

Labour Market Report

Second Quarter

2020



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT SECOND QUARTER 2020

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MISSION

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

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

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Explanatory Notes

Notations

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

Abbreviations

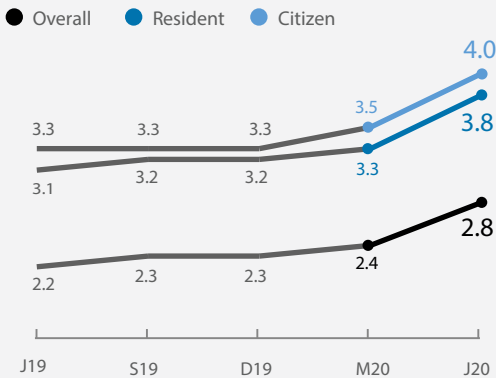
excl	: Excluding
FDW	: Foreign domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals,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

Labour Market Report Second Quarter 2020

Unemployment

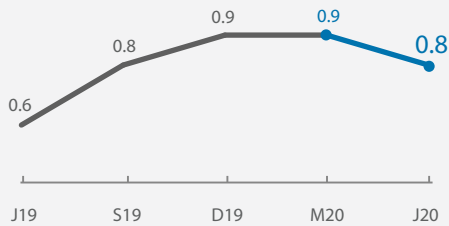
Unemployment rates rose, but remained below previous recessionary peaks

Unemployment rate (%), seasonally adjusted



Resident long-term unemployment rate dipped

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



Short Work-Week Or Temporary Layoff

Employees placed on short work-week or temporary layoff rose to an unprecedented high



4,190
1Q 2020

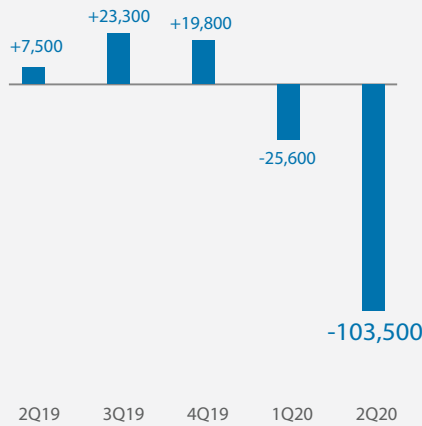
↑

81,720
2Q 2020

Employment

Total employment faced its sharpest decline on record

Employment change (Quarterly)



Employment level (excl. FDW)

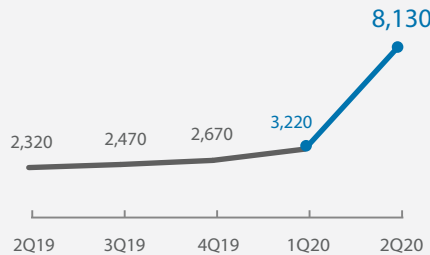


3,393,300
Jun 2020

Retrenchment

Retrenchments more than doubled

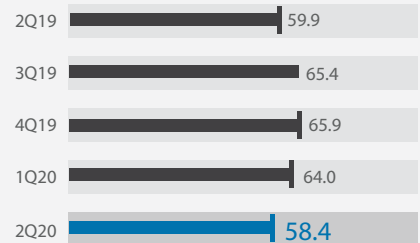
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment declined to an all-time low

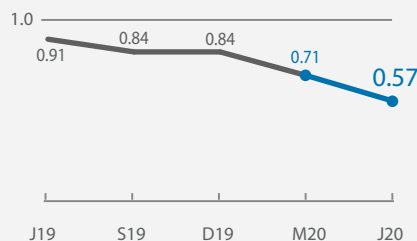
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Ratio of job vacancies to unemployed persons declined further

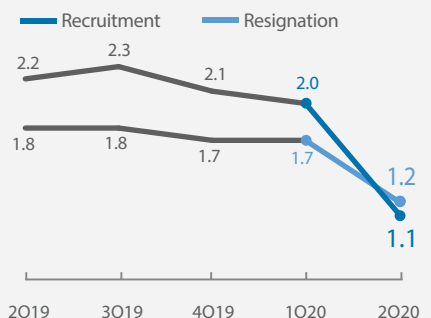
Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Labour turnover was muted

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



Executive Summary

In the Labour Market Advance Release for 2Q 2020, we observed that the effect of COVID-19 was more extensive in 2Q 2020 than 1Q 2020, based on preliminary statistics on employment, unemployment and retrenchment. In this report, the preliminary estimates have been updated with final data, and trends are broadly similar to our earlier assessment:

- Total employment faced its sharpest decline on record in 2Q 2020 (-103,500, excluding foreign domestic workers (FDW)). This brought the total employment decline to 129,100 in the first half of 2020. During this period, the fall in foreign employment (-5.7% or -66,400) was steeper than that for locals (-2.7% or -62,700). Foreign employment declines were also more widespread across sectors as the Employment Diffusion Index, which measures the breadth of employment change, reflected a lower reading for foreigners (16.8) than locals (38.4).
- Unemployment rates rose over the quarter in June 2020 (overall: from 2.4% to 2.8%; resident: 3.3% to 3.8%; citizen: 3.5% to 4.0%) but remained below past recessionary highs. The increase was across age and education groups. To detect shifts in the employment situation in a more timely manner, the Department will be releasing, for the first time, unemployment rates on a monthly basis. In July 2020, unemployment rates continued to increase from June (overall: 3.0%; resident: 4.1%; citizen: 4.3%).¹
- Retrenchments in 2Q 2020 (8,130) were now higher than the peak during the SARS period, but remained lower than the all-time high of the Global Financial Crisis. In comparison to foreigners, residents were less likely to be retrenched.

To provide a comprehensive view of the labour market situation in 2Q 2020, this report also covers:

Job vacancies

Overall demand for labour continued to fall. The number of job vacancies in June 2020 (42,400, seasonally adjusted) declined to its lowest since March 2010, but remained higher than the levels in previous recessions. Coupled with an increase in unemployed persons, the ratio of job vacancies to unemployed persons declined further (0.57, seasonally adjusted), but stayed above previous recessionary lows.

¹ Refer to Explanatory Notes for more information. MOM-MRSD has upgraded our survey methodology to provide seasonally adjusted monthly estimates for overall, resident and citizen unemployment rates for the first time. As a key labour market indicator, the availability of top-line unemployment rates on a monthly basis will enable us to detect shifts in the employment situation in a timely manner, akin to the practices of leading statistical agencies from US, Canada and Australia.

Work arrangements

Businesses mitigated the impact of economic slowdown by adopting temporary cost-saving measures. The number of employees placed on short work-week or temporary layoff rose to an unprecedented high in 2Q 2020 (81,720). In all, 85,910 employees were placed on short work-week or temporary layoff in the first half of 2020. Some 42,190 were placed on short work-week, with locals forming the bulk of this group. Among the 43,720 employees on temporary layoff, majority were foreigners.

Hours worked

Average paid hours worked registered its largest quarterly drop on record (fell by 1.0 hour to 43.4 hours in June 2020), due to a reduction in overtime hours.

Labour turnover

Labour turnover was muted as employers deferred hiring and employees were less likely to leave their jobs due to fewer opportunities in the job market. In 2Q 2020, the seasonally adjusted recruitment rate (1.1%) and resignation rate (1.2%) fell to unprecedented lows not seen in past recessions.

Sectoral impact of COVID-19

The impact of the COVID-19 pandemic was extensive across sectors. Nonetheless, some sectors have stayed relatively resilient. Sectors hardest hit typically rely more on non-PMET workers, resulting in comparatively weaker labour market outcomes for non-PMETs in 2Q 2020.

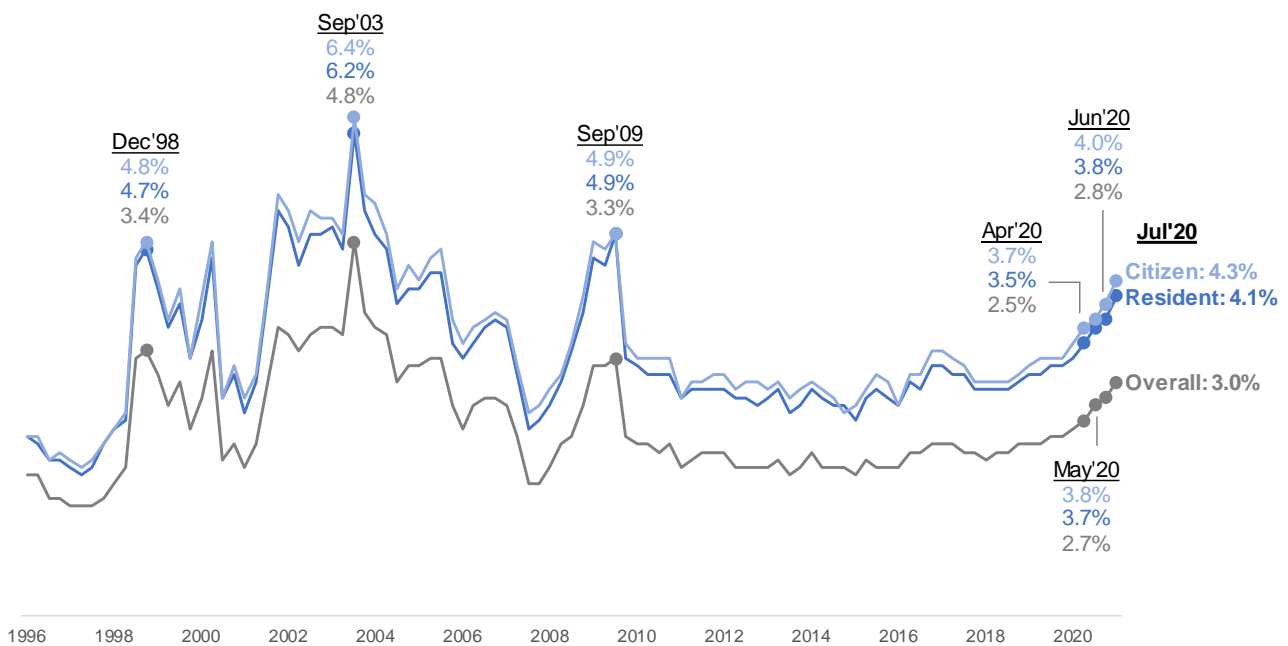
- **Most Impact:** Sectors affected by temporary work stoppages as well as consumer-facing and tourism-related sectors. This includes *Manufacturing, Construction, Wholesale & Retail Trade, Accommodation & Food Services* and *Arts, Entertainment & Recreation*.
- **Least impact:** *Electronics Manufacturing*, as well as essential services or sectors where remote work is more likely, such as *Information & Communications, Public Administration & Education, Health & Social Services* and *Financial & Insurance Services*.

Unemployment

The seasonally adjusted unemployment rates rose over the quarter in June 2020 (overall: from 2.4% to 2.8%; resident²: 3.3% to 3.8%; citizen: 3.5% to 4.0%) but remained below previous recessionary peaks. There were more unemployed persons in June 2020 (resident: 89,700; citizen: 78,800) compared to March 2020 (resident: 76,200; citizen: 66,900).³

Since March 2020, unemployment has been increasing gradually on a monthly basis. In July 2020, unemployment continued to rise from June (overall: 3.0%; resident: 4.1%; citizen: 4.3%).¹

Chart 1: Unemployment Rate (Seasonally Adjusted)



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

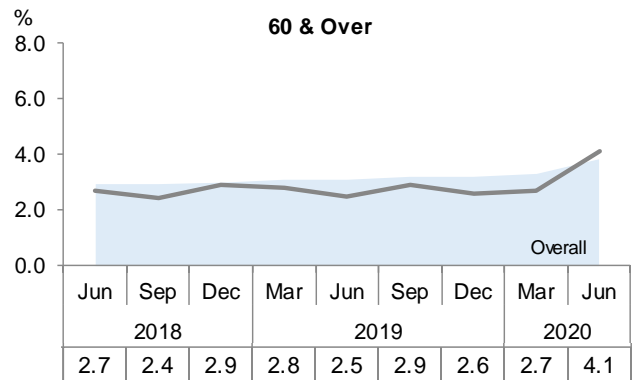
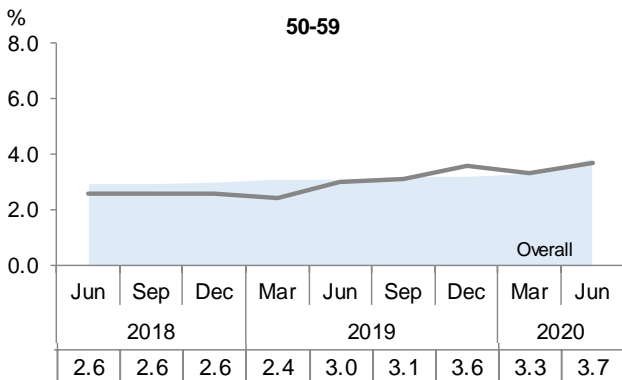
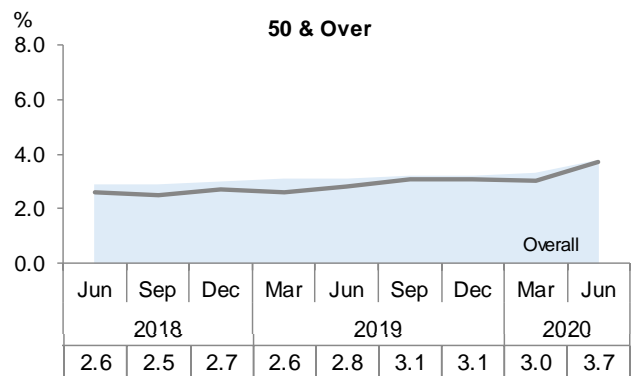
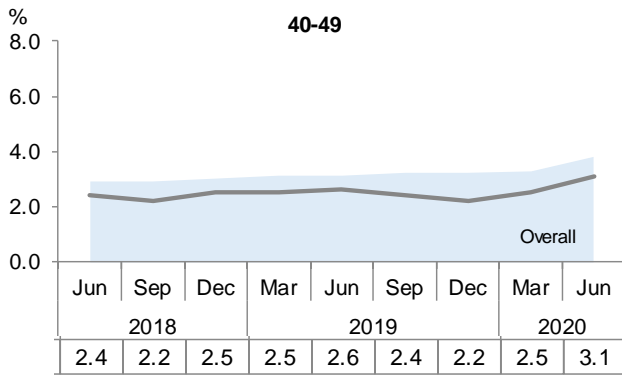
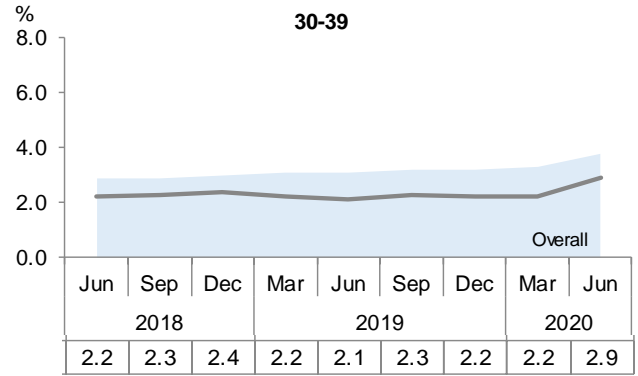
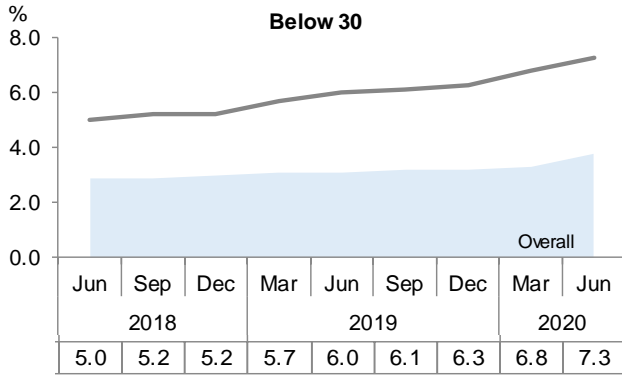
The resident unemployment rate rose across all age and education groups and was higher than average among those aged below 30, and 60 & over, and among residents with secondary, post-secondary (non-tertiary), and diploma & professional qualifications.

² "Residents" refer to Singapore Citizens and Permanent Residents.

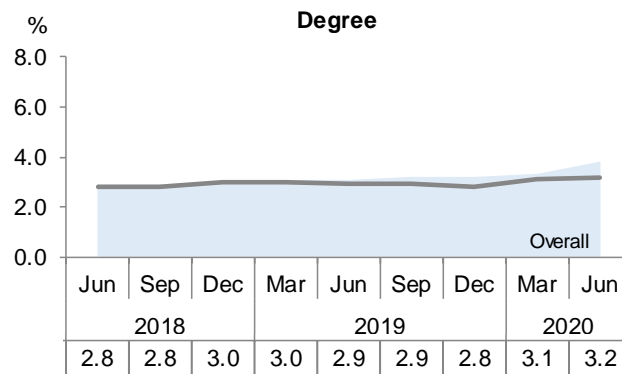
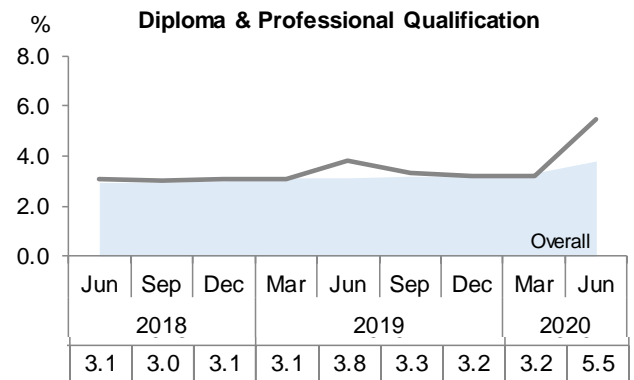
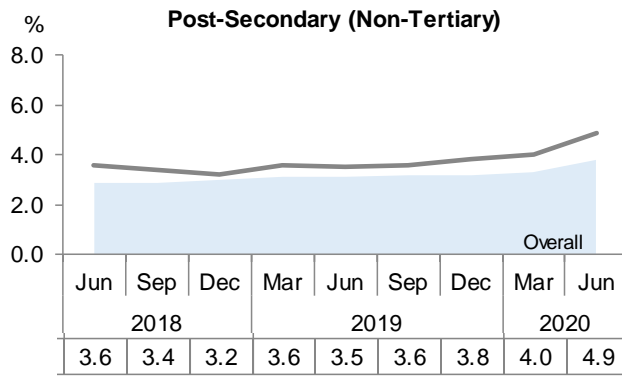
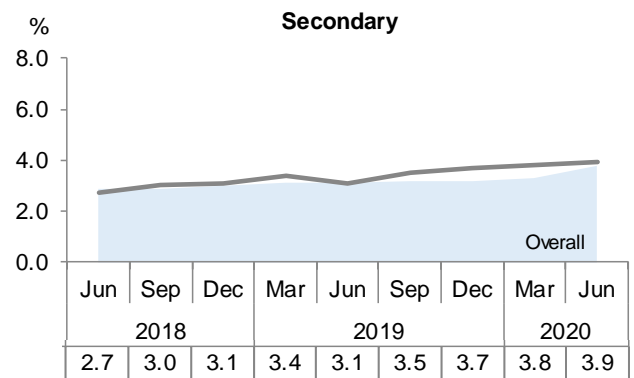
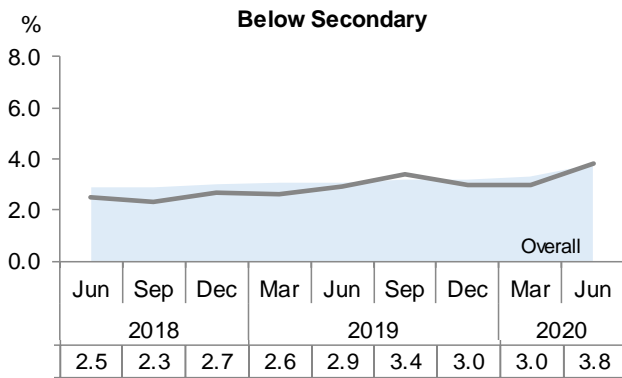
³ Based on seasonally adjusted data on number of unemployed persons.

Chart 2: Resident Unemployment Rate By Age And Education
(Seasonally Adjusted)

By Age



By Education

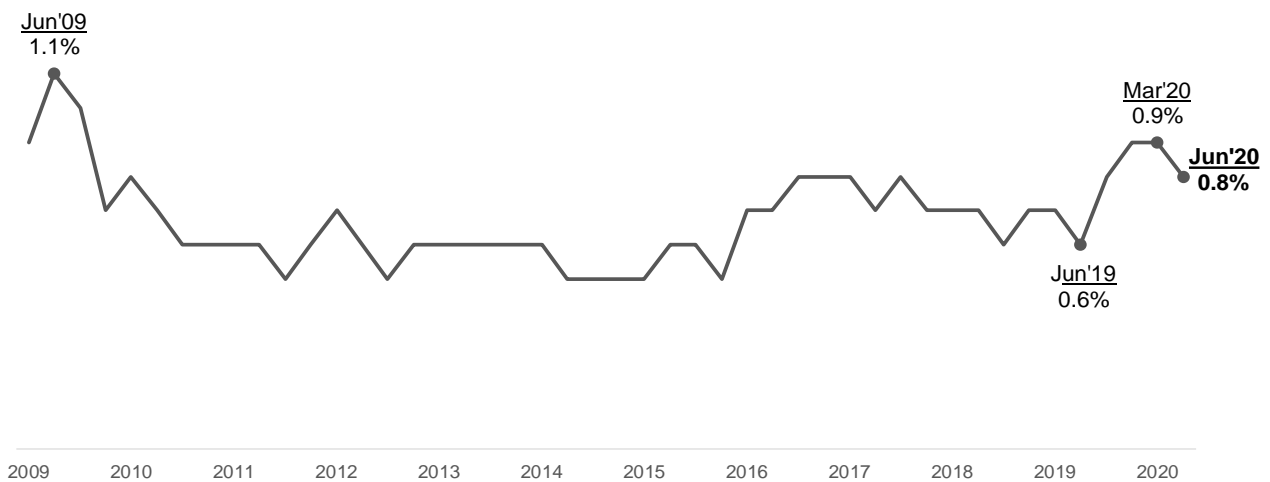


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

The rise in resident unemployment rate over the quarter was driven by an increase in the number of short-term unemployed, as the seasonally adjusted resident long-term unemployment rate⁴ (LTUR) actually dipped in June 2020 (from 0.9% to 0.8%). There were 19,000 long-term unemployed residents in June 2020, down from the 21,200 in March 2020.

The LTUR declined or held steady over the quarter for most age and education groups, except for residents aged below 30, as well as post-secondary (non-tertiary) and diploma & professional qualification holders.

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

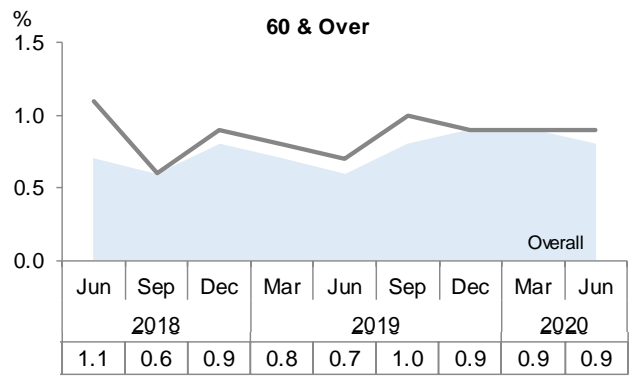
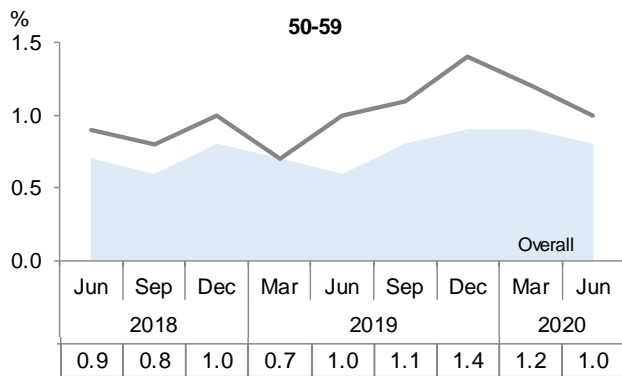
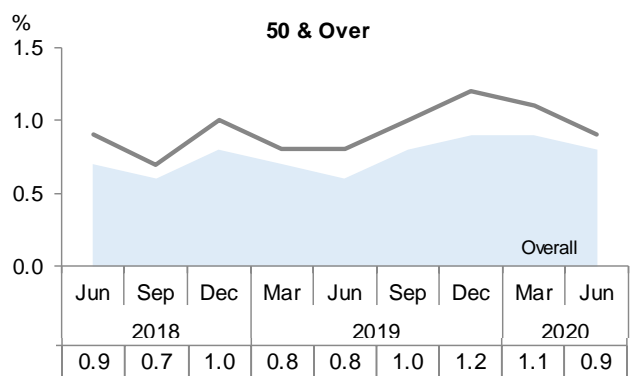
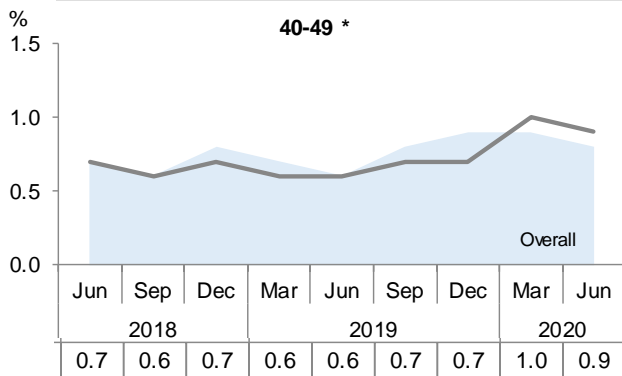
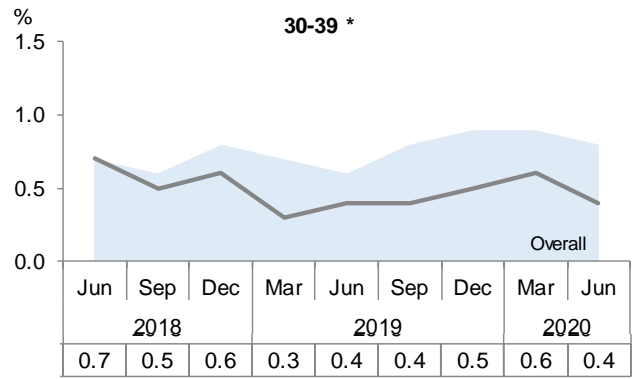
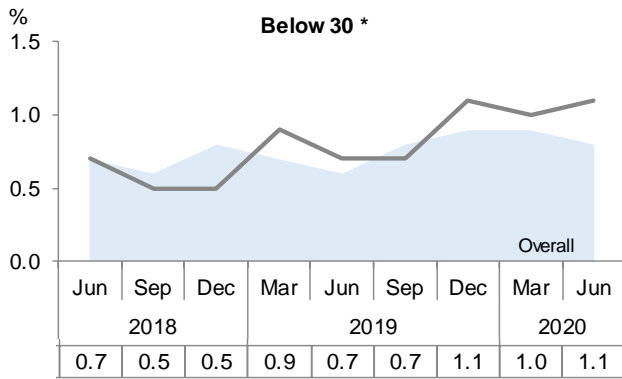


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

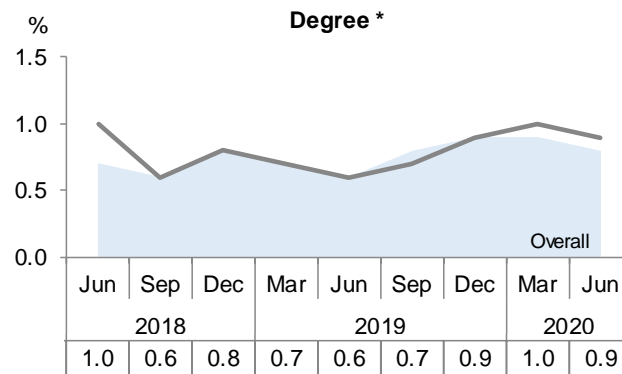
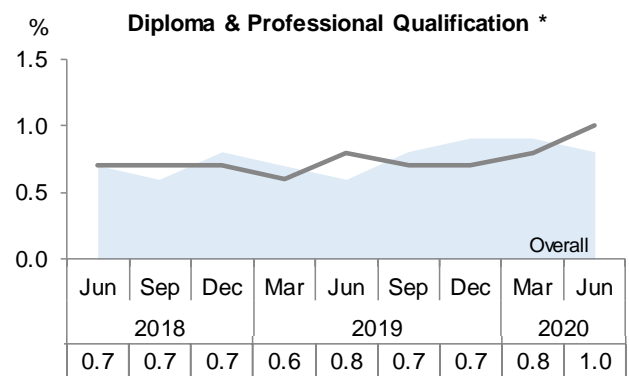
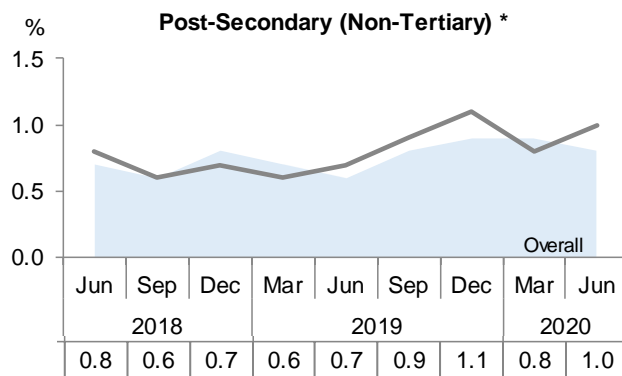
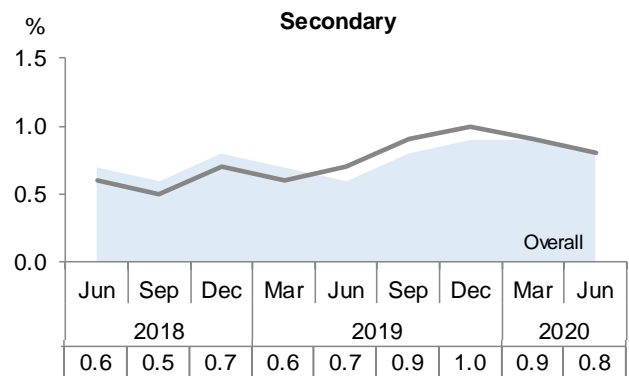
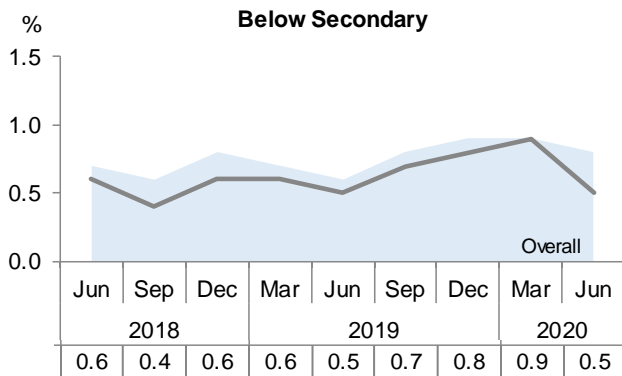
⁴ The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

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

By Age



By Education



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

Notes:

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

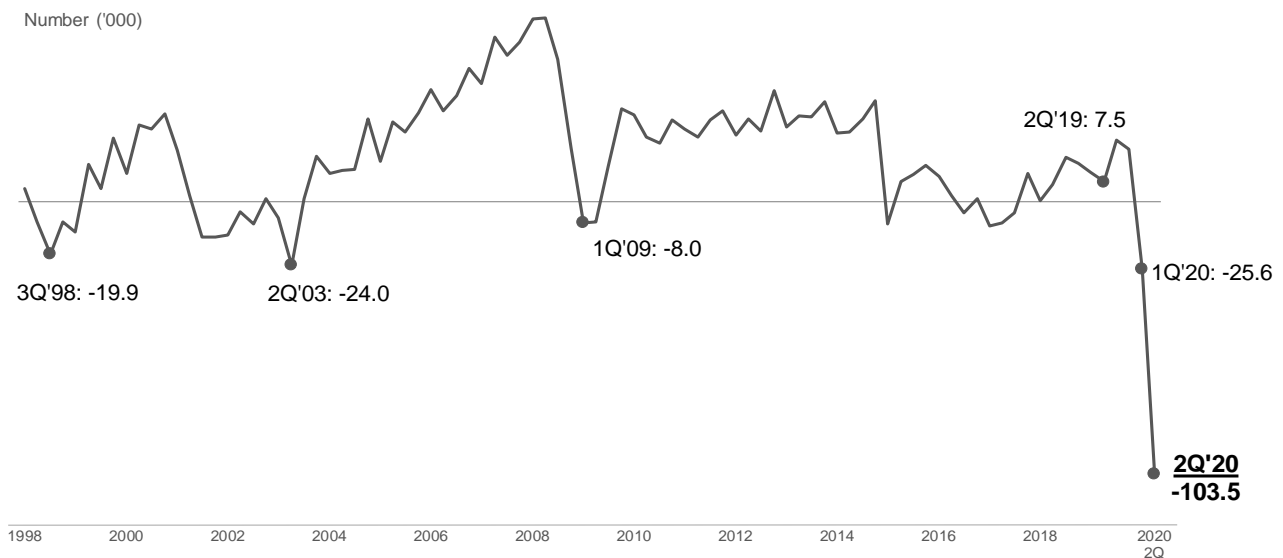
Employment

In 2Q 2020, total employment (excluding foreign domestic workers (FDW)) fell by 103,500, the sharpest quarterly contraction on record.

Sectors hardest hit by the Circuit Breaker and safe distancing measures saw the largest declines in employment, including *Construction* (-13,600) and *Services* sectors such as *Food & Beverage services* (-22,900), *Retail Trade* (-8,000), *Arts, Entertainment & Recreation* (-7,600) and *Administrative & Support Services* (-7,600).⁵ Weak external demand continued to weigh on employment in the outward-oriented *Wholesale Trade* (-7,900) and *Manufacturing* (-8,900, with declines in all sub-sectors except *Electronics*).

Employment was relatively stable in essential services or sectors where remote work is more likely, e.g. *Information & Communications* (-700), *Financial & Insurance Services* (-700) and *Health & Social Services* (-1,400). There was even an uptick in employment in *Electronics Manufacturing* (1,000).

Chart 5: Quarterly Total Employment Change (excluding FDW)



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

Notes:

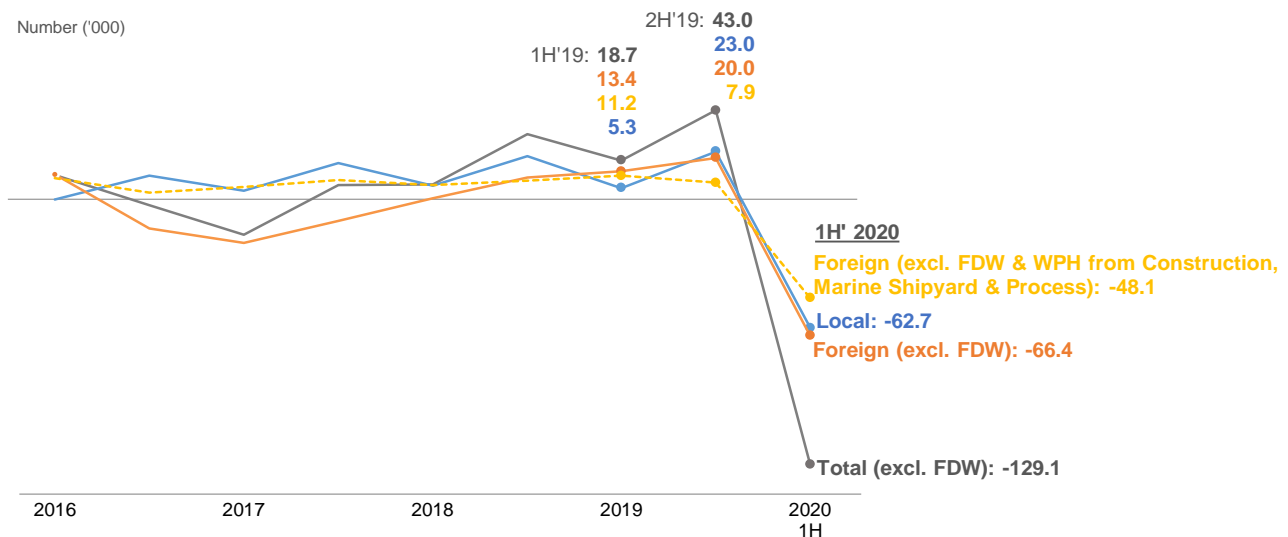
- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (3) 'excl FDW' refers to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

⁵ These are sectors that typically rely more on part-time workers. Early data suggest a decline in the overall share of part-timers among employed residents, but as more part-timers indicated they were willing and available to work additional hours, the time-related underemployment rate among residents has increased.

Cumulatively for the first half of 2020 (1H 2020), total employment contracted by 129,100, amounting to a fall of 3.7%. The pace of foreign employment declines was sharper at 5.7% (-66,400), compared to the 2.7% decline among locals (-62,700). The magnitude of foreign employment decline, as a percentage of the total employment reduction (51%), was also disproportionately higher than their workforce representation.

The large majority of local employment declines were not due to firm closures. During the first six months of 2020, firm closures resulted in an estimated 2,355 local employees losing their jobs. This made up 3.8% of the net local employment decline for the period.⁶

Chart 6: Half-Yearly Employment Change By Residential Status



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

Notes:

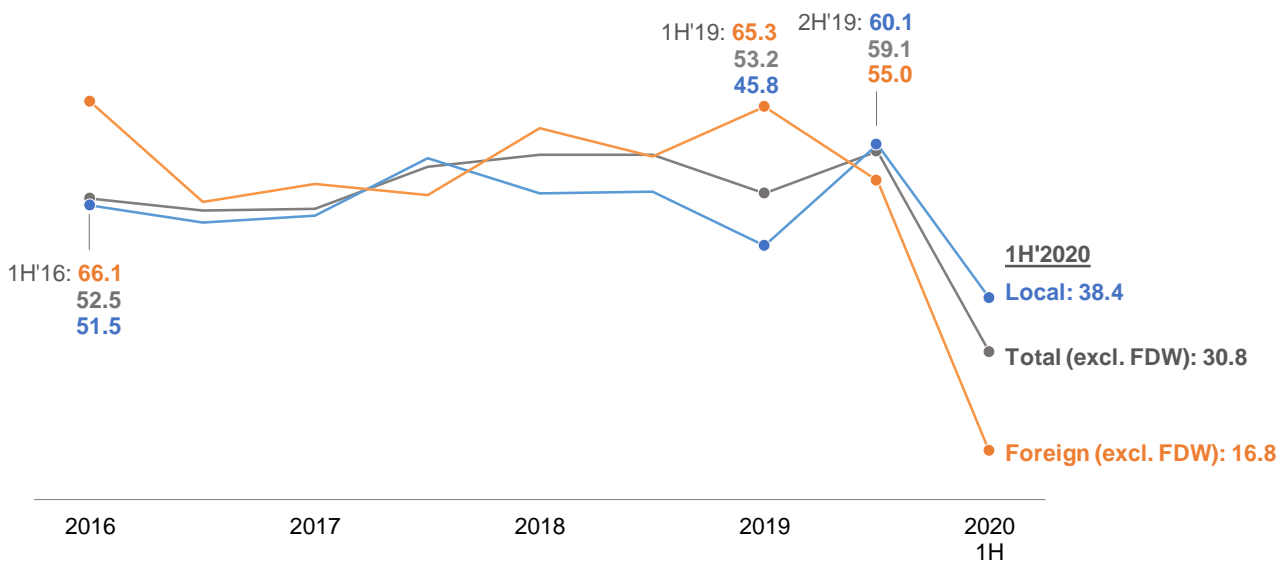
- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data may not add up to the total due to rounding.
- (3) 'excl FDW' refers to excluding foreign domestic workers.

⁶ Based on business entities which ceased operations in the first half of 2020, and had at least one employee on their payroll based on administrative data.

By industry, foreign employment declines in 1H 2020 were sharper than local decreases in *Manufacturing* (Local: -3,500, Foreign: -8,600) and *Construction* (Local: -1,600, Foreign: -17,800). Reflecting their composition of the workforce, the local decline in *Services* was larger (Local: -57,500, Foreign excl FDW: -39,800), led by cutbacks in *Accommodation & Food Services*, *Wholesale & Retail Trade* and *Arts, Entertainment & Recreation*. Nonetheless, when adjusted in relation to the size of the workforce, the local rate of decline in *Services* was much lower than that for foreigners (-2.9% vs. -6.9%). Local employment also held steady or edged up in sectors such as *Information & Communications*, *Financial & Insurance Services*, *Health & Social Services*, *Professional Services* and *Electronics Manufacturing*.

Foreign employment declines were also more widespread across sectors. The Employment Diffusion Index⁷, which measures the breadth of employment change across industries, registered a higher reading for locals (38.4) than foreigners (16.8) in 1H 2020. This indicated that the decline in foreign employment occurred in more industries than that of local employment.

Chart 7: Employment Diffusion Index



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

Note: 'excl FDW' refers to excluding foreign domestic workers.

⁷ The EDI provides an indication of the breadth of employment change across 203 component industries, and ranges from 0 to 100. The further away this index is from the mid-point of "50" (either above or below), the more widespread these employment expansions and contractions.

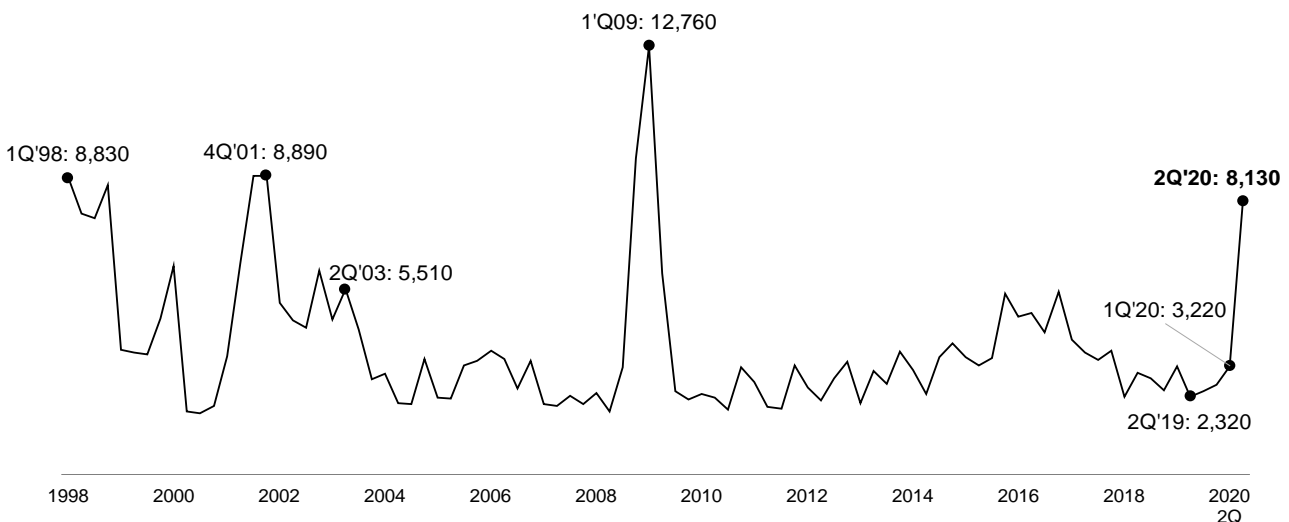
Retrenchment

Retrenchments more than doubled in 2Q 2020 (8,130) from the previous quarter (3,220). This was higher than the retrenchment figure during the SARS period (2Q 2003: 5,510), but lower than other past recessionary peaks. This brought the total number of retrenchments in 1H 2020 to 11,350.

Locals (6,460) formed a greater share of retrenched employees in 1H 2020 due to their larger workforce. However, upon normalising retrenchment figures by workforce size, the incidence of local retrenchments appeared to be lower than that of foreigners (4.9 locals retrenched per 1,000 local employees vs. 6.2 foreigners retrenched per 1,000 foreign employees).

Recession/downturn in the industry was the most frequently cited reason by firms for retrenchments in 2Q 2020. The rise in retrenchment over the quarter was broad-based, with larger increases observed within outward-oriented sectors such as *Wholesale Trade*, *Manufacturing* (mostly in *Transport Equipment*) and *Financial Services*. Persons laid off in *Manufacturing* were mainly PMETs.⁸ On the other hand, retrenchments affected non-PMETs more in *Financial Services* and *Wholesale Trade*.⁹

Chart 8: Retrenchments



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

Notes:

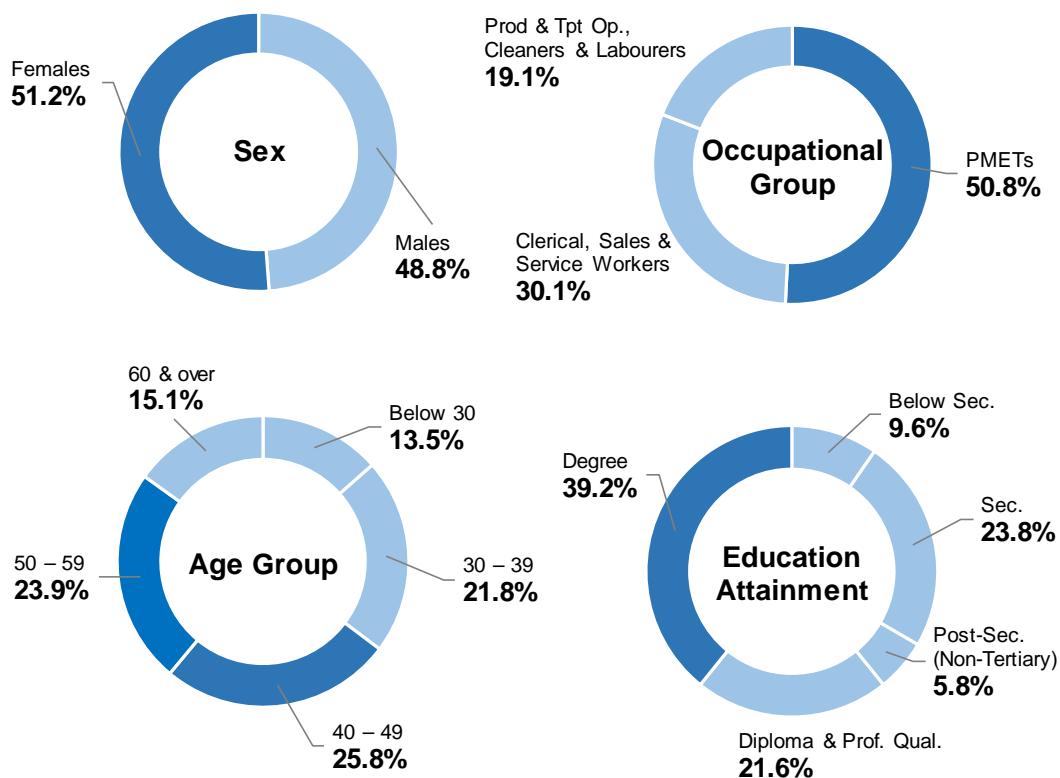
- (1) Data on the number of retrenchments are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

⁸ Includes engineers and technicians.

⁹ Includes those in sales & service positions such as bank tellers and shop salespersons.

Among retrenched locals, half had previously worked in non-PMET positions. Relating the number of retrenched non-PMETs to their workforce size, the incidence of retrenchments among local non-PMETs rose sharply in 2Q 2020¹⁰. Non-PMETs were also more prone to retrenchments than PMETs¹¹, as industries severely affected by the COVID-19 pandemic typically have larger concentration of non-PMETs.

Chart 9: Profile Of Retrenched Locals, 2Q 2020



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

Notes:

- (1) Data on retrenched locals 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.

¹⁰ The number of local clerical, sales & service workers retrenched per 1,000 local clerical, sales & service workers rose from 1.5 to 4.5. The incidence of local production & related workers retrenched also increased from 1.6 to 4.0 over the quarter.

¹¹ 2.7 local PMETs were retrenched per 1,000 local PMET employees in 2Q 2020, lower than the incidence of non-PMETs retrenched (clerical, sales & service workers: 4.5, production & related workers: 4.0), reversing the trend seen previously.

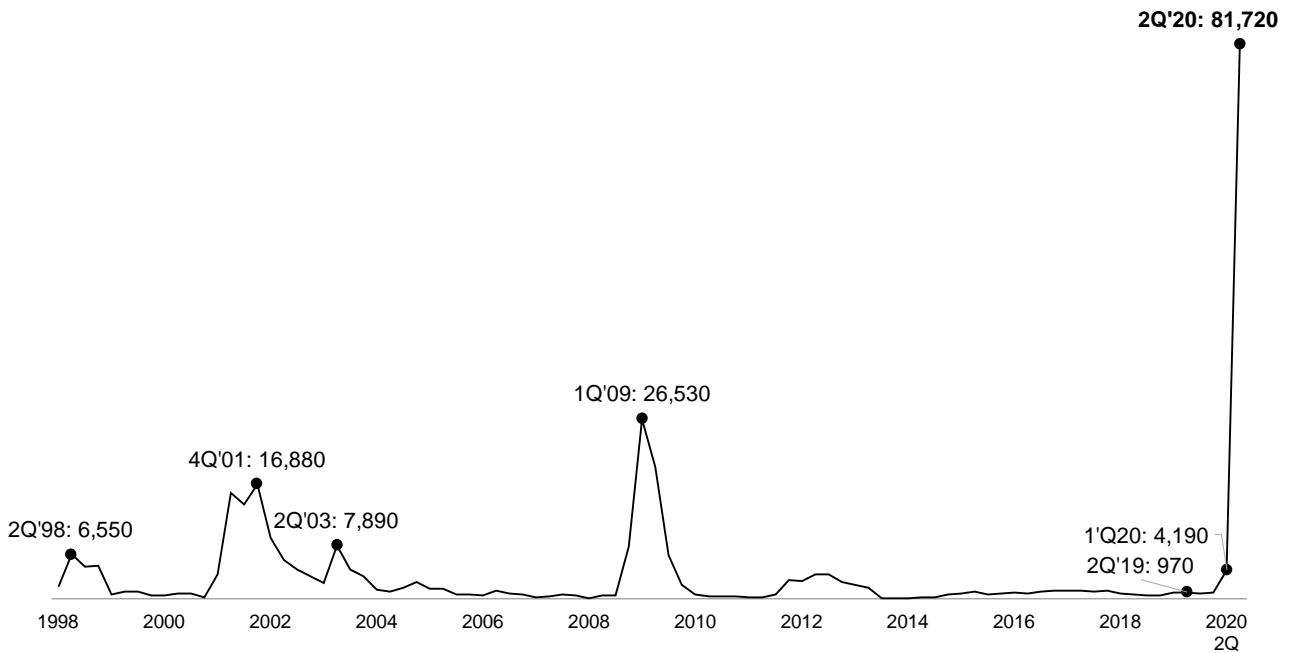
Short Work-Week Or Temporary Layoff

Businesses mitigated the impact of economic slowdown by adopting temporary cost-saving measures, instead of retrenching employees. There was a significant increase in the number of employees placed on short work-week or temporary layoff from 4,190 in 1Q 2020 to 81,720 in 2Q 2020. The number in 2Q 2020 was also much higher than the previous peak of 26,530 in 1Q 2009. In all, 85,910 employees were placed on short work-week or temporary layoff in the first half of 2020. Some 42,190 were placed on short work-week, of whom 26,130 were locals. Among the 43,720 employees on temporary layoff, majority (30,830) were foreigners.

Sharp increases in short work-week and temporary layoffs were observed in *Construction* and *Manufacturing* (led by *Transport Equipment*), as well as Services sectors such as *Food & Beverage Services*, *Transportation & Storage* (mainly *Air Transport & Supporting Services*), and *Wholesale & Retail Trade*, reflecting reduced visitor arrivals and domestic consumption.

By occupation, the quarterly spike came primarily from production & related workers (from 1,470 to 41,500), most of whom were placed on temporary layoff (74%) following the closure of workplace premises during the Circuit Breaker. Notable increases were also seen among PMETs and clerical, sales & service workers, and they were more likely to be made to work shorter hours instead.

Chart 10: Number Of Employees On Short Work-week Or Temporary Layoff



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

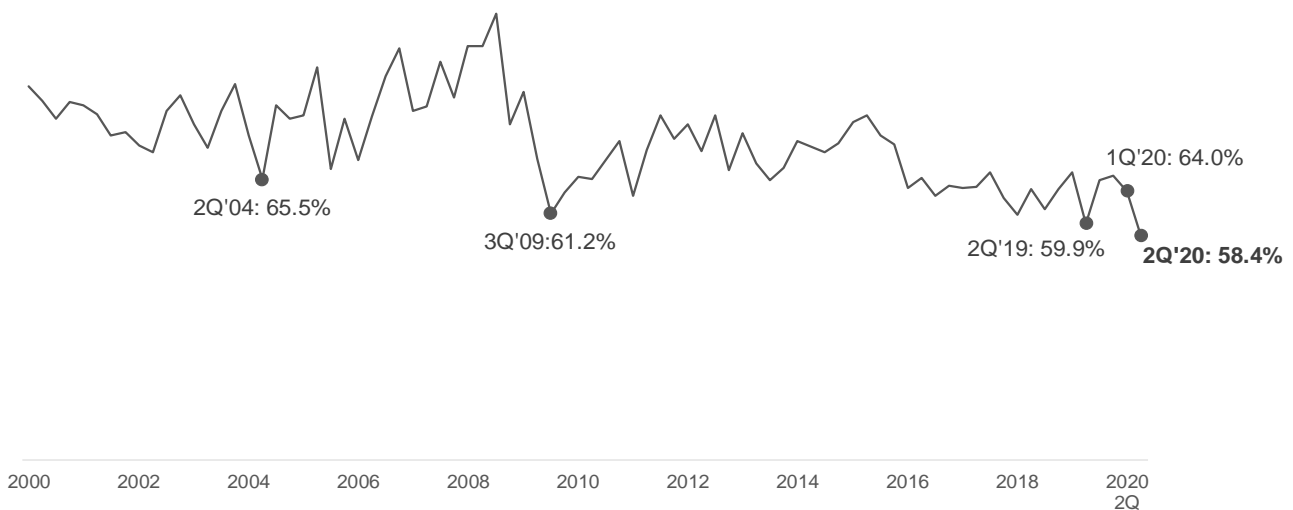
Notes:

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

Re-entry Into Employment

The six-month re-entry rate among retrenched residents¹² declined to 58% in 2Q 2020. This was similar to the re-entry rate of the cohort retrenched in the same period last year (2Q 2019: 60%). The broad-based decrease in re-entry rates across most age, education and occupational groups is attributed to poorer employment outlook and softening of labour demand.

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



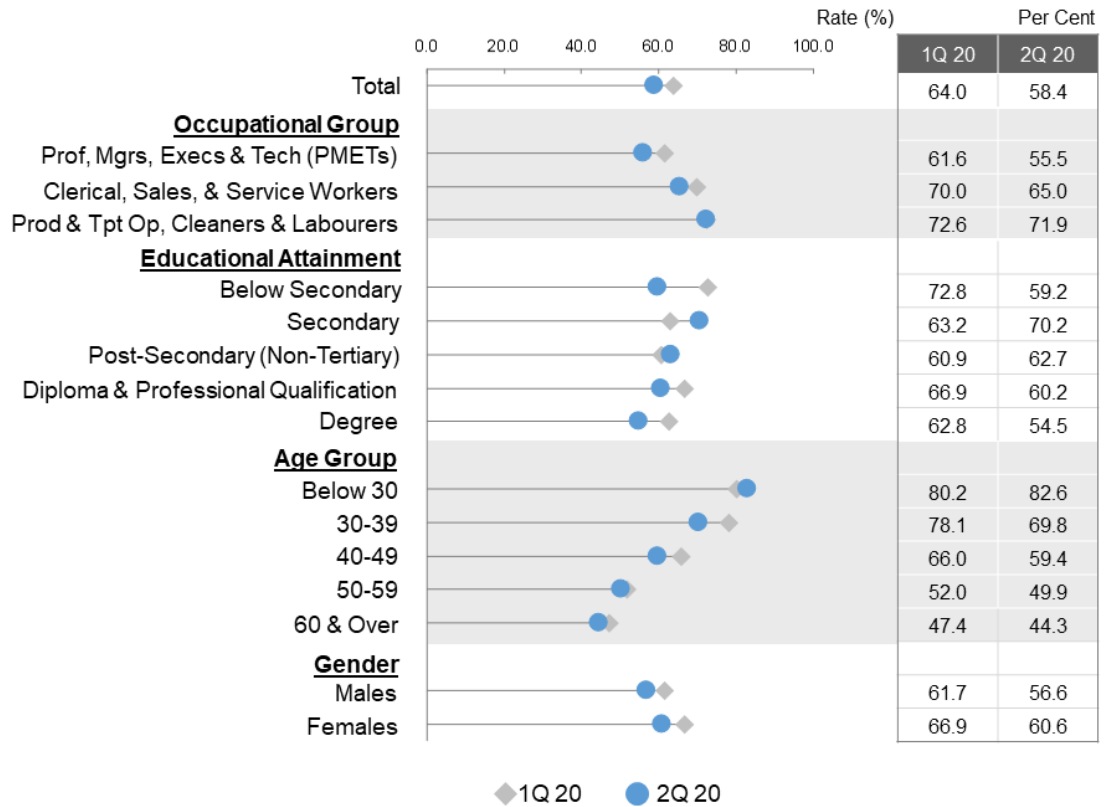
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Data refer to re-entry rates 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 2Q 2020 refers to residents retrenched in 4Q 2019.
- (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.

¹² Refers to residents who were retrenched in the fourth quarter of 2019.

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



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

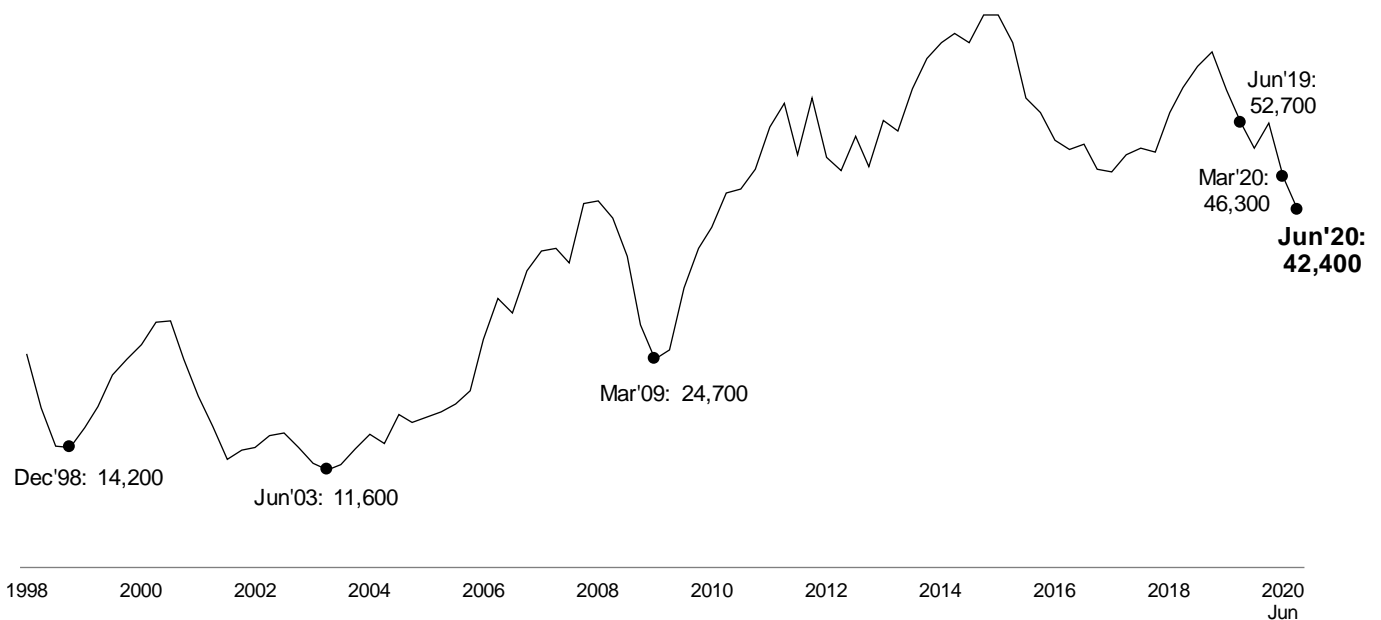
Note: Data refer to re-entry rates in 1Q / 2Q 2020 for residents retrenched in 3Q / 4Q 2019 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

Job Vacancy

The number of job vacancies in June 2020 (42,400, seasonally adjusted) declined to a decade low. However, the number remained considerably higher than previous recessions. This was because we did not observe a decline in vacancies across all sectors. Declines over the quarter was led by *Manufacturing*, while job vacancies rose in *Public Administration & Education*, *Administrative & Support Services* (mainly *Security & Investigation* and *Cleaning & Landscaping*), *Food & Beverage Services*, *Financial Services* and *Wholesale Trade*. In all, sectors with increased job vacancies have an even mix of job openings by occupation in June 2020 (57% PMET vacancies, 43% non-PMET vacancies).

With the fall in vacancies, coupled with the rise in the number of unemployed persons, the seasonally adjusted ratio of job vacancies to unemployed persons declined further to 0.57 in June 2020, though it stayed above the lows of past recessions.

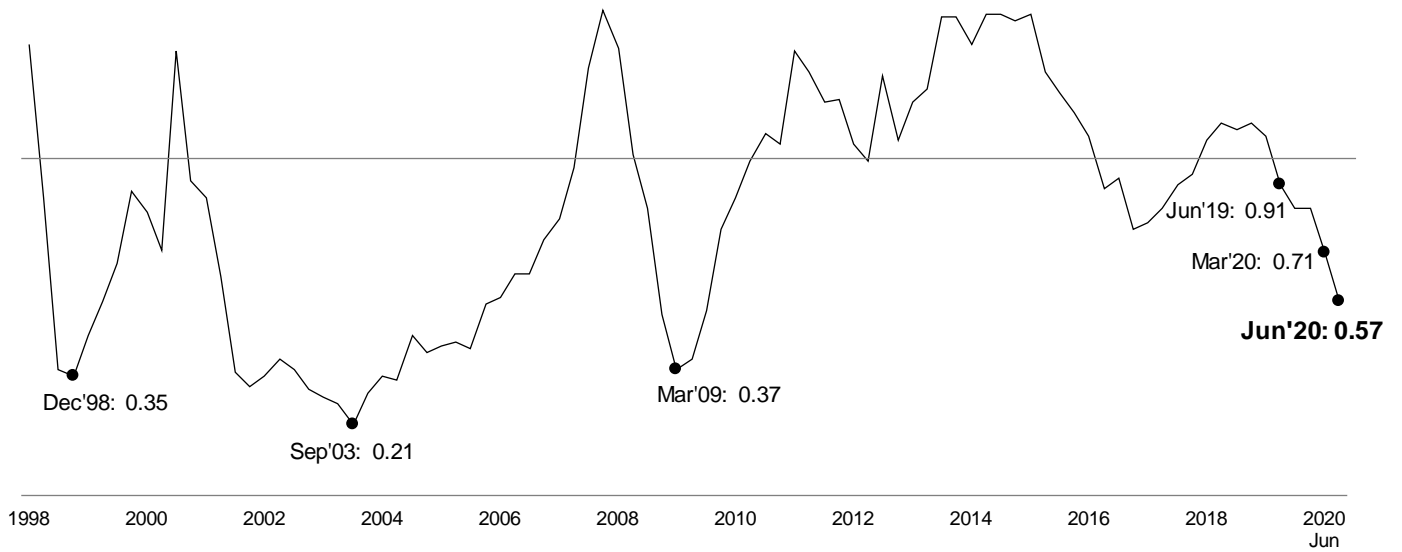
Chart 13: Job Vacancy (Seasonally Adjusted)



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

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

Chart 14: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

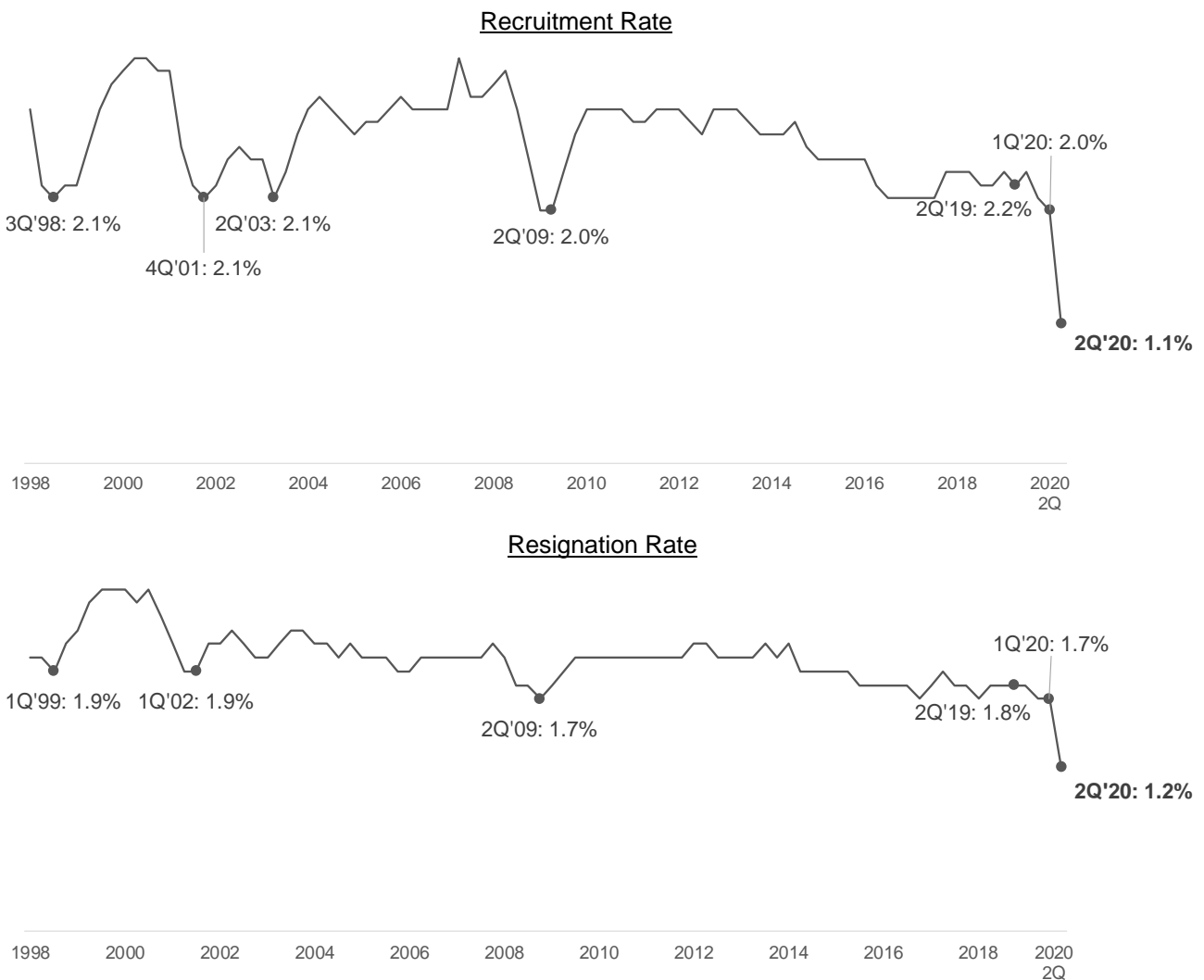
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

Labour Turnover

Labour turnover was muted as employers deferred hiring and employees were less likely to leave their jobs due to fewer opportunities in the job market. In 2Q 2020, the seasonally adjusted recruitment rate (1.1%) and resignation rate (1.2%) fell to unprecedented lows not seen in past recessions.

The decline in labour turnover was broad-based across all industries.

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



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

Notes:

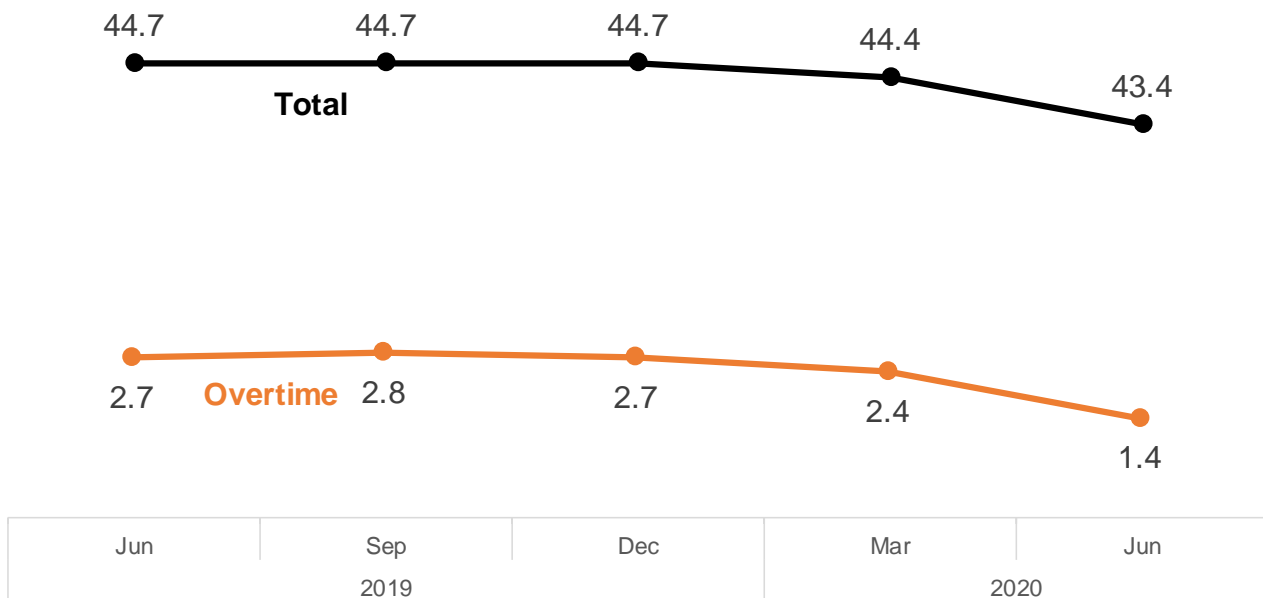
- (1) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) The average monthly resignation/recruitment rate is defined as the average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

Hours Worked

Average weekly total paid hours worked per employee¹³ declined by 1.0 hour to 43.4 hours in June 2020. This was the largest quarterly decline on record, due to a reduction in overtime hours. Significantly more workers experienced a cutback in overtime hours in 2Q 2020 (11%) compared to the previous quarter (1%), though they were still a minority in the workforce.

The decline in total paid hours worked was broad-based across sectors, and most noticeable in *Construction* and *Manufacturing* (led by *Transport Equipment*) which faced temporary work stoppages.

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.

¹³ Average weekly paid hours worked per employee are based on the last month of each quarter.

COVID-19 Labour Market Dashboard

The impact of the COVID-19 pandemic was extensive across sectors. Nonetheless, some sectors have stayed relatively resilient. This section examines the sectors most and least impacted in 2Q 2020.

Most Impact – Sectors affected by temporary work stoppages as well as consumer-facing and tourism-related sectors. This includes *Manufacturing, Construction, Wholesale & Retail Trade, Accommodation & Food Services* and *Arts, Entertainment & Recreation*.

Least Impact - *Electronic Manufacturing*, as well as essential services or sectors where remote work is more likely, such as *Information & Communications, Public Administration & Education, Health & Social Services* and *Financial & Insurance Services*.

















Employment

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




	Change from Mar 2020
Electronics Manufacturing	1.0
Insurance services	0.1
Information & Communications	-0.7
Financial services	-0.8
Health & Social Services	-1.4
Real Estate Services	-2.7
Professional Services	-3.8
Transportation & Storage	-4.3
Accommodation	-4.5
Public Administration & Education	-4.5
Administrative & Support Services	-7.6
Arts, Entertainment & Recreation	-7.6
Wholesale Trade	-7.9
Retail Trade	-8.0
Manufacturing (excl. Electronics)	-9.9
Construction	-13.6
Food & Beverage Services	-22.9

Note: Excludes Foreign Domestic Workers.

Retrenchments

	Change from 1Q 2020
Electronics Manufacturing	-70 
Real Estate Services	-
Insurance Services	 10
Health & Social Services	 30
Accommodation	 50
Retail Trade	 70
Public Administration & Education	 100
Transportation & Storage	 130
Information & Communications	 210
Arts, Entertainment & Recreation	 260
Food & Beverage Services	 280
Construction	 300
Professional Services	 360
Administrative & Support Services	 490
Financial Services	 690
Manufacturing (excl. Electronics)	 890
Wholesale Trade	 1,050

Employees On Short Work-Week Or Temporary Layoff

	Change from 1Q 2020
Insurance Services	-
Electronics Manufacturing	 50
Financial & Insurance Services	 300
Real Estate Services	 340
Information & Communications	 380
Public Administration & Education	 460
Health & Social Services	 500
Arts, Entertainment & Recreation	 750
Accommodation	 890
Professional Services	 3,700
Wholesale Trade	 4,350
Retail Trade	 4,620
Administrative & Support Services	 5,040
Transportation & Storage	 6,600
Food & Beverage Services	 7,690
Manufacturing (excl. Electronics)	 12,940
Construction	 25,560

Average Weekly Total Paid Hours Worked Per Employee

Hours

	Change from Mar 2020	
Health & Social Services	-	
Public Administration & Education	-	
Insurance Services	-0.1	■
Information & Communications	-0.1	■
Wholesale Trade	-0.2	■
Financial Services	-0.2	■
Accommodation	-0.3	■
Food & Beverage Services	-0.3	■
Transportation & Storage	-0.4	■
Retail Trade	-0.4	■
Real Estate Services	-0.6	■
Professional Services	-0.7	■
Administrative & Support Services	-0.7	■
Arts, Entertainment & Recreation	-0.8	■
Manufacturing	-1.5	■
Construction	-4.4	■

Job Vacancies

('000)

	Change from Mar 2020	
Public Administration & Education	1.2	■
Administrative & Support Services	1.0	■
Food & Beverage Services	0.6	■
Financial Services	0.2	■
Wholesale Trade	0.2	■
Accommodation	-	
Professional Services	-	
Arts, Entertainment & Recreation	-	
Real Estate Services	-0.2	■
Insurance Services	-0.3	■
Transportation & Storage	-0.3	■
Construction	-0.4	■
Health & Social Services	-0.7	■
Retail Trade	-0.7	■
Information & Communications	-0.8	■
Manufacturing	-1.5	■

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

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2017	2018	2019	Jun	
				2019	2020 ^P
TOTAL	3.1	2.9	3.1	4.2	5.3
GENDER					
Males	3.1	2.9	3.0	3.9	5.0
Females	3.1	3.0	3.4	4.6	5.7
AGE GROUP (YEARS)					
Below 30	5.4	5.2	5.9	8.4	10.0
30 - 39	2.4	2.2	2.2	2.8	3.8
40 & Over	2.7	2.5	2.7	3.5	4.5
40 - 49	2.5	2.3	2.5	3.3	4.1
50 & Over	2.8	2.6	2.9	3.6	4.7
50 - 59	3.0	2.7	3.1	3.9	4.8
60 & Over	2.5	2.5	2.7	3.1	4.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.5	2.9	3.8	5.2
Secondary	2.8	2.8	3.5	4.3	5.4
Post-Secondary (Non-Tertiary)	3.8	3.4	3.6	4.6	6.8
Diploma & Professional Qualification	3.3	3.1	3.3	4.9	6.5
Degree	3.2	2.9	2.9	3.9	4.2

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

^P : Preliminary

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

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	In Thousands				
	2017	2018	2019	Jun	
				2019	2020 ^P
TOTAL	70.9	66.9	72.9	98.1	124.0
GENDER					
Males	38.4	35.4	37.0	48.6	62.6
Females	32.6	31.5	35.8	49.5	61.3
AGE GROUP (YEARS)					
Below 30	22.6	21.6	23.1	35.5	41.3
30 - 39	12.6	11.5	11.5	14.7	20.4
40 & Over	35.7	33.7	38.2	47.9	62.2
40 - 49	13.7	12.6	14.1	18.4	22.1
50 & Over	22.0	21.1	24.1	29.5	40.1
50 - 59	14.1	12.8	14.5	19.0	23.1
60 & Over	7.9	8.3	9.6	10.5	17.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.9	9.7	10.9	13.5	17.5
Secondary	11.1	11.0	13.3	15.9	19.3
Post-Secondary (Non-Tertiary)	8.9	8.0	8.0	12.1	18.2
Diploma & Professional Qualification	14.1	13.8	15.2	22.8	30.4
Degree	25.9	24.4	25.4	33.8	38.5

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

^P : Preliminary

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.

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	Per Cent				
	2017	2018	2019	Jun	
				2019	2020 ^P
TOTAL	0.8	0.7	0.7	0.7	0.9
GENDER					
Males	0.9	0.8	0.8	0.8	1.0
Females	0.6	0.6	0.6	0.6	0.8
AGE GROUP (YEARS)					
Below 30	0.8	0.6	0.9	0.7	1.1
30 - 39	0.5	0.6	0.4	0.4	0.4
40 & Over	0.8	0.8	0.9	0.8	1.0
40 - 49	0.9	0.7	0.7	0.6	0.9
50 & Over	0.8	0.9	1.0	1.0	1.1
50 - 59	0.9	0.9	1.1	1.1	1.1
60 & Over	0.8	0.8	0.9	0.8	1.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.7	0.5	0.7	0.7	0.6
Secondary	0.5	0.6	0.8	0.9	1.0
Post-Secondary (Non-Tertiary)	0.8	0.7	0.8	0.7	1.0
Diploma & Professional Qualification	0.8	0.7	0.7	0.8	1.0
Degree	0.9	0.8	0.7	0.6	0.9

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

^P : Preliminary

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

1.4 LONG-TERM UNEMPLOYMENT

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

Characteristics	2017	2018	2019	In Thousands	
				Jun	
				2019	2020 ^P
TOTAL	17.1	15.9	17.0	16.5	20.8
GENDER					
Males	10.5	9.7	10.3	9.5	12.0
Females	6.6	6.2	6.7	7.0	8.8
AGE GROUP (YEARS)					
Below 30	3.4	2.3	3.2	2.9	4.4
30 - 39	2.9	2.9	2.1	2.2	2.3
40 & Over	10.9	10.8	11.7	11.3	14.1
40 - 49	4.5	3.7	3.8	3.3	5.2
50 & Over	6.4	7.2	7.9	8.0	9.0
50 - 59	4.0	4.5	4.9	5.3	5.2
60 & Over	2.4	2.6	3.0	2.7	3.8
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.1	2.5	2.5	2.2
Secondary	2.1	2.4	3.2	3.3	3.5
Post-Secondary (Non-Tertiary)	1.9	1.5	1.8	1.9	2.6
Diploma & Professional Qualification	3.5	3.1	3.2	3.6	4.8
Degree	7.0	6.9	6.3	5.3	7.8

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

^P : Preliminary

Notes :

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

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2015)	Total Employment Change								Total Employment Level in Jun 2020
	2017	2018	2019	2019					
				2Q	3Q	4Q	1Q	2Q	
TOTAL	-3.6	45.3	69.8	6.8	27.6	21.5	-25.2	-113.2	3 645.9
C10-32 MANUFACTURING	-10.9	-2.4	-2.1	-1.5	1.1	1.4	-3.2	-8.9	472.8
C10-12 Food, Beverages & Tobacco	2.4	1.4	1.9	0.1	0.5	0.9	-0.6	-1.8	49.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.6	-1.2	-1.1	-0.4	-0.3	-0.1	-0.4	-0.6	27.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.0	3.2	0.6	-0.6	1.2	0.2	0.5	-1.3	62.5
C25,28 Fabricated Metal Products, Machinery & Equipment	-2.3	-2.6	-1.4	-0.3	-0.4	-0.3	-0.5	-2.3	93.8
C26 Electronic, Computer & Optical Products	7.5	-0.1	-3.6	-0.1	-0.8	-0.7	-1.3	1.0	87.8
C29-30 Transport Equipment	-13.5	-3.1	2.6	0.5	1.1	1.8	0.4	-2.9	91.4
Other Manufacturing Industries	0.5	-	-1.1	-0.8	-0.2	-0.5	-1.2	-1.0	59.8
F41-43 CONSTRUCTION	-38.3	-7.1	12.6	2.8	5.4	4.2	-5.9	-13.6	437.3
G-U SERVICES	46.0	54.9	59.4	5.9	21.0	15.7	-16.3	-90.3	2 709.6
G46-47 WHOLESALE AND RETAIL TRADE	-1.7	1.6	-4.0	-2.8	-1.6	2.2	-8.5	-15.9	461.6
G46 Wholesale Trade	-0.6	3.6	-2.0	-	-0.5	-0.4	-3.3	-7.9	310.8
G47 Retail Trade	-1.1	-2.0	-2.0	-2.7	-1.0	2.6	-5.3	-8.0	150.8
H49-53 TRANSPORTATION AND STORAGE	7.1	7.7	3.1	0.2	0.1	1.7	0.5	-4.3	258.0
H49,5221 Land Transport & Supporting Services	4.4	4.8	0.9	-	-	0.6	0.8	-0.4	109.6
H50,5222, 5225 Water Transport & Supporting Services	-0.5	-0.6	-0.4	-0.1	-0.1	-	-	-0.9	43.7
H51,5223 Air Transport & Supporting Services	1.8	1.2	1.3	0.5	0.1	0.4	-0.6	-2.9	32.1
Other Transportation & Storage Services	1.4	2.3	1.3	-0.2	0.2	0.7	0.3	-	72.7
I55-56 ACCOMMODATION AND FOOD SERVICES	3.5	1.3	6.2	0.7	2.1	3.0	-10.9	-27.4	228.5
I55 Accommodation	-	-0.8	-	-0.3	1.1	-0.5	-2.6	-4.5	29.2
I56 Food & Beverage Services	3.4	2.1	6.2	0.9	1.1	3.5	-8.3	-22.9	199.3
J58-63 INFORMATION AND COMMUNICATIONS	4.0	8.4	7.3	2.1	2.6	1.2	0.7	-0.7	148.6
J58-61 Telecommunications, Broadcasting & Publishing	-0.3	0.5	0.1	-	-	-0.1	0.2	-0.9	39.6
J62-63 IT & Other Information Services	4.3	7.9	7.1	2.1	2.6	1.2	0.5	0.2	109.0
K64-66 FINANCIAL AND INSURANCE SERVICES	4.5	7.6	6.4	1.6	1.5	1.2	2.6	-0.7	202.8
K64 & 66 (excl.662) Financial Services	1.8	6.4	5.3	1.2	1.5	0.9	2.1	-0.8	161.7
K65 & 662 Insurance Services	2.7	1.1	1.1	0.4	0.1	0.3	0.5	0.1	41.1
L68 REAL ESTATE SERVICES	1.7	-	1.2	0.2	0.9	-	-1.5	-2.7	78.4
M69-75 PROFESSIONAL SERVICES	3.0	6.9	10.2	2.2	3.8	1.4	2.5	-3.8	255.8
M69-70 Legal, Accounting & Management Services	2.8	5.7	7.6	1.5	2.9	0.8	2.2	-2.1	135.3
M71 Architectural & Engineering Services	-1.4	0.9	0.7	0.1	0.4	0.2	0.7	-0.7	62.1
Other Professional Services	1.6	0.3	2.0	0.6	0.5	0.4	-0.4	-0.9	58.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.5	3.6	7.2	0.3	2.8	2.0	-1.8	-7.6	247.6
N80 Security & Investigation	2.6	1.4	1.0	0.2	0.5	-0.2	0.4	-0.3	49.5
N81 Cleaning & Landscaping	2.7	0.2	2.0	0.7	0.4	-0.2	-0.1	-4.1	77.3
Other Administrative & Support Services	1.1	2.0	4.2	-0.6	2.0	2.4	-2.0	-3.2	120.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.6	17.8	21.9	1.5	8.8	3.0	0.1	-27.3	828.2
O84,P85 Public Administration & Education	1.6	3.9	5.2	-	1.6	0.7	2.4	-4.5	252.5
Q86-88 Health & Social Services	5.9	5.7	6.0	1.6	2.0	1.2	0.8	-1.4	169.7
R90-93 Arts, Entertainment & Recreation	0.6	1.0	0.6	-	0.2	-0.5	-2.2	-7.6	47.2
S,T,U Other Community, Social & Personal Services	9.5	7.2	10.0	-0.1	5.1	1.7	-1.0	-13.7	358.8
A,B,D,E,V OTHERS*	-0.5	-0.1	-0.1	-0.4	0.1	0.1	0.1	-0.5	26.3

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 for 1Q 2020 are revised at the industry level to reflect updates in industry classification of firms.
- 4) Data may not add up to the total due to rounding.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Employees							
				2017	2018	2019	2019			2020	
							2Q	3Q	4Q	1Q	2Q
TOTAL				14 720	10 730	10 690	2 320	2 470	2 670	3 220	8 130
INDUSTRY (SSIC 2015)											
C10-32	MANUFACTURING			3 790	2 570	2 790	490	600	670	720	1 550
C10-12	Food, Beverages & Tobacco			190	200	100	10	60	20	90	80
C17,18,22	Paper / Rubber / Plastic Products & Printing			480	160	170	30	10	60	20	30
C19-21	Petroleum, Chemical & Pharmaceutical Products			300	180	200	30	30	70	40	20
C25,28	Fabricated Metal Products, Machinery & Equipment			930	870	690	110	110	230	170	470
C26	Electronic, Computer & Optical Products			920	670	1 160	190	200	170	220	150
C29-30	Transport Equipment			820	310	120	10	60	10	10	660
	Other Manufacturing Industries			150	190	360	100	130	100	170	140
F41-43	CONSTRUCTION			2 020	1 200	860	150	160	270	140	440
G-U	SERVICES			8 900	6 960	7 000	1 680	1 690	1 730	2 360	6 120
G46-47	WHOLESALE AND RETAIL TRADE			2 180	1 780	2 090	480	520	470	750	1 870
G46	Wholesale Trade			1 920	1 580	1 850	430	490	410	470	1 520
G47	Retail Trade			260	210	240	50	30	60	280	350
H49-53	TRANSPORTATION AND STORAGE			900	710	770	170	180	90	130	260
H49,5221	Land Transport & Supporting Services			160	200	60	-	50	10	40	40
H50,5222,5225	Water Transport & Supporting Services			300	180	80	20	10	30	20	80
H51,5223	Air Transport & Supporting Services			20	20	50	-	30	-	-	30
	Other Transportation & Storage Services			430	310	580	150	90	60	70	110
I55-56	ACCOMMODATION AND FOOD SERVICES			470	350	170	30	30	70	380	720
I55	Accommodation			120	10	20	-	20	-	180	230
I56	Food & Beverage Services			350	340	150	30	10	70	210	490
J58-63	INFORMATION AND COMMUNICATIONS			910	1 070	650	160	140	150	220	430
J58-61	Telecommunications, Broadcasting & Publishing			500	650	300	70	90	70	150	100
J62-63	IT & Other Information Services			420	420	350	90	50	80	80	330
K64-66	FINANCIAL AND INSURANCE SERVICES			1 780	1 330	1 300	430	310	320	310	1 020
K64 & 66 (excl.662)	Financial Services			1 720	1 240	1 190	400	270	300	260	950
K65 & 662	Insurance Services			60	80	110	40	40	20	60	70
L68	REAL ESTATE SERVICES			70	100	190	30	20	40	40	40
M69-75	PROFESSIONAL SERVICES			1 700	1 100	1 210	250	300	420	330	690
M69-70	Legal, Accounting & Management Services			860	600	640	130	130	220	150	340
M71	Architectural & Engineering Services			560	310	360	80	140	120	40	250
	Other Professional Services			280	190	220	40	30	90	140	100
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			430	240	320	70	150	60	140	630
N80	Security & Investigation			120	10	10	-	10	-	-	-
N81	Cleaning & Landscaping			70	40	60	-	60	10	10	210
	Other Administrative & Support Services			250	190	250	70	90	60	130	420
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			460	290	300	60	50	110	60	470
O84,P85	Public Administration & Education			40	90	90	40	30	20	30	130
Q86-88	Health & Social Services			50	20	100	-	10	50	-	30
R90-93	Arts, Entertainment & Recreation			240	130	20	10	10	-	10	270
S,T,U	Other Community, Social & Personal Services			130	50	90	10	10	40	20	50
A,B,D,E,V	OTHERS*			20	-	30	-	20	10	10	20
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			8 700	6 980	6 500	1 680	1 650	1 730	1 790	3 580
	Clerical, Sales & Service Workers			1 550	1 230	1 420	290	350	330	690	2 510
	Production & Transport Operators, Cleaners & Labourers			4 480	2 510	2 770	340	470	610	740	2 040

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, SECOND QUARTER 2020

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	5 550	1 750	1 210	2 590	290	110	450	8 130	3 580	2 510	2 040
C10-32 MANUFACTURING	1 080	710	80	310	110	10	10	1 550	890	90	570
C10-12 Food, Beverages & Tobacco	50	10	-	10	-	-	-	80	10	10	60
C17,18,22 Paper / Rubber / Plastic Products & Printing	10	10	-	20	-	-	-	30	10	-	20
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	-	20	-	10	-	20	20	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	300	260	30	140	-	-	10	470	300	30	140
C26 Electronic, Computer & Optical Products	40	50	10	90	-	-	-	150	100	10	50
C29-30 Transport Equipment	650	270	10	10	10	-	-	660	430	30	210
Other Manufacturing Industries	20	110	20	20	100	-	-	140	30	10	100
F41-43 CONSTRUCTION	370	50	130	90	20	10	70	440	90	30	320
G-U SERVICES	4 100	990	1 000	2 170	160	90	370	6 120	2 580	2 400	1 150
G46-47 WHOLESALE AND RETAIL TRADE	1 320	250	260	980	100	10	60	1 870	610	890	370
G46 Wholesale Trade	1 050	130	140	840	-	10	30	1 520	530	640	350
G47 Retail Trade	270	130	120	140	100	-	30	350	90	250	20
H49-53 TRANSPORTATION AND STORAGE	150	60	30	80	-	-	-	260	50	140	70
H49,5221 Land Transport & Supporting Services	20	20	-	-	-	-	-	40	-	20	20
H50,5222, 5225 Water Transport & Supporting Services	70	10	-	10	-	-	-	80	20	60	-
H51,5223 Air Transport & Supporting Services	-	20	10	-	-	-	-	30	-	20	10
Other Transportation & Storage Services	60	20	20	60	-	-	-	110	30	40	30
I55-56 ACCOMMODATION AND FOOD SERVICES	510	130	230	50	10	-	170	720	150	470	100
I55 Accommodation	120	10	10	20	-	-	110	230	70	150	10
I56 Food & Beverage Services	400	130	210	30	10	-	60	490	80	320	90
J58-63 INFORMATION AND COMMUNICATIONS	110	130	70	230	20	30	20	430	410	20	-
J58-61 Telecommunications, Broadcasting & Publishing	20	30	20	70	-	-	-	100	90	10	-
J62-63 IT & Other Information Services	90	100	50	160	20	30	20	330	320	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	660	10	10	270	20	-	70	1 020	350	440	230
K64 & 66 (excl.662) Financial Services	660	10	10	200	20	-	70	950	280	440	230
K65 & 662 Insurance Services	-	-	-	70	-	-	-	70	70	-	-
L68 REAL ESTATE SERVICES	10	-	-	40	-	-	-	40	30	10	-
M69-75 PROFESSIONAL SERVICES	430	140	100	350	-	-	-	690	530	50	100
M69-70 Legal, Accounting & Management Services	150	80	50	290	-	-	-	340	320	20	-
M71 Architectural & Engineering Services	220	50	10	30	-	-	-	250	130	20	90
Other Professional Services	60	10	40	30	-	-	-	100	80	20	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	580	170	190	100	10	50	10	630	280	120	230
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	190	130	20	10	-	40	-	210	-	20	190
Other Administrative & Support Services	390	40	170	90	-	10	10	420	280	110	40
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	340	110	120	80	-	-	50	470	170	260	50
O84,P85 Public Administration & Education	100	50	10	40	-	-	20	130	50	70	-
Q86-88 Health & Social Services	-	10	-	10	-	-	20	30	20	10	-
R90-93 Arts, Entertainment & Recreation	210	40	100	30	-	-	20	270	70	170	30
S,T,U Other Community, Social & Personal Services	40	10	-	-	-	-	-	50	30	10	10
A,B,D,E,V OTHERS**	-	-	-	20	-	-	-	20	10	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2017	2018	2019	2019			2020	
				2Q	3Q	4Q	1Q	2Q
TOTAL	12 880	9 610	9 810	2 120	2 240	2 440	3 040	7 240
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	3 330	2 280	2 580	420	490	650	700	1 400
C10-12 Food, Beverages & Tobacco	190	150	40	10	10	20	80	80
C17,18,22 Paper / Rubber / Plastic Products & Printing	480	160	160	20	10	60	20	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	290	170	190	30	30	60	40	20
C25,28 Fabricated Metal Products, Machinery & Equipment	800	780	650	110	100	230	160	370
C26 Electronic, Computer & Optical Products	920	570	1 080	140	180	160	220	150
C29-30 Transport Equipment	550	260	110	10	60	10	-	650
Other Manufacturing Industries	110	190	340	100	110	100	170	120
F41-43 CONSTRUCTION	1 190	800	500	80	110	100	90	340
G-U SERVICES	8 350	6 520	6 700	1 620	1 620	1 690	2 240	5 480
G46-47 WHOLESALE AND RETAIL TRADE	2 150	1 680	2 030	480	500	460	720	1 830
G46 Wholesale Trade	1 900	1 500	1 800	430	470	400	460	1 490
G47 Retail Trade	250	190	230	50	30	60	260	340
H49-53 TRANSPORTATION AND STORAGE	680	700	760	170	180	90	130	230
H49,5221 Land Transport & Supporting Services	20	200	60	-	50	10	40	40
H50,5222, 5225 Water Transport & Supporting Services	290	180	80	20	10	30	20	80
H51,5223 Air Transport & Supporting Services	20	20	40	-	30	-	-	10
Other Transportation & Storage Services	350	310	580	140	80	60	70	100
I55-56 ACCOMMODATION AND FOOD SERVICES	450	340	150	20	20	70	350	660
I55 Accommodation	120	10	20	-	20	-	180	220
I56 Food & Beverage Services	330	330	130	20	10	70	170	430
J58-63 INFORMATION AND COMMUNICATIONS	880	950	630	150	140	150	220	410
J58-61 Telecommunications, Broadcasting & Publishing	480	580	300	70	90	70	150	100
J62-63 IT & Other Information Services	390	370	330	80	50	80	70	310
K64-66 FINANCIAL AND INSURANCE SERVICES	1 770	1 300	1 280	430	310	300	300	990
K64 & 66 (excl.662) Financial Services	1 710	1 230	1 170	390	270	280	240	920
K65 & 662 Insurance Services	60	80	110	40	40	20	50	70
L68 REAL ESTATE SERVICES	70	90	100	30	20	40	40	40
M69-75 PROFESSIONAL SERVICES	1 580	1 010	1 160	240	260	420	320	530
M69-70 Legal, Accounting & Management Services	830	590	640	130	130	210	150	310
M71 Architectural & Engineering Services	480	240	330	80	120	120	40	120
Other Professional Services	270	180	190	30	10	90	140	100
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	400	210	300	60	150	60	120	410
N80 Security & Investigation	120	10	10	-	10	-	-	-
N81 Cleaning & Landscaping	50	30	60	-	60	10	10	170
Other Administrative & Support Services	230	180	230	60	90	50	110	240
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	380	230	280	60	40	110	60	390
O84,P85 Public Administration & Education	30	50	80	40	20	20	30	110
Q86-88 Health & Social Services	40	20	90	-	10	50	-	30
R90-93 Arts, Entertainment & Recreation	220	120	20	10	10	-	10	220
S,T,U Other Community, Social & Personal Services	100	40	90	10	-	40	20	30
A,B,D,E,V OTHERS*	10	-	30	-	20	10	10	20
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8 420	6 670	6 250	1 590	1 570	1 680	1 740	3 150
Clerical, Sales & Service Workers	1 440	1 100	1 300	270	290	310	630	2 390
Production & Transport Operators, Cleaners & Labourers	3 020	1 840	2 250	260	380	450	660	1 700

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

	2017	2018	2019	2019			2020	
				2Q	3Q	4Q	1Q	2Q
TOTAL	1 840	1 120	880	200	230	240	190	880
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	460	290	220	70	100	20	20	150
C10-12 Food, Beverages & Tobacco	10	50	60	-	50	-	10	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	10	10	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	-	-	-	-	-	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	130	80	40	-	20	-	10	110
C26 Electronic, Computer & Optical Products	10	100	80	50	20	10	-	-
C29-30 Transport Equipment	280	50	10	-	-	-	-	20
Other Manufacturing Industries	30	-	20	-	10	-	-	20
F41-43 CONSTRUCTION	830	400	370	70	50	180	50	100
G-U SERVICES	550	440	300	60	70	40	120	640
G46-47 WHOLESALE AND RETAIL TRADE	30	100	60	-	10	10	20	40
G46 Wholesale Trade	20	80	50	-	10	10	10	30
G47 Retail Trade	10	20	-	-	-	-	10	10
H49-53 TRANSPORTATION AND STORAGE	220	10	10	10	-	-	-	30
H49,5221 Land Transport & Supporting Services	140	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	-	-	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	20
Other Transportation & Storage Services	80	10	10	10	-	-	-	10
I55-56 ACCOMMODATION AND FOOD SERVICES	20	10	20	10	10	-	30	60
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	20	10	20	10	10	-	30	60
J58-63 INFORMATION AND COMMUNICATIONS	40	120	20	10	-	-	-	20
J58-61 Telecommunications, Broadcasting & Publishing	10	70	-	-	-	-	-	-
J62-63 IT & Other Information Services	20	40	20	10	-	-	-	10
K64-66 FINANCIAL AND INSURANCE SERVICES	10	20	20	-	-	20	20	30
K64 & 66 (excl.662) Financial Services	10	20	20	-	-	20	20	30
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	10	10	90	-	-	-	-	-
M69-75 PROFESSIONAL SERVICES	120	100	50	10	40	-	10	160
M69-70 Legal, Accounting & Management Services	30	10	10	-	-	-	10	30
M71 Architectural & Engineering Services	80	70	20	-	20	-	-	130
Other Professional Services	10	10	20	-	20	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	30	30	20	10	-	-	30	220
N80 Security & Investigation	-	10	-	-	-	-	-	-
N81 Cleaning & Landscaping	10	10	-	-	-	-	-	30
Other Administrative & Support Services	20	10	20	10	-	-	20	180
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	50	10	-	10	-	-	90
O84,P85 Public Administration & Education	10	40	10	-	-	-	-	20
Q86-88 Health & Social Services	10	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	30	-	-	-	-	-	-	50
S,T,U Other Community, Social & Personal Services	20	10	10	-	-	-	-	20
A,B,D,E,V OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	280	310	240	90	80	50	50	430
Clerical, Sales & Service Workers	110	140	120	20	60	20	60	120
Production & Transport Operators, Cleaners & Labourers	1 460	670	520	90	90	160	80	330

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 LOCALS

NUMBER OF RETRENCHED LOCALS PER ONE THOUSAND LOCAL EMPLOYEES BY GENDER, AGE, SECTOR AND OCCUPATIONAL GROUP

Characteristics	Per 1,000 Local Employees							
	2017	2018	2019	2019			2020	
				2Q	3Q	4Q	1Q	2Q
GENDER								
Males	7.6	5.8	5.7	1.4	1.5	1.5	1.7	3.2
Females	6.5	5.0	4.7	1.2	1.1	1.3	1.6	3.4
AGE GROUP (YEARS)								
Below 30	2.3	2.1	1.6	0.4	0.4	0.5	0.7	2.4
30 - 39	6.9	5.0	4.5	1.2	1.2	1.1	1.3	2.9
40 & Over	8.9	6.7	6.7	1.6	1.7	1.9	2.2	3.8
40 - 49	9.9	7.7	7.5	1.8	1.9	2.0	2.1	3.6
50 & Over	8.1	6.0	6.2	1.5	1.5	1.8	2.2	3.9
50 - 59	10.0	7.5	7.9	2.0	2.0	2.3	2.7	4.2
60 & Over	5.1	3.8	3.7	0.8	0.8	1.1	1.6	3.6
SECTOR								
Manufacturing	12.3	9.0	8.0	2.2	2.2	2.3	2.6	3.2
Construction	6.6	4.5	3.3	0.7	0.4	1.3	0.5	2.6
Services	6.3	4.9	4.9	1.2	1.2	1.3	1.6	3.4
Others*	0.7	0.1	1.8	0.1	0.9	0.6	0.4	0.9
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8.5	6.6	6.1	1.6	1.6	1.7	1.7	2.7
Clerical, Sales & Service Workers	4.0	3.3	3.5	0.7	0.8	0.9	1.5	4.5
Production & Transport Operators, Cleaners & Labourers	6.3	3.6	3.9	0.9	0.9	1.0	1.6	4.0

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

* 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) Retrenchment refers to the termination of permanent employees due to redundancy and early termination 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

	2017	2018	2019	2019					2020		
				2Q		3Q		4Q		1Q	2Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>											
TOTAL	4 640	2 340	3 580	970	830	840	4 190	81 720			
SECTOR											
Manufacturing	2 620	1 060	1 970	240	400	590	690	13 680			
Construction	990	620	450	60	120	130	300	25 860			
Services	1 000	670	1 160	680	300	120	3 210	41 770			
Others*	40	-	-	-	-	-	-	420			
OCCUPATIONAL GROUP											
Professionals, Managers, Executives & Technicians	1 600	790	1 720	210	250	640	1 410	20 770			
Clerical, Sales & Service Workers	440	350	540	180	230	80	1 320	19 450			
Production & Transport Operators, Cleaners & Labourers	2 600	1 200	1 310	580	360	130	1 470	41 500			
<u>EMPLOYEES ON SHORT WORK-WEEK</u>											
TOTAL	3 930	1 920	3 270	970	660	740	3 600	38 600			
SECTOR											
Manufacturing	2 580	960	1 930	240	370	590	670	6 820			
Construction	420	430	320	60	80	60	210	5 460			
Services	890	530	1 020	680	210	90	2 720	26 130			
Others*	40	-	-	-	-	-	-	180			
OCCUPATIONAL GROUP											
Professionals, Managers, Executives & Technicians	1 510	640	1 650	210	200	610	1 330	16 590			
Clerical, Sales & Service Workers	420	330	400	180	110	60	1 130	11 270			
Production & Transport Operators, Cleaners & Labourers	2 000	950	1 210	580	350	70	1 130	10 730			
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>											
TOTAL	710	430	310	10	170	100	600	43 130			
SECTOR											
Manufacturing	30	90	40	-	30	-	20	6 860			
Construction	570	200	130	10	40	70	90	20 400			
Services	110	140	140	-	100	40	480	15 630			
Others*	-	-	-	-	-	-	-	240			
OCCUPATIONAL GROUP											
Professionals, Managers, Executives & Technicians	80	150	70	-	40	30	80	4 180			
Clerical, Sales & Service Workers	20	30	140	-	120	20	180	8 180			
Production & Transport Operators, Cleaners & Labourers	610	250	100	10	10	60	340	30 770			

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2017	2018	2019	2019			2020	
				2Q	3Q	4Q	1Q	2Q
TOTAL	64.6	62.9	64.4	59.9	65.4	65.9	64.0	58.4
GENDER								
Males	62.0	61.4	63.1	59.1	62.9	62.6	61.7	56.6
Females	67.8	64.7	65.8	60.7	68.5	69.8	66.9	60.6
AGE GROUP (YEARS)								
Below 30	80.3	81.7	82.5	82.1	84.7	81.4	80.2	82.6
30 - 39	72.2	70.6	76.3	70.8	79.2	78.8	78.1	69.8
40 & Over	59.7	58.6	58.5	53.2	60.0	60.2	58.2	53.3
40 - 49	65.7	64.4	65.8	59.0	69.9	65.5	66.0	59.4
50 & Over	53.4	53.3	52.2	47.5	51.3	55.5	50.9	48.5
50 - 59	55.0	55.0	53.1	47.4	53.5	55.5	52.0	49.9
60 & Over	48.9	47.9	49.8	47.9	45.6	55.5	47.4	44.3
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	70.8	69.4	71.6	71.8	71.9	69.1	72.8	59.2
Secondary	68.3	68.2	69.1	64.4	69.6	67.7	63.2	70.2
Post-Secondary (Non-Tertiary)	63.9	62.8	65.1	56.1	77.9	67.8	60.9	62.7
Diploma & Professional Qualification	67.6	62.6	66.6	57.7	64.2	72.6	66.9	60.2
Degree	61.0	60.3	60.9	58.6	61.5	61.5	62.8	54.5
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	62.0	59.5	61.9	57.8	61.0	64.0	61.6	55.5
Clerical, Sales & Service Workers	72.1	69.6	70.0	63.9	76.5	73.8	70.0	65.0
Production & Transport Operators, Cleaners & Labourers	71.4	74.8	72.8	75.4	72.8	70.0	72.6	71.9

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

Notes :

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2017	2018	2019	Jun	
				2019	2020
TOTAL	48.8	57.9	52.9	53.9	42.8
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	6.5	8.3	6.6	6.9	4.6
C10-12 Food, Beverages & Tobacco	0.6	0.7	0.7	0.6	0.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	0.4	0.3	0.2	0.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.7	0.7	0.6	0.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.6	1.3	1.6	0.7
C26 Electronic, Computer & Optical Products	2.5	2.3	1.7	1.8	1.7
C29-30 Transport Equipment	0.9	1.6	1.3	1.4	0.2
Other Manufacturing Industries	0.5	0.9	0.7	0.7	0.8
F41-43 CONSTRUCTION	1.7	3.0	2.3	2.2	0.9
G-U SERVICES	40.1	46.2	43.6	44.3	36.9
G46-47 WHOLESALE AND RETAIL TRADE	5.8	6.5	5.4	5.5	5.1
G46 Wholesale Trade	3.1	3.7	3.2	3.2	3.8
G47 Retail Trade	2.7	2.8	2.2	2.3	1.3
H49-53 TRANSPORTATION AND STORAGE	3.3	3.9	3.0	3.5	1.2
H49,5221 Land Transport & Supporting Services	0.7	0.8	0.5	0.5	0.5
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.4	0.5	0.6	0.3
H51,5223 Air Transport & Supporting Services	0.6	1.0	0.9	1.2	0.1
Other Transportation & Storage Services	1.6	1.7	1.0	1.2	0.4
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	5.9	5.9	6.5	4.0
I55 Accommodation	1.6	2.0	1.8	2.4	0.8
I56 Food & Beverage Services	3.8	3.9	4.0	4.1	3.2
J58-63 INFORMATION AND COMMUNICATIONS	3.0	3.9	4.1	4.1	3.8
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.8	0.7	0.7	0.5
J62-63 IT & Other Information Services	2.2	3.2	3.5	3.3	3.3
K64-66 FINANCIAL AND INSURANCE SERVICES	4.2	5.0	5.3	5.8	4.5
K64 & 66 (excl.662) Financial Services	3.7	4.3	4.6	5.0	4.0
K65 & 662 Insurance Services	0.5	0.7	0.7	0.8	0.5
L68 REAL ESTATE SERVICES	1.1	1.2	1.3	1.3	0.9
M69-75 PROFESSIONAL SERVICES	2.8	4.0	3.9	4.0	2.8
M69-70 Legal, Accounting & Management Services	1.6	2.2	2.4	2.5	2.1
M71 Architectural & Engineering Services	0.6	1.1	1.0	1.1	0.4
Other Professional Services	0.5	0.7	0.5	0.4	0.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.7	5.0	3.9	3.5	4.2
N80 Security & Investigation	2.0	1.9	1.5	1.3	1.5
N81 Cleaning & Landscaping	1.5	1.8	1.2	1.0	1.2
Other Administrative & Support Services	1.2	1.4	1.3	1.2	1.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.9	10.7	10.8	10.2	10.3
O84,P85 Public Administration & Education	4.9	5.2	5.4	5.0	6.2
Q86-88 Health & Social Services	2.7	3.3	3.7	3.5	3.2
R90-93 Arts, Entertainment & Recreation	1.5	1.1	1.1	0.9	0.5
S,T,U Other Community, Social & Personal Services	0.8	1.1	0.7	0.8	0.5
A,B,D,E,V OTHERS*	0.4	0.4	0.4	0.4	0.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	25.7	31.5	30.7	31.6	26.0
Clerical, Sales & Service Workers	12.3	13.6	12.1	12.4	8.3
Production & Transport Operators, Cleaners & Labourers	10.8	12.9	10.1	9.8	8.5

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) 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

	2017	2018	2019	Jun	
				2019	2020
TOTAL	2.4	2.7	2.5	2.5	2.1
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	1.8	2.3	1.9	2.0	1.3
C10-12 Food, Beverages & Tobacco	2.0	2.1	2.0	1.9	1.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	2.0	1.5	1.3	1.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.5	2.4	2.2	2.1	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.9	1.6	1.9	0.9
C26 Electronic, Computer & Optical Products	3.2	2.9	2.2	2.3	2.3
C29-30 Transport Equipment	1.2	2.2	1.7	1.9	0.3
Other Manufacturing Industries	1.5	2.3	1.9	1.9	1.8
F41-43 CONSTRUCTION	0.6	1.1	0.8	0.8	0.4
G-U SERVICES	2.9	3.1	2.9	3.0	2.5
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.7	2.2	2.2	2.2
G46 Wholesale Trade	2.0	2.2	2.0	1.9	2.4
G47 Retail Trade	3.6	3.6	2.8	2.8	1.8
H49-53 TRANSPORTATION AND STORAGE	2.2	2.4	1.9	2.2	0.9
H49,5221 Land Transport & Supporting Services	1.7	2.0	1.3	1.3	1.1
H50,5222,5225 Water Transport & Supporting Services	1.4	1.2	1.7	1.8	1.0
H51,5223 Air Transport & Supporting Services	1.9	2.9	2.7	3.4	0.3
Other Transportation & Storage Services	3.2	3.3	2.0	2.4	0.8
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	4.2	3.8	4.4	2.5
I55 Accommodation	6.5	8.0	7.1	9.1	3.5
I56 Food & Beverage Services	3.6	3.4	3.1	3.4	2.3
J58-63 INFORMATION AND COMMUNICATIONS	4.0	4.8	4.6	4.5	4.3
J58-61 Telecommunications, Broadcasting & Publishing	2.7	2.7	2.4	2.6	1.9
J62-63 IT & Other Information Services	4.8	5.8	5.6	5.5	5.2
K64-66 FINANCIAL AND INSURANCE SERVICES	3.1	3.5	3.5	3.9	3.0
K64 & 66 (excl.662) Financial Services	3.1	3.5	3.5	3.9	3.0
K65 & 662 Insurance Services	2.9	3.5	3.3	3.9	2.7
L68 REAL ESTATE SERVICES	2.2	2.3	2.7	2.6	2.1
M69-75 PROFESSIONAL SERVICES	2.3	3.0	2.9	2.9	2.0
M69-70 Legal, Accounting & Management Services	2.7	3.4	3.5	3.6	2.7
M71 Architectural & Engineering Services	1.5	2.3	2.0	2.2	0.8
Other Professional Services	2.5	3.3	2.7	2.2	1.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.2	3.4	2.6	2.3	2.9
N80 Security & Investigation	4.6	5.6	4.2	3.8	4.3
N81 Cleaning & Landscaping	2.6	2.7	1.7	1.5	1.9
Other Administrative & Support Services	2.8	2.9	2.8	2.5	3.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.8	2.9	2.9	2.7	2.8
O84,P85 Public Administration & Education	2.7	2.9	2.9	2.7	3.3
Q86-88 Health & Social Services	2.7	3.0	3.2	3.1	3.1
R90-93 Arts, Entertainment & Recreation	3.7	2.8	2.7	2.1	1.3
S,T,U Other Community, Social & Personal Services	2.6	3.0	1.9	2.3	1.4
A,B,D,E,V OTHERS*	1.8	2.0	1.7	1.7	1.7
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	2.6	3.0	2.8	2.9	2.4
Clerical, Sales & Service Workers	3.0	3.2	2.8	2.9	2.0
Production & Transport Operators, Cleaners & Labourers	1.7	2.0	1.6	1.5	1.4

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

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

Notes :

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

6.3 JOB VACANCY

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

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	42.8	2.1	26.0	2.4	8.3	2.0	8.5	1.4
C10-32 MANUFACTURING	4.6	1.3	2.5	1.6	0.3	1.1	1.8	1.1
C10-12 Food, Beverages & Tobacco	0.5	1.6	0.2	2.4	0.1	1.4	0.2	1.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.2	1.0	0.1	1.0	-	-	0.1	1.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	1.6	0.4	1.7	-	-	0.1	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	0.7	0.9	0.3	1.1	0.1	1.1	0.3	0.8
C26 Electronic, Computer & Optical Products	1.7	2.3	1.2	2.6	-	-	0.6	2.0
C29-30 Transport Equipment	0.2	0.3	0.1	0.4	-	-	0.1	0.3
Other Manufacturing Industries	0.8	1.8	0.3	1.7	-	-	0.4	1.9
F41-43 CONSTRUCTION	0.9	0.4	0.5	0.8	0.1	0.4	0.4	0.2
G-U SERVICES	36.9	2.5	22.7	2.7	7.9	2.2	6.2	2.3
G46-47 WHOLESALE AND RETAIL TRADE	5.1	2.2	1.4	1.5	1.2	1.5	2.4	4.3
G46 Wholesale Trade	3.8	2.4	1.1	1.4	0.4	1.1	2.2	4.9
G47 Retail Trade	1.3	1.8	0.3	1.9	0.8	1.8	0.2	1.7
H49-53 TRANSPORTATION AND STORAGE	1.2	0.9	0.4	0.8	0.2	0.5	0.7	1.1
H49,5221 Land Transport & Supporting Services	0.5	1.1	0.1	0.9	-	-	0.3	1.3
H50,5222,5225 Water Transport & Supporting Services	0.3	1.0	0.2	1.2	0.1	1.5	0.1	0.6
H51,5223 Air Transport & Supporting Services	0.1	0.3	-	-	0.1	0.4	-	-
Other Transportation & Storage Services	0.4	0.8	0.1	0.6	-	-	0.3	1.4
I55-56 ACCOMMODATION AND FOOD SERVICES	4.0	2.5	0.7	2.0	2.6	2.8	0.7	2.2
I55 Accommodation	0.8	3.5	0.1	1.4	0.4	4.5	0.3	5.2
I56 Food & Beverage Services	3.2	2.3	0.6	2.2	2.2	2.6	0.4	1.6
J58-63 INFORMATION AND COMMUNICATIONS	3.8	4.3	3.6	4.4	0.2	2.4	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.5	1.9	0.5	2.0	-	-	-	-
J62-63 IT & Other Information Services	3.3	5.2	3.2	5.4	0.1	3.1	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	4.5	3.0	4.4	3.2	0.1	1.0	-	-
K64 & 66 (excl.662) Financial Services	4.0	3.0	3.9	3.2	0.1	0.8	-	-
K65 & 662 Insurance Services	0.5	2.7	0.5	2.9	-	-	-	-
L68 REAL ESTATE SERVICES	0.9	2.1	0.5	2.2	0.2	2.4	0.2	1.9
M69-75 PROFESSIONAL SERVICES	2.8	2.0	2.4	2.1	0.3	1.7	0.1	0.9
M69-70 Legal, Accounting & Management Services	2.1	2.7	1.8	2.7	0.2	1.9	0.1	5.1
M71 Architectural & Engineering Services	0.4	0.8	0.3	1.0	-	-	-	-
Other Professional Services	0.3	1.9	0.3	1.9	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.2	2.9	0.9	3.0	1.6	3.9	1.8	2.4
N80 Security & Investigation	1.5	4.3	0.1	1.9	1.2	4.2	0.3	6.6
N81 Cleaning & Landscaping	1.2	1.9	-	-	0.1	3.1	1.1	1.9
Other Administrative & Support Services	1.5	3.4	0.8	3.5	0.3	3.3	0.4	3.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.3	2.8	8.4	3.0	1.6	2.5	0.3	1.3
O84,P85 Public Administration & Education	6.2	3.3	5.6	3.3	0.5	4.1	-	-
Q86-88 Health & Social Services	3.2	3.1	2.1	2.8	1.0	4.2	0.1	2.4
R90-93 Arts, Entertainment & Recreation	0.5	1.3	0.3	2.0	0.1	0.7	0.1	1.6
S,T,U Other Community, Social & Personal Services	0.5	1.4	0.4	2.6	0.1	0.6	-	-
A,B,D,E,V OTHERS*	0.4	1.7	0.2	1.9	-	-	0.1	1.8

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
		2017	2018	2019	2Q	
					2019	2020
TOTAL		2.1	2.3	2.2	2.4	1.2
INDUSTRY (SSIC 2015)						
C10-32	MANUFACTURING	1.8	1.9	1.7	2.0	0.9
C10-12	Food, Beverages & Tobacco	3.0	3.2	2.9	3.9	2.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.9	1.8	1.6	1.8	1.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.4	1.3	1.3	1.3	0.7
C25,28	Fabricated Metal Products, Machinery & Equipment	1.6	1.9	1.8	1.9	0.5
C26	Electronic, Computer & Optical Products	2.5	1.8	1.6	2.0	1.3
C29-30	Transport Equipment	1.2	1.7	1.4	1.6	0.3
	Other Manufacturing Industries	1.6	1.6	1.5	1.8	1.0
F41-43	CONSTRUCTION	1.7	2.0	2.2	2.4	0.5
G-U	SERVICES	2.3	2.4	2.4	2.6	1.4
G46-47	WHOLESALE AND RETAIL TRADE	2.4	2.4	2.2	2.3	1.7
G46	Wholesale Trade	1.8	2.0	1.9	2.1	1.3
G47	Retail Trade	3.5	3.4	2.9	2.9	2.4
H49-53	TRANSPORTATION AND STORAGE	1.7	1.8	1.7	1.8	0.8
H49,5221	Land Transport & Supporting Services	1.7	1.8	1.8	1.8	1.1
H50,5222,5225	Water Transport & Supporting Services	1.5	1.1	1.2	1.4	0.6
H51,5223	Air Transport & Supporting Services	1.1	1.6	1.5	1.6	0.2
	Other Transportation & Storage Services	2.3	2.5	2.3	2.4	1.1
I55-56	ACCOMMODATION AND FOOD SERVICES	3.7	3.7	4.0	4.3	1.5
I55	Accommodation	2.8	2.8	3.1	4.0	0.8
I56	Food & Beverage Services	4.0	3.9	4.1	4.4	1.6
J58-63	INFORMATION AND COMMUNICATIONS	2.0	2.3	2.4	2.6	2.2
J58-61	Telecommunications, Broadcasting & Publishing	1.6	1.7	1.7	1.9	1.8
J62-63	IT & Other Information Services	2.2	2.6	2.7	2.9	2.4
K64-66	FINANCIAL AND INSURANCE SERVICES	1.8	2.1	1.8	2.1	1.2
K64 & 66 (excl.662)	Financial Services	1.8	2.1	1.8	2.0	1.2
K65 & 662	Insurance Services	2.3	2.2	2.3	2.5	1.8
L68	REAL ESTATE SERVICES	3.4	3.3	3.2	3.3	1.5
M69-75	PROFESSIONAL SERVICES	2.0	2.5	2.2	2.4	1.3
M69-70	Legal, Accounting & Management Services	2.1	2.3	2.4	2.4	1.6
M71	Architectural & Engineering Services	1.9	2.8	2.1	2.2	0.8
	Other Professional Services	1.8	2.3	2.1	2.4	1.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.5	4.3	4.8	2.8
N80	Security & Investigation	3.7	3.9	4.5	4.7	3.6
N81	Cleaning & Landscaping	4.6	4.7	4.5	5.0	2.6
	Other Administrative & Support Services	5.5	4.5	4.0	4.6	2.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.3	1.5	1.5	1.6	0.9
O84,P85	Public Administration & Education	1.0	1.1	1.1	1.0	0.7
Q86-88	Health & Social Services	1.6	1.7	1.7	1.9	1.5
R90-93	Arts, Entertainment & Recreation	1.8	1.9	2.0	2.6	0.8
S,T,U	Other Community, Social & Personal Services	2.0	2.6	2.1	2.3	0.7
A,B,D,E,V	OTHERS*	1.4	1.8	1.6	1.7	1.0
OCCUPATIONAL GROUP						
	Professionals, Managers, Executives & Technicians	1.5	1.7	1.7	1.8	1.1
	Clerical, Sales & Service Workers	3.1	3.2	3.2	3.5	1.7
	Production & Transport Operators, Cleaners & Labourers	2.4	2.5	2.5	2.8	1.2

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent				
					2017	2018	2019	2Q	
								2019	2020
TOTAL					1.8	1.8	1.8	2.0	1.3
INDUSTRY (SSIC 2015)									
C10-32	MANUFACTURING				1.5	1.6	1.5	1.7	0.9
C10-12	Food, Beverages & Tobacco				2.5	2.8	2.6	3.4	2.4
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.7	1.7	1.6	1.8	1.3
C19-21	Petroleum, Chemical & Pharmaceutical Products				0.9	0.9	0.8	0.9	0.6
C25,28	Fabricated Metal Products, Machinery & Equipment				1.6	1.5	1.4	1.6	0.8
C26	Electronic, Computer & Optical Products				1.5	1.6	1.5	1.8	0.8
C29-30	Transport Equipment				1.4	1.3	1.2	1.4	0.5
	Other Manufacturing Industries				1.3	1.5	1.4	1.6	0.9
F41-43	CONSTRUCTION				1.8	1.8	1.8	2.0	0.7
G-U	SERVICES				1.9	1.9	1.8	2.1	1.5
G46-47	WHOLESALE AND RETAIL TRADE				2.0	2.0	1.8	2.0	1.6
G46	Wholesale Trade				1.6	1.6	1.4	1.7	1.3
G47	Retail Trade				3.0	3.0	2.4	2.8	2.1
H49-53	TRANSPORTATION AND STORAGE				1.3	1.3	1.4	1.4	0.9
H49,5221	Land Transport & Supporting Services				1.3	1.3	1.1	1.2	1.0
H50,5222,5225	Water Transport & Supporting Services				0.9	0.9	0.9	1.0	0.6
H51,5223	Air Transport & Supporting Services				0.8	1.0	0.9	0.9	0.6
	Other Transportation & Storage Services				1.9	1.9	2.1	2.3	1.4
I55-56	ACCOMMODATION AND FOOD SERVICES				3.6	3.3	3.4	3.9	3.2
I55	Accommodation				2.6	2.4	2.5	3.0	2.2
I56	Food & Beverage Services				3.8	3.4	3.6	4.1	3.3
J58-63	INFORMATION AND COMMUNICATIONS				1.6	1.6	1.6	1.8	1.4
J58-61	Telecommunications, Broadcasting & Publishing				1.2	1.2	1.2	1.3	1.5
J62-63	IT & Other Information Services				1.8	1.8	1.8	2.0	1.4
K64-66	FINANCIAL AND INSURANCE SERVICES				1.3	1.4	1.2	1.5	0.8
K64 & 66 (excl.662)	Financial Services				1.2	1.3	1.2	1.4	0.7
K65 & 662	Insurance Services				1.6	1.6	1.6	1.8	1.2
L68	REAL ESTATE SERVICES				2.7	2.5	2.5	3.1	1.5
M69-75	PROFESSIONAL SERVICES				1.5	1.6	1.7	1.8	1.4
M69-70	Legal, Accounting & Management Services				1.6	1.6	1.6	1.7	1.7
M71	Architectural & Engineering Services				1.5	1.7	1.7	1.9	1.0
	Other Professional Services				1.5	1.8	1.8	2.0	1.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.6	3.4	3.5	3.8	3.1
N80	Security & Investigation				3.0	3.0	3.8	4.1	4.0
N81	Cleaning & Landscaping				4.3	4.2	3.9	4.0	3.3
	Other Administrative & Support Services				3.3	2.5	2.7	3.3	2.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.0	1.1	1.0	1.2	0.8
O84,P85	Public Administration & Education				0.6	0.7	0.7	0.8	0.5
Q86-88	Health & Social Services				1.1	1.2	1.2	1.2	0.8
R90-93	Arts, Entertainment & Recreation				1.6	1.5	1.6	2.0	1.5
S,T,U	Other Community, Social & Personal Services				1.8	2.3	1.8	2.1	1.5
A,B,D,E,V	OTHERS*				1.4	1.4	1.2	1.3	0.8
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians				1.2	1.3	1.2	1.4	0.9
	Clerical, Sales & Service Workers				2.6	2.5	2.6	3.0	2.3
	Production & Transport Operators, Cleaners & Labourers				2.2	2.2	2.1	2.3	1.5

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.

7.3 LABOUR TURNOVER

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

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	1.2	1.3	1.1	0.9	1.7	2.3	1.2	1.5
C10-32 MANUFACTURING	0.9	0.9	0.7	0.7	1.2	1.7	1.0	1.0
C10-12 Food, Beverages & Tobacco	2.0	2.4	1.5	1.1	2.0	2.9	2.2	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.0	1.3	0.8	1.0	1.4	1.6	1.0	1.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	0.6	0.8	0.5	1.4	0.5	0.6	0.9
C25,28 Fabricated Metal Products, Machinery & Equipment	0.5	0.8	0.7	0.7	0.7	1.1	0.4	0.8
C26 Electronic, Computer & Optical Products	1.3	0.8	0.8	0.8	0.9	0.5	2.1	0.9
C29-30 Transport Equipment	0.3	0.5	0.4	0.5	0.5	1.5	0.2	0.4
Other Manufacturing Industries	1.0	0.9	0.8	0.9	1.1	0.5	1.1	0.9
F41-43 CONSTRUCTION	0.5	0.7	0.9	0.9	0.9	1.1	0.4	0.6
G-U SERVICES	1.4	1.5	1.2	0.9	1.7	2.4	1.8	2.3
G46-47 WHOLESALE AND RETAIL TRADE	1.7	1.6	0.9	0.8	1.9	1.9	2.6	2.4
G46 Wholesale Trade	1.3	1.3	0.9	0.7	1.3	1.6	2.2	2.1
G47 Retail Trade	2.4	2.1	1.0	1.1	2.4	2.1	4.4	3.7
H49-53 TRANSPORTATION AND STORAGE	0.8	0.9	0.7	0.7	0.6	1.1	1.0	1.0
H49,5221 Land Transport & Supporting Services	1.1	1.0	0.9	0.6	0.7	2.2	1.3	0.9
H50,5222, 5225 Water Transport & Supporting Services	0.6	0.6	0.7	0.7	0.7	0.8	0.3	0.3
H51,5223 Air Transport & Supporting Services	0.2	0.6	0.3	0.3	0.1	0.7	0.5	0.6
Other Transportation & Storage Services	1.1	1.4	0.9	1.0	1.3	1.3	1.2	1.7
I55-56 ACCOMMODATION AND FOOD SERVICES	1.5	3.2	1.3	1.5	1.6	3.8	1.5	3.0
I55 Accommodation	0.8	2.2	0.9	1.4	0.7	1.9	0.9	4.0
I56 Food & Beverage Services	1.6	3.3	1.4	1.6	1.7	4.0	1.6	2.8
J58-63 INFORMATION AND COMMUNICATIONS	2.2	1.4	2.2	1.2	1.7	3.7	1.7	1.6
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.5	1.8	0.8	1.6	6.3	2.2	1.3
J62-63 IT & Other Information Services	2.4	1.4	2.4	1.4	1.7	1.6	1.1	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	1.2	0.8	1.3	0.8	0.8	0.8	0.3	2.0
K64 & 66 (excl.662) Financial Services	1.2	0.7	1.2	0.7	0.7	0.6	0.3	2.1
K65 & 662 Insurance Services	1.8	1.2	1.8	1.2	1.5	1.4	1.6	0.0
L68 REAL ESTATE SERVICES	1.5	1.5	1.2	0.8	1.8	1.5	2.0	2.8
M69-75 PROFESSIONAL SERVICES	1.3	1.4	1.3	1.5	2.0	1.5	0.4	0.8
M69-70 Legal, Accounting & Management Services	1.6	1.7	1.5	1.7	2.3	1.5	0.7	1.5
M71 Architectural & Engineering Services	0.8	1.0	0.9	1.1	1.2	1.0	0.3	0.7
Other Professional Services	1.1	1.0	1.1	0.8	2.3	2.9	0.3	1.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	2.8	3.1	2.0	1.6	4.1	4.0	2.5	3.3
N80 Security & Investigation	3.6	4.0	1.8	1.1	4.0	4.6	2.5	1.7
N81 Cleaning & Landscaping	2.6	3.3	1.4	1.5	2.3	1.6	2.7	3.5
Other Administrative & Support Services	2.6	2.2	2.1	1.6	4.8	2.7	1.9	2.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.9	0.8	0.9	0.6	1.0	1.3	0.8	1.5
O84,P85 Public Administration & Education	0.7	0.5	0.7	0.5	0.6	0.5	0.6	0.9
Q86-88 Health & Social Services	1.5	0.8	1.4	0.7	1.6	1.0	2.1	1.0
R90-93 Arts, Entertainment & Recreation	0.8	1.5	0.8	0.9	0.9	1.7	0.2	2.3
S,T,U Other Community, Social & Personal Services	0.7	1.5	1.0	0.9	0.5	1.8	0.5	1.9
A,B,D,E,V OTHERS*	1.0	0.8	0.8	0.4	0.9	0.6	1.6	1.5

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2017	2018	2019	2019			2020	
					Jun	Sep	Dec	Mar	Jun
TOTAL		45.1	44.8	44.7	44.7	44.7	44.7	44.4	43.4
C10-32	MANUFACTURING	48.5	48.3	47.8	47.9	47.8	47.9	47.6	46.1
C10-12	Food, Beverages & Tobacco	46.4	45.6	45.1	45.1	45.3	45.1	45.2	45.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	48.3	47.6	48.0	47.5	47.4	47.4	46.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.4	44.1	43.9	43.7	43.5	44.2	44.0	43.4
C25,28	Fabricated Metal Products, Machinery & Equipment	50.1	49.8	49.5	49.1	49.7	50.3	49.2	46.4
C26	Electronic, Computer & Optical Products	46.9	47.1	46.3	46.5	46.1	46.3	46.4	46.8
C29-30	Transport Equipment	50.6	50.7	50.7	51.2	50.5	50.1	49.9	45.4
	Other Manufacturing Industries	48.5	48.0	47.4	47.6	47.5	47.3	46.8	47.5
F41-43	CONSTRUCTION	50.8	50.4	50.0	50.0	50.4	50.1	49.5	45.1
G-U	SERVICES	43.1	42.9	42.9	42.9	43.0	43.0	42.7	42.4
G46-47	WHOLESALE AND RETAIL TRADE	42.8	42.9	42.9	42.7	43.0	43.2	43.0	42.7
G46	Wholesale Trade	43.2	43.3	43.2	42.9	43.3	43.8	43.5	43.3
G47	Retail Trade	42.1	42.0	42.1	42.2	42.5	42.0	41.8	41.4
H49-53	TRANSPORTATION AND STORAGE	45.5	45.6	45.5	45.8	45.1	45.5	45.4	45.0
H49,5221	Land Transport & Supporting Services	45.3	45.2	46.1	46.9	45.4	46.4	47.3	46.8
H50,5222,5225	Water Transport & Supporting Services	44.3	44.5	44.7	44.7	44.7	44.9	44.2	44.3
H51,5223	Air Transport & Supporting Services	45.1	45.0	44.5	44.7	43.7	43.7	43.6	41.4
	Other Transportation & Storage Services	46.9	46.9	46.2	46.5	45.8	46.2	45.6	45.8
I55-56	ACCOMMODATION AND FOOD SERVICES	42.2	41.5	41.8	41.5	42.1	41.8	41.2	40.9
I55	Accommodation	46.1	45.7	45.7	45.5	45.9	45.9	44.3	44.0
I56	Food & Beverage Services	41.3	40.6	41.0	40.7	41.3	41.1	40.7	40.4
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.7	41.6	41.7	41.5	41.7	41.5	41.4
J58-61	Telecommunications, Broadcasting & Publishing	41.6	41.6	41.7	41.6	41.6	41.9	41.7	42.1
J62-63	IT & Other Information Services	41.5	41.7	41.6	41.8	41.4	41.6	41.4	41.1
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.6	41.2	41.5	42.4	41.5	41.3
K64 & 66 (excl.662)	Financial Services	41.3	41.3	41.8	41.3	41.8	42.6	41.7	41.5
K65 & 662	Insurance Services	40.1	40.1	40.2	40.2	40.0	40.6	40.3	40.2
L68	REAL ESTATE SERVICES	44.6	44.0	44.2	44.4	44.1	44.2	44.0	43.4
M69-75	PROFESSIONAL SERVICES	43.1	43.0	42.9	42.9	43.0	42.7	42.6	41.9
M69-70	Legal, Accounting & Management Services	41.2	41.1	40.9	40.9	41.0	40.9	41.0	40.8
M71	Architectural & Engineering Services	46.1	46.1	46.0	46.4	46.3	45.5	45.5	43.8
	Other Professional Services	42.4	41.8	41.9	41.9	41.8	42.2	42.1	42.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.7	46.0	46.0	45.9	46.3	45.7	45.5	44.8
N80	Security & Investigation	52.3	51.4	51.3	51.5	51.7	50.3	50.8	49.5
N81	Cleaning & Landscaping	44.4	44.7	44.4	44.3	44.7	44.3	43.9	43.5
	Other Administrative & Support Services	44.5	44.1	44.4	44.4	45.0	44.3	44.1	42.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.9	41.8	41.9	41.9	41.8	41.9	41.7	41.7
O84,P85	Public Administration & Education	41.4	41.2	41.3	41.3	41.3	41.4	41.3	41.3
Q86-88	Health & Social Services	41.9	42.0	41.9	42.0	41.9	42.0	42.0	42.0
R90-93	Arts, Entertainment & Recreation	43.7	43.8	43.8	43.7	43.8	43.9	43.5	42.7
S,T,U	Other Community, Social & Personal Services	42.8	42.3	42.4	42.6	41.8	42.5	41.5	41.3
A,B,D,E,V	OTHERS*	45.4	45.4	45.1	44.8	45.1	45.2	45.0	44.9

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2017	2018	2019	2019			2020	
					Jun	Sep	Dec	Mar	Jun
TOTAL		3.0	2.8	2.7	2.7	2.8	2.7	2.4	1.4
C10-32	MANUFACTURING	5.6	5.5	5.1	5.3	5.1	5.2	4.7	3.3
C10-12	Food, Beverages & Tobacco	3.9	3.6	3.3	3.5	3.5	2.9	2.6	2.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.3	5.2	4.3	4.9	4.2	3.9	3.8	2.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.5	2.4	2.3	2.2	2.2	2.6	2.3	1.9
C25,28	Fabricated Metal Products, Machinery & Equipment	6.8	6.5	6.3	6.0	6.5	7.1	6.0	3.2
C26	Electronic, Computer & Optical Products	4.5	4.9	4.0	4.2	3.8	4.0	3.7	4.3
C29-30	Transport Equipment	7.1	7.3	7.3	7.9	7.2	6.7	6.6	2.0
	Other Manufacturing Industries	6.0	5.5	5.0	5.2	4.8	5.1	4.8	5.5
F41-43	CONSTRUCTION	6.6	6.4	6.1	6.2	6.6	5.8	5.7	1.3
G-U	SERVICES	1.5	1.5	1.5	1.5	1.5	1.5	1.3	1.0
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.6	1.5	1.4	1.6	1.6	1.4	1.2
G46	Wholesale Trade	1.5	1.4	1.3	1.3	1.4	1.6	1.3	1.1
G47	Retail Trade	1.7	1.8	1.7	1.8	1.9	1.7	1.5	1.2
H49-53	TRANSPORTATION AND STORAGE	2.6	2.6	2.7	3.0	2.4	2.7	2.6	2.4
H49,5221	Land Transport & Supporting Services	2.8	2.8	3.7	4.7	3.0	3.8	4.5	3.9
H50,5222,5225	Water Transport & Supporting Services	1.6	1.9	2.2	2.3	2.2	2.4	2.0	1.9
H51,5223	Air Transport & Supporting Services	2.0	1.8	1.4	1.4	0.7	0.9	0.7	0.1
	Other Transportation & Storage Services	3.7	3.5	3.0	3.1	3.1	3.0	2.6	2.6
I55-56	ACCOMMODATION AND FOOD SERVICES	2.0	1.9	1.9	1.8	2.0	2.1	1.6	1.0
I55	Accommodation	2.4	2.3	2.3	2.1	2.4	2.6	0.9	0.4
I56	Food & Beverage Services	1.9	1.8	1.9	1.8	1.9	2.0	1.7	1.1
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.4	0.3	0.4	0.2	0.3	0.3	0.2
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.4	0.3	0.4	0.2	0.3	0.3	0.2
J62-63	IT & Other Information Services	0.3	0.4	0.3	0.3	0.2	0.2	0.2	0.1
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.1	0.4	0.1	0.4	1.0	0.3	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.5	0.1	0.5	1.1	0.3	0.1
K65 & 662	Insurance Services	0.2	0.1	0.1	0.2	0.1	0.1	0.2	0.1
L68	REAL ESTATE SERVICES	2.0	1.6	1.7	1.8	1.7	1.6	1.5	0.9
M69-75	PROFESSIONAL SERVICES	1.5	1.4	1.4	1.5	1.5	1.2	1.2	0.5
M69-70	Legal, Accounting & Management Services	0.4	0.3	0.3	0.3	0.2	0.2	0.2	0.1
M71	Architectural & Engineering Services	3.3	3.3	3.4	3.7	3.5	2.9	3.0	1.3
	Other Professional Services	0.8	0.7	0.6	0.6	0.6	0.6	0.6	0.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.7	4.1	4.1	4.1	4.3	3.9	3.9	3.0
N80	Security & Investigation	9.8	9.9	10.1	10.4	10.3	9.0	9.4	7.7
N81	Cleaning & Landscaping	2.5	2.7	2.6	2.5	2.7	2.6	2.4	2.0
	Other Administrative & Support Services	2.6	2.0	2.0	1.9	2.6	2.1	2.0	0.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.5	0.4	0.4	0.3	0.2
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0
Q86-88	Health & Social Services	0.4	0.4	0.5	0.5	0.5	0.4	0.4	0.4
R90-93	Arts, Entertainment & Recreation	1.2	1.3	1.1	1.1	1.1	1.2	0.7	0.1
S,T,U	Other Community, Social & Personal Services	1.1	1.2	1.2	1.2	1.1	1.2	0.6	0.3
A,B,D,E,V	OTHERS*	2.9	2.8	2.6	2.3	2.6	2.6	2.5	2.2

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

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

Notes :

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

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 foreign employment data compiled from administrative records.¹

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Employment

Source

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

Coverage

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

Data on the number of local (also known as resident) employees are compiled from the Central Provident Fund (CPF) Board's administrative records of active contributors, defined as local employees who have at least one CPF contribution paid for him/her. A local 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 local 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 foreigners working in Singapore are compiled from administrative records of foreigners on valid work passes issued by the Ministry of Manpower. Foreigners can work in Singapore only if they have valid work passes issued by the Ministry of Manpower.

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. The re-entry rate (6 months post-retrenchment) refers to the re-entry rate in a quarter for the residents retrenched six months ago. For example, the re-entry rate for the first quarter 2019 shows the proportion of residents retrenched in the third quarter of 2018 who had re-entered employment six months after they were retrenched. The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment. For example, the 2019 re-entry rate pertains to residents retrenched from 3Q 2018 to 2Q 2019, who re-entered employment by 2019 (given 6 months post-retrenchment).

Uses and Limitations

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

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

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Jun 20 ^P	124,000	2,500	2.0%	119,100	128,900
Resident Unemployment Rate	Jun 20 ^P	5.3%	0.11%-pt	2.0%	5.1%	5.5%
JOB VACANCY						
Job Vacancy Number	Jun 20	42,800	800	1.9%	41,100	44,400
Job Vacancy Rate	Jun 20	2.1%	0.04%-pt	1.9%	2.0%	2.1%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	2Q 20	1.2%	0.02%-pt	1.6%	1.2%	1.3%
Average Monthly Resignation Rate	2Q 20	1.3%	0.02%-pt	1.4%	1.3%	1.4%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Jun 20	1.4	0.02	1.4%	1.4	1.4

^P: Preliminary

Note: Data are non-seasonally adjusted.

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	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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