

Labour Market Report Third Quarter 2021



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT THIRD QUARTER 2021

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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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Statistics compiled and disseminated by the MRSD adhere to international standards on official statistics set by the International Labour Organisation and International Monetary Fund.

For insights on the labour market, visit us at stats.mom.gov.sg

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Explanatory Notes

Notations

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

Abbreviations

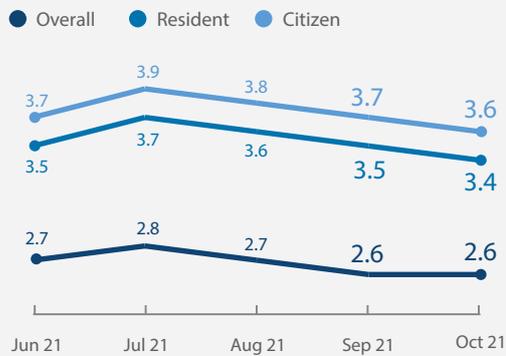
excl	: Excluding
MDW	: Migrant domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals,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

Labour Market Report Third Quarter 2021

Unemployment

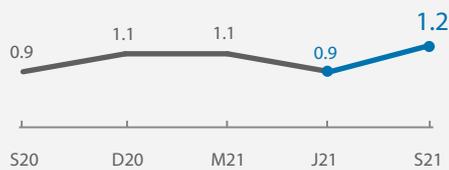
Unemployment rates continued their steady decline

Unemployment rate (%), seasonally adjusted



Resident long-term unemployment rate increased

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



Short Work-Week Or Temporary Layoff

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



5,580
2Q 2021

↓

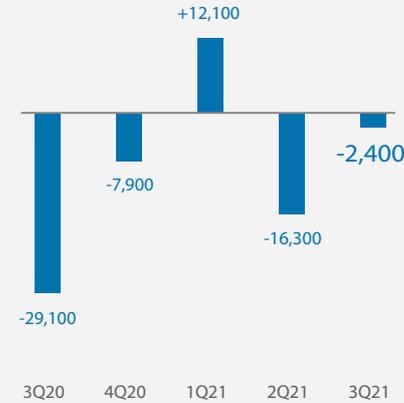
4,060
3Q 2021

Employment

Total employment declined at a significantly slower pace, as resident employment increased strongly

Employment change (Quarterly)

Employment level (excl. MDW)

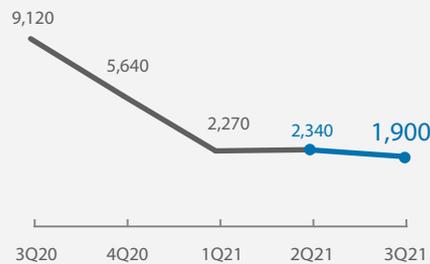


3,349,300
September 2021

Retrenchment

Retrenchments declined

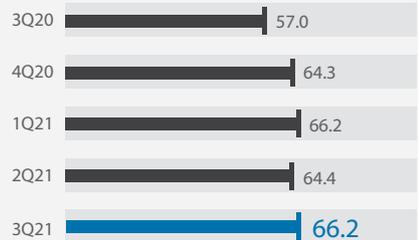
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment improved

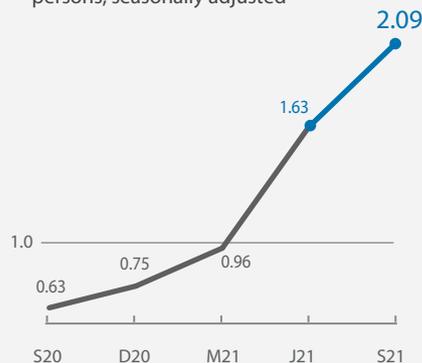
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Ratio of job vacancies to unemployed persons trended higher

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Continued pick-up in recruitment rate

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



Executive Summary

Final data supported our preliminary assessment that the labour market performed better in 3Q 2021 than in 2Q 2021, when tighter COVID-19 restrictions temporarily affected demand for some sectors.

Employment

- Resident employment grew more strongly in 3Q 2021, although total employment declined (-2,400 excluding Migrant Domestic Workers (MDW)) due to a continued fall in non-resident employment.
- Resident employment increases were led by outward-oriented sectors of *Information & Communications*, *Professional Services*, and *Financial Services*, as well as domestically-oriented sectors of *Administrative & Support Services* and *Health & Social Services*. However, resident employment growth in consumer and tourism-related sectors continued to trail behind the other sectors. Ongoing border restrictions contributed to the continued contraction of non-resident employment across most industries.

Unemployment

- Unemployment rates continued their steady decline since September 2020. Compared to June 2021, resident unemployment trends in September 2021 were mixed across age and education groups. It rose for residents at both ends of the age spectrum, as well as residents with diploma & below qualifications. However, we did not observe sustained increases in their unemployment rates from previous quarters. The remaining groups registered declines.

Retrenchments

- The number and incidence of retrenchments declined in 3Q 2021 (from 2,340 or 1.3 retrenched per 1,000 employees to 1,900 or 1.1). By industry, the decline occurred mainly in *Manufacturing*.

Additional data show a continued recovery of the labour market, as Singapore moves into the “transition phase” and travel / dining restrictions ease.

- Fewer employees were placed on short work-week or temporary layoff in 3Q 2021 (4,060) than in 2Q (5,580), notably in *Air Transport & Supporting Services* as firms ramped up capacity in anticipation of a recovery in air travel.
- The six-month re-entry rate among retrenched residents improved from 64% in 2Q to 66% in 3Q 2021, back to the rate seen in 1Q 2021.

However, we observed increasing tightness in the labour market as demand for manpower rose in several industries:

- Job vacancies rose for the fifth consecutive quarter to 98,700 in September 2021 (seasonally adjusted), though the pace of increase has slowed. Together with the decline in unemployed persons, the ratio of job vacancies to unemployed persons rose to 2.09 in September 2021, from 1.63 in June (seasonally adjusted).
- There were manpower shortages in *Construction* and *Manufacturing* due to on-going border restrictions; sustained demand in growth sectors such as *Professional Services*, *Financial Services*, *Information & Communications*, and *Health & Social Services*; and emerging demand from *Food & Beverage Services*, *Air Transport & Supporting Services*, and *Retail Trade* as travel and dining restrictions were gradually relaxed.

There are emerging structural challenges, as the uneven recovery across sectors could mean some displaced workers (in particular older and less-educated workers) face greater challenges finding work. Consequently, the resident long-term unemployment rate remained elevated compared to pre-COVID periods.

Employment

Total employment (excluding MDW) declined at a significantly slower pace in 3Q 2021 (-2,400) than the previous quarter (-16,300). This was because resident employment increased strongly, while non-resident employment continued to decline at a similar pace.¹

Chart 1: Quarterly Total Employment Change (Excl MDW)



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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (3) 'Excl MDW' refers to excluding migrant domestic workers.
- (4) Data for 1Q 2021 and 2Q 2021 are revised to reflect updates in the pre-approved Letter of Consent (PLOC) numbers.

¹ In 3Q 2021, resident employment rose by 19,100, after a more modest growth of 4,800 in the previous quarter. Non-resident employment fell by 21,500, similar to 2Q 2021 (21,100).

Employment growth was uneven across sectors. Among residents, the employment increase in 3Q 2021 was led by outward-oriented sectors such as *Information & Communications*, *Professional Services*, and *Financial Services*, and growth has picked up pace from a quarter ago. Domestically-oriented sectors also fared better, with increases in *Administrative & Support Services* and *Health & Social Services*.

In comparison, consumer and tourism-related sectors lagged behind, with muted resident declines in *Food & Beverage Services* and *Arts, Entertainment & Recreation*, while employment held steady in *Accommodation* and *Retail Trade*. With seasonal hiring for festivities and the easing of travel and dining restrictions, employment in these sectors is expected to rise in the coming months.

While resident employment growth was broad-based, ongoing border restrictions contributed to the continued contraction of non-resident employment across most industries.

Unemployment

The seasonally adjusted unemployment rates eased further by 0.1%-point from August to September 2021 (overall: 2.6%; resident: 3.5%; citizen: 3.7%).² Compared to June, resident unemployment trends were mixed across age and education groups. It rose for residents at both ends of the age spectrum, as well as residents with below secondary, post-secondary (non-tertiary) and diploma & professional qualifications. The increase followed a period of steady improvements. The remaining groups registered declines.

In October 2021, the unemployment rate continued to improve by 0.1%-point for residents (3.4%) and citizens (3.6%), and the overall unemployment rate held steady (2.6%)^{3,4}.

Chart 2: Unemployment Rate (Seasonally Adjusted)



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

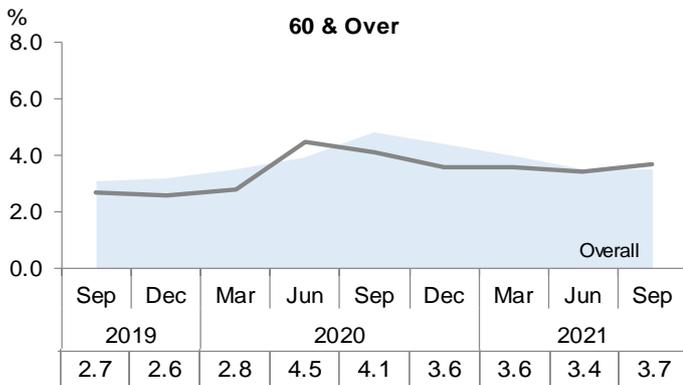
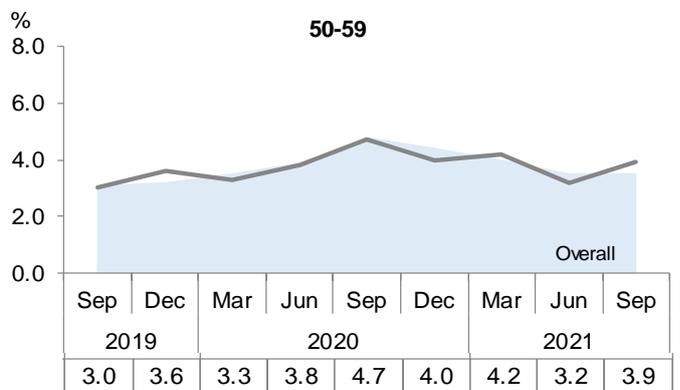
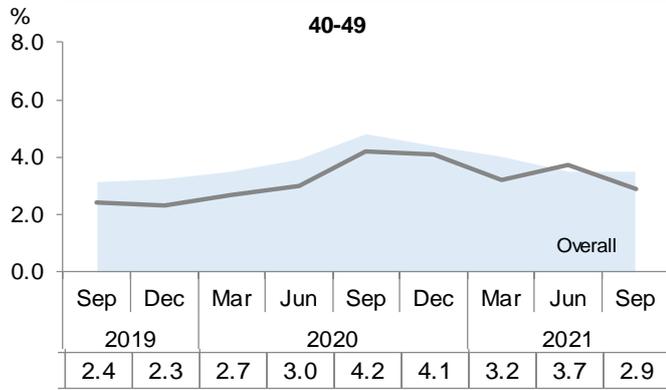
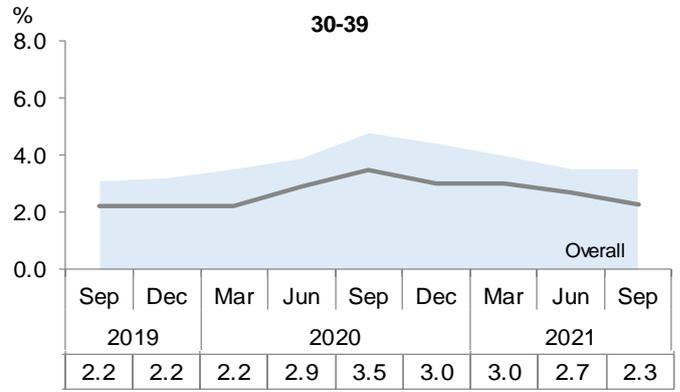
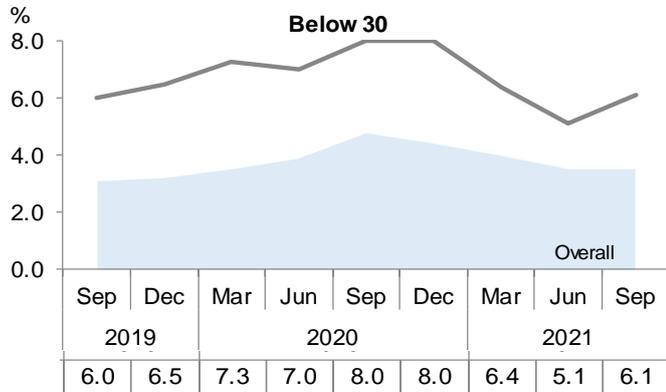
² Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related under-employment rate continued to ease, from 3.3% in 2Q to 2.9% in 3Q 2021.

³ Based on seasonally adjusted data, there were 80,000 unemployed residents in October 2021, of which 72,200 were citizens.

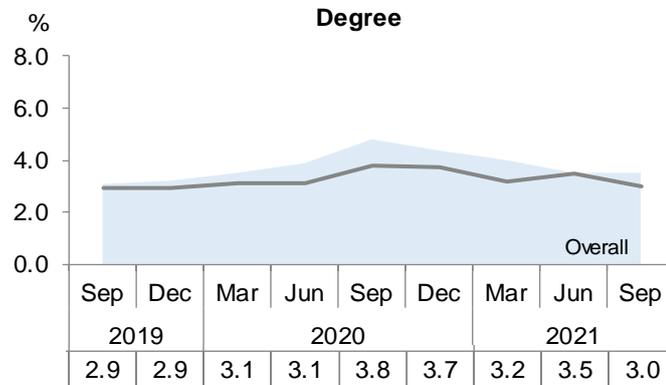
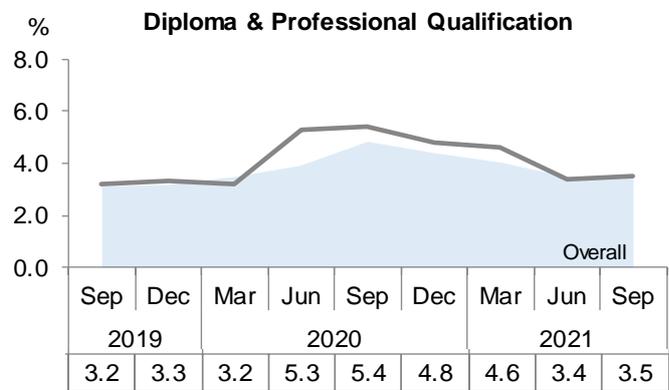
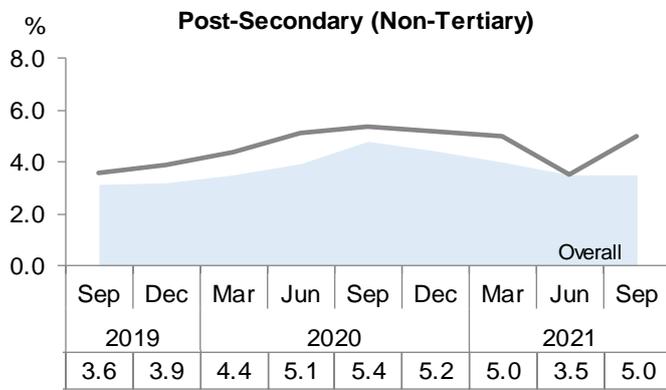
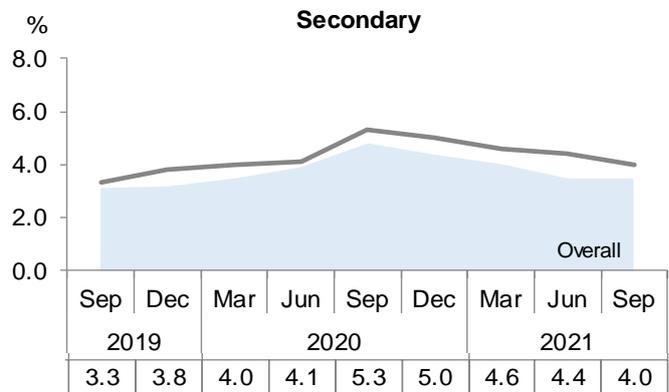
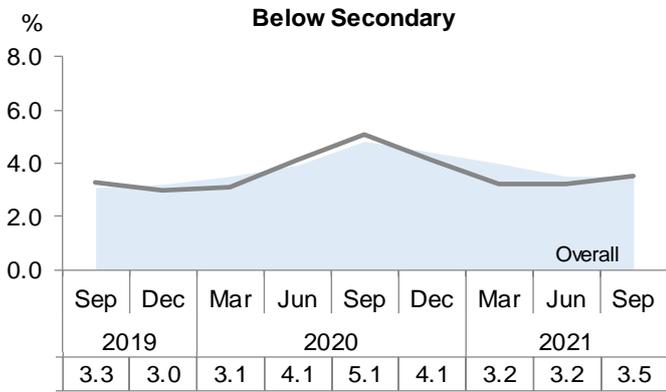
⁴ To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations to enable a more meaningful analysis of the groups who need help.

Chart 3: Resident Unemployment Rate By Age And Education
(Seasonally Adjusted)

By Age



By Education



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

The resident long-term unemployment rate⁵ (LTUR) increased to 1.2% in September 2021⁶, from 0.9% in June, and was above the quarterly average during pre-COVID periods.⁷

The increase was observed across most age and education groups. In particular, seniors (aged 50 & over) and those with secondary or post-secondary (non-tertiary) qualifications had above-average rates. Only residents in their 40s saw LTUR decline for the third consecutive quarter.

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



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

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

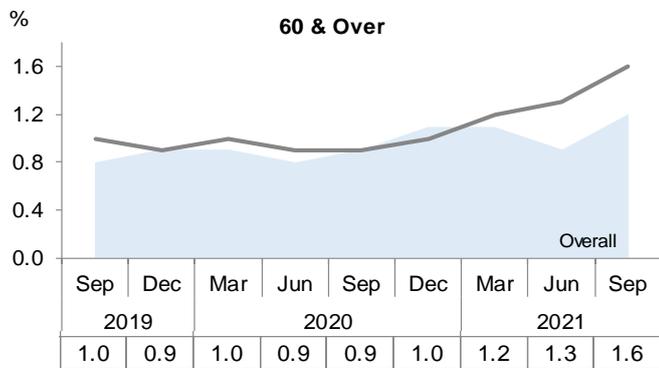
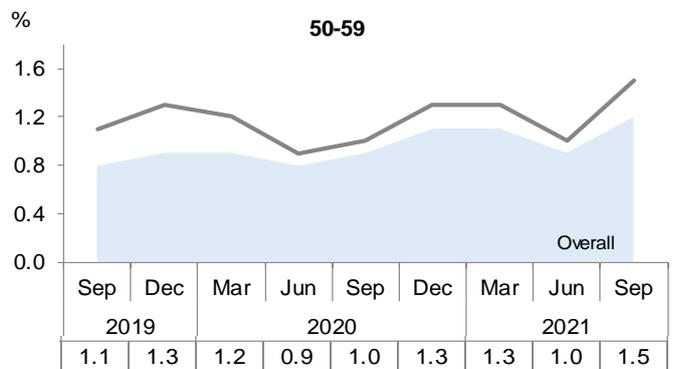
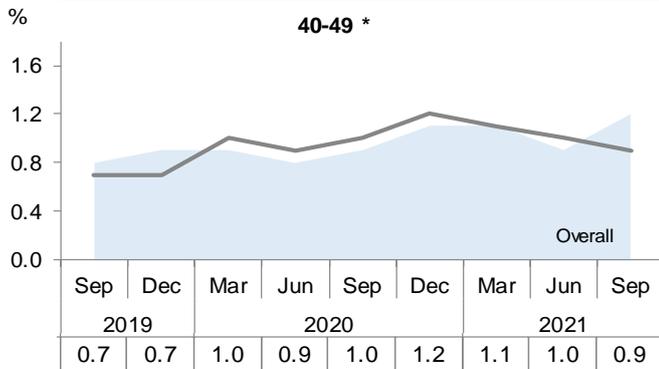
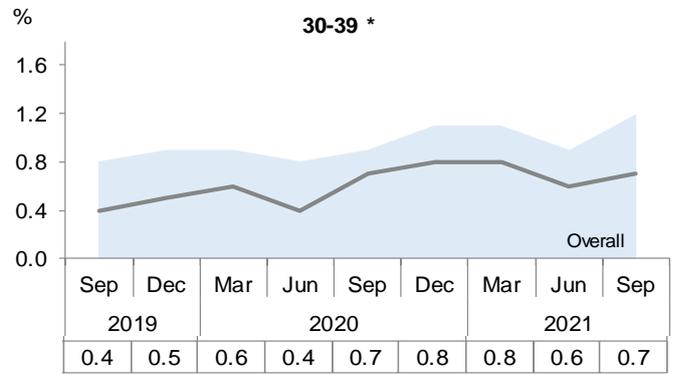
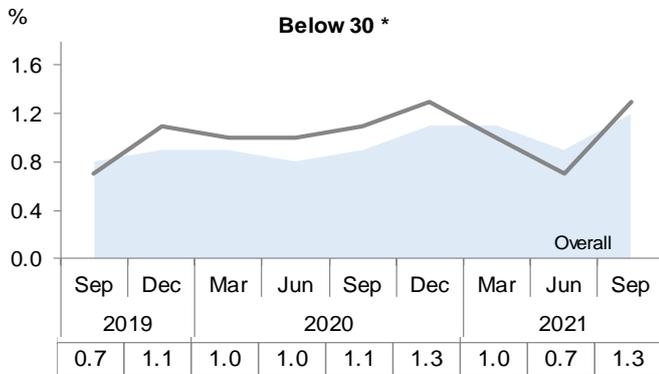
⁵ The long-term unemployment rate measures persons who are unemployed for at least 25 weeks, as a percentage of the labour force. More time is needed to carry out additional verification on the duration of unemployment to ensure a proper classification of this group of unemployed persons. Hence, the information is only released on a quarterly basis.

⁶ Based on seasonally adjusted data, there were 27,400 long-term unemployed residents in September 2021.

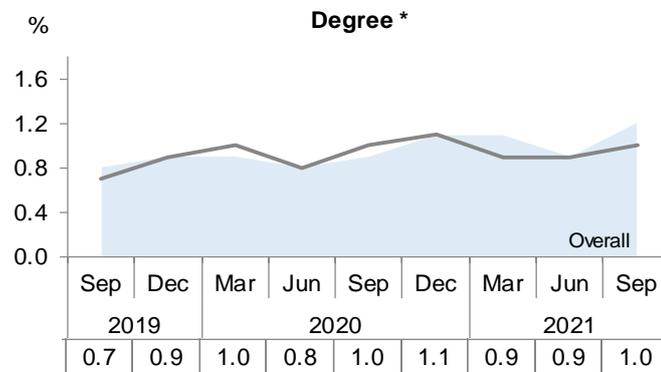
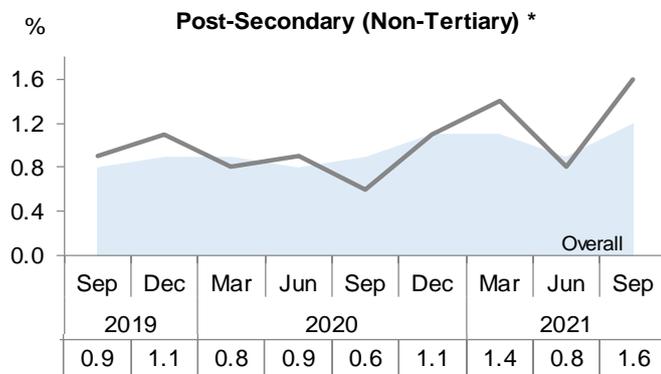
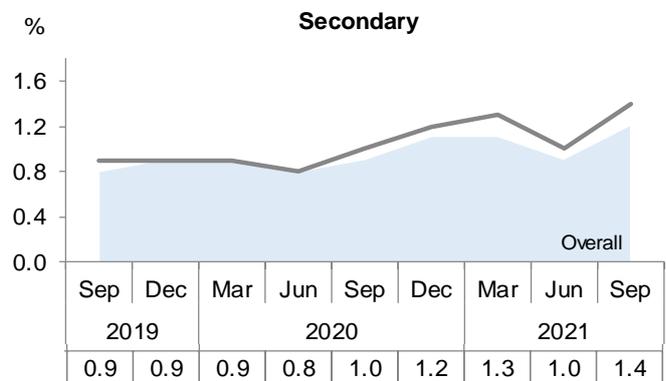
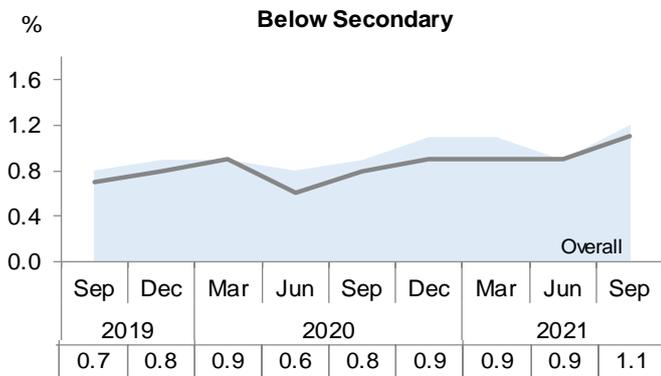
⁷ The quarterly average resident LTUR during the period of 2018/2019 was 0.7%.

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

By Age



By Education



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

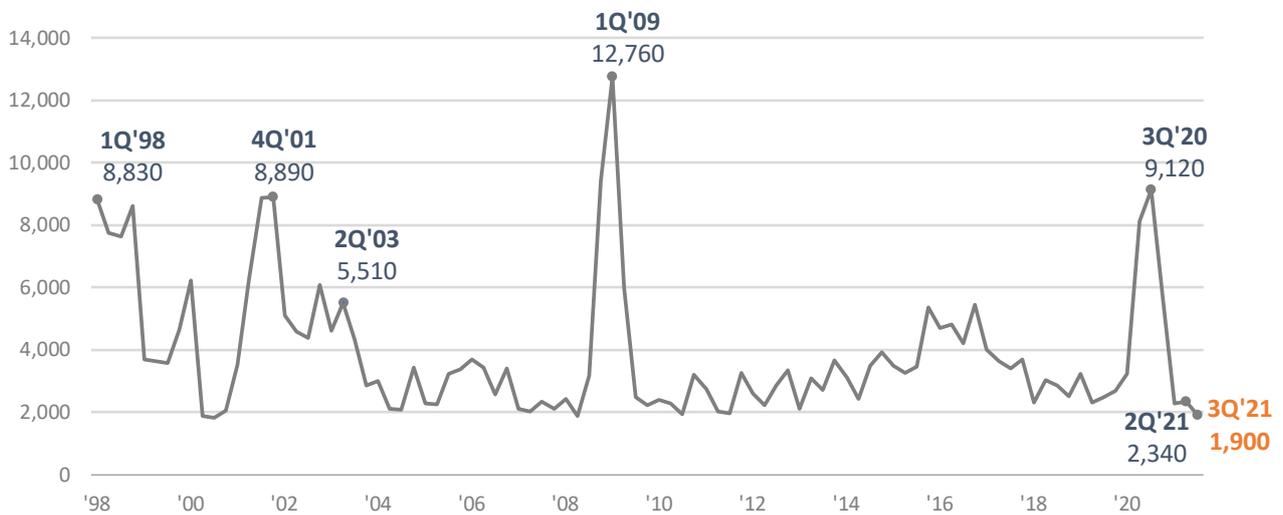
Notes:

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

Retrenchment

The number and incidence of retrenchments declined in 3Q 2021 (from 2,340 or 1.3 retrenched per 1,000 employees to 1,900 or 1.1). Compared to the preceding quarter, the decline was broad-based across industries, mainly in *Manufacturing*. Reorganisation/restructuring remained the top reason for layoffs in 3Q 2021.

Chart 6: Retrenchments

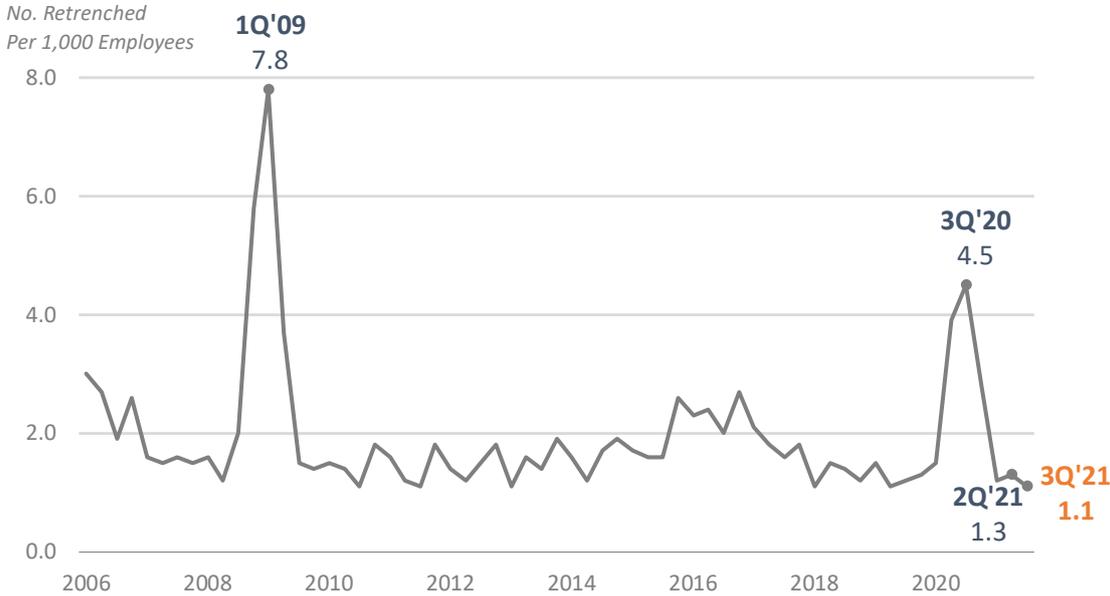


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

Chart 7: Incidence of Retrenchment



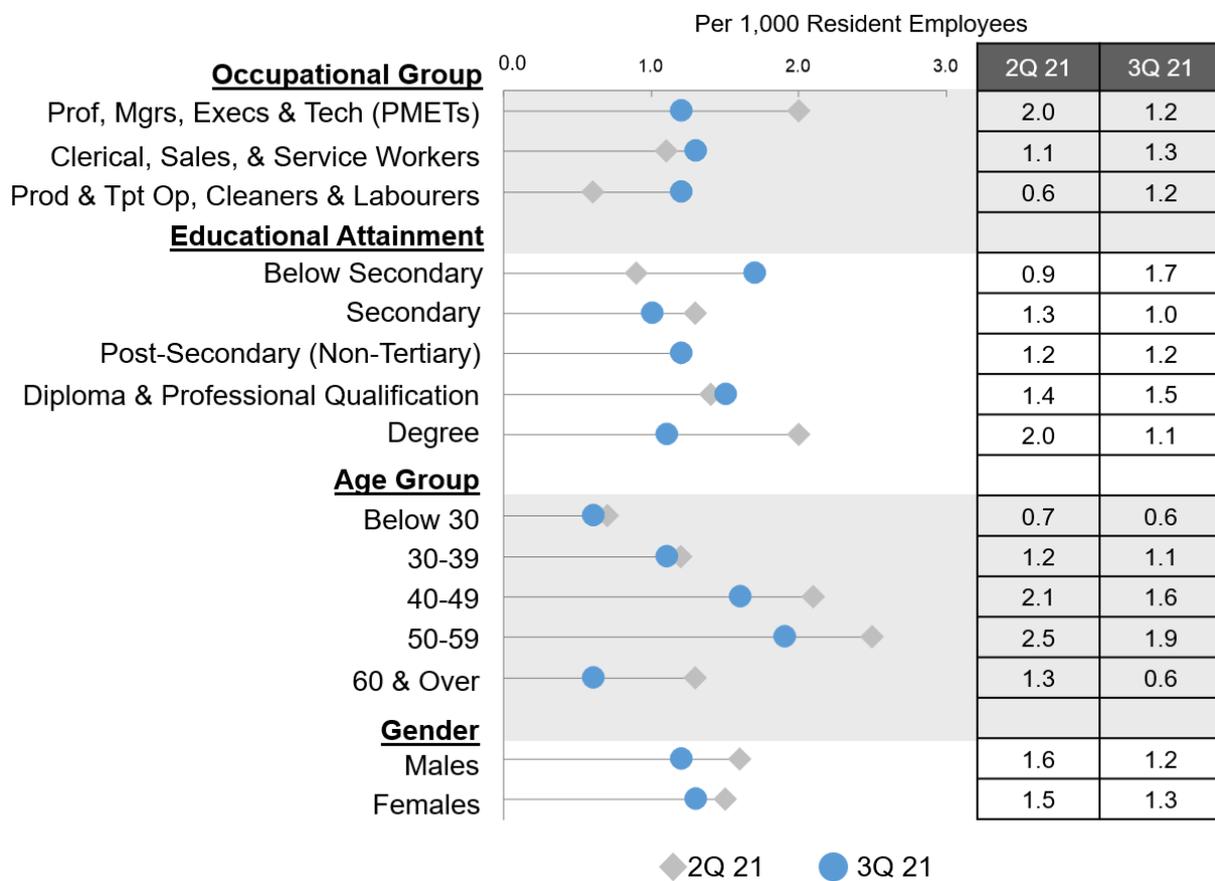
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Among residents, trends in the incidence of retrenchment were mixed across age, education and occupational groups. Larger increases over the quarter were seen among residents in production & related occupations, and residents with below secondary qualifications. However, their incidence remained below the highs posted in 2020. On the other hand, PMETs, degree holders, and those aged 60 & over had notable declines over the quarter.

By age, residents in their 50s face more challenges looking for work as they had the highest incidence of retrenchment and above-average long-term unemployment rates.

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



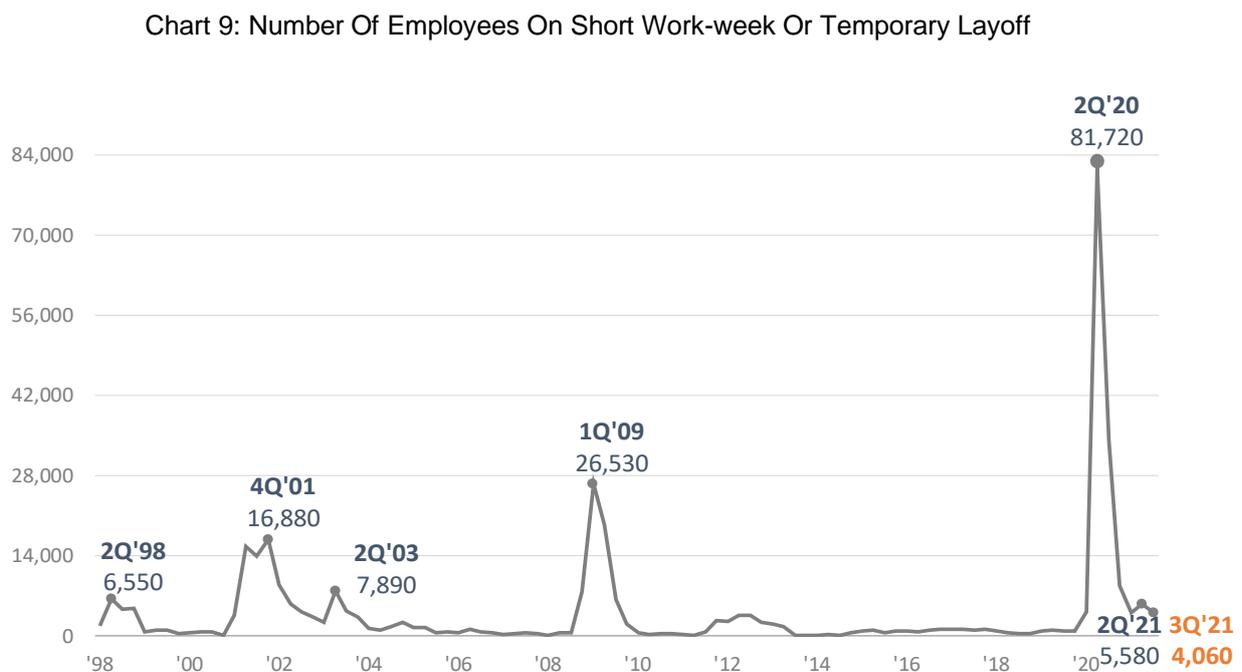
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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

Short Work-Week Or Temporary Layoff

Fewer employees were placed on short work-week or temporary layoff in 3Q 2021 (4,060) compared to 2Q (5,580), though the number remained above pre-pandemic levels. In particular, there was a notable decrease in workers on such arrangements in *Air Transport & Supporting Services*⁸, as firms recalled their workers when air travel gradually resumed. The decline was broad-based across occupations – with the most significant decline observed for clerical, sales & service workers, followed by PMETs and production & related workers.

In 3Q 2021, the affected employees were mostly on short work-week (3,720). The minority (340) who were placed on temporary layoff were mostly from *Food & Beverage Services*.



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.

⁸ Common jobs in the air transport & supporting services industry include customer/passenger service officers, cabin attendants/stewards, pilots, and aircraft baggage/cargo handlers.

Re-entry Into Employment

The six-month re-entry rate among retrenched residents improved in 3Q 2021 (from 64% to 66%), back to the rate seen in 1Q 2021. The rate either held steady or rose over the quarter for most age, education and occupation groups, except for residents with below secondary and post-secondary (non-tertiary) qualifications.

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

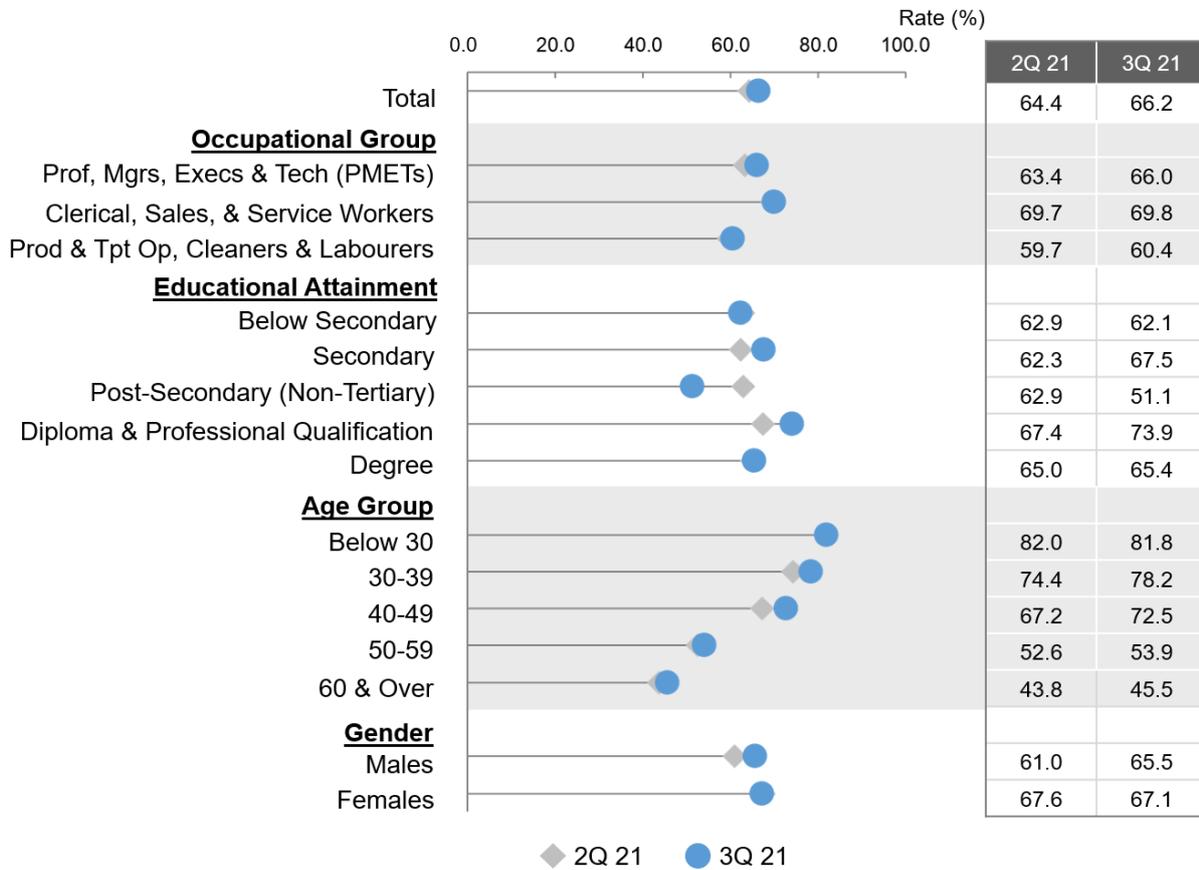


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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

Job Vacancy

The number of job vacancies (seasonally adjusted) trended higher to 98,700 in September 2021, as businesses continue to rebuild their workforces amid growing demand, and continued border restrictions constrained the availability of foreign manpower⁹. Although the pace of increase in job vacancies has slowed in the latest quarter, we expect the number of vacancies to remain high until border restrictions are lifted.

Together with the decline in unemployed persons, the ratio of job vacancies to unemployed persons rose, from 163 job openings for every 100 unemployed persons in June, to 209 in September 2021 (seasonally adjusted).¹⁰

The increase in vacancies was broad-based across industries. There were manpower shortages in *Construction* and *Manufacturing* due to on-going border restrictions; and emerging demand from *Food & Beverage Services*, *Air Transport & Supporting Services*, and *Retail Trade* as travel and dining restrictions were gradually relaxed.

In particular, *Manufacturing*, *Construction*, *Food & Beverage Services*, and *Administrative & Support Services*, sectors which have seen substantial decreases in Work Permit holders, together accounted for 38% of all job vacancies. .

There was also sustained demand from *Financial Services*, *Professional Services*, *Information & Communications*, and *Health & Social Services*, accounting for about 30% of total vacancies. These growth sectors saw resident employment increase in tandem. In-demand occupations include Software, Web & Multimedia Developers, Systems Analysts, Commercial & Marketing Sales Executives, Accountants, and Nurses.

⁹ It is worth noting that total employment (excluding MDW) declined by 173,100 since December 2019. This is higher than the overall number of job vacancies.

¹⁰ The job vacancy to unemployed ratio was last above 2 in 1997.

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.

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

There was a continued pick-up in recruitment rate in 3Q 2021 (from 1.9% to 2.0%, seasonally adjusted), while the resignation rate held steady at 1.6%. Both rates remained slightly below pre-COVID levels.¹¹

Labour turnover trends were mixed for industries and occupations. Increases in both recruitment and resignation rates were observed in sectors where PMETs formed a larger share of their workforce such as *Financial Services*, *Professional Services*, and *Health & Social Services*. However, they declined or remained unchanged in other sectors e.g. *Retail Trade*, *Food & Beverage Services*.

Mirroring the industry trends, PMETs saw an increase in both recruitment and resignation rates, and the rates were now higher than the quarterly average of pre-COVID periods.¹² This increased movement of PMETs between jobs signalled improving confidence in the labour market. Conversely, non-PMETs saw lower recruitment and resignation rates compared to 2Q 2021.

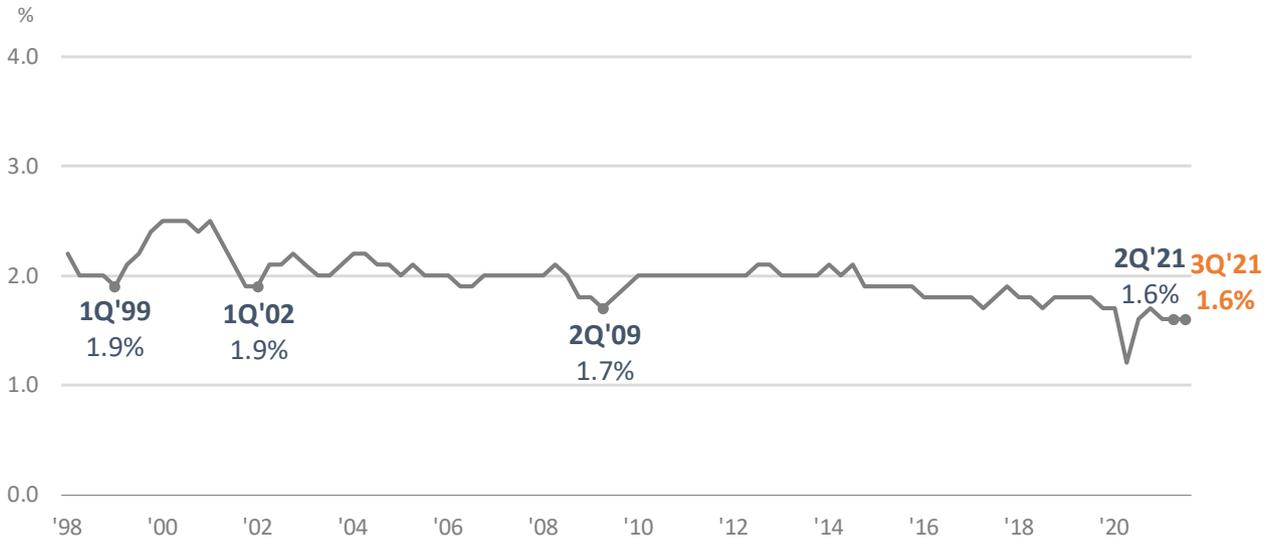
Chart 14: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



¹¹ Quarterly average during 2018-2019 was 1.8% for resignation rate, and 2.3% for recruitment rate.

¹² The recruitment and resignation rate among PMETs was 1.9% and 1.5% respectively in 3Q 2021, above the quarterly average of 1.7% and 1.3% during 2018-2019.

Resignation Rate



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

Notes:

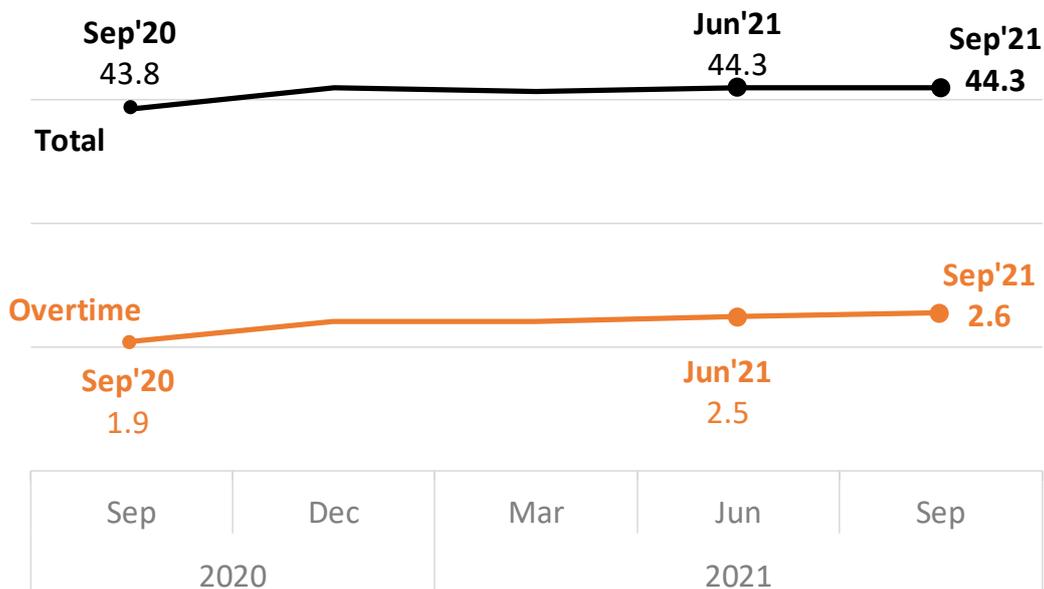
- (1) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) The average monthly resignation/recruitment rate is defined as the average 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 employee¹³ was 44.3 hours in September 2021, holding steady at around this level for a year. This was similarly the case for average overtime hours, which was 2.6 hours in September 2021. Paid hours worked was lower than pre-COVID levels, likely as the share of Work Permit Holders in the workforce (who tend to work longer hours) had yet to return to pre-COVID periods, and business activities remained subdued in certain sectors such as those that are consumer-facing or travel-related.¹⁴

By sector, there was a larger increase in average weekly total paid hours worked over the quarter in *Construction*, recovering to the level seen in September 2019 alongside the rise in public sector and private sector construction output.

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.

¹³ Average weekly paid hours worked per employee are based on the last month of each quarter.

¹⁴ The quarterly average for the period of 2018/2019 was 44.8 hours for average weekly total paid hours worked, and 2.8 hours for overtime hours.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2018	2019	2020	Sep	
				2020	2021
TOTAL	2.9	3.1	4.1	4.3	3.2
GENDER					
Males	2.9	3.0	3.9	3.9	3.1
Females	3.0	3.4	4.4	4.7	3.3
AGE GROUP (YEARS)					
Below 30	5.2	5.9	7.5	7.2	5.6
30 - 39	2.2	2.2	3.0	3.4	2.1
40 & Over	2.5	2.7	3.7	3.9	3.0
40 - 49	2.3	2.5	3.4	3.7	2.3
50 & Over	2.6	2.9	3.9	4.0	3.5
50 - 59	2.7	3.1	3.9	4.1	3.4
60 & Over	2.5	2.7	3.7	3.9	3.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.9	4.1	4.1	3.1
Secondary	2.8	3.5	4.6	4.7	3.3
Post-Secondary (Non-Tertiary)	3.4	3.6	4.9	4.8	4.8
Diploma & Professional Qualification	3.1	3.3	4.7	5.3	3.6
Degree	2.9	2.9	3.5	3.6	2.8

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

Characteristics	In Thousands				
	2018	2019	2020	Sep	
				2020	2021
TOTAL	66.9	72.9	96.4	101.7	77.5
GENDER					
Males	35.4	37.0	48.9	50.1	39.9
Females	31.5	35.8	47.5	51.6	37.6
AGE GROUP (YEARS)					
Below 30	21.6	23.1	27.9	26.1	22.2
30 - 39	11.5	11.5	16.4	19.8	12.8
40 & Over	33.7	38.2	52.0	55.9	42.5
40 - 49	12.6	14.1	19.7	21.5	12.8
50 & Over	21.1	24.1	32.4	34.3	29.7
50 - 59	12.8	14.5	18.3	19.2	15.5
60 & Over	8.3	9.6	14.1	15.1	14.2
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	9.7	10.9	14.3	14.9	9.8
Secondary	11.0	13.3	17.1	18.1	12.5
Post-Secondary (Non-Tertiary)	8.0	8.0	11.3	10.2	9.9
Diploma & Professional Qualification	13.8	15.2	21.5	24.5	17.5
Degree	24.4	25.4	32.2	34.0	27.7

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.

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2018	2019	2020	Per Cent	
				Sep	
				2020	2021
TOTAL	0.7	0.7	1.0	0.9	1.1
GENDER					
Males	0.8	0.8	1.0	1.0	1.1
Females	0.6	0.6	0.9	0.8	1.2
AGE GROUP (YEARS)					
Below 30	0.6	0.9	1.1	1.1	1.3
30 - 39	0.6	0.4	0.6	0.7	0.7
40 & Over	0.8	0.9	1.0	0.9	1.3
40 - 49	0.7	0.7	1.0	1.0	0.9
50 & Over	0.9	1.0	1.0	0.9	1.5
50 - 59	0.9	1.1	1.1	0.9	1.3
60 & Over	0.8	0.9	1.0	0.9	1.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.5	0.7	0.8	0.6	1.0
Secondary	0.6	0.8	1.0	0.8	1.2
Post-Secondary (Non-Tertiary)	0.7	0.8	0.9	0.6	1.6
Diploma & Professional Qualification	0.7	0.7	1.0	1.2	1.3
Degree	0.8	0.7	1.0	1.0	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

Characteristics	2018	2019	2020	In Thousands	
				Sep	
				2020	2021
TOTAL	15.9	17.0	22.3	21.5	27.1
GENDER					
Males	9.7	10.3	12.6	12.2	13.7
Females	6.2	6.7	9.6	9.3	13.4
AGE GROUP (YEARS)					
Below 30	2.3	3.2	4.1	4.0	5.1
30 - 39	2.9	2.1	3.6	4.2	4.3
40 & Over	10.8	11.7	14.6	13.3	17.7
40 - 49	3.7	3.8	5.8	5.5	5.3
50 & Over	7.2	7.9	8.8	7.8	12.4
50 - 59	4.5	4.9	5.2	4.2	6.0
60 & Over	2.6	3.0	3.7	3.6	6.4
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.1	2.5	2.8	2.3	3.3
Secondary	2.4	3.2	3.7	3.2	4.5
Post-Secondary (Non-Tertiary)	1.5	1.8	2.0	1.3	3.3
Diploma & Professional Qualification	3.1	3.2	4.8	5.6	6.2
Degree	6.9	6.3	9.0	9.2	9.8

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 2021
	2018	2019	2020	2020		2021			
				3Q	4Q	1Q	2Q	3Q	
TOTAL	45.3	69.7	-181.0	-34.4	-7.8	13.9	-19.9	-8.4	3 588.9
C10-32 MANUFACTURING	-2.4	-2.1	-37.8	-15.0	-10.8	-3.8	-4.3	-0.6	442.0
C10-12 Food, Beverages & Tobacco	1.4	1.9	-3.1	-0.9	0.3	0.4	-	-	50.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.2	-1.1	-2.5	-0.9	-0.5	-0.2	-0.4	-0.6	25.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.2	0.6	-4.5	-2.2	-1.5	1.1	-	-0.7	59.2
C25,28 Fabricated Metal Products, Machinery & Equipment	-2.6	-1.4	-7.1	-2.9	-1.3	-0.4	0.2	0.2	89.7
C26 Electronic, Computer & Optical Products	-0.1	-3.6	-4.7	-2.8	-1.6	-1.8	-1.6	-0.6	78.9
C29-30 Transport Equipment	-3.1	2.6	-11.6	-3.4	-5.7	-2.8	-2.6	1.1	79.2
Other Manufacturing Industries	-	-1.1	-4.4	-1.8	-0.5	-0.1	-	-0.1	58.9
F41-43 CONSTRUCTION	-7.1	12.6	-51.8	-16.7	-15.6	0.6	-5.1	-6.6	392.7
G-U SERVICES	54.9	59.4	-91.1	-2.9	18.7	17.1	-10.3	-1.1	2 728.3
G46-47 WHOLESALE AND RETAIL TRADE	1.6	-4.0	-23.3	-1.4	2.6	-0.7	-5.2	-2.7	452.6
G46 Wholesale Trade	3.6	-2.0	-13.2	-1.7	-0.4	-0.5	-2.6	-1.6	300.0
G47 Retail Trade	-2.0	-2.0	-10.0	0.3	3.0	-0.2	-2.6	-1.1	152.6
H49-53 TRANSPORTATION AND STORAGE	7.7	3.1	-8.3	-3.4	-1.2	-	-0.3	0.8	254.4
H49,5221 Land Transport & Supporting Services	4.8	0.9	0.7	0.3	0.1	-	-0.4	0.1	109.3
H50,5222, 5225 Water Transport & Supporting Services	-0.6	-0.4	-1.3	-0.5	0.1	0.4	-	-0.2	43.1
H51,5223 Air Transport & Supporting Services	1.2	1.3	-9.0	-3.3	-2.2	-1.4	-0.4	-0.3	24.5
Other Transportation & Storage Services	2.3	1.3	1.3	0.1	0.9	1.1	0.5	1.2	77.5
I55-56 ACCOMMODATION AND FOOD SERVICES	1.3	6.2	-24.7	3.8	9.9	1.5	-6.6	-2.4	239.6
I55 Accommodation	-0.8	-	-9.3	-1.9	-0.2	-1.4	-0.9	-0.3	24.7
I56 Food & Beverage Services	2.1	6.2	-15.4	5.7	10.1	2.9	-5.7	-2.1	214.9
J58-63 INFORMATION AND COMMUNICATIONS	8.4	7.3	3.1	1.9	1.3	2.9	3.7	4.0	164.4
J58-61 Telecommunications, Broadcasting & Publishing	0.5	0.1	-0.5	0.3	-	0.4	0.2	0.5	41.0
J62-63 IT & Other Information Services	7.9	7.1	3.6	1.6	1.3	2.6	3.6	3.4	123.4
K64-66 FINANCIAL AND INSURANCE SERVICES	7.6	6.4	2.5	0.5	0.1	1.0	0.5	1.7	207.3
K64 & 66 (excl.662) Financial Services	6.4	5.3	1.2	0.1	-0.2	0.7	0.3	1.5	164.7
K65 & 662 Insurance Services	1.1	1.1	1.3	0.4	0.2	0.3	0.2	0.2	42.6
L68 REAL ESTATE SERVICES	-	1.2	-6.5	-1.9	-0.5	-0.3	-1.0	-0.6	72.2
M69-75 PROFESSIONAL SERVICES	6.9	10.2	-1.1	0.2	-0.1	1.1	1.9	2.5	258.4
M69-70 Legal, Accounting & Management Services	5.7	7.6	0.9	0.9	-	0.4	0.8	1.8	136.1
M71 Architectural & Engineering Services	0.9	0.7	-1.1	-0.6	-0.5	-	0.2	-0.1	61.6
Other Professional Services	0.3	2.0	-0.9	-	0.4	0.7	1.0	0.9	60.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.6	7.2	-14.4	-3.0	-1.9	1.8	-2.1	2.0	242.1
N80 Security & Investigation	1.4	1.0	-0.8	-	-0.9	-0.2	0.2	-0.3	48.2
N81 Cleaning & Landscaping	0.2	2.0	-4.2	-0.3	0.4	-0.1	-1.2	-0.1	77.0
Other Administrative & Support Services	2.0	4.2	-9.4	-2.7	-1.4	2.1	-1.1	2.5	116.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.8	21.8	-18.5	0.4	8.4	9.6	-1.4	-6.4	837.4
O84,P85 Public Administration & Education	3.9	5.2	8.1	6.3	3.9	2.6	-1.0	-1.3	262.0
Q86-88 Health & Social Services	5.7	6.0	5.3	3.6	2.3	3.1	4.2	1.8	186.2
R90-93 Arts, Entertainment & Recreation	1.0	0.6	-14.4	-4.4	-0.2	-0.2	-1.4	-0.6	38.7
S,T,U Other Community, Social & Personal Services	7.2	10.0	-17.5	-5.2	2.4	4.0	-3.3	-6.3	350.5
A,B,D,E,V OTHERS*	-0.1	-0.1	-0.2	0.2	-	0.1	-0.2	-	25.9

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

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

- : nil or negligible

Notes :

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

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2018	2019	2020	2020		2021		
				3Q	4Q	1Q	2Q	3Q
TOTAL	10 730	10 690	26 110	9 120	5 640	2 270	2 340	1 900
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	2 570	2 790	5 320	2 070	990	320	760	360
C10-12 Food, Beverages & Tobacco	200	100	330	160	10	10	10	30
C17,18,22 Paper / Rubber / Plastic Products & Printing	160	170	230	160	30	-	50	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	180	200	160	70	30	120	210	70
C25,28 Fabricated Metal Products, Machinery & Equipment	870	690	1 410	410	350	50	30	20
C26 Electronic, Computer & Optical Products	670	1 160	790	200	220	60	430	150
C29-30 Transport Equipment	310	120	1 710	880	160	40	20	50
Other Manufacturing Industries	190	360	700	190	200	20	10	40
F41-43 CONSTRUCTION	1 200	860	990	340	70	20	90	90
G-U SERVICES	6 960	7 000	19 760	6 710	4 580	1 930	1 480	1 450
G46-47 WHOLESALE AND RETAIL TRADE	1 780	2 090	4 980	1 380	980	570	310	250
G46 Wholesale Trade	1 580	1 850	3 810	1 030	780	490	270	230
G47 Retail Trade	210	240	1 180	350	210	80	40	30
H49-53 TRANSPORTATION AND STORAGE	710	770	2 780	660	1 730	190	130	130
H49,5221 Land Transport & Supporting Services	200	60	120	10	30	-	40	10
H50,5222, 5225 Water Transport & Supporting Services	180	80	250	50	90	30	20	40
H51,5223 Air Transport & Supporting Services	20	50	2 000	440	1 530	130	40	30
Other Transportation & Storage Services	310	580	410	160	80	30	30	50
I55-56 ACCOMMODATION AND FOOD SERVICES	350	170	1 700	450	150	20	50	70
I55 Accommodation	10	20	710	200	110	10	20	-
I56 Food & Beverage Services	340	150	990	250	40	-	30	70
J58-63 INFORMATION AND COMMUNICATIONS	1 070	650	1 200	300	260	300	180	170
J58-61 Telecommunications, Broadcasting & Publishing	650	300	570	160	170	110	100	90
J62-63 IT & Other Information Services	420	350	620	130	90	190	80	80
K64-66 FINANCIAL AND INSURANCE SERVICES	1 330	1 300	2 140	400	400	330	330	330
K64 & 66 (excl.662) Financial Services	1 240	1 190	1 910	370	330	310	310	320
K65 & 662 Insurance Services	80	110	230	30	70	30	20	10
L68 REAL ESTATE SERVICES	100	190	140	40	30	50	20	20
M69-75 PROFESSIONAL SERVICES	1 100	1 210	2 380	820	540	290	280	240
M69-70 Legal, Accounting & Management Services	600	640	1 270	450	320	210	180	200
M71 Architectural & Engineering Services	310	360	780	310	190	50	80	10
Other Professional Services	190	220	330	60	30	40	20	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	240	320	1 770	650	340	140	120	230
N80 Security & Investigation	10	10	10	-	-	10	-	-
N81 Cleaning & Landscaping	40	60	280	50	10	-	10	10
Other Administrative & Support Services	190	250	1 490	600	330	130	110	220
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	290	300	2 690	2 010	150	50	80	10
O84,P85 Public Administration & Education	90	90	230	40	30	10	30	10
Q86-88 Health & Social Services	20	100	40	-	10	-	-	-
R90-93 Arts, Entertainment & Recreation	130	20	2 210	1 900	40	20	40	-
S,T,U Other Community, Social & Personal Services	50	90	210	70	70	20	10	-
A,B,D,E,V OTHERS*	-	30	40	10	10	-	20	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 980	6 500	12 750	4 550	2 840	1 780	1 840	1 160
Clerical, Sales & Service Workers	1 230	1 420	8 140	2 780	2 150	360	310	360
Production & Transport Operators, Cleaners & Labourers	2 510	2 770	5 220	1 800	660	130	190	390

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 2021

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/Down-turn In Industry	Poor Business/Business Failure *	High Costs	Reorganisation/Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	400	200	250	940	60	60	340	1 900	1 160	360	390
C10-32 MANUFACTURING	150	20	70	100	10	-	50	360	200	10	150
C10-12 Food, Beverages & Tobacco	10	10	-	20	-	-	-	30	-	-	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	10	-	10	-	-	-	10	10	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	50	10	-	-	10	70	70	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	-	-	10	20	-	-	-	20	10	-	10
C26 Electronic, Computer & Optical Products	100	-	-	30	-	-	20	150	40	-	100
C29-30 Transport Equipment	40	-	-	-	-	-	-	50	50	-	-
Other Manufacturing Industries	-	-	-	10	10	-	20	40	20	-	20
F41-43 CONSTRUCTION	10	50	20	20	-	30	10	90	50	10	30
G-U SERVICES	240	140	160	830	50	20	280	1 450	920	330	200
G46-47 WHOLESALE AND RETAIL TRADE	70	10	10	180	10	-	-	250	180	40	40
G46 Wholesale Trade	50	10	10	170	10	-	-	230	170	30	40
G47 Retail Trade	20	-	-	10	-	-	-	30	10	10	-
H49-53 TRANSPORTATION AND STORAGE	50	50	30	40	-	-	30	130	70	20	40
H49,5221 Land Transport & Supporting Services	-	10	-	-	-	-	-	10	-	-	10
H50,5222,5225 Water Transport & Supporting Services	10	10	-	30	-	-	-	40	30	10	-
H51,5223 Air Transport & Supporting Services	30	-	-	-	-	-	-	30	30	-	-
Other Transportation & Storage Services	10	30	30	10	-	-	30	50	10	-	30
I55-56 ACCOMMODATION AND FOOD SERVICES	30	20	-	10	-	-	10	70	-	50	20
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	30	20	-	10	-	-	10	70	-	50	20
J58-63 INFORMATION AND COMMUNICATIONS	10	50	20	90	20	20	20	170	150	10	10
J58-61 Telecommunications, Broadcasting & Publishing	-	10	20	60	10	10	20	90	70	10	-
J62-63 IT & Other Information Services	10	40	-	30	-	10	-	80	80	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	-	-	70	260	20	-	70	330	310	20	-
K64 & 66 (excl.662) Financial Services	-	-	70	250	20	-	70	320	300	20	-
K65 & 662 Insurance Services	-	-	-	10	-	-	10	10	10	-	-
L68 REAL ESTATE SERVICES	-	-	-	20	-	-	-	20	20	-	-
M69-75 PROFESSIONAL SERVICES	20	10	20	200	10	10	10	240	130	20	80
M69-70 Legal, Accounting & Management Services	-	-	20	180	-	-	-	200	110	10	80
M71 Architectural & Engineering Services	10	-	-	-	-	-	-	10	10	-	-
Other Professional Services	10	-	-	10	-	-	-	30	20	10	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	70	-	20	20	-	-	140	230	50	180	10
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	10	-	-	-
Other Administrative & Support Services	60	-	10	20	-	-	140	220	50	170	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	-	10	-	-	-	10	10	-	-
O84,P85 Public Administration & Education	-	-	-	10	-	-	-	10	10	-	-
Q86-88 Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	-	-	-	-	-	-	-	-
A,B,D,E,V OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2018	2019	2020	2020		2021		
				3Q	4Q	1Q	2Q	3Q
TOTAL	9 610	9 810	22 540	8 140	4 120	2 190	2 170	1 690
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	2 280	2 580	5 000	2 000	900	300	750	360
C10-12 Food, Beverages & Tobacco	150	40	310	140	10	10	10	30
C17,18,22 Paper / Rubber / Plastic Products & Printing	160	160	230	150	30	-	50	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	170	190	150	70	30	100	210	70
C25,28 Fabricated Metal Products, Machinery & Equipment	780	650	1 190	390	270	50	30	20
C26 Electronic, Computer & Optical Products	570	1 080	790	200	220	60	430	150
C29-30 Transport Equipment	260	110	1 650	860	150	40	20	50
Other Manufacturing Industries	190	340	680	190	190	20	10	40
F41-43 CONSTRUCTION	800	500	750	250	70	10	70	90
G-U SERVICES	6 520	6 700	16 760	5 880	3 150	1 880	1 330	1 250
G46-47 WHOLESALE AND RETAIL TRADE	1 680	2 030	4 790	1 320	920	570	310	250
G46 Wholesale Trade	1 500	1 800	3 680	970	760	490	260	220
G47 Retail Trade	190	230	1 120	350	160	80	40	30
H49-53 TRANSPORTATION AND STORAGE	700	760	1 410	530	520	190	90	120
H49,5221 Land Transport & Supporting Services	200	60	120	10	30	-	20	-
H50,5222, 5225 Water Transport & Supporting Services	180	80	240	50	90	30	20	40
H51,5223 Air Transport & Supporting Services	20	40	650	310	320	130	40	30
Other Transportation & Storage Services	310	580	400	160	80	30	20	50
I55-56 ACCOMMODATION AND FOOD SERVICES	340	150	1 580	430	150	10	50	50
I55 Accommodation	10	20	710	200	110	10	20	-
I56 Food & Beverage Services	330	130	870	230	40	-	30	50
J58-63 INFORMATION AND COMMUNICATIONS	950	630	1 160	280	260	270	150	140
J58-61 Telecommunications, Broadcasting & Publishing	580	300	570	160	170	110	100	80
J62-63 IT & Other Information Services	370	330	590	110	90	160	50	60
K64-66 FINANCIAL AND INSURANCE SERVICES	1 300	1 280	2 050	380	390	330	330	330
K64 & 66 (excl.662) Financial Services	1 230	1 170	1 830	360	320	310	310	320
K65 & 662 Insurance Services	80	110	220	30	70	30	20	10
L68 REAL ESTATE SERVICES	90	100	140	40	30	50	20	20
M69-75 PROFESSIONAL SERVICES	1 010	1 160	2 040	750	450	280	260	230
M69-70 Legal, Accounting & Management Services	590	640	1 210	450	310	200	180	200
M71 Architectural & Engineering Services	240	330	510	240	120	50	70	10
Other Professional Services	180	190	330	60	30	40	10	20
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	210	300	1 270	410	340	140	60	90
N80 Security & Investigation	10	10	-	-	-	10	-	-
N81 Cleaning & Landscaping	30	60	240	50	10	-	10	10
Other Administrative & Support Services	180	230	1 030	360	330	130	50	90
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	230	280	2 310	1 760	100	50	70	10
O84,P85 Public Administration & Education	50	80	200	30	30	10	20	10
Q86-88 Health & Social Services	20	90	30	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	120	20	1 930	1 670	40	20	40	-
S,T,U Other Community, Social & Personal Services	40	90	150	60	40	20	10	-
A,B,D,E,V OTHERS*	-	30	30	-	10	-	20	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 670	6 250	11 600	4 120	2 600	1 710	1 780	1 130
Clerical, Sales & Service Workers	1 100	1 300	6 450	2 500	920	350	240	200
Production & Transport Operators, Cleaners & Labourers	1 840	2 250	4 480	1 520	600	130	160	370

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

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

- : nil or negligible

Notes :

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

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

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

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

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

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

- : nil or negligible

Notes :

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

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

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

Characteristics	2018	2019	2020	2020		2021		
				3Q	4Q	1Q	2Q	3Q
GENDER								
Males	5.8	5.7	10.9	3.9	2.1	1.5	1.6	1.2
Females	5.0	4.7	11.3	3.8	2.4	1.3	1.5	1.3
AGE GROUP (YEARS)								
Below 30	2.1	1.6	7.3	2.7	1.2	0.5	0.7	0.6
30 - 39	5.0	4.5	9.8	3.7	2.0	1.2	1.2	1.1
40 & Over	6.7	6.7	12.8	4.3	2.7	1.7	2.0	1.4
40 - 49	7.7	7.5	12.7	4.1	3.0	1.9	2.1	1.6
50 & Over	6.0	6.2	12.9	4.4	2.4	1.6	2.0	1.3
50 - 59	7.5	7.9	15.0	5.0	3.2	1.9	2.5	1.9
60 & Over	3.8	3.7	10.0	3.7	1.3	1.2	1.3	0.6
SECTOR								
Manufacturing	9.0	8.0	14.9	6.1	3.0	1.5	4.2	2.0
Construction	4.5	3.3	6.2	2.2	1.0	0.2	1.0	0.6
Services	4.9	4.9	10.9	3.7	2.2	1.4	1.2	1.2
Others*	0.1	1.8	1.9	0.4	0.2	0.1	1.0	0.1
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	n.a.	n.a.	14.1	7.0	1.6	1.4	0.9	1.7
Secondary	n.a.	n.a.	12.2	4.1	2.0	1.1	1.3	1.0
Post-Secondary (Non-Tertiary)	n.a.	n.a.	8.4	3.3	1.4	0.5	1.2	1.2
Diploma & Professional Qualification	n.a.	n.a.	11.2	4.2	2.2	1.2	1.4	1.5
Degree	n.a.	n.a.	10.5	3.1	2.7	1.8	2.0	1.1
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6.6	6.1	10.5	3.7	2.6	1.7	2.0	1.2
Clerical, Sales & Service Workers	3.3	3.5	14.0	5.4	2.1	1.1	1.1	1.3
Production & Transport Operators, Cleaners & Labourers	3.6	3.9	9.6	2.7	1.0	0.5	0.6	1.2

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

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

Notes :

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

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

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

	Number of Employees							
	2018	2019	2020	2020		2021		
				3Q	4Q	1Q	2Q	3Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	2 340	3 580	128 870	34 240	8 710	4 020	5 580	4 060
SECTOR								
Manufacturing	1 060	1 970	22 950	5 780	2 800	1 260	780	520
Construction	620	450	36 040	9 280	600	470	140	170
Services	670	1 160	69 380	19 090	5 320	2 290	4 630	3 340
Others*	-	-	500	90	-	-	30	30
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	790	1 720	38 250	11 920	4 150	1 850	1 790	1 270
Clerical, Sales & Service Workers	350	540	30 050	6 980	2 310	720	2 590	1 660
Production & Transport Operators, Cleaners & Labourers	1 200	1 310	60 560	15 340	2 250	1 450	1 200	1 140
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	1 920	3 270	72 690	23 780	6 720	3 720	4 240	3 720
SECTOR								
Manufacturing	960	1 930	13 340	4 070	1 780	1 250	760	510
Construction	430	320	9 290	3 030	590	450	100	130
Services	530	1 020	49 820	16 610	4 350	2 020	3 350	3 050
Others*	-	-	250	70	-	-	30	30
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	640	1 650	32 280	11 270	3 090	1 740	1 640	1 260
Clerical, Sales & Service Workers	330	400	19 640	5 610	1 630	630	1 690	1 460
Production & Transport Operators, Cleaners & Labourers	950	1 210	20 770	6 910	2 000	1 340	910	1 010
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	430	310	56 180	10 460	1 990	300	1 330	340
SECTOR								
Manufacturing	90	40	9 610	1 710	1 020	-	20	10
Construction	200	130	26 750	6 250	10	20	40	40
Services	140	140	19 560	2 480	960	280	1 280	290
Others*	-	-	260	20	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	150	70	5 980	650	1 060	110	150	10
Clerical, Sales & Service Workers	30	140	10 410	1 370	680	90	900	200
Production & Transport Operators, Cleaners & Labourers	250	100	39 790	8 440	250	100	290	130

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2018	2019	2020	2020		2021		
				3Q	4Q	1Q	2Q	3Q
TOTAL	62.9	64.4	61.6	57.0	64.3	66.2	64.4	66.2
GENDER								
Males	61.4	63.1	60.3	56.6	63.5	64.5	61.0	65.5
Females	64.7	65.8	62.9	57.5	65.2	68.0	67.6	67.1
AGE GROUP (YEARS)								
Below 30	81.7	82.5	77.3	73.3	77.1	76.9	82.0	81.8
30 - 39	70.6	76.3	72.2	68.7	72.2	74.3	74.4	78.2
40 & Over	58.6	58.5	56.2	52.2	59.0	61.1	58.5	61.0
40 - 49	64.4	65.8	63.0	58.4	66.1	66.9	67.2	72.5
50 & Over	53.3	52.2	51.1	48.0	54.3	57.1	50.6	51.3
50 - 59	55.0	53.1	54.2	51.8	59.2	57.8	52.6	53.9
60 & Over	47.9	49.8	44.6	39.3	46.7	55.7	43.8	45.5
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	69.4	71.6	64.4	54.6	68.6	64.6	62.9	62.1
Secondary	68.2	69.1	63.9	62.4	63.4	67.9	62.3	67.5
Post-Secondary (Non-Tertiary)	62.8	65.1	62.0	56.2	66.8	66.3	62.9	51.1
Diploma & Professional Qualification	62.6	66.6	63.6	51.7	68.4	68.5	67.4	73.9
Degree	60.3	60.9	60.2	57.7	63.0	63.9	65.0	65.4
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	59.5	61.9	59.3	55.7	62.3	64.4	63.4	66.0
Clerical, Sales & Service Workers	69.6	70.0	66.4	59.6	68.9	68.9	69.7	69.8
Production & Transport Operators, Cleaners & Labourers	74.8	72.8	64.3	58.9	62.8	69.0	59.7	60.4

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

Notes :

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2018	2019	2020	Sep	
				2020	2021
TOTAL	57.9	52.9	48.4	53.3	105.5
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	8.3	6.6	5.5	5.4	13.6
C10-12 Food, Beverages & Tobacco	0.7	0.7	0.8	1.0	1.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.3	0.3	0.4	0.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	0.7	0.5	0.4	0.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.3	1.0	1.3	3.5
C26 Electronic, Computer & Optical Products	2.3	1.7	1.6	1.2	3.1
C29-30 Transport Equipment	1.6	1.3	0.5	0.4	1.7
Other Manufacturing Industries	0.9	0.7	0.8	0.8	1.9
F41-43 CONSTRUCTION	3.0	2.3	2.7	3.5	11.9
G-U SERVICES	46.2	43.6	39.9	44.0	79.1
G46-47 WHOLESALE AND RETAIL TRADE	6.5	5.4	5.3	5.3	11.2
G46 Wholesale Trade	3.7	3.2	3.4	3.1	6.5
G47 Retail Trade	2.8	2.2	1.9	2.2	4.7
H49-53 TRANSPORTATION AND STORAGE	3.9	3.0	1.7	1.9	6.6
H49,5221 Land Transport & Supporting Services	0.8	0.5	0.4	0.5	1.6
H50,5222,5225 Water Transport & Supporting Services	0.4	0.5	0.4	0.4	1.2
H51,5223 Air Transport & Supporting Services	1.0	0.9	0.2	0.1	1.3
Other Transportation & Storage Services	1.7	1.0	0.7	0.9	2.5
I55-56 ACCOMMODATION AND FOOD SERVICES	5.9	5.9	4.1	4.9	8.1
I55 Accommodation	2.0	1.8	0.7	0.9	1.3
I56 Food & Beverage Services	3.9	4.0	3.4	4.0	6.8
J58-63 INFORMATION AND COMMUNICATIONS	3.9	4.1	4.5	4.9	8.4
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.7	0.6	0.6	1.2
J62-63 IT & Other Information Services	3.2	3.5	3.9	4.3	7.2
K64-66 FINANCIAL AND INSURANCE SERVICES	5.0	5.3	4.3	4.5	7.4
K64 & 66 (excl.662) Financial Services	4.3	4.6	3.8	4.1	6.7
K65 & 662 Insurance Services	0.7	0.7	0.5	0.4	0.7
L68 REAL ESTATE SERVICES	1.2	1.3	1.1	1.2	1.9
M69-75 PROFESSIONAL SERVICES	4.0	3.9	3.2	3.8	8.4
M69-70 Legal, Accounting & Management Services	2.2	2.4	2.1	2.6	5.2
M71 Architectural & Engineering Services	1.1	1.0	0.7	0.8	2.2
Other Professional Services	0.7	0.5	0.4	0.4	1.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.0	3.9	4.0	4.7	7.7
N80 Security & Investigation	1.9	1.5	1.4	1.9	1.8
N81 Cleaning & Landscaping	1.8	1.2	1.3	1.6	2.8
Other Administrative & Support Services	1.4	1.3	1.3	1.2	3.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.7	10.8	11.6	12.9	19.4
O84,P85 Public Administration & Education	5.2	5.4	6.3	7.0	9.5
Q86-88 Health & Social Services	3.3	3.7	4.0	4.2	6.8
R90-93 Arts, Entertainment & Recreation	1.1	1.1	0.6	0.8	1.3
S,T,U Other Community, Social & Personal Services	1.1	0.7	0.7	0.9	1.8
A,B,D,E,V OTHERS*	0.4	0.4	0.3	0.4	0.9
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	31.5	30.7	28.2	30.2	56.1
Clerical, Sales & Service Workers	13.6	12.1	9.7	11.6	19.5
Production & Transport Operators, Cleaners & Labourers	12.9	10.1	10.4	11.5	29.9

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				2018	2019	2020	Sep	
							2020	2021
TOTAL				2.7	2.5	2.3	2.6	5.6
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			2.3	1.9	1.6	1.6	4.7
C10-12	Food, Beverages & Tobacco			2.1	2.0	2.4	3.1	5.2
C17,18,22	Paper / Rubber / Plastic Products & Printing			2.0	1.5	1.8	2.6	5.8
C19-21	Petroleum, Chemical & Pharmaceutical Products			2.4	2.2	1.6	1.2	2.9
C25,28	Fabricated Metal Products, Machinery & Equipment			1.9	1.6	1.3	1.6	4.9
C26	Electronic, Computer & Optical Products			2.9	2.2	2.2	1.6	5.3
C29-30	Transport Equipment			2.2	1.7	0.7	0.6	3.4
	Other Manufacturing Industries			2.3	1.9	2.3	2.3	5.8
F41-43	CONSTRUCTION			1.1	0.8	1.0	1.3	5.2
G-U	SERVICES			3.1	2.9	2.7	3.0	5.9
G46-47	WHOLESALE AND RETAIL TRADE			2.7	2.2	2.3	2.3	5.3
G46	Wholesale Trade			2.2	2.0	2.1	2.0	4.5
G47	Retail Trade			3.6	2.8	2.7	3.2	7.0
H49-53	TRANSPORTATION AND STORAGE			2.4	1.9	1.2	1.3	4.8
H49,5221	Land Transport & Supporting Services			2.0	1.3	1.0	1.2	4.5
H50,5222,5225	Water Transport & Supporting Services			1.2	1.7	1.4	1.3	4.4
H51,5223	Air Transport & Supporting Services			2.9	2.7	0.7	0.4	4.6
	Other Transportation & Storage Services			3.3	2.0	1.4	1.9	5.5
I55-56	ACCOMMODATION AND FOOD SERVICES			4.2	3.8	2.9	3.7	6.9
I55	Accommodation			8.0	7.1	3.4	4.0	8.0
I56	Food & Beverage Services			3.4	3.1	2.8	3.6	6.7
J58-63	INFORMATION AND COMMUNICATIONS			4.8	4.6	5.0	5.4	10.3
J58-61	Telecommunications, Broadcasting & Publishing			2.7	2.4	2.2	2.3	5.5
J62-63	IT & Other Information Services			5.8	5.6	6.1	6.7	12.1
K64-66	FINANCIAL AND INSURANCE SERVICES			3.5	3.5	2.9	3.1	5.4
K64 & 66 (excl.662)	Financial Services			3.5	3.5	2.9	3.2	5.5
K65 & 662	Insurance Services			3.5	3.3	2.6	2.2	4.7
L68	REAL ESTATE SERVICES			2.3	2.7	2.4	2.7	5.2
M69-75	PROFESSIONAL SERVICES			3.0	2.9	2.3	2.7	6.3
M69-70	Legal, Accounting & Management Services			3.4	3.5	2.7	3.1	6.9
M71	Architectural & Engineering Services			2.3	2.0	1.5	1.9	5.3
	Other Professional Services			3.3	2.7	2.2	2.3	6.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.4	2.6	2.7	3.1	6.3
N80	Security & Investigation			5.6	4.2	3.9	4.7	6.5
N81	Cleaning & Landscaping			2.7	1.7	1.8	2.2	4.9
	Other Administrative & Support Services			2.9	2.8	2.9	3.0	8.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			2.9	2.9	3.2	3.5	5.3
O84,P85	Public Administration & Education			2.9	2.9	3.3	3.7	5.1
Q86-88	Health & Social Services			3.0	3.2	3.7	3.8	6.2
R90-93	Arts, Entertainment & Recreation			2.8	2.7	1.8	2.2	4.3
S,T,U	Other Community, Social & Personal Services			3.0	1.9	1.9	2.6	5.0
A,B,D,E,V	OTHERS*			2.0	1.7	1.6	1.9	4.2
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			3.0	2.8	2.6	2.8	5.5
	Clerical, Sales & Service Workers			3.2	2.8	2.5	3.0	5.8
	Production & Transport Operators, Cleaners & Labourers			2.0	1.6	1.8	2.0	5.8

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the 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 2021

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	105.5	5.6	56.1	5.5	19.5	5.8	29.9	5.8
C10-32 MANUFACTURING	13.6	4.7	5.6	4.2	1.0	4.1	6.9	5.4
C10-12 Food, Beverages & Tobacco	1.6	5.2	0.3	3.7	0.4	4.8	0.9	6.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.9	5.8	0.2	3.2	0.1	3.5	0.7	8.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.8	2.9	0.6	2.7	-	-	0.2	4.4
C25,28 Fabricated Metal Products, Machinery & Equipment	3.5	4.9	1.4	4.6	0.3	4.9	1.9	5.2
C26 Electronic, Computer & Optical Products	3.1	5.3	1.9	5.2	0.1	4.4	1.2	5.8
C29-30 Transport Equipment	1.7	3.4	0.6	3.1	0.1	1.7	1.1	3.8
Other Manufacturing Industries	1.9	5.8	0.7	5.6	0.1	5.6	1.0	6.0
F41-43 CONSTRUCTION	11.9	5.2	2.4	4.2	0.7	4.7	8.8	5.6
G-U SERVICES	79.1	5.9	47.5	5.9	17.7	6.0	13.9	6.1
G46-47 WHOLESALE AND RETAIL TRADE	11.2	5.3	5.0	4.6	4.2	6.3	2.0	6.0
G46 Wholesale Trade	6.5	4.5	3.8	4.2	1.3	4.7	1.4	5.9
G47 Retail Trade	4.7	7.0	1.2	6.5	3.0	7.4	0.6	6.3
H49-53 TRANSPORTATION AND STORAGE	6.6	4.8	1.8	4.1	1.0	3.0	3.8	6.4
H49,5221 Land Transport & Supporting Services	1.6	4.5	0.5	6.1	0.1	3.2	1.0	4.2
H50,5222, 5225 Water Transport & Supporting Services	1.2	4.4	0.5	3.7	0.1	4.9	0.6	5.1
H51,5223 Air Transport & Supporting Services	1.3	4.6	0.3	3.7	0.2	1.0	0.8	29.9
Other Transportation & Storage Services	2.5	5.5	0.6	3.6	0.5	6.0	1.4	6.7
I55-56 ACCOMMODATION AND FOOD SERVICES	8.1	6.9	1.5	5.8	4.6	7.1	2.0	7.9
I55 Accommodation	1.3	8.0	0.3	5.4	0.5	7.6	0.5	14.1
I56 Food & Beverage Services	6.8	6.7	1.1	5.9	4.1	7.0	1.5	6.9
J58-63 INFORMATION AND COMMUNICATIONS	8.4	10.3	8.0	10.9	0.2	4.6	0.1	6.8
J58-61 Telecommunications, Broadcasting & Publishing	1.2	5.5	1.1	5.7	0.1	3.5	-	-
J62-63 IT & Other Information Services	7.2	12.1	7.0	12.7	0.2	5.6	0.1	5.9
K64-66 FINANCIAL AND INSURANCE SERVICES	7.4	5.4	7.0	5.5	0.3	4.2	0.1	5.9
K64 & 66 (excl.662) Financial Services	6.7	5.5	6.4	5.6	0.2	4.2	0.1	6.3
K65 & 662 Insurance Services	0.7	4.7	0.6	4.8	0.1	4.2	-	-
L68 REAL ESTATE SERVICES	1.9	5.2	1.1	5.0	0.3	4.9	0.5	5.9
M69-75 PROFESSIONAL SERVICES	8.4	6.3	7.1	6.9	0.5	3.7	0.8	4.7
M69-70 Legal, Accounting & Management Services	5.2	6.9	4.8	7.5	0.3	3.2	0.1	5.3
M71 Architectural & Engineering Services	2.2	5.3	1.5	5.7	0.1	4.8	0.6	4.6
Other Professional Services	1.0	6.1	0.9	6.4	0.1	4.8	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.7	6.3	1.7	7.2	2.5	6.6	3.5	5.8
N80 Security & Investigation	1.8	6.5	0.1	4.2	1.2	5.8	0.4	13.4
N81 Cleaning & Landscaping	2.8	4.9	0.2	4.4	0.1	4.0	2.5	5.1
Other Administrative & Support Services	3.2	8.1	1.4	8.4	1.2	8.3	0.6	7.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	19.4	5.3	14.2	5.1	4.1	6.7	1.1	5.5
O84,P85 Public Administration & Education	9.5	5.1	8.6	5.0	0.8	7.8	0.1	2.7
Q86-88 Health & Social Services	6.8	6.2	4.4	5.5	2.0	8.5	0.4	6.6
R90-93 Arts, Entertainment & Recreation	1.3	4.3	0.5	4.0	0.5	3.7	0.3	8.2
S,T,U Other Community, Social & Personal Services	1.8	5.0	0.7	4.7	0.8	5.8	0.3	4.3
A,B,D,E,V OTHERS*	0.9	4.2	0.5	3.7	0.1	4.3	0.3	6.1

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

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

- : nil or negligible

Notes :

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent				
		2018	2019	2020	3Q	
					2020	2021
	TOTAL	2.3	2.2	1.6	1.6	2.1
	INDUSTRY (SSIC 2015)					
C10-32	MANUFACTURING	1.9	1.7	1.1	1.0	2.1
C10-12	Food, Beverages & Tobacco	3.2	2.9	2.2	2.5	2.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.8	1.6	1.4	1.4	3.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.3	1.3	1.0	1.0	1.2
C25,28	Fabricated Metal Products, Machinery & Equipment	1.9	1.8	1.0	0.8	3.0
C26	Electronic, Computer & Optical Products	1.8	1.6	1.0	0.9	1.9
C29-30	Transport Equipment	1.7	1.4	0.6	0.3	1.0
	Other Manufacturing Industries	1.6	1.5	1.2	1.2	2.1
F41-43	CONSTRUCTION	2.0	2.2	1.0	0.8	1.2
G-U	SERVICES	2.4	2.4	1.8	1.9	2.2
G46-47	WHOLESALE AND RETAIL TRADE	2.4	2.2	1.8	1.8	1.9
G46	Wholesale Trade	2.0	1.9	1.5	1.4	1.6
G47	Retail Trade	3.4	2.9	2.6	2.8	2.6
H49-53	TRANSPORTATION AND STORAGE	1.8	1.7	1.1	1.0	1.8
H49,5221	Land Transport & Supporting Services	1.8	1.8	1.2	1.1	1.7
H50,5222,5225	Water Transport & Supporting Services	1.1	1.2	1.0	0.7	1.3
H51,5223	Air Transport & Supporting Services	1.6	1.5	0.4	0.1	0.9
	Other Transportation & Storage Services	2.5	2.3	1.5	1.7	2.8
I55-56	ACCOMMODATION AND FOOD SERVICES	3.7	4.0	3.2	4.3	3.1
I55	Accommodation	2.8	3.1	1.1	0.5	2.7
I56	Food & Beverage Services	3.9	4.1	3.6	5.0	3.2
J58-63	INFORMATION AND COMMUNICATIONS	2.3	2.4	2.2	2.0	2.8
J58-61	Telecommunications, Broadcasting & Publishing	1.7	1.7	1.4	0.9	1.9
J62-63	IT & Other Information Services	2.6	2.7	2.5	2.5	3.2
K64-66	FINANCIAL AND INSURANCE SERVICES	2.1	1.8	1.3	1.4	2.2
K64 & 66 (excl.662)	Financial Services	2.1	1.8	1.3	1.3	2.2
K65 & 662	Insurance Services	2.2	2.3	1.8	1.9	2.0
L68	REAL ESTATE SERVICES	3.3	3.2	1.8	1.5	2.2
M69-75	PROFESSIONAL SERVICES	2.5	2.2	1.6	1.4	2.8
M69-70	Legal, Accounting & Management Services	2.3	2.4	1.8	1.6	3.1
M71	Architectural & Engineering Services	2.8	2.1	1.2	1.0	2.1
	Other Professional Services	2.3	2.1	1.5	1.3	2.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.5	4.3	3.3	3.1	3.5
N80	Security & Investigation	3.9	4.5	3.8	3.9	3.5
N81	Cleaning & Landscaping	4.7	4.5	3.3	3.1	3.3
	Other Administrative & Support Services	4.5	4.0	2.8	2.3	3.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.5	1.2	1.3	1.6
O84,P85	Public Administration & Education	1.1	1.1	1.1	1.3	1.4
Q86-88	Health & Social Services	1.7	1.7	1.6	1.5	2.0
R90-93	Arts, Entertainment & Recreation	1.9	2.0	1.1	0.9	1.5
S,T,U	Other Community, Social & Personal Services	2.6	2.1	1.3	1.5	1.4
A,B,D,E,V	OTHERS*	1.8	1.6	1.1	1.1	1.1
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.7	1.7	1.3	1.3	1.9
	Clerical, Sales & Service Workers	3.2	3.2	2.4	2.7	2.7
	Production & Transport Operators, Cleaners & Labourers	2.5	2.5	1.6	1.4	2.0

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2018	2019	2020	3Q	
				2020	2021
TOTAL	1.8	1.8	1.5	1.6	1.7
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	1.6	1.5	1.2	1.3	1.6
C10-12 Food, Beverages & Tobacco	2.8	2.6	2.3	2.3	2.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.7	1.6	1.7	1.6	1.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.9	0.8	0.7	0.8	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.4	1.2	1.2	1.5
C26 Electronic, Computer & Optical Products	1.6	1.5	1.0	1.3	1.8
C29-30 Transport Equipment	1.3	1.2	1.1	1.0	1.2
Other Manufacturing Industries	1.5	1.4	1.2	1.2	1.6
F41-43 CONSTRUCTION	1.8	1.8	1.4	1.6	1.4
G-U SERVICES	1.9	1.8	1.6	1.6	1.8
G46-47 WHOLESALE AND RETAIL TRADE	2.0	1.8	1.7	1.8	1.5
G46 Wholesale Trade	1.6	1.4	1.4	1.4	1.3
G47 Retail Trade	3.0	2.4	2.3	2.6	2.0
H49-53 TRANSPORTATION AND STORAGE	1.3	1.4	1.1	1.1	1.5
H49,5221 Land Transport & Supporting Services	1.3	1.1	1.0	1.1	1.3
H50,5222, 5225 Water Transport & Supporting Services	0.9	0.9	0.8	0.7	1.3
H51,5223 Air Transport & Supporting Services	1.0	0.9	0.8	0.7	1.2
Other Transportation & Storage Services	1.9	2.1	1.5	1.6	2.0
I55-56 ACCOMMODATION AND FOOD SERVICES	3.3	3.4	3.5	4.1	3.3
I55 Accommodation	2.4	2.5	2.1	1.9	2.6
I56 Food & Beverage Services	3.4	3.6	3.7	4.5	3.4
J58-63 INFORMATION AND COMMUNICATIONS	1.6	1.6	1.5	1.4	2.2
J58-61 Telecommunications, Broadcasting & Publishing	1.2	1.2	1.2	0.9	1.5
J62-63 IT & Other Information Services	1.8	1.8	1.7	1.7	2.5
K64-66 FINANCIAL AND INSURANCE SERVICES	1.4	1.2	0.9	0.9	1.8
K64 & 66 (excl.662) Financial Services	1.3	1.2	0.8	0.8	1.8
K65 & 662 Insurance Services	1.6	1.6	1.2	1.2	1.7
L68 REAL ESTATE SERVICES	2.5	2.5	1.6	1.4	2.3
M69-75 PROFESSIONAL SERVICES	1.6	1.7	1.3	1.1	1.8
M69-70 Legal, Accounting & Management Services	1.6	1.6	1.4	1.2	1.9
M71 Architectural & Engineering Services	1.7	1.7	1.3	1.3	1.6
Other Professional Services	1.8	1.8	1.1	0.8	2.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.4	3.5	3.1	3.0	3.0
N80 Security & Investigation	3.0	3.8	3.4	2.8	3.4
N81 Cleaning & Landscaping	4.2	3.9	3.4	3.4	3.3
Other Administrative & Support Services	2.5	2.7	2.3	2.5	2.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.1	1.0	0.9	0.9	1.2
O84,P85 Public Administration & Education	0.7	0.7	0.6	0.6	1.0
Q86-88 Health & Social Services	1.2	1.2	1.0	0.9	1.3
R90-93 Arts, Entertainment & Recreation	1.5	1.6	1.5	1.5	1.7
S,T,U Other Community, Social & Personal Services	2.3	1.8	1.6	1.7	1.5
A,B,D,E,V OTHERS*	1.4	1.2	0.9	0.9	0.8
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.3	1.2	1.0	0.9	1.5
Clerical, Sales & Service Workers	2.5	2.6	2.4	2.4	2.5
Production & Transport Operators, Cleaners & Labourers	2.2	2.1	1.9	2.2	1.8

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

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

Notes :

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

7.3 LABOUR TURNOVER

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

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.1	1.7	1.9	1.5	2.7	2.5	2.0	1.8
C10-32 MANUFACTURING	2.1	1.6	1.6	1.4	2.3	1.8	2.6	1.8
C10-12 Food, Beverages & Tobacco	2.4	2.3	1.6	1.7	3.0	3.0	2.5	2.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	3.2	1.8	2.7	1.4	2.8	1.5	3.7	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.2	1.3	1.2	1.2	1.5	1.2	1.3	1.5
C25,28 Fabricated Metal Products, Machinery & Equipment	3.0	1.5	1.8	1.5	2.1	1.4	4.2	1.5
C26 Electronic, Computer & Optical Products	1.9	1.8	1.6	1.5	2.1	1.1	2.4	2.3
C29-30 Transport Equipment	1.0	1.2	1.3	1.1	1.0	0.9	0.9	1.4
Other Manufacturing Industries	2.1	1.6	1.9	1.5	3.0	1.2	2.2	1.7
F41-43 CONSTRUCTION	1.2	1.4	1.7	1.5	1.6	1.8	0.9	1.3
G-U SERVICES	2.2	1.8	2.0	1.5	2.8	2.6	2.4	2.2
G46-47 WHOLESALE AND RETAIL TRADE	1.9	1.5	1.5	1.2	2.4	2.1	2.5	1.4
G46 Wholesale Trade	1.6	1.3	1.4	1.2	2.0	1.5	2.0	1.6
G47 Retail Trade	2.6	2.0	1.7	1.4	2.7	2.5	4.0	1.1
H49-53 TRANSPORTATION AND STORAGE	1.8	1.5	1.7	1.3	1.6	1.7	2.1	1.6
H49,5221 Land Transport & Supporting Services	1.7	1.3	1.8	1.4	1.7	1.9	1.7	1.2
H50,5222,5225 Water Transport & Supporting Services	1.3	1.3	1.5	1.2	1.8	1.3	0.9	1.4
H51,5223 Air Transport & Supporting Services	0.9	1.2	1.1	1.0	0.7	1.3	1.7	0.9
Other Transportation & Storage Services	2.8	2.0	2.2	1.4	3.2	2.7	3.1	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	3.1	3.3	1.9	1.9	4.0	4.2	2.3	2.9
I55 Accommodation	2.7	2.6	3.2	2.6	2.5	2.6	2.4	2.6
I56 Food & Beverage Services	3.2	3.4	1.5	1.6	4.2	4.4	2.3	2.9
J58-63 INFORMATION AND COMMUNICATIONS	2.8	2.2	2.8	2.2	3.4	2.5	1.5	3.2
J58-61 Telecommunications, Broadcasting & Publishing	1.9	1.5	1.9	1.4	1.9	2.1	1.1	2.0
J62-63 IT & Other Information Services	3.2	2.5	3.2	2.4	4.8	3.0	1.6	3.5
K64-66 FINANCIAL AND INSURANCE SERVICES	2.2	1.8	2.2	1.8	1.9	2.0	2.5	1.8
K64 & 66 (excl.662) Financial Services	2.2	1.8	2.2	1.7	2.1	2.3	2.6	2.0
K65 & 662 Insurance Services	2.0	1.7	2.0	1.8	1.6	1.2	1.1	-
L68 REAL ESTATE SERVICES	2.2	2.3	1.8	1.8	1.8	2.5	3.8	3.6
M69-75 PROFESSIONAL SERVICES	2.8	1.8	2.9	2.0	3.7	1.9	1.4	1.0
M69-70 Legal, Accounting & Management Services	3.1	1.9	3.0	2.0	4.3	1.8	3.4	1.7
M71 Architectural & Engineering Services	2.1	1.6	2.6	2.0	2.6	2.0	1.0	0.9
Other Professional Services	2.6	2.0	2.9	2.2	1.1	2.1	1.6	0.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.5	3.0	2.9	1.8	4.2	3.1	3.3	3.3
N80 Security & Investigation	3.5	3.4	1.2	1.4	3.8	4.0	3.4	1.2
N81 Cleaning & Landscaping	3.3	3.3	1.5	1.6	2.7	1.2	3.5	3.5
Other Administrative & Support Services	3.8	2.2	3.5	1.9	5.2	2.2	2.3	2.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.2	1.6	1.1	1.9	1.7	1.3	1.2
O84,P85 Public Administration & Education	1.4	1.0	1.4	0.9	2.3	1.6	0.9	1.2
Q86-88 Health & Social Services	2.0	1.3	1.9	1.2	2.3	1.6	1.6	0.9
R90-93 Arts, Entertainment & Recreation	1.5	1.7	1.5	1.3	1.5	1.9	1.8	1.9
S,T,U Other Community, Social & Personal Services	1.4	1.5	1.7	1.5	1.2	1.9	1.1	1.1
A,B,D,E,V OTHERS*	1.1	0.8	1.1	0.8	1.8	0.6	1.0	0.7

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

Industry (SSIC 2015)		2018	2019	2020	2020		2021		
					Sep	Dec	Mar	Jun	Sep
TOTAL		44.8	44.7	44.0	43.8	44.3	44.2	44.3	44.3
C10-32	MANUFACTURING	48.3	47.8	46.9	46.6	47.4	47.5	48.1	48.3
C10-12	Food, Beverages & Tobacco	45.6	45.1	45.4	45.2	45.7	45.5	45.5	46.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.3	47.6	47.4	47.0	48.7	48.3	48.4	48.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.1	43.9	43.7	43.7	43.9	43.7	44.0	44.7
C25,28	Fabricated Metal Products, Machinery & Equipment	49.8	49.5	48.1	48.0	48.6	49.4	49.9	49.5
C26	Electronic, Computer & Optical Products	47.1	46.3	46.8	46.7	47.3	47.1	48.3	48.2
C29-30	Transport Equipment	50.7	50.7	47.7	47.1	48.6	48.3	49.0	49.4
	Other Manufacturing Industries	48.0	47.4	46.8	45.8	47.1	47.2	48.0	48.0
F41-43	CONSTRUCTION	50.4	50.0	48.1	48.0	49.8	49.5	49.7	50.5
G-U	SERVICES	42.9	42.9	42.5	42.5	42.6	42.5	42.4	42.3
G46-47	WHOLESALE AND RETAIL TRADE	42.9	42.9	42.7	42.6	42.6	42.5	42.4	42.5
G46	Wholesale Trade	43.3	43.2	43.1	43.0	42.6	43.0	42.7	42.7
G47	Retail Trade	42.0	42.1	41.9	41.6	42.6	41.3	41.7	41.8
H49-53	TRANSPORTATION AND STORAGE	45.6	45.5	45.1	45.0	44.9	45.4	45.4	45.2
H49,5221	Land Transport & Supporting Services	45.2	46.1	46.6	46.8	45.3	46.8	46.6	46.0
H50,5222,5225	Water Transport & Supporting Services	44.5	44.7	44.4	44.3	44.8	45.1	45.1	45.3
H51,5223	Air Transport & Supporting Services	45.0	44.5	42.6	42.4	42.8	43.0	42.9	42.7
	Other Transportation & Storage Services	46.9	46.2	45.7	45.4	45.8	46.0	46.2	46.1
I55-56	ACCOMMODATION AND FOOD SERVICES	41.5	41.8	40.9	40.9	40.7	40.6	40.7	40.1
I55	Accommodation	45.7	45.7	44.2	44.0	44.5	44.6	44.8	44.3
I56	Food & Beverage Services	40.6	41.0	40.4	40.5	40.0	39.9	39.9	39.4
J58-63	INFORMATION AND COMMUNICATIONS	41.7	41.6	41.5	41.4	41.6	41.5	41.5	41.6
J58-61	Telecommunications, Broadcasting & Publishing	41.6	41.7	42.0	41.9	42.4	41.4	41.6	41.3
J62-63	IT & Other Information Services	41.7	41.6	41.3	41.1	41.3	41.5	41.5	41.8
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.6	41.3	41.2	41.2	41.5	41.2	41.0
K64 & 66 (excl.662)	Financial Services	41.3	41.8	41.5	41.3	41.4	41.7	41.4	41.1
K65 & 662	Insurance Services	40.1	40.2	40.2	40.1	40.0	40.1	40.4	40.1
L68	REAL ESTATE SERVICES	44.0	44.2	43.6	43.3	43.4	43.4	43.4	43.4
M69-75	PROFESSIONAL SERVICES	43.0	42.9	42.4	42.4	42.6	42.5	42.4	42.3
M69-70	Legal, Accounting & Management Services	41.1	40.9	40.9	40.9	41.0	41.0	40.9	40.8
M71	Architectural & Engineering Services	46.1	46.0	44.9	44.8	45.6	45.3	45.4	45.0
	Other Professional Services	41.8	41.9	42.4	42.9	42.3	42.2	41.7	42.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.0	46.0	45.3	45.3	45.5	45.2	45.0	44.3
N80	Security & Investigation	51.4	51.3	49.6	49.3	48.7	47.6	48.0	48.6
N81	Cleaning & Landscaping	44.7	44.4	43.9	44.1	44.2	44.4	44.5	44.3
	Other Administrative & Support Services	44.1	44.4	43.8	43.9	44.5	44.2	43.3	41.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	41.9	41.7	41.7	41.8	41.6	41.6	41.7
O84,P85	Public Administration & Education	41.2	41.3	41.4	41.4	41.5	41.5	41.5	41.4
Q86-88	Health & Social Services	42.0	41.9	42.0	42.0	42.0	41.9	42.0	42.3
R90-93	Arts, Entertainment & Recreation	43.8	43.8	43.3	43.1	43.8	42.5	42.0	43.6
S,T,U	Other Community, Social & Personal Services	42.3	42.4	41.3	41.5	41.1	40.4	40.3	40.2
A,B,D,E,V	OTHERS*	45.4	45.1	45.0	44.8	45.4	45.3	45.1	44.6

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours								
Industry (SSIC 2015)		2018	2019	2020	2020		2021			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		2.8	2.7	2.0	1.9	2.4	2.4	2.5	2.6	
C10-32	MANUFACTURING	5.5	5.1	4.2	3.9	4.9	5.0	5.4	5.7	
C10-12	Food, Beverages & Tobacco	3.6	3.3	2.8	2.7	3.5	3.3	3.3	4.5	
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.2	4.3	3.9	3.6	5.4	5.4	4.8	5.4	
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.4	2.3	2.2	2.2	2.5	2.1	2.3	3.5	
C25,28	Fabricated Metal Products, Machinery & Equipment	6.5	6.3	5.0	4.9	5.7	6.3	7.0	6.5	
C26	Electronic, Computer & Optical Products	4.9	4.0	4.5	4.4	5.5	5.3	5.7	5.6	
C29-30	Transport Equipment	7.3	7.3	4.5	3.8	5.4	5.3	5.9	6.5	
	Other Manufacturing Industries	5.5	5.0	4.7	3.9	4.8	5.2	5.7	6.1	
F41-43	CONSTRUCTION	6.4	6.1	4.3	4.3	5.9	5.8	6.1	6.8	
G-U	SERVICES	1.5	1.5	1.2	1.1	1.2	1.2	1.2	1.2	
G46-47	WHOLESALE AND RETAIL TRADE	1.6	1.5	1.3	1.2	1.5	1.3	1.3	1.2	
G46	Wholesale Trade	1.4	1.3	1.2	1.2	1.2	1.4	1.4	1.2	
G47	Retail Trade	1.8	1.7	1.5	1.2	2.1	1.1	1.2	1.3	
H49-53	TRANSPORTATION AND STORAGE	2.6	2.7	2.4	2.3	2.3	2.7	2.9	2.9	
H49,5221	Land Transport & Supporting Services	2.8	3.7	3.8	3.9	2.8	4.2	4.5	4.0	
H50,5222,5225	Water Transport & Supporting Services	1.9	2.2	2.0	1.9	2.1	2.3	2.5	2.6	
H51,5223	Air Transport & Supporting Services	1.8	1.4	0.5	0.5	0.7	1.0	0.9	0.6	
	Other Transportation & Storage Services	3.5	3.0	2.7	2.5	2.9	3.0	3.1	3.7	
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.9	1.3	1.2	1.5	1.3	1.2	1.3	
I55	Accommodation	2.3	2.3	0.7	0.3	1.2	1.2	1.3	1.1	
I56	Food & Beverage Services	1.8	1.9	1.4	1.3	1.5	1.3	1.1	1.4	
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.3	0.2	0.2	0.2	0.2	0.2	0.3	
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.3	0.3	0.3	0.4	0.3	0.2	0.3	
J62-63	IT & Other Information Services	0.4	0.3	0.2	0.1	0.2	0.2	0.2	0.2	
K64-66	FINANCIAL AND INSURANCE SERVICES	0.1	0.4	0.2	0.1	0.1	0.2	0.1	0.1	
K64 & 66 (excl.662)	Financial Services	0.2	0.5	0.2	0.1	0.1	0.2	0.1	0.1	
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	0.1	0.1	0.1	-	
L68	REAL ESTATE SERVICES	1.6	1.7	1.0	0.8	1.0	1.1	1.3	1.2	
M69-75	PROFESSIONAL SERVICES	1.4	1.4	0.9	0.9	1.1	1.1	1.1	1.0	
M69-70	Legal, Accounting & Management Services	0.3	0.3	0.2	0.2	0.2	0.2	0.3	0.2	
M71	Architectural & Engineering Services	3.3	3.4	2.4	2.3	2.9	2.6	2.8	2.4	
	Other Professional Services	0.7	0.6	0.6	0.7	1.0	1.0	0.8	1.3	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.1	4.1	3.4	3.4	3.4	3.4	3.6	3.4	
N80	Security & Investigation	9.9	10.1	7.9	8.1	6.7	6.3	7.0	7.5	
N81	Cleaning & Landscaping	2.7	2.6	2.2	2.2	2.2	2.5	2.5	2.8	
	Other Administrative & Support Services	2.0	2.0	1.8	1.6	2.5	2.2	2.2	1.3	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.3	0.3	0.4	0.3	0.3	0.3	
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	
Q86-88	Health & Social Services	0.4	0.5	0.4	0.5	0.4	0.5	0.4	0.5	
R90-93	Arts, Entertainment & Recreation	1.3	1.1	0.9	0.6	2.2	0.7	0.6	1.0	
S,T,U	Other Community, Social & Personal Services	1.2	1.2	0.6	0.6	0.7	0.6	0.6	0.7	
A,B,D,E,V	OTHERS*	2.8	2.6	2.4	2.2	2.9	2.8	2.7	2.1	

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

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

Notes :

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

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

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

Residents refer to Singapore Citizens and Permanent Residents.

Uses and Limitations

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

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Sep 21	77,500	2,700	3.5%	72,100	82,800
Resident Unemployment Rate	Sep 21	3.2%	0.11%-pt	3.5%	3.0%	3.4%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	3Q 21	2.1%	0.03%-pt	1.3%	2.0%	2.1%
Average Monthly Resignation Rate	3Q 21	1.7%	0.02%-pt	1.1%	1.7%	1.8%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 21	2.6	0.07	2.6%	2.4	2.7

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Labour Force In Singapore 2021	25-28 Jan 2022*
Labour Market Advance Release Fourth Quarter 2021	27-28 Jan 2022*

PAST ...

Labour Market Report Third Quarter 2021	15 Dec 2021
Labour Force In Singapore Advance Release 2021	1 Dec 2021
Labour Market Advance Release Third Quarter 2021	29 Oct 2021
Labour Market Report Second Quarter 2021	15 Sep 2021
Labour Market Advance Release Second Quarter 2021	30 Jul 2021
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