

# Labour Market Report 2020



MINISTRY OF  
MANPOWER

Manpower Research  
and Statistics Department

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LABOUR MARKET REPORT 2020

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

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Explanatory Notes

**Notations**

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

**Abbreviations**

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

**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.

Revisions have been made to the job vacancy numbers for Air Transport & Supporting Services, following clarifications with survey respondents. These revisions did not result in material changes in trends or findings at the overall level.

# Labour Market Report 2020

## Unemployment

### Unemployment rates continued to decline

Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



### Resident long-term unemployment rate rose

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



### Short Work-Week Or Temporary Layoff

Number of employees placed on short work-week or temporary layoff continued to fall



34,240  
3Q 2020 ↓ 8,710  
4Q 2020

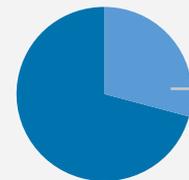
## Employment

Employment level (excl. FDW)



3,355,900  
Dec 2020

Non-residents' share of employment (excl. FDW)



29.3 %  
Dec 2020

### Resident employment rebounded in the second half of the year to slightly above pre-COVID levels

Employment change (Annual)

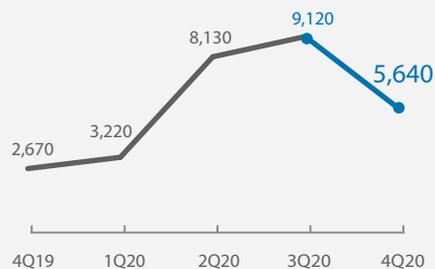
■ Total (excl. FDW) ■ Resident ■ Non-resident (excl. FDW)



## Retrenchment

### Retrenchments declined after five consecutive quarters of increase

Retrenched employees



## Job Vacancy

### Job vacancies to unemployed persons ratio improved

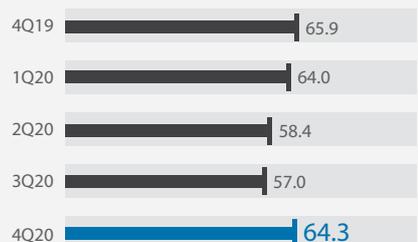
Ratio of job vacancies to unemployed persons, seasonally adjusted



## Re-entry into Employment

### Rate of re-entry into employment rose for the first time in 2020

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

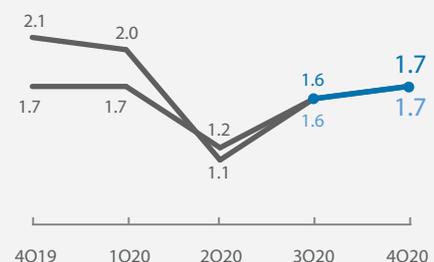


## Labour Turnover

### Labour turnover increased

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

■ Recruitment ■ Resignation



## Executive Summary

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The Labour Market Advance Release 2020 reported a broad improvement in the labour market in 4Q 2020, based on preliminary estimates on employment, unemployment and retrenchment. In this release, these estimates were updated with final data and trends are similar to the earlier assessment.

In the fourth quarter of 2020:

### Employment

- The contraction in total employment moderated in 4Q 2020 (-7,900<sup>1</sup>). Resident employment (34,500) rose for the second consecutive quarter, while non-resident employment continued to decline (-42,400).
- The Employment Diffusion Index (EDI) for residents held steady over the quarter at 64.3 in 4Q 2020, indicating that increases in resident employment was broad-based across industries. The EDI for non-residents (16.3) remained markedly below the mid-point of 50, indicating that most industries experienced a decline in non-resident employment.

### Unemployment

- The seasonally adjusted unemployment rates for December 2020 (overall: 3.3%; resident: 4.4%; citizen: 4.5%) continued to moderate from November (overall: 3.4%; resident: 4.6%; citizen: 4.7%). The resident unemployment rate was also lower than September 2020 (4.8%), and this decline was broad-based across most age and education groups.
- In January 2021, the unemployment rates continued to decline slightly at the overall level (3.2%) and for residents (4.3%). It was unchanged for citizens (4.5%).

### Retrenchments

- Retrenchments declined for the first time in 4Q 2020 (5,640), after five consecutive quarters of increases. There were fewer retrenchments over the quarter in most industries.

Government measures have helped to cushion the impact of COVID-19 on the labour market. For the year of 2020:

- Resident employment (+14,900) rebounded to slightly above pre-COVID levels by the end of 2020. The contraction in total employment (-166,600) was solely attributed to non-residents (-181,500).

---

<sup>1</sup> Employment figures exclude foreign domestic workers (FDW).

- Even though the annual average unemployment rates rose in 2020 compared to 2019 (overall: from 2.3% to 3.0%; resident: from 3.1% to 4.1%; citizen: from 3.3% to 4.2%), they did not exceed levels recorded in past recessionary periods of SARS (2003) and the Global Financial Crisis (2009).
- While retrenchments more than doubled from 2019 (from 10,690 to 26,110), the workforce was less vulnerable to retrenchment compared to previous recessions. The incidence of retrenchment (12.8 retrenched per 1,000 employees) was lower than previous recessions (averaging 22.5 per 1,000 employees). Residents (11.1 retrenched per 1,000 resident employees) also had a lower incidence of retrenchment compared to non-residents (15.7 per 1,000).

This report also covers new indicators to provide a comprehensive view of the labour market. They affirmed our preliminary assessment that the labour market improved in 4Q 2020:

#### Re-entry Into Employment

- The six-month re-entry rate among retrenched residents rose for the first time in 2020 to 64% in 4Q 2020. The improvement was also broad-based.

#### Working Arrangements

- As business activities resumed, more employees returned to their usual work arrangements. The number of employees placed on short work-week or temporary layoff continued to decline significantly from 34,240 in 3Q 2020 to 8,710 in 4Q 2020.
- Average weekly paid hours worked also rose for the second consecutive quarter by 0.5 hour to 44.3 hours, due to higher overtime hours.

#### Job Vacancies

- The number of job vacancies rose for the second consecutive quarter to 54,500 (seasonally adjusted) in December 2020. Along with the decrease in unemployed persons, the job vacancies to unemployed persons ratio improved from 0.63 in September 2020 to 0.75 in December 2020 (seasonally adjusted).

#### Labour turnover

- The recruitment and resignation rates continued to rise in 4Q 2020 (1.7%, seasonally adjusted) from the all-time lows in 2Q 2020.

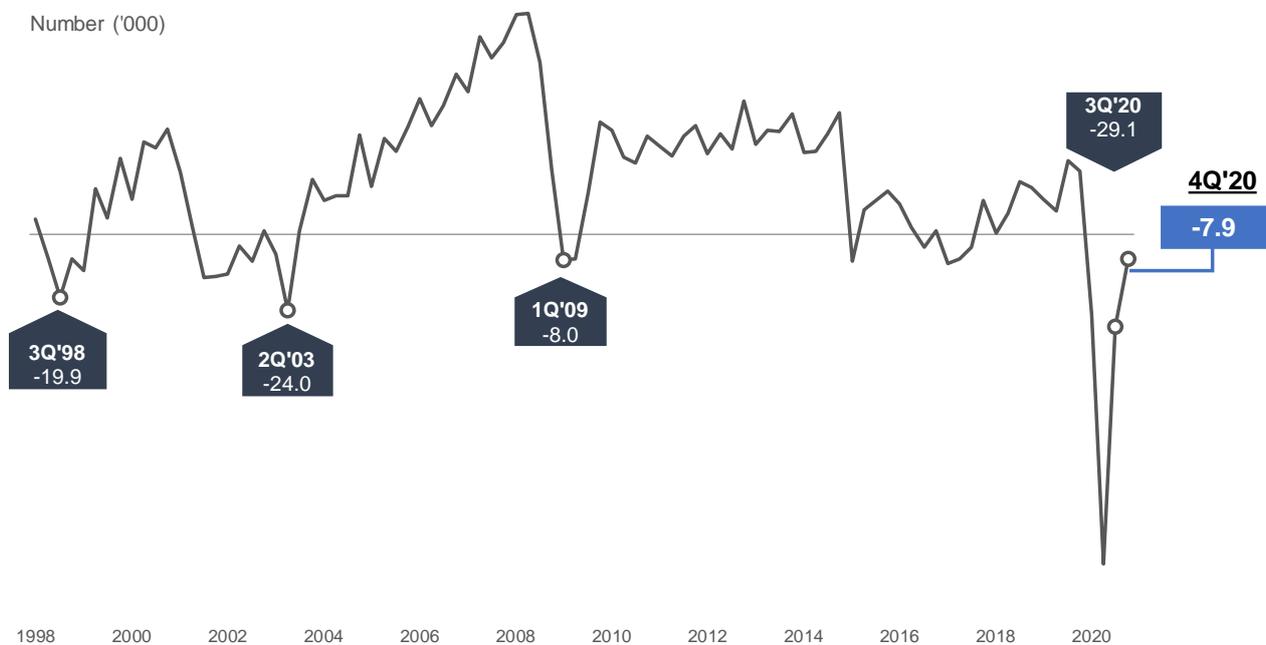
However, resident unemployment and long-term unemployment rates remained elevated, suggesting the presence of mismatches in the labour market.

## Employment

### 4Q 2020

The contraction in total employment in 4Q 2020 (-7,900 excluding FDW) was due to the decline in non-resident<sup>2</sup> employment (-42,400). Resident employment (34,500) rose for the second consecutive quarter.

Chart 1: Quarterly Total Employment Change (excluding FDW)



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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (3) 'excl FDW' refers to excluding foreign domestic workers.

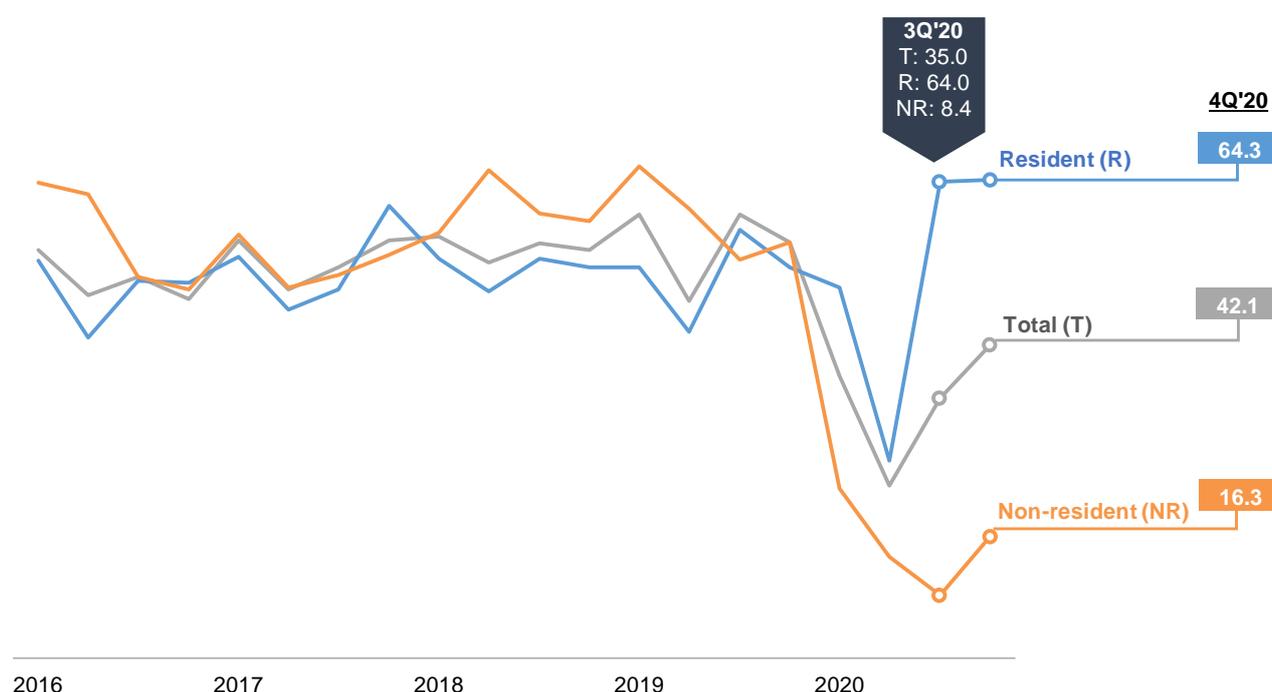
<sup>2</sup> "Residents" refer to Singapore Citizens and Permanent Residents.

The Employment Diffusion Index<sup>3</sup> (EDI) for resident employment in 4Q 2020 held steady over the quarter at 64.3, indicating a broad-based increase in resident employment across industries. For non-residents, the EDI (16.3) remained markedly below the mid-point of 50, indicating that the contraction in non-resident employment in 4Q 2020 occurred in most industries.

In 4Q 2020, there was substantial increases in employment in consumer-facing *Food & Beverage Services* (10,100) and *Retail Trade* (3,000) due to seasonal hiring for the festive period. *Public Administration & Education* (3,900), *Health & Social Services* (2,300) and *Information & Communications* (1,300) also registered robust growth in 4Q 2020. Residents contributed to all of the employment increases in these industries, while non-resident employment declined.

*Construction* (-15,600) and *Manufacturing* (-10,800) registered sharp declines in total employment in 4Q 2020 due to contraction in non-resident employment. However, the pace of decline had moderated from the preceding quarter.

Chart 2: Employment Diffusion Index



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

Note: Figures exclude foreign domestic workers.

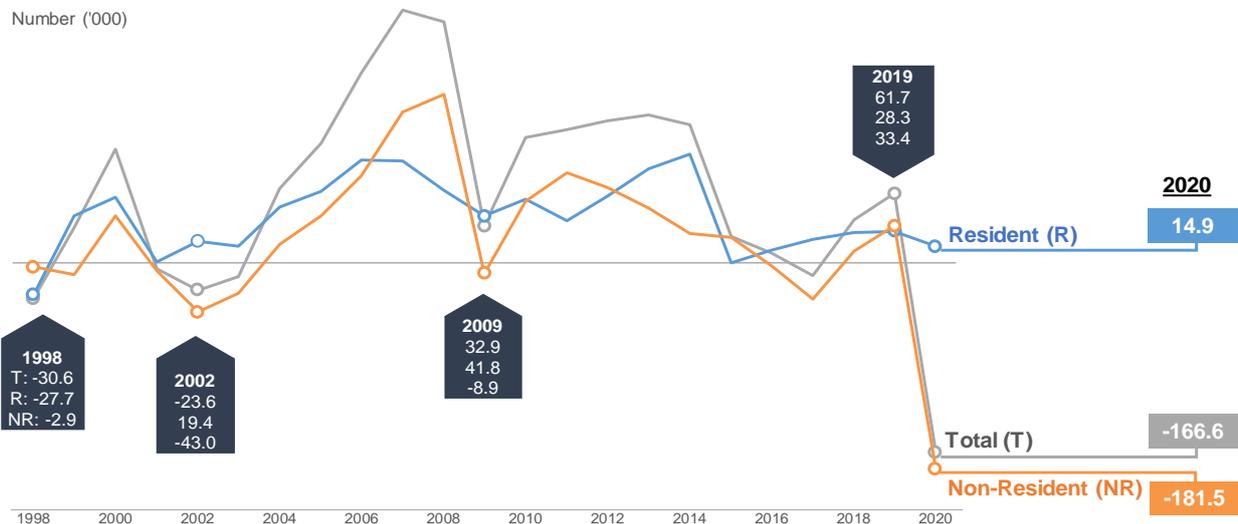
<sup>3</sup> The EDI provides an indication of the breadth of employment change across 203 component industries, and ranges from 0 to 100. The further away this index is from the mid-point of "50" (either above or below), the more widespread these employment expansions and contractions.

Full Year 2020

Total employment contracted by 166,600 (excluding FDW) for the full year of 2020. This was the sharpest decline in more than two decades. Non-residents (-181,500) accounted for all of the employment decline. As a result of the strong pick up in the second half of 2020, resident employment grew by 14,900 for the full year of 2020.

In December 2020, there were 3,355,900 persons in employment (excluding FDW), of whom 2,371,800 were residents. Non-residents made up 29.3% of total employment in December 2020, down from 33.1% a year ago as non-residents saw significant reductions during the year.

Chart 3: Annual Total Employment Change By Residential Status (excluding FDW)



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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) 'excl FDW' refers to excluding foreign domestic workers.

Resident employment trends were mixed across sectors. Majority of resident employment increases occurred in *Public Administration & Education, Health & Social Services, Information & Communications, Financial & Insurance Services* and *Professional Services*. It declined in tourism and aviation-related sectors, which were severely affected by COVID-19 travel restrictions and safe-distancing measures.<sup>4</sup> Declines were also observed in Manufacturing and Wholesale Trade, weighed down respectively by transport engineering and weaker domestic trade.

Non-resident employment declined in all sectors of *Services* (-94,100), *Construction* (-52,800), and *Manufacturing* (-34,200).

Table 1: Annual Total Employment Change By Residential Status And Industry

	Employment Change											Employment Level
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Dec 2020
	<b>Overall</b>											
Total	115.9	122.6	129.1	136.2	130.1	32.3	16.8	-3.6	45.3	69.7	-181.0	3,603.3
Total (excl FDW)	110.6	117.7	125.8	131.3	122.1	23.3	8.6	-10.7	38.3	61.7	-166.6	3,355.9
Resident	56.2	37.9	58.7	82.9	96.0	0.7	11.2	21.3	27.4	28.3	14.9	2,371.8
Non-Resident	59.7	84.8	70.4	53.3	34.0	31.6	5.7	-24.9	17.9	41.5	-195.9	1,231.5
Non-Resident (excl FDW)	54.4	79.8	67.1	48.4	26.0	22.6	-2.5	-32.0	10.9	33.4	-181.5	984.1
	<b>Manufacturing</b>											
Total	4.6	5.8	8.3	4.8	-3.9	-21.2	-14.4	-10.9	-2.4	-2.1	-37.8	447.0
Resident	5.2	-0.5	-1.0	1.4	0.7	-6.6	-5.6	-1.0	-1.8	-2.0	-3.6	238.7
Non-Resident	-0.7	6.3	9.4	3.4	-4.6	-14.5	-8.7	-9.9	-0.6	-0.1	-34.2	208.3
	<b>Construction</b>											
Total	0.5	21.8	40.4	38.5	14.7	7.2	-11.3	-38.3	-7.1	12.6	-51.8	405.0
Resident	-3.3	2.2	5.5	6.6	5.1	0.5	-1.3	-5.5	-1.7	-1.4	1.0	116.3
Non-Resident	3.8	19.7	34.9	31.9	9.7	6.7	-10.0	-32.8	-5.4	14.0	-52.8	288.7
	<b>Services</b>											
Total	110.3	94.2	78.6	91.2	118.5	45.6	42.8	46.0	54.9	59.4	-91.1	2,724.9
Total (excl FDW)	105.0	89.2	75.3	86.3	110.5	36.6	34.6	39.0	47.8	51.3	-76.7	2,477.5
Resident	54.0	35.5	52.7	73.5	89.8	6.4	18.4	28.3	31.2	31.9	17.4	1,995.2
Non-Resident	56.2	58.6	25.9	17.7	28.7	39.2	24.4	17.7	23.7	27.5	-108.5	729.7
Non-Resident (excl FDW)	50.9	53.7	22.6	12.8	20.7	30.2	16.2	10.7	16.6	19.4	-94.1	482.2

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) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) Data may not add up to the total due to rounding.
- (4) 'excl FDW' refers to excluding foreign domestic workers.
- (5) The industries are classified based on SSIC 2015.

<sup>4</sup> These include *Arts, Entertainment & Recreation, Accommodation* and *Air Transport & Supporting Services*.

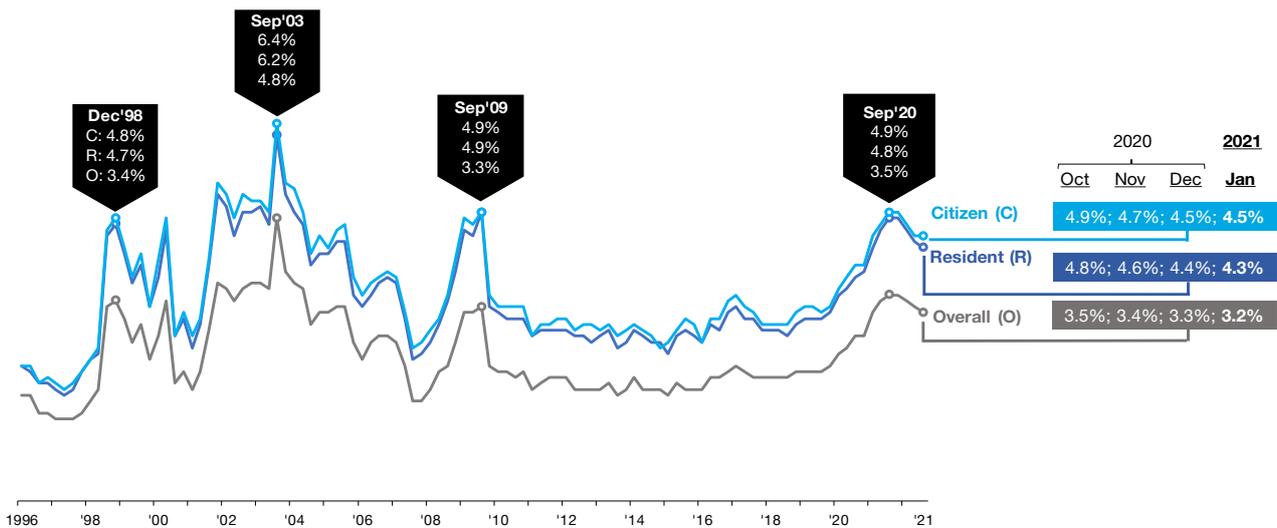
## Unemployment

### December 2020

The seasonally adjusted unemployment rates for December 2020 (overall: 3.3%; resident: 4.4%; citizen: 4.5%) continued to moderate from November (overall: 3.4%; resident: 4.6%; citizen: 4.7%).<sup>5</sup> The resident unemployment rate in December 2020 (4.4%) was also lower than September 2020 (4.8%) at the overall and across most age and education groups.

In January 2021, the unemployment rates continued to decline slightly at the overall (3.2%) and for residents (4.3%). It was unchanged for citizens (4.5%).<sup>6</sup>

Chart 4: Unemployment Rate (Seasonally Adjusted)



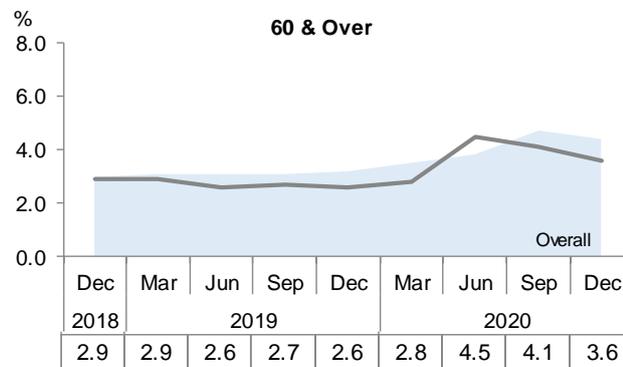
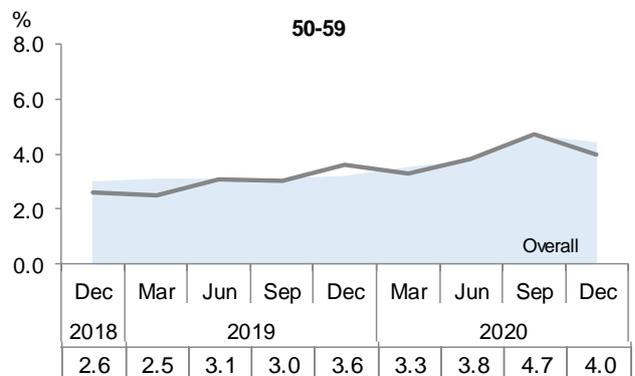
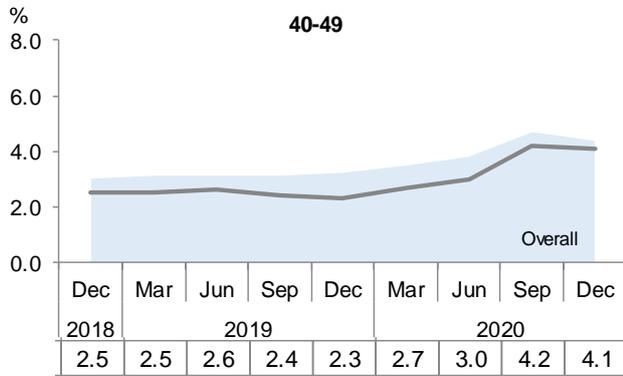
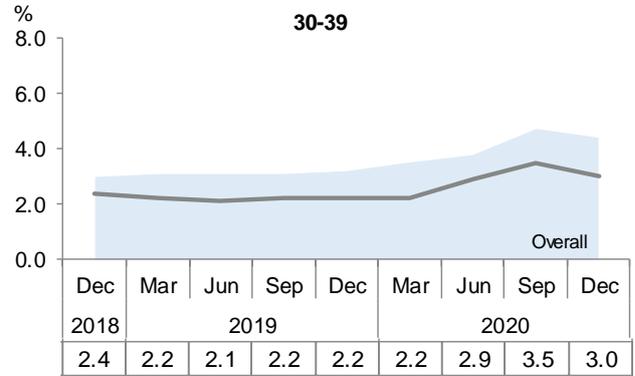
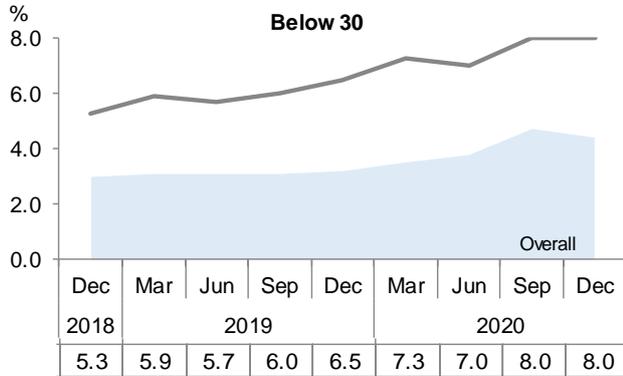
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

<sup>5</sup> Other than unemployment rate, the time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate was unchanged at 4.1% in 4Q 2020 compared to 3Q 2020.

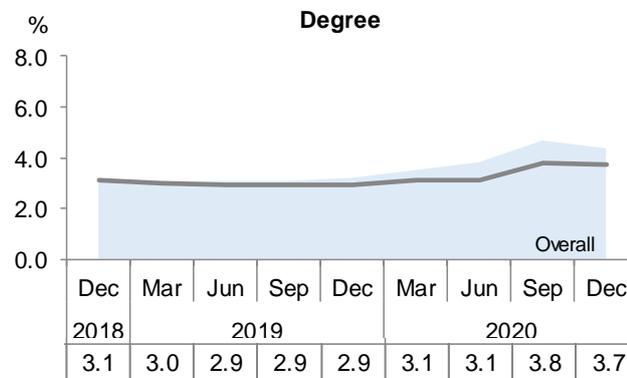
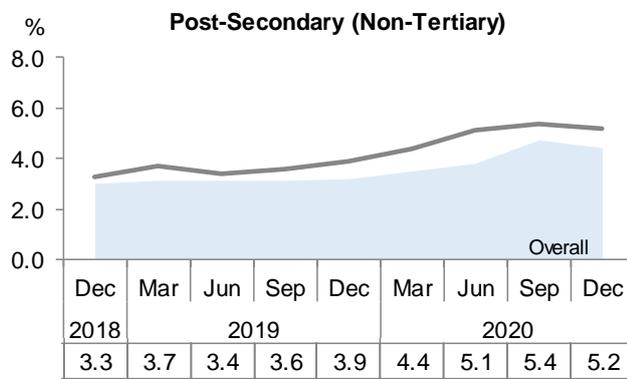
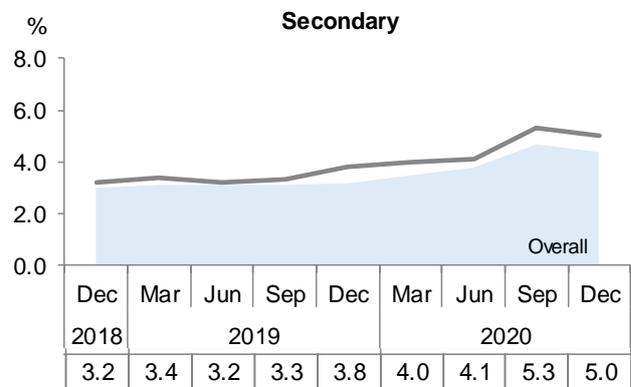
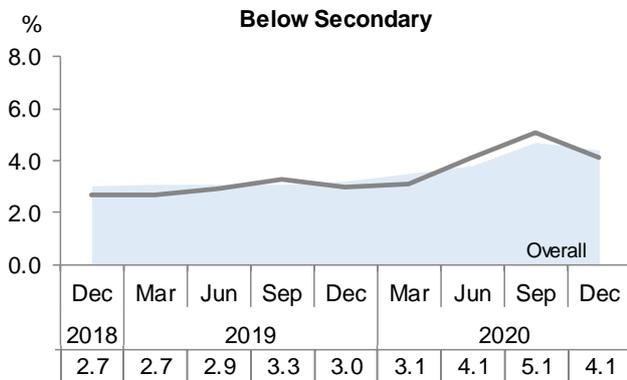
<sup>6</sup> Based on seasonally adjusted data, there were 101,900 unemployed residents in January 2021, of which 89,300 were citizens.

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

**By Age**



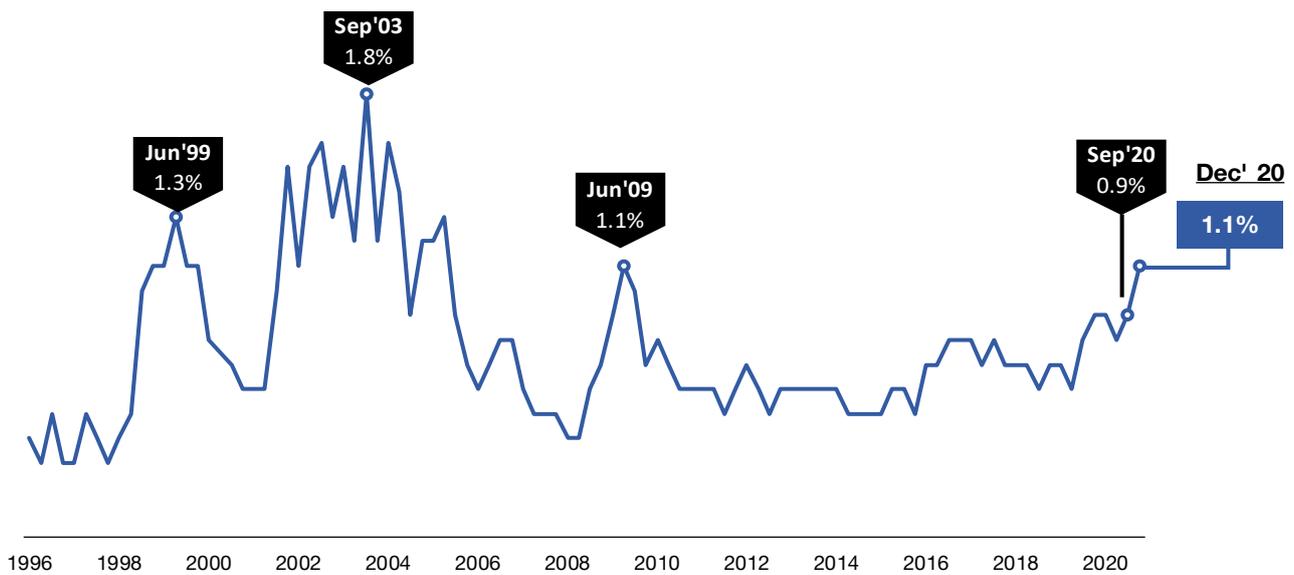
By Education



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

The resident long-term unemployment rate<sup>7</sup> (LTUR) rose in December 2020 (1.1%, seasonally adjusted)<sup>8</sup> compared to September (0.9%). LTUR rose across most age and education groups, except for residents with diploma & professional qualifications who saw a slight decline in LTUR after three consecutive quarters of increases.

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



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

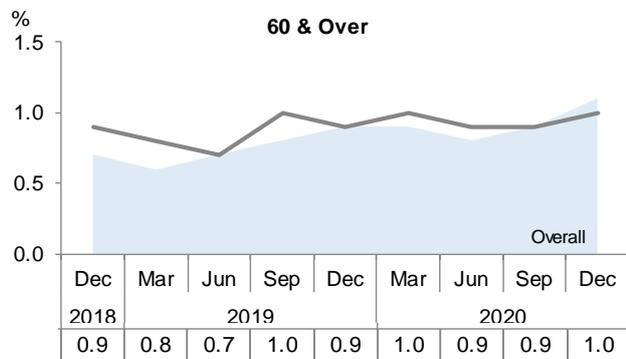
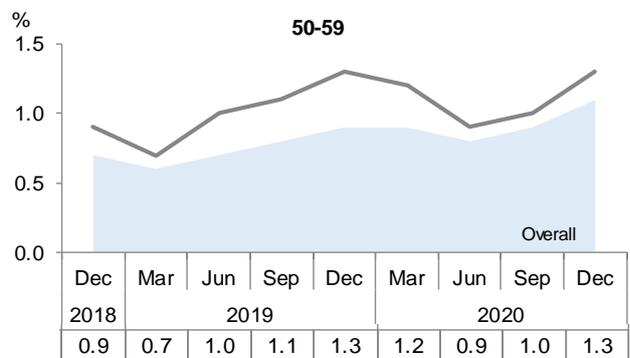
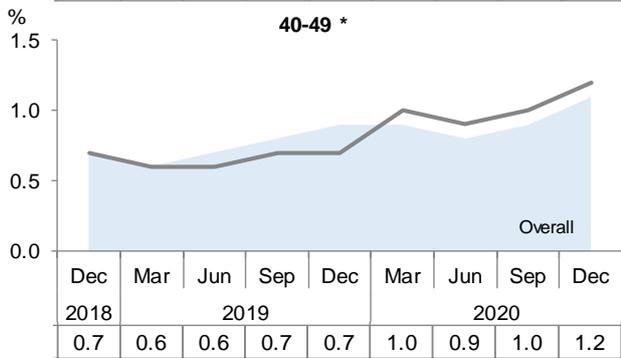
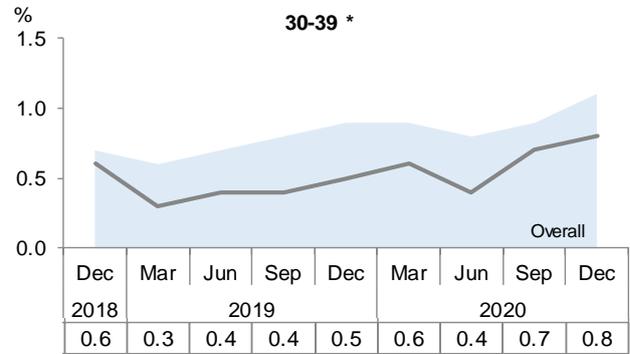
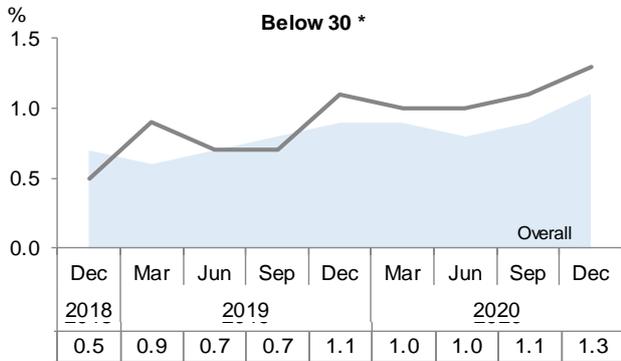
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

<sup>7</sup> The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

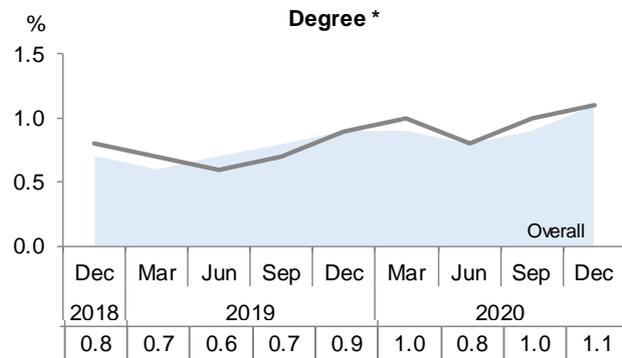
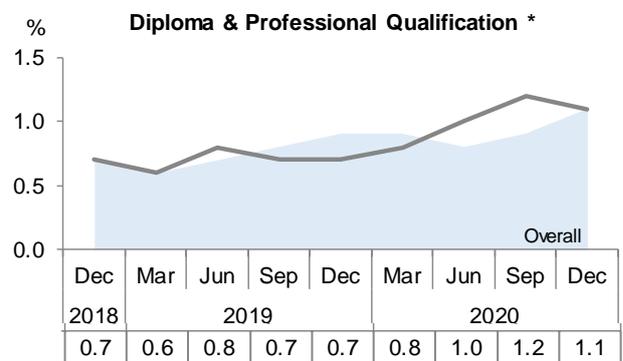
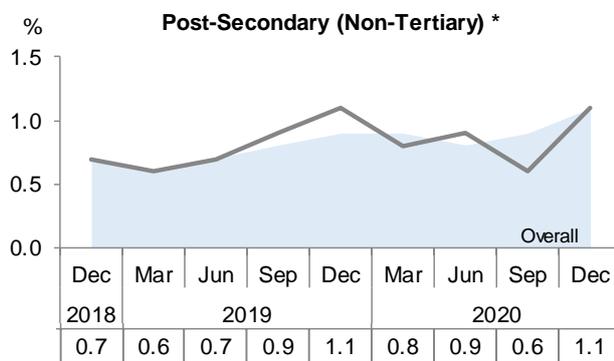
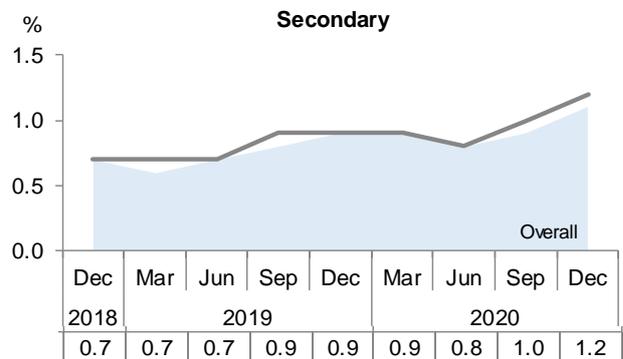
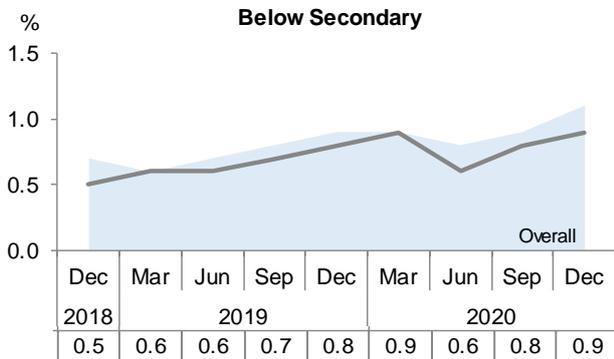
<sup>8</sup> Based on seasonally adjusted data, there were more long-term unemployed residents in December 2020 (26,600) compared to September 2020 (22,500).

Chart 7: Resident Long-Term Unemployment Rate By Age And Education (Seasonally Adjusted)

By Age



**By Education**



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

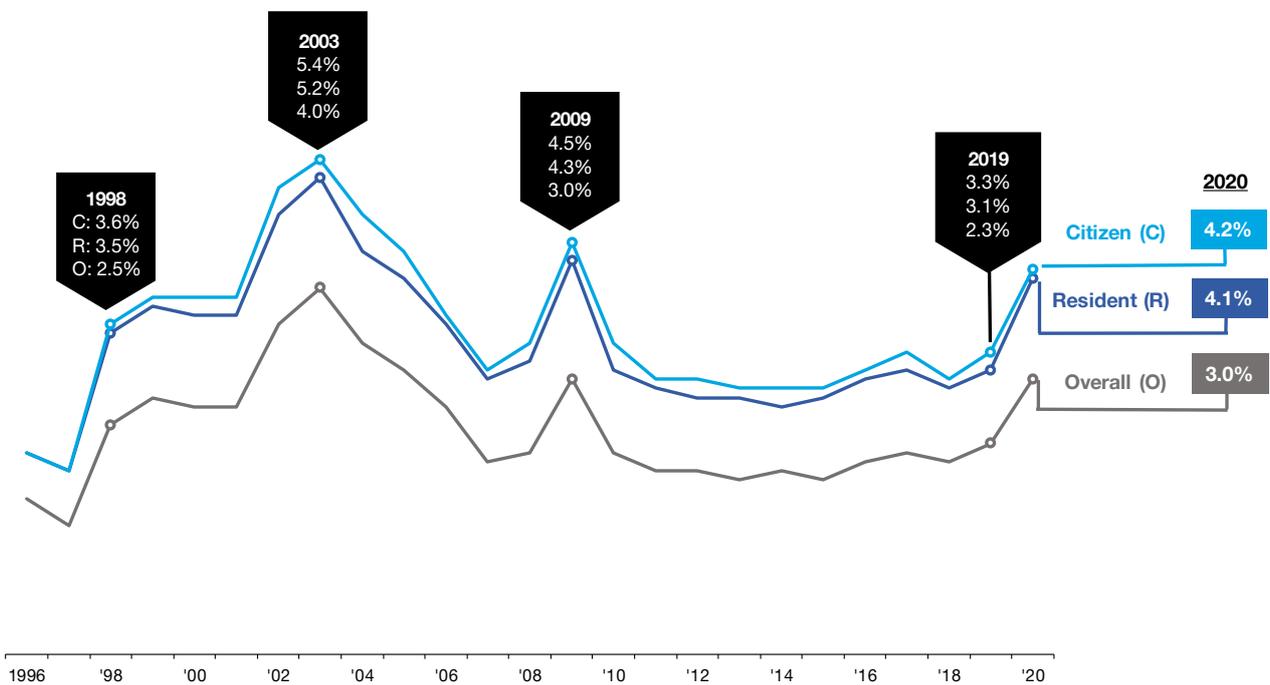
Notes:

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

Full Year 2020

The annual average<sup>9</sup> unemployment rates rose in 2020 compared to 2019 (overall: from 2.3% to 3.0%; resident: from 3.1% to 4.1%; citizen: from 3.3% to 4.2%). However, they did not exceed levels recorded in past recessionary periods of SARS (2003) and the Global Financial Crisis (2009). Increases in unemployment rates were observed for residents of all age and education groups, with residents aged below 30 registering the sharpest increase over the year.

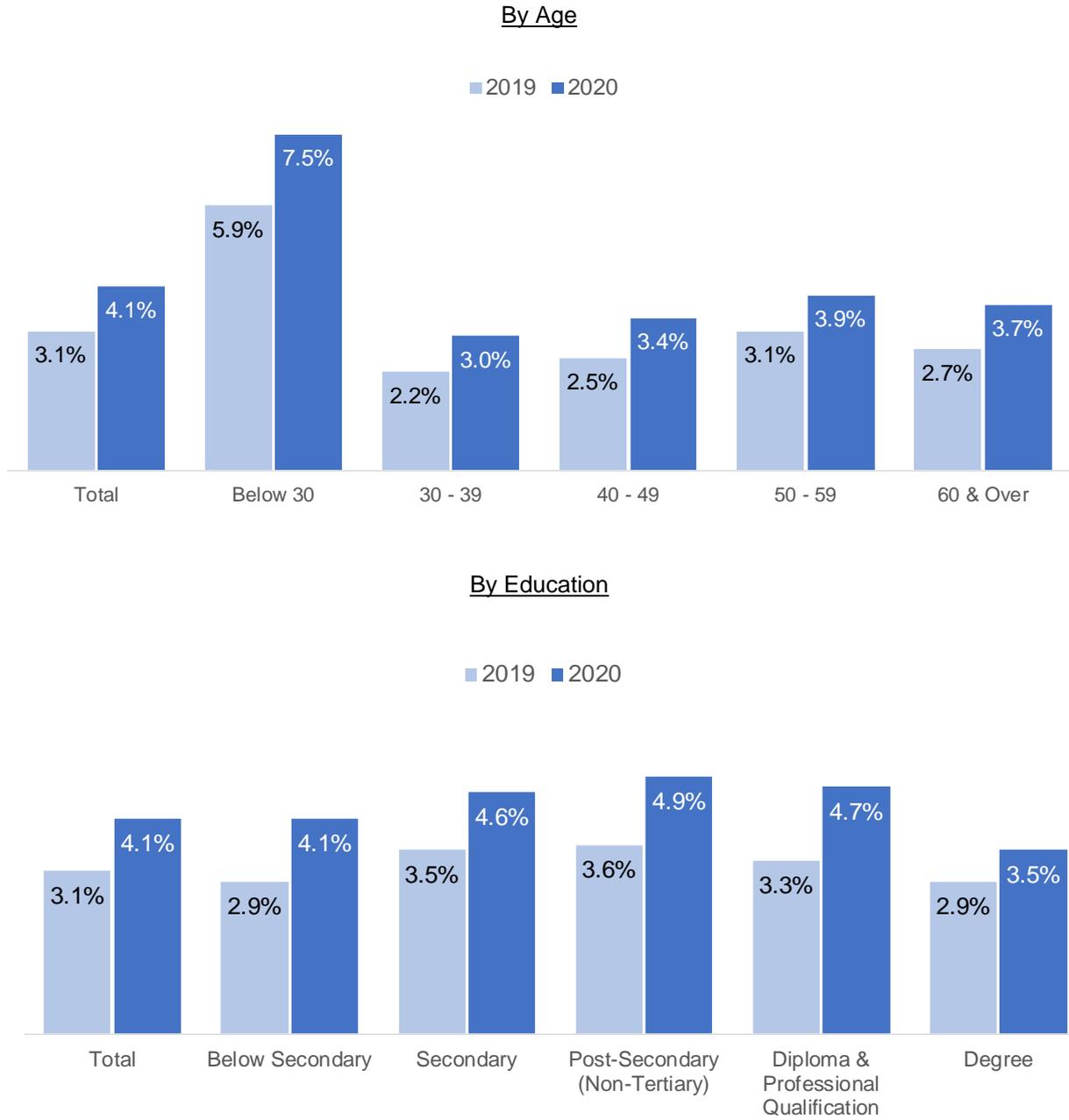
Chart 8: Annual Average Unemployment Rate



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

<sup>9</sup> Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals (i.e. March, June, September, December).

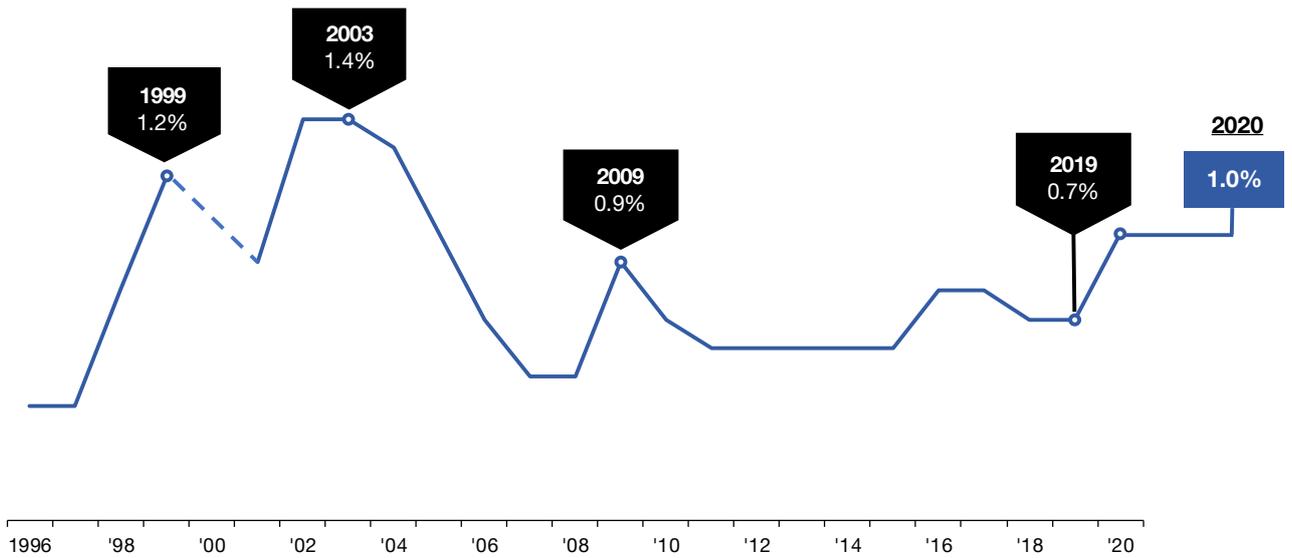
Chart 9: Annual Average Resident Unemployment Rate By Age And Education



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

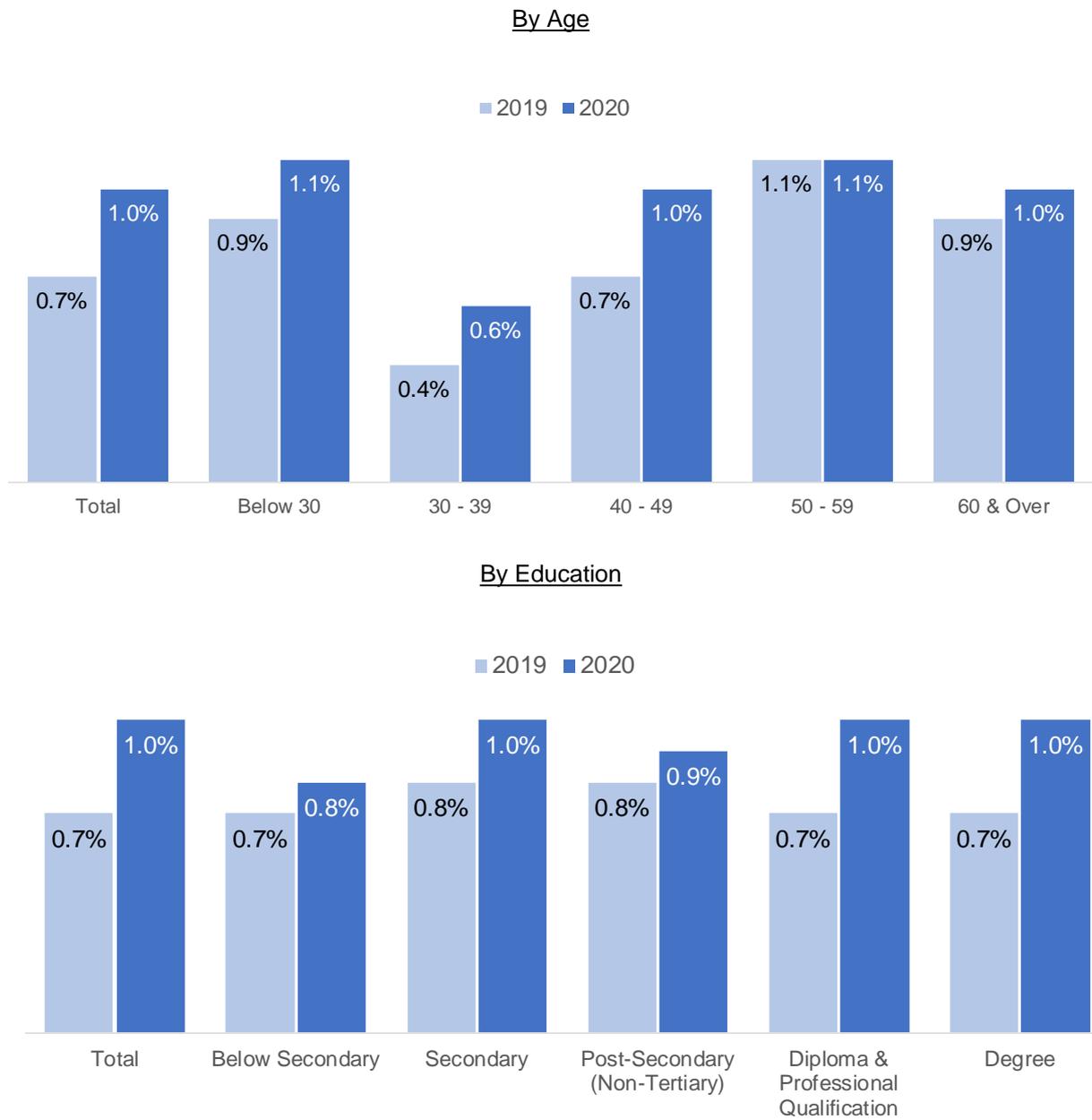
Similarly, the annual average resident LTUR rose over the year from 0.7% to 1.0% in 2020, slightly higher than in 2009 (0.9%). Over the year, the rise in resident LTUR was seen across most age and education groups, except for residents in their 50s, whose rate remained unchanged.

Chart 10: Annual Average Resident Long-Term Unemployment Rate



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

Chart 11: Annual Average Resident Long-Term Unemployment Rate By Age And Education



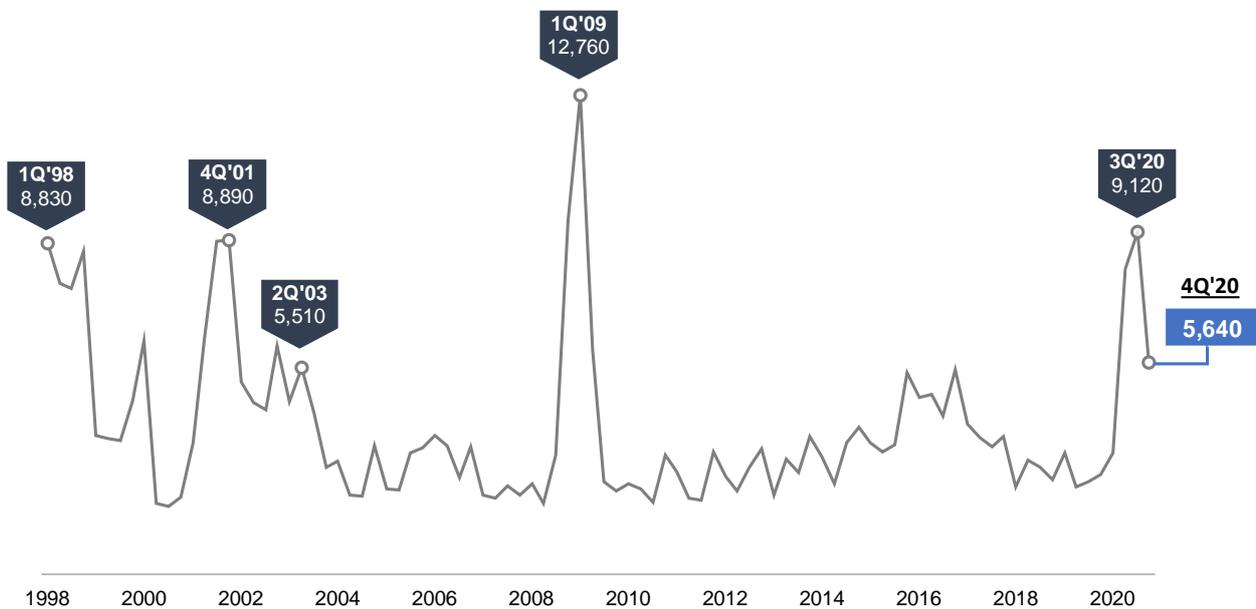
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

## Retrenchment

Retrenchments declined for the first time in 4Q 2020 (5,640), after five consecutive quarters of increases. There were fewer retrenchments in most industries except for *Air Transport & Supporting Services*, which was still affected by global travel restrictions. 'Recession/downturn in industry' remained the top reason for retrenchments in 4Q 2020, accounting for 49% of all retrenchments, followed by 're-organisation/restructuring' (39%).

Chart 12: Retrenchments



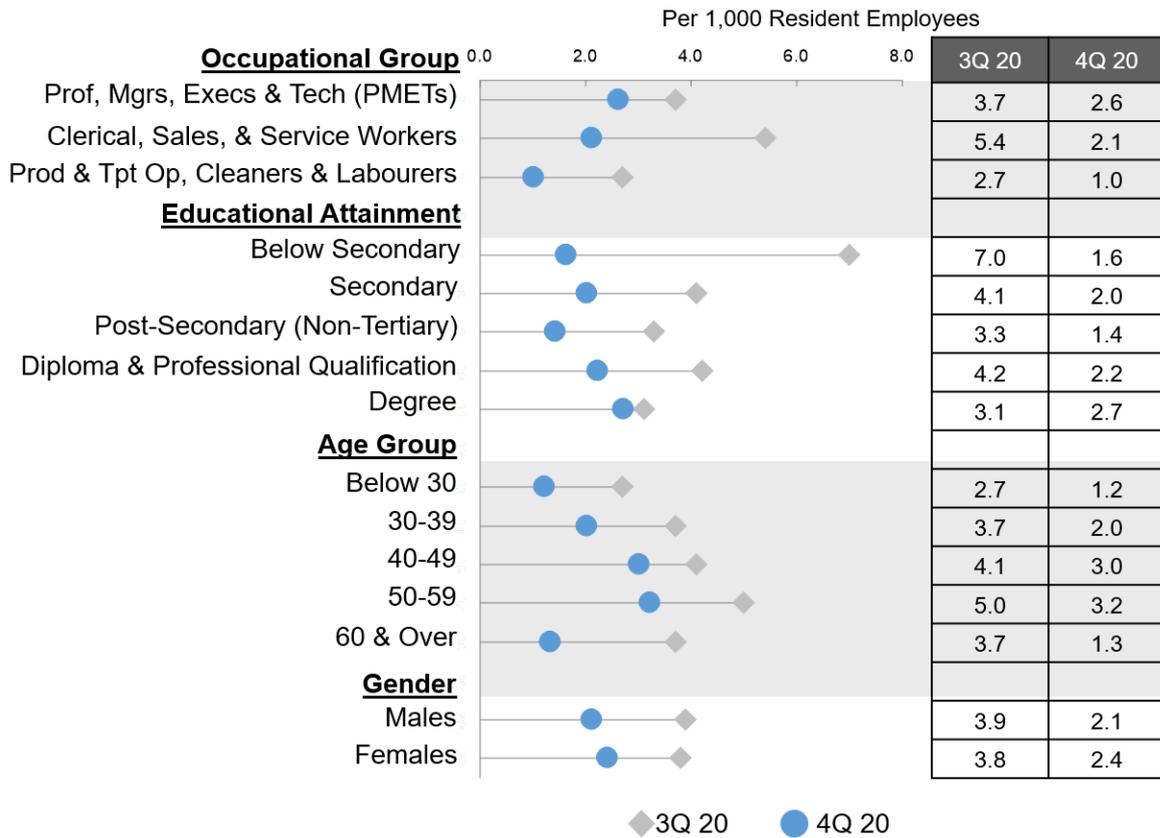
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

There was also a broad-based decline in the incidence of retrenchment among residents over the quarter, particularly among residents with below secondary qualifications, as well as clerical, sales & service workers.

Chart 13: Incidence Of Retrenchment Among Residents By Occupation, Educational Attainment, Age And Gender



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

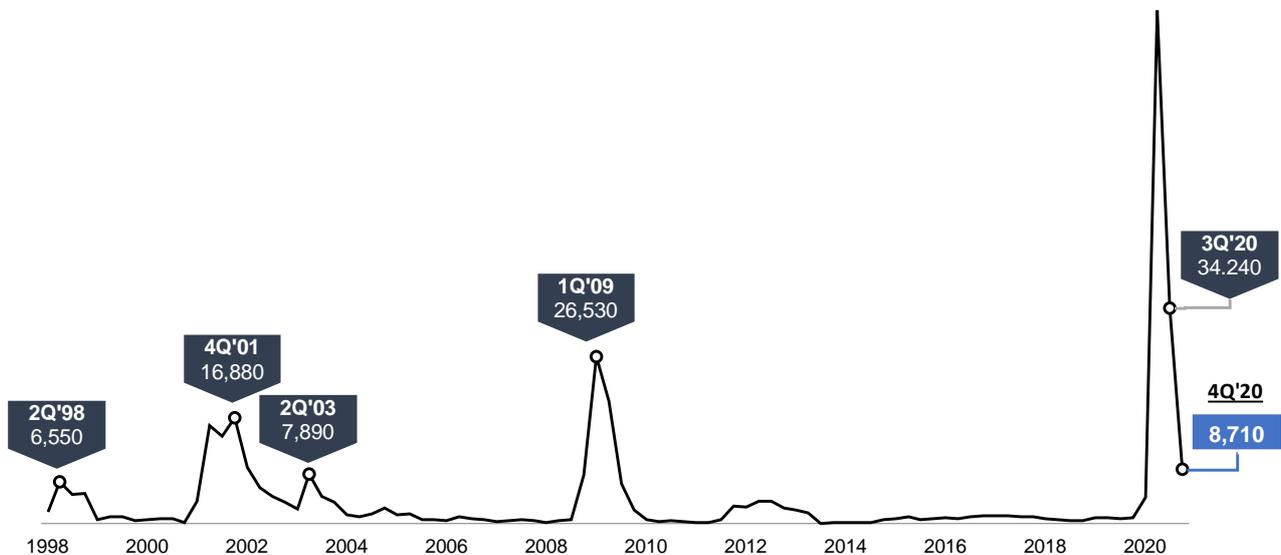
Note: Data on retrenched residents pertain to those retrenched from private sector establishments (each with at least 25 employees) and the public sector.

## Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoff continued to fall significantly from 34,240 in 3Q 2020 to 8,710 in 4Q 2020. Majority of these employees were placed on short work-week (6,720).

Fewer employees were placed on short work-week or temporary layoff in all industries, led by *Construction* with the resumption of construction activities with the necessary safe management measures in place. *Transportation & Storage* (mainly in *Air Transport & Supporting Services*) and *Manufacturing* (mainly in *Transport Equipment*) also saw significantly fewer employees on short work-week or temporary layoff. Reflecting the higher concentration of non-PMETs in these sectors, larger declines were observed among non-PMETs compared to PMETs in 4Q 2020.

Chart 14: Number Of Employees On Short Work-week Or Temporary Layoff



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

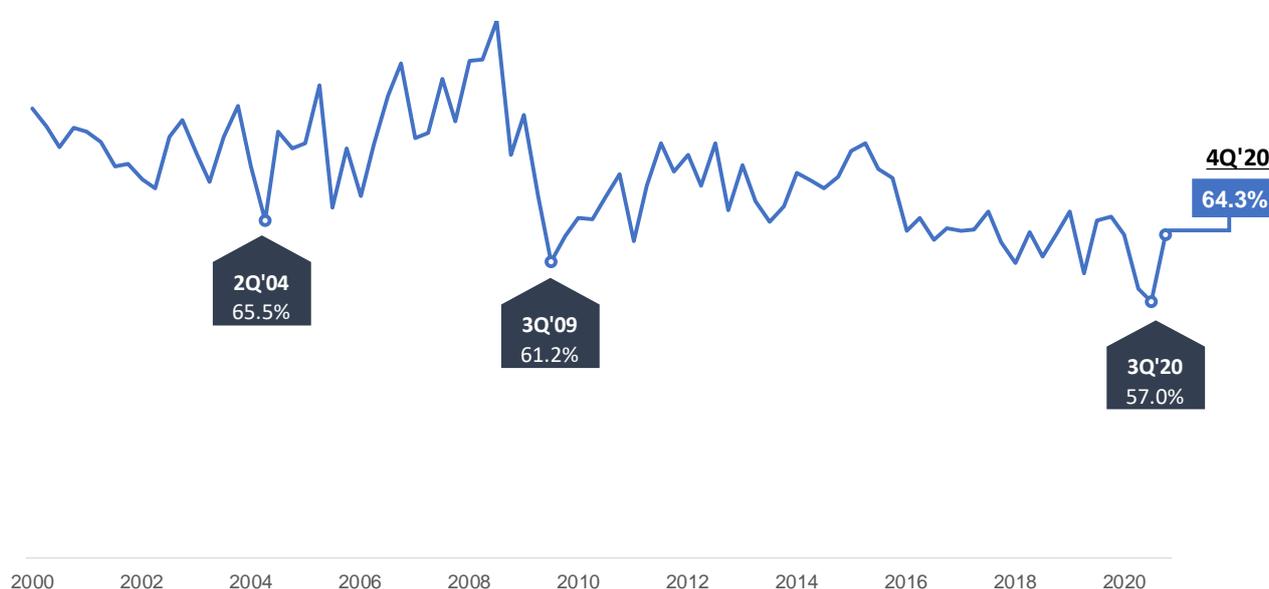
Notes:

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

## Re-entry Into Employment

The six-month re-entry rate among retrenched residents rose from 57% in 3Q 2020 to 64% in 4Q 2020, after three consecutive quarters of decline. The improvement was also broad-based. Residents in their 40s and over posted larger increases than those aged below 40, although they continued to have lower re-entry rates than their younger counterparts.

Chart 15: Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents  
(6 Months Post-Retrenchment)

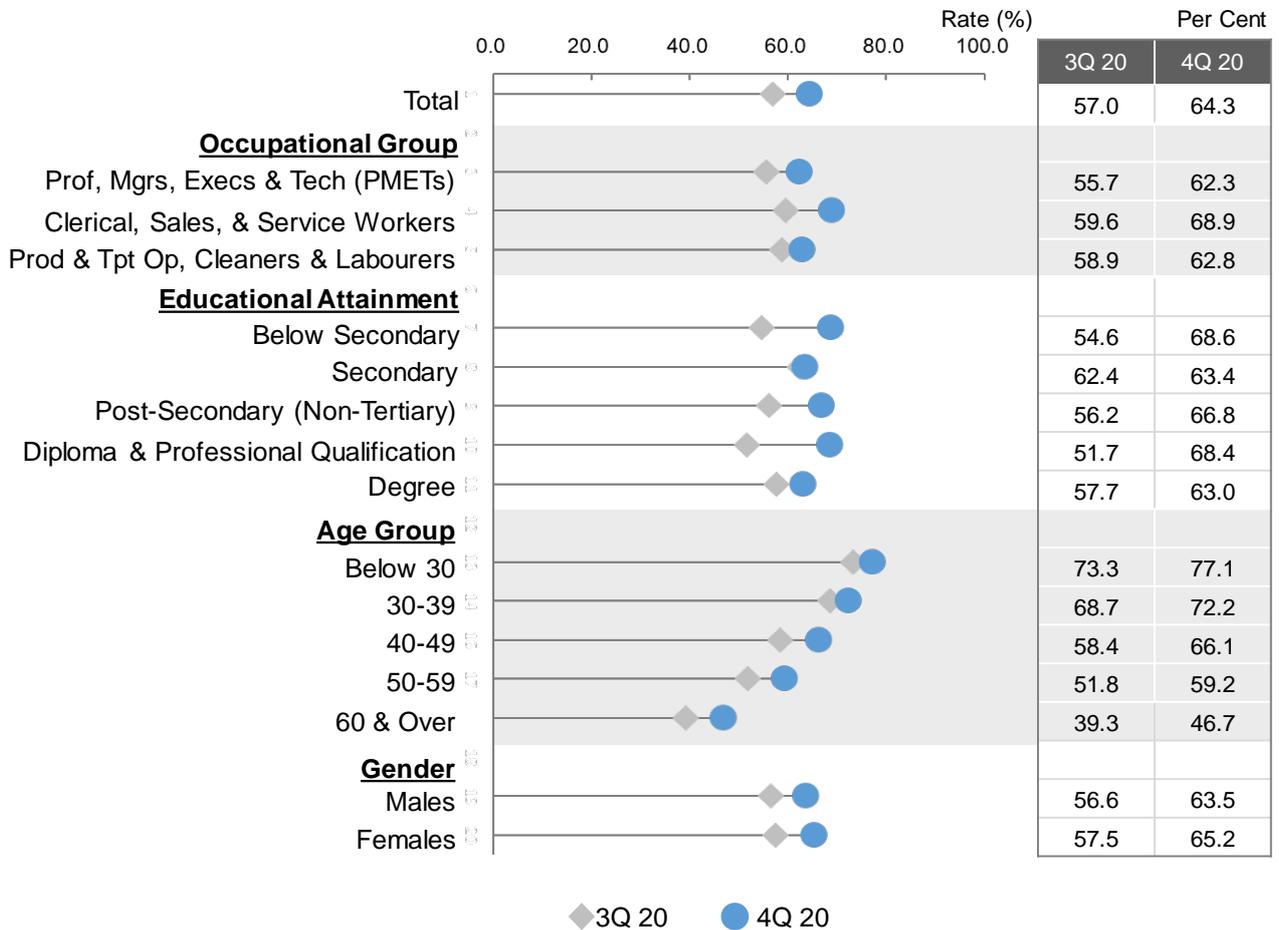


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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

Chart 16: 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 3Q / 4Q 2020 for residents retrenched in 1Q / 2Q 2020 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

## Retrenchment & Re-entry Into Employment In 2020

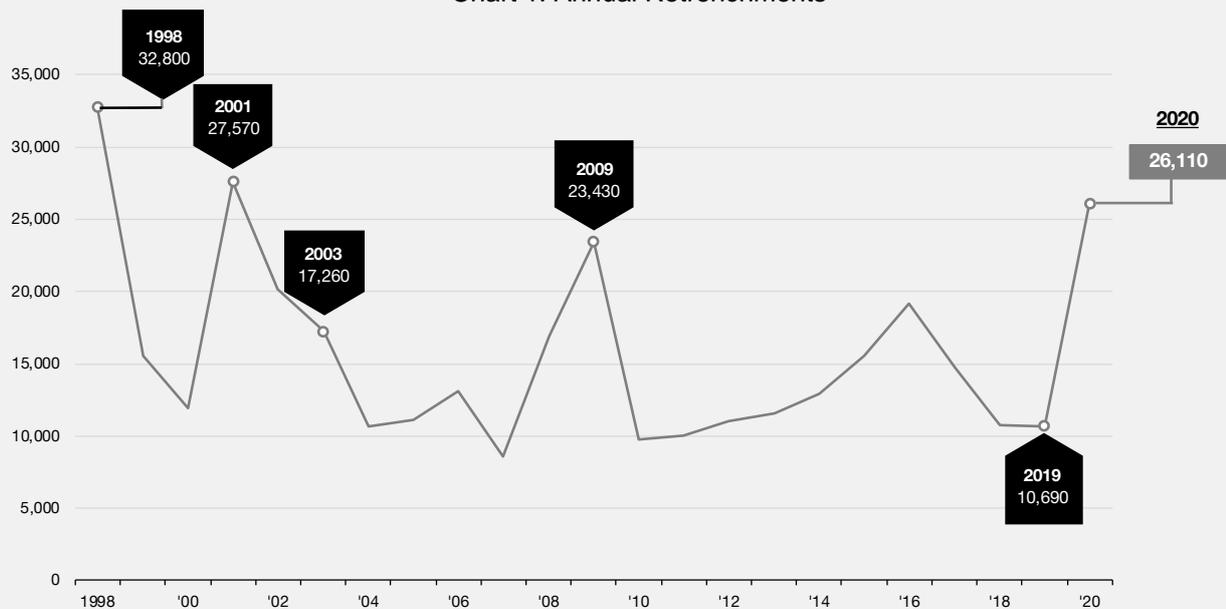
### Retrenchments

The number of retrenchments rose in 2020 (26,110) compared to 2019 (10,690), reflecting the impact of COVID-19 on the economy. More companies also carried out retrenchments in 2020 (1,962) compared to 2019 (1,189).

In absolute numbers, the number of retrenchments was higher than the Global Financial Crisis in 2009 (23,430), but lower than the Dot-Com Bust in 2001 (27,570) and Asian Financial Crisis in 1998 (32,800).

However, after taking into account the increase in workforce size over the years, the incidence of retrenchment (which measures the vulnerability of workers to retrenchment) was lower than all the past recessionary years.

Chart 1: Annual Retrenchments

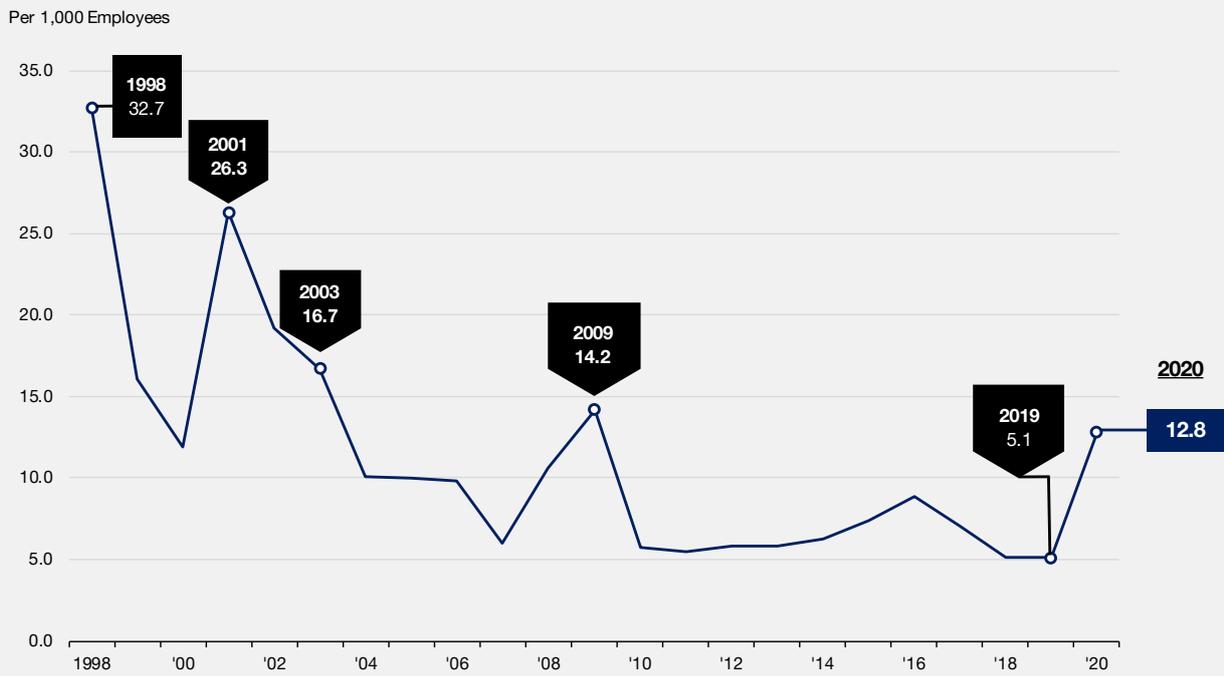


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

**Note:**

Before 2006, data pertain to private establishments (each with at least 25 employees). From 2006 onwards, data also includes the public sector.

Chart 2: Annual Incidence Of Retrenchment



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

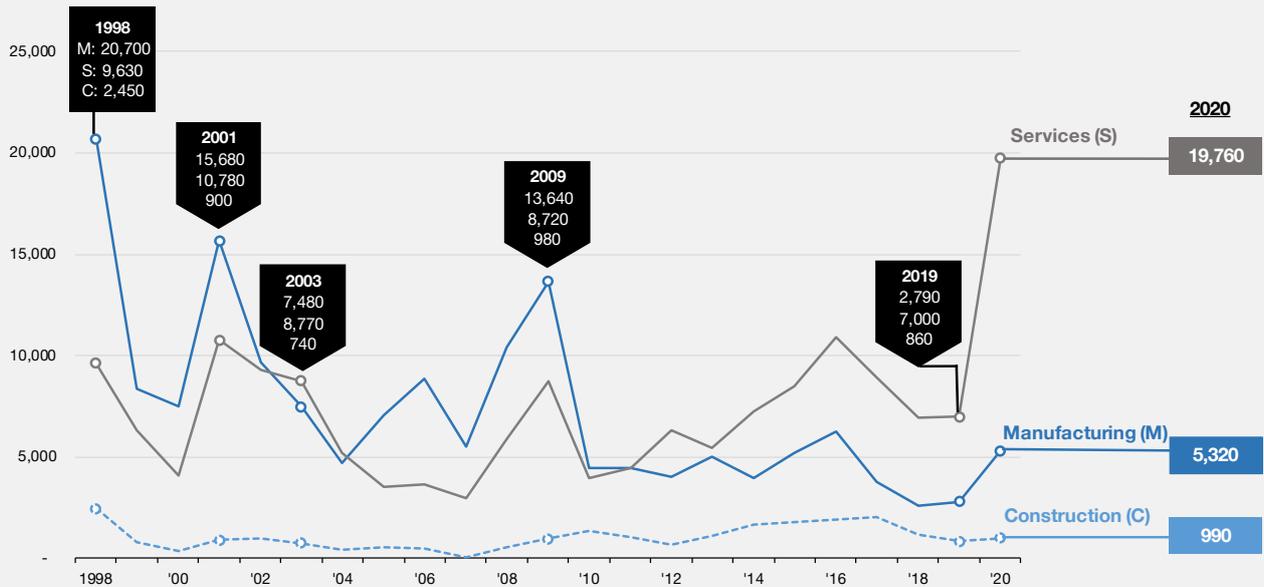
Note:

Before 2006, data pertain to private establishments (each with at least 25 employees). From 2006 onwards, data also includes the public sector.

**Services was harder hit in 2020, as it was more affected by COVID-19 measures**

The pandemic had affected different sectors to varying degrees. Retrenchments were highest in *Services* in 2020 (19,760 or 76%), mainly in *Wholesale Trade* (15%), *Arts, Entertainment & Recreation* (8.5%) and *Air Transport* (7.6%), due to on-going travel restrictions and safe distancing measures, but were fewer in other industries like *Petroleum, Chemical & Pharmaceutical Products* (0.6%) and *Real Estate Services* (0.5%).

Chart 3: Annual Retrenchments By Broad Industries



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

Notes:

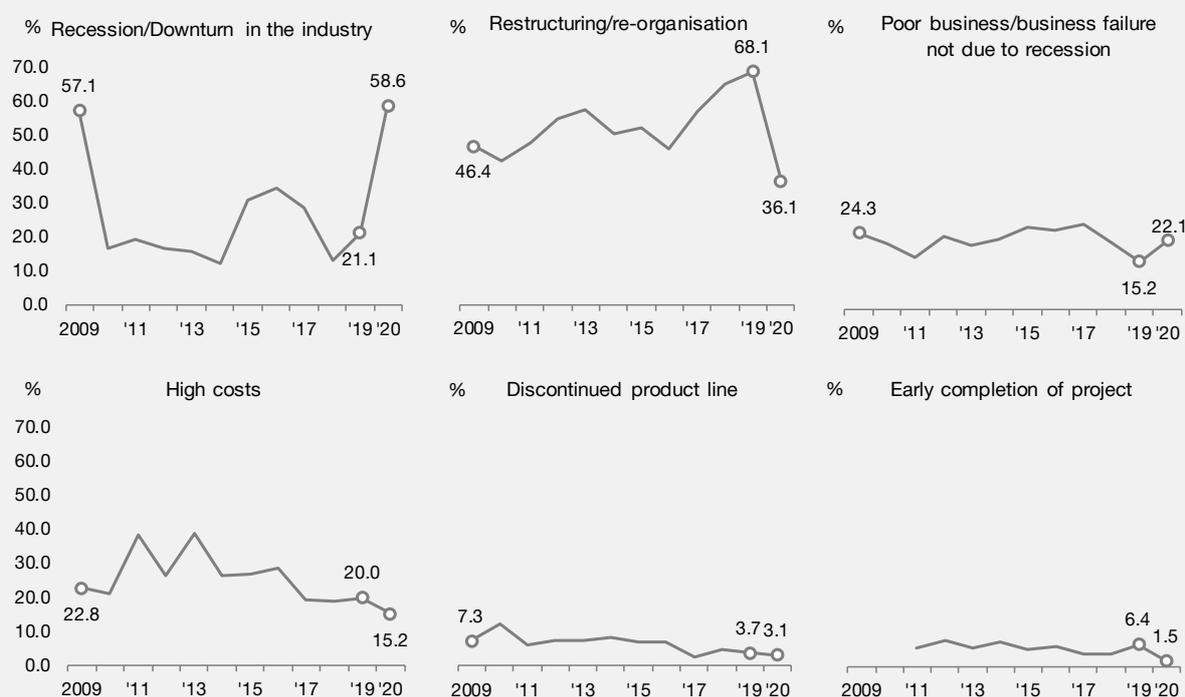
- (1) Before 2006, data pertain to private establishments (each with at least 25 employees). From 2006 onwards, data also includes the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up due to rounding.
- (3) Industries are classified based on SSIC 2015 for 2006 to 2020 and previous editions of SSIC for the earlier years i.e. 1998-1999 (SSIC 1996), 2000-2005 (SSIC 2005).

**Similar to the Global Financial Crisis, downturn in the industry was the top reason why firms retrenched in 2020**

Downturn in the industry (59%) was the top reason for retrenchments in 2020<sup>10</sup>, particularly in industries harder hit by COVID-19 such as *Air Transport, Arts, Entertainment & Recreation* and *Administrative & Support Services*. This is expected in periods of slowdown as companies retrench to reduce costs and stay afloat in times of weak economic conditions.

Consequently, there were fewer retrenchments due to other reasons (such as restructuring and re-organisation or poor business).

**Chart 4: Retrenched Employees By Reasons For Retrenchment**



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

**Notes:**

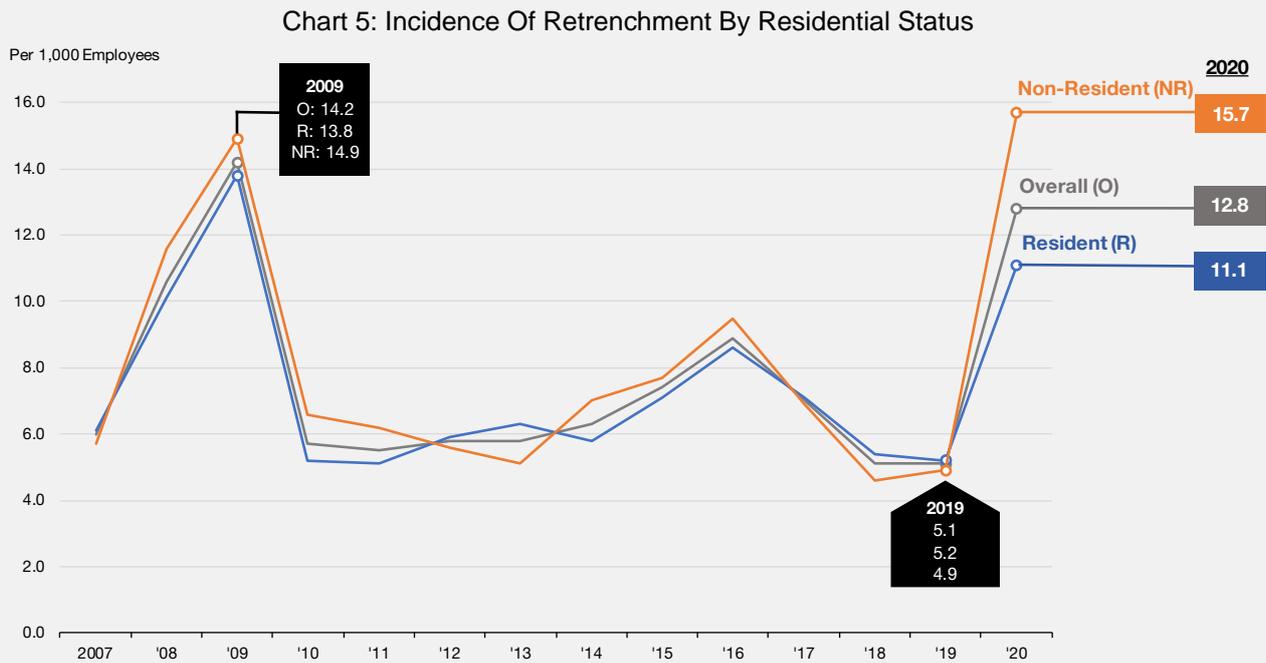
- (1) Data pertain to private establishments (each with at least 25 employees) and the public sector.
- (2) Establishments can indicate more than one reason.
- (3) Data on reasons for retrenchment are available from 2009. Data on early completion of project are available from 2011.

<sup>10</sup> Cited by companies.

**Residents were less prone to retrenchment in 2020, similar to the past recession**

Over the year, retrenchments had risen for both residents (from 6,790 to 14,380) and non-residents (from 3,890 to 11,730).

However, non-residents were more prone to retrenchment (15.7 retrenched per 1,000 non-resident employees) than residents (11.1) in 2020, similar to previous recessions. In particular, resident workers in *Air Transport* and *Arts, Entertainment & Recreation* were harder hit by COVID-19 measures.



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

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

Chart 6: Retrenchments By Residential Status



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

Note:

- (1) Data pertain to private sector establishments (each with at least 25 employee) and the public sector.
- (2) Data on the number of retrenchments are rounded to the nearest 10. Hence, they may not add up due to rounding.

## **Profile Of Retrenched Residents**

### ***Clerical, sales & service workers were most prone to retrenchment amid COVID-19***

The pandemic had a larger impact on industries with a higher concentration of non-PMETs, such as *Retail Trade, Accommodation* and *Food & Beverages Services*. As a result, residents working as clerical, sales & service workers were most prone to retrenchments in 2020 (14 retrenched per 1,000 resident employees) compared to other occupational groups (PMETs: 10.5; production & related workers: 9.6). They also experienced a sharper increase in incidence of retrenchment over the year (from 3.5 to 14), particularly in *Wholesale Trade, Arts, Entertainment & Recreation* and *Accommodation*.

Comparatively, PMETs and production & related workers saw a relatively smaller increase in incidence of retrenchment over the year. This was mainly because PMETs' share of resident retrenchments (61%) declined sharply from 2019 (74%), while clerical, sales & service workers' share crept up (from 15% to 26%). Meanwhile, the production & related workers' share was similar (12% in 2019 and 13% in 2020).

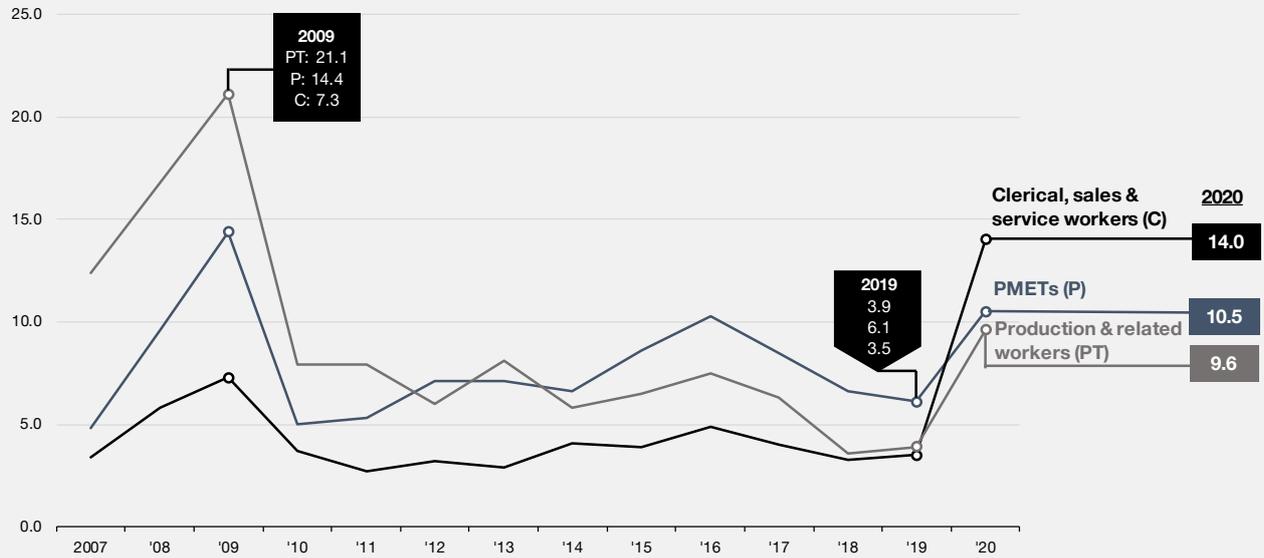
Mirroring occupational trends, residents with secondary and below qualifications<sup>11</sup> saw a much sharper increase in incidence of retrenchment than other educational groups<sup>12</sup> over the year.

<sup>11</sup> The incidence of retrenchment among residents with below secondary and secondary qualifications was 4.9 retrenched per 1,000 employees and 4.0 respectively in 2019, and 14.1 and 12.2 in 2020.

<sup>12</sup> The incidence of retrenchment among residents with post-secondary, diploma & professional qualifications and degree qualifications was 3.6, 5.3 and 6.1 respectively in 2019, and 8.4, 11.2 and 10.5 in 2020.

Chart 7: Incidence Of Resident Retrenchment By Occupation

Per 1,000 Resident Employees

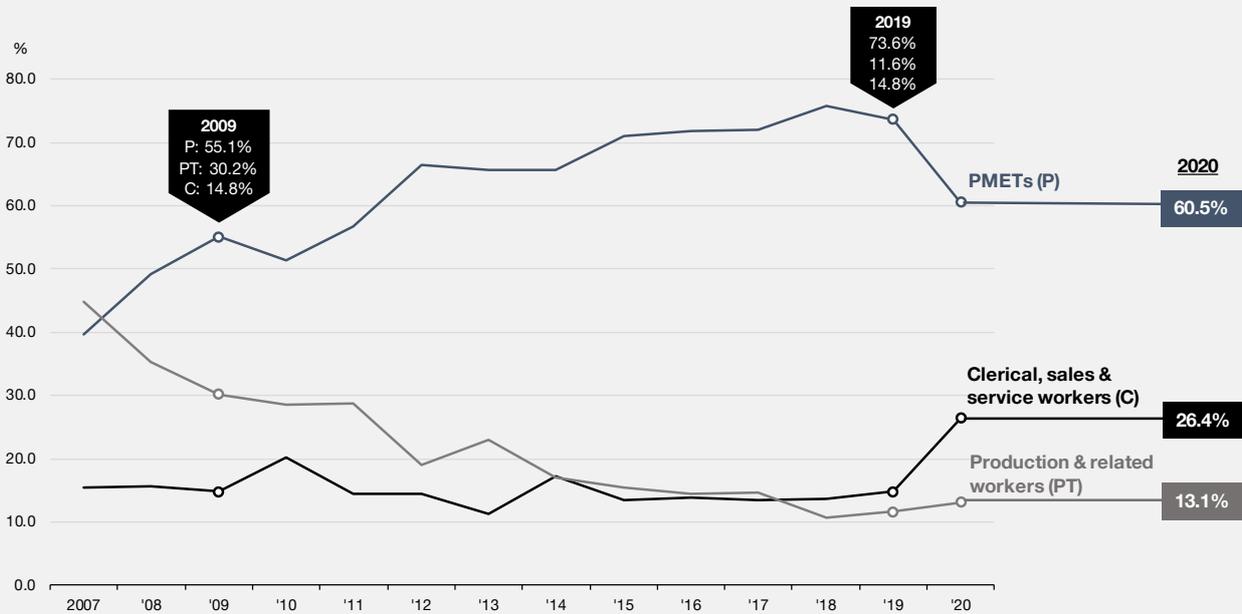


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note:

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

Chart 8: Share Of Resident Retrenchment By Occupation



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

Note:

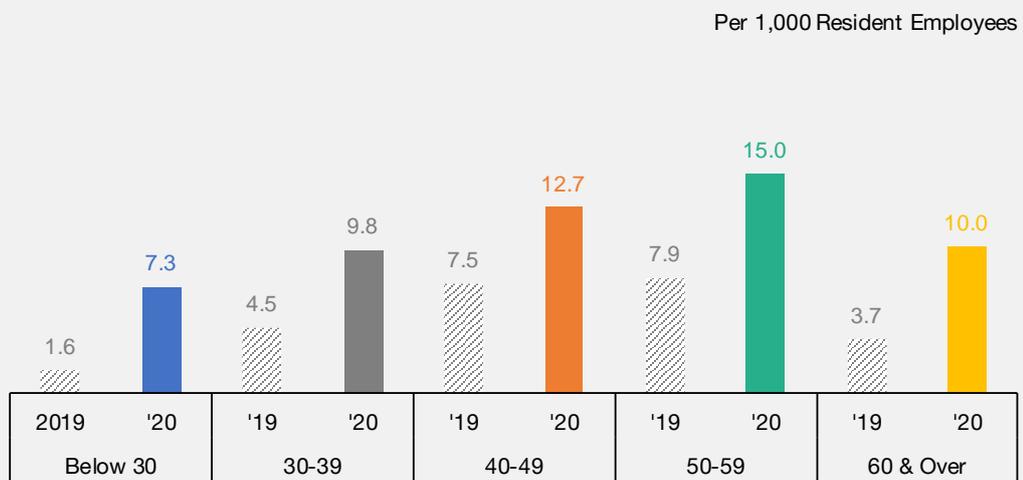
Data pertain to private sector establishments (each with at least 25 employee) and the public sector.

**Older and younger workers were more likely to be retrenched amid COVID-19**

The likelihood of retrenchment usually increases with age. In 2020, older residents in their 50s (15.0 retrenched per 1,000 employees) were most prone to retrenchment relative to other age groups. While all age groups saw a broad-based increase in incidence of retrenchment over the year, older residents aged 50 & over, as well as younger ones aged below 30 saw the largest increase.

In particular, younger residents aged below 30 observed a higher increase in share of residents retrenched as disproportionately more were in clerical, sales & service roles, which were more commonly found in industries that experienced disrupted business activities as a result of COVID-19 measures.

Chart 9: Incidence Of Resident Retrenchment By Age

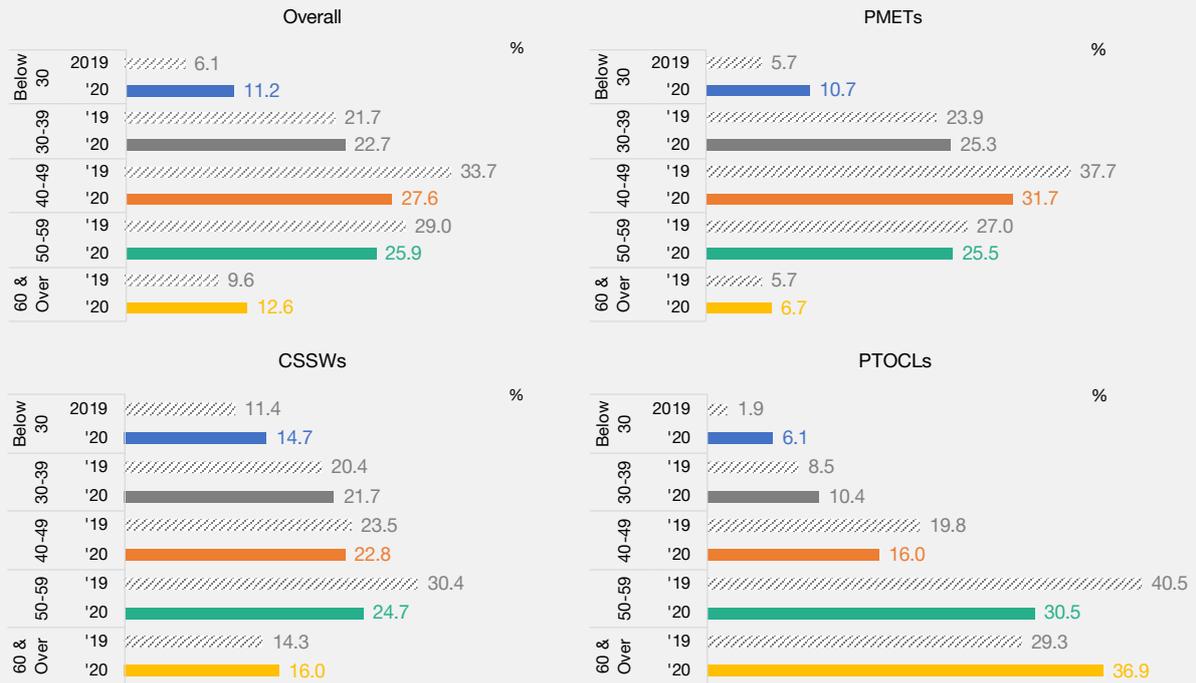


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Note:

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

Chart 10: Share Of Resident Retrenchments By Occupation And Age



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

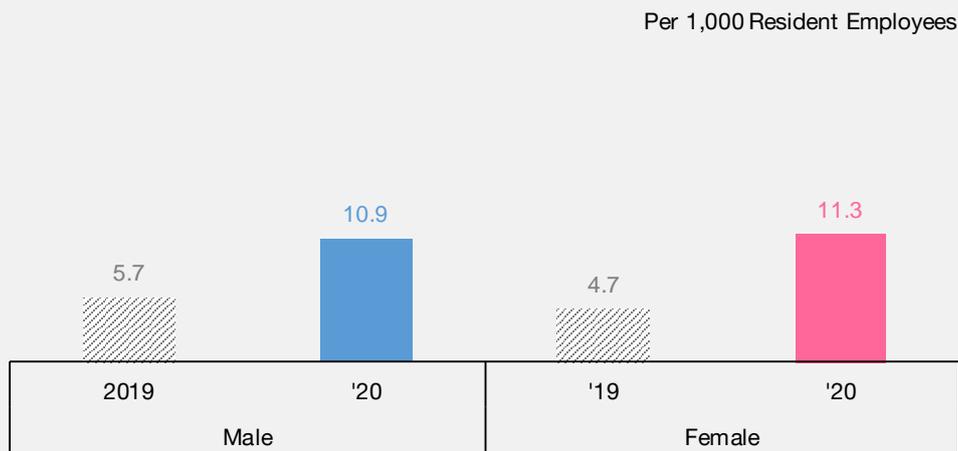
Note:

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

**Female residents were more prone to retrenchment in 2020**

In 2020, female residents (11.3 retrenched per 1,000 employees) were more prone to retrenchment compared to their male counterparts (10.9), unlike preceding years where males typically had a higher incidence of retrenchment. This was due to an increase in female share of resident retrenchments (from 45% to 50%) over the year, mainly in *Arts, Entertainment & Recreation* and *Retail Trade*, industries which were more affected by COVID-19 measures and where females were over-represented.

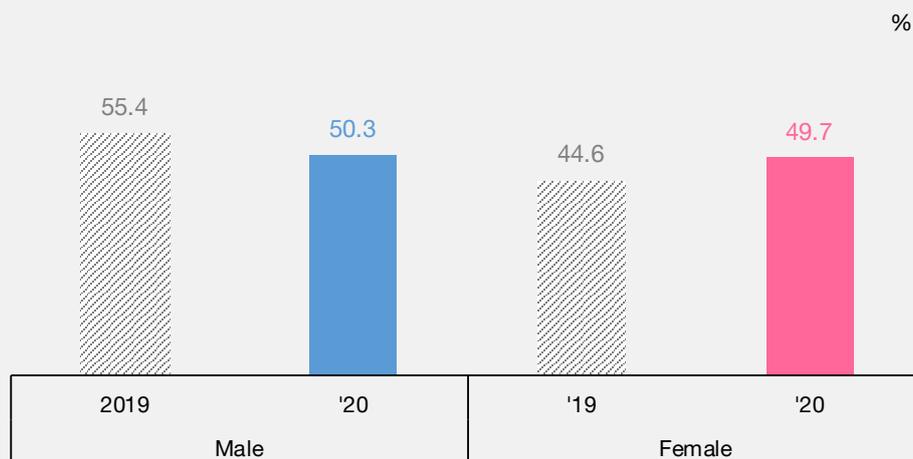
Chart 11: Incidence Of Resident Retrenchment By Gender



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

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

Chart 12: Share Of Resident Retrenchments By Gender



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.

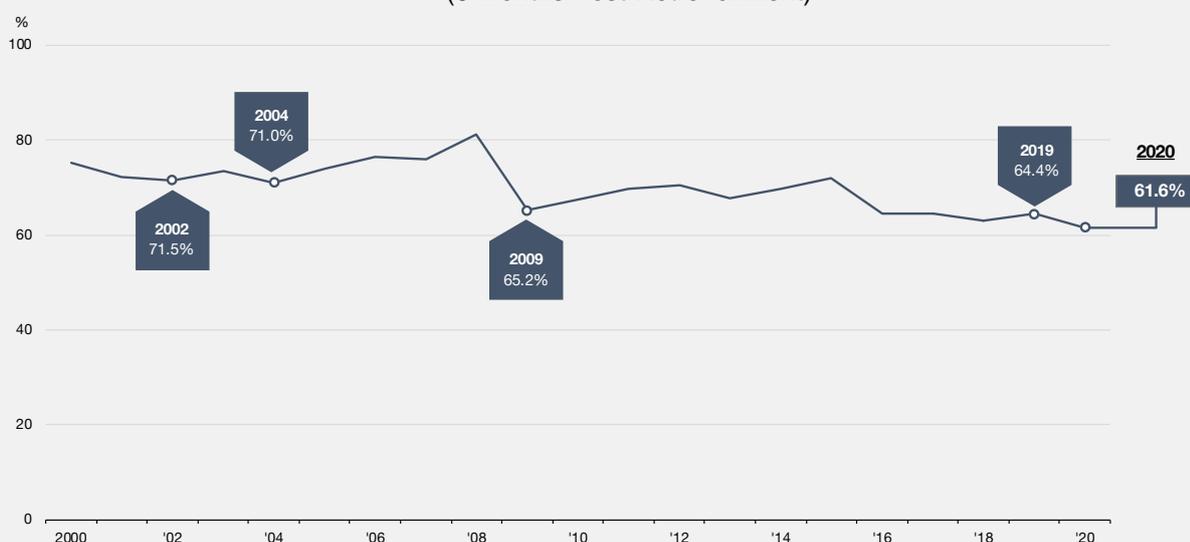
## Re-entry Into Employment

### The 2020 re-entry rate among retrenched residents was lower due to COVID-19

The annual re-entry rate among retrenched residents in 2020 (62%)<sup>13</sup> was lower than in 2019<sup>14</sup> (64%) and the Global Financial Crisis in 2009 (65%). This reflects difficulties in securing employment during the pandemic.

This decrease was seen across all occupational and educational groups, as well as most age groups. Only residents in their 50s saw a slightly higher re-entry rate from a year ago.

Chart 13: 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

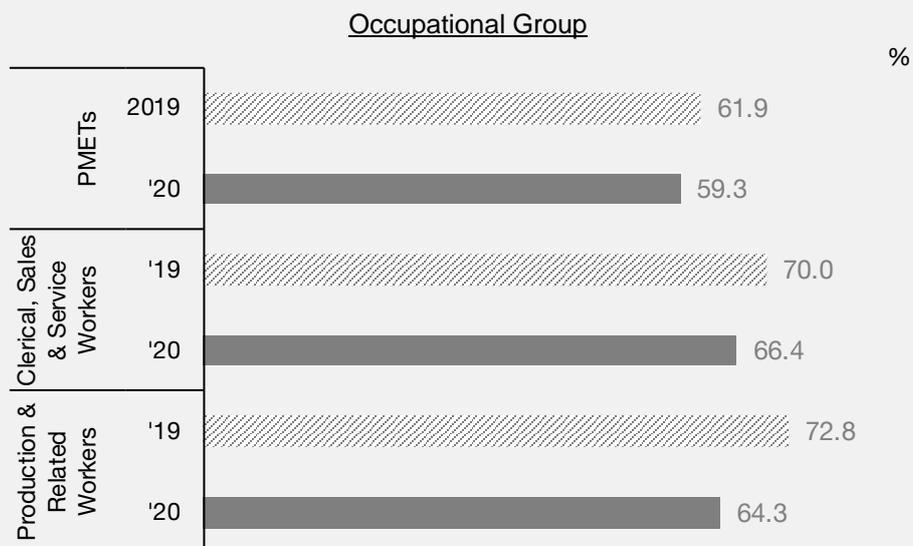
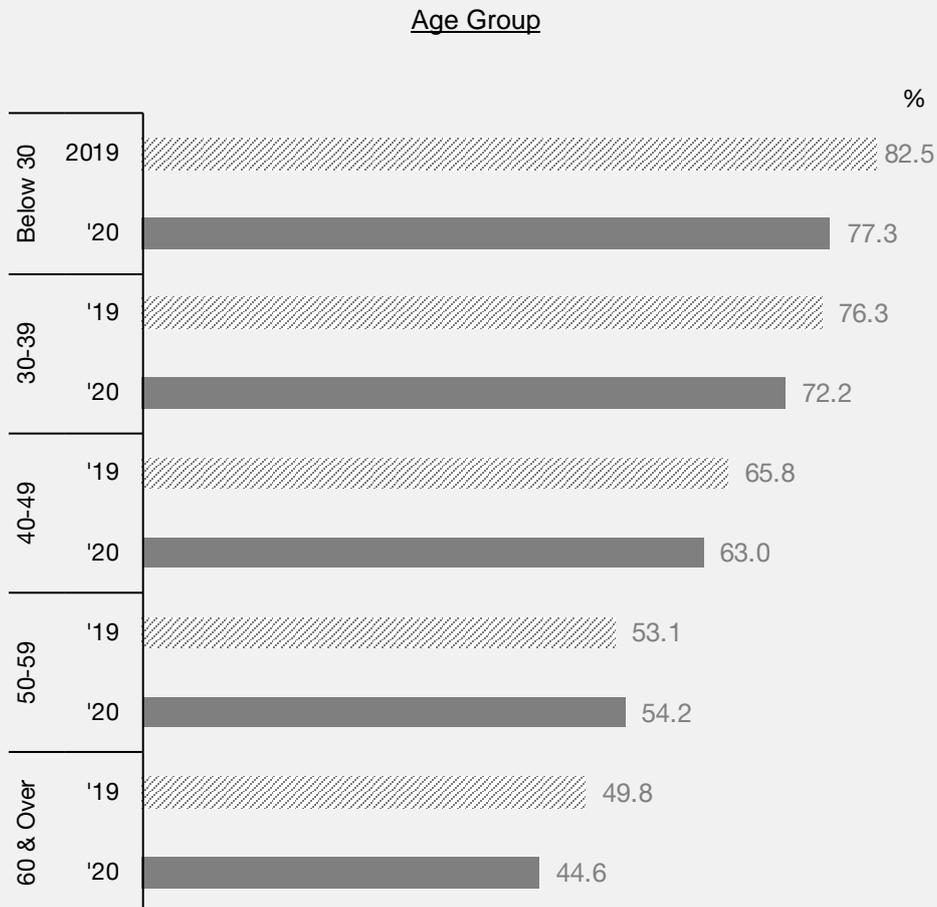
#### Notes:

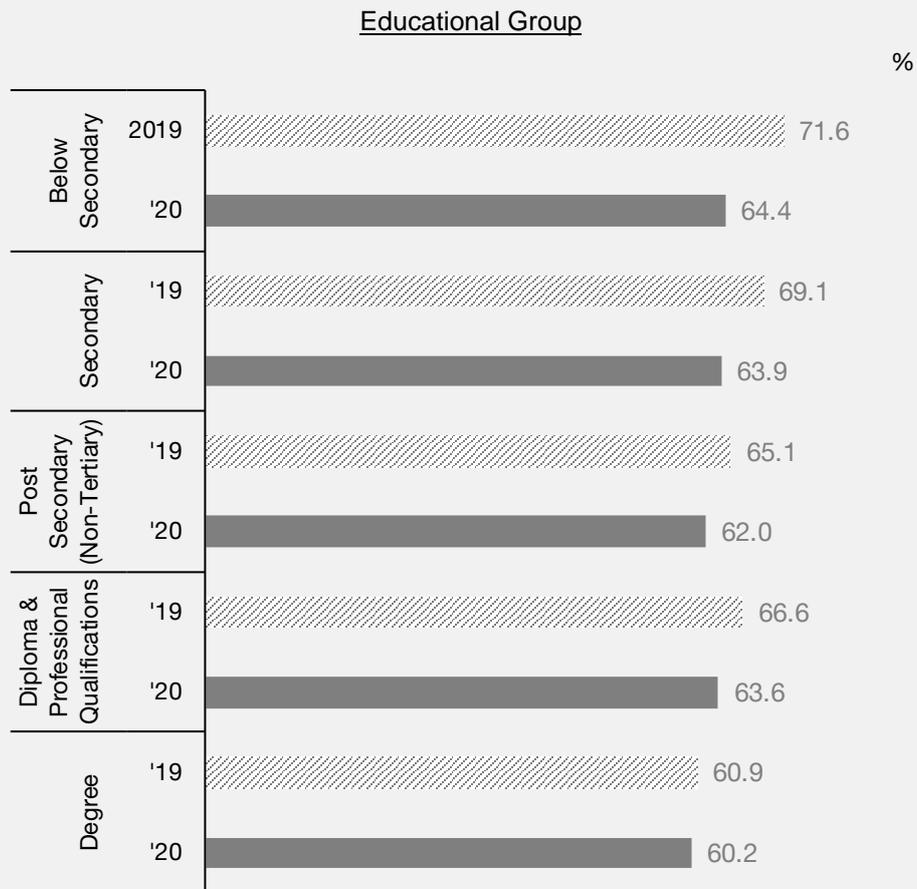
- (1) The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers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

<sup>13</sup> The 2020 re-entry rate pertains to residents retrenched from 3Q 2019 to 2Q 2020, who re-entered employment by the end of 2020, given 6 months post-retrenchment.

<sup>14</sup> The 2019 re-entry rate pertains to residents retrenched from 3Q 2018 to 2Q 2019, who re-entered employment by the end of 2019, given 6 months post-retrenchment.

Chart 14: 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

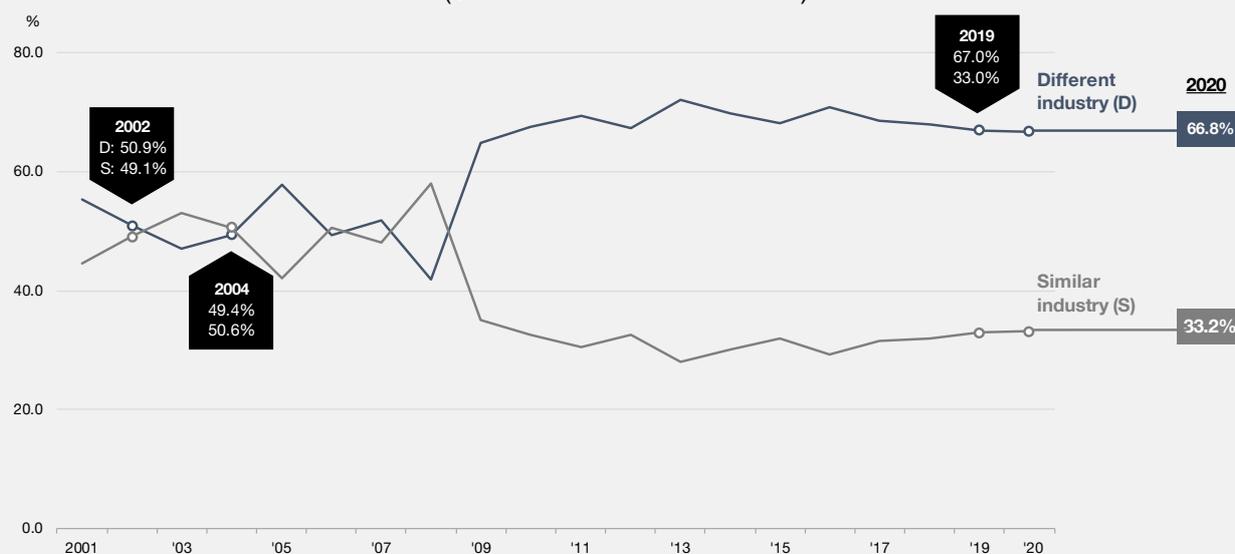
Notes:

- (1) The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

### Most residents who re-entered continued to join a different industry in 2020

Similar to past years, majority of residents (67%) who re-entered employment were able to switch industries, reflecting transferable skillsets. Residents retrenched from *Professional Services*, *Construction* and *Real Estate Services* were most likely to switch industries. While the switches were spread out across the various industries, a relatively higher proportion took up jobs in *Administrative & Support Services* (mainly *Employment Activities*), suggesting the take-up of temporary roles.

Chart 15: Share Of Retrenched Residents Who Re-Entered Employment By Similar Or Different Industry (6 Months Post-Retrenchment)

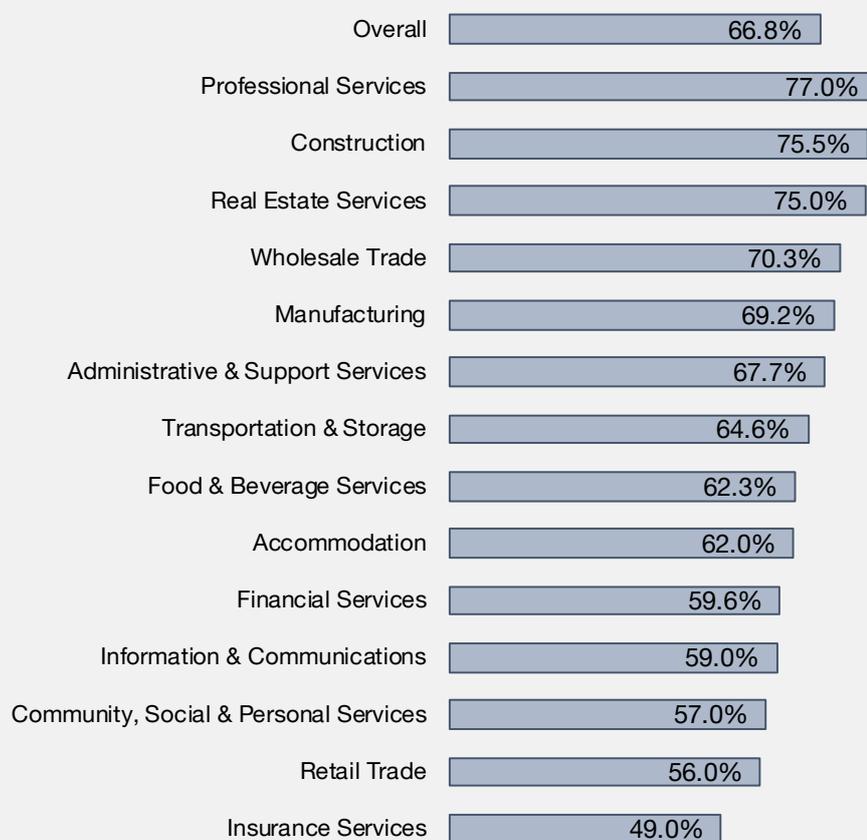


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

#### Notes:

- (1) The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Similar/different industry after re-entry is determined based on comparison of industry before and after retrenchment using two-digit Singapore Standard Industrial Classification (SSIC) groupings.
- (3) Before 2007, data pertain to residents retrenched from private establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

Chart 16: Share Of Retrenched Residents Who Re-Entered Into A Different Industry By Industry They Were Retrenched From (6 Months Post-Retrenchment), 2020



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

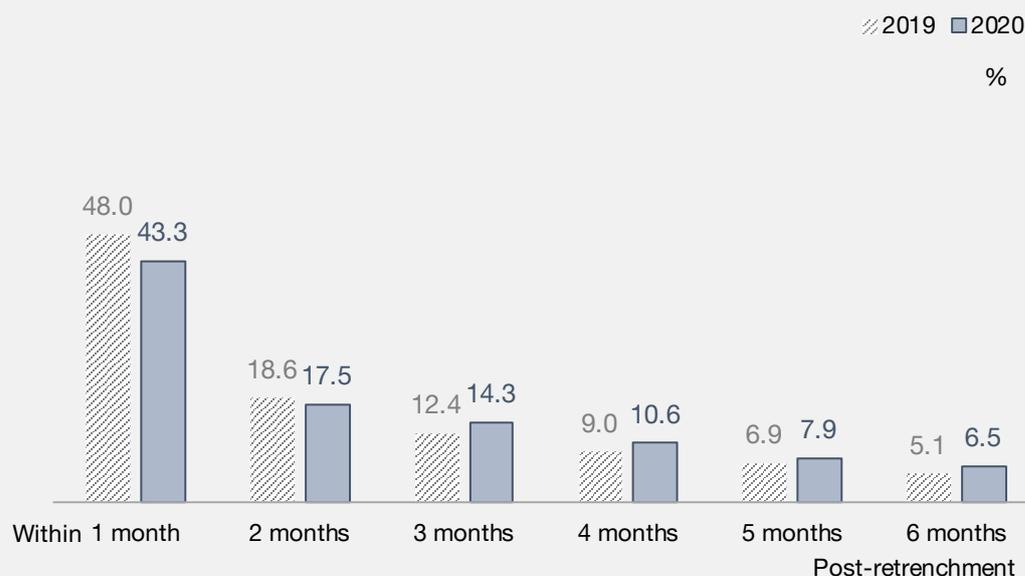
Notes:

- (1) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.
- (2) Different industry after re-entry is determined based on comparison of industry before and after retrenchment using two-digit Singapore Standard Industrial Classification (SSIC) groupings.

### Retrenched residents took longer to find work amidst the COVID-19 climate

The proportion of retrenched residents who secured a job within one month was lower in 2020 (43%)<sup>15</sup> compared to 2019 (48%). This decline was observed across most age, educational and occupational groups as well, and largely pulled down by residents who were retrenched in 2Q 2020 as their job search occurred mainly during Circuit Breaker and the phased re-opening of Singapore's economy.

Chart 17: Share Of Retrenched Residents Who Re-Entered Employment By Time Taken (6 Months Post-Retrenchment)



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

Note(s):

- (1) Data pertain to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

A supplementary survey on residents retrenched in 1Q and 2Q 2020 revealed that majority who found work took on their job voluntarily (58%). Those who did so involuntarily cited reasons such as financial pressure or a lack of job options. Majority were also able to secure permanent roles.

However, in terms of wages, 48% suffered pay cuts, especially among older residents aged 50 & over.

The survey also found that residents still searching for jobs and had insufficient finances also found government schemes targeted at COVID-19 disruptions useful in helping them tide over their job search, especially residents aged below 30 and non-PMETs.

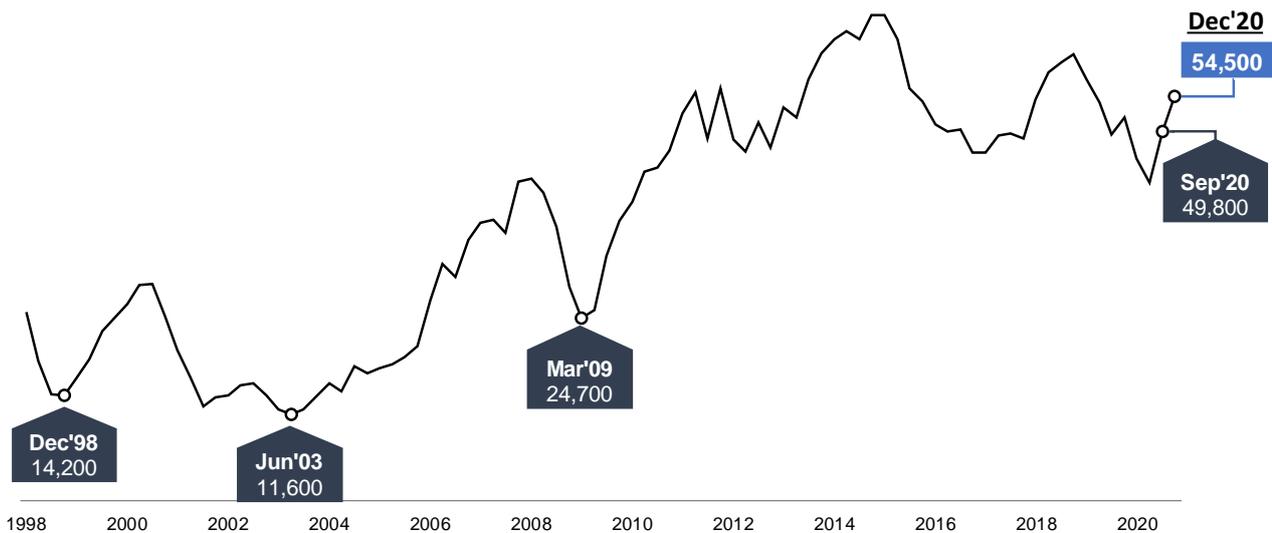
<sup>15</sup> This pertains to residents retrenched between 3Q 2019 and 2Q 2020.

## Job Vacancy

The number of job vacancies (seasonally adjusted) rose for the second consecutive quarter to 54,500 in December 2020. Coupled with a fall in the number of unemployed persons, the seasonally adjusted ratio of job vacancies to unemployed persons improved over the quarter from 0.63 to 0.75. However, it remained below 1 as unemployment levels were still higher than pre-COVID period.

In December 2020, sectors with a larger number of job vacancies included *Public Administration & Education, Information & Communications* and *Health & Social Services* (mainly for PMET positions), as well as *Manufacturing & Construction* (with a larger share of non-PMET job vacancies).

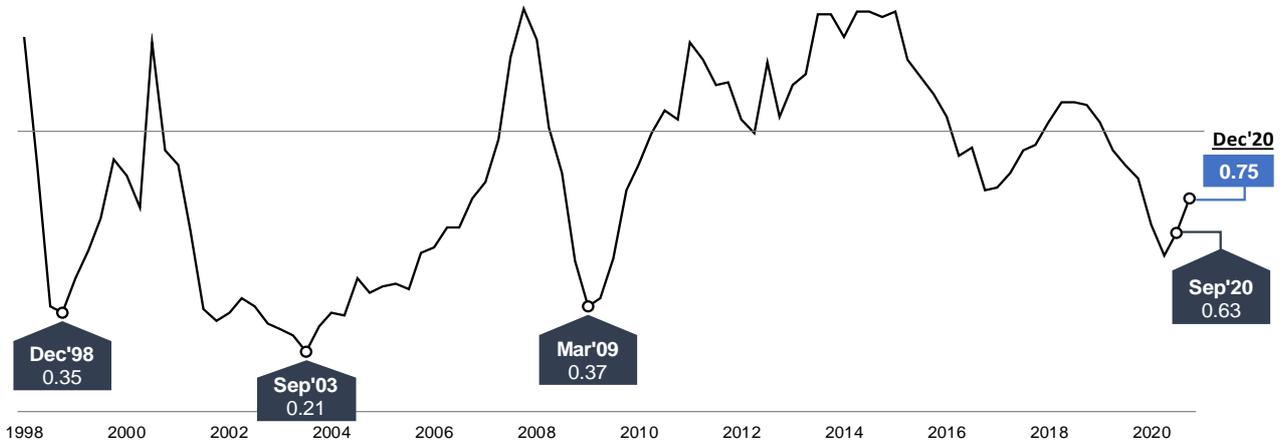
Chart 17: Job Vacancy (Seasonally Adjusted)



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

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

Chart 18: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

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

## Labour Turnover

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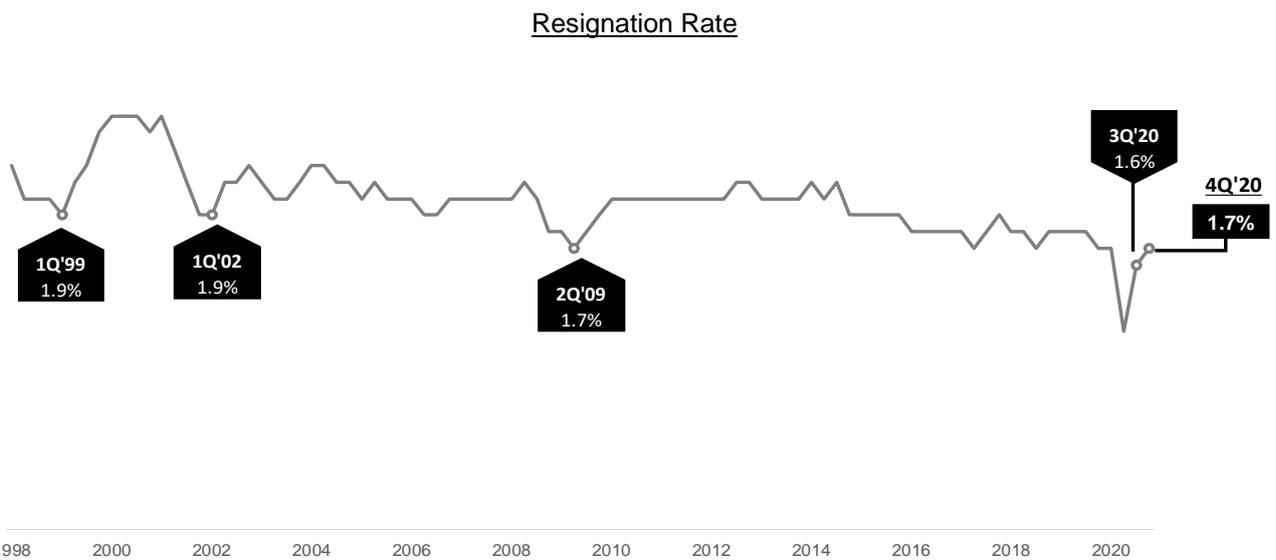
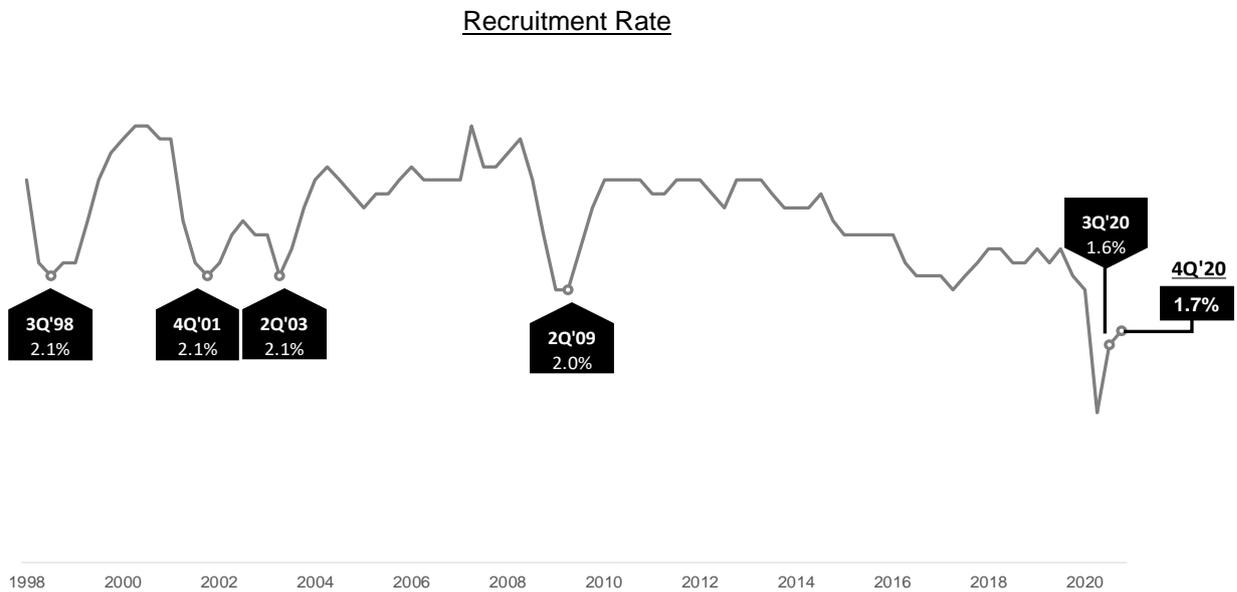
### *4Q 2020*

In 4Q 2020, the seasonally adjusted recruitment and resignation rates (both 1.7%) improved slightly, although the recruitment rate was not yet back to pre-COVID-19 levels. Across most industries, labour turnover increased toward the second half of the year. In particular, the recruitment rate in *Food & Beverage Services* had recovered to pre-COVID levels.

### *Full Year 2020*

For the whole of 2020, the annual average recruitment (1.6%) and resignation (1.5%) rates were at a record low, reflecting the trough recorded in 2Q 2020 during the Circuit Breaker.

Chart 19: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)

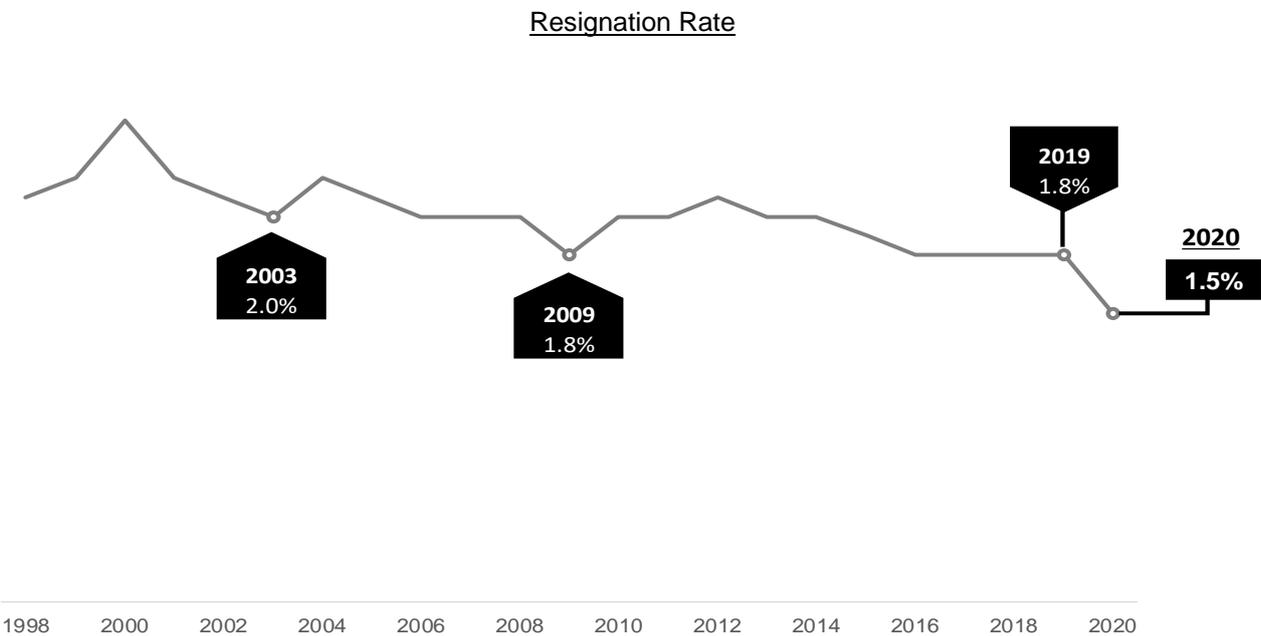
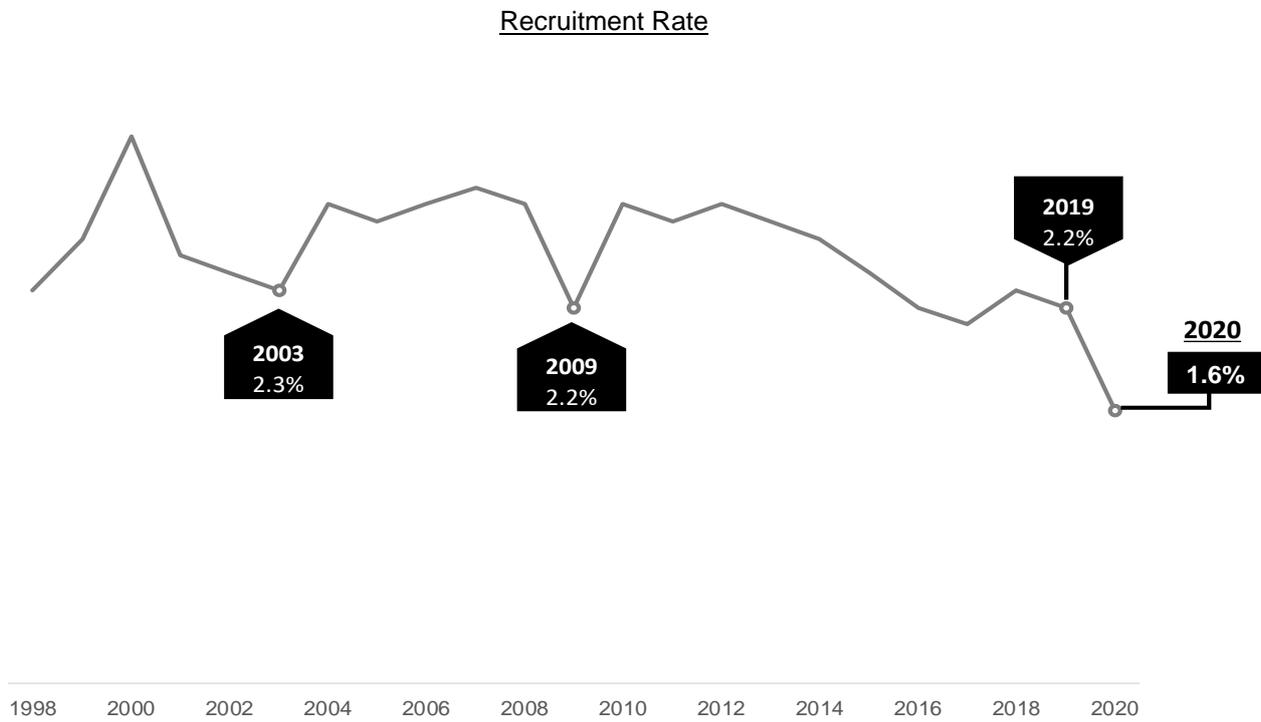


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

Chart 20: Annual Average Monthly Recruitment And Resignation Rates



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

Notes:

- (1) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) Annual figures are computed based on the simple average of the four non-seasonally adjusted quarterly figures in the year.

## Hours Worked

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### *December 2020*

The average weekly total paid hours worked per employee<sup>16</sup> rose by 0.5 hour, from 43.8 hours in September 2020 to 44.3 hours in December 2020, due to higher overtime hours. The increase over the quarter was led by *Construction*, to cater to the pick-up in construction activities, as well as *Retail Trade*, following heightened demand during the festive season. By December 2020, the paid hours worked by employees in these sectors had recovered to near or above pre-COVID levels.

### *Full Year 2020*

As the paid hours worked were significantly lower during the Circuit Breaker period and the subsequent phased re-opening, the annual average paid working hours fell by a larger extent in 2020 to 44.0 hours, continuing its downtrend from 2013. Most sectors saw a reduction in annual average paid hours worked, with the exception of *Food Manufacturing*, *Electronics Manufacturing*, *Public Administration & Education* and *Health & Social Services*.

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<sup>16</sup> Average weekly paid hours worked per employee are based on the last month of each quarter.

Chart 21: Average Weekly Paid Hours Worked Per Employee



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

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Annual figures are computed based on the simple average of the four quarterly figures in the year.

## Labour Market Dashboard

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The labour market saw a broad improvement in 4Q 2020. However, the pace of recovery was uneven across sectors due to the varied economic impact from the COVID-19 pandemic and uncertainties in global economic conditions. This section examines the labour market situation at the sectoral level in 4Q 2020.

**Consumer-facing** sectors of *Food & Beverage Services* and *Retail Trade* benefited from some recovery in sales volume and seasonal hiring for the festive period. Total employment grew substantially in 4Q 2020, picking up from the previous quarter. Fewer employees were retrenched or placed on short work-week or temporary layoff. Job vacancies also held up as businesses expect more favourable conditions in the first half of 2021.

**Domestically-oriented** industries like *Public Administration & Education* and *Health & Social Services* also saw robust total employment growth in 4Q 2020 and full year 2020. The hiring momentum is expected to continue in 2021, following a rise in job vacancies in December 2020. They were also among the few industries with increased paid hours worked averaged for the year.

The labour market performance of **outward-oriented** sectors was mixed in 4Q 2020. In the growth sectors of *Information & Communications*, *Financial & Insurance Services* and *Professional Services*, total employment either held up or rose over the quarter. These sectors have contributed to firm demand for PMETs. Altogether, these sectors accounted for about a third of all PMET job vacancies in December 2020. While total employment continued to decline in trade-reliant *Manufacturing* and *Wholesale Trade*, the decrease has slowed from 3Q 2020. In addition, retrenchments and employees on short work-week or temporary layoff have declined from the previous highs, and job vacancies in *Manufacturing* also rose over the quarter in December 2020. Overall, these sectors foresee better business outlook on the back of a pick up in external demand.

In **Construction**, labour market indicators point to a return to usual work patterns. The number on short work-week or temporary layoff declined significantly, and paid hours worked rose sharply over the quarter alongside the pick up in construction activities. The continued fall in total employment in 4Q 2020 was due to non-residents. There are signs of pent-up demand as job vacancies rose to its highest in more than a decade in December 2020.

COVID-19 related measures continued to weigh on the labour market performance in **tourism and aviation-related** sectors such as *Arts, Entertainment & Recreation*, *Accommodation* and *Transportation & Storage* (mostly in *Air Transport & Supporting Services*), but there has been some improvement. The total employment decline eased in 4Q 2020. For *Accommodation* and *Arts, Entertainment & Recreation*, retrenchments fell and paid hours worked rose.

**Employment**

	Change from September 2020	
Food & Beverage Services		10,100
Public Administration & Education		3,900
Retail Trade		3,000
Health & Social Services		2,300
Information & Communications		1,300
Insurance Services		200
Professional Services	-100	
Accommodation	-200	
Financial Services	-200	
Arts, Entertainment & Recreation	-200	
Wholesale Trade	-400	
Real Estate Services	-500	
Transportation & Storage	-1,200	
Administrative & Support Services	-1,900	
Manufacturing	-10,800	
Construction	-15,600	

Note: Excludes Foreign Domestic Workers.

**Retrenchments**

	Change from 3Q 2020	
Arts, Entertainment & Recreation	-1,860	
Manufacturing	-1,080	
Administrative & Support Services	-310	
Professional Services	-280	
Construction	-270	
Wholesale Trade	-250	
Food & Beverage Services	-210	
Retail Trade	-140	
Accommodation	-90	
Financial Services	-40	
Information & Communications	-40	
Public Administration & Education	-10	
Real Estate Services	-10	
Health & Social Services		10
Insurance Services		40
Transportation & Storage		1,070

**Employees On Short Work-Week Or Temporary Layoff**

	Change from 3Q 2020
Construction	-8,680
Transportation & Storage	-5,630
Manufacturing	-2,980
Wholesale Trade	-1,760
Retail Trade	-1,370
Administrative & Support Services	-1,290
Professional Services	-870
Food & Beverage Services	-860
Accommodation	-560
Arts, Entertainment & Recreation	-480
Information & Communications	-190
Financial Services	-90
Health & Social Services	-80
Public Administration & Education	-30
Real Estate Services	-20
Insurance Services	-

**Average Weekly Total Paid Hours Worked Per Employee**

	Hours
	Change from September 2020
Construction	1.8
Retail Trade	1.0
Manufacturing	0.8
Arts, Entertainment & Recreation	0.7
Accommodation	0.5
Professional Services	0.2
Administrative & Support Services	0.2
Information & Communications	0.2
Public Administration & Education	0.1
Real Estate Services	0.1
Financial Services	0.1
Health & Social Services	-
Transportation & Storage	-0.1
Insurance Services	-0.1
Wholesale Trade	-0.4
Food & Beverage Services	-0.5

**Job Vacancies**

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	<b>Change from September 2020</b>	
Construction		1.4
Manufacturing		0.5
Health & Social Services		0.4
Public Administration & Education		0.3
Transportation & Storage		0.3
Information & Communications		-
Arts, Entertainment & Recreation		-
Insurance Services		-
Retail Trade	-0.1	
Wholesale Trade	-0.1	
Real Estate Services	-0.2	
Food & Beverage Services	-0.2	
Professional Services	-0.4	
Accommodation	-0.4	
Financial Services	-0.8	
Administrative & Support Services	-0.9	

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

## 1.1 UNEMPLOYMENT

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

Per Cent

Characteristics	2018	2019	2020	Dec	
				2019	2020
<b>TOTAL</b>	<b>2.9</b>	<b>3.1</b>	<b>4.1</b>	<b>2.7</b>	<b>3.8</b>
<b>GENDER</b>					
Males	2.9	3.0	3.9	2.7	3.5
Females	3.0	3.4	4.4	2.8	4.1
<b>AGE GROUP (YEARS)</b>					
Below 30	5.2	5.9	7.5	4.9	6.4
30 - 39	2.2	2.2	3.0	1.9	2.6
40 & Over	2.5	2.7	3.7	2.5	3.6
40 - 49	2.3	2.5	3.4	1.9	3.4
50 & Over	2.6	2.9	3.9	3.0	3.7
50 - 59	2.7	3.1	3.9	3.4	3.8
60 & Over	2.5	2.7	3.7	2.5	3.5
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.5	2.9	4.1	2.8	3.9
Secondary	2.8	3.5	4.6	3.3	4.3
Post-Secondary (Non-Tertiary)	3.4	3.6	4.9	3.3	4.4
Diploma & Professional Qualification	3.1	3.3	4.7	2.6	4.2
Degree	2.9	2.9	3.5	2.5	3.2

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

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

## 1.2 UNEMPLOYMENT

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

In Thousands

Characteristics	2018	2019	2020	Dec	
				2019	2020
<b>TOTAL</b>	<b>66.9</b>	<b>72.9</b>	<b>96.4</b>	<b>63.9</b>	<b>89.6</b>
<b>GENDER</b>					
Males	35.4	37.0	48.9	33.6	44.7
Females	31.5	35.8	47.5	30.3	45.0
<b>AGE GROUP (YEARS)</b>					
Below 30	21.6	23.1	27.9	17.2	23.7
30 - 39	11.5	11.5	16.4	9.8	15.0
40 & Over	33.7	38.2	52.0	36.9	51.0
40 - 49	12.6	14.1	19.7	12.0	19.5
50 & Over	21.1	24.1	32.4	25.0	31.5
50 - 59	12.8	14.5	18.3	15.4	17.8
60 & Over	8.3	9.6	14.1	9.6	13.7
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	9.7	10.9	14.3	10.7	13.5
Secondary	11.0	13.3	17.1	13.3	16.8
Post-Secondary (Non-Tertiary)	8.0	8.0	11.3	6.6	9.5
Diploma & Professional Qualification	13.8	15.2	21.5	11.7	19.2
Degree	24.4	25.4	32.2	21.6	30.6

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.

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### 1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2018	2019	2020	Per Cent	
				Dec	
				2019	2020
<b>TOTAL</b>	0.7	0.7	1.0	0.9	1.1
<b>GENDER</b>					
Males	0.8	0.8	1.0	1.0	1.1
Females	0.6	0.6	0.9	0.7	1.1
<b>AGE GROUP (YEARS)</b>					
Below 30	0.6	0.9	1.1	1.1	1.3
30 - 39	0.6	0.4	0.6	0.5	0.8
40 & Over	0.8	0.9	1.0	1.0	1.2
40 - 49	0.7	0.7	1.0	0.7	1.2
50 & Over	0.9	1.0	1.0	1.2	1.2
50 - 59	0.9	1.1	1.1	1.4	1.3
60 & Over	0.8	0.9	1.0	0.9	1.1
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	0.5	0.7	0.8	0.9	1.0
Secondary	0.6	0.8	1.0	0.9	1.2
Post-Secondary (Non-Tertiary)	0.7	0.8	0.9	1.1	1.1
Diploma & Professional Qualification	0.7	0.7	1.0	0.7	1.1
Degree	0.8	0.7	1.0	0.9	1.1

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

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

## 1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2018	2019	2020	Dec	
				2019	2020
<b>TOTAL</b>	<b>15.9</b>	<b>17.0</b>	<b>22.3</b>	<b>20.0</b>	<b>26.7</b>
<b>GENDER</b>					
Males	9.7	10.3	12.6	13.1	14.1
Females	6.2	6.7	9.6	6.9	12.6
<b>AGE GROUP (YEARS)</b>					
Below 30	2.3	3.2	4.1	3.7	4.8
30 - 39	2.9	2.1	3.6	2.4	4.7
40 & Over	10.8	11.7	14.6	14.0	17.2
40 - 49	3.7	3.8	5.8	4.3	6.8
50 & Over	7.2	7.9	8.8	9.7	10.4
50 - 59	4.5	4.9	5.2	6.2	6.2
60 & Over	2.6	3.0	3.7	3.5	4.2
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.1	2.5	2.8	3.3	3.7
Secondary	2.4	3.2	3.7	3.7	4.8
Post-Secondary (Non-Tertiary)	1.5	1.8	2.0	2.2	2.5
Diploma & Professional Qualification	3.1	3.2	4.8	3.1	5.3
Degree	6.9	6.3	9.0	7.7	10.4

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

Notes :

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

## 2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2015)	Total Employment Change								Total Employment Level in Dec 2020
	2018	2019	2020	2019	2020				
				4Q	1Q	2Q	3Q	4Q	
<b>TOTAL</b>	<b>45.3</b>	<b>69.7</b>	<b>-181.0</b>	<b>21.6</b>	<b>-25.4</b>	<b>-113.5</b>	<b>-34.4</b>	<b>-7.8</b>	<b>3 603.3</b>
<b>C10-32 MANUFACTURING</b>	<b>-2.4</b>	<b>-2.1</b>	<b>-37.8</b>	<b>1.4</b>	<b>-3.2</b>	<b>-8.9</b>	<b>-15.0</b>	<b>-10.8</b>	<b>447.0</b>
C10-12 Food, Beverages & Tobacco	1.4	1.9	-3.1	0.9	-0.6	-1.8	-0.9	0.3	49.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.2	-1.1	-2.5	-0.1	-0.4	-0.6	-0.9	-0.5	26.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.2	0.6	-4.5	0.2	0.5	-1.3	-2.2	-1.5	58.9
C25,28 Fabricated Metal Products, Machinery & Equipment	-2.6	-1.4	-7.1	-0.3	-0.5	-2.3	-2.9	-1.3	89.6
C26 Electronic, Computer & Optical Products	-0.1	-3.6	-4.7	-0.7	-1.3	1.0	-2.8	-1.6	83.4
C29-30 Transport Equipment	-3.1	2.6	-11.6	1.8	0.4	-2.9	-3.4	-5.7	82.3
Other Manufacturing Industries	-	-1.1	-4.4	-0.5	-1.2	-1.0	-1.8	-0.5	57.5
<b>F41-43 CONSTRUCTION</b>	<b>-7.1</b>	<b>12.6</b>	<b>-51.8</b>	<b>4.3</b>	<b>-5.9</b>	<b>-13.6</b>	<b>-16.7</b>	<b>-15.6</b>	<b>405.0</b>
<b>G-U SERVICES</b>	<b>54.9</b>	<b>59.4</b>	<b>-91.1</b>	<b>15.8</b>	<b>-16.4</b>	<b>-90.5</b>	<b>-2.9</b>	<b>18.7</b>	<b>2 724.9</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.6	-4.0	-23.3	2.2	-8.6	-15.9	-1.4	2.6	462.8
G46 Wholesale Trade	3.6	-2.0	-13.2	-0.4	-3.3	-7.9	-1.7	-0.4	308.7
G47 Retail Trade	-2.0	-2.0	-10.0	2.6	-5.3	-8.0	0.3	3.0	154.1
H49-53 TRANSPORTATION AND STORAGE	7.7	3.1	-8.3	1.7	0.5	-4.3	-3.4	-1.2	253.5
H49,5221 Land Transport & Supporting Services	4.8	0.9	0.7	0.6	0.8	-0.4	0.3	0.1	109.9
H50,5222, 5225 Water Transport & Supporting Services	-0.6	-0.4	-1.3	-	-	-0.9	-0.5	0.1	43.4
H51,5223 Air Transport & Supporting Services	1.2	1.3	-9.0	0.4	-0.6	-2.9	-3.3	-2.2	26.6
Other Transportation & Storage Services	2.3	1.3	1.3	0.7	0.3	-	0.1	0.9	73.6
I55-56 ACCOMMODATION AND FOOD SERVICES	1.3	6.2	-24.7	3.1	-10.9	-27.4	3.8	9.9	242.1
I55 Accommodation	-0.8	-	-9.3	-0.5	-2.6	-4.5	-1.9	-0.2	27.0
I56 Food & Beverage Services	2.1	6.2	-15.4	3.6	-8.3	-22.9	5.7	10.1	215.0
J58-63 INFORMATION AND COMMUNICATIONS	8.4	7.3	3.1	1.2	0.7	-0.7	1.9	1.3	151.8
J58-61 Telecommunications, Broadcasting & Publishing	0.5	0.1	-0.5	-	0.2	-0.9	0.3	-	39.9
J62-63 IT & Other Information Services	7.9	7.1	3.6	1.2	0.5	0.2	1.6	1.3	111.9
K64-66 FINANCIAL AND INSURANCE SERVICES	7.6	6.4	2.5	1.2	2.6	-0.7	0.5	0.1	203.4
K64 & 66 (excl.662) Financial Services	6.4	5.3	1.2	0.9	2.1	-0.8	0.1	-0.2	161.6
K65 & 662 Insurance Services	1.1	1.1	1.3	0.3	0.5	0.1	0.4	0.2	41.8
L68 REAL ESTATE SERVICES	-	1.2	-6.5	-	-1.5	-2.7	-1.9	-0.5	76.0
M69-75 PROFESSIONAL SERVICES	6.9	10.2	-1.1	1.4	2.5	-3.8	0.2	-0.1	255.9
M69-70 Legal, Accounting & Management Services	5.7	7.6	0.9	0.8	2.1	-2.1	0.9	-	136.2
M71 Architectural & Engineering Services	0.9	0.7	-1.1	0.2	0.7	-0.7	-0.6	-0.5	61.0
Other Professional Services	0.3	2.0	-0.9	0.4	-0.4	-0.9	-	0.4	58.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.6	7.2	-14.4	2.0	-1.8	-7.7	-3.0	-1.9	242.7
N80 Security & Investigation	1.4	1.0	-0.8	-0.2	0.4	-0.3	-	-0.9	48.6
N81 Cleaning & Landscaping	0.2	2.0	-4.2	-0.2	-0.1	-4.1	-0.3	0.4	77.4
Other Administrative & Support Services	2.0	4.2	-9.4	2.4	-2.0	-3.2	-2.7	-1.4	116.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.8	21.8	-18.5	3.0	0.1	-27.3	0.4	8.4	836.9
O84,P85 Public Administration & Education	3.9	5.2	8.1	0.7	2.4	-4.5	6.3	3.9	262.7
Q86-88 Health & Social Services	5.7	6.0	5.3	1.2	0.8	-1.4	3.6	2.3	175.6
R90-93 Arts, Entertainment & Recreation	1.0	0.6	-14.4	-0.5	-2.2	-7.6	-4.4	-0.2	42.7
S,T,U Other Community, Social & Personal Services	7.2	10.0	-17.5	1.7	-1.0	-13.8	-5.2	2.4	356.0
<b>A,B,D,E,V OTHERS*</b>	<b>-0.1</b>	<b>-0.1</b>	<b>-0.2</b>	<b>0.1</b>	<b>0.1</b>	<b>-0.5</b>	<b>0.2</b>	<b>-</b>	<b>26.4</b>

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

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

- : nil or negligible

Notes :

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

### 3.1 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Employees					
		2018	2019	2020	2019	2020			
					4Q	1Q	2Q	3Q	4Q
<b>TOTAL</b>		<b>10 730</b>	<b>10 690</b>	<b>26 110</b>	<b>2 670</b>	<b>3 220</b>	<b>8 130</b>	<b>9 120</b>	<b>5 640</b>
<b>INDUSTRY (SSIC 2015)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>2 570</b>	<b>2 790</b>	<b>5 320</b>	<b>670</b>	<b>720</b>	<b>1 550</b>	<b>2 070</b>	<b>990</b>
C10-12	Food, Beverages & Tobacco	200	100	330	20	90	80	160	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	160	170	230	60	20	30	160	30
C19-21	Petroleum, Chemical & Pharmaceutical Products	180	200	160	70	40	20	70	30
C25,28	Fabricated Metal Products, Machinery & Equipment	870	690	1 410	230	170	470	410	350
C26	Electronic, Computer & Optical Products	670	1 160	790	170	220	150	200	220
C29-30	Transport Equipment	310	120	1 710	10	10	660	880	160
	Other Manufacturing Industries	190	360	700	100	170	140	190	200
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>1 200</b>	<b>860</b>	<b>990</b>	<b>270</b>	<b>140</b>	<b>440</b>	<b>340</b>	<b>70</b>
<b>G-U</b>	<b>SERVICES</b>	<b>6 960</b>	<b>7 000</b>	<b>19 760</b>	<b>1 730</b>	<b>2 360</b>	<b>6 120</b>	<b>6 710</b>	<b>4 580</b>
G46-47	WHOLESALE AND RETAIL TRADE	1 780	2 090	4 980	470	750	1 870	1 380	980
G46	Wholesale Trade	1 580	1 850	3 810	410	470	1 520	1 030	780
G47	Retail Trade	210	240	1 180	60	280	350	350	210
H49-53	TRANSPORTATION AND STORAGE	710	770	2 780	90	130	260	660	1 730
H49,5221	Land Transport & Supporting Services	200	60	120	10	40	40	10	30
H50,5222,5225	Water Transport & Supporting Services	180	80	250	30	20	80	50	90
H51,5223	Air Transport & Supporting Services	20	50	2 000	-	-	30	440	1 530
	Other Transportation & Storage Services	310	580	410	60	70	110	160	80
I55-56	ACCOMMODATION AND FOOD SERVICES	350	170	1 700	70	380	720	450	150
I55	Accommodation	10	20	710	-	180	230	200	110
I56	Food & Beverage Services	340	150	990	70	210	490	250	40
J58-63	INFORMATION AND COMMUNICATIONS	1 070	650	1 200	150	220	430	300	260
J58-61	Telecommunications, Broadcasting & Publishing	650	300	570	70	150	100	160	170
J62-63	IT & Other Information Services	420	350	620	80	80	330	130	90
K64-66	FINANCIAL AND INSURANCE SERVICES	1 330	1 300	2 140	320	310	1 020	400	400
K64 & 66 (excl.662)	Financial Services	1 240	1 190	1 910	300	260	950	370	330
K65 & 662	Insurance Services	80	110	230	20	60	70	30	70
L68	REAL ESTATE SERVICES	100	190	140	40	40	40	40	30
M69-75	PROFESSIONAL SERVICES	1 100	1 210	2 380	420	330	690	820	540
M69-70	Legal, Accounting & Management Services	600	640	1 270	220	150	340	450	320
M71	Architectural & Engineering Services	310	360	780	120	40	250	310	190
	Other Professional Services	190	220	330	90	140	100	60	30
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	240	320	1 770	60	140	630	650	340
N80	Security & Investigation	10	10	10	-	-	-	-	-
N81	Cleaning & Landscaping	40	60	280	10	10	210	50	10
	Other Administrative & Support Services	190	250	1 490	60	130	420	600	330
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	290	300	2 690	110	60	470	2 010	150
O84,P85	Public Administration & Education	90	90	230	20	30	130	40	30
Q86-88	Health & Social Services	20	100	40	50	-	30	-	10
R90-93	Arts, Entertainment & Recreation	130	20	2 210	-	10	270	1 900	40
S,T,U	Other Community, Social & Personal Services	50	90	210	40	20	50	70	70
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>-</b>	<b>30</b>	<b>40</b>	<b>10</b>	<b>10</b>	<b>20</b>	<b>10</b>	<b>10</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians	6 980	6 500	12 750	1 730	1 790	3 580	4 550	2 840
	Clerical, Sales & Service Workers	1 230	1 420	8 140	330	690	2 510	2 780	2 150
	Production & Transport Operators, Cleaners & Labourers	2 510	2 770	5 220	610	740	2 040	1 800	660

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, FOURTH QUARTER 2020

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down Turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>2 750</b>	<b>1 170</b>	<b>630</b>	<b>2 190</b>	<b>150</b>	<b>140</b>	<b>270</b>	<b>5 640</b>	<b>2 840</b>	<b>2 150</b>	<b>660</b>
<b>C10-32 MANUFACTURING</b>	<b>310</b>	<b>250</b>	<b>50</b>	<b>480</b>	<b>140</b>	<b>30</b>	<b>60</b>	<b>990</b>	<b>550</b>	<b>60</b>	<b>390</b>
C10-12 Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	-	-	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	10	-	-	20	-	-	-	30	10	10	20
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	-	30	-	10	-	30	30	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	240	200	10	110	30	-	10	350	250	40	60
C26 Electronic, Computer & Optical Products	-	10	10	100	110	-	10	220	110	10	100
C29-30 Transport Equipment	60	30	30	20	-	20	40	160	110	-	50
Other Manufacturing Industries	-	-	-	200	-	-	-	200	40	-	160
<b>F41-43 CONSTRUCTION</b>	<b>30</b>	<b>40</b>	<b>30</b>	<b>20</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>70</b>	<b>30</b>	<b>10</b>	<b>30</b>
<b>G-U SERVICES</b>	<b>2 410</b>	<b>880</b>	<b>550</b>	<b>1 690</b>	<b>10</b>	<b>100</b>	<b>200</b>	<b>4 580</b>	<b>2 260</b>	<b>2 080</b>	<b>230</b>
G46-47 WHOLESALE AND RETAIL TRADE	210	290	160	500	-	-	70	980	590	340	60
G46 Wholesale Trade	170	180	160	420	-	-	70	780	500	240	40
G47 Retail Trade	40	110	-	80	-	-	-	210	90	100	20
H49-53 TRANSPORTATION AND STORAGE	1 500	120	60	150	-	-	60	1 730	230	1 390	100
H49,5221 Land Transport & Supporting Services	-	30	30	30	-	-	-	30	-	30	-
H50,5222, 5225 Water Transport & Supporting Services	30	20	10	70	-	-	-	90	90	10	-
H51,5223 Air Transport & Supporting Services	1 460	20	20	30	-	-	60	1 530	130	1 330	60
Other Transportation & Storage Services	10	50	-	20	-	-	-	80	20	30	40
I55-56 ACCOMMODATION AND FOOD SERVICES	140	80	70	60	-	40	-	150	50	70	30
I55 Accommodation	110	80	70	60	-	-	-	110	40	50	20
I56 Food & Beverage Services	40	-	-	-	-	40	-	40	20	20	10
J58-63 INFORMATION AND COMMUNICATIONS	40	40	20	180	-	-	-	260	240	20	-
J58-61 Telecommunications, Broadcasting & Publishing	20	40	20	120	-	-	-	170	150	20	-
J62-63 IT & Other Information Services	20	-	-	60	-	-	-	90	90	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	30	10	310	10	-	60	400	380	20	-
K64 & 66 (excl.662) Financial Services	-	20	10	250	-	-	60	330	310	20	-
K65 & 662 Insurance Services	10	10	-	60	10	-	-	70	70	-	-
L68 REAL ESTATE SERVICES	20	-	-	30	-	-	-	30	20	-	-
M69-75 PROFESSIONAL SERVICES	150	160	100	300	-	60	10	540	490	30	20
M69-70 Legal, Accounting & Management Services	50	60	40	260	-	10	-	320	300	20	-
M71 Architectural & Engineering Services	90	90	60	20	-	50	-	190	160	10	10
Other Professional Services	10	20	10	20	-	-	-	30	30	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	230	90	90	150	-	-	10	340	190	130	20
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	10	-	-	-
Other Administrative & Support Services	230	90	90	150	-	-	10	330	190	130	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	100	60	40	20	-	-	-	150	70	70	10
O84,P85 Public Administration & Education	-	20	-	-	-	-	-	30	30	-	-
Q86-88 Health & Social Services	10	-	-	-	-	-	-	10	-	10	-
R90-93 Arts, Entertainment & Recreation	40	30	30	-	-	-	-	40	10	30	-
S,T,U Other Community, Social & Personal Services	50	10	-	10	-	-	-	70	30	30	10
<b>A,B,D,E,V OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>10</b>	<b>-</b>	<b>-</b>

\* Not due to recession.

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

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

- : nil or negligible

Notes :

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

### 3.3 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, 2020

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down Turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation/ Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>15 310</b>	<b>5 780</b>	<b>3 980</b>	<b>9 430</b>	<b>810</b>	<b>400</b>	<b>1 260</b>	<b>26 110</b>	<b>12 750</b>	<b>8 140</b>	<b>5 220</b>
<b>C10-32 MANUFACTURING</b>	<b>2 910</b>	<b>2 130</b>	<b>410</b>	<b>1 380</b>	<b>610</b>	<b>60</b>	<b>160</b>	<b>5 320</b>	<b>3 050</b>	<b>380</b>	<b>1 890</b>
C10-12 Food, Beverages & Tobacco	270	110	20	40	-	-	-	330	70	90	170
C17,18,22 Paper / Rubber / Plastic Products & Printing	70	120	20	60	-	-	-	230	130	30	70
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	-	-	120	-	10	30	160	120	20	20
C25,28 Fabricated Metal Products, Machinery & Equipment	780	770	90	440	160	10	20	1 410	730	110	560
C26 Electronic, Computer & Optical Products	80	90	140	380	200	-	10	790	450	40	300
C29-30 Transport Equipment	1 410	700	80	60	10	20	100	1 710	1 340	60	310
Other Manufacturing Industries	290	350	50	290	240	10	10	700	210	30	460
<b>F41-43 CONSTRUCTION</b>	<b>700</b>	<b>220</b>	<b>380</b>	<b>180</b>	<b>20</b>	<b>80</b>	<b>90</b>	<b>990</b>	<b>290</b>	<b>100</b>	<b>600</b>
<b>G-U SERVICES</b>	<b>11 680</b>	<b>3 430</b>	<b>3 190</b>	<b>7 850</b>	<b>180</b>	<b>260</b>	<b>1 010</b>	<b>19 760</b>	<b>9 380</b>	<b>7 660</b>	<b>2 720</b>
G46-47 WHOLESALE AND RETAIL TRADE	2 330	950	1 020	2 750	100	10	200	4 980	2 240	2 190	560
G46 Wholesale Trade	1 760	480	750	2 390	10	10	100	3 810	1 970	1 330	510
G47 Retail Trade	570	460	260	360	100	-	100	1 180	270	860	50
H49-53 TRANSPORTATION AND STORAGE	2 280	370	260	670	-	10	70	2 780	460	1 820	500
H49,5221 Land Transport & Supporting Services	50	60	70	70	-	-	-	120	10	50	60
H50,5222, 5225 Water Transport & Supporting Services	120	50	20	110	-	-	10	250	140	90	20
H51,5223 Air Transport & Supporting Services	1 890	40	80	350	-	-	60	2 000	190	1 560	250
Other Transportation & Storage Services	220	210	80	150	-	10	-	410	120	120	180
I55-56 ACCOMMODATION AND FOOD SERVICES	1 130	450	580	390	10	40	380	1 700	410	1 000	300
I55 Accommodation	360	190	200	250	-	-	290	710	230	380	100
I56 Food & Beverage Services	770	270	390	140	10	40	90	990	180	620	190
J58-63 INFORMATION AND COMMUNICATIONS	250	290	140	790	20	50	40	1 200	1 100	100	-
J58-61 Telecommunications, Broadcasting & Publishing	70	150	70	430	-	-	20	570	510	70	-
J62-63 IT & Other Information Services	180	140	70	360	20	50	20	620	590	30	-
K64-66 FINANCIAL AND INSURANCE SERVICES	790	130	90	1 230	30	-	140	2 140	1 280	570	280
K64 & 66 (excl.662) Financial Services	770	120	90	1 030	20	-	140	1 910	1 060	560	280
K65 & 662 Insurance Services	20	20	-	210	10	-	-	230	220	10	-
L68 REAL ESTATE SERVICES	60	20	-	90	-	-	-	140	110	10	20
M69-75 PROFESSIONAL SERVICES	1 050	560	320	1 230	-	90	90	2 380	2 030	190	160
M69-70 Legal, Accounting & Management Services	380	210	190	950	-	20	80	1 270	1 170	80	10
M71 Architectural & Engineering Services	570	310	80	90	-	70	10	780	570	70	140
Other Professional Services	100	50	50	200	-	-	10	330	290	30	10
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	1 450	420	520	550	10	50	40	1 770	980	430	360
N80 Security & Investigation	-	10	-	-	-	-	-	10	-	-	-
N81 Cleaning & Landscaping	220	130	20	40	-	40	-	280	10	20	250
Other Administrative & Support Services	1 220	290	500	510	-	10	40	1 490	960	410	120
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	2 350	230	270	150	-	10	50	2 690	780	1 370	540
O84,P85 Public Administration & Education	110	90	40	70	-	-	20	230	120	90	10
Q86-88 Health & Social Services	10	10	-	10	-	-	20	40	30	10	-
R90-93 Arts, Entertainment & Recreation	2 080	120	200	40	-	-	20	2 210	570	1 170	480
S,T,U Other Community, Social & Personal Services	160	30	20	30	-	-	-	210	70	90	50
<b>A,B,D,E,V OTHERS**</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>40</b>	<b>30</b>	<b>-</b>	<b>10</b>

\* Not due to recession.

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

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

- : nil or negligible

Notes :

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

### 3.4 RETRENCHMENT OF PERMANENT EMPLOYEES

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

Number of Employees

	2018	2019	2020	2019	2020			
				4Q	1Q	2Q	3Q	4Q
<b>TOTAL</b>	<b>9 610</b>	<b>9 810</b>	<b>22 540</b>	<b>2 440</b>	<b>3 040</b>	<b>7 240</b>	<b>8 140</b>	<b>4 120</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>2 280</b>	<b>2 580</b>	<b>5 000</b>	<b>650</b>	<b>700</b>	<b>1 400</b>	<b>2 000</b>	<b>900</b>
C10-12 Food, Beverages & Tobacco	150	40	310	20	80	80	140	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	160	160	230	60	20	30	150	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	170	190	150	60	40	20	70	30
C25,28 Fabricated Metal Products, Machinery & Equipment	780	650	1 190	230	160	370	390	270
C26 Electronic, Computer & Optical Products	570	1 080	790	160	220	150	200	220
C29-30 Transport Equipment	260	110	1 650	10	-	650	860	150
Other Manufacturing Industries	190	340	680	100	170	120	190	190
<b>F41-43 CONSTRUCTION</b>	<b>800</b>	<b>500</b>	<b>750</b>	<b>100</b>	<b>90</b>	<b>340</b>	<b>250</b>	<b>70</b>
<b>G-U SERVICES</b>	<b>6 520</b>	<b>6 700</b>	<b>16 760</b>	<b>1 690</b>	<b>2 240</b>	<b>5 480</b>	<b>5 880</b>	<b>3 150</b>
G46-47 WHOLESALE AND RETAIL TRADE	1 680	2 030	4 790	460	720	1 830	1 320	920
G46 Wholesale Trade	1 500	1 800	3 680	400	460	1 490	970	760
G47 Retail Trade	190	230	1 120	60	260	340	350	160
H49-53 TRANSPORTATION AND STORAGE	700	760	1 410	90	130	230	530	520
H49,5221 Land Transport & Supporting Services	200	60	120	10	40	40	10	30
H50,5222, 5225 Water Transport & Supporting Services	180	80	240	30	20	80	50	90
H51,5223 Air Transport & Supporting Services	20	40	650	-	-	10	310	320
Other Transportation & Storage Services	310	580	400	60	70	100	160	80
I55-56 ACCOMMODATION AND FOOD SERVICES	340	150	1 580	70	350	660	430	150
I55 Accommodation	10	20	710	-	180	220	200	110
I56 Food & Beverage Services	330	130	870	70	170	430	230	40
J58-63 INFORMATION AND COMMUNICATIONS	950	630	1 160	150	220	410	280	260
J58-61 Telecommunications, Broadcasting & Publishing	580	300	570	70	150	100	160	170
J62-63 IT & Other Information Services	370	330	590	80	70	310	110	90
K64-66 FINANCIAL AND INSURANCE SERVICES	1 300	1 280	2 050	300	300	990	380	390
K64 & 66 (excl.662) Financial Services	1 230	1 170	1 830	280	240	920	360	320
K65 & 662 Insurance Services	80	110	220	20	50	70	30	70
L68 REAL ESTATE SERVICES	90	100	140	40	40	40	40	30
M69-75 PROFESSIONAL SERVICES	1 010	1 160	2 040	420	320	530	750	450
M69-70 Legal, Accounting & Management Services	590	640	1 210	210	150	310	450	310
M71 Architectural & Engineering Services	240	330	510	120	40	120	240	120
Other Professional Services	180	190	330	90	140	100	60	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	210	300	1 270	60	120	410	410	340
N80 Security & Investigation	10	10	-	-	-	-	-	-
N81 Cleaning & Landscaping	30	60	240	10	10	170	50	10
Other Administrative & Support Services	180	230	1 030	50	110	240	360	330
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	230	280	2 310	110	60	390	1 760	100
O84,P85 Public Administration & Education	50	80	200	20	30	110	30	30
Q86-88 Health & Social Services	20	90	30	50	-	30	-	-
R90-93 Arts, Entertainment & Recreation	120	20	1 930	-	10	220	1 670	40
S,T,U Other Community, Social & Personal Services	40	90	150	40	20	30	60	40
<b>A,B,D,E,V OTHERS*</b>	<b>-</b>	<b>30</b>	<b>30</b>	<b>10</b>	<b>10</b>	<b>20</b>	<b>-</b>	<b>10</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	6 670	6 250	11 600	1 680	1 740	3 150	4 120	2 600
Clerical, Sales & Service Workers	1 100	1 300	6 450	310	630	2 390	2 500	920
Production & Transport Operators, Cleaners & Labourers	1 840	2 250	4 480	450	660	1 700	1 520	600

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 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

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

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

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.

### 3.6 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

Characteristics	2018	2019	2020	2019	2020				
				4Q	1Q	2Q	3Q	4Q	
<b>GENDER</b>									
Males	5.8	5.7	10.9	1.5	1.7	3.2	3.9	2.1	
Females	5.0	4.7	11.3	1.3	1.6	3.4	3.8	2.4	
<b>AGE GROUP (YEARS)</b>									
Below 30	2.1	1.6	7.3	0.5	0.7	2.4	2.7	1.2	
30 - 39	5.0	4.5	9.8	1.1	1.3	2.9	3.7	2.0	
40 & Over	6.7	6.7	12.8	1.9	2.2	3.8	4.3	2.7	
40 - 49	7.7	7.5	12.7	2.0	2.1	3.6	4.1	3.0	
50 & Over	6.0	6.2	12.9	1.8	2.2	3.9	4.4	2.4	
50 - 59	7.5	7.9	15.0	2.3	2.7	4.2	5.0	3.2	
60 & Over	3.8	3.7	10.0	1.1	1.6	3.6	3.7	1.3	
<b>SECTOR</b>									
Manufacturing	9.0	8.0	14.9	2.3	2.6	3.2	6.1	3.0	
Construction	4.5	3.3	6.2	1.3	0.5	2.6	2.2	1.0	
Services	4.9	4.9	10.9	1.3	1.6	3.4	3.7	2.2	
Others*	0.1	1.8	1.9	0.6	0.4	0.9	0.4	0.2	
<b>HIGHEST QUALIFICATION ATTAINED</b>									
Below Secondary	n.a.	n.a.	14.1	1.5	1.9	3.2	7.0	1.6	
Secondary	n.a.	n.a.	12.2	1.0	1.8	4.2	4.1	2.0	
Post-Secondary (Non-Tertiary)	n.a.	n.a.	8.4	0.9	1.4	2.3	3.3	1.4	
Diploma & Professional Qualification	n.a.	n.a.	11.2	1.3	1.4	3.5	4.2	2.2	
Degree	n.a.	n.a.	10.5	1.7	1.7	3.0	3.1	2.7	
<b>OCCUPATIONAL GROUP</b>									
Professionals, Managers, Executives & Technicians	6.6	6.1	10.5	1.7	1.7	2.7	3.7	2.6	
Clerical, Sales & Service Workers	3.3	3.5	14.0	0.9	1.5	4.5	5.4	2.1	
Production & Transport Operators, Cleaners & Labourers	3.6	3.9	9.6	1.0	1.6	4.0	2.7	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.

Notes :

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

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

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

	Number of Employees							
	2018	2019	2020	2019	2020			
				4Q	1Q	2Q	3Q	4Q
<b><u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>2 340</b>	<b>3 580</b>	<b>128 870</b>	<b>840</b>	<b>4 190</b>	<b>81 720</b>	<b>34 240</b>	<b>8 710</b>
<b>SECTOR</b>								
Manufacturing	1 060	1 970	22 950	590	690	13 680	5 780	2 800
Construction	620	450	36 040	130	300	25 860	9 280	600
Services	670	1 160	69 380	120	3 210	41 770	19 090	5 320
Others*	-	-	500	-	-	420	90	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	790	1 720	38 250	640	1 410	20 770	11 920	4 150
Clerical, Sales & Service Workers	350	540	30 050	80	1 320	19 450	6 980	2 310
Production & Transport Operators, Cleaners & Labourers	1 200	1 310	60 560	130	1 470	41 500	15 340	2 250
<b><u>EMPLOYEES ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>1 920</b>	<b>3 270</b>	<b>72 690</b>	<b>740</b>	<b>3 600</b>	<b>38 600</b>	<b>23 780</b>	<b>6 720</b>
<b>SECTOR</b>								
Manufacturing	960	1 930	13 340	590	670	6 820	4 070	1 780
Construction	430	320	9 290	60	210	5 460	3 030	590
Services	530	1 020	49 820	90	2 720	26 130	16 610	4 350
Others*	-	-	250	-	-	180	70	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	640	1 650	32 280	610	1 330	16 590	11 270	3 090
Clerical, Sales & Service Workers	330	400	19 640	60	1 130	11 270	5 610	1 630
Production & Transport Operators, Cleaners & Labourers	950	1 210	20 770	70	1 130	10 730	6 910	2 000
<b><u>EMPLOYEES ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>430</b>	<b>310</b>	<b>56 180</b>	<b>100</b>	<b>600</b>	<b>43 130</b>	<b>10 460</b>	<b>1 990</b>
<b>SECTOR</b>								
Manufacturing	90	40	9 610	-	20	6 860	1 710	1 020
Construction	200	130	26 750	70	90	20 400	6 250	10
Services	140	140	19 560	40	480	15 630	2 480	960
Others*	-	-	260	-	-	240	20	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	150	70	5 980	30	80	4 180	650	1 060
Clerical, Sales & Service Workers	30	140	10 410	20	180	8 180	1 370	680
Production & Transport Operators, Cleaners & Labourers	250	100	39 790	60	340	30 770	8 440	250

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

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

- : nil or negligible

Notes :

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

## 5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2018	2019	2020	2019	2020			
				4Q	1Q	2Q	3Q	4Q
<b>TOTAL</b>	<b>62.9</b>	<b>64.4</b>	<b>61.6</b>	<b>65.9</b>	<b>64.0</b>	<b>58.4</b>	<b>57.0</b>	<b>64.3</b>
<b>GENDER</b>								
Males	61.4	63.1	60.3	62.6	61.7	56.6	56.6	63.5
Females	64.7	65.8	62.9	69.8	66.9	60.6	57.5	65.2
<b>AGE GROUP (YEARS)</b>								
Below 30	81.7	82.5	77.3	81.4	80.2	82.6	73.3	77.1
30 - 39	70.6	76.3	72.2	78.8	78.1	69.8	68.7	72.2
40 & Over	58.6	58.5	56.2	60.2	58.2	53.3	52.2	59.0
40 - 49	64.4	65.8	63.0	65.5	66.0	59.4	58.4	66.1
50 & Over	53.3	52.2	51.1	55.5	50.9	48.5	48.0	54.3
50 - 59	55.0	53.1	54.2	55.5	52.0	49.9	51.8	59.2
60 & Over	47.9	49.8	44.6	55.5	47.4	44.3	39.3	46.7
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	69.4	71.6	64.4	69.1	72.8	59.2	54.6	68.6
Secondary	68.2	69.1	63.9	67.7	63.2	70.2	62.4	63.4
Post-Secondary (Non-Tertiary)	62.8	65.1	62.0	67.8	60.9	62.7	56.2	66.8
Diploma & Professional Qualification	62.6	66.6	63.6	72.6	66.9	60.2	51.7	68.4
Degree	60.3	60.9	60.2	61.5	62.8	54.5	57.7	63.0
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	59.5	61.9	59.3	64.0	61.6	55.5	55.7	62.3
Clerical, Sales & Service Workers	69.6	70.0	66.4	73.8	70.0	65.0	59.6	68.9
Production & Transport Operators, Cleaners & Labourers	74.8	72.8	64.3	70.0	72.6	71.9	58.9	62.8

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

Notes :

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

## 6.1 JOB VACANCY

### JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2018	2019	2020	Dec	
				2019	2020
<b>TOTAL</b>	<b>57.9</b>	<b>52.9</b>	<b>48.4</b>	<b>50.0</b>	<b>53.0</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>8.3</b>	<b>6.6</b>	<b>5.5</b>	<b>6.0</b>	<b>5.9</b>
C10-12 Food, Beverages & Tobacco	0.7	0.7	0.8	0.7	1.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.3	0.3	0.3	0.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	0.7	0.5	0.7	0.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.3	1.0	1.0	1.2
C26 Electronic, Computer & Optical Products	2.3	1.7	1.6	1.5	1.4
C29-30 Transport Equipment	1.6	1.3	0.5	1.4	0.5
Other Manufacturing Industries	0.9	0.7	0.8	0.5	0.9
<b>F41-43 CONSTRUCTION</b>	<b>3.0</b>	<b>2.3</b>	<b>2.7</b>	<b>1.2</b>	<b>4.9</b>
<b>G-U SERVICES</b>	<b>46.2</b>	<b>43.6</b>	<b>39.9</b>	<b>42.4</b>	<b>42.0</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>6.5</b>	<b>5.4</b>	<b>5.3</b>	<b>5.4</b>	<b>5.1</b>
G46 Wholesale Trade	3.7	3.2	3.4	3.3	3.0
G47 Retail Trade	2.8	2.2	1.9	2.0	2.1
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>3.9</b>	<b>3.0</b>	<b>1.7</b>	<b>2.1</b>	<b>2.2</b>
H49,5221 Land Transport & Supporting Services	0.8	0.5	0.4	0.4	0.4
H50,5222, 5225 Water Transport & Supporting Services	0.4	0.5	0.4	0.6	0.6
H51,5223 Air Transport & Supporting Services	1.0	0.9	0.2	0.7	0.1
Other Transportation & Storage Services	1.7	1.0	0.7	0.4	1.0
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>5.9</b>	<b>5.9</b>	<b>4.1</b>	<b>6.0</b>	<b>4.3</b>
I55 Accommodation	2.0	1.8	0.7	1.3	0.5
I56 Food & Beverage Services	3.9	4.0	3.4	4.8	3.8
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>3.9</b>	<b>4.1</b>	<b>4.5</b>	<b>4.5</b>	<b>4.9</b>
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.7	0.6	0.6	0.7
J62-63 IT & Other Information Services	3.2	3.5	3.9	3.9	4.2
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>5.0</b>	<b>5.3</b>	<b>4.3</b>	<b>4.6</b>	<b>3.7</b>
K64 & 66 (excl.662) Financial Services	4.3	4.6	3.8	3.9	3.3
K65 & 662 Insurance Services	0.7	0.7	0.5	0.7	0.4
<b>L68 REAL ESTATE SERVICES</b>	<b>1.2</b>	<b>1.3</b>	<b>1.1</b>	<b>1.2</b>	<b>1.0</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>4.0</b>	<b>3.9</b>	<b>3.2</b>	<b>3.4</b>	<b>3.4</b>
M69-70 Legal, Accounting & Management Services	2.2	2.4	2.1	2.1	2.2
M71 Architectural & Engineering Services	1.1	1.0	0.7	0.8	0.8
Other Professional Services	0.7	0.5	0.4	0.5	0.5
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>5.0</b>	<b>3.9</b>	<b>4.0</b>	<b>4.2</b>	<b>3.8</b>
N80 Security & Investigation	1.9	1.5	1.4	1.4	1.3
N81 Cleaning & Landscaping	1.8	1.2	1.3	1.3	1.5
Other Administrative & Support Services	1.4	1.3	1.3	1.5	1.0
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>10.7</b>	<b>10.8</b>	<b>11.6</b>	<b>11.0</b>	<b>13.6</b>
O84,P85 Public Administration & Education	5.2	5.4	6.3	5.3	7.3
Q86-88 Health & Social Services	3.3	3.7	4.0	3.8	4.6
R90-93 Arts, Entertainment & Recreation	1.1	1.1	0.6	1.5	0.8
S,T,U Other Community, Social & Personal Services	1.1	0.7	0.7	0.3	0.9
<b>A,B,D,E,V OTHERS*</b>	<b>0.4</b>	<b>0.4</b>	<b>0.3</b>	<b>0.4</b>	<b>0.2</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	31.5	30.7	28.2	29.0	29.5
Clerical, Sales & Service Workers	13.6	12.1	9.7	11.6	10.6
Production & Transport Operators, Cleaners & Labourers	12.9	10.1	10.4	9.4	12.9

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

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

Notes :

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

## 6.2 JOB VACANCY

### JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2018	2019	2020	Dec	
				2019	2020
<b>TOTAL</b>	<b>2.7</b>	<b>2.5</b>	<b>2.3</b>	<b>2.3</b>	<b>2.6</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>2.3</b>	<b>1.9</b>	<b>1.6</b>	<b>1.7</b>	<b>1.9</b>
C10-12 Food, Beverages & Tobacco	2.1	2.0	2.4	1.9	3.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.5	1.8	1.5	2.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.4	2.2	1.6	2.3	1.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.6	1.3	1.3	1.5
C26 Electronic, Computer & Optical Products	2.9	2.2	2.2	2.0	2.0
C29-30 Transport Equipment	2.2	1.7	0.7	1.9	0.8
Other Manufacturing Industries	2.3	1.9	2.3	1.3	2.7
<b>F41-43 CONSTRUCTION</b>	<b>1.1</b>	<b>0.8</b>	<b>1.0</b>	<b>0.5</b>	<b>1.9</b>
<b>G-U SERVICES</b>	<b>3.1</b>	<b>2.9</b>	<b>2.7</b>	<b>2.8</b>	<b>2.9</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>2.7</b>	<b>2.2</b>	<b>2.3</b>	<b>2.3</b>	<b>2.3</b>
G46 Wholesale Trade	2.2	2.0	2.1	2.1	2.0
G47 Retail Trade	3.6	2.8	2.7	2.7	3.1
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>2.4</b>	<b>1.9</b>	<b>1.2</b>	<b>1.4</b>	<b>1.5</b>
H49,5221 Land Transport & Supporting Services	2.0	1.3	1.0	1.0	1.0
H50,5222,5225 Water Transport & Supporting Services	1.2	1.7	1.4	1.9	2.0
H51,5223 Air Transport & Supporting Services	2.9	2.7	0.7	2.4	0.5
Other Transportation & Storage Services	3.3	2.0	1.4	0.9	2.2
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.2</b>	<b>3.8</b>	<b>2.9</b>	<b>3.4</b>	<b>3.4</b>
I55 Accommodation	8.0	7.1	3.4	5.2	2.6
I56 Food & Beverage Services	3.4	3.1	2.8	3.2	3.6
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>4.8</b>	<b>4.6</b>	<b>5.0</b>	<b>5.0</b>	<b>5.4</b>
J58-61 Telecommunications, Broadcasting & Publishing	2.7	2.4	2.2	2.2	2.5
J62-63 IT & Other Information Services	5.8	5.6	6.1	6.2	6.6
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>3.5</b>	<b>3.5</b>	<b>2.9</b>	<b>3.0</b>	<b>2.5</b>
K64 & 66 (excl.662) Financial Services	3.5	3.5	2.9	2.9	2.6
K65 & 662 Insurance Services	3.5	3.3	2.6	3.3	2.0
<b>L68 REAL ESTATE SERVICES</b>	<b>2.3</b>	<b>2.7</b>	<b>2.4</b>	<b>2.8</b>	<b>2.4</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>3.0</b>	<b>2.9</b>	<b>2.3</b>	<b>2.5</b>	<b>2.4</b>
M69-70 Legal, Accounting & Management Services	3.4	3.5	2.7	3.0	2.7
M71 Architectural & Engineering Services	2.3	2.0	1.5	1.8	1.8
Other Professional Services	3.3	2.7	2.2	2.7	2.7
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>3.4</b>	<b>2.6</b>	<b>2.7</b>	<b>2.8</b>	<b>2.5</b>
N80 Security & Investigation	5.6	4.2	3.9	4.0	3.4
N81 Cleaning & Landscaping	2.7	1.7	1.8	2.0	2.1
Other Administrative & Support Services	2.9	2.8	2.9	3.1	2.4
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>2.9</b>	<b>2.9</b>	<b>3.2</b>	<b>2.9</b>	<b>3.6</b>
O84,P85 Public Administration & Education	2.9	2.9	3.3	2.8	3.8
Q86-88 Health & Social Services	3.0	3.2	3.7	3.4	4.2
R90-93 Arts, Entertainment & Recreation	2.8	2.7	1.8	3.7	2.4
S,T,U Other Community, Social & Personal Services	3.0	1.9	1.9	0.9	2.4
<b>A,B,D,E,V OTHERS*</b>	<b>2.0</b>	<b>1.7</b>	<b>1.6</b>	<b>1.7</b>	<b>0.9</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	3.0	2.8	2.6	2.7	2.7
Clerical, Sales & Service Workers	3.2	2.8	2.5	2.6	2.8
Production & Transport Operators, Cleaners & Labourers	2.0	1.6	1.8	1.5	2.3

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

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

Notes :

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

## 6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, DECEMBER 2020

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
<b>TOTAL</b>	<b>53.0</b>	<b>2.6</b>	<b>29.5</b>	<b>2.7</b>	<b>10.6</b>	<b>2.8</b>	<b>12.9</b>	<b>2.3</b>
<b>C10-32 MANUFACTURING</b>	<b>5.9</b>	<b>1.9</b>	<b>2.5</b>	<b>1.7</b>	<b>0.5</b>	<b>1.9</b>	<b>2.9</b>	<b>2.0</b>
C10-12 Food, Beverages & Tobacco	1.0	3.3	0.2	2.7	0.3	3.0	0.5	3.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	2.7	0.2	2.5	-	-	0.3	3.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	1.5	0.4	1.5	-	-	0.1	1.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.5	0.6	1.7	0.1	1.3	0.5	1.4
C26 Electronic, Computer & Optical Products	1.4	2.0	0.7	1.6	-	-	0.7	2.7
C29-30 Transport Equipment	0.5	0.8	0.2	0.7	-	-	0.3	0.9
Other Manufacturing Industries	0.9	2.7	0.3	2.6	0.1	2.4	0.5	2.8
<b>F41-43 CONSTRUCTION</b>	<b>4.9</b>	<b>1.9</b>	<b>1.1</b>	<b>1.8</b>	<b>0.2</b>	<b>1.3</b>	<b>3.6</b>	<b>2.1</b>
<b>G-U SERVICES</b>	<b>42.0</b>	<b>2.9</b>	<b>25.8</b>	<b>3.0</b>	<b>9.8</b>	<b>2.9</b>	<b>6.4</b>	<b>2.6</b>
G46-47 WHOLESALE AND RETAIL TRADE	5.1	2.3	2.1	1.9	2.1	2.8	1.0	2.6
G46 Wholesale Trade	3.0	2.0	1.7	1.8	0.5	1.7	0.8	2.7
G47 Retail Trade	2.1	3.1	0.4	2.3	1.6	3.5	0.2	2.5
H49-53 TRANSPORTATION AND STORAGE	2.2	1.5	0.5	1.0	0.3	0.9	1.4	2.3
H49,5221 Land Transport & Supporting Services	0.4	1.0	-	-	0.1	1.2	0.3	1.2
H50,5222,5225 Water Transport & Supporting Services	0.6	2.0	0.2	1.2	0.1	1.7	0.4	3.0
H51,5223 Air Transport & Supporting Services	0.1	0.5	-	-	0.1	0.5	-	-
Other Transportation & Storage Services	1.0	2.2	0.2	1.3	0.1	1.1	0.7	3.6
I55-56 ACCOMMODATION AND FOOD SERVICES	4.3	3.4	0.9	3.3	2.5	3.4	0.9	3.7
I55 Accommodation	0.5	2.6	0.1	1.1	0.2	3.0	0.2	5.2
I56 Food & Beverage Services	3.8	3.6	0.8	4.2	2.3	3.4	0.7	3.4
J58-63 INFORMATION AND COMMUNICATIONS	4.9	5.4	4.6	5.6	0.2	2.3	0.1	7.7
J58-61 Telecommunications, Broadcasting & Publishing	0.7	2.5	0.6	2.6	0.1	2.1	-	-
J62-63 IT & Other Information Services	4.2	6.6	4.0	6.8	0.1	2.4	0.1	11.0
K64-66 FINANCIAL AND INSURANCE SERVICES	3.7	2.5	3.5	2.6	0.2	2.0	-	-
K64 & 66 (excl.662) Financial Services	3.3	2.6	3.1	2.7	0.1	2.3	-	-
K65 & 662 Insurance Services	0.4	2.0	0.4	2.1	-	-	-	-
L68 REAL ESTATE SERVICES	1.0	2.4	0.6	2.6	0.2	2.9	0.2	1.5
M69-75 PROFESSIONAL SERVICES	3.4	2.4	2.9	2.6	0.4	2.3	0.2	1.5
M69-70 Legal, Accounting & Management Services	2.2	2.7	1.8	2.7	0.3	2.4	0.1	6.2
M71 Architectural & Engineering Services	0.8	1.8	0.6	2.1	0.1	2.2	0.1	0.9
Other Professional Services	0.5	2.7	0.4	2.9	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.8	2.5	0.3	1.2	1.5	3.1	2.1	2.6
N80 Security & Investigation	1.3	3.4	-	-	1.2	3.4	0.2	7.1
N81 Cleaning & Landscaping	1.5	2.1	-	-	-	-	1.4	2.3
Other Administrative & Support Services	1.0	2.4	0.2	1.4	0.3	3.0	0.5	3.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	13.6	3.6	10.4	3.6	2.6	4.0	0.6	3.0
O84,P85 Public Administration & Education	7.3	3.8	6.6	3.7	0.6	5.1	0.1	3.0
Q86-88 Health & Social Services	4.6	4.2	3.1	3.9	1.3	5.1	0.2	4.0
R90-93 Arts, Entertainment & Recreation	0.8	2.4	0.3	2.0	0.4	2.5	0.1	3.3
S,T,U Other Community, Social & Personal Services	0.9	2.4	0.4	2.4	0.3	2.7	0.1	1.9
<b>A,B,D,E,V OTHERS*</b>	<b>0.2</b>	<b>0.9</b>	<b>0.2</b>	<b>1.3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

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

- : nil or negligible

Notes :

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

## 6.4 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2020 (ANNUAL AVERAGE)

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy (' 000 )	Vacancy Rate (%)	Vacancy (' 000 )	Vacancy Rate (%)	Vacancy (' 000 )	Vacancy Rate (%)	Vacancy (' 000 )	Vacancy Rate (%)
<b>TOTAL</b>	<b>48.4</b>	<b>2.3</b>	<b>28.2</b>	<b>2.6</b>	<b>9.7</b>	<b>2.5</b>	<b>10.4</b>	<b>1.8</b>
<b>C10-32 MANUFACTURING</b>	<b>5.5</b>	<b>1.6</b>	<b>2.6</b>	<b>1.7</b>	<b>0.4</b>	<b>1.4</b>	<b>2.5</b>	<b>1.7</b>
C10-12 Food, Beverages & Tobacco	0.8	2.4	0.2	2.1	0.2	2.2	0.4	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.8	0.1	1.4	-	-	0.2	2.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	1.6	0.4	1.6	-	-	0.1	1.7
C25,28 Fabricated Metal Products, Machinery & Equipment	1.0	1.3	0.5	1.4	0.1	1.2	0.5	1.2
C26 Electronic, Computer & Optical Products	1.6	2.2	0.9	2.1	-	-	0.7	2.6
C29-30 Transport Equipment	0.5	0.7	0.2	0.8	-	-	0.2	0.6
Other Manufacturing Industries	0.8	2.3	0.3	2.3	-	-	0.5	2.3
<b>F41-43 CONSTRUCTION</b>	<b>2.7</b>	<b>1.0</b>	<b>0.8</b>	<b>1.2</b>	<b>0.1</b>	<b>0.8</b>	<b>1.8</b>	<b>1.0</b>
<b>G-U SERVICES</b>	<b>39.9</b>	<b>2.7</b>	<b>24.6</b>	<b>2.9</b>	<b>9.2</b>	<b>2.6</b>	<b>6.1</b>	<b>2.3</b>
G46-47 WHOLESALE AND RETAIL TRADE	5.3	2.3	1.9	1.8	1.8	2.3	1.6	3.4
G46 Wholesale Trade	3.4	2.1	1.6	1.8	0.5	1.5	1.3	3.4
G47 Retail Trade	1.9	2.7	0.4	2.1	1.3	2.8	0.3	3.0
H49-53 TRANSPORTATION AND STORAGE	1.7	1.2	0.5	1.0	0.3	0.8	0.9	1.6
H49,5221 Land Transport & Supporting Services	0.4	1.0	0.1	0.6	-	-	0.3	1.2
H50,5222, 5225 Water Transport & Supporting Services	0.4	1.4	0.2	1.4	0.1	1.5	0.2	1.5
H51,5223 Air Transport & Supporting Services	0.2	0.7	0.1	1.0	0.1	0.5	-	-
Other Transportation & Storage Services	0.7	1.4	0.1	0.8	0.1	0.8	0.4	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	4.1	2.9	0.8	2.5	2.5	3.0	0.8	3.1
I55 Accommodation	0.7	3.4	0.1	1.5	0.4	3.9	0.3	5.5
I56 Food & Beverage Services	3.4	2.8	0.7	2.9	2.1	2.9	0.6	2.6
J58-63 INFORMATION AND COMMUNICATIONS	4.5	5.0	4.3	5.2	0.2	2.7	0.1	3.8
J58-61 Telecommunications, Broadcasting & Publishing	0.6	2.2	0.5	2.3	0.1	1.7	-	-
J62-63 IT & Other Information Services	3.9	6.1	3.8	6.3	0.1	3.6	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	4.3	2.9	4.1	3.0	0.2	1.6	-	-
K64 & 66 (excl.662) Financial Services	3.8	2.9	3.7	3.1	0.1	1.5	-	-
K65 & 662 Insurance Services	0.5	2.6	0.4	2.7	0.1	2.0	-	-
L68 REAL ESTATE SERVICES	1.1	2.4	0.6	2.6	0.2	2.8	0.2	1.9
M69-75 PROFESSIONAL SERVICES	3.2	2.3	2.7	2.4	0.3	1.9	0.2	1.3
M69-70 Legal, Accounting & Management Services	2.1	2.7	1.9	2.7	0.2	1.9	0.1	4.7
M71 Architectural & Engineering Services	0.7	1.5	0.5	1.8	0.1	1.4	0.1	0.9
Other Professional Services	0.4	2.2	0.4	2.3	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.0	2.7	0.6	2.0	1.6	3.7	1.8	2.3
N80 Security & Investigation	1.4	3.9	-	-	1.3	4.0	0.2	5.3
N81 Cleaning & Landscaping	1.3	1.8	-	-	-	-	1.2	2.0
Other Administrative & Support Services	1.3	2.9	0.5	2.4	0.3	3.5	0.4	3.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.6	3.2	9.1	3.2	2.1	3.2	0.4	2.0
O84,P85 Public Administration & Education	6.3	3.3	5.7	3.3	0.5	4.5	0.1	1.4
Q86-88 Health & Social Services	4.0	3.7	2.7	3.5	1.1	4.4	0.2	3.4
R90-93 Arts, Entertainment & Recreation	0.6	1.8	0.3	1.9	0.3	1.6	0.1	2.2
S,T,U Other Community, Social & Personal Services	0.7	1.9	0.4	2.4	0.2	1.8	0.1	1.2
<b>A,B,D,E,V OTHERS*</b>	<b>0.3</b>	<b>1.6</b>	<b>0.2</b>	<b>1.9</b>	<b>-</b>	<b>-</b>	<b>0.1</b>	<b>1.2</b>

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

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

- : nil or negligible

Notes :

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

## 7.1 LABOUR TURNOVER

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

				Per Cent				
				2018	2019	2020	4Q	
							2019	2020
<b>TOTAL</b>				<b>2.3</b>	<b>2.2</b>	<b>1.6</b>	<b>2.0</b>	<b>1.6</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32</b>	<b>MANUFACTURING</b>			<b>1.9</b>	<b>1.7</b>	<b>1.1</b>	<b>1.5</b>	<b>1.1</b>
C10-12	Food, Beverages & Tobacco			3.2	2.9	2.2	1.9	2.7
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.8	1.6	1.4	1.4	2.1
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.3	1.3	1.0	1.0	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment			1.9	1.8	1.0	1.6	1.2
C26	Electronic, Computer & Optical Products			1.8	1.6	1.0	1.3	0.9
C29-30	Transport Equipment			1.7	1.4	0.6	1.5	0.5
	Other Manufacturing Industries			1.6	1.5	1.2	1.3	1.2
<b>F41-43</b>	<b>CONSTRUCTION</b>			<b>2.0</b>	<b>2.2</b>	<b>1.0</b>	<b>2.1</b>	<b>0.9</b>
<b>G-U</b>	<b>SERVICES</b>			<b>2.4</b>	<b>2.4</b>	<b>1.8</b>	<b>2.1</b>	<b>1.9</b>
G46-47	WHOLESALE AND RETAIL TRADE			2.4	2.2	1.8	2.1	2.0
G46	Wholesale Trade			2.0	1.9	1.5	1.7	1.6
G47	Retail Trade			3.4	2.9	2.6	3.1	3.0
H49-53	TRANSPORTATION AND STORAGE			1.8	1.7	1.1	1.4	1.1
H49,5221	Land Transport & Supporting Services			1.8	1.8	1.2	1.5	0.9
H50,5222,5225	Water Transport & Supporting Services			1.1	1.2	1.0	1.1	1.3
H51,5223	Air Transport & Supporting Services			1.6	1.5	0.4	1.3	0.1
	Other Transportation & Storage Services			2.5	2.3	1.5	1.6	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES			3.7	4.0	3.2	3.9	3.8
I55	Accommodation			2.8	3.1	1.1	2.4	1.2
I56	Food & Beverage Services			3.9	4.1	3.6	4.1	4.3
J58-63	INFORMATION AND COMMUNICATIONS			2.3	2.4	2.2	2.1	2.1
J58-61	Telecommunications, Broadcasting & Publishing			1.7	1.7	1.4	1.5	1.3
J62-63	IT & Other Information Services			2.6	2.7	2.5	2.4	2.4
K64-66	FINANCIAL AND INSURANCE SERVICES			2.1	1.8	1.3	1.3	1.2
K64 & 66 (excl.662)	Financial Services			2.1	1.8	1.3	1.2	1.1
K65 & 662	Insurance Services			2.2	2.3	1.8	2.1	1.5
L68	REAL ESTATE SERVICES			3.3	3.2	1.8	2.3	1.8
M69-75	PROFESSIONAL SERVICES			2.5	2.2	1.6	1.8	1.4
M69-70	Legal, Accounting & Management Services			2.3	2.4	1.8	1.9	1.6
M71	Architectural & Engineering Services			2.8	2.1	1.2	1.6	1.1
	Other Professional Services			2.3	2.1	1.5	1.4	1.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			4.5	4.3	3.3	3.7	3.4
N80	Security & Investigation			3.9	4.5	3.8	4.0	3.6
N81	Cleaning & Landscaping			4.7	4.5	3.3	4.0	3.4
	Other Administrative & Support Services			4.5	4.0	2.8	3.2	3.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.5	1.5	1.2	1.2	1.2
O84,P85	Public Administration & Education			1.1	1.1	1.1	0.8	1.0
Q86-88	Health & Social Services			1.7	1.7	1.6	1.5	1.4
R90-93	Arts, Entertainment & Recreation			1.9	2.0	1.1	1.8	1.0
S,T,U	Other Community, Social & Personal Services			2.6	2.1	1.3	1.8	1.7
<b>A,B,D,E,V</b>	<b>OTHERS*</b>			<b>1.8</b>	<b>1.6</b>	<b>1.1</b>	<b>1.4</b>	<b>1.0</b>
<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians			1.7	1.7	1.3	1.4	1.2
	Clerical, Sales & Service Workers			3.2	3.2	2.4	3.0	2.8
	Production & Transport Operators, Cleaners & Labourers			2.5	2.5	1.6	2.2	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 quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

## 7.2 LABOUR TURNOVER

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

					Per Cent				
					2018	2019	2020	4Q	
								2019	2020
<b>TOTAL</b>					<b>1.8</b>	<b>1.8</b>	<b>1.5</b>	<b>1.5</b>	<b>1.5</b>
<b>INDUSTRY (SSIC 2015)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>				<b>1.6</b>	<b>1.5</b>	<b>1.2</b>	<b>1.0</b>	<b>1.4</b>
C10-12	Food, Beverages & Tobacco				2.8	2.6	2.3	1.6	2.5
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.7	1.6	1.7	1.1	2.3
C19-21	Petroleum, Chemical & Pharmaceutical Products				0.9	0.8	0.7	0.7	0.7
C25,28	Fabricated Metal Products, Machinery & Equipment				1.5	1.4	1.2	0.9	1.4
C26	Electronic, Computer & Optical Products				1.6	1.5	1.0	1.0	1.0
C29-30	Transport Equipment				1.3	1.2	1.1	0.8	1.4
	Other Manufacturing Industries				1.5	1.4	1.2	1.0	1.3
<b>F41-43</b>	<b>CONSTRUCTION</b>				<b>1.8</b>	<b>1.8</b>	<b>1.4</b>	<b>1.4</b>	<b>1.6</b>
<b>G-U</b>	<b>SERVICES</b>				<b>1.9</b>	<b>1.8</b>	<b>1.6</b>	<b>1.6</b>	<b>1.5</b>
G46-47	WHOLESALE AND RETAIL TRADE				2.0	1.8	1.7	1.5	1.5
G46	Wholesale Trade				1.6	1.4	1.4	1.3	1.2
G47	Retail Trade				3.0	2.4	2.3	2.1	2.3
H49-53	TRANSPORTATION AND STORAGE				1.3	1.4	1.1	1.1	1.1
H49,5221	Land Transport & Supporting Services				1.3	1.1	1.0	0.9	0.9
H50,5222,5225	Water Transport & Supporting Services				0.9	0.9	0.8	0.8	0.8
H51,5223	Air Transport & Supporting Services				1.0	0.9	0.8	0.9	0.8
	Other Transportation & Storage Services				1.9	2.1	1.5	1.7	1.5
I55-56	ACCOMMODATION AND FOOD SERVICES				3.3	3.4	3.5	3.1	3.2
I55	Accommodation				2.4	2.5	2.1	2.0	2.1
I56	Food & Beverage Services				3.4	3.6	3.7	3.3	3.3
J58-63	INFORMATION AND COMMUNICATIONS				1.6	1.6	1.5	1.5	1.8
J58-61	Telecommunications, Broadcasting & Publishing				1.2	1.2	1.2	1.0	1.2
J62-63	IT & Other Information Services				1.8	1.8	1.7	1.7	2.0
K64-66	FINANCIAL AND INSURANCE SERVICES				1.4	1.2	0.9	1.0	0.9
K64 & 66 (excl.662)	Financial Services				1.3	1.2	0.8	0.9	0.8
K65 & 662	Insurance Services				1.6	1.6	1.2	1.5	1.1
L68	REAL ESTATE SERVICES				2.5	2.5	1.6	1.7	1.7
M69-75	PROFESSIONAL SERVICES				1.6	1.7	1.3	1.4	1.3
M69-70	Legal, Accounting & Management Services				1.6	1.6	1.4	1.5	1.3
M71	Architectural & Engineering Services				1.7	1.7	1.3	1.4	1.4
	Other Professional Services				1.8	1.8	1.1	1.3	1.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.4	3.5	3.1	3.1	2.9
N80	Security & Investigation				3.0	3.8	3.4	3.7	3.4
N81	Cleaning & Landscaping				4.2	3.9	3.4	3.4	3.0
	Other Administrative & Support Services				2.5	2.7	2.3	2.4	2.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.1	1.0	0.9	0.8	0.8
O84,P85	Public Administration & Education				0.7	0.7	0.6	0.4	0.5
Q86-88	Health & Social Services				1.2	1.2	1.0	1.1	1.0
R90-93	Arts, Entertainment & Recreation				1.5	1.6	1.5	1.5	1.2
S,T,U	Other Community, Social & Personal Services				2.3	1.8	1.6	1.4	1.4
<b>A,B,D,E,V</b>	<b>OTHERS*</b>				<b>1.4</b>	<b>1.2</b>	<b>0.9</b>	<b>1.0</b>	<b>0.8</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians				1.3	1.2	1.0	1.0	1.0
	Clerical, Sales & Service Workers				2.5	2.6	2.4	2.3	2.2
	Production & Transport Operators, Cleaners & Labourers				2.2	2.1	1.9	1.7	2.0

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

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

Notes :

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

## 7.3 LABOUR TURNOVER

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

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>1.6</b>	<b>1.5</b>	<b>1.2</b>	<b>1.0</b>	<b>2.8</b>	<b>2.2</b>	<b>1.7</b>	<b>2.0</b>
<b>C10-32 MANUFACTURING</b>	<b>1.1</b>	<b>1.4</b>	<b>0.9</b>	<b>0.8</b>	<b>1.8</b>	<b>1.7</b>	<b>1.3</b>	<b>2.0</b>
C10-12 Food, Beverages & Tobacco	2.7	2.5	1.1	1.3	3.1	2.9	3.3	3.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.1	2.3	1.2	1.3	2.0	2.3	2.7	3.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.9	0.7	0.8	0.5	1.1	0.7	0.9	1.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.4	1.1	1.0	1.5	1.2	1.3	1.9
C26 Electronic, Computer & Optical Products	0.9	1.0	0.6	0.6	0.5	0.4	1.3	1.8
C29-30 Transport Equipment	0.5	1.4	0.5	0.8	0.5	0.9	0.5	1.8
Other Manufacturing Industries	1.2	1.3	1.2	1.1	1.7	1.5	1.2	1.4
<b>F41-43 CONSTRUCTION</b>	<b>0.9</b>	<b>1.6</b>	<b>1.3</b>	<b>1.2</b>	<b>1.9</b>	<b>1.4</b>	<b>0.7</b>	<b>1.7</b>
<b>G-U SERVICES</b>	<b>1.9</b>	<b>1.5</b>	<b>1.2</b>	<b>1.0</b>	<b>2.9</b>	<b>2.3</b>	<b>2.7</b>	<b>2.2</b>
G46-47 WHOLESALE AND RETAIL TRADE	2.0	1.5	1.1	0.9	3.1	2.3	2.8	2.0
G46 Wholesale Trade	1.6	1.2	1.1	0.9	2.0	1.6	2.8	1.9
G47 Retail Trade	3.0	2.3	1.1	1.2	3.8	2.7	3.1	2.7
H49-53 TRANSPORTATION AND STORAGE	1.1	1.1	0.9	0.8	0.7	0.9	1.4	1.4
H49,5221 Land Transport & Supporting Services	0.9	0.9	0.7	0.6	0.9	0.8	1.0	1.0
H50,5222,5225 Water Transport & Supporting Services	1.3	0.8	1.1	0.7	1.1	0.7	1.7	1.0
H51,5223 Air Transport & Supporting Services	0.1	0.8	0.2	0.6	0.1	0.8	0.9	1.9
Other Transportation & Storage Services	1.7	1.5	1.3	1.1	1.7	1.3	2.0	2.0
I55-56 ACCOMMODATION AND FOOD SERVICES	3.8	3.2	1.7	1.9	4.8	3.7	3.3	2.9
I55 Accommodation	1.2	2.1	0.7	1.8	1.6	2.5	1.7	2.2
I56 Food & Beverage Services	4.3	3.3	2.2	1.9	5.1	3.8	3.6	3.1
J58-63 INFORMATION AND COMMUNICATIONS	2.1	1.8	2.0	1.7	3.2	2.9	3.7	1.8
J58-61 Telecommunications, Broadcasting & Publishing	1.3	1.2	1.2	1.0	2.8	2.9	0.6	1.0
J62-63 IT & Other Information Services	2.4	2.0	2.3	1.9	3.4	2.9	5.9	2.4
K64-66 FINANCIAL AND INSURANCE SERVICES	1.2	0.9	1.1	0.8	1.8	1.1	0.5	0.8
K64 & 66 (excl.662) Financial Services	1.1	0.8	1.1	0.8	1.7	1.0	0.5	0.8
K65 & 662 Insurance Services	1.5	1.1	1.4	1.0	1.8	1.4	-	-
L68 REAL ESTATE SERVICES	1.8	1.7	1.3	1.1	1.7	2.4	2.9	2.6
M69-75 PROFESSIONAL SERVICES	1.4	1.3	1.4	1.3	2.0	1.4	1.0	1.8
M69-70 Legal, Accounting & Management Services	1.6	1.3	1.5	1.3	2.1	1.4	1.7	2.3
M71 Architectural & Engineering Services	1.1	1.4	1.1	1.2	1.8	1.7	0.7	1.6
Other Professional Services	1.4	1.2	1.3	1.1	2.0	1.1	2.4	2.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.4	2.9	1.5	1.7	3.8	3.1	3.9	3.1
N80 Security & Investigation	3.6	3.4	1.6	3.1	3.9	3.5	2.8	1.7
N81 Cleaning & Landscaping	3.4	3.0	1.4	1.3	1.3	1.4	3.7	3.3
Other Administrative & Support Services	3.4	2.1	1.5	1.6	4.7	2.1	4.9	2.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	0.8	1.0	0.7	1.7	1.4	1.7	1.3
O84,P85 Public Administration & Education	1.0	0.5	0.9	0.5	1.8	1.1	1.1	0.7
Q86-88 Health & Social Services	1.4	1.0	1.2	0.9	1.8	1.2	2.0	1.5
R90-93 Arts, Entertainment & Recreation	1.0	1.2	0.7	0.9	1.1	1.6	1.9	1.0
S,T,U Other Community, Social & Personal Services	1.7	1.4	1.4	1.2	2.1	1.6	1.5	1.8
<b>A,B,D,E,V OTHERS*</b>	<b>1.0</b>	<b>0.8</b>	<b>0.7</b>	<b>0.4</b>	<b>1.3</b>	<b>0.7</b>	<b>1.4</b>	<b>1.6</b>

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

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

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

## 7.4 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2020 (ANNUAL AVERAGE)

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>1.6</b>	<b>1.5</b>	<b>1.3</b>	<b>1.0</b>	<b>2.4</b>	<b>2.4</b>	<b>1.6</b>	<b>1.9</b>
<b>C10-32 MANUFACTURING</b>	<b>1.1</b>	<b>1.2</b>	<b>0.9</b>	<b>0.8</b>	<b>1.7</b>	<b>1.7</b>	<b>1.1</b>	<b>1.6</b>
C10-12 Food, Beverages & Tobacco	2.2	2.3	1.3	1.1	2.7	2.6	2.5	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.4	1.7	1.1	1.0	1.9	1.7	1.6	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	0.7	1.0	0.6	1.3	0.7	0.8	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.0	1.2	1.0	0.9	1.2	1.3	1.0	1.4
C26 Electronic, Computer & Optical Products	1.0	1.0	0.7	0.7	1.1	0.6	1.5	1.6
C29-30 Transport Equipment	0.6	1.1	0.6	0.7	0.8	1.6	0.5	1.2
Other Manufacturing Industries	1.2	1.2	1.2	1.0	1.3	1.2	1.2	1.4
<b>F41-43 CONSTRUCTION</b>	<b>1.0</b>	<b>1.4</b>	<b>1.3</b>	<b>1.2</b>	<b>1.4</b>	<b>1.4</b>	<b>0.9</b>	<b>1.5</b>
<b>G-U SERVICES</b>	<b>1.8</b>	<b>1.6</b>	<b>1.4</b>	<b>1.0</b>	<b>2.5</b>	<b>2.5</b>	<b>2.4</b>	<b>2.4</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.8	1.7	1.1	0.8	2.5	2.3	2.5	2.5
G46 Wholesale Trade	1.5	1.4	1.0	0.8	1.8	1.8	2.4	2.4
G47 Retail Trade	2.6	2.3	1.2	1.1	3.1	2.6	3.1	3.1
H49-53 TRANSPORTATION AND STORAGE	1.1	1.1	1.0	0.8	0.9	1.1	1.3	1.3
H49,5221 Land Transport & Supporting Services	1.2	1.0	1.1	0.7	1.4	1.3	1.2	1.0
H50,5222, 5225 Water Transport & Supporting Services	1.0	0.8	1.1	0.8	0.9	0.9	0.9	0.7
H51,5223 Air Transport & Supporting Services	0.4	0.8	0.4	0.5	0.3	0.8	1.1	2.6
Other Transportation & Storage Services	1.5	1.5	1.1	1.1	1.8	1.5	1.7	1.9
I55-56 ACCOMMODATION AND FOOD SERVICES	3.2	3.5	1.8	1.9	3.8	4.0	3.0	3.5
I55 Accommodation	1.1	2.1	0.9	1.5	1.2	2.3	1.3	2.9
I56 Food & Beverage Services	3.6	3.7	2.1	2.1	4.1	4.3	3.3	3.6
J58-63 INFORMATION AND COMMUNICATIONS	2.2	1.5	2.1	1.4	2.5	2.8	2.7	1.8
J58-61 Telecommunications, Broadcasting & Publishing	1.4	1.2	1.3	0.9	2.0	2.9	1.5	1.6
J62-63 IT & Other Information Services	2.5	1.7	2.4	1.6	3.0	2.7	3.3	2.1
K64-66 FINANCIAL AND INSURANCE SERVICES	1.3	0.9	1.3	0.8	1.4	1.1	1.1	2.0
K64 & 66 (excl.662) Financial Services	1.3	0.8	1.3	0.8	1.2	0.9	1.2	2.0
K65 & 662 Insurance Services	1.8	1.2	1.7	1.1	1.9	1.5	0.7	0.4
L68 REAL ESTATE SERVICES	1.8	1.6	1.3	1.0	2.0	1.9	2.8	2.8
M69-75 PROFESSIONAL SERVICES	1.6	1.3	1.6	1.3	1.8	1.5	1.0	1.4
M69-70 Legal, Accounting & Management Services	1.8	1.4	1.8	1.4	1.9	1.5	1.3	1.4
M71 Architectural & Engineering Services	1.2	1.3	1.3	1.2	1.5	1.5	1.0	1.3
Other Professional Services	1.5	1.1	1.4	1.0	1.9	1.8	1.4	2.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.1	2.1	1.8	3.9	3.3	3.3	3.4
N80 Security & Investigation	3.8	3.4	1.6	1.6	4.2	3.8	2.0	1.6
N81 Cleaning & Landscaping	3.3	3.4	1.4	1.3	2.0	1.6	3.5	3.6
Other Administrative & Support Services	2.8	2.3	2.3	1.9	3.7	2.5	2.6	2.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	0.9	1.1	0.7	1.6	1.5	1.5	1.6
O84,P85 Public Administration & Education	1.1	0.6	1.0	0.5	1.4	0.9	2.1	0.9
Q86-88 Health & Social Services	1.6	1.0	1.4	0.9	2.0	1.3	2.0	1.2
R90-93 Arts, Entertainment & Recreation	1.1	1.5	1.2	1.1	1.2	1.6	1.0	2.0
S,T,U Other Community, Social & Personal Services	1.3	1.6	1.2	1.0	1.6	2.0	1.1	2.1
<b>A,B,D,E,V OTHERS*</b>	<b>1.1</b>	<b>0.9</b>	<b>0.8</b>	<b>0.5</b>	<b>1.0</b>	<b>0.5</b>	<b>1.7</b>	<b>1.8</b>

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

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

Notes :

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

## 8.1 HOURS WORKED

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

		Hours							
Industry (SSIC 2015)		2018	2019	2020	2019	2020			
					Dec	Mar	Jun	Sep	Dec
<b>TOTAL</b>		<b>44.8</b>	<b>44.7</b>	<b>44.0</b>	<b>44.7</b>	<b>44.4</b>	<b>43.4</b>	<b>43.8</b>	<b>44.3</b>
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>48.3</b>	<b>47.8</b>	<b>46.9</b>	<b>47.9</b>	<b>47.6</b>	<b>46.1</b>	<b>46.6</b>	<b>47.4</b>
C10-12	Food, Beverages & Tobacco	45.6	45.1	45.4	45.1	45.2	45.5	45.2	45.7
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.3	47.6	47.4	47.4	47.4	46.4	47.0	48.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.1	43.9	43.7	44.2	44.0	43.4	43.7	43.9
C25,28	Fabricated Metal Products, Machinery & Equipment	49.8	49.5	48.1	50.3	49.2	46.4	48.0	48.6
C26	Electronic, Computer & Optical Products	47.1	46.3	46.8	46.3	46.4	46.8	46.7	47.3
C29-30	Transport Equipment	50.7	50.7	47.7	50.1	49.9	45.4	47.1	48.6
	Other Manufacturing Industries	48.0	47.4	46.8	47.3	46.8	47.5	45.8	47.1
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>50.4</b>	<b>50.0</b>	<b>48.1</b>	<b>50.1</b>	<b>49.5</b>	<b>45.1</b>	<b>48.0</b>	<b>49.8</b>
<b>G-U</b>	<b>SERVICES</b>	<b>42.9</b>	<b>42.9</b>	<b>42.5</b>	<b>43.0</b>	<b>42.7</b>	<b>42.4</b>	<b>42.5</b>	<b>42.6</b>
G46-47	WHOLESALE AND RETAIL TRADE	42.9	42.9	42.7	43.2	43.0	42.7	42.6	42.6
G46	Wholesale Trade	43.3	43.2	43.1	43.8	43.5	43.3	43.0	42.6
G47	Retail Trade	42.0	42.1	41.9	42.0	41.8	41.4	41.6	42.6
H49-53	TRANSPORTATION AND STORAGE	45.6	45.5	45.1	45.5	45.4	45.0	45.0	44.9
H49,5221	Land Transport & Supporting Services	45.2	46.1	46.6	46.4	47.3	46.8	46.8	45.3
H50,5222,5225	Water Transport & Supporting Services	44.5	44.7	44.4	44.9	44.2	44.3	44.3	44.8
H51,5223	Air Transport & Supporting Services	45.0	44.5	42.6	43.7	43.6	41.4	42.4	42.8
	Other Transportation & Storage Services	46.9	46.2	45.7	46.2	45.6	45.8	45.4	45.8
I55-56	ACCOMMODATION AND FOOD SERVICES	41.5	41.8	40.9	41.8	41.2	40.9	40.9	40.7
I55	Accommodation	45.7	45.7	44.2	45.9	44.3	44.0	44.0	44.5
I56	Food & Beverage Services	40.6	41.0	40.4	41.1	40.7	40.4	40.5	40.0
J58-63	INFORMATION AND COMMUNICATIONS	41.7	41.6	41.5	41.7	41.5	41.4	41.4	41.6
J58-61	Telecommunications, Broadcasting & Publishing	41.6	41.7	42.0	41.9	41.7	42.1	41.9	42.4
J62-63	IT & Other Information Services	41.7	41.6	41.3	41.6	41.4	41.1	41.1	41.3
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.6	41.3	42.4	41.5	41.3	41.2	41.2
K64 & 66 (excl.662)	Financial Services	41.3	41.8	41.5	42.6	41.7	41.5	41.3	41.4
K65 & 662	Insurance Services	40.1	40.2	40.2	40.6	40.3	40.2	40.1	40.0
L68	REAL ESTATE SERVICES	44.0	44.2	43.6	44.2	44.0	43.4	43.3	43.4
M69-75	PROFESSIONAL SERVICES	43.0	42.9	42.4	42.7	42.6	41.9	42.4	42.6
M69-70	Legal, Accounting & Management Services	41.1	40.9	40.9	40.9	41.0	40.8	40.9	41.0
M71	Architectural & Engineering Services	46.1	46.0	44.9	45.5	45.5	43.8	44.8	45.6
	Other Professional Services	41.8	41.9	42.4	42.2	42.1	42.2	42.9	42.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.0	46.0	45.3	45.7	45.5	44.8	45.3	45.5
N80	Security & Investigation	51.4	51.3	49.6	50.3	50.8	49.5	49.3	48.7
N81	Cleaning & Landscaping	44.7	44.4	43.9	44.3	43.9	43.5	44.1	44.2
	Other Administrative & Support Services	44.1	44.4	43.8	44.3	44.1	42.9	43.9	44.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	41.9	41.7	41.9	41.7	41.7	41.7	41.8
O84,P85	Public Administration & Education	41.2	41.3	41.4	41.4	41.3	41.3	41.4	41.5
Q86-88	Health & Social Services	42.0	41.9	42.0	42.0	42.0	42.0	42.0	42.0
R90-93	Arts, Entertainment & Recreation	43.8	43.8	43.3	43.9	43.5	42.7	43.1	43.8
S,T,U	Other Community, Social & Personal Services	42.3	42.4	41.3	42.5	41.5	41.3	41.5	41.1
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>45.4</b>	<b>45.1</b>	<b>45.0</b>	<b>45.2</b>	<b>45.0</b>	<b>44.9</b>	<b>44.8</b>	<b>45.4</b>

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

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

Notes :

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

## 8.2 HOURS WORKED

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

		Hours							
Industry (SSIC 2015)		2018	2019	2020	2019	2020			
					Dec	Mar	Jun	Sep	Dec
<b>TOTAL</b>		<b>2.8</b>	<b>2.7</b>	<b>2.0</b>	<b>2.7</b>	<b>2.4</b>	<b>1.4</b>	<b>1.9</b>	<b>2.4</b>
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>5.5</b>	<b>5.1</b>	<b>4.2</b>	<b>5.2</b>	<b>4.7</b>	<b>3.3</b>	<b>3.9</b>	<b>4.9</b>
C10-12	Food, Beverages & Tobacco	3.6	3.3	2.8	2.9	2.6	2.6	2.7	3.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.2	4.3	3.9	3.9	3.8	2.9	3.6	5.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.4	2.3	2.2	2.6	2.3	1.9	2.2	2.5
C25,28	Fabricated Metal Products, Machinery & Equipment	6.5	6.3	5.0	7.1	6.0	3.2	4.9	5.7
C26	Electronic, Computer & Optical Products	4.9	4.0	4.5	4.0	3.7	4.3	4.4	5.5
C29-30	Transport Equipment	7.3	7.3	4.5	6.7	6.6	2.0	3.8	5.4
	Other Manufacturing Industries	5.5	5.0	4.7	5.1	4.8	5.5	3.9	4.8
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>6.4</b>	<b>6.1</b>	<b>4.3</b>	<b>5.8</b>	<b>5.7</b>	<b>1.3</b>	<b>4.3</b>	<b>5.9</b>
<b>G-U</b>	<b>SERVICES</b>	<b>1.5</b>	<b>1.5</b>	<b>1.2</b>	<b>1.5</b>	<b>1.3</b>	<b>1.0</b>	<b>1.1</b>	<b>1.2</b>
G46-47	WHOLESALE AND RETAIL TRADE	1.6	1.5	1.3	1.6	1.4	1.2	1.2	1.5
G46	Wholesale Trade	1.4	1.3	1.2	1.6	1.3	1.1	1.2	1.2
G47	Retail Trade	1.8	1.7	1.5	1.7	1.5	1.2	1.2	2.1
H49-53	TRANSPORTATION AND STORAGE	2.6	2.7	2.4	2.7	2.6	2.4	2.3	2.3
H49,5221	Land Transport & Supporting Services	2.8	3.7	3.8	3.8	4.5	3.9	3.9	2.8
H50,5222,5225	Water Transport & Supporting Services	1.9	2.2	2.0	2.4	2.0	1.9	1.9	2.1
H51,5223	Air Transport & Supporting Services	1.8	1.4	0.5	0.9	0.7	0.1	0.5	0.7
	Other Transportation & Storage Services	3.5	3.0	2.7	3.0	2.6	2.6	2.5	2.9
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.9	1.3	2.1	1.6	1.0	1.2	1.5
I55	Accommodation	2.3	2.3	0.7	2.6	0.9	0.4	0.3	1.2
I56	Food & Beverage Services	1.8	1.9	1.4	2.0	1.7	1.1	1.3	1.5
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.3	0.2	0.3	0.3	0.2	0.2	0.2
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.3	0.3	0.3	0.3	0.2	0.3	0.4
J62-63	IT & Other Information Services	0.4	0.3	0.2	0.2	0.2	0.1	0.1	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.1	0.4	0.2	1.0	0.3	0.1	0.1	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.5	0.2	1.1	0.3	0.1	0.1	0.1
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1
L68	REAL ESTATE SERVICES	1.6	1.7	1.0	1.6	1.5	0.9	0.8	1.0
M69-75	PROFESSIONAL SERVICES	1.4	1.4	0.9	1.2	1.2	0.5	0.9	1.1
M69-70	Legal, Accounting & Management Services	0.3	0.3	0.2	0.2	0.2	0.1	0.2	0.2
M71	Architectural & Engineering Services	3.3	3.4	2.4	2.9	3.0	1.3	2.3	2.9
	Other Professional Services	0.7	0.6	0.6	0.6	0.6	0.2	0.7	1.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.1	4.1	3.4	3.9	3.9	3.0	3.4	3.4
N80	Security & Investigation	9.9	10.1	7.9	9.0	9.4	7.7	8.1	6.7
N81	Cleaning & Landscaping	2.7	2.6	2.2	2.6	2.4	2.0	2.2	2.2
	Other Administrative & Support Services	2.0	2.0	1.8	2.1	2.0	0.9	1.6	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.3	0.4	0.3	0.2	0.3	0.4
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	-	0.1	0.1
Q86-88	Health & Social Services	0.4	0.5	0.4	0.4	0.4	0.4	0.5	0.4
R90-93	Arts, Entertainment & Recreation	1.3	1.1	0.9	1.2	0.7	0.1	0.6	2.2
S,T,U	Other Community, Social & Personal Services	1.2	1.2	0.6	1.2	0.6	0.3	0.6	0.7
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>2.8</b>	<b>2.6</b>	<b>2.4</b>	<b>2.6</b>	<b>2.5</b>	<b>2.2</b>	<b>2.2</b>	<b>2.9</b>

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

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

Notes :

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

## Explanatory Notes

### Unemployment

#### Source

Labour Force Survey

#### Coverage

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

#### Concepts and Definitions

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

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

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

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

#### Uses and Limitations

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

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

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

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

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

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

### **Release Schedule**

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

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

### **Data Quality**

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

### **Seasonal Adjustment**

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

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

### **Revisions**

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

## **Employment**

### **Source**

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

### **Coverage**

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

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

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

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

## Concepts and Definitions

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

## Uses and Limitations

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

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

## Retrenchment

### Source

Labour Market Survey

### Coverage

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

## Concepts and Definitions

**Retrenchment** refers to

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

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

## Uses and Limitations

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

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

## Re-entry into Employment

### Source

Labour Market Survey and derived based on data from administrative records

### Coverage

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

## Concepts and Definitions

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

Residents refer to Singapore Citizens and Permanent Residents.

## Uses and Limitations

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

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

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

## Job Vacancy

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

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

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

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

### Uses and Limitations

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

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

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

## Labour Turnover

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

### Uses and Limitations

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

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

## Paid Hours Worked

### Source

Labour Market Survey

### Coverage

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

## Concepts and Definitions

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

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

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

## Uses and Limitations

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

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

## Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Dec 20	89,600	2,700	3.0%	84,300	94,900
Resident Unemployment Rate	Dec 20	3.8%	0.12%-pt	3.0%	3.6%	4.0%
<b>JOB VACANCY</b>						
Job Vacancy Number	Dec 20	53,000	900	1.7%	51,200	54,700
Job Vacancy Rate	Dec 20	2.6%	0.04%-pt	1.6%	2.5%	2.7%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	4Q 20	1.6%	0.02%-pt	1.2%	1.6%	1.7%
Average Monthly Resignation Rate	4Q 20	1.5%	0.02%-pt	1.1%	1.5%	1.5%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 20	2.4	0.04	1.6%	2.3	2.5

Note: Data are non-seasonally adjusted.

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TITLE OF REPORT: LABOUR MARKET REPORT 2020

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

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Providing useful insights on prevailing labour market trends/development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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3. How do you find the length of the report?

Too detailed       Just right       Too brief

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

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

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# OTHER RELEASES



## UPCOMING ...

Job Vacancies 2020	25-31 Mar 2021*
Labour Market Advance Release First Quarter 2021	29-30 Apr 2021*

## PAST ...

Labour Market Report 2020	16 Mar 2021
Conditions of Employment 2020	3 Mar 2021
Labour Market Advance Release 2020	28 Jan 2021
Labour Force In Singapore 2020	28 Jan 2021
Labour Market Report Third Quarter 2020	17 Dec 2020
Labour Force In Singapore Advance Release 2020	3 Dec 2020
Labour Market Advance Release Third Quarter 2020	30 Oct 2020
Labour Market Report Second Quarter 2020	14 Sep 2020

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