

# Labour Market Report Third Quarter 2023



MINISTRY OF  
MANPOWER

Manpower Research  
and Statistics Department

## COPYRIGHT NOTICE

LABOUR MARKET REPORT THIRD QUARTER 2023

ISSN 0219-2527

© Manpower Research and Statistics Department  
Ministry of Manpower  
Republic of Singapore

All rights reserved. Further reproduction of this material is prohibited without the written permission of the copyright holder. Application to reproduce any part of this publication should be addressed to:

Director  
Manpower Research and Statistics Department  
Ministry of Manpower  
18 Havelock Road #05-01  
Singapore 059764  
Republic of Singapore

Email: [mom\\_rsd@mom.gov.sg](mailto:mom_rsd@mom.gov.sg)

Please cite the source as "MRSD, MOM" when you extract and use the information/data from the publication.

## **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

Statistical activities conducted by the Manpower Research and Statistics Department (MRSD) are governed by the provisions of the Statistics Act (Chapter 317). The Act guarantees the confidentiality of information collected from individuals and companies. It spells out the legislative authority and responsibility of the Director, Manpower Research and Statistics Department.

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](https://stats.mom.gov.sg)

# CONTENTS

ii

## Notations and Abbreviations

iii

## Infographics

1

## Labour Market Report Third Quarter 2023

Executive Summary	1
Employment	2
Unemployment	3
Retrenchment	9
Short Work-Week Or Temporary Layoff	12
Re-entry into Employment	13
Job Vacancy	15
Labour Turnover	17
Hours Worked	18

A1

## Statistical Updates

Unemployment	A1
Employment	A5
Retrenchment	A6
Re-entry into Employment	A12
Job Vacancy	A13
Labour Turnover	A16
Hours Worked	A19

A21

## Explanatory Notes

**Notations**

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

**Abbreviations**

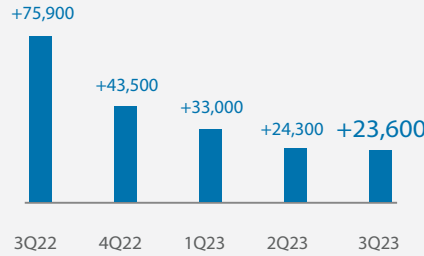
excl	: Excluding
MDW	: Migrant domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals,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

# Labour Market Report Third Quarter 2023

## Employment

Total employment expanded for the eighth consecutive quarter in 3Q 2023, but the pace of increase continued to moderate from 3Q 2022

Employment change (excl. MDW)



Employment level (excl. MDW)

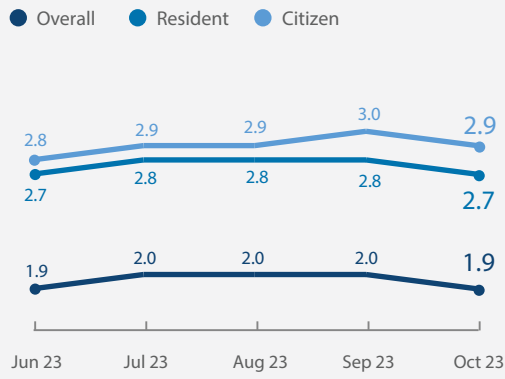


**3,706,000**  
September 2023

## Unemployment

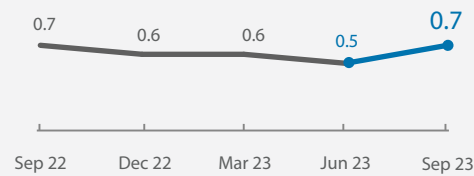
Unemployment rates remained stable and low in October 2023

Unemployment rate (%), seasonally adjusted



Resident long-term unemployment remained low in September 2023

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



## Short Work-Week Or Temporary Layoff

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

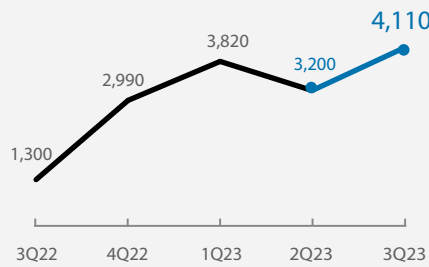


810  
2Q 2023 **↑** 890  
3Q 2023

## Retrenchment

Number and incidence of retrenchments both increased

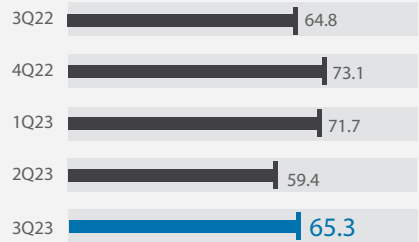
Retrenched employees



## Re-entry into Employment

Rate of re-entry into employment picked up in 3Q 2023

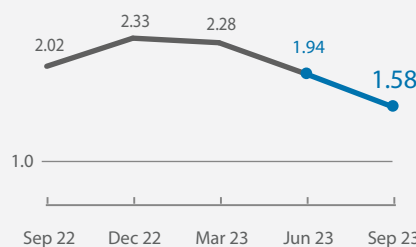
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



## Job Vacancy

Job vacancies and the ratio of job vacancies to unemployed persons continued to decline

Ratio of job vacancies to unemployed persons, seasonally adjusted



## Recruitment and Resignation Rates

Recruitment rate fell slightly from 2.3% in 2Q 2023 to 2.2% in 3Q 2023, while the resignation rate held steady at 1.4%

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



## Executive Summary

---

- The labour market continued to expand, as both resident and non-resident employment grew. Resident employment grew by 2,800 in 3Q 2023, a reversal from the contraction in 2Q 2023 (-1,200). The increase in resident employment change was mainly seen in growth sectors such as *Health & Social Services*, *Financial Services*, and *Professional Services*.<sup>1</sup>
- Unemployment rates (overall: 1.9%, resident: 2.7%, citizen: 2.9%) stayed low. While the long-term unemployment rate rose at the overall (from 0.5% in June 2023 to 0.7% in September 2023), and across most age groups,<sup>2</sup> they remained within the range observed in pre-pandemic periods.
- The rise in retrenchments (from 3,200 in 2Q 2023 to 4,110 in 3Q 2023) was mainly due to *Wholesale Trade* (from 480 in 2Q 2023 to 1,270 in 3Q 2023). In other industries, the number of retrenchments was broadly similar to the previous quarter. Reorganisation or restructuring was the main reason for retrenchments. However, with the subdued external demand and cost pressures, there was an increase in the share of retrenchments due to concerns of a recession, poor business/business failure or high costs.
- Re-entry into employment among retrenched residents improved from 59.4% in 2Q 2023 to 65.3% in 3Q 2023. The rate was also higher than that of the same period a year ago i.e., 3Q 2022 (64.8%).
- Labour demand cooled as job vacancies continued to decline from 87,900 in June 2023 to 78,400 in September 2023. However, there were still more job vacancies than job seekers with the ratio of job vacancies to job seekers at 1.58. The ratio was also higher than pre-pandemic periods.<sup>3</sup> Job vacancies in growth sectors including *Health & Social Services*, *Information & Communications*, *Professional Services* and *Financial & Insurance Services* made up nearly one-third of the overall job vacancies available.<sup>4</sup>

---

<sup>1</sup> Growth sectors include *Information & Communications*, *Health & Social Services*, *Professional Services* and *Financial & Insurance Services*. They have higher productivity and/or jobs in these sectors tend to be higher paying.

<sup>2</sup> Excluding those aged 30 to 39 whose long-term unemployment rate was higher in 3Q 2023 (0.7%) compared to the pre-pandemic average (2018/2019) of 0.5%.

<sup>3</sup> The ratio of job vacancies to job seekers averaged 1.00 in 2018/2019.

<sup>4</sup> Based on non-seasonally adjusted numbers.

## Employment

Total employment expanded for the eighth consecutive quarter (23,600) in 3Q 2023 [Chart 1]. The increase was for both resident (2,800) and non-resident employment (20,800).

The increase in resident employment change occurred mainly in growth sectors such as *Health & Social Services*, *Financial Services*, *Professional Services*. However, resident employment fell in *Food & Beverage Services* and *Retail Trade*. This decline was likely due to students leaving their temporary jobs and resuming classes when their vacation ended. Hiring for temporary staff is expected to pick up in the fourth quarter when *F&B* and retail outlets ramp up manpower for year-end festivities.

Non-resident employment growth was mainly in sectors where jobs were typically lower paying and temporary in nature, including *Construction*, *Administrative & Support Services*<sup>5</sup> and *Food & Beverage Services*.

The *Construction* sector, where Work Permit and other work pass holders formed the majority of the non-resident workforce, has seen a slowing employment growth since 3Q 2022. The tapering is expected as employers have backfilled for workers who left during the pandemic.

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.

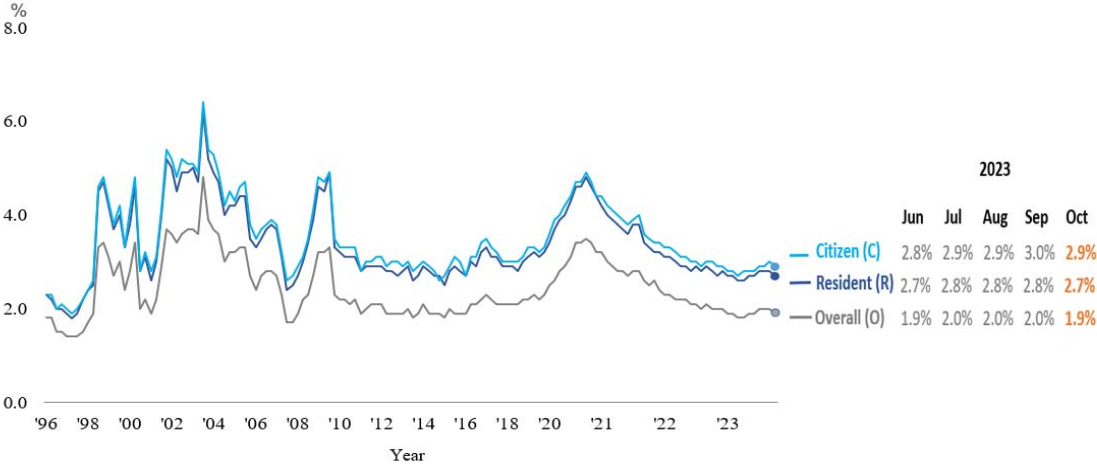
<sup>5</sup> *Administrative & Support Services* consists of rental & leasing (e.g., rental and leasing of machinery & equipment), employment and recruitment agencies, and other administrative & support services activities (e.g., cleaning, security and event organising).



# Unemployment

Unemployment rates remained low in October 2023 (overall: 1.9%; resident: 2.7%; citizen: 2.9%) <sup>6</sup>, <sup>7</sup> [Chart 2].

Chart 2: Unemployment Rate (Seasonally Adjusted)



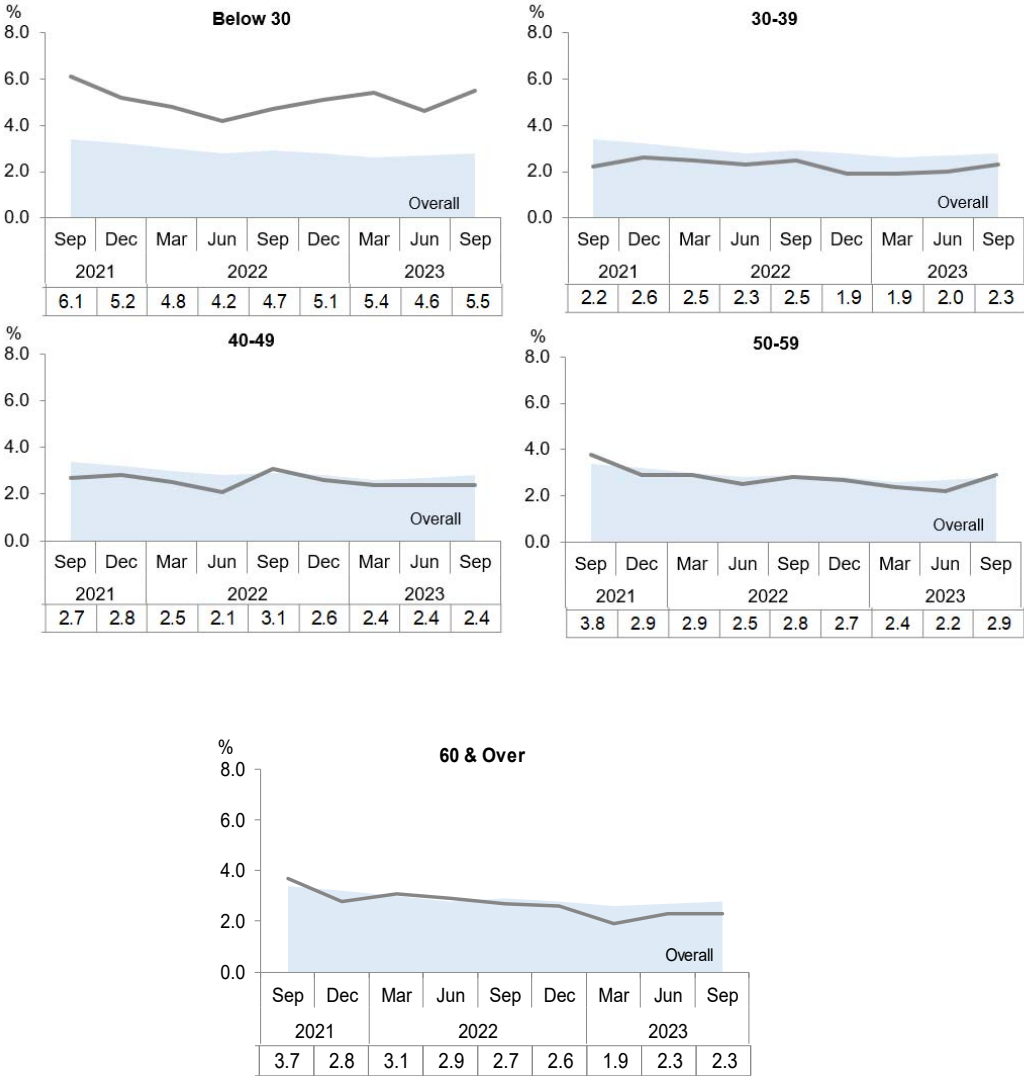
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

<sup>6</sup> Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 3Q 2023 was at 2.0%, slightly lower than the 2.1% in 2Q 2023 and significantly lower than that recorded in the same period a year ago at 2.7%.

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

By age, the resident unemployment rates maintained or rose in September 2023 [Chart 3a]. Nonetheless, they stayed within the range observed in pre-pandemic periods.

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

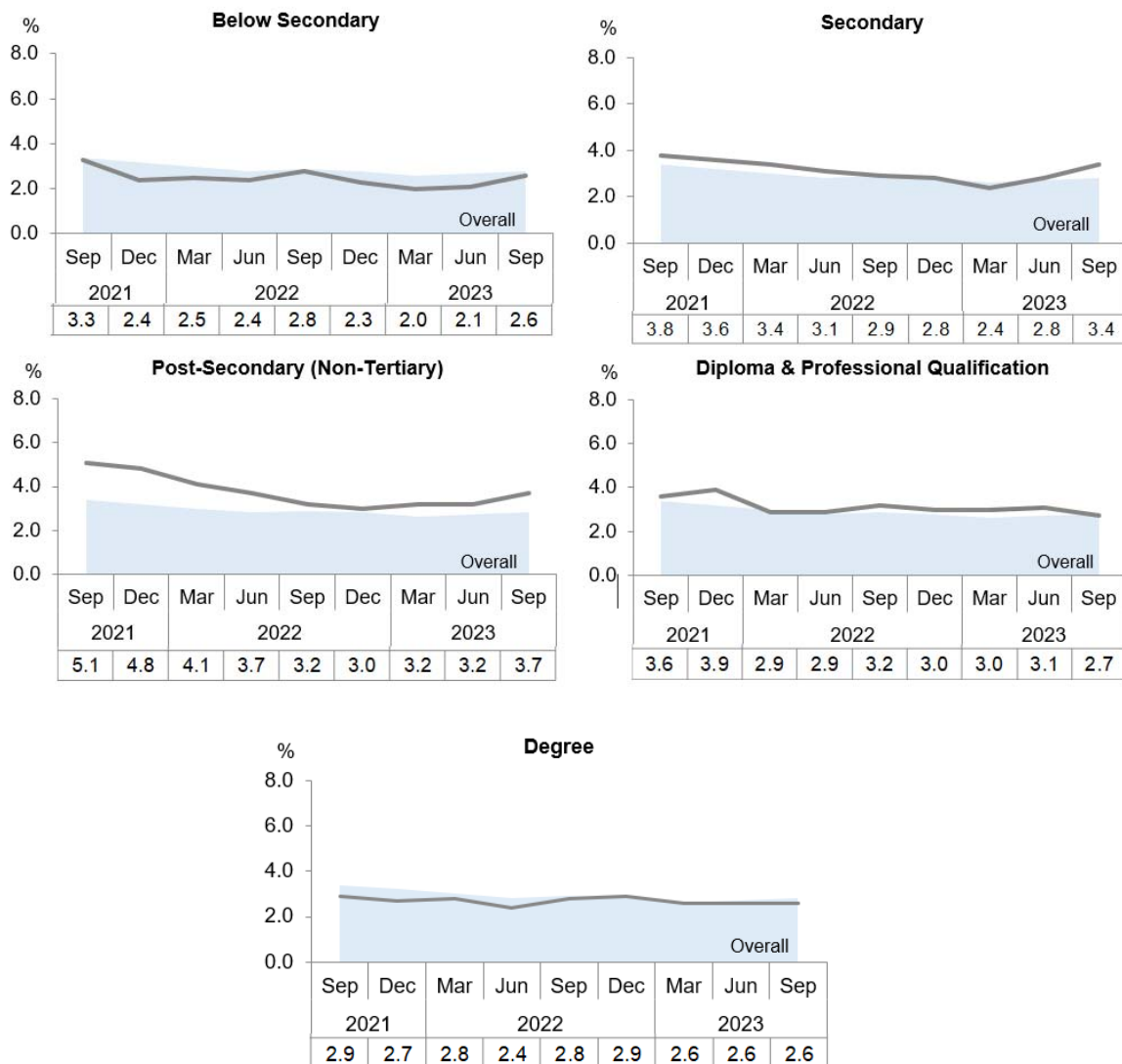


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

By education, the resident unemployment rates increased from June 2023 to September 2023 for non-tertiary educated residents, i.e., those with below secondary education (from 2.1% to 2.6%), secondary education (from 2.8% to 3.4%), and post-secondary (non-tertiary) education (from 3.2% to 3.7%) [Chart 3b]. However, these levels remained comparable to the same period pre-pandemic.<sup>8</sup> On the other hand, for residents with higher education i.e., diploma and professional qualification or higher, their unemployment rates either declined or remained the same as June 2023.

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



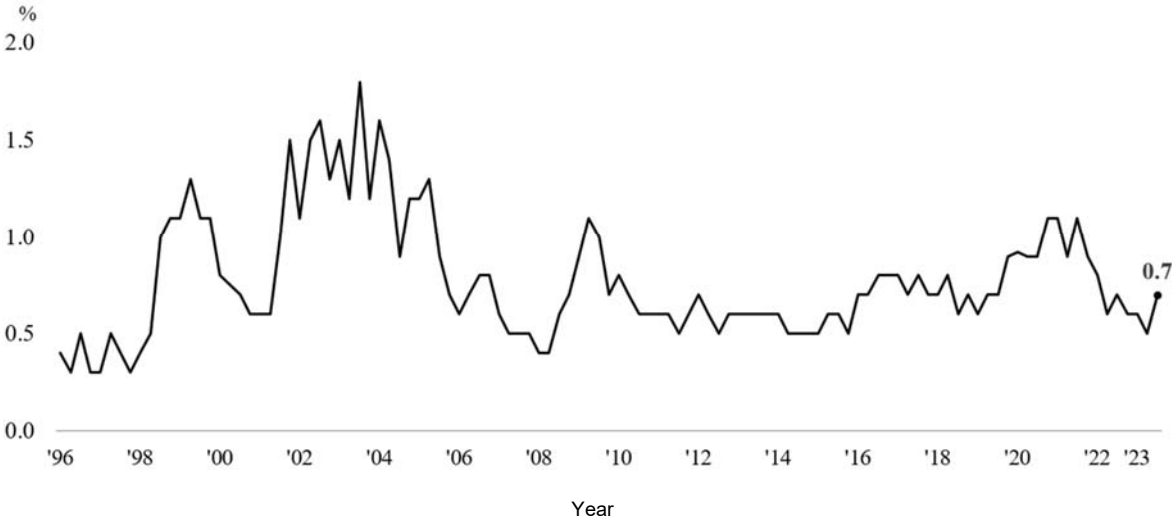
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

<sup>8</sup> The resident unemployment rates in September 2019 for those with below secondary education, secondary education, and post-secondary (non-tertiary) education were 3.1%, 3.4%, and 3.5% respectively.

The overall resident long-term unemployment rate has increased, from a near eight-year low of 0.5% in June 2023, to 0.7% in September 2023 which was similar to the pre-pandemic average (0.7%) [Chart 4]. Across most age groups, the resident long-term unemployment rate remained within the range observed in pre-pandemic periods.

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

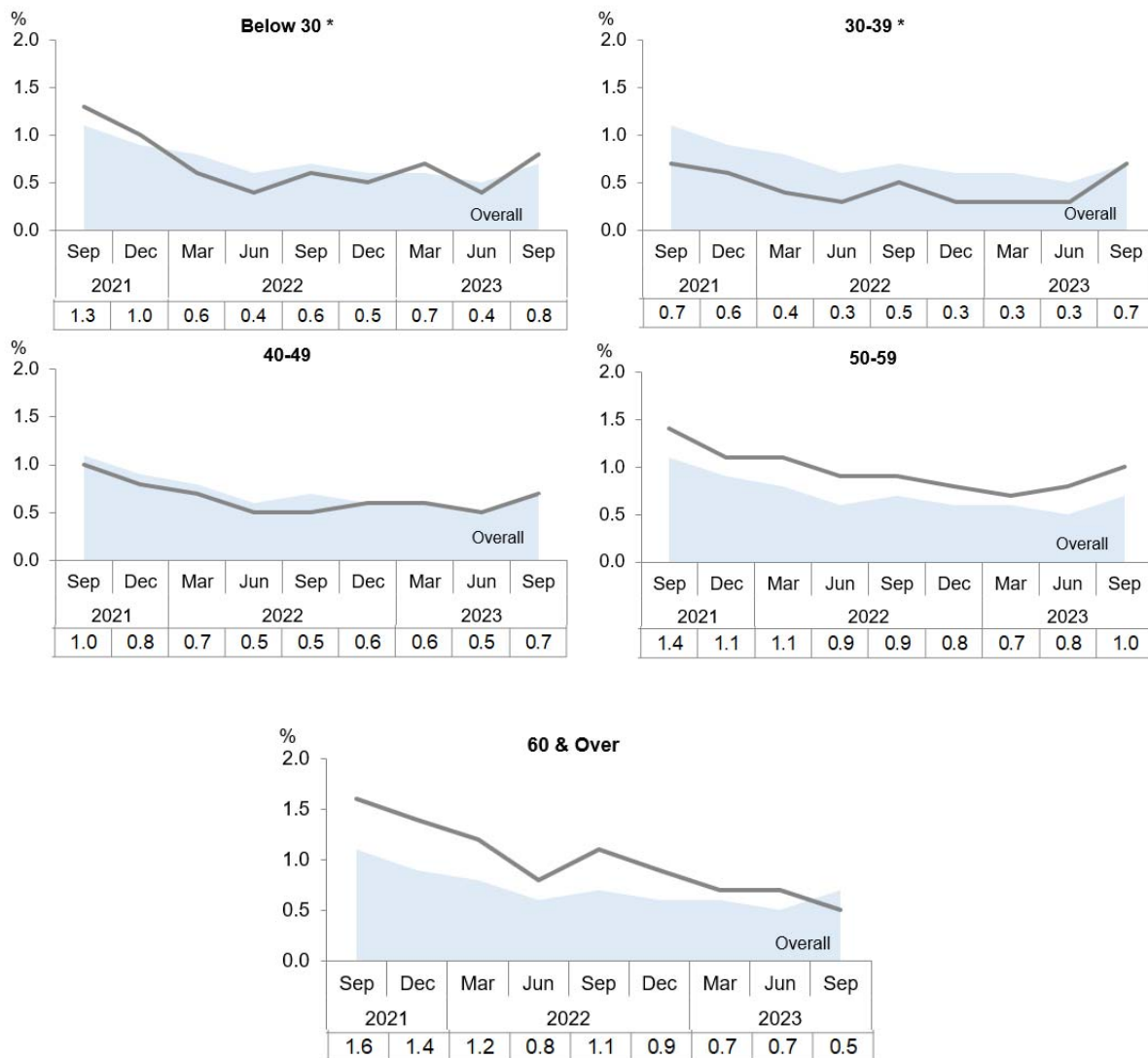


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

The increase was across all age groups except those aged 60 and over, where the resident long-term unemployment rate declined from 0.7% in June 2023 to 0.5% in September 2023 [Chart 5a]. In particular, residents aged 50 to 59 have become more vulnerable to long-term unemployment. While the long-term unemployment rate for residents aged 50 to 59 has risen from 0.8% to 1.0%, it remained within the range observed during pre-pandemic periods (1.0%).

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



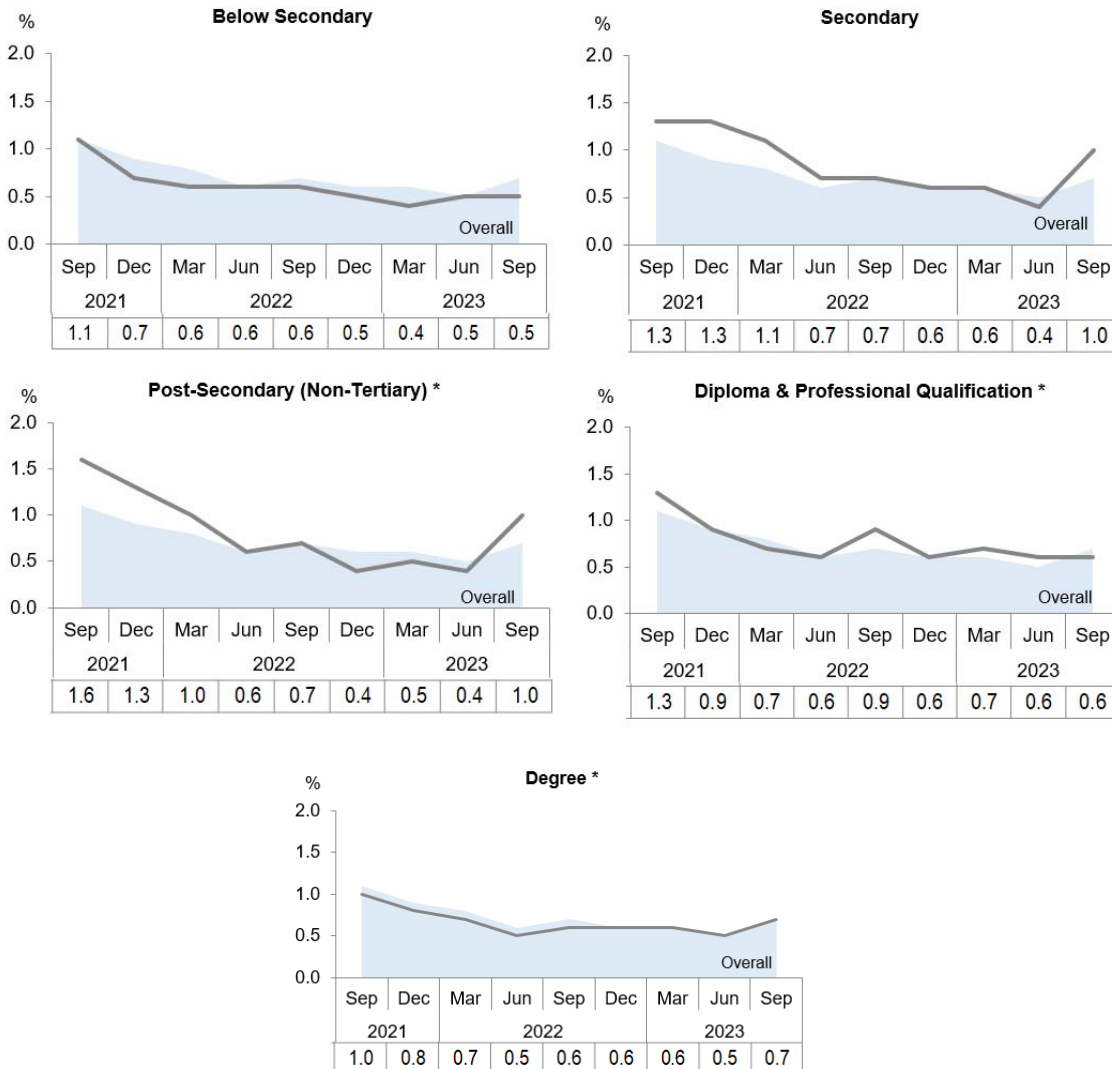
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

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

With the exception of residents holding below secondary education, and diploma and professional qualifications (the resident long-term unemployment rates remained the same at 0.5% and 0.6% respectively), all other education groups saw their long-term unemployment rates increase in September 2023, to the levels observed pre-pandemic [Chart 5b].<sup>9</sup>

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



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

Notes:

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

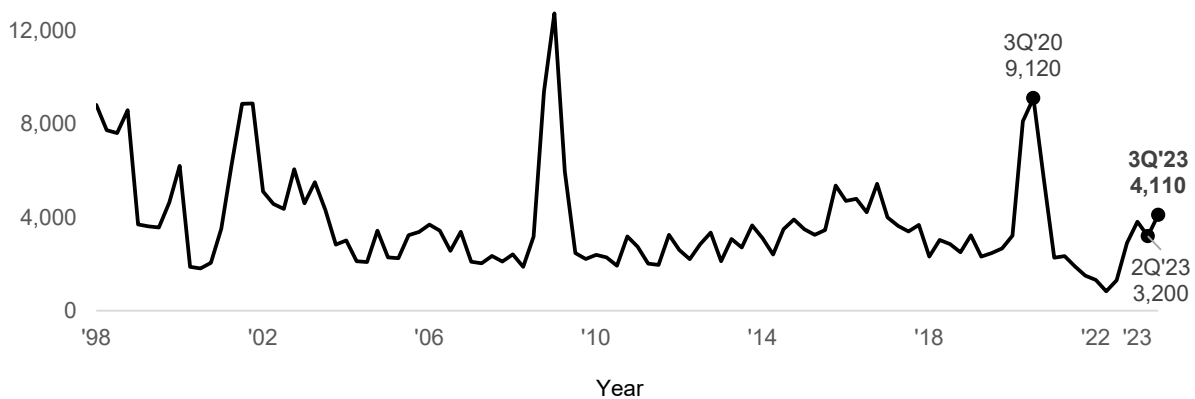
<sup>9</sup> The average resident long-term unemployment rates in 2018/2019 for those with below secondary education, secondary education, post-secondary (non-tertiary) education, and degree were 0.6%, 0.7%, 0.7%, and 0.8% respectively.

## Retrenchment

While retrenchments have increased from 3,200 in 2Q 2023 to 4,110 in 3Q 2023 [Chart 6], the increase was mainly from *Wholesale Trade* (from 480 in 2Q 2023 to 1,270 in 3Q 2023).<sup>10</sup> The number of retrenchments in other sectors was broadly similar to the previous quarter.

Retrenchments were primarily due to reorganisation or restructuring. However, given the subdued external demand and cost pressures, more of the retrenchments were due to concerns of a recession (from 14.1% in 2Q to 31.7% in 3Q), poor business/business failure (from 13.7% in 2Q to a peak of 36.5% in 3Q) or high costs (from 16.9% in 2Q to 31.7% in 3Q).

Chart 6: Retrenchments



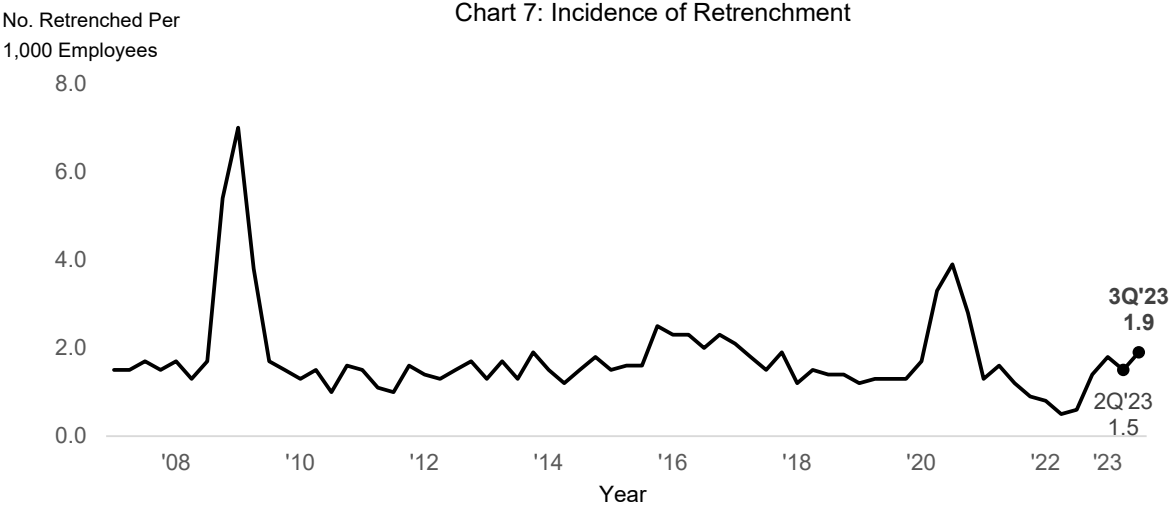
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

<sup>10</sup> Excluding *Wholesale Trade*, retrenchments would have been 2,840 in 3Q 2023, broadly unchanged from 2Q 2023 (2,720).

Reflecting the increase in the number of retrenchments, the incidence of retrenchment also increased from 1.5 in 2Q 2023 to 1.9 in 3Q 2023 [Chart 7].



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

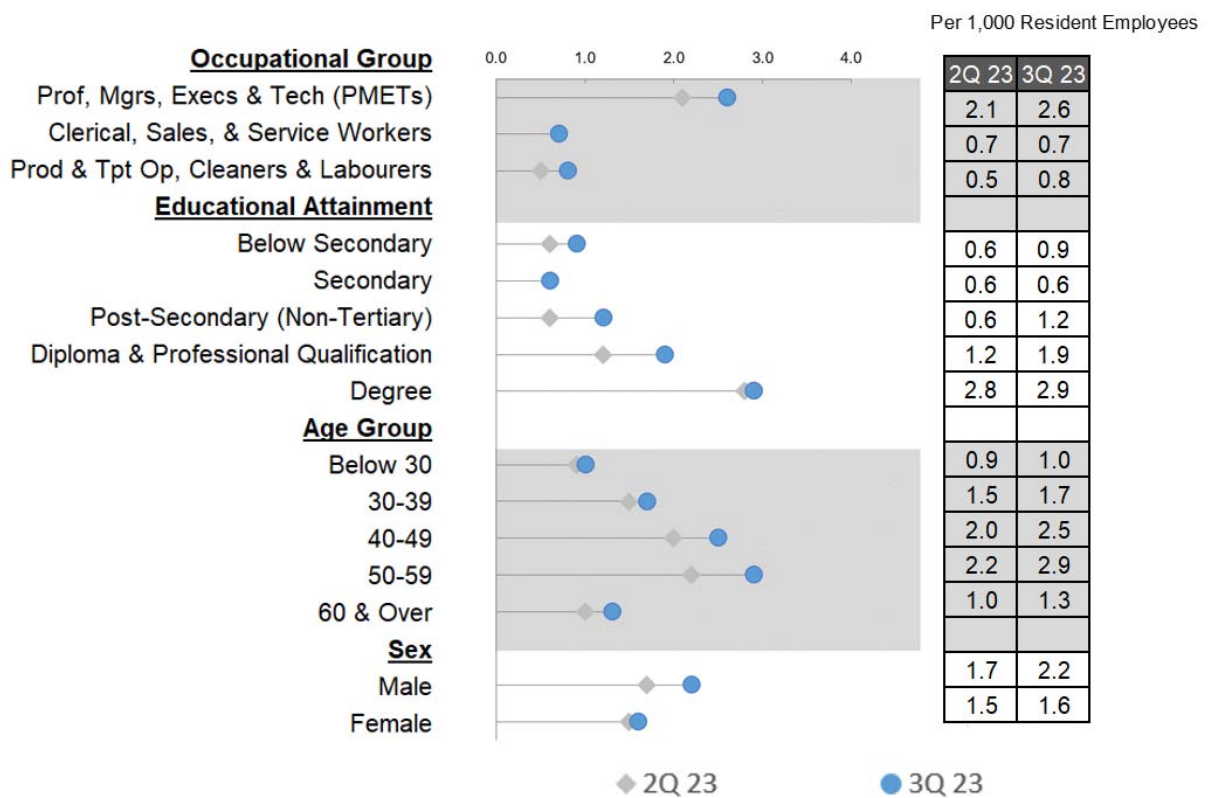
Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.



In line with the increase in the number of retrenched workers and the overall incidence of retrenchment, the incidence of retrenchment among residents in 3Q 2023 increased across almost all occupation and education groups [Chart 8].

Across all age groups, the incidence of retrenchment has also increased, particularly for middle-aged workers aged 40 to 49 (from 2.0 to 2.5 retrenchment per 1,000 resident employees) and 50 to 59 (from 2.2 to 2.9 retrenchment per 1,000 resident employees).

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



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

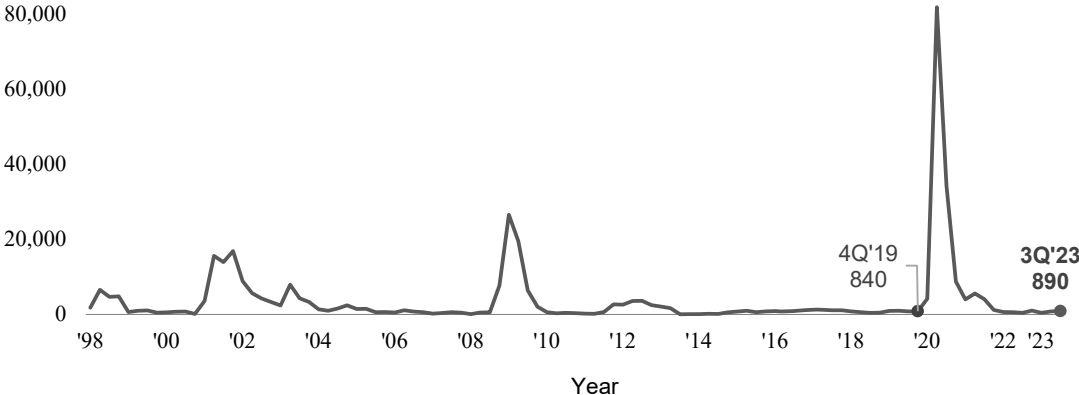
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.

## Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoff increased to 890 in 3Q 2023. However, this number remained comparable to the pre-pandemic level of 840 in 4Q 2019 [Chart 9].

Similar to previous quarters, employees on short work-week made up most of the affected employees (800 or 90.3%). Employees on short work-week were mainly from *Professional Services* (120) and *Manufacturing* (360).

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



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

Notes:

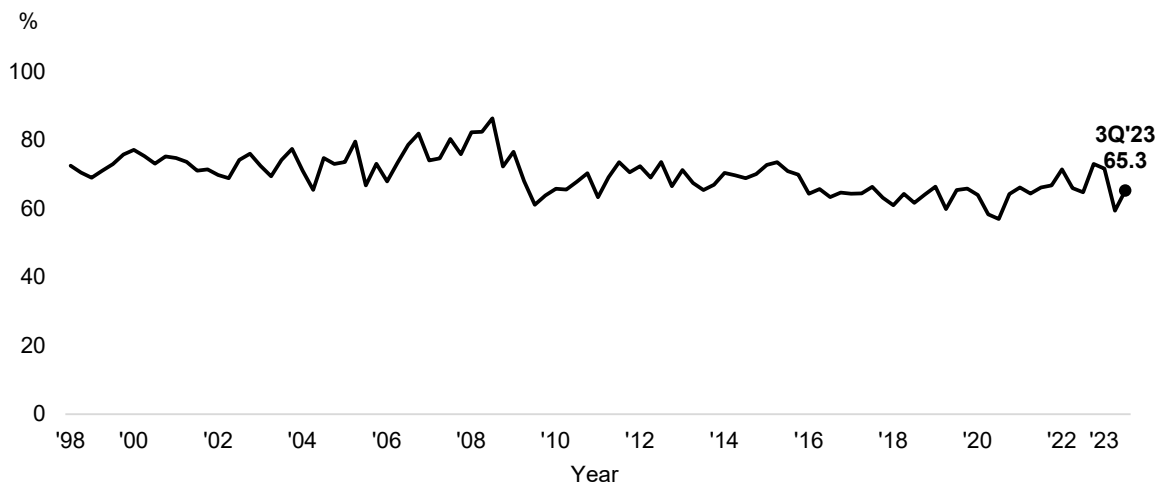
- (1) Data are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

## Re-entry Into Employment

The rate of re-entry into employment among retrenched residents improved from 59.4% in 2Q 2023 to 65.3% in 3Q 2023 [Chart 10]. The rate was also higher than that of the same period a year ago i.e., 3Q 2022 (64.8%) and within the range of 60.0% to 67.0% as seen in 2018 to 2019.<sup>11</sup>

Across all age groups, re-entry rates increased except for those aged 60 and over (from 50.0% to 45.9%). However, their re-entry rate remained within the 40%-50% range, typically seen for this age group since 2016.

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:

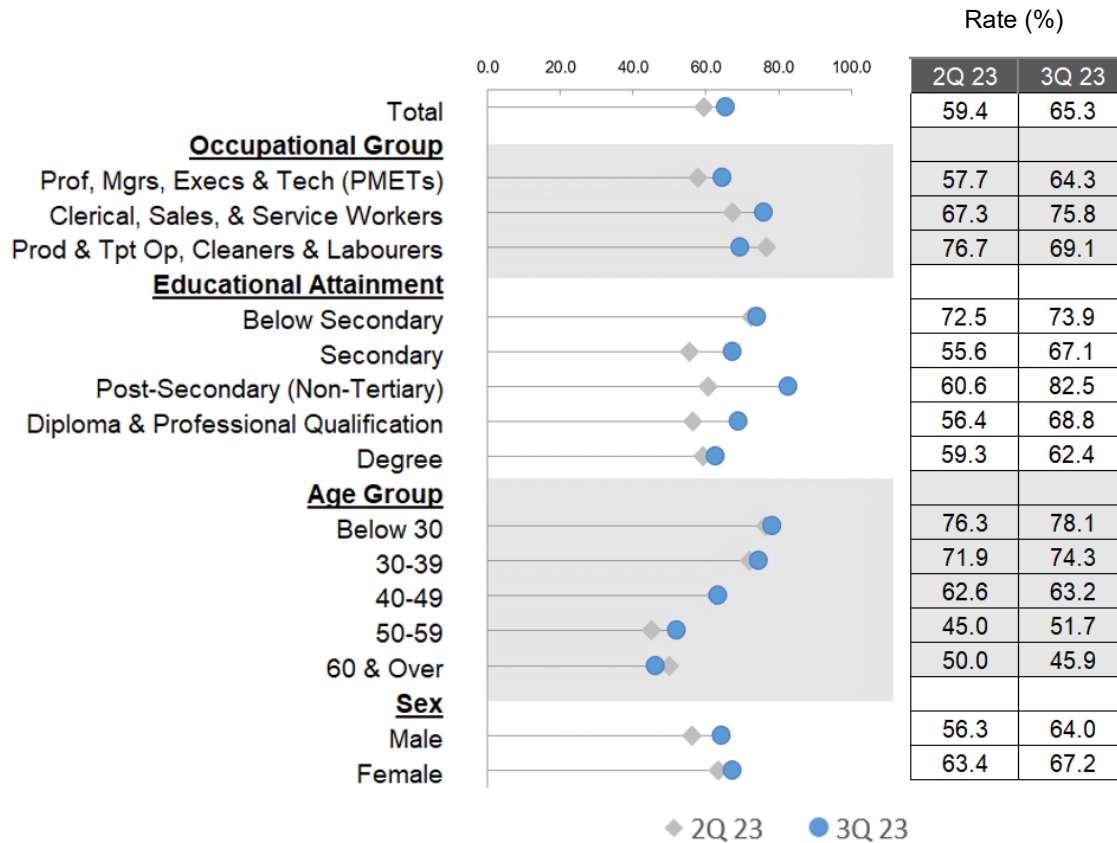
- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for 3Q 2023 refers to residents retrenched in 1Q 2023.
- (2) Data on re-entry into employment are cohort-specific.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

<sup>11</sup> The lowest was 59.9% in 2Q 2019 and the highest was 66.4% in 1Q 2019.

Most occupational, age and educational groups registered an increase in their rate of re-entry, except for *production and transport operators, cleaners and labourers* (from 76.7% in 2Q 2023 to 69.1% in 3Q 2023) and older workers aged 60 and over (from 50.0% in 2Q 2023 to 45.9% in 3Q 2023) who saw a decline in their re-entry rate [Chart 11].

Although residents aged 50 to 59 have become more vulnerable to retrenchment in 3Q 2023, they were able to find jobs more easily within 6 months post-retrenchment in 3Q 2023. Their rate of re-entry into employment increased from 45.0% in 2Q 2023 to 51.7% in 3Q 2023.

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

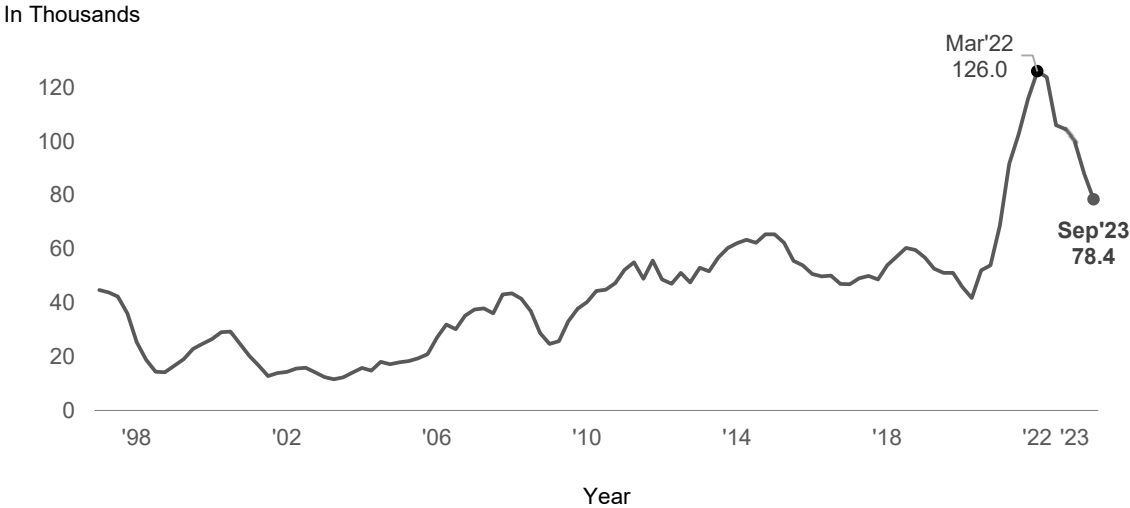
Note: Data refer to re-entry rates in 2Q 2023/3Q 2023 for residents retrenched in 4Q 2022/1Q 2023 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

## Job Vacancy

Labour demand continued to cool. The number of job vacancies fell from 87,900 in June 2023 to 78,400 in September 2023, declining for the sixth consecutive quarter from the peak of 126,000 in March 2022 [Chart 12].

Job vacancies in growth sectors, which are associated with higher productivity and pay, formed nearly one-third of all job vacancies. They include *Health & Social Services*, *Information & Communications*, *Professional Services* and *Financial & Insurance Services*.

Chart 12: Job Vacancy (Seasonally Adjusted)

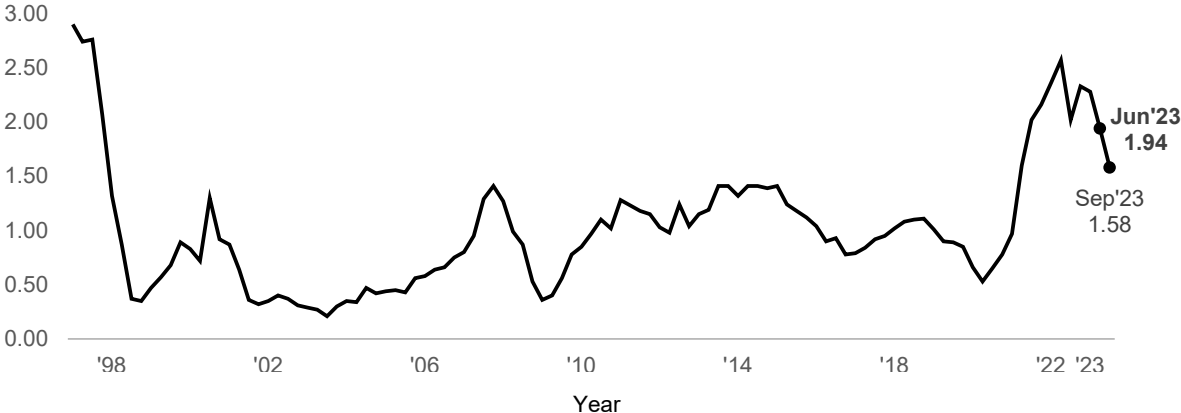


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

While the ratio of job vacancies to unemployed persons has declined from 1.94 in June 2023 to 1.58 in September 2023, there were still more jobs available than job seekers. The ratio was higher than pre-pandemic periods [Chart 13].

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

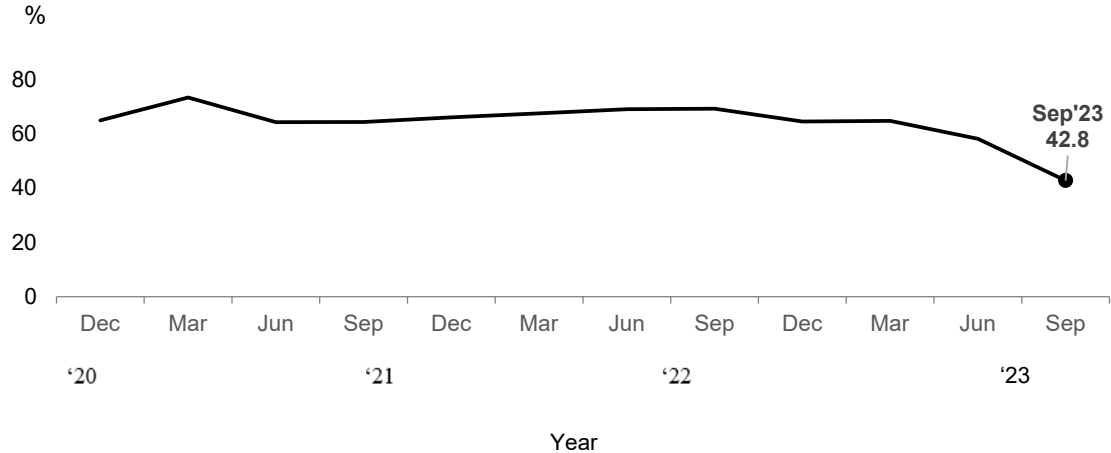


Source: Labour Market Survey and Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Forward-looking data suggest that labour demand could ease further. In September 2023, 42.8% of firms have plans to hire in the next 3 months, the lowest since the series started in December 2020 [Chart 14].

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



Source: Manpower Research & Statistics Department, MOM

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

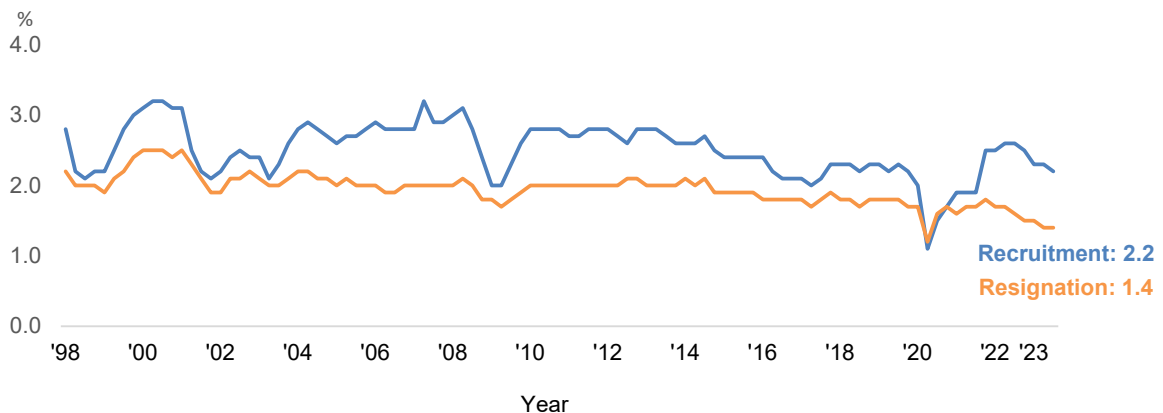
## Labour Turnover

The recruitment rate fell slightly from 2.3% in 2Q 2023 to 2.2% in 3Q 2023, while the resignation rate held steady at 1.4% [Chart 15]. This suggests that employees are staying for a longer period of time in any particular job.

The recruitment rate has returned to pre-pandemic levels<sup>12</sup>, while the resignation rate has largely stabilised or declined across sectors and occupational groups.<sup>13</sup> Within growth sectors, recruitment trends were mixed. Recruitment rates rose in *Health & Social Services* (from 2.1% in 2Q 2023 to 2.5% in 3Q 2023) and *Professional Services* (from 2.2% in 2Q 2023 to 2.4% in 3Q 2023), even as they declined in *Information & Communications* (from 2.2% in 2Q 2023 to 2.1% in 3Q 2023) and *Financial & Insurance Services* (2.2% in 2Q 2023 to 1.8% in 3Q 2023).

For consumer-facing sectors such as *Food & Beverage Services* (3.6%), *Accommodation* (3.0%) and *Retail Trade* (2.9%) which tend to have more temporary hires, recruitment rates have moderated over the quarter in 3Q 2023, although they remained above that for the entire *Services* industry (2.3%). Recruitment for consumer-facing sectors is expected to remain strong as hiring for the festive season occurs in the later part of the year.

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



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

Notes:

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

<sup>12</sup> The seasonally adjusted recruitment rate in 2018 and 2019 ranged between 2.2% and 2.3%.

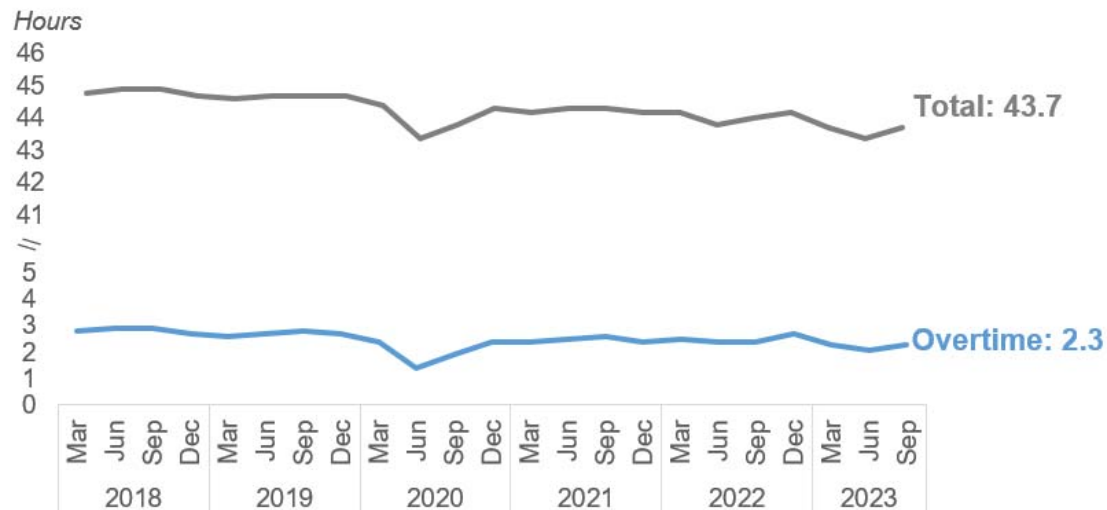
<sup>13</sup> Comparison of recruitment and resignation rates across sectors and occupational groups is based on non-seasonally adjusted data.

## Hours Worked

The average weekly total paid hours worked per employee (43.7 hours) and paid overtime hours worked per employee<sup>14</sup> (2.3 hours) increased slightly in September 2023 compared to June 2023 (43.4 hours; 2.1 hours) [Chart 16]. However, these were still lower than that recorded in the same period the year before (44.0 hours; 2.4 hours).

The increase in paid hours worked and paid overtime hours per employee was observed in the *Services* industries such as *Transportation & Storage* (44.6 hours; 3.0 hours) and *Administrative & Support Services* (44.3 hours; 3.4 hours). These sectors, together with *Construction* (48.2 hours; 5.3 hours) and *Manufacturing* (46.6 hours; 4.2 hours)<sup>15</sup>, continued to have longer average weekly total paid hours worked per employee and paid overtime hours worked per employee compared to the rest of the sectors.

Chart 16: Average Weekly Paid Hours Worked Per Employee



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

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

<sup>14</sup> Average weekly paid hours worked/paid overtime hours are based on the last month of each quarter.

<sup>15</sup> This reflects the longer average weekly paid hours worked/paid overtime hours in *Transport Equipment Manufacturing* and *Fabricated Metal Products, Machinery & Equipment Manufacturing*.



## 1.1 UNEMPLOYMENT

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

Characteristics	2020	2021	2022	Per Cent	
				Sep	
				2022	2023
<b>TOTAL</b>	4.1	3.5	2.9	2.8	2.8
<b>SEX</b>					
Male	3.9	3.3	2.8	2.7	2.8
Female	4.4	3.8	3.0	2.9	2.7
<b>AGE GROUP (YEARS)</b>					
Below 30	7.5	5.7	4.7	4.2	5.1
30 - 39	3.0	2.6	2.3	2.4	2.3
40 & Over	3.7	3.3	2.7	2.6	2.3
40 - 49	3.4	3.2	2.5	2.7	2.0
50 & Over	3.9	3.4	2.8	2.6	2.6
50 - 59	3.9	3.5	2.7	2.5	2.8
60 & Over	3.7	3.4	2.9	2.7	2.4
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	4.1	3.1	2.5	2.7	2.7
Secondary	4.6	4.1	3.1	2.6	3.1
Post-Secondary (Non-Tertiary)	4.9	4.5	3.4	3.0	3.5
Diploma & Professional Qualification	4.7	3.9	3.0	3.2	2.6
Degree	3.5	3.2	2.8	2.7	2.5

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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2020	2021	2022	Sep	
				2022	2023
<b>TOTAL</b>	<b>96.4</b>	<b>84.3</b>	<b>69.5</b>	<b>67.4</b>	<b>66.5</b>
<b>SEX</b>					
Male	48.9	42.2	35.6	34.2	36.1
Female	47.5	42.1	33.9	33.2	30.4
<b>AGE GROUP (YEARS)</b>					
Below 30	27.9	22.1	16.3	14.2	18.6
30 - 39	16.4	15.6	13.5	13.8	13.0
40 & Over	52.0	46.6	39.6	39.4	34.9
40 - 49	19.7	17.6	15.0	16.3	11.1
50 & Over	32.4	29.0	24.7	23.1	23.8
50 - 59	18.3	15.5	13.2	12.5	13.8
60 & Over	14.1	13.4	11.5	10.6	10.0
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	14.3	10.1	8.1	9.0	9.2
Secondary	17.1	14.9	11.6	9.8	10.9
Post-Secondary (Non-Tertiary)	11.3	9.8	7.6	5.8	7.5
Diploma & Professional Qualification	21.5	18.6	14.7	15.7	13.0
Degree	32.2	30.9	27.6	27.1	25.9

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

Notes :

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

A2

### 1.3 LONG-TERM UNEMPLOYMENT

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

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

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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2020	2021	2022	Sep	
				2022	2023
<b>TOTAL</b>	<b>22.3</b>	<b>24.2</b>	<b>15.6</b>	<b>15.9</b>	<b>18.0</b>
<b>SEX</b>					
Male	12.6	12.9	8.8	8.7	9.9
Female	9.6	11.2	6.8	7.3	8.2
<b>AGE GROUP (YEARS)</b>					
Below 30	4.1	3.9	1.8	2.0	3.0
30 - 39	3.6	3.9	2.2	2.7	3.7
40 & Over	14.6	16.4	11.6	11.3	11.3
40 - 49	5.8	5.5	3.2	3.0	3.9
50 & Over	8.8	10.9	8.4	8.3	7.5
50 - 59	5.2	5.2	4.3	4.0	5.0
60 & Over	3.7	5.6	4.1	4.3	2.5
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.8	2.9	1.8	1.9	2.1
Secondary	3.7	4.5	2.9	2.5	3.6
Post-Secondary (Non-Tertiary)	2.0	2.7	1.4	1.3	2.0
Diploma & Professional Qualification	4.8	5.2	3.4	4.4	2.9
Degree	9.0	8.9	6.1	5.7	7.5

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 2020)	Total Employment Change								Total Employment Level in Sep 2023
	2020	2021	2022	2022		2023			
				3Q	4Q	1Q	2Q	3Q	
<b>TOTAL</b>	<b>-181.0</b>	<b>40.2</b>	<b>250.1</b>	<b>83.4</b>	<b>48.1</b>	<b>38.6</b>	<b>26.8</b>	<b>29.2</b>	<b>3 988.1</b>
<b>C10-32 MANUFACTURING</b>	<b>-37.0</b>	<b>-1.7</b>	<b>33.8</b>	<b>11.9</b>	<b>2.2</b>	<b>3.2</b>	<b>0.8</b>	<b>-0.1</b>	<b>489.5</b>
C10-12 Food, Beverages & Tobacco	-2.7	1.2	6.0	1.7	1.5	1.5	0.5	0.8	60.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	-2.3	-1.0	0.2	-	-0.2	0.1	-	-0.1	26.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.5	3.7	11.3	3.6	0.5	0.4	0.9	1.1	77.4
C25,28 Fabricated Metal Products, Machinery & Equipment	-7.1	0.4	3.3	1.4	-0.4	0.7	-0.6	-0.6	93.4
C26 Electronic, Computer & Optical Products	-4.7	-2.8	5.3	2.3	0.1	-1.6	-1.5	-1.4	80.6
C29-30 Transport Equipment	-11.5	-3.2	4.7	1.8	0.2	1.5	1.7	0.2	88.6
Other Manufacturing Industries	-4.3	-	3.1	1.1	0.3	0.5	-0.2	-0.1	62.5
<b>F41-43 CONSTRUCTION</b>	<b>-51.8</b>	<b>4.5</b>	<b>91.3</b>	<b>30.2</b>	<b>14.0</b>	<b>8.9</b>	<b>10.3</b>	<b>3.9</b>	<b>522.5</b>
<b>G-U SERVICES</b>	<b>-92.1</b>	<b>37.3</b>	<b>124.4</b>	<b>41.3</b>	<b>31.8</b>	<b>26.2</b>	<b>15.9</b>	<b>25.1</b>	<b>2 951.6</b>
G46-47 WHOLESALE AND RETAIL TRADE	-22.7	-5.4	11.6	3.8	6.0	0.8	0.3	1.1	464.7
G46 Wholesale Trade	-13.1	-4.5	4.7	2.3	0.7	0.9	0.4	1.1	304.0
G47 Retail Trade	-9.6	-0.9	6.9	1.5	5.3	-0.1	-0.1	0.1	160.7
H49-53 TRANSPORTATION AND STORAGE	-8.8	2.3	9.8	2.7	1.7	1.7	1.3	1.7	270.6
H49,5221 Land Transport & Supporting Services	0.6	-1.7	-2.8	-0.7	-	-	-0.3	-0.4	104.3
H50,5222,5225 Water Transport & Supporting Services	-1.4	0.6	1.1	0.3	0.2	-	0.5	0.2	45.4
H51,5223 Air Transport & Supporting Services	-9.4	-1.5	5.8	1.7	1.0	1.0	0.8	1.2	33.9
Other Transportation & Storage Services	1.4	4.9	5.7	1.5	0.4	0.8	0.3	0.8	87.0
I55-56 ACCOMMODATION AND FOOD SERVICES	-24.9	-1.0	19.4	6.9	6.7	2.4	0.9	2.7	270.1
I55 Accommodation	-9.1	-1.7	4.8	2.7	0.8	0.4	0.3	1.8	33.1
I56 Food & Beverage Services	-15.7	0.7	14.7	4.2	5.9	2.0	0.5	0.9	236.9
J58-63 INFORMATION AND COMMUNICATIONS	2.7	14.1	14.1	4.5	0.5	0.3	-0.4	-0.3	186.1
J58-61 Telecommunications, Broadcasting & Publishing	-0.4	1.9	1.4	0.5	-	-	-0.3	-0.6	42.4
J62-63 IT & Other Information Services	3.2	12.2	12.7	4.0	0.5	0.3	-0.2	0.3	143.7
K64-66 FINANCIAL AND INSURANCE SERVICES	2.3	5.0	13.9	3.9	3.0	3.8	2.3	2.6	228.8
K64 & 66 (excl.662) Financial Services	1.1	4.3	12.9	3.7	2.7	3.4	1.9	2.4	184.4
K65 & 662 Insurance Services	1.3	0.7	1.0	0.3	0.3	0.4	0.3	0.2	44.4
L68 REAL ESTATE SERVICES	-6.3	-1.6	1.3	0.2	0.2	0.8	0.5	0.6	75.7
M69-75 PROFESSIONAL SERVICES	-2.2	7.7	13.7	5.4	1.7	2.6	1.6	1.9	284.9
M69-70 Legal, Accounting & Management Services	0.3	4.0	8.8	3.8	1.3	1.9	1.0	1.7	155.6
M71 Architectural & Engineering Services	-1.2	0.8	1.8	0.6	0.4	0.3	0.3	0.3	65.5
Other Professional Services	-1.3	2.9	3.1	0.9	-	0.3	0.3	-0.2	63.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-14.6	4.4	-3.5	-0.1	0.5	0.2	1.1	2.6	244.0
N80 Security & Investigation	-0.8	-0.7	-1.2	-	-0.2	0.3	0.2	0.4	48.3
N81 Cleaning & Landscaping	-4.4	-0.7	2.4	0.8	0.3	0.6	0.1	0.6	81.5
Other Administrative & Support Services	-9.4	5.7	-4.7	-1.0	0.4	-0.8	0.8	1.6	114.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-17.7	11.9	44.0	13.9	11.5	13.8	8.4	12.3	926.8
O84,P85 Public Administration & Education	8.2	1.4	1.2	-1.0	1.5	2.4	0.5	-0.1	266.5
Q86-88 Health & Social Services	5.2	10.5	4.7	0.8	2.1	2.3	2.7	3.7	202.2
R90-93 Arts, Entertainment & Recreation	-13.7	-1.9	9.2	4.0	2.8	1.4	1.4	1.3	53.9
S,T,U Other Community, Social & Personal Services	-17.3	1.9	28.9	10.1	5.2	7.6	3.8	7.5	404.2
<b>A,B,D,E OTHERS*</b>	<b>-0.1</b>	<b>0.1</b>	<b>0.5</b>	<b>-</b>	<b>0.2</b>	<b>0.2</b>	<b>-0.3</b>	<b>0.3</b>	<b>24.6</b>

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

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

- : nil or negligible

Notes :

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

### 3.1 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Employees							
				2022		2023					
				3Q	4Q	1Q	2Q	3Q			
				2020	2021	2022					
<b>TOTAL</b>				<b>26 110</b>	<b>8 020</b>	<b>6 440</b>	<b>1 300</b>	<b>2 990</b>	<b>3 820</b>	<b>3 200</b>	<b>4 110</b>
<b>INDUSTRY (SSIC 2020)</b>											
<b>C10-32</b>	<b>MANUFACTURING</b>			<b>5 320</b>	<b>1 710</b>	<b>2 100</b>	<b>250</b>	<b>1 180</b>	<b>1 470</b>	<b>530</b>	<b>700</b>
C10-12	Food, Beverages & Tobacco			330	110	30	10	-	10	80	20
C17,18,22	Paper / Rubber / Plastic Products & Printing			230	70	30	-	10	10	50	30
C19-21	Petroleum, Chemical & Pharmaceutical Products			160	500	220	10	60	20	60	100
C25,28	Fabricated Metal Products, Machinery & Equipment			1 410	150	560	90	200	170	110	170
C26	Electronic, Computer & Optical Products			790	690	870	30	670	1 190	200	160
C29-30	Transport Equipment			1 710	130	320	100	200	-	-	120
	Other Manufacturing Industries			700	70	80	10	50	60	20	100
<b>F41-43</b>	<b>CONSTRUCTION</b>			<b>990</b>	<b>240</b>	<b>260</b>	<b>10</b>	<b>150</b>	<b>180</b>	<b>120</b>	<b>140</b>
<b>G-U</b>	<b>SERVICES</b>			<b>19 760</b>	<b>6 020</b>	<b>4 060</b>	<b>1 050</b>	<b>1 670</b>	<b>2 090</b>	<b>2 550</b>	<b>3 270</b>
G46-47	WHOLESALE AND RETAIL TRADE			4 980	1 400	910	90	470	400	590	1 310
G46	Wholesale Trade			3 810	1 250	850	60	450	300	480	1 270
G47	Retail Trade			1 180	160	70	30	20	90	100	40
H49-53	TRANSPORTATION AND STORAGE			2 780	550	150	20	30	40	80	310
H49,5221	Land Transport & Supporting Services			120	50	10	-	-	10	10	200
H50,5222,5225	Water Transport & Supporting Services			250	140	60	10	10	10	30	40
H51,5223	Air Transport & Supporting Services			2 000	220	10	-	-	-	-	-
	Other Transportation & Storage Services			410	140	70	10	10	20	50	70
I55-56	ACCOMMODATION AND FOOD SERVICES			1 700	180	40	30	-	10	10	30
I55	Accommodation			710	40	20	20	-	-	-	-
I56	Food & Beverage Services			990	130	20	-	-	10	10	30
J58-63	INFORMATION AND COMMUNICATIONS			1 430	1 040	1 200	520	370	560	860	700
J58-61	Telecommunications, Broadcasting & Publishing			570	380	410	170	120	110	250	170
J62-63	IT & Other Information Services			860	670	790	350	250	450	610	520
K64-66	FINANCIAL AND INSURANCE SERVICES			2 140	1 330	700	200	270	570	310	430
K64 & 66 (excl.662)	Financial Services			1 910	1 250	670	200	260	540	280	400
K65 & 662	Insurance Services			230	70	30	-	10	30	30	30
L68	REAL ESTATE SERVICES			140	100	30	10	10	20	20	10
M69-75	PROFESSIONAL SERVICES			2 310	920	490	100	210	380	420	390
M69-70	Legal, Accounting & Management Services			1 200	660	270	80	110	290	240	190
M71	Architectural & Engineering Services			780	160	100	10	50	10	90	50
	Other Professional Services			330	100	120	10	50	70	90	150
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			1 600	340	230	70	100	30	170	60
N80	Security & Investigation			10	10	10	-	-	-	-	10
N81	Cleaning & Landscaping			280	20	30	30	-	-	-	-
	Other Administrative & Support Services			1 320	310	190	40	100	30	170	50
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			2 690	170	310	20	210	110	100	40
O84,P85	Public Administration & Education			230	60	50	10	40	20	10	10
Q86-88	Health & Social Services			40	10	90	-	80	30	30	10
R90-93	Arts, Entertainment & Recreation			2 210	70	60	10	30	-	10	10
S,T,U	Other Community, Social & Personal Services			210	40	110	10	60	60	40	10
<b>A,B,D,E</b>	<b>OTHERS*</b>			<b>40</b>	<b>50</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>80</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>											
	Professionals, Managers, Executives & Technicians			12 750	5 870	4 520	1 070	2 000	3 010	2 530	2 860
	Clerical, Sales & Service Workers			8 140	1 220	540	70	240	300	310	300
	Production & Transport Operators, Cleaners & Labourers			5 220	940	1 390	170	750	510	370	960

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 2023  
Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down- turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>1 300</b>	<b>1 500</b>	<b>1 300</b>	<b>2 540</b>	<b>240</b>	<b>130</b>	<b>780</b>	<b>4 110</b>	<b>2 860</b>	<b>300</b>	<b>960</b>
<b>C10-32 MANUFACTURING</b>	<b>160</b>	<b>170</b>	<b>100</b>	<b>290</b>	<b>180</b>	<b>50</b>	<b>130</b>	<b>700</b>	<b>390</b>	<b>80</b>	<b>230</b>
C10-12 Food, Beverages & Tobacco	-	10	-	-	10	-	10	20	10	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	20	20	10	-	-	-	30	-	-	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	-	-	40	-	-	50	100	80	-	10
C25,28 Fabricated Metal Products, Machinery & Equipment	20	40	50	80	-	-	60	170	110	10	60
C26 Electronic, Computer & Optical Products	10	60	10	100	120	-	-	160	110	10	50
C29-30 Transport Equipment	100	20	20	30	-	30	-	120	30	60	30
Other Manufacturing Industries	20	20	-	40	60	20	-	100	50	-	50
<b>F41-43 CONSTRUCTION</b>	<b>40</b>	<b>-</b>	<b>40</b>	<b>10</b>	<b>-</b>	<b>50</b>	<b>50</b>	<b>140</b>	<b>70</b>	<b>-</b>	<b>70</b>
<b>G-U SERVICES</b>	<b>1 110</b>	<b>1 330</b>	<b>1 160</b>	<b>2 250</b>	<b>60</b>	<b>40</b>	<b>600</b>	<b>3 270</b>	<b>2 400</b>	<b>220</b>	<b>660</b>
G46-47 WHOLESALE AND RETAIL TRADE	950	1 040	960	1 120	10	-	40	1 310	710	100	510
G46 Wholesale Trade	940	1 040	940	1 090	10	-	30	1 270	690	80	510
G47 Retail Trade	10	-	20	30	-	-	10	40	30	20	-
H49-53 TRANSPORTATION AND STORAGE	10	20	30	80	-	-	200	310	160	20	120
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	200	200	90	-	110
H50,5222,5225 Water Transport & Supporting Services	-	-	-	30	-	-	-	40	30	10	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	10	20	30	40	-	-	10	70	50	10	20
I55-56 ACCOMMODATION AND FOOD SERVICES	-	-	-	-	-	-	30	30	10	-	20
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	-	-	-	-	-	30	30	10	-	20
J58-63 INFORMATION AND COMMUNICATIONS	70	160	80	410	-	-	130	700	670	30	-
J58-61 Telecommunications, Broadcasting & Publishing	10	30	20	140	-	-	-	170	160	10	-
J62-63 IT & Other Information Services	60	130	70	270	-	-	130	520	500	20	-
K64-66 FINANCIAL AND INSURANCE SERVICES	-	30	-	340	40	-	100	430	420	10	-
K64 & 66 (excl.662) Financial Services	-	20	-	320	40	-	100	400	400	10	-
K65 & 662 Insurance Services	-	10	-	10	-	-	-	30	30	-	-
L68 REAL ESTATE SERVICES	10	-	10	10	-	-	-	10	10	-	-
M69-75 PROFESSIONAL SERVICES	60	60	80	220	10	-	90	390	370	10	20
M69-70 Legal, Accounting & Management Services	10	20	30	120	-	-	40	190	170	10	10
M71 Architectural & Engineering Services	-	10	10	30	-	-	10	50	50	-	-
Other Professional Services	50	20	40	70	10	-	50	150	150	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-	10	-	50	-	30	-	60	30	30	-
N80 Security & Investigation	-	10	-	-	-	-	-	10	10	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	-	-	-	50	-	30	-	50	20	30	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	-	-	20	10	-	-	40	30	10	-
O84,P85 Public Administration & Education	-	-	-	10	-	-	-	10	10	-	-
Q86-88 Health & Social Services	-	-	-	10	-	-	-	10	10	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	10	-	10	-
S,T,U Other Community, Social & Personal Services	10	-	-	-	-	-	-	10	10	-	-
<b>A,B,D,E OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Not due to recession.

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

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

- : nil or negligible

Notes :

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

### 3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

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

		Number of Employees							
		2020	2021	2022	2022		2023		
					3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>		<b>22 540</b>	<b>7 480</b>	<b>5 560</b>	<b>1 090</b>	<b>2 430</b>	<b>3 600</b>	<b>3 000</b>	<b>3 930</b>
<b>INDUSTRY (SSIC 2020)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>5 000</b>	<b>1 640</b>	<b>1 500</b>	<b>80</b>	<b>770</b>	<b>1 410</b>	<b>480</b>	<b>650</b>
C10-12	Food, Beverages & Tobacco	310	100	30	-	-	10	40	20
C17,18,22	Paper / Rubber / Plastic Products & Printing	230	70	30	-	10	10	50	30
C19-21	Petroleum, Chemical & Pharmaceutical Products	150	450	200	10	40	20	60	100
C25,28	Fabricated Metal Products, Machinery & Equipment	1 190	140	450	20	170	160	110	160
C26	Electronic, Computer & Optical Products	790	680	630	30	440	1 150	200	160
C29-30	Transport Equipment	1 650	130	80	-	60	-	-	90
	Other Manufacturing Industries	680	70	80	10	50	60	20	100
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>750</b>	<b>210</b>	<b>110</b>	<b>10</b>	<b>40</b>	<b>170</b>	<b>100</b>	<b>110</b>
<b>G-U</b>	<b>SERVICES</b>	<b>16 760</b>	<b>5 580</b>	<b>3 930</b>	<b>1 010</b>	<b>1 630</b>	<b>1 950</b>	<b>2 430</b>	<b>3 180</b>
G46-47	WHOLESALE AND RETAIL TRADE	4 790	1 390	890	80	470	380	550	1 300
G46	Wholesale Trade	3 680	1 230	830	60	440	290	450	1 260
G47	Retail Trade	1 120	150	60	30	20	90	100	40
H49-53	TRANSPORTATION AND STORAGE	1 400	500	150	20	30	30	80	300
H49,5221	Land Transport & Supporting Services	120	20	10	-	-	10	10	200
H50,5222,5225	Water Transport & Supporting Services	240	130	60	10	10	10	30	40
H51,5223	Air Transport & Supporting Services	650	220	10	-	-	-	-	-
	Other Transportation & Storage Services	390	130	70	10	10	20	50	70
I55-56	ACCOMMODATION AND FOOD SERVICES	1 580	140	20	-	-	-	10	30
I55	Accommodation	710	40	-	-	-	-	-	-
I56	Food & Beverage Services	870	100	10	-	-	-	10	30
J58-63	INFORMATION AND COMMUNICATIONS	1 390	950	1 190	510	370	470	840	690
J58-61	Telecommunications, Broadcasting & Publishing	570	360	400	170	120	110	250	170
J62-63	IT & Other Information Services	820	580	780	340	250	360	600	520
K64-66	FINANCIAL AND INSURANCE SERVICES	2 050	1 320	690	200	260	560	310	430
K64 & 66 (excl.662)	Financial Services	1 830	1 250	660	200	250	530	280	400
K65 & 662	Insurance Services	220	70	30	-	10	30	30	30
L68	REAL ESTATE SERVICES	140	100	30	10	10	20	20	10
M69-75	PROFESSIONAL SERVICES	1 980	880	470	90	200	370	340	350
M69-70	Legal, Accounting & Management Services	1 150	650	270	80	110	290	240	180
M71	Architectural & Engineering Services	510	140	90	10	40	10	20	50
	Other Professional Services	330	90	120	10	50	70	80	130
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	1 100	140	220	70	100	30	170	30
N80	Security & Investigation	-	10	10	-	-	-	-	10
N81	Cleaning & Landscaping	240	20	30	30	-	-	-	-
	Other Administrative & Support Services	860	120	180	40	100	30	170	20
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2 310	160	290	20	200	100	100	40
O84,P85	Public Administration & Education	200	50	50	10	40	20	10	10
Q86-88	Health & Social Services	30	10	80	-	70	20	30	10
R90-93	Arts, Entertainment & Recreation	1 930	70	50	10	30	-	10	10
S,T,U	Other Community, Social & Personal Services	150	30	110	-	60	60	40	10
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>30</b>	<b>50</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>80</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians	11 600	5 650	4 290	980	1 910	2 870	2 460	2 790
	Clerical, Sales & Service Workers	6 450	960	460	50	200	280	300	260
	Production & Transport Operators, Cleaners & Labourers	4 480	870	810	70	330	450	250	880

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

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

- : nil or negligible

Notes :

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



### 3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

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

	Number of Employees							
	2020	2021	2022	2022		2023		
				3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>	<b>3 580</b>	<b>540</b>	<b>880</b>	<b>210</b>	<b>560</b>	<b>220</b>	<b>200</b>	<b>180</b>
<b>INDUSTRY (SSIC 2020)</b>								
<b>C10-32 MANUFACTURING</b>	<b>330</b>	<b>70</b>	<b>600</b>	<b>170</b>	<b>410</b>	<b>60</b>	<b>50</b>	<b>50</b>
C10-12 Food, Beverages & Tobacco	20	-	-	-	-	-	40	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	50	20	-	10	-	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	210	10	110	70	30	20	10	10
C26 Electronic, Computer & Optical Products	-	-	230	-	230	40	-	-
C29-30 Transport Equipment	50	-	240	100	140	-	-	30
Other Manufacturing Industries	20	-	-	-	-	-	-	-
<b>F41-43 CONSTRUCTION</b>	<b>240</b>	<b>40</b>	<b>150</b>	<b>-</b>	<b>110</b>	<b>20</b>	<b>30</b>	<b>30</b>
<b>G-U SERVICES</b>	<b>3 010</b>	<b>440</b>	<b>130</b>	<b>40</b>	<b>40</b>	<b>140</b>	<b>130</b>	<b>100</b>
G46-47 WHOLESALE AND RETAIL TRADE	190	20	20	-	10	20	30	10
G46 Wholesale Trade	130	20	20	-	10	20	30	10
G47 Retail Trade	60	-	-	-	-	-	-	-
H49-53 TRANSPORTATION AND STORAGE	1 370	40	-	-	-	-	-	10
H49,5221 Land Transport & Supporting Services	-	30	-	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	-	10	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	1 350	-	-	-	-	-	-	-
Other Transportation & Storage Services	20	10	-	-	-	-	-	10
I55-56 ACCOMMODATION AND FOOD SERVICES	120	30	20	20	-	10	-	-
I55 Accommodation	10	-	20	20	-	-	-	-
I56 Food & Beverage Services	120	30	-	-	-	10	-	-
J58-63 INFORMATION AND COMMUNICATIONS	40	100	10	10	-	90	20	10
J58-61 Telecommunications, Broadcasting & Publishing	-	10	10	10	-	-	-	-
J62-63 IT & Other Information Services	40	80	10	-	-	90	20	10
K64-66 FINANCIAL AND INSURANCE SERVICES	80	-	10	-	10	10	-	-
K64 & 66 (excl.662) Financial Services	80	-	10	-	10	10	-	-
K65 & 662 Insurance Services	10	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	-	-	-	-	-	-	-	-
M69-75 PROFESSIONAL SERVICES	330	40	20	-	10	10	80	40
M69-70 Legal, Accounting & Management Services	60	-	-	-	-	-	-	10
M71 Architectural & Engineering Services	270	20	20	-	10	-	70	-
Other Professional Services	-	10	-	-	-	-	10	20
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	500	200	10	-	-	-	-	30
N80 Security & Investigation	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	40	-	-	-	-	-	-	-
Other Administrative & Support Services	460	200	10	-	-	-	-	30
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	370	10	30	-	20	10	-	-
O84,P85 Public Administration & Education	30	10	-	-	-	-	-	-
Q86-88 Health & Social Services	10	-	20	-	10	10	-	-
R90-93 Arts, Entertainment & Recreation	280	-	10	-	10	-	-	-
S,T,U Other Community, Social & Personal Services	60	-	-	-	-	-	-	-
<b>A,B,D,E OTHERS*</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	1 150	210	230	90	90	140	70	70
Clerical, Sales & Service Workers	1 690	260	80	20	40	20	10	40
Production & Transport Operators, Cleaners & Labourers	740	70	580	100	430	60	120	80

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

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

- : nil or negligible

Notes :

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

### 3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

Characteristics	2020	2021	2022	2022		2023		
				3Q	4Q	1Q	2Q	3Q
<b>SEX</b>								
Male	10.9	5.5	3.6	0.7	1.5	2.3	1.7	2.2
Female	11.3	5.1	3.1	0.7	1.2	1.7	1.5	1.6
<b>AGE GROUP (YEARS)</b>								
Below 30	7.3	2.3	2.5	1.6	0.8	2.2	0.9	1.0
30 - 39	9.8	4.5	2.7	0.7	1.2	2.0	1.5	1.7
40 & Over	12.8	6.5	3.9	0.4	1.6	1.9	1.8	2.3
40 - 49	12.7	7.1	3.5	0.5	1.5	2.3	2.0	2.5
50 & Over	12.9	6.2	4.2	0.4	1.6	1.6	1.6	2.1
50 - 59	15.0	8.0	5.3	0.5	2.3	2.3	2.2	2.9
60 & Over	10.0	3.9	2.8	0.2	0.8	0.7	1.0	1.3
<b>SECTOR</b>								
Manufacturing	14.9	9.5	6.8	0.4	3.1	5.4	1.9	2.1
Construction	6.2	2.4	1.3	0.1	0.6	0.9	0.6	0.8
Services	10.9	4.9	3.0	0.8	1.1	1.5	1.6	2.0
Others*	1.9	2.6	1.5	0.1	0.1	5.3	0.1	-
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	14.1	5.1	3.7	0.2	0.8	1.0	0.6	0.9
Secondary	12.2	4.1	2.0	0.2	0.8	0.6	0.6	0.6
Post-Secondary (Non-Tertiary)	8.4	3.8	2.5	0.3	0.6	0.7	0.6	1.2
Diploma & Professional Qualification	11.2	5.1	2.6	0.4	1.0	2.2	1.2	1.9
Degree	10.5	6.1	4.3	1.2	1.9	2.8	2.8	2.9
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	10.5	6.2	4.2	1.0	1.7	2.5	2.1	2.6
Clerical, Sales & Service Workers	14.0	4.1	1.5	0.2	0.6	0.8	0.7	0.7
Production & Transport Operators, Cleaners & Labourers	9.6	3.1	2.4	0.3	0.6	1.1	0.5	0.8

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

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

- : nil or negligible

Notes :

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

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

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

Number of Employees

	2020	2021	2022	2022		2023		
				3Q	4Q	1Q	2Q	3Q
<b><u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>128 870</b>	<b>14 860</b>	<b>2 740</b>	<b>430</b>	<b>1 040</b>	<b>420</b>	<b>810</b>	<b>890</b>
<b>SECTOR</b>								
Manufacturing	22 910	2 750	740	90	540	100	240	380
Construction	36 070	910	90	-	40	40	130	90
Services	69 380	11 130	1 900	340	460	290	440	430
Others*	500	70	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	38 250	5 350	820	130	230	130	290	400
Clerical, Sales & Service Workers	30 050	5 400	1 010	180	260	160	260	150
Production & Transport Operators, Cleaners & Labourers	60 560	4 110	910	120	550	130	270	340
<b><u>EMPLOYEES ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>72 690</b>	<b>12 770</b>	<b>2 550</b>	<b>370</b>	<b>1 010</b>	<b>340</b>	<b>730</b>	<b>800</b>
<b>SECTOR</b>								
Manufacturing	13 340	2 710	680	50	530	70	190	360
Construction	9 290	810	70	-	30	20	130	50
Services	49 820	9 180	1 810	320	460	240	400	390
Others*	250	70	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	32 280	5 050	760	120	210	110	280	390
Clerical, Sales & Service Workers	19 640	4 180	960	170	250	130	230	130
Production & Transport Operators, Cleaners & Labourers	20 770	3 550	840	80	540	100	220	290
<b><u>EMPLOYEES ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>56 180</b>	<b>2 090</b>	<b>180</b>	<b>60</b>	<b>30</b>	<b>80</b>	<b>90</b>	<b>90</b>
<b>SECTOR</b>								
Manufacturing	9 570	50	70	50	10	20	40	10
Construction	26 790	90	20	-	10	10	10	40
Services	19 560	1 950	100	10	-	40	40	40
Others*	260	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	5 980	300	50	10	10	20	10	20
Clerical, Sales & Service Workers	10 410	1 220	60	-	10	20	20	30
Production & Transport Operators, Cleaners & Labourers	39 790	570	70	50	10	30	60	50

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

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

- : nil or negligible

Notes :

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

## 5.1 RE-ENTRY INTO EMPLOYMENT

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

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

Per Cent

Characteristics	2020	2021	2022	2022		2023		
				3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>	<b>61.6</b>	<b>65.8</b>	<b>68.9</b>	<b>64.8</b>	<b>73.1</b>	<b>71.7</b>	<b>59.4</b>	<b>65.3</b>
<b>SEX</b>								
Male	60.3	64.0	66.7	62.7	71.5	74.2	56.3	64.0
Female	62.9	67.7	71.2	67.5	74.7	69.1	63.4	67.2
<b>AGE GROUP (YEARS)</b>								
Below 30	77.3	80.0	84.5	s	95.2	83.9	76.3	78.1
30 - 39	72.2	75.4	80.6	85.6	86.8	77.9	71.9	74.3
40 & Over	56.2	60.3	64.1	60.7	65.7	53.7	52.4	56.7
40 - 49	63.0	68.1	75.4	71.4	74.9	59.6	62.6	63.2
50 & Over	51.1	54.4	56.8	56.4	58.2	48.6	46.1	50.5
50 - 59	54.2	56.0	60.8	61.7	59.4	49.4	45.0	51.7
60 & Over	44.6	50.6	47.0	46.6	55.4	s	50.0	45.9
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	64.4	64.4	71.1	64.0	73.5	s	72.5	73.9
Secondary	63.9	67.0	67.5	60.0	74.2	s	55.6	67.1
Post-Secondary (Non-Tertiary)	62.0	64.3	67.1	67.4	s	s	60.6	82.5
Diploma & Professional Qualification	63.6	69.6	71.1	67.1	74.2	64.9	56.4	68.8
Degree	60.2	64.6	67.5	62.4	72.1	74.1	59.3	62.4
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	59.3	64.4	66.8	62.7	71.9	71.5	57.7	64.3
Clerical, Sales & Service Workers	66.4	69.9	73.4	69.6	80.3	75.0	67.3	75.8
Production & Transport Operators, Cleaners & Labourers	64.3	65.9	74.0	68.0	s	s	76.7	69.1

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

Notes :

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

## 6.1 JOB VACANCY

### JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

		In Thousands				
		2020	2021	2022	Sep	
					2022	2023
	<b>TOTAL</b>	<b>48.4</b>	<b>94.7</b>	<b>115.0</b>	<b>107.2</b>	<b>78.1</b>
	<b>INDUSTRY (SSIC 2020)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>5.5</b>	<b>12.8</b>	<b>13.5</b>	<b>12.1</b>	<b>6.7</b>
C10-12	Food, Beverages & Tobacco	0.8	1.4	1.6	1.4	1.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.3	1.0	0.8	0.5	0.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.5	0.8	1.0	1.0	0.7
C25,28	Fabricated Metal Products, Machinery & Equipment	1.0	3.4	4.0	4.1	1.4
C26	Electronic, Computer & Optical Products	1.6	2.8	2.6	2.2	0.7
C29-30	Transport Equipment	0.5	1.9	2.0	1.6	1.5
	Other Manufacturing Industries	0.9	1.6	1.3	1.2	0.7
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>2.7</b>	<b>10.6</b>	<b>10.3</b>	<b>8.3</b>	<b>5.9</b>
<b>G-U</b>	<b>SERVICES</b>	<b>39.9</b>	<b>70.6</b>	<b>90.6</b>	<b>86.2</b>	<b>64.9</b>
G46-47	WHOLESALE AND RETAIL TRADE	5.3	9.2	11.2	10.4	7.2
G46	Wholesale Trade	3.4	5.4	6.2	5.7	4.1
G47	Retail Trade	1.9	3.8	5.0	4.7	3.2
H49-53	TRANSPORTATION AND STORAGE	1.7	5.3	7.9	7.9	5.0
H49,5221	Land Transport & Supporting Services	0.4	1.2	1.6	1.8	1.0
H50,5222,5225	Water Transport & Supporting Services	0.4	1.1	1.4	1.4	0.6
H51,5223	Air Transport & Supporting Services	0.2	0.9	1.7	1.8	1.5
	Other Transportation & Storage Services	0.7	2.1	3.1	2.9	1.8
I55-56	ACCOMMODATION AND FOOD SERVICES	4.1	7.0	9.9	9.6	8.0
I55	Accommodation	0.7	1.2	1.9	1.7	1.7
I56	Food & Beverage Services	3.4	5.8	8.1	7.9	6.3
J58-63	INFORMATION AND COMMUNICATIONS	4.6	8.6	10.3	9.3	7.1
J58-61	Telecommunications, Broadcasting & Publishing	0.6	1.5	1.9	1.8	0.8
J62-63	IT & Other Information Services	4.0	7.1	8.4	7.5	6.3
K64-66	FINANCIAL AND INSURANCE SERVICES	4.3	8.2	10.2	9.3	5.1
K64 & 66 (excl.662)	Financial Services	3.8	7.6	9.4	8.4	4.6
K65 & 662	Insurance Services	0.5	0.6	0.8	0.9	0.5
L68	REAL ESTATE SERVICES	1.1	1.5	2.1	2.1	1.3
M69-75	PROFESSIONAL SERVICES	3.2	7.2	9.1	8.3	5.6
M69-70	Legal, Accounting & Management Services	2.2	4.4	5.3	5.0	3.1
M71	Architectural & Engineering Services	0.7	2.0	2.6	2.2	1.6
	Other Professional Services	0.4	0.8	1.2	1.1	0.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.0	6.2	7.6	6.9	6.2
N80	Security & Investigation	1.4	1.7	2.0	1.9	1.7
N81	Cleaning & Landscaping	1.3	2.1	2.4	2.3	2.2
	Other Administrative & Support Services	1.2	2.4	3.2	2.7	2.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.6	17.5	22.3	22.6	19.5
O84,P85	Public Administration & Education	6.3	9.2	10.2	10.3	9.0
Q86-88	Health & Social Services	4.0	5.6	7.8	7.8	7.2
R90-93	Arts, Entertainment & Recreation	0.6	1.1	2.2	2.4	1.4
S,T,U	Other Community, Social & Personal Services	0.7	1.5	2.1	2.2	2.0
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>0.3</b>	<b>0.7</b>	<b>0.7</b>	<b>0.6</b>	<b>0.6</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	28.2	51.4	63.7	60.0	44.7
	Clerical, Sales & Service Workers	9.7	17.1	24.3	23.4	18.8
	Production & Transport Operators, Cleaners & Labourers	10.4	26.3	27.0	23.8	14.7

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

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

Notes :

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

## 6.2 JOB VACANCY

### JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent				
					2020	2021	2022	Sep	
								2022	2023
<b>TOTAL</b>					<b>2.3</b>	<b>4.7</b>	<b>5.1</b>	<b>4.8</b>	<b>3.4</b>
<b>INDUSTRY (SSIC 2020)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>				<b>1.7</b>	<b>4.2</b>	<b>4.1</b>	<b>3.6</b>	<b>1.9</b>
C10-12	Food, Beverages & Tobacco				2.4	4.1	4.4	3.8	3.0
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.8	6.3	4.9	3.7	2.2
C19-21	Petroleum, Chemical & Pharmaceutical Products				1.6	2.8	3.4	3.2	2.3
C25,28	Fabricated Metal Products, Machinery & Equipment				1.3	4.4	4.7	4.7	1.6
C26	Electronic, Computer & Optical Products				2.2	4.7	4.1	3.2	1.0
C29-30	Transport Equipment				0.7	3.4	3.3	2.6	2.3
	Other Manufacturing Industries				2.3	4.7	3.7	3.4	2.0
<b>F41-43</b>	<b>CONSTRUCTION</b>				<b>1.0</b>	<b>4.3</b>	<b>3.5</b>	<b>2.8</b>	<b>1.8</b>
<b>G-U</b>	<b>SERVICES</b>				<b>2.7</b>	<b>4.9</b>	<b>5.6</b>	<b>5.5</b>	<b>4.1</b>
G46-47	WHOLESALE AND RETAIL TRADE				2.3	4.2	4.7	4.4	3.0
G46	Wholesale Trade				2.1	3.6	3.9	3.6	2.5
G47	Retail Trade				2.7	5.5	6.4	6.1	4.1
H49-53	TRANSPORTATION AND STORAGE				1.2	3.8	5.0	5.0	3.9
H49,5221	Land Transport & Supporting Services				1.0	3.2	4.4	4.6	3.5
H50,5222,5225	Water Transport & Supporting Services				1.4	3.8	4.3	4.2	2.4
H51,5223	Air Transport & Supporting Services				0.7	3.1	5.4	5.7	6.3
	Other Transportation & Storage Services				1.4	4.7	5.6	5.3	3.7
I55-56	ACCOMMODATION AND FOOD SERVICES				2.9	5.6	6.6	6.3	4.9
I55	Accommodation				3.4	6.8	9.9	8.9	7.9
I56	Food & Beverage Services				2.8	5.4	6.1	6.0	4.5
J58-63	INFORMATION AND COMMUNICATIONS				4.9	9.0	8.7	8.0	6.1
J58-61	Telecommunications, Broadcasting & Publishing				2.2	5.5	5.9	5.7	2.6
J62-63	IT & Other Information Services				6.0	10.3	9.8	8.8	7.3
K64-66	FINANCIAL AND INSURANCE SERVICES				2.9	5.1	5.6	6.0	2.9
K64 & 66 (excl.662)	Financial Services				2.9	5.3	5.8	6.2	2.9
K65 & 662	Insurance Services				2.6	3.1	4.1	4.2	2.8
L68	REAL ESTATE SERVICES				2.4	3.9	5.0	5.0	2.5
M69-75	PROFESSIONAL SERVICES				2.3	5.0	5.4	5.1	3.3
M69-70	Legal, Accounting & Management Services				2.7	5.4	6.0	5.8	3.5
M71	Architectural & Engineering Services				1.5	4.5	4.8	4.2	2.8
	Other Professional Services				2.2	4.4	4.8	4.6	3.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				2.7	4.4	4.8	4.5	4.2
N80	Security & Investigation				3.9	4.9	5.4	5.4	4.8
N81	Cleaning & Landscaping				1.8	3.2	3.4	3.4	3.2
	Other Administrative & Support Services				3.0	5.8	6.5	5.4	5.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				3.2	4.7	5.6	5.7	5.0
O84,P85	Public Administration & Education				3.3	4.8	5.4	5.4	4.8
Q86-88	Health & Social Services				3.7	5.0	5.9	5.9	5.7
R90-93	Arts, Entertainment & Recreation				1.8	3.6	6.6	7.0	4.4
S,T,U	Other Community, Social & Personal Services				1.9	3.9	4.8	4.9	4.4
<b>A,B,D,E</b>	<b>OTHERS*</b>				<b>1.6</b>	<b>3.4</b>	<b>3.2</b>	<b>2.6</b>	<b>3.0</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians				2.6	4.7	5.3	5.0	3.7
	Clerical, Sales & Service Workers				2.5	4.7	6.0	5.9	4.4
	Production & Transport Operators, Cleaners & Labourers				1.8	4.7	4.2	3.7	2.3

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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 2023

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
<b>TOTAL</b>	<b>78.1</b>	<b>3.4</b>	<b>44.7</b>	<b>3.7</b>	<b>18.8</b>	<b>4.4</b>	<b>14.7</b>	<b>2.3</b>
<b>C10-32 MANUFACTURING</b>	<b>6.7</b>	<b>1.9</b>	<b>3.5</b>	<b>2.1</b>	<b>0.8</b>	<b>2.3</b>	<b>2.4</b>	<b>1.6</b>
C10-12 Food, Beverages & Tobacco	1.2	3.0	0.3	2.6	0.4	3.7	0.5	2.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	2.2	0.2	2.9	-	-	0.1	1.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	2.3	0.6	2.6	-	-	0.1	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.6	0.8	2.0	0.1	1.8	0.5	1.3
C26 Electronic, Computer & Optical Products	0.7	1.0	0.5	1.1	-	-	0.2	0.7
C29-30 Transport Equipment	1.5	2.3	0.7	2.8	0.1	2.0	0.7	2.0
Other Manufacturing Industries	0.7	2.0	0.4	2.8	0.1	1.7	0.3	1.4
<b>F41-43 CONSTRUCTION</b>	<b>5.9</b>	<b>1.8</b>	<b>2.0</b>	<b>2.6</b>	<b>0.4</b>	<b>1.8</b>	<b>3.5</b>	<b>1.5</b>
<b>G-U SERVICES</b>	<b>64.9</b>	<b>4.1</b>	<b>38.7</b>	<b>4.1</b>	<b>17.6</b>	<b>4.8</b>	<b>8.6</b>	<b>3.3</b>
G46-47 WHOLESALE AND RETAIL TRADE	7.2	3.0	3.3	2.7	3.1	4.1	0.8	2.1
G46 Wholesale Trade	4.1	2.5	2.6	2.4	0.9	3.1	0.6	2.2
G47 Retail Trade	3.2	4.1	0.8	3.8	2.2	4.7	0.2	2.1
H49-53 TRANSPORTATION AND STORAGE	5.0	3.9	1.2	2.6	1.7	6.0	2.1	3.9
H49,5221 Land Transport & Supporting Services	1.0	3.5	0.2	3.1	0.1	3.3	0.7	3.6
H50,5222, 5225 Water Transport & Supporting Services	0.6	2.4	0.4	2.4	-	-	0.2	2.6
H51,5223 Air Transport & Supporting Services	1.5	6.3	0.2	2.8	1.3	8.4	0.1	3.6
Other Transportation & Storage Services	1.8	3.7	0.4	2.5	0.3	3.7	1.1	4.6
I55-56 ACCOMMODATION AND FOOD SERVICES	8.0	4.9	1.7	4.6	4.8	5.1	1.5	4.8
I55 Accommodation	1.7	7.9	0.5	5.8	0.8	10.3	0.4	7.7
I56 Food & Beverage Services	6.3	4.5	1.2	4.2	3.9	4.6	1.1	4.3
J58-63 INFORMATION AND COMMUNICATIONS	7.1	6.1	6.8	6.4	0.3	2.7	0.1	3.2
J58-61 Telecommunications, Broadcasting & Publishing	0.8	2.6	0.7	3.0	-	-	-	-
J62-63 IT & Other Information Services	6.3	7.3	6.0	7.5	0.2	5.6	0.1	3.4
K64-66 FINANCIAL AND INSURANCE SERVICES	5.1	2.9	4.8	3.1	0.2	1.5	0.1	2.6
K64 & 66 (excl.662) Financial Services	4.6	2.9	4.3	3.1	0.2	1.3	0.1	2.6
K65 & 662 Insurance Services	0.5	2.8	0.5	2.8	0.1	2.6	-	-
L68 REAL ESTATE SERVICES	1.3	2.5	0.7	2.5	0.3	3.2	0.2	1.8
M69-75 PROFESSIONAL SERVICES	5.6	3.3	4.7	3.6	0.5	3.4	0.3	1.4
M69-70 Legal, Accounting & Management Services	3.1	3.5	2.6	3.5	0.3	3.9	0.1	5.2
M71 Architectural & Engineering Services	1.6	2.8	1.4	3.9	0.1	2.2	0.2	0.9
Other Professional Services	0.9	3.6	0.8	3.8	0.1	3.7	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.2	4.2	1.5	5.0	2.1	4.9	2.6	3.5
N80 Security & Investigation	1.7	4.8	0.1	2.0	1.5	5.7	0.1	1.7
N81 Cleaning & Landscaping	2.2	3.2	0.1	1.9	0.1	1.3	2.0	3.6
Other Administrative & Support Services	2.2	5.6	1.3	6.4	0.5	5.2	0.4	4.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	19.5	5.0	14.1	4.8	4.5	6.1	0.9	4.0
O84,P85 Public Administration & Education	9.0	4.8	7.9	4.5	1.0	10.2	0.1	2.6
Q86-88 Health & Social Services	7.2	5.7	4.7	5.4	2.0	6.3	0.5	7.6
R90-93 Arts, Entertainment & Recreation	1.4	4.4	0.6	4.1	0.8	5.3	0.1	1.8
S,T,U Other Community, Social & Personal Services	2.0	4.4	1.0	5.5	0.8	4.2	0.2	2.5
<b>A,B,D,E OTHERS*</b>	<b>0.6</b>	<b>3.0</b>	<b>0.4</b>	<b>3.2</b>	<b>-</b>	<b>-</b>	<b>0.2</b>	<b>2.8</b>

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

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

- : nil or negligible

Notes :

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

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

## 7.1 LABOUR TURNOVER

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

Per Cent

	2020	2021	2022	3Q	
				2022	2023
<b>TOTAL</b>	<b>1.6</b>	<b>2.1</b>	<b>2.6</b>	<b>2.7</b>	<b>2.3</b>
<b>INDUSTRY (SSIC 2020)</b>					
<b>C10-32 MANUFACTURING</b>	<b>1.1</b>	<b>1.8</b>	<b>2.3</b>	<b>2.5</b>	<b>1.8</b>
C10-12 Food, Beverages & Tobacco	2.2	2.8	3.0	3.1	3.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.4	2.7	2.0	2.1	2.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	1.3	1.5	1.7	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.0	2.2	2.3	2.5	1.7
C26 Electronic, Computer & Optical Products	1.0	1.7	2.4	2.7	1.0
C29-30 Transport Equipment	0.6	1.0	2.0	2.3	1.9
Other Manufacturing Industries	1.2	2.0	2.4	2.6	2.1
<b>F41-43 CONSTRUCTION</b>	<b>1.0</b>	<b>1.5</b>	<b>3.0</b>	<b>3.0</b>	<b>2.6</b>
<b>G-U SERVICES</b>	<b>1.8</b>	<b>2.2</b>	<b>2.6</b>	<b>2.8</b>	<b>2.3</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>1.8</b>	<b>2.2</b>	<b>2.6</b>	<b>2.7</b>	<b>1.9</b>
G46 Wholesale Trade	1.5	1.8	2.1	2.2	1.5
G47 Retail Trade	2.6	3.0	3.8	3.8	2.9
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>1.1</b>	<b>1.7</b>	<b>2.4</b>	<b>2.6</b>	<b>2.0</b>
H49,5221 Land Transport & Supporting Services	1.2	1.4	2.1	2.1	1.5
H50,5222, 5225 Water Transport & Supporting Services	1.0	1.5	1.7	2.0	1.8
H51,5223 Air Transport & Supporting Services	0.4	1.1	2.8	3.1	2.9
Other Transportation & Storage Services	1.5	2.5	2.8	3.0	2.1
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>3.2</b>	<b>3.4</b>	<b>3.9</b>	<b>4.2</b>	<b>3.5</b>
I55 Accommodation	1.1	2.5	4.4	6.1	3.0
I56 Food & Beverage Services	3.6	3.6	3.9	3.9	3.6
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.1</b>	<b>2.8</b>	<b>3.1</b>	<b>3.2</b>	<b>2.1</b>
J58-61 Telecommunications, Broadcasting & Publishing	1.4	2.0	2.2	2.2	1.6
J62-63 IT & Other Information Services	2.5	3.2	3.5	3.6	2.3
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>1.3</b>	<b>1.8</b>	<b>2.1</b>	<b>2.5</b>	<b>1.8</b>
K64 & 66 (excl.662) Financial Services	1.3	1.7	2.1	2.4	1.8
K65 & 662 Insurance Services	1.8	1.9	2.3	2.7	2.2
<b>L68 REAL ESTATE SERVICES</b>	<b>1.8</b>	<b>2.3</b>	<b>2.5</b>	<b>2.7</b>	<b>2.4</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>1.6</b>	<b>2.3</b>	<b>2.5</b>	<b>2.6</b>	<b>2.4</b>
M69-70 Legal, Accounting & Management Services	1.8	2.4	2.4	2.6	2.3
M71 Architectural & Engineering Services	1.2	2.1	2.8	2.7	2.6
Other Professional Services	1.5	2.3	2.1	2.5	2.0
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>3.3</b>	<b>3.6</b>	<b>4.1</b>	<b>4.3</b>	<b>3.5</b>
N80 Security & Investigation	3.8	3.7	3.9	3.7	4.1
N81 Cleaning & Landscaping	3.3	3.3	3.9	4.1	3.1
Other Administrative & Support Services	2.8	4.1	4.7	5.0	3.6
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.2</b>	<b>1.4</b>	<b>1.6</b>	<b>1.8</b>	<b>1.9</b>
O84,P85 Public Administration & Education	1.1	1.1	1.1	1.2	1.5
Q86-88 Health & Social Services	1.6	1.7	2.0	2.1	2.5
R90-93 Arts, Entertainment & Recreation	1.1	1.4	2.4	3.1	2.0
S,T,U Other Community, Social & Personal Services	1.3	1.9	2.3	2.8	2.2
<b>A,B,D,E OTHERS*</b>	<b>1.1</b>	<b>1.6</b>	<b>1.7</b>	<b>1.7</b>	<b>2.0</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	1.3	1.7	2.0	2.1	1.8
Clerical, Sales & Service Workers	2.4	2.9	3.5	3.7	3.2
Production & Transport Operators, Cleaners & Labourers	1.6	2.2	3.2	3.3	2.5

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

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

Notes :

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



## 7.2 LABOUR TURNOVER

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

		Per Cent				
		2020	2021	2022	3Q	
					2022	2023
	<b>TOTAL</b>	<b>1.5</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.4</b>
	<b>INDUSTRY (SSIC 2020)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1.2</b>	<b>1.5</b>	<b>1.5</b>	<b>1.5</b>	<b>1.3</b>
C10-12	Food, Beverages & Tobacco	2.3	2.5	2.1	2.2	1.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.7	1.9	1.5	1.6	1.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.7	1.1	1.1	1.2	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment	1.2	1.5	1.5	1.5	1.3
C26	Electronic, Computer & Optical Products	1.0	1.6	1.5	1.5	1.2
C29-30	Transport Equipment	1.1	1.2	1.2	1.3	1.1
	Other Manufacturing Industries	1.2	1.5	1.4	1.4	1.3
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>1.4</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>1.2</b>
<b>G-U</b>	<b>SERVICES</b>	<b>1.6</b>	<b>1.8</b>	<b>1.8</b>	<b>1.9</b>	<b>1.5</b>
G46-47	WHOLESALE AND RETAIL TRADE	1.7	1.8	1.8	1.8	1.4
G46	Wholesale Trade	1.4	1.4	1.4	1.5	1.1
G47	Retail Trade	2.3	2.5	2.4	2.4	2.0
H49-53	TRANSPORTATION AND STORAGE	1.1	1.4	1.5	1.7	1.3
H49,5221	Land Transport & Supporting Services	1.0	1.2	1.3	1.3	1.0
H50,5222, 5225	Water Transport & Supporting Services	0.8	1.1	1.0	1.1	1.2
H51,5223	Air Transport & Supporting Services	0.8	1.1	1.3	1.5	1.0
	Other Transportation & Storage Services	1.5	2.0	2.0	2.3	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES	3.5	3.2	3.0	3.0	2.5
I55	Accommodation	2.1	3.0	3.3	3.8	2.0
I56	Food & Beverage Services	3.7	3.3	2.9	2.8	2.6
J58-63	INFORMATION AND COMMUNICATIONS	1.5	2.0	2.1	2.1	1.6
J58-61	Telecommunications, Broadcasting & Publishing	1.2	1.5	1.9	1.7	1.3
J62-63	IT & Other Information Services	1.7	2.3	2.2	2.3	1.7
K64-66	FINANCIAL AND INSURANCE SERVICES	0.9	1.3	1.4	1.7	1.1
K64 & 66 (excl.662)	Financial Services	0.8	1.3	1.4	1.6	1.0
K65 & 662	Insurance Services	1.2	1.6	1.8	2.0	1.6
L68	REAL ESTATE SERVICES	1.6	2.1	1.9	2.0	1.3
M69-75	PROFESSIONAL SERVICES	1.3	1.7	1.6	1.6	1.4
M69-70	Legal, Accounting & Management Services	1.4	1.8	1.7	1.7	1.4
M71	Architectural & Engineering Services	1.3	1.5	1.4	1.5	1.4
	Other Professional Services	1.1	1.7	1.5	1.6	1.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.1	3.1	3.1	3.3	2.7
N80	Security & Investigation	3.4	3.6	3.2	3.8	2.6
N81	Cleaning & Landscaping	3.4	3.1	3.2	3.0	3.0
	Other Administrative & Support Services	2.3	2.6	2.9	3.2	2.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.9	1.1	1.2	1.2	1.1
O84,P85	Public Administration & Education	0.6	0.8	0.8	0.9	0.8
Q86-88	Health & Social Services	1.0	1.2	1.4	1.5	1.4
R90-93	Arts, Entertainment & Recreation	1.5	1.5	1.5	1.6	1.2
S,T,U	Other Community, Social & Personal Services	1.6	1.6	1.6	1.6	1.2
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>0.9</b>	<b>1.1</b>	<b>1.2</b>	<b>1.3</b>	<b>1.3</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	1.0	1.3	1.4	1.4	1.1
	Clerical, Sales & Service Workers	2.4	2.5	2.5	2.6	2.1
	Production & Transport Operators, Cleaners & Labourers	1.9	1.9	1.8	1.8	1.6

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

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

Notes :

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

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

## 7.3 LABOUR TURNOVER

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

Per Cent

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>2.3</b>	<b>1.4</b>	<b>1.8</b>	<b>1.1</b>	<b>3.2</b>	<b>2.1</b>	<b>2.5</b>	<b>1.6</b>
<b>C10-32 MANUFACTURING</b>	<b>1.8</b>	<b>1.3</b>	<b>1.4</b>	<b>1.0</b>	<b>2.9</b>	<b>1.4</b>	<b>2.0</b>	<b>1.5</b>
C10-12 Food, Beverages & Tobacco	3.3	1.8	1.9	1.3	3.7	1.9	3.8	2.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.1	1.3	0.9	3.6	0.6	2.3	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.3	0.8	1.3	0.7	1.8	1.0	1.1	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.7	1.3	1.4	1.2	3.0	1.4	1.8	1.5
C26 Electronic, Computer & Optical Products	1.0	1.2	1.0	1.0	0.5	0.5	1.2	1.7
C29-30 Transport Equipment	1.9	1.1	1.8	0.9	2.4	1.2	1.8	1.3
Other Manufacturing Industries	2.1	1.3	1.5	1.1	3.1	1.6	2.3	1.4
<b>F41-43 CONSTRUCTION</b>	<b>2.6</b>	<b>1.2</b>	<b>2.4</b>	<b>1.2</b>	<b>2.9</b>	<b>1.2</b>	<b>2.7</b>	<b>1.2</b>
<b>G-U SERVICES</b>	<b>2.3</b>	<b>1.5</b>	<b>1.8</b>	<b>1.2</b>	<b>3.3</b>	<b>2.2</b>	<b>2.7</b>	<b>1.9</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.9	1.4	1.4	1.0	2.9	2.1	1.9	1.2
G46 Wholesale Trade	1.5	1.1	1.3	1.0	2.3	1.6	1.3	1.1
G47 Retail Trade	2.9	2.0	1.9	1.4	3.2	2.3	3.5	1.7
H49-53 TRANSPORTATION AND STORAGE	2.0	1.3	1.7	1.2	2.8	1.3	1.9	1.4
H49,5221 Land Transport & Supporting Services	1.5	1.0	1.4	0.8	2.2	1.6	1.4	0.9
H50,5222,5225 Water Transport & Supporting Services	1.8	1.2	2.3	1.3	1.6	1.4	1.0	0.9
H51,5223 Air Transport & Supporting Services	2.9	1.0	1.6	0.5	3.3	0.9	4.6	2.9
Other Transportation & Storage Services	2.1	1.7	1.5	1.4	2.5	1.8	2.4	1.8
I55-56 ACCOMMODATION AND FOOD SERVICES	3.5	2.5	2.8	1.6	4.0	3.1	3.0	2.0
I55 Accommodation	3.0	2.0	2.5	1.8	3.2	2.2	3.7	2.1
I56 Food & Beverage Services	3.6	2.6	2.8	1.6	4.1	3.2	2.9	1.9
J58-63 INFORMATION AND COMMUNICATIONS	2.1	1.6	2.0	1.5	2.5	1.8	2.1	2.3
J58-61 Telecommunications, Broadcasting & Publishing	1.6	1.3	1.4	1.3	2.3	1.4	1.8	1.1
J62-63 IT & Other Information Services	2.3	1.7	2.2	1.6	2.9	2.4	2.2	2.8
K64-66 FINANCIAL AND INSURANCE SERVICES	1.8	1.1	1.7	1.1	2.5	1.1	2.6	1.4
K64 & 66 (excl.662) Financial Services	1.8	1.0	1.7	1.1	2.4	0.9	2.6	1.4
K65 & 662 Insurance Services	2.2	1.6	2.0	1.5	3.5	2.0	-	-
L68 REAL ESTATE SERVICES	2.4	1.3	1.6	1.0	1.9	1.5	4.5	1.9
M69-75 PROFESSIONAL SERVICES	2.4	1.4	2.2	1.3	3.0	1.4	3.2	1.6
M69-70 Legal, Accounting & Management Services	2.3	1.4	2.3	1.3	2.9	1.4	3.2	2.4
M71 Architectural & Engineering Services	2.6	1.4	2.0	1.3	3.6	1.4	3.4	1.5
Other Professional Services	2.0	1.3	2.1	1.3	1.6	1.4	1.9	1.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.5	2.7	2.5	1.8	4.4	3.0	3.3	2.9
N80 Security & Investigation	4.1	2.6	1.8	1.4	4.7	3.1	2.4	1.1
N81 Cleaning & Landscaping	3.1	3.0	1.5	1.1	2.1	2.2	3.5	3.3
Other Administrative & Support Services	3.6	2.4	3.0	2.1	5.1	3.6	3.2	1.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.9	1.1	1.7	0.9	2.8	1.6	1.7	0.9
O84,P85 Public Administration & Education	1.5	0.8	1.4	0.7	3.7	2.0	1.2	0.8
Q86-88 Health & Social Services	2.5	1.4	2.4	1.3	2.9	1.7	2.1	1.1
R90-93 Arts, Entertainment & Recreation	2.0	1.2	1.5	1.0	2.2	1.4	3.0	1.1
S,T,U Other Community, Social & Personal Services	2.2	1.2	2.0	1.2	2.8	1.4	1.1	0.7
<b>A,B,D,E OTHERS*</b>	<b>2.0</b>	<b>1.3</b>	<b>1.7</b>	<b>0.8</b>	<b>3.7</b>	<b>0.7</b>	<b>2.1</b>	<b>2.2</b>

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

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

- : nil or negligible

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

## 8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2020)		Hours								
		2020	2021	2022	2022		2023			
					Sep	Dec	Mar	Jun	Sep	
<b>TOTAL</b>		<b>44.0</b>	<b>44.2</b>	<b>44.1</b>	<b>44.0</b>	<b>44.2</b>	<b>43.7</b>	<b>43.4</b>	<b>43.7</b>	
<b>C10-32 MANUFACTURING</b>		<b>46.9</b>	<b>47.8</b>	<b>47.5</b>	<b>47.2</b>	<b>48.0</b>	<b>46.9</b>	<b>46.6</b>	<b>46.6</b>	
C10-12	Food, Beverages & Tobacco	45.4	45.8	44.6	45.0	44.2	44.3	44.8	44.5	
C17,18,22	Paper / Rubber / Plastic Products & Printing	47.4	48.6	48.3	47.6	48.3	46.8	46.7	45.6	
C19-21	Petroleum, Chemical & Pharmaceutical Products	43.7	44.2	44.4	43.9	45.9	43.0	43.1	43.3	
C25,28	Fabricated Metal Products, Machinery & Equipment	48.1	49.5	49.0	48.7	48.9	49.5	47.3	48.5	
C26	Electronic, Computer & Optical Products	46.7	47.7	47.4	46.6	49.3	45.9	45.8	45.8	
C29-30	Transport Equipment	47.7	48.8	49.0	48.7	49.4	48.9	49.5	48.3	
	Other Manufacturing Industries	46.9	47.7	46.6	46.5	46.8	45.8	46.3	47.2	
<b>F41-43 CONSTRUCTION</b>		<b>48.1</b>	<b>49.8</b>	<b>49.9</b>	<b>49.7</b>	<b>50.3</b>	<b>49.2</b>	<b>48.5</b>	<b>48.2</b>	
<b>G-U SERVICES</b>		<b>42.5</b>	<b>42.5</b>	<b>42.3</b>	<b>42.3</b>	<b>42.1</b>	<b>41.9</b>	<b>41.6</b>	<b>42.0</b>	
G46-47	WHOLESALE AND RETAIL TRADE	42.7	42.4	42.2	42.2	42.3	41.9	40.8	41.7	
G46	Wholesale Trade	43.1	42.7	42.4	42.5	42.5	42.2	41.9	42.0	
G47	Retail Trade	41.9	41.7	41.7	41.6	41.9	41.3	39.2	41.2	
H49-53	TRANSPORTATION AND STORAGE	45.1	45.4	45.2	45.3	44.8	44.3	44.3	44.6	
H49,5221	Land Transport & Supporting Services	46.6	46.7	46.7	47.0	47.2	47.3	47.4	47.7	
H50,5222,5225	Water Transport & Supporting Services	44.4	45.1	44.5	44.8	44.5	44.4	41.7	42.1	
H51,5223	Air Transport & Supporting Services	42.6	43.0	42.9	42.7	42.7	40.6	42.4	41.6	
	Other Transportation & Storage Services	45.7	46.0	45.8	45.8	44.5	44.3	44.9	45.6	
I55-56	ACCOMMODATION AND FOOD SERVICES	40.9	40.5	40.4	40.6	39.8	40.4	39.9	40.5	
I55	Accommodation	44.2	44.7	45.1	44.9	45.2	45.5	45.5	44.3	
I56	Food & Beverage Services	40.4	39.7	39.7	40.0	39.1	39.7	38.9	40.0	
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.4	40.9	41.1	40.4	40.2	40.7	40.8	
J58-61	Telecommunications, Broadcasting & Publishing	42.0	41.3	40.5	40.5	39.8	39.3	40.5	40.9	
J62-63	IT & Other Information Services	41.2	41.5	41.1	41.3	40.7	40.5	40.7	40.7	
K64-66	FINANCIAL AND INSURANCE SERVICES	41.3	41.7	41.3	41.2	41.0	40.7	40.8	40.7	
K64 & 66 (excl.662)	Financial Services	41.5	41.9	41.4	41.3	41.1	40.7	41.0	40.8	
K65 & 662	Insurance Services	40.2	40.2	40.4	40.5	40.2	40.2	39.5	39.7	
L68	REAL ESTATE SERVICES	43.6	43.4	43.2	42.8	43.3	43.5	43.4	42.9	
M69-75	PROFESSIONAL SERVICES	42.4	42.4	42.6	42.2	43.0	42.7	42.3	42.4	
M69-70	Legal, Accounting & Management Services	40.9	40.9	40.8	40.7	40.7	41.0	40.4	40.8	
M71	Architectural & Engineering Services	44.9	45.3	46.2	45.3	47.1	46.3	45.5	45.7	
	Other Professional Services	42.4	42.0	41.4	41.1	41.7	40.9	42.7	40.9	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	45.3	44.8	43.6	43.2	43.4	43.2	42.8	44.3	
N80	Security & Investigation	49.6	47.9	46.6	46.9	46.7	46.7	46.1	45.5	
N81	Cleaning & Landscaping	43.9	44.4	44.6	44.9	45.2	44.2	43.7	43.9	
	Other Administrative & Support Services	44.0	42.8	39.8	38.4	38.4	38.7	38.5	44.1	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.7	41.7	41.8	41.9	41.8	41.4	41.7	41.8	
O84,P85	Public Administration & Education	41.4	41.4	41.3	41.3	41.3	41.4	41.5	41.4	
Q86-88	Health & Social Services	42.0	42.1	42.3	42.3	42.4	42.2	41.9	42.0	
R90-93	Arts, Entertainment & Recreation	43.3	42.8	43.7	44.3	43.8	39.9	44.0	44.7	
S,T,U	Other Community, Social & Personal Services	41.3	40.5	41.1	41.8	40.7	40.1	39.9	40.8	
<b>A,B,D,E OTHERS*</b>		<b>45.0</b>	<b>45.2</b>	<b>45.1</b>	<b>45.1</b>	<b>45.3</b>	<b>44.1</b>	<b>44.5</b>	<b>44.1</b>	

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

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

Notes :

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

## 8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

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

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

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

- : nil or negligible

Notes :

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

## Explanatory Notes

### Unemployment

#### Source

Labour Force Survey

#### Coverage

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

#### Concepts and Definitions

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

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

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

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

#### Uses and Limitations

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

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

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

---

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

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

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

### **Release Schedule**

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

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

### **Data Quality**

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

### **Seasonal Adjustment**

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

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

### **Revisions**

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

## **Employment**

### **Source**

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

## Coverage

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

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

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

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

## Concepts and Definitions

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

## Uses and Limitations

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

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

## Retrenchment

### Source

Labour Market Survey

### Coverage

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

## Concepts and Definitions

**Retrenchment** refers to

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

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

## Uses and Limitations

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

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

## Re-entry into Employment

### Source

Labour Market Survey and derived based on data from administrative records

### Coverage

Information on retrenched resident workers is obtained from the Labour Market Survey. Before 2007, data 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 who were terminated prematurely due to redundancy. The status of re-entry into employment of these workers is tracked using administrative records. Hence, it does not capture retrenched workers who went into self or informal employment or underwent training while looking for a job.

## Concepts and Definitions

**Re-entry rate** is defined as the proportion of retrenched residents who re-entered employment. Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment. For example, the re-entry rate for the first quarter of 2022 shows the proportion of residents retrenched in the third quarter of 2021 who had re-entered employment six months after retrenchment. Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment. For example, the 2022 re-entry rate pertains to residents retrenched from 3Q 2021 to 2Q 2022, who had re-entered employment by 2022 (six months after retrenchment).

Residents refer to Singapore Citizens and Permanent Residents.

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



## Uses and Limitations

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

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

## Job Vacancy

### Source

Labour Market Survey

### Coverage

Before 2006, the survey 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
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Sep 23	66,500	2,500	3.7%	61,700	71,300
Resident Unemployment Rate	Sep 23	2.8%	0.10%-pt	3.6%	2.6%	3.0%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	3Q 23	2.3%	0.04%-pt	1.7%	2.2%	2.3%
Average Monthly Resignation Rate	3Q 23	1.4%	0.01%-pt	1.0%	1.4%	1.5%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 23	2.3	0.03	1.5%	2.2	2.4

Note: Data are non-seasonally adjusted.

# OTHER RELEASES



## UPCOMING ...

Labour Force In Singapore 2023	25 - 31 Jan 2024*
Labour Market Advance Release 2023	30 - 31 Jan 2024*

## PAST ...

Labour Market Report Third Quarter 2023	14 Dec 2023
Labour Force In Singapore Advance Release 2023	30 Nov 2023
Labour Market Advance Release Third Quarter 2023	26 Oct 2023
Labour Market Report Second Quarter 2023	14 Sep 2023
Fair Employment Practices 2022	31 Jul 2023
Labour Market Advance Release Second Quarter 2023	27 Jul 2023
Singapore Yearbook Of Manpower Statistics 2023	30 Jun 2023
Labour Market Report First Quarter 2023	15 Jun 2023
Report On Wage Practices 2022	29 May 2023
Conditions Of Employment 2022	11 May 2023

---

More releases are available online @ <https://stats.mom.gov.sg>  
You may also subscribe to our email alert for the latest releases



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

## FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT THIRD QUARTER 2023

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

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

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

---

---

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

Too detailed       Just right       Too brief

4. Overall, how would you rate this publication?

	Excellent	Good	Average	Poor
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. What additional information (if any) would you like us to include in our future issues?

---

---

6. Any other comments or suggestions you wish to bring to our attention?

---

---

***Thank you for your valuable feedback***

Name : \_\_\_\_\_ Designation : \_\_\_\_\_

Name and address of organisation : \_\_\_\_\_

\_\_\_\_\_

Please return the above to :

Director  
Manpower Research and Statistics Department  
Ministry of Manpower  
18 Havelock Road #05-01  
Singapore 059764  
Republic of Singapore  
Fax : 6317 1804  
Email : mom\_rsd@mom.gov.sg