

Labour Market Report 2021



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

COPYRIGHT NOTICE

LABOUR MARKET REPORT 2021

ISSN 0219-2527

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

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

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

Email: mom_rsd@mom.gov.sg

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

MISSION

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

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

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

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

CONTENTS

ii

Notations and Abbreviations

iii

Infographics

1

Labour Market Report 2021

Executive Summary	1
Employment	3
Unemployment	7
Box Article: Youths In The Labour Market	17
Retrenchment	19
Short Work-Week Or Temporary Layoff	22
Re-entry Into Employment	23
Box Article: Retrenchment & Re-entry Into Employment In 2021	25
Job Vacancy	40
Labour Turnover	42
Hours Worked	45

A1

Statistical Updates

Unemployment	A1
Employment	A5
Retrenchment	A6
Re-entry into Employment	A13
Job Vacancy	A14
Labour Turnover	A18
Hours Worked	A22

A24

Explanatory Notes

Notations

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

Abbreviations

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

Revisions

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

Labour Market Report 2021

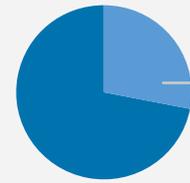
Employment

Employment level (excl. MDW)



3,397,200
December 2021

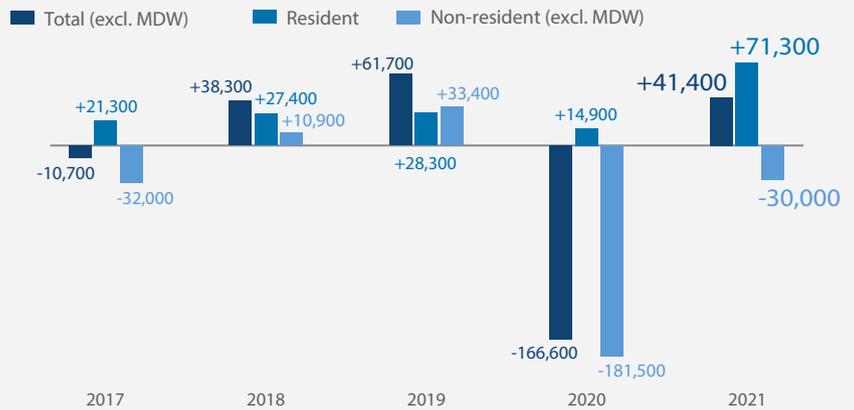
Non-residents' share of employment (excl. MDW)



28.1 %
December 2021

Total employment rebounded in 2021, due to faster growth in resident employment, which more than offset the decline in non-residents

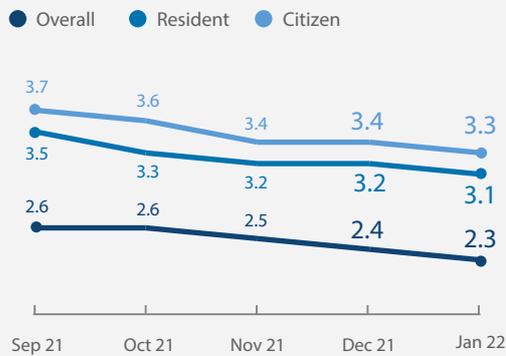
Employment change (Annual)



Unemployment

Unemployment rates continued their steady decline

Unemployment rate (%), seasonally adjusted



Retrenchment

Retrenchments declined

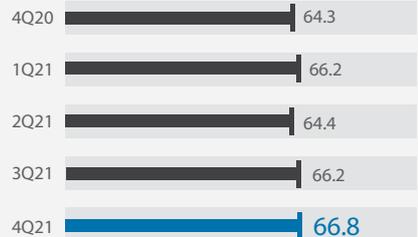
Retrenched employees



Re-entry into Employment

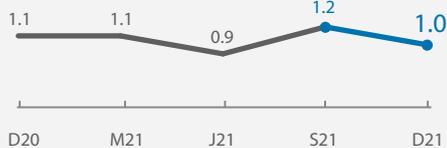
Rate of re-entry into employment improved

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



Resident long-term unemployment rate declined

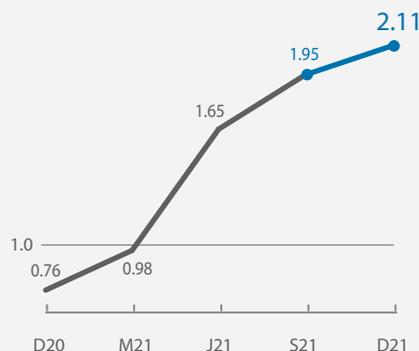
Resident long-term unemployment rate (%), seasonally adjusted



Job Vacancy

Ratio of job vacancies to unemployed persons trended higher

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Recruitment rate rose, while the resignation rate held steady

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



Short Work-Week Or Temporary Layoff

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



4,060
3Q 2021

↓

1,200
4Q 2021

Executive Summary

Additional data in this final report on the labour market situation in the fourth quarter of 2021 (4Q 2021) support the preliminary assessment that the labour market maintained its recovery momentum:

- Fewer employees were placed on short work-week or temporary layoff, though the number remained above pre-pandemic levels. The decline was most notable in *Food & Beverage Services*, following the easing of dining restrictions.
- The number and incidence of retrenchments stayed low in 4Q 2021. By industry, the majority of retrenchments came from *Services*, led by *Wholesale Trade* and *Financial Services*. Business re-organisation / restructuring was the main reason for these retrenchments. The re-entry rate among retrenched residents rose to a six-year high.
- As economic recovery gained momentum, total employment saw significant growth in 4Q 2021, with resident¹ employment growing at a faster pace. As of December 2021, the resident employment level was 3.7% above the pre-COVID level (December 2019). At the same time, the progressive easing of border restrictions brought about an increase in non-resident employment for the first time in two years. However, the non-resident employment level remained well below the pre-pandemic level.²
- Unemployment rates continued to improve. The rates in January 2022³ were around those seen in December 2019, and closing in on the average levels in 2018/2019. Structural pressures have also eased. The resident long-term unemployment rate in December 2021 (1.0%) declined from its peak in September 2021, but remained higher than the average level in 2018/2019. Time-related underemployment also held steady at its low rate.
- The labour market remained tight, with the job vacancies to unemployed persons ratio rising further, from 1.95 in September to 2.11 in December 2021. This relatively higher ratio continues to be driven in part by migrant worker inflow restrictions. The increase in non-resident employment in the final quarter of the year was not enough to fill the increasing demand from businesses. There was also robust labour demand from growth sectors, and nascent demand from consumer-facing sectors.

¹ "Residents" refer to Singapore Citizens and Permanent Residents.

² Non-resident employment (excluding MDW) in December 2021 was 18% (or 211,500) lower than the level in December 2019, mainly due to fewer Work Permit and other work pass holders.

³ January 2022 rates were 2.3% at the overall, 3.1% among residents, and 3.3% among citizens. Source: Monthly Unemployment Situation January 2022, MOM.

- With more job openings, we observed a corresponding rise in the recruitment rate. The seasonally adjusted recruitment rate rose in 4Q 2021 to surpass pre-COVID periods, while the seasonally adjusted resignation rate held steady. However, trends remain mixed across sectors. Resignation and recruitment rates were at or above pre-COVID levels in the growth sectors of *Financial Services, Information & Communications, Professional Services, and Health & Social Services*. On the other hand, resignation rates remained muted in sectors like *Retail Trade, Food & Beverage Services, and Administrative & Support Services*. Output in these sectors have not fully recovered from their pandemic lows.
- We expect resident employment to continue to rise, but downside risks in the global economic outlook could weigh on the pace of growth. Nonetheless, government support measures remain available to support businesses and workers. Higher wages from a sufficiently tight labour market will also attract more residents to enter the labour force to look for work.⁴

⁴ In 2021, there were 123,200 residents outside of the labour force who expressed interest to join the workforce within two years. Among them, most had previous working experience (75%), and 47% were tertiary educated. Females also formed a proportionately higher share among the potential entrants, relative to their composition of the labour force (60% vs. 47%).

Employment

4Q 2021

Total employment (excluding MDW) grew substantially in 4Q 2021 (47,900), after two prior quarters of decline. This was because resident employment grew faster, and non-resident employment expanded for the first time in two years.⁵

Reflecting seasonal hiring for the festive period and the easing of domestic restrictions towards year-end, there were larger resident employment gains in consumer-facing *Food & Beverage Services* and *Retail Trade*. Outward-oriented sectors of *Information & Communications*, *Professional Services*, and *Financial Services* continued to see robust resident employment growth. *Accommodation, Arts, Entertainment & Recreation*, and *Air Transport & Supporting Services* posted modest resident employment increases in 4Q 2021, as travel restrictions eased and more Vaccinated Travel Lanes (VTLs) were established.

The bulk of non-resident employment increases were in *Construction*, as border restrictions on migrant worker inflows were progressively eased. Most other sectors registered muted growth – a turnaround from the persistent contractions observed in preceding quarters.

⁵ In 4Q 2021, resident employment rose by 23,700, picking up from the previous quarter (19,100). Non-resident employment increased by 24,200.

Chart 1: Quarterly Total Employment Change (Excl MDW)



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

Notes:

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

Full Year 2021

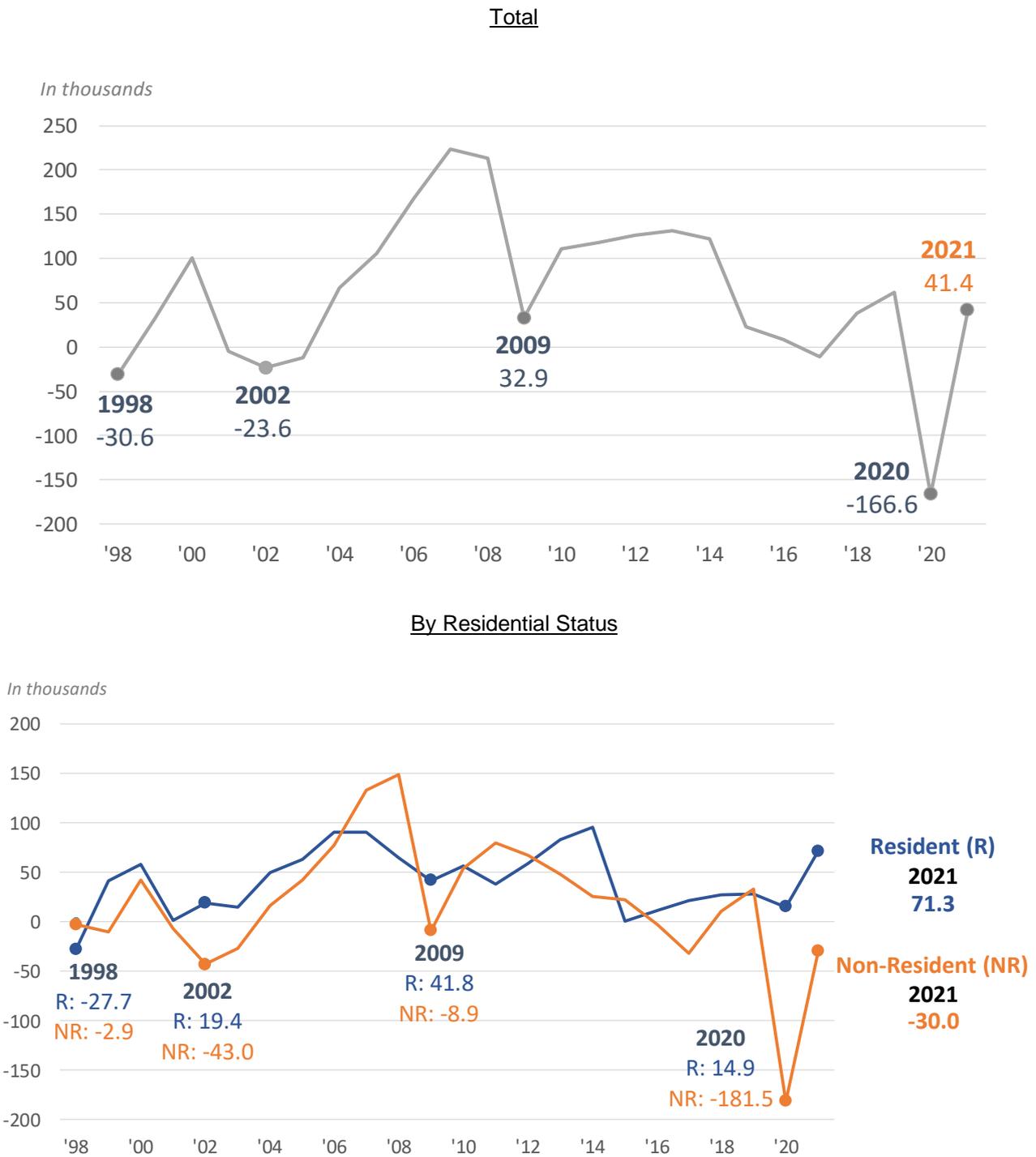
For the full year 2021, total employment saw an encouraging rebound of 41,400, after the sharp contraction of 166,600 in 2020. This rebound was attributed to stronger resident employment growth (71,300 compared to 14,900 in 2020), which more than offset a smaller non-resident employment decline (-30,000 compared to -181,500 in 2020). Excluding Work Permit Holders in CMP⁶ sectors, total employment growth was 34,000 in 2021, reversing the significant contraction of 107,500 in 2020, but this has not yet returned to the pace of growth pre-COVID.⁷

In December 2021, there were 3,397,200 persons in employment (excluding MDW), of whom 2,443,100 were residents, which was 3.7% above the level in December 2019. Despite the 4Q 2021 gains in non-resident employment, the non-resident employment level in December 2021 remained 18% below that in December 2019. Non-residents made up 28.1% of total employment. This remained below the one-third share in December 2019, due to sustained reductions in non-resident employment.

⁶ This refers to Construction, Marine Shipyard and Process.

⁷ Annual total employment growth averaged 45,300 in 2018-2019.

Chart 2: Annual Employment Change (Excl MDW) By Residential Status



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

Notes:

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

Resident employment grew across most sectors. Besides the outward-oriented sectors with larger increases in 4Q 2021, *Health & Social Services* and *Administrative & Support Services* also posted notable gains in the year. Reflecting the effects of tight travel restrictions for the most part of the year, resident employment fell in *Accommodation, Arts, Entertainment & Recreation*, and *Air Transport & Supporting Services*, though at a moderated pace compared to 2020. Among non-residents, employment declined in most sectors, but rose for *Construction*.

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

	Employment Change											Employment Level
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Dec 2021
	Overall											
Total	122.6	129.1	136.2	130.1	32.3	16.8	-3.6	45.3	69.7	-181.0	40.2	3,643.5
Total (excl MDW)	117.7	125.8	131.3	122.1	23.3	8.6	-10.7	38.3	61.7	-166.6	41.4	3,397.2
Resident	37.9	58.7	82.9	96.0	0.7	11.2	21.3	27.4	28.3	14.9	71.3	2,443.1
Non-Resident	84.8	70.4	53.3	34.0	31.6	5.7	-24.9	17.9	41.5	-195.9	-31.1	1,200.4
Non-Resident (excl MDW)	79.8	67.1	48.4	26.0	22.6	-2.5	-32.0	10.9	33.4	-181.5	-30.0	954.1
	Manufacturing											
Total	5.8	8.3	4.8	-3.9	-21.2	-14.4	-10.9	-2.4	-2.1	-37.8	-1.6	449.2
Resident	-0.5	-1.0	1.4	0.7	-6.6	-5.6	-1.0	-1.8	-2.0	-3.6	0.1	241.9
Non-Resident	6.3	9.4	3.4	-4.6	-14.5	-8.7	-9.9	-0.6	-0.1	-34.2	-1.7	207.3
	Construction											
Total	21.8	40.4	38.5	14.7	7.2	-11.3	-38.3	-7.1	12.6	-51.8	4.3	408.2
Resident	2.2	5.5	6.6	5.1	0.5	-1.3	-5.5	-1.7	-1.4	1.0	2.5	117.9
Non-Resident	19.7	34.9	31.9	9.7	6.7	-10.0	-32.8	-5.4	14.0	-52.8	1.8	290.3
	Services											
Total	94.2	78.6	91.2	118.5	45.6	42.8	46.0	54.9	59.4	-91.1	36.8	2,759.4
Total (excl MDW)	89.2	75.3	86.3	110.5	36.6	34.6	39.0	47.8	51.3	-76.7	37.9	2,513.1
Resident	35.5	52.7	73.5	89.8	6.4	18.4	28.3	31.2	31.9	17.4	67.9	2,061.2
Non-Resident	58.6	25.9	17.7	28.7	39.2	24.4	17.7	23.7	27.5	-108.5	-31.2	698.2
Non-Resident (excl MDW)	53.7	22.6	12.8	20.7	30.2	16.2	10.7	16.6	19.4	-94.1	-30.0	451.9

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 MDW' refers to excluding migrant domestic workers.
- (5) The industries are classified based on SSIC 2015.

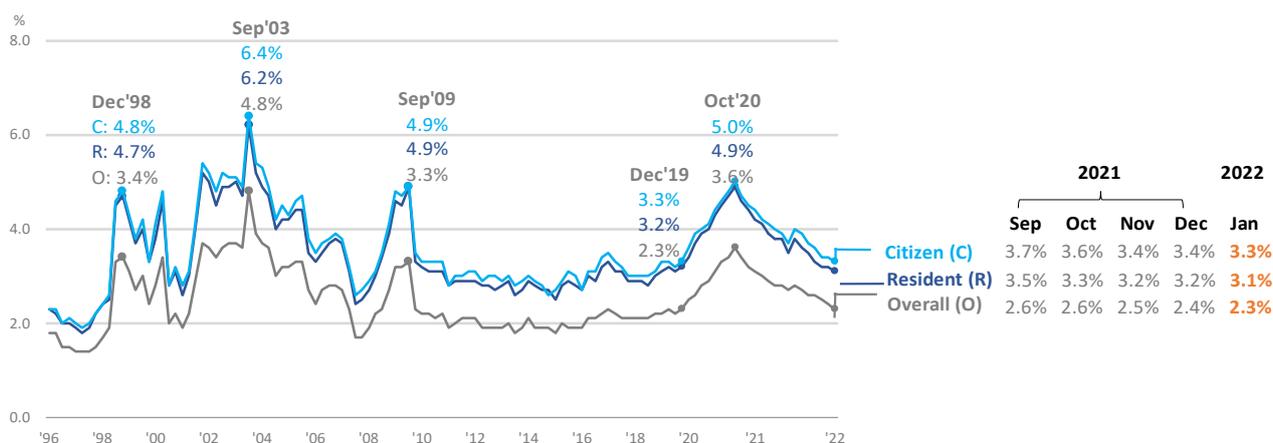
Unemployment

December 2021

The seasonally adjusted unemployment rates remained on a downward trend in December 2021 (overall: 2.4%; resident: 3.2%; citizen: 3.4%).⁸ Compared to September, resident unemployment rates declined across most age and education groups. Among residents in their 30s and 40s where the rate increased, it remained below the levels seen in the first half of the year.

Unemployment rates continued to improve in January 2022 (overall: from 2.4% to 2.3%; residents: from 3.2% to 3.1%; citizens: from 3.4% to 3.3%).⁹ The rates were around those seen in December 2019¹⁰, and closing in to the average levels in 2018/2019.^{11,12}

Chart 3: Unemployment Rate (Seasonally Adjusted)



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

⁸ Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate was unchanged at 2.9% in 4Q 2021. This was in the range of the typical rates seen for June periods in earlier years before the onset of COVID-19.

⁹ Based on seasonally adjusted data, there were 75,000 unemployed residents in January 2022, of which 67,900 were citizens.

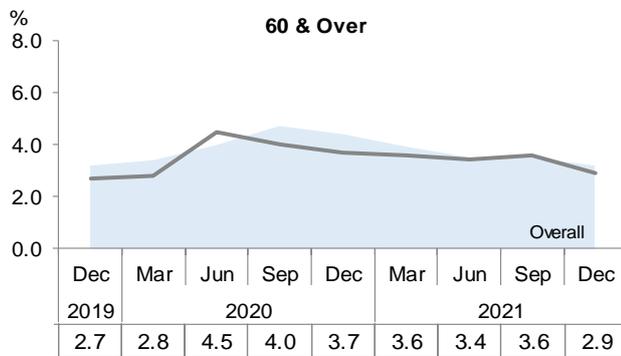
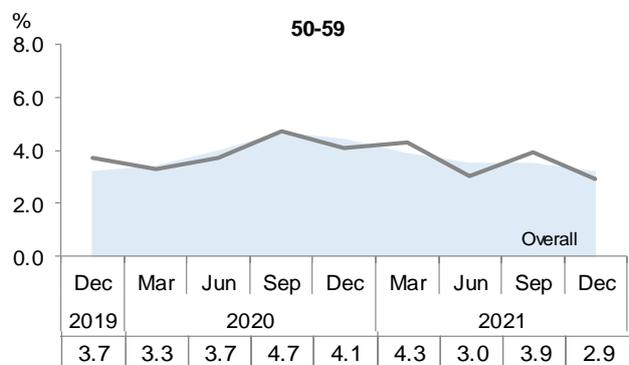
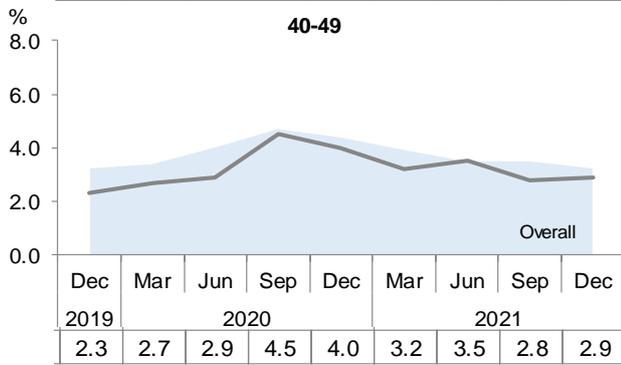
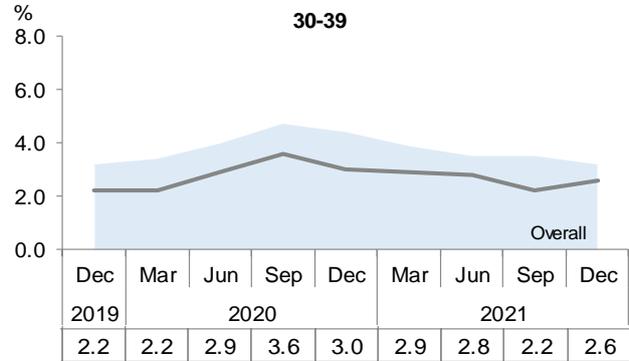
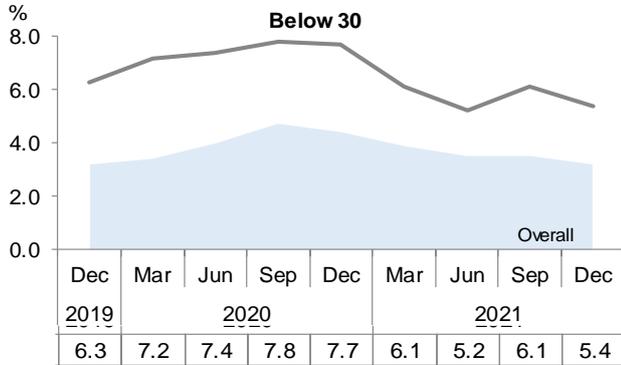
¹⁰ December 2019 unemployment rates were 2.3% at the overall, 3.2% among residents, and 3.3% among citizens.

¹¹ The quarterly average unemployment rates in 2018/2019 were 2.2% at the overall, 3.0% among residents, and 3.2% among citizens.

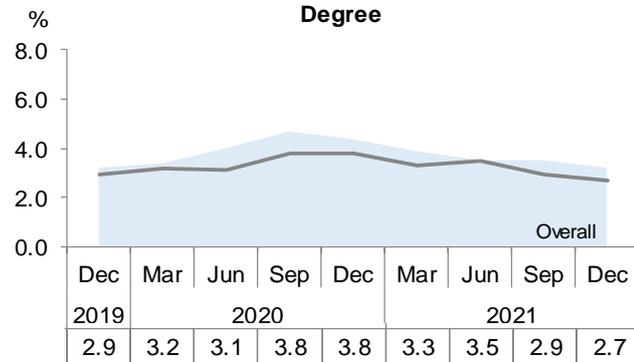
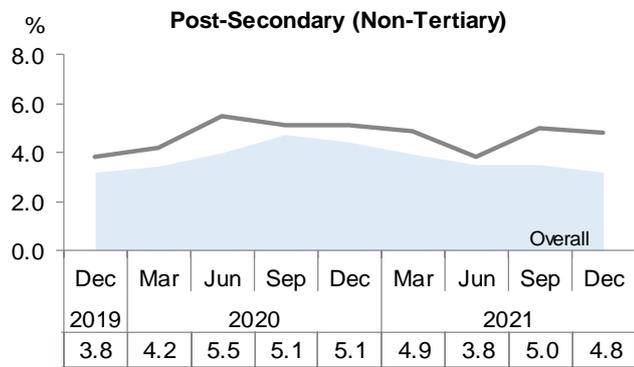
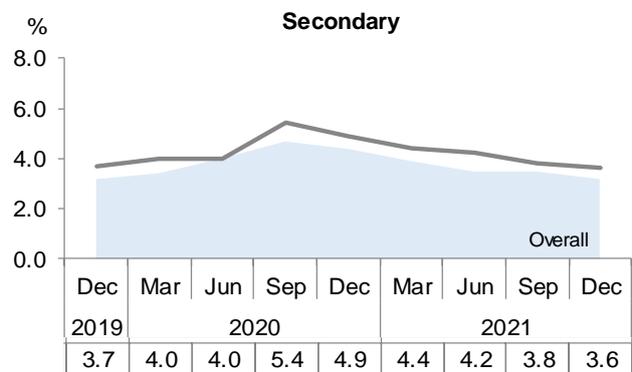
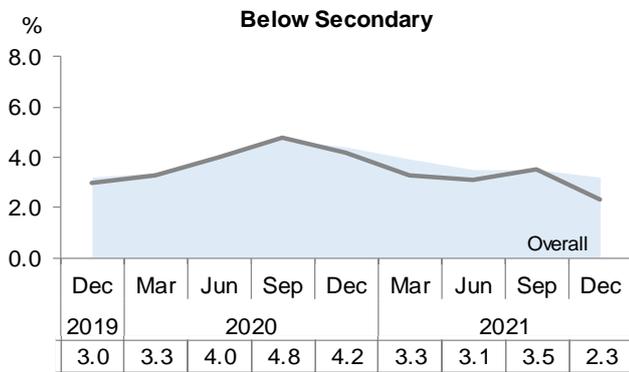
¹² To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations to enable a more meaningful analysis of the groups who need help.

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

By Age



By Education



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

The resident long-term unemployment rate¹³ declined from its peak of 1.2% in September to 1.0% in December 2021. However, it remained higher than the average levels in 2018/2019 (0.7%).¹⁴

Resident long-term unemployment rates decreased for all age and education groups. However, the rates for residents with secondary or post-secondary (non-tertiary) qualifications and residents aged 60 & over were the most elevated relative to their steady-state pre-COVID rates.

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



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

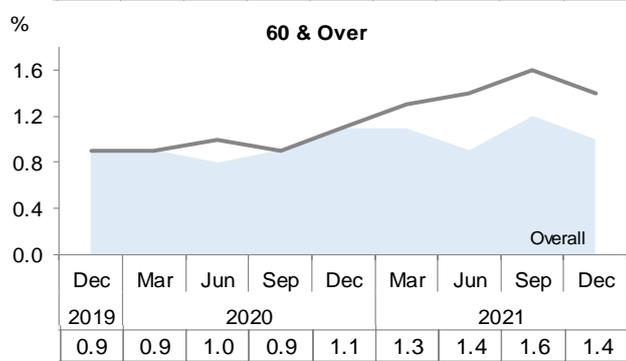
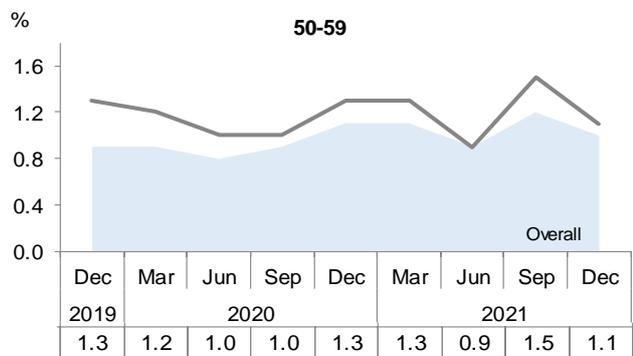
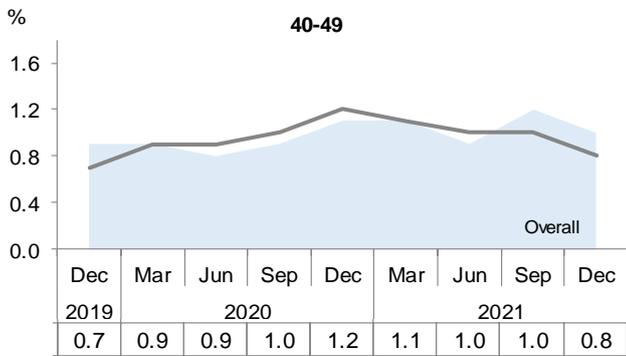
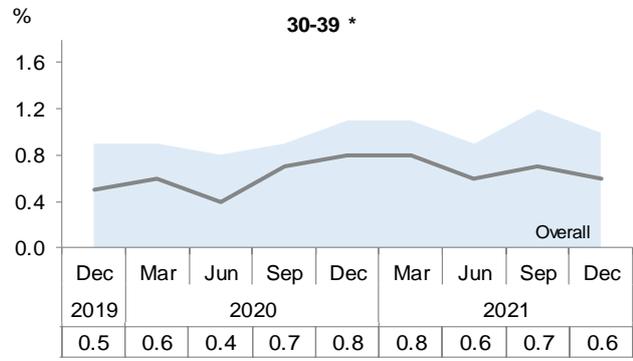
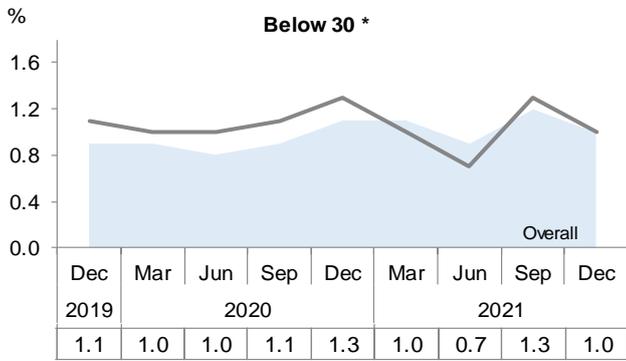
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

¹³ The long-term unemployment rate measures persons who are unemployed for at least 25 weeks, as a percentage of the labour force. More time is needed to carry out additional verification on the duration of unemployment to ensure a proper classification of this group of unemployed persons. Hence, the information is only released on a quarterly basis.

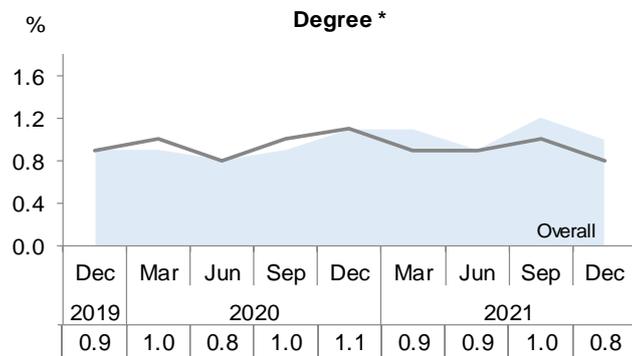
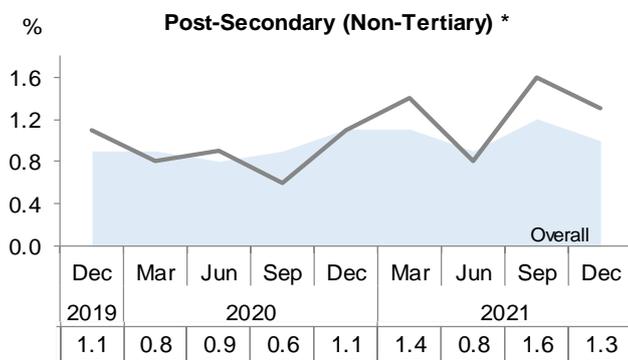
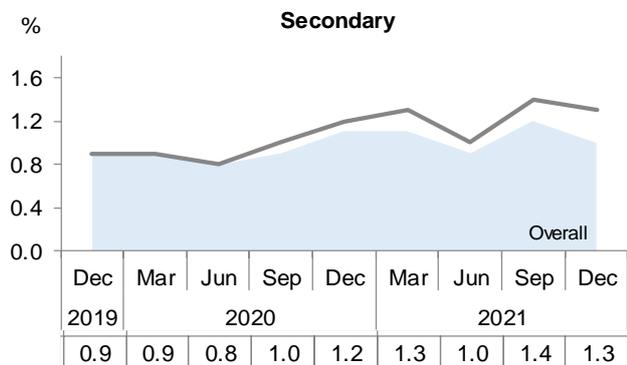
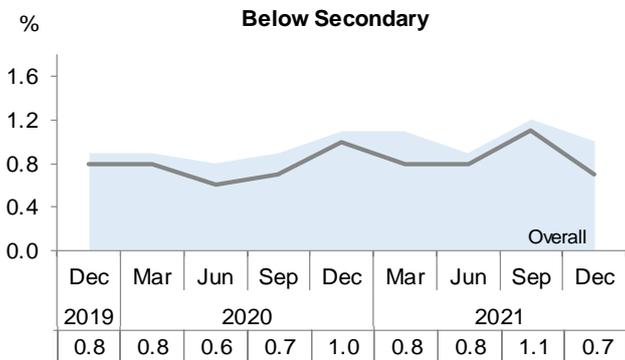
¹⁴ Based on seasonally adjusted data, there were 22,900 long-term unemployed residents in December 2021, down from 27,500 in September 2021.

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

By Age



By Education



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

Notes:

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

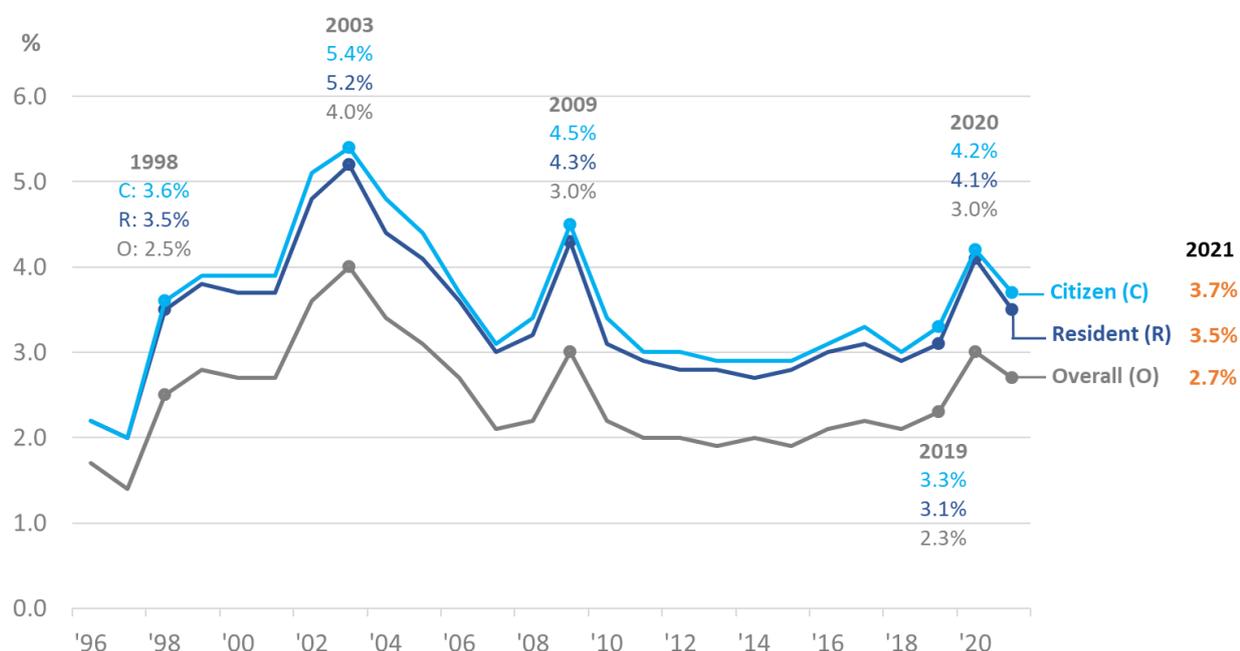
Full Year 2021

The annual average¹⁵ unemployment rates in 2021 were significantly lower than in 2020 (overall: from 3.0% to 2.7%, resident: from 4.1% to 3.5%, citizen: from 4.2% to 3.7%), reflecting the steady improvement in the unemployment situation throughout the year.

The annual average resident long-term unemployment rate (1.0%) was unchanged between 2020 and 2021, and remained elevated compared to 2018-2019 (0.7%). Movements in the long-term unemployment rate typically lag that of unemployment rate, as structural mismatches take a longer time to resolve. Nonetheless, the rate in the current pandemic is lower than the highs experienced in past crises (e.g. during SARs).

The unemployment rates improved for residents in all age and education groups. In addition, residents aged below 30, and residents with degree qualifications, also saw improvements in their long-term unemployment rate.

Chart 7: Annual Average Unemployment Rate



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

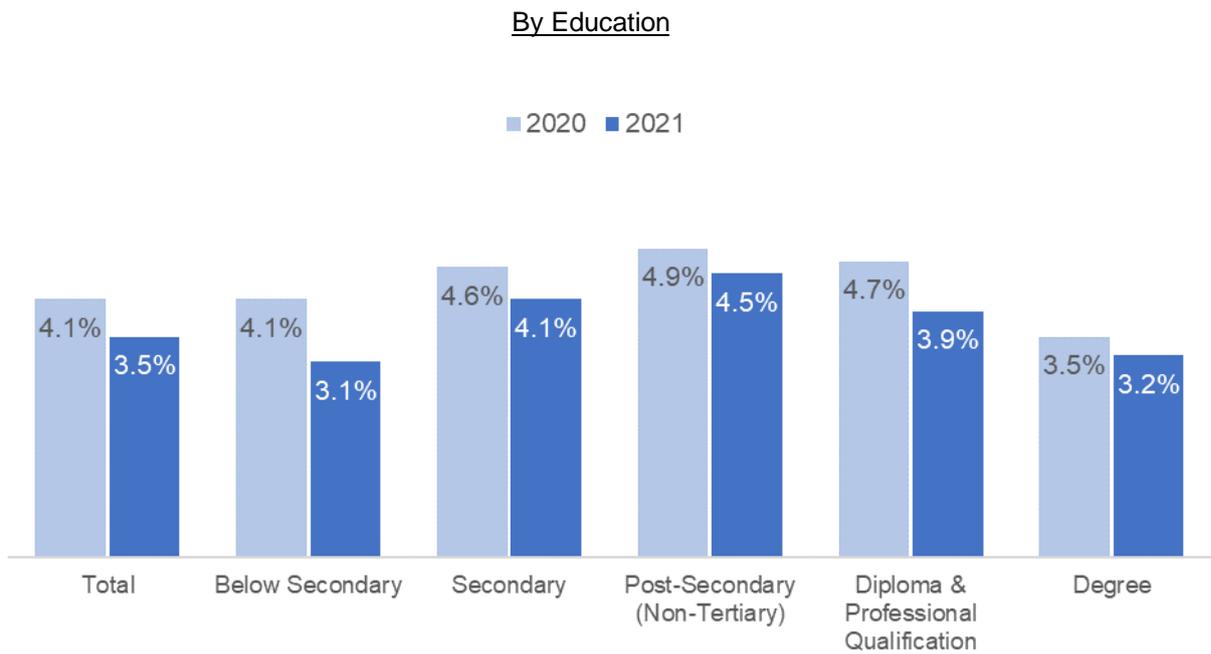
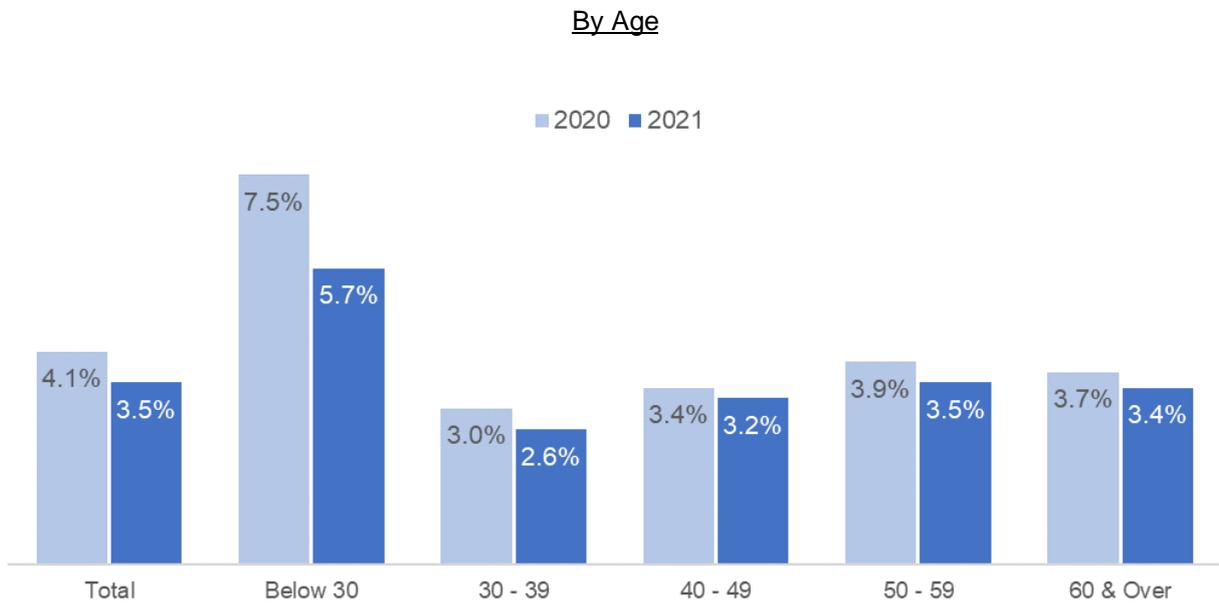
¹⁵ Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals (i.e. March, June, September, December).

Chart 8: Annual Average Resident Long-Term Unemployment Rate



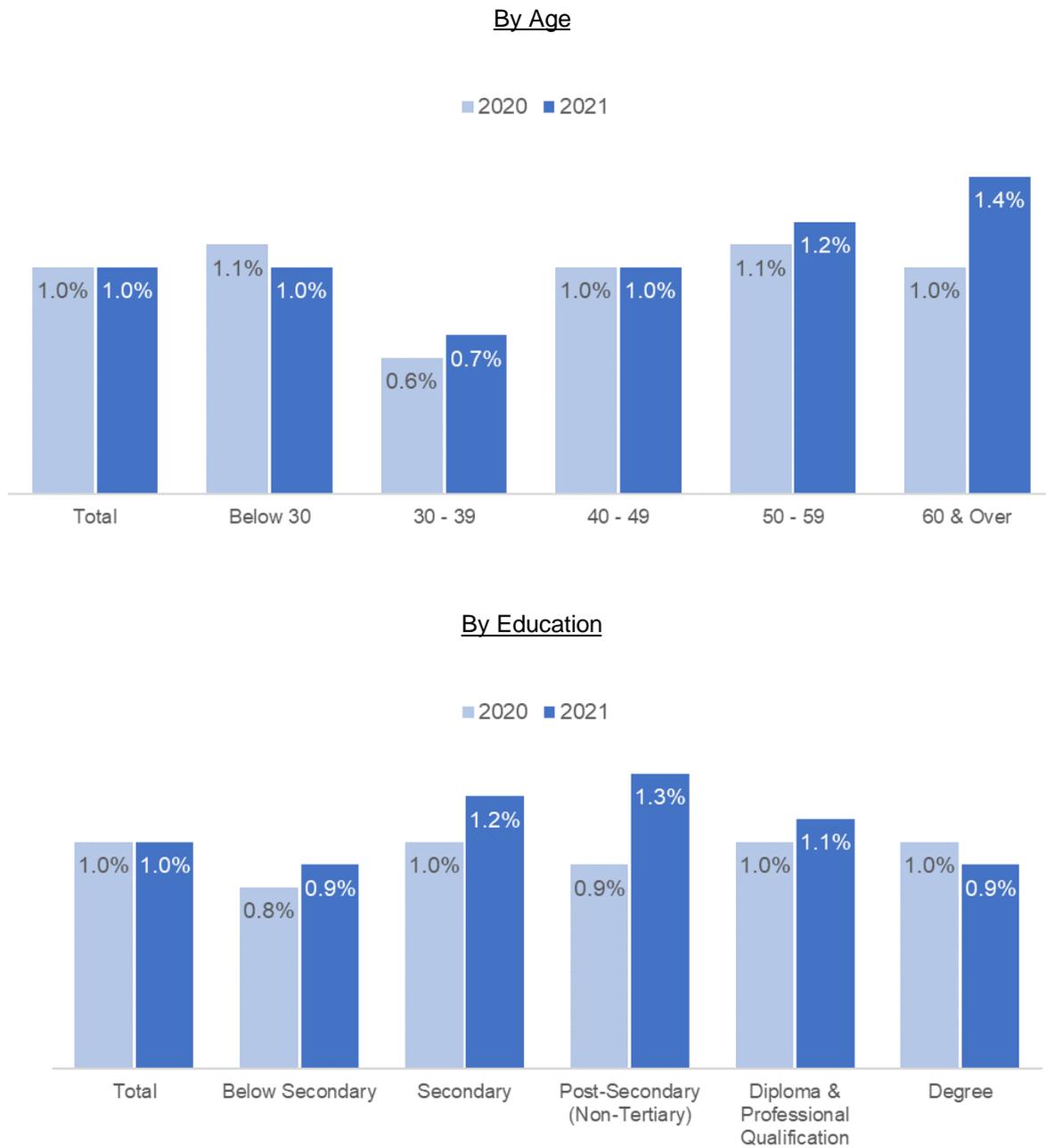
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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



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

Chart 10: Annual Average Resident Long-Term Unemployment Rate By Age And Education



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

Youths In The Labour Market

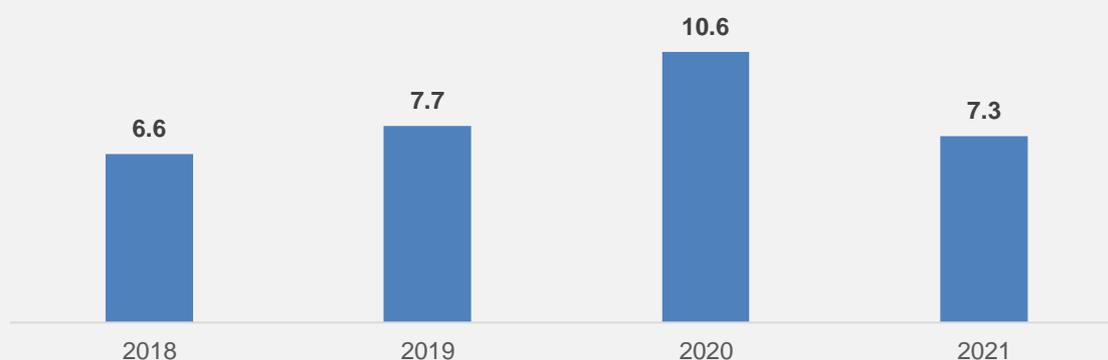
Youths are defined as persons aged 15 to 24, in line with practices of the International Labour Organisation (ILO) and many countries. In this article, we analyse the employment outcomes of our youths.

Unemployment

Employment outcomes improved for youths in Singapore in 2021, as more optimistic economic conditions attracted more youths to enter the job market. The resident youth unemployment rate dropped from 10.6% in 2020 to 7.3% in 2021. Youths found employment mainly in sectors such as *Public Administration & Education, Health & Social Services* and *Wholesale & Retail trade*.

The youth labour force participation rate¹⁶, at 41.3% in 2021, was higher than the pre-COVID years (2019: 38.3%; 2018: 38.1%). The increased participation also led to a higher youth unemployment rate in 2021 compared to pre-COVID-19 in 2018.

Chart 1: Resident Youth Unemployment Rate (Annual Average) %



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

Note: Youth unemployment rate is defined as the percentage of unemployed youths to the youth labour force.

Youth Long-term Unemployment

Youth unemployment is largely transitory and short-term. This means that they are less likely to be long-term unemployed, compared to their more matured counterparts, who are more likely to spend additional time in seeking equivalent jobs. In 2021, the percentage of unemployed youths who are long-term unemployed was 16.4%, lower than those in the mature age groups (50-59: 34.6%; 60 & over: 42.6%). While there was a slight rise in youth long-term unemployment rate² in 2021 (1.2%), it was comparable to previous crises - 2003 SARS pandemic (1.3%) and 2009 Global Financial Crisis (1.0%).

¹⁶ Data on labour force participation rates are for June periods.

² Resident youth long-term unemployment rate is measured as long-term unemployed youths as a percentage of the youth labour force.

The proportion of resident full-timers in 2021 (June) among all employed resident youths was at 55.9%, slightly higher than 53.3% pre-pandemic in 2018 (June).

Chart 2: Resident Youth Long-Term Unemployment Rate (Annual Average) %



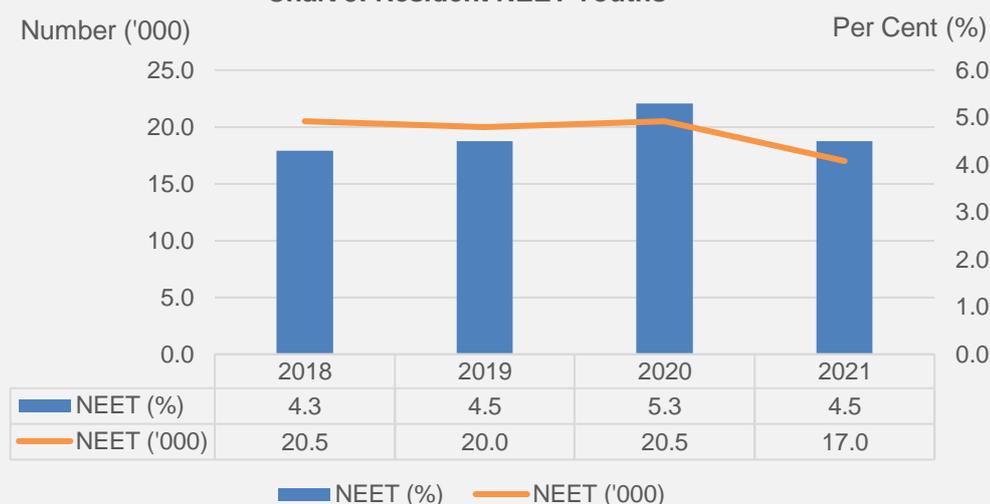
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Youth long-term unemployed refers to those aged 15-24 who have been unemployed for at least 25 weeks.

Youths Not in Employment, Education or Training (NEET)

Singapore has a low prevalence of NEET youths. This suggests that economic “idleness” was less of an issue. In 2021, the prevalence of NEET youths dropped to 4.5% from the height of the pandemic in 2020 (5.3%). This reflects our quality education and training system which helps youths with their transition into the labour force successfully as youths seek more full-time employment in 2021.

Chart 3: Resident NEET Youths



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

Notes:

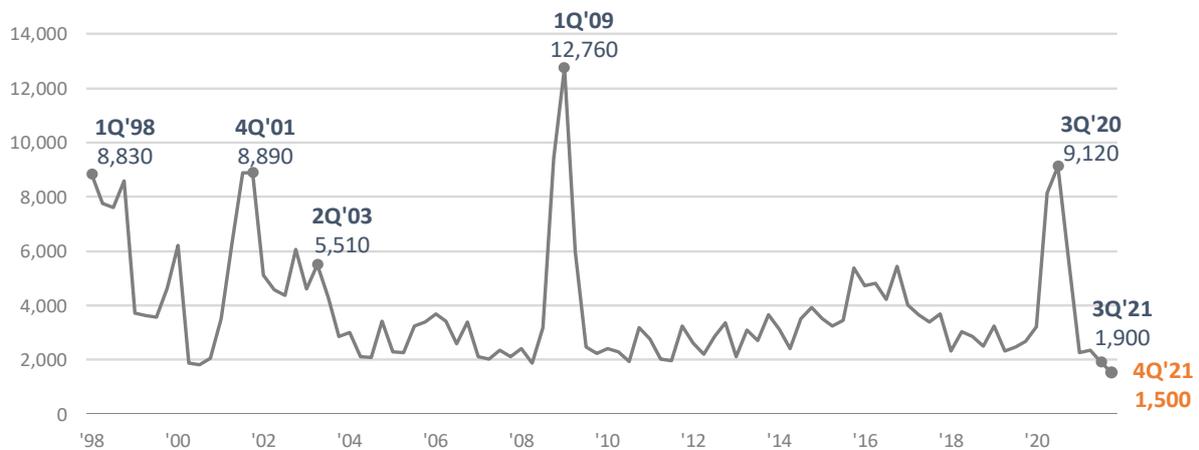
(1) NEET refers to those who are unemployed or outside the labour force, due to reasons other than education or training.

(2) Youth NEET rate is calculated as average number of NEET/average number of youth resident aged 15-24 of the quarterly figures.

Retrenchment

The number of retrenchments remained low in 4Q 2021 (1,500 or 0.7 retrenched per 1,000 employees). The majority of retrenchments came from *Services*, led by *Wholesale Trade* and *Financial Services*. These sectors tend to have retrenchments as part of business re-organisation/ restructuring.

Chart 11: Retrenchments

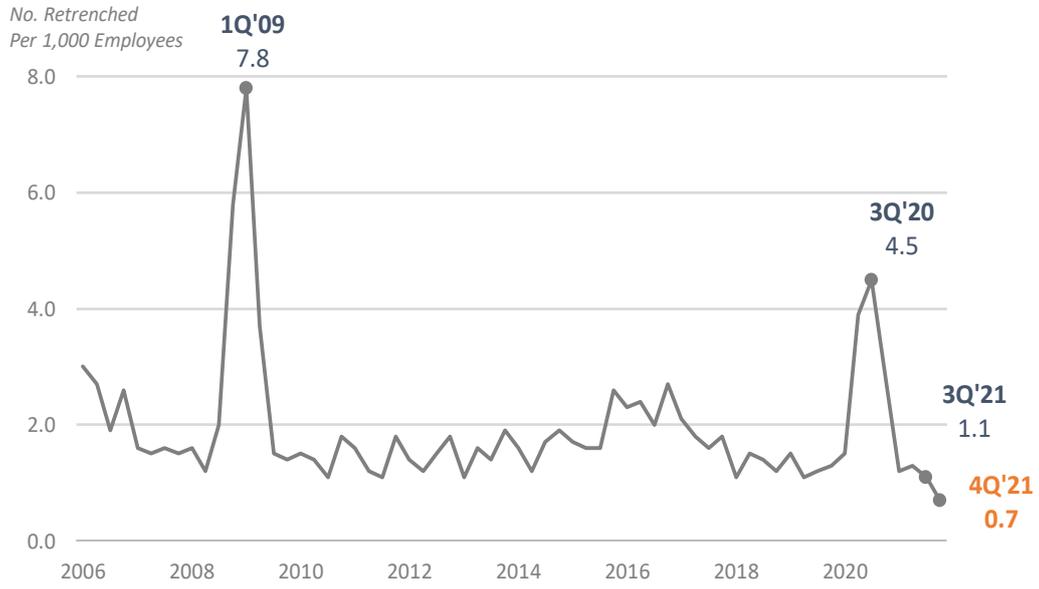


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

Chart 12: Incidence of Retrenchment

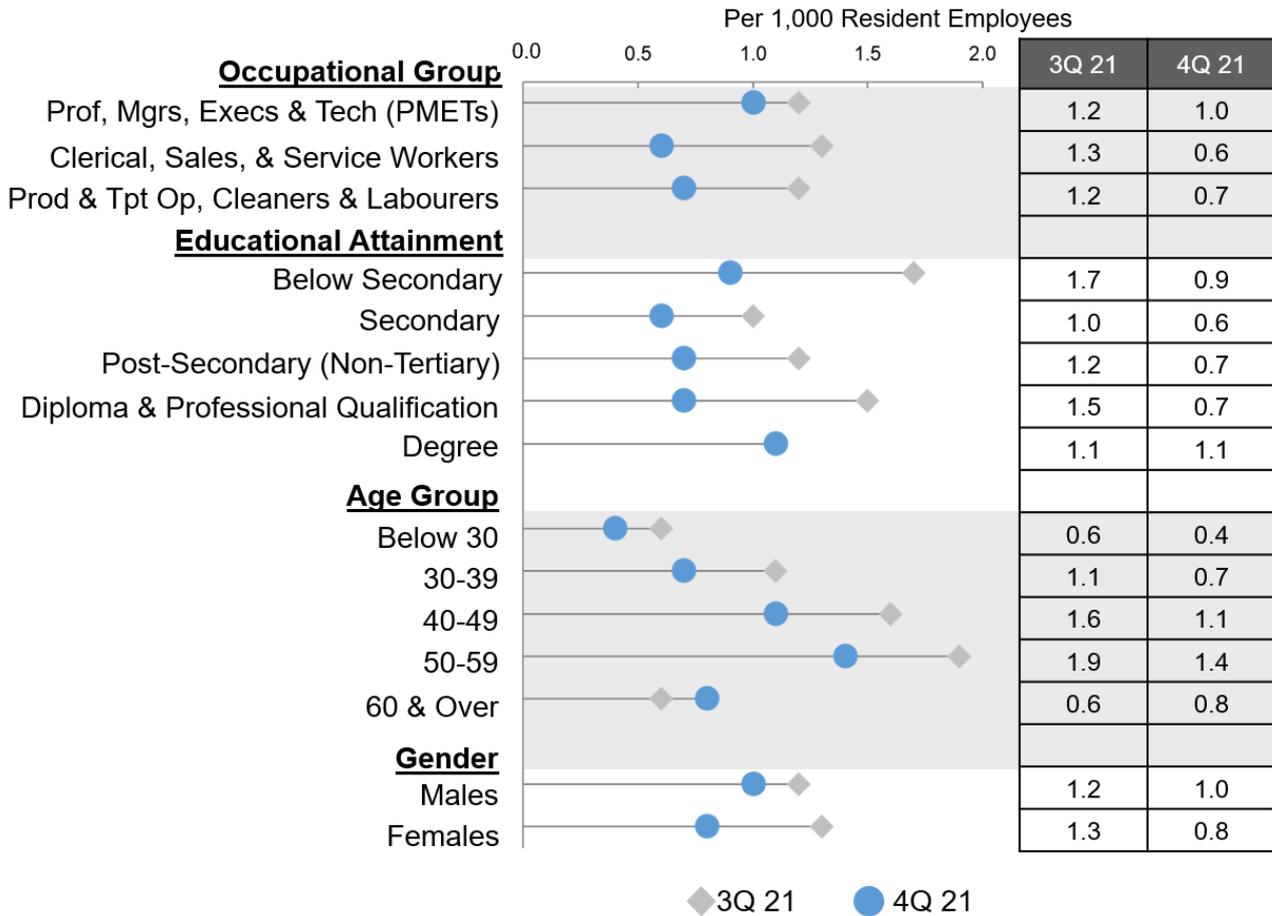


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Among residents, the incidence of retrenchment held steady or declined for most age, education and occupational groups, except among older residents aged 60 & over where the incidence rose but did not exceed the quarterly pre-COVID levels.

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

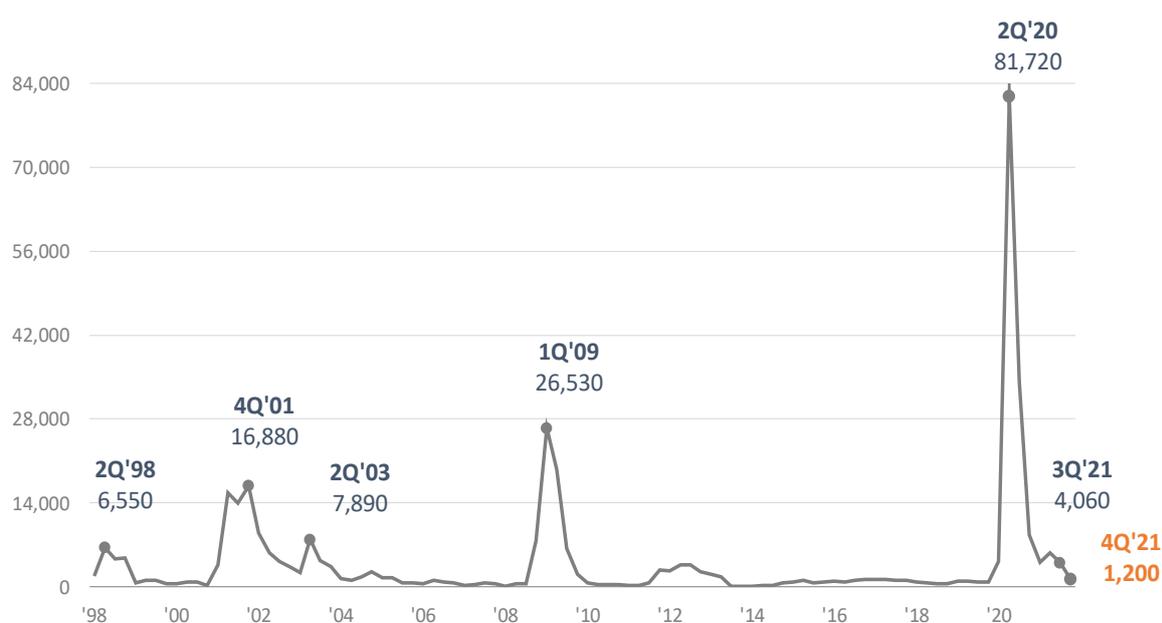
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.

Short Work-Week Or Temporary Layoff

Compared to the previous quarter, fewer employees were placed on short work-week or temporary layoff in 4Q 2021 (1,200 compared to 4,060). However, the number remains above pre-pandemic levels.¹⁷ The decline over the quarter was most notable in *Food & Beverage Services*, following the easing of dining restrictions. The decline was also broad-based across occupations.

Majority of the employees were placed on short work-week (1,080), while the remainder were placed on temporary layoff (120).

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



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

Notes:

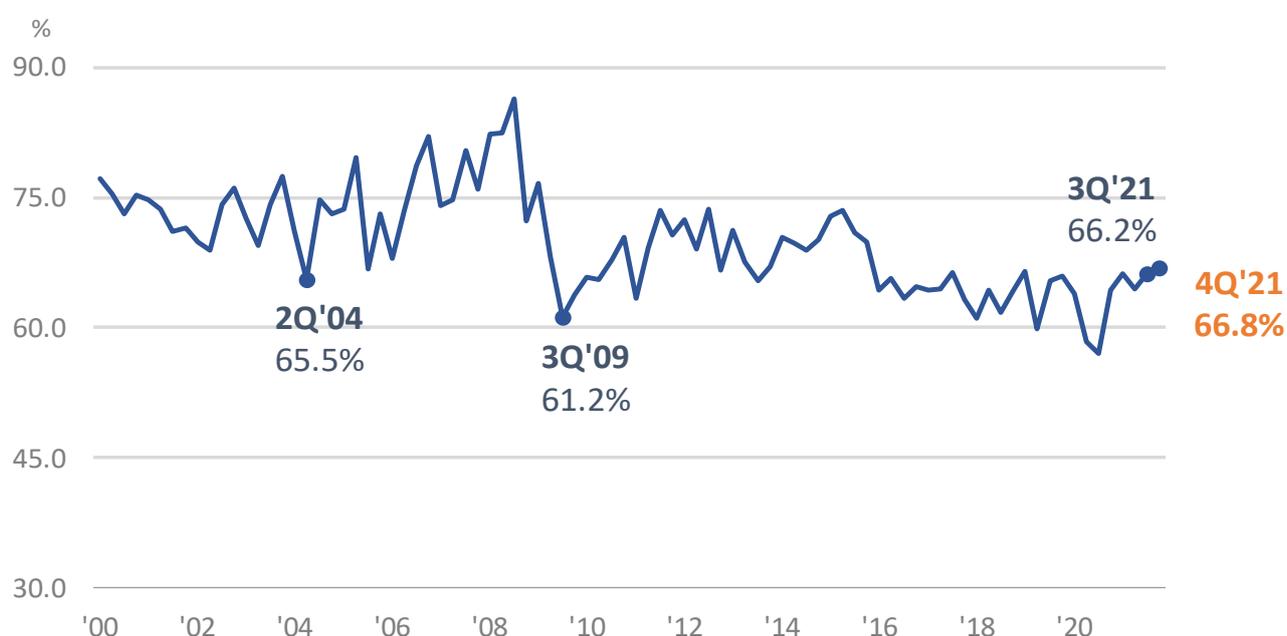
- (1) Data are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

¹⁷ The simple average of quarterly levels in 2018-2019 was 740.

Re-entry Into Employment

The six-month re-entry rate among retrenched residents continued to improve in 4Q 2021 (from 66% to 67%) to a six-year high. The improvement in re-entry rates was broad-based, except for residents in their 40s, with degree qualifications, and PMETs, who saw larger declines. Nonetheless, the rates for these groups remained above the average levels observed in pre-COVID periods.

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

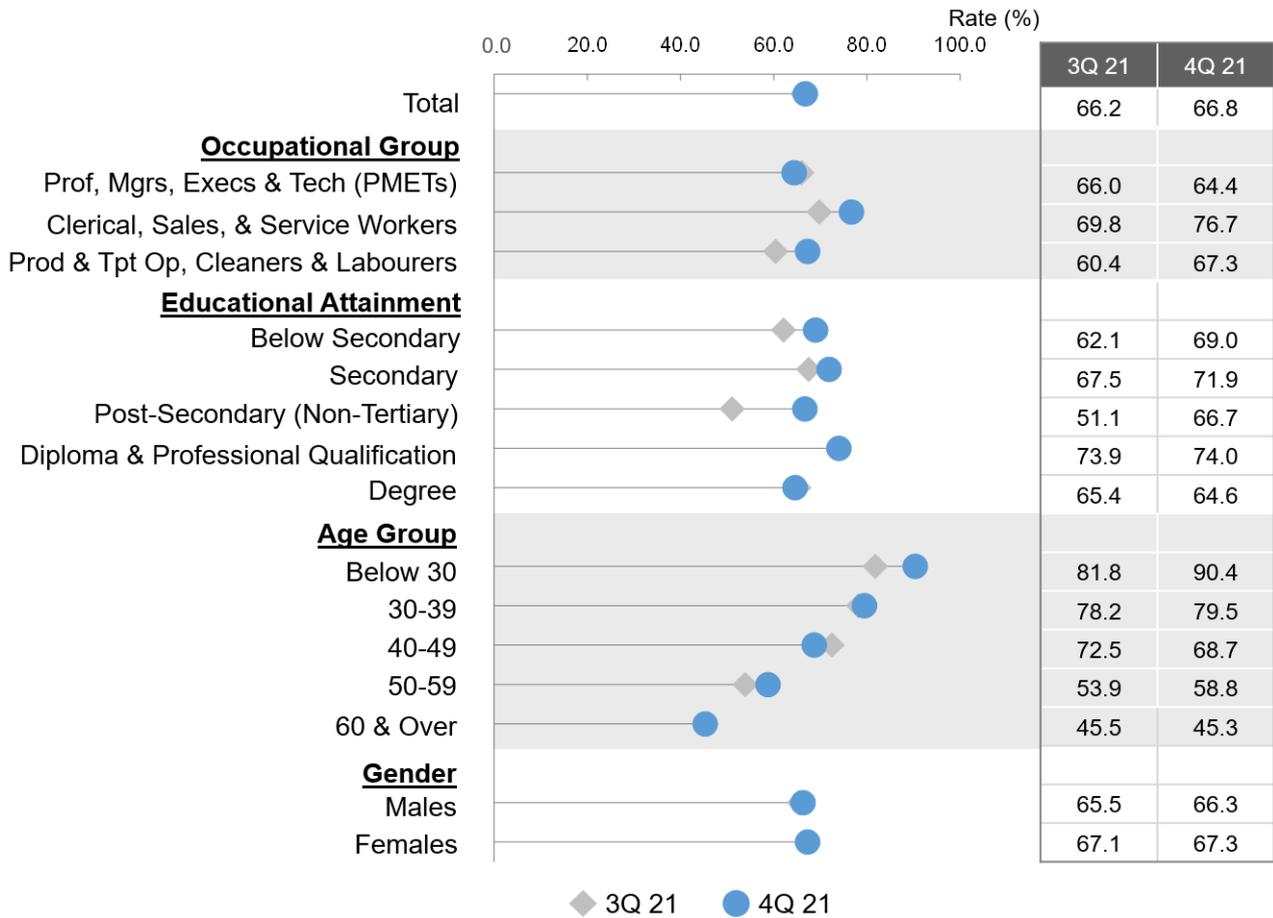


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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 2021 refers to residents retrenched in 2Q 2021.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.
- (3) Before 2007, data pertain to residents retrenched from private establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

Chart 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 2021 for residents retrenched in 1Q / 2Q 2021 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

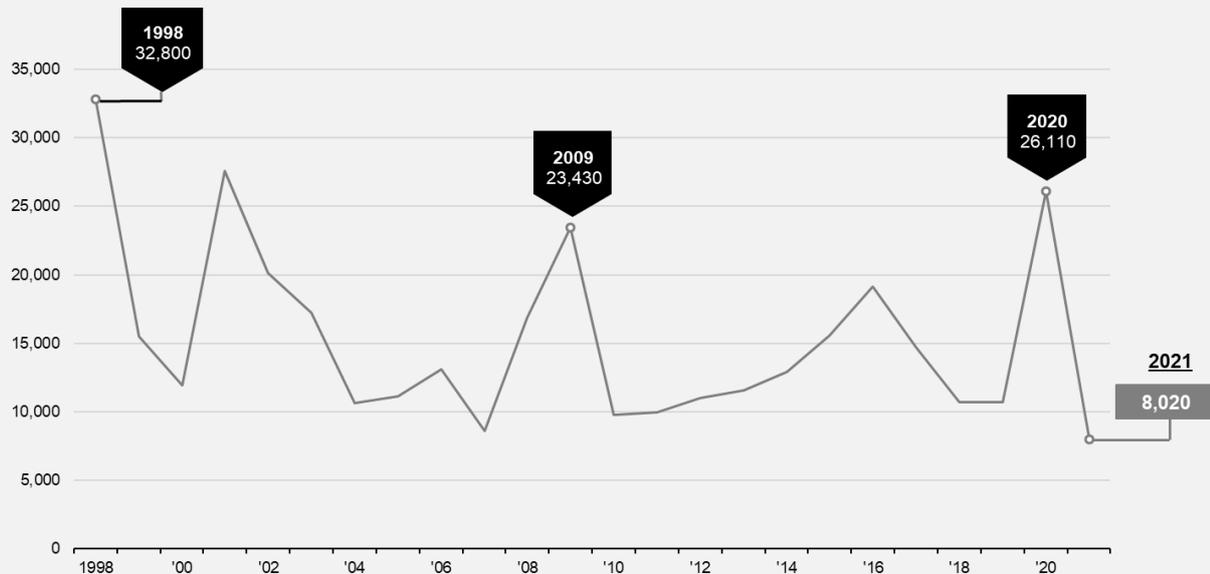
Retrenchment & Re-entry Into Employment In 2021

Retrenchments

The number of retrenchments fell to 8,020 in 2021. This level was less than one-third of the high of 26,110 in 2020, and lower than pre-covid periods¹⁸. Companies that carried out retrenchments in 2021 (1,113) also fell sharply compared to 2020 (1,962), also below pre-COVID levels. Consequently, the incidence of retrenchments for the full year 2021 (4.4 retrenched per 1,000 employees) fell substantially and was the lowest figure on record.

This sharp drop in retrenchment numbers mirrors what was observed in past recovery periods, where the numbers usually fall by more than 50% in the year after a downturn.

Chart 1: Annual Retrenchments



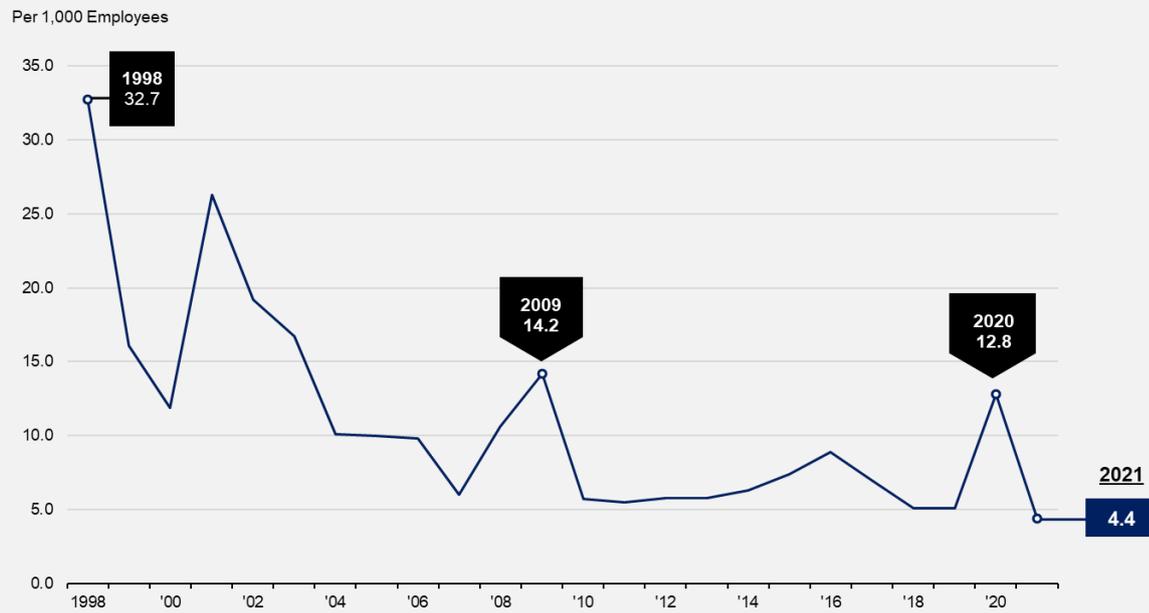
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note:

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

¹⁸ The number of retrenchments was 10,730 in 2018 and 10,690 in 2019.

Chart 2: Annual Incidence Of Retrenchment



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

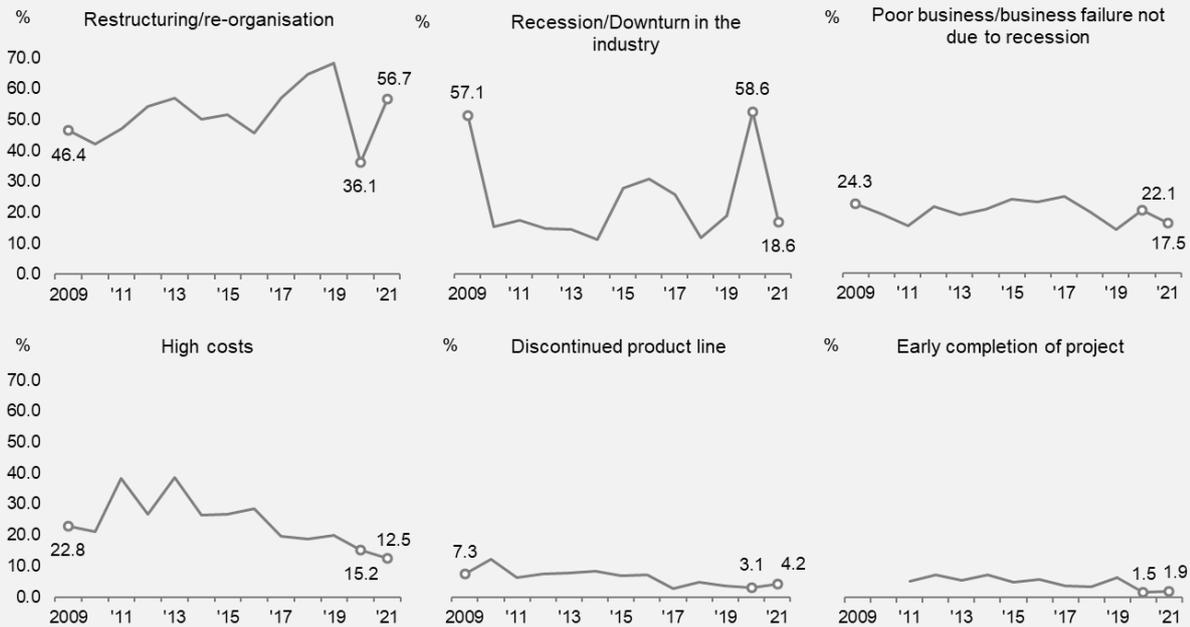
Note:

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

Business restructuring and re-organisation was the top reason cited by firms for retrenchments

The top reason for retrenchment in 2021 was re-organisation / restructuring, as businesses make preparations to take on new growth opportunities. This is unlike 2020, when retrenchments were mainly due to recession / business downturn.

Chart 3: Retrenched Employees By Reasons For Retrenchment



Notes:

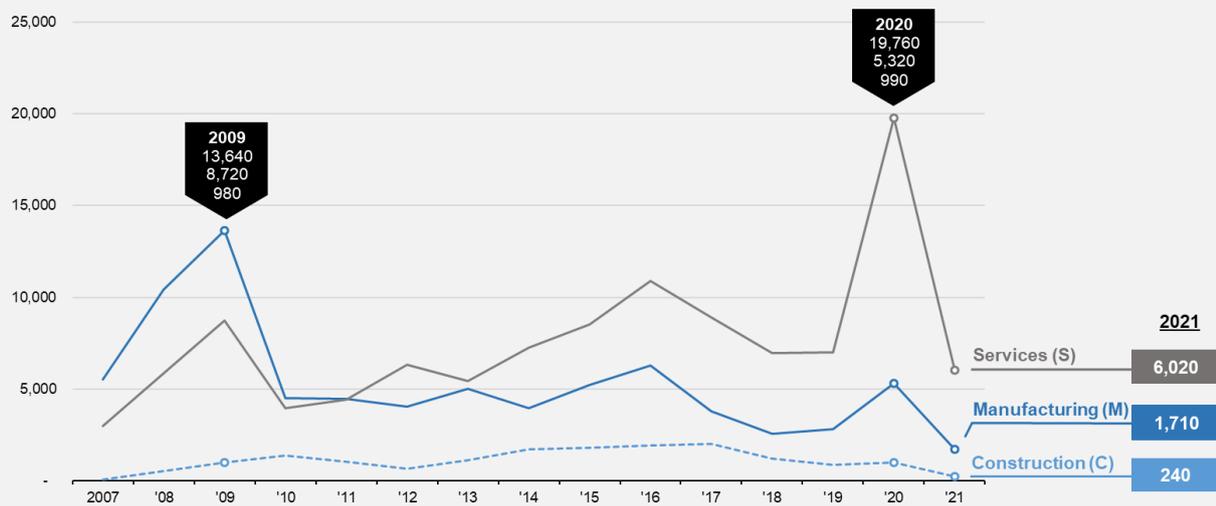
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Establishments can indicate more than one reason.
- (3) Data on reasons for retrenchment are available from 2009. Data on early completion of project are available from 2011.

Decline in retrenchments across all sectors, particularly in Services

The decline in retrenchments was broad-based. The sharpest decline was observed in Services (-13,740). Declines were also notable in aviation- and tourism-related industries such as *Air Transport* (-1,780), *Transport Equipment Manufacturing* (-1,580), and *Arts, Entertainment & Recreation* (-2,140). These sectors had seen sizable number of layoffs in 2020.

Similar to pre-COVID years, retrenchments were highest in *Wholesale Trade* and *Financial Services*. Retrenchments in these sectors most frequently occurred as part of business re-organisation / restructuring.

Chart 4: Annual Retrenchments By Broad Industries



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

Notes:

- (1) Data are rounded to the nearest 10. Hence, they may not add up due to rounding.
- (2) Industries are classified based on SSIC 2015.
- (3) Data pertain to private establishments (each with at least 25 employees) and the public sector.

Decline in retrenchments among both residents and non-residents

In 2021, the number and incidence of retrenchments fell substantially for both residents (6,430 or 5.3 per 1,000 resident employees) and non-residents (1,600 or 2.7 per 1,000 non-resident employees). Incidence of retrenchment is usually lower among non-residents because employment could be ended through contract expiry.

Chart 5: Retrenchments By Residential Status

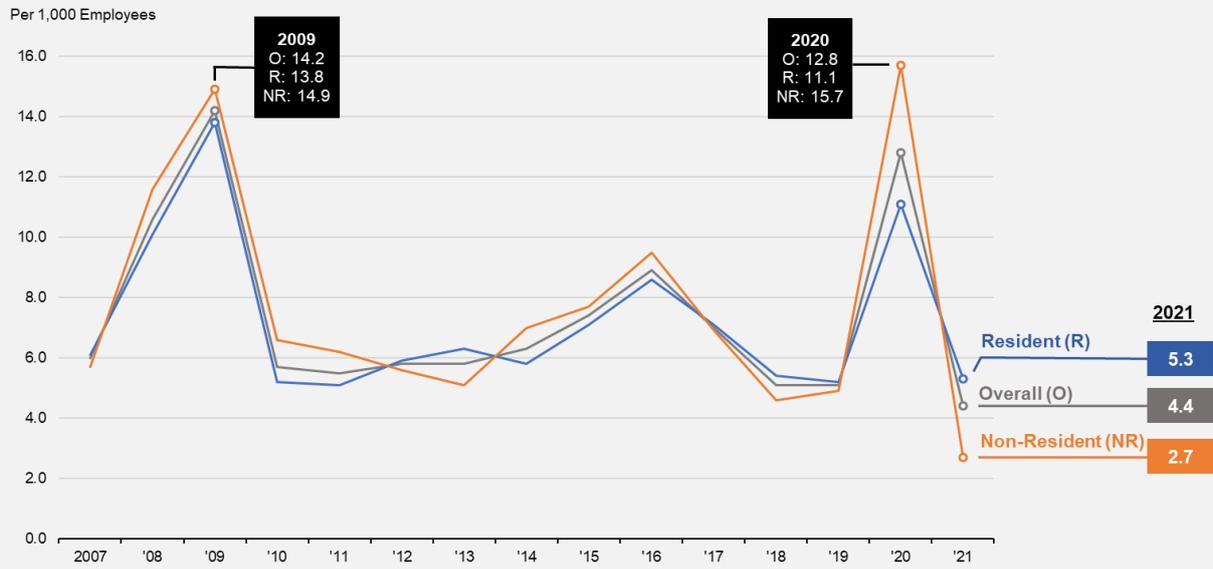


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note:

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

Chart 6: Incidence Of Retrenchment By Residential Status



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.

Retrenchments among the Resident Workforce

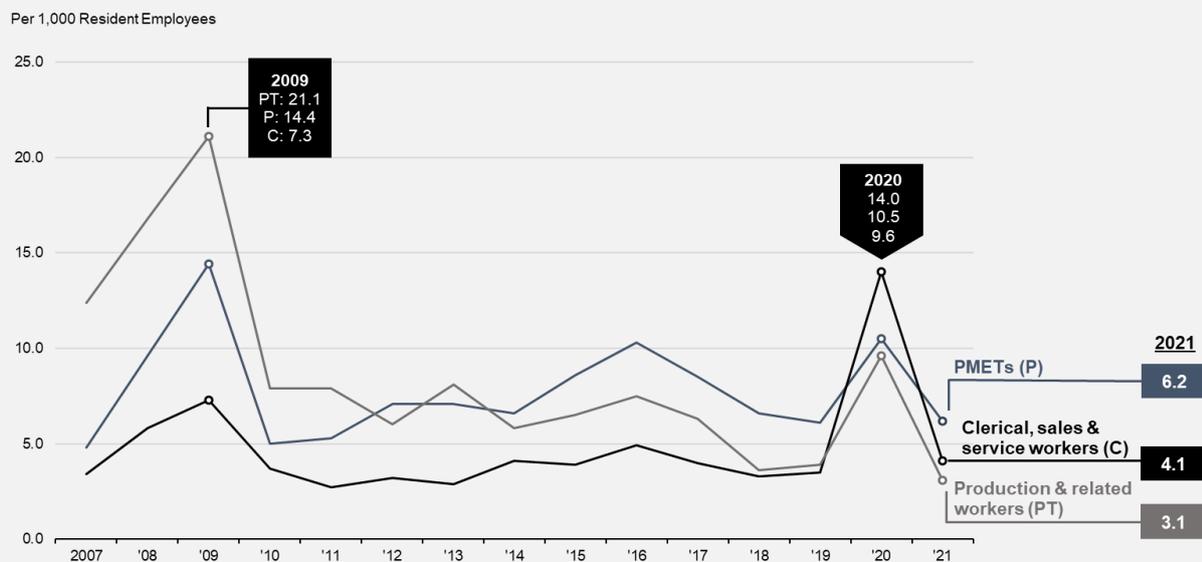
PMETs were most prone to retrenchment, similar to pre-COVID years

Across all occupational groups, the incidence of retrenchments fell to levels similar to pre-COVID years. Notably, the incidence of retrenchment moderated sharply (from 14.0 to 4.1 retrenched per 1,000 resident employees) for clerical, sales and service workers, reflecting the pickup in business activities in the food and beverage, accommodation and retail sectors as safe management measures e.g. on dining-in were eased in 2021.

About 25% of retrenched residents were non-PMETs, much lower than the 40% in 2020 when industries with higher non-PMET concentration were more impacted by the pandemic. PMETs continued to form the majority of local retrenchments (75%, 6.2 retrenched per 1,000 resident employees), similar to their share back in 2018 (76%, 6.6 retrenched per 1,000 resident employees) and 2019 (74%, 6.1 retrenched per 1,000 employees).

Most sectors saw a decrease in the incidence of retrenchments. These include *Wholesale & Retail Trade, Arts, Entertainment & Recreation, Accommodation* and *Food & Beverage Services* who registered declines in incidence of retrenchment across all occupational groups, and mostly back to levels observed pre-COVID. *Air Transport's* incidence remained higher, most distinctly among production and related workers.

Chart 7: Incidence Of Resident Retrenchment By Occupation

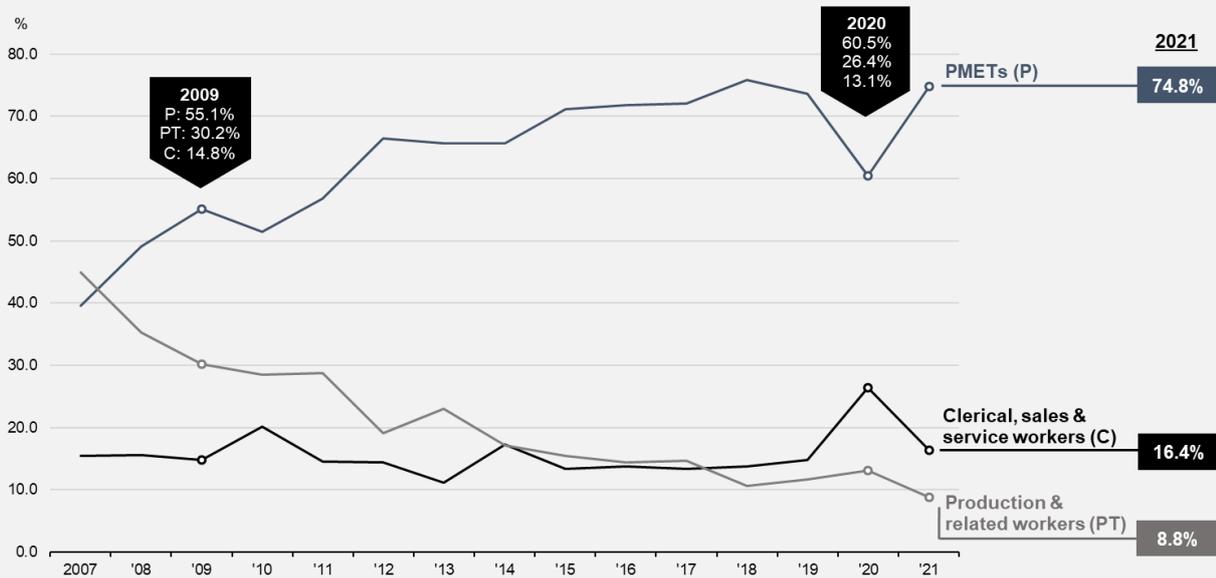


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note:

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

Chart 8: Share of Resident Retrenchment by Occupation



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

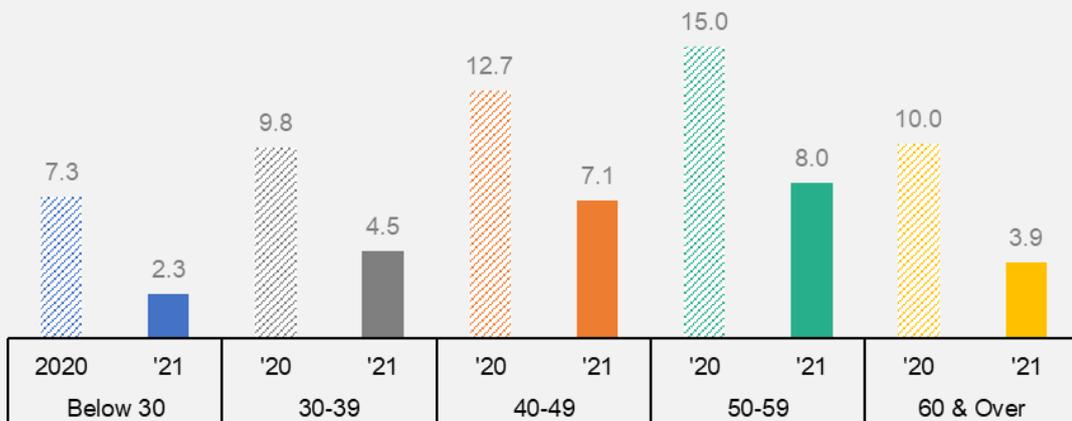
Note:

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

The incidence of retrenchment fell across all resident age groups, with the greatest decrease observed among those in their 50s and older. Residents in their 40s (7.1 retrenched residents per 1,000 employees) and 50s (8.0 retrenched residents per 1,000 employees) continue to be more prone to retrenchment compared to other age groups. They were also more likely to be PMETs.

Chart 9: Incidence Of Resident Retrenchment By Age

Per 1,000 Resident Employees



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.

Re-entry into Employment

Re-entry rate back to pre-COVID levels

The 2021 re-entry rate (65.8%) among retrenched residents rose and was back to pre-pandemic levels¹⁹, reflecting the improving labour market as the economy recovers. The increase was seen across all age, educational and occupational groups, with the exception of those with below secondary education where the rates held steady from 2020 (64.4%). While PMETs were more prone to retrenchments, particularly those above the age of 40 and with tertiary qualifications, their re-entry rates in 2021 had exceeded that of pre-pandemic levels.

Re-entry rates of production and related workers, and those with Secondary and below educational qualifications had not returned to pre-COVID levels. These retrenched residents were more likely to be from *Manufacturing, Construction, and Transportation & Storage*.

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



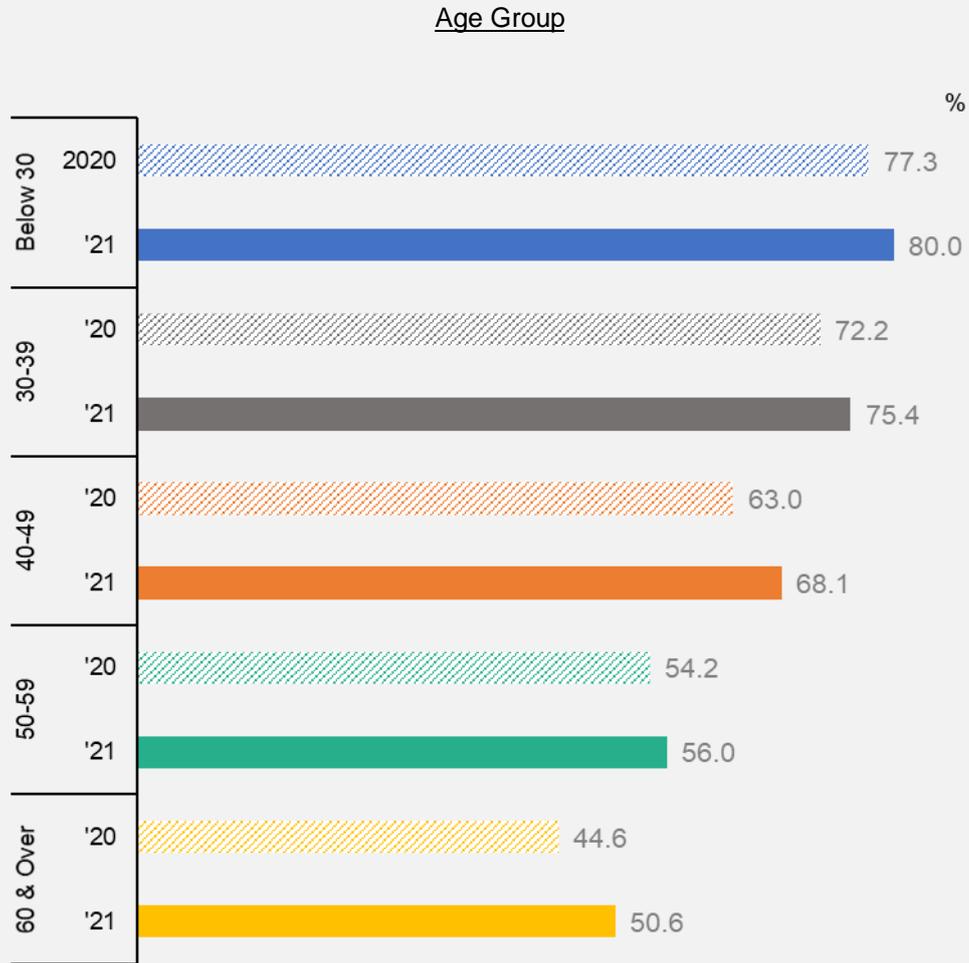
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

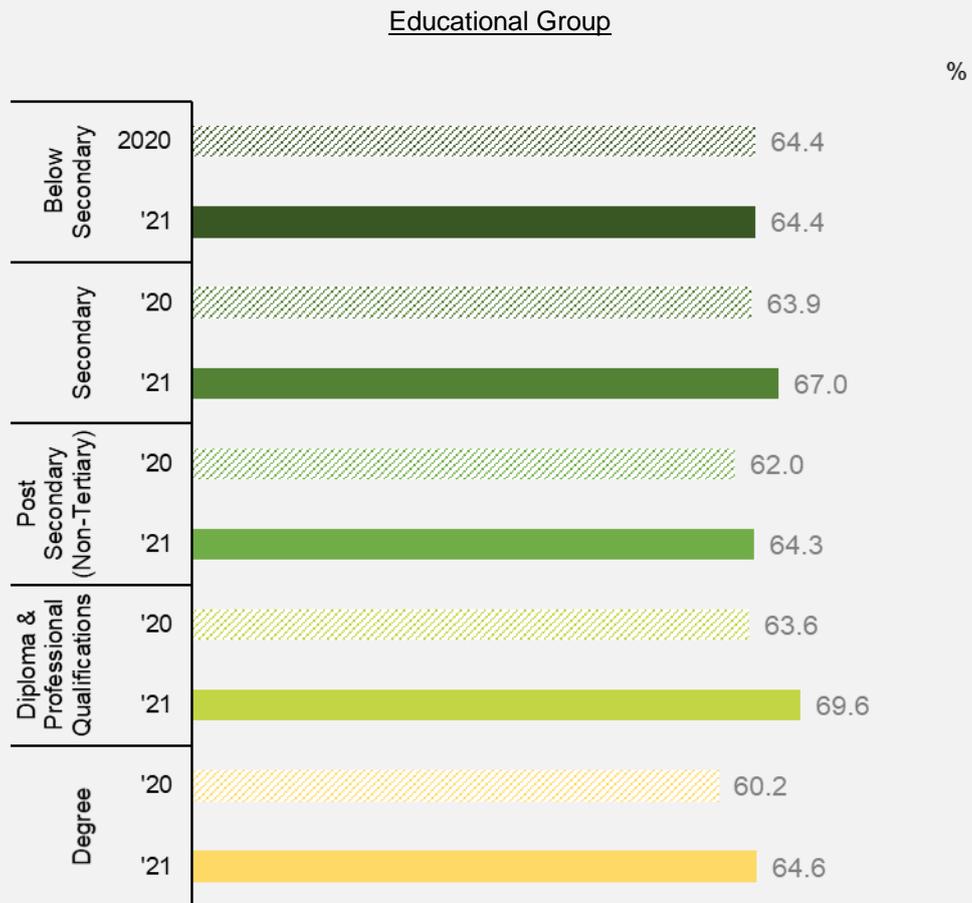
Notes:

- (1) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after 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.

¹⁹ Re-entry rates were 62.9% in 2018 and 64.4% in 2019.

Chart 11: 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:

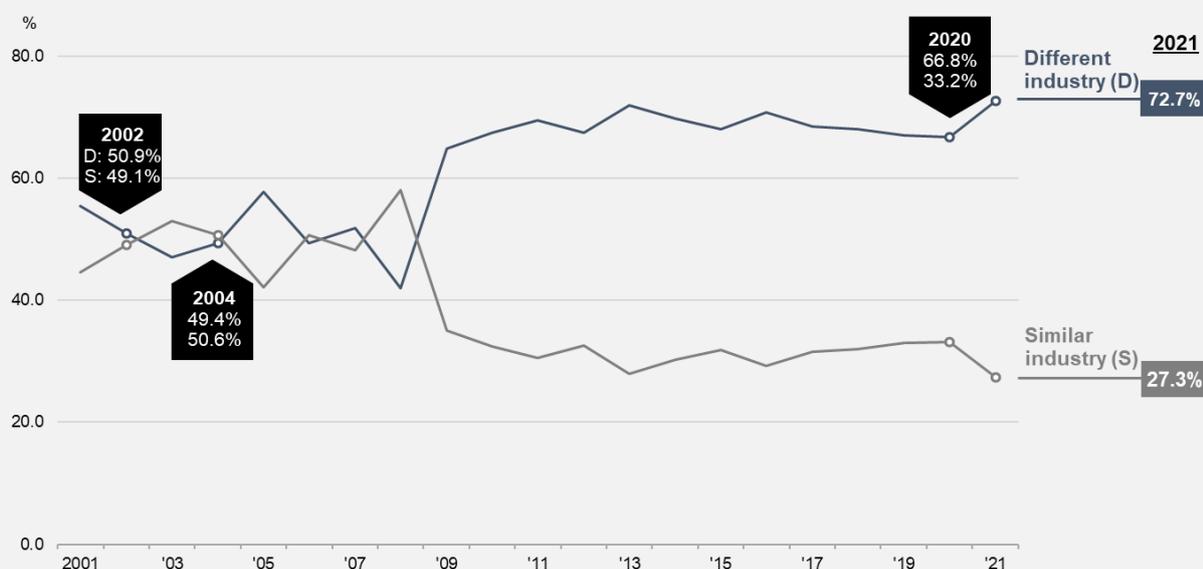
- (1) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retraining.
- (2) Data pertain to residents retrained by private sector establishments (each with at least 25 employees) and the public sector.

Majority of those who re-entered switched industry

A majority of residents (72.7%) who re-entered employment in 2021 continued to do so in a different industry, reflecting transferable skillsets. All occupational groups showed an increase in the proportion of residents re-entering into a different industry from 2020 to 2021.

Residents who were retrenched from *Insurance Services* (49.3%), *Construction* (47.2%), *Food & Beverage Services* (44.9%) and *Retail Trade* (43.6%) were more likely to re-enter into a similar industry.

Chart 12: 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) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after 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.

On the contrary, residents who were previously employed in *Real Estate (88.3%)*, *Professional Services (81.7%)* and *Community, Social & Personal Services (81.6%)* were more likely to switch to a different industry. Switches were spread out across various industries. However, the proportion who took up jobs in *Administrative & Support Services* remained elevated when compared to pre-COVID years.

Chart 13: Share Of Retrenched Residents Who Re-Entered Into A Different Industry By Industry They Were Retrenched From (6 Months Post-Retrenchment), 2021



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

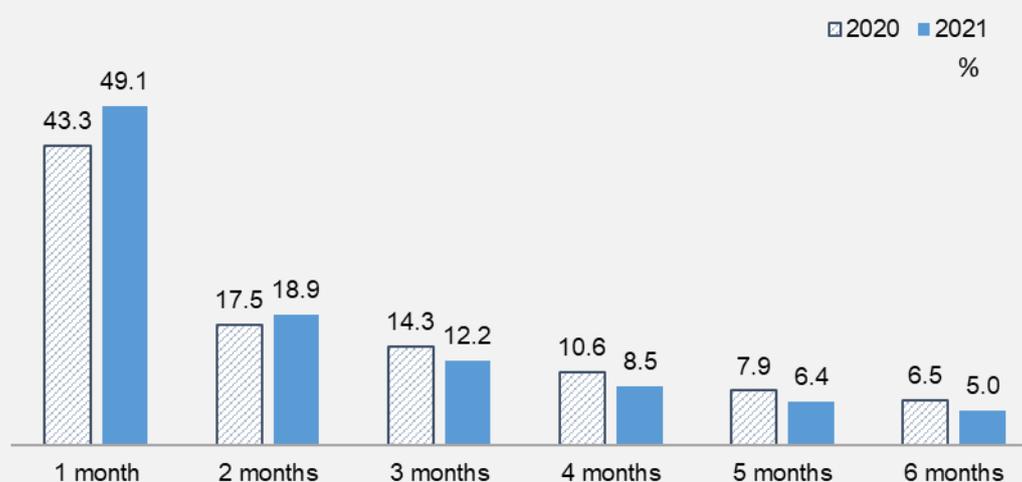
Notes:

- (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.

Residents who re-entered employment took a shorter time to find work compared to 2020

Nearly half of those who re-entered employment in 2021 did so within the first month (49.1%), an improvement from 2020 (43.3%) and similar to levels observed in 2019 (48.0%). The increase was observed across all age, occupational and educational groups.

Chart 14: 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: Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

Conclusion

Overall, there was broad-based improvement in 2021. Retrenchment numbers were lower than before the pandemic and re-entry rates returned to levels similar to pre-COVID years. With the easing of safe management measures and travel restrictions, industries such as *Air Transport*, *Transport Equipment Manufacturing*, *Accommodation* and *Arts, Entertainment & Recreation* also saw substantial decreases in retrenchment. The top reason for retrenchments was re-organisation / restructuring in 2021, while a majority of the retrenched were able to re-enter employment, reflecting the ability of both businesses and the workforce to transform in a post-pandemic environment.

Job Vacancy

Overall, the labour market remained tight. The number of job vacancies (seasonally adjusted) trended higher to 117,100 in December 2021. The ratio of job vacancies to unemployed persons also rose, from 195 job openings for every 100 unemployed persons in September, to 211 in December 2021 (seasonally adjusted).

The labour market stayed tight for two reasons. First, even though non-resident employment grew for the first time in two years in 4Q 2021, the increase was insufficient to meet the manpower needs of sectors which rely more heavily on non-resident workers. The non-resident employment level as at end 2021 was still markedly lower than pre-pandemic levels. As a result, sectors such as *Manufacturing* and *Construction* continued to experience labour shortfalls. In December 2021, these sectors account for 23% of total vacancies, mainly for non-PMET positions.

Second, the increase in job openings reflects business optimism²⁰ as economic growth gained momentum. As a result, job openings remain high in growth sectors of *Information & Communications*, *Financial Services*, and *Professional Services*. These sectors, which made up 18% of total employment, accounted for 28% of total vacancies, and almost all were PMET positions. In addition, with the gradual easing of domestic safe management measures, job vacancies in consumer-facing *Retail Trade* and *Food & Beverage Services* have also trended up, to form 11% of total vacancies.

²⁰ Among companies with job vacancies in December 2021, about half reported a net increase in their job vacancy number compared to September 2021.

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

4Q 2021

With more job opportunities, the seasonally adjusted recruitment rate trended higher to 2.5% in 4Q 2021, a rate last seen in 2014. The seasonally adjusted resignation rate held steady over the quarter at 1.7%, slightly below the typical pre-COVID rate.²¹

The picture is mixed by sector. In 4Q 2021, recruitment and resignation rates were at or above pre-COVID levels in growth sectors such as *Financial Services*, *Information & Communications*, *Professional Services*, and *Health & Social Services*. However, resignation rates remained muted in sectors such as *Retail Trade*, *Food & Beverage Services*, and *Administrative & Support Services*, because output in these sectors have not fully recovered from their pandemic lows.

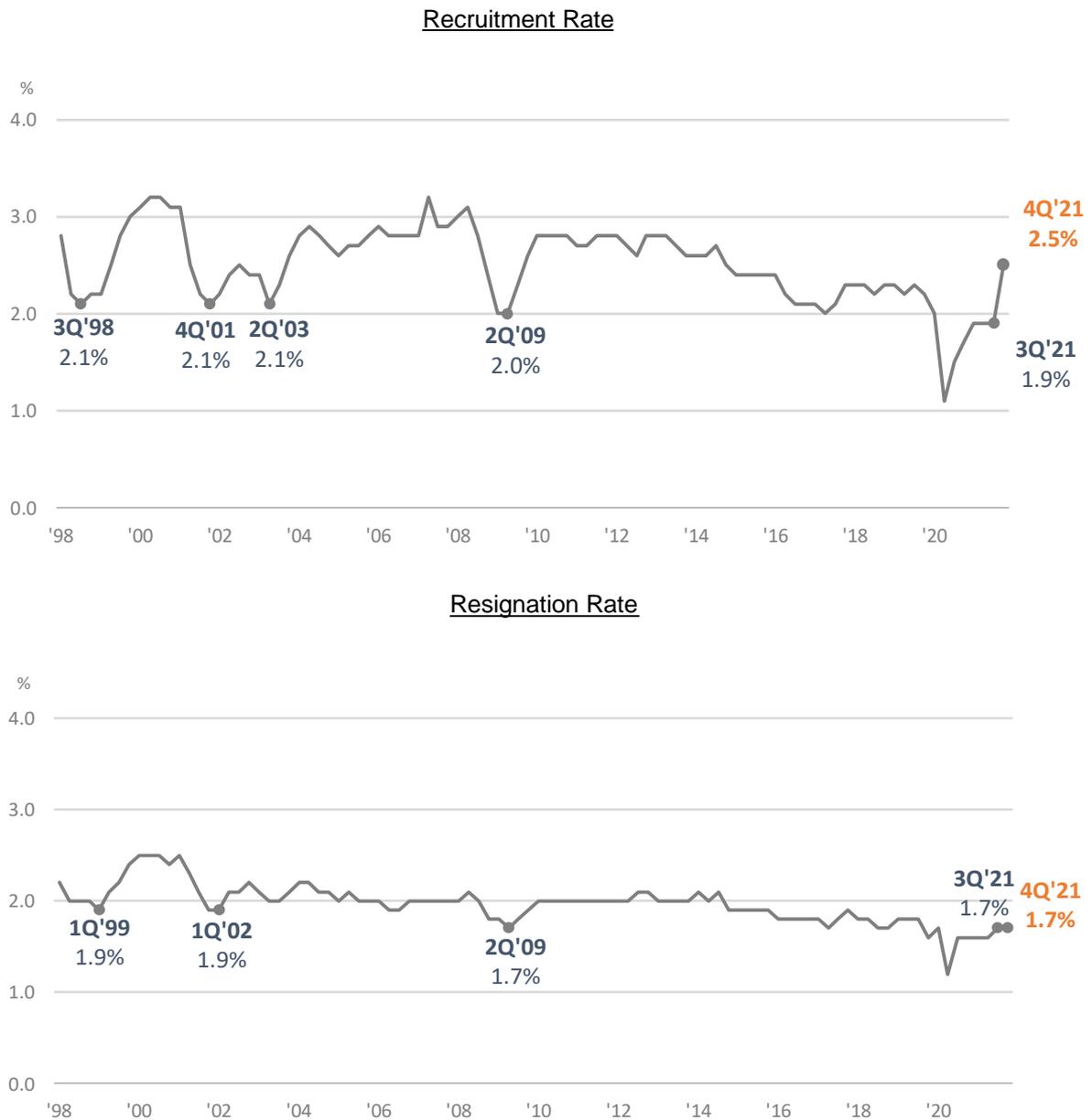
By occupation, recruitment and resignation rates among PMETs remained at or above pre-COVID periods in 4Q 2021. However, among non-PMETs, resignation rates remained below pre-COVID periods. In fact, it dipped over the quarter for *Clerical, Sales & Service Workers*.

Full Year 2021

For the whole of 2021, the annual average recruitment (2.1%) and resignation (1.7%) rates picked up from 2020 (1.6% and 1.5%), but remained slightly below the levels in 2018 and 2019.

²¹ Pre-COVID levels for recruitment and resignation rates refer to the simple average of quarterly rates in 2018-2019. The pre-COVID resignation rate was 1.8%.

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

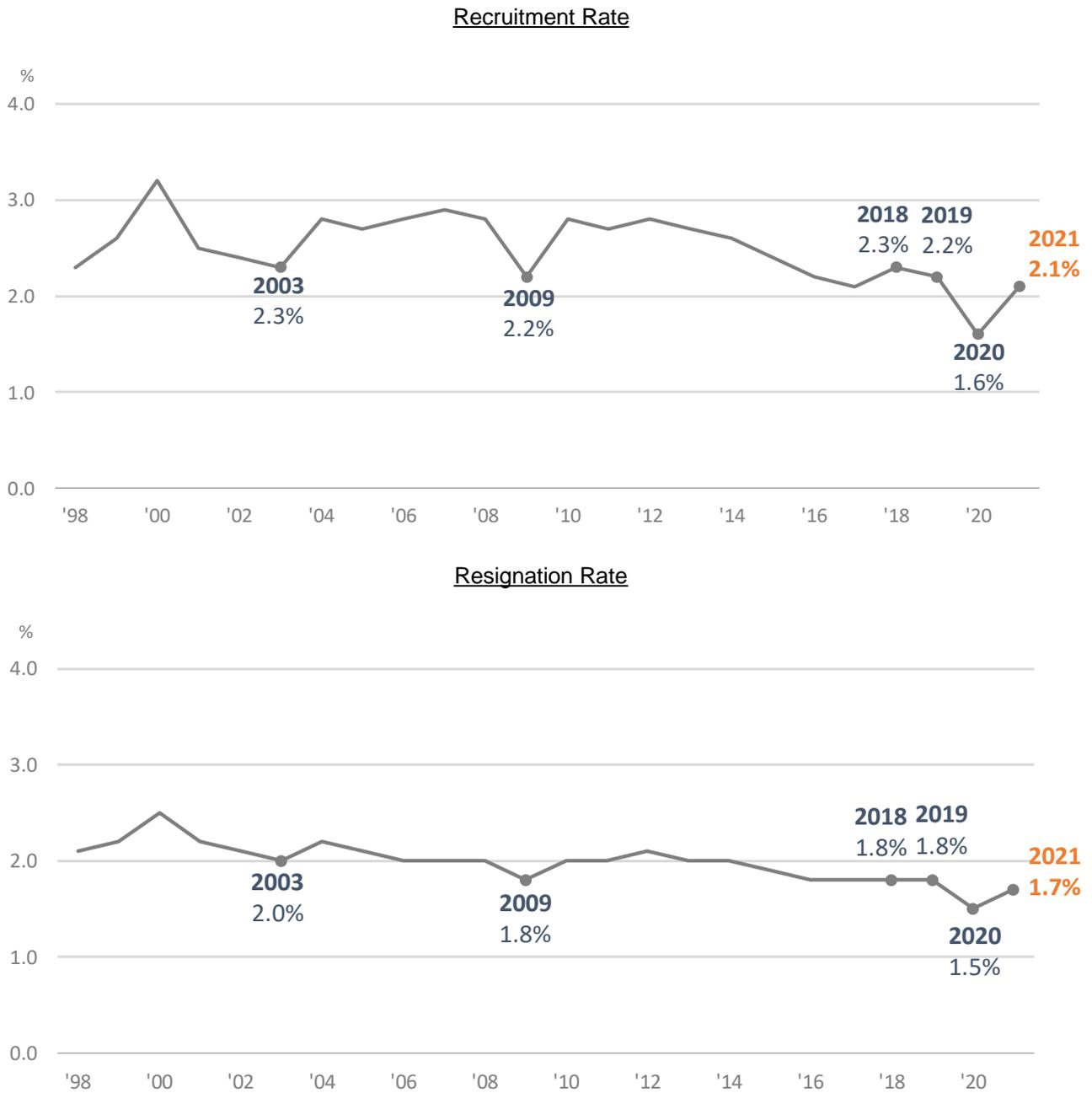


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

December 2021

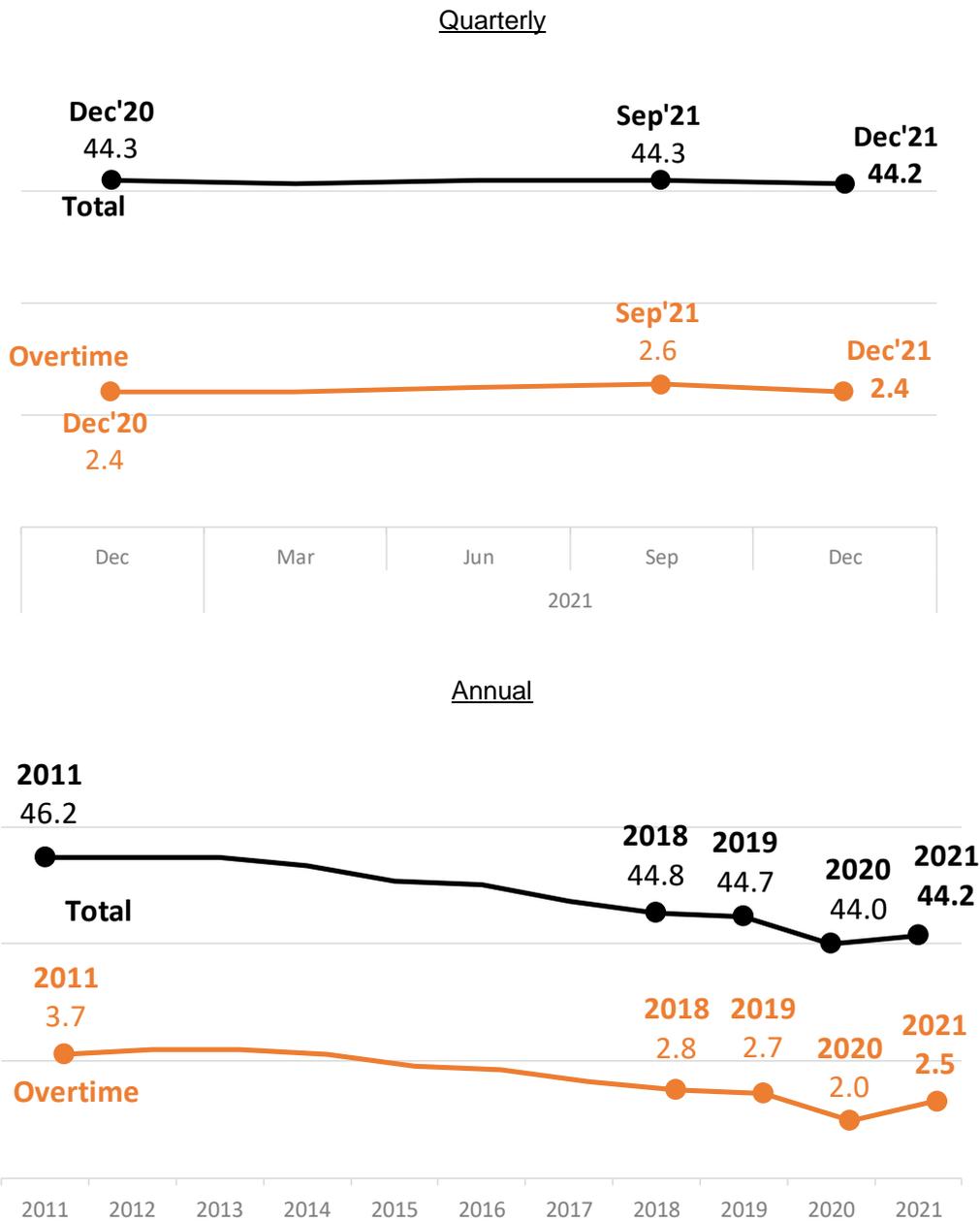
Paid hours worked has stabilised in 2021, after climbing from lows during the Circuit Breaker in 2020. The average weekly total paid hours worked per employee²² was 44.2 hours in December 2021, holding steady at around this level for the fifth consecutive quarter. There was, however, a dip in average weekly overtime (OT) hours, from 2.6 hours in September to 2.4 hours in December 2021. This reflected fewer paid OT hours in *Manufacturing* (from 5.7 to 5.0) and *Construction* (from 6.8 to 5.5), likely as the gradual resumption of migrant worker inflows alleviated OT pressures. Conversely, OT hours edged up for *Services* (from 1.2 to 1.3), with larger increases registered in tourism and aviation-related *Air Transport & Supporting Services* and *Accommodation* following unprecedented lows during the height of the pandemic. The recovery of OT hours towards a normal range in these sectors reflect the increase in visitor arrivals brought about by the lifting of travel restrictions and expansion of VTLs in November and December 2021.

Full Year 2021

Averaged for the year, paid working hours in 2021 (44.2 hours) remained a stepdown from pre-COVID levels, but it has risen from 44.0 hours in 2020 following the recovery in business activities. The largest increases over the year were in *Construction* and *Manufacturing*, which posted the highest economic growth rates across sectors in 2021.

²² 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.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2019	2020	2021	Dec	
				2020	2021
TOTAL	3.1	4.1	3.5	3.8	2.7
GENDER					
Males	3.0	3.9	3.3	3.5	2.6
Females	3.4	4.4	3.8	4.1	2.9
AGE GROUP (YEARS)					
Below 30	5.9	7.5	5.7	6.4	4.2
30 - 39	2.2	3.0	2.6	2.6	2.2
40 & Over	2.7	3.7	3.3	3.6	2.5
40 - 49	2.5	3.4	3.2	3.4	2.4
50 & Over	2.9	3.9	3.4	3.7	2.6
50 - 59	3.1	3.9	3.5	3.8	2.6
60 & Over	2.7	3.7	3.4	3.5	2.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.9	4.1	3.1	3.9	2.0
Secondary	3.5	4.6	4.1	4.3	3.2
Post-Secondary (Non-Tertiary)	3.6	4.9	4.5	4.4	4.2
Diploma & Professional Qualification	3.3	4.7	3.9	4.2	3.3
Degree	2.9	3.5	3.2	3.2	2.2

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	2019	2020	2021	Dec	
				2020	2021
TOTAL	72.9	96.4	84.3	89.6	65.7
GENDER					
Males	37.0	48.9	42.2	44.7	33.0
Females	35.8	47.5	42.1	45.0	32.7
AGE GROUP (YEARS)					
Below 30	23.1	27.9	22.1	23.7	16.2
30 - 39	11.5	16.4	15.6	15.0	13.7
40 & Over	38.2	52.0	46.6	51.0	35.7
40 - 49	14.1	19.7	17.6	19.5	13.5
50 & Over	24.1	32.4	29.0	31.5	22.2
50 - 59	14.5	18.3	15.5	17.8	11.7
60 & Over	9.6	14.1	13.4	13.7	10.5
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.9	14.3	10.1	13.5	6.8
Secondary	13.3	17.1	14.9	16.8	12.3
Post-Secondary (Non-Tertiary)	8.0	11.3	9.8	9.5	7.7
Diploma & Professional Qualification	15.2	21.5	18.6	19.2	16.2
Degree	25.4	32.2	30.9	30.6	22.6

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.

A2

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2019	2020	2021	Per Cent	
				Dec	
				2020	2021
TOTAL	0.7	1.0	1.0	1.1	1.0
GENDER					
Males	0.8	1.0	1.0	1.1	0.9
Females	0.6	0.9	1.0	1.1	1.0
AGE GROUP (YEARS)					
Below 30	0.9	1.1	1.0	1.3	1.0
30 - 39	0.4	0.6	0.7	0.8	0.6
40 & Over	0.9	1.0	1.2	1.2	1.1
40 - 49	0.7	1.0	1.0	1.2	0.9
50 & Over	1.0	1.0	1.3	1.2	1.3
50 - 59	1.1	1.1	1.2	1.3	1.2
60 & Over	0.9	1.0	1.4	1.1	1.4
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.7	0.8	0.9	1.0	0.8
Secondary	0.8	1.0	1.2	1.2	1.3
Post-Secondary (Non-Tertiary)	0.8	0.9	1.3	1.1	1.3
Diploma & Professional Qualification	0.7	1.0	1.1	1.1	0.9
Degree	0.7	1.0	0.9	1.1	0.8

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

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

1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2019	2020	2021	Dec	
				2020	2021
TOTAL	17.0	22.3	24.2	26.7	23.0
GENDER					
Males	10.3	12.6	12.9	14.1	11.9
Females	6.7	9.6	11.2	12.6	11.1
AGE GROUP (YEARS)					
Below 30	3.2	4.1	3.9	4.8	3.9
30 - 39	2.1	3.6	3.9	4.7	3.6
40 & Over	11.7	14.6	16.4	17.2	15.5
40 - 49	3.8	5.8	5.5	6.8	4.8
50 & Over	7.9	8.8	10.9	10.4	10.7
50 - 59	4.9	5.2	5.2	6.2	5.2
60 & Over	3.0	3.7	5.6	4.2	5.5
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.8	2.9	3.7	2.8
Secondary	3.2	3.7	4.5	4.8	5.1
Post-Secondary (Non-Tertiary)	1.8	2.0	2.7	2.5	2.5
Diploma & Professional Qualification	3.2	4.8	5.2	5.3	4.5
Degree	6.3	9.0	8.9	10.4	8.2

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

Notes :

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

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2015)	Total Employment Change								Total Employment Level in Dec 2021
	2019	2020	2021	2020 4Q	2021				
					1Q	2Q	3Q	4Q	
TOTAL	69.7	-181.0	40.2	-7.8	13.9	-19.9	-8.4	54.6	3 643.5
C10-32 MANUFACTURING	-2.1	-37.8	-1.6	-10.8	-3.8	-4.3	-0.6	7.2	449.2
C10-12 Food, Beverages & Tobacco	1.9	-3.1	1.3	0.3	0.4	-	-	0.9	51.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.1	-2.5	-1.0	-0.5	-0.2	-0.4	-0.6	0.1	25.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.6	-4.5	3.8	-1.5	1.1	-	-0.7	3.3	62.5
C25,28 Fabricated Metal Products, Machinery & Equipment	-1.4	-7.1	0.4	-1.3	-0.4	0.2	0.2	0.4	90.1
C26 Electronic, Computer & Optical Products	-3.6	-4.7	-2.8	-1.6	-1.8	-1.6	-0.6	1.2	80.2
C29-30 Transport Equipment	2.6	-11.6	-3.2	-5.7	-2.8	-2.6	1.1	1.1	80.3
Other Manufacturing Industries	-1.1	-4.4	-	-0.5	-0.1	-	-0.1	0.3	59.2
F41-43 CONSTRUCTION	12.6	-51.8	4.3	-15.6	0.6	-5.1	-6.6	15.5	408.2
G-U SERVICES	59.4	-91.1	36.8	18.7	17.1	-10.3	-1.1	31.1	2 759.4
G46-47 WHOLESALE AND RETAIL TRADE	-4.0	-23.3	-5.0	2.6	-0.7	-5.2	-2.7	3.5	456.1
G46 Wholesale Trade	-2.0	-13.2	-4.4	-0.4	-0.5	-2.6	-1.6	0.3	300.2
G47 Retail Trade	-2.0	-10.0	-0.7	3.0	-0.2	-2.6	-1.1	3.3	155.9
H49-53 TRANSPORTATION AND STORAGE	3.1	-8.3	2.3	-1.2	-	-0.3	0.8	1.8	256.2
H49,5221 Land Transport & Supporting Services	0.9	0.7	-1.7	0.1	-	-0.4	0.1	-1.4	107.9
H50,5222, 5225 Water Transport & Supporting Services	-0.4	-1.3	0.6	0.1	0.4	-	-0.2	0.5	43.6
H51,5223 Air Transport & Supporting Services	1.3	-9.0	-1.5	-2.2	-1.4	-0.4	-0.3	0.6	25.1
Other Transportation & Storage Services	1.3	1.3	4.9	0.9	1.1	0.5	1.2	2.1	79.6
I55-56 ACCOMMODATION AND FOOD SERVICES	6.2	-24.7	-1.1	9.9	1.5	-6.6	-2.4	6.2	245.8
I55 Accommodation	-	-9.3	-1.7	-0.2	-1.4	-0.9	-0.3	0.8	25.5
I56 Food & Beverage Services	6.2	-15.4	0.6	10.1	2.9	-5.7	-2.1	5.5	220.3
J58-63 INFORMATION AND COMMUNICATIONS	7.3	3.1	14.1	1.3	2.9	3.7	4.0	3.4	167.8
J58-61 Telecommunications, Broadcasting & Publishing	0.1	-0.5	1.9	-	0.4	0.2	0.5	0.8	41.8
J62-63 IT & Other Information Services	7.1	3.6	12.2	1.3	2.6	3.6	3.4	2.6	126.0
K64-66 FINANCIAL AND INSURANCE SERVICES	6.4	2.5	5.2	0.1	1.0	0.5	1.7	2.0	209.3
K64 & 66 (excl.662) Financial Services	5.3	1.2	4.6	-0.2	0.7	0.3	1.5	2.0	166.7
K65 & 662 Insurance Services	1.1	1.3	0.7	0.2	0.3	0.2	0.2	-	42.6
L68 REAL ESTATE SERVICES	1.2	-6.5	-1.5	-0.5	-0.3	-1.0	-0.6	0.4	72.6
M69-75 PROFESSIONAL SERVICES	10.2	-1.1	7.6	-0.1	1.1	1.9	2.5	2.0	260.5
M69-70 Legal, Accounting & Management Services	7.6	0.9	4.2	-	0.4	0.8	1.8	1.2	137.3
M71 Architectural & Engineering Services	0.7	-1.1	0.4	-0.5	-	0.2	-0.1	0.4	62.1
Other Professional Services	2.0	-0.9	3.0	0.4	0.7	1.0	0.9	0.4	61.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.2	-14.4	4.0	-1.9	1.8	-2.1	2.0	2.2	244.3
N80 Security & Investigation	1.0	-0.8	-0.7	-0.9	-0.2	0.2	-0.3	-0.3	47.9
N81 Cleaning & Landscaping	2.0	-4.2	-0.8	0.4	-0.1	-1.2	-0.1	0.6	77.6
Other Administrative & Support Services	4.2	-9.4	5.4	-1.4	2.1	-1.1	2.5	1.9	118.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.8	-18.5	11.3	8.4	9.6	-1.4	-6.4	9.4	846.9
O84,P85 Public Administration & Education	5.2	8.1	1.5	3.9	2.6	-1.0	-1.3	1.1	263.1
Q86-88 Health & Social Services	6.0	5.3	10.5	2.3	3.1	4.2	1.8	1.4	187.6
R90-93 Arts, Entertainment & Recreation	0.6	-14.4	-2.0	-0.2	-0.2	-1.4	-0.6	0.1	38.8
S,T,U Other Community, Social & Personal Services	10.0	-17.5	1.3	2.4	4.0	-3.3	-6.3	6.8	357.4
A,B,D,E,V OTHERS*	-0.1	-0.2	0.7	-	0.1	-0.2	-	0.8	26.7

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					
				2020	2021				
				4Q	1Q	2Q	3Q	4Q	
TOTAL		10 690	26 110	8 020	5 640	2 270	2 340	1 900	1 500
INDUSTRY (SSIC 2015)									
C10-32 MANUFACTURING		2 790	5 320	1 710	990	320	760	360	280
C10-12	Food, Beverages & Tobacco	100	330	110	10	10	10	30	60
C17,18,22	Paper / Rubber / Plastic Products & Printing	170	230	70	30	-	50	10	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	200	160	500	30	120	210	70	100
C25,28	Fabricated Metal Products, Machinery & Equipment	690	1 410	150	350	50	30	20	50
C26	Electronic, Computer & Optical Products	1 160	790	690	220	60	430	150	40
C29-30	Transport Equipment	120	1 710	130	160	40	20	50	20
	Other Manufacturing Industries	360	700	70	200	20	10	40	10
F41-43 CONSTRUCTION		860	990	240	70	20	90	90	40
G-U SERVICES		7 000	19 760	6 020	4 580	1 930	1 480	1 450	1 160
G46-47	WHOLESALE AND RETAIL TRADE	2 090	4 980	1 410	980	570	310	250	270
G46	Wholesale Trade	1 850	3 810	1 250	780	490	270	230	260
G47	Retail Trade	240	1 180	160	210	80	40	30	10
H49-53	TRANSPORTATION AND STORAGE	770	2 780	550	1 730	190	130	130	100
H49,5221	Land Transport & Supporting Services	60	120	50	30	-	40	10	-
H50,5222,5225	Water Transport & Supporting Services	80	250	140	90	30	20	40	50
H51,5223	Air Transport & Supporting Services	50	2 000	220	1 530	130	40	30	30
	Other Transportation & Storage Services	580	410	140	80	30	30	50	30
I55-56	ACCOMMODATION AND FOOD SERVICES	170	1 700	180	150	20	50	70	40
I55	Accommodation	20	710	40	110	10	20	-	10
I56	Food & Beverage Services	150	990	130	40	-	30	70	30
J58-63	INFORMATION AND COMMUNICATIONS	650	1 200	840	260	300	180	170	190
J58-61	Telecommunications, Broadcasting & Publishing	300	570	380	170	110	100	90	80
J62-63	IT & Other Information Services	350	620	470	90	190	80	80	120
K64-66	FINANCIAL AND INSURANCE SERVICES	1 300	2 140	1 330	400	330	330	330	330
K64 & 66 (excl.662)	Financial Services	1 190	1 910	1 250	330	310	310	320	320
K65 & 662	Insurance Services	110	230	70	70	30	20	10	20
L68	REAL ESTATE SERVICES	190	140	100	30	50	20	20	20
M69-75	PROFESSIONAL SERVICES	1 210	2 380	920	540	290	280	240	120
M69-70	Legal, Accounting & Management Services	640	1 270	660	320	210	180	200	70
M71	Architectural & Engineering Services	360	780	160	190	50	80	10	30
	Other Professional Services	220	330	100	30	40	20	30	20
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	320	1 770	530	340	140	120	230	50
N80	Security & Investigation	10	10	10	-	10	-	-	-
N81	Cleaning & Landscaping	60	280	20	10	-	10	10	10
	Other Administrative & Support Services	250	1 490	510	330	130	110	220	40
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	300	2 690	170	150	50	80	10	30
O84,P85	Public Administration & Education	90	230	60	30	10	30	10	10
Q86-88	Health & Social Services	100	40	10	10	-	-	-	-
R90-93	Arts, Entertainment & Recreation	20	2 210	70	40	20	40	-	10
S,T,U	Other Community, Social & Personal Services	90	210	40	70	20	10	-	10
A,B,D,E,V OTHERS*		30	40	50	10	-	20	-	30
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	6 500	12 750	5 870	2 840	1 780	1 840	1 160	1 090
	Clerical, Sales & Service Workers	1 420	8 140	1 220	2 150	360	310	360	190
	Production & Transport Operators, Cleaners & Labourers	2 770	5 220	940	660	130	190	390	230

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 2021
Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	210	150	100	900	150	40	190	1 500	1 090	190	230
C10-32 MANUFACTURING	40	10	20	150	70	-	30	280	170	20	80
C10-12 Food, Beverages & Tobacco	-	-	-	10	50	-	-	60	10	-	50
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	20	90	-	-	10	100	90	10	10
C25,28 Fabricated Metal Products, Machinery & Equipment	30	-	-	20	20	-	10	50	40	10	10
C26 Electronic, Computer & Optical Products	10	-	-	20	-	-	10	40	20	-	20
C29-30 Transport Equipment	-	10	-	10	-	-	-	20	10	-	-
Other Manufacturing Industries	-	-	-	-	-	-	-	10	-	-	-
F41-43 CONSTRUCTION	10	-	-	10	-	20	10	40	30	-	10
G-U SERVICES	160	140	70	730	80	30	130	1 160	870	160	130
G46-47 WHOLESALE AND RETAIL TRADE	40	50	30	160	10	-	30	270	190	40	50
G46 Wholesale Trade	40	50	30	150	10	-	20	260	180	40	50
G47 Retail Trade	-	-	-	10	-	-	-	10	10	-	-
H49-53 TRANSPORTATION AND STORAGE	60	-	20	40	-	-	20	100	40	20	40
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	40	-	-	10	-	-	-	50	10	-	40
H51,5223 Air Transport & Supporting Services	20	-	20	20	-	-	-	30	10	20	-
Other Transportation & Storage Services	-	-	-	10	-	-	20	30	20	10	-
I55-56 ACCOMMODATION AND FOOD SERVICES	10	10	-	20	10	-	-	40	10	30	10
I55 Accommodation	-	-	-	10	-	-	-	10	-	-	-
I56 Food & Beverage Services	10	10	-	10	10	-	-	30	-	20	10
J58-63 INFORMATION AND COMMUNICATIONS	-	40	-	120	50	-	20	190	170	10	20
J58-61 Telecommunications, Broadcasting & Publishing	-	-	-	60	10	-	-	80	70	-	10
J62-63 IT & Other Information Services	-	40	-	60	40	-	10	120	100	10	10
K64-66 FINANCIAL AND INSURANCE SERVICES	-	10	-	280	10	-	40	330	310	20	-
K64 & 66 (excl.662) Financial Services	-	10	-	270	10	-	40	320	300	20	-
K65 & 662 Insurance Services	-	-	-	10	-	-	-	20	10	10	-
L68 REAL ESTATE SERVICES	10	-	-	10	-	-	-	20	10	10	-
M69-75 PROFESSIONAL SERVICES	10	30	20	80	-	20	10	120	100	10	10
M69-70 Legal, Accounting & Management Services	-	10	-	60	-	10	-	70	70	-	-
M71 Architectural & Engineering Services	-	10	10	10	-	10	-	30	20	-	10
Other Professional Services	-	10	10	10	-	-	10	20	10	10	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	10	-	-	30	-	-	10	50	30	10	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	10	-	-	-
Other Administrative & Support Services	-	-	-	30	-	-	10	40	30	10	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	-	-	10	-	-	10	30	20	10	10
O84,P85 Public Administration & Education	-	-	-	10	-	-	10	10	10	-	-
Q86-88 Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	10	-	-	-	-	-	-	10	10	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	-	-	-	-	10	-	-	-
A,B,D,E,V OTHERS**	-	-	10	-	-	-	20	30	20	10	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, 2021

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	1 490	1 410	1 000	4 550	340	150	990	8 020	5 870	1 220	940
C10-32 MANUFACTURING	230	350	310	890	140	10	130	1 710	1 310	70	340
C10-12 Food, Beverages & Tobacco	10	10	-	40	50	-	-	110	30	10	70
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	60	-	60	-	-	-	70	60	10	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	210	260	150	60	-	30	500	470	20	10
C25,28 Fabricated Metal Products, Machinery & Equipment	50	10	30	80	20	-	10	150	110	10	30
C26 Electronic, Computer & Optical Products	110	60	-	480	-	-	50	690	490	20	180
C29-30 Transport Equipment	50	10	20	40	-	-	20	130	110	-	20
Other Manufacturing Industries	-	-	-	40	10	-	20	70	50	10	20
F41-43 CONSTRUCTION	40	90	60	30	-	80	30	240	130	50	70
G-U SERVICES	1 210	970	620	3 610	200	70	810	6 020	4 400	1 090	530
G46-47 WHOLESALE AND RETAIL TRADE	300	230	180	920	50	10	110	1 410	1 020	290	110
G46 Wholesale Trade	210	180	170	890	40	10	100	1 250	960	190	100
G47 Retail Trade	90	40	10	30	10	-	10	160	60	100	10
H49-53 TRANSPORTATION AND STORAGE	260	90	70	160	-	10	90	550	240	110	200
H49,5221 Land Transport & Supporting Services	10	10	-	-	-	-	20	50	-	10	40
H50,5222, 5225 Water Transport & Supporting Services	50	10	10	80	-	-	10	140	70	30	40
H51,5223 Air Transport & Supporting Services	200	30	20	20	-	-	-	220	100	60	70
Other Transportation & Storage Services	10	40	50	60	-	-	60	140	60	20	50
I55-56 ACCOMMODATION AND FOOD SERVICES	70	30	10	60	10	-	30	180	40	90	50
I55 Accommodation	10	-	-	40	-	-	-	40	30	10	-
I56 Food & Beverage Services	70	30	10	20	10	-	30	130	10	80	50
J58-63 INFORMATION AND COMMUNICATIONS	80	200	70	490	60	20	110	840	760	60	30
J58-61 Telecommunications, Broadcasting & Publishing	10	40	30	300	30	10	40	380	350	20	10
J62-63 IT & Other Information Services	70	160	40	200	40	10	70	470	410	40	20
K64-66 FINANCIAL AND INSURANCE SERVICES	10	20	110	1 110	60	-	180	1 330	1 230	100	10
K64 & 66 (excl.662) Financial Services	10	20	110	1 060	50	-	170	1 250	1 160	90	-
K65 & 662 Insurance Services	-	-	-	50	-	-	20	70	70	10	-
L68 REAL ESTATE SERVICES	50	30	-	80	-	-	-	100	80	20	-
M69-75 PROFESSIONAL SERVICES	70	220	150	630	10	30	70	920	760	50	100
M69-70 Legal, Accounting & Management Services	20	130	120	530	-	20	50	660	540	20	90
M71 Architectural & Engineering Services	50	80	20	60	10	20	-	160	150	10	10
Other Professional Services	10	10	10	50	-	-	20	100	70	20	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	290	90	30	90	-	-	160	530	180	330	20
N80 Security & Investigation	-	-	-	10	-	-	-	10	10	-	-
N81 Cleaning & Landscaping	10	-	-	-	-	-	-	20	10	10	10
Other Administrative & Support Services	280	90	20	80	-	-	160	510	170	320	20
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	80	70	10	60	-	-	50	170	100	50	20
O84,P85 Public Administration & Education	-	20	-	30	-	-	10	60	40	10	10
Q86-88 Health & Social Services	-	-	-	10	-	-	-	10	10	-	-
R90-93 Arts, Entertainment & Recreation	60	50	-	10	-	-	40	70	40	20	10
S,T,U Other Community, Social & Personal Services	20	-	-	20	-	-	-	40	10	20	10
A,B,D,E,V OTHERS**	10	-	10	20	-	-	20	50	30	10	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.4 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2019	2020	2021	2020	2021			
				4Q	1Q	2Q	3Q	4Q
TOTAL	9 810	22 540	7 480	4 120	2 190	2 170	1 690	1 420
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	2 580	5 000	1 640	900	300	750	360	240
C10-12 Food, Beverages & Tobacco	40	310	100	10	10	10	30	60
C17,18,22 Paper / Rubber / Plastic Products & Printing	160	230	70	30	-	50	10	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	190	150	450	30	100	210	70	70
C25,28 Fabricated Metal Products, Machinery & Equipment	650	1 190	140	270	50	30	20	50
C26 Electronic, Computer & Optical Products	1 080	790	680	220	60	430	150	40
C29-30 Transport Equipment	110	1 650	130	150	40	20	50	10
Other Manufacturing Industries	340	680	70	190	20	10	40	10
F41-43 CONSTRUCTION	500	750	210	70	10	70	90	40
G-U SERVICES	6 700	16 760	5 580	3 150	1 880	1 330	1 250	1 120
G46-47 WHOLESALE AND RETAIL TRADE	2 030	4 790	1 390	920	570	310	250	270
G46 Wholesale Trade	1 800	3 680	1 230	760	490	260	220	260
G47 Retail Trade	230	1 120	150	160	80	40	30	10
H49-53 TRANSPORTATION AND STORAGE	760	1 410	510	520	190	90	120	100
H49,5221 Land Transport & Supporting Services	60	120	20	30	-	20	-	-
H50,5222, 5225 Water Transport & Supporting Services	80	240	130	90	30	20	40	50
H51,5223 Air Transport & Supporting Services	40	650	220	320	130	40	30	30
Other Transportation & Storage Services	580	400	130	80	30	20	50	30
I55-56 ACCOMMODATION AND FOOD SERVICES	150	1 580	140	150	10	50	50	30
I55 Accommodation	20	710	40	110	10	20	-	10
I56 Food & Beverage Services	130	870	100	40	-	30	50	20
J58-63 INFORMATION AND COMMUNICATIONS	630	1 160	750	260	270	150	140	190
J58-61 Telecommunications, Broadcasting & Publishing	300	570	360	170	110	100	80	80
J62-63 IT & Other Information Services	330	590	390	90	160	50	60	120
K64-66 FINANCIAL AND INSURANCE SERVICES	1 280	2 050	1 320	390	330	330	330	330
K64 & 66 (excl.662) Financial Services	1 170	1 830	1 250	320	310	310	320	320
K65 & 662 Insurance Services	110	220	70	70	30	20	10	20
L68 REAL ESTATE SERVICES	100	140	100	30	50	20	20	20
M69-75 PROFESSIONAL SERVICES	1 160	2 040	880	450	280	260	230	110
M69-70 Legal, Accounting & Management Services	640	1 210	650	310	200	180	200	70
M71 Architectural & Engineering Services	330	510	140	120	50	70	10	20
Other Professional Services	190	330	90	30	40	10	20	20
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	300	1 270	330	340	140	60	90	50
N80 Security & Investigation	10	0	10	-	10	-	-	-
N81 Cleaning & Landscaping	60	240	20	10	-	10	10	10
Other Administrative & Support Services	230	1 030	310	330	130	50	90	40
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	280	2 310	160	100	50	70	10	30
O84,P85 Public Administration & Education	80	200	50	30	10	20	10	10
Q86-88 Health & Social Services	90	30	10	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	20	1 930	70	40	20	40	-	10
S,T,U Other Community, Social & Personal Services	90	150	30	40	20	10	-	10
A,B,D,E,V OTHERS*	30	30	50	10	-	20	-	30
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 250	11 600	5 650	2 600	1 710	1 780	1 130	1 040
Clerical, Sales & Service Workers	1 300	6 450	960	920	350	240	200	180
Production & Transport Operators, Cleaners & Labourers	2 250	4 480	870	600	130	160	370	210

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

	2019	2020	2021	2020					2021					
				4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q		
TOTAL	880	3 580	540	1 520	80	170	210	80						
INDUSTRY (SSIC 2015)														
C10-32 MANUFACTURING	220	330	70	100	20	10	10	40						
C10-12 Food, Beverages & Tobacco	60	20	-	-	-	-	-	-						
C17,18,22 Paper / Rubber / Plastic Products & Printing	10	-	-	-	-	-	-	-						
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	10	50	-	20	-	-	30						
C25,28 Fabricated Metal Products, Machinery & Equipment	40	210	10	80	-	-	-	10						
C26 Electronic, Computer & Optical Products	80	-	-	-	-	-	-	-						
C29-30 Transport Equipment	10	50	-	10	-	-	-	-						
Other Manufacturing Industries	20	20	-	10	-	-	-	-						
F41-43 CONSTRUCTION	370	240	40	-	10	20	10	10						
G-U SERVICES	300	3 010	440	1 430	50	150	200	40						
G46-47 WHOLESALE AND RETAIL TRADE	60	190	20	70	10	-	-	10						
G46 Wholesale Trade	50	130	20	20	10	-	-	-						
G47 Retail Trade	-	60	10	40	-	-	-	10						
H49-53 TRANSPORTATION AND STORAGE	10	1 370	40	1 210	-	30	10	-						
H49,5221 Land Transport & Supporting Services	-	-	30	-	-	20	10	-						
H50,5222,5225 Water Transport & Supporting Services	-	-	10	-	-	-	-	-						
H51,5223 Air Transport & Supporting Services	-	1 350	-	1 200	-	-	-	-						
Other Transportation & Storage Services	10	20	10	-	-	10	-	-						
I55-56 ACCOMMODATION AND FOOD SERVICES	20	120	30	10	-	-	20	10						
I55 Accommodation	-	10	-	-	-	-	-	-						
I56 Food & Beverage Services	20	120	30	-	-	-	20	10						
J58-63 INFORMATION AND COMMUNICATIONS	20	40	90	-	30	30	30	-						
J58-61 Telecommunications, Broadcasting & Publishing	-	-	10	-	-	-	10	-						
J62-63 IT & Other Information Services	20	40	80	-	30	30	20	-						
K64-66 FINANCIAL AND INSURANCE SERVICES	20	80	-	20	-	-	-	-						
K64 & 66 Financial Services (excl.662)	20	80	-	20	-	-	-	-						
K65 & 662 Insurance Services	-	10	-	-	-	-	-	-						
L68 REAL ESTATE SERVICES	90	-	-	-	-	-	-	-						
M69-75 PROFESSIONAL SERVICES	50	330	40	90	-	10	10	20						
M69-70 Legal, Accounting & Management Services	10	60	-	20	-	-	-	-						
M71 Architectural & Engineering Services	20	270	20	70	-	10	-	10						
Other Professional Services	20	-	10	-	-	-	10	-						
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	20	500	200	-	-	60	140	-						
N80 Security & Investigation	-	-	-	-	-	-	-	-						
N81 Cleaning & Landscaping	-	40	-	-	-	-	-	-						
Other Administrative & Support Services	20	460	200	-	-	60	140	-						
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	370	10	40	-	10	-	-						
O84,P85 Public Administration & Education	10	30	10	-	-	-	-	-						
Q86-88 Health & Social Services	-	10	-	10	-	-	-	-						
R90-93 Arts, Entertainment & Recreation	-	280	-	-	-	-	-	-						
S,T,U Other Community, Social & Personal Services	10	60	-	30	-	-	-	-						
A,B,D,E,V OTHERS*	-	10	-	-	-	-	-	-						
OCCUPATIONAL GROUP														
Professionals, Managers, Executives & Technicians	240	1 150	210	240	70	60	40	50						
Clerical, Sales & Service Workers	120	1 690	260	1 230	10	80	160	10						
Production & Transport Operators, Cleaners & Labourers	520	740	70	60	-	40	10	20						

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	2019	2020	2021	2020	2021			
				4Q	1Q	2Q	3Q	4Q
GENDER								
Males	5.7	10.9	5.5	2.1	1.5	1.6	1.2	1.0
Females	4.7	11.3	5.1	2.4	1.3	1.5	1.3	0.8
AGE GROUP (YEARS)								
Below 30	1.6	7.3	2.3	1.2	0.5	0.7	0.6	0.4
30 - 39	4.5	9.8	4.5	2.0	1.2	1.2	1.1	0.7
40 & Over	6.7	12.8	6.5	2.7	1.7	2.0	1.4	1.1
40 - 49	7.5	12.7	7.1	3.0	1.9	2.1	1.6	1.1
50 & Over	6.2	12.9	6.2	2.4	1.6	2.0	1.3	1.1
50 - 59	7.9	15.0	8.0	3.2	1.9	2.5	1.9	1.4
60 & Over	3.7	10.0	3.9	1.3	1.2	1.3	0.6	0.8
SECTOR								
Manufacturing	8.0	14.9	9.5	3.0	1.5	4.2	2.0	1.2
Construction	3.3	6.2	2.4	1.0	0.2	1.0	0.6	0.5
Services	4.9	10.9	4.9	2.2	1.4	1.2	1.2	0.9
Others*	1.8	1.9	2.3	0.2	0.1	1.0	0.1	1.5
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	n.a.	14.1	5.1	1.6	1.4	0.9	1.7	0.9
Secondary	n.a.	12.2	4.1	2.0	1.1	1.3	1.0	0.6
Post-Secondary (Non-Tertiary)	n.a.	8.4	3.8	1.4	0.5	1.2	1.2	0.7
Diploma & Professional Qualification	n.a.	11.2	5.1	2.2	1.2	1.4	1.5	0.7
Degree	n.a.	10.5	6.1	2.7	1.8	2.0	1.1	1.1
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6.1	10.5	6.2	2.6	1.7	2.0	1.2	1.0
Clerical, Sales & Service Workers	3.5	14.0	4.1	2.1	1.1	1.1	1.3	0.6
Production & Transport Operators, Cleaners & Labourers	3.9	9.6	3.1	1.0	0.5	0.6	1.2	0.7

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

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

Notes :

- 1) Residents refer to Singapore Citizens and Permanent Residents.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.
- 4) 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							
	2019	2020	2021	2020	2021			
				4Q	1Q	2Q	3Q	4Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	3 580	128 870	14 860	8 710	4 020	5 580	4 060	1 200
SECTOR								
Manufacturing	1 970	22 950	2 750	2 800	1 260	780	520	200
Construction	450	36 040	910	600	470	140	170	130
Services	1 160	69 380	11 130	5 320	2 290	4 630	3 340	880
Others*	-	500	70	-	-	30	30	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 720	38 250	5 350	4 150	1 850	1 790	1 270	440
Clerical, Sales & Service Workers	540	30 050	5 400	2 310	720	2 590	1 660	430
Production & Transport Operators, Cleaners & Labourers	1 310	60 560	4 110	2 250	1 450	1 200	1 140	340
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	3 270	72 690	12 770	6 720	3 720	4 240	3 720	1 080
SECTOR								
Manufacturing	1 930	13 340	2 710	1 780	1 250	760	510	180
Construction	320	9 290	810	590	450	100	130	130
Services	1 020	49 820	9 180	4 350	2 020	3 350	3 050	770
Others*	-	250	70	-	-	30	30	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 650	32 280	5 050	3 090	1 740	1 640	1 260	400
Clerical, Sales & Service Workers	400	19 640	4 180	1 630	630	1 690	1 460	400
Production & Transport Operators, Cleaners & Labourers	1 210	20 770	3 550	2 000	1 340	910	1 010	290
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	310	56 180	2 090	1 990	300	1 330	340	120
SECTOR								
Manufacturing	40	9 610	50	1 020	-	20	10	20
Construction	130	26 750	90	10	20	40	40	-
Services	140	19 560	1 950	960	280	1 280	290	100
Others*	-	260	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	70	5 980	300	1 060	110	150	10	40
Clerical, Sales & Service Workers	140	10 410	1 220	680	90	900	200	30
Production & Transport Operators, Cleaners & Labourers	100	39 790	570	250	100	290	130	50

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2019	2020	2021	2020	2021			
				4Q	1Q	2Q	3Q	4Q
TOTAL	64.4	61.6	65.8	64.3	66.2	64.4	66.2	66.8
GENDER								
Males	63.1	60.3	64.0	63.5	64.5	61.0	65.5	66.3
Females	65.8	62.9	67.7	65.2	68.0	67.6	67.1	67.3
AGE GROUP (YEARS)								
Below 30	82.5	77.3	80.0	77.1	76.9	82.0	81.8	90.4
30 - 39	76.3	72.2	75.4	72.2	74.3	74.4	78.2	79.5
40 & Over	58.5	56.2	60.3	59.0	61.1	58.5	61.0	60.9
40 - 49	65.8	63.0	68.1	66.1	66.9	67.2	72.5	68.7
50 & Over	52.2	51.1	54.4	54.3	57.1	50.6	51.3	55.0
50 - 59	53.1	54.2	56.0	59.2	57.8	52.6	53.9	58.8
60 & Over	49.8	44.6	50.6	46.7	55.7	43.8	45.5	45.3
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	71.6	64.4	64.4	68.6	64.6	62.9	62.1	69.0
Secondary	69.1	63.9	67.0	63.4	67.9	62.3	67.5	71.9
Post-Secondary (Non-Tertiary)	65.1	62.0	64.3	66.8	66.3	62.9	51.1	66.7
Diploma & Professional Qualification	66.6	63.6	69.6	68.4	68.5	67.4	73.9	74.0
Degree	60.9	60.2	64.6	63.0	63.9	65.0	65.4	64.6
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	61.9	59.3	64.4	62.3	64.4	63.4	66.0	64.4
Clerical, Sales & Service Workers	70.0	66.4	69.9	68.9	68.9	69.7	69.8	76.7
Production & Transport Operators, Cleaners & Labourers	72.8	64.3	65.9	62.8	69.0	59.7	60.4	67.3

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

Notes :

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2019	2020	2021	Dec	
				2020	2021
TOTAL	52.9	48.4	94.7	53.0	114.0
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	6.6	5.5	12.8	5.9	13.8
C10-12 Food, Beverages & Tobacco	0.7	0.8	1.4	1.0	1.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	0.3	1.0	0.4	1.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	0.5	0.8	0.5	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.3	1.0	3.4	1.2	3.1
C26 Electronic, Computer & Optical Products	1.7	1.6	2.8	1.4	3.0
C29-30 Transport Equipment	1.3	0.5	1.9	0.5	2.0
Other Manufacturing Industries	0.7	0.8	1.6	0.9	1.8
F41-43 CONSTRUCTION	2.3	2.7	10.6	4.9	12.4
G-U SERVICES	43.6	39.9	70.6	42.0	87.2
G46-47 WHOLESALE AND RETAIL TRADE	5.4	5.3	9.3	5.1	11.2
G46 Wholesale Trade	3.2	3.4	5.4	3.0	5.7
G47 Retail Trade	2.2	1.9	3.9	2.1	5.5
H49-53 TRANSPORTATION AND STORAGE	3.0	1.7	5.3	2.2	6.9
H49,5221 Land Transport & Supporting Services	0.5	0.4	1.2	0.4	1.2
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.4	1.1	0.6	1.3
H51,5223 Air Transport & Supporting Services	0.9	0.2	0.9	0.1	1.4
Other Transportation & Storage Services	1.0	0.7	2.1	1.0	3.0
I55-56 ACCOMMODATION AND FOOD SERVICES	5.9	4.1	7.0	4.3	8.9
I55 Accommodation	1.8	0.7	1.2	0.5	1.8
I56 Food & Beverage Services	4.0	3.4	5.8	3.8	7.1
J58-63 INFORMATION AND COMMUNICATIONS	4.1	4.5	8.3	4.9	10.3
J58-61 Telecommunications, Broadcasting & Publishing	0.7	0.6	1.5	0.7	2.6
J62-63 IT & Other Information Services	3.5	3.9	6.9	4.2	7.7
K64-66 FINANCIAL AND INSURANCE SERVICES	5.3	4.3	8.3	3.7	13.1
K64 & 66 (excl.662) Financial Services	4.6	3.8	7.7	3.3	12.4
K65 & 662 Insurance Services	0.7	0.5	0.6	0.4	0.7
L68 REAL ESTATE SERVICES	1.3	1.1	1.5	1.0	1.8
M69-75 PROFESSIONAL SERVICES	3.9	3.2	7.2	3.4	8.6
M69-70 Legal, Accounting & Management Services	2.4	2.1	4.4	2.2	5.4
M71 Architectural & Engineering Services	1.0	0.7	2.0	0.8	2.4
Other Professional Services	0.5	0.4	0.8	0.5	0.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.9	4.0	6.2	3.8	7.4
N80 Security & Investigation	1.5	1.4	1.7	1.3	1.8
N81 Cleaning & Landscaping	1.2	1.3	2.1	1.5	2.1
Other Administrative & Support Services	1.3	1.3	2.4	1.0	3.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	11.6	17.5	13.6	19.0
O84,P85 Public Administration & Education	5.4	6.3	9.2	7.3	9.5
Q86-88 Health & Social Services	3.7	4.0	5.6	4.6	6.5
R90-93 Arts, Entertainment & Recreation	1.1	0.6	1.1	0.8	1.0
S,T,U Other Community, Social & Personal Services	0.7	0.7	1.5	0.9	2.0
A,B,D,E,V OTHERS*	0.4	0.3	0.7	0.2	0.7
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	30.7	28.2	51.4	29.5	63.2
Clerical, Sales & Service Workers	12.1	9.7	17.1	10.6	20.8
Production & Transport Operators, Cleaners & Labourers	10.1	10.4	26.3	12.9	30.0

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) 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				
				Dec				
				2020	2021			
				2019	2020			
				2021				
TOTAL				2.5	2.3	4.7	2.6	5.2
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.9	1.6	4.2	1.9	4.3
C10-12	Food, Beverages & Tobacco			2.0	2.4	4.1	3.3	4.6
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.5	1.8	6.3	2.7	7.3
C19-21	Petroleum, Chemical & Pharmaceutical Products			2.2	1.6	2.8	1.5	3.4
C25,28	Fabricated Metal Products, Machinery & Equipment			1.6	1.3	4.4	1.5	3.8
C26	Electronic, Computer & Optical Products			2.2	2.2	4.7	2.0	5.3
C29-30	Transport Equipment			1.7	0.7	3.4	0.8	3.4
	Other Manufacturing Industries			1.9	2.3	4.7	2.7	5.0
F41-43	CONSTRUCTION			0.8	1.0	4.3	1.9	4.7
G-U	SERVICES			2.9	2.7	4.9	2.9	5.5
G46-47	WHOLESALE AND RETAIL TRADE			2.2	2.3	4.2	2.3	4.7
G46	Wholesale Trade			2.0	2.1	3.6	2.0	3.6
G47	Retail Trade			2.8	2.7	5.5	3.1	6.8
H49-53	TRANSPORTATION AND STORAGE			1.9	1.2	3.8	1.5	4.6
H49,5221	Land Transport & Supporting Services			1.3	1.0	3.2	1.0	3.1
H50,5222,5225	Water Transport & Supporting Services			1.7	1.4	3.8	2.0	4.1
H51,5223	Air Transport & Supporting Services			2.7	0.7	3.1	0.5	5.0
	Other Transportation & Storage Services			2.0	1.4	4.7	2.2	5.8
I55-56	ACCOMMODATION AND FOOD SERVICES			3.8	2.9	5.6	3.4	6.3
I55	Accommodation			7.1	3.4	6.8	2.6	9.2
I56	Food & Beverage Services			3.1	2.8	5.4	3.6	5.9
J58-63	INFORMATION AND COMMUNICATIONS			4.6	5.0	9.1	5.4	10.1
J58-61	Telecommunications, Broadcasting & Publishing			2.4	2.2	5.5	2.5	8.2
J62-63	IT & Other Information Services			5.6	6.1	10.5	6.6	10.9
K64-66	FINANCIAL AND INSURANCE SERVICES			3.5	2.9	5.1	2.5	6.4
K64 & 66 (excl.662)	Financial Services			3.5	2.9	5.3	2.6	6.8
K65 & 662	Insurance Services			3.3	2.6	3.1	2.0	3.1
L68	REAL ESTATE SERVICES			2.7	2.4	3.9	2.4	4.3
M69-75	PROFESSIONAL SERVICES			2.9	2.3	5.0	2.4	5.5
M69-70	Legal, Accounting & Management Services			3.5	2.7	5.4	2.7	6.2
M71	Architectural & Engineering Services			2.0	1.5	4.5	1.8	4.9
	Other Professional Services			2.7	2.2	4.6	2.7	4.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			2.6	2.7	4.4	2.5	4.4
N80	Security & Investigation			4.2	3.9	4.9	3.4	4.2
N81	Cleaning & Landscaping			1.7	1.8	3.2	2.1	2.7
	Other Administrative & Support Services			2.8	2.9	5.8	2.4	7.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			2.9	3.2	4.7	3.6	4.9
O84,P85	Public Administration & Education			2.9	3.3	4.8	3.8	5.0
Q86-88	Health & Social Services			3.2	3.7	5.0	4.2	5.1
R90-93	Arts, Entertainment & Recreation			2.7	1.8	3.6	2.4	3.2
S,T,U	Other Community, Social & Personal Services			1.9	1.9	3.9	2.4	5.0
A,B,D,E,V	OTHERS*			1.7	1.6	3.3	0.9	3.2
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			2.8	2.6	4.7	2.7	5.3
	Clerical, Sales & Service Workers			2.8	2.5	4.7	2.8	5.2
	Production & Transport Operators, Cleaners & Labourers			1.6	1.8	4.7	2.3	5.0

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

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

Notes :

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

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, DECEMBER 2021

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
			Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	114.0	5.2	63.2	5.3	20.8	5.2	30.0	5.0
C10-32 MANUFACTURING	13.8	4.3	5.5	3.8	1.3	4.2	7.0	4.9
C10-12 Food, Beverages & Tobacco	1.7	4.6	0.3	3.5	0.5	5.0	0.8	5.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.1	7.3	0.2	4.4	0.1	9.6	0.8	8.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.1	3.4	0.7	2.7	-	-	0.4	7.2
C25,28 Fabricated Metal Products, Machinery & Equipment	3.1	3.8	1.3	3.7	0.2	3.9	1.6	3.9
C26 Electronic, Computer & Optical Products	3.0	5.3	1.6	4.8	-	-	1.4	6.4
C29-30 Transport Equipment	2.0	3.4	0.8	3.4	0.1	1.9	1.1	3.5
Other Manufacturing Industries	1.8	5.0	0.6	4.1	0.2	7.2	1.0	5.3
F41-43 CONSTRUCTION	12.4	4.7	2.4	3.7	0.6	4.3	9.3	5.1
G-U SERVICES	87.2	5.5	54.8	5.7	18.9	5.3	13.4	4.9
G46-47 WHOLESALE AND RETAIL TRADE	11.2	4.7	4.8	3.8	5.0	6.4	1.5	4.1
G46 Wholesale Trade	5.7	3.6	3.4	3.4	1.3	4.2	1.0	3.7
G47 Retail Trade	5.5	6.8	1.4	5.3	3.6	7.9	0.5	5.3
H49-53 TRANSPORTATION AND STORAGE	6.9	4.6	1.5	3.1	1.1	3.5	4.2	6.2
H49,5221 Land Transport & Supporting Services	1.2	3.1	0.2	3.2	0.1	3.5	0.8	3.1
H50,5222,5225 Water Transport & Supporting Services	1.3	4.1	0.5	3.0	0.2	7.0	0.6	4.7
H51,5223 Air Transport & Supporting Services	1.4	5.0	0.3	2.8	0.2	1.2	1.0	34.9
Other Transportation & Storage Services	3.0	5.8	0.5	3.3	0.5	6.7	1.9	7.1
I55-56 ACCOMMODATION AND FOOD SERVICES	8.9	6.3	1.5	4.9	5.1	6.6	2.3	7.1
I55 Accommodation	1.8	9.2	0.5	6.2	0.8	10.2	0.5	13.4
I56 Food & Beverage Services	7.1	5.9	1.0	4.5	4.3	6.2	1.8	6.3
J58-63 INFORMATION AND COMMUNICATIONS	10.3	10.1	9.9	10.7	0.4	4.1	-	-
J58-61 Telecommunications, Broadcasting & Publishing	2.6	8.2	2.4	9.1	0.1	2.9	-	-
J62-63 IT & Other Information Services	7.7	10.9	7.5	11.3	0.2	5.7	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	13.1	6.4	12.6	6.7	0.3	3.7	0.1	1.9
K64 & 66 (excl.662) Financial Services	12.4	6.8	12.0	7.1	0.2	4.5	0.1	1.9
K65 & 662 Insurance Services	0.7	3.1	0.6	3.3	0.1	2.0	-	-
L68 REAL ESTATE SERVICES	1.8	4.3	0.9	3.8	0.3	4.4	0.5	5.6
M69-75 PROFESSIONAL SERVICES	8.6	5.5	7.4	6.0	0.5	3.4	0.7	4.3
M69-70 Legal, Accounting & Management Services	5.4	6.2	5.1	6.7	0.3	2.9	0.1	3.1
M71 Architectural & Engineering Services	2.4	4.9	1.6	5.0	0.2	5.0	0.7	4.7
Other Professional Services	0.8	4.2	0.8	4.5	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.4	4.4	1.7	6.1	2.5	4.4	3.1	3.9
N80 Security & Investigation	1.8	4.2	0.1	3.9	1.4	4.1	0.3	5.5
N81 Cleaning & Landscaping	2.1	2.7	0.2	3.8	0.1	1.0	1.8	2.8
Other Administrative & Support Services	3.5	7.3	1.4	7.1	1.0	6.4	1.1	8.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	19.0	4.9	14.4	4.9	3.7	5.2	0.9	4.1
O84,P85 Public Administration & Education	9.5	5.0	8.9	5.1	0.5	4.1	0.1	2.1
Q86-88 Health & Social Services	6.5	5.1	4.3	4.7	1.8	6.4	0.3	5.2
R90-93 Arts, Entertainment & Recreation	1.0	3.2	0.5	3.3	0.4	3.0	0.2	3.4
S,T,U Other Community, Social & Personal Services	2.0	5.0	0.7	4.3	1.0	5.9	0.4	4.5
A,B,D,E,V OTHERS*	0.7	3.2	0.5	3.5	-	-	0.2	3.1

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

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

- : nil or negligible

Notes :

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

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

6.4 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2021 (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 (%)
TOTAL	94.7	4.7	51.4	4.7	17.1	4.7	26.3	4.7
C10-32 MANUFACTURING	12.8	4.2	5.0	3.6	0.9	3.5	6.8	5.0
C10-12 Food, Beverages & Tobacco	1.4	4.1	0.3	3.1	0.4	4.0	0.7	4.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.0	6.3	0.2	3.9	0.1	5.1	0.7	8.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.8	2.8	0.5	2.4	-	-	0.3	4.9
C25,28 Fabricated Metal Products, Machinery & Equipment	3.4	4.4	1.3	3.7	0.2	3.8	1.9	5.1
C26 Electronic, Computer & Optical Products	2.8	4.7	1.6	4.4	0.1	2.6	1.2	5.4
C29-30 Transport Equipment	1.9	3.4	0.7	3.0	0.1	1.7	1.1	3.8
Other Manufacturing Industries	1.6	4.7	0.5	4.0	0.1	4.9	0.9	5.2
F41-43 CONSTRUCTION	10.6	4.3	2.2	3.5	0.7	3.9	7.7	4.6
G-U SERVICES	70.6	4.9	43.7	5.0	15.4	4.8	11.5	4.7
G46-47 WHOLESALE AND RETAIL TRADE	9.3	4.2	4.1	3.6	3.6	5.1	1.6	4.5
G46 Wholesale Trade	5.4	3.6	3.1	3.3	1.0	3.6	1.2	4.3
G47 Retail Trade	3.9	5.5	0.9	4.5	2.6	6.1	0.4	5.0
H49-53 TRANSPORTATION AND STORAGE	5.3	3.8	1.2	2.7	0.8	2.5	3.3	5.3
H49,5221 Land Transport & Supporting Services	1.2	3.2	0.2	2.8	0.1	2.7	0.9	3.4
H50,5222, 5225 Water Transport & Supporting Services	1.1	3.8	0.4	2.8	0.2	5.0	0.6	4.7
H51,5223 Air Transport & Supporting Services	0.9	3.1	0.2	2.6	0.2	1.1	0.5	17.1
Other Transportation & Storage Services	2.1	4.7	0.4	2.6	0.3	4.1	1.4	6.4
I55-56 ACCOMMODATION AND FOOD SERVICES	7.0	5.6	1.3	4.7	4.0	5.8	1.7	6.1
I55 Accommodation	1.2	6.8	0.3	4.3	0.5	7.4	0.4	10.7
I56 Food & Beverage Services	5.8	5.4	1.0	4.8	3.5	5.6	1.3	5.4
J58-63 INFORMATION AND COMMUNICATIONS	8.3	9.1	7.9	9.5	0.4	5.0	0.1	6.9
J58-61 Telecommunications, Broadcasting & Publishing	1.5	5.5	1.4	5.9	0.1	2.8	-	-
J62-63 IT & Other Information Services	6.9	10.5	6.6	10.7	0.3	7.1	0.1	7.3
K64-66 FINANCIAL AND INSURANCE SERVICES	8.3	5.1	7.9	5.2	0.3	3.2	0.1	3.8
K64 & 66 (excl.662) Financial Services	7.7	5.3	7.4	5.5	0.2	3.6	0.1	3.8
K65 & 662 Insurance Services	0.6	3.1	0.5	3.3	-	-	-	-
L68 REAL ESTATE SERVICES	1.5	3.9	0.9	3.8	0.2	3.7	0.4	4.2
M69-75 PROFESSIONAL SERVICES	7.2	5.0	6.0	5.3	0.5	3.6	0.7	4.2
M69-70 Legal, Accounting & Management Services	4.4	5.4	3.9	5.7	0.3	3.4	0.1	6.2
M71 Architectural & Engineering Services	2.0	4.5	1.3	4.6	0.1	4.5	0.5	4.1
Other Professional Services	0.8	4.6	0.8	4.9	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.2	4.4	1.2	4.9	2.2	4.8	2.8	4.0
N80 Security & Investigation	1.7	4.9	0.1	3.2	1.4	4.7	0.3	7.7
N81 Cleaning & Landscaping	2.1	3.2	0.2	3.3	0.1	1.6	1.8	3.3
Other Administrative & Support Services	2.4	5.8	1.0	5.6	0.7	6.0	0.7	6.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.5	4.7	13.2	4.6	3.4	5.2	0.9	4.5
O84,P85 Public Administration & Education	9.2	4.8	8.4	4.8	0.7	6.1	0.1	2.9
Q86-88 Health & Social Services	5.6	5.0	3.7	4.5	1.6	6.5	0.3	5.7
R90-93 Arts, Entertainment & Recreation	1.1	3.6	0.5	3.4	0.4	3.1	0.2	6.1
S,T,U Other Community, Social & Personal Services	1.5	3.9	0.6	3.7	0.6	4.4	0.2	3.3
A,B,D,E,V OTHERS*	0.7	3.3	0.4	3.3	-	-	0.2	3.7

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

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

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Figures for the month are non-seasonally adjusted. 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				
				2019	2020	2021	4Q	
							2020	2021
TOTAL				2.2	1.6	2.1	1.6	2.3
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.7	1.1	1.8	1.1	2.0
C10-12	Food, Beverages & Tobacco			2.9	2.2	2.8	2.7	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.6	1.4	2.7	2.1	2.1
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.3	1.0	1.3	0.9	1.2
C25,28	Fabricated Metal Products, Machinery & Equipment			1.8	1.0	2.2	1.2	2.2
C26	Electronic, Computer & Optical Products			1.6	1.0	1.7	0.9	2.2
C29-30	Transport Equipment			1.4	0.6	1.0	0.5	1.5
	Other Manufacturing Industries			1.5	1.2	1.9	1.2	2.2
F41-43	CONSTRUCTION			2.2	1.0	1.5	0.9	2.1
G-U	SERVICES			2.4	1.8	2.2	1.9	2.4
G46-47	WHOLESALE AND RETAIL TRADE			2.2	1.8	2.2	2.0	2.6
G46	Wholesale Trade			1.9	1.5	1.8	1.6	2.2
G47	Retail Trade			2.9	2.6	3.0	3.0	3.6
H49-53	TRANSPORTATION AND STORAGE			1.7	1.1	1.7	1.1	1.9
H49,5221	Land Transport & Supporting Services			1.8	1.2	1.4	0.9	1.8
H50,5222,5225	Water Transport & Supporting Services			1.2	1.0	1.5	1.3	1.6
H51,5223	Air Transport & Supporting Services			1.5	0.4	1.1	0.1	1.8
	Other Transportation & Storage Services			2.3	1.5	2.5	1.7	2.3
I55-56	ACCOMMODATION AND FOOD SERVICES			4.0	3.2	3.4	3.8	4.0
I55	Accommodation			3.1	1.1	2.5	1.2	3.1
I56	Food & Beverage Services			4.1	3.6	3.6	4.3	4.1
J58-63	INFORMATION AND COMMUNICATIONS			2.4	2.2	2.8	2.1	3.0
J58-61	Telecommunications, Broadcasting & Publishing			1.7	1.4	2.0	1.3	2.3
J62-63	IT & Other Information Services			2.7	2.5	3.2	2.4	3.3
K64-66	FINANCIAL AND INSURANCE SERVICES			1.8	1.3	1.8	1.2	2.0
K64 & 66 (excl.662)	Financial Services			1.8	1.3	1.8	1.1	2.0
K65 & 662	Insurance Services			2.3	1.8	1.9	1.5	1.8
L68	REAL ESTATE SERVICES			3.2	1.8	2.3	1.8	2.2
M69-75	PROFESSIONAL SERVICES			2.2	1.6	2.3	1.4	2.4
M69-70	Legal, Accounting & Management Services			2.4	1.8	2.4	1.6	2.3
M71	Architectural & Engineering Services			2.1	1.2	2.1	1.1	2.7
	Other Professional Services			2.1	1.5	2.3	1.4	1.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			4.3	3.3	3.6	3.4	3.6
N80	Security & Investigation			4.5	3.8	3.7	3.6	2.9
N81	Cleaning & Landscaping			4.5	3.3	3.3	3.4	3.2
	Other Administrative & Support Services			4.0	2.8	4.0	3.4	4.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.5	1.2	1.4	1.2	1.3
O84,P85	Public Administration & Education			1.1	1.1	1.1	1.0	0.9
Q86-88	Health & Social Services			1.7	1.6	1.7	1.4	1.7
R90-93	Arts, Entertainment & Recreation			2.0	1.1	1.4	1.0	1.3
S,T,U	Other Community, Social & Personal Services			2.1	1.3	2.0	1.7	1.8
A,B,D,E,V	OTHERS*			1.6	1.1	1.6	1.0	1.7
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.7	1.3	1.7	1.2	1.8
	Clerical, Sales & Service Workers			3.2	2.4	2.9	2.8	3.2
	Production & Transport Operators, Cleaners & Labourers			2.5	1.6	2.2	1.7	2.6

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				4Q				
				2020	2021			
				2019	2020			
				2021				
TOTAL				1.8	1.5	1.7	1.5	1.6
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.5	1.2	1.5	1.4	1.4
C10-12	Food, Beverages & Tobacco			2.6	2.3	2.5	2.5	2.2
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.6	1.7	1.9	2.3	1.8
C19-21	Petroleum, Chemical & Pharmaceutical Products			0.8	0.7	1.1	0.7	1.1
C25,28	Fabricated Metal Products, Machinery & Equipment			1.4	1.2	1.5	1.4	1.3
C26	Electronic, Computer & Optical Products			1.5	1.0	1.6	1.0	1.4
C29-30	Transport Equipment			1.2	1.1	1.2	1.4	1.2
	Other Manufacturing Industries			1.4	1.2	1.5	1.3	1.3
F41-43	CONSTRUCTION			1.8	1.4	1.3	1.6	1.3
G-U	SERVICES			1.8	1.6	1.8	1.5	1.7
G46-47	WHOLESALE AND RETAIL TRADE			1.8	1.7	1.8	1.5	1.6
G46	Wholesale Trade			1.4	1.4	1.4	1.2	1.3
G47	Retail Trade			2.4	2.3	2.5	2.3	2.2
H49-53	TRANSPORTATION AND STORAGE			1.4	1.1	1.4	1.1	1.4
H49,5221	Land Transport & Supporting Services			1.1	1.0	1.2	0.9	1.3
H50,5222,5225	Water Transport & Supporting Services			0.9	0.8	1.1	0.8	1.0
H51,5223	Air Transport & Supporting Services			0.9	0.8	1.1	0.8	1.0
	Other Transportation & Storage Services			2.1	1.5	2.0	1.5	2.0
I55-56	ACCOMMODATION AND FOOD SERVICES			3.4	3.5	3.2	3.2	2.9
I55	Accommodation			2.5	2.1	3.0	2.1	3.1
I56	Food & Beverage Services			3.6	3.7	3.3	3.3	2.9
J58-63	INFORMATION AND COMMUNICATIONS			1.6	1.5	2.0	1.8	2.4
J58-61	Telecommunications, Broadcasting & Publishing			1.2	1.2	1.5	1.2	1.8
J62-63	IT & Other Information Services			1.8	1.7	2.3	2.0	2.6
K64-66	FINANCIAL AND INSURANCE SERVICES			1.2	0.9	1.4	0.9	1.5
K64 & 66 (excl.662)	Financial Services			1.2	0.8	1.3	0.8	1.4
K65 & 662	Insurance Services			1.6	1.2	1.6	1.1	1.8
L68	REAL ESTATE SERVICES			2.5	1.6	2.1	1.7	1.9
M69-75	PROFESSIONAL SERVICES			1.7	1.3	1.7	1.3	1.6
M69-70	Legal, Accounting & Management Services			1.6	1.4	1.8	1.3	1.7
M71	Architectural & Engineering Services			1.7	1.3	1.5	1.4	1.4
	Other Professional Services			1.8	1.1	1.8	1.2	1.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.5	3.1	3.1	2.9	2.9
N80	Security & Investigation			3.8	3.4	3.6	3.4	3.4
N81	Cleaning & Landscaping			3.9	3.4	3.1	3.0	2.7
	Other Administrative & Support Services			2.7	2.3	2.5	2.1	2.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.0	0.9	1.1	0.8	1.0
O84,P85	Public Administration & Education			0.7	0.6	0.8	0.5	0.7
Q86-88	Health & Social Services			1.2	1.0	1.2	1.0	1.2
R90-93	Arts, Entertainment & Recreation			1.6	1.5	1.5	1.2	1.2
S,T,U	Other Community, Social & Personal Services			1.8	1.6	1.6	1.4	1.6
A,B,D,E,V	OTHERS*			1.2	0.9	1.1	0.8	1.2
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.2	1.0	1.3	1.0	1.3
	Clerical, Sales & Service Workers			2.6	2.4	2.5	2.2	2.3
	Production & Transport Operators, Cleaners & Labourers			2.1	1.9	1.9	2.0	1.8

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

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

Notes :

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

7.3 LABOUR TURNOVER

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

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.3	1.6	1.8	1.3	3.2	2.3	2.6	1.8
C10-32 MANUFACTURING	2.0	1.4	1.5	1.1	2.4	1.7	2.5	1.7
C10-12 Food, Beverages & Tobacco	2.8	2.2	1.7	1.4	3.8	2.5	2.9	2.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.1	1.8	1.3	1.0	2.1	2.3	2.5	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.2	1.1	1.1	0.9	1.0	0.9	1.5	1.7
C25,28 Fabricated Metal Products, Machinery & Equipment	2.2	1.3	1.9	1.3	2.1	1.7	2.4	1.3
C26 Electronic, Computer & Optical Products	2.2	1.4	1.6	1.1	2.0	0.7	3.1	2.0
C29-30 Transport Equipment	1.5	1.2	0.9	0.8	0.9	0.7	2.1	1.6
Other Manufacturing Industries	2.2	1.3	1.9	1.3	3.0	1.3	2.3	1.4
F41-43 CONSTRUCTION	2.1	1.3	1.7	1.2	2.1	1.1	2.3	1.4
G-U SERVICES	2.4	1.7	1.8	1.4	3.3	2.4	3.0	2.1
G46-47 WHOLESALE AND RETAIL TRADE	2.6	1.6	1.9	1.3	3.8	2.2	2.9	1.5
G46 Wholesale Trade	2.2	1.3	1.7	1.2	3.3	1.6	2.7	1.5
G47 Retail Trade	3.6	2.2	2.4	1.6	4.2	2.6	3.5	1.7
H49-53 TRANSPORTATION AND STORAGE	1.9	1.4	1.4	1.1	1.8	1.5	2.4	1.7
H49,5221 Land Transport & Supporting Services	1.8	1.3	1.7	1.1	2.4	2.3	1.8	1.2
H50,5222,5225 Water Transport & Supporting Services	1.6	1.0	1.3	1.0	1.9	1.6	1.8	0.9
H51,5223 Air Transport & Supporting Services	1.8	1.0	1.2	0.8	1.0	0.9	14.2	3.9
Other Transportation & Storage Services	2.3	2.0	1.5	1.3	3.1	2.4	2.6	2.3
I55-56 ACCOMMODATION AND FOOD SERVICES	4.0	2.9	2.5	2.0	4.9	3.6	3.1	2.2
I55 Accommodation	3.1	3.1	3.2	2.8	2.8	3.4	3.4	3.0
I56 Food & Beverage Services	4.1	2.9	2.3	1.7	5.1	3.6	3.1	2.1
J58-63 INFORMATION AND COMMUNICATIONS	3.0	2.4	3.0	2.4	3.5	2.3	1.6	2.4
J58-61 Telecommunications, Broadcasting & Publishing	2.3	1.8	2.3	1.8	2.4	1.8	2.6	2.5
J62-63 IT & Other Information Services	3.3	2.6	3.2	2.6	4.9	3.1	1.0	2.3
K64-66 FINANCIAL AND INSURANCE SERVICES	2.0	1.5	2.0	1.5	2.1	1.6	2.6	1.9
K64 & 66 (excl.662) Financial Services	2.0	1.4	2.0	1.4	2.3	1.7	2.6	1.8
K65 & 662 Insurance Services	1.8	1.8	1.8	1.9	1.8	1.4	3.0	3.5
L68 REAL ESTATE SERVICES	2.2	1.9	1.8	1.6	2.3	2.0	3.3	2.4
M69-75 PROFESSIONAL SERVICES	2.4	1.6	2.2	1.7	2.5	1.3	3.6	1.2
M69-70 Legal, Accounting & Management Services	2.3	1.7	2.3	1.8	2.4	1.1	2.5	1.0
M71 Architectural & Engineering Services	2.7	1.4	2.2	1.4	3.1	2.0	3.8	1.3
Other Professional Services	1.9	1.6	1.8	1.6	1.7	1.3	2.8	1.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.6	2.9	2.8	2.0	3.7	3.1	3.8	3.2
N80 Security & Investigation	2.9	3.4	1.2	0.9	3.1	3.6	2.2	3.3
N81 Cleaning & Landscaping	3.2	2.7	2.1	1.4	2.3	1.7	3.4	3.0
Other Administrative & Support Services	4.9	2.8	3.2	2.3	5.6	2.5	6.6	4.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.3	1.0	1.1	0.9	1.9	1.4	1.5	1.3
O84,P85 Public Administration & Education	0.9	0.7	0.9	0.7	1.1	0.8	0.5	0.7
Q86-88 Health & Social Services	1.7	1.2	1.4	1.0	2.7	1.6	1.8	1.1
R90-93 Arts, Entertainment & Recreation	1.3	1.2	1.2	1.1	1.2	1.1	1.9	1.6
S,T,U Other Community, Social & Personal Services	1.8	1.6	1.7	1.6	1.8	1.7	1.6	1.5
A,B,D,E,V OTHERS*	1.7	1.2	1.3	0.9	2.0	1.4	2.4	1.7

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

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

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

7.4 LABOUR TURNOVER

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2019	2020	2021	2020	2021			
					Dec	Mar	Jun	Sep	Dec
TOTAL		44.7	44.0	44.2	44.3	44.2	44.3	44.3	44.2
C10-32	MANUFACTURING	47.8	46.9	47.8	47.4	47.5	48.1	48.3	47.6
C10-12	Food, Beverages & Tobacco	45.1	45.4	45.8	45.7	45.5	45.5	46.9	45.3
C17,18,22	Paper / Rubber / Plastic Products & Printing	47.6	47.4	48.6	48.7	48.3	48.4	48.7	49.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	43.9	43.7	44.2	43.9	43.7	44.0	44.7	44.5
C25,28	Fabricated Metal Products, Machinery & Equipment	49.5	48.1	49.5	48.6	49.4	49.9	49.5	49.2
C26	Electronic, Computer & Optical Products	46.3	46.8	47.8	47.3	47.1	48.3	48.2	47.6
C29-30	Transport Equipment	50.7	47.7	48.8	48.6	48.3	49.0	49.4	48.4
	Other Manufacturing Industries	47.4	46.8	47.5	47.1	47.2	48.0	48.0	46.9
F41-43	CONSTRUCTION	50.0	48.1	49.8	49.8	49.5	49.7	50.5	49.3
G-U	SERVICES	42.9	42.5	42.5	42.6	42.5	42.4	42.3	42.6
G46-47	WHOLESALE AND RETAIL TRADE	42.9	42.7	42.3	42.6	42.5	42.4	42.5	42.1
G46	Wholesale Trade	43.2	43.1	42.7	42.6	43.0	42.7	42.7	42.5
G47	Retail Trade	42.1	41.9	41.5	42.6	41.3	41.7	41.8	41.2
H49-53	TRANSPORTATION AND STORAGE	45.5	45.1	45.4	44.9	45.4	45.4	45.2	45.6
H49,5221	Land Transport & Supporting Services	46.1	46.6	46.7	45.3	46.8	46.6	46.0	47.5
H50,5222,5225	Water Transport & Supporting Services	44.7	44.4	45.1	44.8	45.1	45.1	45.3	44.9
H51,5223	Air Transport & Supporting Services	44.5	42.6	43.0	42.8	43.0	42.9	42.7	43.4
	Other Transportation & Storage Services	46.2	45.7	46.0	45.8	46.0	46.2	46.1	45.8
I55-56	ACCOMMODATION AND FOOD SERVICES	41.8	40.9	40.5	40.7	40.6	40.7	40.1	40.5
I55	Accommodation	45.7	44.2	44.7	44.5	44.6	44.8	44.3	45.3
I56	Food & Beverage Services	41.0	40.4	39.7	40.0	39.9	39.9	39.4	39.7
J58-63	INFORMATION AND COMMUNICATIONS	41.6	41.5	41.5	41.6	41.5	41.5	41.6	41.2
J58-61	Telecommunications, Broadcasting & Publishing	41.7	42.0	41.3	42.4	41.4	41.6	41.3	40.7
J62-63	IT & Other Information Services	41.6	41.3	41.6	41.3	41.5	41.5	41.8	41.5
K64-66	FINANCIAL AND INSURANCE SERVICES	41.6	41.3	41.7	41.2	41.5	41.2	41.0	43.2
K64 & 66 (excl.662)	Financial Services	41.8	41.5	41.9	41.4	41.7	41.4	41.1	43.6
K65 & 662	Insurance Services	40.2	40.2	40.2	40.0	40.1	40.4	40.1	40.1
L68	REAL ESTATE SERVICES	44.2	43.6	43.4	43.4	43.4	43.4	43.4	43.3
M69-75	PROFESSIONAL SERVICES	42.9	42.4	42.4	42.6	42.5	42.4	42.3	42.4
M69-70	Legal, Accounting & Management Services	40.9	40.9	40.9	41.0	41.0	40.9	40.8	40.8
M71	Architectural & Engineering Services	46.0	44.9	45.3	45.6	45.3	45.4	45.0	45.3
	Other Professional Services	41.9	42.4	42.0	42.3	42.2	41.7	42.4	41.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.0	45.3	44.8	45.5	45.2	45.0	44.3	44.5
N80	Security & Investigation	51.3	49.6	47.9	48.7	47.6	48.0	48.6	47.2
N81	Cleaning & Landscaping	44.4	43.9	44.4	44.2	44.4	44.5	44.3	44.5
	Other Administrative & Support Services	44.4	43.8	42.7	44.5	44.2	43.3	41.3	42.0
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.9	41.7	41.7	41.8	41.6	41.6	41.7	41.8
O84,P85	Public Administration & Education	41.3	41.4	41.4	41.5	41.5	41.5	41.4	41.3
Q86-88	Health & Social Services	41.9	42.0	42.1	42.0	41.9	42.0	42.3	42.3
R90-93	Arts, Entertainment & Recreation	43.8	43.3	42.8	43.8	42.5	42.0	43.6	43.3
S,T,U	Other Community, Social & Personal Services	42.4	41.3	40.5	41.1	40.4	40.3	40.2	41.1
A,B,D,E,V	OTHERS*	45.1	45.0	45.1	45.4	45.3	45.1	44.6	45.4

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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)		2019	2020	2021	2020	2021			
					Dec	Mar	Jun	Sep	Dec
TOTAL		2.7	2.0	2.5	2.4	2.4	2.5	2.6	2.4
C10-32	MANUFACTURING	5.1	4.2	5.3	4.9	5.0	5.4	5.7	5.0
C10-12	Food, Beverages & Tobacco	3.3	2.8	3.6	3.5	3.3	3.3	4.5	3.3
C17,18,22	Paper / Rubber / Plastic Products & Printing	4.3	3.9	5.5	5.4	5.4	4.8	5.4	6.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.3	2.2	2.6	2.5	2.1	2.3	3.5	2.6
C25,28	Fabricated Metal Products, Machinery & Equipment	6.3	5.0	6.5	5.7	6.3	7.0	6.5	6.2
C26	Electronic, Computer & Optical Products	4.0	4.5	5.5	5.5	5.3	5.7	5.6	5.3
C29-30	Transport Equipment	7.3	4.5	5.7	5.4	5.3	5.9	6.5	5.2
	Other Manufacturing Industries	5.0	4.7	5.5	4.8	5.2	5.7	6.1	4.9
F41-43	CONSTRUCTION	6.1	4.3	6.0	5.9	5.8	6.1	6.8	5.5
G-U	SERVICES	1.5	1.2	1.2	1.2	1.2	1.2	1.2	1.3
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.3	1.3	1.5	1.3	1.3	1.2	1.1
G46	Wholesale Trade	1.3	1.2	1.3	1.2	1.4	1.4	1.2	1.2
G47	Retail Trade	1.7	1.5	1.1	2.1	1.1	1.2	1.3	1.0
H49-53	TRANSPORTATION AND STORAGE	2.7	2.4	2.9	2.3	2.7	2.9	2.9	3.1
H49,5221	Land Transport & Supporting Services	3.7	3.8	4.3	2.8	4.2	4.5	4.0	4.5
H50,5222,5225	Water Transport & Supporting Services	2.2	2.0	2.4	2.1	2.3	2.5	2.6	2.1
H51,5223	Air Transport & Supporting Services	1.4	0.5	1.0	0.7	1.0	0.9	0.6	1.6
	Other Transportation & Storage Services	3.0	2.7	3.3	2.9	3.0	3.1	3.7	3.6
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.3	1.3	1.5	1.3	1.2	1.3	1.5
I55	Accommodation	2.3	0.7	1.4	1.2	1.2	1.3	1.1	1.8
I56	Food & Beverage Services	1.9	1.4	1.3	1.5	1.3	1.1	1.4	1.4
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.2	0.2	0.2	0.2	0.2	0.3	0.2
J58-61	Telecommunications, Broadcasting & Publishing	0.3	0.3	0.2	0.4	0.3	0.2	0.3	0.2
J62-63	IT & Other Information Services	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.4	0.2	0.5	0.1	0.2	0.1	0.1	1.5
K64 & 66 (excl.662)	Financial Services	0.5	0.2	0.5	0.1	0.2	0.1	0.1	1.7
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	0.1	0.1	-	0.1
L68	REAL ESTATE SERVICES	1.7	1.0	1.2	1.0	1.1	1.3	1.2	1.3
M69-75	PROFESSIONAL SERVICES	1.4	0.9	1.1	1.1	1.1	1.1	1.0	1.0
M69-70	Legal, Accounting & Management Services	0.3	0.2	0.2	0.2	0.2	0.3	0.2	0.2
M71	Architectural & Engineering Services	3.4	2.4	2.7	2.9	2.6	2.8	2.4	2.8
	Other Professional Services	0.6	0.6	0.9	1.0	1.0	0.8	1.3	0.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.4	3.3	3.4	3.4	3.6	3.4	2.9
N80	Security & Investigation	10.1	7.9	6.6	6.7	6.3	7.0	7.5	5.6
N81	Cleaning & Landscaping	2.6	2.2	2.6	2.2	2.5	2.5	2.8	2.5
	Other Administrative & Support Services	2.0	1.8	1.8	2.5	2.2	2.2	1.3	1.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.3	0.3	0.4	0.3	0.3	0.3	0.3
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q86-88	Health & Social Services	0.5	0.4	0.5	0.4	0.5	0.4	0.5	0.4
R90-93	Arts, Entertainment & Recreation	1.1	0.9	0.9	2.2	0.7	0.6	1.0	1.1
S,T,U	Other Community, Social & Personal Services	1.2	0.6	0.6	0.7	0.6	0.6	0.7	0.6
A,B,D,E,V	OTHERS*	2.6	2.4	2.6	2.9	2.8	2.7	2.1	2.8

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

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

Notes :

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

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment. For example, the re-entry rate for the first quarter of 2021 shows the proportion of residents retrenched in the third quarter of 2020 who had re-entered employment six months after retrenchment. Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment. For example, the 2021 re-entry rate pertains to residents retrenched from 3Q 2020 to 2Q 2021, who had re-entered employment by 2021 (six months after 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.

A low re-entry rate could also be the result of workers taking a break from the labour force rather than a weak job market. An analysis of the change in re-entry rate over time should therefore be made in the context of other

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 21	65,700	2,500	3.8%	60,800	70,700
Resident Unemployment Rate	Dec 21	2.7%	0.10%-pt	3.8%	2.5%	2.9%
JOB VACANCY						
Job Vacancy Number	Dec 21	114,000	3,700	3.2%	106,600	121,400
Job Vacancy Rate	Dec 21	5.2%	0.09%-pt	1.7%	5.0%	5.4%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 21	2.3%	0.04%-pt	1.7%	2.2%	2.4%
Average Monthly Resignation Rate	4Q 21	1.6%	0.02%-pt	1.3%	1.6%	1.7%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 21	2.4	0.08	3.4%	2.2	2.6

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT 2021

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

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

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

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

Too detailed Just right Too brief

4. Overall, how would you rate this publication?

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

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

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

Thank you for your valuable feedback

Name : _____ Designation : _____

Name and address of organisation : _____

Please return the above to :

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

OTHER RELEASES



UPCOMING ...

Job Vacancies 2021	28 Mar - 1 Apr 2022*
Labour Market Advance Release First Quarter 2022	28-29 Apr 2022*

PAST ...

Labour Market Report 2021	14 Mar 2022
Labour Market Advance Release 2021	28 Jan 2022
Labour Force In Singapore 2021	28 Jan 2022
Labour Market Report Third Quarter 2021	15 Dec 2021
Labour Force In Singapore Advance Release 2021	1 Dec 2021
Labour Market Advance Release Third Quarter 2021	29 Oct 2021
Labour Market Report Second Quarter 2021	15 Sep 2021

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



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