

# Labour Market Report Second Quarter 2022



MINISTRY OF  
MANPOWER

Manpower Research  
and Statistics Department

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LABOUR MARKET REPORT SECOND QUARTER 2022

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## Explanatory Notes

**Notations**

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

**Abbreviations**

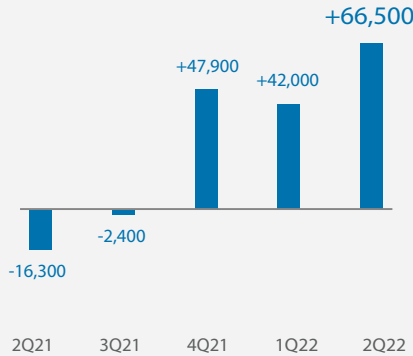
excl	: Excluding
MDW	: Migrant domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals,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

# Labour Market Report Second Quarter 2022

## Employment

Total employment grew at a faster pace

Employment change (Quarterly)



Employment level (excl. MDW)

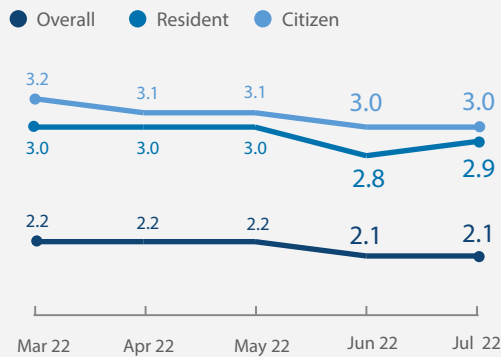


**3,505,700**  
June 2022

## Unemployment

Unemployment rates held steady

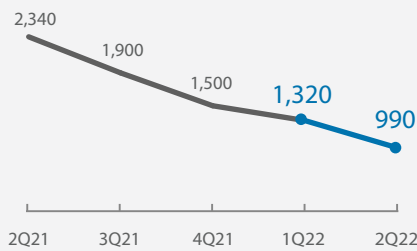
Unemployment rate (%), seasonally adjusted



## Retrenchment

Retrenchments fell to a record low

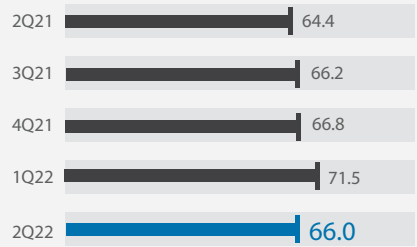
Retrenched employees



## Re-entry into Employment

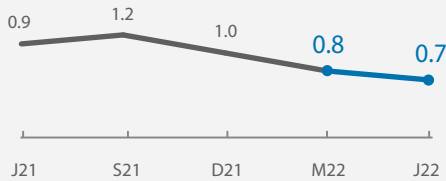
Rate of re-entry into employment dipped, but remained higher than a year ago

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



Resident long-term unemployment rate recovered to pre-pandemic average

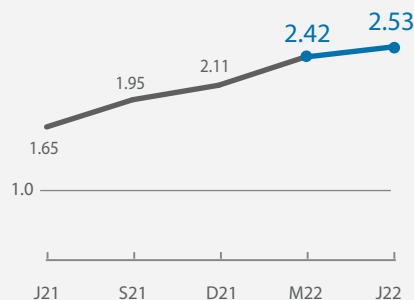
Resident long-term unemployment rate (%), seasonally adjusted



## Job Vacancy

Ratio of job vacancies to unemployed persons edged up

Ratio of job vacancies to unemployed persons, seasonally adjusted



## Recruitment and Resignation Rates

Recruitment rate rose, while resignation rate held steady

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



## Short Work-Week Or Temporary Layoff

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



670  
1Q 2022

↓

590  
2Q 2022

## Executive Summary

---

Additional data support the preliminary assessment that the labour market displayed steady improvement in the second quarter of 2022 (2Q 2022).

- Total employment saw robust growth, supported by greater increases in non-resident employment as the significant easing of border restrictions enabled sectors with higher share of non-residents to back-fill their positions. Despite the increase, non-resident employment in June 2022 remained 10% below its pre-pandemic level (December 2019). On the other hand, resident employment rose steadily over the quarter, and in June 2022 it was 4.2% above its pre-pandemic level.
- Unemployment rates held steady at pre-pandemic levels. The resident long-term unemployment rate declined for the third consecutive quarter, back to its pre-pandemic average. However, the unemployment and long-term unemployment rates for older residents were still slightly elevated compared to pre-pandemic rates. The extension of the Jobs Growth Incentive to March 2023 will support hiring of mature, long-term unemployed residents, and this could ease the unemployment situation for seniors.
- Retrenchments declined to a new low, and fewer employees were placed on short work-week or temporary layoff. While the six-month re-entry rate among retrenched residents eased from the high in 1Q 2022, the rate in 2Q remains within the range observed in 2018 and 2019.
- As hiring picked up, the recruitment rate rose, while the resignation rate held steady. As a result, the number of job vacancies eased slightly in June 2022, though it remained high. Increases in hiring (in terms of recruitment and job vacancies) were observed in consumer-facing and tourism-related sectors, reflecting the relaxation of domestic and travel restrictions. Even though vacancies eased, the labour market remained tight with the job vacancies to unemployed persons ratio edging up alongside an improving unemployment situation.
- Business activities in sectors which had been badly affected by the pandemic are recovering, with the significant easing of COVID-19 measures. Hence, we expect non-resident employment to continue to grow at a robust pace, as it catches up to its pre-pandemic level – this will help ease labour market tightness. However, resident employment increases are likely to be relatively modest given the low resident unemployment rate. Looking ahead, firms need to press on with restructuring and transformation, investing in job redesign and reskilling workers to stay competitive and grow sustainably.

## Employment

The increase in total employment<sup>1</sup> in 2Q 2022 (66,500) was significantly higher than in 1Q 2022 (42,000). Resident employment grew at a similar rate as the previous quarter, while non-resident employment increased significantly as border restrictions were progressively lifted.<sup>2</sup> By June 2022, resident employment had surpassed its pre-pandemic level in December 2019 by 4.2%. Non-resident employment also recovered to 10% below the pre-pandemic level. In sum, total employment had risen close to the pre-pandemic level (99.5%).

Like previous quarters, resident employment increases continued to be led by growth sectors of *Financial & Insurance Services*, *Information & Communications* and *Professional Services* in 2Q 2022. In these sectors, the growth of resident employment also exceeded that of non-resident employment in 2Q 2022. The majority of the non-resident employment increases were attributed to *Manufacturing* and *Construction*. Consumer-facing and tourism-related sectors have also begun to see a pick-up in non-resident employment. This should alleviate some of the manpower shortages in these sectors.

Chart 1: Quarterly Total Employment Change (Excl MDW)



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

Notes:

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

<sup>1</sup> Total employment in this section excludes migrant domestic workers.

<sup>2</sup> In 2Q 2022, resident employment rose by 7,100, while non-resident employment increased by 59,400.



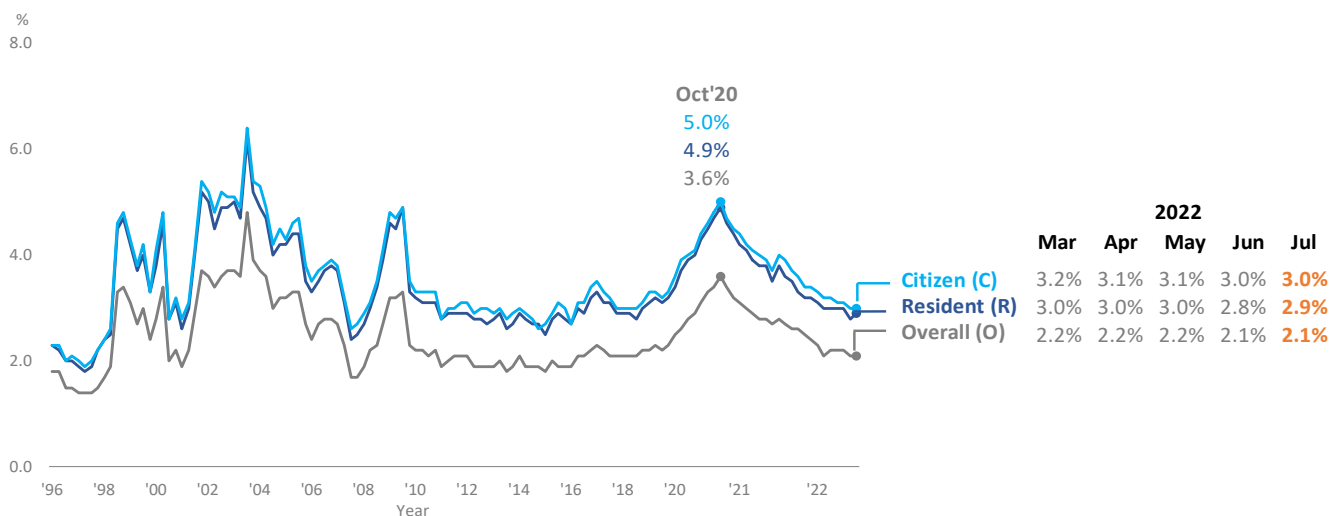
## Unemployment

From March to June 2022, the seasonally adjusted unemployment rates continued to edge down (overall: from 2.2% to 2.1%; resident: 3.0% to 2.8%; citizen: 3.2% to 3.0%).<sup>3</sup>

By age and education, most groups saw improvement during the period, particularly among those aged below 30, as well as residents with post-secondary (non-tertiary) qualifications. While the unemployment rate edged up among residents with diploma & professional qualifications, the increase was from a six-year low in March and the rate remained below its pre-COVID average.

In July 2022, unemployment rates held steady at pre-COVID levels (overall: 2.1%; resident: 2.9%; citizen: 3.0%).<sup>4,5,6</sup>

Chart 2: Unemployment Rate (Seasonally Adjusted)



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

<sup>3</sup> Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate saw a slight uptick from 2.6% in 1Q 2022 to 2.8% in 2Q 2022, but was lower than the 3.3% posted in the same period a year ago.

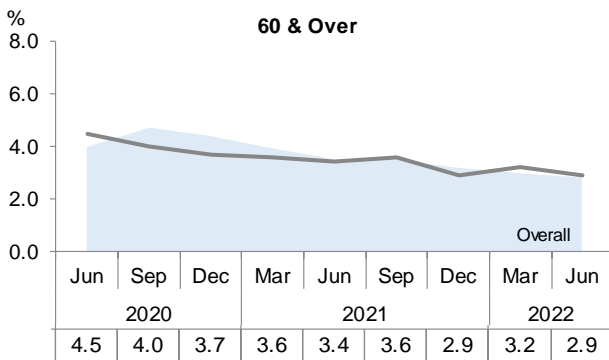
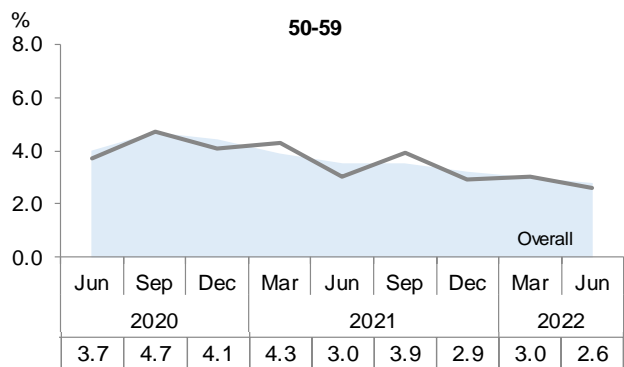
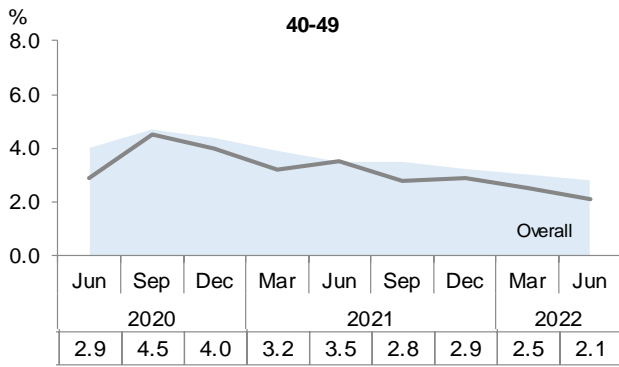
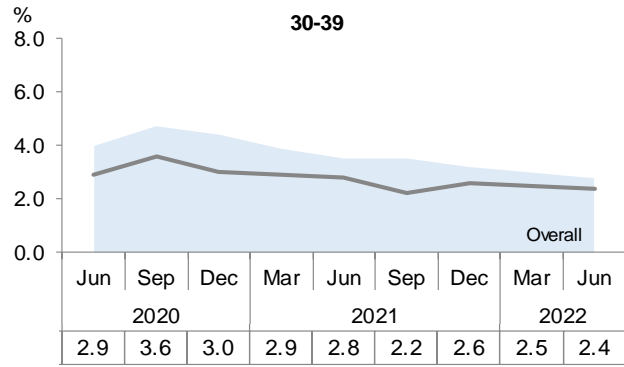
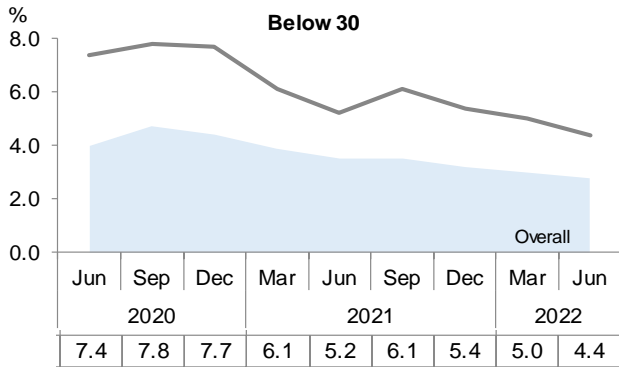
<sup>4</sup> In the pre-COVID quarters of 2018 / 2019, the average unemployment rates were 2.2% overall, 3.0% for residents, and 3.2% for citizens.

<sup>5</sup> Based on seasonally adjusted data, there were 68,900 unemployed residents in July 2022, of which 61,500 were citizens.

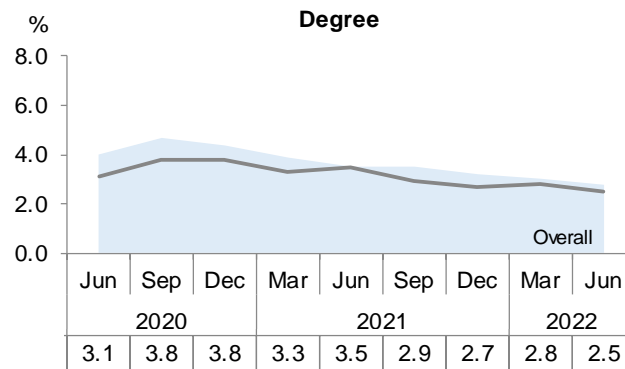
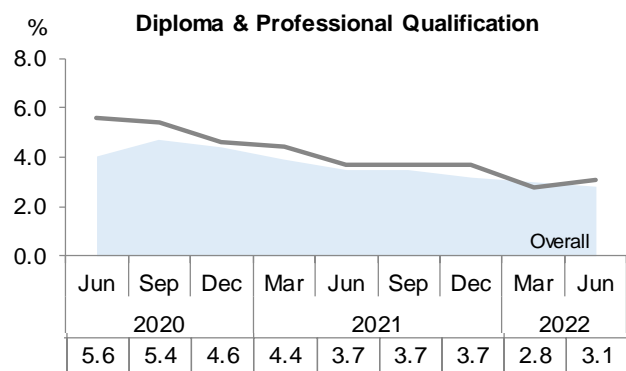
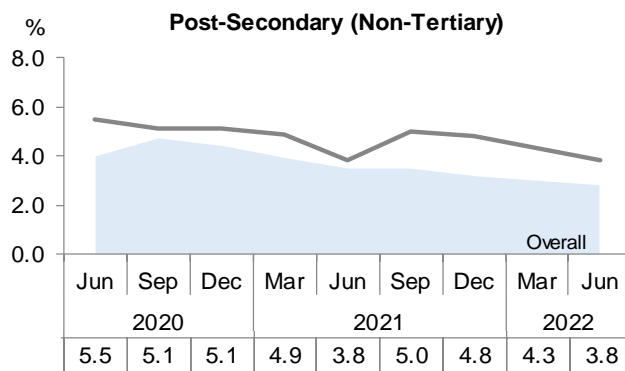
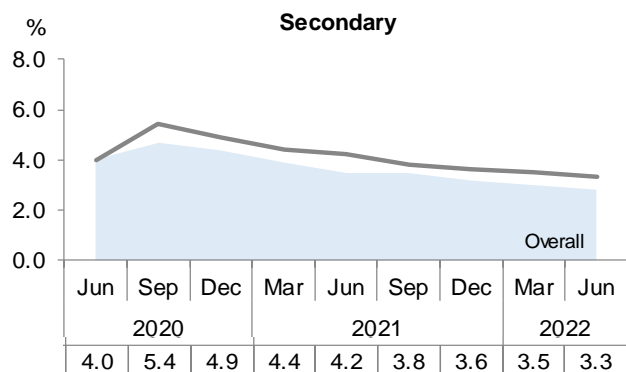
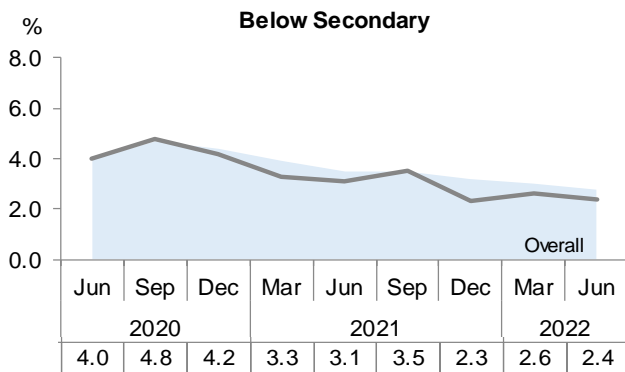
<sup>6</sup> To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations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

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

By Age



By Education

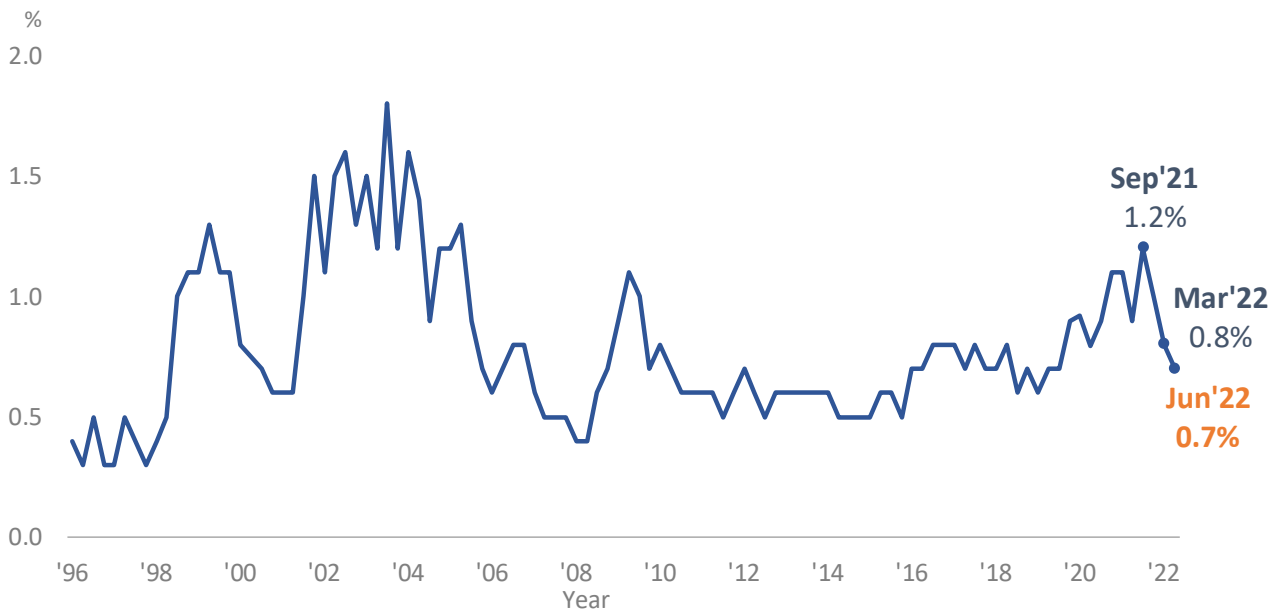


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Following a sustained downtrend from its peak in September 2021, the resident long-term unemployment rate<sup>7</sup> (LTUR) declined to 0.7% in June 2022; a rate similar to its pre-COVID quarterly average in 2018/19.<sup>8</sup>

The improvement in resident LTUR was also broad-based across age and education groups. While older residents aged 60 & over saw a notable decline in LTUR over the quarter (from 1.3% to 0.9%), both their unemployment and long-term unemployment rates in June 2022 were still elevated compared to their pre-pandemic norms.<sup>9</sup> The extension of the Jobs Growth Incentive to March 2023 will support hiring of mature, long-term unemployed residents, and this could ease the unemployment situation for seniors.

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



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

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

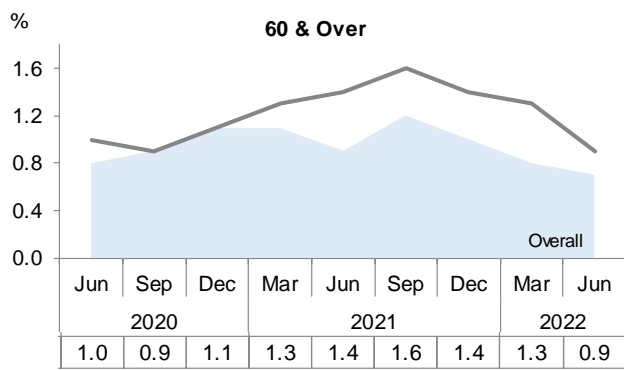
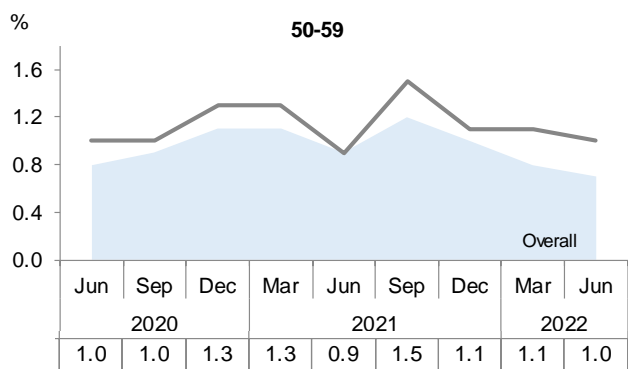
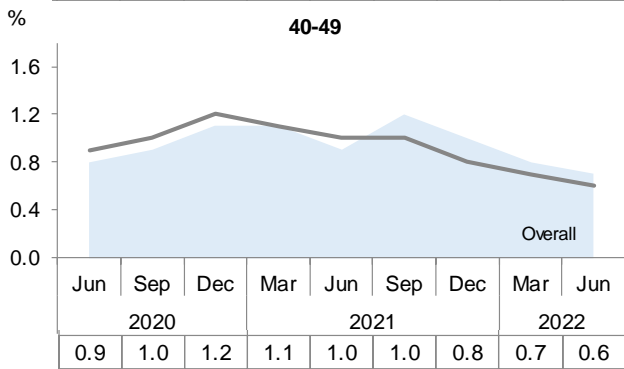
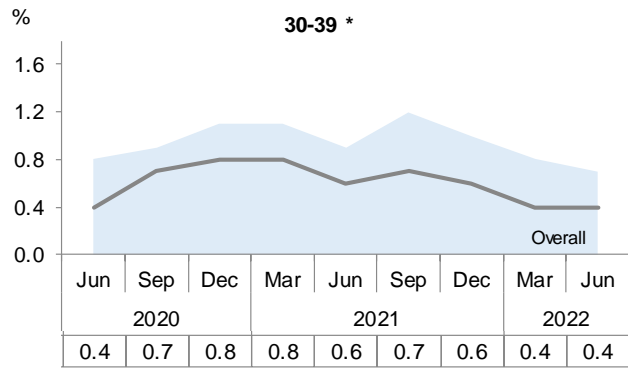
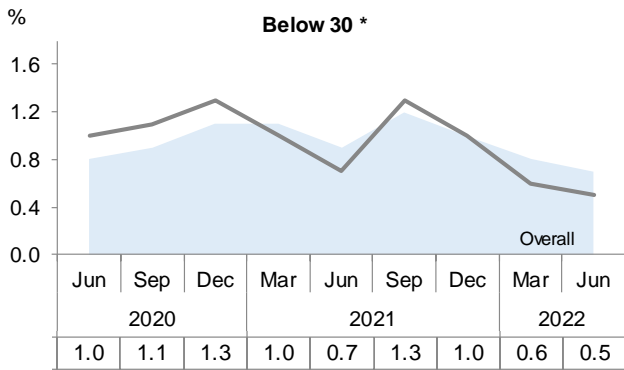
<sup>7</sup> The long-term unemployment rate measures persons who are unemployed for at least 25 weeks, as a percentage of the labour force. More time is needed to carry out additional verification on the duration of unemployment to ensure a proper classification of this group of unemployed persons.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

<sup>8</sup> Based on seasonally adjusted data, there were 16,800 long-term unemployed residents in June 2022, down from 18,900 in March.

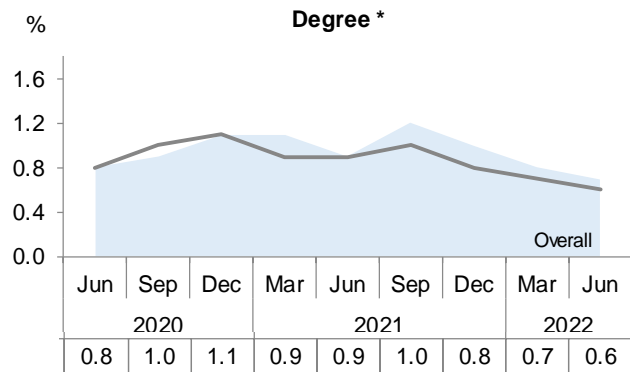
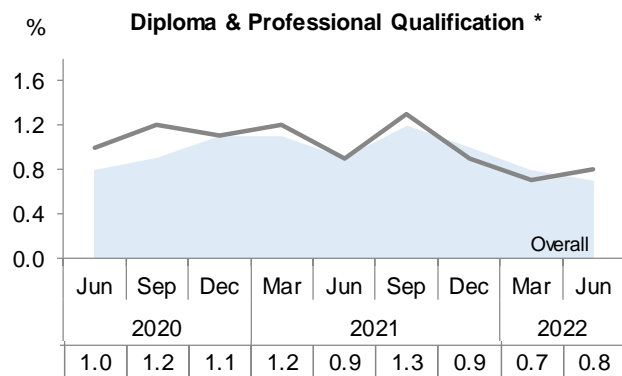
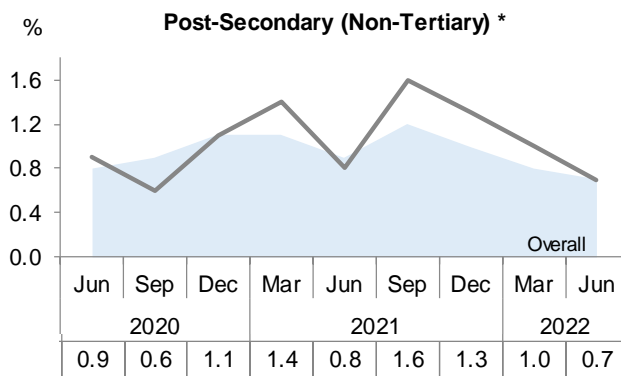
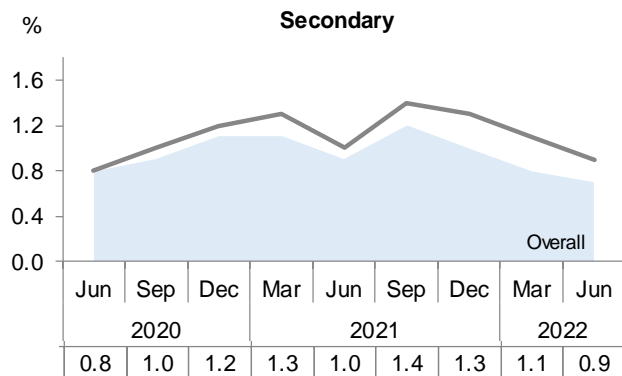
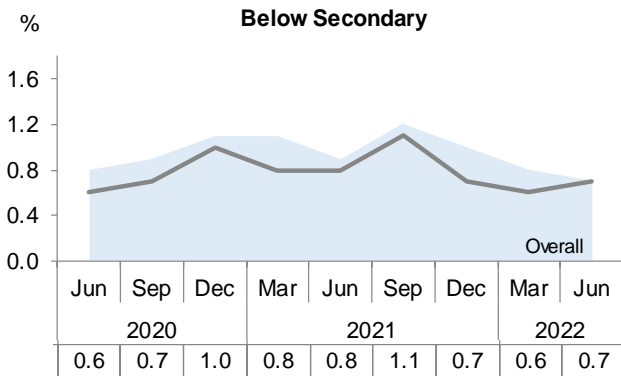
<sup>9</sup> Their resident unemployment rate (2.9%) and long-term unemployment rate (0.9%) in June 2022 was above the 2018/2019 quarterly average of 2.6% and 0.8% respectively.

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

By Age



**By Education**



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

Notes:

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

## Retrenchment

The number of retrenchments continued to decline to a new low of 990 in 2Q 2022 (or 0.5 retrenched per 1,000 employees). Like previous quarters, the few retrenchments that did occur were mainly due to business reorganisation/restructuring. Poorer business and higher costs were also common reasons for the retrenchments in 2Q 2022, as global headwinds weigh on business sentiments of retrenching firms.

The decline in layoffs, which was observed across most sectors, was the sharpest in *Manufacturing*, especially in *fabricated metal products, machinery & equipment manufacturing* and *electronics manufacturing*.

Chart 6: Retrenchments

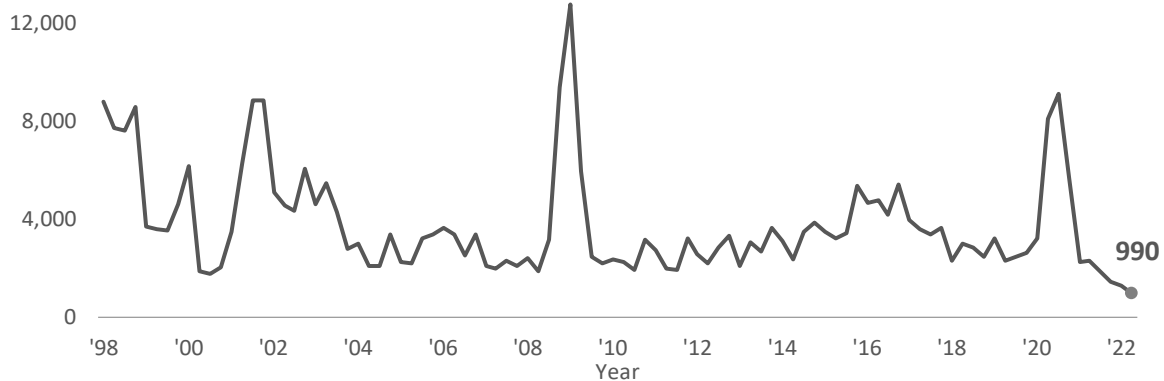
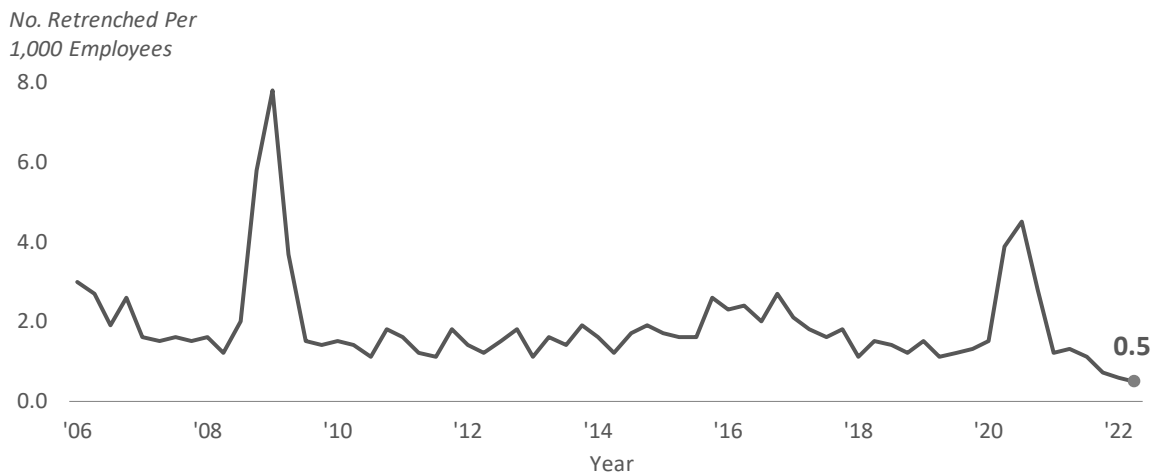


Chart 7: Incidence of Retrenchment



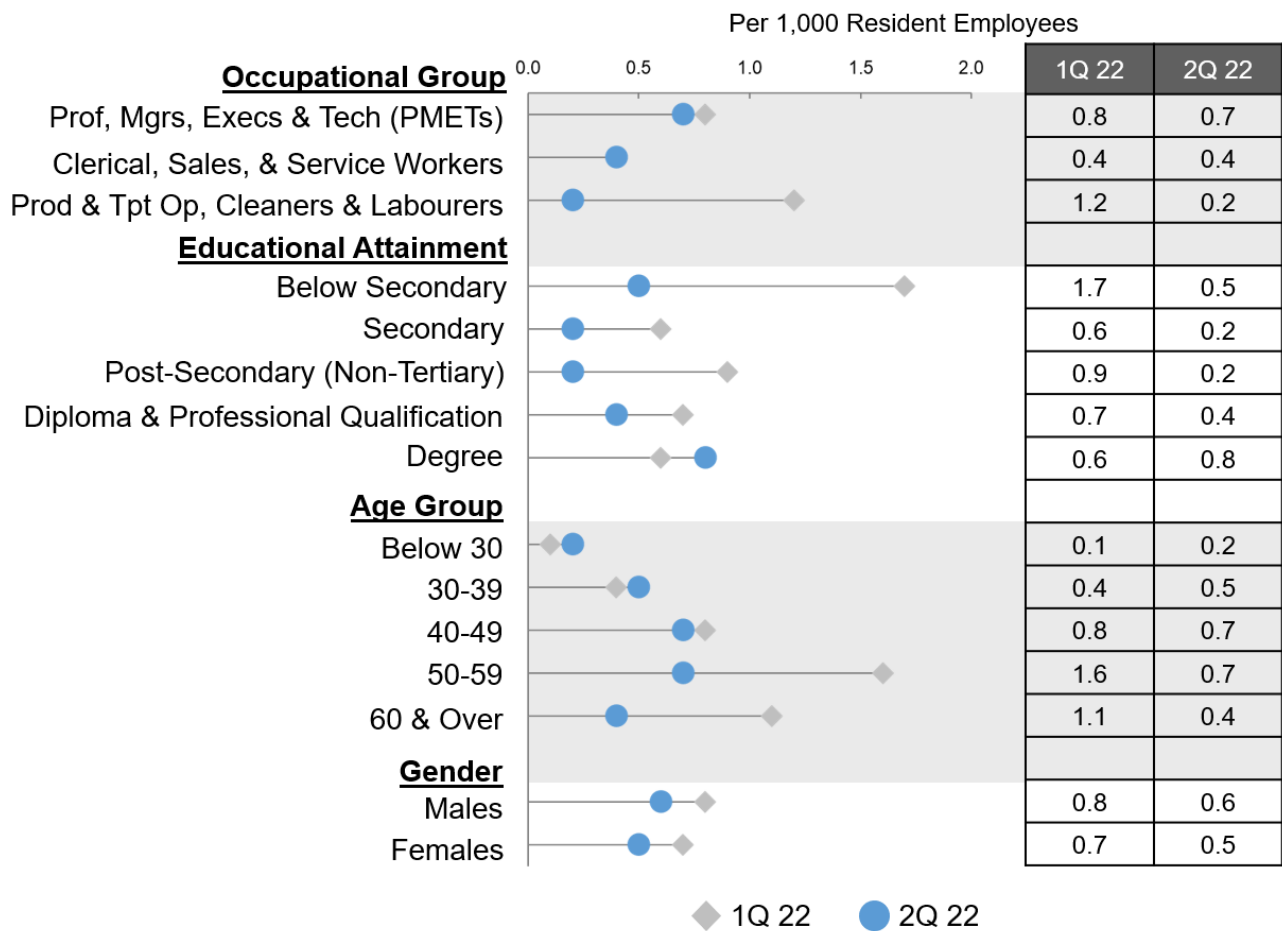
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Mirroring the decrease in *Manufacturing* layoffs, production & related workers saw a larger decline in the incidence of retrenchment among residents over the quarter compared to the other occupational groups. By age and qualification, sharper declines were observed among those older and lower-educated, consistent with the typical age and education profile of production & related workers.

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



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

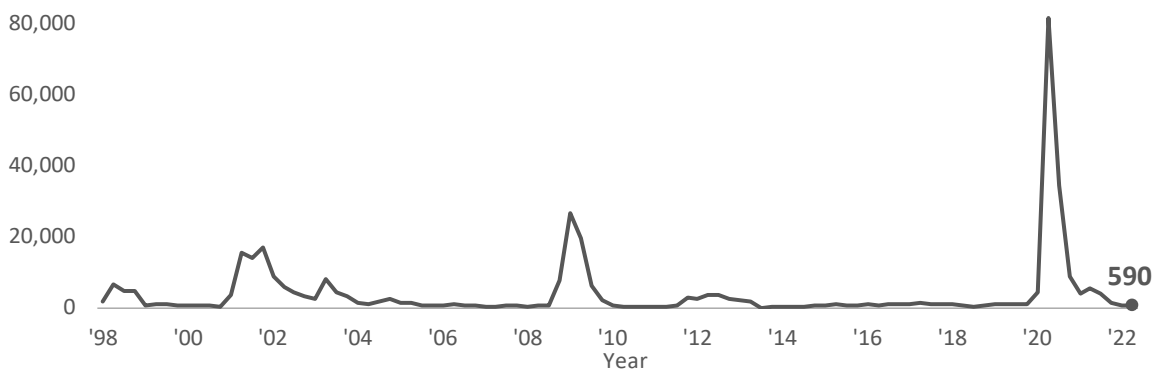
Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.



## Short Work-Week Or Temporary Layoff

With the continued recovery of business activities following the lifting of border restrictions and safe management measures, the number of employees placed on short work-week or temporary layoff eased further from 670 in 1Q 2022 to 590 in 2Q 2022, the lowest since 4Q 2018 (460). Similar to past quarters, most of the affected employees were on short work-week arrangements (570), with a few laid off temporarily (20).

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



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

Notes:

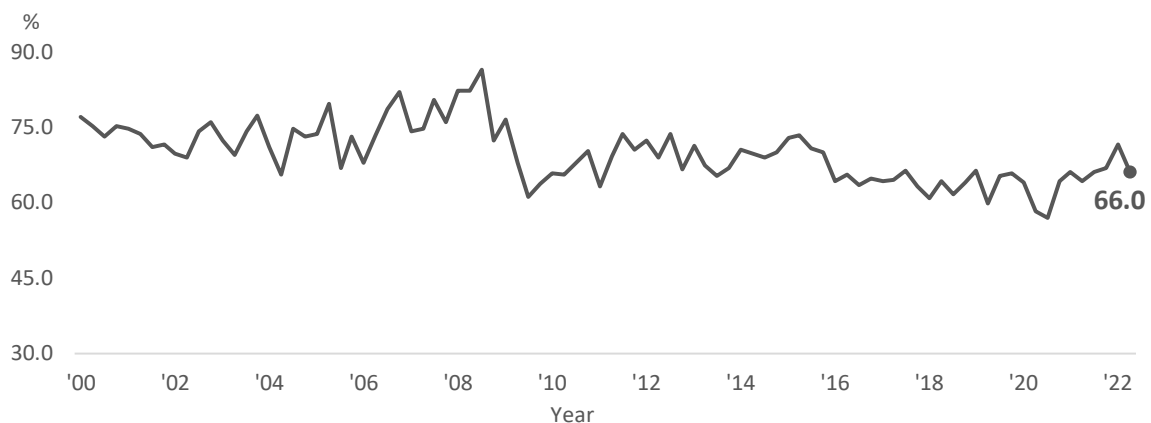
- (1) Data are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

## Re-entry Into Employment

Among retrenched residents, the percentage who re-entered employment within 6 months fell from last quarter's high (from 72% to 66% in 2Q 2022). However, it remained higher than the same period a year ago (64%). The rate was also higher than pre-pandemic levels seen in 2018/2019.<sup>10</sup>

By occupation, declines came from those who were previously working as PMETs and production & related workers, though their rates remained around pre-pandemic levels. Older residents in their 50s also saw a fall in their re-entry rate to 2020 levels. The re-entry rates for the remaining age and occupational groups either held steady or rose over the quarter.

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



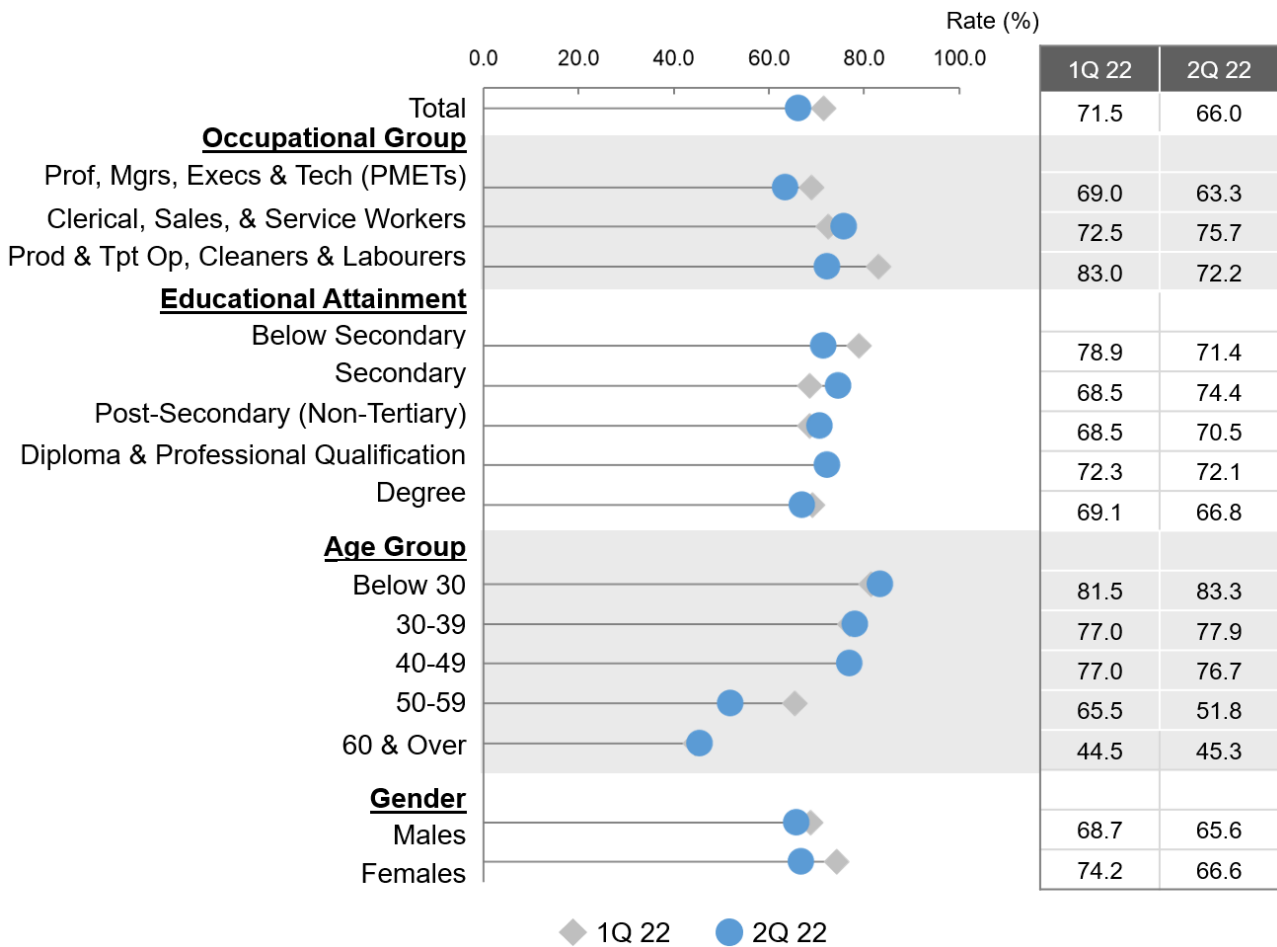
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

### Notes:

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

<sup>10</sup> The quarterly average in 2018 and 2019 was 63.6%.

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



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

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

## Job Vacancy

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The number of job vacancies dipped slightly for the first time in June 2022, following seven consecutive quarters of strong increases. Nonetheless, the level in June (126,100, seasonally adjusted) remained at historical high levels. As unemployment rates declined further, the seasonally adjusted ratio of job vacancies to unemployed persons edged up slightly from 2.42 in March 2022 to 2.53 in June, marking its slowest quarterly rate of increase in two years.<sup>11</sup>

The bulk of the job vacancies in June 2022 were from *Construction* and *Manufacturing* (22%) as well as from the growth sectors (31%) of *Information & Communications*, *Financial & Insurance Services*, *Professional Services* and *Health & Social Services*. Specifically for *Information & Communication* and *Financial & Insurance Services*, job vacancies have eased slightly from the highs of March 2022, after trending up for five consecutive quarters. Conversely, job vacancies continued to rise in *Professional Services*, alongside the positive outlook for the sector as easing travel restrictions facilitate businesses' overseas client engagements.<sup>12</sup>

Another 17% of the vacancies in June 2022 came from the consumer-facing and tourism-related sectors of *Arts, Entertainment & Recreation*, *Food & Beverage Services*, *Accommodation*, *Retail Trade* and *Air Transport & Supporting Services*. These sectors saw job vacancies rise at a faster pace<sup>13</sup>, with increased demand for clerical, sales & service workers to meet heightened business demand.

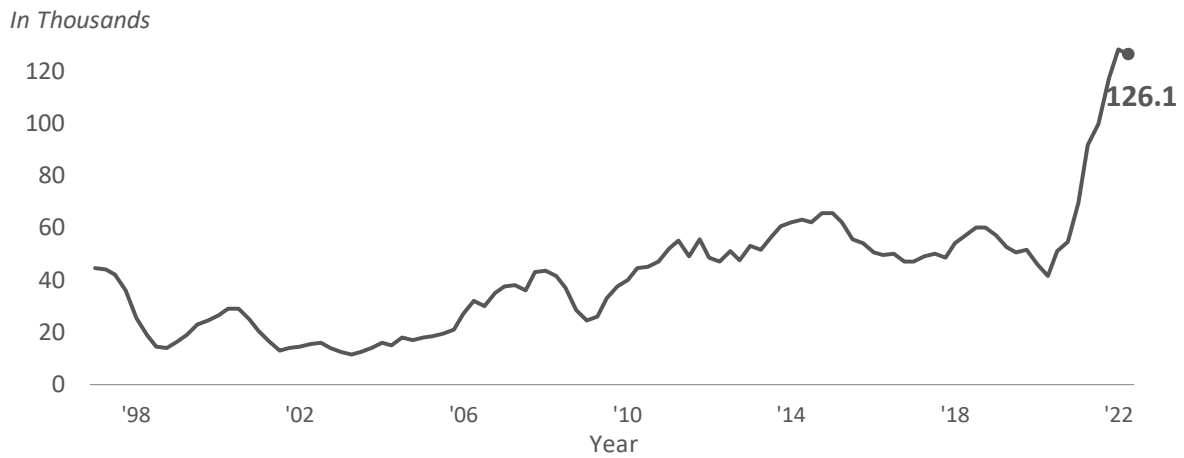
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<sup>11</sup> The ratio is based on estimated level of job vacancies for the whole economy, which included an estimated increase in the vacancies from private firms with less than 25 employees from March to June 2022.

<sup>12</sup> Source: Economic Survey of Singapore, Second Quarter 2022, MTI.

<sup>13</sup> In sum, job vacancies rose 17% between March and June 2022, accelerating from 11% between December 2021 and March 2022.

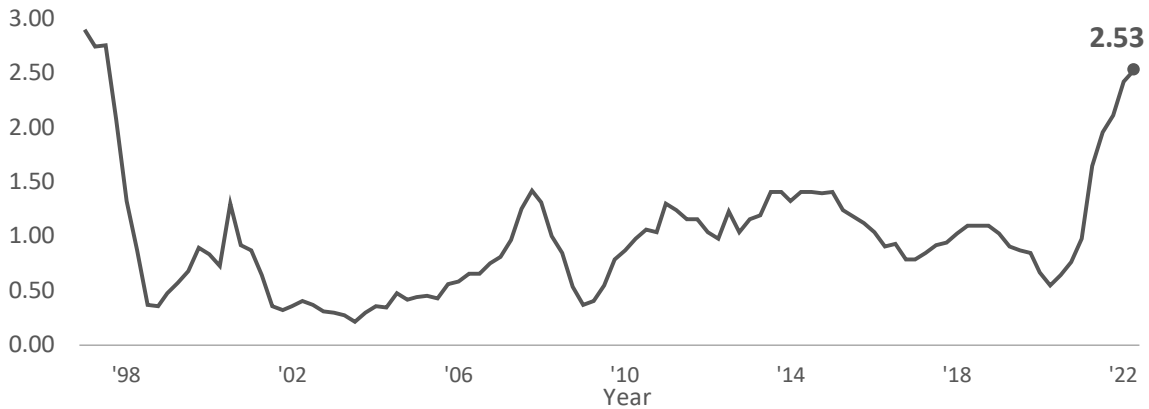
Chart 12: Job Vacancy (Seasonally Adjusted)



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

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

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



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

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

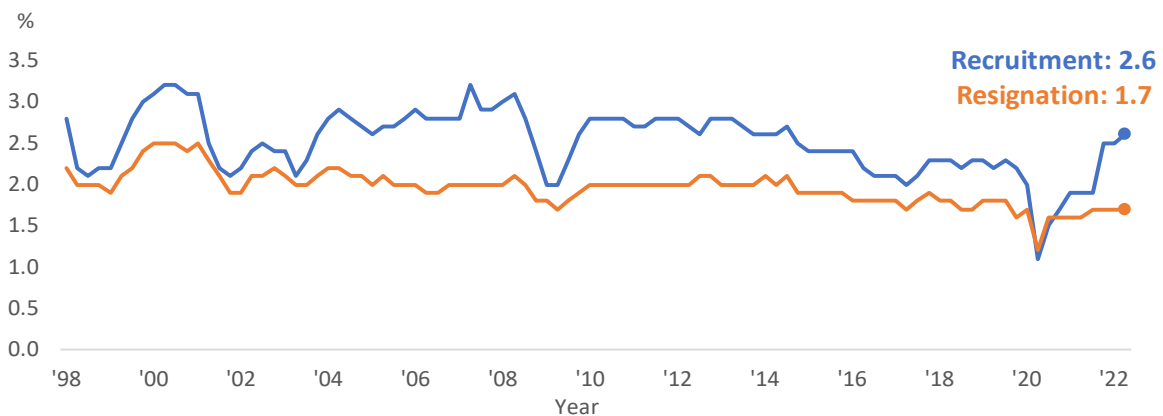
## Labour Turnover

Hiring has picked up in 2Q 2022, observed by the rise in recruitment rate (from 2.5% to 2.6%, seasonally adjusted) to a rate last seen in 2014. At the same time, the resignation rate was unchanged for the fourth consecutive quarter (1.7%, seasonally adjusted). These trends suggest that employers have been able to bring in and retain their workers, providing relief to manpower shortages.

*Accommodation and Air Transport & Supporting Services* were among the sectors with the largest increase in recruitment rates relative to 1Q 2022. Other consumer-facing and tourism-related sectors also saw recruitment rates rise, as employers ramped up hiring to meet increased demand arising from the rollout of the Vaccinated Travel Framework.

By occupation, the rise in recruitment rate was broad-based, with clerical, sales & service workers and production & related workers registering larger increases<sup>14</sup>, alongside the strong rebound in employment as restrictions limiting the inflow of workers eased.

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



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

Notes:

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

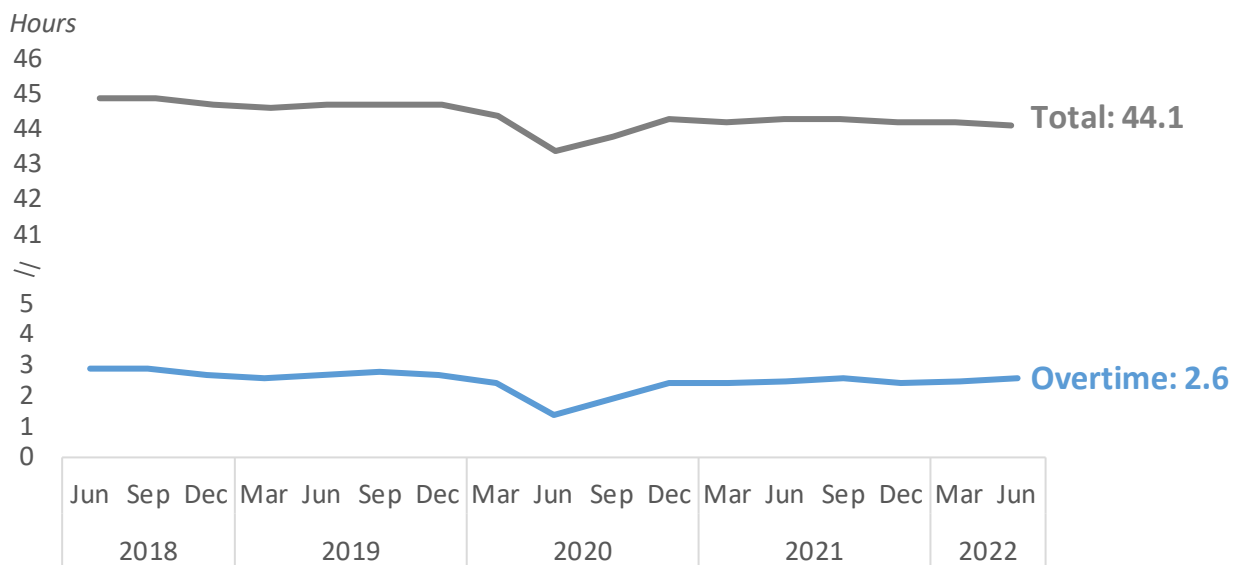
<sup>14</sup> The recruitment rate in 2Q 2022 for clerical, sales & service workers was the highest since 2015. For production & related workers, similarly high recruitment rates were last seen in 2007.

## Hours Worked

The average weekly total paid hours worked per employee<sup>15</sup>, at 44.1 hours in June 2022, has been broadly stable for seven straight quarters. There was a slight uptick over the quarter in the average weekly paid overtime hours (from 2.5 hours in March 2022 to 2.6 hours in June), but it remained within the typical range. This suggests that most employers have not asked employees to put in longer overtime paid hours; instead they are ramping up hiring to meet demand for manpower.

Over the quarter, larger increases in total paid hours were observed in *Arts, Entertainment & Recreation* and *Accommodation*, as the relaxation of domestic and travel restrictions led to a surge in visitor arrivals. By June 2022, their paid hours worked had risen back to the levels seen in 2018.

Chart 15: Average Weekly Paid Hours Worked Per Employee



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

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

<sup>15</sup> Average weekly paid hours worked per employee are based on the last month of each quarter.

## **TECHNICAL NOTE**

### **The Importance of Industry Classification for Labour Market Data**

When the COVID-19 pandemic hit, the impact on the labour market was extensive, however, some industries were more severely affected than others. For example, the *Food & Beverage Services* industry experienced a relatively larger increase in the unemployment rate (June 2019: 6.5%; June 2020: 8.3%) due to the restrictions in social gatherings. Meanwhile, the unemployment rate held steady for *Professional Services* (4.3%) where work can be largely performed remotely. These industry insights are based on labour market data compiled according to a standard taxonomy that defines industries based on their economic activities.

In Singapore, this standard taxonomy is the **Singapore Standard Industrial Classification (SSIC)** developed by the Singapore Department of Statistics. The SSIC was adapted from the International Standard Industrial Classification of All Economic Activities Revision 4 (ISIC Rev. 4) which serves as the international standard classification of productive activities developed by the United Nation Statistics Division. SSIC is tweaked to fit the local context and requirements just like in other countries. For example, Malaysia uses the Malaysia Standard Industrial Classification (MSIC) while South Korea uses the Korean Standard Industrial Classification (KSIC) which are also based on ISIC Rev. 4.

SSIC is helpful in pinpointing which industries are undergoing changes such as increases in absolute numbers of employed individuals or expansion of economic activities. Broad groups such as *Manufacturing* can be broken down into more specific economic activities (e.g *Manufacture of Food Products, Manufacture of Pharmaceuticals and Biological Products*) which allows us to identify which activities and industries might be driving these changes.

### **Using the SSIC to interpret labour market data**

In using the SSIC to compile labour market data by industry, it is key to understand the concept of economic activity. Economic activity takes place when an economic unit, described below as an 'enterprise' or 'establishment', makes use of production inputs including labour to produce goods and services. For example, an establishment employs software developers (and other workers such as office clerks) in the business of software development.

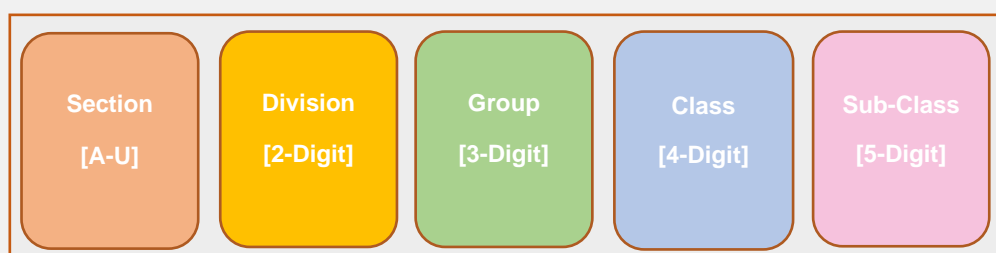


Economic Activity	Economic Unit
<p>An economic unit may be involved in different types of economic activities; however, classification is based on the <b>principal activity</b>.</p> <p><b>Principal activity</b> refers to the activity that contributes the most to the value added (VA) of the goods and services produced by the economic unit, or the activity with the highest VA among the activities of the unit.</p> <p>For example, an establishment might not only sell skincare and cosmetic products, but also offer makeup and grooming services to customers.</p> <p>However, given that their main source of revenue comes from the sale of cosmetic products and not these secondary personal services, their principal activity would hence be retail sale of cosmetics.</p>	<p>Economic unit refers to a unit that is engaged in economic activity. We consider two types of economic units in Singapore, “Enterprise” and “Establishment”.</p> <p><b>Enterprise</b> is an institutional unit in its capacity as a producer of goods and services and is usually a legal unit at which financial and balance sheet accounts are maintained. It can be engaged in one or more productive activities.</p> <p><b>Establishment</b> is an economic unit which has been defined for statistical production. It predominantly engages in one kind of economic activity at a single location.</p> <p>For example, while we know ‘Starbucks’ to be a coffee store, it has many establishments under it due to the different activities it is engaged in. ‘Starbucks Coffee Singapore Pte Ltd’ is classified under 56112 Cafes while ‘Starbucks Holding Company Pte Ltd’ is classified as 47220 Retail Sale of Beverages.</p>

The SSIC provides industry categories for the classification of economic units based on the economic activity carried out by these units. For example, in national surveys like the Labour Force Survey where the working population is asked about the economic activity of their business or the establishment that employs them, the SSIC enables us to assign them an industry of their employment based on the economic activities conducted. It is also noteworthy that the classification of industries under the SSIC is irrespective of the business entities’ type of ownership, production, legal organisation as well as the delivery mode.

### Understanding the SSIC Structure

SSIC 2020 utilises the following hierarchical 5-digit coding system. Hierarchical refers to the progressive levels of aggregation, each digit in the 5-digit SSIC code represents a level of aggregation. This system allows users to drill down to finer details for analysis and search. Section is the highest level of aggregation with 21 broad categories. Each Section will have one or more Divisions and each Division has one or more Groups and so on.



The first two digits of the SSIC code are determined by the Division, and then Group. For example, we arrive at the following code 01120 Growing of leafy and fruit vegetables (hydroponics) by starting from Section then drilling down to Sub-class.

Here is an example:



Our Labour Force Reports uses Section level data in our tables. It gives an overview of related industries.

For internal analysis, a more detailed breakdown is required to give more accurate and precise figures for reports. Division and Group level data are used for this.

Class and sub-class level breakdowns allow more specific understanding of activities within an industry itself, suitable for in depth analysis.

### Why do we need to update the SSIC and what has changed?

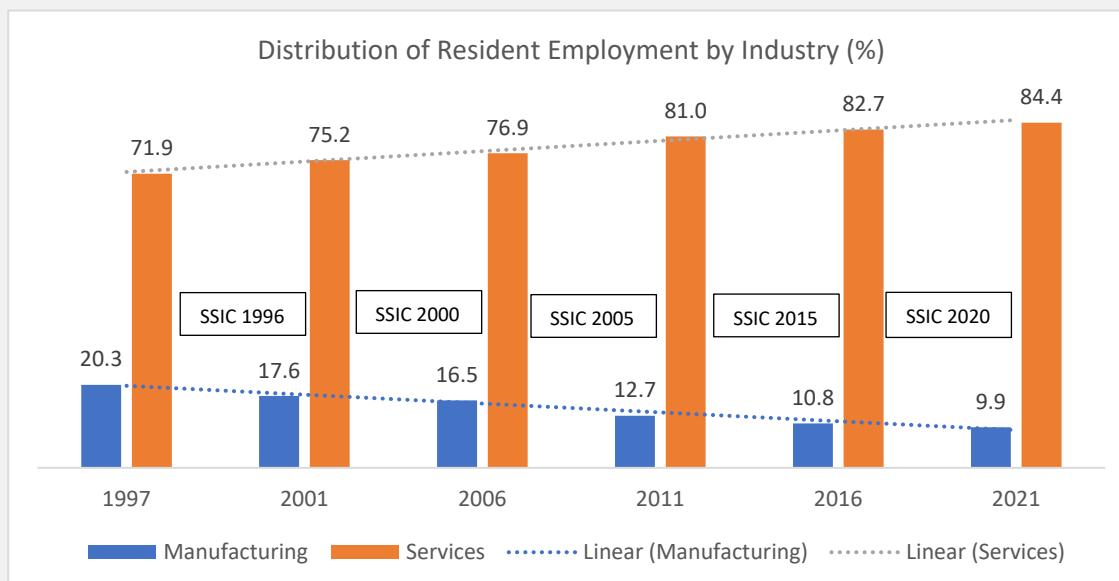
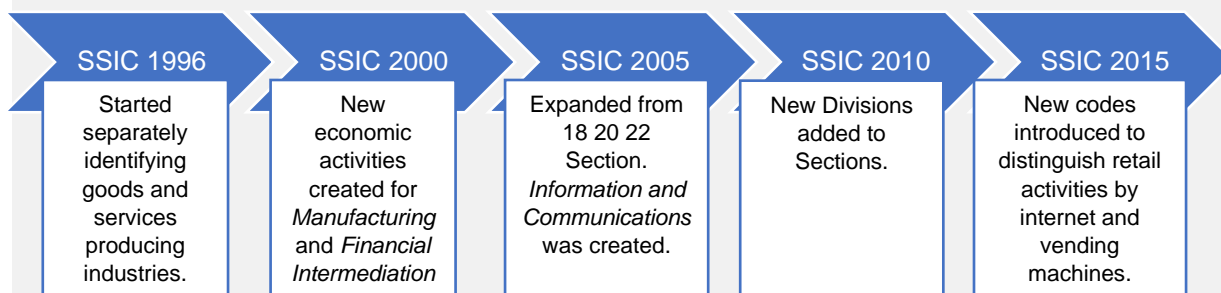
SSIC is typically updated every 5 years to better reflect the changing landscape of Singapore's industries. It considers novel economic activities and replaces older codes with updated ones; the reviews also ensure that Singapore's classification standards are in line with changes in the international standard. The review process involves many agencies and stakeholders, some of which include the Ministry of Manpower, the Accounting and Corporate Regulatory Authority, and Economic Development Board.

We shall explore how SSIC had been updated in the last two decades, reflecting the structural changes in the economy and the labour market.

Between 1996 and 2020, the *Services* industry has grown in labour strength, both in number of residents employed and the scope of economic activities associated with it.

To better track changes at a more granular level, the SSIC was revised to include more detailed breakdowns of new industries. For instance, the update in SSIC 2020 sought to reflect the growing digital economy by including new codes for online marketplaces for goods and services as well as Continuing Education and Training (CET) services.

On the other hand, SSIC codes with none or very few economic units have been removed. Recent removals include 40 5-digit level codes, mainly under Section C of '*Manufacturing*' following the obsolescence and consolidation of economic activities in goods production. This mirrored the leaner employment size of *Manufacturing* over the years, as reflected in the chart below.



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) Resident refers to Singapore Citizens and Permanent Residents.
- (3) Data are based on the reference year's updates in industry classification of firms from DOS, and adjustments for holding companies.

The SSIC enables meaningful analysis into the labour market by industries and the regular revisions has ensured that it remains relevant to our economy.

## 1.1 UNEMPLOYMENT

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

Characteristics	2019	2020	2021	Per Cent	
				Jun	
				2021	2022 <sup>P</sup>
<b>TOTAL</b>	3.1	4.1	3.5	4.6	3.6
<b>GENDER</b>					
Males	3.0	3.9	3.3	4.3	3.4
Females	3.4	4.4	3.8	5.0	3.9
<b>AGE GROUP (YEARS)</b>					
Below 30	5.9	7.5	5.7	7.6	6.8
30 - 39	2.2	3.0	2.6	3.6	3.1
40 & Over	2.7	3.7	3.3	4.2	3.1
40 - 49	2.5	3.4	3.2	4.8	2.9
50 & Over	2.9	3.9	3.4	3.8	3.3
50 - 59	3.1	3.9	3.5	3.8	3.3
60 & Over	2.7	3.7	3.4	3.8	3.3
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.9	4.1	3.1	4.3	3.3
Secondary	3.5	4.6	4.1	5.5	4.3
Post-Secondary (Non-Tertiary)	3.6	4.9	4.5	4.6	4.5
Diploma & Professional Qualification	3.3	4.7	3.9	4.4	3.9
Degree	2.9	3.5	3.2	4.6	3.2

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

<sup>P</sup>: 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

In Thousands

Characteristics	2019	2020	2021	Jun	
				2021	2022 <sup>p</sup>
<b>TOTAL</b>	<b>72.9</b>	<b>96.4</b>	<b>84.3</b>	<b>111.2</b>	<b>88.7</b>
<b>GENDER</b>					
Males	37.0	48.9	42.2	55.3	44.4
Females	35.8	47.5	42.1	56.0	44.3
<b>AGE GROUP (YEARS)</b>					
Below 30	23.1	27.9	22.1	31.3	23.8
30 - 39	11.5	16.4	15.6	21.2	17.7
40 & Over	38.2	52.0	46.6	58.7	47.2
40 - 49	14.1	19.7	17.6	26.5	17.3
50 & Over	24.1	32.4	29.0	32.2	29.9
50 - 59	14.5	18.3	15.5	16.8	16.3
60 & Over	9.6	14.1	13.4	15.4	13.6
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	10.9	14.3	10.1	13.4	10.2
Secondary	13.3	17.1	14.9	18.9	14.4
Post-Secondary (Non-Tertiary)	8.0	11.3	9.8	12.2	12.5
Diploma & Professional Qualification	15.2	21.5	18.6	21.4	18.7
Degree	25.4	32.2	30.9	45.4	31.7

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

<sup>p</sup>: 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.

A2

### 1.3 LONG-TERM UNEMPLOYMENT

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

Per Cent

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

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

<sup>p</sup>: 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

In Thousands

Characteristics	2019	2020	2021	Jun	
				2021	2022 <sup>P</sup>
<b>TOTAL</b>	<b>17.0</b>	<b>22.3</b>	<b>24.2</b>	<b>21.8</b>	<b>16.9</b>
<b>GENDER</b>					
Males	10.3	12.6	12.9	13.1	9.7
Females	6.7	9.6	11.2	8.7	7.3
<b>AGE GROUP (YEARS)</b>					
Below 30	3.2	4.1	3.9	3.0	1.7
30 - 39	2.1	3.6	3.9	3.4	2.5
40 & Over	11.7	14.6	16.4	15.5	12.7
40 - 49	3.8	5.8	5.5	5.7	3.3
50 & Over	7.9	8.8	10.9	9.8	9.4
50 - 59	4.9	5.2	5.2	4.0	5.2
60 & Over	3.0	3.7	5.6	5.8	4.2
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.5	2.8	2.9	2.6	2.1
Secondary	3.2	3.7	4.5	3.9	3.2
Post-Secondary (Non-Tertiary)	1.8	2.0	2.7	2.1	1.8
Diploma & Professional Qualification	3.2	4.8	5.2	4.5	3.7
Degree	6.3	9.0	8.9	8.7	6.0

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

<sup>P</sup>: 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 2022
	2019	2020	2021	2021			2022		
				2Q	3Q	4Q	1Q	2Q	
<b>TOTAL</b>	<b>69.7</b>	<b>-181.0</b>	<b>40.2</b>	<b>-19.9</b>	<b>-8.4</b>	<b>54.6</b>	<b>47.4</b>	<b>71.1</b>	<b>3 762.0</b>
<b>C10-32 MANUFACTURING</b>	<b>-2.1</b>	<b>-37.8</b>	<b>-1.6</b>	<b>-4.3</b>	<b>-0.6</b>	<b>7.2</b>	<b>7.3</b>	<b>12.4</b>	<b>470.1</b>
C10-12 Food, Beverages & Tobacco	1.9	-3.1	1.3	-	-	0.9	0.4	2.3	53.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.1	-2.5	-1.0	-0.4	-0.6	0.1	-0.1	0.4	26.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.6	-4.5	3.8	-	-0.7	3.3	4.3	2.8	69.7
C25,28 Fabricated Metal Products, Machinery & Equipment	-1.4	-7.1	0.4	0.2	0.2	0.4	0.8	1.4	92.6
C26 Electronic, Computer & Optical Products	-3.6	-4.7	-2.8	-1.6	-0.6	1.2	0.1	2.8	83.9
C29-30 Transport Equipment	2.6	-11.6	-3.2	-2.6	1.1	1.1	1.2	1.6	83.2
Other Manufacturing Industries	-1.1	-4.4	-	-	-0.1	0.3	0.5	1.1	60.6
<b>F41-43 CONSTRUCTION</b>	<b>12.6</b>	<b>-51.8</b>	<b>4.3</b>	<b>-5.1</b>	<b>-6.6</b>	<b>15.5</b>	<b>21.9</b>	<b>25.3</b>	<b>454.6</b>
<b>G-U SERVICES</b>	<b>59.4</b>	<b>-91.1</b>	<b>36.8</b>	<b>-10.3</b>	<b>-1.1</b>	<b>31.1</b>	<b>18.0</b>	<b>33.1</b>	<b>2 812.9</b>
G46-47 WHOLESALE AND RETAIL TRADE	-4.0	-23.3	-5.0	-5.2	-2.7	3.5	-1.6	3.6	456.6
G46 Wholesale Trade	-2.0	-13.2	-4.4	-2.6	-1.6	0.3	-0.3	2.0	300.1
G47 Retail Trade	-2.0	-10.0	-0.7	-2.6	-1.1	3.3	-1.3	1.6	156.5
H49-53 TRANSPORTATION AND STORAGE	3.1	-8.3	2.3	-0.3	0.8	1.8	0.8	4.6	261.5
H49,5221 Land Transport & Supporting Services	0.9	0.7	-1.7	-0.4	0.1	-1.4	-1.3	-0.8	105.6
H50,5222, 5225 Water Transport & Supporting Services	-0.4	-1.3	0.6	-	-0.2	0.5	0.2	0.5	44.1
H51,5223 Air Transport & Supporting Services	1.3	-9.0	-1.5	-0.4	-0.3	0.6	0.6	2.5	28.1
Other Transportation & Storage Services	1.3	1.3	4.9	0.5	1.2	2.1	1.3	2.5	83.7
I55-56 ACCOMMODATION AND FOOD SERVICES	6.2	-24.7	-1.1	-6.6	-2.4	6.2	-0.6	6.4	251.7
I55 Accommodation	-	-9.3	-1.7	-0.9	-0.3	0.8	-	1.3	26.2
I56 Food & Beverage Services	6.2	-15.4	0.6	-5.7	-2.1	5.5	-0.5	5.2	225.5
J58-63 INFORMATION AND COMMUNICATIONS	7.3	3.1	14.1	3.7	4.0	3.4	4.0	4.8	176.9
J58-61 Telecommunications, Broadcasting & Publishing	0.1	-0.5	1.9	0.2	0.5	0.8	0.4	0.7	43.6
J62-63 IT & Other Information Services	7.1	3.6	12.2	3.6	3.4	2.6	3.6	4.0	133.2
K64-66 FINANCIAL AND INSURANCE SERVICES	6.4	2.5	5.2	0.5	1.7	2.0	3.8	3.1	216.0
K64 & 66 (excl.662) Financial Services	5.3	1.2	4.6	0.3	1.5	2.0	3.7	2.9	173.1
K65 & 662 Insurance Services	1.1	1.3	0.7	0.2	0.2	-	0.2	0.2	42.9
L68 REAL ESTATE SERVICES	1.2	-6.5	-1.5	-1.0	-0.6	0.4	0.1	0.8	73.5
M69-75 PROFESSIONAL SERVICES	10.2	-1.1	7.6	1.9	2.5	2.0	2.7	3.9	269.7
M69-70 Legal, Accounting & Management Services	7.6	0.9	4.2	0.8	1.8	1.2	1.8	1.8	143.9
M71 Architectural & Engineering Services	0.7	-1.1	0.4	0.2	-0.1	0.4	0.1	0.7	63.6
Other Professional Services	2.0	-0.9	3.0	1.0	0.9	0.4	0.9	1.4	62.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.2	-14.4	4.0	-2.1	2.0	2.2	-1.1	-2.7	241.0
N80 Security & Investigation	1.0	-0.8	-0.7	0.2	-0.3	-0.3	-1.1	-	47.1
N81 Cleaning & Landscaping	2.0	-4.2	-0.8	-1.2	-0.1	0.6	0.5	0.9	79.2
Other Administrative & Support Services	4.2	-9.4	5.4	-1.1	2.5	1.9	-0.5	-3.5	114.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.8	-18.5	11.3	-1.4	-6.4	9.4	9.8	8.5	866.0
O84,P85 Public Administration & Education	5.2	8.1	1.5	-1.0	-1.3	1.1	1.1	-0.4	263.2
Q86-88 Health & Social Services	6.0	5.3	10.5	4.2	1.8	1.4	2.1	-0.2	190.3
R90-93 Arts, Entertainment & Recreation	0.6	-14.4	-2.0	-1.4	-0.6	0.1	0.3	2.1	41.8
S,T,U Other Community, Social & Personal Services	10.0	-17.5	1.3	-3.3	-6.3	6.8	6.4	7.0	370.7
<b>A,B,D,E,V OTHERS*</b>	<b>-0.1</b>	<b>-0.2</b>	<b>0.7</b>	<b>-0.2</b>	<b>-</b>	<b>0.8</b>	<b>0.2</b>	<b>0.3</b>	<b>24.5</b>

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) Data may not add up to the total due to rounding.
- 4) Data for 1Q 2022 are revised at the industry level to reflect updates in industry classification of firms.



### 3.1 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

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

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 2022

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>230</b>	<b>300</b>	<b>210</b>	<b>450</b>	<b>60</b>	<b>10</b>	<b>140</b>	<b>990</b>	<b>710</b>	<b>120</b>	<b>150</b>
<b>C10-32 MANUFACTURING</b>	<b>10</b>	<b>90</b>	<b>-</b>	<b>60</b>	<b>10</b>	<b>10</b>	<b>20</b>	<b>190</b>	<b>150</b>	<b>10</b>	<b>40</b>
C10-12 Food, Beverages & Tobacco	10	-	-	-	-	-	-	20	-	-	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	10	-	-	-	10	10	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	80	-	20	-	-	10	110	100	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	-	10	-	20	10	10	10	30	10	-	20
C26 Electronic, Computer & Optical Products	-	-	-	10	-	-	-	10	10	-	-
C29-30 Transport Equipment	-	-	-	10	-	-	10	10	10	-	-
Other Manufacturing Industries	-	-	-	-	-	-	-	10	-	-	-
<b>F41-43 CONSTRUCTION</b>	<b>20</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>20</b>	<b>50</b>	<b>10</b>	<b>-</b>	<b>30</b>
<b>G-U SERVICES</b>	<b>200</b>	<b>200</b>	<b>190</b>	<b>380</b>	<b>50</b>	<b>-</b>	<b>100</b>	<b>750</b>	<b>550</b>	<b>110</b>	<b>80</b>
G46-47 WHOLESALE AND RETAIL TRADE	10	-	10	100	30	-	30	160	140	20	-
G46 Wholesale Trade	10	-	10	100	30	-	30	160	140	20	-
G47 Retail Trade	-	-	-	-	-	-	-	-	-	-	-
H49-53 TRANSPORTATION AND STORAGE	10	-	-	20	-	-	10	40	20	10	10
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	-	-	-	10	-	-	-	10	10	-	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	-	-	-	20	-	-	10	30	10	10	10
I55-56 ACCOMMODATION AND FOOD SERVICES	-	-	-	-	-	-	-	10	-	10	-
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	-	-	-	-	-	-	10	-	10	-
J58-63 INFORMATION AND COMMUNICATIONS	-	20	30	70	-	-	10	110	110	-	-
J58-61 Telecommunications, Broadcasting & Publishing	-	-	30	60	-	-	-	70	70	-	-
J62-63 IT & Other Information Services	-	20	-	10	-	-	10	50	50	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	30	-	-	80	20	-	30	120	110	-	-
K64 & 66 (excl.662) Financial Services	30	-	-	70	10	-	30	110	110	-	-
K65 & 662 Insurance Services	-	-	-	10	-	-	-	10	-	-	-
L68 REAL ESTATE SERVICES	-	-	-	10	-	-	-	10	-	10	-
M69-75 PROFESSIONAL SERVICES	130	160	150	60	-	-	10	230	140	40	60
M69-70 Legal, Accounting & Management Services	130	160	130	30	-	-	10	190	110	30	50
M71 Architectural & Engineering Services	10	10	20	20	-	-	-	30	20	10	10
Other Professional Services	-	-	-	10	-	-	-	10	10	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	20	10	10	10	-	-	-	30	10	10	10
N80 Security & Investigation	10	-	-	-	-	-	-	10	-	-	10
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	10	10	10	10	-	-	-	20	10	10	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	10	-	10	-	-	-	30	20	10	-
O84,P85 Public Administration & Education	-	-	-	-	-	-	-	-	-	-	-
Q86-88 Health & Social Services	10	-	-	10	-	-	-	10	10	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	10	10	-	-
S,T,U Other Community, Social & Personal Services	-	10	-	-	-	-	-	20	10	10	-
<b>A,B,D,E,V OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Not due to recession.

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

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

- : nil or negligible

Notes :

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

### 3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

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

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

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

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

- : nil or negligible

Notes :

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

### 3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

#### RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

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

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

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

- : nil or negligible

Notes :

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

### 3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

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

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

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

Notes :

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

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

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

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

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

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

- : nil or negligible

Notes :

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

## 5.1 RE-ENTRY INTO EMPLOYMENT

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

Characteristics	Per Cent							
	2019	2020	2021	2021			2022	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>64.4</b>	<b>61.6</b>	<b>65.8</b>	<b>64.4</b>	<b>66.2</b>	<b>66.8</b>	<b>71.5</b>	<b>66.0</b>
<b>GENDER</b>								
Males	63.1	60.3	64.0	61.0	65.5	66.3	68.7	65.6
Females	65.8	62.9	67.7	67.6	67.1	67.3	74.2	66.6
<b>AGE GROUP (YEARS)</b>								
Below 30	82.5	77.3	80.0	82.0	81.8	90.4	81.5	83.3
30 - 39	76.3	72.2	75.4	74.4	78.2	79.5	77.0	77.9
40 & Over	58.5	56.2	60.3	58.5	61.0	60.9	68.3	60.9
40 - 49	65.8	63.0	68.1	67.2	72.5	68.7	77.0	76.7
50 & Over	52.2	51.1	54.4	50.6	51.3	55.0	61.1	49.8
50 - 59	53.1	54.2	56.0	52.6	53.9	58.8	65.5	51.8
60 & Over	49.8	44.6	50.6	43.8	45.5	45.3	44.5	45.3
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	71.6	64.4	64.4	62.9	62.1	69.0	78.9	71.4
Secondary	69.1	63.9	67.0	62.3	67.5	71.9	68.5	74.4
Post-Secondary (Non-Tertiary)	65.1	62.0	64.3	62.9	51.1	66.7	68.5	70.5
Diploma & Professional Qualification	66.6	63.6	69.6	67.4	73.9	74.0	72.3	72.1
Degree	60.9	60.2	64.6	65.0	65.4	64.6	69.1	66.8
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	61.9	59.3	64.4	63.4	66.0	64.4	69.0	63.3
Clerical, Sales & Service Workers	70.0	66.4	69.9	69.7	69.8	76.7	72.5	75.7
Production & Transport Operators, Cleaners & Labourers	72.8	64.3	65.9	59.7	60.4	67.3	83.0	72.2

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

Notes :

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

## 6.1 JOB VACANCY

### JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

		In Thousands				
		2019	2020	2021	Jun	
					2021	2022
<b>TOTAL</b>		<b>52.9</b>	<b>48.4</b>	<b>94.7</b>	<b>93.8</b>	<b>126.6</b>
<b>INDUSTRY (SSIC 2015)</b>						
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>6.6</b>	<b>5.5</b>	<b>12.8</b>	<b>15.2</b>	<b>15.9</b>
C10-12	Food, Beverages & Tobacco	0.7	0.8	1.4	1.4	1.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.3	0.3	1.0	1.4	0.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.7	0.5	0.8	1.0	1.2
C25,28	Fabricated Metal Products, Machinery & Equipment	1.3	1.0	3.4	4.4	4.7
C26	Electronic, Computer & Optical Products	1.7	1.6	2.8	3.3	3.6
C29-30	Transport Equipment	1.3	0.5	1.9	2.4	2.4
	Other Manufacturing Industries	0.7	0.8	1.6	1.4	1.4
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>2.3</b>	<b>2.7</b>	<b>10.6</b>	<b>11.6</b>	<b>12.2</b>
<b>G-U</b>	<b>SERVICES</b>	<b>43.6</b>	<b>39.9</b>	<b>70.6</b>	<b>66.2</b>	<b>97.9</b>
G46-47	WHOLESALE AND RETAIL TRADE	5.4	5.3	9.3	8.9	13.0
G46	Wholesale Trade	3.2	3.4	5.4	5.5	6.6
G47	Retail Trade	2.2	1.9	3.9	3.3	6.3
H49-53	TRANSPORTATION AND STORAGE	3.0	1.7	5.3	4.5	8.0
H49,5221	Land Transport & Supporting Services	0.5	0.4	1.2	1.2	1.5
H50,5222,5225	Water Transport & Supporting Services	0.5	0.4	1.1	0.9	1.4
H51,5223	Air Transport & Supporting Services	0.9	0.2	0.9	0.7	1.8
	Other Transportation & Storage Services	1.0	0.7	2.1	1.7	3.4
I55-56	ACCOMMODATION AND FOOD SERVICES	5.9	4.1	7.0	5.4	11.2
I55	Accommodation	1.8	0.7	1.2	0.9	2.2
I56	Food & Beverage Services	4.0	3.4	5.8	4.5	9.1
J58-63	INFORMATION AND COMMUNICATIONS	4.1	4.5	8.3	8.7	10.5
J58-61	Telecommunications, Broadcasting & Publishing	0.7	0.6	1.5	1.3	2.3
J62-63	IT & Other Information Services	3.5	3.9	6.9	7.4	8.2
K64-66	FINANCIAL AND INSURANCE SERVICES	5.3	4.3	8.3	7.0	10.8
K64 & 66 (excl.662)	Financial Services	4.6	3.8	7.7	6.5	9.9
K65 & 662	Insurance Services	0.7	0.5	0.6	0.5	0.9
L68	REAL ESTATE SERVICES	1.3	1.1	1.5	1.5	2.3
M69-75	PROFESSIONAL SERVICES	3.9	3.2	7.2	7.1	10.3
M69-70	Legal, Accounting & Management Services	2.4	2.1	4.4	4.2	5.6
M71	Architectural & Engineering Services	1.0	0.7	2.0	2.2	3.2
	Other Professional Services	0.5	0.4	0.8	0.7	1.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.9	4.0	6.2	6.2	8.5
N80	Security & Investigation	1.5	1.4	1.7	1.8	2.1
N81	Cleaning & Landscaping	1.2	1.3	2.1	2.3	1.9
	Other Administrative & Support Services	1.3	1.3	2.4	2.0	4.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	11.6	17.5	16.9	23.4
O84,P85	Public Administration & Education	5.4	6.3	9.2	9.7	10.8
Q86-88	Health & Social Services	3.7	4.0	5.6	5.0	8.1
R90-93	Arts, Entertainment & Recreation	1.1	0.6	1.1	1.2	2.5
S,T,U	Other Community, Social & Personal Services	0.7	0.7	1.5	1.1	2.0
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>0.4</b>	<b>0.3</b>	<b>0.7</b>	<b>0.8</b>	<b>0.6</b>
<b>OCCUPATIONAL GROUP</b>						
	Professionals, Managers, Executives & Technicians	30.7	28.2	51.4	49.4	69.9
	Clerical, Sales & Service Workers	12.1	9.7	17.1	15.1	26.1
	Production & Transport Operators, Cleaners & Labourers	10.1	10.4	26.3	29.3	30.5

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				
		2019	2020	2021	Jun	
					2021	2022
	<b>TOTAL</b>	<b>2.5</b>	<b>2.3</b>	<b>4.7</b>	<b>4.9</b>	<b>5.6</b>
	<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1.9</b>	<b>1.6</b>	<b>4.2</b>	<b>5.1</b>	<b>4.7</b>
C10-12	Food, Beverages & Tobacco	2.0	2.4	4.1	4.8	4.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.5	1.8	6.3	7.6	4.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.2	1.6	2.8	3.3	3.8
C25,28	Fabricated Metal Products, Machinery & Equipment	1.6	1.3	4.4	5.7	5.5
C26	Electronic, Computer & Optical Products	2.2	2.2	4.7	5.5	5.4
C29-30	Transport Equipment	1.7	0.7	3.4	4.4	4.0
	Other Manufacturing Industries	1.9	2.3	4.7	4.5	3.8
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>0.8</b>	<b>1.0</b>	<b>4.3</b>	<b>4.7</b>	<b>4.2</b>
<b>G-U</b>	<b>SERVICES</b>	<b>2.9</b>	<b>2.7</b>	<b>4.9</b>	<b>4.9</b>	<b>6.0</b>
G46-47	WHOLESALE AND RETAIL TRADE	2.2	2.3	4.2	4.2	5.3
G46	Wholesale Trade	2.0	2.1	3.6	3.8	4.2
G47	Retail Trade	2.8	2.7	5.5	5.1	7.5
H49-53	TRANSPORTATION AND STORAGE	1.9	1.2	3.8	3.5	5.2
H49,5221	Land Transport & Supporting Services	1.3	1.0	3.2	3.5	4.4
H50,5222,5225	Water Transport & Supporting Services	1.7	1.4	3.8	3.2	4.2
H51,5223	Air Transport & Supporting Services	2.7	0.7	3.1	2.6	5.6
	Other Transportation & Storage Services	2.0	1.4	4.7	4.2	6.1
I55-56	ACCOMMODATION AND FOOD SERVICES	3.8	2.9	5.6	5.1	7.6
I55	Accommodation	7.1	3.4	6.8	5.5	11.1
I56	Food & Beverage Services	3.1	2.8	5.4	5.0	7.1
J58-63	INFORMATION AND COMMUNICATIONS	4.6	5.0	9.1	9.5	9.8
J58-61	Telecommunications, Broadcasting & Publishing	2.4	2.2	5.5	4.7	7.0
J62-63	IT & Other Information Services	5.6	6.1	10.5	11.6	11.1
K64-66	FINANCIAL AND INSURANCE SERVICES	3.5	2.9	5.1	4.9	5.3
K64 & 66 (excl.662)	Financial Services	3.5	2.9	5.3	5.2	5.4
K65 & 662	Insurance Services	3.3	2.6	3.1	2.9	4.4
L68	REAL ESTATE SERVICES	2.7	2.4	3.9	3.6	5.3
M69-75	PROFESSIONAL SERVICES	2.9	2.3	5.0	5.2	6.0
M69-70	Legal, Accounting & Management Services	3.5	2.7	5.4	5.5	6.4
M71	Architectural & Engineering Services	2.0	1.5	4.5	5.2	5.7
	Other Professional Services	2.7	2.2	4.6	3.9	5.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	2.6	2.7	4.4	4.6	5.1
N80	Security & Investigation	4.2	3.9	4.9	5.4	5.4
N81	Cleaning & Landscaping	1.7	1.8	3.2	3.7	2.6
	Other Administrative & Support Services	2.8	2.9	5.8	5.5	8.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.9	3.2	4.7	4.6	5.9
O84,P85	Public Administration & Education	2.9	3.3	4.8	5.0	5.7
Q86-88	Health & Social Services	3.2	3.7	5.0	4.7	6.1
R90-93	Arts, Entertainment & Recreation	2.7	1.8	3.6	3.6	7.2
S,T,U	Other Community, Social & Personal Services	1.9	1.9	3.9	3.2	4.7
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>1.7</b>	<b>1.6</b>	<b>3.3</b>	<b>3.8</b>	<b>2.9</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	2.8	2.6	4.7	4.7	5.7
	Clerical, Sales & Service Workers	2.8	2.5	4.7	4.4	6.4
	Production & Transport Operators, Cleaners & Labourers	1.6	1.8	4.7	5.4	4.8

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

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

Notes :

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

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
<b>TOTAL</b>	<b>126.6</b>	<b>5.6</b>	<b>69.9</b>	<b>5.7</b>	<b>26.1</b>	<b>6.4</b>	<b>30.5</b>	<b>4.8</b>
<b>C10-32 MANUFACTURING</b>	<b>15.9</b>	<b>4.7</b>	<b>7.4</b>	<b>4.7</b>	<b>1.4</b>	<b>4.8</b>	<b>7.0</b>	<b>4.8</b>
C10-12 Food, Beverages & Tobacco	1.8	4.8	0.3	3.3	0.7	6.4	0.8	4.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.8	4.9	0.2	3.5	0.1	6.0	0.5	5.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.2	3.8	0.8	3.4	0.1	5.3	0.3	4.7
C25,28 Fabricated Metal Products, Machinery & Equipment	4.7	5.5	2.0	5.3	0.3	4.2	2.5	5.8
C26 Electronic, Computer & Optical Products	3.6	5.4	2.2	5.3	0.1	3.7	1.3	5.8
C29-30 Transport Equipment	2.4	4.0	1.2	4.6	0.1	1.9	1.1	3.7
Other Manufacturing Industries	1.4	3.8	0.7	4.9	0.2	5.1	0.5	2.8
<b>F41-43 CONSTRUCTION</b>	<b>12.2</b>	<b>4.2</b>	<b>2.7</b>	<b>4.0</b>	<b>0.9</b>	<b>5.1</b>	<b>8.6</b>	<b>4.2</b>
<b>G-U SERVICES</b>	<b>97.9</b>	<b>6.0</b>	<b>59.3</b>	<b>6.0</b>	<b>23.8</b>	<b>6.6</b>	<b>14.7</b>	<b>5.2</b>
G46-47 WHOLESALE AND RETAIL TRADE	13.0	5.3	5.2	4.0	5.9	7.5	1.9	5.3
G46 Wholesale Trade	6.6	4.2	3.9	3.8	1.4	4.4	1.4	5.1
G47 Retail Trade	6.3	7.5	1.3	4.6	4.5	9.6	0.5	5.8
H49-53 TRANSPORTATION AND STORAGE	8.0	5.2	2.1	4.0	2.1	5.8	3.8	5.9
H49,5221 Land Transport & Supporting Services	1.5	4.4	0.3	2.8	0.2	5.7	1.0	4.9
H50,5222, 5225 Water Transport & Supporting Services	1.4	4.2	0.6	3.7	0.4	11.4	0.3	2.9
H51,5223 Air Transport & Supporting Services	1.8	5.6	0.4	4.6	0.7	3.5	0.7	17.7
Other Transportation & Storage Services	3.4	6.1	0.8	4.7	0.8	7.9	1.8	6.3
I55-56 ACCOMMODATION AND FOOD SERVICES	11.2	7.6	2.3	6.4	6.7	8.3	2.3	7.2
I55 Accommodation	2.2	11.1	0.5	6.6	0.9	12.0	0.8	17.5
I56 Food & Beverage Services	9.1	7.1	1.8	6.4	5.8	7.9	1.6	5.6
J58-63 INFORMATION AND COMMUNICATIONS	10.5	9.8	10.0	10.5	0.4	4.5	-	-
J58-61 Telecommunications, Broadcasting & Publishing	2.3	7.0	2.1	7.8	0.1	2.7	-	-
J62-63 IT & Other Information Services	8.2	11.1	7.9	11.5	0.3	6.4	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10.8	5.3	10.4	5.5	0.3	4.4	0.1	1.6
K64 & 66 (excl.662) Financial Services	9.9	5.4	9.5	5.6	0.2	4.4	0.1	1.6
K65 & 662 Insurance Services	0.9	4.4	0.8	4.4	0.1	4.3	-	-
L68 REAL ESTATE SERVICES	2.3	5.3	1.2	4.7	0.6	6.6	0.5	5.6
M69-75 PROFESSIONAL SERVICES	10.3	6.0	8.5	6.3	0.9	5.9	0.9	4.2
M69-70 Legal, Accounting & Management Services	5.6	6.4	5.1	6.7	0.5	5.1	0.1	2.6
M71 Architectural & Engineering Services	3.2	5.7	2.1	6.4	0.2	5.9	0.8	4.4
Other Professional Services	1.5	5.4	1.3	5.1	0.2	10.9	0.1	4.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	8.5	5.1	2.1	6.9	2.4	5.0	3.9	4.5
N80 Security & Investigation	2.1	5.4	0.3	6.0	1.1	4.4	0.6	8.2
N81 Cleaning & Landscaping	1.9	2.6	0.1	2.5	0.1	1.4	1.7	2.7
Other Administrative & Support Services	4.4	8.4	1.7	8.4	1.2	7.4	1.6	9.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	23.4	5.9	17.6	5.9	4.5	6.0	1.2	5.0
O84,P85 Public Administration & Education	10.8	5.7	9.9	5.7	0.8	6.3	0.1	2.6
Q86-88 Health & Social Services	8.1	6.1	6.1	6.5	1.6	5.0	0.4	6.1
R90-93 Arts, Entertainment & Recreation	2.5	7.2	0.7	4.9	1.3	8.6	0.4	9.4
S,T,U Other Community, Social & Personal Services	2.0	4.7	0.9	5.0	0.9	5.3	0.3	3.1
<b>A,B,D,E,V OTHERS*</b>	<b>0.6</b>	<b>2.9</b>	<b>0.5</b>	<b>3.6</b>	<b>-</b>	<b>-</b>	<b>0.1</b>	<b>1.8</b>

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

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

- : nil or negligible

Notes :

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

## 7.1 LABOUR TURNOVER

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

		Per Cent				
		2019	2020	2021	2Q	
					2021	2022
	<b>TOTAL</b>	<b>2.2</b>	<b>1.6</b>	<b>2.1</b>	<b>2.1</b>	<b>2.8</b>
	<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>1.7</b>	<b>1.1</b>	<b>1.8</b>	<b>1.9</b>	<b>2.6</b>
C10-12	Food, Beverages & Tobacco	2.9	2.2	2.8	3.4	3.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.6	1.4	2.7	3.4	2.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.3	1.0	1.3	1.3	1.5
C25,28	Fabricated Metal Products, Machinery & Equipment	1.8	1.0	2.2	2.1	2.8
C26	Electronic, Computer & Optical Products	1.6	1.0	1.7	1.7	2.6
C29-30	Transport Equipment	1.4	0.6	1.0	1.1	2.4
	Other Manufacturing Industries	1.5	1.2	1.9	2.0	2.5
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>2.2</b>	<b>1.0</b>	<b>1.5</b>	<b>1.5</b>	<b>3.4</b>
<b>G-U</b>	<b>SERVICES</b>	<b>2.4</b>	<b>1.8</b>	<b>2.2</b>	<b>2.2</b>	<b>2.8</b>
G46-47	WHOLESALE AND RETAIL TRADE	2.2	1.8	2.2	2.2	2.8
G46	Wholesale Trade	1.9	1.5	1.8	1.8	2.2
G47	Retail Trade	2.9	2.6	3.0	2.9	3.9
H49-53	TRANSPORTATION AND STORAGE	1.7	1.1	1.7	1.6	3.0
H49,5221	Land Transport & Supporting Services	1.8	1.2	1.4	1.1	3.3
H50,5222,5225	Water Transport & Supporting Services	1.2	1.0	1.5	1.6	1.6
H51,5223	Air Transport & Supporting Services	1.5	0.4	1.1	0.8	3.6
	Other Transportation & Storage Services	2.3	1.5	2.5	2.6	3.2
I55-56	ACCOMMODATION AND FOOD SERVICES	4.0	3.2	3.4	3.3	4.2
I55	Accommodation	3.1	1.1	2.5	2.6	4.7
I56	Food & Beverage Services	4.1	3.6	3.6	3.4	4.1
J58-63	INFORMATION AND COMMUNICATIONS	2.4	2.2	2.8	2.8	3.3
J58-61	Telecommunications, Broadcasting & Publishing	1.7	1.4	2.0	1.5	2.3
J62-63	IT & Other Information Services	2.7	2.5	3.2	3.4	3.7
K64-66	FINANCIAL AND INSURANCE SERVICES	1.8	1.3	1.8	1.7	1.8
K64 & 66 (excl.662)	Financial Services	1.8	1.3	1.8	1.6	1.7
K65 & 662	Insurance Services	2.3	1.8	1.9	2.3	2.3
L68	REAL ESTATE SERVICES	3.2	1.8	2.3	2.6	2.9
M69-75	PROFESSIONAL SERVICES	2.2	1.6	2.3	2.1	2.7
M69-70	Legal, Accounting & Management Services	2.4	1.8	2.4	2.1	2.4
M71	Architectural & Engineering Services	2.1	1.2	2.1	2.0	3.4
	Other Professional Services	2.1	1.5	2.3	2.5	2.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.3	3.3	3.6	4.1	4.9
N80	Security & Investigation	4.5	3.8	3.7	5.2	4.2
N81	Cleaning & Landscaping	4.5	3.3	3.3	3.8	5.0
	Other Administrative & Support Services	4.0	2.8	4.0	3.6	5.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.2	1.4	1.5	1.7
O84,P85	Public Administration & Education	1.1	1.1	1.1	1.1	1.0
Q86-88	Health & Social Services	1.7	1.6	1.7	1.9	2.2
R90-93	Arts, Entertainment & Recreation	2.0	1.1	1.4	1.3	2.6
S,T,U	Other Community, Social & Personal Services	2.1	1.3	2.0	2.6	2.6
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>1.6</b>	<b>1.1</b>	<b>1.6</b>	<b>1.2</b>	<b>1.6</b>
	<b>OCCUPATIONAL GROUP</b>					
	Professionals, Managers, Executives & Technicians	1.7	1.3	1.7	1.7	2.1
	Clerical, Sales & Service Workers	3.2	2.4	2.9	3.0	3.7
	Production & Transport Operators, Cleaners & Labourers	2.5	1.6	2.2	2.1	3.7

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

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

Notes :

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

## 7.2 LABOUR TURNOVER

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

	Per Cent				
	2019	2020	2021	2Q	
				2021	2022
<b>TOTAL</b>	<b>1.8</b>	<b>1.5</b>	<b>1.7</b>	<b>1.8</b>	<b>1.8</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>1.5</b>	<b>1.2</b>	<b>1.5</b>	<b>1.7</b>	<b>1.6</b>
C10-12 Food, Beverages & Tobacco	2.6	2.3	2.5	2.9	2.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.7	1.9	2.0	1.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.8	0.7	1.1	1.2	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.2	1.5	1.6	1.6
C26 Electronic, Computer & Optical Products	1.5	1.0	1.6	1.7	1.4
C29-30 Transport Equipment	1.2	1.1	1.2	1.2	1.4
Other Manufacturing Industries	1.4	1.2	1.5	1.6	1.5
<b>F41-43 CONSTRUCTION</b>	<b>1.8</b>	<b>1.4</b>	<b>1.3</b>	<b>1.4</b>	<b>1.3</b>
<b>G-U SERVICES</b>	<b>1.8</b>	<b>1.6</b>	<b>1.8</b>	<b>1.9</b>	<b>1.9</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.8	1.7	1.8	2.0	2.0
G46 Wholesale Trade	1.4	1.4	1.4	1.7	1.6
G47 Retail Trade	2.4	2.3	2.5	2.8	2.7
H49-53 TRANSPORTATION AND STORAGE	1.4	1.1	1.4	1.5	1.7
H49,5221 Land Transport & Supporting Services	1.1	1.0	1.2	1.3	1.6
H50,5222,5225 Water Transport & Supporting Services	0.9	0.8	1.1	1.2	1.1
H51,5223 Air Transport & Supporting Services	0.9	0.8	1.1	1.0	1.3
Other Transportation & Storage Services	2.1	1.5	2.0	2.2	2.3
I55-56 ACCOMMODATION AND FOOD SERVICES	3.4	3.5	3.2	3.4	3.4
I55 Accommodation	2.5	2.1	3.0	3.3	3.6
I56 Food & Beverage Services	3.6	3.7	3.3	3.4	3.3
J58-63 INFORMATION AND COMMUNICATIONS	1.6	1.5	2.0	1.9	2.3
J58-61 Telecommunications, Broadcasting & Publishing	1.2	1.2	1.5	1.3	2.2
J62-63 IT & Other Information Services	1.8	1.7	2.3	2.2	2.3
K64-66 FINANCIAL AND INSURANCE SERVICES	1.2	0.9	1.4	1.3	1.3
K64 & 66 (excl.662) Financial Services	1.2	0.8	1.3	1.3	1.2
K65 & 662 Insurance Services	1.6	1.2	1.6	1.6	1.8
L68 REAL ESTATE SERVICES	2.5	1.6	2.1	2.5	2.1
M69-75 PROFESSIONAL SERVICES	1.7	1.3	1.7	1.7	1.7
M69-70 Legal, Accounting & Management Services	1.6	1.4	1.8	1.8	1.8
M71 Architectural & Engineering Services	1.7	1.3	1.5	1.5	1.5
Other Professional Services	1.8	1.1	1.8	1.8	1.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.5	3.1	3.1	3.3	3.3
N80 Security & Investigation	3.8	3.4	3.6	3.8	3.3
N81 Cleaning & Landscaping	3.9	3.4	3.1	3.4	3.1
Other Administrative & Support Services	2.7	2.3	2.5	2.7	3.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.0	0.9	1.1	1.1	1.2
O84,P85 Public Administration & Education	0.7	0.6	0.8	0.8	0.9
Q86-88 Health & Social Services	1.2	1.0	1.2	1.2	1.5
R90-93 Arts, Entertainment & Recreation	1.6	1.5	1.5	1.7	1.7
S,T,U Other Community, Social & Personal Services	1.8	1.6	1.6	1.9	1.6
<b>A,B,D,E,V OTHERS*</b>	<b>1.2</b>	<b>0.9</b>	<b>1.1</b>	<b>1.1</b>	<b>1.4</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	1.2	1.0	1.3	1.3	1.5
Clerical, Sales & Service Workers	2.6	2.4	2.5	2.7	2.7
Production & Transport Operators, Cleaners & Labourers	2.1	1.9	1.9	2.0	1.9

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

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

Notes :

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

## 7.3 LABOUR TURNOVER

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

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>2.8</b>	<b>1.8</b>	<b>2.1</b>	<b>1.5</b>	<b>3.7</b>	<b>2.7</b>	<b>3.7</b>	<b>1.9</b>
<b>C10-32 MANUFACTURING</b>	<b>2.6</b>	<b>1.6</b>	<b>2.0</b>	<b>1.3</b>	<b>3.0</b>	<b>2.0</b>	<b>3.2</b>	<b>1.7</b>
C10-12 Food, Beverages & Tobacco	3.6	2.4	1.9	1.4	4.1	3.1	4.3	2.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.5	1.6	1.6	1.2	3.0	2.2	2.9	1.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.5	1.2	1.3	1.1	1.4	1.2	2.3	1.5
C25,28 Fabricated Metal Products, Machinery & Equipment	2.8	1.6	2.0	1.7	3.0	1.7	3.4	1.5
C26 Electronic, Computer & Optical Products	2.6	1.4	2.1	1.2	1.6	0.8	3.8	1.9
C29-30 Transport Equipment	2.4	1.4	2.2	1.2	2.0	1.0	2.6	1.6
Other Manufacturing Industries	2.5	1.5	2.1	1.5	3.0	1.6	2.7	1.5
<b>F41-43 CONSTRUCTION</b>	<b>3.4</b>	<b>1.3</b>	<b>3.1</b>	<b>1.5</b>	<b>2.8</b>	<b>1.8</b>	<b>3.5</b>	<b>1.3</b>
<b>G-U SERVICES</b>	<b>2.8</b>	<b>1.9</b>	<b>2.0</b>	<b>1.5</b>	<b>3.8</b>	<b>2.8</b>	<b>4.1</b>	<b>2.4</b>
G46-47 WHOLESALE AND RETAIL TRADE	2.8	2.0	2.1	1.6	3.8	2.8	3.3	1.8
G46 Wholesale Trade	2.2	1.6	1.8	1.4	2.7	2.2	3.2	1.8
G47 Retail Trade	3.9	2.7	2.9	2.0	4.6	3.2	3.7	1.9
H49-53 TRANSPORTATION AND STORAGE	3.0	1.7	2.4	1.4	3.7	1.9	3.0	1.8
H49,5221 Land Transport & Supporting Services	3.3	1.6	4.9	1.6	5.3	2.7	2.2	1.4
H50,5222, 5225 Water Transport & Supporting Services	1.6	1.1	1.6	1.1	1.9	1.4	1.5	1.0
H51,5223 Air Transport & Supporting Services	3.6	1.3	1.6	0.8	3.4	1.2	11.6	3.5
Other Transportation & Storage Services	3.2	2.3	2.3	1.9	4.1	3.2	3.4	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	3.4	2.6	2.2	5.1	4.1	3.7	2.9
I55 Accommodation	4.7	3.6	3.4	3.6	5.4	4.2	6.2	2.7
I56 Food & Beverage Services	4.1	3.3	2.4	1.8	5.1	4.0	3.4	3.0
J58-63 INFORMATION AND COMMUNICATIONS	3.3	2.3	3.3	2.2	3.0	2.5	5.0	1.9
J58-61 Telecommunications, Broadcasting & Publishing	2.3	2.2	2.3	2.2	2.2	2.2	4.8	3.4
J62-63 IT & Other Information Services	3.7	2.3	3.7	2.3	3.8	2.9	5.0	0.9
K64-66 FINANCIAL AND INSURANCE SERVICES	1.8	1.3	1.8	1.3	3.2	2.0	0.4	0.2
K64 & 66 (excl.662) Financial Services	1.7	1.2	1.7	1.2	3.4	2.1	0.4	0.2
K65 & 662 Insurance Services	2.3	1.8	2.2	1.8	2.9	1.8	0.6	-
L68 REAL ESTATE SERVICES	2.9	2.1	2.3	1.6	3.3	2.4	4.0	3.1
M69-75 PROFESSIONAL SERVICES	2.7	1.7	2.4	1.7	2.7	2.1	5.1	1.2
M69-70 Legal, Accounting & Management Services	2.4	1.8	2.4	1.7	2.6	2.3	3.3	1.7
M71 Architectural & Engineering Services	3.4	1.5	2.5	1.7	2.6	1.0	5.4	1.2
Other Professional Services	2.3	1.7	2.1	1.6	3.5	3.5	4.3	0.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.9	3.3	3.7	2.5	4.3	3.2	5.6	3.7
N80 Security & Investigation	4.2	3.3	2.7	1.8	4.8	3.7	3.2	2.7
N81 Cleaning & Landscaping	5.0	3.1	2.0	1.4	2.2	2.0	5.6	3.4
Other Administrative & Support Services	5.2	3.6	4.4	3.0	4.3	2.7	7.0	5.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.7	1.2	1.4	1.1	2.8	1.8	2.9	1.3
O84,P85 Public Administration & Education	1.0	0.9	1.0	0.9	1.5	1.0	1.1	1.3
Q86-88 Health & Social Services	2.2	1.5	1.8	1.3	3.4	2.0	1.8	1.4
R90-93 Arts, Entertainment & Recreation	2.6	1.7	2.1	1.6	2.2	1.9	5.6	1.6
S,T,U Other Community, Social & Personal Services	2.6	1.6	2.0	1.5	3.0	2.0	3.2	1.2
<b>A,B,D,E,V OTHERS*</b>	<b>1.6</b>	<b>1.4</b>	<b>1.0</b>	<b>1.0</b>	<b>1.2</b>	<b>1.8</b>	<b>2.6</b>	<b>2.0</b>

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)		2019	2020	2021	2021			2022	
					Jun	Sep	Dec	Mar	Jun
<b>TOTAL</b>		<b>44.7</b>	<b>44.0</b>	<b>44.2</b>	<b>44.3</b>	<b>44.3</b>	<b>44.2</b>	<b>44.2</b>	<b>44.1</b>
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>47.8</b>	<b>46.9</b>	<b>47.8</b>	<b>48.1</b>	<b>48.3</b>	<b>47.6</b>	<b>47.3</b>	<b>49.0</b>
C10-12	Food, Beverages & Tobacco	45.1	45.4	45.8	45.5	46.9	45.3	44.6	44.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	47.6	47.4	48.6	48.4	48.7	49.1	48.5	48.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	43.9	43.7	44.2	44.0	44.7	44.5	43.9	46.0
C25,28	Fabricated Metal Products, Machinery & Equipment	49.5	48.1	49.5	49.9	49.5	49.2	49.4	48.9
C26	Electronic, Computer & Optical Products	46.3	46.8	47.8	48.3	48.2	47.6	46.6	47.2
C29-30	Transport Equipment	50.7	47.7	48.8	49.0	49.4	48.4	48.9	49.1
	Other Manufacturing Industries	47.4	46.8	47.5	48.0	48.0	46.9	46.3	59.9
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>50.0</b>	<b>48.1</b>	<b>49.8</b>	<b>49.7</b>	<b>50.5</b>	<b>49.3</b>	<b>49.7</b>	<b>49.8</b>
<b>G-U</b>	<b>SERVICES</b>	<b>42.9</b>	<b>42.5</b>	<b>42.5</b>	<b>42.4</b>	<b>42.3</b>	<b>42.6</b>	<b>42.6</b>	<b>42.0</b>
G46-47	WHOLESALE AND RETAIL TRADE	42.9	42.7	42.3	42.4	42.5	42.1	42.0	42.1
G46	Wholesale Trade	43.2	43.1	42.7	42.7	42.7	42.5	42.2	42.4
G47	Retail Trade	42.1	41.9	41.5	41.7	41.8	41.2	41.5	41.4
H49-53	TRANSPORTATION AND STORAGE	45.5	45.1	45.4	45.4	45.2	45.6	46.1	44.4
H49,5221	Land Transport & Supporting Services	46.1	46.6	46.7	46.6	46.0	47.5	46.9	45.4
H50,5222,5225	Water Transport & Supporting Services	44.7	44.4	45.1	45.1	45.3	44.9	44.8	44.2
H51,5223	Air Transport & Supporting Services	44.5	42.6	43.0	42.9	42.7	43.4	45.1	41.4
	Other Transportation & Storage Services	46.2	45.7	46.0	46.2	46.1	45.8	46.9	45.7
I55-56	ACCOMMODATION AND FOOD SERVICES	41.8	40.9	40.5	40.7	40.1	40.5	40.7	40.6
I55	Accommodation	45.7	44.2	44.7	44.8	44.3	45.3	45.0	45.4
I56	Food & Beverage Services	41.0	40.4	39.7	39.9	39.4	39.7	40.0	39.9
J58-63	INFORMATION AND COMMUNICATIONS	41.6	41.5	41.5	41.5	41.6	41.2	41.3	41.2
J58-61	Telecommunications, Broadcasting & Publishing	41.7	42.0	41.3	41.6	41.3	40.7	41.0	40.9
J62-63	IT & Other Information Services	41.6	41.3	41.6	41.5	41.8	41.5	41.4	41.3
K64-66	FINANCIAL AND INSURANCE SERVICES	41.6	41.3	41.7	41.2	41.0	43.2	43.3	39.7
K64 & 66 (excl.662)	Financial Services	41.8	41.5	41.9	41.4	41.1	43.6	43.6	39.6
K65 & 662	Insurance Services	40.2	40.2	40.2	40.4	40.1	40.1	40.2	40.6
L68	REAL ESTATE SERVICES	44.2	43.6	43.4	43.4	43.4	43.3	43.2	43.2
M69-75	PROFESSIONAL SERVICES	42.9	42.4	42.4	42.4	42.3	42.4	42.8	42.7
M69-70	Legal, Accounting & Management Services	40.9	40.9	40.9	40.9	40.8	40.8	40.8	40.9
M71	Architectural & Engineering Services	46.0	44.9	45.3	45.4	45.0	45.3	46.5	46.3
	Other Professional Services	41.9	42.4	42.0	41.7	42.4	41.7	41.6	41.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.0	45.3	44.8	45.0	44.3	44.5	44.0	43.8
N80	Security & Investigation	51.3	49.6	47.9	48.0	48.6	47.2	46.7	46.2
N81	Cleaning & Landscaping	44.4	43.9	44.4	44.5	44.3	44.5	44.5	44.0
	Other Administrative & Support Services	44.4	43.8	42.7	43.3	41.3	42.0	41.2	41.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.9	41.7	41.7	41.6	41.7	41.8	41.7	41.8
O84,P85	Public Administration & Education	41.3	41.4	41.4	41.5	41.4	41.3	41.3	41.3
Q86-88	Health & Social Services	41.9	42.0	42.1	42.0	42.3	42.3	42.3	42.2
R90-93	Arts, Entertainment & Recreation	43.8	43.3	42.8	42.0	43.6	43.3	42.9	44.0
S,T,U	Other Community, Social & Personal Services	42.4	41.3	40.5	40.3	40.2	41.1	41.3	41.5
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>45.1</b>	<b>45.0</b>	<b>45.1</b>	<b>45.1</b>	<b>44.6</b>	<b>45.4</b>	<b>45.2</b>	<b>44.9</b>

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

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

Notes :

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

## 8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2019	2020	2021	2021			2022	
					Jun	Sep	Dec	Mar	Jun
<b>TOTAL</b>		<b>2.7</b>	<b>2.0</b>	<b>2.5</b>	<b>2.5</b>	<b>2.6</b>	<b>2.4</b>	<b>2.5</b>	<b>2.6</b>
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>5.1</b>	<b>4.2</b>	<b>5.3</b>	<b>5.4</b>	<b>5.7</b>	<b>5.0</b>	<b>4.9</b>	<b>6.4</b>
C10-12	Food, Beverages & Tobacco	3.3	2.8	3.6	3.3	4.5	3.3	2.6	2.7
C17,18,22	Paper / Rubber / Plastic Products & Printing	4.3	3.9	5.5	4.8	5.4	6.2	6.0	6.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.3	2.2	2.6	2.3	3.5	2.6	2.2	2.7
C25,28	Fabricated Metal Products, Machinery & Equipment	6.3	5.0	6.5	7.0	6.5	6.2	6.3	5.9
C26	Electronic, Computer & Optical Products	4.0	4.5	5.5	5.7	5.6	5.3	4.6	5.0
C29-30	Transport Equipment	7.3	4.5	5.7	5.9	6.5	5.2	5.9	6.0
	Other Manufacturing Industries	5.0	4.7	5.5	5.7	6.1	4.9	4.5	17.9
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>6.1</b>	<b>4.3</b>	<b>6.0</b>	<b>6.1</b>	<b>6.8</b>	<b>5.5</b>	<b>6.3</b>	<b>6.5</b>
<b>G-U</b>	<b>SERVICES</b>	<b>1.5</b>	<b>1.2</b>	<b>1.2</b>	<b>1.2</b>	<b>1.2</b>	<b>1.3</b>	<b>1.4</b>	<b>1.2</b>
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.3	1.3	1.3	1.2	1.1	1.0	1.1
G46	Wholesale Trade	1.3	1.2	1.3	1.4	1.2	1.2	1.0	1.1
G47	Retail Trade	1.7	1.5	1.1	1.2	1.3	1.0	1.1	1.0
H49-53	TRANSPORTATION AND STORAGE	2.7	2.4	2.9	2.9	2.9	3.1	3.8	2.7
H49,5221	Land Transport & Supporting Services	3.7	3.8	4.3	4.5	4.0	4.5	4.1	3.3
H50,5222,5225	Water Transport & Supporting Services	2.2	2.0	2.4	2.5	2.6	2.1	2.2	2.2
H51,5223	Air Transport & Supporting Services	1.4	0.5	1.0	0.9	0.6	1.6	3.6	1.1
	Other Transportation & Storage Services	3.0	2.7	3.3	3.1	3.7	3.6	4.6	3.5
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.3	1.3	1.2	1.3	1.5	1.4	1.4
I55	Accommodation	2.3	0.7	1.4	1.3	1.1	1.8	1.8	2.2
I56	Food & Beverage Services	1.9	1.4	1.3	1.1	1.4	1.4	1.3	1.3
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.2	0.2	0.2	0.3	0.2	0.2	0.2
J58-61	Telecommunications, Broadcasting & Publishing	0.3	0.3	0.2	0.2	0.3	0.2	0.3	0.3
J62-63	IT & Other Information Services	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.4	0.2	0.5	0.1	0.1	1.5	1.6	0.1
K64 & 66 (excl.662)	Financial Services	0.5	0.2	0.5	0.1	0.1	1.7	1.8	0.1
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	-	0.1	0.1	0.1
L68	REAL ESTATE SERVICES	1.7	1.0	1.2	1.3	1.2	1.3	1.3	1.4
M69-75	PROFESSIONAL SERVICES	1.4	0.9	1.1	1.1	1.0	1.0	1.4	1.5
M69-70	Legal, Accounting & Management Services	0.3	0.2	0.2	0.3	0.2	0.2	0.2	0.3
M71	Architectural & Engineering Services	3.4	2.4	2.7	2.8	2.4	2.8	3.8	3.9
	Other Professional Services	0.6	0.6	0.9	0.8	1.3	0.5	0.6	0.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.4	3.3	3.6	3.4	2.9	3.0	3.0
N80	Security & Investigation	10.1	7.9	6.6	7.0	7.5	5.6	5.8	5.4
N81	Cleaning & Landscaping	2.6	2.2	2.6	2.5	2.8	2.5	2.6	2.5
	Other Administrative & Support Services	2.0	1.8	1.8	2.2	1.3	1.4	1.5	2.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.4
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q86-88	Health & Social Services	0.5	0.4	0.5	0.4	0.5	0.4	0.4	0.5
R90-93	Arts, Entertainment & Recreation	1.1	0.9	0.9	0.6	1.0	1.1	1.1	1.5
S,T,U	Other Community, Social & Personal Services	1.2	0.6	0.6	0.6	0.7	0.6	0.6	0.6
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>2.6</b>	<b>2.4</b>	<b>2.6</b>	<b>2.7</b>	<b>2.1</b>	<b>2.8</b>	<b>2.6</b>	<b>2.6</b>

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

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

Notes :

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

## Explanatory Notes

### Unemployment

#### Source

Labour Force Survey

#### Coverage

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

#### Concepts and Definitions

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

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

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

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

#### Uses and Limitations

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

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

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

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



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

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

### **Release Schedule**

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

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

### **Data Quality**

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

### **Seasonal Adjustment**

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

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

### **Revisions**

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

## **Employment**

### **Source**

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

### **Coverage**

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

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

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

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

### Concepts and Definitions

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

### Uses and Limitations

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

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

## Retrenchment

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

**Retrenchment** refers to

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

In the public sector, it includes those who left service under the Special Resignation Scheme<sup>2</sup>.

### Uses and Limitations

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

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

## Re-entry into Employment

### Source

Labour Market Survey and derived based on data from administrative records

### Coverage

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

### Concepts and Definitions

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

Residents refer to Singapore Citizens and Permanent Residents.

### Uses and Limitations

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

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

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

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

## Job Vacancy

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

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

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

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

### Uses and Limitations

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

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

## Labour Turnover

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

### Uses and Limitations

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

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

## Paid Hours Worked

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

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

### **Uses and Limitations**

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

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

## Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Jun 22 <sup>P</sup>	88,700	2,500	2.8%	83,800	93,700
Resident Unemployment Rate	Jun 22 <sup>P</sup>	3.6%	0.10%-pt	2.8%	3.4%	3.8%
<b>JOB VACANCY</b>						
Job Vacancy Number	Jun 22	126,600	1,700	1.4%	123,100	130,000
Job Vacancy Rate	Jun 22	5.6%	0.12%-pt	2.1%	5.3%	5.8%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	2Q 22	2.8%	0.08%-pt	2.8%	2.7%	3.0%
Average Monthly Resignation Rate	2Q 22	1.8%	0.04%-pt	2.2%	1.7%	1.9%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Jun 22	2.6	0.07	2.5%	2.5	2.8

<sup>P</sup>: Preliminary

Note: Data are non-seasonally adjusted.

# OTHER RELEASES



## UPCOMING ...

Labour Market Advance Release Third Quarter 2022	27-28 Oct 2022*
Labour Force In Singapore Advance Release 2022	28 Nov - 2 Dec 2022*

## PAST ...

Labour Market Report Second Quarter 2022	14 Sep 2022
Labour Market Advance Release Second Quarter 2022	29 Jul 2022
Singapore Yearbook Of Manpower Statistics 2022	30 Jun 2022
Labour Market Report First Quarter 2022	17 Jun 2022
Report On Wage Practices 2021	30 May 2022
Labour Market Advance Release First Quarter 2022	28 Apr 2022
Job Vacancies 2021	1 Apr 2022
Labour Market Report 2021	14 Mar 2022

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



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TITLE OF REPORT: LABOUR MARKET REPORT SECOND QUARTER 2022

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

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

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

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

Too detailed       Just right       Too brief

4. Overall, how would you rate this publication?

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

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

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

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