

Labour Market Report Fourth Quarter 2024



MINISTRY OF
MANPOWER

MANPOWER RESEARCH &
STATISTICS DEPARTMENT

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LABOUR MARKET REPORT FOURTH QUARTER 2024

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MISSION

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

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

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

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

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Explanatory Notes

Notations

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

Abbreviations

excl	: Excluding
MDW	: Migrant domestic workers
MOM	: Ministry of Manpower
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

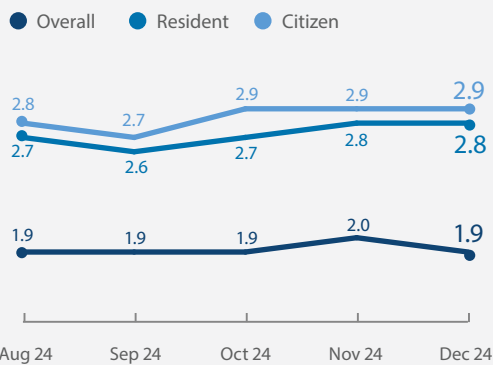
Report Fourth Quarter

2024

Unemployment

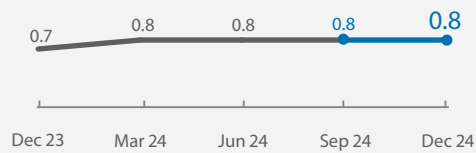
Unemployment rates continued to stay low

Unemployment rate (%), seasonally adjusted



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

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



Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoffs increased but this remained low at pre-pandemic levels



480
3Q 2024

↑

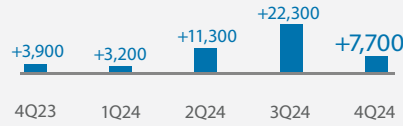
660
4Q 2024

Employment

Both resident and non-resident grew in 2024

Resident employment increased by 8,800, reversing the decline of 4,600 in 2023. Non-resident employment grew at a slower pace in 2024 compared to 2023

Employment change (excluded MDW)



Employment data excludes migrant domestic workers (MDW)

Employment level (excluded MDW)

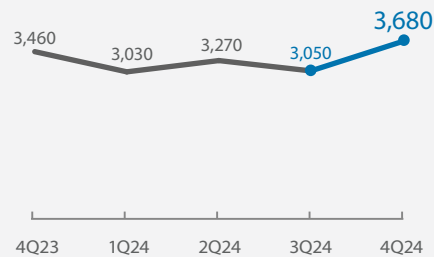


3,744,600
Dec 2024

Retrenchment

The number of retrenchments increased in 4Q 2024 but was lower in 2024 compared to 2023

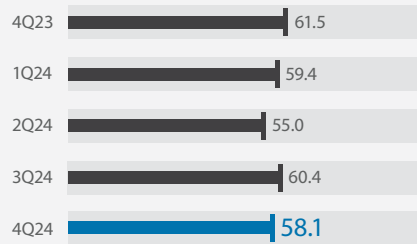
Retrenched employees



Re-entry into Employment

The resident rate of re-entry into employment within 6 months post-retrenchment decreased in 4Q 2024

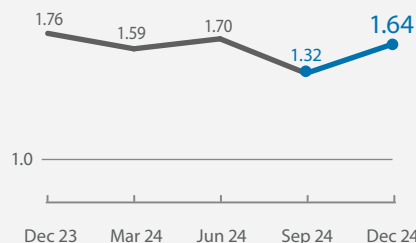
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

The number of job vacancies rebounded in December 2024

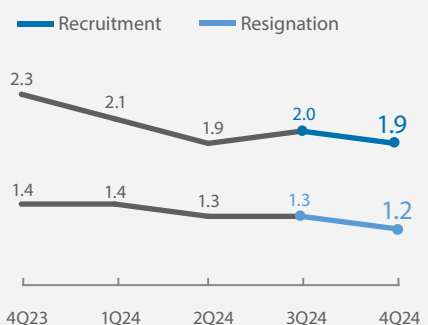
Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

Both the recruitment and resignation rates are comparable to the previous quarter

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



Labour Market Report Fourth Quarter 2024

Executive Summary

- Total employment grew by 44,500 in 2024, compared to 78,800 in 2023. Resident employment increased by 8,800, reversing the decline of 4,600 in 2023. This growth was mainly in higher-skilled sectors such as *Financial & Insurance Services* (5,300), *Health & Social Work* (5,200), *Professional Services* (5,000) and *Information & Communications* (4,200). There were notable declines in resident employment in lower-skilled sectors such as *Food & Beverage Services* (-2,100) and *Administrative & Support Services* (-700).
- Non-resident employment grew at a slower pace in 2024 (35,700) compared to 2023 (83,500). The increase was mostly among Work Permit holders (39,400 in 2024), who filled blue-collar jobs that residents were less likely to take. The number of Employment Pass (EP) and S Pass holders held steady in 2024 following significant increases in the past two years, as companies adjust to COMPASS and the higher qualifying salary requirements for EP and S Pass holders.
- The unemployment rates (overall: 1.9%, resident: 2.8%, citizen: 2.9%) and resident long-term unemployment rate (0.8%) remained low and stable in December 2024, reflecting continued labour market tightness. Although the number of retrenchments edged up in the last quarter of 2024, the total number of retrenchments for the full year 2024 (13,020) was lower than in 2023 (14,590). The incidence of retrenchment (per 1,000 employees) was also lower at 5.9 in 2024 compared to 6.7 in 2023.
- In December 2024, job vacancies rose to 77,500, up from 61,500 in September 2024. About 70% of the vacancies were for jobs typically filled by residents, for example, in *Professional Services*, *Information & Communications*, *Financial & Insurance Services* and *Health & Social Services*.
- We expect the labour market to continue expanding in the near term.¹ Based on MOM's survey, the proportion of employers expecting to increase wages and headcount in the next three months rose in December 2024 compared to September 2024.² However, should global trade tensions intensify leading to a deceleration in domestic economic growth, labour market performance is likely to soften.

¹ This is in line with the positive GDP growth forecast for the Singapore economy. Based on MTI's Annual Economic Survey released in February 2025, the Singapore economy is projected to expand by 1.0% to 3.0% in 2025, slower than the 4.4% growth recorded in 2024. Growth for the year will largely be supported by continued expansions in the manufacturing and outward-oriented services sectors. Nonetheless, uncertainties in the global economy remain significant, stemming from ongoing trade frictions and potential disruptions to the global disinflation process.

² The proportion of firms with intention to raise wages in the next 3 months rose from 15.6% September 2024 to 31.6% in December 2024. The proportion of firms with intention to hire in the next 3 months also rose from 43.2% in September 2024 to 46.3% in December 2024.

Employment

The labour market continued to expand in 2024. Total employment grew by 44,500 in 2024, with increases in both resident and non-resident employment.

Resident³ employment increased by 8,800, reversing the decline of 4,600 in 2023. This growth was mainly in higher-skilled sectors such as *Financial & Insurance Services* (5,300), *Health & Social Work* (5,200), *Professional Services* (5,000) and *Information & Communications* (4,200). There were notable declines in resident employment in lower-skilled sectors such as *Food & Beverage Services* (-2,100) and *Administrative & Support Services* (-700).⁴

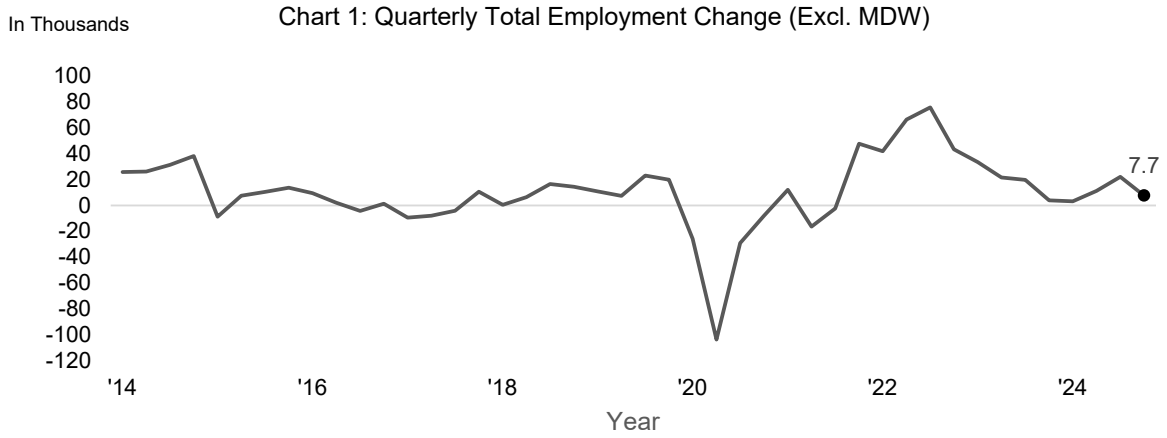
Non-resident employment grew at a slower pace in 2024 (35,700) compared to 2023 (83,500). The increase was mostly among Work Permit holders⁵ (39,400 in 2024), who filled blue-collar jobs that residents were less likely to take. The number of Employment Pass (EP) and S Pass holders held steady in 2024 following significant increases in the past two years, as companies adjust to COMPASS and the higher qualifying salary requirements for EP and S Pass holders.

In 4Q 2024, both residents (1,400) and non-residents (6,300) contributed to the total employment growth (7,700) [Chart 1]. Resident employment continued to grow strongly in *Professional Services* and *Financial Services*, and it declined in sectors such as *Food & Beverage Services* and *Administrative & Support Services*. The growth in Work Permit holders – which accounted for the bulk of non-resident employment growth and came mainly from *Construction* and *Manufacturing* – has slowed significantly compared to 3Q 2024.

³ Refers to Singapore citizens and permanent residents.

⁴ Along with employment increases, the labour force participation rate of Singapore citizens has also increased from 65.6% in 2014 to 66.4% in 2024. The citizen labour force participation rate is one of the highest compared to developed countries such as United Kingdom (63.3%), the United States of America (62.6%), Germany (61.6%) and France (56.3%).

⁵ The number of Work Permit holders includes those holding “other work passes”, i.e. Letter of Consent (LOC), pre-approved LOC, Training Work Permit (TWP) and Training Employment Pass (TEP).



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

Notes:

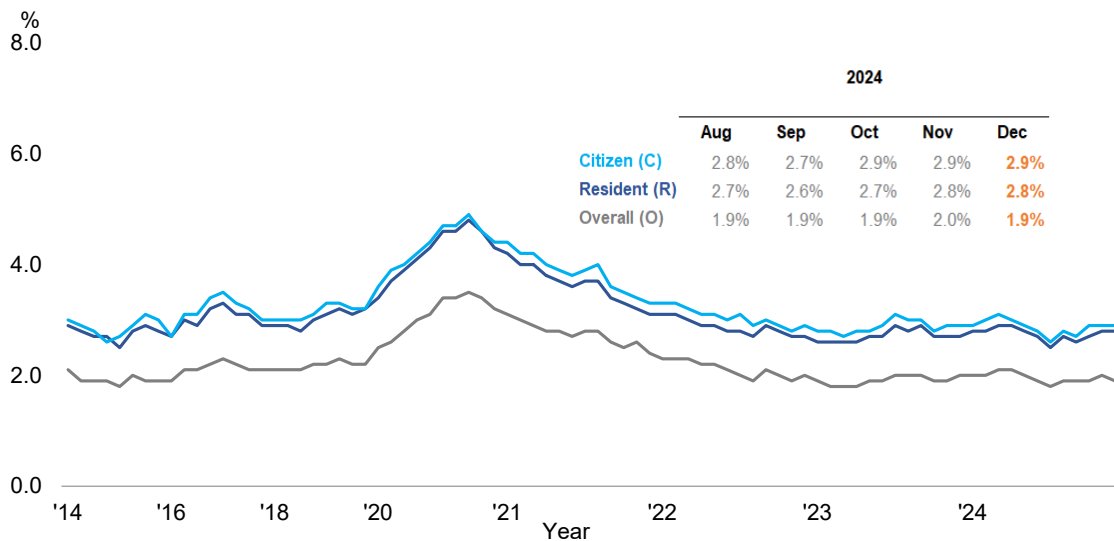
- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (3) 'Excl. MDW' refers to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

Unemployment

The unemployment rates remained low and stable in November and December 2024 (overall: 1.9%; resident: 2.8%; citizen: 2.9%) [Chart 2].^{6, 7}

Data for January 2025 show an uptick in unemployment rates (overall: 2.0%; resident: 2.9%; citizen: 3.0%). However, with a tight labour market, unemployment rates are likely to continue staying low in the near term.⁸

Chart 2: Unemployment Rate (Seasonally Adjusted)



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

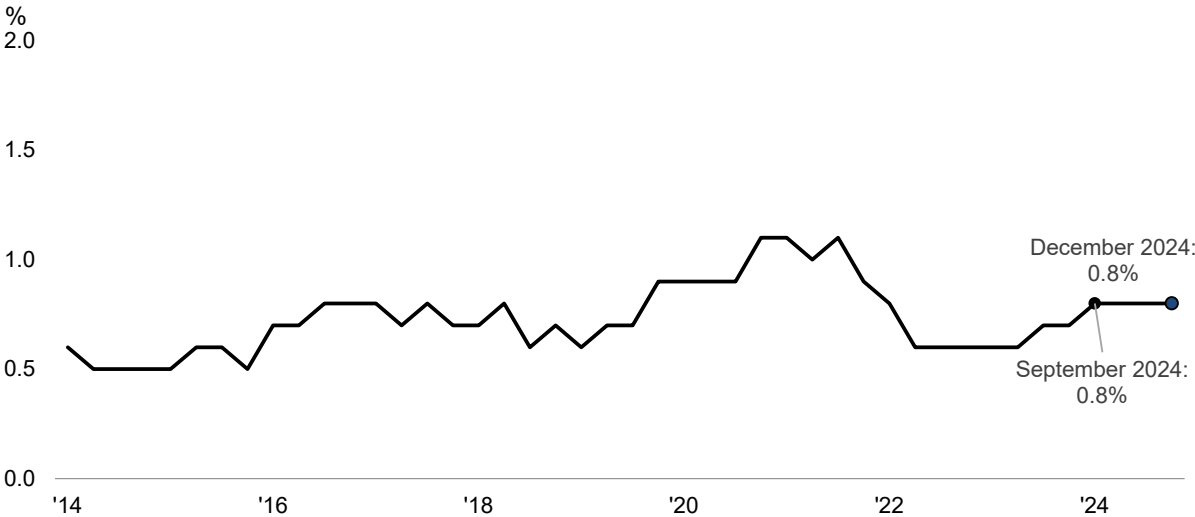
⁶ Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 4Q 2024 was at 2.1%, same as the previous quarter (2.1%) and higher than that recorded in the same period a year ago at 1.9%.

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

⁸ Among citizens, our unemployment rate is at 2.9% in 2024, similar to a decade ago (2014: 2.8%). It is lower when compared to other major advanced countries such as Canada (5.4%), the United Kingdom (3.7%), the United States of America (3.6%) and Germany (3.0%).

The resident long-term unemployment rate has remained at 0.8% since September 2024 [Chart 3].

Chart 3: Resident Long-Term Unemployment Rate (Seasonally Adjusted)



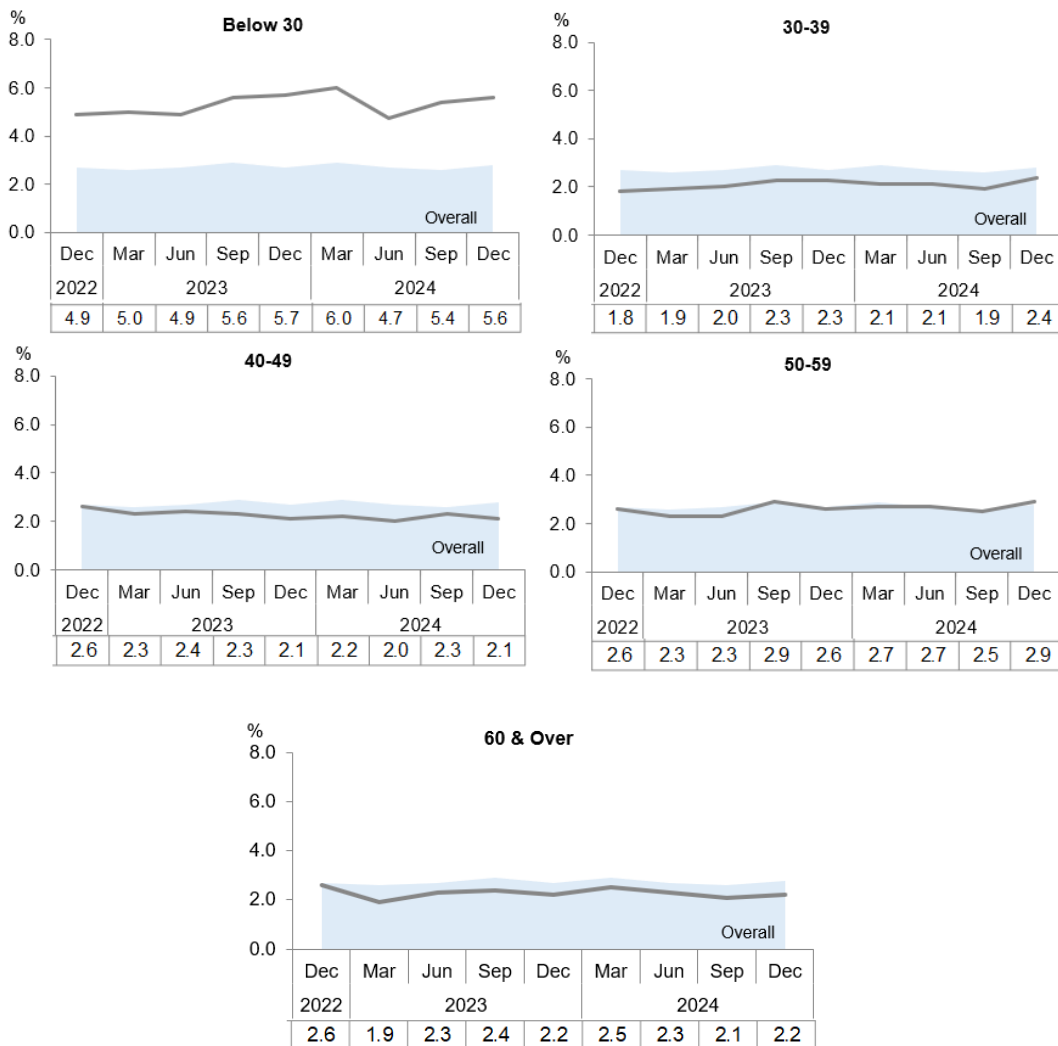
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

The resident unemployment rate stayed within range of recent quarters for most age groups [Chart 4]. While there was a recent rise in the unemployment rate for young residents aged below 30 (from 5.4% in September 2024 to 5.6% in December 2024), most of the job separations for young residents were not involuntary, i.e., not due to retrenchment or involuntary termination of contracts.

The unemployment rate for the young in Singapore is also low when compared to other developed economies such as Hong Kong, the United States, the United Kingdom and Sweden.

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

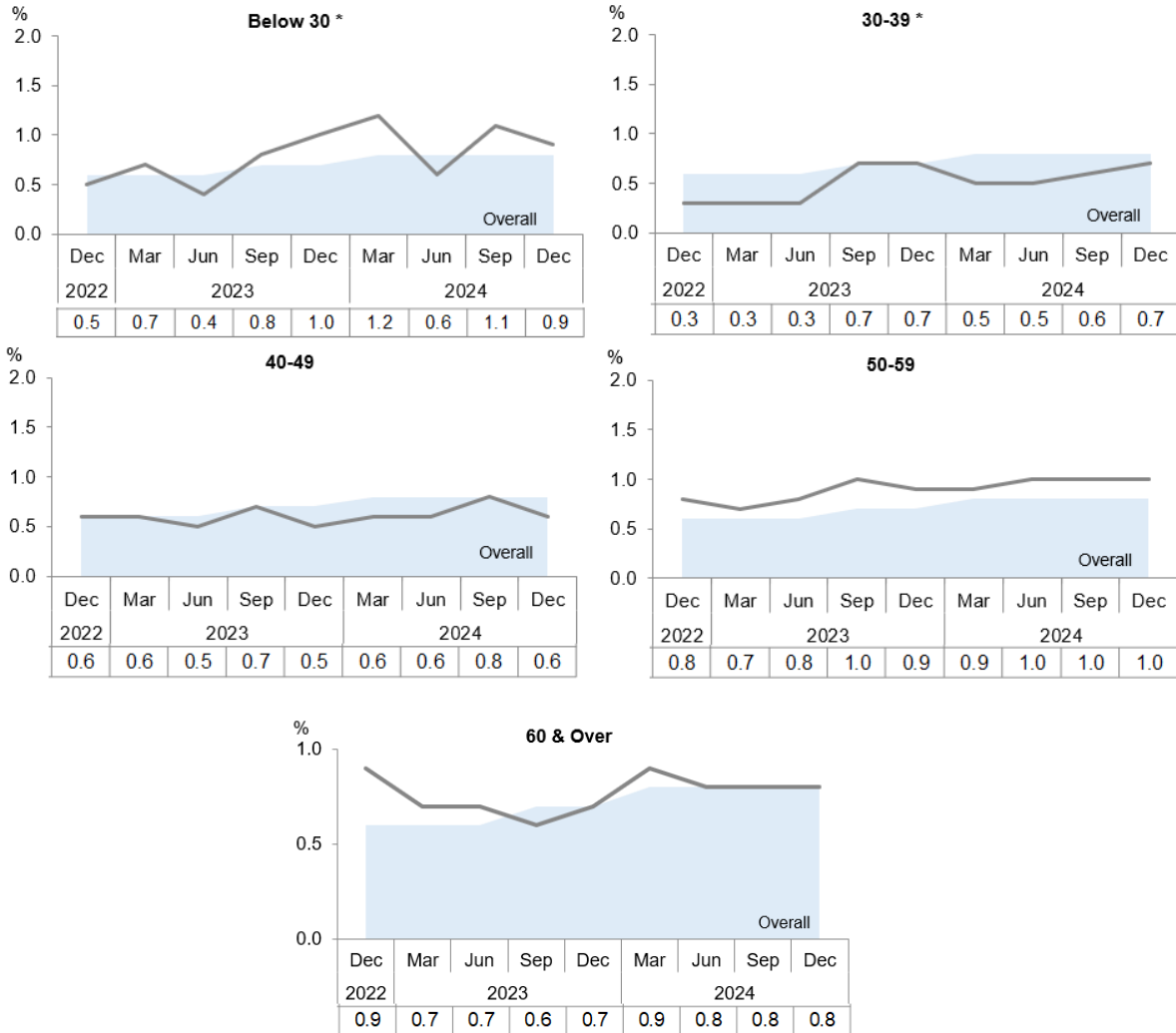


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Overall, young residents are unlikely to stay unemployed for extended periods – even as their unemployment rates increased slightly over the quarter – as their long-term unemployment rate declined from 1.1% in September 2024 to 0.9% in December 2024 [Chart 5].

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



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

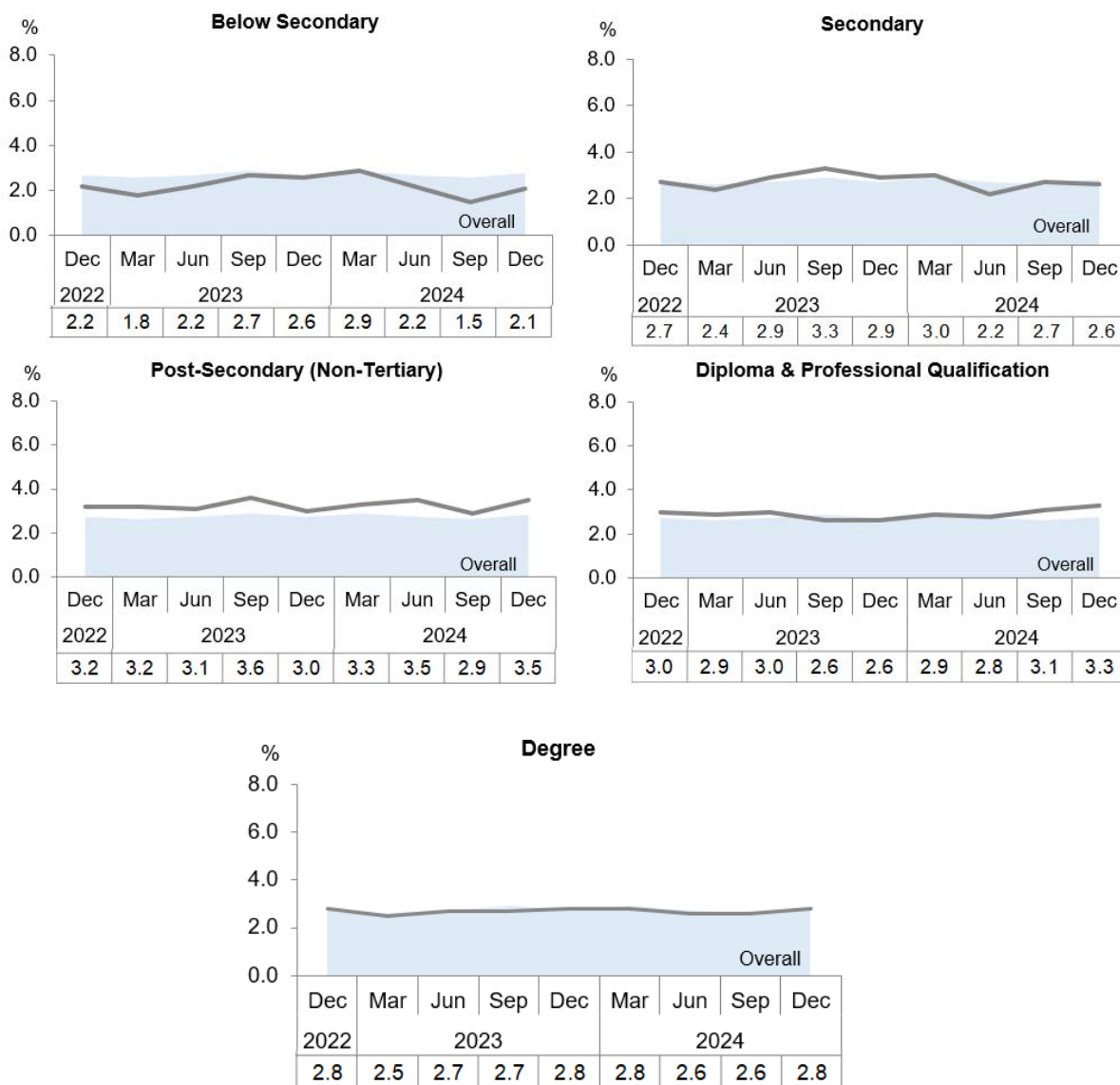
Notes:

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

By education, the resident unemployment rate was broadly stable in December 2024 [Chart 6]. Among the non-tertiary educated groups (below secondary and post-secondary (non-tertiary)) where there were larger increases in the unemployment rate, their long-term unemployment rates either remained the same or declined over the quarter in December 2024 [Chart 7].

Overall, findings suggest that there are no prolonged job search difficulties for young residents and degree graduates.

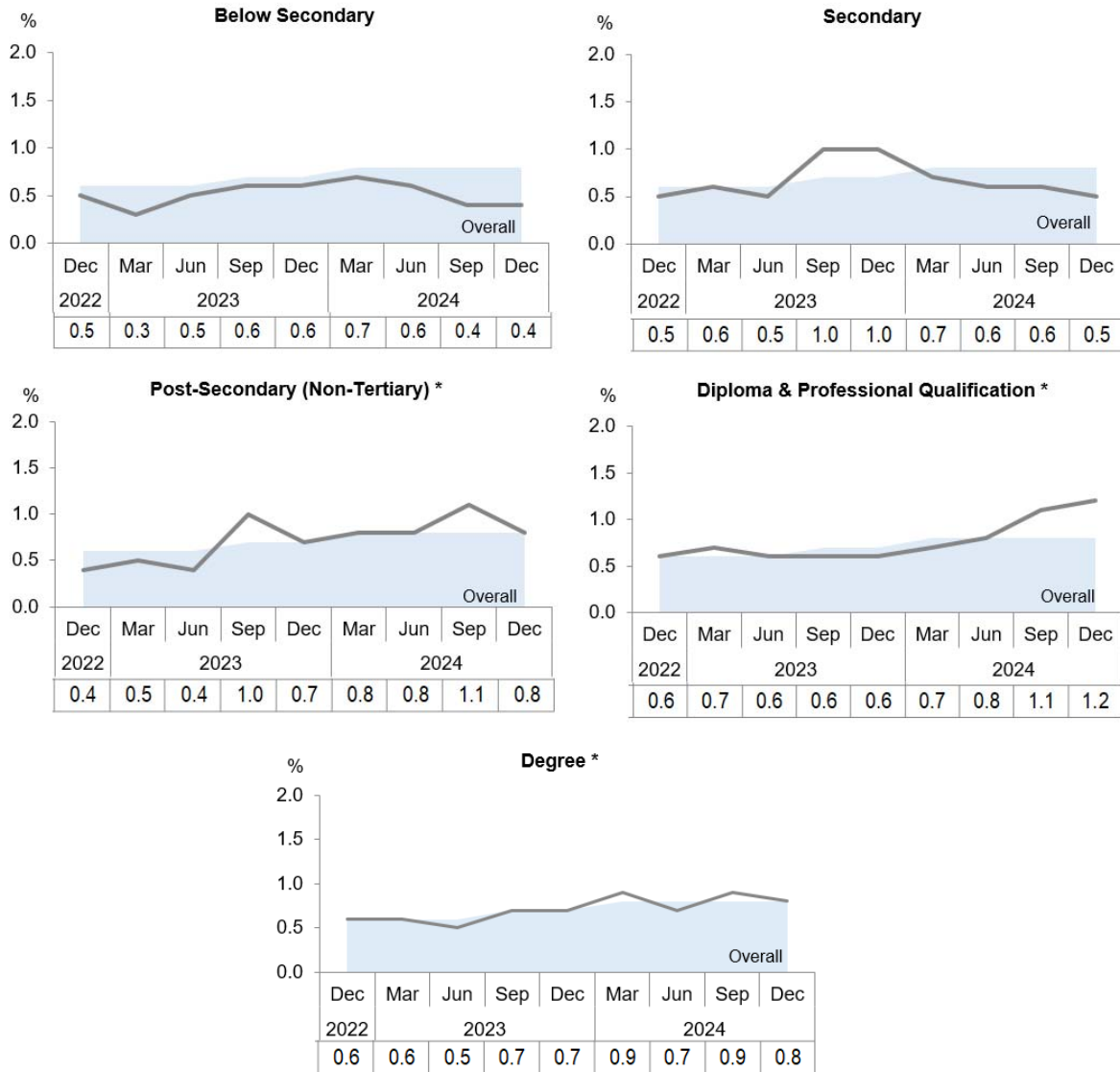
Chart 6: Resident Unemployment Rate by Education
(Seasonally Adjusted)



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

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

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



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

Notes:

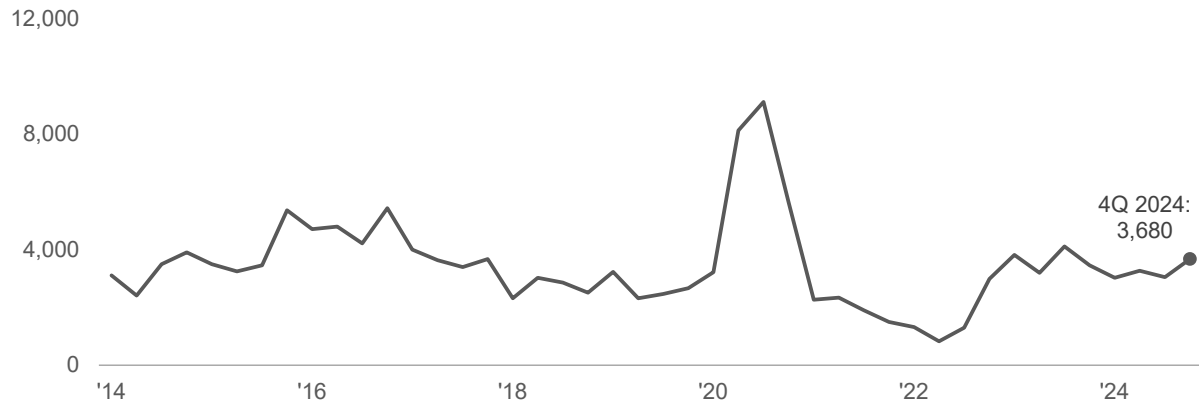
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.
- (3) The shaded region in the chart represents the range of long-term unemployment rates which is at or below the overall resident long-term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

Retrenchment

Although the number of retrenchments edged up in the last quarter of 2024 (3,680 compared to 3,050 in 3Q 2024), the total number of retrenchments for the full year 2024 (13,020) was lower than in 2023 (14,590) [Chart 8].⁹

The increase in retrenchments over the quarter was mainly in *Financial & Insurance Services* (from 270 to 620) as a higher proportion of firms retrenched due to high cost (from 4.8% in 3Q 2024 to 8.7% in 4Q 2024).

Chart 8: Retrenchments



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

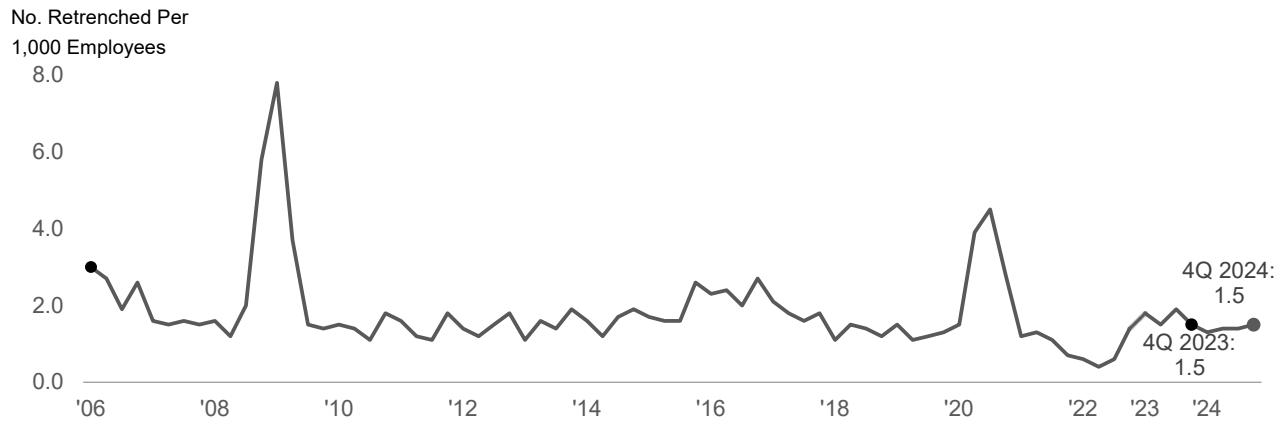
Notes:

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

⁹ In 2024, 9 in 10 retrenched employees who were eligible for retrenchment benefits (i.e. those with at least two years of service with the firm) received retrenchment benefit payouts. Non-provision in contracts and financial difficulties of firms were the top reasons for non-payment. 9 in 10 employees also received advance notice of their retrenchment, allowing them sufficient time to seek new employment or make alternate plans. A majority (80%) also received employment facilitation, helping them to find jobs more quickly.

The incidence of retrenchment (per 1,000 employees) was lower at 5.9 in 2024 compared to 6.7 in 2023. However, the incidence of retrenchment rose slightly from 3Q 2024 (1.4) to 4Q 2024 (1.5) but remained similar to 4Q 2023 (1.5) [Chart 9].

Chart 9: Incidence of Retrenchment



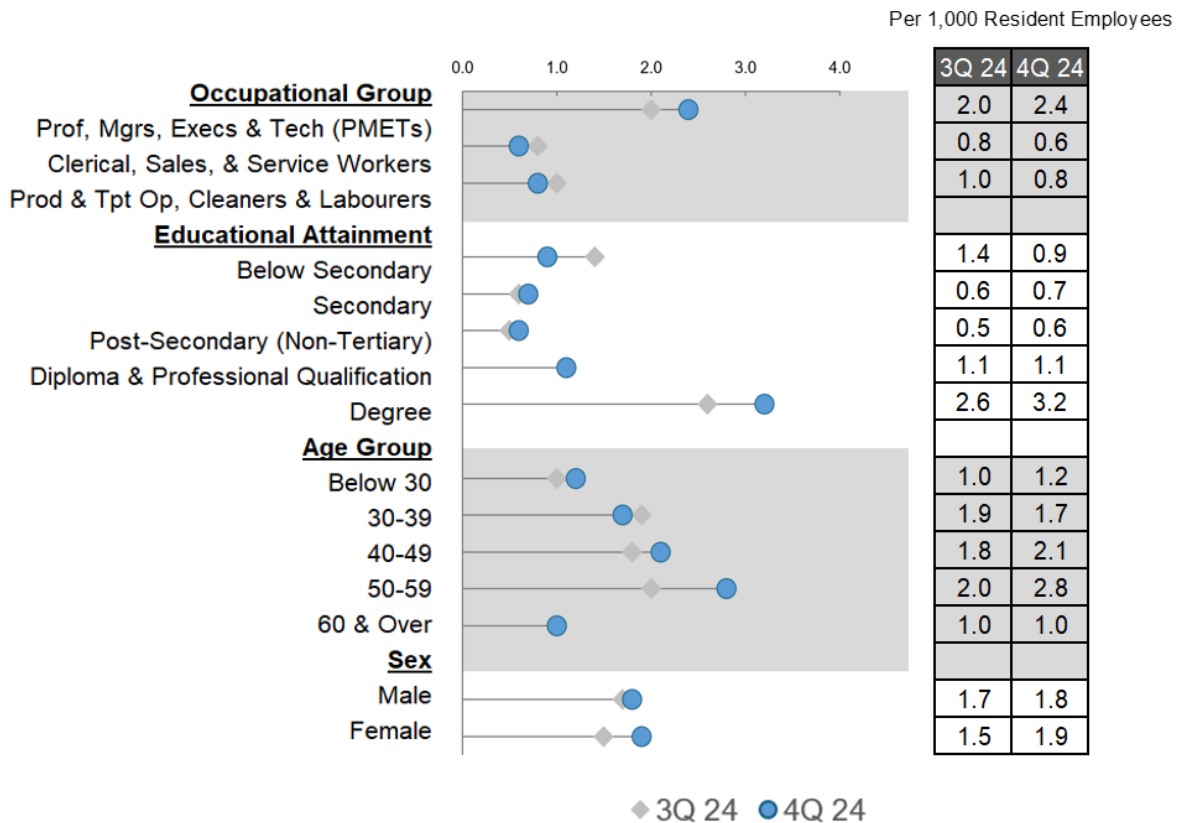
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Mirroring the workforce composition, residents formed the majority (9,380 or 72.1%) of all retrenched employees in 2024. The incidence of retrenchment among residents was 6.7 per 1,000 resident employees in 2024, lower than in 2023 (7.3 per 1,000 resident employees).

Over the quarter, seniors in their 50s saw a larger rise in incidence of retrenchment, from 2.0 per 1,000 resident employees in 3Q 2024 to 2.8 per 1,000 resident employees in 4Q 2024 [Chart 10].

Chart 10: Incidence of Retrenchment Among Residents by Occupation Group, Educational Attainment, Age Group and Sex



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

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

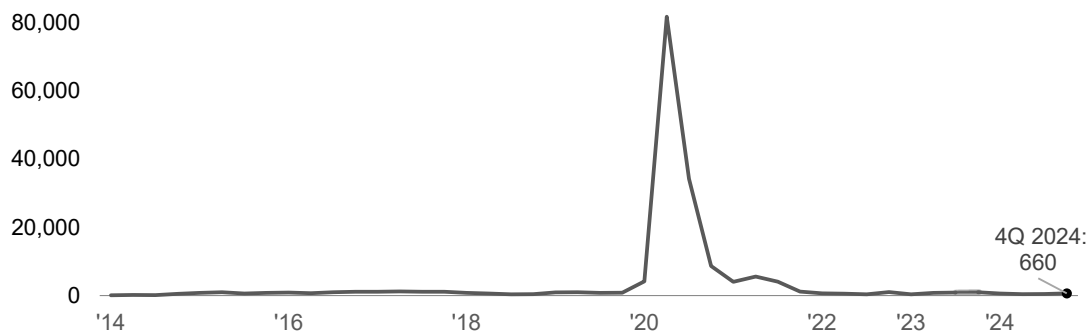
Short Work-week Or Temporary Layoff

For the full year of 2024, 2,210 employees had been placed on short work-week or temporary layoffs, lower than 3,110 in 2023.

The number of employees placed on short work-week or temporary layoffs has also increased from 480 in 3Q 2024 to 660 in 4Q 2024, but still below the pre-pandemic range (under 1,000 employees affected per quarter) [Chart 11]. The slight increase was across all three broad occupation groups.

Similar to previous quarters, most employees were placed on short work-week (560) instead of temporary layoffs. In particular, *Financial Services* (+80) and *Food & Beverage Services* (+40) saw a relatively larger increase in the number of employees placed on short work-week.

Chart 11: Number of Employees on Short Work-week or Temporary Layoff



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

Notes:

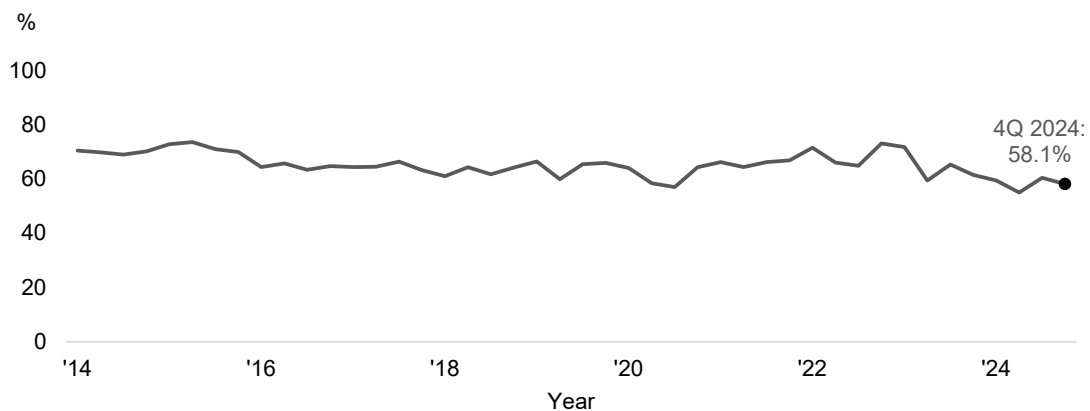
- (1) Data are rounded to the nearest 10.
- (2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Re-entry Into Employment

In 2024, around 6 in 10 retrenched residents re-entered employment within 6 months post-retrenchment. The majority entered a different industry, reflecting the transferability of their skillsets.¹⁰

In 4Q 2024, the majority (58.1%) of retrenched residents also re-entered employment within 6 months post-retrenchment, although this was slightly lower than in 3Q 2024 (60.4%) [Chart 12].

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



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

Notes:

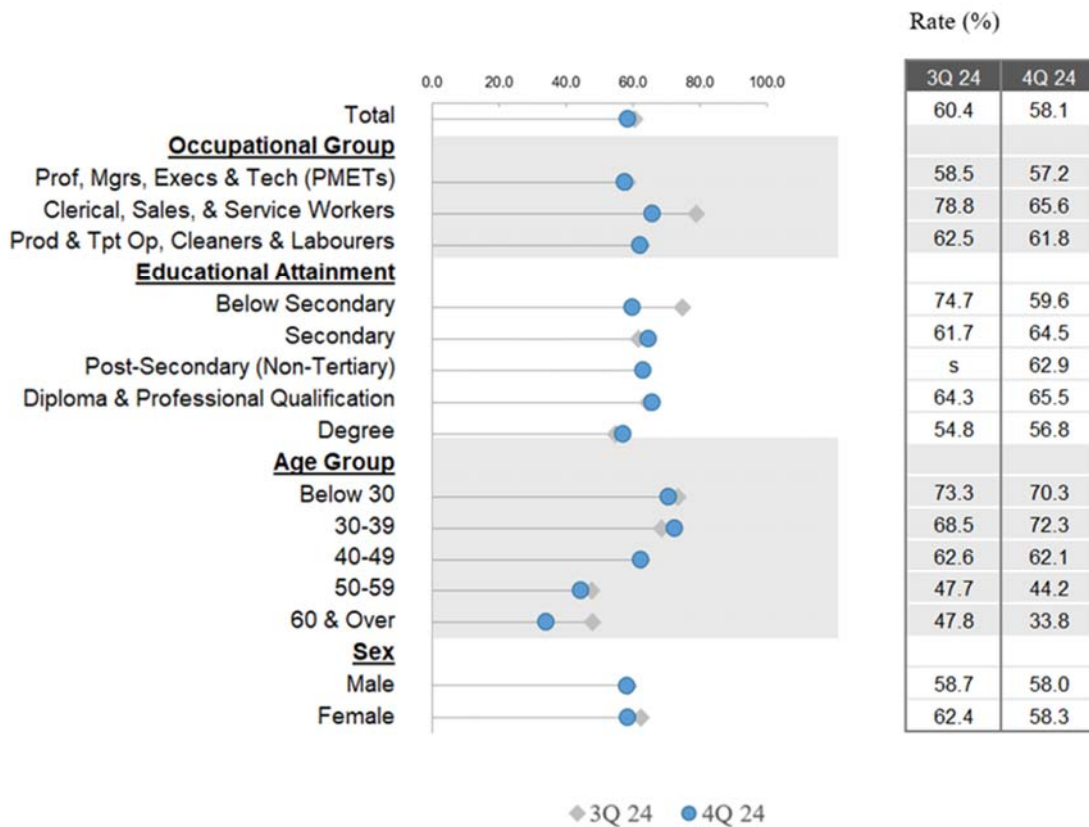
- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for 4Q 2024 refers to residents retrenched in 2Q 2024.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture individuals who went into self or informal employment or underwent training while looking for a job.
- (3) Before 2007, data pertain to residents retrenched from private sector establishments, each with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

¹⁰ Among those who were able to re-enter within 6 months of their retrenchment, most still did so relatively quickly. 2 in 5 found a new job within 1 month of their retrenchment. The average time taken (2.45 months) was also comparable to that of 2023 (2.42 months).

The decline in the re-entry rate was driven primarily by non-PMETs (from 74.1% to 64.5%), less-educated workers and senior workers [Chart 13].

By sector, *Information & Communications* saw an increase in re-entry rate. *Professional Services* and *Financial & Insurance Services* also saw small declines, but re-entry rates among retrenched residents in these sectors generally will improve given a longer job search horizon.

Chart 13: 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 2024/4Q 2024 for residents retrenched in 1Q 2024/2Q 2024 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

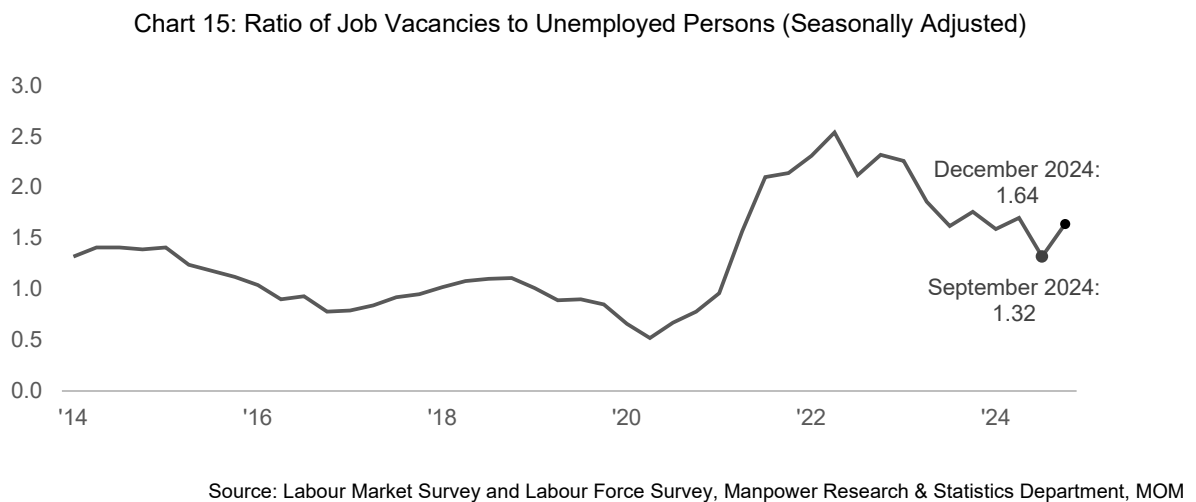
Job Vacancies

The number of job vacancies rebounded to 77,500 in December 2024, after a decline in September 2024 (61,500) [Chart 14]. About 70% of the vacancies were for jobs typically filled by residents, for example, in *Professional Services, Information & Communications, Financial & Insurance Services* and *Health & Social Services*.



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

The ratio of job vacancies to unemployed persons also rose from 1.32 in September 2024 to 1.64 in December 2024, indicating continued tightness in the labour market [Chart 15].



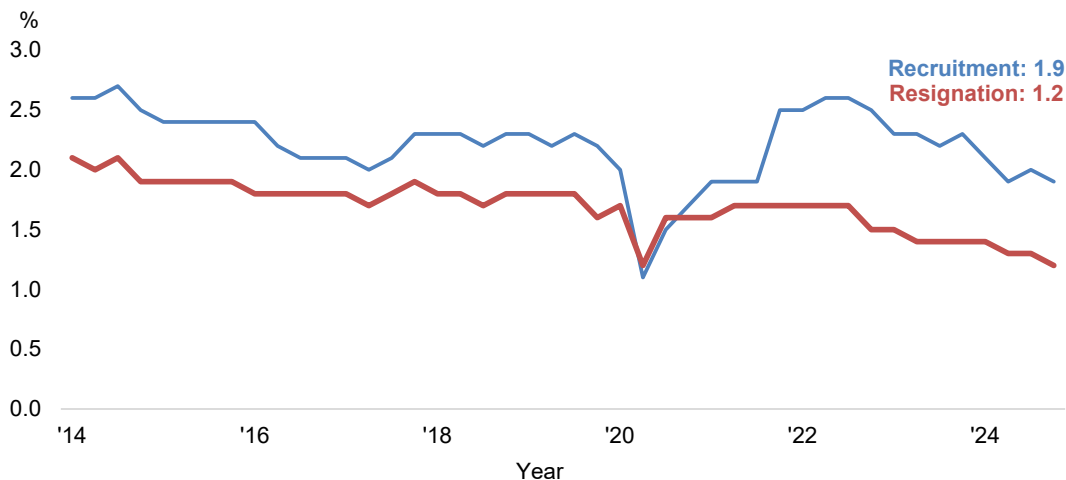
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

Labour Turnover

The recruitment and resignation rates, at 1.9% and 1.2% respectively in 4Q 2024, has been on a general downtrend [Chart 16]. More employees were staying on in their current jobs, reducing the need for employers to recruit for replacement hires. This is another indication that employers have been filling up vacancies more adequately post-pandemic.

The decline in recruitment and resignation rates was broad-based across sectors, including *Professional Services*, *Financial & Insurance Services* and *Information & Communications*.¹¹ As hiring sentiments in these sectors remain strong,¹² employers in these sectors are likely hiring to fill new positions rather than to replace workers who resigned. Hence, the recruitment rate remained higher than the resignation rate.

Chart 16: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



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) 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.

¹¹ From 3Q 2024 to 4Q 2024, recruitment rate fell in *Professional Services* (2.3% to 1.9%), *Financial & Insurance Services* (2.4% to 1.4%), and *Information & Communications* (2.1% to 1.6%). Over the same period, resignation rate also fell in these sectors (*Professional Services*: 1.5% to 1.1%, *Financial & Insurance Services*: 1.1% to 0.8%, and *Information & Communications*: 1.7% to 1.4%).

¹² A separate MOM poll found that compared to September 2024, a significantly higher proportion of firms in these sectors in December 2024 have the intention to hire over the next 3 months.

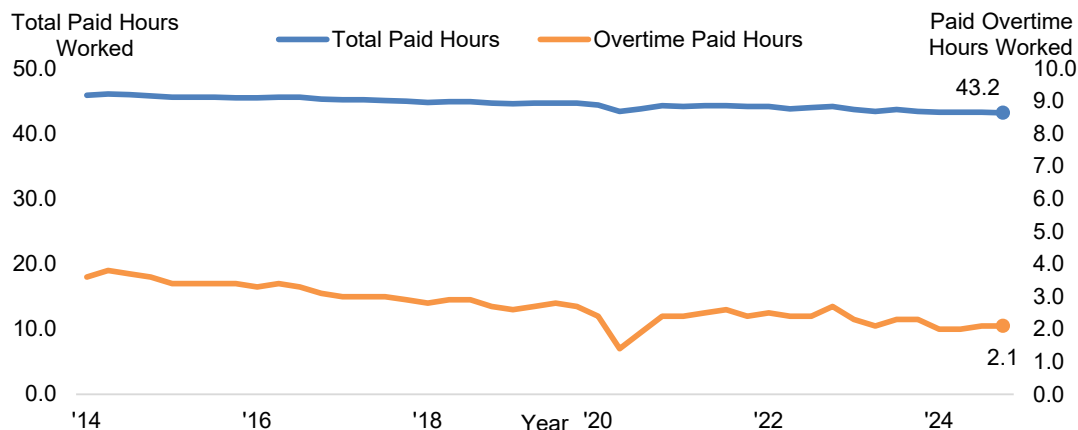
Hours Worked

In December 2024, the average weekly total paid hours worked per employee (43.2) was comparable to the first three quarters of 2024 (43.3), while the average weekly paid overtime hours worked per employee (2.1) was similar to September 2024 [Chart 17].

The long-term downtrend in number of paid hours worked and average weekly paid overtime hours worked per employee mirrored observations based on other measures of hours of work, including actual and usual hours of work.¹³ This reduction in working time, coupled with the longer-term uptrend in productivity, indicates an improvement in efficiency of time usage in Singapore's labour market over the years.¹⁴

The average weekly paid overtime hours worked per employee increased in *Manufacturing of Transport Equipment* (from 4.9 hours to 5.9 hours) and *Air Transport & Supporting Services* (from 0.3 hours to 1.0 hours).¹⁵

Chart 17: Average Weekly Paid Hours Worked Per Employee



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

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

¹³ Actual hours worked refers to the actual time spent by employed persons on work activities, regardless of whether the hours are regular in nature or whether they are paid for. Usual hours worked refers to the hours that an employed person typically works in any given week regardless of whether the person is paid for it. The statistics for all three measures of working time can be found on <https://stats.mom.gov.sg>.

¹⁴ Even with the reduced hours worked, Singapore citizens have seen positive income growth over the past 5 years. At 1.1%, our income growth is higher than developed countries like the United Kingdom (0.7%), the United States of America (-0.2%) and Germany (-0.5%), many of which saw income stagnate or decline. Singapore citizens (2024: \$5,324) also earned high incomes compared to 5 years ago (2019: \$4,333), and comparable to developed countries such as Finland, Sweden and Hong Kong.

¹⁵ From March to September 2024, the average weekly total paid hours worked per employee was around 47.7 hours and 47.8 hours in *Construction*, and around 45.7 hours to 46.0 hours in *Manufacturing*. The average weekly total paid overtime hours per employee was around 5.0 hours to 5.2 hours in *Construction*, and 3.7 hours in *Manufacturing* over the same time period.

1.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2020)	Total Employment Change								Total Employment Level in Dec 2024
	2022	2023	2024	2023	2024				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	250.1	96.7	59.8	8.0	8.1	14.9	24.9	11.9	4 046.2
C10-32 MANUFACTURING	33.8	2.2	-0.9	-3.3	-3.8	1.0	1.6	0.3	486.1
C10-12 Food, Beverages & Tobacco	6.0	2.6	1.8	0.3	0.2	0.7	0.1	0.7	64.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.2	-0.4	-1.5	-	-	-0.4	-0.6	-0.6	24.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	11.3	0.9	3.8	-1.3	-0.2	1.2	2.5	0.3	79.3
C25,28 Fabricated Metal Products, Machinery & Equipment	3.3	0.7	-2.2	-0.4	0.2	-0.8	-1.5	-0.2	91.8
C26 Electronic, Computer & Optical Products	5.3	-6.0	-1.3	-1.1	-0.9	-0.4	-0.2	0.3	77.8
C29-30 Transport Equipment	4.7	1.0	3.3	-2.2	-0.6	1.5	1.3	1.0	89.3
Other Manufacturing Industries	3.1	3.4	-4.7	1.4	-2.4	-0.8	-0.1	-1.3	59.5
F41-43 CONSTRUCTION	91.3	29.2	11.5	4.8	-2.4	5.7	3.7	4.5	537.8
G-U SERVICES	124.4	64.6	50.0	6.2	14.1	7.8	20.5	7.6	2 998.3
G46-47 WHOLESALE AND RETAIL TRADE	11.6	5.6	-5.4	3.2	-1.9	-2.6	-3.4	2.6	457.5
G46 Wholesale Trade	4.7	3.7	-3.4	-0.7	-0.5	-1.4	-2.8	1.2	299.4
G47 Retail Trade	6.9	1.9	-1.9	3.9	-1.5	-1.2	-0.6	1.4	158.2
H49-53 TRANSPORTATION AND STORAGE	9.8	-0.2	3.1	-1.3	1.1	1.1	1.9	-0.9	266.5
H49,5221 Land Transport & Supporting Services	-2.8	2.1	-0.5	0.5	-0.1	1.0	0.3	-1.7	101.2
H50,5222, 5225 Water Transport & Supporting Services	1.1	0.4	1.7	-0.2	-	1.4	0.5	-0.3	46.7
H51,5223 Air Transport & Supporting Services	5.8	3.5	1.5	0.6	1.0	-0.1	0.3	0.4	36.0
Other Transportation & Storage Services	5.7	-6.2	0.5	-2.1	0.1	-1.2	0.9	0.6	82.5
I55-56 ACCOMMODATION AND FOOD SERVICES	19.4	5.6	1.3	-0.3	0.5	0.4	2.6	-2.2	269.8
I55 Accommodation	4.8	2.3	0.9	-0.4	0.2	0.1	1.4	-0.8	33.5
I56 Food & Beverage Services	14.7	3.3	0.4	0.1	0.3	0.2	1.2	-1.4	236.3
J58-63 INFORMATION AND COMMUNICATIONS	14.1	-5.1	-0.3	-5.6	-0.8	-0.9	2.5	-1.1	181.5
J58-61 Telecommunications, Broadcasting & Publishing	1.4	-2.7	-1.0	-1.3	-0.7	-0.2	-0.1	-0.1	39.2
J62-63 IT & Other Information Services	12.7	-2.4	0.7	-4.3	-0.1	-0.7	2.5	-1.0	142.3
K64-66 FINANCIAL AND INSURANCE SERVICES	13.9	9.3	4.9	1.2	1.9	1.0	1.2	0.8	236.0
K64 & 66 (excl.662) Financial Services	12.9	10.5	6.7	-	1.5	0.5	2.5	2.2	193.4
K65 & 662 Insurance Services	1.0	-1.1	-1.8	1.2	0.4	0.5	-1.4	-1.4	42.6
L68 REAL ESTATE SERVICES	1.3	1.8	3.9	1.4	1.1	0.5	0.9	1.5	82.8
M69-75 PROFESSIONAL SERVICES	13.7	4.2	3.2	-2.5	-1.6	-0.2	3.0	2.0	287.7
M69-70 Legal, Accounting & Management Services	8.8	4.8	4.0	0.4	0.4	-0.7	2.7	1.6	159.2
M71 Architectural & Engineering Services	1.8	-0.8	0.2	-0.4	-0.9	-	0.9	0.2	65.8
Other Professional Services	3.1	0.2	-1.0	-2.5	-1.1	0.5	-0.6	0.2	62.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-3.5	1.8	5.9	-0.8	3.2	-0.3	2.9	0.1	249.3
N80 Security & Investigation	-1.2	0.7	2.2	-0.7	0.5	1.0	0.7	-0.1	49.6
N81 Cleaning & Landscaping	2.4	-	2.0	0.8	-0.1	0.7	0.9	0.5	84.2
Other Administrative & Support Services	-4.7	1.2	1.7	-0.9	2.8	-2.0	1.3	-0.3	115.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	44.0	41.6	33.4	10.8	10.8	8.8	8.9	5.0	967.3
O84 Public Administration & Defence	-0.4	1.6	2.6	1.3	1.8	-0.2	1.2	-0.2	150.5
P85 Education	1.6	1.6	2.0	-	1.6	-	0.1	0.2	122.3
Q86-88 Health & Social Services	4.7	10.1	10.6	3.7	3.3	2.2	3.4	1.7	214.4
R90-93 Arts, Entertainment & Recreation	9.2	3.7	1.3	-0.4	-0.7	1.3	0.9	-0.1	55.4
S,T,U Other Community, Social & Personal Services	28.9	24.6	17.0	6.3	4.8	5.5	3.3	3.4	424.8
A,B,D,E OTHERS*	0.5	0.6	-0.9	0.3	0.1	0.4	-0.9	-0.6	23.9

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) Data may not add up to the total due to rounding.
- 4) Data from 1Q 2023 onwards are revised to reflect updates in the self-employed component.

2.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2022	2023	2024	Dec	
				2023	2024
TOTAL	2.9	2.7	2.8	2.4	2.5
SEX					
Male	2.8	2.7	2.8	2.6	2.5
Female	3.0	2.7	2.7	2.2	2.4
AGE GROUP (YEARS)					
Below 30	4.7	5.3	5.4	4.7	4.7
30 - 39	2.3	2.1	2.1	1.9	2.1
40 & Over	2.7	2.3	2.4	2.1	2.2
40 - 49	2.6	2.3	2.2	1.8	1.8
50 & Over	2.8	2.4	2.5	2.2	2.4
50 - 59	2.8	2.5	2.7	2.4	2.7
60 & Over	2.9	2.2	2.3	2.0	2.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.3	2.2	2.3	1.9
Secondary	3.1	2.9	2.6	2.7	2.4
Post-Secondary (Non-Tertiary)	3.5	3.2	3.3	2.4	2.9
Diploma & Professional Qualification	3.0	2.8	3.0	2.2	2.8
Degree	2.7	2.7	2.7	2.5	2.5

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

Note : Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation.

2.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2022	2023	2024	Dec	
				2023	2024
TOTAL	69.6	65.4	66.7	59.0	60.4
SEX					
Male	35.6	35.3	35.4	33.2	32.5
Female	33.8	30.6	31.4	25.7	27.8
AGE GROUP (YEARS)					
Below 30	16.2	19.2	18.8	17.0	15.4
30 - 39	13.5	12.0	12.2	10.7	12.1
40 & Over	39.7	34.8	35.8	31.2	32.9
40 - 49	15.1	12.9	12.3	10.3	10.4
50 & Over	24.6	21.9	23.5	20.9	22.5
50 - 59	13.1	12.7	13.3	12.2	13.3
60 & Over	11.5	9.2	10.2	8.8	9.1
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	8.1	7.8	7.2	8.2	6.3
Secondary	11.6	10.3	9.1	9.4	8.2
Post-Secondary (Non-Tertiary)	7.4	7.3	7.5	5.0	6.0
Diploma & Professional Qualification	14.7	13.7	14.8	10.8	13.1
Degree	27.7	26.9	28.2	25.6	26.7

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

Notes :

- 1) Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation. With this change, the annual average number of unemployed by the different characteristics breakdown may not add up to the total annual average number of unemployed.

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

2.3 LONG-TERM UNEMPLOYMENT

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

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

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

Note : Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation

2.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2022	2023	2024	Dec	
				2023	2024
TOTAL	15.6	15.6	19.0	18.2	19.8
SEX					
Male	8.8	9.2	11.1	10.8	11.3
Female	6.8	6.4	7.9	7.4	8.4
AGE GROUP (YEARS)					
Below 30	1.8	2.7	3.3	3.6	2.9
30 - 39	2.2	2.8	3.3	3.8	4.0
40 & Over	11.6	10.2	12.4	10.8	12.8
40 - 49	3.2	3.2	3.9	3.2	3.9
50 & Over	8.4	7.0	8.6	7.6	8.9
50 - 59	4.3	4.2	4.9	4.6	5.2
60 & Over	4.1	2.8	3.7	3.0	3.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	1.9	1.7	1.8	2.6	1.4
Secondary	2.9	2.7	2.1	3.8	2.1
Post-Secondary (Non-Tertiary)	1.4	1.4	2.0	1.5	1.8
Diploma & Professional Qualification	3.4	3.0	4.6	3.0	5.7
Degree	6.1	6.7	8.7	7.4	8.8

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

Notes :

- 1) Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation.
- 2) Data may not add up to the total due to rounding.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2022	2023	2024	2023	2024			
				4Q	1Q	2Q	3Q	4Q
TOTAL	6 440	14 590	13 020	3 460	3 030	3 270	3 050	3 680
Industry (SSIC 2020)								
C10-32 MANUFACTURING	2 100	3 470	2 780	780	660	690	580	850
C10-12 Food, Beverages & Tobacco	30	160	60	60	10	30	10	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	30	130	370	30	20	270	20	70
C19-21 Petroleum, Chemical & Pharmaceutical Products	220	240	560	60	100	110	90	260
C25,28 Fabricated Metal Products, Machinery & Equipment	560	530	840	70	300	100	260	180
C26 Electronic, Computer & Optical Products	870	2 080	770	540	190	140	160	290
C29-30 Transport Equipment	320	140	40	10	10	20	-	10
Other Manufacturing Industries	80	200	140	20	40	30	40	30
F41-43 CONSTRUCTION	260	590	460	150	120	100	140	90
G-U SERVICES	4 060	10 440	9 670	2 520	2 250	2 470	2 220	2 730
G46-47 WHOLESALE AND RETAIL TRADE	910	2 850	2 170	560	350	500	570	760
G46 Wholesale Trade	850	2 560	1 910	510	330	450	480	650
G47 Retail Trade	70	290	260	50	20	50	100	100
H49-53 TRANSPORTATION AND STORAGE	150	540	520	120	150	140	140	90
H49,5221 Land Transport & Supporting Services	10	210	50	-	10	20	10	-
H50,5222,5225 Water Transport & Supporting Services	60	100	130	30	30	20	20	60
H51,5223 Air Transport & Supporting Services	10	-	-	-	-	-	-	-
Other Transportation & Storage Services	70	230	340	80	110	100	120	20
I55-56 ACCOMMODATION AND FOOD SERVICES	40	150	180	100	70	40	50	20
I55 Accommodation	20	-	20	-	10	10	10	-
I56 Food & Beverage Services	20	150	160	100	70	30	40	20
J58-63 INFORMATION AND COMMUNICATIONS	1 200	2 740	2 060	620	580	400	670	410
J58-61 Telecommunications, Broadcasting & Publishing	410	720	560	190	120	100	220	130
J62-63 IT & Other Information Services	790	2 010	1 500	430	470	300	450	280
K64-66 FINANCIAL AND INSURANCE SERVICES	700	1 820	1 880	510	390	600	270	620
K64 & 66 (excl.662) Financial Services	670	1 650	1 690	440	370	550	240	530
K65 & 662 Insurance Services	30	170	190	80	20	40	40	90
L68 REAL ESTATE SERVICES	30	80	80	20	20	40	10	10
M69-75 PROFESSIONAL SERVICES	490	1 620	1 870	430	480	470	390	530
M69-70 Legal, Accounting & Management Services	270	1 030	1 040	300	200	290	210	350
M71 Architectural & Engineering Services	100	210	370	60	160	80	60	70
Other Professional Services	120	380	470	70	120	110	120	120
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	230	380	540	120	190	190	80	80
N80 Security & Investigation	10	20	50	10	50	-	-	-
N81 Cleaning & Landscaping	30	10	10	10	-	-	-	-
Other Administrative & Support Services	190	350	480	100	140	190	70	80
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	310	280	360	40	20	100	40	210
O84,P85 Public Administration & Education	50	60	220	10	10	40	-	160
Q86-88 Health & Social Services	90	80	50	10	10	10	20	30
R90-93 Arts, Entertainment & Recreation	60	30	50	10	-	40	-	-
S,T,U Other Community, Social & Personal Services	110	120	50	10	10	10	20	20
A,B,D,E OTHERS*	30	80	120	-	-	-	100	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	4 520	11 030	10 160	2 630	2 290	2 610	2 300	2 960
Clerical, Sales & Service Workers	540	1 250	1 110	350	290	330	240	250
Production & Transport Operators, Cleaners & Labourers	1 390	2 310	1 760	480	460	330	500	470

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 2024

Number of Employees

Industry (SSIC 2020)	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	270	330	450	2 750	230	40	140	3 680	2 960	250	470
C10-32 MANUFACTURING	70	50	120	590	190	-	40	850	540	40	260
C10-12 Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	10	10	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	70	-	-	-	70	70	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	20	10	50	140	-	-	40	260	220	20	30
C25,28 Fabricated Metal Products, Machinery & Equipment	30	10	10	130	30	-	-	180	100	20	70
C26 Electronic, Computer & Optical Products	20	30	50	200	160	-	-	290	130	-	160
C29-30 Transport Equipment	-	-	-	10	-	-	-	10	10	-	-
Other Manufacturing Industries	-	-	-	30	-	-	-	30	20	-	10
F41-43 CONSTRUCTION	10	20	40	60	20	20	-	90	40	10	50
G-U SERVICES	180	260	290	2 090	20	20	110	2 730	2 380	200	150
G46-47 WHOLESALE AND RETAIL TRADE	50	80	80	540	10	-	50	760	610	90	50
G46 Wholesale Trade	40	40	60	490	10	-	40	650	540	70	50
G47 Retail Trade	10	40	20	60	-	-	10	100	80	30	-
H49-53 TRANSPORTATION AND STORAGE	-	20	-	60	-	-	-	90	70	10	20
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	-	20	-	40	-	-	-	60	50	-	10
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	-	10	-	20	-	-	-	20	20	-	-
I55-56 ACCOMMODATION AND FOOD SERVICES	10	10	-	-	-	-	-	20	-	10	10
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	10	10	-	-	-	-	-	20	-	10	10
J58-63 INFORMATION AND COMMUNICATIONS	10	70	90	330	10	-	-	410	390	20	-
J58-61 Telecommunications, Broadcasting & Publishing	-	30	30	120	-	-	-	130	120	10	-
J62-63 IT & Other Information Services	10	40	60	220	-	-	-	280	260	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	10	50	530	-	-	40	620	590	20	10
K64 & 66 (excl.662) Financial Services	10	10	50	440	-	-	40	530	510	10	10
K65 & 662 Insurance Services	-	-	10	90	-	-	-	90	80	20	-
L68 REAL ESTATE SERVICES	-	-	-	10	-	-	-	10	10	-	-
M69-75 PROFESSIONAL SERVICES	30	50	70	430	-	-	10	530	460	10	60
M69-70 Legal, Accounting & Management Services	10	-	60	310	-	-	10	350	340	10	-
M71 Architectural & Engineering Services	-	30	10	30	-	-	-	70	40	-	30
Other Professional Services	20	10	10	90	-	-	-	120	90	-	20
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	10	10	-	50	-	10	-	80	60	20	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	10	10	-	50	-	10	-	80	60	20	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	10	10	130	-	-	-	210	180	20	-
O84,P85 Public Administration & Education	60	-	-	100	-	-	-	160	150	20	-
Q86-88 Health & Social Services	10	-	-	20	-	-	-	30	30	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	10	-	-	-	20	10	-	-
A,B,D,E OTHERS**	-	-	-	10	-	-	-	10	-	-	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, 2024

Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restructuring	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	990	2 030	1 820	9 040	900	200	1 060	13 020	10 160	1 110	1 760
C10-32 MANUFACTURING	370	350	630	1 780	480	10	180	2 780	1 830	130	820
C10-12 Food, Beverages & Tobacco	-	10	-	60	-	-	-	60	40	20	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	40	40	260	70	-	-	-	370	330	10	40
C19-21 Petroleum, Chemical & Pharmaceutical Products	30	40	140	380	10	-	70	560	460	30	70
C25,28 Fabricated Metal Products, Machinery & Equipment	160	140	110	520	130	-	90	840	440	40	360
C26 Electronic, Computer & Optical Products	110	110	100	640	330	-	-	770	460	30	290
C29-30 Transport Equipment	20	-	-	10	-	-	20	40	10	-	20
Other Manufacturing Industries	20	10	30	100	10	-	-	140	90	10	50
F41-43 CONSTRUCTION	110	170	150	200	20	70	10	460	150	20	290
G-U SERVICES	510	1 510	1 030	7 040	400	110	770	9 670	8 160	960	550
G46-47 WHOLESALE AND RETAIL TRADE	100	270	220	1 660	80	20	160	2 170	1 890	200	90
G46 Wholesale Trade	90	220	190	1 470	80	20	150	1 910	1 680	160	80
G47 Retail Trade	20	60	30	190	-	-	10	260	210	50	10
H49-53 TRANSPORTATION AND STORAGE	50	210	40	260	-	10	40	520	280	60	180
H49,5221 Land Transport & Supporting Services	-	10	-	20	-	-	20	50	20	-	20
H50,5222,5225 Water Transport & Supporting Services	-	20	-	110	-	-	10	130	100	20	20
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	50	180	30	130	-	-	10	340	160	40	140
I55-56 ACCOMMODATION AND FOOD SERVICES	10	80	10	30	40	-	20	180	50	110	20
I55 Accommodation	-	-	-	10	-	-	10	20	20	-	10
I56 Food & Beverage Services	10	80	10	20	40	-	10	160	40	110	20
J58-63 INFORMATION AND COMMUNICATIONS	70	380	320	1 560	130	40	110	2 060	1 910	140	10
J58-61 Telecommunications, Broadcasting & Publishing	20	130	120	410	70	-	40	560	500	60	10
J62-63 IT & Other Information Services	50	250	200	1 150	50	30	70	1 500	1 410	90	-
K64-66 FINANCIAL AND INSURANCE SERVICES	30	40	110	1 660	20	-	120	1 880	1 790	70	20
K64 & 66 (excl.662) Financial Services	30	40	100	1 480	20	-	110	1 690	1 630	40	20
K65 & 662 Insurance Services	-	-	10	180	-	-	10	190	160	20	-
L68 REAL ESTATE SERVICES	10	-	-	70	-	-	-	80	70	10	-
M69-75 PROFESSIONAL SERVICES	150	360	310	1 400	110	10	110	1 870	1 580	90	210
M69-70 Legal, Accounting & Management Services	50	100	220	850	60	10	80	1 040	970	50	20
M71 Architectural & Engineering Services	30	170	20	270	30	10	10	370	180	20	160
Other Professional Services	60	100	70	290	20	-	30	470	430	10	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	20	110	20	190	10	30	190	540	330	200	10
N80 Security & Investigation	-	50	-	-	-	-	-	50	-	50	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	10	-	-	10
Other Administrative & Support Services	20	60	20	190	10	30	190	480	320	150	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	50	10	220	-	-	20	360	270	90	-
O84,P85 Public Administration & Education	60	-	10	140	-	-	10	220	160	50	-
Q86-88 Health & Social Services	10	-	10	40	-	-	10	50	50	10	-
R90-93 Arts, Entertainment & Recreation	-	40	-	10	-	-	-	50	30	20	-
S,T,U Other Community, Social & Personal Services	-	-	-	40	-	-	-	50	30	10	-
A,B,D,E OTHERS**	-	-	-	20	-	-	100	120	20	-	100

* 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

	2022	2023	2024	2023	2024			
				4Q	1Q	2Q	3Q	4Q
TOTAL	5 560	13 830	12 570	3 290	2 950	3 130	2 900	3 580
Industry (SSIC 2020)								
C10-32 MANUFACTURING	1 500	3 270	2 660	730	620	680	560	800
C10-12 Food, Beverages & Tobacco	30	120	60	60	10	30	10	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	30	120	370	30	20	270	20	70
C19-21 Petroleum, Chemical & Pharmaceutical Products	200	230	510	60	80	100	90	240
C25,28 Fabricated Metal Products, Machinery & Equipment	450	470	780	50	290	90	250	150
C26 Electronic, Computer & Optical Products	630	2 010	760	510	190	130	150	290
C29-30 Transport Equipment	80	110	40	10	10	20	-	10
Other Manufacturing Industries	80	200	140	20	40	30	40	30
F41-43 CONSTRUCTION	110	450	380	80	110	60	130	80
G-U SERVICES	3 930	10 030	9 480	2 470	2 220	2 400	2 170	2 690
G46-47 WHOLESALE AND RETAIL TRADE	890	2 780	2 150	550	340	490	570	750
G46 Wholesale Trade	830	2 500	1 890	500	320	450	470	650
G47 Retail Trade	60	280	260	40	20	40	100	100
H49-53 TRANSPORTATION AND STORAGE	150	530	510	120	150	140	140	90
H49,5221 Land Transport & Supporting Services	10	210	40	-	10	20	10	-
H50,5222,5225 Water Transport & Supporting Services	60	100	130	30	30	20	20	60
H51,5223 Air Transport & Supporting Services	10	-	-	-	-	-	-	-
Other Transportation & Storage Services	70	210	340	80	110	100	110	20
I55-56 ACCOMMODATION AND FOOD SERVICES	20	140	170	100	70	30	50	20
I55 Accommodation	-	-	20	-	10	-	10	-
I56 Food & Beverage Services	10	140	160	100	70	30	40	20
J58-63 INFORMATION AND COMMUNICATIONS	1 190	2 620	2 010	610	580	390	650	400
J58-61 Telecommunications, Broadcasting & Publishing	400	720	550	190	120	90	220	130
J62-63 IT & Other Information Services	780	1 900	1 470	420	470	300	430	270
K64-66 FINANCIAL AND INSURANCE SERVICES	690	1 800	1 870	510	390	600	270	620
K64 & 66 (excl.662) Financial Services	660	1 640	1 680	440	370	550	230	530
K65 & 662 Insurance Services	30	170	180	70	20	40	40	90
L68 REAL ESTATE SERVICES	30	70	80	20	20	40	10	10
M69-75 PROFESSIONAL SERVICES	470	1 490	1 820	420	470	450	380	530
M69-70 Legal, Accounting & Management Services	270	1 000	1 010	290	190	270	210	340
M71 Architectural & Engineering Services	90	140	350	60	160	70	50	70
Other Professional Services	120	350	460	70	120	110	120	120
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	220	340	530	120	190	190	80	80
N80 Security & Investigation	10	20	50	10	50	-	-	-
N81 Cleaning & Landscaping	30	10	10	-	-	-	-	-
Other Administrative & Support Services	180	320	480	100	140	190	70	80
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	290	260	340	30	20	80	40	200
O84,P85 Public Administration & Education	50	50	210	10	10	30	-	160
Q86-88 Health & Social Services	80	60	50	10	-	10	20	20
R90-93 Arts, Entertainment & Recreation	50	30	40	-	-	40	-	-
S,T,U Other Community, Social & Personal Services	110	120	50	10	10	10	20	20
A,B,D,E OTHERS*	30	80	60	-	-	-	40	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	4 290	10 720	9 990	2 590	2 250	2 570	2 250	2 910
Clerical, Sales & Service Workers	460	1 160	1 060	320	280	300	240	240
Production & Transport Operators, Cleaners & Labourers	810	1 960	1 520	380	420	270	410	430

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

	2022	2023	2024	2023	2024			
				4Q	1Q	2Q	3Q	4Q
TOTAL	880	760	450	160	80	140	140	90
Industry (SSIC 2020)								
C10-32 MANUFACTURING	600	210	120	50	40	20	30	40
C10-12 Food, Beverages & Tobacco	-	40	-	-	-	-	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	20	10	50	-	20	10	-	20
C25,28 Fabricated Metal Products, Machinery & Equipment	110	60	60	20	10	10	20	30
C26 Electronic, Computer & Optical Products	230	70	10	30	-	-	10	-
C29-30 Transport Equipment	240	30	-	-	-	-	-	-
Other Manufacturing Industries	-	-	-	-	-	-	-	-
F41-43 CONSTRUCTION	150	140	80	70	10	50	10	10
G-U SERVICES	130	410	190	50	30	80	50	30
G46-47 WHOLESALE AND RETAIL TRADE	20	70	30	10	10	10	-	-
G46 Wholesale Trade	20	60	20	10	10	10	-	-
G47 Retail Trade	-	10	-	10	-	-	-	-
H49-53 TRANSPORTATION AND STORAGE	-	10	10	-	-	10	-	-
H49,5221 Land Transport & Supporting Services	-	-	10	-	-	10	-	-
H50,5222, 5225 Water Transport & Supporting Services	-	-	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	-	10	-	-	-	-	-	-
I55-56 ACCOMMODATION AND FOOD SERVICES	20	10	10	-	-	10	-	-
I55 Accommodation	20	-	10	-	-	10	-	-
I56 Food & Beverage Services	-	10	-	-	-	-	-	-
J58-63 INFORMATION AND COMMUNICATIONS	10	120	50	10	-	10	20	10
J58-61 Telecommunications, Broadcasting & Publishing	10	-	10	-	-	10	-	-
J62-63 IT & Other Information Services	10	120	30	10	-	-	20	10
K64-66 FINANCIAL AND INSURANCE SERVICES	10	20	10	-	-	-	-	10
K64 & 66 (excl.662) Financial Services	10	20	10	-	-	-	-	-
K65 & 662 Insurance Services	-	-	10	-	-	-	-	-
L68 REAL ESTATE SERVICES	-	-	-	-	-	-	-	-
M69-75 PROFESSIONAL SERVICES	20	130	50	10	10	20	10	-
M69-70 Legal, Accounting & Management Services	-	30	30	10	10	20	-	-
M71 Architectural & Engineering Services	20	70	20	-	-	10	10	-
Other Professional Services	-	30	-	-	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	10	40	10	10	-	-	-	-
N80 Security & Investigation	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	10	-	10	-	-	-	-
Other Administrative & Support Services	10	30	-	-	-	-	-	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	20	30	10	-	20	-	10
O84,P85 Public Administration & Education	-	-	10	-	-	10	-	-
Q86-88 Health & Social Services	20	10	10	-	-	-	-	10
R90-93 Arts, Entertainment & Recreation	10	10	10	10	-	10	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	-	-	-	-	-
A,B,D,E OTHERS*	-	-	60	-	-	-	60	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	230	320	170	40	30	40	50	50
Clerical, Sales & Service Workers	80	100	50	30	10	30	-	10
Production & Transport Operators, Cleaners & Labourers	580	350	230	90	40	70	90	30

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 SEX, AGE, SECTOR, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP

Per 1,000 Resident Employees

Characteristics	2022	2023	2024	2023	2024				
				4Q	1Q	2Q	3Q	4Q	
SEX									
Male	3.6	8.2	7.1	1.8	1.6	1.8	1.7	1.8	
Female	3.1	6.5	6.4	1.7	1.4	1.4	1.5	1.9	
AGE GROUP (YEARS)									
Below 30	2.5	5.3	3.9	1.1	0.9	0.7	1.0	1.2	
30 - 39	2.7	6.9	7.2	1.6	1.7	1.7	1.9	1.7	
40 & Over	3.9	8.1	7.3	2.0	1.6	1.8	1.7	2.0	
40 - 49	3.5	9.3	8.1	2.3	1.8	2.1	1.8	2.1	
50 & Over	4.2	7.3	6.8	1.8	1.4	1.6	1.6	2.0	
50 - 59	5.3	10.1	9.0	2.5	1.8	2.0	2.0	2.8	
60 & Over	2.8	4.0	4.2	0.9	0.9	1.1	1.0	1.0	
SECTOR									
Manufacturing	6.8	11.9	9.8	2.3	2.2	2.3	1.9	2.8	
Construction	1.3	3.1	1.5	0.7	0.3	0.4	0.5	0.4	
Services	3.0	6.9	6.6	1.7	1.5	1.6	1.6	1.8	
Others*	1.5	5.3	6.3	-	-	-	6.1	-	
HIGHEST QUALIFICATION ATTAINED									
Below Secondary	3.7	3.2	4.2	0.7	1.2	0.8	1.4	0.9	
Secondary	2.0	2.3	2.6	0.4	0.6	0.5	0.6	0.7	
Post-Secondary (Non-Tertiary)	2.5	3.3	1.9	0.7	0.3	0.4	0.5	0.6	
Diploma & Professional Qualification	2.6	5.9	4.5	1.0	1.2	1.0	1.1	1.1	
Degree	4.3	12.2	11.5	3.2	2.4	2.8	2.6	3.2	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	4.2	9.5	8.6	2.3	1.9	2.1	2.0	2.4	
Clerical, Sales & Service Workers	1.5	3.0	3.1	0.8	0.7	0.8	0.8	0.6	
Production & Transport Operators, Cleaners & Labourers	2.4	3.1	3.0	0.7	0.5	0.6	1.0	0.8	

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

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

- : nil or negligible

Notes :

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

4.1 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF

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

Number of Employees

	2022	2023	2024	2023	2024			
				4Q	1Q	2Q	3Q	4Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF</u>								
TOTAL	2 740	3 110	2 210	990	620	460	480	660
SECTOR								
Manufacturing	740	1 170	760	460	190	90	210	280
Construction	90	420	370	160	140	60	80	90
Services	1 900	1 510	1 090	350	290	310	200	300
Others*	-	10	-	10	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	820	1 220	690	410	190	110	170	230
Clerical, Sales & Service Workers	1 010	830	760	270	170	230	130	230
Production & Transport Operators, Cleaners & Labourers	910	1 050	760	310	260	120	180	200
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	2 550	2 810	1 950	950	550	390	450	560
SECTOR								
Manufacturing	680	1 080	730	450	180	80	210	260
Construction	70	340	280	140	130	60	60	30
Services	1 810	1 380	950	340	240	260	180	270
Others*	-	10	-	10	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	760	1 160	660	390	180	90	170	220
Clerical, Sales & Service Workers	960	760	700	270	160	210	120	210
Production & Transport Operators, Cleaners & Labourers	840	900	600	290	210	100	160	130
<u>EMPLOYEES ON TEMPORARY LAYOFF</u>								
TOTAL	180	290	260	40	60	60	30	100
SECTOR								
Manufacturing	70	90	30	10	10	10	-	10
Construction	20	70	90	20	10	-	20	60
Services	100	130	140	10	50	50	10	30
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	50	60	40	20	10	20	10	10
Clerical, Sales & Service Workers	60	70	60	-	10	20	10	20
Production & Transport Operators, Cleaners & Labourers	70	160	160	20	50	20	10	70

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2022	2023	2024	2023	2024			
				4Q	1Q	2Q	3Q	4Q
TOTAL	68.9	63.7	58.4	61.5	59.4	55.0	60.4	58.1
SEX								
Male	66.7	62.0	58.1	59.1	58.7	56.6	58.7	58.0
Female	71.2	65.8	58.7	64.5	60.4	53.3	62.4	58.3
AGE GROUP (YEARS)								
Below 30	84.5	79.4	74.0	78.2	74.4	76.9	73.3	70.3
30 - 39	80.6	74.6	68.9	75.2	67.5	67.0	68.5	72.3
40 & Over	64.1	54.6	52.2	53.9	54.8	47.5	54.5	50.9
40 - 49	75.4	61.8	60.0	60.5	60.6	54.4	62.6	62.1
50 & Over	56.8	48.6	45.6	48.4	50.2	41.6	47.7	41.0
50 - 59	60.8	49.3	47.2	49.8	52.8	41.6	47.7	44.2
60 & Over	47.0	46.3	41.3	44.6	42.9	41.5	47.8	33.8
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	71.1	73.3	65.6	75.5	57.5	66.7	74.7	59.6
Secondary	67.5	60.5	62.5	59.2	66.7	54.4	61.7	64.5
Post-Secondary (Non-Tertiary)	67.1	74.7	57.1	73.7	53.6	54.7	s	62.9
Diploma & Professional Qualification	71.1	65.9	60.7	66.5	57.1	58.5	64.3	65.5
Degree	67.5	61.5	55.6	57.2	58.1	52.6	54.8	56.8
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	66.8	62.5	56.9	59.8	58.1	53.2	58.5	57.2
Clerical, Sales & Service Workers	73.4	72.8	69.8	72.7	65.6	69.1	78.8	65.6
Production & Transport Operators, Cleaners & Labourers	74.0	75.7	68.4	82.8	73.8	71.4	62.5	61.8

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

Notes :

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2022	2023	2024	Dec	
				2023	2024
TOTAL	115.0	85.8	75.5	78.3	75.8
Industry (SSIC 2020)					
C10-32 MANUFACTURING	13.5	8.3	8.1	8.5	8.2
C10-12 Food, Beverages & Tobacco	1.6	1.3	1.4	1.3	1.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.8	0.5	0.4	0.4	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	0.9	1.1	1.4	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	4.0	1.8	1.5	1.8	1.4
C26 Electronic, Computer & Optical Products	2.6	1.0	1.5	1.0	1.3
C29-30 Transport Equipment	2.0	1.8	1.5	2.0	1.5
Other Manufacturing Industries	1.3	0.9	0.7	0.6	0.7
F41-43 CONSTRUCTION	10.3	6.8	7.3	6.3	8.4
G-U SERVICES	90.6	70.0	59.5	62.8	58.5
G46-47 WHOLESALE AND RETAIL TRADE	11.2	7.7	6.7	7.1	6.6
G46 Wholesale Trade	6.2	4.6	3.9	4.2	4.1
G47 Retail Trade	5.0	3.1	2.8	2.9	2.5
H49-53 TRANSPORTATION AND STORAGE	7.9	5.6	4.8	5.0	3.8
H49,5221 Land Transport & Supporting Services	1.6	1.2	1.0	1.1	0.8
H50,5222,5225 Water Transport & Supporting Services	1.4	0.9	0.9	0.8	0.8
H51,5223 Air Transport & Supporting Services	1.7	1.4	1.2	1.3	0.6
Other Transportation & Storage Services	3.1	2.1	1.7	1.9	1.6
I55-56 ACCOMMODATION AND FOOD SERVICES	9.9	8.1	6.5	6.8	6.6
I55 Accommodation	1.9	1.8	1.7	1.6	1.5
I56 Food & Beverage Services	8.1	6.3	4.8	5.2	5.1
J58-63 INFORMATION AND COMMUNICATIONS	10.3	7.1	6.3	6.3	5.6
J58-61 Telecommunications, Broadcasting & Publishing	1.9	1.0	0.8	1.1	0.5
J62-63 IT & Other Information Services	8.4	6.1	5.5	5.2	5.1
K64-66 FINANCIAL AND INSURANCE SERVICES	10.2	6.3	5.1	7.2	5.3
K64 & 66 (excl.662) Financial Services	9.4	5.7	4.3	6.6	4.5
K65 & 662 Insurance Services	0.8	0.6	0.8	0.7	0.8
L68 REAL ESTATE SERVICES	2.1	1.8	1.8	1.9	1.5
M69-75 PROFESSIONAL SERVICES	9.1	6.7	6.0	6.2	5.8
M69-70 Legal, Accounting & Management Services	5.3	3.8	3.5	3.6	3.9
M71 Architectural & Engineering Services	2.6	1.8	1.5	1.6	1.1
Other Professional Services	1.2	1.1	1.0	0.9	0.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.6	6.5	5.2	5.3	5.5
N80 Security & Investigation	2.0	1.7	1.4	1.5	1.2
N81 Cleaning & Landscaping	2.4	2.6	2.3	2.4	2.9
Other Administrative & Support Services	3.2	2.3	1.4	1.3	1.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	22.3	20.2	17.3	17.0	17.7
O84,P85 Public Administration & Education	10.2	9.6	8.9	8.6	8.7
Q86-88 Health & Social Services	7.8	7.1	5.7	5.8	6.0
R90-93 Arts, Entertainment & Recreation	2.2	1.5	0.8	0.8	1.0
S,T,U Other Community, Social & Personal Services	2.1	2.0	1.8	1.8	1.9
A,B,D,E OTHERS*	0.7	0.7	0.6	0.8	0.6
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	63.7	48.3	41.9	43.2	41.4
Clerical, Sales & Service Workers	24.3	20.1	17.4	19.4	16.4
Production & Transport Operators, Cleaners & Labourers	27.0	17.4	16.1	15.8	18.0

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				
		2022	2023	2024	Dec	
					2023	2024
	TOTAL	5.1	3.7	3.1	3.3	3.0
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	4.1	2.3	2.1	2.3	2.0
C10-12	Food, Beverages & Tobacco	4.4	3.3	2.8	2.8	3.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	4.9	2.6	2.3	2.3	1.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	3.4	2.8	2.6	3.4	2.6
C25,28	Fabricated Metal Products, Machinery & Equipment	4.7	2.1	1.9	2.1	1.5
C26	Electronic, Computer & Optical Products	4.1	1.4	2.0	1.4	1.8
C29-30	Transport Equipment	3.3	2.7	1.8	2.6	1.7
	Other Manufacturing Industries	3.7	2.5	1.8	1.6	1.7
F41-43	CONSTRUCTION	3.5	2.1	2.1	1.8	2.2
G-U	SERVICES	5.6	4.4	3.6	3.9	3.4
G46-47	WHOLESALE AND RETAIL TRADE	4.7	3.2	2.9	3.0	2.8
G46	Wholesale Trade	3.9	2.9	2.6	2.6	2.7
G47	Retail Trade	6.4	3.8	3.3	3.7	2.9
H49-53	TRANSPORTATION AND STORAGE	5.0	4.0	3.3	3.7	2.6
H49,5221	Land Transport & Supporting Services	4.4	3.7	3.5	3.7	2.6
H50,5222,5225	Water Transport & Supporting Services	4.3	3.0	2.7	2.7	2.3
H51,5223	Air Transport & Supporting Services	5.4	5.0	4.2	5.1	2.1
	Other Transportation & Storage Services	5.6	4.1	3.2	3.6	2.9
I55-56	ACCOMMODATION AND FOOD SERVICES	6.6	4.9	3.8	4.2	3.6
I55	Accommodation	9.9	7.9	7.5	7.4	6.7
I56	Food & Beverage Services	6.1	4.4	3.2	3.7	3.2
J58-63	INFORMATION AND COMMUNICATIONS	8.7	6.0	5.1	5.4	4.4
J58-61	Telecommunications, Broadcasting & Publishing	5.9	3.2	2.8	3.6	1.8
J62-63	IT & Other Information Services	9.8	7.0	5.8	6.1	5.1
K64-66	FINANCIAL AND INSURANCE SERVICES	5.6	3.9	2.8	4.0	2.8
K64 & 66 (excl.662)	Financial Services	5.8	4.0	2.7	4.1	2.7
K65 & 662	Insurance Services	4.1	3.2	3.3	3.0	3.2
L68	REAL ESTATE SERVICES	5.0	4.1	3.5	3.9	2.9
M69-75	PROFESSIONAL SERVICES	5.4	3.8	3.2	3.2	3.1
M69-70	Legal, Accounting & Management Services	6.0	4.1	4.0	3.8	4.5
M71	Architectural & Engineering Services	4.8	3.1	2.1	2.3	1.6
	Other Professional Services	4.8	4.2	3.5	3.4	2.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.8	4.4	3.4	3.7	3.4
N80	Security & Investigation	5.4	4.5	3.5	4.4	3.1
N81	Cleaning & Landscaping	3.4	3.8	3.3	3.8	3.6
	Other Administrative & Support Services	6.5	5.1	3.3	3.0	3.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	5.6	5.1	4.2	4.4	4.2
O84,P85	Public Administration & Education	5.4	5.1	4.6	4.5	4.4
Q86-88	Health & Social Services	5.9	5.6	4.1	4.5	4.0
R90-93	Arts, Entertainment & Recreation	6.6	4.8	3.5	3.7	3.9
S,T,U	Other Community, Social & Personal Services	4.8	4.5	3.7	3.8	3.6
A,B,D,E	OTHERS*	3.2	3.4	2.8	3.7	2.8
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	5.3	4.0	3.3	3.5	3.2
	Clerical, Sales & Service Workers	6.0	4.7	3.9	4.4	3.5
	Production & Transport Operators, Cleaners & Labourers	4.2	2.7	2.3	2.4	2.4

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) 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 2024

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	75.8	3.0	41.4	3.2	16.4	3.5	18.0	2.4
C10-32 MANUFACTURING	8.2	2.0	3.7	2.0	1.3	2.9	3.2	1.9
C10-12 Food, Beverages & Tobacco	1.9	3.6	0.3	2.5	0.5	3.0	1.1	4.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.8	0.1	2.3	-	-	0.1	1.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.1	2.6	0.6	2.0	0.4	16.0	0.2	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.5	0.7	1.8	0.2	1.7	0.5	1.2
C26 Electronic, Computer & Optical Products	1.3	1.8	1.1	2.4	-	-	0.2	0.8
C29-30 Transport Equipment	1.5	1.7	0.5	1.5	0.1	0.9	0.9	2.0
Other Manufacturing Industries	0.7	1.7	0.3	1.9	0.2	3.0	0.3	1.2
F41-43 CONSTRUCTION	8.4	2.2	2.3	2.5	0.6	1.9	5.6	2.1
G-U SERVICES	58.5	3.4	35.0	3.4	14.5	3.7	9.0	3.0
G46-47 WHOLESALE AND RETAIL TRADE	6.6	2.8	2.9	2.5	2.8	3.6	0.9	2.1
G46 Wholesale Trade	4.1	2.7	2.4	2.5	1.3	4.3	0.5	1.8
G47 Retail Trade	2.5	2.9	0.6	2.5	1.5	3.2	0.4	2.7
H49-53 TRANSPORTATION AND STORAGE	3.8	2.6	1.1	2.0	0.8	2.7	1.9	2.9
H49,5221 Land Transport & Supporting Services	0.8	2.6	0.2	3.1	0.1	2.8	0.5	2.4
H50,5222, 5225 Water Transport & Supporting Services	0.8	2.3	0.4	2.1	0.2	6.2	0.2	1.8
H51,5223 Air Transport & Supporting Services	0.6	2.1	0.2	2.3	0.3	1.9	0.1	2.2
Other Transportation & Storage Services	1.6	2.9	0.3	1.5	0.3	2.7	1.0	4.0
I55-56 ACCOMMODATION AND FOOD SERVICES	6.6	3.6	1.3	3.2	4.3	4.1	1.1	2.8
I55 Accommodation	1.5	6.7	0.4	4.6	0.7	8.8	0.4	6.9
I56 Food & Beverage Services	5.1	3.2	0.9	2.8	3.5	3.7	0.7	2.1
J58-63 INFORMATION AND COMMUNICATIONS	5.6	4.4	5.3	4.5	0.2	2.8	0.1	3.4
J58-61 Telecommunications, Broadcasting & Publishing	0.5	1.8	0.5	1.9	0.1	1.5	-	-
J62-63 IT & Other Information Services	5.1	5.1	4.9	5.2	0.2	3.8	0.1	4.2
K64-66 FINANCIAL AND INSURANCE SERVICES	5.3	2.8	4.9	2.7	0.4	4.1	0.1	3.6
K64 & 66 (excl.662) Financial Services	4.5	2.7	4.1	2.6	0.4	4.2	0.1	3.6
K65 & 662 Insurance Services	0.8	3.2	0.7	3.2	0.1	3.2	-	-
L68 REAL ESTATE SERVICES	1.5	2.9	0.6	2.3	0.5	3.8	0.4	3.1
M69-75 PROFESSIONAL SERVICES	5.8	3.1	4.4	3.4	0.7	3.8	0.7	1.9
M69-70 Legal, Accounting & Management Services	3.9	4.5	2.9	4.0	0.5	5.2	0.5	11.7
M71 Architectural & Engineering Services	1.1	1.6	0.8	2.3	0.1	1.7	0.2	0.7
Other Professional Services	0.8	2.8	0.8	3.0	0.1	3.4	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.5	3.4	0.8	2.7	1.6	3.2	3.0	3.8
N80 Security & Investigation	1.2	3.1	0.1	2.7	1.0	3.2	0.1	2.6
N81 Cleaning & Landscaping	2.9	3.6	0.2	2.7	0.1	1.3	2.6	4.1
Other Administrative & Support Services	1.4	3.2	0.6	2.7	0.5	5.1	0.3	2.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.7	4.2	13.6	4.2	3.1	3.9	1.0	3.9
O84,P85 Public Administration & Education	8.7	4.4	8.1	4.5	0.4	4.2	0.2	4.9
Q86-88 Health & Social Services	6.0	4.0	4.2	3.8	1.4	4.4	0.4	4.9
R90-93 Arts, Entertainment & Recreation	1.0	3.9	0.5	3.9	0.5	4.0	0.1	2.6
S,T,U Other Community, Social & Personal Services	1.9	3.6	0.9	4.6	0.8	3.1	0.3	3.0
A,B,D,E OTHERS*	0.6	2.8	0.5	3.7	-	-	0.2	2.0

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, 2024 (ANNUAL AVERAGE)

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	75.5	3.1	41.9	3.3	17.4	3.9	16.1	2.3
C10-32 MANUFACTURING	8.1	2.1	4.0	2.3	1.3	3.1	2.8	1.7
C10-12 Food, Beverages & Tobacco	1.4	2.8	0.2	2.1	0.5	3.3	0.6	2.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	2.3	0.2	3.4	-	-	0.1	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.1	2.6	0.7	2.3	0.2	10.1	0.2	1.9
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.9	0.7	2.1	0.2	2.3	0.6	1.6
C26 Electronic, Computer & Optical Products	1.5	2.0	1.2	2.6	-	-	0.2	0.9
C29-30 Transport Equipment	1.5	1.8	0.6	1.9	0.2	2.3	0.7	1.8
Other Manufacturing Industries	0.7	1.8	0.3	2.2	0.1	2.6	0.3	1.4
F41-43 CONSTRUCTION	7.3	2.1	2.2	2.6	0.5	2.0	4.6	1.9
G-U SERVICES	59.5	3.6	35.4	3.6	15.6	4.1	8.5	3.1
G46-47 WHOLESALE AND RETAIL TRADE	6.7	2.9	2.8	2.4	3.1	4.0	0.7	1.9
G46 Wholesale Trade	3.9	2.6	2.2	2.4	1.2	4.2	0.5	1.8
G47 Retail Trade	2.8	3.3	0.6	2.6	1.9	3.8	0.3	2.3
H49-53 TRANSPORTATION AND STORAGE	4.8	3.3	1.3	2.4	1.3	4.2	2.2	3.7
H49,5221 Land Transport & Supporting Services	1.0	3.5	0.2	3.4	0.1	2.9	0.7	3.6
H50,5222, 5225 Water Transport & Supporting Services	0.9	2.7	0.5	2.6	0.1	3.5	0.3	2.6
H51,5223 Air Transport & Supporting Services	1.2	4.2	0.3	3.6	0.8	5.0	0.1	3.0
Other Transportation & Storage Services	1.7	3.2	0.3	1.4	0.3	3.4	1.1	4.3
I55-56 ACCOMMODATION AND FOOD SERVICES	6.5	3.8	1.4	3.5	4.0	4.1	1.1	3.4
I55 Accommodation	1.7	7.5	0.5	5.3	0.9	10.5	0.3	6.6
I56 Food & Beverage Services	4.8	3.2	0.9	2.9	3.1	3.5	0.8	2.8
J58-63 INFORMATION AND COMMUNICATIONS	6.3	5.1	5.9	5.3	0.2	3.1	0.1	3.1
J58-61 Telecommunications, Broadcasting & Publishing	0.8	2.8	0.7	3.1	0.1	1.9	-	-
J62-63 IT & Other Information Services	5.5	5.8	5.3	5.9	0.2	4.4	0.1	3.6
K64-66 FINANCIAL AND INSURANCE SERVICES	5.1	2.8	4.7	2.8	0.4	3.1	0.1	2.8
K64 & 66 (excl.662) Financial Services	4.3	2.7	4.0	2.8	0.3	2.7	0.1	2.9
K65 & 662 Insurance Services	0.8	3.3	0.7	3.1	0.1	5.3	-	-
L68 REAL ESTATE SERVICES	1.8	3.5	0.7	2.9	0.7	4.5	0.4	3.5
M69-75 PROFESSIONAL SERVICES	6.0	3.2	4.8	3.6	0.6	3.2	0.6	1.7
M69-70 Legal, Accounting & Management Services	3.5	4.0	2.9	3.9	0.4	3.8	0.2	6.2
M71 Architectural & Engineering Services	1.5	2.1	1.0	2.9	0.1	2.0	0.4	1.2
Other Professional Services	1.0	3.5	0.9	3.6	-	-	0.1	2.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.2	3.4	1.0	3.0	1.7	3.6	2.5	3.4
N80 Security & Investigation	1.4	3.5	0.1	2.2	1.2	3.7	0.2	2.9
N81 Cleaning & Landscaping	2.3	3.3	0.1	2.3	0.1	1.9	2.1	3.6
Other Administrative & Support Services	1.4	3.3	0.8	3.3	0.4	4.7	0.3	2.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.3	4.2	12.8	4.1	3.7	5.0	0.8	3.6
O84,P85 Public Administration & Education	8.9	4.6	7.7	4.3	1.1	9.7	0.2	4.5
Q86-88 Health & Social Services	5.7	4.1	4.0	3.9	1.4	4.6	0.3	3.9
R90-93 Arts, Entertainment & Recreation	0.8	3.5	0.4	3.3	0.4	3.6	0.1	3.8
S,T,U Other Community, Social & Personal Services	1.8	3.7	0.8	4.2	0.8	3.6	0.3	2.9
A,B,D,E OTHERS*	0.6	2.8	0.4	3.5	-	-	0.2	2.1

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.
- 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

	2022	2023	2024	4Q	
				2023	2024
TOTAL	2.6	2.2	2.0	2.1	1.8
Industry (SSIC 2020)					
C10-32 MANUFACTURING	2.3	1.7	1.6	1.5	1.2
C10-12 Food, Beverages & Tobacco	3.0	3.0	2.3	2.9	2.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.7	1.6	1.3	1.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.5	1.3	1.2	1.2	0.8
C25,28 Fabricated Metal Products, Machinery & Equipment	2.3	1.8	1.5	1.8	1.3
C26 Electronic, Computer & Optical Products	2.4	1.0	1.0	0.7	0.9
C29-30 Transport Equipment	2.0	1.6	2.2	1.3	1.2
Other Manufacturing Industries	2.4	1.9	1.4	1.3	1.3
F41-43 CONSTRUCTION	3.0	2.3	2.1	2.4	2.1
G-U SERVICES	2.6	2.4	2.0	2.2	1.8
G46-47 WHOLESALE AND RETAIL TRADE	2.6	2.7	2.1	2.5	1.9
G46 Wholesale Trade	2.1	1.8	1.7	2.2	1.6
G47 Retail Trade	3.8	4.4	2.8	3.2	2.6
H49-53 TRANSPORTATION AND STORAGE	2.4	2.0	1.8	1.8	1.6
H49,5221 Land Transport & Supporting Services	2.1	1.7	1.8	1.9	2.5
H50,5222,5225 Water Transport & Supporting Services	1.7	1.7	1.6	1.3	1.0
H51,5223 Air Transport & Supporting Services	2.8	2.3	1.7	2.0	1.2
Other Transportation & Storage Services	2.8	2.3	1.9	2.0	1.7
I55-56 ACCOMMODATION AND FOOD SERVICES	3.9	3.6	3.1	3.5	2.9
I55 Accommodation	4.4	3.5	2.8	3.0	2.1
I56 Food & Beverage Services	3.9	3.7	3.2	3.6	3.0
J58-63 INFORMATION AND COMMUNICATIONS	3.1	2.1	1.9	1.9	1.6
J58-61 Telecommunications, Broadcasting & Publishing	2.2	1.6	1.3	1.6	1.2
J62-63 IT & Other Information Services	3.5	2.4	2.1	2.1	1.7
K64-66 FINANCIAL AND INSURANCE SERVICES	2.1	1.9	1.7	1.7	1.4
K64 & 66 (excl.662) Financial Services	2.1	1.9	1.7	1.7	1.4
K65 & 662 Insurance Services	2.3	2.2	2.0	1.5	1.1
L68 REAL ESTATE SERVICES	2.5	2.3	2.1	2.0	1.7
M69-75 PROFESSIONAL SERVICES	2.5	2.1	2.0	2.0	1.9
M69-70 Legal, Accounting & Management Services	2.4	2.1	2.1	2.0	1.8
M71 Architectural & Engineering Services	2.8	2.3	2.0	2.2	2.1
Other Professional Services	2.1	1.8	1.7	1.6	1.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.6	3.0	3.3	2.6
N80 Security & Investigation	3.9	4.0	3.6	3.8	3.2
N81 Cleaning & Landscaping	3.9	3.6	3.0	3.5	2.7
Other Administrative & Support Services	4.7	3.3	2.4	2.6	1.9
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.7	1.5	1.5	1.3
O84,P85 Public Administration & Education	1.1	1.2	1.0	1.0	0.9
Q86-88 Health & Social Services	2.0	2.1	1.9	1.9	1.5
R90-93 Arts, Entertainment & Recreation	2.4	2.2	2.1	1.9	1.8
S,T,U Other Community, Social & Personal Services	2.3	2.1	1.9	2.2	2.1
A,B,D,E OTHERS*	1.7	1.5	1.5	1.7	1.3
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	2.0	1.8	1.5	1.5	1.3
Clerical, Sales & Service Workers	3.5	3.3	2.9	3.3	2.6
Production & Transport Operators, Cleaners & Labourers	3.2	2.4	2.2	2.3	2.1

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent				
		2022	2023	2024	4Q	
					2023	2024
	TOTAL	1.7	1.4	1.3	1.3	1.1
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	1.5	1.2	1.0	1.0	0.8
C10-12	Food, Beverages & Tobacco	2.1	1.8	1.5	1.5	1.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.5	1.4	1.1	1.0	0.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.1	0.8	0.7	0.7	0.5
C25,28	Fabricated Metal Products, Machinery & Equipment	1.5	1.2	1.0	1.0	0.8
C26	Electronic, Computer & Optical Products	1.5	1.1	0.9	0.7	0.6
C29-30	Transport Equipment	1.2	1.1	0.9	1.1	0.7
	Other Manufacturing Industries	1.4	1.3	1.2	1.2	0.9
F41-43	CONSTRUCTION	1.3	1.3	1.2	1.3	1.1
G-U	SERVICES	1.8	1.5	1.4	1.4	1.2
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.4	1.5	1.3	1.3
G46	Wholesale Trade	1.4	1.1	1.2	1.0	1.1
G47	Retail Trade	2.4	2.1	2.1	1.9	1.8
H49-53	TRANSPORTATION AND STORAGE	1.5	1.3	1.1	1.2	1.0
H49,5221	Land Transport & Supporting Services	1.3	1.1	1.0	0.9	1.0
H50,5222,5225	Water Transport & Supporting Services	1.0	1.1	1.0	1.1	0.7
H51,5223	Air Transport & Supporting Services	1.3	1.0	1.1	1.1	1.2
	Other Transportation & Storage Services	2.0	1.7	1.3	1.6	1.2
I55-56	ACCOMMODATION AND FOOD SERVICES	3.0	2.6	2.3	2.5	2.2
I55	Accommodation	3.3	2.3	2.0	2.1	1.6
I56	Food & Beverage Services	2.9	2.6	2.3	2.5	2.2
J58-63	INFORMATION AND COMMUNICATIONS	2.1	1.5	1.5	1.4	1.4
J58-61	Telecommunications, Broadcasting & Publishing	1.9	1.1	1.3	0.9	1.2
J62-63	IT & Other Information Services	2.2	1.6	1.5	1.6	1.5
K64-66	FINANCIAL AND INSURANCE SERVICES	1.4	1.1	0.9	0.9	0.8
K64 & 66 (excl.662)	Financial Services	1.4	1.0	0.9	0.9	0.8
K65 & 662	Insurance Services	1.8	1.3	1.0	1.0	0.9
L68	REAL ESTATE SERVICES	1.9	1.5	1.3	1.3	0.9
M69-75	PROFESSIONAL SERVICES	1.6	1.3	1.3	1.4	1.1
M69-70	Legal, Accounting & Management Services	1.7	1.3	1.4	1.2	1.4
M71	Architectural & Engineering Services	1.4	1.4	1.2	1.6	0.9
	Other Professional Services	1.5	1.2	1.2	1.3	0.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.1	2.7	2.2	2.5	2.0
N80	Security & Investigation	3.2	2.9	2.5	2.9	2.5
N81	Cleaning & Landscaping	3.2	3.0	2.4	2.9	2.1
	Other Administrative & Support Services	2.9	2.0	1.5	1.7	1.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.0	0.9	0.9	0.8
O84,P85	Public Administration & Education	0.8	0.7	0.6	0.5	0.5
Q86-88	Health & Social Services	1.4	1.3	1.2	1.1	1.0
R90-93	Arts, Entertainment & Recreation	1.5	1.4	1.3	1.1	1.2
S,T,U	Other Community, Social & Personal Services	1.6	1.6	1.5	1.7	1.4
A,B,D,E	OTHERS*	1.2	1.0	0.9	1.1	0.7
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.4	1.1	1.0	0.9	0.8
	Clerical, Sales & Service Workers	2.5	2.1	2.0	1.9	1.8
	Production & Transport Operators, Cleaners & Labourers	1.8	1.7	1.5	1.6	1.3

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

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

Notes :

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

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, FOURTH QUARTER 2024

Per Cent

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

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

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

- : nil or negligible

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

7.4 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2024 (ANNUAL AVERAGE)

Per Cent

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.0	1.3	1.5	1.0	2.9	2.0	2.2	1.5
C10-32 MANUFACTURING	1.6	1.0	1.4	0.8	2.2	1.3	1.8	1.2
C10-12 Food, Beverages & Tobacco	2.3	1.5	1.4	0.9	3.0	2.0	2.4	1.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.1	1.4	0.8	1.7	1.2	1.6	1.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.2	0.7	1.1	0.6	1.5	0.9	1.2	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.0	1.1	0.8	1.8	1.0	1.8	1.2
C26 Electronic, Computer & Optical Products	1.0	0.9	0.9	0.8	1.5	0.9	1.2	1.2
C29-30 Transport Equipment	2.2	0.9	2.4	0.6	2.1	0.9	2.1	1.2
Other Manufacturing Industries	1.4	1.2	1.4	1.0	1.6	1.3	1.4	1.3
F41-43 CONSTRUCTION	2.1	1.2	1.8	1.0	2.5	1.1	2.1	1.3
G-U SERVICES	2.0	1.4	1.5	1.0	3.0	2.1	2.5	1.7
G46-47 WHOLESALE AND RETAIL TRADE	2.1	1.5	1.4	0.9	3.2	2.4	2.0	1.4
G46 Wholesale Trade	1.7	1.2	1.3	0.9	2.5	1.9	2.1	1.4
G47 Retail Trade	2.8	2.1	1.7	1.2	3.5	2.6	2.0	1.3
H49-53 TRANSPORTATION AND STORAGE	1.8	1.1	1.2	0.9	1.8	1.1	2.2	1.3
H49,5221 Land Transport & Supporting Services	1.8	1.0	1.5	0.9	1.6	1.1	2.0	1.0
H50,5222,5225 Water Transport & Supporting Services	1.6	1.0	1.2	0.8	1.8	1.1	2.1	1.2
H51,5223 Air Transport & Supporting Services	1.7	1.1	1.2	0.6	1.5	0.9	3.6	3.0
Other Transportation & Storage Services	1.9	1.3	1.2	1.1	2.4	1.5	2.2	1.5
I55-56 ACCOMMODATION AND FOOD SERVICES	3.1	2.3	1.9	1.4	3.7	2.7	2.9	1.9
I55 Accommodation	2.8	2.0	2.5	1.9	3.3	2.3	2.5	1.9
I56 Food & Beverage Services	3.2	2.3	1.8	1.3	3.7	2.8	2.9	1.9
J58-63 INFORMATION AND COMMUNICATIONS	1.9	1.5	1.8	1.4	2.9	2.5	3.9	2.6
J58-61 Telecommunications, Broadcasting & Publishing	1.3	1.3	1.2	1.0	2.2	3.0	1.3	1.1
J62-63 IT & Other Information Services	2.1	1.5	2.0	1.5	3.7	2.0	4.8	3.2
K64-66 FINANCIAL AND INSURANCE SERVICES	1.7	0.9	1.6	0.9	2.5	1.4	2.5	1.4
K64 & 66 (excl.662) Financial Services	1.7	0.9	1.6	0.8	2.7	1.4	2.5	1.4
K65 & 662 Insurance Services	2.0	1.0	2.0	1.0	2.1	1.3	3.3	2.2
L68 REAL ESTATE SERVICES	2.1	1.3	1.4	1.0	2.0	1.4	3.6	1.9
M69-75 PROFESSIONAL SERVICES	2.0	1.3	1.8	1.2	3.2	1.7	2.1	1.3
M69-70 Legal, Accounting & Management Services	2.1	1.4	1.9	1.3	3.3	2.0	3.3	1.5
M71 Architectural & Engineering Services	2.0	1.2	1.8	1.1	2.8	1.3	2.0	1.4
Other Professional Services	1.7	1.2	1.7	1.2	3.0	1.5	1.6	0.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.0	2.2	1.8	1.3	3.8	2.5	3.0	2.4
N80 Security & Investigation	3.6	2.5	1.3	0.9	4.1	2.8	2.4	2.0
N81 Cleaning & Landscaping	3.0	2.4	1.8	1.4	3.6	2.1	3.1	2.6
Other Administrative & Support Services	2.4	1.5	1.9	1.3	3.0	1.9	3.0	1.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	0.9	1.3	0.8	2.2	1.5	1.8	1.1
O84,P85 Public Administration & Education	1.0	0.6	1.0	0.5	2.4	1.1	1.2	0.7
Q86-88 Health & Social Services	1.9	1.2	1.7	1.1	2.1	1.4	2.2	1.3
R90-93 Arts, Entertainment & Recreation	2.1	1.3	1.6	1.1	2.7	1.6	1.7	1.4
S,T,U Other Community, Social & Personal Services	1.9	1.5	1.7	1.2	2.1	2.0	1.8	1.0
A,B,D,E OTHERS*	1.5	0.9	1.3	0.7	1.8	0.6	1.8	1.2

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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 2020)	2022	2023	2024	2023	2024			
				Dec	Mar	Jun	Sep	Dec
TOTAL	44.1	43.6	43.3	43.4	43.3	43.3	43.3	43.2
C10-32 MANUFACTURING	47.5	46.5	45.9	45.8	46.0	45.8	45.7	45.9
C10-12 Food, Beverages & Tobacco	44.6	44.1	43.2	43.0	43.0	43.2	43.3	43.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	48.3	46.2	45.5	45.7	45.8	44.7	44.8	46.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	44.4	43.2	43.7	43.3	44.1	44.0	43.4	43.4
C25,28 Fabricated Metal Products, Machinery & Equipment	49.0	47.9	46.7	46.3	46.8	46.6	46.8	46.7
C26 Electronic, Computer & Optical Products	47.4	45.7	45.5	45.4	46.0	45.3	45.4	45.2
C29-30 Transport Equipment	49.0	48.7	48.1	48.2	48.1	48.1	47.6	48.6
Other Manufacturing Industries	46.6	46.4	45.7	46.3	46.1	45.4	46.0	45.4
F41-43 CONSTRUCTION	49.9	48.6	47.8	48.7	47.7	47.8	47.8	47.8
G-U SERVICES	42.3	41.8	41.7	41.7	41.8	41.7	41.7	41.6
G46-47 WHOLESALE AND RETAIL TRADE	42.2	41.4	41.3	41.0	41.2	41.3	41.4	41.5
G46 Wholesale Trade	42.4	41.9	41.9	41.6	41.8	41.8	42.0	41.9
G47 Retail Trade	41.7	40.4	40.4	39.8	40.1	40.6	40.2	40.8
H49-53 TRANSPORTATION AND STORAGE	45.2	44.3	43.8	44.1	43.5	43.8	44.2	43.7
H49,5221 Land Transport & Supporting Services	46.7	47.3	46.8	46.8	46.1	47.2	47.4	46.5
H50,5222, 5225 Water Transport & Supporting Services	44.5	42.6	42.1	42.1	42.2	41.8	42.6	41.9
H51,5223 Air Transport & Supporting Services	42.9	41.7	41.9	42.1	41.9	41.9	41.7	42.1
Other Transportation & Storage Services	45.8	44.9	44.2	44.7	43.9	44.2	44.7	44.0
I55-56 ACCOMMODATION AND FOOD SERVICES	40.4	40.2	40.2	39.9	40.6	40.3	40.0	40.0
I55 Accommodation	45.1	45.2	45.3	45.6	45.8	45.9	44.7	44.8
I56 Food & Beverage Services	39.7	39.4	39.4	39.1	39.8	39.4	39.2	39.3
J58-63 INFORMATION AND COMMUNICATIONS	40.9	40.6	40.7	40.7	40.8	40.3	40.9	40.8
J58-61 Telecommunications, Broadcasting & Publishing	40.5	40.4	40.8	40.8	40.6	40.4	41.4	40.7
J62-63 IT & Other Information Services	41.1	40.7	40.7	40.6	40.8	40.3	40.7	40.8
K64-66 FINANCIAL AND INSURANCE SERVICES	41.3	40.8	40.6	40.9	40.8	40.7	40.4	40.6
K64 & 66 (excl.662) Financial Services	41.4	40.9	40.7	41.0	40.9	40.7	40.3	40.7
K65 & 662 Insurance Services	40.4	39.9	40.4	40.2	40.4	40.4	40.6	40.3
L68 REAL ESTATE SERVICES	43.2	43.2	43.4	43.0	43.3	43.3	43.9	43.2
M69-75 PROFESSIONAL SERVICES	42.6	42.3	42.7	41.8	42.6	43.0	42.7	42.7
M69-70 Legal, Accounting & Management Services	40.8	40.2	40.5	38.5	40.4	40.6	40.7	40.5
M71 Architectural & Engineering Services	46.2	46.0	46.0	46.5	45.8	46.4	46.0	45.9
Other Professional Services	41.4	41.4	41.4	41.2	41.1	41.9	41.4	41.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	43.6	43.7	43.1	44.4	43.3	43.0	43.3	42.8
N80 Security & Investigation	46.6	46.3	42.9	47.1	42.6	42.7	43.9	42.5
N81 Cleaning & Landscaping	44.6	43.8	43.4	43.5	43.9	43.2	43.3	43.1
Other Administrative & Support Services	39.8	41.2	42.9	43.4	43.2	42.9	42.7	42.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	41.6	41.3	41.4	41.5	41.3	41.3	41.0
O84,P85 Public Administration & Education	41.3	41.4	41.2	41.5	41.3	41.3	41.4	40.9
Q86-88 Health & Social Services	42.3	42.0	42.1	42.0	42.4	42.1	41.9	41.8
R90-93 Arts, Entertainment & Recreation	43.7	42.3	40.6	40.7	40.8	40.9	40.0	40.5
S,T,U Other Community, Social & Personal Services	41.1	40.2	39.4	39.9	40.0	39.0	39.6	39.0
A,B,D,E OTHERS*	45.1	44.4	44.9	44.9	44.4	45.2	45.3	44.7

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)	2022	2023	2024	2023	2024			
				Dec	Mar	Jun	Sep	Dec
TOTAL	2.5	2.2	2.0	2.3	2.0	2.0	2.1	2.1
C10-32 MANUFACTURING	5.0	4.0	3.7	3.7	3.7	3.7	3.7	3.7
C10-12 Food, Beverages & Tobacco	2.8	2.5	2.2	2.2	2.1	2.1	2.4	2.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.6	3.5	2.9	3.3	3.3	2.4	2.5	3.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.8	2.2	2.7	2.4	2.9	3.0	2.6	2.4
C25,28 Fabricated Metal Products, Machinery & Equipment	6.0	5.0	4.2	4.2	4.2	4.2	4.3	4.3
C26 Electronic, Computer & Optical Products	5.0	3.2	2.9	2.8	3.0	2.7	3.2	2.7
C29-30 Transport Equipment	6.1	5.5	5.4	5.4	5.3	5.6	4.9	5.9
Other Manufacturing Industries	4.5	4.3	3.6	4.3	3.6	3.5	4.0	3.2
F41-43 CONSTRUCTION	6.4	5.5	5.1	5.6	5.0	5.0	5.2	5.3
G-U SERVICES	1.3	1.2	1.0	1.2	1.0	1.0	1.0	0.9
G46-47 WHOLESALE AND RETAIL TRADE	1.1	1.0	1.0	1.0	1.0	1.0	1.0	1.1
G46 Wholesale Trade	1.1	1.0	1.0	1.0	1.0	1.0	1.1	1.1
G47 Retail Trade	1.3	1.1	0.9	1.0	0.9	1.0	0.9	0.9
H49-53 TRANSPORTATION AND STORAGE	3.0	2.6	2.1	2.8	2.0	2.1	2.3	2.0
H49,5221 Land Transport & Supporting Services	4.2	5.4	5.0	5.5	4.7	5.1	5.4	4.6
H50,5222, 5225 Water Transport & Supporting Services	2.2	1.4	0.7	1.4	0.8	0.8	0.5	0.8
H51,5223 Air Transport & Supporting Services	1.4	0.3	0.5	0.7	0.5	0.4	0.3	1.0
Other Transportation & Storage Services	3.5	2.8	2.2	3.1	2.1	2.2	2.6	1.9
I55-56 ACCOMMODATION AND FOOD SERVICES	1.4	1.5	1.3	1.6	1.3	1.4	1.3	1.2
I55 Accommodation	2.1	2.2	2.1	2.3	2.4	2.0	2.0	2.0
I56 Food & Beverage Services	1.3	1.3	1.2	1.5	1.1	1.2	1.2	1.1
J58-63 INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.3	0.2	0.2	0.3	0.3
J58-61 Telecommunications, Broadcasting & Publishing	0.4	0.3	0.3	0.3	0.3	0.3	0.4	0.3
J62-63 IT & Other Information Services	0.2	0.2	0.2	0.3	0.2	0.2	0.2	0.3
K64-66 FINANCIAL AND INSURANCE SERVICES	0.5	0.1	0.1	0.1	0.1	0.1	0.1	0.2
K64 & 66 (excl.662) Financial Services	0.5	0.1	0.1	0.1	0.1	0.1	0.1	0.2
K65 & 662 Insurance Services	0.1	0.1	0.1	0.1	0.1	-	0.1	-
L68 REAL ESTATE SERVICES	1.4	1.3	1.1	1.2	1.3	1.0	1.3	0.9
M69-75 PROFESSIONAL SERVICES	1.4	1.3	1.6	1.8	1.5	1.7	1.6	1.6
M69-70 Legal, Accounting & Management Services	0.2	0.3	0.3	0.4	0.3	0.3	0.2	0.2
M71 Architectural & Engineering Services	3.6	3.4	3.7	4.1	3.5	3.8	3.9	3.6
Other Professional Services	0.6	0.4	0.5	0.6	0.5	0.7	0.5	0.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.3	2.1	3.2	2.4	2.0	2.0	1.8
N80 Security & Investigation	5.8	6.0	2.4	6.1	3.1	2.2	2.4	1.9
N81 Cleaning & Landscaping	3.0	2.7	2.4	2.6	2.6	2.3	2.4	2.1
Other Administrative & Support Services	1.9	1.9	1.3	1.7	1.5	1.3	1.1	1.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.3	0.3	0.3	0.3	0.3	0.3
O84,P85 Public Administration & Education	0.1	0.2	0.1	0.2	0.1	0.1	0.2	0.1
Q86-88 Health & Social Services	0.5	0.4	0.4	0.5	0.5	0.4	0.3	0.4
R90-93 Arts, Entertainment & Recreation	1.4	1.2	0.8	0.7	0.9	0.8	0.7	0.9
S,T,U Other Community, Social & Personal Services	0.6	0.6	0.5	0.6	0.4	0.4	0.6	0.6
A,B,D,E OTHERS*	2.6	2.3	2.5	2.9	2.2	2.5	2.9	2.5

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

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

- : nil or negligible

Notes :

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

Explanatory Notes

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

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

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

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

Residents refer to Singapore Citizens and Permanent Residents.

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

Uses and Limitations

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 24	60,300	2,400	4.0%	55,600	65,100
Resident Unemployment Rate	Dec 24	2.5%	0.10%-pt	3.9%	2.3%	2.7%
JOB VACANCY						
Job Vacancy Number	Dec 24	75,800	1,200	1.6%	73,300	78,200
Job Vacancy Rate	Dec 24	3.0%	0.05%-pt	1.6%	2.9%	3.1%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 24	1.8%	0.03%-pt	1.9%	1.7%	1.8%
Average Monthly Resignation Rate	4Q 24	1.1%	0.01%-pt	1.2%	1.1%	1.2%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 24	2.1	0.03	1.3%	2.0	2.1

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Labour Market Advance Release First Quarter 2025	29-30 Apr 2025*
Report on Wage Practices 2024	26-30 May 2025*
Labour Market Report First Quarter 2025	09-13 Jun 2025*
Labour Market Advance Release Second Quarter 2025	30-31 Jul 2025*

PAST ...

Job Vacancies 2024	28 Mar 2025
Labour Market Report Fourth Quarter 2024	19 Mar 2025
Labour Force In Singapore 2024	27 Jan 2025
Labour Market Advance Release Fourth Quarter 2024	27 Jan 2025
Labour Market Report Third Quarter 2024	09 Dec 2024
Labour Force in Singapore Advance Release 2024	28 Nov 2024
Labour Market Advance Release Third Quarter 2024	29 Oct 2024
Labour Market Report Second Quarter 2024	17 Sep 2024

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