

# Labour Market Report First Quarter 2023



MINISTRY OF  
MANPOWER

Manpower Research  
and Statistics Department

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LABOUR MARKET REPORT FIRST QUARTER 2023

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# CONTENTS

ii

## **Notations and Abbreviations**

iii

## **Infographics**

1

## **Labour Market Report First Quarter 2023**

Executive Summary	1
Employment	2
Unemployment	3
Retrenchment	9
Short Work-Week Or Temporary Layoff	11
Re-entry into Employment	12
Job Vacancy	14
Labour Turnover	16
Hours Worked	17

A1

## **Statistical Updates**

Unemployment	A1
Employment	A5
Retrenchment	A6
Re-entry into Employment	A12
Job Vacancy	A13
Labour Turnover	A16
Hours Worked	A19

A21

## **Explanatory Notes**

**Notations**

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

**Abbreviations**

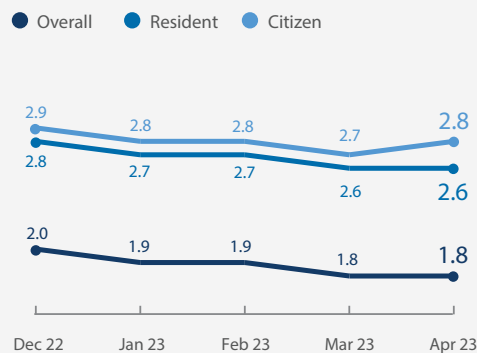
excl	: Excluding
MDW	: Migrant domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals,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

# Labour Market Report First Quarter 2023

## Unemployment

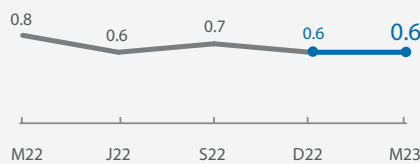
Unemployment rates remained low in April 2023 and were below pre-pandemic levels

Unemployment rate (%), seasonally adjusted



Resident long-term unemployment stayed below pre-pandemic average

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



## Short Work-Week Or Temporary Layoff

Number of employees placed on short work-week or temporary layoff stayed below pre-pandemic levels

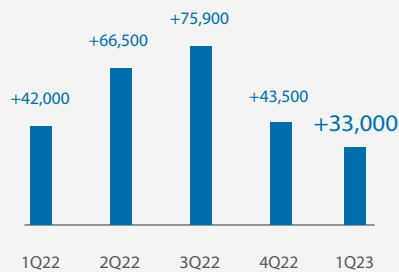


1,040  
4Q 2022 ↓ 420  
1Q 2023

## Employment

Total employment expanded for the sixth consecutive quarter in 1Q 2023 but the pace of increase continued to moderate from 3Q 2022

Employment change (Quarterly)



Employment level (excl. MDW)

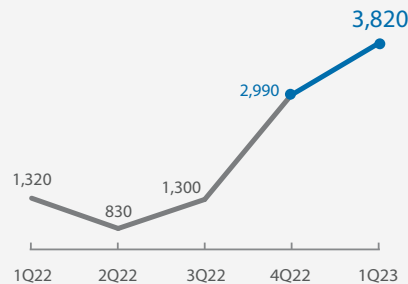


3,658,000  
March 2023

## Retrenchment

Number of retrenchments increased but remained low

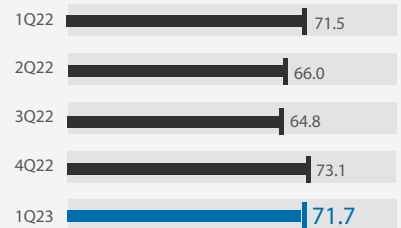
Retrenched employees



## Re-entry into Employment

Rate of re-entry into employment declined slightly but remained above pre-COVID average

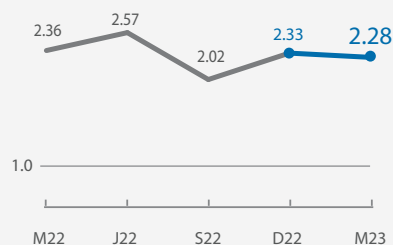
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



## Job Vacancy

The ratio of job vacancies to unemployed persons remained below its peak in June 2022

Ratio of job vacancies to unemployed persons, seasonally adjusted



## Recruitment and Resignation Rates

There was a slowdown in hiring as recruitment rates declined marginally while resignation rates remained unchanged

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



# Labour Market Report First Quarter 2023

## Executive Summary

---

- The labour market continued to grow in 1Q 2023. Total employment (33,000) expanded for the sixth consecutive quarter.<sup>1</sup> Total employment surpassed its pre-pandemic level (December 2019) level by 3.8% in March 2023. Resident and non-resident employment also exceeded their pre-pandemic levels by 4.9% and 1.7% respectively. This is the first time non-resident employment exceeded its pre-pandemic level. Looking ahead, employment growth is likely to moderate given the weaker external demand outlook and downside risks in the global economy.<sup>2</sup>
- Even though the economic outlook has weakened, residents have yet to encounter more difficulties with job search. Unemployment rates (overall: 1.8%, resident: 2.6%, citizen: 2.7%) and resident long-term unemployment rate (0.6%) remained low in March 2023. Across most age and education groups, the resident unemployment rates either stayed low or improved. The unemployment rates for those aged 60 and over also improved notably from 2.6% in December 2022 to 1.9% in March 2023.
- The number of retrenchments rose for the third consecutive quarter in 1Q 2023 (3,820). The increase in retrenchments was driven by *Electronics Manufacturing* (due to headwinds from the global electronics downturn), *Information & Communications* (due to reorganisation or restructuring) and *Financial Services* (due to heightened volatility in the global financial market). Retrenchments in other sectors remained stable.
- There are signs that labour demand is cooling in some sectors. Job vacancies declined for the fourth consecutive quarter. However, the number of vacancies remained elevated, partly because non-resident employment has not fully recovered to its pre-pandemic level for some sectors such as *Retail Trade*, *Accommodation* and *Food & Beverage Services*.

---

<sup>1</sup> Employment data in this report excludes migrant domestic workers.

<sup>2</sup> Based on MTI's Economic Survey of Singapore 1Q 2023, the Singapore economy grew by 0.4% year-on-year in 1Q 2023, slowing from a 2.1% expansion in the previous quarter. The outlook for Singapore's external demand has also weakened for the rest of the year.

## Employment

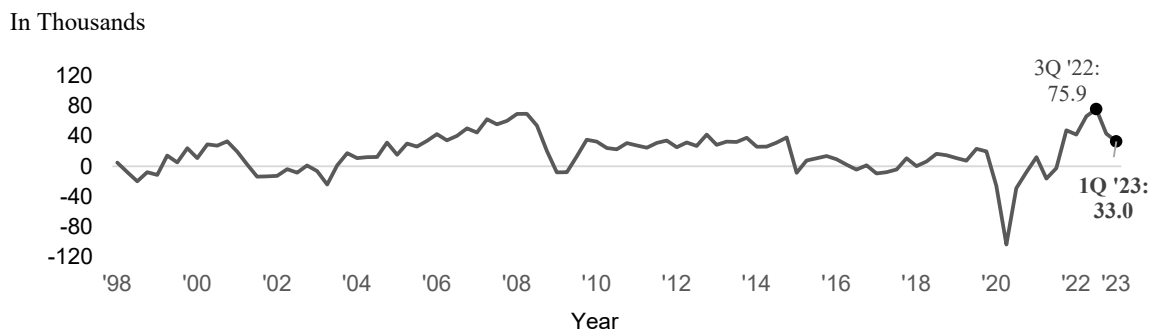
Total employment expanded for the sixth consecutive quarter (33,000) but the pace of increase continued to moderate from 3Q 2022 [Chart 1]. By March 2023, total employment level was at 3.8% above the pre-pandemic level (December 2019).

Resident employment continued to rise in 1Q 2023 (2,800) and was 4.9% higher than its pre-pandemic level in March 2023. However, the increase in 1Q 2023 was lower than 4Q 2022 (8,400) when there was strong seasonal hiring for year-end festivities. In 1Q 2023, resident employment contracted in *Retail Trade* and *Food & Beverage Services* as seasonal workers left employment but grew in other industries such as *Financial Services*, *Public Administration & Education*, *Professional Services*, and *Health & Social Services*.

The overall non-resident employment level exceeded its pre-pandemic level by 1.7% for the first time, but this was not observed across all industries. Non-resident employment exceeded the pre-pandemic levels in sectors typically reliant on non-resident employment such as *Construction* and *Manufacturing*. However, while non-resident employment in tourism and consumer-facing sectors such as *Retail Trade*, *Accommodation* and *Food & Beverage Services* had picked up following the lifting of pandemic-related restrictions in 2022, they have yet to recover to pre-pandemic levels.

Looking ahead, overall employment growth is likely to moderate given the weaker external demand outlook and downside risks in the global economy.<sup>3</sup>

Chart 1: Quarterly Total Employment Change (Excl. MDW)



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

Notes:

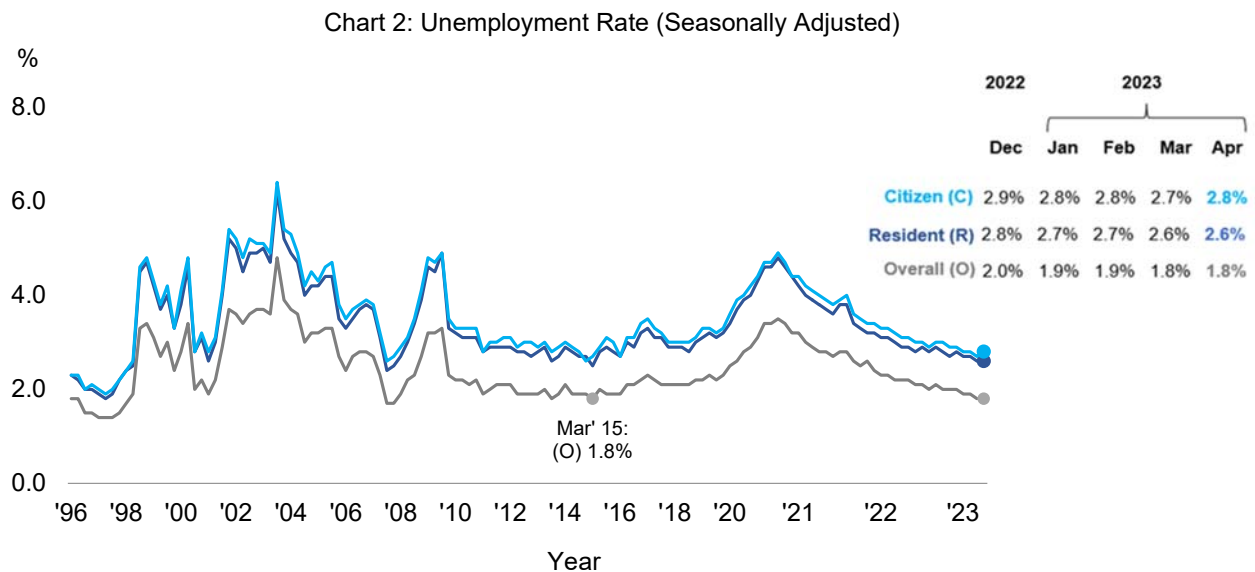
- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (3) 'Excl. MDW' refers to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

<sup>3</sup> Based on MTI's Economic Survey of Singapore 1Q 2023, the Singapore economy grew by 0.4% year-on-year in 1Q 2023, slowing from a 2.1% expansion in the previous quarter. The outlook for Singapore's external demand has also weakened for the rest of the year.



## Unemployment

Unemployment rates trended lower in March 2023 (overall: 1.8%, resident: 2.6%, citizen: 2.7%), and held steady in April 2023 [Chart 2]. This decrease brought unemployment rates to their lowest since March 2015.<sup>4</sup>



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

Across most age and education groups, the resident unemployment rates either stayed low or improved in March 2023. The improvement was more notable among those aged 60 and over. Their unemployment rate declined from 2.6% in December 2022 to 1.9% in March 2023 [Chart 3]. This was also an improvement from its pre-pandemic level of 2.6%. The extension of the Senior Employment Credit wage offsets to 2025 has been helpful in increasing attractiveness of hiring older workers to employers.

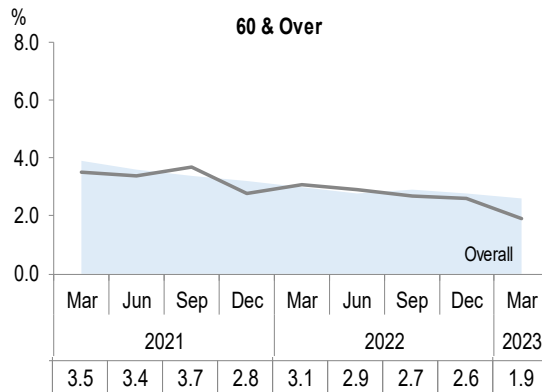
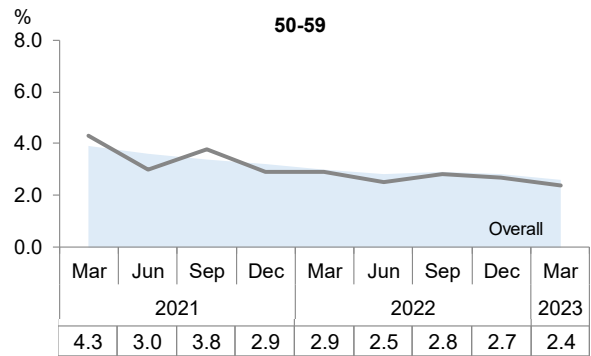
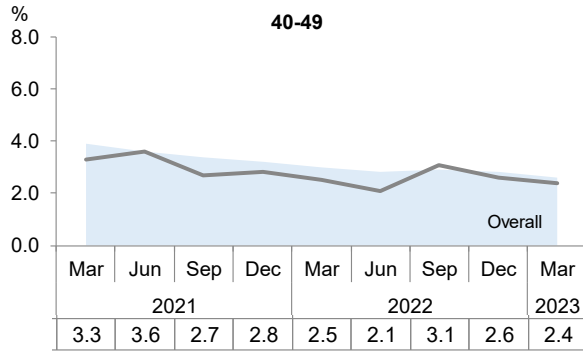
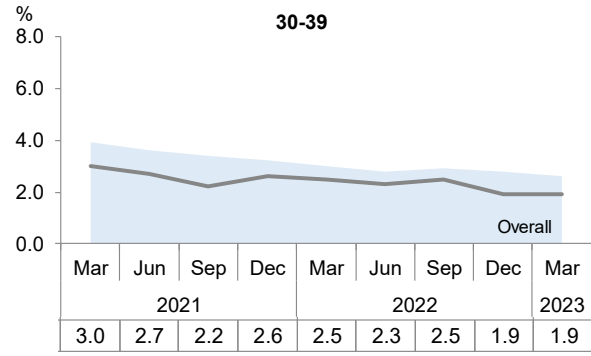
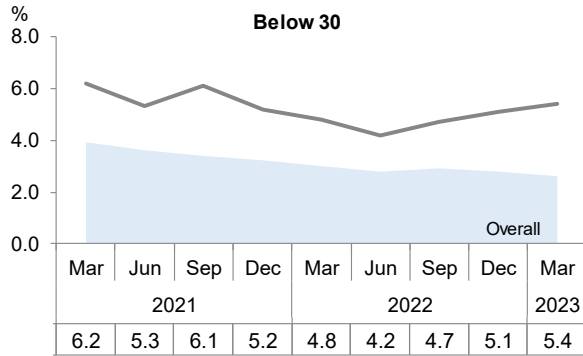
The unemployment rate among younger residents aged below 30 remained below its pre-pandemic level (5.6%), even though it rose over the quarter from 5.1% in December 2022 to 5.4% in March 2023 [Chart 3].<sup>5</sup> The unemployment rate for younger residents is higher than other age groups because it includes fresh graduates who are taking more time to search for work and exploring career options as well as students who move in between temporary or part-time jobs.

<sup>4</sup> The unemployment rate in March 2015 was 1.8% at the overall, 2.5% among residents, and 2.7% among citizens.

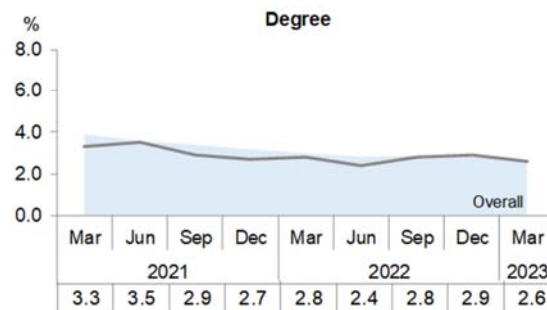
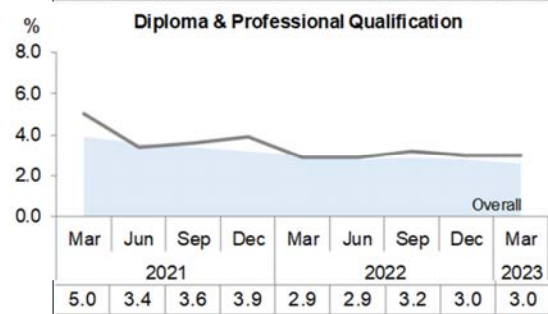
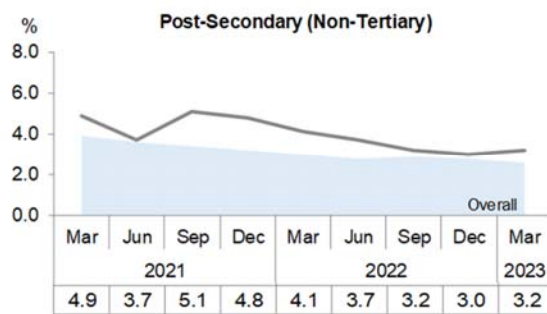
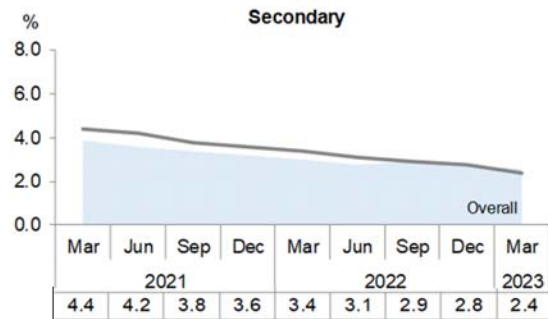
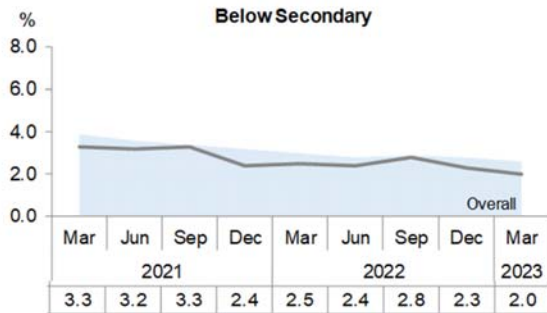
<sup>5</sup> This was the highest since September 2021 (6.1%).

Chart 3: Resident Unemployment Rate by Age and Education  
(Seasonally Adjusted)

By Age

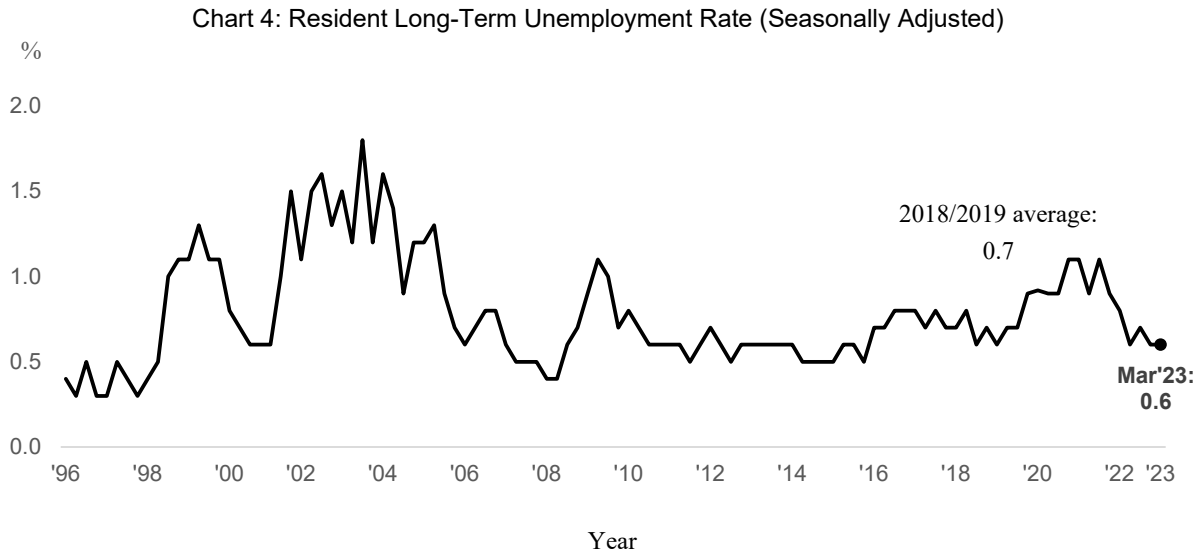


By Education



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

The resident long-term unemployment rate (LTUR) held steady at 0.6% in March 2023, below pre-pandemic levels of 0.7% [Chart 4].

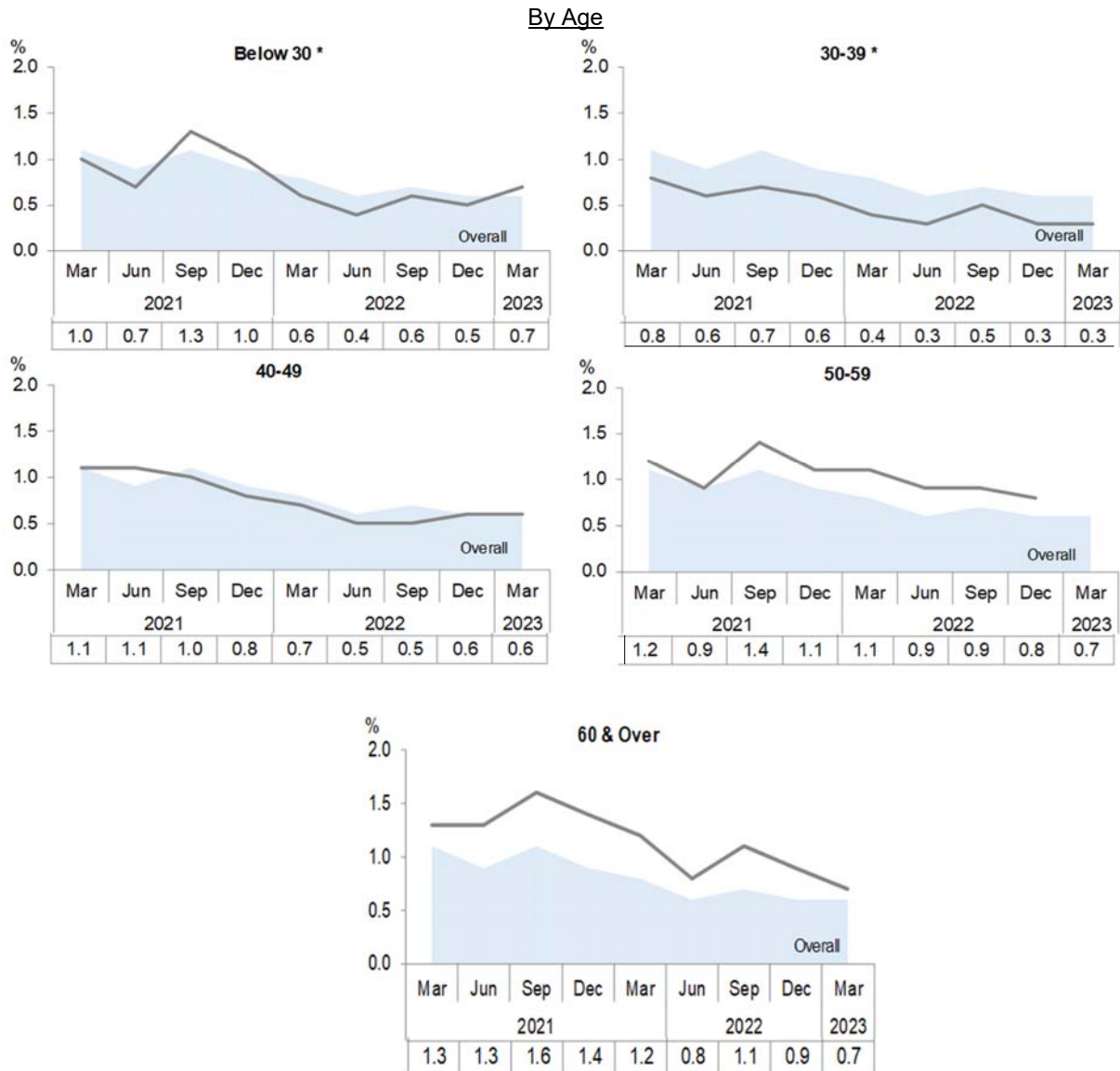


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

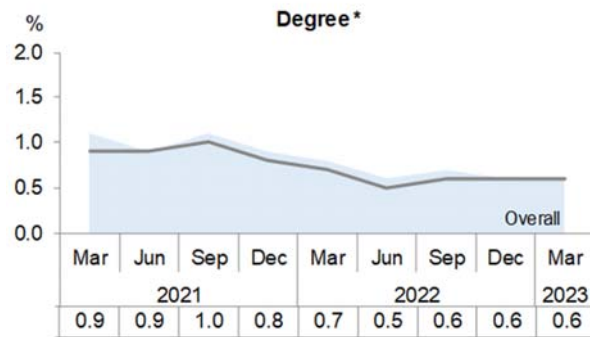
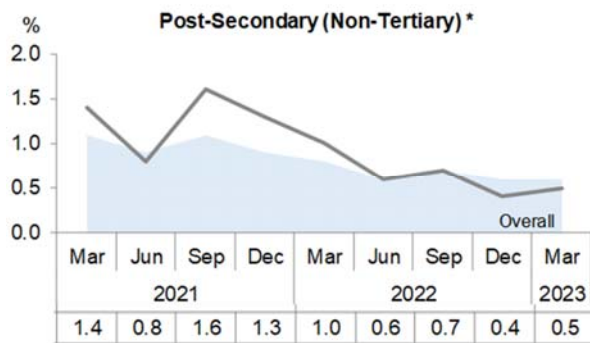
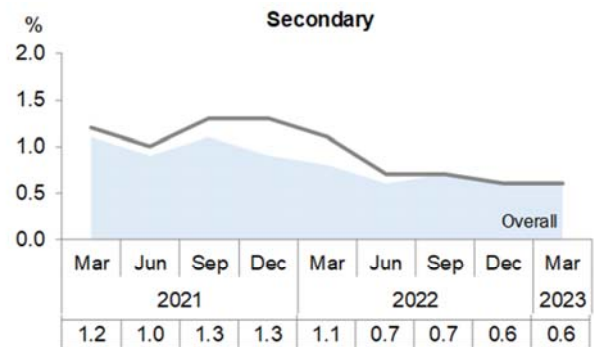
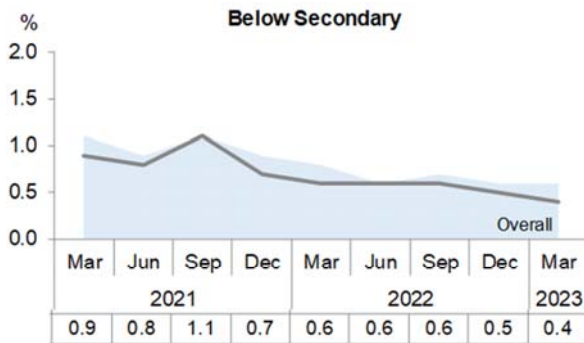
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

The resident LTUR in March 2023 for all age and education groups were at or below their pre-pandemic averages. These included residents aged below 30, notwithstanding the latest increase in their LTUR over the quarter from 0.5% to 0.7% [Chart 5]. The LTUR for residents aged 60 and over (0.7%) also fell below its pre-pandemic level (0.8%) for the first time in March 2023.

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



By Education



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

Notes:

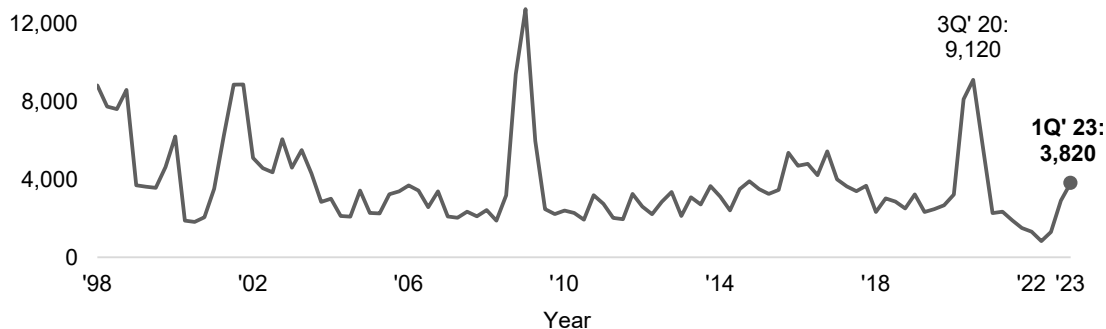
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) \* These series are not seasonally adjusted because they have weak or no seasonality.

## Retrenchment

Retrenchments rose for the third consecutive quarter to 3,820 in 1Q 2023. This was comparable to quarterly levels last seen in 2016/2017 (between 3,400 and 5,440) and remained below the peak during the height of the pandemic in 3Q 2020 [Chart 6]. The incidence of retrenchment among employees also rose from 1.4 retrenched per 1,000 employees in 4Q 2022 to 1.8 in 1Q 2023 [Chart 7].<sup>6</sup>

The increase was driven by three sectors: *Electronics Manufacturing* (4Q 2022: 670; 1Q 2023: 1,190), *Information & Communications* (4Q 2022: 370; 1Q 2023: 560) and *Financial Services* (4Q 2022: 260; 1Q 2023: 540). *Electronics Manufacturing* faced headwinds from the global electronics downturn, while *Information & Communications* saw an increase due to reorganisation or restructuring within the sector. *Financial Services* experienced heightened volatility in the global financial market. In other sectors, retrenchments remained stable.

Chart 6: Retrenchments



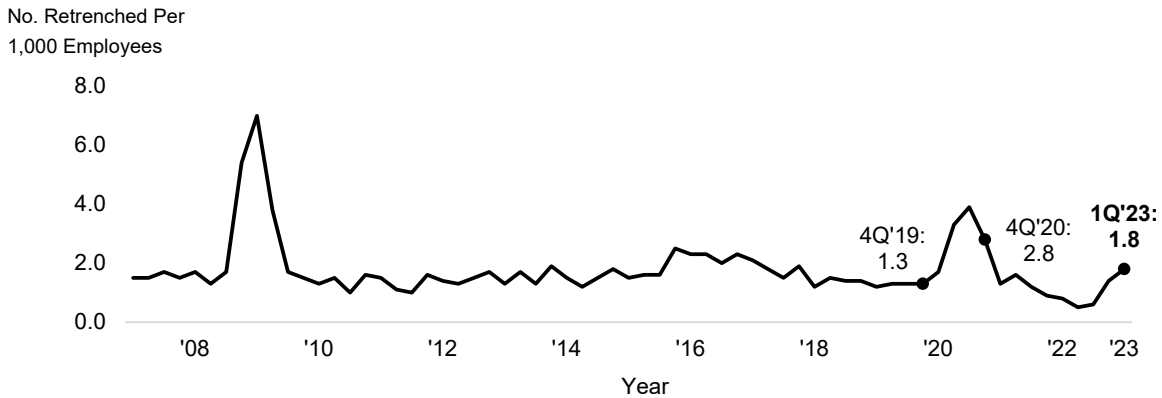
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

<sup>6</sup> The incidence of retrenchment rose above the pre-pandemic level (4Q 2019: 1.3) and was the highest since 4Q 2020 (2.8).

Chart 7: Incidence of Retrenchment

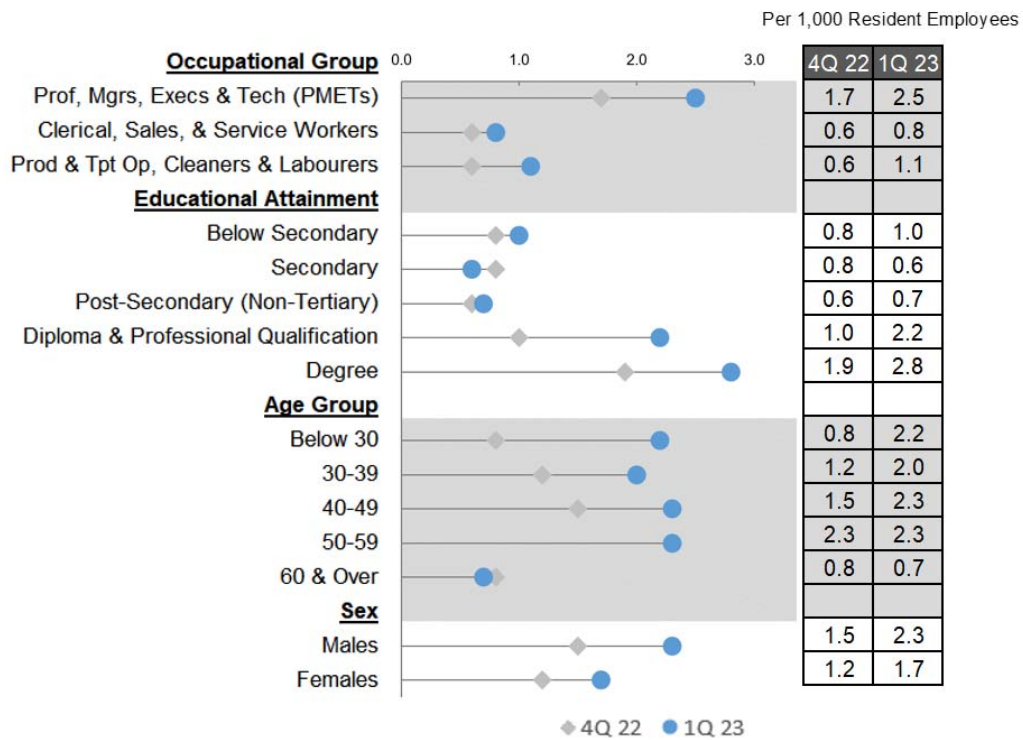


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Similar to 4Q 2022, the rise in incidence of retrenchment among residents in 1Q 2023 was more pronounced for PMETs, and the tertiary educated [Chart 8]. By age, residents aged 60 and over were less likely to be affected by retrenchment than other age groups in 1Q 2023.

Chart 8: Incidence of Retrenchment Among Residents by Occupation, Educational Attainment, Age and Sex



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

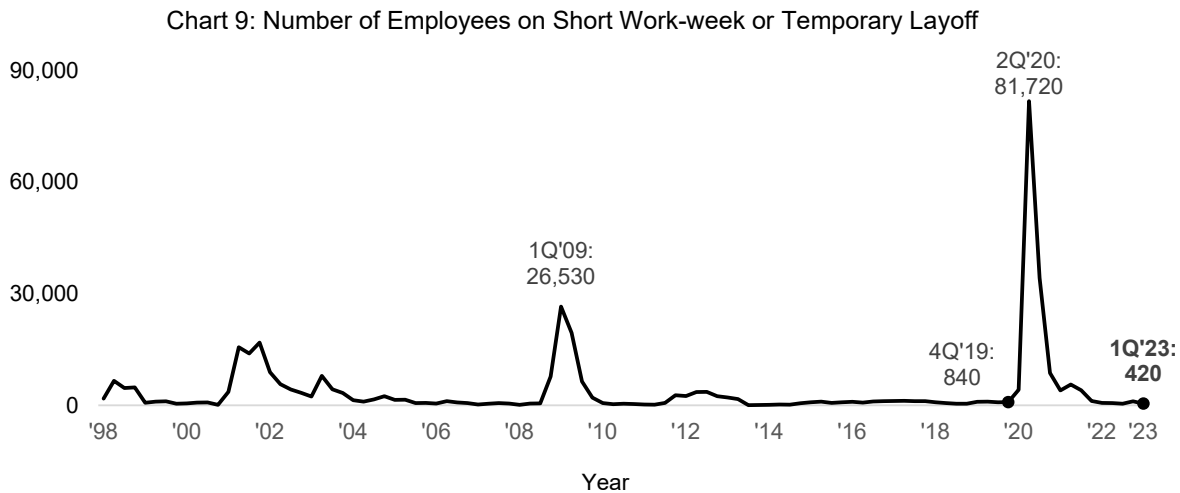
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.



## Short Work-Week Or Temporary Layoff

Despite the rise in the number of retrenchments, the number of employees placed on short work-week or temporary layoff more than halved in 1Q 2023 to 420 (4Q 2022: 1,040). This was below the pre-pandemic level of 840 in 4Q 2019 [Chart 9].

Similar to the previous quarter, workers placed on short work-week came from *Food & Beverage Services* (100), *Manufacturing* (70) and *Health and Social Services* (30). On the other hand, temporary layoffs came from sectors such as *Transport Equipment Manufacturing* (20) and *Information & Communications* (10). Most of the affected employees were on short work-week arrangements (340 or 81.0%).



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

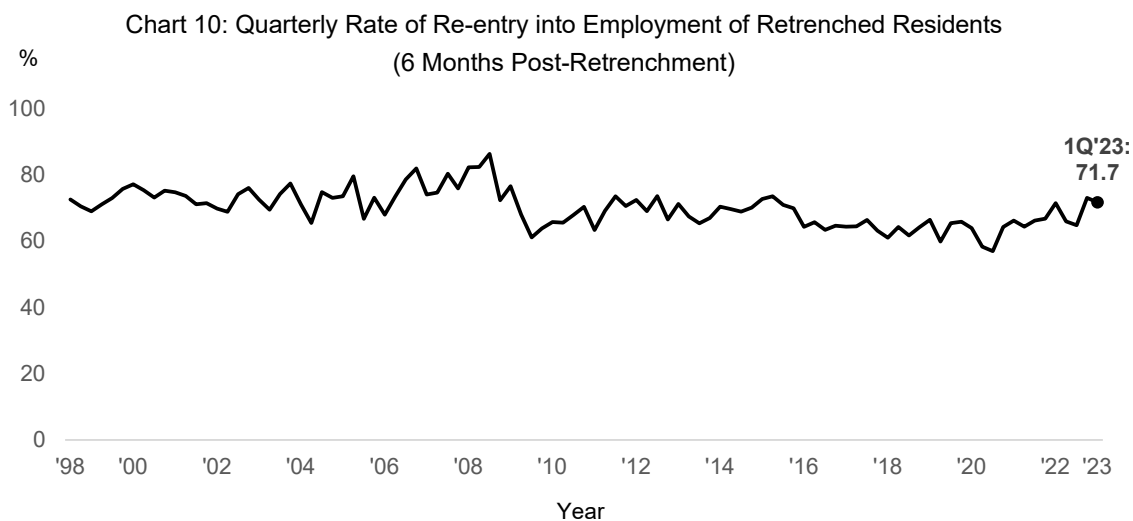
Notes:

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

## Re-entry Into Employment

As of 1Q 2023, the majority (71.7%) of the retrenched residents were able to find employment within six months after retrenchment, although this proportion declined from 73.1% in 4Q 2022 [Chart 10].

Residents retrenched from the *Information & Communications* (77.8%) sector were more likely to find new jobs compared to retrenched workers from other industries. Among those who were retrenched from *Information & Communications* and found new jobs, majority (77.3%) found jobs in different industries, such as *Professional Services* and *Financial & Insurance Services*. This suggests that digital skills from the *Information & Communications* sector are highly sought after and enabled workers to easily find jobs in another industry.



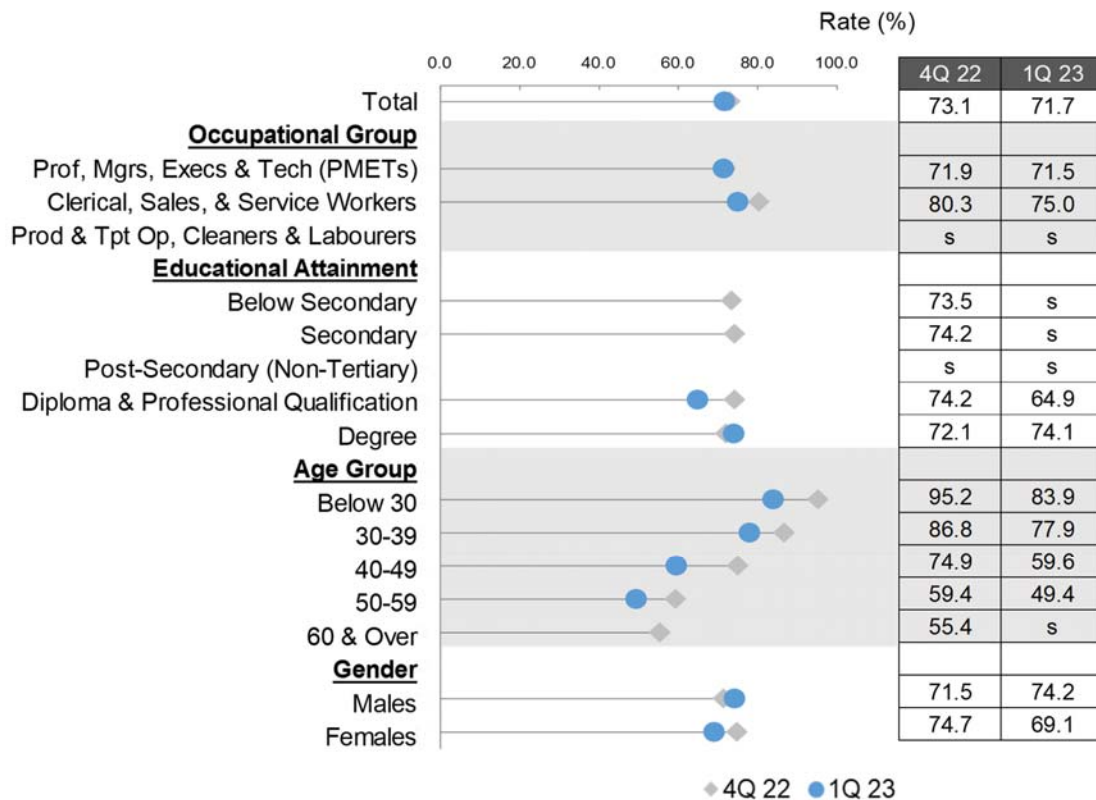
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

### 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 2023 refers to residents retrenched in 3Q 2022.
- (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.

In line with the decrease in the overall rate of re-entry, the rates of re-entry declined across most occupational, age and educational groups, except degree holders which saw a slight increase in rate of re-entry (4Q 2022: 72.1%; 1Q 2023: 74.1%) [Chart 11].

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



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

Notes:

(1) Data refer to re-entry rates in 4Q 2022/1Q 2023 for residents retrenched in 2Q/3Q 2022 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

(2) 's' - Data suppressed due to small number of observations.

## Job Vacancy

There are signs that labour demand is cooling in some sectors. Job vacancies declined for the fourth consecutive quarter in March 2023 to 99,600 [Chart 12]. However, the number of vacancies remained elevated, partly because non-resident employment has not fully recovered to its pre-pandemic level in some tourism and consumer-facing sectors such as *Retail Trade, Accommodation and Food & Beverage Services*.

The bulk of the job vacancies in March 2023 continued to come from *Manufacturing and Construction*, as well as from growth sectors such as *Information & Communications, Financial Services, Professional Services and Health & Social Services*.

Chart 12: Job Vacancy (Seasonally Adjusted)

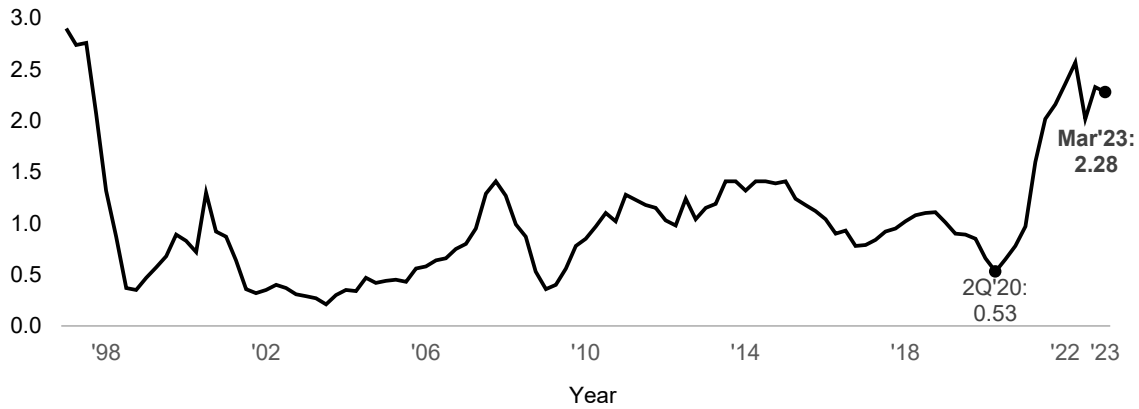


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

The ratio of job vacancies to unemployed persons remained high at 2.28, but it has also declined from December 2022 (2.33), reflecting the fall in number of job vacancies [Chart 13].

Chart 13: Ratio of Job Vacancies to Unemployed Persons (Seasonally Adjusted)

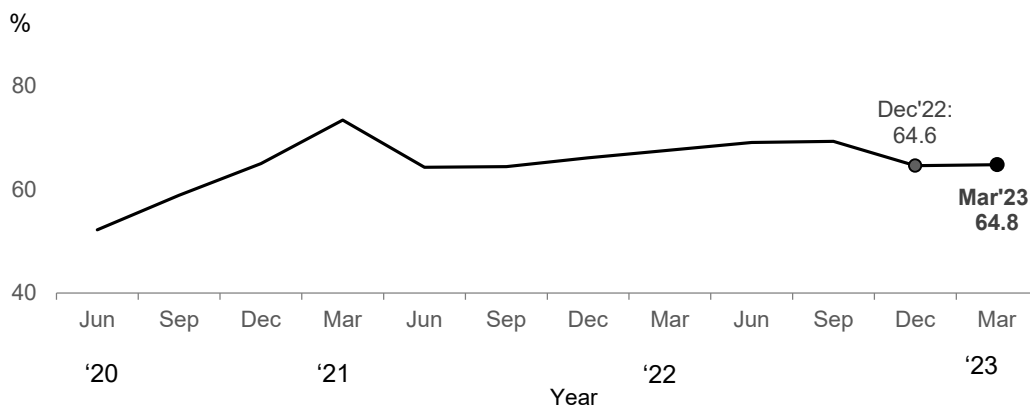


Source: Labour Market Survey and Labour Force Survey, Manpower Research & Statistics Department, MOM

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 to 49 employees.

Hiring outlook remains positive in the coming months. Based on MOM's company polls, 64.8% of firms in March 2023 planned to hire in the next three months, comparable to December 2022 [Chart 14].

Chart 14: Proportion of Firms with Plans to Hire in the Next 3 Months



Source: Manpower Research & Statistics Department, MOM

Note: Data reflect proportion of companies who indicated yes or maybe to having plans to hire in the next three months.

## Labour Turnover

Labour turnover has returned to pre-pandemic levels. In 1Q 2023, the recruitment rate dipped to 2.3% while resignation rate stayed at 1.5% [Chart 15]. This suggests that employees are staying for a longer period of time in any particular job.

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



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

Notes:

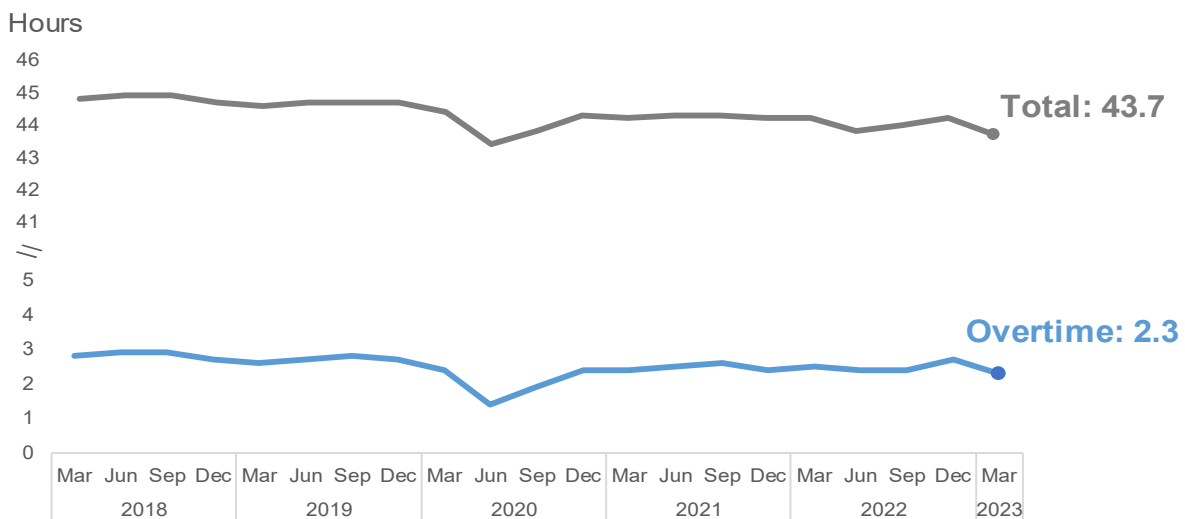
- (1) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) The average monthly resignation/recruitment rate is defined as the average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

Across most industries, labour turnover rates were at or below pre-pandemic levels. The main exceptions were *Arts, Entertainment & Recreation, Accommodation and Air Transport & Supporting Services*. These sectors were stepping up on recruitment, following the continued recovery in tourism.

## Hours Worked

Both the average weekly total paid hours worked per employee (43.7 hours) and paid overtime hours worked per employee<sup>7</sup> (2.3 hours) declined over the quarter in March 2023 [Chart 16]. The decline was broad-based across industries but was more pronounced in *Electronics Manufacturing* and *Manufacturing of Petroleum, Chemical & Pharmaceutical Products* as these sectors faced weaker external demand.

Chart 16: 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.

<sup>7</sup> Average weekly paid hours worked/paid overtime hours per employee are based on the last month of each quarter.

## 1.1 UNEMPLOYMENT

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

Characteristics	2020	2021	2022	Per Cent	
				Mar	
				2022	2023
<b>TOTAL</b>	<b>4.1</b>	<b>3.5</b>	<b>2.9</b>	<b>2.7</b>	<b>2.3</b>
<b>SEX</b>					
Male	3.9	3.3	2.8	2.8	2.3
Female	4.4	3.8	3.0	2.6	2.2
<b>AGE GROUP (YEARS)</b>					
Below 30	7.5	5.7	4.7	3.8	4.5
30 - 39	3.0	2.6	2.3	2.2	1.7
40 & Over	3.7	3.3	2.7	2.6	2.0
40 - 49	3.4	3.2	2.5	2.3	2.1
50 & Over	3.9	3.4	2.8	2.8	1.9
50 - 59	3.9	3.5	2.7	2.7	2.1
60 & Over	3.7	3.4	2.9	3.0	1.7
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	4.1	3.1	2.5	2.2	1.6
Secondary	4.6	4.1	3.1	3.2	2.2
Post-Secondary (Non-Tertiary)	4.9	4.5	3.4	3.7	3.0
Diploma & Professional Qualification	4.7	3.9	3.0	2.5	2.4
Degree	3.5	3.2	2.8	2.6	2.3

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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2020	2021	2022	Mar	
				2022	2023
<b>TOTAL</b>	<b>96.4</b>	<b>84.3</b>	<b>69.5</b>	<b>65.0</b>	<b>54.9</b>
<b>SEX</b>					
Male	48.9	42.2	35.6	35.8	30.1
Female	47.5	42.1	33.9	29.2	24.8
<b>AGE GROUP (YEARS)</b>					
Below 30	27.9	22.1	16.3	14.0	15.6
30 - 39	16.4	15.6	13.5	14.2	9.3
40 & Over	52.0	46.6	39.6	36.8	30.0
40 - 49	19.7	17.6	15.0	13.3	12.2
50 & Over	32.4	29.0	24.7	23.4	17.7
50 - 59	18.3	15.5	13.2	11.7	10.6
60 & Over	14.1	13.4	11.5	11.8	7.1
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	14.3	10.1	8.1	7.2	5.4
Secondary	17.1	14.9	11.6	12.1	8.7
Post-Secondary (Non-Tertiary)	11.3	9.8	7.6	7.2	6.0
Diploma & Professional Qualification	21.5	18.6	14.7	12.3	11.6
Degree	32.2	30.9	27.6	26.2	23.2

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 SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2020	2021	2022	Per Cent	
				Mar	
				2022	2023
<b>TOTAL</b>	1.0	1.0	0.7	0.7	0.6
<b>SEX</b>					
Male	1.0	1.0	0.7	0.8	0.6
Female	0.9	1.0	0.6	0.6	0.5
<b>AGE GROUP (YEARS)</b>					
Below 30	1.1	1.0	0.5	0.6	0.7
30 - 39	0.6	0.7	0.4	0.4	0.3
40 & Over	1.0	1.2	0.8	1.0	0.6
40 - 49	1.0	1.0	0.6	0.7	0.6
50 & Over	1.0	1.3	1.0	1.1	0.7
50 - 59	1.1	1.2	0.9	1.1	0.7
60 & Over	1.0	1.4	1.0	1.2	0.6
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	0.8	0.9	0.6	0.5	0.3
Secondary	1.0	1.2	0.8	1.1	0.6
Post-Secondary (Non-Tertiary)	0.9	1.3	0.7	1.0	0.5
Diploma & Professional Qualification	1.0	1.1	0.7	0.7	0.7
Degree	1.0	0.9	0.6	0.7	0.6

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.

## 1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2020	2021	2022	Mar	
				2022	2023
<b>TOTAL</b>	<b>22.3</b>	<b>24.2</b>	<b>15.6</b>	<b>18.0</b>	<b>13.9</b>
<b>SEX</b>					
Male	12.6	12.9	8.8	10.9	8.3
Female	9.6	11.2	6.8	7.2	5.6
<b>AGE GROUP (YEARS)</b>					
Below 30	4.1	3.9	1.8	2.0	2.5
30 - 39	3.6	3.9	2.2	2.6	1.8
40 & Over	14.6	16.4	11.6	13.4	9.6
40 - 49	5.8	5.5	3.2	3.9	3.3
50 & Over	8.8	10.9	8.4	9.5	6.2
50 - 59	5.2	5.2	4.3	4.9	3.7
60 & Over	3.7	5.6	4.1	4.6	2.6
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.8	2.9	1.8	1.7	1.0
Secondary	3.7	4.5	2.9	4.0	2.3
Post-Secondary (Non-Tertiary)	2.0	2.7	1.4	1.9	1.1
Diploma & Professional Qualification	4.8	5.2	3.4	3.3	3.2
Degree	9.0	8.9	6.1	7.0	6.4

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

Notes :

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

## 2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2020)	Total Employment Change								Total Employment Level in Mar 2023
	2020	2021	2022	2022				2023	
				1Q	2Q	3Q	4Q	1Q	
<b>TOTAL</b>	<b>-181.0</b>	<b>40.2</b>	<b>250.1</b>	<b>47.4</b>	<b>71.1</b>	<b>83.4</b>	<b>48.1</b>	<b>38.6</b>	<b>3 932.2</b>
<b>C10-32 MANUFACTURING</b>	<b>-37.0</b>	<b>-1.7</b>	<b>33.8</b>	<b>7.3</b>	<b>12.4</b>	<b>11.9</b>	<b>2.2</b>	<b>3.2</b>	<b>487.2</b>
C10-12 Food, Beverages & Tobacco	-2.7	1.2	6.0	0.4	2.3	1.7	1.5	1.5	58.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	-2.3	-1.0	0.2	-0.1	0.4	-	-0.2	0.2	26.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.5	3.7	11.3	4.3	2.8	3.6	0.5	0.4	74.3
C25,28 Fabricated Metal Products, Machinery & Equipment	-7.1	0.4	3.3	0.8	1.4	1.4	-0.4	0.6	94.0
C26 Electronic, Computer & Optical Products	-4.7	-2.8	5.3	0.1	2.8	2.3	0.1	-1.7	84.7
C29-30 Transport Equipment	-11.5	-3.2	4.7	1.2	1.6	1.8	0.2	1.5	86.7
Other Manufacturing Industries	-4.3	-	3.1	0.5	1.2	1.1	0.3	0.6	62.7
<b>F41-43 CONSTRUCTION</b>	<b>-51.8</b>	<b>4.5</b>	<b>91.3</b>	<b>21.9</b>	<b>25.2</b>	<b>30.2</b>	<b>14.0</b>	<b>8.9</b>	<b>507.7</b>
<b>G-U SERVICES</b>	<b>-92.1</b>	<b>37.3</b>	<b>124.4</b>	<b>18.0</b>	<b>33.3</b>	<b>41.3</b>	<b>31.8</b>	<b>26.4</b>	<b>2 912.6</b>
G46-47 WHOLESALE AND RETAIL TRADE	-22.7	-5.4	11.6	-1.8	3.6	3.8	6.0	0.3	465.1
G46 Wholesale Trade	-13.1	-4.5	4.7	-0.3	2.1	2.3	0.7	0.4	303.6
G47 Retail Trade	-9.6	-0.9	6.9	-1.4	1.5	1.5	5.3	-0.2	161.5
H49-53 TRANSPORTATION AND STORAGE	-8.8	2.3	9.8	0.8	4.6	2.7	1.7	1.7	267.3
H49,5221 Land Transport & Supporting Services	0.6	-1.7	-2.8	-1.3	-0.8	-0.7	-	-0.1	104.9
H50,5222, 5225 Water Transport & Supporting Services	-1.4	0.6	1.1	0.2	0.5	0.3	0.2	-	44.6
H51,5223 Air Transport & Supporting Services	-9.4	-1.5	5.8	0.6	2.5	1.7	1.0	1.0	31.8
Other Transportation & Storage Services	1.4	4.9	5.7	1.3	2.4	1.5	0.4	0.8	86.0
I55-56 ACCOMMODATION AND FOOD SERVICES	-24.9	-1.0	19.4	-0.6	6.4	6.9	6.7	2.4	268.3
I55 Accommodation	-9.1	-1.7	4.8	-	1.3	2.7	0.8	0.4	30.8
I56 Food & Beverage Services	-15.7	0.7	14.7	-0.6	5.1	4.2	5.9	2.0	237.6
J58-63 INFORMATION AND COMMUNICATIONS	2.7	14.1	14.1	4.2	5.0	4.5	0.5	0.2	186.2
J58-61 Telecommunications, Broadcasting & Publishing	-0.4	1.9	1.4	0.3	0.7	0.5	-	0.1	43.4
J62-63 IT & Other Information Services	3.2	12.2	12.7	3.9	4.3	4.0	0.5	0.1	142.8
K64-66 FINANCIAL AND INSURANCE SERVICES	2.3	5.0	13.9	3.8	3.1	3.9	3.0	3.9	226.9
K64 & 66 (excl.662) Financial Services	1.1	4.3	12.9	3.7	2.9	3.7	2.7	3.5	183.0
K65 & 662 Insurance Services	1.3	0.7	1.0	0.2	0.2	0.3	0.3	0.4	43.9
L68 REAL ESTATE SERVICES	-6.3	-1.6	1.3	0.1	0.8	0.2	0.2	0.9	74.9
M69-75 PROFESSIONAL SERVICES	-2.2	7.7	13.7	2.7	3.9	5.4	1.7	3.1	279.7
M69-70 Legal, Accounting & Management Services	0.3	4.0	8.8	1.8	1.9	3.8	1.3	2.5	151.5
M71 Architectural & Engineering Services	-1.2	0.8	1.8	0.1	0.7	0.6	0.4	0.3	64.9
Other Professional Services	-1.3	2.9	3.1	0.9	1.4	0.9	-	0.3	63.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-14.6	4.4	-3.5	-1.1	-2.8	-0.1	0.5	0.1	239.4
N80 Security & Investigation	-0.8	-0.7	-1.2	-1.1	-	-	-0.2	0.3	47.3
N81 Cleaning & Landscaping	-4.4	-0.7	2.4	0.5	0.9	0.8	0.3	0.6	80.8
Other Administrative & Support Services	-9.4	5.7	-4.7	-0.5	-3.6	-1.0	0.4	-0.8	111.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-17.7	11.9	44.0	9.9	8.7	13.9	11.5	13.8	904.6
O84,P85 Public Administration & Education	8.2	1.4	1.2	1.1	-0.4	-1.0	1.5	2.4	266.0
Q86-88 Health & Social Services	5.2	10.5	4.7	2.1	-0.2	0.8	2.1	2.3	195.5
R90-93 Arts, Entertainment & Recreation	-13.7	-1.9	9.2	0.3	2.1	4.0	2.8	1.3	49.2
S,T,U Other Community, Social & Personal Services	-17.3	1.9	28.9	6.4	7.2	10.1	5.2	7.7	393.8
<b>A,B,D,E OTHERS*</b>	<b>-0.1</b>	<b>0.1</b>	<b>0.5</b>	<b>0.2</b>	<b>0.2</b>	<b>-</b>	<b>0.2</b>	<b>0.2</b>	<b>24.7</b>

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

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

- : nil or negligible

Notes :

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

### 3.1 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2020	2021	2022	2022				2023
					1Q	2Q	3Q	4Q	1Q
<b>TOTAL</b>		<b>26 110</b>	<b>8 020</b>	<b>6 440</b>	<b>1 320</b>	<b>830</b>	<b>1 300</b>	<b>2 990</b>	<b>3 820</b>
<b>INDUSTRY (SSIC 2020)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>5 320</b>	<b>1 710</b>	<b>2 100</b>	<b>510</b>	<b>170</b>	<b>250</b>	<b>1 180</b>	<b>1 470</b>
C10-12	Food, Beverages & Tobacco	330	110	30	10	10	10	-	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	230	70	30	10	10	-	10	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	160	500	220	70	90	10	60	20
C25,28	Fabricated Metal Products, Machinery & Equipment	1 410	150	560	240	30	90	200	170
C26	Electronic, Computer & Optical Products	790	690	870	160	10	30	670	1 190
C29-30	Transport Equipment	1 710	130	320	10	10	100	200	-
	Other Manufacturing Industries	700	70	80	10	10	10	50	60
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>990</b>	<b>240</b>	<b>260</b>	<b>60</b>	<b>50</b>	<b>10</b>	<b>150</b>	<b>180</b>
<b>G-U</b>	<b>SERVICES</b>	<b>19 760</b>	<b>6 020</b>	<b>4 060</b>	<b>730</b>	<b>610</b>	<b>1 050</b>	<b>1 670</b>	<b>2 090</b>
G46-47	WHOLESALE AND RETAIL TRADE	4 980	1 400	910	190	170	90	470	400
G46	Wholesale Trade	3 810	1 250	850	170	160	60	450	300
G47	Retail Trade	1 180	160	70	10	-	30	20	90
H49-53	TRANSPORTATION AND STORAGE	2 780	550	150	60	40	20	30	40
H49,5221	Land Transport & Supporting Services	120	50	10	-	-	-	-	10
H50,5222,5225	Water Transport & Supporting Services	250	140	60	30	10	10	10	10
H51,5223	Air Transport & Supporting Services	2 000	220	10	10	-	-	-	-
	Other Transportation & Storage Services	410	140	70	20	30	10	10	20
I55-56	ACCOMMODATION AND FOOD SERVICES	1 700	180	40	-	10	30	-	10
I55	Accommodation	710	40	20	-	-	20	-	-
I56	Food & Beverage Services	990	130	20	-	10	-	-	10
J58-63	INFORMATION AND COMMUNICATIONS	1 430	1 040	1 200	200	110	520	370	560
J58-61	Telecommunications, Broadcasting & Publishing	570	380	410	50	60	170	120	110
J62-63	IT & Other Information Services	860	670	790	140	50	350	250	450
K64-66	FINANCIAL AND INSURANCE SERVICES	2 140	1 330	700	110	120	200	270	570
K64 & 66 (excl.662)	Financial Services	1 910	1 250	670	100	110	200	260	540
K65 & 662	Insurance Services	230	70	30	10	10	-	10	30
L68	REAL ESTATE SERVICES	140	100	30	-	10	10	10	20
M69-75	PROFESSIONAL SERVICES	2 310	920	490	100	90	100	210	380
M69-70	Legal, Accounting & Management Services	1 200	660	270	40	40	80	110	290
M71	Architectural & Engineering Services	780	160	100	20	30	10	50	10
	Other Professional Services	330	100	120	40	20	10	50	70
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	1 600	340	230	30	30	70	100	30
N80	Security & Investigation	10	10	10	-	10	-	-	-
N81	Cleaning & Landscaping	280	20	30	-	-	30	-	-
	Other Administrative & Support Services	1 320	310	190	30	20	40	100	30
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2 690	170	310	50	30	20	210	110
O84,P85	Public Administration & Education	230	60	50	10	-	10	40	20
Q86-88	Health & Social Services	40	10	90	10	10	-	80	30
R90-93	Arts, Entertainment & Recreation	2 210	70	60	10	10	10	30	-
S,T,U	Other Community, Social & Personal Services	210	40	110	20	20	10	60	60
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>40</b>	<b>50</b>	<b>30</b>	<b>20</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>80</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians	12 750	5 870	4 520	810	640	1 070	2 000	3 010
	Clerical, Sales & Service Workers	8 140	1 220	540	140	90	70	240	300
	Production & Transport Operators, Cleaners & Labourers	5 220	940	1 390	370	90	170	750	510

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 2023

Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisa-tion / Restruc-turing	Product Line Was Discontin-ued	Early Comple-tion of Project	Others	Total	Profes-sionals, Managers, Executives & Techni-cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>1 300</b>	<b>760</b>	<b>480</b>	<b>1 730</b>	<b>130</b>	<b>30</b>	<b>520</b>	<b>3 820</b>	<b>3 010</b>	<b>300</b>	<b>510</b>
<b>C10-32 MANUFACTURING</b>	<b>1 030</b>	<b>380</b>	<b>210</b>	<b>340</b>	<b>20</b>	<b>-</b>	<b>100</b>	<b>1 470</b>	<b>1 190</b>	<b>20</b>	<b>260</b>
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	-	-	-	20	-	-	10	20	20	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	100	10	80	80	10	-	60	170	150	-	30
C26 Electronic, Computer & Optical Products	920	360	110	220	-	-	-	1 190	980	20	200
C29-30 Transport Equipment	-	-	-	-	-	-	-	-	-	-	-
Other Manufacturing Industries	10	-	10	10	10	-	30	70	40	-	30
<b>F41-43 CONSTRUCTION</b>	<b>20</b>	<b>70</b>	<b>50</b>	<b>10</b>	<b>-</b>	<b>20</b>	<b>20</b>	<b>180</b>	<b>70</b>	<b>-</b>	<b>110</b>
<b>G-U SERVICES</b>	<b>240</b>	<b>240</b>	<b>220</b>	<b>1 390</b>	<b>110</b>	<b>-</b>	<b>400</b>	<b>2 090</b>	<b>1 750</b>	<b>270</b>	<b>70</b>
G46-47 WHOLESALE AND RETAIL TRADE	30	70	20	240	10	-	110	400	300	80	20
G46 Wholesale Trade	30	20	10	210	10	-	60	300	250	50	10
G47 Retail Trade	-	50	10	30	-	-	50	90	50	30	10
H49-53 TRANSPORTATION AND STORAGE	-	10	-	20	-	-	-	40	20	10	10
H49,5221 Land Transport & Supporting Services	-	10	-	-	-	-	-	10	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	-	-	-	10	-	-	-	10	-	10	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	-	10	-	10	-	-	-	20	10	10	-
I55-56 ACCOMMODATION AND FOOD SERVICES	-	-	10	-	-	-	-	10	-	-	-
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	-	10	-	-	-	-	10	-	-	-
J58-63 INFORMATION AND COMMUNICATIONS	90	60	80	390	50	-	90	560	520	40	-
J58-61 Telecommunications, Broadcasting & Publishing	20	-	10	90	-	-	20	110	100	10	-
J62-63 IT & Other Information Services	70	60	70	310	50	-	70	450	420	30	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	-	10	430	10	-	110	570	500	40	30
K64 & 66 (excl.662) Financial Services	10	-	-	430	10	-	100	540	480	40	30
K65 & 662 Insurance Services	-	-	10	10	-	-	10	30	20	10	-
L68 REAL ESTATE SERVICES	-	-	-	20	-	-	-	20	10	-	-
M69-75 PROFESSIONAL SERVICES	90	50	60	250	30	-	60	380	340	20	20
M69-70 Legal, Accounting & Management Services	60	40	40	210	30	-	50	290	270	10	20
M71 Architectural & Engineering Services	10	10	-	-	-	-	-	10	10	10	-
Other Professional Services	30	-	10	40	-	-	10	70	70	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-	-	-	20	-	-	-	30	20	-	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	-	-	-	20	-	-	-	30	20	-	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	50	40	20	-	-	20	110	40	60	-
O84,P85 Public Administration & Education	10	10	10	10	-	-	-	20	10	10	-
Q86-88 Health & Social Services	-	20	30	-	-	-	-	30	30	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	-	30	-	-	-	-	20	60	-	50	-
<b>A,B,D,E OTHERS**</b>	<b>-</b>	<b>70</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>80</b>	<b>10</b>	<b>-</b>	<b>70</b>

\* Not due to recession.

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

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

- : nil or negligible

Notes :

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

### 3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

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

				Number of Employees							
				2020	2021	2022	2022				2023
							1Q	2Q	3Q	4Q	1Q
<b>TOTAL</b>				<b>22 540</b>	<b>7 480</b>	<b>5 560</b>	<b>1 260</b>	<b>780</b>	<b>1 090</b>	<b>2 430</b>	<b>3 600</b>
<b>INDUSTRY (SSIC 2020)</b>											
<b>C10-32</b>	<b>MANUFACTURING</b>			<b>5 000</b>	<b>1 640</b>	<b>1 500</b>	<b>500</b>	<b>160</b>	<b>80</b>	<b>770</b>	<b>1 410</b>
C10-12	Food, Beverages & Tobacco			310	100	30	10	10	-	-	10
C17,18,22	Paper / Rubber / Plastic Products & Printing			230	70	30	10	10	-	10	10
C19-21	Petroleum, Chemical & Pharmaceutical Products			150	450	200	60	90	10	40	20
C25,28	Fabricated Metal Products, Machinery & Equipment			1 190	140	450	230	30	20	170	160
C26	Electronic, Computer & Optical Products			790	680	630	160	10	30	440	1 150
C29-30	Transport Equipment			1 650	130	80	10	10	-	60	-
	Other Manufacturing Industries			680	70	80	10	10	10	50	60
<b>F41-43</b>	<b>CONSTRUCTION</b>			<b>750</b>	<b>210</b>	<b>110</b>	<b>40</b>	<b>30</b>	<b>10</b>	<b>40</b>	<b>170</b>
<b>G-U</b>	<b>SERVICES</b>			<b>16 760</b>	<b>5 580</b>	<b>3 930</b>	<b>700</b>	<b>590</b>	<b>1 010</b>	<b>1 630</b>	<b>1 950</b>
G46-47	WHOLESALE AND RETAIL TRADE			4 790	1 390	890	180	160	80	470	380
G46	Wholesale Trade			3 680	1 230	830	170	160	60	440	290
G47	Retail Trade			1 120	150	60	10	-	30	20	90
H49-53	TRANSPORTATION AND STORAGE			1 400	500	150	60	40	20	30	30
H49,5221	Land Transport & Supporting Services			120	20	10	-	-	-	-	10
H50,5222,5225	Water Transport & Supporting Services			240	130	60	30	10	10	10	10
H51,5223	Air Transport & Supporting Services			650	220	10	10	-	-	-	-
	Other Transportation & Storage Services			390	130	70	20	30	10	10	20
I55-56	ACCOMMODATION AND FOOD SERVICES			1 580	140	20	-	10	-	-	-
I55	Accommodation			710	40	-	-	-	-	-	-
I56	Food & Beverage Services			870	100	10	-	10	-	-	-
J58-63	INFORMATION AND COMMUNICATIONS			1 390	950	1 190	190	110	510	370	470
J58-61	Telecommunications, Broadcasting & Publishing			570	360	400	50	60	170	120	110
J62-63	IT & Other Information Services			820	580	780	140	50	340	250	360
K64-66	FINANCIAL AND INSURANCE SERVICES			2 050	1 320	690	110	120	200	260	560
K64 & 66 (excl.662)	Financial Services			1 830	1 250	660	90	110	200	250	530
K65 & 662	Insurance Services			220	70	30	10	10	-	10	30
L68	REAL ESTATE SERVICES			140	100	30	-	10	10	10	20
M69-75	PROFESSIONAL SERVICES			1 980	880	470	90	90	90	200	370
M69-70	Legal, Accounting & Management Services			1 150	650	270	40	40	80	110	290
M71	Architectural & Engineering Services			510	140	90	10	30	10	40	10
	Other Professional Services			330	90	120	40	20	10	50	70
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			1 100	140	220	20	30	70	100	30
N80	Security & Investigation			-	10	10	-	10	-	-	-
N81	Cleaning & Landscaping			240	20	30	-	-	30	-	-
	Other Administrative & Support Services			860	120	180	20	20	40	100	30
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			2 310	160	290	50	30	20	200	100
O84,P85	Public Administration & Education			200	50	50	10	-	10	40	20
Q86-88	Health & Social Services			30	10	80	-	-	-	70	20
R90-93	Arts, Entertainment & Recreation			1 930	70	50	10	10	10	30	-
S,T,U	Other Community, Social & Personal Services			150	30	110	20	20	-	60	60
<b>A,B,D,E</b>	<b>OTHERS*</b>			<b>30</b>	<b>50</b>	<b>30</b>	<b>20</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>80</b>
<b>OCCUPATIONAL GROUP</b>											
	Professionals, Managers, Executives & Technicians			11 600	5 650	4 290	780	630	980	1 910	2 870
	Clerical, Sales & Service Workers			6 450	960	460	130	90	50	200	280
	Production & Transport Operators, Cleaners & Labourers			4 480	870	810	350	70	70	330	450

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							
		2020	2021	2022	2022				2023
					1Q	2Q	3Q	4Q	1Q
	<b>TOTAL</b>	<b>3 580</b>	<b>540</b>	<b>880</b>	<b>60</b>	<b>40</b>	<b>210</b>	<b>560</b>	<b>220</b>
	<b>INDUSTRY (SSIC 2020)</b>								
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>330</b>	<b>70</b>	<b>600</b>	<b>10</b>	<b>10</b>	<b>170</b>	<b>410</b>	<b>60</b>
C10-12	Food, Beverages & Tobacco	20	-	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	50	20	-	-	-	10	-
C25,28	Fabricated Metal Products, Machinery & Equipment	210	10	110	-	-	70	30	20
C26	Electronic, Computer & Optical Products	-	-	230	-	-	-	230	40
C29-30	Transport Equipment	50	-	240	10	-	100	140	-
	Other Manufacturing Industries	20	-	-	-	-	-	-	-
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>240</b>	<b>40</b>	<b>150</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>110</b>	<b>20</b>
<b>G-U</b>	<b>SERVICES</b>	<b>3 010</b>	<b>440</b>	<b>130</b>	<b>30</b>	<b>20</b>	<b>40</b>	<b>40</b>	<b>140</b>
G46-47	WHOLESALE AND RETAIL TRADE	190	20	20	10	10	-	10	20
G46	Wholesale Trade	130	20	20	10	10	-	10	20
G47	Retail Trade	60	-	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	1 370	40	-	-	-	-	-	-
H49,5221	Land Transport & Supporting Services	-	30	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	-	10	-	-	-	-	-	-
H51,5223	Air Transport & Supporting Services	1 350	-	-	-	-	-	-	-
	Other Transportation & Storage Services	20	10	-	-	-	-	-	-
I55-56	ACCOMMODATION AND FOOD SERVICES	120	30	20	-	-	20	-	10
I55	Accommodation	10	-	20	-	-	20	-	-
I56	Food & Beverage Services	120	30	-	-	-	-	-	10
J58-63	INFORMATION AND COMMUNICATIONS	40	100	10	-	-	10	-	90
J58-61	Telecommunications, Broadcasting & Publishing	-	10	10	-	-	10	-	-
J62-63	IT & Other Information Services	40	80	10	-	-	-	-	90
K64-66	FINANCIAL AND INSURANCE SERVICES	80	-	10	-	-	-	10	10
K64 & 66 (excl.662)	Financial Services	80	-	10	-	-	-	10	10
K65 & 662	Insurance Services	10	-	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	330	40	20	10	-	-	10	10
M69-70	Legal, Accounting & Management Services	60	-	-	-	-	-	-	-
M71	Architectural & Engineering Services	270	20	20	10	-	-	10	-
	Other Professional Services	-	10	-	-	-	-	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	500	200	10	10	-	-	-	-
N80	Security & Investigation	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	40	-	-	-	-	-	-	-
	Other Administrative & Support Services	460	200	10	10	-	-	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	370	10	30	-	-	-	20	10
O84,P85	Public Administration & Education	30	10	-	-	-	-	-	-
Q86-88	Health & Social Services	10	-	20	-	-	-	10	10
R90-93	Arts, Entertainment & Recreation	280	-	10	-	-	-	10	-
S,T,U	Other Community, Social & Personal Services	60	-	-	-	-	-	-	-
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians	1 150	210	230	30	20	90	90	140
	Clerical, Sales & Service Workers	1 690	260	80	10	-	20	40	20
	Production & Transport Operators, Cleaners & Labourers	740	70	580	30	20	100	430	60

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

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

- : nil or negligible

Notes :

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



### 3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Characteristics	2020	2021	2022	Per 1,000 Resident Employees				
				2022				2023
				1Q	2Q	3Q	4Q	1Q
<b>SEX</b>								
Male	10.9	5.5	3.6	0.8	0.5	0.7	1.5	2.3
Female	11.3	5.1	3.1	0.7	0.5	0.7	1.2	1.7
<b>AGE GROUP (YEARS)</b>								
Below 30	7.3	2.3	2.5	0.1	0.2	1.6	0.8	2.2
30 - 39	9.8	4.5	2.7	0.4	0.5	0.7	1.2	2.0
40 & Over	12.8	6.5	3.9	1.1	0.6	0.4	1.6	1.9
40 - 49	12.7	7.1	3.5	0.8	0.6	0.5	1.5	2.3
50 & Over	12.9	6.2	4.2	1.3	0.5	0.4	1.6	1.6
50 - 59	15.0	8.0	5.3	1.6	0.7	0.5	2.3	2.3
60 & Over	10.0	3.9	2.8	1.1	0.4	0.2	0.8	0.7
<b>SECTOR</b>								
Manufacturing	14.9	9.5	6.8	2.4	0.8	0.4	3.1	5.4
Construction	6.2	2.4	1.3	0.5	0.2	0.1	0.6	0.9
Services	10.9	4.9	3.0	0.5	0.5	0.8	1.1	1.5
Others*	1.9	2.6	1.5	1.2	0.2	0.1	0.1	5.3
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	14.1	5.1	3.7	1.7	0.5	0.2	0.8	1.0
Secondary	12.2	4.1	2.0	0.6	0.2	0.2	0.8	0.6
Post-Secondary (Non-Tertiary)	8.4	3.8	2.5	0.9	0.2	0.3	0.6	0.7
Diploma & Professional Qualification	11.2	5.1	2.6	0.7	0.4	0.4	1.0	2.2
Degree	10.5	6.1	4.3	0.6	0.7	1.2	1.9	2.8
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	10.5	6.2	4.2	0.8	0.6	1.0	1.7	2.5
Clerical, Sales & Service Workers	14.0	4.1	1.5	0.4	0.3	0.2	0.6	0.8
Production & Transport Operators, Cleaners & Labourers	9.6	3.1	2.4	1.2	0.2	0.3	0.6	1.1

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.

## 4.1 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

	2020	2021	2022	2022				2023
				1Q	2Q	3Q	4Q	1Q
<b><u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>128 870</b>	<b>14 860</b>	<b>2 740</b>	<b>670</b>	<b>600</b>	<b>430</b>	<b>1 040</b>	<b>420</b>
<b>SECTOR</b>								
Manufacturing	22 910	2 750	740	50	60	90	540	100
Construction	36 070	910	90	30	10	-	40	40
Services	69 380	11 130	1 900	580	530	340	460	290
Others*	500	70	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	38 250	5 350	820	240	220	130	230	130
Clerical, Sales & Service Workers	30 050	5 400	1 010	330	250	180	260	160
Production & Transport Operators, Cleaners & Labourers	60 560	4 110	910	90	140	120	550	130
<b><u>EMPLOYEES ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>72 690</b>	<b>12 770</b>	<b>2 550</b>	<b>590</b>	<b>590</b>	<b>370</b>	<b>1 010</b>	<b>340</b>
<b>SECTOR</b>								
Manufacturing	13 340	2 710	680	40	60	50	530	70
Construction	9 290	810	70	30	10	-	30	20
Services	49 820	9 180	1 810	520	510	320	460	240
Others*	250	70	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	32 280	5 050	760	210	220	120	210	110
Clerical, Sales & Service Workers	19 640	4 180	960	290	240	170	250	130
Production & Transport Operators, Cleaners & Labourers	20 770	3 550	840	80	130	80	540	100
<b><u>EMPLOYEES ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>56 180</b>	<b>2 090</b>	<b>180</b>	<b>80</b>	<b>20</b>	<b>60</b>	<b>30</b>	<b>80</b>
<b>SECTOR</b>								
Manufacturing	9 570	50	70	10	-	50	10	20
Construction	26 790	90	20	10	-	-	10	10
Services	19 560	1 950	100	70	20	10	-	40
Others*	260	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	5 980	300	50	30	-	10	10	20
Clerical, Sales & Service Workers	10 410	1 220	60	40	10	-	10	20
Production & Transport Operators, Cleaners & Labourers	39 790	570	70	10	10	50	10	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.

## 5.1 RE-ENTRY INTO EMPLOYMENT

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

Characteristics	2020	2021	2022	2022				Per Cent
								2023
				1Q	2Q	3Q	4Q	1Q
<b>TOTAL</b>	61.6	65.8	68.9	71.5	66.0	64.8	73.1	71.7
<b>SEX</b>								
Male	60.3	64.0	66.7	68.7	65.6	62.7	71.5	74.2
Female	62.9	67.7	71.2	74.2	66.6	67.5	74.7	69.1
<b>AGE GROUP (YEARS)</b>								
Below 30	77.3	80.0	84.5	81.5	83.3	s	95.2	83.9
30 - 39	72.2	75.4	80.6	77.0	77.9	85.6	86.8	77.9
40 & Over	56.2	60.3	64.1	68.3	60.9	60.7	65.7	53.7
40 - 49	63.0	68.1	75.4	77.0	76.7	71.4	74.9	59.6
50 & Over	51.1	54.4	56.8	61.1	49.8	56.4	58.2	48.6
50 - 59	54.2	56.0	60.8	65.5	51.8	61.7	59.4	49.4
60 & Over	44.6	50.6	47.0	44.5	45.3	46.6	55.4	s
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	64.4	64.4	71.1	78.9	71.4	64.0	73.5	s
Secondary	63.9	67.0	67.5	68.5	74.4	60.0	74.2	s
Post-Secondary (Non-Tertiary)	62.0	64.3	67.1	68.5	70.5	67.4	s	s
Diploma & Professional Qualification	63.6	69.6	71.1	72.3	72.1	67.1	74.2	64.9
Degree	60.2	64.6	67.5	69.1	66.8	62.4	72.1	74.1
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	59.3	64.4	66.8	69.0	63.3	62.7	71.9	71.5
Clerical, Sales & Service Workers	66.4	69.9	73.4	72.5	75.7	69.6	80.3	75.0
Production & Transport Operators, Cleaners & Labourers	64.3	65.9	74.0	83.0	72.2	68.0	s	s

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

Notes :

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

## 6.1 JOB VACANCY

### JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2020	2021	2022	Mar	
				2022	2023
<b>TOTAL</b>	<b>48.4</b>	<b>94.7</b>	<b>115.0</b>	<b>123.1</b>	<b>97.4</b>
<b>INDUSTRY (SSIC 2020)</b>					
<b>C10-32 MANUFACTURING</b>	<b>5.5</b>	<b>12.8</b>	<b>13.5</b>	<b>14.5</b>	<b>9.5</b>
C10-12 Food, Beverages & Tobacco	0.8	1.4	1.6	1.8	1.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.0	0.8	1.2	0.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	0.8	1.0	1.1	0.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.0	3.4	4.0	3.8	2.3
C26 Electronic, Computer & Optical Products	1.6	2.8	2.6	3.1	1.3
C29-30 Transport Equipment	0.5	1.9	2.0	2.0	2.0
Other Manufacturing Industries	0.9	1.6	1.3	1.5	1.3
<b>F41-43 CONSTRUCTION</b>	<b>2.7</b>	<b>10.6</b>	<b>10.3</b>	<b>12.3</b>	<b>7.7</b>
<b>G-U SERVICES</b>	<b>39.9</b>	<b>70.6</b>	<b>90.6</b>	<b>95.4</b>	<b>79.5</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>5.3</b>	<b>9.2</b>	<b>11.2</b>	<b>11.5</b>	<b>9.1</b>
G46 Wholesale Trade	3.4	5.4	6.2	6.6	5.4
G47 Retail Trade	1.9	3.8	5.0	4.9	3.6
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>1.7</b>	<b>5.3</b>	<b>7.9</b>	<b>8.0</b>	<b>7.4</b>
H49,5221 Land Transport & Supporting Services	0.4	1.2	1.6	1.7	1.5
H50,5222, 5225 Water Transport & Supporting Services	0.4	1.1	1.4	1.5	1.6
H51,5223 Air Transport & Supporting Services	0.2	0.9	1.7	1.1	1.4
Other Transportation & Storage Services	0.7	2.1	3.1	3.7	2.9
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.1</b>	<b>7.0</b>	<b>9.9</b>	<b>9.9</b>	<b>8.7</b>
I55 Accommodation	0.7	1.2	1.9	2.1	1.7
I56 Food & Beverage Services	3.4	5.8	8.1	7.8	7.0
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>4.6</b>	<b>8.6</b>	<b>10.3</b>	<b>11.7</b>	<b>8.1</b>
J58-61 Telecommunications, Broadcasting & Publishing	0.6	1.5	1.9	2.4	1.0
J62-63 IT & Other Information Services	4.0	7.1	8.4	9.3	7.1
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>4.3</b>	<b>8.2</b>	<b>10.2</b>	<b>13.1</b>	<b>7.0</b>
K64 & 66 (excl.662) Financial Services	3.8	7.6	9.4	12.2	6.3
K65 & 662 Insurance Services	0.5	0.6	0.8	0.8	0.6
L68 REAL ESTATE SERVICES	1.1	1.5	2.1	1.9	2.0
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>3.2</b>	<b>7.2</b>	<b>9.1</b>	<b>9.8</b>	<b>7.7</b>
M69-70 Legal, Accounting & Management Services	2.2	4.4	5.3	6.2	4.3
M71 Architectural & Engineering Services	0.7	2.0	2.6	2.6	2.2
Other Professional Services	0.4	0.8	1.2	1.0	1.2
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.0</b>	<b>6.2</b>	<b>7.6</b>	<b>7.5</b>	<b>8.4</b>
N80 Security & Investigation	1.4	1.7	2.0	2.1	2.0
N81 Cleaning & Landscaping	1.3	2.1	2.4	2.3	3.2
Other Administrative & Support Services	1.2	2.4	3.2	3.1	3.2
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>11.6</b>	<b>17.5</b>	<b>22.3</b>	<b>22.0</b>	<b>21.1</b>
O84,P85 Public Administration & Education	6.3	9.2	10.2	10.2	9.2
Q86-88 Health & Social Services	4.0	5.6	7.8	7.7	7.8
R90-93 Arts, Entertainment & Recreation	0.6	1.1	2.2	2.2	2.0
S,T,U Other Community, Social & Personal Services	0.7	1.5	2.1	1.9	2.2
<b>A,B,D,E OTHERS*</b>	<b>0.3</b>	<b>0.7</b>	<b>0.7</b>	<b>0.9</b>	<b>0.7</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	28.2	51.4	63.7	69.7	53.8
Clerical, Sales & Service Workers	9.7	17.1	24.3	23.2	21.6
Production & Transport Operators, Cleaners & Labourers	10.4	26.3	27.0	30.1	22.0

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

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

Notes :

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

## 6.2 JOB VACANCY

### JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent				
		2020	2021	2022	Mar	
					2022	2023
	<b>TOTAL</b>	<b>2.3</b>	<b>4.7</b>	<b>5.1</b>	<b>5.5</b>	<b>4.3</b>
	<b>INDUSTRY (SSIC 2020)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1.7</b>	<b>4.2</b>	<b>4.1</b>	<b>4.6</b>	<b>2.8</b>
C10-12	Food, Beverages & Tobacco	2.4	4.1	4.4	4.9	3.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.8	6.3	4.9	7.7	3.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.6	2.8	3.4	3.6	2.6
C25,28	Fabricated Metal Products, Machinery & Equipment	1.3	4.4	4.7	4.6	2.7
C26	Electronic, Computer & Optical Products	2.2	4.7	4.1	5.5	1.8
C29-30	Transport Equipment	0.7	3.4	3.3	3.5	3.2
	Other Manufacturing Industries	2.3	4.7	3.7	4.3	3.5
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>1.0</b>	<b>4.3</b>	<b>3.5</b>	<b>4.5</b>	<b>2.4</b>
<b>G-U</b>	<b>SERVICES</b>	<b>2.7</b>	<b>4.9</b>	<b>5.6</b>	<b>5.9</b>	<b>4.9</b>
G46-47	WHOLESALE AND RETAIL TRADE	2.3	4.2	4.7	4.8	3.8
G46	Wholesale Trade	2.1	3.6	3.9	4.1	3.4
G47	Retail Trade	2.7	5.5	6.4	6.4	4.8
H49-53	TRANSPORTATION AND STORAGE	1.2	3.8	5.0	5.2	4.6
H49,5221	Land Transport & Supporting Services	1.0	3.2	4.4	4.3	3.7
H50,5222,5225	Water Transport & Supporting Services	1.4	3.8	4.3	4.6	4.9
H51,5223	Air Transport & Supporting Services	0.7	3.1	5.4	3.8	4.2
	Other Transportation & Storage Services	1.4	4.7	5.6	6.7	5.4
I55-56	ACCOMMODATION AND FOOD SERVICES	2.9	5.6	6.6	6.9	5.3
I55	Accommodation	3.4	6.8	9.9	10.7	8.4
I56	Food & Beverage Services	2.8	5.4	6.1	6.3	4.9
J58-63	INFORMATION AND COMMUNICATIONS	4.9	9.0	8.7	10.0	6.6
J58-61	Telecommunications, Broadcasting & Publishing	2.2	5.5	5.9	7.2	3.3
J62-63	IT & Other Information Services	6.0	10.3	9.8	11.0	7.8
K64-66	FINANCIAL AND INSURANCE SERVICES	2.9	5.1	5.6	6.4	4.7
K64 & 66 (excl.662)	Financial Services	2.9	5.3	5.8	6.6	4.8
K65 & 662	Insurance Services	2.6	3.1	4.1	3.9	3.8
L68	REAL ESTATE SERVICES	2.4	3.9	5.0	4.6	4.8
M69-75	PROFESSIONAL SERVICES	2.3	5.0	5.4	6.1	4.4
M69-70	Legal, Accounting & Management Services	2.7	5.4	6.0	7.0	4.6
M71	Architectural & Engineering Services	1.5	4.5	4.8	5.1	3.9
	Other Professional Services	2.2	4.4	4.8	4.9	5.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	2.7	4.4	4.8	4.8	5.3
N80	Security & Investigation	3.9	4.9	5.4	5.4	5.1
N81	Cleaning & Landscaping	1.8	3.2	3.4	3.3	4.6
	Other Administrative & Support Services	3.0	5.8	6.5	6.5	6.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	3.2	4.7	5.6	5.6	5.2
O84,P85	Public Administration & Education	3.3	4.8	5.4	5.4	4.9
Q86-88	Health & Social Services	3.7	5.0	5.9	5.9	5.7
R90-93	Arts, Entertainment & Recreation	1.8	3.6	6.6	6.7	5.4
S,T,U	Other Community, Social & Personal Services	1.9	3.9	4.8	4.7	4.9
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>1.6</b>	<b>3.4</b>	<b>3.2</b>	<b>4.0</b>	<b>3.7</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	2.6	4.7	5.3	5.8	4.4
	Clerical, Sales & Service Workers	2.5	4.7	6.0	5.8	5.2
	Production & Transport Operators, Cleaners & Labourers	1.8	4.7	4.2	4.9	3.3

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

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

Notes :

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

## 6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, MARCH 2023

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
<b>TOTAL</b>	<b>97.4</b>	<b>4.3</b>	<b>53.8</b>	<b>4.4</b>	<b>21.6</b>	<b>5.2</b>	<b>22.0</b>	<b>3.3</b>
<b>C10-32 MANUFACTURING</b>	<b>9.5</b>	<b>2.8</b>	<b>4.4</b>	<b>2.7</b>	<b>1.2</b>	<b>3.8</b>	<b>3.9</b>	<b>2.7</b>
C10-12 Food, Beverages & Tobacco	1.3	3.5	0.2	2.3	0.5	4.8	0.6	3.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	3.1	0.3	4.4	0.1	3.2	0.2	2.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.8	2.6	0.5	2.3	0.1	4.6	0.2	3.2
C25,28 Fabricated Metal Products, Machinery & Equipment	2.3	2.7	1.1	2.9	0.2	2.4	1.0	2.6
C26 Electronic, Computer & Optical Products	1.3	1.8	0.8	1.7	0.1	4.0	0.4	1.6
C29-30 Transport Equipment	2.0	3.2	0.8	3.2	0.1	2.8	1.1	3.1
Other Manufacturing Industries	1.3	3.5	0.7	4.3	0.2	4.5	0.5	2.5
<b>F41-43 CONSTRUCTION</b>	<b>7.7</b>	<b>2.4</b>	<b>2.2</b>	<b>3.0</b>	<b>0.6</b>	<b>2.8</b>	<b>5.0</b>	<b>2.2</b>
<b>G-U SERVICES</b>	<b>79.5</b>	<b>4.9</b>	<b>46.8</b>	<b>4.8</b>	<b>19.8</b>	<b>5.5</b>	<b>12.9</b>	<b>4.6</b>
G46-47 WHOLESALE AND RETAIL TRADE	9.1	3.8	4.0	3.3	3.5	4.9	1.5	3.5
G46 Wholesale Trade	5.4	3.4	3.1	3.1	1.4	4.6	1.0	3.0
G47 Retail Trade	3.6	4.8	0.9	4.0	2.2	5.2	0.6	4.7
H49-53 TRANSPORTATION AND STORAGE	7.4	4.6	2.0	3.8	1.9	5.2	3.4	5.0
H49,5221 Land Transport & Supporting Services	1.5	3.7	0.3	3.0	0.2	3.9	1.0	4.0
H50,5222, 5225 Water Transport & Supporting Services	1.6	4.9	0.8	4.6	0.4	11.0	0.5	3.5
H51,5223 Air Transport & Supporting Services	1.4	4.2	0.4	4.1	0.9	4.7	0.1	1.7
Other Transportation & Storage Services	2.9	5.4	0.6	3.2	0.5	4.6	1.9	7.3
I55-56 ACCOMMODATION AND FOOD SERVICES	8.7	5.3	2.0	5.0	5.3	5.6	1.4	4.7
I55 Accommodation	1.7	8.4	0.5	5.7	1.0	12.4	0.3	6.3
I56 Food & Beverage Services	7.0	4.9	1.5	4.8	4.3	5.0	1.2	4.4
J58-63 INFORMATION AND COMMUNICATIONS	8.1	6.6	7.5	6.8	0.4	3.8	0.3	8.7
J58-61 Telecommunications, Broadcasting & Publishing	1.0	3.3	0.9	3.4	0.1	2.6	-	-
J62-63 IT & Other Information Services	7.1	7.8	6.7	7.8	0.2	5.7	0.2	9.5
K64-66 FINANCIAL AND INSURANCE SERVICES	7.0	4.7	6.7	4.7	0.3	4.5	-	-
K64 & 66 (excl.662) Financial Services	6.3	4.8	6.1	4.8	0.2	4.9	-	-
K65 & 662 Insurance Services	0.6	3.8	0.6	3.9	0.1	3.4	-	-
L68 REAL ESTATE SERVICES	2.0	4.8	1.2	4.9	0.4	4.8	0.4	4.5
M69-75 PROFESSIONAL SERVICES	7.7	4.4	6.3	4.6	0.9	5.9	0.5	2.3
M69-70 Legal, Accounting & Management Services	4.3	4.6	3.5	4.3	0.6	6.2	0.2	8.1
M71 Architectural & Engineering Services	2.2	3.9	1.7	5.1	0.2	4.4	0.3	1.8
Other Professional Services	1.2	5.0	1.1	5.1	0.1	7.0	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	8.4	5.3	1.8	5.6	2.2	4.6	4.4	5.6
N80 Security & Investigation	2.0	5.1	0.2	3.7	1.2	5.1	0.6	5.6
N81 Cleaning & Landscaping	3.2	4.6	0.1	2.3	0.1	1.7	3.0	5.2
Other Administrative & Support Services	3.2	6.5	1.5	6.9	0.8	5.1	0.9	7.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.1	5.2	15.3	5.0	4.9	6.7	0.9	3.6
O84,P85 Public Administration & Education	9.2	4.9	7.8	4.5	1.2	11.0	0.1	3.6
Q86-88 Health & Social Services	7.8	5.7	5.8	5.9	1.6	5.5	0.3	5.0
R90-93 Arts, Entertainment & Recreation	2.0	5.4	0.7	4.2	1.1	7.1	0.2	4.3
S,T,U Other Community, Social & Personal Services	2.2	4.9	1.0	5.6	1.0	5.6	0.2	2.5
<b>A,B,D,E OTHERS*</b>	<b>0.7</b>	<b>3.7</b>	<b>0.5</b>	<b>4.0</b>	<b>0.1</b>	<b>3.9</b>	<b>0.2</b>	<b>3.0</b>

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

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

- : nil or negligible

Notes :

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

## 7.1 LABOUR TURNOVER

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

		Per Cent				
		2020	2021	2022	1Q	
					2022	2023
	<b>TOTAL</b>	<b>1.6</b>	<b>2.1</b>	<b>2.6</b>	<b>2.4</b>	<b>2.2</b>
	<b>INDUSTRY (SSIC 2020)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1.1</b>	<b>1.8</b>	<b>2.3</b>	<b>2.1</b>	<b>1.8</b>
C10-12	Food, Beverages & Tobacco	2.2	2.8	3.0	2.5	2.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.4	2.7	2.0	1.9	1.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.0	1.3	1.5	1.3	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.0	2.2	2.3	2.1	2.2
C26	Electronic, Computer & Optical Products	1.0	1.7	2.4	2.6	1.2
C29-30	Transport Equipment	0.6	1.0	2.0	1.4	1.6
	Other Manufacturing Industries	1.2	2.0	2.4	2.4	2.0
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>1.0</b>	<b>1.5</b>	<b>3.0</b>	<b>2.9</b>	<b>2.0</b>
<b>G-U</b>	<b>SERVICES</b>	<b>1.8</b>	<b>2.2</b>	<b>2.6</b>	<b>2.4</b>	<b>2.3</b>
G46-47	WHOLESALE AND RETAIL TRADE	1.8	2.2	2.6	2.5	2.2
G46	Wholesale Trade	1.5	1.8	2.1	2.2	1.5
G47	Retail Trade	2.6	3.0	3.8	3.3	3.7
H49-53	TRANSPORTATION AND STORAGE	1.1	1.7	2.4	2.2	2.2
H49,5221	Land Transport & Supporting Services	1.2	1.4	2.1	2.7	1.6
H50,5222,5225	Water Transport & Supporting Services	1.0	1.5	1.7	1.7	1.6
H51,5223	Air Transport & Supporting Services	0.4	1.1	2.8	1.6	2.1
	Other Transportation & Storage Services	1.5	2.5	2.8	2.3	2.9
I55-56	ACCOMMODATION AND FOOD SERVICES	3.2	3.4	3.9	3.1	3.6
I55	Accommodation	1.1	2.5	4.4	3.1	4.3
I56	Food & Beverage Services	3.6	3.6	3.9	3.1	3.6
J58-63	INFORMATION AND COMMUNICATIONS	2.1	2.8	3.1	3.1	2.3
J58-61	Telecommunications, Broadcasting & Publishing	1.4	2.0	2.2	2.4	1.7
J62-63	IT & Other Information Services	2.5	3.2	3.5	3.4	2.5
K64-66	FINANCIAL AND INSURANCE SERVICES	1.3	1.8	2.1	2.0	1.9
K64 & 66 (excl.662)	Financial Services	1.3	1.7	2.1	2.0	1.9
K65 & 662	Insurance Services	1.8	1.9	2.3	1.9	2.0
L68	REAL ESTATE SERVICES	1.8	2.3	2.5	2.1	2.5
M69-75	PROFESSIONAL SERVICES	1.6	2.3	2.5	2.6	1.9
M69-70	Legal, Accounting & Management Services	1.8	2.4	2.4	2.3	2.0
M71	Architectural & Engineering Services	1.2	2.1	2.8	3.2	1.9
	Other Professional Services	1.5	2.3	2.1	2.2	1.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.6	4.1	3.8	3.8
N80	Security & Investigation	3.8	3.7	3.9	3.9	4.1
N81	Cleaning & Landscaping	3.3	3.3	3.9	3.2	3.8
	Other Administrative & Support Services	2.8	4.1	4.7	4.6	3.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.4	1.6	1.5	1.7
O84,P85	Public Administration & Education	1.1	1.1	1.1	1.1	1.2
Q86-88	Health & Social Services	1.6	1.7	2.0	2.0	2.0
R90-93	Arts, Entertainment & Recreation	1.1	1.4	2.4	2.0	2.6
S,T,U	Other Community, Social & Personal Services	1.3	1.9	2.3	1.6	1.9
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>1.1</b>	<b>1.6</b>	<b>1.7</b>	<b>1.8</b>	<b>1.1</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	1.3	1.7	2.0	1.9	1.7
	Clerical, Sales & Service Workers	2.4	2.9	3.5	3.1	3.3
	Production & Transport Operators, Cleaners & Labourers	1.6	2.2	3.2	2.9	2.5

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				
		2020	2021	2022	1Q	
					2022	2023
	<b>TOTAL</b>	<b>1.5</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.5</b>
	<b>INDUSTRY (SSIC 2020)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1.2</b>	<b>1.5</b>	<b>1.5</b>	<b>1.5</b>	<b>1.3</b>
C10-12	Food, Beverages & Tobacco	2.3	2.5	2.1	2.2	2.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.7	1.9	1.5	1.5	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.7	1.1	1.1	1.1	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment	1.2	1.5	1.5	1.6	1.2
C26	Electronic, Computer & Optical Products	1.0	1.6	1.5	1.7	1.3
C29-30	Transport Equipment	1.1	1.2	1.2	1.3	0.9
	Other Manufacturing Industries	1.2	1.5	1.4	1.4	1.4
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>1.4</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>
<b>G-U</b>	<b>SERVICES</b>	<b>1.6</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>	<b>1.5</b>
G46-47	WHOLESALE AND RETAIL TRADE	1.7	1.8	1.8	1.8	1.5
G46	Wholesale Trade	1.4	1.4	1.4	1.5	1.0
G47	Retail Trade	2.3	2.5	2.4	2.6	2.6
H49-53	TRANSPORTATION AND STORAGE	1.1	1.4	1.5	1.4	1.4
H49,5221	Land Transport & Supporting Services	1.0	1.2	1.3	1.3	1.3
H50,5222,5225	Water Transport & Supporting Services	0.8	1.1	1.0	0.9	1.1
H51,5223	Air Transport & Supporting Services	0.8	1.1	1.3	1.3	1.0
	Other Transportation & Storage Services	1.5	2.0	2.0	1.7	1.9
I55-56	ACCOMMODATION AND FOOD SERVICES	3.5	3.2	3.0	3.0	2.6
I55	Accommodation	2.1	3.0	3.3	3.2	2.6
I56	Food & Beverage Services	3.7	3.3	2.9	3.0	2.6
J58-63	INFORMATION AND COMMUNICATIONS	1.5	2.0	2.1	2.3	1.5
J58-61	Telecommunications, Broadcasting & Publishing	1.2	1.5	1.9	2.2	1.2
J62-63	IT & Other Information Services	1.7	2.3	2.2	2.3	1.6
K64-66	FINANCIAL AND INSURANCE SERVICES	0.9	1.3	1.4	1.4	1.1
K64 & 66 (excl.662)	Financial Services	0.8	1.3	1.4	1.4	1.1
K65 & 662	Insurance Services	1.2	1.6	1.8	1.5	1.3
L68	REAL ESTATE SERVICES	1.6	2.1	1.9	1.9	1.8
M69-75	PROFESSIONAL SERVICES	1.3	1.7	1.6	1.6	1.2
M69-70	Legal, Accounting & Management Services	1.4	1.8	1.7	1.8	1.2
M71	Architectural & Engineering Services	1.3	1.5	1.4	1.4	1.3
	Other Professional Services	1.1	1.7	1.5	1.4	1.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.1	3.1	3.1	3.2	2.5
N80	Security & Investigation	3.4	3.6	3.2	2.7	2.8
N81	Cleaning & Landscaping	3.4	3.1	3.2	3.8	2.9
	Other Administrative & Support Services	2.3	2.6	2.9	2.6	1.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.9	1.1	1.2	1.3	1.1
O84,P85	Public Administration & Education	0.6	0.8	0.8	0.8	0.7
Q86-88	Health & Social Services	1.0	1.2	1.4	1.6	1.2
R90-93	Arts, Entertainment & Recreation	1.5	1.5	1.5	1.4	1.6
S,T,U	Other Community, Social & Personal Services	1.6	1.6	1.6	1.8	1.6
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>0.9</b>	<b>1.1</b>	<b>1.2</b>	<b>1.1</b>	<b>0.8</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	1.0	1.3	1.4	1.4	1.1
	Clerical, Sales & Service Workers	2.4	2.5	2.5	2.4	2.1
	Production & Transport Operators, Cleaners & Labourers	1.9	1.9	1.8	1.9	1.7

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

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

Notes :

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



## 7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, FIRST QUARTER 2023

Per Cent

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

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

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

- : nil or negligible

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

## 8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2020)	2020	2021	2022	2022				Hours
				Mar	Jun	Sep	Dec	2023
				Mar	Jun	Sep	Dec	Mar
<b>TOTAL</b>	<b>44.0</b>	<b>44.2</b>	<b>44.1</b>	<b>44.2</b>	<b>43.8</b>	<b>44.0</b>	<b>44.2</b>	<b>43.7</b>
<b>C10-32 MANUFACTURING</b>	<b>46.9</b>	<b>47.8</b>	<b>47.5</b>	<b>47.3</b>	<b>47.4</b>	<b>47.2</b>	<b>48.0</b>	<b>46.9</b>
C10-12 Food, Beverages & Tobacco	45.4	45.8	44.6	44.6	44.4	45.0	44.2	44.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	47.4	48.6	48.3	48.5	48.9	47.6	48.3	46.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	43.7	44.2	44.4	43.9	43.9	43.9	45.9	43.0
C25,28 Fabricated Metal Products, Machinery & Equipment	48.1	49.5	49.0	49.4	48.9	48.7	48.9	49.5
C26 Electronic, Computer & Optical Products	46.7	47.7	47.4	46.6	47.2	46.6	49.3	45.9
C29-30 Transport Equipment	47.7	48.8	49.0	48.9	49.1	48.7	49.4	48.9
Other Manufacturing Industries	46.9	47.7	46.6	46.3	46.7	46.5	46.8	45.8
<b>F41-43 CONSTRUCTION</b>	<b>48.1</b>	<b>49.8</b>	<b>49.9</b>	<b>49.7</b>	<b>49.7</b>	<b>49.7</b>	<b>50.3</b>	<b>49.2</b>
<b>G-U SERVICES</b>	<b>42.5</b>	<b>42.5</b>	<b>42.3</b>	<b>42.6</b>	<b>42.0</b>	<b>42.3</b>	<b>42.1</b>	<b>41.9</b>
G46-47 WHOLESALE AND RETAIL TRADE	42.7	42.4	42.2	42.1	42.2	42.2	42.3	41.9
G46 Wholesale Trade	43.1	42.7	42.4	42.2	42.5	42.5	42.5	42.2
G47 Retail Trade	41.9	41.7	41.7	41.6	41.6	41.6	41.9	41.3
H49-53 TRANSPORTATION AND STORAGE	45.1	45.4	45.2	46.1	44.4	45.3	44.8	44.3
H49,5221 Land Transport & Supporting Services	46.6	46.7	46.7	46.9	45.5	47.0	47.2	47.3
H50,5222,5225 Water Transport & Supporting Services	44.4	45.1	44.5	44.8	44.0	44.8	44.5	44.4
H51,5223 Air Transport & Supporting Services	42.6	43.0	42.9	45.1	41.2	42.7	42.7	40.6
Other Transportation & Storage Services	45.7	46.0	45.8	46.9	45.8	45.8	44.5	44.3
I55-56 ACCOMMODATION AND FOOD SERVICES	40.9	40.5	40.4	40.7	40.5	40.6	39.8	40.4
I55 Accommodation	44.2	44.7	45.1	45.0	45.3	44.9	45.2	45.5
I56 Food & Beverage Services	40.4	39.7	39.7	40.0	39.8	40.0	39.1	39.7
J58-63 INFORMATION AND COMMUNICATIONS	41.5	41.4	40.9	41.2	41.0	41.1	40.4	40.2
J58-61 Telecommunications, Broadcasting & Publishing	42.0	41.3	40.5	41.0	40.7	40.5	39.8	39.3
J62-63 IT & Other Information Services	41.2	41.5	41.1	41.2	41.1	41.3	40.7	40.5
K64-66 FINANCIAL AND INSURANCE SERVICES	41.3	41.7	41.3	43.3	39.7	41.2	41.0	40.7
K64 & 66 (excl.662) Financial Services	41.5	41.9	41.4	43.6	39.6	41.3	41.1	40.7
K65 & 662 Insurance Services	40.2	40.2	40.4	40.2	40.6	40.5	40.2	40.2
L68 REAL ESTATE SERVICES	43.6	43.4	43.2	43.2	43.3	42.8	43.3	43.5
M69-75 PROFESSIONAL SERVICES	42.4	42.4	42.6	42.8	42.6	42.2	43.0	42.7
M69-70 Legal, Accounting & Management Services	40.9	40.9	40.8	40.8	40.9	40.7	40.7	41.0
M71 Architectural & Engineering Services	44.9	45.3	46.2	46.5	45.9	45.3	47.1	46.3
Other Professional Services	42.4	42.0	41.4	41.6	41.1	41.1	41.7	40.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	45.3	44.8	43.6	44.0	43.7	43.2	43.4	43.2
N80 Security & Investigation	49.6	47.9	46.6	46.7	46.3	46.9	46.7	46.7
N81 Cleaning & Landscaping	43.9	44.4	44.6	44.5	44.0	44.9	45.2	44.2
Other Administrative & Support Services	44.0	42.8	39.8	41.2	41.3	38.4	38.4	38.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.7	41.7	41.8	41.8	41.8	41.9	41.8	41.4
O84,P85 Public Administration & Education	41.4	41.4	41.3	41.3	41.2	41.3	41.3	41.4
Q86-88 Health & Social Services	42.0	42.1	42.3	42.3	42.2	42.3	42.4	42.2
R90-93 Arts, Entertainment & Recreation	43.3	42.8	43.7	42.9	43.9	44.3	43.8	39.9
S,T,U Other Community, Social & Personal Services	41.3	40.5	41.1	41.3	40.8	41.8	40.7	40.1
<b>A,B,D,E OTHERS*</b>	<b>45.0</b>	<b>45.2</b>	<b>45.1</b>	<b>45.2</b>	<b>44.9</b>	<b>45.1</b>	<b>45.3</b>	<b>44.1</b>

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

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

Notes :

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

## 8.2 HOURS WORKED

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

Industry (SSIC 2020)		2020	2021	2022	2022				Hours
					Mar	Jun	Sep	Dec	2023
<b>TOTAL</b>		<b>2.0</b>	<b>2.5</b>	<b>2.5</b>	<b>2.5</b>	<b>2.4</b>	<b>2.4</b>	<b>2.7</b>	<b>2.3</b>
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>4.2</b>	<b>5.3</b>	<b>5.0</b>	<b>4.9</b>	<b>4.9</b>	<b>4.6</b>	<b>5.5</b>	<b>4.2</b>
C10-12	Food, Beverages & Tobacco	2.8	3.6	2.8	2.6	2.7	2.9	3.0	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	3.9	5.5	5.6	6.0	6.2	5.1	5.4	3.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.2	2.6	2.8	2.2	2.2	2.3	4.4	1.9
C25,28	Fabricated Metal Products, Machinery & Equipment	4.9	6.5	6.0	6.3	5.9	5.7	6.0	5.6
C26	Electronic, Computer & Optical Products	4.4	5.4	5.0	4.6	4.9	4.1	6.5	3.3
C29-30	Transport Equipment	4.5	5.7	6.1	5.9	6.1	6.1	6.3	5.8
	Other Manufacturing Industries	4.9	5.7	4.5	4.5	4.6	4.2	4.8	3.9
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>4.3</b>	<b>6.0</b>	<b>6.4</b>	<b>6.3</b>	<b>6.3</b>	<b>6.3</b>	<b>6.6</b>	<b>5.8</b>
<b>G-U</b>	<b>SERVICES</b>	<b>1.2</b>	<b>1.2</b>	<b>1.3</b>	<b>1.4</b>	<b>1.1</b>	<b>1.2</b>	<b>1.3</b>	<b>1.2</b>
G46-47	WHOLESALE AND RETAIL TRADE	1.3	1.3	1.1	1.0	1.1	1.1	1.2	1.1
G46	Wholesale Trade	1.2	1.3	1.1	1.0	1.1	1.1	1.0	1.0
G47	Retail Trade	1.5	1.2	1.3	1.2	1.1	1.1	1.6	1.3
H49-53	TRANSPORTATION AND STORAGE	2.4	2.9	3.0	3.8	2.7	2.9	2.5	2.3
H49,5221	Land Transport & Supporting Services	3.8	4.3	4.2	4.1	3.4	4.5	4.6	4.9
H50,5222,5225	Water Transport & Supporting Services	2.0	2.4	2.2	2.2	2.1	2.1	2.3	1.8
H51,5223	Air Transport & Supporting Services	0.5	1.0	1.4	3.6	1.1	0.5	0.3	0.1
	Other Transportation & Storage Services	2.7	3.3	3.5	4.6	3.5	3.5	2.5	2.1
I55-56	ACCOMMODATION AND FOOD SERVICES	1.3	1.3	1.4	1.4	1.4	1.4	1.5	1.4
I55	Accommodation	0.7	1.4	2.1	1.8	2.2	2.1	2.4	2.3
I56	Food & Beverage Services	1.4	1.3	1.3	1.3	1.3	1.3	1.4	1.3
J58-63	INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.1
J58-61	Telecommunications, Broadcasting & Publishing	0.3	0.2	0.4	0.3	0.3	0.5	0.3	0.2
J62-63	IT & Other Information Services	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.1
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.5	0.5	1.6	0.1	0.1	0.1	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.5	0.5	1.8	0.1	0.1	0.1	0.1
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
L68	REAL ESTATE SERVICES	1.0	1.2	1.4	1.3	1.4	1.3	1.5	1.6
M69-75	PROFESSIONAL SERVICES	0.9	1.1	1.4	1.4	1.3	1.1	1.7	1.3
M69-70	Legal, Accounting & Management Services	0.2	0.2	0.2	0.2	0.3	0.2	0.2	0.2
M71	Architectural & Engineering Services	2.4	2.7	3.6	3.8	3.4	2.7	4.6	3.7
	Other Professional Services	0.6	0.9	0.6	0.6	0.5	0.6	0.7	0.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.5	3.3	3.3	3.1	3.1	3.5	3.5	3.4
N80	Security & Investigation	7.9	6.6	5.8	5.8	5.5	6.1	5.7	6.1
N81	Cleaning & Landscaping	2.2	2.6	3.0	2.6	2.4	3.3	3.6	2.7
	Other Administrative & Support Services	1.8	1.8	1.9	1.6	2.1	1.9	1.8	2.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.3	0.3	0.4	0.3	0.4	0.4	0.4	0.3
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1
Q86-88	Health & Social Services	0.4	0.5	0.5	0.4	0.5	0.5	0.6	0.4
R90-93	Arts, Entertainment & Recreation	0.9	0.9	1.4	1.1	1.4	1.6	1.3	0.7
S,T,U	Other Community, Social & Personal Services	0.6	0.6	0.6	0.6	0.6	0.5	0.7	0.7
<b>A,B,D,E</b>	<b>OTHERS*</b>	<b>2.4</b>	<b>2.7</b>	<b>2.6</b>	<b>2.6</b>	<b>2.6</b>	<b>2.4</b>	<b>2.8</b>	<b>1.8</b>

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

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

Notes :

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

## Explanatory Notes

### Unemployment

#### Source

Labour Force Survey

#### Coverage

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

#### Concepts and Definitions

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

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

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

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

#### Uses and Limitations

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

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

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

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

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

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

### **Release Schedule**

From July 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 Scheme<sup>2</sup>.

### Uses and Limitations

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

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

## Re-entry into Employment

### Source

Labour Market Survey and derived based on data from administrative records

### Coverage

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

### Concepts and Definitions

**Re-entry rate** is defined as the proportion of retrenched residents who re-entered employment. 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 2022 shows the proportion of residents retrenched in the third quarter of 2021 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 2022 re-entry rate pertains to residents retrenched from 3Q 2021 to 2Q 2022, who had re-entered employment by 2022 (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

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

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

## Job Vacancy

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

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

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

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

### Uses and Limitations

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

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



## Labour Turnover

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

### Uses and Limitations

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

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

## Paid Hours Worked

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

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

#### **Uses and Limitations**

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

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

## Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Mar 23	54,900	2,200	4.0%	50,600	59,300
Resident Unemployment Rate	Mar 23	2.3%	0.09%-pt	4.0%	2.1%	2.5%
<b>JOB VACANCY</b>						
Job Vacancy Number	Mar 23	97,400	1,300	1.4%	94,700	100,100
Job Vacancy Rate	Mar 23	4.3%	0.06%-pt	1.3%	4.1%	4.4%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	1Q 23	2.2%	0.03%-pt	1.2%	2.1%	2.2%
Average Monthly Resignation Rate	1Q 23	1.5%	0.02%-pt	1.1%	1.4%	1.5%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 23	2.3	0.04	1.6%	2.2	2.3

Note: Data are non-seasonally adjusted.

# OTHER RELEASES



## UPCOMING ...

Singapore Yearbook Of Manpower Statistics 2023	30 Jun 2023
Labour Market Advance Release Second Quarter 2023	27-28 Jul 2023*

## PAST ...

Labour Market Report First Quarter 2023	15 Jun 2023
Report On Wage Practices 2022	29 May 2023
Conditions Of Employment 2022	11 May 2023
Labour Market Advance Release First Quarter 2023	28 Apr 2023
Job Vacancies 2022	30 Mar 2023
Labour Market Report Fourth Quarter 2022	15 Mar 2023
Labour Market Advance Release 2022	31 Jan 2023
Labour Force In Singapore 2022	31 Jan 2023
Labour Market Report Third Quarter 2022	15 Dec 2022
Labour Force In Singapore Advance Release 2022	1 Dec 2022

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

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

Too detailed       Just right       Too brief

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

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