

Labour Market Report Third Quarter 2024



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

COPYRIGHT NOTICE

LABOUR MARKET REPORT THIRD QUARTER 2024

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

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 1973 (2020 Revised Edition). 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.

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

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

CONTENTS

ii

Notations and Abbreviations

iii

Infographics

1

Labour Market Report Third Quarter 2024

Executive Summary	1
Employment	2
Unemployment	4
Retrenchment	10
Short Work-week Or Temporary Layoff	13
Re-entry into Employment	14
Job Vacancy	16
Labour Turnover	18
Hours Worked	19

A1

Statistical Updates

Employment	A1
Unemployment	A2
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
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals, Managers, Executives & Technicians
SSIC	: Singapore Standard Industrial Classification

Revisions

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

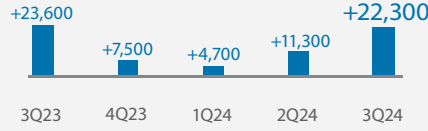
Labour Market Report Third Quarter 2024

Employment

The labour market performed well in 3Q 2024, as economic growth picked up pace and has become more broad-based

Total employment growth nearly doubled in 3Q 2024

Employment change (excluded MDW)



Employment level (excluded MDW)



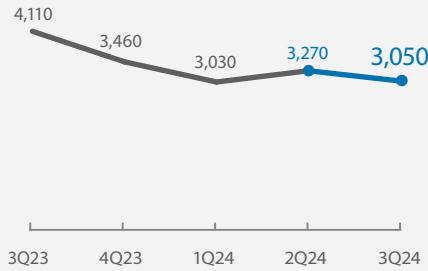
3,736,900
Sep 2024

Employment data excludes migrant domestic workers (MDW)

Retrenchment

The number of retrenchments declined in 3Q 2024

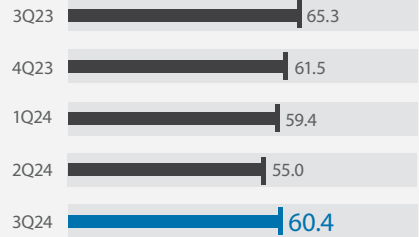
Retrenched employees



Re-entry into Employment

The resident rate of re-entry into employment within 6 months post-retrenchment increased in 3Q 2024

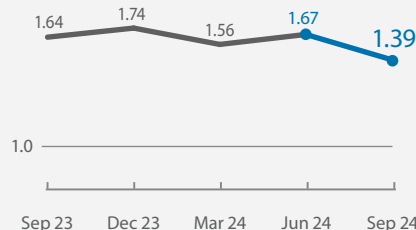
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

The number of job vacancies declined in September 2024, trending towards the pre-pandemic levels

Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

Both the recruitment and resignation rates stayed at 1.9% and 1.3% respectively in 3Q 2024

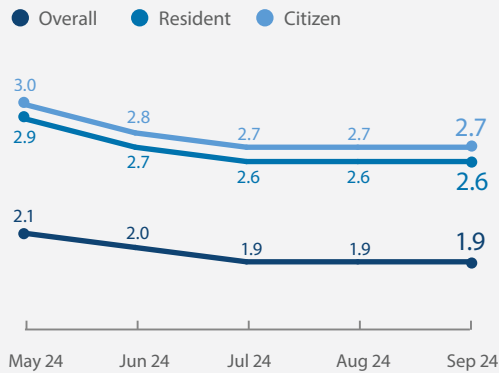
Average monthly recruitment and resignation rates (%), seasonally adjusted



Unemployment

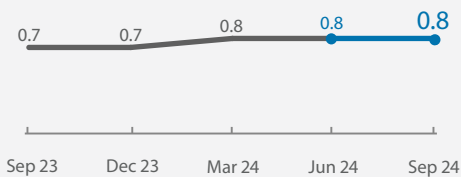
Unemployment rates continued to stay low

Unemployment rate (%), seasonally adjusted



The resident long-term unemployment rate held steady and remained low in September 2024

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



Short Work-Week Or Temporary Layoff

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



460
2Q 2024 480
3Q 2024

Labour Market Report Third Quarter 2024

Executive Summary

- The labour market continued to expand in 3Q 2024, reflecting on-going economic growth.¹ Total employment grew by 22,300 in 3Q 2024, nearly double the increase of 11,300 in the previous quarter, with both resident (4,000) and non-resident employment (18,200) rising.²
- Resident employment grew in outward-oriented sectors such as *Information & Communications*, *Professional Services* and *Financial Services*. This was partly due to a shift in resident employment away from domestic-focused sectors such as *Retail Trade* and *Food & Beverage Services*. Non-resident employment also increased, primarily driven by the hiring of Work Permit (WP) holders in *Construction* and *Manufacturing*.
- In September 2024, unemployment rates remained low, with the overall rate at 1.9%, resident rate at 2.6% and citizen rate at 2.7%. The number of retrenchments also stayed low, and the re-entry rate (6 months post-retrenchment) of retrenched residents improved to 60.4% in 3Q 2024, up from 55.0% in 2Q 2024.
- Although labour demand showed a decline, with job vacancies falling to 63,400 in September 2024 from 81,200 in June 2024, the labour market remained tight with more job openings than unemployed persons (1.39 job vacancies for every unemployed person in September 2024). The upcoming year-end festivities is expected to give a further boost to labour demand.
- Looking ahead, the Ministry of Manpower (MOM) expects the labour market in 2024 to outperform 2023, with continued growth in employment and real wages as the economy expands and inflation moderates. While the labour market will likely remain tight with low unemployment, this tightness is expected to ease gradually as more job vacancies are filled. The number of job vacancies and the job vacancies to unemployed persons ratio are expected to adjust towards pre-pandemic levels over time.

¹ The Ministry of Trade and Industry (MTI)'s Economic Survey of Singapore 3Q 2024 reported that the Singapore economy expanded by 5.4% on a year-on-year basis in 3Q 2024, extending the 3.0% growth in 2Q 2024. On a quarter-on-quarter seasonally-adjusted basis, the economy expanded by 3.2%, faster than the 0.5% growth in the previous quarter.

² Employment data in this report excludes migrant domestic workers (MDW). They are rounded to hundreds and may not sum in some instances due to rounding.

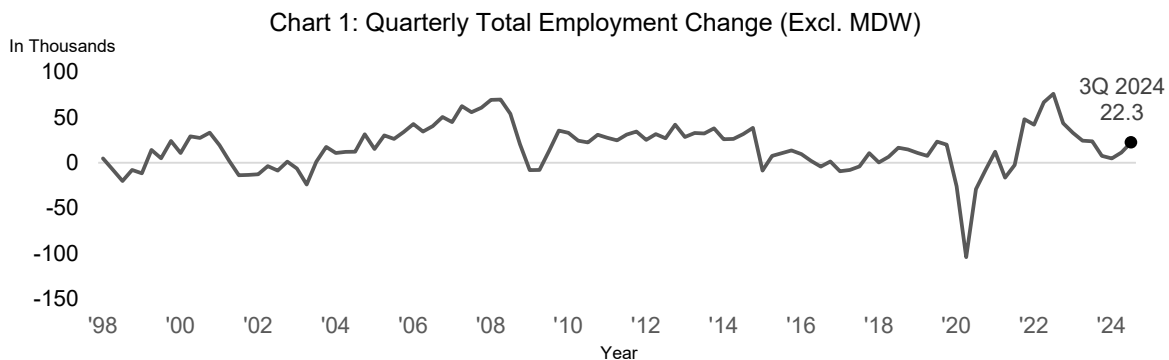
Employment

Total employment grew by 22,300 in 3Q 2024, nearly double the increase of 11,300 in the previous quarter [Chart 1], with both the resident and non-resident employment rising.

Resident employment grew in outward-oriented sectors such as *Information & Communications*, *Professional Services* and *Financial Services*.³ This was partly due to a shift in resident employment away from domestic-focused sectors such as *Retail Trade* and *Food & Beverage Services*.⁴

Non-resident employment also increased, primarily driven by the hiring of Work Permit (WP) holders in *Construction* and *Manufacturing*. There are generally not enough resident workers to fill these jobs in these sectors which comprise mostly blue-collar jobs (e.g. construction labourers). Employment among higher-skilled pass types (i.e. S Pass and Employment Pass (EP) holders) grew modestly in 3Q 2024 after declines in the previous quarters, as employers adjust their workforces post-pandemic as well as adapt to policy changes such as COMPASS and higher qualifying salaries to improve the quality of the foreign workforce.

Employment number of S Pass holders rose in 3Q 2024, after declining for the past two quarters. *Financial Services* and *Health & Social Services* saw additions in employment for S Pass holders, for jobs with sought-after skills like nursing. EP holders remained steady in 3Q 2024 after declines in 1H 2024.



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.

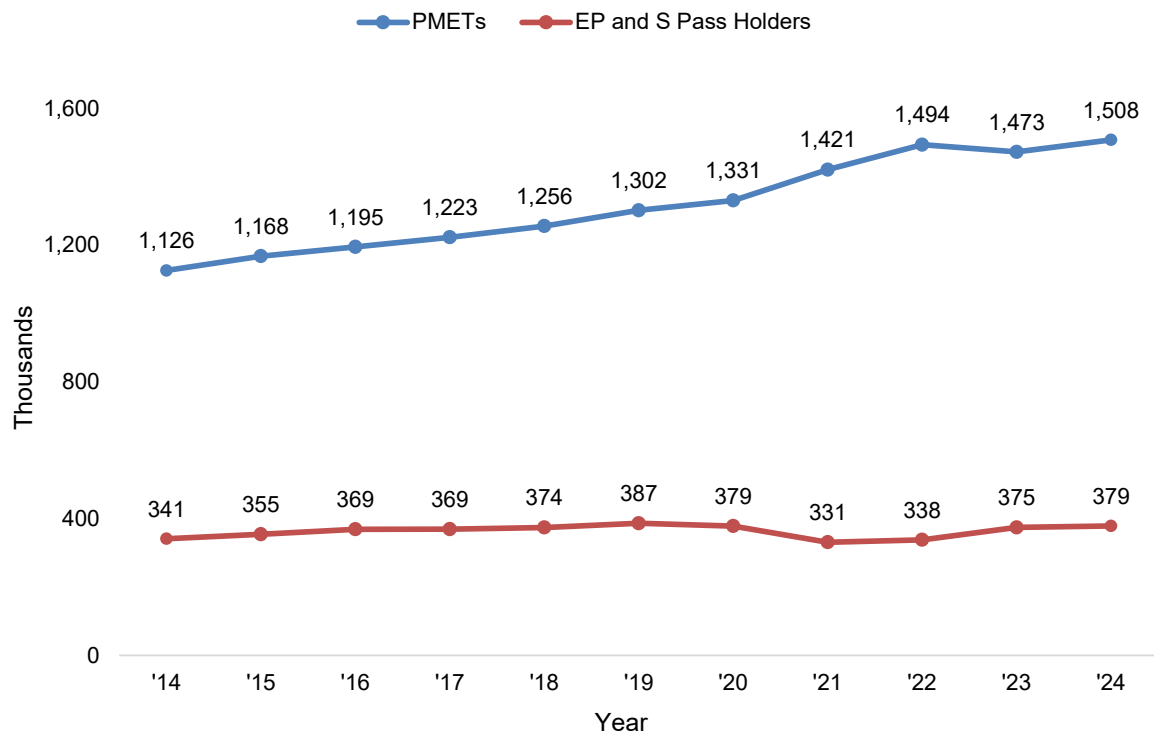
³ Resident employment growth in 3Q 2024 (4,000) rebounded from 2Q 2024 (-600) when domestic-oriented sectors saw seasonal declines.

⁴ Employment in these sectors is expected to pick up in 4Q 2024 as businesses typically hire temporary help in preparation for year-end festivities.

In the longer-term, we should expect resident employment growth to moderate given Singapore's high labour force participation rate⁵ and slowing resident workforce growth. Hence, complementing our local workforce with skilled foreign workers is essential to sustain Singapore's economic competitiveness and growth, so as to create more opportunities for locals.

Over the past decade, for every 1 increase in higher-skilled non-resident worker (i.e., S Pass or EP holders), 10 PMET jobs were created for Singapore residents. The number of resident PMET (Professionals, Managers, Executives & Technicians) employment grew by 382,000, while the number of EP and S Pass holders grew by 38,000 [Chart 2]. This was also the case in sectors that hire the most EP holders – *Financial and Insurance Services, Professional Services, and Information & Communications*. Over the past decade, EP and S Pass holders in these sectors increased by 17,000, while resident PMET employment increased by 172,000.

Chart 2: Employment Level of Resident PMETs, EP and S Pass holders, June

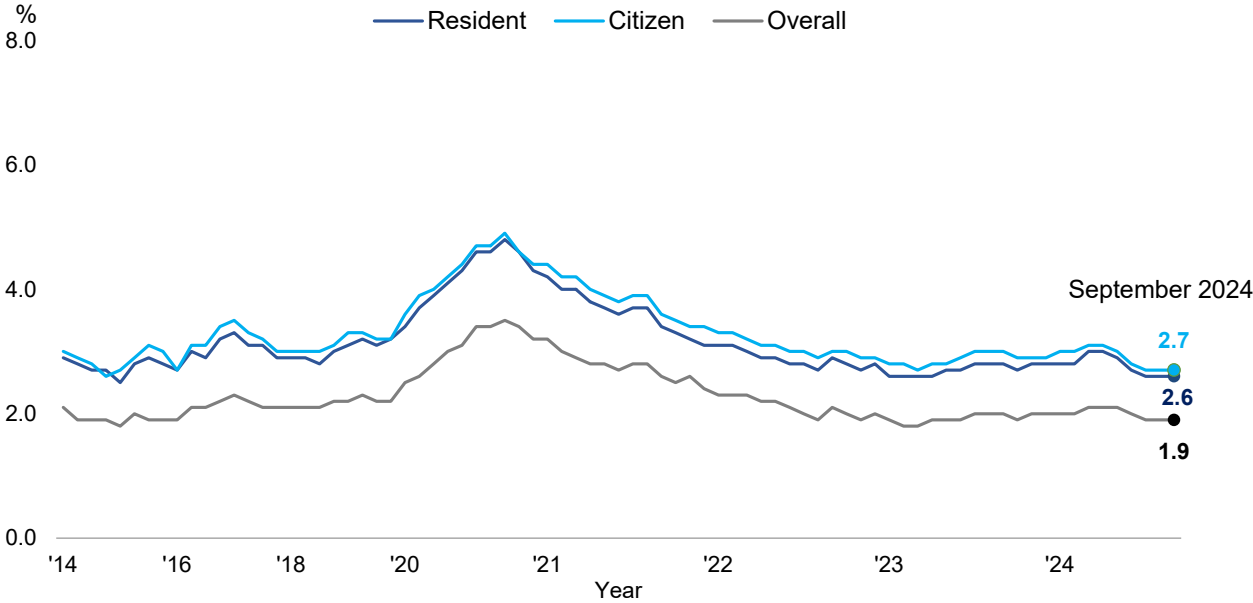


⁵ In 2024, our labour force participation rate for residents aged 15 and over was 68.2%. Singapore ranks favourably when compared against other cities in high-income countries that also have ageing populations (3rd).

Unemployment

In September 2024, unemployment rates remained low, with the overall rate at 1.9%, resident rate at 2.6% and citizen rate at 2.7% [Chart 3].^{6, 7, 8}

Chart 3: Unemployment Rate (Seasonally Adjusted)



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

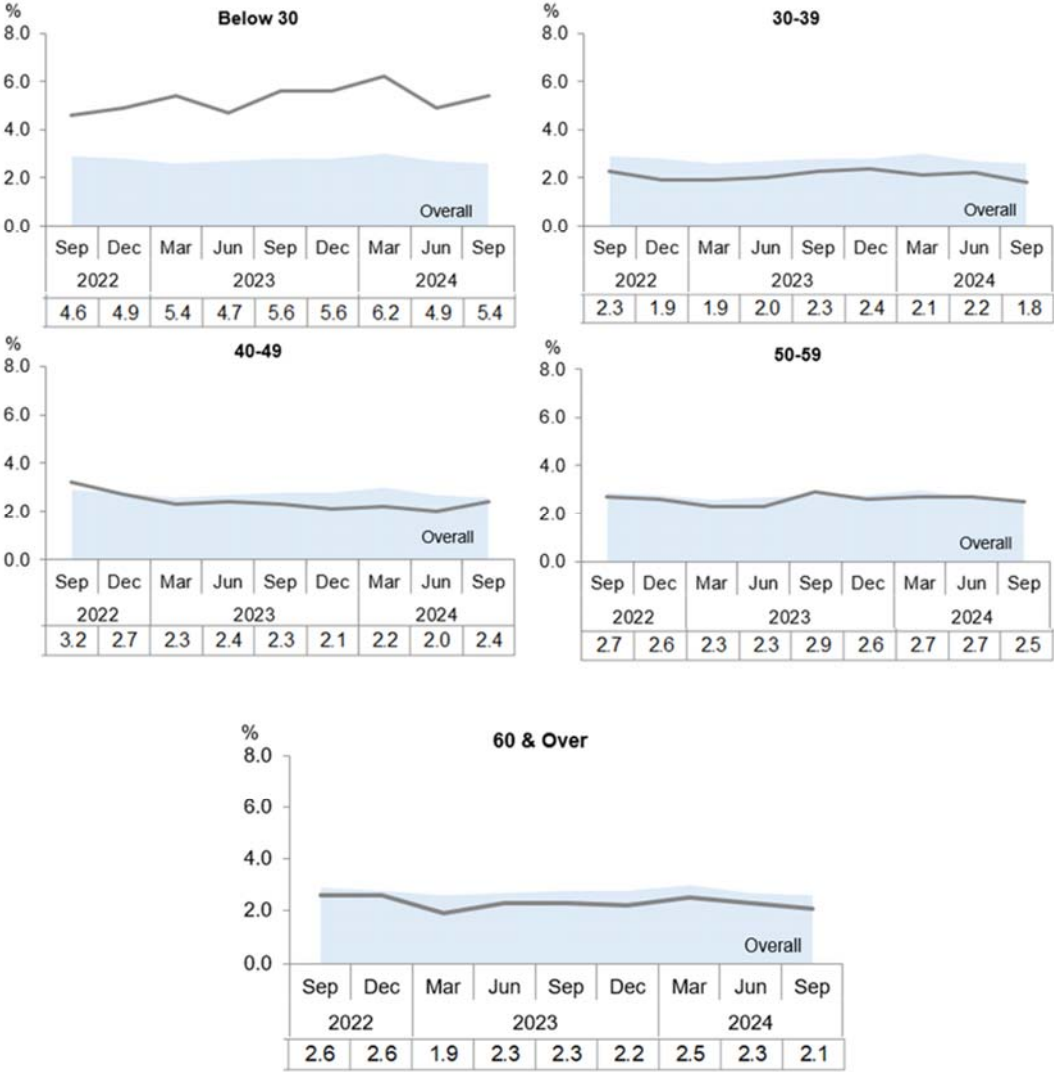
⁶ The unemployment rates were at 1.9% at the overall, 2.8% for residents and 2.9% for citizens in October 2024.

⁷ Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 3Q 2024 was at 2.1%, same as the previous quarter (2.1%) and higher than that recorded in the same period a year ago at 2.0%.

⁸ 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.

In September 2024, the resident unemployment rate declined for most age groups. Residents aged below 30 (from 4.9% to 5.4%) and those in their 40s (from 2.0% to 2.4%) saw an uptick but their unemployment rates remained within the range seen in recent quarters [Chart 4a].

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

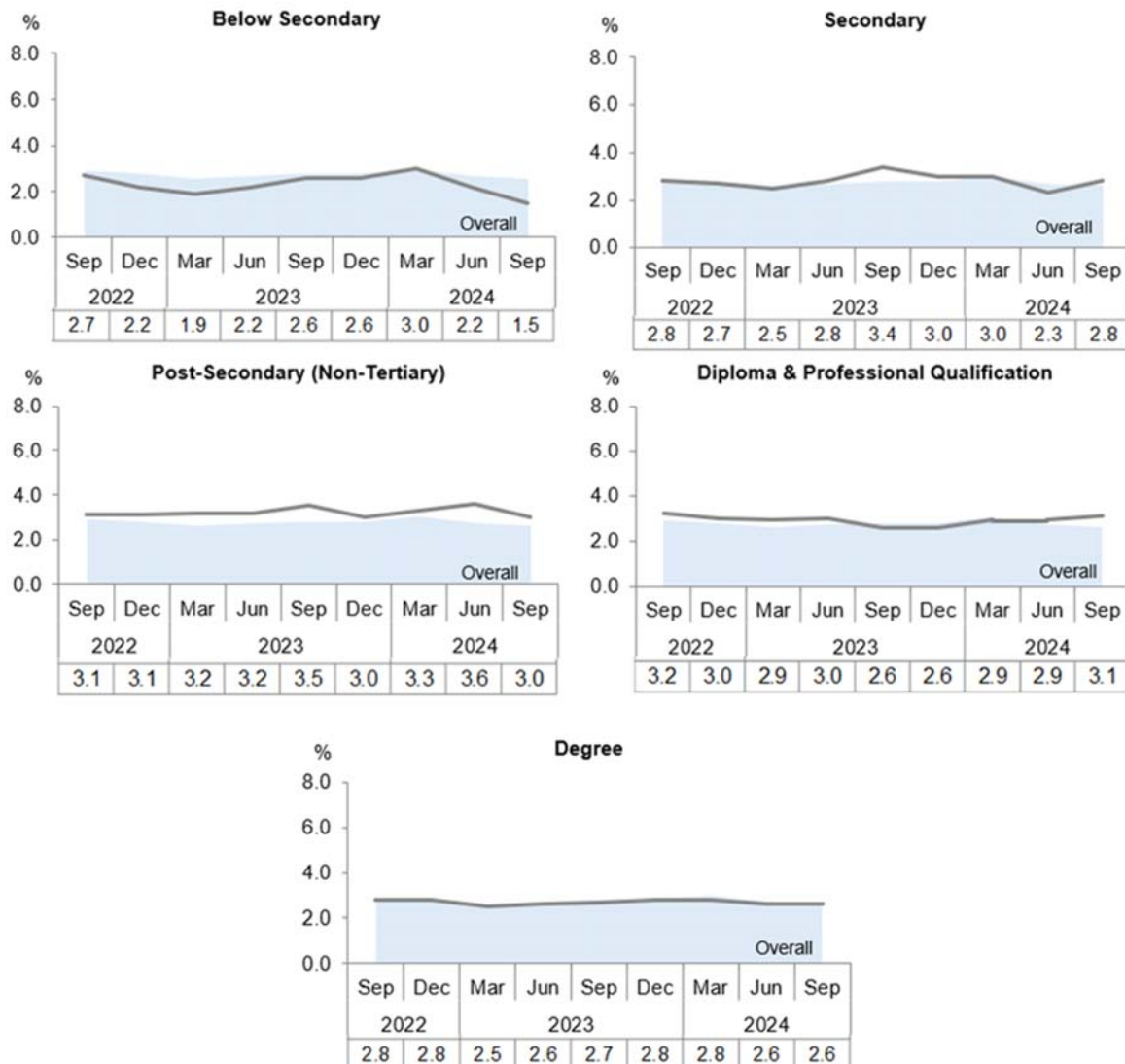


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

By educational attainment, most groups saw their unemployment rate hold steady or improve over the quarter in September 2024. Secondary school leavers (from 2.3% in June 2024 to 2.8% in September 2024) and diploma & professional qualification holders (from 2.9% in June 2024 to 3.1% in September 2024) had increases in unemployment rate [Chart 4b]. However, they remained lower than pre-pandemic levels (3.1% and 3.2% respectively).

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

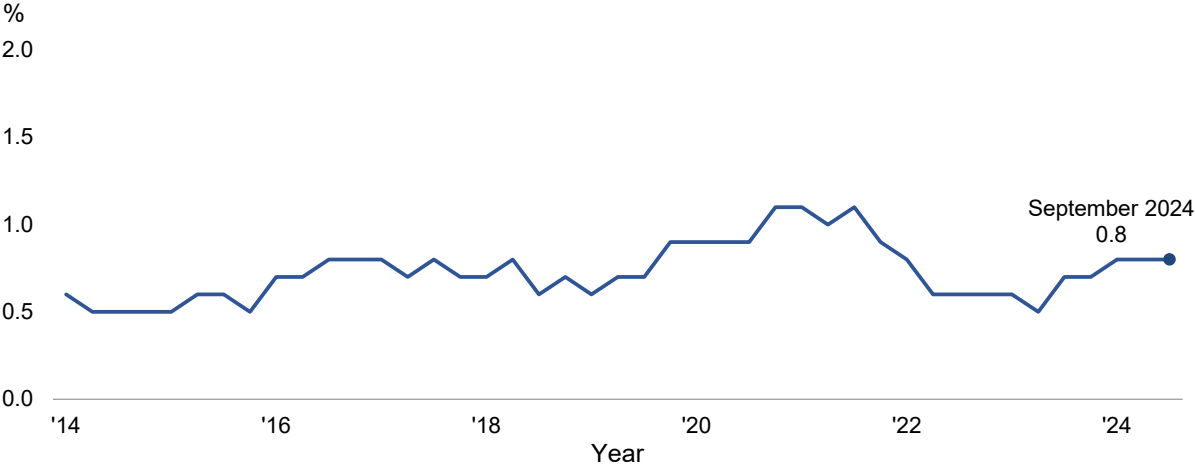


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

The resident long-term unemployment held steady at 0.8% in September 2024, unchanged for the past quarters in 2024 [Chart 5].

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

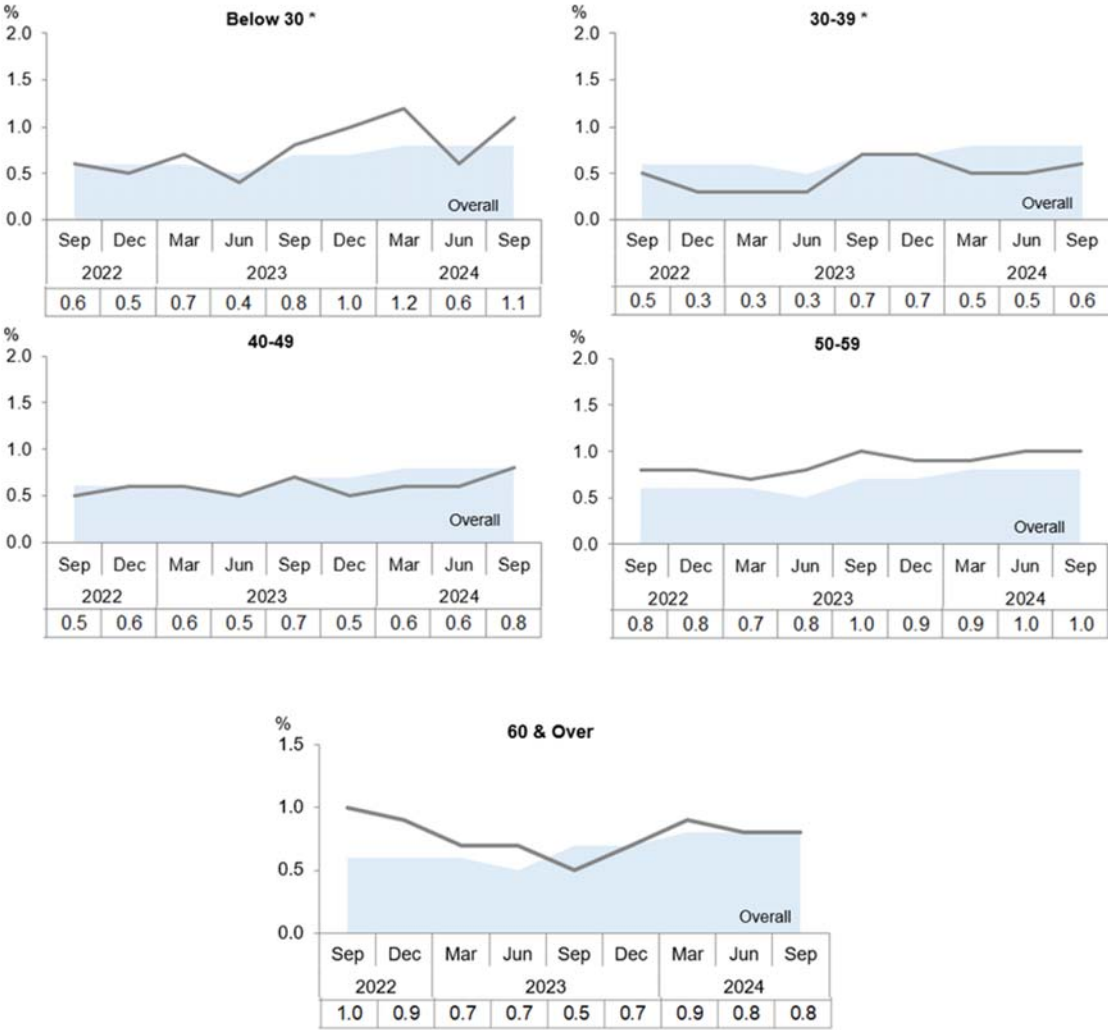


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

For residents aged 50 to 59 and aged 60 and over, the long-term unemployment rate stayed the same as the previous quarter. The long-term unemployment rates for the rest of the age groups, which rose for the first time this year, have continued to trend within a similar range over the recent quarters [Chart 6a].

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

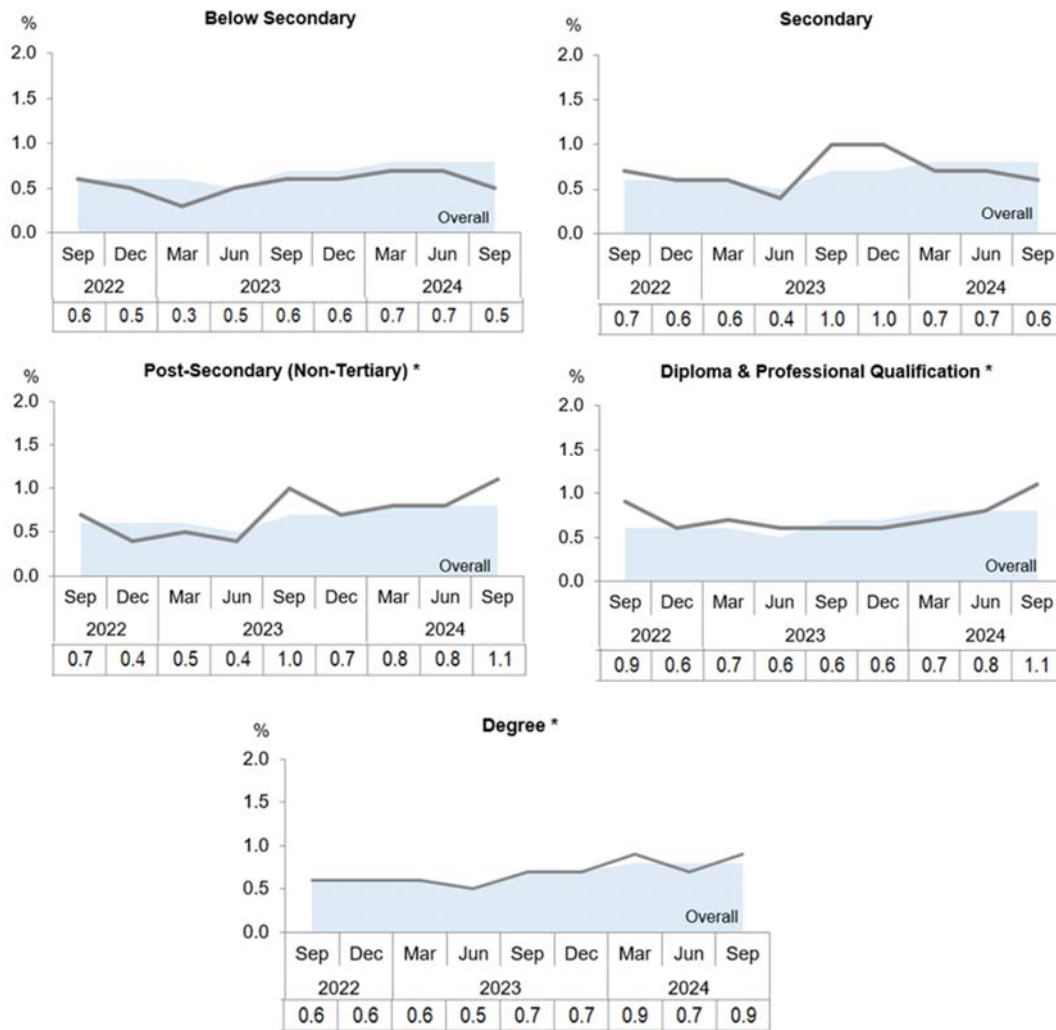


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

By educational attainment, residents in the post-secondary education groups saw increases in the long-term unemployment rate from June 2024 to September 2024 [Chart 6b]. The rise, while larger for post-secondary (non-tertiary) and diploma & professional qualification holders (both rising from 0.8% to 1.1%, after having broadly stable rates in the first half of this year), was not unusual by historical norms⁹ and not yet indicative of persistent job search difficulties.

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



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

Notes:

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

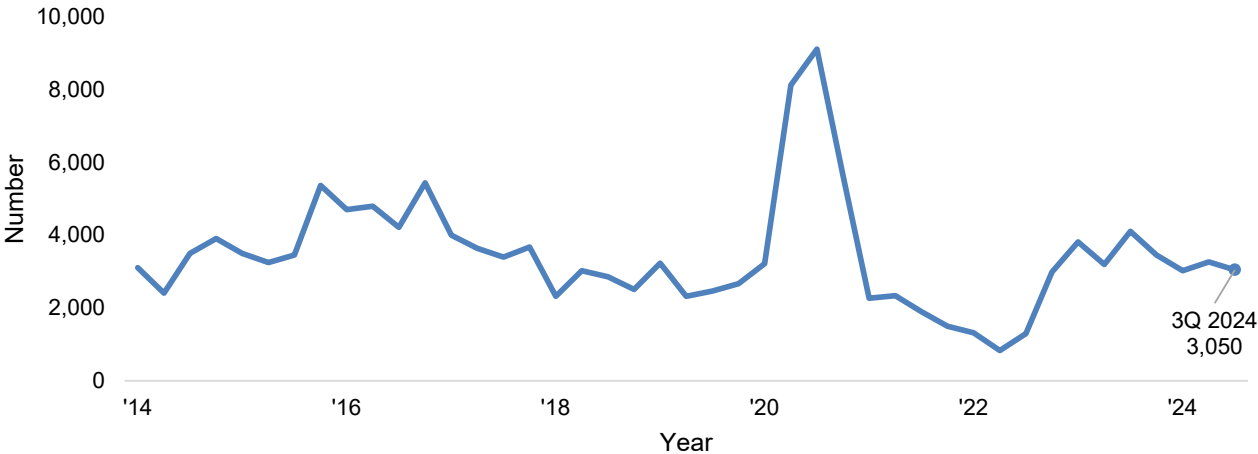
⁹ For example, the long-term unemployment rate of diploma & professional qualification holders also increased from 0.9% in June 2021 to 1.3% in September 2021 before falling back to 0.9% in December 2021.

Retrenchment

The number of retrenchments stayed low, declining in 3Q 2024 (3,050) from the previous quarter (3,270) [Chart 7]. The fall in retrenchments was observed in *Manufacturing* (from 690 to 580) and *Financial Services* (from 550 to 240), following an improved outlook on external demand.

Retrenchments were primarily due to business reorganisation or restructuring, which accounted for almost two in three retrenched employees in 3Q 2024.

Chart 7: Retrenchments



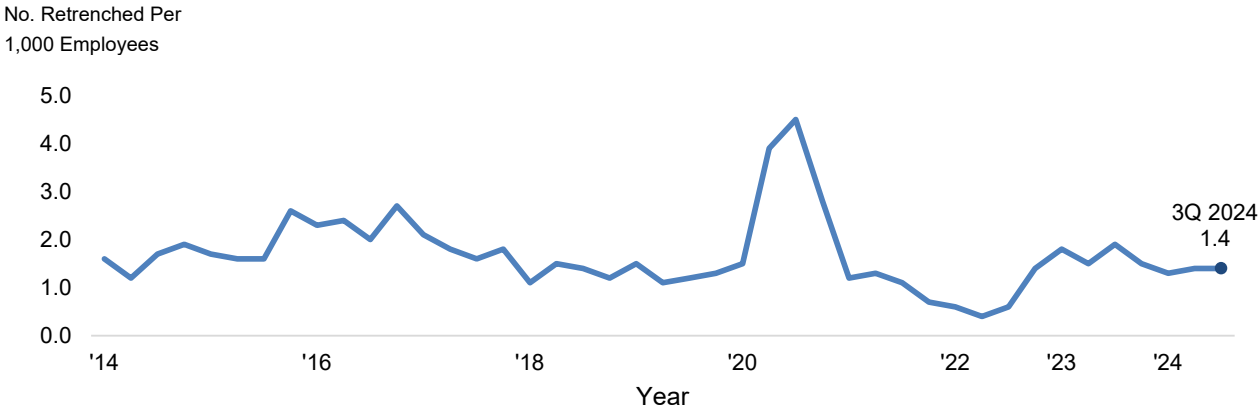
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data on the number of retrenchments are rounded to the nearest 10.
- (2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Normalised by the number of employees, the incidence of retrenchment was 1.4 per 1,000 employees in 3Q 2024, unchanged from the previous quarter [Chart 8].

Chart 8: Incidence of Retrenchment



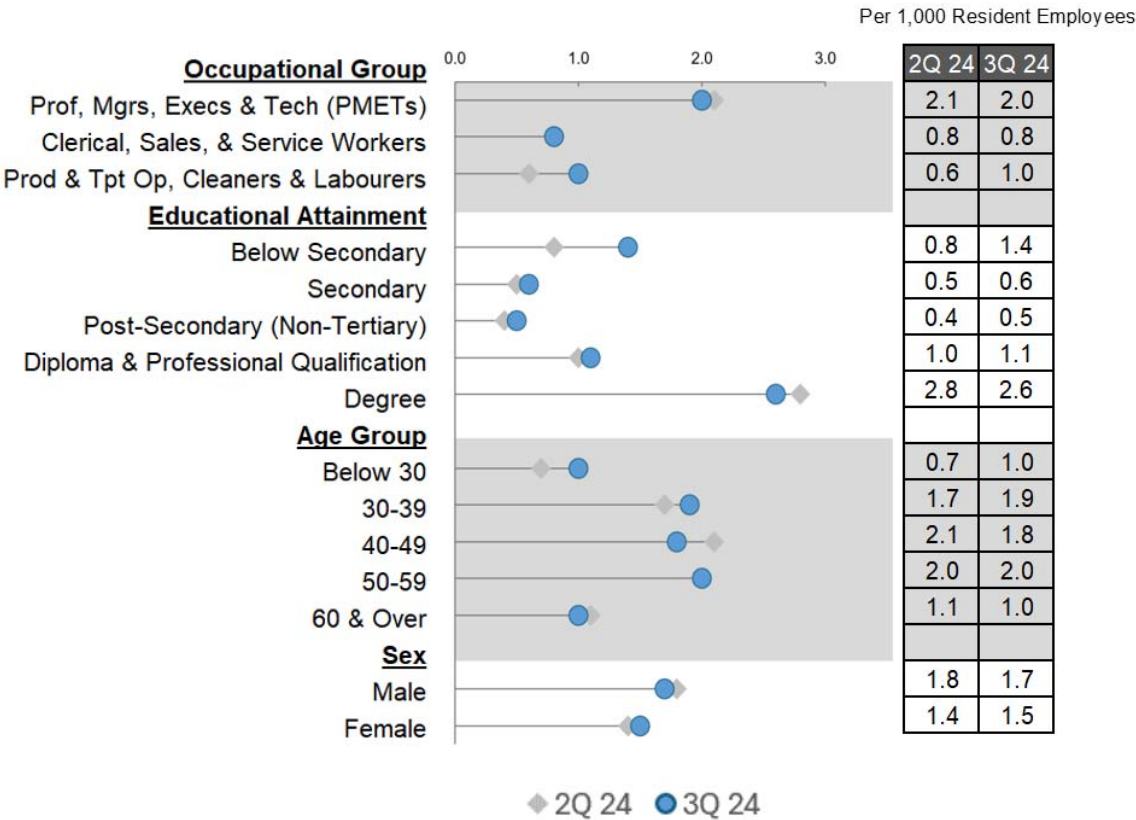
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Across most groups by occupation, educational attainment, age and sex, the incidence of retrenchment among residents in 3Q 2024 was broadly similar to the previous quarter [Chart 9].

Reflecting the concentration of Professionals, Managers, Executives and Technicians (PMETs) in outward-oriented sectors¹⁰ which were more likely to see retrenchments, PMETs continued to have a higher incidence of retrenchment compared to other occupational groups.

Chart 9: Incidence of Retrenchment Among Residents by Occupation Group, Educational Attainment, Age Group 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.

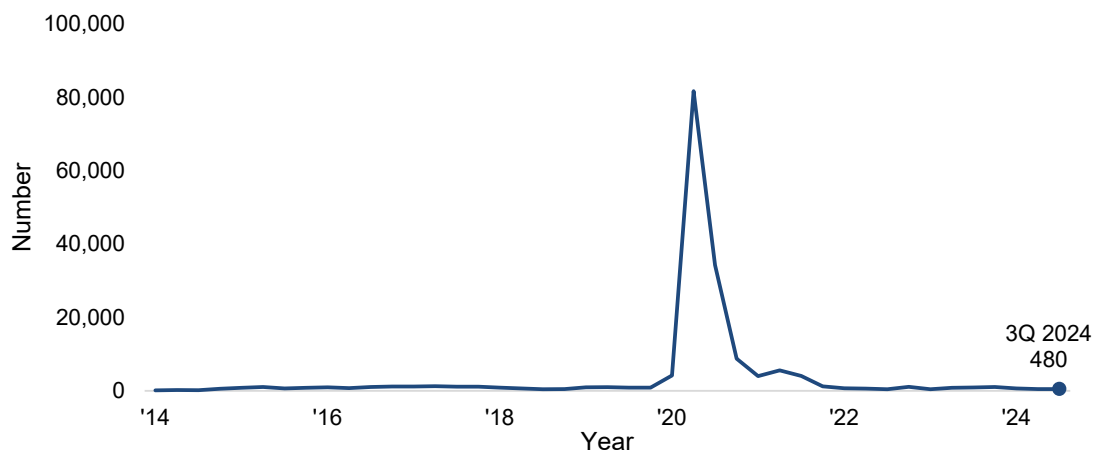
¹⁰ For example, outward-oriented *Financial Services, Information & Communications, and Wholesale Trade* tend to have an incidence of retrenchment that are above the overall average.

Short Work-week Or Temporary Layoff

Similar to the trends observed for retrenchments, the number of employees placed on short work-week or temporary layoffs also stayed low (480), reflecting the overall positive business sentiments and confidence¹¹ [Chart 10].

Similar to previous quarters, employees placed on short work-week made up most of the affected employees (450 or 93.6%), mainly in *Fabricated Metal Products, Machinery & Equipment Manufacturing* (190) and *Administrative & Support Services* (90).

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



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

Notes:

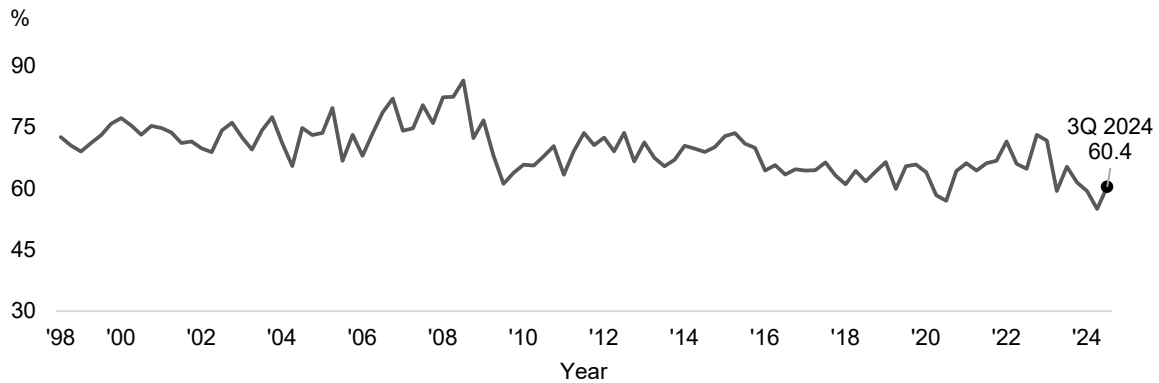
- (1) Data are rounded to the nearest 10.
- (2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

¹¹ Only 4.5% of retrenchments were due to insufficient work in a recession or downturn in the industry and this was an all-time low since data was collected, reflecting the positive sentiments on the overall economy. According to a separate MOM poll, forward-looking data indicated that a smaller proportion of firms intend to lay off workers in 3Q 2024 (from 1.9% to 1.8%).

Re-entry Into Employment

The re-entry rate (6 months post-retrenchment) of retrenched residents improved to 60.4% in 3Q 2024, up from 55.0% in 2Q 2024 [Chart 11].

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



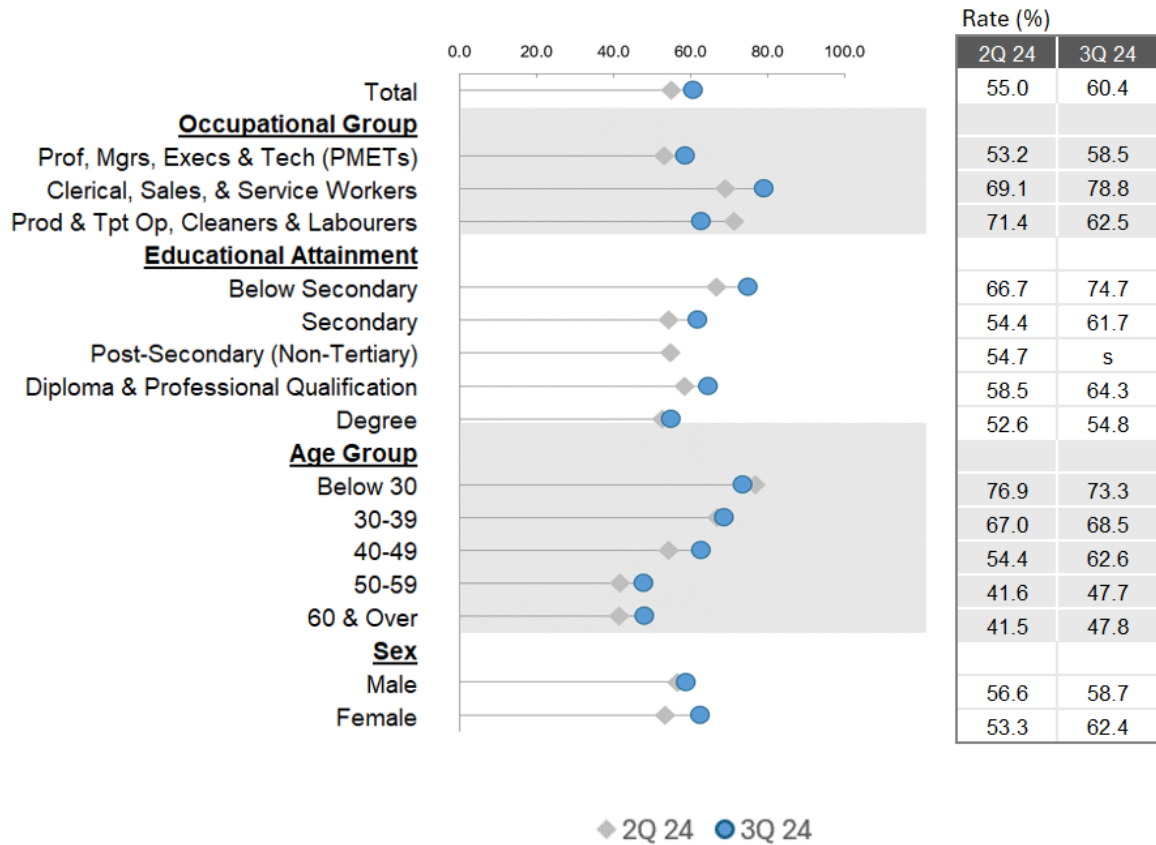
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Data refer to re-entry rates 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 2024 refers to residents retrenched in 1Q 2024.
- (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 individuals who went into self or informal employment or underwent training while looking for a job.
- (3) Before 2007, data pertain to residents retrenched from private sector establishments, each with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

Across most demographic groups, the re-entry rate increased in 3Q 2024 compared to last quarter [Chart 12]. Similar to the trends observed for the incidence of retrenchment, workers aged 40 to 49 and aged 50 to 59 saw improvements in the quarterly rate of re-entry into employment (6 months post-retrenchment).

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



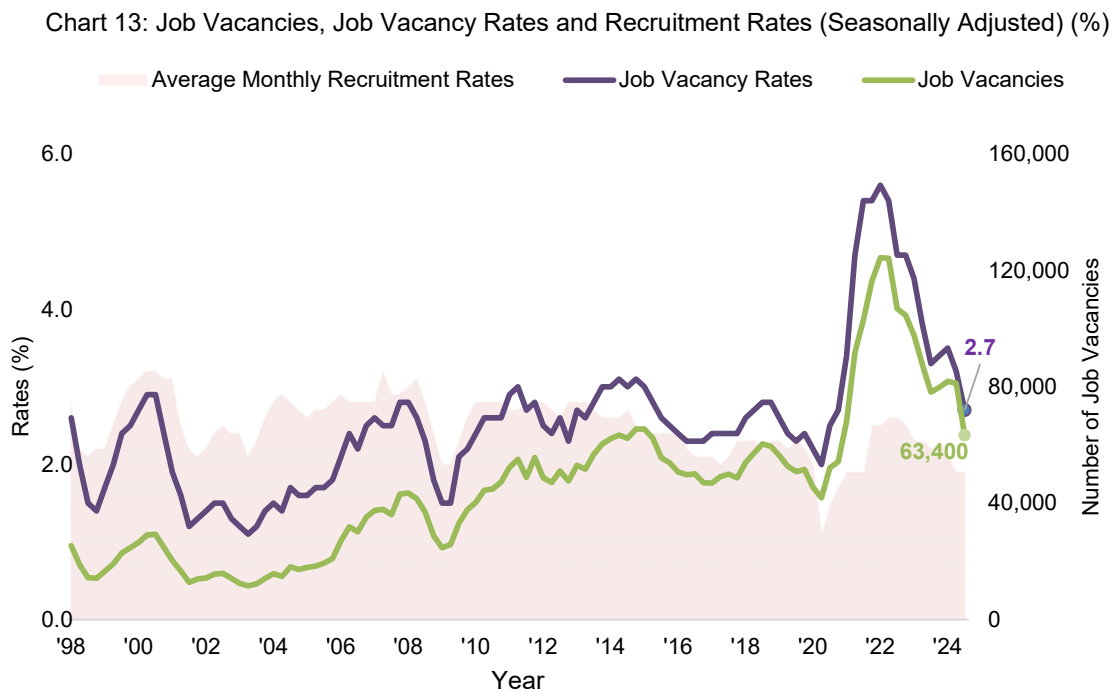
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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

Job Vacancy

The number of job vacancies fell to 63,400 in September 2024, down from 81,200 in June 2024 [Chart 13]. The decline was driven by *Construction, Transportation & Storage* and *Manufacturing*, where more lower-skilled jobs have been filled by WP holders¹².

Job vacancies in *Information & Communications*, *Professional Services* and *Financial & Insurance Services* – which are associated with higher productivity and pay – continued to form more than 20% of all job vacancies. The recruitment rates in these sectors were also mostly above the overall recruitment rate, a testament to the appeal of these “labour-attracting” or growth sectors.



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

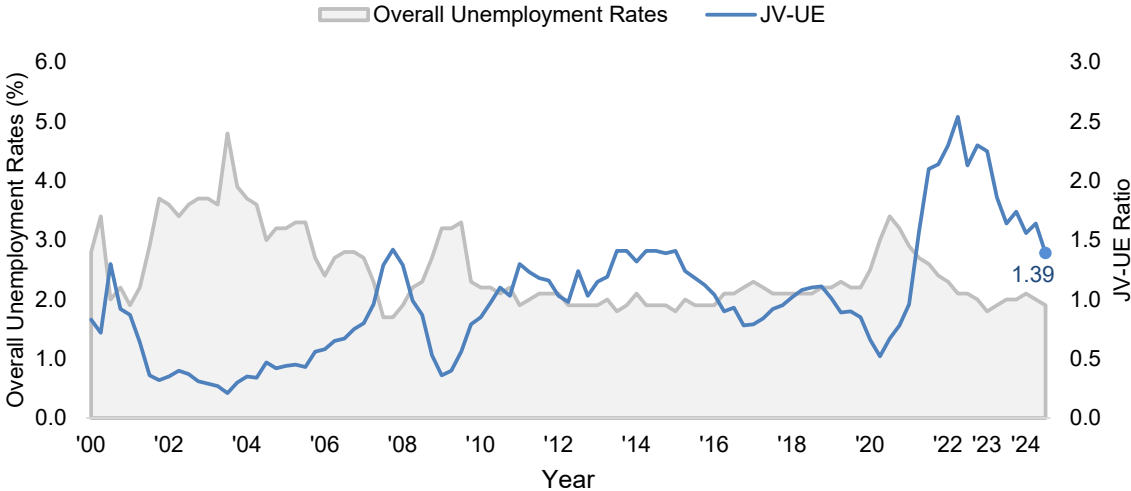
Note: Before 2006, the survey covered private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

¹² In the first three quarters of 2024, non-resident employment (excluding MDW) rose by 29,400, of which more than half were in *Construction, Transportation & Storage* and *Manufacturing*.

Although labour demand showed a decline, the labour market remained tight with more job openings than unemployed persons. In September 2024, there were 1.39 job vacancies for every unemployed person, adjusting towards the pre-pandemic levels of around 1.0 [Chart 14]. The start of year-end festivities is expected to give a further boost to labour demand.

Historically, in periods where the labour market was close to “full employment” with an overall unemployment rate under 2.0%, the number of job vacancies typically exceeded unemployed persons, i.e. a ratio of above 1.0. Given the sustained low level of unemployment, the ratio is expected to remain above 1.0, with more job vacancies for every unemployed person in the coming few quarters.

Chart 14: Ratio of Job Vacancies to Unemployed Persons and Overall Unemployment Rates (%) (Seasonally Adjusted)



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

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

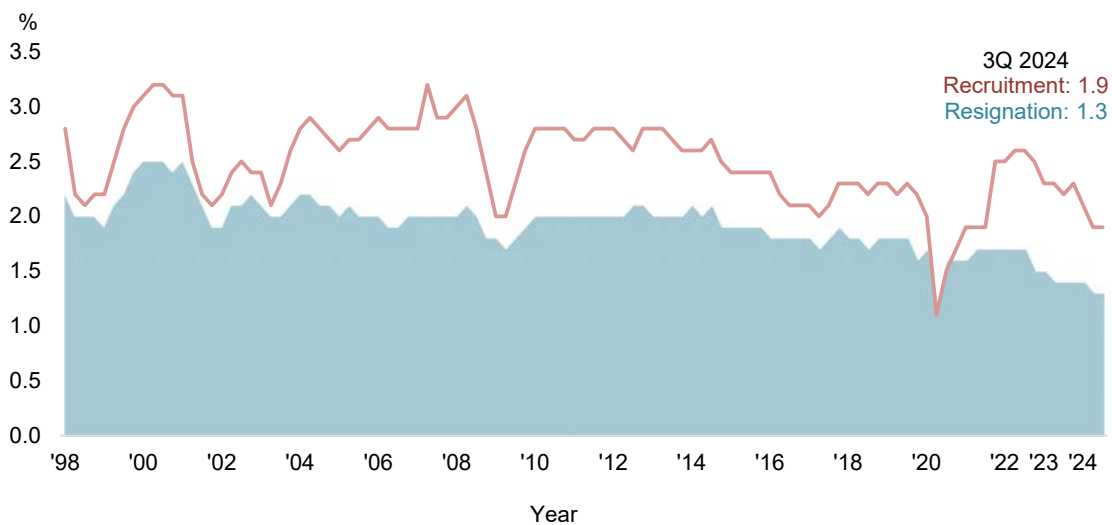
Labour Turnover

Both the recruitment and resignation rates stayed at 1.9% and 1.3% respectively in 3Q 2024, after a general downtrend over the longer term [Chart 15].

Employers have filled up vacancies more adequately post-pandemic. More workers were staying on in their current jobs, observed by the gradual decline in resignation rate from 1.7% in 2022 and 1.8% in 2019 (pre-pandemic) to 1.3% in 3Q 2024.

Hirings were more for new posts, as the recruitment rate was higher than the resignation rate. These trends were observed in sectors with high number of job vacancies such as *Information & Communications* (recruitment rate: 2.1%, resignation rate: 1.7%), *Financial & Insurance Services* (2.4%, 1.1%) and *Professional Services* (2.3%, 1.5%).¹³

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



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

Notes:

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

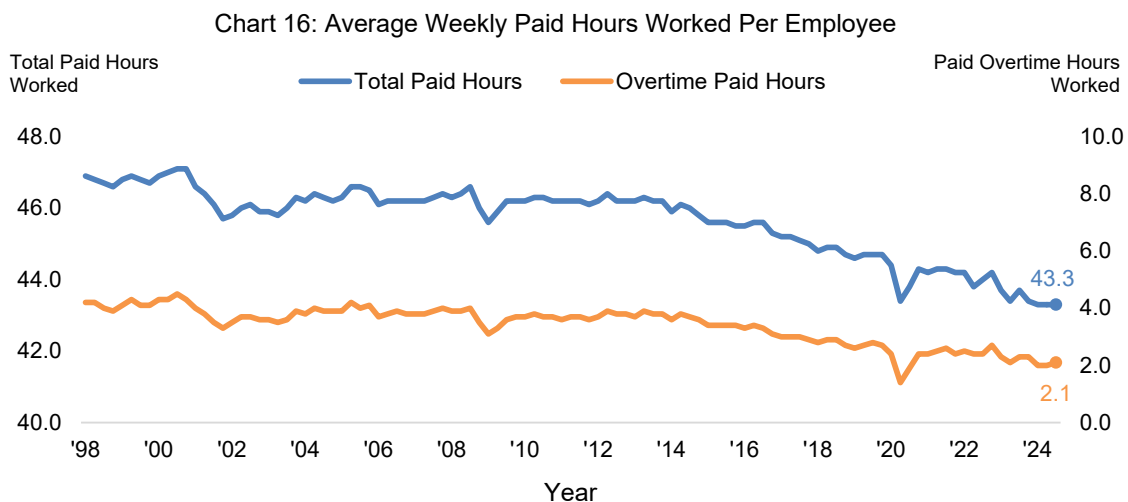
¹³ The recruitment rates in these sectors are mostly above the overall recruitment rate.

Hours Worked

The average weekly total paid hours worked per employee was stable for the past three quarters of 2024 (at 43.3 hours - the lowest on record¹⁴), while the average weekly paid overtime hours worked per employee¹⁵ increased slightly from 2.0 hours in June 2024 to 2.1 hours in September 2024 [Chart 16].

The long-term downtrend in number of paid hours worked mirrored observations based on other measures of hours of work, including actual and usual hours of work.¹⁶ This reduction in working time, coupled with the longer-term uptrend in productivity, indicates an improvement in efficiency of time usage in Singapore's labour market over the years.

In *Construction* and *Manufacturing*, where more lower-skilled jobs have been filled by WP holders this year, average weekly total paid hours worked and paid overtime hours worked per employee have also been relatively stable.¹⁷



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

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

¹⁴ The series started in March 1990.

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

¹⁶ Actual hours worked refers to the actual time spent by employed persons on work activities, regardless of whether the hours are regular in nature or whether they are paid for. Usual hours worked refers to the hours that an employed person typically works in any given week regardless of whether the person is paid for it. The statistics for all three measures of working time can be found on <https://stats.mom.gov.sg>.

¹⁷ In the first three quarters of 2024, the average weekly total paid hours worked per employee was around 47.7 hours and 47.8 hours in *Construction*, and around 45.7 hours to 46.0 hours in *Manufacturing*. In the first three quarters of 2024, the average weekly total paid overtime hours per employee was around 5.0 hours to 5.2 hours in *Construction*, and 3.7 hours in *Manufacturing*.

1.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2020)	Total Employment Change								Total Employment Level in Sep 2024
	2021	2022	2023	2023		2024			
				3Q	4Q	1Q	2Q	3Q	
TOTAL	40.2	250.1	106.2	29.2	11.6	9.6	15.0	24.8	4 034.4
C10-32 MANUFACTURING	-1.7	33.8	0.2	-0.1	-3.9	-3.4	1.0	1.5	485.8
C10-12 Food, Beverages & Tobacco	1.2	6.0	3.5	0.8	0.7	0.4	0.7	0.1	63.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.0	0.2	-0.1	-0.1	-0.2	-0.1	-0.3	-0.7	25.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.7	11.3	1.2	1.1	-1.2	-0.4	1.2	2.5	78.9
C25,28 Fabricated Metal Products, Machinery & Equipment	0.4	3.3	-0.7	-0.6	-0.1	0.3	-0.8	-1.5	92.0
C26 Electronic, Computer & Optical Products	-2.8	5.3	-5.6	-1.4	-1.1	-1.4	-0.4	-0.2	77.6
C29-30 Transport Equipment	-3.2	4.7	1.3	0.2	-2.1	-0.9	1.5	1.3	88.3
Other Manufacturing Industries	-	3.1	0.5	-0.1	0.2	-1.2	-0.8	-0.1	60.8
F41-43 CONSTRUCTION	4.5	91.3	26.9	3.9	3.8	-2.2	5.7	3.7	533.3
G-U SERVICES	37.3	124.4	79.1	25.1	11.8	15.1	7.8	20.5	2 990.8
G46-47 WHOLESALE AND RETAIL TRADE	-5.4	11.6	4.8	1.1	2.6	-1.9	-2.7	-3.4	455.0
G46 Wholesale Trade	-4.5	4.7	2.1	1.1	-0.3	-0.5	-1.4	-2.7	298.2
G47 Retail Trade	-0.9	6.9	2.8	0.1	2.9	-1.4	-1.3	-0.6	156.8
H49-53 TRANSPORTATION AND STORAGE	2.3	9.8	5.7	1.7	1.0	1.5	1.1	1.9	267.4
H49,5221 Land Transport & Supporting Services	-1.7	-2.8	-0.7	-0.4	-0.1	-0.3	1.1	0.2	103.0
H50,5222, 5225 Water Transport & Supporting Services	0.6	1.1	0.7	0.2	0.1	0.4	1.4	0.5	47.0
H51,5223 Air Transport & Supporting Services	-1.5	5.8	3.6	1.2	0.6	1.0	-0.1	0.3	35.6
Other Transportation & Storage Services	4.9	5.7	2.1	0.8	0.3	0.4	-1.2	0.9	81.8
I55-56 ACCOMMODATION AND FOOD SERVICES	-1.0	19.4	7.4	2.7	1.4	-0.3	0.4	2.6	272.0
I55 Accommodation	-1.7	4.8	2.2	1.8	-0.4	-	0.1	1.4	34.3
I56 Food & Beverage Services	0.7	14.7	5.2	0.9	1.8	-0.3	0.3	1.2	237.8
J58-63 INFORMATION AND COMMUNICATIONS	14.1	14.1	-2.5	-0.3	-2.0	-1.2	-0.9	2.5	182.7
J58-61 Telecommunications, Broadcasting & Publishing	1.9	1.4	-2.0	-0.6	-1.0	-0.9	-0.2	-0.1	39.4
J62-63 IT & Other Information Services	12.2	12.7	-0.5	0.3	-0.9	-0.3	-0.7	2.5	143.3
K64-66 FINANCIAL AND INSURANCE SERVICES	5.0	13.9	8.9	2.6	0.3	1.7	1.0	1.2	235.2
K64 & 66 (excl.662) Financial Services	4.3	12.9	7.9	2.4	0.2	1.5	0.5	2.5	191.2
K65 & 662 Insurance Services	0.7	1.0	1.0	0.2	0.1	0.2	0.5	-1.4	44.0
L68 REAL ESTATE SERVICES	-1.6	1.3	2.5	0.6	0.7	0.8	0.5	0.9	81.3
M69-75 PROFESSIONAL SERVICES	7.7	13.7	4.9	1.9	-1.2	-0.6	-0.2	3.0	285.7
M69-70 Legal, Accounting & Management Services	4.0	8.8	4.0	1.7	-0.6	0.1	-0.7	2.7	157.6
M71 Architectural & Engineering Services	0.8	1.8	1.1	0.3	0.1	-0.3	-	0.9	65.6
Other Professional Services	2.9	3.1	-0.2	-0.2	-0.6	-0.4	0.5	-0.6	62.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	-3.5	3.1	2.6	-0.8	3.4	-0.3	2.9	249.1
N80 Security & Investigation	-0.7	-1.2	0.4	0.4	-0.6	0.4	1.0	0.7	49.7
N81 Cleaning & Landscaping	-0.7	2.4	2.1	0.6	0.8	0.4	0.7	0.9	83.7
Other Administrative & Support Services	5.7	-4.7	0.6	1.6	-1.0	2.6	-1.9	1.2	115.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.9	44.0	44.3	12.3	9.8	11.7	8.7	8.9	962.3
O84 Public Administration & Defence	-0.1	-0.4	1.6	-0.9	1.3	1.8	-0.2	1.2	150.7
P85 Education	1.5	1.6	2.9	0.7	0.3	1.4	-	0.1	122.1
Q86-88 Health & Social Services	10.5	4.7	10.8	3.7	2.1	3.2	2.2	3.4	212.7
R90-93 Arts, Entertainment & Recreation	-1.9	9.2	4.3	1.3	0.2	-0.2	1.3	0.9	55.5
S,T,U Other Community, Social & Personal Services	1.9	28.9	24.8	7.5	5.8	5.6	5.5	3.3	421.3
A,B,D,E OTHERS*	0.1	0.5	0.1	0.3	-0.1	0.1	0.4	-0.9	24.5

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

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

- : nil or negligible

Notes :

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

2.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2021	2022	2023	Sep	
				2023	2024
TOTAL	3.5	2.9	2.7	2.8	2.5
SEX					
Male	3.3	2.8	2.7	2.8	2.5
Female	3.8	3.0	2.7	2.7	2.5
AGE GROUP (YEARS)					
Below 30	5.7	4.7	5.2	5.1	5.0
30 - 39	2.6	2.3	2.1	2.3	1.8
40 & Over	3.3	2.7	2.3	2.3	2.2
40 - 49	3.2	2.5	2.3	2.0	2.1
50 & Over	3.4	2.8	2.4	2.6	2.2
50 - 59	3.5	2.7	2.5	2.8	2.3
60 & Over	3.4	2.9	2.2	2.4	2.1
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	3.1	2.5	2.4	2.7	1.5
Secondary	4.1	3.1	2.9	3.1	2.6
Post-Secondary (Non-Tertiary)	4.5	3.4	3.2	3.5	2.8
Diploma & Professional Qualification	3.9	3.0	2.8	2.6	3.1
Degree	3.2	2.8	2.6	2.5	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.

2.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2021	2022	2023	Sep	
				2023	2024
TOTAL	84.3	69.5	66.1	66.5	60.5
SEX					
Male	42.2	35.6	35.2	36.1	32.0
Female	42.1	33.9	30.8	30.4	28.5
AGE GROUP (YEARS)					
Below 30	22.1	16.3	19.1	18.6	17.7
30 - 39	15.6	13.5	12.0	13.0	10.4
40 & Over	46.6	39.6	35.0	34.9	32.5
40 - 49	17.6	15.0	13.0	11.1	11.8
50 & Over	29.0	24.7	22.0	23.8	20.7
50 - 59	15.5	13.2	12.7	13.8	11.6
60 & Over	13.4	11.5	9.3	10.0	9.1
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.1	8.1	7.8	9.2	4.8
Secondary	14.9	11.6	10.3	10.9	8.9
Post-Secondary (Non-Tertiary)	9.8	7.6	7.2	7.5	5.7
Diploma & Professional Qualification	18.6	14.7	13.8	13.0	15.0
Degree	30.9	27.6	26.9	25.9	26.1

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.

2.3 LONG-TERM UNEMPLOYMENT

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

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

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.

2.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2021	2022	2023	Sep	
				2023	2024
TOTAL	24.2	15.6	15.6	18.0	20.8
SEX					
Male	12.9	8.8	9.2	9.9	11.4
Female	11.2	6.8	6.4	8.2	9.4
AGE GROUP (YEARS)					
Below 30	3.9	1.8	2.7	3.0	3.9
30 - 39	3.9	2.2	2.8	3.7	3.3
40 & Over	16.4	11.6	10.2	11.3	13.5
40 - 49	5.5	3.2	3.2	3.9	4.6
50 & Over	10.9	8.4	7.0	7.5	8.9
50 - 59	5.2	4.3	4.2	5.0	5.3
60 & Over	5.6	4.1	2.8	2.5	3.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.9	1.8	1.7	2.1	1.5
Secondary	4.5	2.9	2.8	3.6	2.3
Post-Secondary (Non-Tertiary)	2.7	1.4	1.4	2.0	2.2
Diploma & Professional Qualification	5.2	3.4	3.0	2.9	5.1
Degree	8.9	6.1	6.7	7.5	9.7

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

Notes :

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

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2021	2022	2023	2023		2024		
				3Q	4Q	1Q	2Q	3Q
TOTAL	8 020	6 440	14 590	4 110	3 460	3 030	3 270	3 050
Industry (SSIC 2020)								
C10-32 MANUFACTURING	1 710	2 100	3 470	700	780	660	690	580
C10-12 Food, Beverages & Tobacco	110	30	160	20	60	10	30	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	70	30	130	30	30	20	270	20
C19-21 Petroleum, Chemical & Pharmaceutical Products	500	220	240	100	60	100	110	90
C25,28 Fabricated Metal Products, Machinery & Equipment	150	560	530	170	70	300	100	260
C26 Electronic, Computer & Optical Products	690	870	2 080	160	540	190	140	160
C29-30 Transport Equipment	130	320	140	120	10	10	20	-
Other Manufacturing Industries	70	80	200	100	20	40	30	40
F41-43 CONSTRUCTION	240	260	590	140	150	120	100	140
G-U SERVICES	6 020	4 060	10 440	3 270	2 520	2 250	2 470	2 220
G46-47 WHOLESALE AND RETAIL TRADE	1 400	910	2 850	1 310	560	350	500	570
G46 Wholesale Trade	1 250	850	2 560	1 270	510	330	450	480
G47 Retail Trade	160	70	290	40	50	20	50	100
H49-53 TRANSPORTATION AND STORAGE	550	150	540	310	120	150	140	140
H49,5221 Land Transport & Supporting Services	50	10	210	200	-	10	20	10
H50,5222,5225 Water Transport & Supporting Services	140	60	100	40	30	30	20	20
H51,5223 Air Transport & Supporting Services	220	10	-	-	-	-	-	-
Other Transportation & Storage Services	140	70	230	70	80	110	100	120
I55-56 ACCOMMODATION AND FOOD SERVICES	180	40	150	30	100	70	40	50
I55 Accommodation	40	20	-	-	-	10	10	10
I56 Food & Beverage Services	130	20	150	30	100	70	30	40
J58-63 INFORMATION AND COMMUNICATIONS	1 040	1 200	2 740	700	620	580	400	670
J58-61 Telecommunications, Broadcasting & Publishing	380	410	720	170	190	120	100	220
J62-63 IT & Other Information Services	670	790	2 010	520	430	470	300	450
K64-66 FINANCIAL AND INSURANCE SERVICES	1 330	700	1 820	430	510	390	600	270
K64 & 66 (excl.662) Financial Services	1 250	670	1 650	400	440	370	550	240
K65 & 662 Insurance Services	70	30	170	30	80	20	40	40
L68 REAL ESTATE SERVICES	100	30	80	10	20	20	40	10
M69-75 PROFESSIONAL SERVICES	920	490	1 620	390	430	480	470	390
M69-70 Legal, Accounting & Management Services	660	270	1 030	190	300	200	290	210
M71 Architectural & Engineering Services	160	100	210	50	60	160	80	60
Other Professional Services	100	120	380	150	70	120	110	120
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	340	230	380	60	120	190	190	80
N80 Security & Investigation	10	10	20	10	10	50	-	-
N81 Cleaning & Landscaping	20	30	10	-	10	-	-	-
Other Administrative & Support Services	310	190	350	50	100	140	190	70
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	170	310	280	40	40	20	100	40
O84,P85 Public Administration & Education	60	50	60	10	10	10	40	-
Q86-88 Health & Social Services	10	90	80	10	10	10	10	20
R90-93 Arts, Entertainment & Recreation	70	60	30	10	10	-	40	-
S,T,U Other Community, Social & Personal Services	40	110	120	10	10	10	10	20
A,B,D,E OTHERS*	50	30	80	-	-	-	-	100
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 870	4 520	11 030	2 860	2 630	2 290	2 610	2 300
Clerical, Sales & Service Workers	1 220	540	1 250	300	350	290	330	240
Production & Transport Operators, Cleaners & Labourers	940	1 390	2 310	960	480	460	330	500

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 2024

Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recessio- n/ 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
TOTAL	140	600	450	2 000	240	40	390	3 050	2 300	240	500
C10-32 MANUFACTURING	50	40	80	370	70	-	110	580	310	40	240
C10-12 Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	10	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	20	-	-	-	-	20	10	10	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	30	50	-	-	20	90	80	10	-
C25,28 Fabricated Metal Products, Machinery & Equipment	20	10	20	140	10	-	90	260	80	10	170
C26 Electronic, Computer & Optical Products	30	10	10	120	60	-	-	160	100	20	50
C29-30 Transport Equipment	-	-	-	-	-	-	-	-	-	-	-
Other Manufacturing Industries	-	10	10	30	-	-	-	40	30	-	10
F41-43 CONSTRUCTION	20	110	30	80	-	10	-	140	50	10	80
G-U SERVICES	70	460	340	1 550	170	30	180	2 220	1 930	200	90
G46-47 WHOLESALE AND RETAIL TRADE	10	90	80	430	20	20	50	570	530	40	10
G46 Wholesale Trade	10	80	70	340	20	20	50	480	440	30	10
G47 Retail Trade	-	10	10	90	-	-	-	100	90	10	-
H49-53 TRANSPORTATION AND STORAGE	-	90	-	60	-	-	-	140	60	20	70
H49,5221 Land Transport & Supporting Services	-	-	-	10	-	-	-	10	10	-	-
H50,5222,5225 Water Transport & Supporting Services	-	-	-	20	-	-	-	20	10	-	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	-	90	-	30	-	-	-	120	30	20	70
I55-56 ACCOMMODATION AND FOOD SERVICES	-	-	-	10	30	-	-	50	40	20	-
I55 Accommodation	-	-	-	10	-	-	-	10	10	-	-
I56 Food & Beverage Services	-	-	-	10	30	-	-	40	30	20	-
J58-63 INFORMATION AND COMMUNICATIONS	10	230	130	450	60	-	80	670	600	70	-
J58-61 Telecommunications, Broadcasting & Publishing	-	90	80	120	40	-	40	220	210	10	-
J62-63 IT & Other Information Services	10	130	50	330	20	-	30	450	390	60	-
K64-66 FINANCIAL AND INSURANCE SERVICES	-	-	10	230	10	-	20	270	260	10	-
K64 & 66 (excl.662) Financial Services	-	-	10	200	10	-	20	240	230	-	-
K65 & 662 Insurance Services	-	-	-	40	-	-	10	40	30	10	-
L68 REAL ESTATE SERVICES	-	-	-	10	-	-	-	10	10	-	-
M69-75 PROFESSIONAL SERVICES	40	40	100	290	40	-	10	390	360	20	-
M69-70 Legal, Accounting & Management Services	20	20	60	180	-	-	-	210	190	20	-
M71 Architectural & Engineering Services	20	-	-	30	30	-	-	60	60	-	-
Other Professional Services	10	20	40	90	10	-	10	120	110	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	10	10	10	50	-	-	10	80	60	20	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	10	10	10	50	-	-	10	70	50	20	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	10	30	-	-	10	40	30	10	-
O84,P85 Public Administration & Education	-	-	-	-	-	-	-	-	-	-	-
Q86-88 Health & Social Services	-	-	-	10	-	-	10	20	10	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	20	-	-	-	20	10	-	-
A,B,D,E OTHERS**	-	-	-	-	-	-	100	100	10	-	90

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2021	2022	2023	2023		2024		
				3Q	4Q	1Q	2Q	3Q
TOTAL	7 480	5 560	13 830	3 930	3 290	2 950	3 130	2 900
Industry (SSIC 2020)								
C10-32 MANUFACTURING	1 640	1 500	3 270	650	730	620	680	560
C10-12 Food, Beverages & Tobacco	100	30	120	20	60	10	30	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	70	30	120	30	30	20	270	20
C19-21 Petroleum, Chemical & Pharmaceutical Products	450	200	230	100	60	80	100	90
C25,28 Fabricated Metal Products, Machinery & Equipment	140	450	470	160	50	290	90	250
C26 Electronic, Computer & Optical Products	680	630	2 010	160	510	190	130	150
C29-30 Transport Equipment	130	80	110	90	10	10	20	-
Other Manufacturing Industries	70	80	200	100	20	40	30	40
F41-43 CONSTRUCTION	210	110	450	110	80	110	60	130
G-U SERVICES	5 580	3 930	10 030	3 180	2 470	2 220	2 400	2 170
G46-47 WHOLESALE AND RETAIL TRADE	1 390	890	2 780	1 300	550	340	490	570
G46 Wholesale Trade	1 230	830	2 500	1 260	500	320	450	470
G47 Retail Trade	150	60	280	40	40	20	40	100
H49-53 TRANSPORTATION AND STORAGE	500	150	530	300	120	150	140	140
H49,5221 Land Transport & Supporting Services	20	10	210	200	-	10	20	10
H50,5222,5225 Water Transport & Supporting Services	130	60	100	40	30	30	20	20
H51,5223 Air Transport & Supporting Services	220	10	-	-	-	-	-	-
Other Transportation & Storage Services	130	70	210	70	80	110	100	110
I55-56 ACCOMMODATION AND FOOD SERVICES	140	20	140	30	100	70	30	50
I55 Accommodation	40	-	-	-	-	10	-	10
I56 Food & Beverage Services	100	10	140	30	100	70	30	40
J58-63 INFORMATION AND COMMUNICATIONS	950	1 190	2 620	690	610	580	390	650
J58-61 Telecommunications, Broadcasting & Publishing	360	400	720	170	190	120	90	220
J62-63 IT & Other Information Services	580	780	1 900	520	420	470	300	430
K64-66 FINANCIAL AND INSURANCE SERVICES	1 320	690	1 800	430	510	390	600	270
K64 & 66 (excl.662) Financial Services	1 250	660	1 640	400	440	370	550	230
K65 & 662 Insurance Services	70	30	170	30	70	20	40	40
L68 REAL ESTATE SERVICES	100	30	70	10	20	20	40	10
M69-75 PROFESSIONAL SERVICES	880	470	1 490	350	420	470	450	380
M69-70 Legal, Accounting & Management Services	650	270	1 000	180	290	190	270	210
M71 Architectural & Engineering Services	140	90	140	50	60	160	70	50
Other Professional Services	90	120	350	130	70	120	110	120
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	140	220	340	30	120	190	190	80
N80 Security & Investigation	10	10	20	10	10	50	-	-
N81 Cleaning & Landscaping	20	30	10	-	-	-	-	-
Other Administrative & Support Services	120	180	320	20	100	140	190	70
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	160	290	260	40	30	20	80	40
O84,P85 Public Administration & Education	50	50	50	10	10	10	30	-
Q86-88 Health & Social Services	10	80	60	10	10	-	10	20
R90-93 Arts, Entertainment & Recreation	70	50	30	10	-	-	40	-
S,T,U Other Community, Social & Personal Services	30	110	120	10	10	10	10	20
A,B,D,E OTHERS*	50	30	80	-	-	-	-	40
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 650	4 290	10 720	2 790	2 590	2 250	2 570	2 250
Clerical, Sales & Service Workers	960	460	1 160	260	320	280	300	240
Production & Transport Operators, Cleaners & Labourers	870	810	1 960	880	380	420	270	410

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

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

- : nil or negligible

Notes :

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

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

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

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

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

- : nil or negligible

Notes :

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

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

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

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

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

- : nil or negligible

Notes :

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

4.1 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF

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

Number of Employees

	2021	2022	2023	2023		2024		
				3Q	4Q	1Q	2Q	3Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF</u>								
TOTAL	14 860	2 740	3 110	890	990	620	460	480
SECTOR								
Manufacturing	2 750	740	1 170	380	460	190	90	210
Construction	910	90	420	90	160	140	60	80
Services	11 130	1 900	1 510	430	350	290	310	200
Others*	70	-	10	-	10	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 350	820	1 220	400	410	190	110	170
Clerical, Sales & Service Workers	5 400	1 010	830	150	270	170	230	130
Production & Transport Operators, Cleaners & Labourers	4 110	910	1 050	340	310	260	120	180
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	12 770	2 550	2 810	800	950	550	390	450
SECTOR								
Manufacturing	2 710	680	1 080	360	450	180	80	210
Construction	810	70	340	50	140	130	60	60
Services	9 180	1 810	1 380	390	340	240	260	180
Others*	70	-	10	-	10	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 050	760	1 160	390	390	180	90	170
Clerical, Sales & Service Workers	4 180	960	760	130	270	160	210	120
Production & Transport Operators, Cleaners & Labourers	3 550	840	900	290	290	210	100	160
<u>EMPLOYEES ON TEMPORARY LAYOFF</u>								
TOTAL	2 090	180	290	90	40	60	60	30
SECTOR								
Manufacturing	50	70	90	10	10	10	10	-
Construction	90	20	70	40	20	10	-	20
Services	1 950	100	130	40	10	50	50	10
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	300	50	60	20	20	10	20	10
Clerical, Sales & Service Workers	1 220	60	70	30	-	10	20	10
Production & Transport Operators, Cleaners & Labourers	570	70	160	50	20	50	20	10

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

PROPORTION OF RETRENCHED RESIDENTS WHO RE-ENTERED EMPLOYMENT

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

Per Cent

Characteristics	2021	2022	2023	2023		2024		
				3Q	4Q	1Q	2Q	3Q
TOTAL	65.8	68.9	63.7	65.3	61.5	59.4	55.0	60.4
SEX								
Male	64.0	66.7	62.0	64.0	59.1	58.7	56.6	58.7
Female	67.7	71.2	65.8	67.2	64.5	60.4	53.3	62.4
AGE GROUP (YEARS)								
Below 30	80.0	84.5	79.4	78.1	78.2	74.4	76.9	73.3
30 - 39	75.4	80.6	74.6	74.3	75.2	67.5	67.0	68.5
40 & Over	60.3	64.1	54.6	56.7	53.9	54.8	47.5	54.5
40 - 49	68.1	75.4	61.8	63.2	60.5	60.6	54.4	62.6
50 & Over	54.4	56.8	48.6	50.5	48.4	50.2	41.6	47.7
50 - 59	56.0	60.8	49.3	51.7	49.8	52.8	41.6	47.7
60 & Over	50.6	47.0	46.3	45.9	44.6	42.9	41.5	47.8
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	64.4	71.1	73.3	73.9	75.5	57.5	66.7	74.7
Secondary	67.0	67.5	60.5	67.1	59.2	66.7	54.4	61.7
Post-Secondary (Non-Tertiary)	64.3	67.1	74.7	82.5	73.7	53.6	54.7	s
Diploma & Professional Qualification	69.6	71.1	65.9	68.8	66.5	57.1	58.5	64.3
Degree	64.6	67.5	61.5	62.4	57.2	58.1	52.6	54.8
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	64.4	66.8	62.5	64.3	59.8	58.1	53.2	58.5
Clerical, Sales & Service Workers	69.9	73.4	72.8	75.8	72.7	65.6	69.1	78.8
Production & Transport Operators, Cleaners & Labourers	65.9	74.0	75.7	69.1	82.8	73.8	71.4	62.5

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				
		2021	2022	2023	Sep	
					2023	2024
	TOTAL	94.7	115.0	85.8	78.1	61.4
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	12.8	13.5	8.3	6.7	6.1
C10-12	Food, Beverages & Tobacco	1.4	1.6	1.3	1.2	0.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.0	0.8	0.5	0.4	0.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.8	1.0	0.9	0.7	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment	3.4	4.0	1.8	1.4	1.2
C26	Electronic, Computer & Optical Products	2.8	2.6	1.0	0.7	1.4
C29-30	Transport Equipment	1.9	2.0	1.8	1.5	0.9
	Other Manufacturing Industries	1.6	1.3	0.9	0.7	0.6
F41-43	CONSTRUCTION	10.6	10.3	6.8	5.9	4.9
G-U	SERVICES	70.6	90.6	70.0	64.9	49.8
G46-47	WHOLESALE AND RETAIL TRADE	9.2	11.2	7.7	7.2	5.2
G46	Wholesale Trade	5.4	6.2	4.6	4.1	3.0
G47	Retail Trade	3.8	5.0	3.1	3.2	2.2
H49-53	TRANSPORTATION AND STORAGE	5.3	7.9	5.6	5.0	3.6
H49,5221	Land Transport & Supporting Services	1.2	1.6	1.2	1.0	0.8
H50,5222,5225	Water Transport & Supporting Services	1.1	1.4	0.9	0.6	0.7
H51,5223	Air Transport & Supporting Services	0.9	1.7	1.4	1.5	0.7
	Other Transportation & Storage Services	2.1	3.1	2.1	1.8	1.3
I55-56	ACCOMMODATION AND FOOD SERVICES	7.0	9.9	8.1	8.0	5.5
I55	Accommodation	1.2	1.9	1.8	1.7	1.5
I56	Food & Beverage Services	5.8	8.1	6.3	6.3	4.0
J58-63	INFORMATION AND COMMUNICATIONS	8.6	10.3	7.1	7.1	5.7
J58-61	Telecommunications, Broadcasting & Publishing	1.5	1.9	1.0	0.8	0.6
J62-63	IT & Other Information Services	7.1	8.4	6.1	6.3	5.1
K64-66	FINANCIAL AND INSURANCE SERVICES	8.2	10.2	6.3	5.1	4.0
K64 & 66 (excl.662)	Financial Services	7.6	9.4	5.7	4.6	3.5
K65 & 662	Insurance Services	0.6	0.8	0.6	0.5	0.6
L68	REAL ESTATE SERVICES	1.5	2.1	1.8	1.3	1.5
M69-75	PROFESSIONAL SERVICES	7.2	9.1	6.7	5.6	4.1
M69-70	Legal, Accounting & Management Services	4.4	5.3	3.8	3.1	2.5
M71	Architectural & Engineering Services	2.0	2.6	1.8	1.6	1.0
	Other Professional Services	0.8	1.2	1.1	0.9	0.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	6.2	7.6	6.5	6.2	4.6
N80	Security & Investigation	1.7	2.0	1.7	1.7	1.4
N81	Cleaning & Landscaping	2.1	2.4	2.6	2.2	2.2
	Other Administrative & Support Services	2.4	3.2	2.3	2.2	1.0
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.5	22.3	20.2	19.5	15.6
O84,P85	Public Administration & Education	9.2	10.2	9.6	9.0	7.7
Q86-88	Health & Social Services	5.6	7.8	7.1	7.2	5.6
R90-93	Arts, Entertainment & Recreation	1.1	2.2	1.5	1.4	0.8
S,T,U	Other Community, Social & Personal Services	1.5	2.1	2.0	2.0	1.6
A,B,D,E	OTHERS*	0.7	0.7	0.7	0.6	0.6
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	51.4	63.7	48.3	44.7	35.4
	Clerical, Sales & Service Workers	17.1	24.3	20.1	18.8	14.8
	Production & Transport Operators, Cleaners & Labourers	26.3	27.0	17.4	14.7	11.2

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

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

Notes :

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

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent				
					2021	2022	2023	Sep	
								2023	2024
TOTAL					4.7	5.1	3.7	3.4	2.7
Industry (SSIC 2020)									
C10-32	MANUFACTURING				4.2	4.1	2.3	1.9	1.7
C10-12	Food, Beverages & Tobacco				4.1	4.4	3.3	3.0	2.0
C17,18,22	Paper / Rubber / Plastic Products & Printing				6.3	4.9	2.6	2.2	2.0
C19-21	Petroleum, Chemical & Pharmaceutical Products				2.8	3.4	2.8	2.3	2.2
C25,28	Fabricated Metal Products, Machinery & Equipment				4.4	4.7	2.1	1.6	1.5
C26	Electronic, Computer & Optical Products				4.7	4.1	1.4	1.0	1.9
C29-30	Transport Equipment				3.4	3.3	2.7	2.3	1.2
	Other Manufacturing Industries				4.7	3.7	2.5	2.0	1.6
F41-43	CONSTRUCTION				4.3	3.5	2.1	1.8	1.4
G-U	SERVICES				4.9	5.6	4.4	4.1	3.2
G46-47	WHOLESALE AND RETAIL TRADE				4.2	4.7	3.2	3.0	2.3
G46	Wholesale Trade				3.6	3.9	2.9	2.5	2.1
G47	Retail Trade				5.5	6.4	3.8	4.1	2.8
H49-53	TRANSPORTATION AND STORAGE				3.8	5.0	4.0	3.9	2.7
H49,5221	Land Transport & Supporting Services				3.2	4.4	3.7	3.5	3.0
H50,5222,5225	Water Transport & Supporting Services				3.8	4.3	3.0	2.4	2.5
H51,5223	Air Transport & Supporting Services				3.1	5.4	5.0	6.3	2.9
	Other Transportation & Storage Services				4.7	5.6	4.1	3.7	2.6
I55-56	ACCOMMODATION AND FOOD SERVICES				5.6	6.6	4.9	4.9	3.4
I55	Accommodation				6.8	9.9	7.9	7.9	7.0
I56	Food & Beverage Services				5.4	6.1	4.4	4.5	2.9
J58-63	INFORMATION AND COMMUNICATIONS				9.0	8.7	6.0	6.1	4.9
J58-61	Telecommunications, Broadcasting & Publishing				5.5	5.9	3.2	2.6	2.4
J62-63	IT & Other Information Services				10.3	9.8	7.0	7.3	5.5
K64-66	FINANCIAL AND INSURANCE SERVICES				5.1	5.6	3.9	2.9	2.3
K64 & 66 (excl.662)	Financial Services				5.3	5.8	4.0	2.9	2.3
K65 & 662	Insurance Services				3.1	4.1	3.2	2.8	2.4
L68	REAL ESTATE SERVICES				3.9	5.0	4.1	2.5	3.0
M69-75	PROFESSIONAL SERVICES				5.0	5.4	3.8	3.3	2.4
M69-70	Legal, Accounting & Management Services				5.4	6.0	4.1	3.5	3.0
M71	Architectural & Engineering Services				4.5	4.8	3.1	2.8	1.6
	Other Professional Services				4.4	4.8	4.2	3.6	2.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				4.4	4.8	4.4	4.2	3.1
N80	Security & Investigation				4.9	5.4	4.5	4.8	3.5
N81	Cleaning & Landscaping				3.2	3.4	3.8	3.2	3.1
	Other Administrative & Support Services				5.8	6.5	5.1	5.6	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				4.7	5.6	5.1	5.0	3.9
O84,P85	Public Administration & Education				4.8	5.4	5.1	4.8	4.1
Q86-88	Health & Social Services				5.0	5.9	5.6	5.7	4.0
R90-93	Arts, Entertainment & Recreation				3.6	6.6	4.8	4.4	3.4
S,T,U	Other Community, Social & Personal Services				3.9	4.8	4.5	4.4	3.2
A,B,D,E	OTHERS*				3.4	3.2	3.4	3.0	2.9
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians				4.7	5.3	4.0	3.7	2.9
	Clerical, Sales & Service Workers				4.7	6.0	4.7	4.4	3.5
	Production & Transport Operators, Cleaners & Labourers				4.7	4.2	2.7	2.3	1.7

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the 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 2024

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	61.4	2.7	35.4	2.9	14.8	3.5	11.2	1.7
C10-32 MANUFACTURING	6.1	1.7	3.5	2.1	0.9	2.5	1.7	1.1
C10-12 Food, Beverages & Tobacco	0.9	2.0	0.2	1.6	0.3	2.6	0.4	1.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	2.0	0.1	2.2	-	-	0.1	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.9	2.2	0.6	2.1	0.2	10.0	0.1	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.5	0.8	2.2	0.1	1.7	0.3	0.8
C26 Electronic, Computer & Optical Products	1.4	1.9	1.2	2.5	-	-	0.2	0.9
C29-30 Transport Equipment	0.9	1.2	0.4	1.3	0.1	1.1	0.4	1.1
Other Manufacturing Industries	0.6	1.6	0.3	2.0	0.1	2.1	0.2	1.3
F41-43 CONSTRUCTION	4.9	1.4	2.1	2.3	0.3	1.2	2.5	1.0
G-U SERVICES	49.8	3.2	29.4	3.1	13.5	3.8	6.9	2.6
G46-47 WHOLESALE AND RETAIL TRADE	5.2	2.3	2.3	2.0	2.4	3.2	0.5	1.5
G46 Wholesale Trade	3.0	2.1	1.8	2.0	0.8	3.0	0.3	1.4
G47 Retail Trade	2.2	2.8	0.5	2.1	1.6	3.3	0.2	1.8
H49-53 TRANSPORTATION AND STORAGE	3.6	2.7	1.1	2.3	0.8	2.7	1.7	3.1
H49,5221 Land Transport & Supporting Services	0.8	3.0	0.2	3.6	0.1	2.1	0.6	3.0
H50,5222, 5225 Water Transport & Supporting Services	0.7	2.5	0.4	2.5	0.1	2.0	0.3	2.6
H51,5223 Air Transport & Supporting Services	0.7	2.9	0.3	3.1	0.4	2.7	0.1	3.1
Other Transportation & Storage Services	1.3	2.6	0.2	1.2	0.3	3.1	0.8	3.5
I55-56 ACCOMMODATION AND FOOD SERVICES	5.5	3.4	1.1	3.1	3.4	3.7	1.0	3.0
I55 Accommodation	1.5	7.0	0.4	4.6	0.8	9.8	0.3	6.7
I56 Food & Beverage Services	4.0	2.9	0.8	2.6	2.6	3.1	0.7	2.3
J58-63 INFORMATION AND COMMUNICATIONS	5.7	4.9	5.3	5.0	0.3	4.0	0.1	3.3
J58-61 Telecommunications, Broadcasting & Publishing	0.6	2.4	0.6	2.6	-	-	-	-
J62-63 IT & Other Information Services	5.1	5.5	4.8	5.6	0.2	7.0	0.1	3.7
K64-66 FINANCIAL AND INSURANCE SERVICES	4.0	2.3	3.7	2.2	0.3	3.5	-	-
K64 & 66 (excl.662) Financial Services	3.5	2.3	3.2	2.3	0.2	2.7	-	-
K65 & 662 Insurance Services	0.6	2.4	0.4	2.0	0.1	6.5	-	-
L68 REAL ESTATE SERVICES	1.5	3.0	0.7	2.7	0.5	3.7	0.3	3.1
M69-75 PROFESSIONAL SERVICES	4.1	2.4	3.6	3.0	0.3	2.0	0.2	0.6
M69-70 Legal, Accounting & Management Services	2.5	3.0	2.2	3.2	0.2	2.2	-	-
M71 Architectural & Engineering Services	1.0	1.6	0.8	2.4	0.1	1.4	0.2	0.6
Other Professional Services	0.7	2.8	0.6	3.0	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.6	3.1	0.6	2.1	1.6	3.5	2.4	3.2
N80 Security & Investigation	1.4	3.5	0.1	3.1	1.2	3.7	0.1	1.9
N81 Cleaning & Landscaping	2.2	3.1	0.1	1.4	0.1	1.1	2.1	3.5
Other Administrative & Support Services	1.0	2.5	0.5	2.2	0.3	4.4	0.2	1.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	15.6	3.9	11.0	3.6	4.1	5.6	0.6	2.7
O84,P85 Public Administration & Education	7.7	4.1	5.9	3.3	1.7	14.9	0.2	4.5
Q86-88 Health & Social Services	5.6	4.0	4.0	3.9	1.4	4.4	0.2	3.1
R90-93 Arts, Entertainment & Recreation	0.8	3.4	0.4	3.4	0.3	3.5	0.1	2.9
S,T,U Other Community, Social & Personal Services	1.6	3.2	0.7	3.8	0.7	3.4	0.2	1.7
A,B,D,E OTHERS*	0.6	2.9	0.4	3.8	-	-	0.1	1.7

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

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

- : nil or negligible

Notes :

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2021	2022	2023	3Q	
				2023	2024
TOTAL	2.1	2.6	2.2	2.3	2.1
Industry (SSIC 2020)					
C10-32 MANUFACTURING	1.8	2.3	1.7	1.8	1.5
C10-12 Food, Beverages & Tobacco	2.8	3.0	3.0	3.3	2.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.7	2.0	1.7	2.0	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.3	1.5	1.3	1.3	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	2.2	2.3	1.8	1.7	2.0
C26 Electronic, Computer & Optical Products	1.7	2.4	1.0	1.0	1.2
C29-30 Transport Equipment	1.0	2.0	1.6	1.9	1.3
Other Manufacturing Industries	2.0	2.4	1.9	2.1	1.7
F41-43 CONSTRUCTION	1.5	3.0	2.3	2.6	2.2
G-U SERVICES	2.2	2.6	2.4	2.3	2.2
G46-47 WHOLESALE AND RETAIL TRADE	2.2	2.6	2.7	1.9	2.0
G46 Wholesale Trade	1.8	2.1	1.8	1.5	1.5
G47 Retail Trade	3.0	3.8	4.4	2.9	2.9
H49-53 TRANSPORTATION AND STORAGE	1.7	2.4	2.0	2.0	1.8
H49,5221 Land Transport & Supporting Services	1.4	2.1	1.7	1.5	1.8
H50,5222,5225 Water Transport & Supporting Services	1.5	1.7	1.7	1.8	1.9
H51,5223 Air Transport & Supporting Services	1.1	2.8	2.3	2.9	1.5
Other Transportation & Storage Services	2.5	2.8	2.3	2.1	2.0
I55-56 ACCOMMODATION AND FOOD SERVICES	3.4	3.9	3.6	3.5	3.0
I55 Accommodation	2.5	4.4	3.5	3.0	3.3
I56 Food & Beverage Services	3.6	3.9	3.7	3.6	3.0
J58-63 INFORMATION AND COMMUNICATIONS	2.8	3.1	2.1	2.1	2.1
J58-61 Telecommunications, Broadcasting & Publishing	2.0	2.2	1.6	1.6	1.5
J62-63 IT & Other Information Services	3.2	3.5	2.4	2.3	2.3
K64-66 FINANCIAL AND INSURANCE SERVICES	1.8	2.1	1.9	1.8	2.4
K64 & 66 (excl.662) Financial Services	1.7	2.1	1.9	1.8	2.2
K65 & 662 Insurance Services	1.9	2.3	2.2	2.2	3.9
L68 REAL ESTATE SERVICES	2.3	2.5	2.3	2.4	2.9
M69-75 PROFESSIONAL SERVICES	2.3	2.5	2.1	2.4	2.3
M69-70 Legal, Accounting & Management Services	2.4	2.4	2.1	2.3	2.7
M71 Architectural & Engineering Services	2.1	2.8	2.3	2.6	1.9
Other Professional Services	2.3	2.1	1.8	2.0	2.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.6	4.1	3.6	3.5	2.6
N80 Security & Investigation	3.7	3.9	4.0	4.1	3.3
N81 Cleaning & Landscaping	3.3	3.9	3.6	3.1	2.7
Other Administrative & Support Services	4.1	4.7	3.3	3.6	1.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.6	1.7	1.9	1.6
O84,P85 Public Administration & Education	1.1	1.1	1.2	1.5	1.1
Q86-88 Health & Social Services	1.7	2.0	2.1	2.5	2.1
R90-93 Arts, Entertainment & Recreation	1.4	2.4	2.2	2.0	2.5
S,T,U Other Community, Social & Personal Services	1.9	2.3	2.1	2.2	1.6
A,B,D,E OTHERS*	1.6	1.7	1.5	2.0	1.3
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.7	2.0	1.8	1.8	1.7
Clerical, Sales & Service Workers	2.9	3.5	3.3	3.2	3.0
Production & Transport Operators, Cleaners & Labourers	2.2	3.2	2.4	2.5	2.1

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent				
		2021	2022	2023	3Q	
					2023	2024
	TOTAL	1.7	1.7	1.4	1.4	1.3
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	1.5	1.5	1.2	1.3	1.0
C10-12	Food, Beverages & Tobacco	2.5	2.1	1.8	1.8	1.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.9	1.5	1.4	1.1	1.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.1	1.1	0.8	0.8	0.7
C25,28	Fabricated Metal Products, Machinery & Equipment	1.5	1.5	1.2	1.3	1.0
C26	Electronic, Computer & Optical Products	1.6	1.5	1.1	1.2	0.8
C29-30	Transport Equipment	1.2	1.2	1.1	1.1	0.9
	Other Manufacturing Industries	1.5	1.4	1.3	1.3	1.1
F41-43	CONSTRUCTION	1.3	1.3	1.3	1.2	1.0
G-U	SERVICES	1.8	1.8	1.5	1.5	1.4
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.8	1.4	1.4	1.4
G46	Wholesale Trade	1.4	1.4	1.1	1.1	1.0
G47	Retail Trade	2.5	2.4	2.1	2.0	2.2
H49-53	TRANSPORTATION AND STORAGE	1.4	1.5	1.3	1.3	1.2
H49,5221	Land Transport & Supporting Services	1.2	1.3	1.1	1.0	1.1
H50,5222,5225	Water Transport & Supporting Services	1.1	1.0	1.1	1.2	1.0
H51,5223	Air Transport & Supporting Services	1.1	1.3	1.0	1.0	1.1
	Other Transportation & Storage Services	2.0	2.0	1.7	1.7	1.5
I55-56	ACCOMMODATION AND FOOD SERVICES	3.2	3.0	2.6	2.5	2.3
I55	Accommodation	3.0	3.3	2.3	2.0	2.4
I56	Food & Beverage Services	3.3	2.9	2.6	2.6	2.3
J58-63	INFORMATION AND COMMUNICATIONS	2.0	2.1	1.5	1.6	1.7
J58-61	Telecommunications, Broadcasting & Publishing	1.5	1.9	1.1	1.3	1.4
J62-63	IT & Other Information Services	2.3	2.2	1.6	1.7	1.8
K64-66	FINANCIAL AND INSURANCE SERVICES	1.3	1.4	1.1	1.1	1.1
K64 & 66 (excl.662)	Financial Services	1.3	1.4	1.0	1.0	1.1
K65 & 662	Insurance Services	1.6	1.8	1.3	1.6	1.2
L68	REAL ESTATE SERVICES	2.1	1.9	1.5	1.3	1.3
M69-75	PROFESSIONAL SERVICES	1.7	1.6	1.3	1.4	1.5
M69-70	Legal, Accounting & Management Services	1.8	1.7	1.3	1.4	1.6
M71	Architectural & Engineering Services	1.5	1.4	1.4	1.4	1.4
	Other Professional Services	1.7	1.5	1.2	1.3	1.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.1	3.1	2.7	2.7	2.0
N80	Security & Investigation	3.6	3.2	2.9	2.6	2.1
N81	Cleaning & Landscaping	3.1	3.2	3.0	3.0	2.3
	Other Administrative & Support Services	2.6	2.9	2.0	2.4	1.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.1	1.2	1.0	1.1	0.9
O84,P85	Public Administration & Education	0.8	0.8	0.7	0.8	0.6
Q86-88	Health & Social Services	1.2	1.4	1.3	1.4	1.2
R90-93	Arts, Entertainment & Recreation	1.5	1.5	1.4	1.2	1.7
S,T,U	Other Community, Social & Personal Services	1.6	1.6	1.6	1.2	1.3
A,B,D,E	OTHERS*	1.1	1.2	1.0	1.3	1.1
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.3	1.4	1.1	1.1	1.0
	Clerical, Sales & Service Workers	2.5	2.5	2.1	2.1	2.0
	Production & Transport Operators, Cleaners & Labourers	1.9	1.8	1.7	1.6	1.3

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 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 2024

Per Cent

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

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)	2021	2022	2023	2023		2024		
				Sep	Dec	Mar	Jun	Sep
TOTAL	44.2	44.1	43.6	43.7	43.4	43.3	43.3	43.3
C10-32 MANUFACTURING	47.8	47.5	46.5	46.6	45.8	46.0	45.8	45.7
C10-12 Food, Beverages & Tobacco	45.8	44.6	44.1	44.5	43.0	43.0	43.2	43.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	48.6	48.3	46.2	45.6	45.7	45.8	44.7	44.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	44.2	44.4	43.2	43.3	43.3	44.1	44.0	43.4
C25,28 Fabricated Metal Products, Machinery & Equipment	49.5	49.0	47.9	48.5	46.3	46.8	46.6	46.8
C26 Electronic, Computer & Optical Products	47.7	47.4	45.7	45.8	45.4	46.0	45.3	45.4
C29-30 Transport Equipment	48.8	49.0	48.7	48.3	48.2	48.1	48.1	47.6
Other Manufacturing Industries	47.7	46.6	46.4	47.2	46.3	46.1	45.4	46.0
F41-43 CONSTRUCTION	49.8	49.9	48.6	48.2	48.7	47.7	47.8	47.8
G-U SERVICES	42.5	42.3	41.8	42.0	41.7	41.8	41.7	41.7
G46-47 WHOLESALE AND RETAIL TRADE	42.4	42.2	41.4	41.7	41.0	41.2	41.3	41.4
G46 Wholesale Trade	42.7	42.4	41.9	42.0	41.6	41.8	41.8	42.0
G47 Retail Trade	41.7	41.7	40.4	41.2	39.8	40.1	40.6	40.2
H49-53 TRANSPORTATION AND STORAGE	45.4	45.2	44.3	44.6	44.1	43.5	43.8	44.2
H49,5221 Land Transport & Supporting Services	46.7	46.7	47.3	47.7	46.8	46.1	47.2	47.4
H50,5222, 5225 Water Transport & Supporting Services	45.1	44.5	42.6	42.1	42.1	42.2	41.8	42.6
H51,5223 Air Transport & Supporting Services	43.0	42.9	41.7	41.6	42.1	41.9	41.9	41.7
Other Transportation & Storage Services	46.0	45.8	44.9	45.6	44.7	43.9	44.2	44.7
I55-56 ACCOMMODATION AND FOOD SERVICES	40.5	40.4	40.2	40.5	39.9	40.6	40.3	40.0
I55 Accommodation	44.7	45.1	45.2	44.3	45.6	45.8	45.9	44.7
I56 Food & Beverage Services	39.7	39.7	39.4	40.0	39.1	39.8	39.4	39.2
J58-63 INFORMATION AND COMMUNICATIONS	41.4	40.9	40.6	40.8	40.7	40.8	40.3	40.9
J58-61 Telecommunications, Broadcasting & Publishing	41.3	40.5	40.4	40.9	40.8	40.6	40.4	41.4
J62-63 IT & Other Information Services	41.5	41.1	40.7	40.7	40.6	40.8	40.3	40.7
K64-66 FINANCIAL AND INSURANCE SERVICES	41.7	41.3	40.8	40.7	40.9	40.8	40.7	40.4
K64 & 66 (excl.662) Financial Services	41.9	41.4	40.9	40.8	41.0	40.9	40.7	40.3
K65 & 662 Insurance Services	40.2	40.4	39.9	39.7	40.2	40.4	40.4	40.6
L68 REAL ESTATE SERVICES	43.4	43.2	43.2	42.9	43.0	43.3	43.3	43.9
M69-75 PROFESSIONAL SERVICES	42.4	42.6	42.3	42.4	41.8	42.6	43.0	42.7
M69-70 Legal, Accounting & Management Services	40.9	40.8	40.2	40.8	38.5	40.4	40.6	40.7
M71 Architectural & Engineering Services	45.3	46.2	46.0	45.7	46.5	45.8	46.4	46.0
Other Professional Services	42.0	41.4	41.4	40.9	41.2	41.1	41.9	41.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	44.8	43.6	43.7	44.3	44.4	43.3	43.0	43.3
N80 Security & Investigation	47.9	46.6	46.3	45.5	47.1	42.6	42.7	43.9
N81 Cleaning & Landscaping	44.4	44.6	43.8	43.9	43.5	43.9	43.2	43.3
Other Administrative & Support Services	42.8	39.8	41.2	44.1	43.4	43.2	42.9	42.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.7	41.8	41.6	41.8	41.4	41.5	41.3	41.3
O84,P85 Public Administration & Education	41.4	41.3	41.4	41.4	41.5	41.3	41.3	41.4
Q86-88 Health & Social Services	42.1	42.3	42.0	42.0	42.0	42.4	42.1	41.9
R90-93 Arts, Entertainment & Recreation	42.8	43.7	42.3	44.7	40.7	40.8	40.9	40.0
S,T,U Other Community, Social & Personal Services	40.5	41.1	40.2	40.8	39.9	40.0	39.0	39.6
A,B,D,E OTHERS*	45.2	45.1	44.4	44.1	44.9	44.4	45.2	45.3

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)	2021	2022	2023	2023		2024		
				Sep	Dec	Mar	Jun	Sep
TOTAL	2.5	2.5	2.2	2.3	2.3	2.0	2.0	2.1
C10-32 MANUFACTURING	5.3	5.0	4.0	4.2	3.7	3.7	3.7	3.7
C10-12 Food, Beverages & Tobacco	3.6	2.8	2.5	3.1	2.2	2.1	2.1	2.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.5	5.6	3.5	3.5	3.3	3.3	2.4	2.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.6	2.8	2.2	2.2	2.4	2.9	3.0	2.6
C25,28 Fabricated Metal Products, Machinery & Equipment	6.5	6.0	5.0	5.5	4.2	4.2	4.2	4.3
C26 Electronic, Computer & Optical Products	5.4	5.0	3.2	3.1	2.8	3.0	2.7	3.2
C29-30 Transport Equipment	5.7	6.1	5.5	5.6	5.4	5.3	5.6	4.9
Other Manufacturing Industries	5.7	4.5	4.3	4.6	4.3	3.6	3.5	4.0
F41-43 CONSTRUCTION	6.0	6.4	5.5	5.3	5.6	5.0	5.0	5.2
G-U SERVICES	1.2	1.3	1.2	1.2	1.2	1.0	1.0	1.0
G46-47 WHOLESALE AND RETAIL TRADE	1.3	1.1	1.0	1.1	1.0	1.0	1.0	1.0
G46 Wholesale Trade	1.3	1.1	1.0	1.0	1.0	1.0	1.0	1.1
G47 Retail Trade	1.2	1.3	1.1	1.4	1.0	0.9	1.0	0.9
H49-53 TRANSPORTATION AND STORAGE	2.9	3.0	2.6	3.0	2.8	2.0	2.1	2.3
H49,5221 Land Transport & Supporting Services	4.3	4.2	5.4	5.7	5.5	4.7	5.1	5.4
H50,5222, 5225 Water Transport & Supporting Services	2.4	2.2	1.4	1.5	1.4	0.8	0.8	0.5
H51,5223 Air Transport & Supporting Services	1.0	1.4	0.3	0.1	0.7	0.5	0.4	0.3
Other Transportation & Storage Services	3.3	3.5	2.8	3.6	3.1	2.1	2.2	2.6
I55-56 ACCOMMODATION AND FOOD SERVICES	1.3	1.4	1.5	1.5	1.6	1.3	1.4	1.3
I55 Accommodation	1.4	2.1	2.2	2.0	2.3	2.4	2.0	2.0
I56 Food & Beverage Services	1.3	1.3	1.3	1.5	1.5	1.1	1.2	1.2
J58-63 INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.2	0.3	0.2	0.2	0.3
J58-61 Telecommunications, Broadcasting & Publishing	0.2	0.4	0.3	0.3	0.3	0.3	0.3	0.4
J62-63 IT & Other Information Services	0.2	0.2	0.2	0.2	0.3	0.2	0.2	0.2
K64-66 FINANCIAL AND INSURANCE SERVICES	0.5	0.5	0.1	0.1	0.1	0.1	0.1	0.1
K64 & 66 (excl.662) Financial Services	0.5	0.5	0.1	0.1	0.1	0.1	0.1	0.1
K65 & 662 Insurance Services	0.1	0.1	0.1	-	0.1	0.1	-	0.1
L68 REAL ESTATE SERVICES	1.2	1.4	1.3	1.1	1.2	1.3	1.0	1.3
M69-75 PROFESSIONAL SERVICES	1.1	1.4	1.3	1.2	1.8	1.5	1.7	1.6
M69-70 Legal, Accounting & Management Services	0.2	0.2	0.3	0.2	0.4	0.3	0.3	0.2
M71 Architectural & Engineering Services	2.7	3.6	3.4	3.1	4.1	3.5	3.8	3.9
Other Professional Services	0.9	0.6	0.4	0.4	0.6	0.5	0.7	0.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.3	3.3	3.4	3.2	2.4	2.0	2.0
N80 Security & Investigation	6.6	5.8	6.0	6.1	6.1	3.1	2.2	2.4
N81 Cleaning & Landscaping	2.6	3.0	2.7	2.8	2.6	2.6	2.3	2.4
Other Administrative & Support Services	1.8	1.9	1.9	1.8	1.7	1.5	1.3	1.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.3	0.4	0.4	0.5	0.3	0.3	0.3	0.3
O84,P85 Public Administration & Education	0.1	0.1	0.2	0.2	0.2	0.1	0.1	0.2
Q86-88 Health & Social Services	0.5	0.5	0.4	0.5	0.5	0.5	0.4	0.3
R90-93 Arts, Entertainment & Recreation	0.9	1.4	1.2	2.2	0.7	0.9	0.8	0.7
S,T,U Other Community, Social & Personal Services	0.6	0.6	0.6	0.8	0.6	0.4	0.4	0.6
A,B,D,E OTHERS*	2.7	2.6	2.3	2.2	2.9	2.2	2.5	2.9

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

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

- : nil or negligible

Notes :

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

Explanatory Notes

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

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

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

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

Residents refer to Singapore Citizens and Permanent Residents.

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

Uses and Limitations

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Sep 24	60,500	2,400	3.9%	55,900	65,200
Resident Unemployment Rate	Sep 24	2.5%	0.10%-pt	3.9%	2.3%	2.7%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	3Q 24	2.1%	0.03%-pt	1.4%	2.0%	2.1%
Average Monthly Resignation Rate	3Q 24	1.3%	0.01%-pt	1.1%	1.3%	1.3%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 24	2.1	0.03	1.4%	2.0	2.1

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Labour Force In Singapore 2024	27 Jan-04 Feb 2025*
Labour Market Advance Release Fourth Quarter 2024	27-28 Jan 2025*
Labour Market Report Fourth Quarter 2024	10-14 Mar 2025*
Job Vacancies 2024	24-31 Mar 2025*

PAST ...

Labour Market Report Third Quarter 2024	09 Dec 2024
Labour Force in Singapore Advance Release 2024	28 Nov 2024
Labour Market Advance Release Third Quarter 2024	29 Oct 2024
Labour Market Report Second Quarter 2024	17 Sep 2024
Labour Market Advance Release Second Quarter 2024	31 Jul 2024
Report on Wage Practices 2023	25 Jun 2024
Labour Market Report First Quarter 2024	20 Jun 2024
Labour Market Advance Release First Quarter 2024	30 Apr 2024

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 2024

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