

Labour Market Report First Quarter 2022



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT FIRST QUARTER 2022

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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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Employment Change, Unemployment and Retrenchment

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Explanatory Notes

Notations

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

Abbreviations

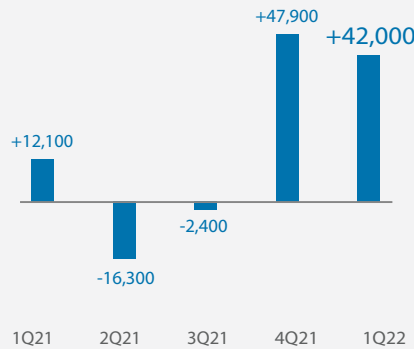
| | |
|-------------------------------------|--|
| excl | : Excluding |
| MDW | : Migrant domestic workers |
| MOM | : Ministry of Manpower |
| MTI | : Ministry of Trade and Industry |
| PMETs | : Professionals, Managers, Executives & Technicians |
| Prod & Tpt Op, Cleaners & Labourers | : Production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

Labour Market Report First Quarter 2022

Employment

Total employment growth eased slightly

Employment change (Quarterly)



Employment level (excl. MDW)

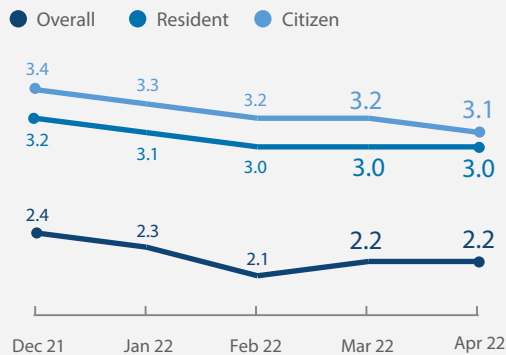


3,439,200
March 2022

Unemployment

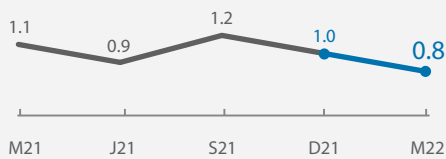
Unemployment rates continued to trend down

Unemployment rate (%), seasonally adjusted



Resident long-term unemployment rate declined

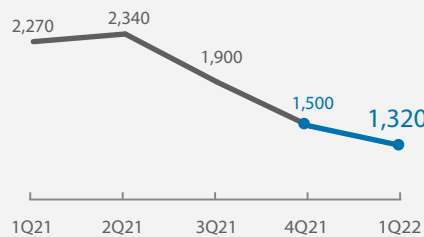
Resident long-term unemployment rate (%), seasonally adjusted



Retrenchment

Retrenchments dipped to a record low

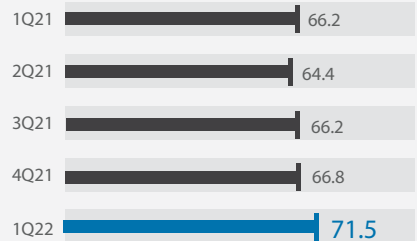
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment improved

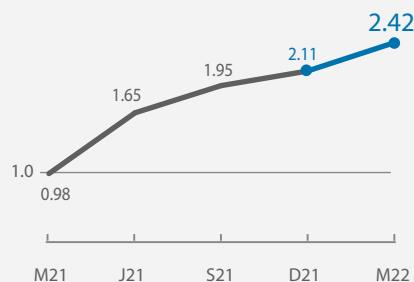
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Ratio of job vacancies to unemployed persons trended higher

Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

Recruitment and resignation rates held steady

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



Short Work-Week Or Temporary Layoff

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



1,200
4Q 2021 ↓ 670
1Q 2022

Executive Summary

Additional data in this final report on the labour market situation in the first quarter of 2022 (1Q 2022) support the preliminary assessment that the labour market continued to improve on all fronts.

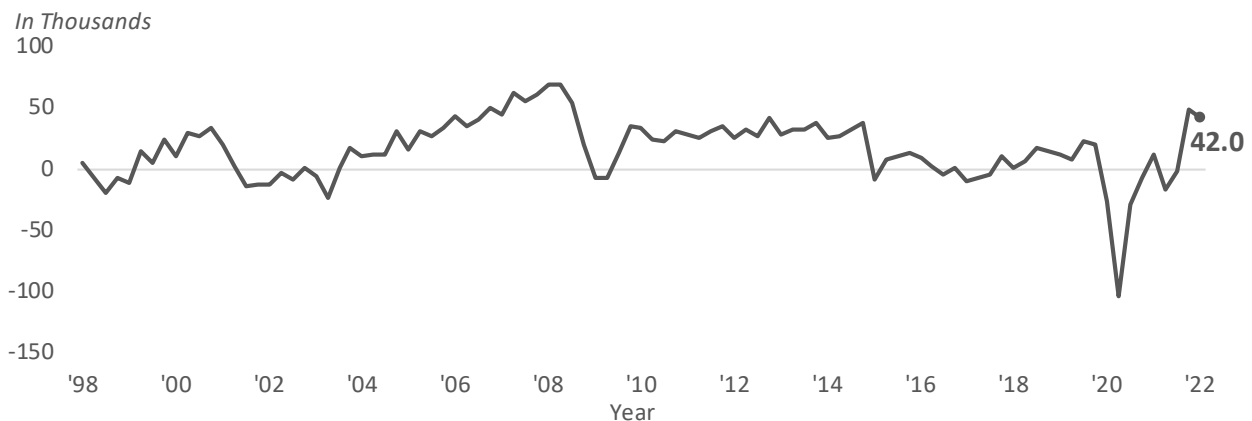
- Both resident and non-resident employment rose. However, the majority of employment growth this quarter accrued to non-residents, as employers back-filled vacancies for jobs that were more reliant on migrant workers when border restrictions were progressively lifted. Notwithstanding this, the non-resident employment level in March 2022 remained notably lower than its pre-pandemic level (15% below the level in December 2019). On the other hand, resident employment was now 3.9% above pre-pandemic level.
- Unemployment rates continued to trend down to pre-pandemic levels. Although the resident long-term unemployment rate remained slightly above the pre-pandemic level, this too has improved.
- As business activities resumed and manpower shortages rose, the number of retrenchments dipped to a record low, and the six-month re-entry rate among retrenched residents rose to a high last seen in 2015. At the same time, employers placed fewer employees on a short work-week or temporary layoff.
- Resignation and recruitment rates remained unchanged in 1Q 2022, after trending up in the previous quarters. However, PMETs experienced greater churn. Their recruitment and resignation rates have been creeping up, and were now above their pre-COVID averages. Nonetheless, the rates in 1Q 2022 were still below record highs.
- The number of job vacancies rose to a new high, though the rate of increase has slowed from the previous quarter. With an increase in job vacancies and a corresponding decline in the number of unemployed, the job vacancy to unemployed persons ratio rose to a new high since 1998. The bulk of the job vacancies were in *Construction* and *Manufacturing* (mainly for non-PMET jobs typically held by migrant workers), as well as in *Financial Services*, *Information & Communications*, *Public Administration & Education* and *Professional Services* (mostly PMET vacancies).
- With significant relaxation of border restrictions from April 2022, non-resident worker inflows are expected to recover in the months ahead. In addition, the deterioration of the external economic environment and supply chain disruptions could dampen business sentiments. The tight labour market will also strengthen the impetus for firm-level upgrading, primarily through diffusion of innovation and adoption of technology. Hence, we can expect some easing of labour demand pressures going forward. At the same time, we also expect the type of skills and nature of the jobs in demand to evolve because of restructuring.

Employment

Total employment (excluding migrant domestic workers) grew by 42,000 in 1Q 2022, slightly lower than the increase of 47,900 in the previous quarter. The growth was led by non-residents, as border restrictions were progressively lifted.¹ Resident employment also continued to rise, and has surpassed pre-pandemic levels by March 2022 (3.9% above the level in December 2019). On the other hand, non-resident employment remained 15% below the level in December 2019.

In 1Q 2022, resident employment increases were concentrated in growth sectors such as *Financial Services*, *Information & Communications*, *Professional Services*, and *Health & Social Services*. In these sectors, the resident employment growth was higher than that for non-resident workers. The large majority of non-resident employment increases were in *Manufacturing* and *Construction*. Among other sectors, resident employment declines were larger in *Administrative & Support Services*, *Food & Beverage Services* and *Retail Trade*, partly reflecting the seasonal effect of exiting temporary workers who were hired in 4Q 2021 for year-end festivities.

Chart 1: Quarterly Total Employment Change (Excl MDW)



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

Notes:

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

¹ In 1Q 2022, resident employment rose by 6,000, while non-resident employment increased by 36,000.

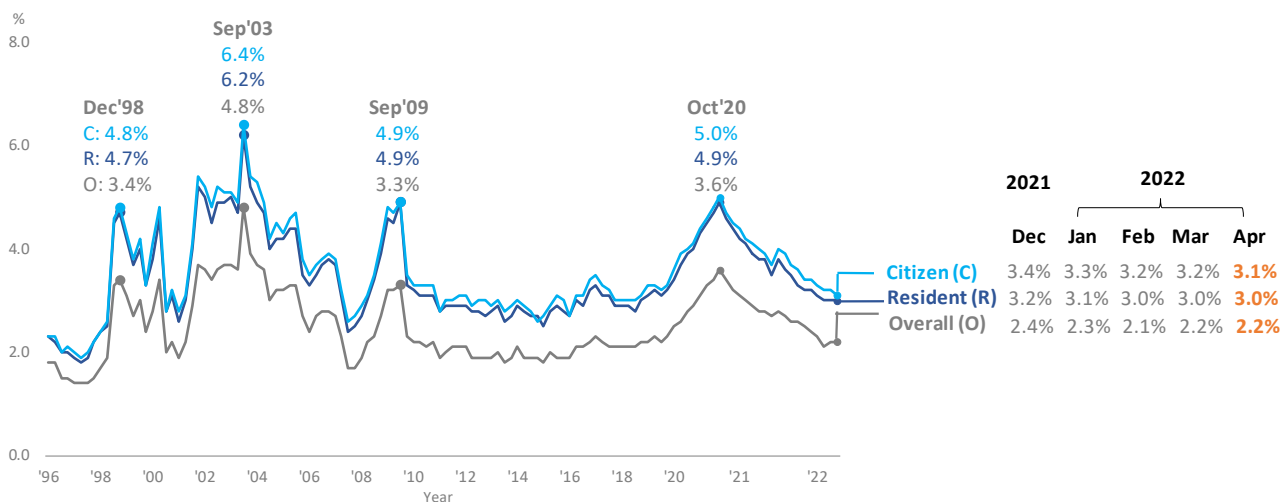
Unemployment

A lower level of labour market slack was observed, as the seasonally adjusted unemployment rates trended down to pre-COVID levels in March 2022 (overall: 2.2%; resident: 3.0%; citizen: 3.2%).²

Compared to December 2021, the resident unemployment rate improved for most age and education groups, except for residents in their 50s and 60 & over, and residents with below secondary or degree qualifications. In particular for older residents, the rates in March 2022 were higher than their pre-COVID averages.³ There is impetus to place older residents quickly into jobs, given their susceptibility to long job search.⁴ The extension of the Job Growth Incentive to September 2022 for mature workers, and the SGUnited Mid-Career Pathways Programme, will create more opportunities and pathways for mature jobseekers to re-enter into employment.

From March to April 2022, unemployment rates continued to dip for citizens (from 3.2% to 3.1%), and held steady for residents and the overall labour force (3.0% and 2.2% respectively).^{5,6}

Chart 2: Unemployment Rate (Seasonally Adjusted)



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

² Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate declined from 2.9% in 4Q 2021 to 2.6% in 1Q 2022.

³ Quarterly average unemployment rates in 2018/2019 was 2.9% for residents aged 50-59, and 2.6% for residents aged 60 & over.

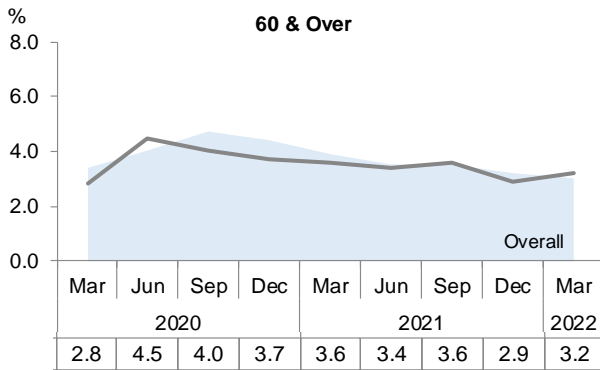
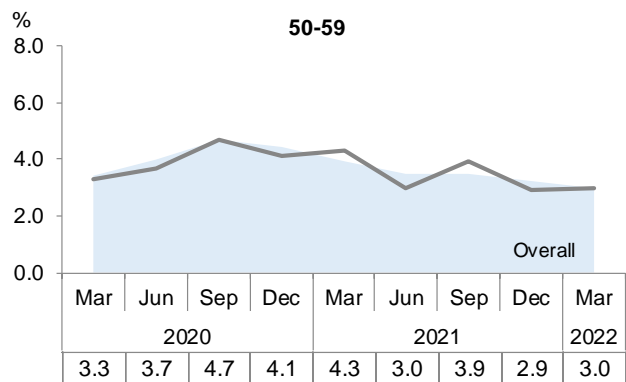
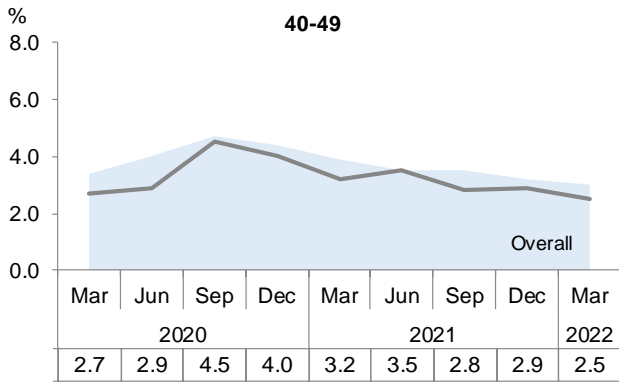
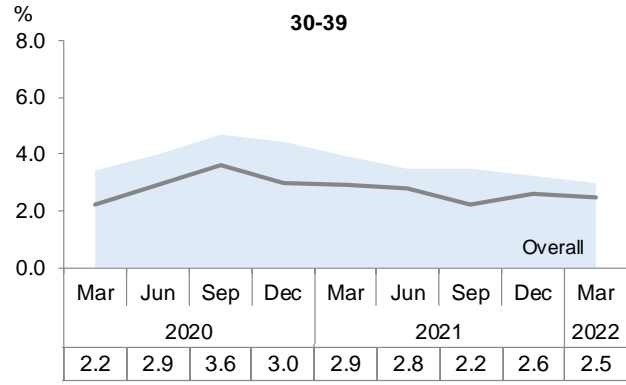
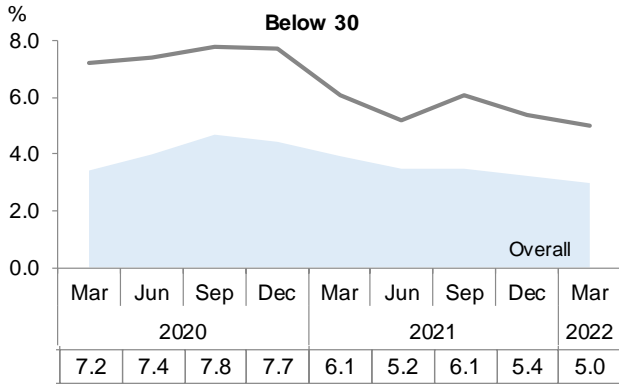
⁴ While their long-term unemployment rates improved, they were higher than the rate for the other age groups, and were above the pre-COVID averages in 2018/2019.

⁵ Based on seasonally adjusted data, there were 72,400 unemployed residents in April 2022, of which 64,800 were citizens.

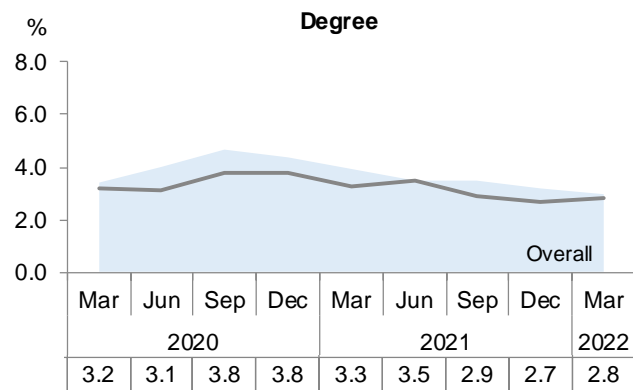
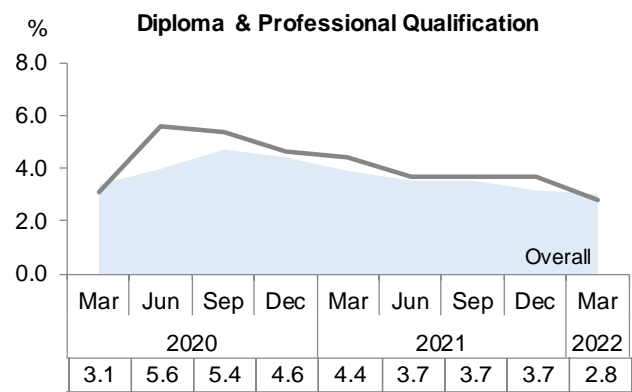
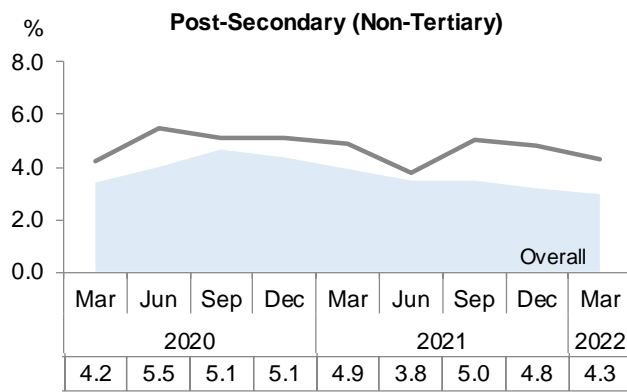
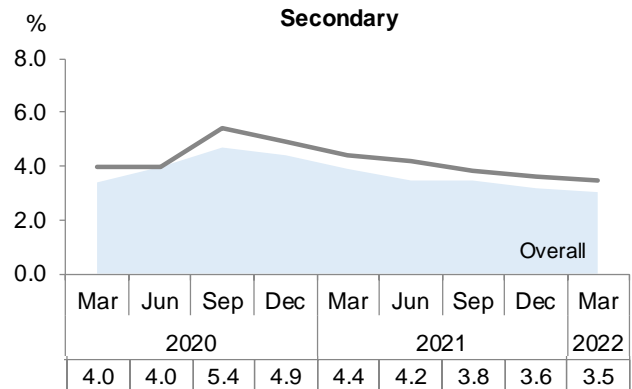
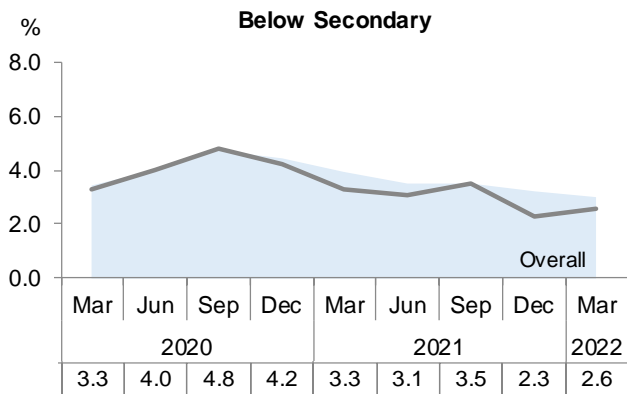
⁶ To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations to enable a more meaningful analysis of the groups who need help.

Chart 3: Resident Unemployment Rate By Age And Education
(Seasonally Adjusted)

By Age



By Education



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

Between December 2021 and March 2022, the resident long-term unemployment rate⁷ also improved (from 1.0% to 0.8%), but remained slightly above the pre-COVID quarterly average of 0.7% in 2018/19.⁸ Movements in long-term unemployment rates tend to lag that of unemployment rates, as structural mismatches take longer to resolve.

The improvement in resident long-term unemployment rate was broad-based across age and education groups. By March 2022, the rate had recovered back to pre-COVID level for those aged below 50, as well as among residents with either below secondary or tertiary qualifications.

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



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

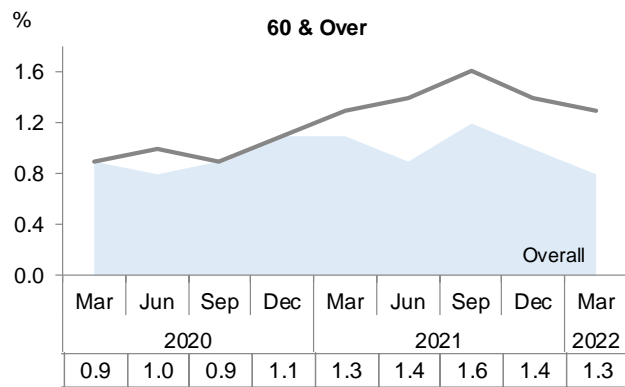
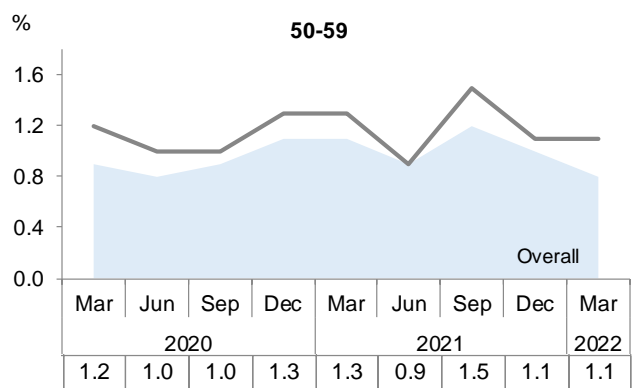
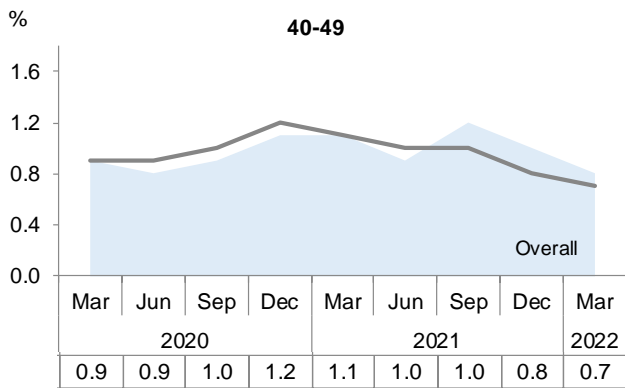
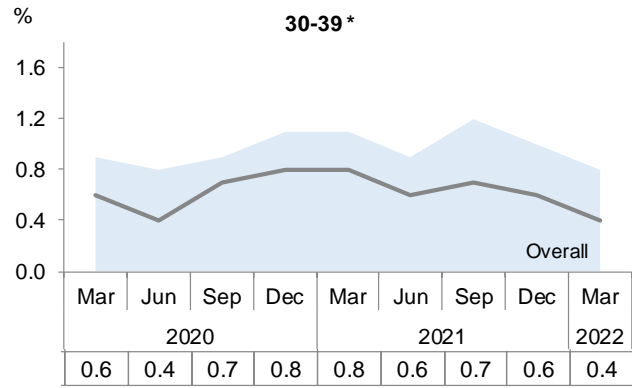
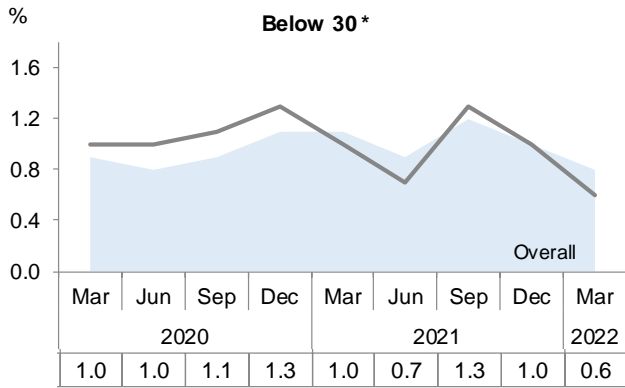
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

⁷ The long-term unemployment rate measures persons who are unemployed for at least 25 weeks, as a percentage of the labour force. More time is needed to carry out additional verification on the duration of unemployment to ensure a proper classification of this group of unemployed persons. Hence, the information is only released on a quarterly basis.

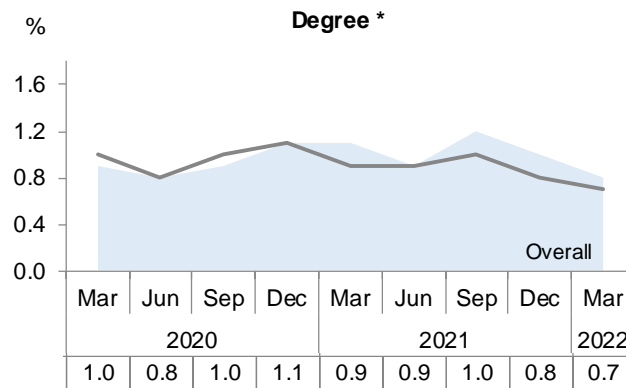
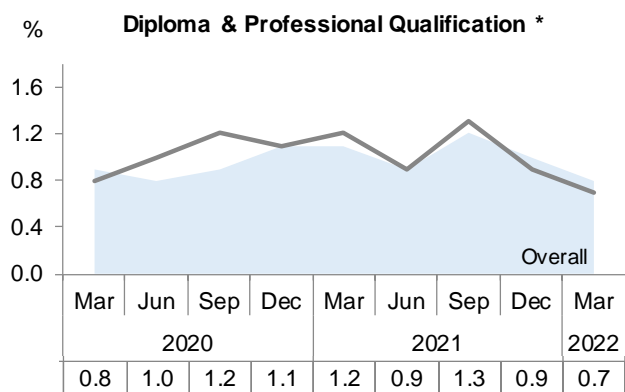
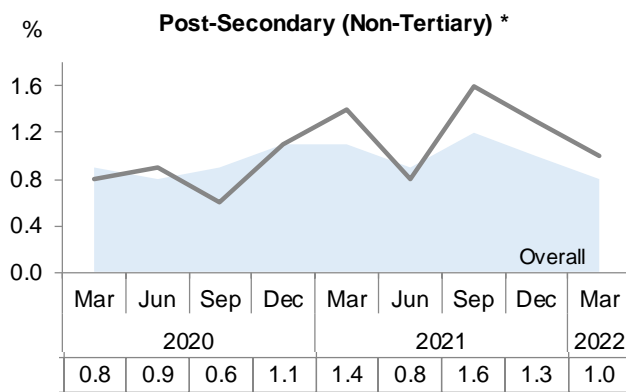
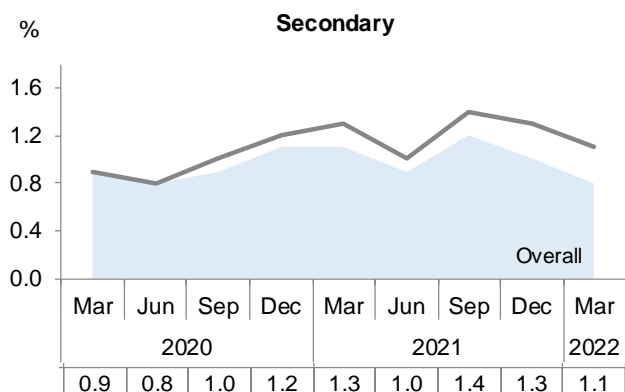
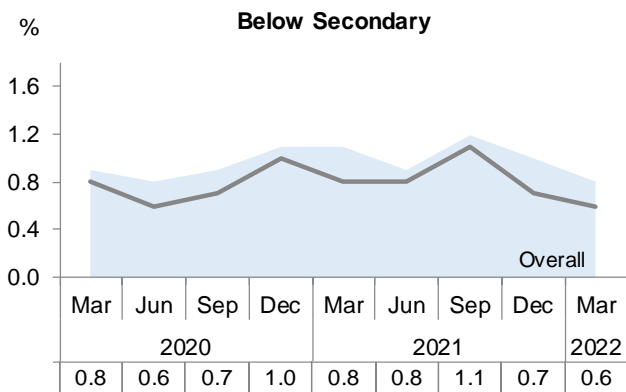
⁸ Based on seasonally adjusted data, there were 18,900 long-term unemployed residents in March 2022, down from 22,900 in December 2021.

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

By Age



By Education



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

Notes:

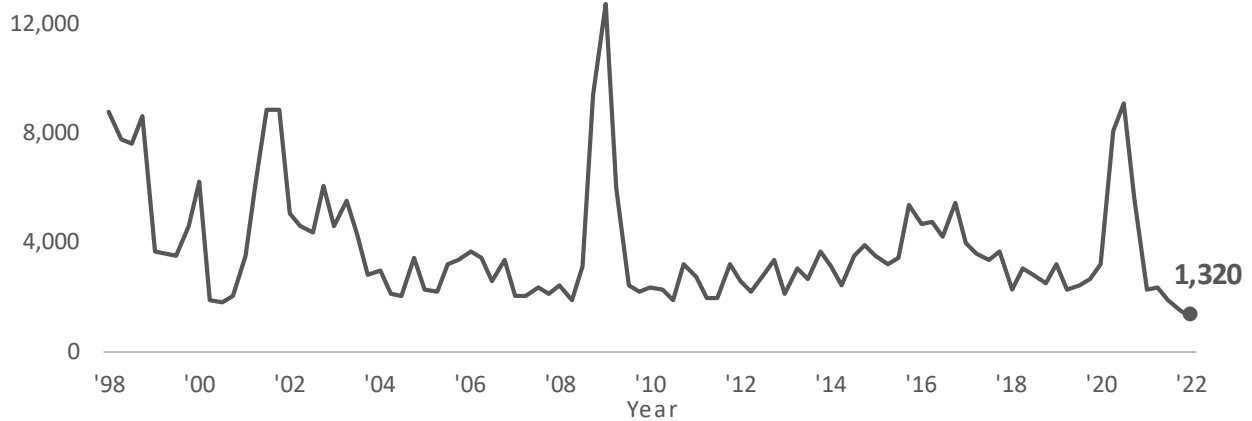
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.

Retrenchment

The number of retrenchments declined, from 1,500 (or 0.7 retrenched per 1,000 employees) in 4Q 2021 to a record low of 1,320 (or 0.6 retrenched per 1,000 employees) in 1Q 2022. Business reorganisation/restructuring remained the top reason for layoffs (47%).

By industry, *Manufacturing* saw an increase in layoffs, led by those in the manufacture of fabricated metal products, machinery & equipment. These layoffs arose from product line discontinuation.

Chart 6: Retrenchments

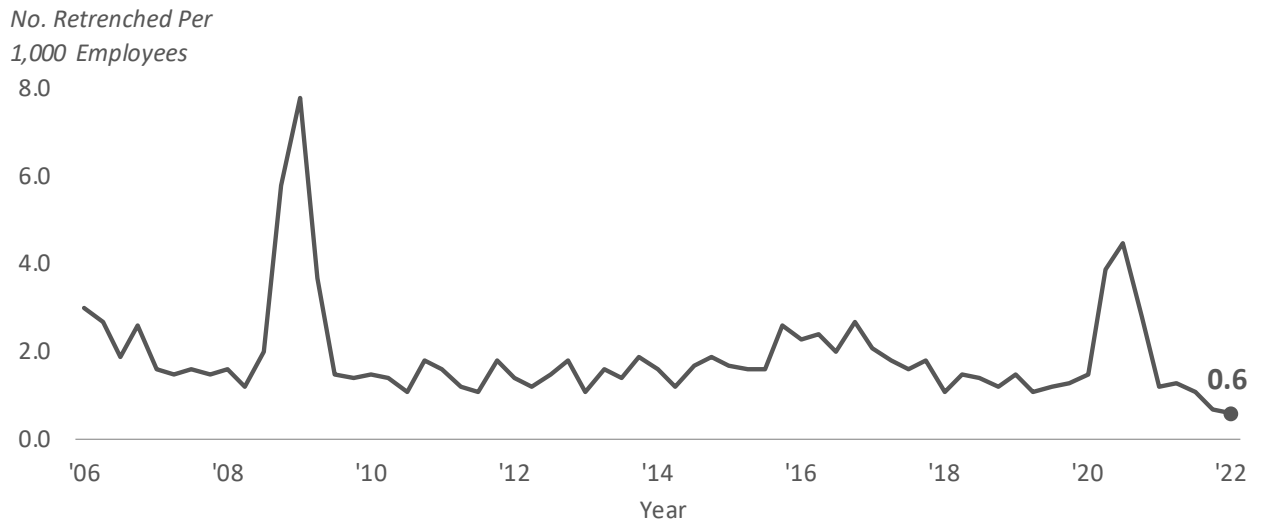


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

Chart 7: Incidence of Retrenchment

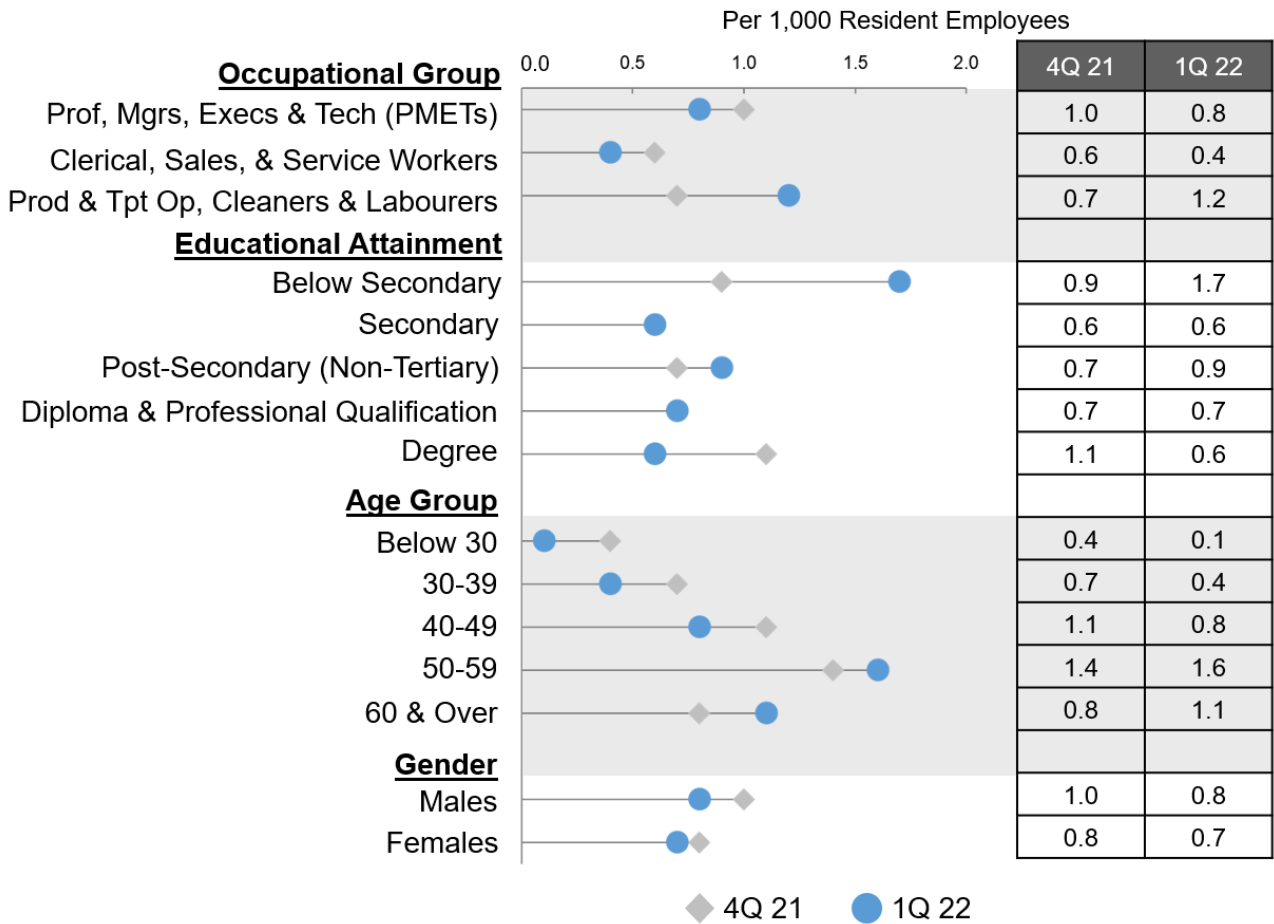


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Over the quarter, the incidence of retrenchment among residents fell or was unchanged for most groups, except for older residents aged 50 & over, production & related workers, as well as those with below secondary or post-secondary (non-tertiary) qualifications.

Chart 8: Incidence Of Retrenchment Among Residents By Occupation, Educational Attainment, Age And Gender



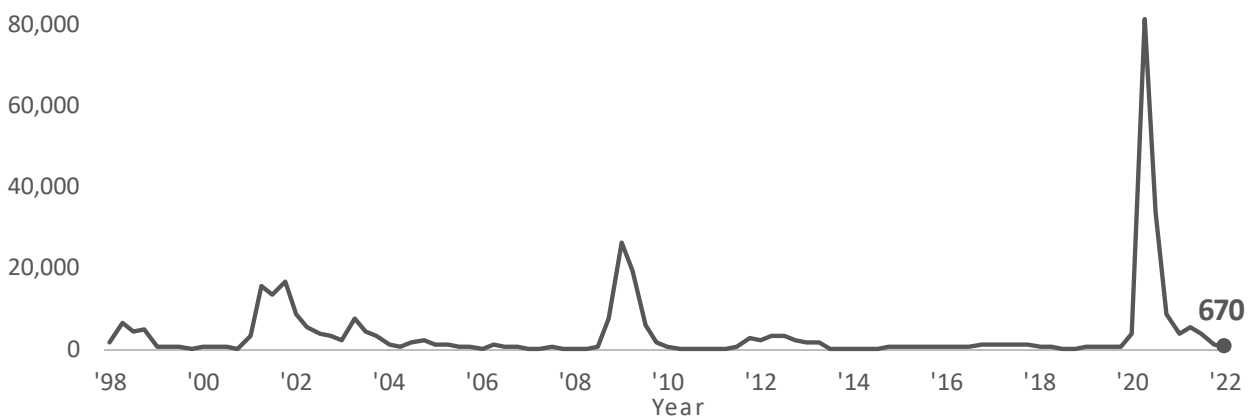
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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

Short Work-Week Or Temporary Layoff

As business activities resumed and manpower shortages rose, employers placed fewer employees on a short work-week or temporary layoff. The level in 1Q 2022 (670) was now below the pre-COVID norm⁹, after declining significantly from the preceding quarter (1,200). The fall was broad-based across industries and occupational groups. Most of the affected employees in 1Q 2022 were on short work-week arrangements (590).

Chart 9: Number Of Employees On Short Work-week Or Temporary Layoff



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

Notes:

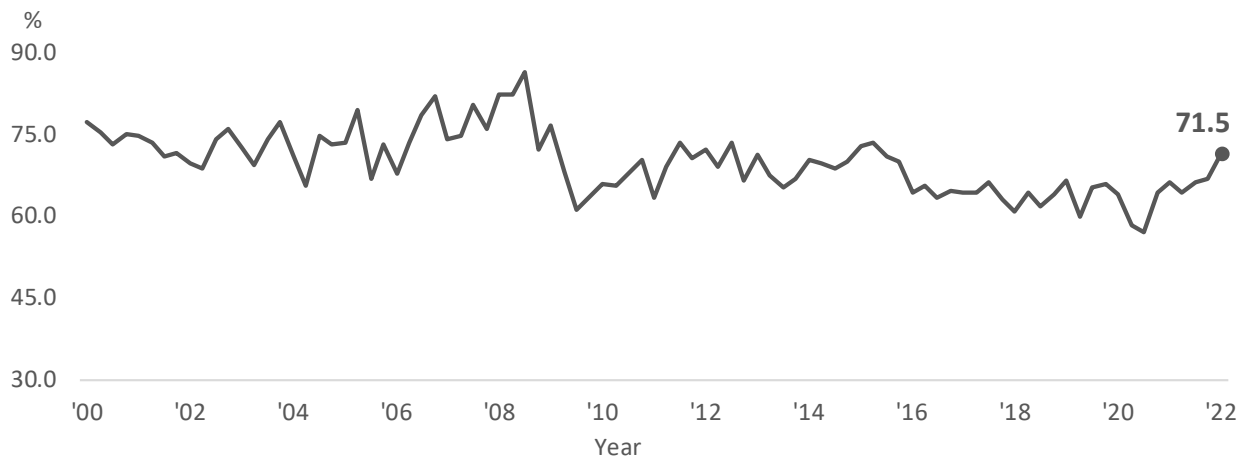
- (1) Data are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

⁹ The simple average of quarterly levels in 2018-2019 was 740.

Re-entry Into Employment

Among retrenched residents, more were able to find a new job quickly. The percentage who re-entered employment within 6 months rose from 67% to 72% in 1Q 2022, a high last seen in 2015. Trends were mixed by age, education and occupation. The improvement was more observable among residents in their 40s and 50s, production & related workers, as well as those with below secondary qualifications.

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

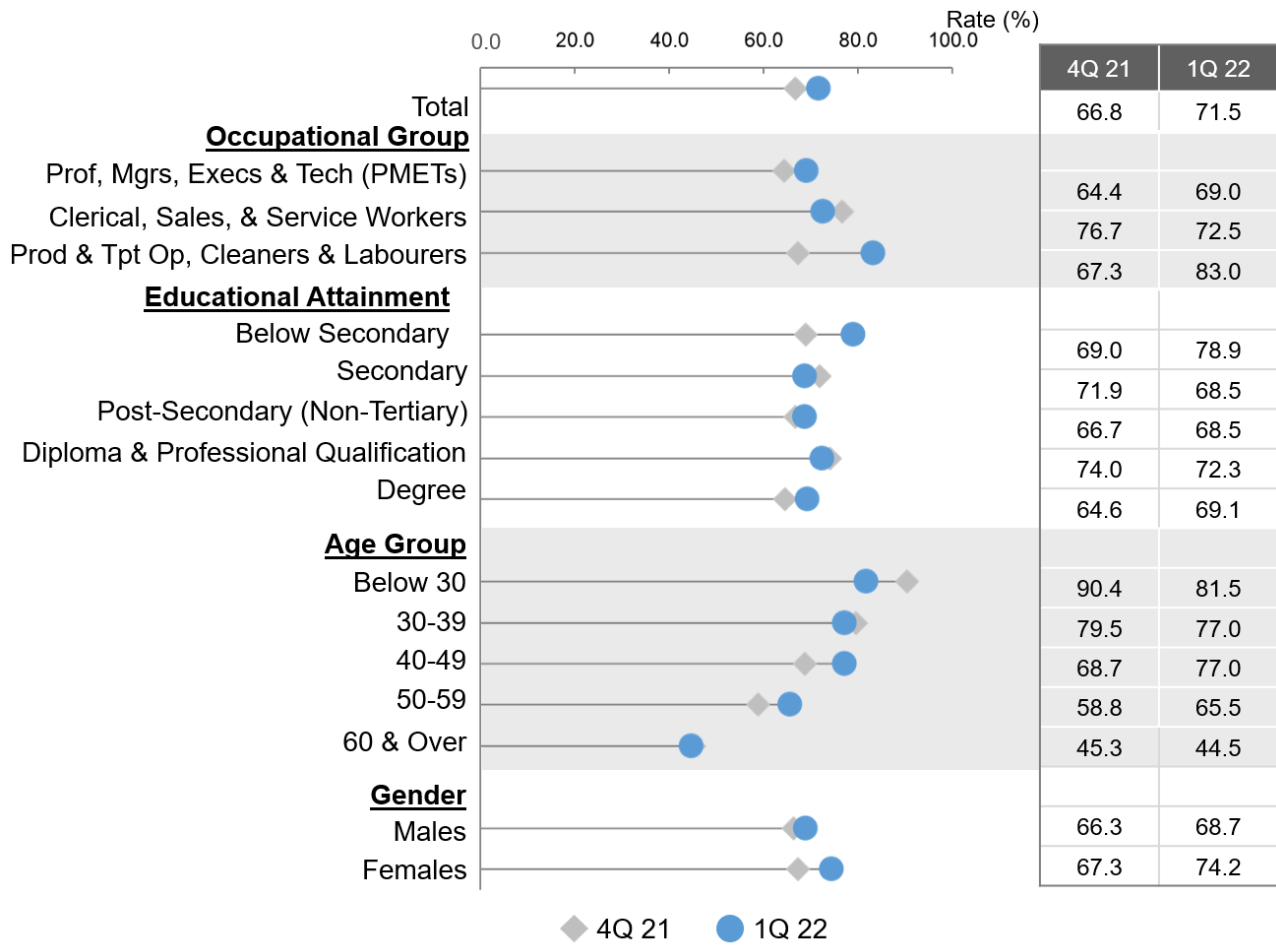


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for 1Q 2022 refers to residents retrenched in 3Q 2021.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.
- (3) Before 2007, data pertain to residents retrenched from private establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

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



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

Note: Data refer to re-entry rates in 4Q 2021 / 1Q 2022 for residents retrenched in 2Q / 3Q 2021 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

Job Vacancy

The labour market continued to tighten as businesses post vacancies to backfill positions and hire to meet rising demand. The number of job vacancies increased to a new high in March 2022 (128,100, seasonally adjusted). However, the rate of increase (9%) slowed compared to the previous quarter (17%). With an increase in job vacancies and a corresponding decline in the number of unemployed, the job vacancy to unemployed persons ratio (2.42 in March 2022, seasonally adjusted) rose to a new high since 1998.

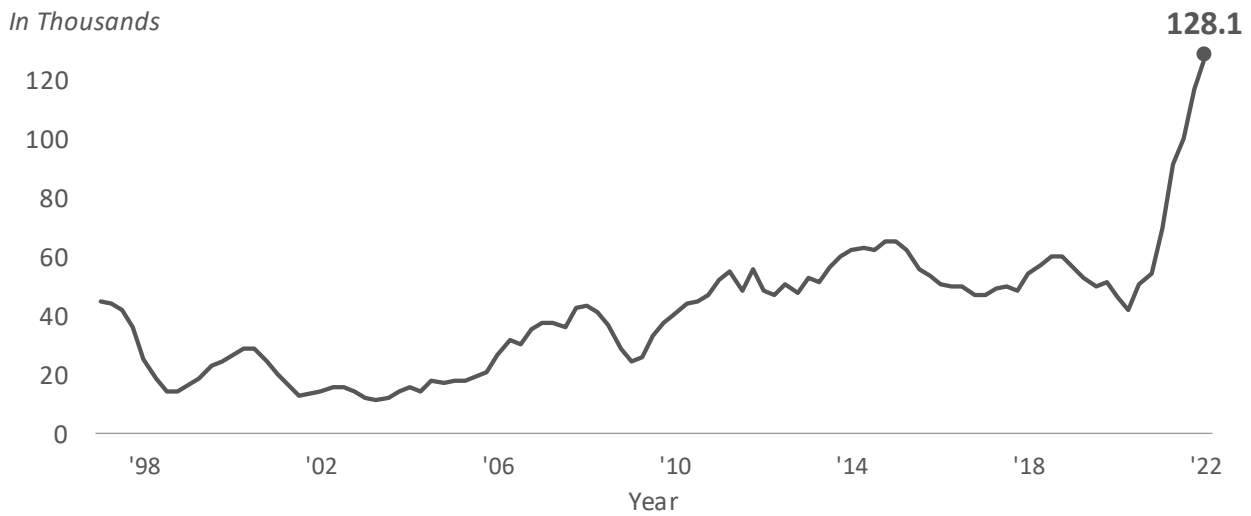
In March 2022, the bulk of the job vacancies were in *Construction* and *Manufacturing*, as well as in *Financial Services*, *Information & Communications*, *Public Administration & Education* and *Professional Services*.

The vacancies in *Construction* and *Manufacturing* were mainly for non-PMET job roles typically held by migrant workers. Even though these sectors saw additions in non-resident employment in recent quarters, their total workforce size remained lower relative to pre-COVID periods, due to the departure of non-resident workers in the last two years.

In *Financial Services*, *Information & Communications*, *Public Administration & Education* and *Professional Services*, where resident employment has seen successive quarters of increases, the bulk of job vacancies in March 2022 were for PMET positions.

In addition, the tourism/consumer-facing sectors of *Arts, Entertainment & Recreation*, *Food & Beverage Services*, and *Accommodation* showed signs of recovery. These sectors reported a rise in job vacancies from December 2021, in anticipation of increased business activities to meet pent-up consumer demand and resumed activities for travel and large-scale meetings, incentives, conventions and exhibitions (MICE) events. Firms in these sectors were mainly looking to hire non-PMET workers.

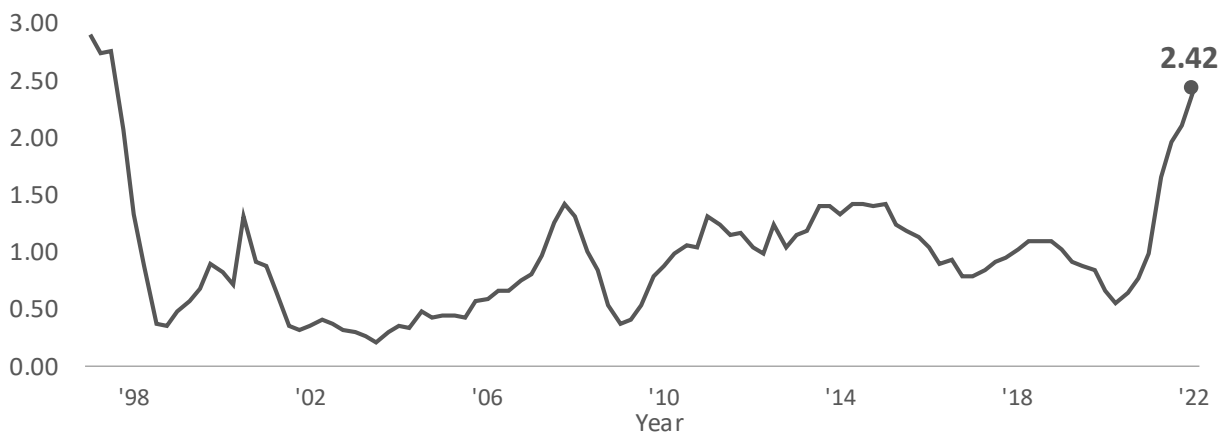
Chart 12: Job Vacancy (Seasonally Adjusted)



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

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

Chart 13: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

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

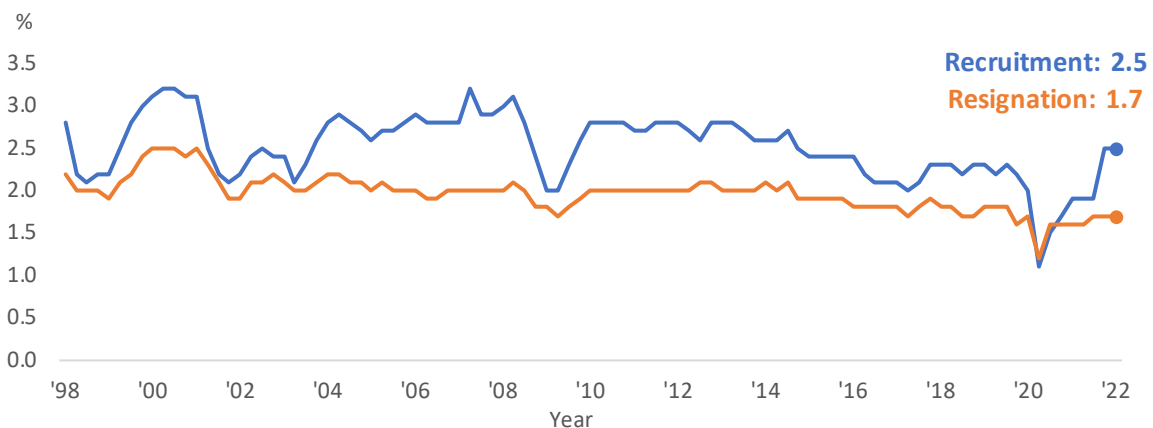
Labour Turnover

The recruitment and resignation rates were unchanged over the quarter at 2.5% and 1.7% in 1Q 2022 (seasonally adjusted), after trending up in previous quarters. As of 1Q 2022, the recruitment rate was similar to levels last seen in 2014, while the resignation rate stayed lower than the 2018/19 average.¹⁰ This suggests that at the overall, employers are bringing in workers at a rate similar to pre-COVID norms, and most employees have remained with their employers, more so than before.

By occupation, PMETs experienced greater churn. Their recruitment and resignation rates have been creeping up, and were now above their pre-COVID averages. Nonetheless, the rates in 1Q 2022 were still below record highs.¹¹ For *clerical, sales & service workers*, recruitment and resignation were not yet back at pre-COVID levels, but the impending recovery of consumer-facing and tourism-related sectors is likely to boost hiring of these workers. For *production & related workers*, only recruitment has risen above pre-COVID norm, alongside the inflow of migrant workers.

By industry, *Information & Communications, Financial Services, Health & Social Services, Transportation & Storage* and *Accommodation* experienced higher turnover compared to pre-COVID levels.¹²

Chart 14: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



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

Notes:

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

¹⁰ The recruitment rate and resignation rate pre-COVID, which is the simple average of quarterly rates in 2018-2019, was 2.3% and 1.8% respectively.

¹¹ In 1Q 2022, the PMET recruitment rate was 1.9%, and 1.4% for resignation rate. These were above their quarterly average levels in 2018-2019 (1.7% and 1.3% respectively), but were below their series highs of 3.2% and 2.3% respectively.

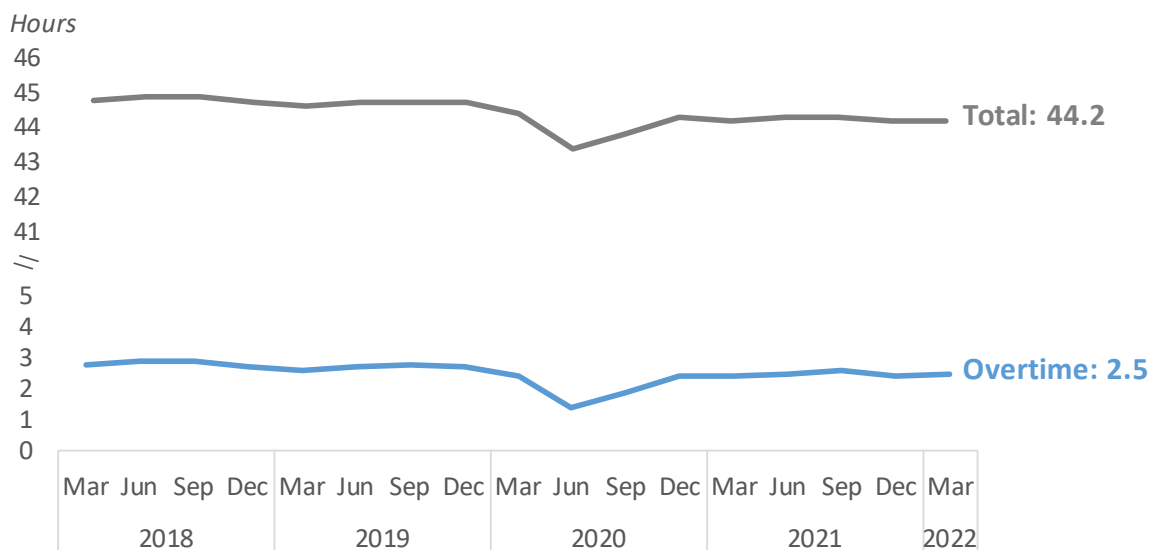
¹² Both recruitment and resignation rates in these sectors have trended up in recent quarters, and were above their pre-COVID average levels.

Hours Worked

The average weekly total paid hours worked per employee¹³ was 44.2 hours in March 2022, holding steady for the sixth consecutive quarter. There was a slight uptick over the quarter in the average weekly paid overtime hours (from 2.4 hours in December 2021 to 2.5 hours in March 2022), which was balanced by a dip in the average standard hours worked.

Over the quarter, larger increases in total paid hours were observed in *Air Transport & Supporting Services*, *Retail Trade*, and *Food & Beverage Services*, as the easing of COVID-19 rules and the lifting of travel restrictions resulted in an increased demand for services in these sectors.

Chart 15: 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 Average weekly paid hours worked per employee are based on the last month of each quarter.

TECHNICAL NOTE

Employment Change, Unemployment and Retrenchment

The Manpower Research and Statistics Department of the Ministry of Manpower publishes three higher-frequency indicators for a timely measure of the state of the labour market. In this technical note, we summarise what they are, and how they have trended over time, with a focus on what they reveal about the labour market during the COVID-19 pandemic.

WHAT ARE THEY?

(1) Employment Change

Employment change shows the aggregate increase or decrease in the number of workers. A positive employment change indicates an increase in employment, while a negative employment change indicates a decline in employment.

Total employment change can be broken down by residential status and by industry. Thus, examining employment change is useful in understanding the underlying shifts in demand for workers.

(2) Unemployment Rate

The unemployment rate is probably the best-known labour market measure. It measures the extent to which persons who want to find work are able to do so, and it shows the size of underutilised labour supply. Its movements are also closely related to economic cycles – it tends to increase when manpower demand is low during economic downturns and vice versa when manpower demand is high.

Persons who are not working are not necessarily unemployed. A person is unemployed if he or she is:

- not working;
- actively seeking work; and
- available for work

The criteria of *actively seeking* and *available for work* is necessary for the measure of unemployment as it identifies persons who are searching and actively connecting with potential employers who are hiring to fill available jobs.

As it takes time for job matches to happen, there is always some unemployment due to people changing jobs and from new entrants looking for work for the first time. Within the unemployed pool, there is a group who have been searching for a job for an extended period and they are termed as long-term unemployed.

(3) **Retrenchment**

Retrenchment refers to the termination of employees due to redundancy. It can occur when there is a lack of sufficient work or when businesses restructure to stay competitive. The number of affected workers is monitored as retrenchment is an involuntary job separation and could lead to economic hardships for our workers.

Conceptually, retrenchment should not be confused with unemployment. Not all retrenched persons will be unemployed as some will re-enter employment or decide to leave the labour force. For those who have not found a new job and are actively seeking and available for work, they join the pool of the unemployed.

A negative employment change should also not be read as retrenchment. In a dynamic labour market, workers may leave the workforce for various reasons other than retrenchment, e.g., for retirement, studies, or voluntary job changes.

HOW ARE THE DATA COMPILED?

Employment change is derived by taking the difference in the employment level at the end of the reference period compared with the end of the preceding period. For example, the employment change for 2021 is obtained by taking the difference in employment level at end December 2021 and the employment level at end December 2020. Data on the number of employed persons are obtained from administrative records and labour force surveys.

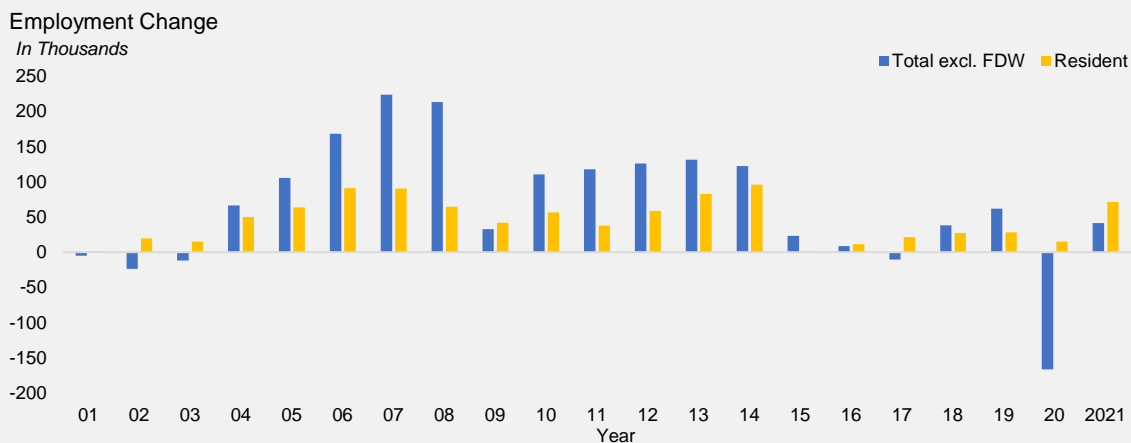
Unemployment rate is the percentage of unemployed persons to the labour force, which comprises employed and unemployed persons. The long-term unemployment rate is the percentage of persons unemployed for 25 weeks or more to the labour force. Data on unemployment are compiled from the Labour Force Survey conducted on a representative sample of households in Singapore. Respondents are interviewed to obtain information about the labour force status of each member of the household. The survey responses are then grossed up to Singapore's population to provide a comprehensive picture of the unemployment situation in Singapore. The unemployment statistics pertain to the month at the end of the survey reference period, for example, December 2021.

Retrenchment statistics are shown as the number and incidence of retrenchment (number of retrenched persons per 1,000 employees). Data on retrenchment are from the Labour Market Survey. Before 2006, the survey covered private establishments each with at least 25 employees. From 2006 onwards, the survey has also been including the public sector comprising government ministries, organs of state and statutory boards. All private sector establishments (each with at least 25 employees) and the public sector report the number and profile of retrenched residents.

WHAT HAS BEEN THE TREND?

Resident employment increased annually, even during recessionary years

Total employment grew over the last two decades, except in recessionary years when non-resident workers were cut due to business slack. In 2020 at the height of the pandemic, total employment registered the sharpest contraction. Even then, resident employment continued to grow. In fact, resident employment grew in every year of the last two decades. During the Global Financial Crisis in 2009, resident employment growth also exceeded the fall in non-resident workers, thus supporting overall employment growth.

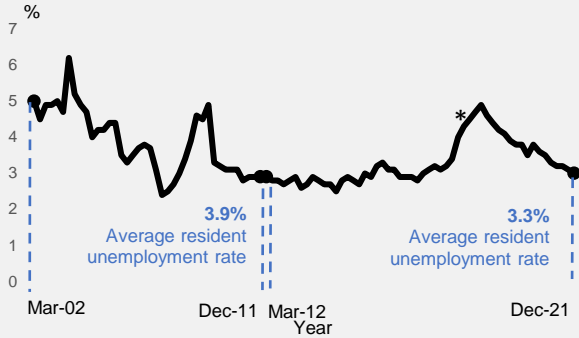


Unemployment remained low

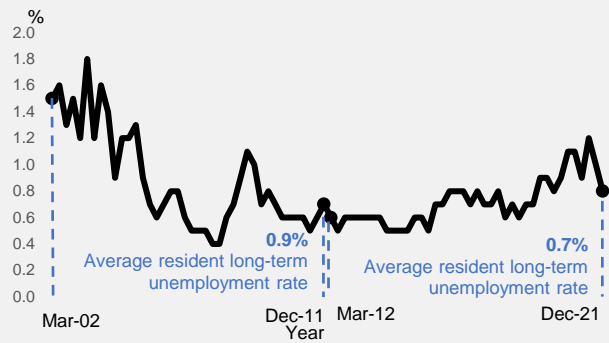
The continued increase in resident employment has kept unemployment low. Resident unemployment rate averaged 3.3% in the recent decade compared to 3.9% in the preceding decade. In general, unemployment tends to move with economic cycles. When the economy went into a recession during the COVID-19 pandemic, the resident unemployment rate trended up, and reached a high in October 2020. Conversely, when economic activities picked up and resident employment rebounded strongly in 2021, the resident unemployment rate trended down and has returned to pre-pandemic lows by early 2022.

The movement of the long-term unemployment rate generally tracked that of the unemployment rate. However, improvements in long-term unemployment rate tends to be slower as the unemployed, after a protracted period of job search, may face greater difficulties looking for jobs. Over the longer term, long-term unemployment has been staying low too. Resident long-term unemployment rate averaged 0.7% in the recent decade compared to 0.9% in the preceding decade.

Resident Unemployment Rate
Seasonally Adjusted



Resident Long-Term Unemployment Rate
Seasonally Adjusted

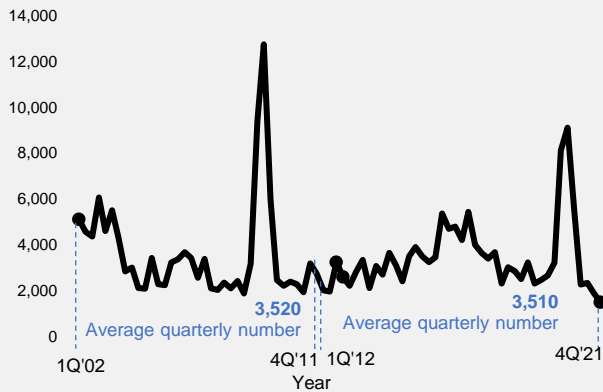


* Monthly unemployment series started from Apr 2020. Prior to this, unemployment statistics is available on a quarterly basis.

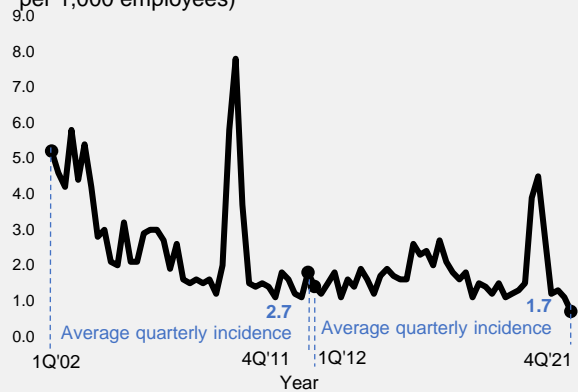
Retrenchment stayed low

The number of retrenchments has held steady over the years, spiking only in recessionary years. Most of the retrenchments that take place during non-recessionary years are due to business restructuring and reorganisation. Over the years, the likelihood of retrenchments (measured by the incidence of retrenchment) has decreased.

Number of retrenchments



Incidence of retrenchments (No. retrenched per 1,000 employees)



1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

| Characteristics | 2019 | 2020 | 2021 | Mar | |
|---------------------------------------|------------|------------|------------|------------|------------|
| | | | | 2021 | 2022 |
| TOTAL | 3.1 | 4.1 | 3.5 | 3.5 | 2.7 |
| GENDER | | | | | |
| Males | 3.0 | 3.9 | 3.3 | 3.3 | 2.8 |
| Females | 3.4 | 4.4 | 3.8 | 3.9 | 2.6 |
| AGE GROUP (YEARS) | | | | | |
| Below 30 | 5.9 | 7.5 | 5.7 | 5.2 | 3.8 |
| 30 - 39 | 2.2 | 3.0 | 2.6 | 2.6 | 2.2 |
| 40 & Over | 2.7 | 3.7 | 3.3 | 3.5 | 2.6 |
| 40 - 49 | 2.5 | 3.4 | 3.2 | 3.1 | 2.3 |
| 50 & Over | 2.9 | 3.9 | 3.4 | 3.7 | 2.8 |
| 50 - 59 | 3.1 | 3.9 | 3.5 | 4.0 | 2.7 |
| 60 & Over | 2.7 | 3.7 | 3.4 | 3.4 | 3.0 |
| HIGHEST QUALIFICATION ATTAINED | | | | | |
| Below Secondary | 2.9 | 4.1 | 3.1 | 2.9 | 2.2 |
| Secondary | 3.5 | 4.6 | 4.1 | 4.2 | 3.2 |
| Post-Secondary (Non-Tertiary) | 3.6 | 4.9 | 4.5 | 4.4 | 3.7 |
| Diploma & Professional Qualification | 3.3 | 4.7 | 3.9 | 4.2 | 2.5 |
| Degree | 2.9 | 3.5 | 3.2 | 3.0 | 2.6 |

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

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

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

| Characteristics | 2019 | 2020 | 2021 | Mar | |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
| | | | | 2021 | 2022 |
| TOTAL | 72.9 | 96.4 | 84.3 | 82.7 | 65.0 |
| GENDER | | | | | |
| Males | 37.0 | 48.9 | 42.2 | 40.7 | 35.8 |
| Females | 35.8 | 47.5 | 42.1 | 42.0 | 29.2 |
| AGE GROUP (YEARS) | | | | | |
| Below 30 | 23.1 | 27.9 | 22.1 | 18.8 | 14.0 |
| 30 - 39 | 11.5 | 16.4 | 15.6 | 14.6 | 14.2 |
| 40 & Over | 38.2 | 52.0 | 46.6 | 49.3 | 36.8 |
| 40 - 49 | 14.1 | 19.7 | 17.6 | 17.6 | 13.3 |
| 50 & Over | 24.1 | 32.4 | 29.0 | 31.7 | 23.4 |
| 50 - 59 | 14.5 | 18.3 | 15.5 | 18.0 | 11.7 |
| 60 & Over | 9.6 | 14.1 | 13.4 | 13.6 | 11.8 |
| HIGHEST QUALIFICATION ATTAINED | | | | | |
| Below Secondary | 10.9 | 14.3 | 10.1 | 10.1 | 7.2 |
| Secondary | 13.3 | 17.1 | 14.9 | 15.9 | 12.1 |
| Post-Secondary (Non-Tertiary) | 8.0 | 11.3 | 9.8 | 9.4 | 7.2 |
| Diploma & Professional Qualification | 15.2 | 21.5 | 18.6 | 19.4 | 12.3 |
| Degree | 25.4 | 32.2 | 30.9 | 27.9 | 26.2 |

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

Notes :

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

A2

1.3 LONG-TERM UNEMPLOYMENT

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

| Characteristics | 2019 | 2020 | 2021 | Per Cent | |
|---------------------------------------|------|------|------|----------|------|
| | | | | Mar | |
| | | | | 2021 | 2022 |
| TOTAL | 0.7 | 1.0 | 1.0 | 1.1 | 0.7 |
| GENDER | | | | | |
| Males | 0.8 | 1.0 | 1.0 | 1.1 | 0.8 |
| Females | 0.6 | 0.9 | 1.0 | 1.1 | 0.6 |
| AGE GROUP (YEARS) | | | | | |
| Below 30 | 0.9 | 1.1 | 1.0 | 1.0 | 0.6 |
| 30 - 39 | 0.4 | 0.6 | 0.7 | 0.8 | 0.4 |
| 40 & Over | 0.9 | 1.0 | 1.2 | 1.2 | 1.0 |
| 40 - 49 | 0.7 | 1.0 | 1.0 | 1.1 | 0.7 |
| 50 & Over | 1.0 | 1.0 | 1.3 | 1.2 | 1.1 |
| 50 - 59 | 1.1 | 1.1 | 1.2 | 1.3 | 1.1 |
| 60 & Over | 0.9 | 1.0 | 1.4 | 1.2 | 1.2 |
| HIGHEST QUALIFICATION ATTAINED | | | | | |
| Below Secondary | 0.7 | 0.8 | 0.9 | 0.8 | 0.5 |
| Secondary | 0.8 | 1.0 | 1.2 | 1.2 | 1.1 |
| Post-Secondary (Non-Tertiary) | 0.8 | 0.9 | 1.3 | 1.4 | 1.0 |
| Diploma & Professional Qualification | 0.7 | 1.0 | 1.1 | 1.2 | 0.7 |
| Degree | 0.7 | 1.0 | 0.9 | 0.9 | 0.7 |

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

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

1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

| Characteristics | 2019 | 2020 | 2021 | Mar | |
|---------------------------------------|------|------|------|------|------|
| | | | | 2021 | 2022 |
| TOTAL | 17.0 | 22.3 | 24.2 | 24.8 | 18.0 |
| GENDER | | | | | |
| Males | 10.3 | 12.6 | 12.9 | 13.1 | 10.9 |
| Females | 6.7 | 9.6 | 11.2 | 11.7 | 7.2 |
| AGE GROUP (YEARS) | | | | | |
| Below 30 | 3.2 | 4.1 | 3.9 | 3.6 | 2.0 |
| 30 - 39 | 2.1 | 3.6 | 3.9 | 4.4 | 2.6 |
| 40 & Over | 11.7 | 14.6 | 16.4 | 16.8 | 13.4 |
| 40 - 49 | 3.8 | 5.8 | 5.5 | 6.3 | 3.9 |
| 50 & Over | 7.9 | 8.8 | 10.9 | 10.5 | 9.5 |
| 50 - 59 | 4.9 | 5.2 | 5.2 | 5.7 | 4.9 |
| 60 & Over | 3.0 | 3.7 | 5.6 | 4.8 | 4.6 |
| HIGHEST QUALIFICATION ATTAINED | | | | | |
| Below Secondary | 2.5 | 2.8 | 2.9 | 3.0 | 1.7 |
| Secondary | 3.2 | 3.7 | 4.5 | 4.7 | 4.0 |
| Post-Secondary (Non-Tertiary) | 1.8 | 2.0 | 2.7 | 3.0 | 1.9 |
| Diploma & Professional Qualification | 3.2 | 4.8 | 5.2 | 5.5 | 3.3 |
| Degree | 6.3 | 9.0 | 8.9 | 8.7 | 7.0 |

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

Notes :

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

2.1 TOTAL EMPLOYMENT

In Thousands

| Industry (SSIC 2015) | Total Employment Change | | | | | | | | Total Employment Level in Mar 2022 |
|---|-------------------------|---------------|-------------|-------------|--------------|-------------|-------------|-------------|------------------------------------|
| | 2019 | 2020 | 2021 | 2021 | | | | 2022 | |
| | | | | 1Q | 2Q | 3Q | 4Q | | |
| TOTAL | 69.7 | -181.0 | 40.2 | 13.9 | -19.9 | -8.4 | 54.6 | 47.4 | 3 690.9 |
| C10-32 MANUFACTURING | -2.1 | -37.8 | -1.6 | -3.8 | -4.3 | -0.6 | 7.2 | 7.2 | 456.4 |
| C10-12 Food, Beverages & Tobacco | 1.9 | -3.1 | 1.3 | 0.4 | - | - | 0.9 | 0.4 | 51.7 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | -1.1 | -2.5 | -1.0 | -0.2 | -0.4 | -0.6 | 0.1 | -0.1 | 25.5 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 0.6 | -4.5 | 3.8 | 1.1 | - | -0.7 | 3.3 | 4.4 | 66.9 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | -1.4 | -7.1 | 0.4 | -0.4 | 0.2 | 0.2 | 0.4 | 0.8 | 90.9 |
| C26 Electronic, Computer & Optical Products | -3.6 | -4.7 | -2.8 | -1.8 | -1.6 | -0.6 | 1.2 | 0.1 | 80.3 |
| C29-30 Transport Equipment | 2.6 | -11.6 | -3.2 | -2.8 | -2.6 | 1.1 | 1.1 | 1.2 | 81.4 |
| Other Manufacturing Industries | -1.1 | -4.4 | - | -0.1 | - | -0.1 | 0.3 | 0.5 | 59.6 |
| F41-43 CONSTRUCTION | 12.6 | -51.8 | 4.3 | 0.6 | -5.1 | -6.6 | 15.5 | 21.8 | 430.0 |
| G-U SERVICES | 59.4 | -91.1 | 36.8 | 17.1 | -10.3 | -1.1 | 31.1 | 17.5 | 2 776.8 |
| G46-47 WHOLESALE AND RETAIL TRADE | -4.0 | -23.3 | -5.0 | -0.7 | -5.2 | -2.7 | 3.5 | -1.4 | 454.7 |
| G46 Wholesale Trade | -2.0 | -13.2 | -4.4 | -0.5 | -2.6 | -1.6 | 0.3 | - | 300.3 |
| G47 Retail Trade | -2.0 | -10.0 | -0.7 | -0.2 | -2.6 | -1.1 | 3.3 | -1.4 | 154.4 |
| H49-53 TRANSPORTATION AND STORAGE | 3.1 | -8.3 | 2.3 | - | -0.3 | 0.8 | 1.8 | 0.8 | 257.0 |
| H49,5221 Land Transport & Supporting Services | 0.9 | 0.7 | -1.7 | - | -0.4 | 0.1 | -1.4 | -1.3 | 106.6 |
| H50,5222, 5225 Water Transport & Supporting Services | -0.4 | -1.3 | 0.6 | 0.4 | - | -0.2 | 0.5 | 0.2 | 43.7 |
| H51,5223 Air Transport & Supporting Services | 1.3 | -9.0 | -1.5 | -1.4 | -0.4 | -0.3 | 0.6 | 0.6 | 25.7 |
| Other Transportation & Storage Services | 1.3 | 1.3 | 4.9 | 1.1 | 0.5 | 1.2 | 2.1 | 1.3 | 80.9 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 6.2 | -24.7 | -1.1 | 1.5 | -6.6 | -2.4 | 6.2 | -0.5 | 245.3 |
| I55 Accommodation | - | -9.3 | -1.7 | -1.4 | -0.9 | -0.3 | 0.8 | 0.1 | 25.6 |
| I56 Food & Beverage Services | 6.2 | -15.4 | 0.6 | 2.9 | -5.7 | -2.1 | 5.5 | -0.6 | 219.7 |
| J58-63 INFORMATION AND COMMUNICATIONS | 7.3 | 3.1 | 14.1 | 2.9 | 3.7 | 4.0 | 3.4 | 3.7 | 171.5 |
| J58-61 Telecommunications, Broadcasting & Publishing | 0.1 | -0.5 | 1.9 | 0.4 | 0.2 | 0.5 | 0.8 | 0.3 | 42.1 |
| J62-63 IT & Other Information Services | 7.1 | 3.6 | 12.2 | 2.6 | 3.6 | 3.4 | 2.6 | 3.4 | 129.4 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 6.4 | 2.5 | 5.2 | 1.0 | 0.5 | 1.7 | 2.0 | 4.0 | 213.3 |
| K64 & 66 (excl.662) Financial Services | 5.3 | 1.2 | 4.6 | 0.7 | 0.3 | 1.5 | 2.0 | 3.8 | 170.5 |
| K65 & 662 Insurance Services | 1.1 | 1.3 | 0.7 | 0.3 | 0.2 | 0.2 | - | 0.2 | 42.7 |
| L68 REAL ESTATE SERVICES | 1.2 | -6.5 | -1.5 | -0.3 | -1.0 | -0.6 | 0.4 | - | 72.6 |
| M69-75 PROFESSIONAL SERVICES | 10.2 | -1.1 | 7.6 | 1.1 | 1.9 | 2.5 | 2.0 | 2.8 | 263.3 |
| M69-70 Legal, Accounting & Management Services | 7.6 | 0.9 | 4.2 | 0.4 | 0.8 | 1.8 | 1.2 | 1.7 | 139.0 |
| M71 Architectural & Engineering Services | 0.7 | -1.1 | 0.4 | - | 0.2 | -0.1 | 0.4 | 0.2 | 62.3 |
| Other Professional Services | 2.0 | -0.9 | 3.0 | 0.7 | 1.0 | 0.9 | 0.4 | 0.9 | 62.0 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 7.2 | -14.4 | 4.0 | 1.8 | -2.1 | 2.0 | 2.2 | -1.3 | 243.0 |
| N80 Security & Investigation | 1.0 | -0.8 | -0.7 | -0.2 | 0.2 | -0.3 | -0.3 | -1.1 | 46.8 |
| N81 Cleaning & Landscaping | 2.0 | -4.2 | -0.8 | -0.1 | -1.2 | -0.1 | 0.6 | 0.5 | 78.1 |
| Other Administrative & Support Services | 4.2 | -9.4 | 5.4 | 2.1 | -1.1 | 2.5 | 1.9 | -0.7 | 118.1 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 21.8 | -18.5 | 11.3 | 9.6 | -1.4 | -6.4 | 9.4 | 9.4 | 856.2 |
| O84,P85 Public Administration & Education | 5.2 | 8.1 | 1.5 | 2.6 | -1.0 | -1.3 | 1.1 | 0.8 | 263.9 |
| Q86-88 Health & Social Services | 6.0 | 5.3 | 10.5 | 3.1 | 4.2 | 1.8 | 1.4 | 1.9 | 189.5 |
| R90-93 Arts, Entertainment & Recreation | 0.6 | -14.4 | -2.0 | -0.2 | -1.4 | -0.6 | 0.1 | 0.3 | 39.1 |
| S,T,U Other Community, Social & Personal Services | 10.0 | -17.5 | 1.3 | 4.0 | -3.3 | -6.3 | 6.8 | 6.3 | 363.7 |
| A,B,D,E,V OTHERS* | -0.1 | -0.2 | 0.7 | 0.1 | -0.2 | - | 0.8 | 0.9 | 27.6 |

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

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

- : nil or negligible

Notes :

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

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

| | 2019 | 2020 | 2021 | 2021 | | | | 2022 |
|---|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | | | 1Q | 2Q | 3Q | 4Q | 1Q |
| TOTAL | 10 690 | 26 110 | 8 020 | 2 270 | 2 340 | 1 900 | 1 500 | 1 320 |
| INDUSTRY (SSIC 2015) | | | | | | | | |
| C10-32 MANUFACTURING | 2 790 | 5 320 | 1 710 | 320 | 760 | 360 | 280 | 510 |
| C10-12 Food, Beverages & Tobacco | 100 | 330 | 110 | 10 | 10 | 30 | 60 | 10 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 170 | 230 | 70 | - | 50 | 10 | - | 10 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 200 | 160 | 500 | 120 | 210 | 70 | 100 | 70 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 690 | 1 410 | 150 | 50 | 30 | 20 | 50 | 240 |
| C26 Electronic, Computer & Optical Products | 1 160 | 790 | 690 | 60 | 430 | 150 | 40 | 160 |
| C29-30 Transport Equipment | 120 | 1 710 | 130 | 40 | 20 | 50 | 20 | 10 |
| Other Manufacturing Industries | 360 | 700 | 70 | 20 | 10 | 40 | 10 | 10 |
| F41-43 CONSTRUCTION | 860 | 990 | 240 | 20 | 90 | 90 | 40 | 60 |
| G-U SERVICES | 7 000 | 19 760 | 6 020 | 1 930 | 1 480 | 1 450 | 1 160 | 730 |
| G46-47 WHOLESALE AND RETAIL TRADE | 2 090 | 4 980 | 1 410 | 570 | 310 | 250 | 270 | 190 |
| G46 Wholesale Trade | 1 850 | 3 810 | 1 250 | 490 | 270 | 230 | 260 | 170 |
| G47 Retail Trade | 240 | 1 180 | 160 | 80 | 40 | 30 | 10 | 10 |
| H49-53 TRANSPORTATION AND STORAGE | 770 | 2 780 | 550 | 190 | 130 | 130 | 100 | 60 |
| H49,5221 Land Transport & Supporting Services | 60 | 120 | 50 | - | 40 | 10 | - | - |
| H50,5222, 5225 Water Transport & Supporting Services | 80 | 250 | 140 | 30 | 20 | 40 | 50 | 30 |
| H51,5223 Air Transport & Supporting Services | 50 | 2 000 | 220 | 130 | 40 | 30 | 30 | 10 |
| Other Transportation & Storage Services | 580 | 410 | 140 | 30 | 30 | 50 | 30 | 20 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 170 | 1 700 | 180 | 20 | 50 | 70 | 40 | - |
| I55 Accommodation | 20 | 710 | 40 | 10 | 20 | - | 10 | - |
| I56 Food & Beverage Services | 150 | 990 | 130 | - | 30 | 70 | 30 | - |
| J58-63 INFORMATION AND COMMUNICATIONS | 650 | 1 200 | 840 | 300 | 180 | 170 | 190 | 130 |
| J58-61 Telecommunications, Broadcasting & Publishing | 300 | 570 | 380 | 110 | 100 | 90 | 80 | 50 |
| J62-63 IT & Other Information Services | 350 | 620 | 470 | 190 | 80 | 80 | 120 | 80 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 1 300 | 2 140 | 1 330 | 330 | 330 | 330 | 330 | 110 |
| K64 & 66 (excl.662) Financial Services | 1 190 | 1 910 | 1 250 | 310 | 310 | 320 | 320 | 100 |
| K65 & 662 Insurance Services | 110 | 230 | 70 | 30 | 20 | 10 | 20 | 10 |
| L68 REAL ESTATE SERVICES | 190 | 140 | 100 | 50 | 20 | 20 | 20 | - |
| M69-75 PROFESSIONAL SERVICES | 1 210 | 2 380 | 920 | 290 | 280 | 240 | 120 | 100 |
| M69-70 Legal, Accounting & Management Services | 640 | 1 270 | 660 | 210 | 180 | 200 | 70 | 40 |
| M71 Architectural & Engineering Services | 360 | 780 | 160 | 50 | 80 | 10 | 30 | 20 |
| Other Professional Services | 220 | 330 | 100 | 40 | 20 | 30 | 20 | 40 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 320 | 1 770 | 530 | 140 | 120 | 230 | 50 | 90 |
| N80 Security & Investigation | 10 | 10 | 10 | 10 | - | - | - | - |
| N81 Cleaning & Landscaping | 60 | 280 | 20 | - | 10 | 10 | 10 | - |
| Other Administrative & Support Services | 250 | 1 490 | 510 | 130 | 110 | 220 | 40 | 90 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 300 | 2 690 | 170 | 50 | 80 | 10 | 30 | 50 |
| O84,P85 Public Administration & Education | 90 | 230 | 60 | 10 | 30 | 10 | 10 | 10 |
| Q86-88 Health & Social Services | 100 | 40 | 10 | - | - | - | - | 10 |
| R90-93 Arts, Entertainment & Recreation | 20 | 2 210 | 70 | 20 | 40 | - | 10 | 10 |
| S,T,U Other Community, Social & Personal Services | 90 | 210 | 40 | 20 | 10 | - | 10 | 20 |
| A,B,D,E,V OTHERS* | 30 | 40 | 50 | - | 20 | - | 30 | 20 |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 6 500 | 12 750 | 5 870 | 1 780 | 1 840 | 1 160 | 1 090 | 810 |
| Clerical, Sales & Service Workers | 1 420 | 8 140 | 1 220 | 360 | 310 | 360 | 190 | 140 |
| Production & Transport Operators, Cleaners & Labourers | 2 770 | 5 220 | 940 | 130 | 190 | 390 | 230 | 370 |

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, FIRST QUARTER 2022

Number of Employees

| Industry (SSIC 2015) | Reasons For Retrenchment | | | | | | | Occupational Group | | | |
|---|----------------------------------|-----------------------------------|------------|--------------------------------|-------------------------------|-----------------------------|------------|--------------------|---|-----------------------------------|--|
| | Recession/ Down Turn In Industry | Poor Business/ Business Failure * | High Costs | Reorganisation / Restructuring | Product Line Was Discontinued | Early Completion of Project | Others | Total | Professionals, Managers, Executives & Technicians | Clerical, Sales & Service Workers | Production & Transport Operators, Cleaners & Labourers |
| TOTAL | 100 | 60 | 50 | 620 | 240 | 40 | 320 | 1 320 | 810 | 140 | 370 |
| C10-32 MANUFACTURING | 10 | - | 10 | 90 | 220 | - | 190 | 510 | 170 | 20 | 320 |
| C10-12 Food, Beverages & Tobacco | - | - | 10 | - | - | - | - | 10 | - | 10 | - |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | - | - | - | 10 | - | - | - | 10 | 10 | - | - |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | - | - | - | 40 | - | - | 30 | 70 | 50 | - | 20 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | - | - | - | 20 | 220 | - | - | 240 | 40 | 10 | 200 |
| C26 Electronic, Computer & Optical Products | - | - | - | 10 | - | - | 150 | 160 | 60 | 10 | 100 |
| C29-30 Transport Equipment | - | - | - | - | 10 | - | - | 10 | 10 | - | 10 |
| Other Manufacturing Industries | - | - | - | 10 | - | - | 10 | 10 | 10 | - | - |
| F41-43 CONSTRUCTION | 30 | - | - | 10 | - | - | 20 | 60 | 30 | 10 | 20 |
| G-U SERVICES | 70 | 60 | 50 | 520 | 20 | 30 | 100 | 730 | 590 | 110 | 30 |
| G46-47 WHOLESALE AND RETAIL TRADE | 10 | 10 | 20 | 130 | 10 | - | 40 | 190 | 140 | 30 | 20 |
| G46 Wholesale Trade | - | 10 | 10 | 130 | 10 | - | 40 | 170 | 130 | 20 | 20 |
| G47 Retail Trade | 10 | - | 10 | - | - | - | - | 10 | 10 | 10 | - |
| H49-53 TRANSPORTATION AND STORAGE | - | 10 | - | 40 | - | - | - | 60 | 30 | 30 | - |
| H49,5221 Land Transport & Supporting Services | - | - | - | - | - | - | - | - | - | - | - |
| H50,5222, 5225 Water Transport & Supporting Services | - | - | - | 20 | - | - | - | 30 | 20 | 10 | - |
| H51,5223 Air Transport & Supporting Services | - | 10 | - | - | - | - | - | 10 | 10 | - | - |
| Other Transportation & Storage Services | - | - | - | 20 | - | - | - | 20 | 10 | 10 | - |
| I55-56 ACCOMMODATION AND FOOD SERVICES | - | - | - | - | - | - | - | - | - | - | - |
| I55 Accommodation | - | - | - | - | - | - | - | - | - | - | - |
| I56 Food & Beverage Services | - | - | - | - | - | - | - | - | - | - | - |
| J58-63 INFORMATION AND COMMUNICATIONS | 10 | 10 | 10 | 110 | 10 | - | 10 | 130 | 130 | 10 | - |
| J58-61 Telecommunications, Broadcasting & Publishing | - | - | 10 | 50 | - | - | 10 | 50 | 50 | - | - |
| J62-63 IT & Other Information Services | 10 | 10 | 10 | 60 | 10 | - | 10 | 80 | 80 | 10 | - |
| K64-66 FINANCIAL AND INSURANCE SERVICES | - | - | - | 80 | - | - | 20 | 110 | 100 | 10 | - |
| K64 & 66 (excl.662) Financial Services | - | - | - | 70 | - | - | 20 | 100 | 90 | 10 | - |
| K65 & 662 Insurance Services | - | - | - | 10 | - | - | - | 10 | 10 | - | - |
| L68 REAL ESTATE SERVICES | - | - | - | - | - | - | - | - | - | - | - |
| M69-75 PROFESSIONAL SERVICES | 20 | 20 | - | 80 | - | 10 | 10 | 100 | 90 | - | - |
| M69-70 Legal, Accounting & Management Services | - | - | - | 30 | - | - | 10 | 40 | 40 | - | - |
| M71 Architectural & Engineering Services | 10 | - | - | 10 | - | 10 | - | 20 | 20 | - | - |
| Other Professional Services | 20 | 20 | - | 40 | - | - | - | 40 | 40 | - | - |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 10 | 10 | 10 | 70 | - | 10 | 10 | 90 | 70 | 20 | - |
| N80 Security & Investigation | - | - | - | - | - | - | - | - | - | - | - |
| N81 Cleaning & Landscaping | - | - | - | - | - | - | - | - | - | - | - |
| Other Administrative & Support Services | 10 | - | 10 | 70 | - | 10 | 10 | 90 | 70 | 20 | - |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 30 | - | - | 20 | - | - | 10 | 50 | 30 | 20 | - |
| O84,P85 Public Administration & Education | - | - | - | 10 | - | - | - | 10 | - | 10 | - |
| Q86-88 Health & Social Services | - | - | - | - | - | - | - | 10 | - | 10 | - |
| R90-93 Arts, Entertainment & Recreation | - | - | - | 10 | - | - | - | 10 | 10 | - | - |
| S,T,U Other Community, Social & Personal Services | 20 | - | - | - | - | - | - | 20 | 10 | 10 | - |
| A,B,D,E,V OTHERS** | - | - | - | - | - | - | 20 | 20 | 20 | - | - |

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

| | 2019 | 2020 | 2021 | 2021 | | | | 2022 |
|---|--------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | | | 1Q | 2Q | 3Q | 4Q | 1Q |
| TOTAL | 9 810 | 22 540 | 7 480 | 2 190 | 2 170 | 1 690 | 1 420 | 1 260 |
| INDUSTRY (SSIC 2015) | | | | | | | | |
| C10-32 MANUFACTURING | 2 580 | 5 000 | 1 640 | 300 | 750 | 360 | 240 | 500 |
| C10-12 Food, Beverages & Tobacco | 40 | 310 | 100 | 10 | 10 | 30 | 60 | 10 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 160 | 230 | 70 | - | 50 | 10 | - | 10 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 190 | 150 | 450 | 100 | 210 | 70 | 70 | 60 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 650 | 1 190 | 140 | 50 | 30 | 20 | 50 | 230 |
| C26 Electronic, Computer & Optical Products | 1 080 | 790 | 680 | 60 | 430 | 150 | 40 | 160 |
| C29-30 Transport Equipment | 110 | 1 650 | 130 | 40 | 20 | 50 | 10 | 10 |
| Other Manufacturing Industries | 340 | 680 | 70 | 20 | 10 | 40 | 10 | 10 |
| F41-43 CONSTRUCTION | 500 | 750 | 210 | 10 | 70 | 90 | 40 | 40 |
| G-U SERVICES | 6 700 | 16 760 | 5 580 | 1 880 | 1 330 | 1 250 | 1 120 | 700 |
| G46-47 WHOLESALE AND RETAIL TRADE | 2 030 | 4 790 | 1 390 | 570 | 310 | 250 | 270 | 180 |
| G46 Wholesale Trade | 1 800 | 3 680 | 1 230 | 490 | 260 | 220 | 260 | 170 |
| G47 Retail Trade | 230 | 1 120 | 150 | 80 | 40 | 30 | 10 | 10 |
| H49-53 TRANSPORTATION AND STORAGE | 760 | 1 410 | 510 | 190 | 90 | 120 | 100 | 60 |
| H49,5221 Land Transport & Supporting Services | 60 | 120 | 20 | - | 20 | - | - | - |
| H50,5222, 5225 Water Transport & Supporting Services | 80 | 240 | 130 | 30 | 20 | 40 | 50 | 30 |
| H51,5223 Air Transport & Supporting Services | 40 | 650 | 220 | 130 | 40 | 30 | 30 | 10 |
| Other Transportation & Storage Services | 580 | 400 | 130 | 30 | 20 | 50 | 30 | 20 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 150 | 1 580 | 140 | 10 | 50 | 50 | 30 | - |
| I55 Accommodation | 20 | 710 | 40 | 10 | 20 | - | 10 | - |
| I56 Food & Beverage Services | 130 | 870 | 100 | - | 30 | 50 | 20 | - |
| J58-63 INFORMATION AND COMMUNICATIONS | 630 | 1 160 | 750 | 270 | 150 | 140 | 190 | 130 |
| J58-61 Telecommunications, Broadcasting & Publishing | 300 | 570 | 360 | 110 | 100 | 80 | 80 | 50 |
| J62-63 IT & Other Information Services | 330 | 590 | 390 | 160 | 50 | 60 | 120 | 80 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 1 280 | 2 050 | 1 320 | 330 | 330 | 330 | 330 | 110 |
| K64 & 66 (excl.662) Financial Services | 1 170 | 1 830 | 1 250 | 310 | 310 | 320 | 320 | 90 |
| K65 & 662 Insurance Services | 110 | 220 | 70 | 30 | 20 | 10 | 20 | 10 |
| L68 REAL ESTATE SERVICES | 100 | 140 | 100 | 50 | 20 | 20 | 20 | - |
| M69-75 PROFESSIONAL SERVICES | 1 160 | 2 040 | 880 | 280 | 260 | 230 | 110 | 90 |
| M69-70 Legal, Accounting & Management Services | 640 | 1 210 | 650 | 200 | 180 | 200 | 70 | 40 |
| M71 Architectural & Engineering Services | 330 | 510 | 140 | 50 | 70 | 10 | 20 | 10 |
| Other Professional Services | 190 | 330 | 90 | 40 | 10 | 20 | 20 | 40 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 300 | 1 270 | 330 | 140 | 60 | 90 | 50 | 80 |
| N80 Security & Investigation | 10 | 0 | 10 | 10 | - | - | - | - |
| N81 Cleaning & Landscaping | 60 | 240 | 20 | - | 10 | 10 | 10 | - |
| Other Administrative & Support Services | 230 | 1 030 | 310 | 130 | 50 | 90 | 40 | 80 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 280 | 2 310 | 160 | 50 | 70 | 10 | 30 | 50 |
| O84,P85 Public Administration & Education | 80 | 200 | 50 | 10 | 20 | 10 | 10 | 10 |
| Q86-88 Health & Social Services | 90 | 30 | 10 | - | - | - | - | - |
| R90-93 Arts, Entertainment & Recreation | 20 | 1 930 | 70 | 20 | 40 | - | 10 | 10 |
| S,T,U Other Community, Social & Personal Services | 90 | 150 | 30 | 20 | 10 | - | 10 | 20 |
| A,B,D,E,V OTHERS* | 30 | 30 | 50 | - | 20 | - | 30 | 20 |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 6 250 | 11 600 | 5 650 | 1 710 | 1 780 | 1 130 | 1 040 | 780 |
| Clerical, Sales & Service Workers | 1 300 | 6 450 | 960 | 350 | 240 | 200 | 180 | 130 |
| Production & Transport Operators, Cleaners & Labourers | 2 250 | 4 480 | 870 | 130 | 160 | 370 | 210 | 350 |

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

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

- : nil or negligible

Notes :

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

2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

| | | Number of Employees | | | | | | | |
|-----------------------------|--|---------------------|--------------|------------|-----------|------------|------------|-----------|-----------|
| | | 2019 | 2020 | 2021 | 2021 | | | | 2022 |
| | | | | | 1Q | 2Q | 3Q | 4Q | 1Q |
| TOTAL | | 880 | 3 580 | 540 | 80 | 170 | 210 | 80 | 60 |
| INDUSTRY (SSIC 2015) | | | | | | | | | |
| C10-32 MANUFACTURING | | 220 | 330 | 70 | 20 | 10 | 10 | 40 | 10 |
| C10-12 | Food, Beverages & Tobacco | 60 | 20 | - | - | - | - | - | - |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | 10 | - | - | - | - | - | - | - |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | - | 10 | 50 | 20 | - | - | 30 | - |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | 40 | 210 | 10 | - | - | - | 10 | - |
| C26 | Electronic, Computer & Optical Products | 80 | - | - | - | - | - | - | - |
| C29-30 | Transport Equipment | 10 | 50 | - | - | - | - | - | 10 |
| | Other Manufacturing Industries | 20 | 20 | - | - | - | - | - | - |
| F41-43 CONSTRUCTION | | 370 | 240 | 40 | 10 | 20 | 10 | 10 | 20 |
| G-U SERVICES | | 300 | 3 010 | 440 | 50 | 150 | 200 | 40 | 30 |
| G46-47 | WHOLESALE AND RETAIL TRADE | 60 | 190 | 20 | 10 | - | - | 10 | 10 |
| G46 | Wholesale Trade | 50 | 130 | 20 | 10 | - | - | - | 10 |
| G47 | Retail Trade | - | 60 | 10 | - | - | - | 10 | - |
| H49-53 | TRANSPORTATION AND STORAGE | 10 | 1 370 | 40 | - | 30 | 10 | - | - |
| H49,5221 | Land Transport & Supporting Services | - | - | 30 | - | 20 | 10 | - | - |
| H50,5222,5225 | Water Transport & Supporting Services | - | - | 10 | - | - | - | - | - |
| H51,5223 | Air Transport & Supporting Services | - | 1 350 | - | - | - | - | - | - |
| | Other Transportation & Storage Services | 10 | 20 | 10 | - | 10 | - | - | - |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | 20 | 120 | 30 | - | - | 20 | 10 | - |
| I55 | Accommodation | - | 10 | - | - | - | - | - | - |
| I56 | Food & Beverage Services | 20 | 120 | 30 | - | - | 20 | 10 | - |
| J58-63 | INFORMATION AND COMMUNICATIONS | 20 | 40 | 90 | 30 | 30 | 30 | - | - |
| J58-61 | Telecommunications, Broadcasting & Publishing | - | - | 10 | - | - | 10 | - | - |
| J62-63 | IT & Other Information Services | 20 | 40 | 80 | 30 | 30 | 20 | - | - |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | 20 | 80 | - | - | - | - | - | - |
| K64 & 66 (excl.662) | Financial Services | 20 | 80 | - | - | - | - | - | - |
| K65 & 662 | Insurance Services | - | 10 | - | - | - | - | - | - |
| L68 | REAL ESTATE SERVICES | 90 | - | - | - | - | - | - | - |
| M69-75 | PROFESSIONAL SERVICES | 50 | 330 | 40 | - | 10 | 10 | 20 | 10 |
| M69-70 | Legal, Accounting & Management Services | 10 | 60 | - | - | - | - | - | - |
| M71 | Architectural & Engineering Services | 20 | 270 | 20 | - | 10 | - | 10 | 10 |
| | Other Professional Services | 20 | - | 10 | - | - | 10 | - | - |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | 20 | 500 | 200 | - | 60 | 140 | - | 10 |
| N80 | Security & Investigation | - | - | - | - | - | - | - | - |
| N81 | Cleaning & Landscaping | - | 40 | - | - | - | - | - | - |
| | Other Administrative & Support Services | 20 | 460 | 200 | - | 60 | 140 | - | 10 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | 10 | 370 | 10 | - | 10 | - | - | - |
| O84,P85 | Public Administration & Education | 10 | 30 | 10 | - | - | - | - | - |
| Q86-88 | Health & Social Services | - | 10 | - | - | - | - | - | - |
| R90-93 | Arts, Entertainment & Recreation | - | 280 | - | - | - | - | - | - |
| S,T,U | Other Community, Social & Personal Services | 10 | 60 | - | - | - | - | - | - |
| A,B,D,E,V OTHERS* | | - | 10 | - | - | - | - | - | - |
| OCCUPATIONAL GROUP | | | | | | | | | |
| | Professionals, Managers, Executives & Technicians | 240 | 1 150 | 210 | 70 | 60 | 40 | 50 | 30 |
| | Clerical, Sales & Service Workers | 120 | 1 690 | 260 | 10 | 80 | 160 | 10 | 10 |
| | Production & Transport Operators, Cleaners & Labourers | 520 | 740 | 70 | - | 40 | 10 | 20 | 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.

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

| Characteristics | 2019 | 2020 | 2021 | 2021 | | | | 2022 |
|--|------|------|------|------|-----|-----|-----|------|
| | | | | 1Q | 2Q | 3Q | 4Q | 1Q |
| GENDER | | | | | | | | |
| Males | 5.7 | 10.9 | 5.5 | 1.5 | 1.6 | 1.2 | 1.0 | 0.8 |
| Females | 4.7 | 11.3 | 5.1 | 1.3 | 1.5 | 1.3 | 0.8 | 0.7 |
| AGE GROUP (YEARS) | | | | | | | | |
| Below 30 | 1.6 | 7.3 | 2.3 | 0.5 | 0.7 | 0.6 | 0.4 | 0.1 |
| 30 - 39 | 4.5 | 9.8 | 4.5 | 1.2 | 1.2 | 1.1 | 0.7 | 0.4 |
| 40 & Over | 6.7 | 12.8 | 6.5 | 1.7 | 2.0 | 1.4 | 1.1 | 1.1 |
| 40 - 49 | 7.5 | 12.7 | 7.1 | 1.9 | 2.1 | 1.6 | 1.1 | 0.8 |
| 50 & Over | 6.2 | 12.9 | 6.2 | 1.6 | 2.0 | 1.3 | 1.1 | 1.3 |
| 50 - 59 | 7.9 | 15.0 | 8.0 | 1.9 | 2.5 | 1.9 | 1.4 | 1.6 |
| 60 & Over | 3.7 | 10.0 | 3.9 | 1.2 | 1.3 | 0.6 | 0.8 | 1.1 |
| SECTOR | | | | | | | | |
| Manufacturing | 8.0 | 14.9 | 9.5 | 1.5 | 4.2 | 2.0 | 1.2 | 2.4 |
| Construction | 3.3 | 6.2 | 2.4 | 0.2 | 1.0 | 0.6 | 0.5 | 0.5 |
| Services | 4.9 | 10.9 | 4.9 | 1.4 | 1.2 | 1.2 | 0.9 | 0.5 |
| Others* | 1.8 | 1.9 | 2.3 | 0.1 | 1.0 | 0.1 | 1.5 | 1.2 |
| HIGHEST QUALIFICATION ATTAINED | | | | | | | | |
| Below Secondary | n.a. | 14.1 | 5.1 | 1.4 | 0.9 | 1.7 | 0.9 | 1.7 |
| Secondary | n.a. | 12.2 | 4.1 | 1.1 | 1.3 | 1.0 | 0.6 | 0.6 |
| Post-Secondary (Non-Tertiary) | n.a. | 8.4 | 3.8 | 0.5 | 1.2 | 1.2 | 0.7 | 0.9 |
| Diploma & Professional Qualification | n.a. | 11.2 | 5.1 | 1.2 | 1.4 | 1.5 | 0.7 | 0.7 |
| Degree | n.a. | 10.5 | 6.1 | 1.8 | 2.0 | 1.1 | 1.1 | 0.6 |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 6.1 | 10.5 | 6.2 | 1.7 | 2.0 | 1.2 | 1.0 | 0.8 |
| Clerical, Sales & Service Workers | 3.5 | 14.0 | 4.1 | 1.1 | 1.1 | 1.3 | 0.6 | 0.4 |
| Production & Transport Operators, Cleaners & Labourers | 3.9 | 9.6 | 3.1 | 0.5 | 0.6 | 1.2 | 0.7 | 1.2 |

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

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

Notes :

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

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

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

| | Number of Employees | | | | | | | |
|---|---------------------|----------------|---------------|--------------|--------------|--------------|--------------|------------|
| | 2019 | 2020 | 2021 | 2021 | | | | 2022 |
| | | | | 1Q | 2Q | 3Q | 4Q | 1Q |
| <u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u> | | | | | | | | |
| TOTAL | 3 580 | 128 870 | 14 860 | 4 020 | 5 580 | 4 060 | 1 200 | 670 |
| SECTOR | | | | | | | | |
| Manufacturing | 1 970 | 22 950 | 2 750 | 1 260 | 780 | 520 | 200 | 50 |
| Construction | 450 | 36 040 | 910 | 470 | 140 | 170 | 130 | 30 |
| Services | 1 160 | 69 380 | 11 130 | 2 290 | 4 630 | 3 340 | 880 | 580 |
| Others* | - | 500 | 70 | - | 30 | 30 | - | - |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 1 720 | 38 250 | 5 350 | 1 850 | 1 790 | 1 270 | 440 | 240 |
| Clerical, Sales & Service Workers | 540 | 30 050 | 5 400 | 720 | 2 590 | 1 660 | 430 | 330 |
| Production & Transport Operators, Cleaners & Labourers | 1 310 | 60 560 | 4 110 | 1 450 | 1 200 | 1 140 | 340 | 90 |
| <u>EMPLOYEES ON SHORT WORK-WEEK</u> | | | | | | | | |
| TOTAL | 3 270 | 72 690 | 12 770 | 3 720 | 4 240 | 3 720 | 1 080 | 590 |
| SECTOR | | | | | | | | |
| Manufacturing | 1 930 | 13 340 | 2 710 | 1 250 | 760 | 510 | 180 | 40 |
| Construction | 320 | 9 290 | 810 | 450 | 100 | 130 | 130 | 30 |
| Services | 1 020 | 49 820 | 9 180 | 2 020 | 3 350 | 3 050 | 770 | 520 |
| Others* | - | 250 | 70 | - | 30 | 30 | - | - |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 1 650 | 32 280 | 5 050 | 1 740 | 1 640 | 1 260 | 400 | 210 |
| Clerical, Sales & Service Workers | 400 | 19 640 | 4 180 | 630 | 1 690 | 1 460 | 400 | 290 |
| Production & Transport Operators, Cleaners & Labourers | 1 210 | 20 770 | 3 550 | 1 340 | 910 | 1 010 | 290 | 80 |
| <u>EMPLOYEES ON TEMPORARY LAY-OFF</u> | | | | | | | | |
| TOTAL | 310 | 56 180 | 2 090 | 300 | 1 330 | 340 | 120 | 80 |
| SECTOR | | | | | | | | |
| Manufacturing | 40 | 9 610 | 50 | - | 20 | 10 | 20 | 10 |
| Construction | 130 | 26 750 | 90 | 20 | 40 | 40 | - | 10 |
| Services | 140 | 19 560 | 1 950 | 280 | 1 280 | 290 | 100 | 70 |
| Others* | - | 260 | - | - | - | - | - | - |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 70 | 5 980 | 300 | 110 | 150 | 10 | 40 | 30 |
| Clerical, Sales & Service Workers | 140 | 10 410 | 1 220 | 90 | 900 | 200 | 30 | 40 |
| Production & Transport Operators, Cleaners & Labourers | 100 | 39 790 | 570 | 100 | 290 | 130 | 50 | 10 |

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

| Characteristics | 2019 | 2020 | 2021 | 2021 | | | | 2022 |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | | | 1Q | 2Q | 3Q | 4Q | 1Q |
| TOTAL | 64.4 | 61.6 | 65.8 | 66.2 | 64.4 | 66.2 | 66.8 | 71.5 |
| GENDER | | | | | | | | |
| Males | 63.1 | 60.3 | 64.0 | 64.5 | 61.0 | 65.5 | 66.3 | 68.7 |
| Females | 65.8 | 62.9 | 67.7 | 68.0 | 67.6 | 67.1 | 67.3 | 74.2 |
| AGE GROUP (YEARS) | | | | | | | | |
| Below 30 | 82.5 | 77.3 | 80.0 | 76.9 | 82.0 | 81.8 | 90.4 | 81.5 |
| 30 - 39 | 76.3 | 72.2 | 75.4 | 74.3 | 74.4 | 78.2 | 79.5 | 77.0 |
| 40 & Over | 58.5 | 56.2 | 60.3 | 61.1 | 58.5 | 61.0 | 60.9 | 68.3 |
| 40 - 49 | 65.8 | 63.0 | 68.1 | 66.9 | 67.2 | 72.5 | 68.7 | 77.0 |
| 50 & Over | 52.2 | 51.1 | 54.4 | 57.1 | 50.6 | 51.3 | 55.0 | 61.1 |
| 50 - 59 | 53.1 | 54.2 | 56.0 | 57.8 | 52.6 | 53.9 | 58.8 | 65.5 |
| 60 & Over | 49.8 | 44.6 | 50.6 | 55.7 | 43.8 | 45.5 | 45.3 | 44.5 |
| HIGHEST QUALIFICATION ATTAINED | | | | | | | | |
| Below Secondary | 71.6 | 64.4 | 64.4 | 64.6 | 62.9 | 62.1 | 69.0 | 78.9 |
| Secondary | 69.1 | 63.9 | 67.0 | 67.9 | 62.3 | 67.5 | 71.9 | 68.5 |
| Post-Secondary (Non-Tertiary) | 65.1 | 62.0 | 64.3 | 66.3 | 62.9 | 51.1 | 66.7 | 68.5 |
| Diploma & Professional Qualification | 66.6 | 63.6 | 69.6 | 68.5 | 67.4 | 73.9 | 74.0 | 72.3 |
| Degree | 60.9 | 60.2 | 64.6 | 63.9 | 65.0 | 65.4 | 64.6 | 69.1 |
| OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 61.9 | 59.3 | 64.4 | 64.4 | 63.4 | 66.0 | 64.4 | 69.0 |
| Clerical, Sales & Service Workers | 70.0 | 66.4 | 69.9 | 68.9 | 69.7 | 69.8 | 76.7 | 72.5 |
| Production & Transport Operators, Cleaners & Labourers | 72.8 | 64.3 | 65.9 | 69.0 | 59.7 | 60.4 | 67.3 | 83.0 |

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

Notes :

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

| | 2019 | 2020 | 2021 | Mar | |
|---|-------------|-------------|-------------|-------------|--------------|
| | | | | 2021 | 2022 |
| TOTAL | 52.9 | 48.4 | 94.7 | 67.0 | 123.1 |
| INDUSTRY (SSIC 2015) | | | | | |
| C10-32 MANUFACTURING | 6.6 | 5.5 | 12.8 | 8.9 | 14.5 |
| C10-12 Food, Beverages & Tobacco | 0.7 | 0.8 | 1.4 | 0.8 | 1.8 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 0.3 | 0.3 | 1.0 | 0.7 | 1.2 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 0.7 | 0.5 | 0.8 | 0.5 | 1.1 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 1.3 | 1.0 | 3.4 | 2.5 | 3.8 |
| C26 Electronic, Computer & Optical Products | 1.7 | 1.6 | 2.8 | 1.9 | 3.1 |
| C29-30 Transport Equipment | 1.3 | 0.5 | 1.9 | 1.3 | 2.0 |
| Other Manufacturing Industries | 0.7 | 0.8 | 1.6 | 1.3 | 1.5 |
| F41-43 CONSTRUCTION | 2.3 | 2.7 | 10.6 | 6.5 | 12.3 |
| G-U SERVICES | 43.6 | 39.9 | 70.6 | 51.1 | 95.4 |
| G46-47 WHOLESALE AND RETAIL TRADE | 5.4 | 5.3 | 9.3 | 6.3 | 12.1 |
| G46 Wholesale Trade | 3.2 | 3.4 | 5.4 | 4.2 | 6.6 |
| G47 Retail Trade | 2.2 | 1.9 | 3.9 | 2.1 | 5.5 |
| H49-53 TRANSPORTATION AND STORAGE | 3.0 | 1.7 | 5.3 | 3.3 | 8.0 |
| H49,5221 Land Transport & Supporting Services | 0.5 | 0.4 | 1.2 | 0.6 | 1.7 |
| H50,5222, 5225 Water Transport & Supporting Services | 0.5 | 0.4 | 1.1 | 1.1 | 1.5 |
| H51,5223 Air Transport & Supporting Services | 0.9 | 0.2 | 0.9 | 0.1 | 1.1 |
| Other Transportation & Storage Services | 1.0 | 0.7 | 2.1 | 1.4 | 3.7 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 5.9 | 4.1 | 7.0 | 5.6 | 9.9 |
| I55 Accommodation | 1.8 | 0.7 | 1.2 | 0.9 | 2.1 |
| I56 Food & Beverage Services | 4.0 | 3.4 | 5.8 | 4.7 | 7.8 |
| J58-63 INFORMATION AND COMMUNICATIONS | 4.1 | 4.5 | 8.3 | 6.0 | 10.8 |
| J58-61 Telecommunications, Broadcasting & Publishing | 0.7 | 0.6 | 1.5 | 0.9 | 2.4 |
| J62-63 IT & Other Information Services | 3.5 | 3.9 | 6.9 | 5.2 | 8.4 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 5.3 | 4.3 | 8.3 | 5.7 | 13.1 |
| K64 & 66 (excl.662) Financial Services | 4.6 | 3.8 | 7.7 | 5.1 | 12.2 |
| K65 & 662 Insurance Services | 0.7 | 0.5 | 0.6 | 0.6 | 0.8 |
| L68 REAL ESTATE SERVICES | 1.3 | 1.1 | 1.5 | 1.0 | 1.9 |
| M69-75 PROFESSIONAL SERVICES | 3.9 | 3.2 | 7.2 | 4.7 | 9.8 |
| M69-70 Legal, Accounting & Management Services | 2.4 | 2.1 | 4.4 | 2.7 | 6.2 |
| M71 Architectural & Engineering Services | 1.0 | 0.7 | 2.0 | 1.2 | 2.6 |
| Other Professional Services | 0.5 | 0.4 | 0.8 | 0.8 | 1.0 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 3.9 | 4.0 | 6.2 | 3.8 | 7.6 |
| N80 Security & Investigation | 1.5 | 1.4 | 1.7 | 1.6 | 2.1 |
| N81 Cleaning & Landscaping | 1.2 | 1.3 | 2.1 | 1.2 | 2.3 |
| Other Administrative & Support Services | 1.3 | 1.3 | 2.4 | 1.0 | 3.2 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 10.8 | 11.6 | 17.5 | 14.7 | 22.2 |
| O84,P85 Public Administration & Education | 5.4 | 6.3 | 9.2 | 8.2 | 10.2 |
| Q86-88 Health & Social Services | 3.7 | 4.0 | 5.6 | 4.6 | 7.7 |
| R90-93 Arts, Entertainment & Recreation | 1.1 | 0.6 | 1.1 | 1.0 | 2.2 |
| S,T,U Other Community, Social & Personal Services | 0.7 | 0.7 | 1.5 | 1.0 | 2.1 |
| A,B,D,E,V OTHERS* | 0.4 | 0.3 | 0.7 | 0.5 | 0.9 |
| OCCUPATIONAL GROUP | | | | | |
| Professionals, Managers, Executives & Technicians | 30.7 | 28.2 | 51.4 | 37.6 | 69.7 |
| Clerical, Sales & Service Workers | 12.1 | 9.7 | 17.1 | 12.9 | 23.2 |
| Production & Transport Operators, Cleaners & Labourers | 10.1 | 10.4 | 26.3 | 16.5 | 30.1 |

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) 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

| | 2019 | 2020 | 2021 | Mar | |
|---|------------|------------|------------|------------|-------------|
| | | | | 2021 | 2022 |
| TOTAL | 2.5 | 2.3 | 4.7 | 3.3 | 5.5 |
| INDUSTRY (SSIC 2015) | | | | | |
| C10-32 MANUFACTURING | 1.9 | 1.6 | 4.2 | 2.8 | 4.6 |
| C10-12 Food, Beverages & Tobacco | 2.0 | 2.4 | 4.1 | 2.5 | 4.9 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 1.5 | 1.8 | 6.3 | 4.3 | 7.7 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 2.2 | 1.6 | 2.8 | 1.7 | 3.6 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 1.6 | 1.3 | 4.4 | 3.2 | 4.6 |
| C26 Electronic, Computer & Optical Products | 2.2 | 2.2 | 4.7 | 2.7 | 5.5 |
| C29-30 Transport Equipment | 1.7 | 0.7 | 3.4 | 2.2 | 3.5 |
| Other Manufacturing Industries | 1.9 | 2.3 | 4.7 | 3.8 | 4.3 |
| F41-43 CONSTRUCTION | 0.8 | 1.0 | 4.3 | 2.6 | 4.5 |
| G-U SERVICES | 2.9 | 2.7 | 4.9 | 3.6 | 5.9 |
| G46-47 WHOLESALE AND RETAIL TRADE | 2.2 | 2.3 | 4.2 | 2.9 | 4.9 |
| G46 Wholesale Trade | 2.0 | 2.1 | 3.6 | 2.7 | 4.1 |
| G47 Retail Trade | 2.8 | 2.7 | 5.5 | 3.2 | 6.6 |
| H49-53 TRANSPORTATION AND STORAGE | 1.9 | 1.2 | 3.8 | 2.4 | 5.2 |
| H49,5221 Land Transport & Supporting Services | 1.3 | 1.0 | 3.2 | 1.7 | 4.3 |
| H50,5222, 5225 Water Transport & Supporting Services | 1.7 | 1.4 | 3.8 | 3.8 | 4.6 |
| H51,5223 Air Transport & Supporting Services | 2.7 | 0.7 | 3.1 | 0.4 | 3.8 |
| Other Transportation & Storage Services | 2.0 | 1.4 | 4.7 | 3.3 | 6.7 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 3.8 | 2.9 | 5.6 | 4.4 | 6.9 |
| I55 Accommodation | 7.1 | 3.4 | 6.8 | 4.8 | 10.7 |
| I56 Food & Beverage Services | 3.1 | 2.8 | 5.4 | 4.4 | 6.3 |
| J58-63 INFORMATION AND COMMUNICATIONS | 4.6 | 5.0 | 9.1 | 6.6 | 10.1 |
| J58-61 Telecommunications, Broadcasting & Publishing | 2.4 | 2.2 | 5.5 | 3.7 | 7.2 |
| J62-63 IT & Other Information Services | 5.6 | 6.1 | 10.5 | 7.7 | 11.4 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 3.5 | 2.9 | 5.1 | 3.7 | 6.4 |
| K64 & 66 (excl.662) Financial Services | 3.5 | 2.9 | 5.3 | 3.9 | 6.6 |
| K65 & 662 Insurance Services | 3.3 | 2.6 | 3.1 | 2.7 | 3.9 |
| L68 REAL ESTATE SERVICES | 2.7 | 2.4 | 3.9 | 2.6 | 4.6 |
| M69-75 PROFESSIONAL SERVICES | 2.9 | 2.3 | 5.0 | 3.3 | 6.1 |
| M69-70 Legal, Accounting & Management Services | 3.5 | 2.7 | 5.4 | 3.4 | 7.0 |
| M71 Architectural & Engineering Services | 2.0 | 1.5 | 4.5 | 2.8 | 5.1 |
| Other Professional Services | 2.7 | 2.2 | 4.6 | 4.2 | 4.9 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 2.6 | 2.7 | 4.4 | 2.5 | 4.8 |
| N80 Security & Investigation | 4.2 | 3.9 | 4.9 | 4.1 | 5.4 |
| N81 Cleaning & Landscaping | 1.7 | 1.8 | 3.2 | 1.7 | 3.3 |
| Other Administrative & Support Services | 2.8 | 2.9 | 5.8 | 2.6 | 6.5 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 2.9 | 3.2 | 4.7 | 3.9 | 5.6 |
| O84,P85 Public Administration & Education | 2.9 | 3.3 | 4.8 | 4.2 | 5.4 |
| Q86-88 Health & Social Services | 3.2 | 3.7 | 5.0 | 4.1 | 5.9 |
| R90-93 Arts, Entertainment & Recreation | 2.7 | 1.8 | 3.6 | 3.2 | 6.7 |
| S,T,U Other Community, Social & Personal Services | 1.9 | 1.9 | 3.9 | 2.6 | 5.0 |
| A,B,D,E,V OTHERS* | 1.7 | 1.6 | 3.3 | 2.2 | 4.0 |
| OCCUPATIONAL GROUP | | | | | |
| Professionals, Managers, Executives & Technicians | 2.8 | 2.6 | 4.7 | 3.5 | 5.8 |
| Clerical, Sales & Service Workers | 2.8 | 2.5 | 4.7 | 3.4 | 5.8 |
| Production & Transport Operators, Cleaners & Labourers | 1.6 | 1.8 | 4.7 | 2.9 | 4.9 |

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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, MARCH 2022

| Industry (SSIC 2015) | Total | | Occupational Group | | | | | |
|---|--------------|------------|---|------------------|-----------------------------------|------------------|--|------------------|
| | | | Professionals, Managers, Executives & Technicians | | Clerical, Sales & Service Workers | | Production & Transport Operators, Cleaners & Labourers | |
| | | | Vacancy ('000) | Vacancy Rate (%) | Vacancy ('000) | Vacancy Rate (%) | Vacancy ('000) | Vacancy Rate (%) |
| TOTAL | 123.1 | 5.5 | 69.7 | 5.8 | 23.2 | 5.8 | 30.1 | 4.9 |
| C10-32 MANUFACTURING | 14.5 | 4.6 | 6.5 | 4.5 | 1.4 | 4.9 | 6.6 | 4.6 |
| C10-12 Food, Beverages & Tobacco | 1.8 | 4.9 | 0.3 | 3.3 | 0.6 | 5.5 | 1.0 | 5.4 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 1.2 | 7.7 | 0.3 | 6.3 | 0.1 | 4.9 | 0.8 | 8.9 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 1.1 | 3.6 | 0.7 | 3.1 | 0.1 | 6.1 | 0.3 | 4.8 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 3.8 | 4.6 | 1.8 | 5.0 | 0.3 | 5.0 | 1.7 | 4.1 |
| C26 Electronic, Computer & Optical Products | 3.1 | 5.5 | 1.6 | 5.0 | 0.1 | 2.9 | 1.4 | 6.4 |
| C29-30 Transport Equipment | 2.0 | 3.5 | 1.1 | 4.6 | 0.1 | 3.8 | 0.8 | 2.5 |
| Other Manufacturing Industries | 1.5 | 4.3 | 0.6 | 4.9 | 0.2 | 5.2 | 0.7 | 3.7 |
| F41-43 CONSTRUCTION | 12.3 | 4.5 | 2.7 | 4.2 | 0.7 | 4.2 | 8.9 | 4.6 |
| G-U SERVICES | 95.4 | 5.9 | 60.0 | 6.1 | 21.1 | 5.9 | 14.2 | 5.2 |
| G46-47 WHOLESALE AND RETAIL TRADE | 12.1 | 4.9 | 5.5 | 4.2 | 5.0 | 6.4 | 1.7 | 4.8 |
| G46 Wholesale Trade | 6.6 | 4.1 | 4.1 | 4.0 | 1.4 | 4.4 | 1.1 | 4.0 |
| G47 Retail Trade | 5.5 | 6.6 | 1.3 | 4.6 | 3.6 | 7.7 | 0.6 | 7.1 |
| H49-53 TRANSPORTATION AND STORAGE | 8.0 | 5.2 | 1.9 | 3.7 | 1.3 | 4.0 | 4.8 | 6.8 |
| H49,5221 Land Transport & Supporting Services | 1.7 | 4.3 | 0.2 | 2.6 | 0.3 | 6.5 | 1.2 | 4.5 |
| H50,5222,5225 Water Transport & Supporting Services | 1.5 | 4.6 | 0.7 | 3.9 | 0.4 | 11.7 | 0.5 | 3.7 |
| H51,5223 Air Transport & Supporting Services | 1.1 | 3.8 | 0.3 | 3.0 | 0.2 | 1.4 | 0.6 | 21.9 |
| Other Transportation & Storage Services | 3.7 | 6.7 | 0.7 | 4.3 | 0.5 | 4.6 | 2.5 | 8.9 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 9.9 | 6.9 | 2.3 | 6.8 | 5.8 | 7.4 | 1.8 | 5.6 |
| I55 Accommodation | 2.1 | 10.7 | 0.6 | 7.2 | 0.9 | 11.8 | 0.6 | 16.0 |
| I56 Food & Beverage Services | 7.8 | 6.3 | 1.7 | 6.7 | 4.9 | 6.9 | 1.2 | 4.2 |
| J58-63 INFORMATION AND COMMUNICATIONS | 10.8 | 10.1 | 10.3 | 10.8 | 0.4 | 4.3 | 0.1 | 5.8 |
| J58-61 Telecommunications, Broadcasting & Publishing | 2.4 | 7.2 | 2.3 | 8.2 | 0.1 | 2.1 | - | - |
| J62-63 IT & Other Information Services | 8.4 | 11.4 | 8.0 | 11.9 | 0.3 | 6.5 | 0.1 | 5.0 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 13.1 | 6.4 | 12.6 | 6.6 | 0.4 | 4.5 | 0.1 | 1.2 |
| K64 & 66 (excl.662) Financial Services | 12.2 | 6.6 | 11.9 | 6.9 | 0.3 | 4.8 | 0.1 | 1.2 |
| K65 & 662 Insurance Services | 0.8 | 3.9 | 0.8 | 3.9 | 0.1 | 3.9 | - | - |
| L68 REAL ESTATE SERVICES | 1.9 | 4.6 | 0.9 | 3.7 | 0.5 | 6.4 | 0.5 | 5.6 |
| M69-75 PROFESSIONAL SERVICES | 9.8 | 6.1 | 8.1 | 6.4 | 0.7 | 4.4 | 1.0 | 5.3 |
| M69-70 Legal, Accounting & Management Services | 6.2 | 7.0 | 5.6 | 7.3 | 0.5 | 4.7 | 0.1 | 6.4 |
| M71 Architectural & Engineering Services | 2.6 | 5.1 | 1.6 | 5.0 | 0.2 | 4.1 | 0.9 | 5.4 |
| Other Professional Services | 1.0 | 4.9 | 0.9 | 5.3 | - | - | - | - |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 7.6 | 4.8 | 1.8 | 6.0 | 2.6 | 5.1 | 3.2 | 4.1 |
| N80 Security & Investigation | 2.1 | 5.4 | 0.2 | 4.3 | 1.7 | 5.8 | 0.2 | 3.7 |
| N81 Cleaning & Landscaping | 2.3 | 3.3 | 0.2 | 4.1 | 0.1 | 1.3 | 2.0 | 3.4 |
| Other Administrative & Support Services | 3.2 | 6.5 | 1.4 | 7.0 | 0.8 | 5.1 | 1.0 | 7.3 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 22.2 | 5.6 | 16.6 | 5.6 | 4.5 | 6.0 | 1.1 | 4.9 |
| O84,P85 Public Administration & Education | 10.2 | 5.4 | 9.4 | 5.4 | 0.7 | 5.6 | 0.1 | 2.3 |
| Q86-88 Health & Social Services | 7.7 | 5.9 | 5.5 | 5.9 | 1.8 | 5.9 | 0.4 | 6.0 |
| R90-93 Arts, Entertainment & Recreation | 2.2 | 6.7 | 0.7 | 5.0 | 1.1 | 7.6 | 0.4 | 8.7 |
| S,T,U Other Community, Social & Personal Services | 2.1 | 5.0 | 1.0 | 5.9 | 0.8 | 5.2 | 0.3 | 3.0 |
| A,B,D,E,V OTHERS* | 0.9 | 4.0 | 0.5 | 3.8 | - | - | 0.4 | 4.9 |

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

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

- : nil or negligible

Notes :

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

| | | | | | Per Cent | | | | |
|-----------------------------|--|--|--|--|------------|------------|------------|------------|------------|
| | | | | | 2019 | 2020 | 2021 | 1Q | |
| | | | | | | | | 2021 | 2022 |
| TOTAL | | | | | 2.2 | 1.6 | 2.1 | 1.8 | 2.4 |
| INDUSTRY (SSIC 2015) | | | | | | | | | |
| C10-32 | MANUFACTURING | | | | 1.7 | 1.1 | 1.8 | 1.3 | 2.1 |
| C10-12 | Food, Beverages & Tobacco | | | | 2.9 | 2.2 | 2.8 | 2.7 | 2.5 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | | | | 1.6 | 1.4 | 2.7 | 1.9 | 1.9 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | | | | 1.3 | 1.0 | 1.3 | 1.4 | 1.3 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | | | | 1.8 | 1.0 | 2.2 | 1.4 | 2.1 |
| C26 | Electronic, Computer & Optical Products | | | | 1.6 | 1.0 | 1.7 | 1.2 | 2.6 |
| C29-30 | Transport Equipment | | | | 1.4 | 0.6 | 1.0 | 0.5 | 1.4 |
| | Other Manufacturing Industries | | | | 1.5 | 1.2 | 1.9 | 1.5 | 2.4 |
| F41-43 | CONSTRUCTION | | | | 2.2 | 1.0 | 1.5 | 1.4 | 2.9 |
| G-U | SERVICES | | | | 2.4 | 1.8 | 2.2 | 2.0 | 2.4 |
| G46-47 | WHOLESALE AND RETAIL TRADE | | | | 2.2 | 1.8 | 2.2 | 2.0 | 2.6 |
| G46 | Wholesale Trade | | | | 1.9 | 1.5 | 1.8 | 1.6 | 2.2 |
| G47 | Retail Trade | | | | 2.9 | 2.6 | 3.0 | 2.9 | 3.4 |
| H49-53 | TRANSPORTATION AND STORAGE | | | | 1.7 | 1.1 | 1.7 | 1.6 | 2.2 |
| H49,5221 | Land Transport & Supporting Services | | | | 1.8 | 1.2 | 1.4 | 1.0 | 2.7 |
| H50,5222,5225 | Water Transport & Supporting Services | | | | 1.2 | 1.0 | 1.5 | 1.8 | 1.7 |
| H51,5223 | Air Transport & Supporting Services | | | | 1.5 | 0.4 | 1.1 | 1.0 | 1.6 |
| | Other Transportation & Storage Services | | | | 2.3 | 1.5 | 2.5 | 2.3 | 2.3 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | | | | 4.0 | 3.2 | 3.4 | 3.6 | 3.1 |
| I55 | Accommodation | | | | 3.1 | 1.1 | 2.5 | 1.8 | 3.1 |
| I56 | Food & Beverage Services | | | | 4.1 | 3.6 | 3.6 | 3.9 | 3.1 |
| J58-63 | INFORMATION AND COMMUNICATIONS | | | | 2.4 | 2.2 | 2.8 | 2.7 | 3.0 |
| J58-61 | Telecommunications, Broadcasting & Publishing | | | | 1.7 | 1.4 | 2.0 | 2.1 | 2.4 |
| J62-63 | IT & Other Information Services | | | | 2.7 | 2.5 | 3.2 | 3.0 | 3.3 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | | | | 1.8 | 1.3 | 1.8 | 1.3 | 2.0 |
| K64 & 66 (excl.662) | Financial Services | | | | 1.8 | 1.3 | 1.8 | 1.3 | 2.0 |
| K65 & 662 | Insurance Services | | | | 2.3 | 1.8 | 1.9 | 1.7 | 1.9 |
| L68 | REAL ESTATE SERVICES | | | | 3.2 | 1.8 | 2.3 | 2.3 | 2.1 |
| M69-75 | PROFESSIONAL SERVICES | | | | 2.2 | 1.6 | 2.3 | 1.9 | 2.6 |
| M69-70 | Legal, Accounting & Management Services | | | | 2.4 | 1.8 | 2.4 | 2.0 | 2.3 |
| M71 | Architectural & Engineering Services | | | | 2.1 | 1.2 | 2.1 | 1.6 | 3.2 |
| | Other Professional Services | | | | 2.1 | 1.5 | 2.3 | 2.4 | 2.2 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | | | | 4.3 | 3.3 | 3.6 | 3.4 | 3.7 |
| N80 | Security & Investigation | | | | 4.5 | 3.8 | 3.7 | 3.5 | 3.9 |
| N81 | Cleaning & Landscaping | | | | 4.5 | 3.3 | 3.3 | 3.2 | 3.2 |
| | Other Administrative & Support Services | | | | 4.0 | 2.8 | 4.0 | 3.6 | 4.5 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | | | | 1.5 | 1.2 | 1.4 | 1.4 | 1.5 |
| O84,P85 | Public Administration & Education | | | | 1.1 | 1.1 | 1.1 | 1.1 | 1.1 |
| Q86-88 | Health & Social Services | | | | 1.7 | 1.6 | 1.7 | 1.6 | 2.0 |
| R90-93 | Arts, Entertainment & Recreation | | | | 2.0 | 1.1 | 1.4 | 1.4 | 2.0 |
| S,T,U | Other Community, Social & Personal Services | | | | 2.1 | 1.3 | 2.0 | 2.1 | 1.7 |
| A,B,D,E,V | OTHERS* | | | | 1.6 | 1.1 | 1.6 | 2.1 | 1.8 |
| OCCUPATIONAL GROUP | | | | | | | | | |
| | Professionals, Managers, Executives & Technicians | | | | 1.7 | 1.3 | 1.7 | 1.4 | 1.9 |
| | Clerical, Sales & Service Workers | | | | 3.2 | 2.4 | 2.9 | 2.9 | 3.1 |
| | Production & Transport Operators, Cleaners & Labourers | | | | 2.5 | 1.6 | 2.2 | 2.0 | 2.9 |

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

| | | | | Per Cent | | | | |
|-----------------------------|--|--|--|------------|------------|------------|------------|------------|
| | | | | 1Q | | | | |
| | | | | 2021 | 2022 | | | |
| | | | | 2019 | 2020 | 2021 | 2021 | 2022 |
| TOTAL | | | | 1.8 | 1.5 | 1.7 | 1.6 | 1.7 |
| INDUSTRY (SSIC 2015) | | | | | | | | |
| C10-32 | MANUFACTURING | | | 1.5 | 1.2 | 1.5 | 1.5 | 1.5 |
| C10-12 | Food, Beverages & Tobacco | | | 2.6 | 2.3 | 2.5 | 2.8 | 2.2 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | | | 1.6 | 1.7 | 1.9 | 1.8 | 1.5 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | | | 0.8 | 0.7 | 1.1 | 0.8 | 1.1 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | | | 1.4 | 1.2 | 1.5 | 1.6 | 1.6 |
| C26 | Electronic, Computer & Optical Products | | | 1.5 | 1.0 | 1.6 | 1.3 | 1.7 |
| C29-30 | Transport Equipment | | | 1.2 | 1.1 | 1.2 | 1.0 | 1.3 |
| | Other Manufacturing Industries | | | 1.4 | 1.2 | 1.5 | 1.5 | 1.4 |
| F41-43 | CONSTRUCTION | | | 1.8 | 1.4 | 1.3 | 1.3 | 1.3 |
| G-U | SERVICES | | | 1.8 | 1.6 | 1.8 | 1.8 | 1.8 |
| G46-47 | WHOLESALE AND RETAIL TRADE | | | 1.8 | 1.7 | 1.8 | 1.9 | 1.8 |
| G46 | Wholesale Trade | | | 1.4 | 1.4 | 1.4 | 1.4 | 1.5 |
| G47 | Retail Trade | | | 2.4 | 2.3 | 2.5 | 3.0 | 2.6 |
| H49-53 | TRANSPORTATION AND STORAGE | | | 1.4 | 1.1 | 1.4 | 1.2 | 1.4 |
| H49,5221 | Land Transport & Supporting Services | | | 1.1 | 1.0 | 1.2 | 1.0 | 1.3 |
| H50,5222,5225 | Water Transport & Supporting Services | | | 0.9 | 0.8 | 1.1 | 0.9 | 0.9 |
| H51,5223 | Air Transport & Supporting Services | | | 0.9 | 0.8 | 1.1 | 1.1 | 1.3 |
| | Other Transportation & Storage Services | | | 2.1 | 1.5 | 2.0 | 1.8 | 1.7 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | | | 3.4 | 3.5 | 3.2 | 3.5 | 3.0 |
| I55 | Accommodation | | | 2.5 | 2.1 | 3.0 | 3.1 | 3.2 |
| I56 | Food & Beverage Services | | | 3.6 | 3.7 | 3.3 | 3.6 | 3.0 |
| J58-63 | INFORMATION AND COMMUNICATIONS | | | 1.6 | 1.5 | 2.0 | 1.8 | 2.3 |
| J58-61 | Telecommunications, Broadcasting & Publishing | | | 1.2 | 1.2 | 1.5 | 1.3 | 2.2 |
| J62-63 | IT & Other Information Services | | | 1.8 | 1.7 | 2.3 | 2.0 | 2.4 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | | | 1.2 | 0.9 | 1.4 | 0.9 | 1.4 |
| K64 & 66 (excl.662) | Financial Services | | | 1.2 | 0.8 | 1.3 | 0.9 | 1.4 |
| K65 & 662 | Insurance Services | | | 1.6 | 1.2 | 1.6 | 1.1 | 1.5 |
| L68 | REAL ESTATE SERVICES | | | 2.5 | 1.6 | 2.1 | 2.0 | 1.9 |
| M69-75 | PROFESSIONAL SERVICES | | | 1.7 | 1.3 | 1.7 | 1.7 | 1.6 |
| M69-70 | Legal, Accounting & Management Services | | | 1.6 | 1.4 | 1.8 | 1.7 | 1.8 |
| M71 | Architectural & Engineering Services | | | 1.7 | 1.3 | 1.5 | 1.5 | 1.4 |
| | Other Professional Services | | | 1.8 | 1.1 | 1.8 | 1.7 | 1.4 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | | | 3.5 | 3.1 | 3.1 | 3.1 | 3.2 |
| N80 | Security & Investigation | | | 3.8 | 3.4 | 3.6 | 3.7 | 2.7 |
| N81 | Cleaning & Landscaping | | | 3.9 | 3.4 | 3.1 | 3.2 | 3.8 |
| | Other Administrative & Support Services | | | 2.7 | 2.3 | 2.5 | 2.4 | 2.6 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | | | 1.0 | 0.9 | 1.1 | 1.1 | 1.3 |
| O84,P85 | Public Administration & Education | | | 0.7 | 0.6 | 0.8 | 0.9 | 0.8 |
| Q86-88 | Health & Social Services | | | 1.2 | 1.0 | 1.2 | 1.3 | 1.6 |
| R90-93 | Arts, Entertainment & Recreation | | | 1.6 | 1.5 | 1.5 | 1.6 | 1.4 |
| S,T,U | Other Community, Social & Personal Services | | | 1.8 | 1.6 | 1.6 | 1.5 | 1.8 |
| A,B,D,E,V | OTHERS* | | | 1.2 | 0.9 | 1.1 | 1.0 | 1.1 |
| OCCUPATIONAL GROUP | | | | | | | | |
| | Professionals, Managers, Executives & Technicians | | | 1.2 | 1.0 | 1.3 | 1.1 | 1.4 |
| | Clerical, Sales & Service Workers | | | 2.6 | 2.4 | 2.5 | 2.6 | 2.4 |
| | Production & Transport Operators, Cleaners & Labourers | | | 2.1 | 1.9 | 1.9 | 2.0 | 1.9 |

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

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

Notes :

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

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, FIRST QUARTER 2022

Per Cent

| Industry (SSIC 2015) | Total | | Occupational Group | | | | | |
|---|-------------|-------------|--|-------------|--------------------------------------|-------------|--|-------------|
| | | | Professionals, Managers, Executives & Technicians | | Clerical, Sales & Service Workers | | Production & Transport Operators, Cleaners & Labourers | |
| | Recruitment | Resignation | Recruitment | Resignation | Recruitment | Resignation | Recruitment | Resignation |
| TOTAL | 2.4 | 1.7 | 1.9 | 1.4 | 3.1 | 2.4 | 2.9 | 1.9 |
| C10-32 MANUFACTURING | 2.1 | 1.5 | 1.6 | 1.3 | 2.8 | 2.0 | 2.4 | 1.7 |
| C10-12 Food, Beverages & Tobacco | 2.5 | 2.2 | 1.7 | 1.3 | 3.0 | 2.9 | 2.6 | 2.2 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 1.9 | 1.5 | 1.1 | 1.2 | 2.5 | 1.6 | 2.3 | 1.6 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 1.3 | 1.1 | 1.2 | 1.0 | 2.2 | 1.9 | 1.4 | 0.9 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 2.1 | 1.6 | 1.9 | 1.6 | 2.2 | 1.9 | 2.3 | 1.6 |
| C26 Electronic, Computer & Optical Products | 2.6 | 1.7 | 1.9 | 1.5 | 5.5 | 0.8 | 3.4 | 2.1 |
| C29-30 Transport Equipment | 1.4 | 1.3 | 1.0 | 0.9 | 1.6 | 1.5 | 1.8 | 1.5 |
| Other Manufacturing Industries | 2.4 | 1.4 | 2.0 | 1.3 | 3.3 | 1.4 | 2.4 | 1.4 |
| F41-43 CONSTRUCTION | 2.9 | 1.3 | 1.9 | 1.2 | 2.7 | 1.2 | 3.3 | 1.4 |
| G-U SERVICES | 2.4 | 1.8 | 1.9 | 1.4 | 3.2 | 2.5 | 3.0 | 2.5 |
| G46-47 WHOLESALE AND RETAIL TRADE | 2.6 | 1.8 | 2.0 | 1.4 | 3.5 | 2.5 | 2.6 | 2.1 |
| G46 Wholesale Trade | 2.2 | 1.5 | 1.9 | 1.3 | 2.9 | 1.7 | 2.6 | 1.8 |
| G47 Retail Trade | 3.4 | 2.6 | 2.5 | 1.6 | 4.0 | 3.1 | 2.7 | 3.3 |
| H49-53 TRANSPORTATION AND STORAGE | 2.2 | 1.4 | 2.1 | 1.1 | 2.4 | 1.6 | 2.1 | 1.4 |
| H49,5221 Land Transport & Supporting Services | 2.7 | 1.3 | 5.0 | 1.3 | 5.0 | 2.1 | 1.6 | 1.2 |
| H50,5222, 5225 Water Transport & Supporting Services | 1.7 | 0.9 | 1.6 | 1.0 | 2.5 | 1.2 | 1.6 | 0.8 |
| H51,5223 Air Transport & Supporting Services | 1.6 | 1.3 | 1.1 | 0.8 | 1.3 | 1.3 | 7.0 | 2.6 |
| Other Transportation & Storage Services | 2.3 | 1.7 | 1.7 | 1.3 | 3.1 | 2.1 | 2.5 | 1.9 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 3.1 | 3.0 | 2.1 | 1.8 | 3.8 | 3.6 | 2.5 | 2.9 |
| I55 Accommodation | 3.1 | 3.2 | 2.8 | 2.9 | 3.4 | 3.4 | 2.9 | 3.2 |
| I56 Food & Beverage Services | 3.1 | 3.0 | 1.9 | 1.4 | 3.9 | 3.6 | 2.5 | 2.9 |
| J58-63 INFORMATION AND COMMUNICATIONS | 3.0 | 2.3 | 2.9 | 2.2 | 3.9 | 3.4 | 2.6 | 2.7 |
| J58-61 Telecommunications, Broadcasting & Publishing | 2.4 | 2.2 | 2.3 | 2.0 | 2.9 | 3.2 | 3.9 | 3.1 |
| J62-63 IT & Other Information Services | 3.3 | 2.4 | 3.2 | 2.3 | 5.1 | 3.6 | 2.1 | 2.5 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 2.0 | 1.4 | 2.0 | 1.4 | 2.0 | 1.6 | 2.4 | 2.2 |
| K64 & 66 (excl.662) Financial Services | 2.0 | 1.4 | 2.0 | 1.4 | 1.7 | 1.6 | 2.4 | 2.3 |
| K65 & 662 Insurance Services | 1.9 | 1.5 | 1.8 | 1.5 | 2.6 | 1.6 | 1.1 | 0.5 |
| L68 REAL ESTATE SERVICES | 2.1 | 1.9 | 1.7 | 1.5 | 2.5 | 2.4 | 3.0 | 2.6 |
| M69-75 PROFESSIONAL SERVICES | 2.6 | 1.6 | 2.3 | 1.7 | 2.6 | 1.9 | 5.0 | 1.1 |
| M69-70 Legal, Accounting & Management Services | 2.3 | 1.8 | 2.3 | 1.8 | 2.7 | 1.8 | 1.6 | 1.6 |
| M71 Architectural & Engineering Services | 3.2 | 1.4 | 2.2 | 1.5 | 2.4 | 2.4 | 5.5 | 1.0 |
| Other Professional Services | 2.2 | 1.4 | 2.1 | 1.4 | 2.0 | 1.2 | 3.9 | 1.1 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 3.7 | 3.2 | 2.7 | 2.1 | 3.8 | 2.6 | 4.1 | 4.0 |
| N80 Security & Investigation | 3.9 | 2.7 | 2.2 | 1.8 | 4.4 | 3.1 | 2.4 | 1.1 |
| N81 Cleaning & Landscaping | 3.2 | 3.8 | 1.6 | 1.5 | 1.8 | 2.0 | 3.5 | 4.2 |
| Other Administrative & Support Services | 4.5 | 2.6 | 3.1 | 2.3 | 3.6 | 2.0 | 7.7 | 3.8 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 1.5 | 1.3 | 1.3 | 1.1 | 2.3 | 1.8 | 1.6 | 1.3 |
| O84,P85 Public Administration & Education | 1.1 | 0.8 | 1.0 | 0.8 | 1.6 | 0.9 | 1.4 | 1.0 |
| Q86-88 Health & Social Services | 2.0 | 1.6 | 1.7 | 1.5 | 3.1 | 2.0 | 2.2 | 1.3 |
| R90-93 Arts, Entertainment & Recreation | 2.0 | 1.4 | 2.4 | 1.5 | 1.7 | 1.4 | 1.5 | 1.4 |
| S,T,U Other Community, Social & Personal Services | 1.7 | 1.8 | 1.7 | 1.5 | 2.0 | 2.3 | 1.4 | 1.4 |
| A,B,D,E,V OTHERS* | 1.8 | 1.1 | 1.1 | 0.9 | 1.2 | 1.1 | 3.2 | 1.7 |

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

| Industry (SSIC 2015) | | Hours | | | | | | | |
|----------------------|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | 2019 | 2020 | 2021 | 2021 | | | | 2022 |
| | | | | | Mar | Jun | Sep | Dec | Mar |
| TOTAL | | 44.7 | 44.0 | 44.2 | 44.2 | 44.3 | 44.3 | 44.2 | 44.2 |
| C10-32 | MANUFACTURING | 47.8 | 46.9 | 47.8 | 47.5 | 48.1 | 48.3 | 47.6 | 47.3 |
| C10-12 | Food, Beverages & Tobacco | 45.1 | 45.4 | 45.8 | 45.5 | 45.5 | 46.9 | 45.3 | 44.6 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | 47.6 | 47.4 | 48.6 | 48.3 | 48.4 | 48.7 | 49.1 | 48.5 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | 43.9 | 43.7 | 44.2 | 43.7 | 44.0 | 44.7 | 44.5 | 43.9 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | 49.5 | 48.1 | 49.5 | 49.4 | 49.9 | 49.5 | 49.2 | 49.4 |
| C26 | Electronic, Computer & Optical Products | 46.3 | 46.8 | 47.8 | 47.1 | 48.3 | 48.2 | 47.6 | 46.6 |
| C29-30 | Transport Equipment | 50.7 | 47.7 | 48.8 | 48.3 | 49.0 | 49.4 | 48.4 | 48.9 |
| | Other Manufacturing Industries | 47.4 | 46.8 | 47.5 | 47.2 | 48.0 | 48.0 | 46.9 | 46.3 |
| F41-43 | CONSTRUCTION | 50.0 | 48.1 | 49.8 | 49.5 | 49.7 | 50.5 | 49.3 | 49.7 |
| G-U | SERVICES | 42.9 | 42.5 | 42.5 | 42.5 | 42.4 | 42.3 | 42.6 | 42.6 |
| G46-47 | WHOLESALE AND RETAIL TRADE | 42.9 | 42.7 | 42.3 | 42.5 | 42.4 | 42.5 | 42.1 | 42.0 |
| G46 | Wholesale Trade | 43.2 | 43.1 | 42.7 | 43.0 | 42.7 | 42.7 | 42.5 | 42.2 |
| G47 | Retail Trade | 42.1 | 41.9 | 41.5 | 41.3 | 41.7 | 41.8 | 41.2 | 41.5 |
| H49-53 | TRANSPORTATION AND STORAGE | 45.5 | 45.1 | 45.4 | 45.4 | 45.4 | 45.2 | 45.6 | 46.1 |
| H49,5221 | Land Transport & Supporting Services | 46.1 | 46.6 | 46.7 | 46.8 | 46.6 | 46.0 | 47.5 | 46.9 |
| H50,5222,5225 | Water Transport & Supporting Services | 44.7 | 44.4 | 45.1 | 45.1 | 45.1 | 45.3 | 44.9 | 44.8 |
| H51,5223 | Air Transport & Supporting Services | 44.5 | 42.6 | 43.0 | 43.0 | 42.9 | 42.7 | 43.4 | 45.1 |
| | Other Transportation & Storage Services | 46.2 | 45.7 | 46.0 | 46.0 | 46.2 | 46.1 | 45.8 | 46.9 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | 41.8 | 40.9 | 40.5 | 40.6 | 40.7 | 40.1 | 40.5 | 40.7 |
| I55 | Accommodation | 45.7 | 44.2 | 44.7 | 44.6 | 44.8 | 44.3 | 45.3 | 45.0 |
| I56 | Food & Beverage Services | 41.0 | 40.4 | 39.7 | 39.9 | 39.9 | 39.4 | 39.7 | 40.0 |
| J58-63 | INFORMATION AND COMMUNICATIONS | 41.6 | 41.5 | 41.5 | 41.5 | 41.5 | 41.6 | 41.2 | 41.3 |
| J58-61 | Telecommunications, Broadcasting & Publishing | 41.7 | 42.0 | 41.3 | 41.4 | 41.6 | 41.3 | 40.7 | 41.0 |
| J62-63 | IT & Other Information Services | 41.6 | 41.3 | 41.6 | 41.5 | 41.5 | 41.8 | 41.5 | 41.4 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | 41.6 | 41.3 | 41.7 | 41.5 | 41.2 | 41.0 | 43.2 | 43.3 |
| K64 & 66 (excl.662) | Financial Services | 41.8 | 41.5 | 41.9 | 41.7 | 41.4 | 41.1 | 43.6 | 43.6 |
| K65 & 662 | Insurance Services | 40.2 | 40.2 | 40.2 | 40.1 | 40.4 | 40.1 | 40.1 | 40.2 |
| L68 | REAL ESTATE SERVICES | 44.2 | 43.6 | 43.4 | 43.4 | 43.4 | 43.4 | 43.3 | 43.2 |
| M69-75 | PROFESSIONAL SERVICES | 42.9 | 42.4 | 42.4 | 42.5 | 42.4 | 42.3 | 42.4 | 42.8 |
| M69-70 | Legal, Accounting & Management Services | 40.9 | 40.9 | 40.9 | 41.0 | 40.9 | 40.8 | 40.8 | 40.8 |
| M71 | Architectural & Engineering Services | 46.0 | 44.9 | 45.3 | 45.3 | 45.4 | 45.0 | 45.3 | 46.5 |
| | Other Professional Services | 41.9 | 42.4 | 42.0 | 42.2 | 41.7 | 42.4 | 41.7 | 41.6 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | 46.0 | 45.3 | 44.8 | 45.2 | 45.0 | 44.3 | 44.5 | 44.0 |
| N80 | Security & Investigation | 51.3 | 49.6 | 47.9 | 47.6 | 48.0 | 48.6 | 47.2 | 46.7 |
| N81 | Cleaning & Landscaping | 44.4 | 43.9 | 44.4 | 44.4 | 44.5 | 44.3 | 44.5 | 44.5 |
| | Other Administrative & Support Services | 44.4 | 43.8 | 42.7 | 44.2 | 43.3 | 41.3 | 42.0 | 41.2 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | 41.9 | 41.7 | 41.7 | 41.6 | 41.6 | 41.7 | 41.8 | 41.7 |
| O84,P85 | Public Administration & Education | 41.3 | 41.4 | 41.4 | 41.5 | 41.5 | 41.4 | 41.3 | 41.3 |
| Q86-88 | Health & Social Services | 41.9 | 42.0 | 42.1 | 41.9 | 42.0 | 42.3 | 42.3 | 42.3 |
| R90-93 | Arts, Entertainment & Recreation | 43.8 | 43.3 | 42.8 | 42.5 | 42.0 | 43.6 | 43.3 | 42.9 |
| S,T,U | Other Community, Social & Personal Services | 42.4 | 41.3 | 40.5 | 40.4 | 40.3 | 40.2 | 41.1 | 41.3 |
| A,B,D,E,V | OTHERS* | 45.1 | 45.0 | 45.1 | 45.3 | 45.1 | 44.6 | 45.4 | 45.2 |

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID VERTICAL HOURS WORKED PER EMPLOYEE BY INDUSTRY

| Industry (SSIC 2015) | | Hours | | | | | | | |
|-----------------------------|--|------------|------------|------------|------------|------------|------------|------------|------------|
| | | 2019 | 2020 | 2021 | 2021 | | | | 2022 |
| | | | | | Mar | Jun | Sep | Dec | Mar |
| TOTAL | | 2.7 | 2.0 | 2.5 | 2.4 | 2.5 | 2.6 | 2.4 | 2.5 |
| C10-32 MANUFACTURING | | 5.1 | 4.2 | 5.3 | 5.0 | 5.4 | 5.7 | 5.0 | 4.9 |
| C10-12 | Food, Beverages & Tobacco | 3.3 | 2.8 | 3.6 | 3.3 | 3.3 | 4.5 | 3.3 | 2.6 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | 4.3 | 3.9 | 5.5 | 5.4 | 4.8 | 5.4 | 6.2 | 6.0 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | 2.3 | 2.2 | 2.6 | 2.1 | 2.3 | 3.5 | 2.6 | 2.2 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | 6.3 | 5.0 | 6.5 | 6.3 | 7.0 | 6.5 | 6.2 | 6.3 |
| C26 | Electronic, Computer & Optical Products | 4.0 | 4.5 | 5.5 | 5.3 | 5.7 | 5.6 | 5.3 | 4.6 |
| C29-30 | Transport Equipment | 7.3 | 4.5 | 5.7 | 5.3 | 5.9 | 6.5 | 5.2 | 5.9 |
| | Other Manufacturing Industries | 5.0 | 4.7 | 5.5 | 5.2 | 5.7 | 6.1 | 4.9 | 4.5 |
| F41-43 CONSTRUCTION | | 6.1 | 4.3 | 6.0 | 5.8 | 6.1 | 6.8 | 5.5 | 6.3 |
| G-U SERVICES | | 1.5 | 1.2 | 1.2 | 1.2 | 1.2 | 1.2 | 1.3 | 1.4 |
| G46-47 | WHOLESALE AND RETAIL TRADE | 1.5 | 1.3 | 1.3 | 1.3 | 1.3 | 1.2 | 1.1 | 1.0 |
| G46 | Wholesale Trade | 1.3 | 1.2 | 1.3 | 1.4 | 1.4 | 1.2 | 1.2 | 1.0 |
| G47 | Retail Trade | 1.7 | 1.5 | 1.1 | 1.1 | 1.2 | 1.3 | 1.0 | 1.1 |
| H49-53 | TRANSPORTATION AND STORAGE | 2.7 | 2.4 | 2.9 | 2.7 | 2.9 | 2.9 | 3.1 | 3.8 |
| H49,5221 | Land Transport & Supporting Services | 3.7 | 3.8 | 4.3 | 4.2 | 4.5 | 4.0 | 4.5 | 4.1 |
| H50,5222,5225 | Water Transport & Supporting Services | 2.2 | 2.0 | 2.4 | 2.3 | 2.5 | 2.6 | 2.1 | 2.2 |
| H51,5223 | Air Transport & Supporting Services | 1.4 | 0.5 | 1.0 | 1.0 | 0.9 | 0.6 | 1.6 | 3.6 |
| | Other Transportation & Storage Services | 3.0 | 2.7 | 3.3 | 3.0 | 3.1 | 3.7 | 3.6 | 4.6 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | 1.9 | 1.3 | 1.3 | 1.3 | 1.2 | 1.3 | 1.5 | 1.4 |
| I55 | Accommodation | 2.3 | 0.7 | 1.4 | 1.2 | 1.3 | 1.1 | 1.8 | 1.8 |
| I56 | Food & Beverage Services | 1.9 | 1.4 | 1.3 | 1.3 | 1.1 | 1.4 | 1.4 | 1.3 |
| J58-63 | INFORMATION AND COMMUNICATIONS | 0.3 | 0.2 | 0.2 | 0.2 | 0.2 | 0.3 | 0.2 | 0.2 |
| J58-61 | Telecommunications, Broadcasting & Publishing | 0.3 | 0.3 | 0.2 | 0.3 | 0.2 | 0.3 | 0.2 | 0.3 |
| J62-63 | IT & Other Information Services | 0.3 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | 0.4 | 0.2 | 0.5 | 0.2 | 0.1 | 0.1 | 1.5 | 1.6 |
| K64 & 66 (excl.662) | Financial Services | 0.5 | 0.2 | 0.5 | 0.2 | 0.1 | 0.1 | 1.7 | 1.8 |
| K65 & 662 | Insurance Services | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | - | 0.1 | 0.1 |
| L68 | REAL ESTATE SERVICES | 1.7 | 1.0 | 1.2 | 1.1 | 1.3 | 1.2 | 1.3 | 1.3 |
| M69-75 | PROFESSIONAL SERVICES | 1.4 | 0.9 | 1.1 | 1.1 | 1.1 | 1.0 | 1.0 | 1.4 |
| M69-70 | Legal, Accounting & Management Services | 0.3 | 0.2 | 0.2 | 0.2 | 0.3 | 0.2 | 0.2 | 0.2 |
| M71 | Architectural & Engineering Services | 3.4 | 2.4 | 2.7 | 2.6 | 2.8 | 2.4 | 2.8 | 3.8 |
| | Other Professional Services | 0.6 | 0.6 | 0.9 | 1.0 | 0.8 | 1.3 | 0.5 | 0.6 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | 4.1 | 3.4 | 3.3 | 3.4 | 3.6 | 3.4 | 2.9 | 3.0 |
| N80 | Security & Investigation | 10.1 | 7.9 | 6.6 | 6.3 | 7.0 | 7.5 | 5.6 | 5.8 |
| N81 | Cleaning & Landscaping | 2.6 | 2.2 | 2.6 | 2.5 | 2.5 | 2.8 | 2.5 | 2.6 |
| | Other Administrative & Support Services | 2.0 | 1.8 | 1.8 | 2.2 | 2.2 | 1.3 | 1.4 | 1.5 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | 0.4 | 0.3 | 0.3 | 0.3 | 0.3 | 0.3 | 0.3 | 0.3 |
| O84,P85 | Public Administration & Education | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 |
| Q86-88 | Health & Social Services | 0.5 | 0.4 | 0.5 | 0.5 | 0.4 | 0.5 | 0.4 | 0.4 |
| R90-93 | Arts, Entertainment & Recreation | 1.1 | 0.9 | 0.9 | 0.7 | 0.6 | 1.0 | 1.1 | 1.1 |
| S,T,U | Other Community, Social & Personal Services | 1.2 | 0.6 | 0.6 | 0.6 | 0.6 | 0.7 | 0.6 | 0.6 |
| A,B,D,E,V OTHERS* | | 2.6 | 2.4 | 2.6 | 2.8 | 2.7 | 2.1 | 2.8 | 2.6 |

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

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

Notes :

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

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

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

Residents refer to Singapore Citizens and Permanent Residents.

Uses and Limitations

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

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

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

| | Reference Period | Estimate | Standard Error | Relative Standard Error (%) | 95% Confidence Interval | |
|--|------------------|----------|----------------|-----------------------------|-------------------------|---------|
| | | | | | Lower | Upper |
| UNEMPLOYMENT | | | | | | |
| Number of Unemployed Residents | Mar22 | 65,000 | 2,500 | 3.9% | 60,000 | 69,900 |
| Resident Unemployment Rate | Mar22 | 2.7% | 0.10%-pt | 3.8% | 2.5% | 2.9% |
| JOB VACANCY | | | | | | |
| Job Vacancy Number | Mar22 | 123,100 | 3,200 | 2.6% | 116,800 | 129,400 |
| Job Vacancy Rate | Mar22 | 5.5% | 0.07%-pt | 1.3% | 5.4% | 5.7% |
| LABOUR TURNOVER | | | | | | |
| Average Monthly Recruitment Rate | 1Q 22 | 2.4% | 0.04%-pt | 1.5% | 2.3% | 2.5% |
| Average Monthly Resignation Rate | 1Q 22 | 1.7% | 0.02%-pt | 1.0% | 1.7% | 1.8% |
| HOURS WORKED | | | | | | |
| Average Weekly Paid Overtime Hours Worked Per Employee | Mar22 | 2.5 | 0.09 | 3.6% | 2.4 | 2.7 |

Note: Data are non-seasonally adjusted.

OTHER RELEASES



Title



Date of Release

UPCOMING ...

| | |
|---|-----------------|
| Singapore Yearbook Of Manpower Statistics 2022 | 30 Jun 2022 |
| Labour Market Advance Release Second Quarter 2022 | 28-29 Jul 2022* |

PAST ...

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| Labour Market Report First Quarter 2022 | 17 Jun 2022 |
| Report On Wage Practices 2021 | 30 May 2022 |
| Labour Market Advance Release First Quarter 2022 | 28 Apr 2022 |
| Job Vacancies 2021 | 1 Apr 2022 |
| Labour Market Report 2021 | 14 Mar 2022 |
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| Labour Force In Singapore 2021 | 28 Jan 2022 |
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