	0.9	1.9	0.1	1.0	0.1	1.4	0.6	3.0
I55-56 ACCOMMODATION AND FOOD SERVICES	4.9	3.7	0.8	2.8	3.0	3.9	1.1	4.3
I55 Accommodation	0.9	4.0	0.2	1.9	0.4	4.6	0.3	6.8
I56 Food & Beverage Services	4.0	3.6	0.7	3.1	2.5	3.8	0.8	3.7
J58-63 INFORMATION AND COMMUNICATIONS	4.9	5.4	4.6	5.6	0.2	3.1	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.6	2.3	0.6	2.4	-	-	-	-
J62-63 IT & Other Information Services	4.3	6.7	4.1	6.9	0.2	4.5	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	4.5	3.1	4.3	3.2	0.2	1.8	-	-
K64 & 66 (excl.662) Financial Services	4.1	3.2	3.9	3.3	0.1	2.0	-	-
K65 & 662 Insurance Services	0.4	2.2	0.4	2.3	-	-	-	-
L68 REAL ESTATE SERVICES	1.2	2.7	0.8	3.0	0.2	2.9	0.2	1.5
M69-75 PROFESSIONAL SERVICES	3.8	2.7	3.2	2.8	0.4	2.4	0.2	1.5
M69-70 Legal, Accounting & Management Services	2.6	3.1	2.2	3.2	0.3	2.8	-	-
M71 Architectural & Engineering Services	0.8	1.9	0.6	2.1	0.1	1.7	0.2	1.5
Other Professional Services	0.4	2.3	0.4	2.5	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.7	3.1	0.4	1.6	2.1	4.4	2.2	2.7
N80 Security & Investigation	1.9	4.7	-	-	1.7	5.1	0.1	3.6
N81 Cleaning & Landscaping	1.6	2.2	-	-	-	-	1.5	2.5
Other Administrative & Support Services	1.2	3.0	0.4	2.0	0.3	3.6	0.5	3.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.9	3.5	9.7	3.4	2.6	4.0	0.5	2.5
O84,P85 Public Administration & Education	7.0	3.7	6.2	3.6	0.7	5.8	-	-
Q86-88 Health & Social Services	4.2	3.8	2.8	3.5	1.1	4.5	0.3	5.1
R90-93 Arts, Entertainment & Recreation	0.8	2.2	0.3	1.9	0.4	2.4	0.1	2.0
S,T,U Other Community, Social & Personal Services	0.9	2.6	0.4	2.4	0.4	3.3	0.1	1.7
A,B,D,E,V OTHERS*	0.4	1.9	0.3	2.0	-	-	0.1	1.6

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

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

- : nil or negligible

Notes :

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

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

						Per Cent
		2017	2018	2019	3Q	
					2019	2020
TOTAL		2.1	2.3	2.2	2.4	1.6
INDUSTRY (SSIC 2015)						
C10-32	MANUFACTURING	1.8	1.9	1.7	1.7	1.0
C10-12	Food, Beverages & Tobacco	3.0	3.2	2.9	2.7	2.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.9	1.8	1.6	1.7	1.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.4	1.3	1.3	1.7	1.0
C25,28	Fabricated Metal Products, Machinery & Equipment	1.6	1.9	1.8	1.8	0.8
C26	Electronic, Computer & Optical Products	2.5	1.8	1.6	1.8	0.9
C29-30	Transport Equipment	1.2	1.7	1.4	1.2	0.3
	Other Manufacturing Industries	1.6	1.6	1.5	1.6	1.2
F41-43	CONSTRUCTION	1.7	2.0	2.2	2.4	0.8
G-U	SERVICES	2.3	2.4	2.4	2.5	1.9
G46-47	WHOLESALE AND RETAIL TRADE	2.4	2.4	2.2	2.2	1.8
G46	Wholesale Trade	1.8	2.0	1.9	1.9	1.4
G47	Retail Trade	3.5	3.4	2.9	2.9	2.8
H49-53	TRANSPORTATION AND STORAGE	1.7	1.8	1.7	1.8	1.0
H49,5221	Land Transport & Supporting Services	1.7	1.8	1.8	1.9	1.1
H50,5222,5225	Water Transport & Supporting Services	1.5	1.1	1.2	1.1	0.7
H51,5223	Air Transport & Supporting Services	1.1	1.6	1.5	1.4	0.1
	Other Transportation & Storage Services	2.3	2.5	2.3	2.3	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES	3.7	3.7	4.0	4.1	4.3
I55	Accommodation	2.8	2.8	3.1	3.6	0.5
I56	Food & Beverage Services	4.0	3.9	4.1	4.2	5.0
J58-63	INFORMATION AND COMMUNICATIONS	2.0	2.3	2.4	2.7	2.0
J58-61	Telecommunications, Broadcasting & Publishing	1.6	1.7	1.7	1.8	0.9
J62-63	IT & Other Information Services	2.2	2.6	2.7	3.1	2.5
K64-66	FINANCIAL AND INSURANCE SERVICES	1.8	2.1	1.8	2.2	1.4
K64 & 66 (excl.662)	Financial Services	1.8	2.1	1.8	2.1	1.3
K65 & 662	Insurance Services	2.3	2.2	2.3	2.5	1.9
L68	REAL ESTATE SERVICES	3.4	3.3	3.2	3.3	1.5
M69-75	PROFESSIONAL SERVICES	2.0	2.5	2.2	2.5	1.4
M69-70	Legal, Accounting & Management Services	2.1	2.3	2.4	2.7	1.6
M71	Architectural & Engineering Services	1.9	2.8	2.1	2.1	1.0
	Other Professional Services	1.8	2.3	2.1	2.7	1.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.5	4.3	4.4	3.1
N80	Security & Investigation	3.7	3.9	4.5	4.3	3.9
N81	Cleaning & Landscaping	4.6	4.7	4.5	4.5	3.1
	Other Administrative & Support Services	5.5	4.5	4.0	4.4	2.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.3	1.5	1.5	1.7	1.3
O84,P85	Public Administration & Education	1.0	1.1	1.1	1.5	1.3
Q86-88	Health & Social Services	1.6	1.7	1.7	1.8	1.5
R90-93	Arts, Entertainment & Recreation	1.8	1.9	2.0	1.8	0.9
S,T,U	Other Community, Social & Personal Services	2.0	2.6	2.1	2.1	1.5
A,B,D,E,V	OTHERS*	1.4	1.8	1.6	1.6	1.1
OCCUPATIONAL GROUP						
	Professionals, Managers, Executives & Technicians	1.5	1.7	1.7	1.9	1.3
	Clerical, Sales & Service Workers	3.1	3.2	3.2	3.2	2.7
	Production & Transport Operators, Cleaners & Labourers	2.4	2.5	2.5	2.6	1.4

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent				
					2017	2018	2019	3Q	
								2019	2020
TOTAL					1.8	1.8	1.8	1.8	1.6
INDUSTRY (SSIC 2015)									
C10-32	MANUFACTURING				1.5	1.6	1.5	1.4	1.3
C10-12	Food, Beverages & Tobacco				2.5	2.8	2.6	2.3	2.3
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.7	1.7	1.6	1.6	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products				0.9	0.9	0.8	0.9	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment				1.6	1.5	1.4	1.4	1.2
C26	Electronic, Computer & Optical Products				1.5	1.6	1.5	1.4	1.3
C29-30	Transport Equipment				1.4	1.3	1.2	1.3	1.0
	Other Manufacturing Industries				1.3	1.5	1.4	1.3	1.2
F41-43	CONSTRUCTION				1.8	1.8	1.8	1.8	1.6
G-U	SERVICES				1.9	1.9	1.8	1.9	1.6
G46-47	WHOLESALE AND RETAIL TRADE				2.0	2.0	1.8	1.7	1.8
G46	Wholesale Trade				1.6	1.6	1.4	1.4	1.4
G47	Retail Trade				3.0	3.0	2.4	2.4	2.6
H49-53	TRANSPORTATION AND STORAGE				1.3	1.3	1.4	1.4	1.1
H49,5221	Land Transport & Supporting Services				1.3	1.3	1.1	1.2	1.1
H50,5222,5225	Water Transport & Supporting Services				0.9	0.9	0.9	1.0	0.7
H51,5223	Air Transport & Supporting Services				0.8	1.0	0.9	0.9	0.7
	Other Transportation & Storage Services				1.9	1.9	2.1	2.2	1.6
I55-56	ACCOMMODATION AND FOOD SERVICES				3.6	3.3	3.4	3.4	4.1
I55	Accommodation				2.6	2.4	2.5	2.6	1.9
I56	Food & Beverage Services				3.8	3.4	3.6	3.5	4.5
J58-63	INFORMATION AND COMMUNICATIONS				1.6	1.6	1.6	1.7	1.4
J58-61	Telecommunications, Broadcasting & Publishing				1.2	1.2	1.2	1.1	0.9
J62-63	IT & Other Information Services				1.8	1.8	1.8	1.9	1.7
K64-66	FINANCIAL AND INSURANCE SERVICES				1.3	1.4	1.2	1.3	0.9
K64 & 66 (excl.662)	Financial Services				1.2	1.3	1.2	1.3	0.8
K65 & 662	Insurance Services				1.6	1.6	1.6	1.8	1.2
L68	REAL ESTATE SERVICES				2.7	2.5	2.5	2.4	1.4
M69-75	PROFESSIONAL SERVICES				1.5	1.6	1.7	1.7	1.1
M69-70	Legal, Accounting & Management Services				1.6	1.6	1.6	1.6	1.2
M71	Architectural & Engineering Services				1.5	1.7	1.7	1.7	1.3
	Other Professional Services				1.5	1.8	1.8	2.0	0.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.6	3.4	3.5	3.6	3.0
N80	Security & Investigation				3.0	3.0	3.8	4.0	2.8
N81	Cleaning & Landscaping				4.3	4.2	3.9	4.0	3.4
	Other Administrative & Support Services				3.3	2.5	2.7	2.7	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.0	1.1	1.0	1.1	0.9
O84,P85	Public Administration & Education				0.6	0.7	0.7	0.8	0.6
Q86-88	Health & Social Services				1.1	1.2	1.2	1.2	0.9
R90-93	Arts, Entertainment & Recreation				1.6	1.5	1.6	1.6	1.5
S,T,U	Other Community, Social & Personal Services				1.8	2.3	1.8	1.7	1.7
A,B,D,E,V	OTHERS*				1.4	1.4	1.2	1.1	0.9
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians				1.2	1.3	1.2	1.3	0.9
	Clerical, Sales & Service Workers				2.6	2.5	2.6	2.6	2.4
	Production & Transport Operators, Cleaners & Labourers				2.2	2.2	2.1	2.1	2.2

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) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, THIRD QUARTER 2020

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	1.6	1.6	1.3	0.9	2.7	2.4	1.4	2.2
C10-32 MANUFACTURING	1.0	1.3	0.9	0.8	1.9	1.5	0.9	1.7
C10-12 Food, Beverages & Tobacco	2.5	2.3	1.2	1.0	3.6	2.3	2.7	3.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.4	1.6	1.4	0.7	1.4	1.4	1.4	2.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	0.8	1.1	0.7	0.8	0.3	0.6	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	0.8	1.2	0.9	0.8	1.1	1.3	0.7	1.5
C26 Electronic, Computer & Optical Products	0.9	1.3	0.8	0.7	2.0	0.7	1.0	2.3
C29-30 Transport Equipment	0.3	1.0	0.3	0.7	0.8	1.7	0.2	1.1
Other Manufacturing Industries	1.2	1.2	1.5	0.9	1.0	0.8	0.9	1.6
F41-43 CONSTRUCTION	0.8	1.6	1.2	1.2	1.2	1.4	0.6	1.8
G-U SERVICES	1.9	1.6	1.4	0.9	2.9	2.5	2.3	2.7
G46-47 WHOLESALE AND RETAIL TRADE	1.8	1.8	0.9	0.7	2.7	2.6	3.0	3.4
G46 Wholesale Trade	1.4	1.4	0.9	0.7	1.8	2.0	2.9	3.3
G47 Retail Trade	2.8	2.6	1.3	1.0	3.3	2.9	3.3	3.8
H49-53 TRANSPORTATION AND STORAGE	1.0	1.1	0.9	0.8	0.9	0.9	1.2	1.5
H49,5221 Land Transport & Supporting Services	1.1	1.1	1.1	0.7	1.4	1.3	1.0	1.2
H50,5222,5225 Water Transport & Supporting Services	0.7	0.7	1.1	0.8	0.5	0.6	0.3	0.7
H51,5223 Air Transport & Supporting Services	0.1	0.7	0.2	0.5	0.1	0.6	0.4	3.4
Other Transportation & Storage Services	1.7	1.6	1.0	0.9	2.3	1.6	2.0	2.1
I55-56 ACCOMMODATION AND FOOD SERVICES	4.3	4.1	2.0	2.2	5.4	4.8	3.6	4.3
I55 Accommodation	0.5	1.9	0.4	1.1	0.4	2.0	0.6	3.1
I56 Food & Beverage Services	5.0	4.5	2.6	2.6	6.1	5.2	4.3	4.6
J58-63 INFORMATION AND COMMUNICATIONS	2.0	1.4	2.0	1.4	2.3	1.9	1.5	1.6
J58-61 Telecommunications, Broadcasting & Publishing	0.9	0.9	0.9	0.9	1.2	0.7	0.7	2.3
J62-63 IT & Other Information Services	2.5	1.7	2.5	1.6	3.0	2.7	1.7	1.4
K64-66 FINANCIAL AND INSURANCE SERVICES	1.4	0.9	1.4	0.8	1.4	1.2	2.2	1.4
K64 & 66 (excl.662) Financial Services	1.3	0.8	1.3	0.8	1.3	0.9	2.4	1.5
K65 & 662 Insurance Services	1.9	1.2	1.9	1.1	1.8	1.8	-	-
L68 REAL ESTATE SERVICES	1.5	1.4	1.2	1.0	1.7	1.5	1.9	2.6
M69-75 PROFESSIONAL SERVICES	1.4	1.1	1.5	1.1	1.2	1.0	0.6	1.2
M69-70 Legal, Accounting & Management Services	1.6	1.2	1.7	1.2	1.2	1.0	1.4	1.2
M71 Architectural & Engineering Services	1.0	1.3	1.2	1.3	1.3	1.3	0.5	1.1
Other Professional Services	1.3	0.8	1.4	0.7	1.0	0.7	0.9	1.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.1	3.0	2.2	2.0	3.7	2.8	3.0	3.5
N80 Security & Investigation	3.9	2.8	1.3	0.9	4.4	3.1	1.0	1.6
N81 Cleaning & Landscaping	3.1	3.4	1.2	1.3	1.8	1.3	3.4	3.7
Other Administrative & Support Services	2.3	2.5	2.7	2.4	2.1	2.4	1.9	2.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.3	0.9	1.3	0.7	1.6	1.5	1.2	1.8
O84,P85 Public Administration & Education	1.3	0.6	1.3	0.5	1.8	0.9	1.3	0.6
Q86-88 Health & Social Services	1.5	0.9	1.4	0.8	2.0	1.3	1.5	1.2
R90-93 Arts, Entertainment & Recreation	0.9	1.5	0.9	1.0	0.8	1.4	0.9	3.2
S,T,U Other Community, Social & Personal Services	1.5	1.7	1.2	0.9	2.0	2.5	1.1	2.2
A,B,D,E,V OTHERS*	1.1	0.9	0.8	0.5	0.9	0.5	1.7	1.8

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours								
Industry (SSIC 2015)		2017	2018	2019	2019		2020			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		45.1	44.8	44.7	44.7	44.7	44.4	43.4	43.8	
C10-32	MANUFACTURING	48.5	48.3	47.8	47.8	47.9	47.6	46.1	46.6	
C10-12	Food, Beverages & Tobacco	46.4	45.6	45.1	45.3	45.1	45.2	45.5	45.2	
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	48.3	47.6	47.5	47.4	47.4	46.4	47.0	
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.4	44.1	43.9	43.5	44.2	44.0	43.4	43.7	
C25,28	Fabricated Metal Products, Machinery & Equipment	50.1	49.8	49.5	49.7	50.3	49.2	46.4	48.0	
C26	Electronic, Computer & Optical Products	46.9	47.1	46.3	46.1	46.3	46.4	46.8	46.7	
C29-30	Transport Equipment	50.6	50.7	50.7	50.5	50.1	49.9	45.4	47.1	
	Other Manufacturing Industries	48.5	48.0	47.4	47.5	47.3	46.8	47.5	45.8	
F41-43	CONSTRUCTION	50.8	50.4	50.0	50.4	50.1	49.5	45.1	48.0	
G-U	SERVICES	43.1	42.9	42.9	43.0	43.0	42.7	42.4	42.5	
G46-47	WHOLESALE AND RETAIL TRADE	42.8	42.9	42.9	43.0	43.2	43.0	42.7	42.6	
G46	Wholesale Trade	43.2	43.3	43.2	43.3	43.8	43.5	43.3	43.0	
G47	Retail Trade	42.1	42.0	42.1	42.5	42.0	41.8	41.4	41.6	
H49-53	TRANSPORTATION AND STORAGE	45.5	45.6	45.5	45.1	45.5	45.4	45.0	45.0	
H49,5221	Land Transport & Supporting Services	45.3	45.2	46.1	45.4	46.4	47.3	46.8	46.8	
H50,5222,5225	Water Transport & Supporting Services	44.3	44.5	44.7	44.7	44.9	44.2	44.3	44.3	
H51,5223	Air Transport & Supporting Services	45.1	45.0	44.5	43.7	43.7	43.6	41.4	42.4	
	Other Transportation & Storage Services	46.9	46.9	46.2	45.8	46.2	45.6	45.8	45.4	
I55-56	ACCOMMODATION AND FOOD SERVICES	42.2	41.5	41.8	42.1	41.8	41.2	40.9	40.9	
I55	Accommodation	46.1	45.7	45.7	45.9	45.9	44.3	44.0	44.0	
I56	Food & Beverage Services	41.3	40.6	41.0	41.3	41.1	40.7	40.4	40.5	
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.7	41.6	41.5	41.7	41.5	41.4	41.4	
J58-61	Telecommunications, Broadcasting & Publishing	41.6	41.6	41.7	41.6	41.9	41.7	42.1	41.9	
J62-63	IT & Other Information Services	41.5	41.7	41.6	41.4	41.6	41.4	41.1	41.1	
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.6	41.5	42.4	41.5	41.3	41.2	
K64 & 66 (excl.662)	Financial Services	41.3	41.3	41.8	41.8	42.6	41.7	41.5	41.3	
K65 & 662	Insurance Services	40.1	40.1	40.2	40.0	40.6	40.3	40.2	40.1	
L68	REAL ESTATE SERVICES	44.6	44.0	44.2	44.1	44.2	44.0	43.4	43.3	
M69-75	PROFESSIONAL SERVICES	43.1	43.0	42.9	43.0	42.7	42.6	41.9	42.4	
M69-70	Legal, Accounting & Management Services	41.2	41.1	40.9	41.0	40.9	41.0	40.8	40.9	
M71	Architectural & Engineering Services	46.1	46.1	46.0	46.3	45.5	45.5	43.8	44.8	
	Other Professional Services	42.4	41.8	41.9	41.8	42.2	42.1	42.2	42.9	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.7	46.0	46.0	46.3	45.7	45.5	44.8	45.3	
N80	Security & Investigation	52.3	51.4	51.3	51.7	50.3	50.8	49.5	49.3	
N81	Cleaning & Landscaping	44.4	44.7	44.4	44.7	44.3	43.9	43.5	44.1	
	Other Administrative & Support Services	44.5	44.1	44.4	45.0	44.3	44.1	42.9	43.9	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.9	41.8	41.9	41.8	41.9	41.7	41.7	41.7	
O84,P85	Public Administration & Education	41.4	41.2	41.3	41.3	41.4	41.3	41.3	41.4	
Q86-88	Health & Social Services	41.9	42.0	41.9	41.9	42.0	42.0	42.0	42.0	
R90-93	Arts, Entertainment & Recreation	43.7	43.8	43.8	43.8	43.9	43.5	42.7	43.1	
S,T,U	Other Community, Social & Personal Services	42.8	42.3	42.4	41.8	42.5	41.5	41.3	41.5	
A,B,D,E,V	OTHERS*	45.4	45.4	45.1	45.1	45.2	45.0	44.9	44.8	

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours								
Industry (SSIC 2015)		2017	2018	2019	2019		2020			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		3.0	2.8	2.7	2.8	2.7	2.4	1.4	1.9	
C10-32	MANUFACTURING	5.6	5.5	5.1	5.1	5.2	4.7	3.3	3.9	
C10-12	Food, Beverages & Tobacco	3.9	3.6	3.3	3.5	2.9	2.6	2.6	2.7	
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.3	5.2	4.3	4.2	3.9	3.8	2.9	3.6	
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.5	2.4	2.3	2.2	2.6	2.3	1.9	2.2	
C25,28	Fabricated Metal Products, Machinery & Equipment	6.8	6.5	6.3	6.5	7.1	6.0	3.2	4.9	
C26	Electronic, Computer & Optical Products	4.5	4.9	4.0	3.8	4.0	3.7	4.3	4.4	
C29-30	Transport Equipment	7.1	7.3	7.3	7.2	6.7	6.6	2.0	3.8	
	Other Manufacturing Industries	6.0	5.5	5.0	4.8	5.1	4.8	5.5	3.9	
F41-43	CONSTRUCTION	6.6	6.4	6.1	6.6	5.8	5.7	1.3	4.3	
G-U	SERVICES	1.5	1.5	1.5	1.5	1.5	1.3	1.0	1.1	
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.6	1.5	1.6	1.6	1.4	1.2	1.2	
G46	Wholesale Trade	1.5	1.4	1.3	1.4	1.6	1.3	1.1	1.2	
G47	Retail Trade	1.7	1.8	1.7	1.9	1.7	1.5	1.2	1.2	
H49-53	TRANSPORTATION AND STORAGE	2.6	2.6	2.7	2.4	2.7	2.6	2.4	2.3	
H49,5221	Land Transport & Supporting Services	2.8	2.8	3.7	3.0	3.8	4.5	3.9	3.9	
H50,5222,5225	Water Transport & Supporting Services	1.6	1.9	2.2	2.2	2.4	2.0	1.9	1.9	
H51,5223	Air Transport & Supporting Services	2.0	1.8	1.4	0.7	0.9	0.7	0.1	0.5	
	Other Transportation & Storage Services	3.7	3.5	3.0	3.1	3.0	2.6	2.6	2.5	
I55-56	ACCOMMODATION AND FOOD SERVICES	2.0	1.9	1.9	2.0	2.1	1.6	1.0	1.2	
I55	Accommodation	2.4	2.3	2.3	2.4	2.6	0.9	0.4	0.3	
I56	Food & Beverage Services	1.9	1.8	1.9	1.9	2.0	1.7	1.1	1.3	
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.4	0.3	0.2	0.3	0.3	0.2	0.2	
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.4	0.3	0.2	0.3	0.3	0.2	0.3	
J62-63	IT & Other Information Services	0.3	0.4	0.3	0.2	0.2	0.2	0.1	0.1	
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.1	0.4	0.4	1.0	0.3	0.1	0.1	
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.5	0.5	1.1	0.3	0.1	0.1	
K65 & 662	Insurance Services	0.2	0.1	0.1	0.1	0.1	0.2	0.1	0.1	
L68	REAL ESTATE SERVICES	2.0	1.6	1.7	1.7	1.6	1.5	0.9	0.8	
M69-75	PROFESSIONAL SERVICES	1.5	1.4	1.4	1.5	1.2	1.2	0.5	0.9	
M69-70	Legal, Accounting & Management Services	0.4	0.3	0.3	0.2	0.2	0.2	0.1	0.2	
M71	Architectural & Engineering Services	3.3	3.3	3.4	3.5	2.9	3.0	1.3	2.3	
	Other Professional Services	0.8	0.7	0.6	0.6	0.6	0.6	0.2	0.7	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.7	4.1	4.1	4.3	3.9	3.9	3.0	3.4	
N80	Security & Investigation	9.8	9.9	10.1	10.3	9.0	9.4	7.7	8.1	
N81	Cleaning & Landscaping	2.5	2.7	2.6	2.7	2.6	2.4	2.0	2.2	
	Other Administrative & Support Services	2.6	2.0	2.0	2.6	2.1	2.0	0.9	1.6	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.4	0.4	0.3	0.2	0.3	
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	-	0.1	
Q86-88	Health & Social Services	0.4	0.4	0.5	0.5	0.4	0.4	0.4	0.5	
R90-93	Arts, Entertainment & Recreation	1.2	1.3	1.1	1.1	1.2	0.7	0.1	0.6	
S,T,U	Other Community, Social & Personal Services	1.1	1.2	1.2	1.1	1.2	0.6	0.3	0.6	
A,B,D,E,V	OTHERS*	2.9	2.8	2.6	2.6	2.6	2.5	2.2	2.2	

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

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. The re-entry rate (6 months post-retrenchment) refers to the re-entry rate in a quarter for the residents retrenched six months ago. For example, the re-entry rate for the first quarter 2019 shows the proportion of residents retrenched in the third quarter of 2018 who had re-entered employment six months after they were retrenched. The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment. For example, the 2019 re-entry rate pertains to residents retrenched from 3Q 2018 to 2Q 2019, who re-entered employment by 2019 (given 6 months post-retrenchment).

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

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

indicators on the labour market. Also, the indicator could be cohort-specific. Even if the state of the labour market is unchanged, two different cohorts of workers could yield different re-entry rates, depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Sep 20	102,100	2,900	2.8%	96,400	107,700
Resident Unemployment Rate	Sep 20	4.3%	0.12%-pt	2.8%	4.1%	4.5%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	3Q 20	1.6%	0.02%-pt	1.2%	1.6%	1.6%
Average Monthly Resignation Rate	3Q 20	1.6%	0.02%-pt	1.2%	1.5%	1.6%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 20	1.9	0.03	1.4%	1.9	2.0

Note: Data are non-seasonally adjusted.

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TITLE OF REPORT: LABOUR MARKET REPORT THIRD QUARTER 2020

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

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