

Labour Market Report Fourth Quarter 2022



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT FOURTH QUARTER 2022

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MISSION

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

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

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Explanatory Notes

Notations

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

Abbreviations

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

Revisions

Seasonal patterns make it difficult to tell if a quarter-to-quarter change is a true reflection of the underlying trend or merely due to seasonal influences. To remove the seasonal influences, a statistical technique called seasonal adjustment is used to produce seasonally adjusted data. These seasonally adjusted data can then be compared between different periods of the year. Revision on seasonally adjusted data is done once a year, taking into account data for the latest year. The results of the latest annual revision may be found in this report.

Labour Market Report Fourth Quarter 2022

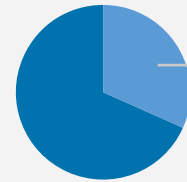
Employment

Employment level (excl. MDW)



3,625,100
December 2022

Non-residents' share of employment (excl. MDW)

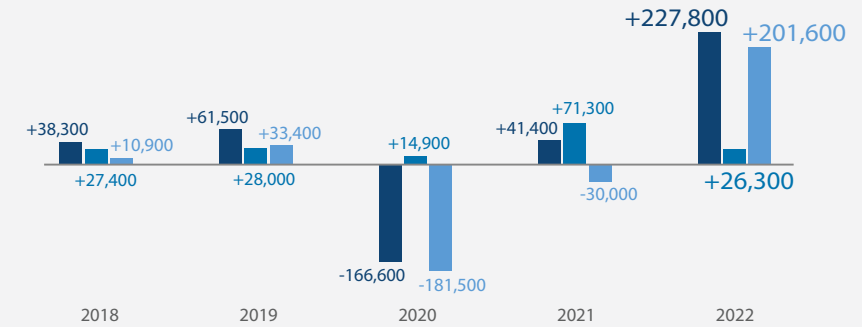


31.9 %
December 2022

Total employment increased in 2022 to above pre-pandemic levels

Employment change (Annual)

■ Total (excl. MDW) ■ Resident ■ Non-resident (excl. MDW)

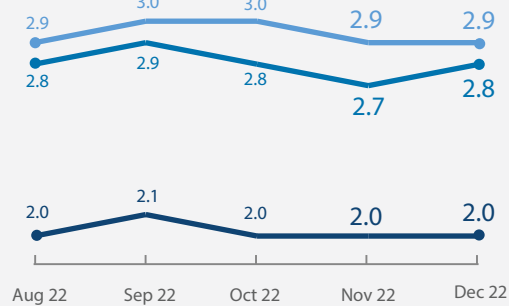


Unemployment

Unemployment rates remained low, below pre-pandemic levels

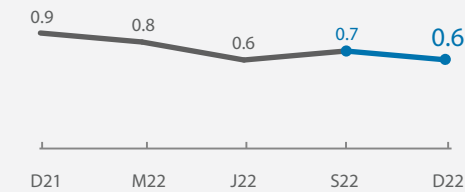
Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



Resident long-term unemployment rate fell below pre-pandemic average

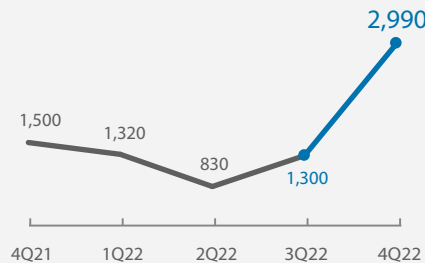
Resident long-term unemployment rate (%), seasonally adjusted



Retrenchment

Number and incidence of retrenchments both increased but remained sustainably low

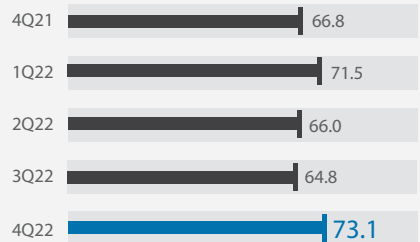
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment increased and was above pre-COVID average

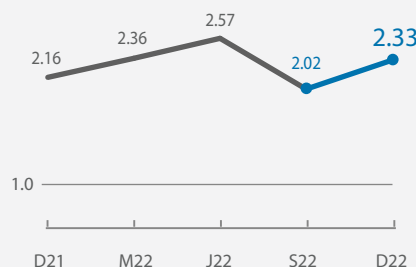
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

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

Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

Recruitment and resignation rates declined marginally

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



Short Work-Week Or Temporary Layoff

Number of employees placed on short work-week or temporary layoff increased but remained low



430
3Q 2022

↑

1,040
4Q 2022

Labour Market Report Fourth Quarter 2022

Executive Summary

- The labour market performed well in 2022. Total employment grew by an unprecedented 227,800¹. Consequently, total employment has recovered to 2.9% above pre-pandemic level in 2019. Non-resident employment level stood at 99.2% of the 2019 level, while resident employment level rose to 4.8% above the 2019 level.
- The unemployment rates (overall: 2.0%, resident: 2.8%, citizen: 2.9%) and resident long-term unemployment rate (0.6%) remained low in December 2022. Although seniors remain more likely than younger age groups to be long-term unemployed, their situation has improved.
- Retrenchments more than doubled to 2,990 in 4Q 2022. This came after the record lows of the previous three quarters (between 830 and 1,320) and the level remained within the quarterly range observed in 2019. Among those retrenched in 4Q 2022, 63% were residents, mainly from *Wholesale Trade* (370), *Electronics Manufacturing* (260) and *Information & Communications* (250), which are outward-oriented sectors facing global headwinds. For the whole year, retrenchments totalled 6,440, lower than in pre-pandemic years². The top reason for retrenchments was business reorganisation/restructuring.
- Despite the uptick in retrenchment in 4Q 2022, the overall prospect of finding new jobs remained positive for retrenched workers. The percentage of retrenched residents who found employment within six months post-retrenchment increased to 73.1% in 4Q 2022. This was the highest since 2Q 2015 (73.6%). The good re-entry prospects were also observed for residents from sectors with rising retrenchments such as *Information & Communications* and *Wholesale Trade*.
- The number of job vacancies in December 2022 (104,500) declined for the third consecutive quarter. However, it remained elevated compared to pre-pandemic periods (52,900), partly because non-resident employment has not fully recovered to its pre-pandemic level. To tap on a broader pool of manpower, employers can offer flexible work arrangements and redesign jobs to entice more residents outside the labour force, such as women with caregiving responsibilities and seniors, back into employment.
- Going forward, the projected slowdown in economic growth in 2023 may translate into a moderation of labour demand and a slow-down in labour market momentum. However, hiring sentiments remained positive as forward-looking data showed that most firms in December 2022 have plans to hire more employees in the next three months.

¹ Employment data in this report excludes migrant domestic workers.

The total employment change was the highest seen since comparable series started from 1991, surpassing the previous record-high in 2007 when total employment grew by 223,500. The increase came after an unprecedented decline of 166,600 in 2020. Pre-COVID, total employment grew by 61,500 in 2019 and 38,300 in 2018.

² The number of retrenchments were 10,730 and 10,690 in 2018 and 2019 respectively.

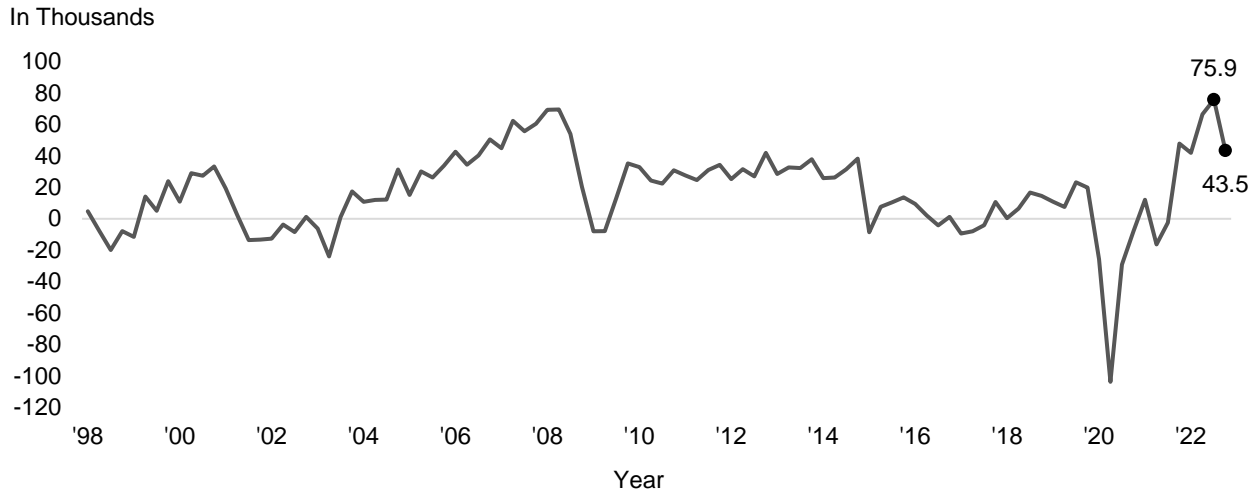
Employment

Total employment grew by an unprecedented 227,800³ in 2022. Consequently, total employment has recovered to 2.9% above pre-pandemic (2019) level.

Following the significant relaxation of border controls in April 2022, employers started to back-fill positions which were vacated by non-residents during the height of the pandemic⁴. As a result, the increase in total employment in 2022 was largely driven by non-residents (201,600), mainly in the *Construction* and *Manufacturing* sectors which were typically more reliant on non-residents⁵. Notwithstanding the increase, non-resident employment level is still 99.2% of its pre-covid (2019) level. On the other hand, resident employment continued to grow in 2022 (26,300), mainly in higher-paying sectors such as *Financial & Insurance Services* (9,600), *Information & Communications* (7,900) and *Professional Services* (5,600). Resident employment level is 4.8% above its 2019 level.

In 4Q 2022, total employment expanded for the fifth consecutive quarter by 43,500, with increases in both resident and non-resident employment. Sectors such as *Food & Beverage Services* and *Retail Trade* also registered a seasonal increase in resident workers due to hiring for the festive season.

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.

³ Employment data in this report excludes migrant domestic workers.

The total employment change was the highest seen since comparable series started from 1991, surpassing the previous record-high in 2007 when total employment grew by 223,500. The increase came after an unprecedented decline of 166,600 in 2020. Pre-COVID, total employment grew by 61,500 in 2019 and 38,300 in 2018.

⁴ At the height of the COVID-19 pandemic from December 2019 to December 2020, the non-resident workforce shrunk by 181,500, excluding MDW.

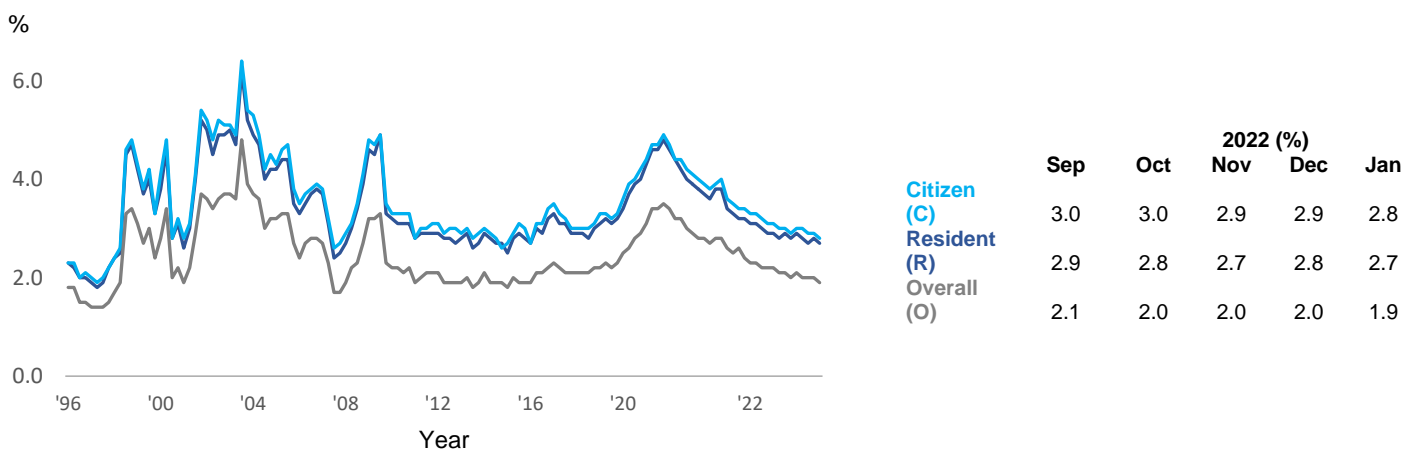
⁵ In December 2022, non-residents formed 50% of total employment in *Manufacturing*, and 76% in *Construction*.

Unemployment

Reflecting consistent improvements across all quarters of 2022, the annual average⁶ unemployment rates were significantly lower in 2022 (overall: 2.1%, resident: 2.9%; citizen: 3.0%)^{7,8} compared to 2021 (overall: 2.7%, resident: 3.5%, citizen: 3.7%).

Unemployment rates (overall: 2.0%, resident: 2.8%, citizen: 2.9%) in December 2022 remained below pre-pandemic levels^{9,10} and were at their lowest since December 2012. In January 2023, unemployment rates continued to improve (overall: 1.9%, resident: 2.7%, citizen: 2.8%).

Chart 2: Unemployment Rate (Seasonally Adjusted)



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

Across most age and education groups, the resident unemployment rates were at or below pre-COVID levels. This was also observed among younger residents aged 30 and below, even though their unemployment rates rose over the quarter (from 4.7% in September 2022 to 5.1% in December 2022). The unemployment rate for younger residents is higher than other age groups because they include fresh graduates who are searching for work and exploring career options as well as students who move in between temporary or part-time jobs.

⁶ Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals (i.e. March, June, September, December).

⁷ Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 4Q 2022 was at 2.4%, down from 2.7% in 3Q 2022, and lower than the same period a year ago at 2.9%.

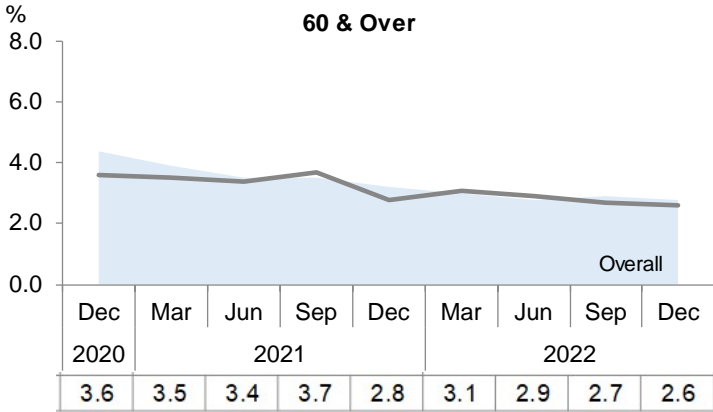
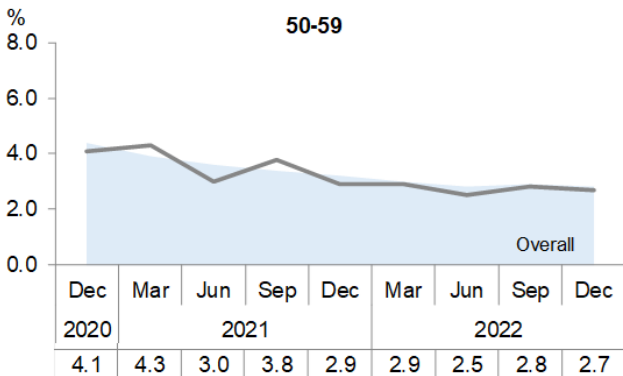
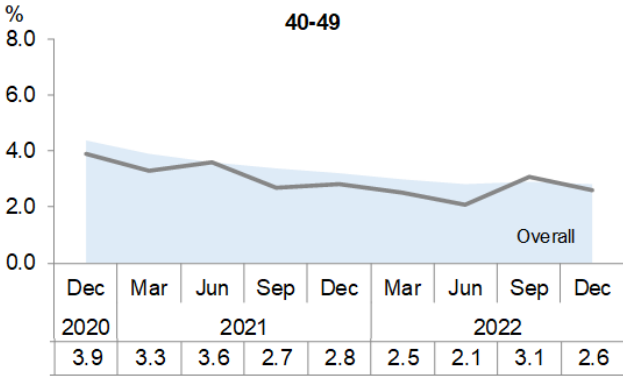
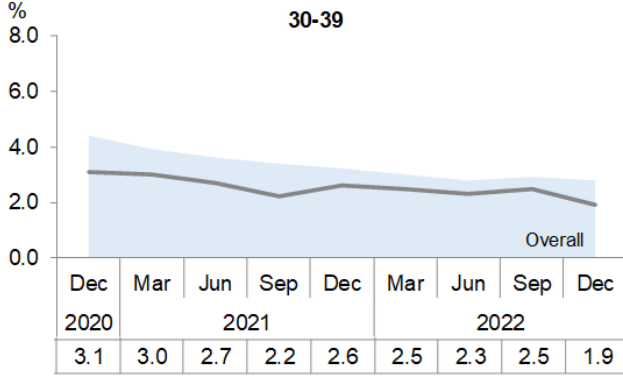
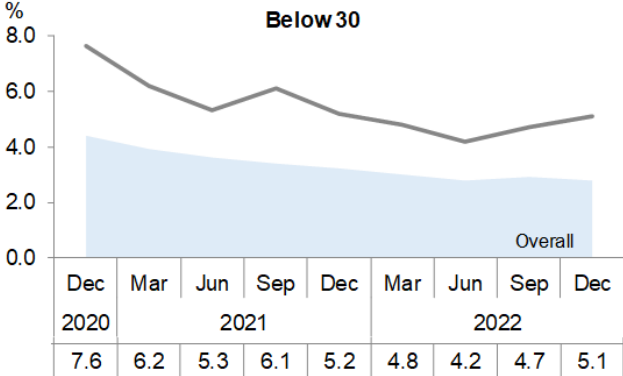
⁸ To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations to enable a more meaningful analysis of the groups who need help.

⁹ In the pre-COVID quarters of 2018 / 2019, the average unemployment rates were 2.2% at the overall, 3.0% for residents, and 3.2% for citizens.

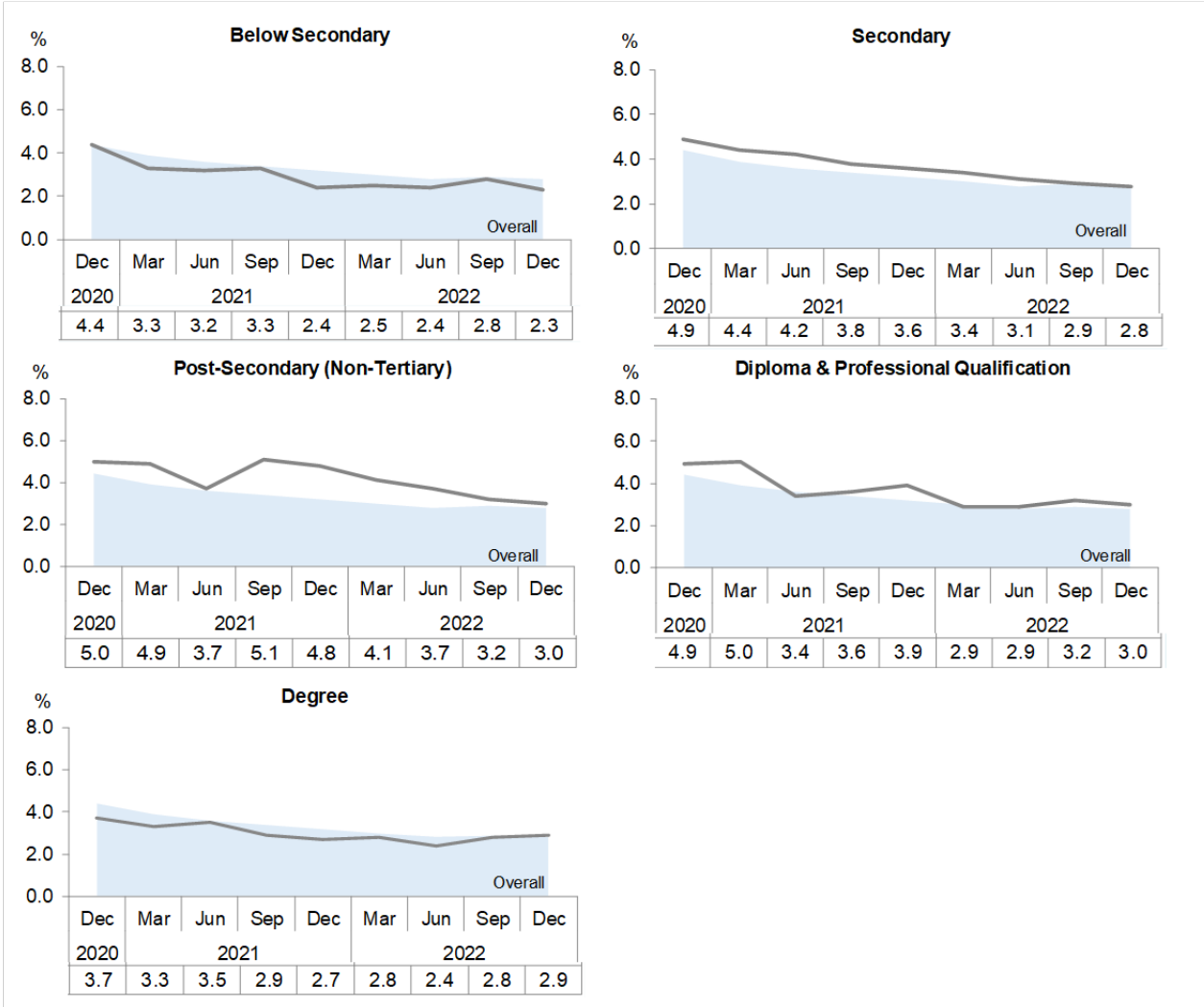
¹⁰ Based on seasonally adjusted data, there were 67,100 unemployed residents in December 2022, of which 59,500 were citizens.

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

By Age



By Education

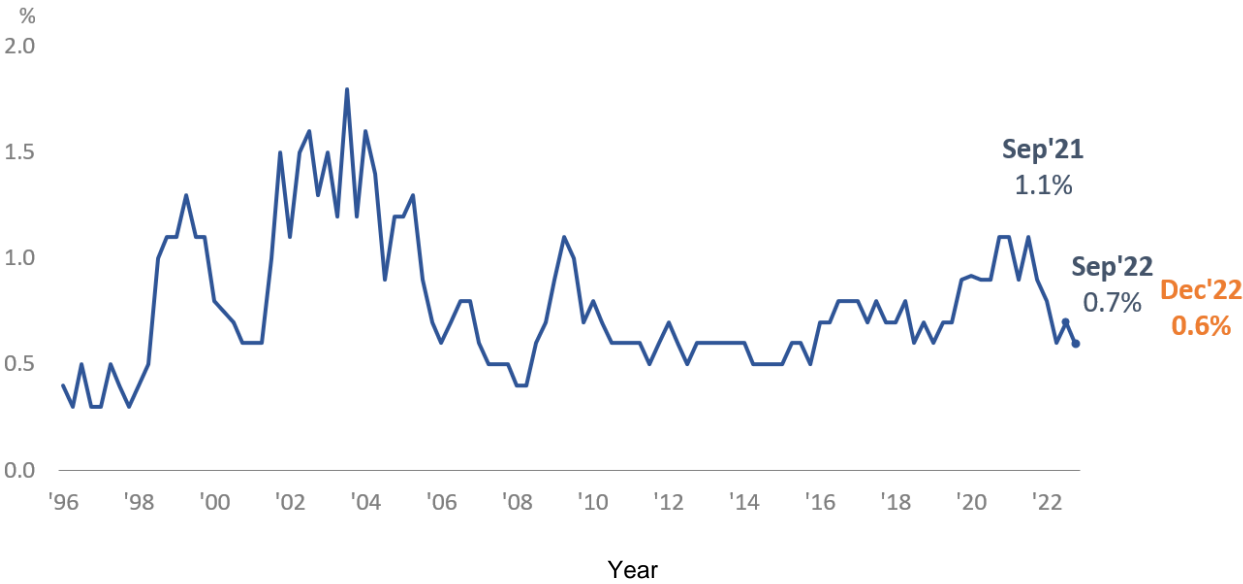


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

The resident long-term unemployment rate¹¹ (LTUR) declined in December 2022 (0.6%) to under the pre-pandemic average (2018/19: 0.7%).

The resident LTUR in December 2022 for most age and education groups were below their pre-COVID averages, except for residents aged 60 & over (0.9%). Although the rate for this age group has improved from September 2022 (1.1%), their relatively higher LTUR compared to that of their younger counterparts remains a concern. The extension of the Senior Employment Credit wage offsets to 2025 will help increase the attractiveness of seniors to employers.

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



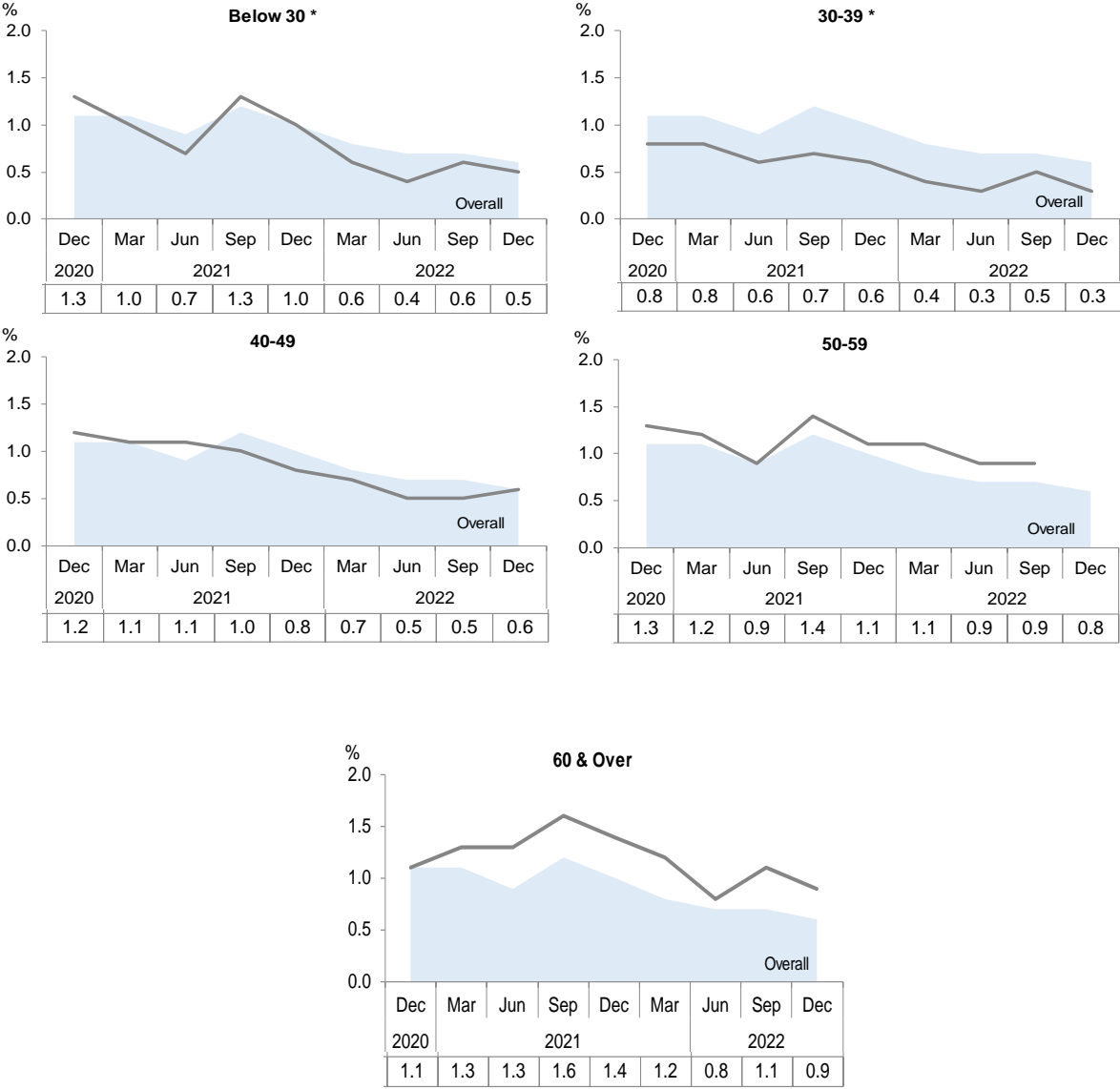
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

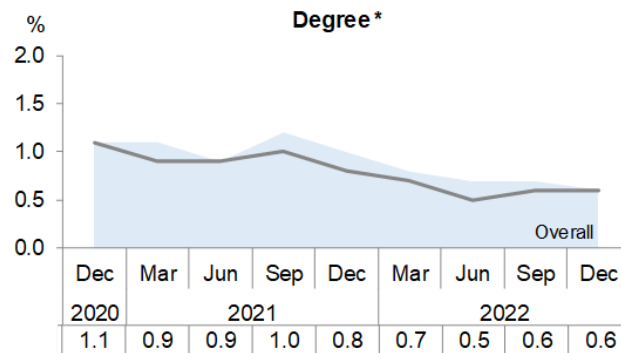
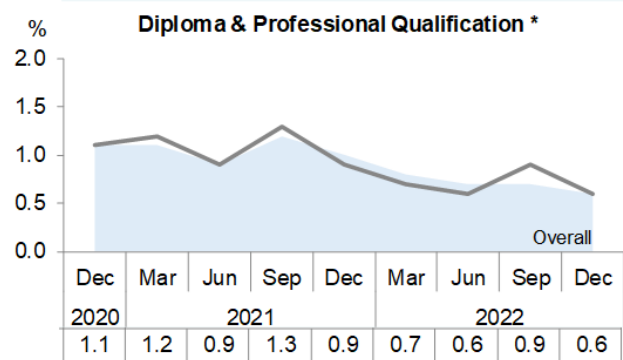
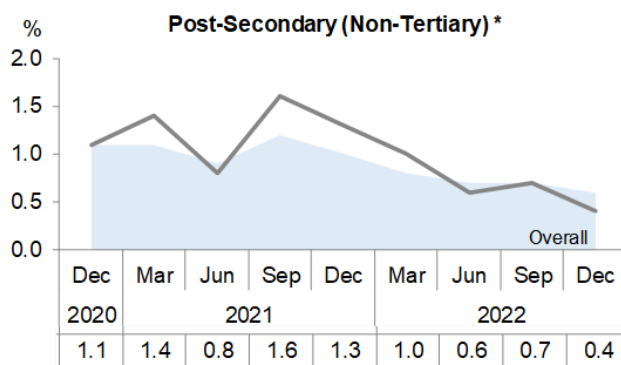
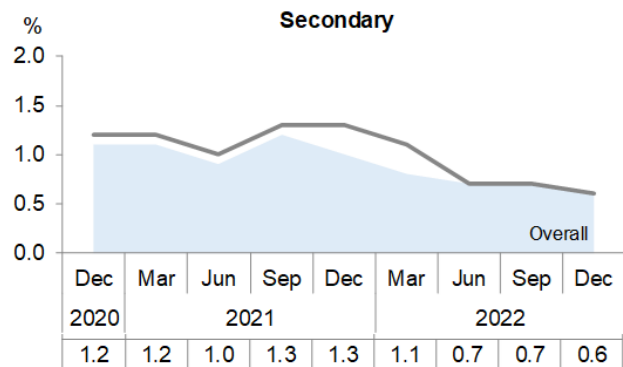
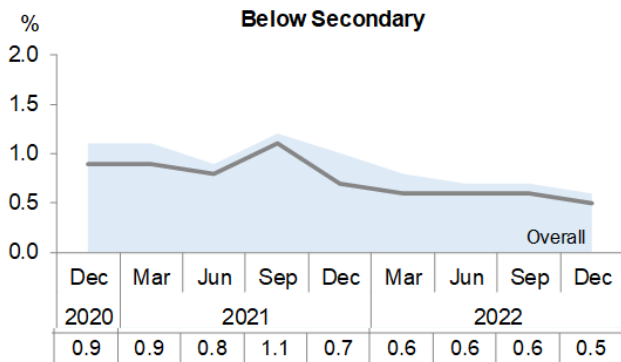
¹¹ The long-term unemployment rate measures persons who are unemployed for at least 25 weeks, as a percentage of the labour force. More time is needed to carry out additional verification on the duration of unemployment to ensure a proper classification of this group of unemployed persons. Hence, the information is only released on a quarterly basis.

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.

Youths in the Labour Market

Overview

Youths are defined as persons aged 15 to 24, in line with practices of the International Labour Organisation and many countries. In this article, we analyse the employment outcomes of our youths, and compare them with that of youths from other countries.

About 4 in 10 of youth employees are in temporary employment or contract work. They are mostly students who are working at the sides. In 2022, 27% of employed youths were working while they were schooling or on vacation break.

Unemployment

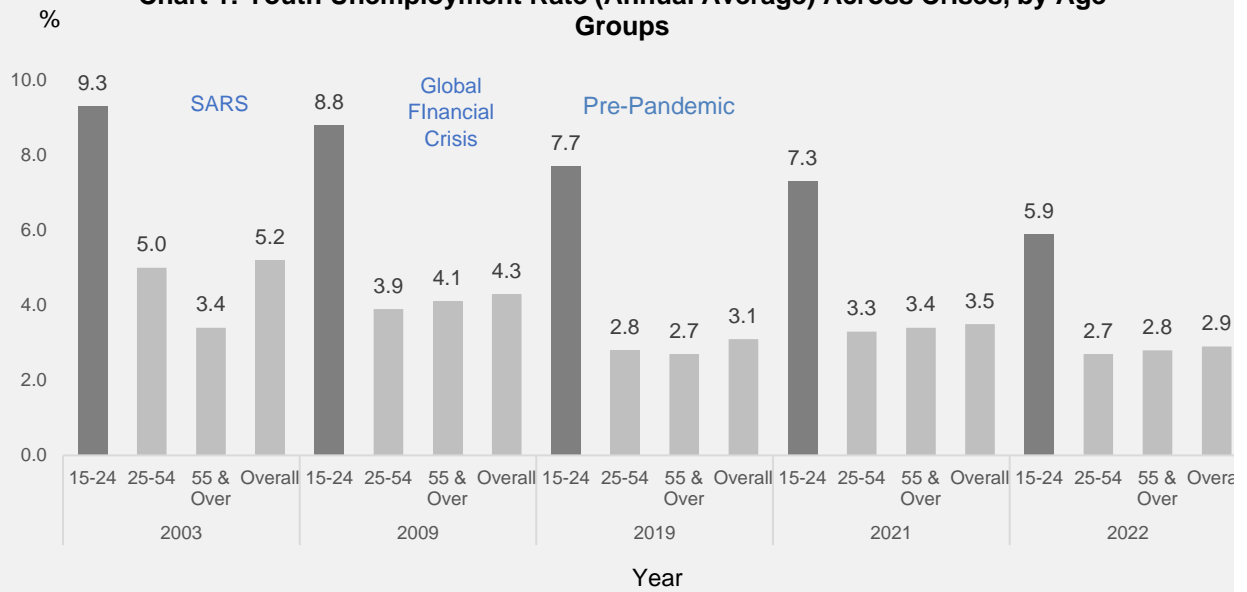
The resident youth unemployment rate fell further to 5.9% in 2022 from 7.3% in 2021, the lowest since 1997 (4.3%). **This could reflect the ease among schooling youths trying to secure part-time or temporary employment in industries with lower barriers to entry such as *Retail Trade and Food & Beverage Services* in 2022 as businesses resume to normality, transitioning into the endemic phase.**

However, compared to other age groups, the unemployment rate among youths aged 15 to 24 has been consistently higher than other age groups. This is similar to other countries, reflecting:

- Job search activities of fresh graduates entering the labour market as we transition out of the pandemic,
- Higher churn as a result of exploring different options to find a suitable job, and
- Youths who frequently move in between temporary or part-time jobs while studying.

Compared to previous downturns, our youth unemployment rate at 5.9% was much lower in 2022. Singapore also fared well compared to other developed nations such as the United States of America (9.7%) and Finland (16.2%).

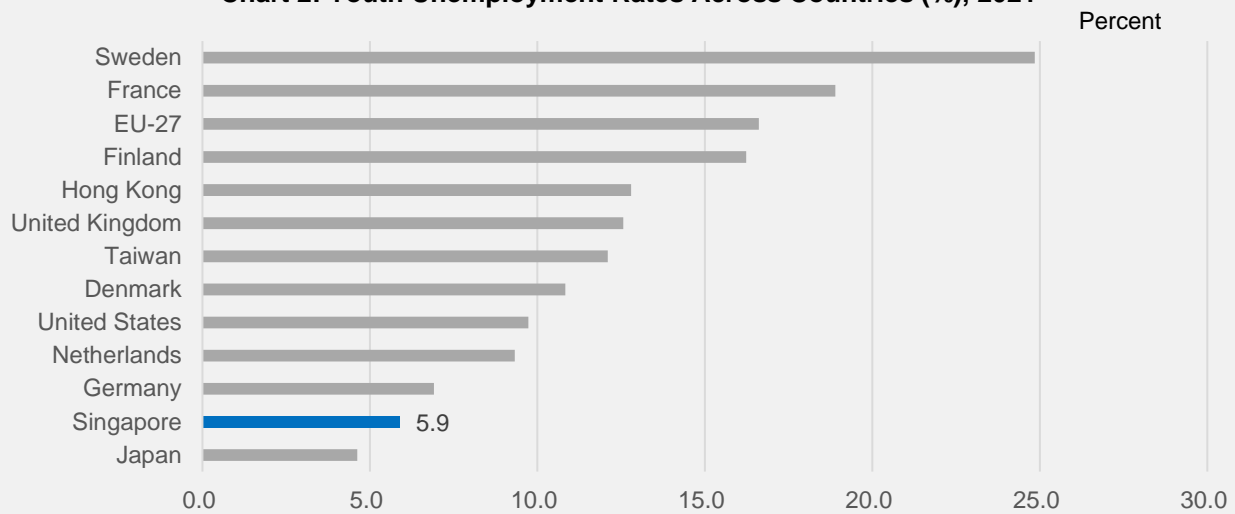
Chart 1: Youth Unemployment Rate (Annual Average) Across Crises, by Age Groups



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

Note: Youth unemployment rate is defined as the percentage of unemployed youths to the youth labour force.

Chart 2: Youth Unemployment Rates Across Countries (%), 2021



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

Other economies: OECD Stat Database and National Statistical Agencies

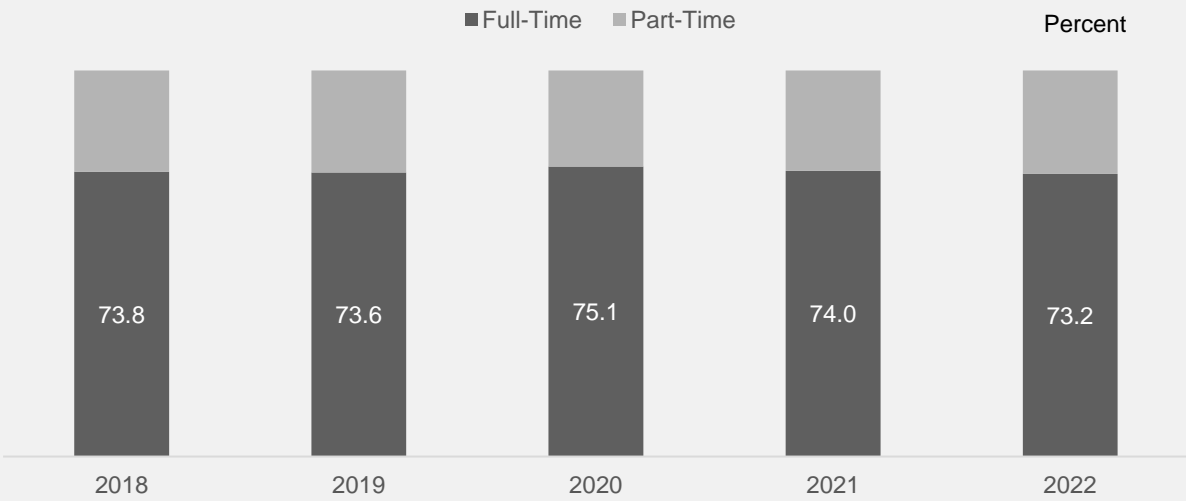
Note:

(1) Data for Singapore pertain to residents and are based on annual average and reflect the year 2022.

(2) Youths refer to those aged 15 to 24, except for United Kingdom and Spain, which refer to those aged 16 to 24.

When youths gained employment, they were likely to be in full-time positions. This share did not change significantly and was comparable to pre-pandemic levels in 2018 and 2019. In 2022, full-timers formed 73.2% of all employed resident youths. Those who engaged in temporary or part-time jobs did so while studying.

Chart 3: Proportion of Employed Youth Residents by Nature of Employment (Excluding Full-Time National Servicemen)

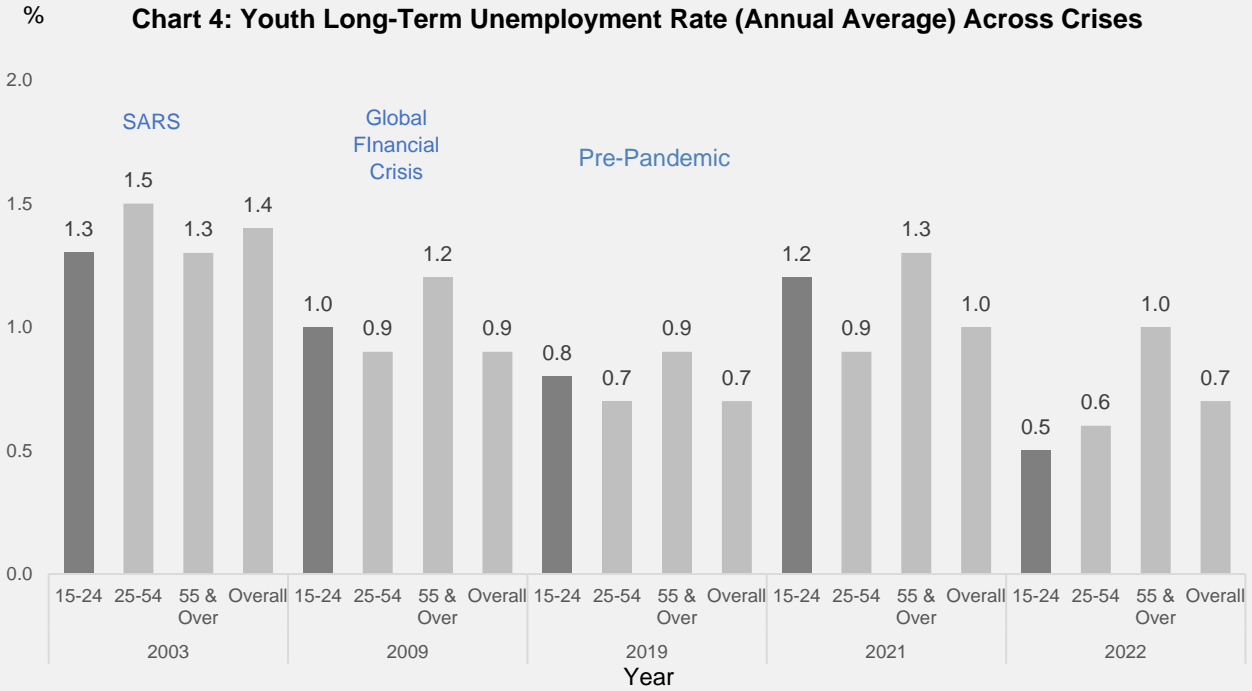


Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Data pertains to the employed residents aged 15 to 24 and are for the period of June.

Youth unemployment is mostly transitional and short-term. The youth long-term unemployment rate was 0.5% in 2022, lower than pre-pandemic and past crises levels.

Chart 4: Youth Long-Term Unemployment Rate (Annual Average) Across Crises

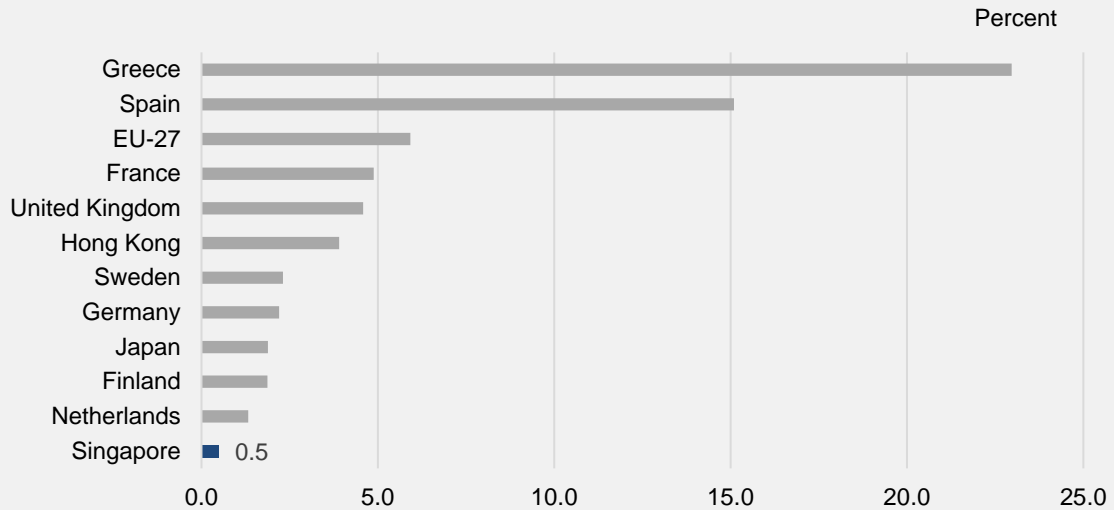


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Youth long-term unemployed refers to those aged 15-24 who have been unemployed for at least 25 weeks

Singapore's youth long-term unemployment rate is also one of the lowest when compared against other economies such as France (4.9%), United Kingdom (4.6%) and Hong Kong (3.9%).

Chart 5: Youth Long-Term Unemployment Rates across Countries, 2021



Sources: Singapore - Labour Force Survey, Manpower Research & Statistics Department, MOM. Other economies – OECD Stat Database and National Statistical Agencies

Notes:

(1) For Singapore, long-term unemployed refers to those unemployed for at least 25 weeks. In other economies, long-term unemployed refers to those who have been unemployed for at least 6 months.

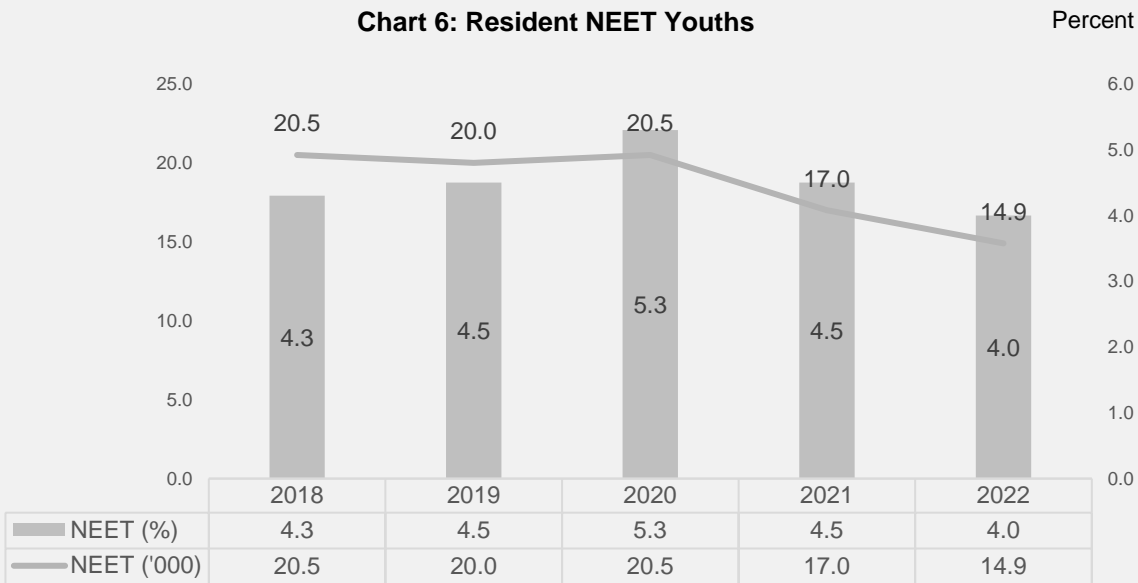
(2) Data for Singapore pertain to residents and are based on annual average and reflect the year 2022.

Continued education and work kept youths from being “economically idle”

To better understand youths' difficulty in finding a job, as well as their likelihood of being “economically idle”, it is useful to look at the proportion of youth population who are not in employment, education or training (i.e. the NEET measure).

Singapore has a low prevalence of NEET youths compared to other OECD countries, a testament to the quality of our education system. This suggests that economic “idleness” was less of an issue in Singapore. In 2022, the prevalence of NEET youths dropped to 4.0% from the height of the pandemic in 2020 (5.3%).

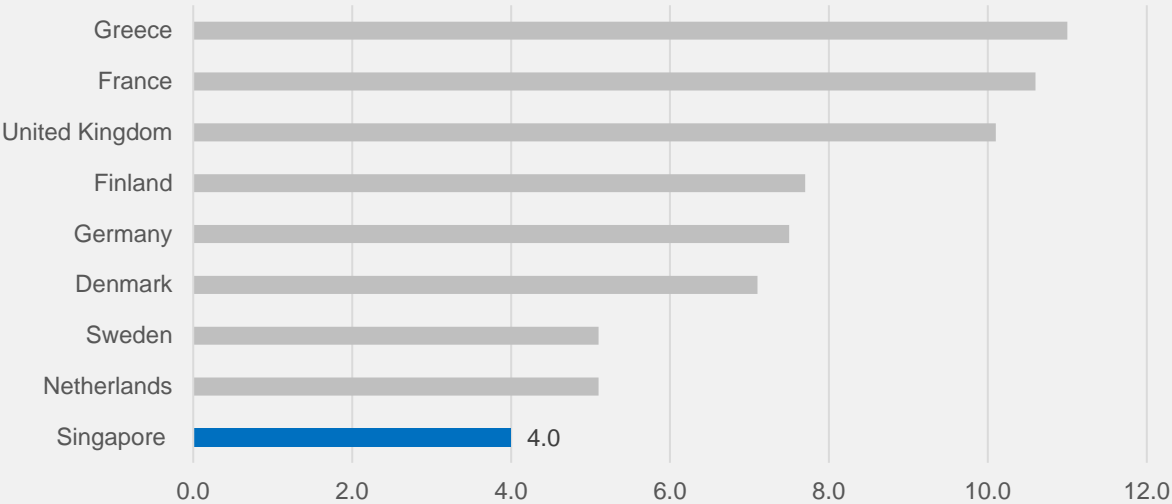
Chart 6: Resident NEET Youths



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

- Notes:
- (1) NEET refers to those who are unemployed or outside the labour force, due to reasons other than education or training
 - (2) Youth NEET rate is calculated as average number of NEET/average number of youth resident aged 15-24 of the quarterly figures

Chart 7: Youth NEET Rates across Countries (%), 2021



Sources: Singapore - Labour Force Survey, Manpower Research & Statistics Department, MOM. Other economies - EuroStat Database and National Statistical Agencies

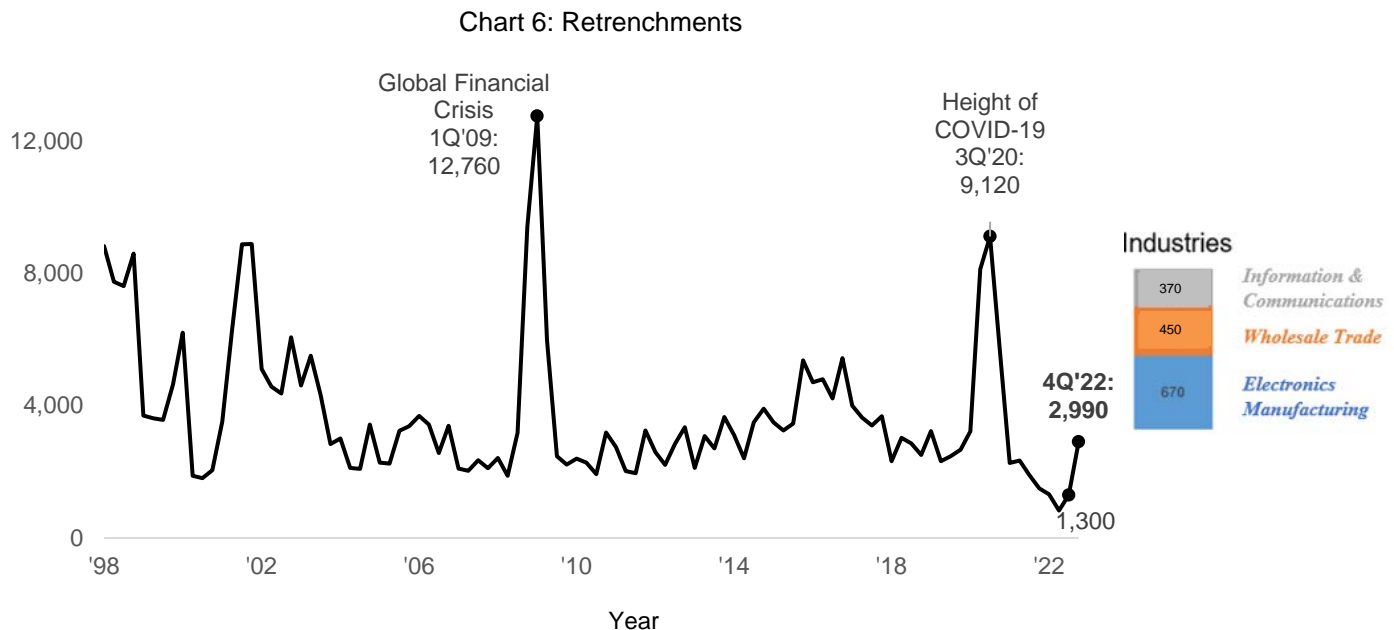
- Notes:
- (1) Data for Singapore pertain to residents and are based on annual average and reflect the year 2022.
 - (2) NEET refers to those who are unemployed or outside the labour force, due to reasons other than education or training.
 - (3) NEET rate represents the NEET youths as a proportion of the resident youth population.

Taken together with Singapore's good international standing in terms of low unemployment and long-term unemployment rates, the favourable labour market outcomes of our youths attest to our quality education and training system.

Retrenchment

After declining to record lows in the previous three quarters (between 830 and 1,320), the number of retrenchments rose to 2,990 in 4Q 2022. However, it remained within 2019 (pre-pandemic) quarterly levels. The incidence of retrenchments rose in tandem with the increase in the number of retrenchments.

Most of the retrenchments occurred mostly in *Information & Communications* (370), *Wholesale Trade* (450) and *Electronics Manufacturing* (670); these are outward-oriented sectors facing global headwinds. Retrenchments in other sectors remained stable. The top reason for retrenchments was business reorganisation/ restructuring. For the full year 2022, retrenchments totalled 6,440, lower than in pre-pandemic years¹². However, doubling in the number of retrenchments in 4Q 2022 serves as a reminder of the labour market volatility and global headwinds.



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

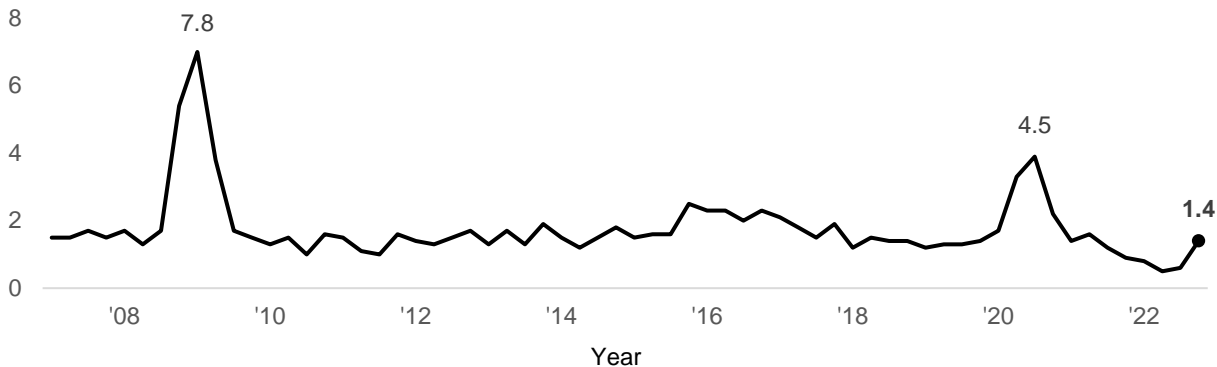
Notes:

- (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.

¹² The number of retrenchments were 10,730 and 10,690 in 2018 and 2019 respectively.

No. Retrenched Per
1,000 Employees

Chart 7: Incidence of Retrenchment

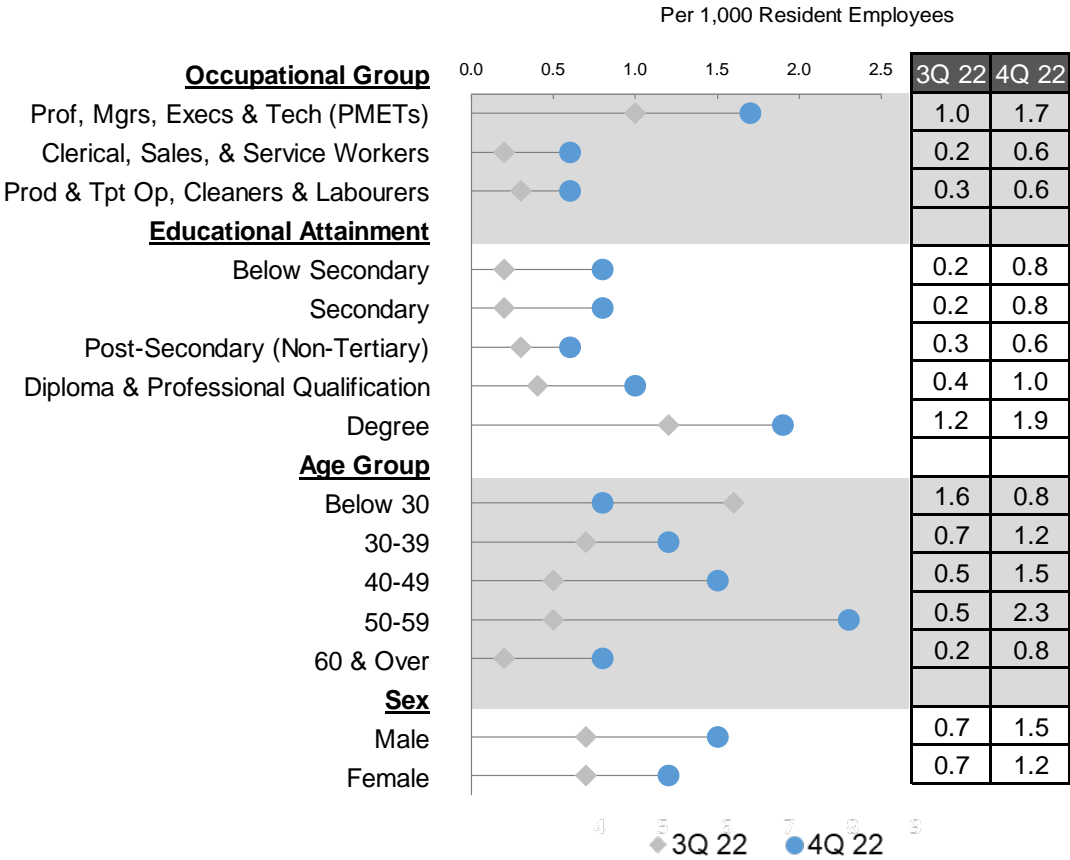


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

The rise in incidence of retrenchment among residents in 4Q 2022 was more pronounced for PMETs, and degree holders [Chart 8]. By age, residents in their 40s and 50s were more affected by retrenchment in 4Q 2022 than the previous cohort in 3Q 2022.

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



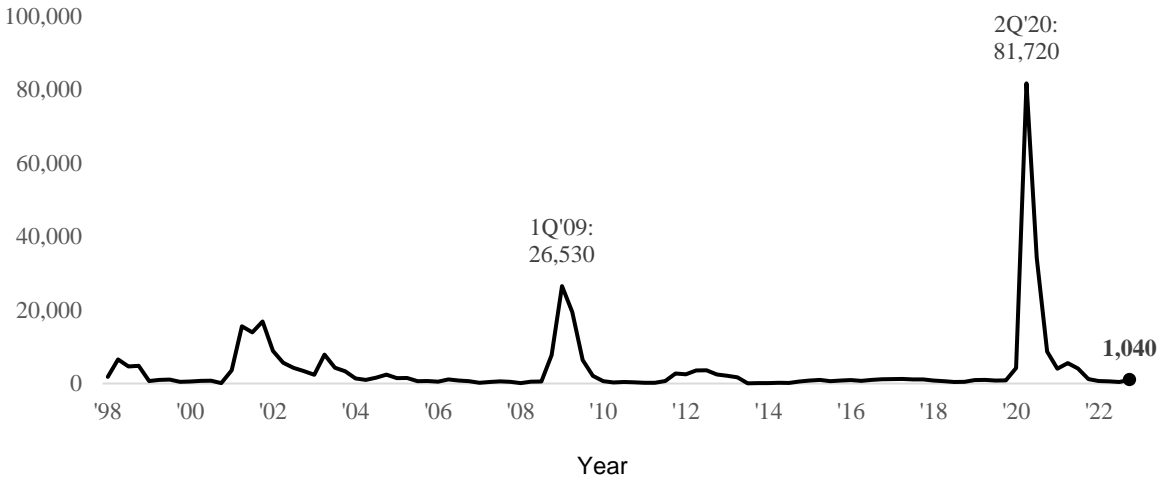
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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

Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoff increased for the first time to 1,040 in 4Q 2022, following a five consecutive quarters of decline to 430 in 3Q 2022. This was mainly from *Manufacturing* and *Food & Beverage Services*. Compared to the highs experienced from the previous crises in 2Q 2020 and 1Q 2009, the number remained low. Similar to past quarters, most of the affected employees were on short work-week arrangements (1,010).

Chart 9: Number of Employees on Short Work-week or Temporary Layoff



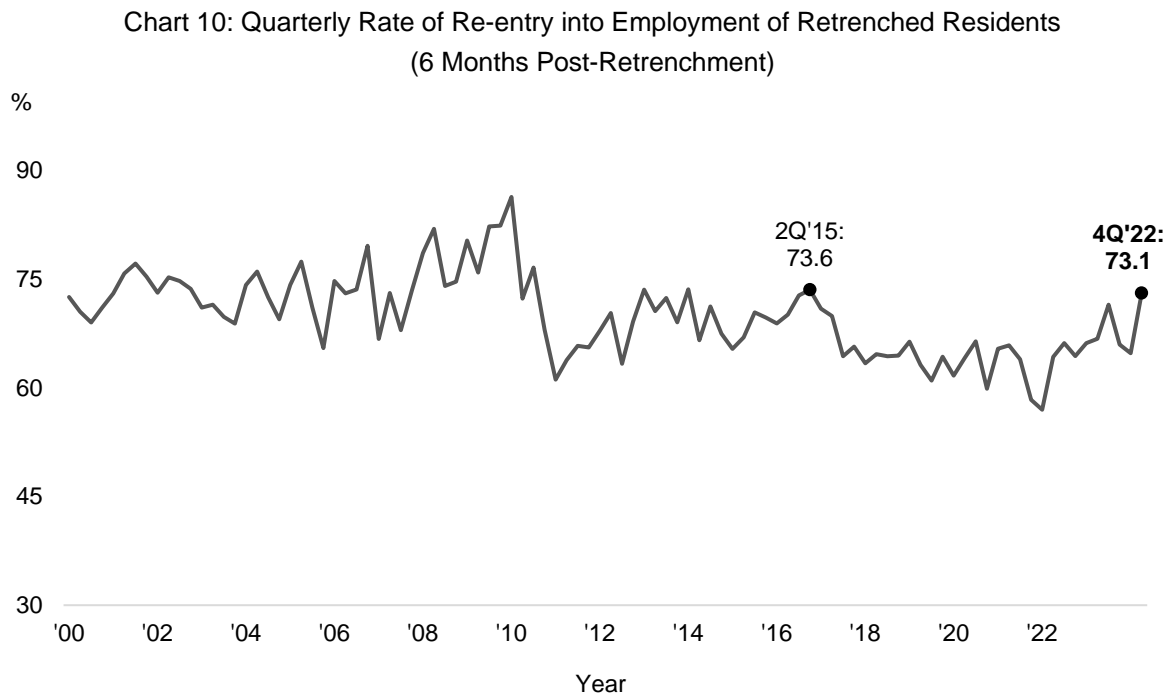
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

The percentage of retrenched residents who found employment within six months post-retrenchment increased to 73.1% in 4Q 2022 [Chart 10]. This was the highest since 2Q 2015 (73.6%). The high re-entry rates were also observed in sectors with rising retrenchments such as *Information & Communications* and *Wholesale Trade*¹³.



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

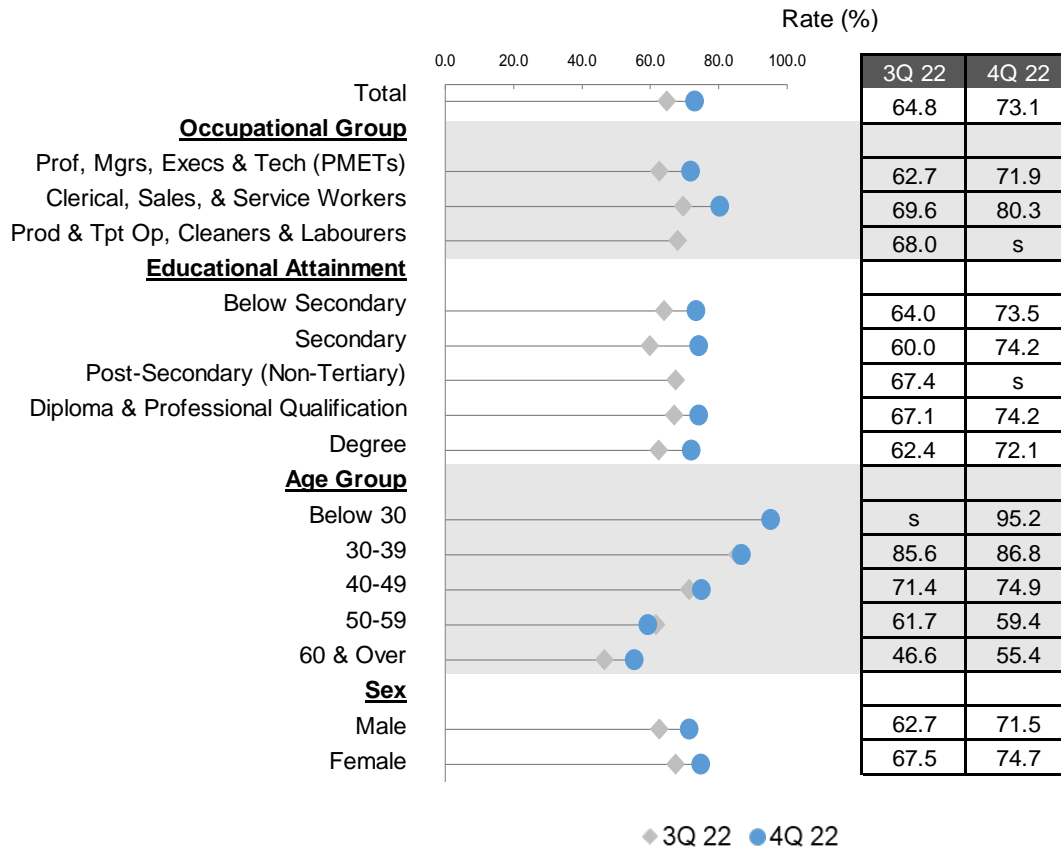
Notes:

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

¹³ These industries had the highest number of retrenchments in 4Q 2022.

Re-entry rates improved across most age groups except for residents aged 50 to 59, which registered a slight decline from 61.7% in 3Q 2022 to 59.4% in 4Q 2022 [Chart 11].

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



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

Notes:

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

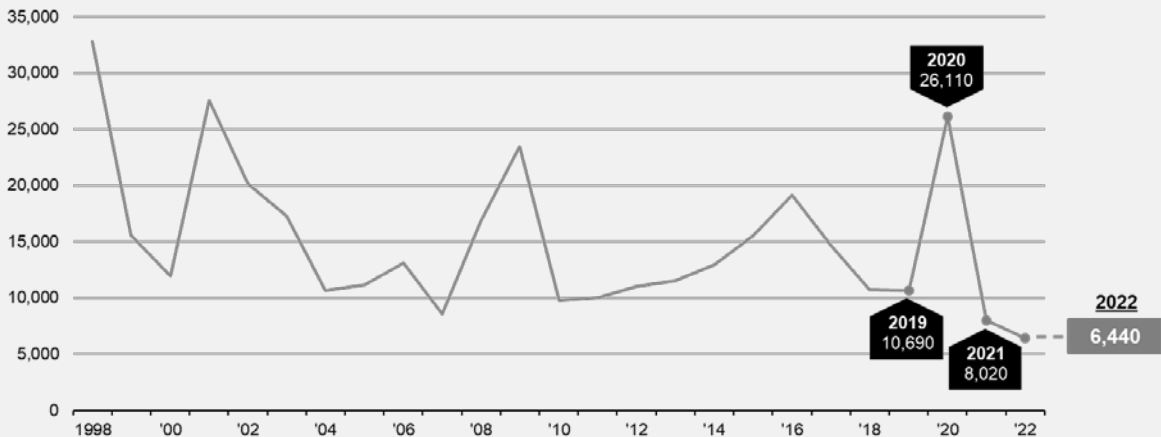
(2) 's' - Data suppressed due to small number of observations.

Retrenchment & Re-entry into Employment In 2022

Overview

The number of retrenchments fell from 8,020 in 2021 to 6,440 in 2022, and remained well below pre-COVID levels for the second consecutive year. There were also fewer companies that carried out retrenchments in 2022 (864, down from 1,113 in 2021).

Chart 1: Annual Retrenchments



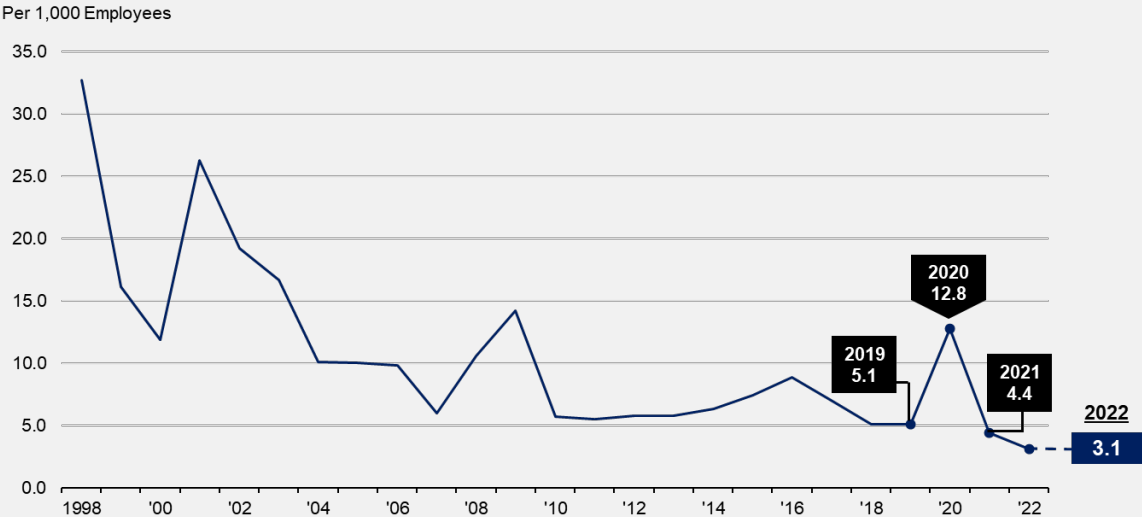
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note:

Before 2006, data pertain to private establishments (each with at least 25 employees). From 2006 onwards, data also includes the public sector.

The incidence of retrenchments also declined, from 4.4 retrenchments per 1,000 employees in 2021 to 3.1 retrenched per 1,000 employees in 2022.

Chart 2: Annual Incidence Of Retrenchment



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

Note:

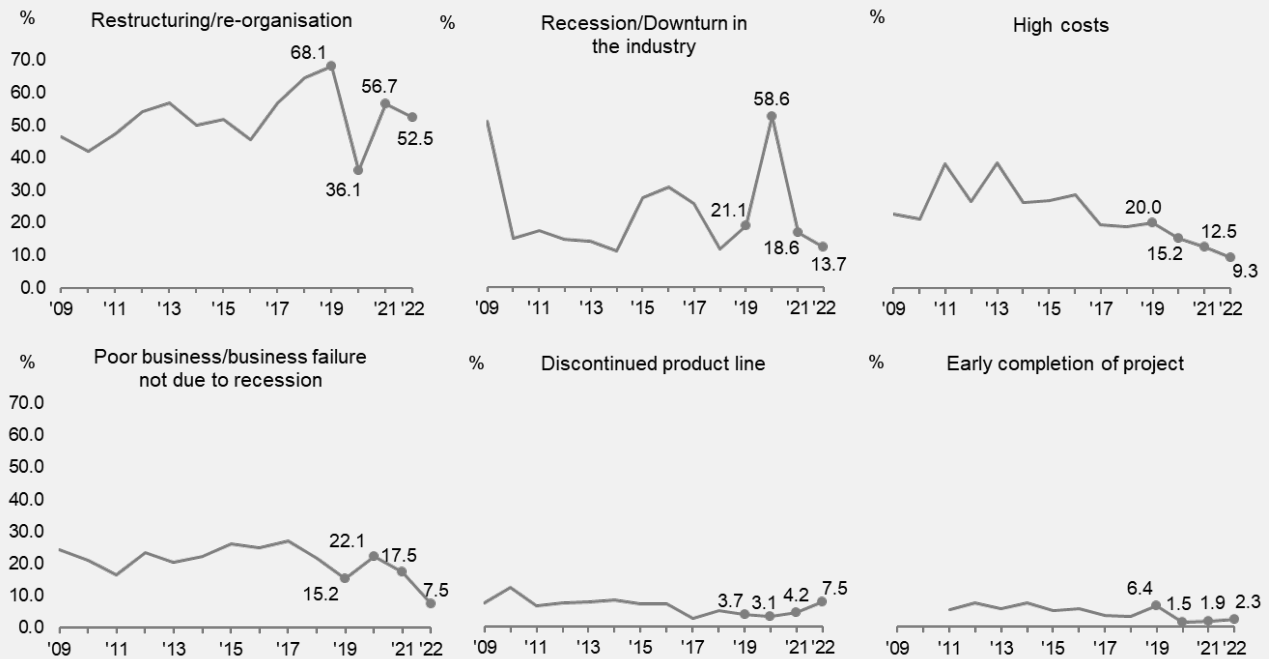
Before 2006, data pertain to private establishments (each with at least 25 employees). From 2006 onwards, data also includes the public sector.

Business restructuring and re-organisation remained the top reason cited by firms for retrenchments

Post-pandemic, firms were less likely to cite recession/downturn as a reason for retrenchment, and this was no longer the top reason for retrenchments. Instead, re-organisation / restructuring became the top reason for retrenchments, similar to pre-pandemic years.

At present, supply chain disruptions in the *Manufacturing* sector, and the higher business costs have not translated to proportionately more retrenchments. The proportion of retrenchments due to higher costs and discontinued product lines/early completion of projects remained low.

Chart 3: Retrenched Employees By Reasons For Retrenchment



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

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Establishments can indicate more than one reason.
- (3) Data on reasons for retrenchment are available from 2009. Data on early completion of project are available from 2011.

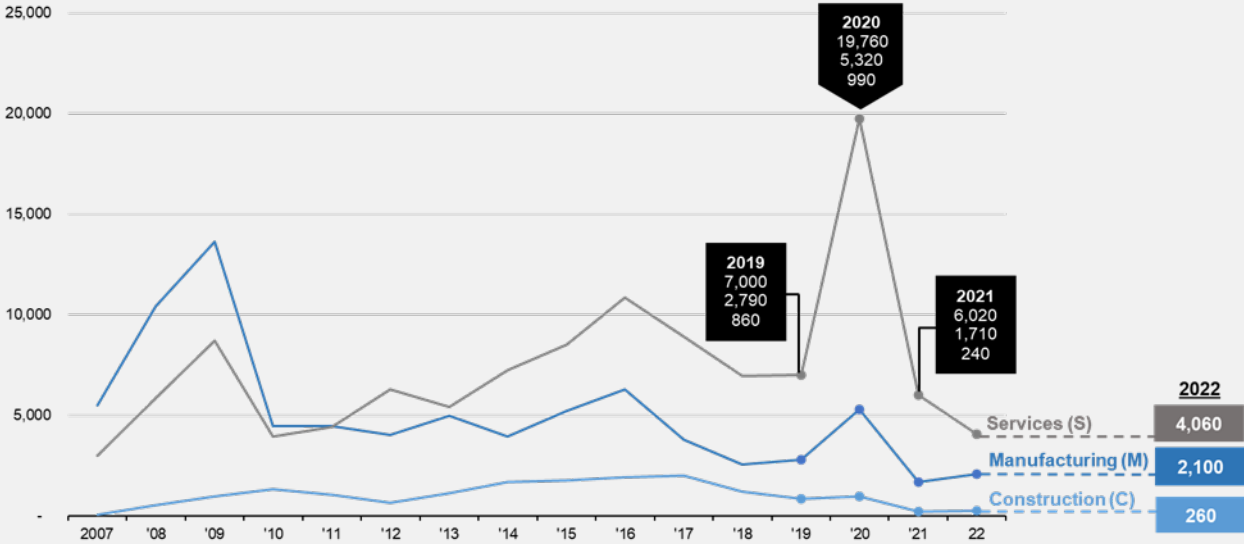
Decline in retrenchments was driven by Services

Retrenchments declined in *Services* but rose in *Manufacturing* and *Construction*.

Retrenchments declined in most services industries, with bigger declines observed in *Financial Services*, *Professional Services* and *Wholesale Trade*.

There was an increase in retrenchments in *Manufacturing* (mainly in *Fabricated Metal Products, Machinery & Equipment, Transport Equipment* and *Electronics, Computer & Optical Products*) and *Construction*. The increase reflected weakened global demand and prolonged supply chain disruptions due to the Ukraine-Russia conflict.

Chart 4: Annual Retrenchments By Broad Industries



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

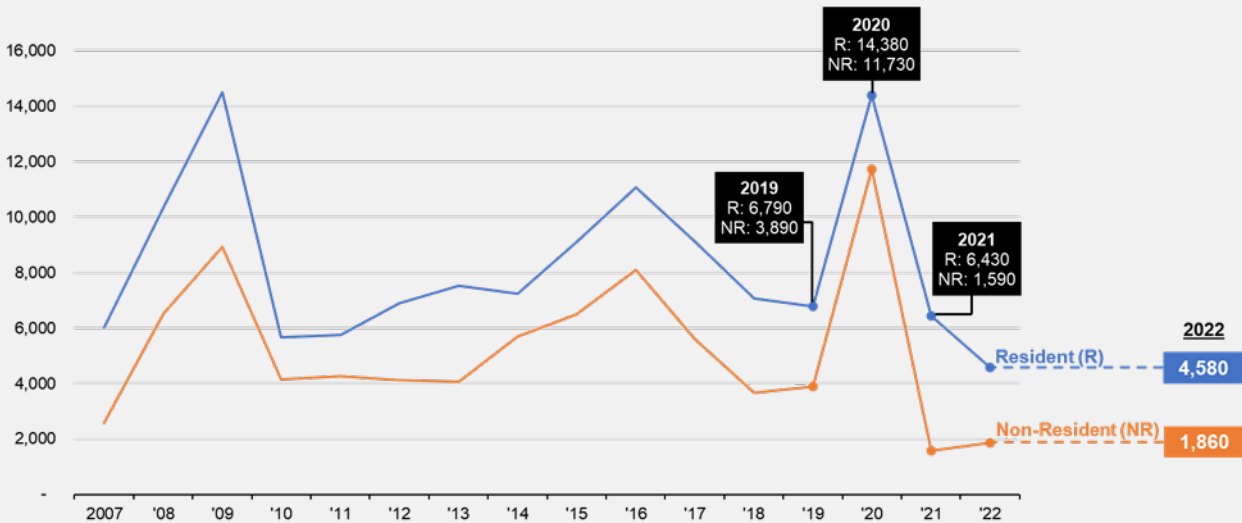
Notes:

- (1) Data are rounded to the nearest 10. Hence, they may not add up due to rounding.
- (2) Industries are classified based on SSIC 2020.
- (3) Data pertain to private establishments (each with at least 25 employees) and the public sector.

Likelihood of retrenchment among residents declined to an all-time low

The number and incidence of retrenchments fell for residents to all-time lows (4,580 or 3.4 per 1,000 resident employees in 2022). Non-resident retrenchments were broadly similar over the year (1,860 or 2.6 per 1,000 non-resident employees). In general, the incidence of retrenchment among non-residents remained lower than residents because their employment could also be ended through contract termination and expiry.

Chart 5: Retrenchments By Residential Status

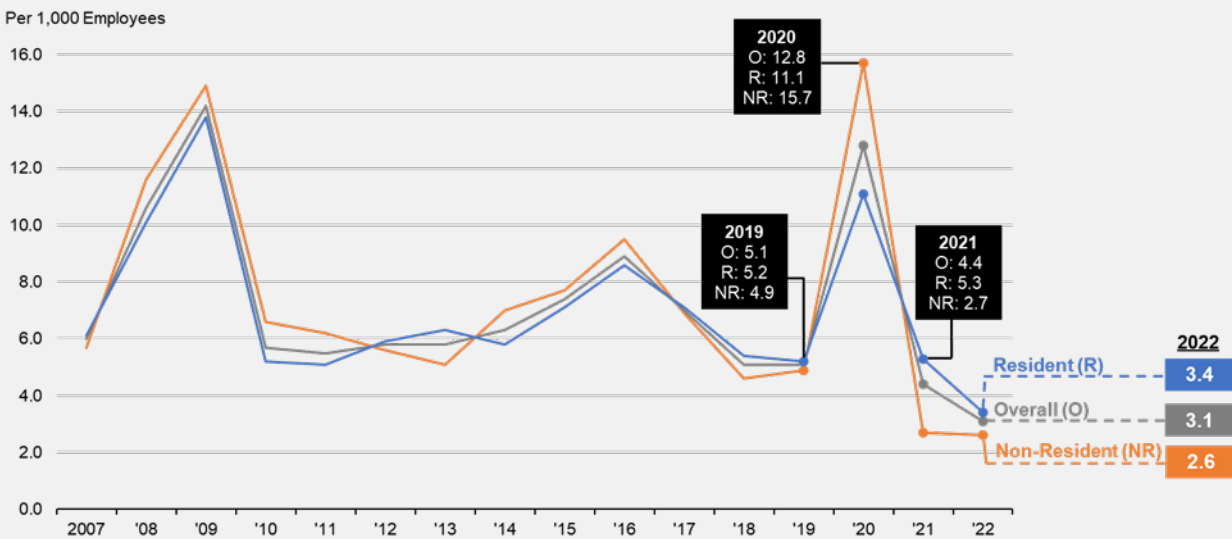


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note:

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

Chart 6: Incidence Of Retrenchment By Residential Status



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.

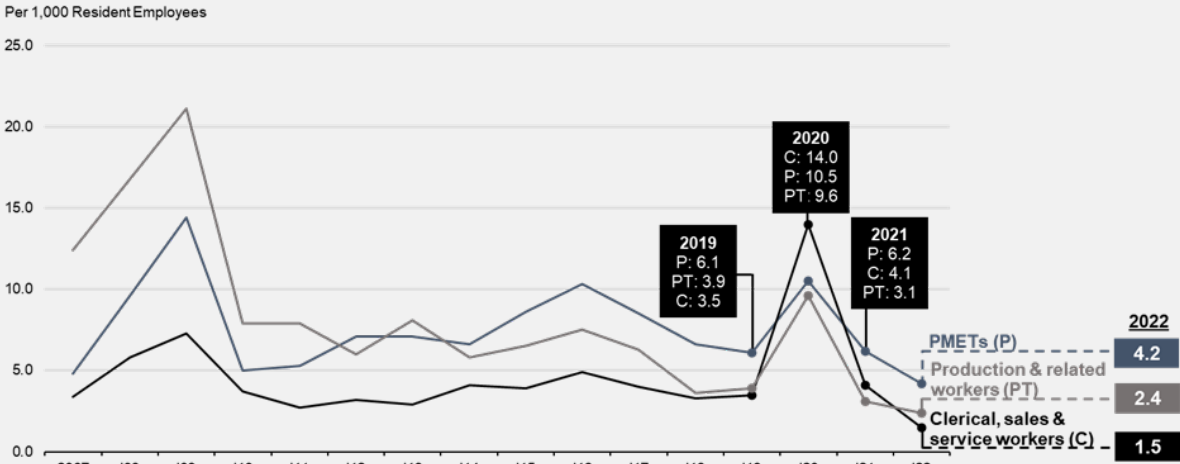
Retrenchments among the Resident Workforce

Likelihood of retrenchment decline across all occupation groups

The incidence of retrenchments among the resident workforce fell over the year to below pre-pandemic levels for all occupational groups in 2022. The sharpest drop was observed for clerical, sales & service workers (from 4.2 to 1.5 retrenched per 1,000 resident employees). This group of workers were mainly working in consumer-facing and tourism-related sectors (such as *Accommodation, Retail Trade* and *Arts, Entertainment & Recreation*) which benefited most from the easing of border restrictions and domestic safe management measures.

PMETs continued to comprise the majority of resident retrenchments in 2022 (80%, 4.1 retrenched per 1,000 resident employees), reflecting the majority share of PMETs in the resident labour force.

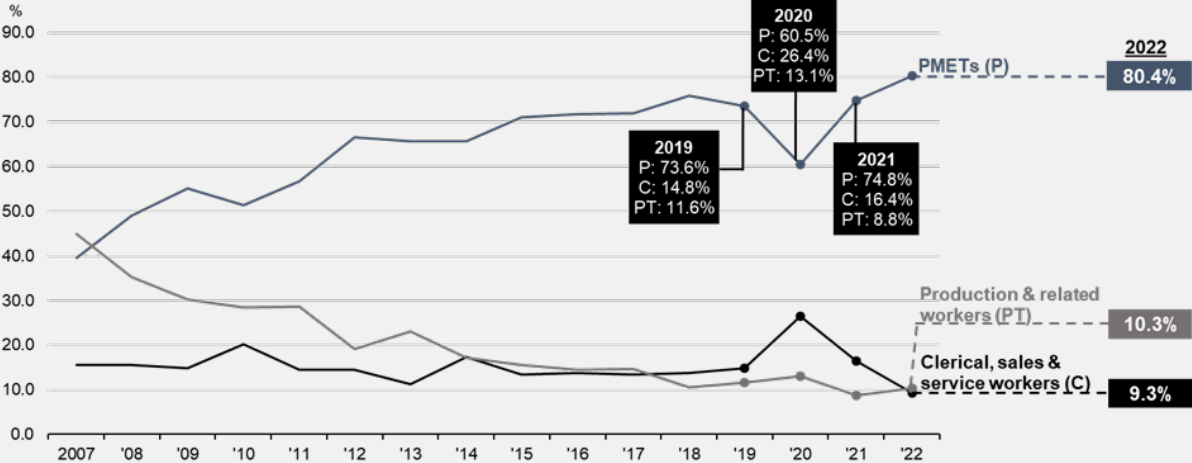
Chart 7: Incidence Of Resident Retrenchment By Occupation



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.

Chart 8: Share of Resident Retrenchment by Occupation

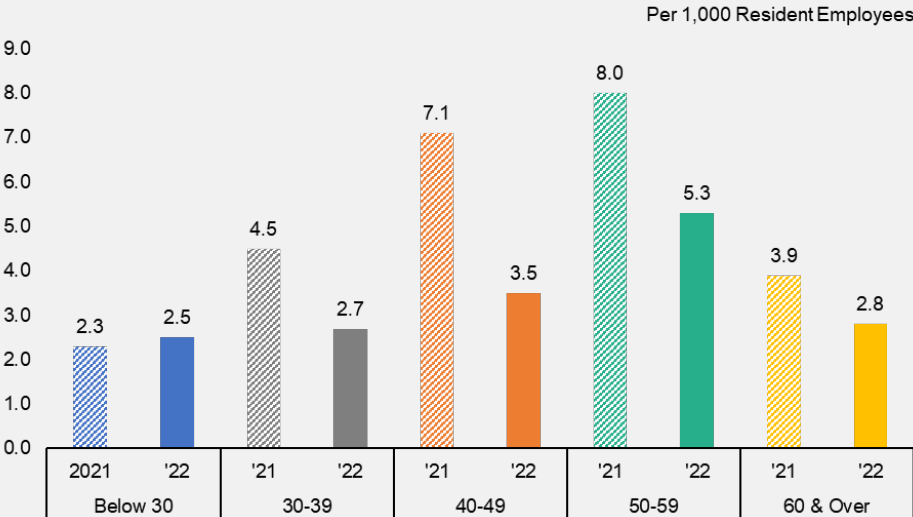


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

The incidence of retrenchment fell substantially across most resident age groups as well, with the greatest decrease observed among those in their 40s and 50s, who were more likely to be PMETs.

Chart 9: Incidence Of Resident Retrenchment By Age



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

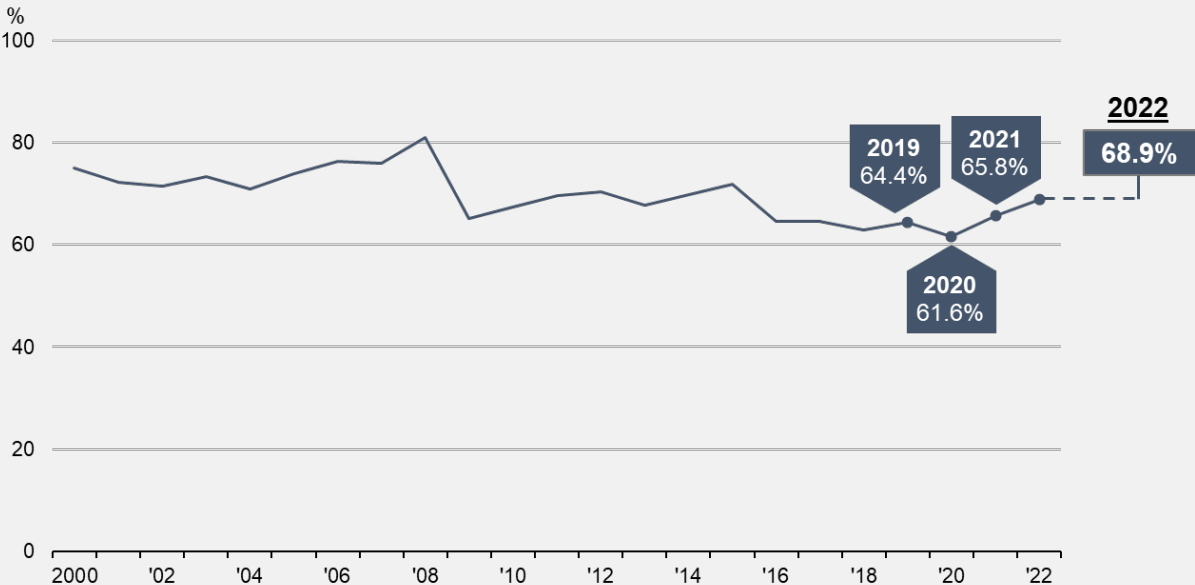
Note:
Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Re-entry into Employment

Re-entry rate surpassed pre-COVID periods

The annual re-entry rate among retrenched residents rose from 65.8% in 2021 to 68.9% in 2022 for the second consecutive year to exceed pre-pandemic levels. The rise was a reflection of the continued economic recovery and tight labour market.

Chart 10: 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

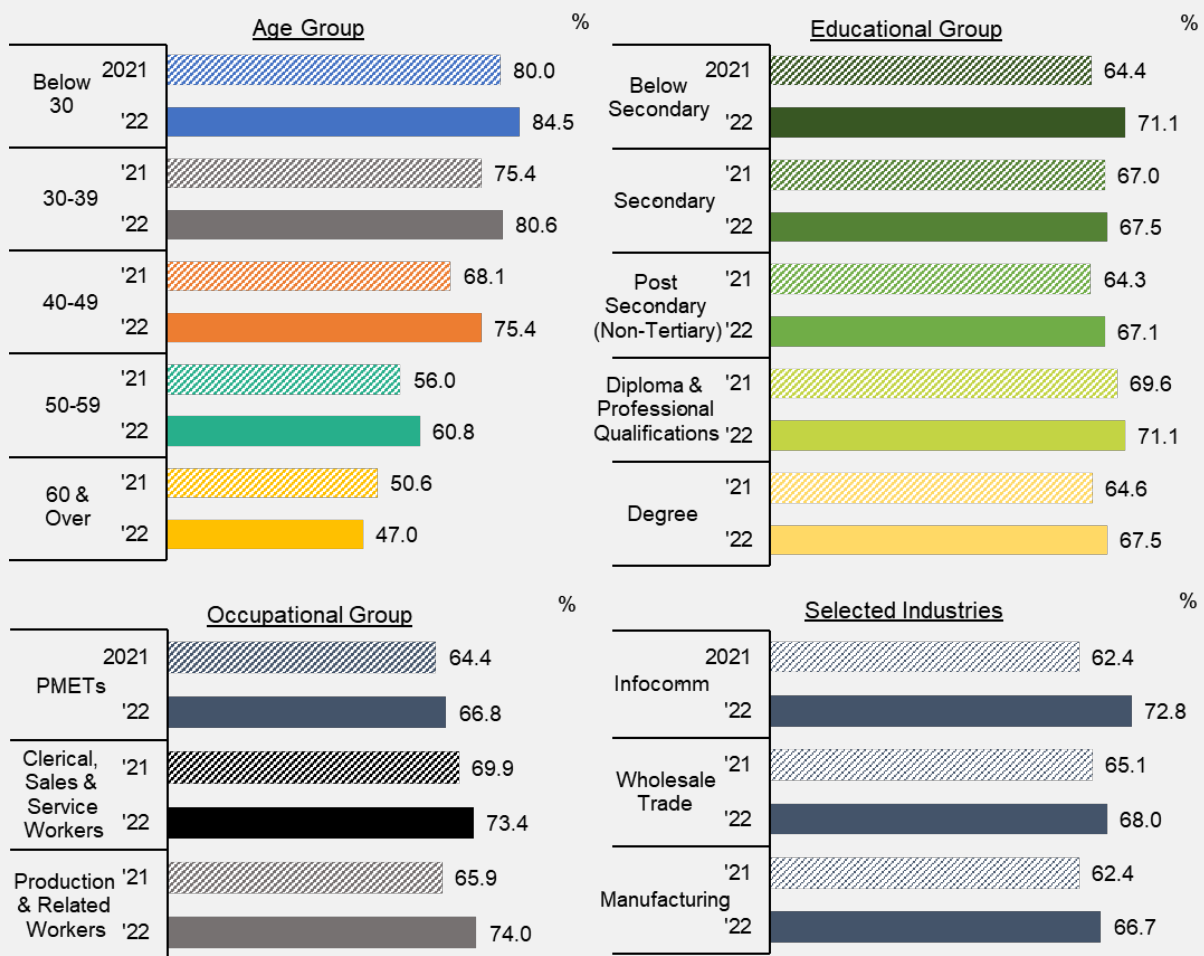
Notes:

- (1) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment.
- (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.

The improvement was broad-based across age, educational and occupational groups, with the exception of those aged 60 & over. This was likely due to their propensity to remain outside of the labour force by choice, rather than their inability to find new work.¹⁴

Despite the recent spike in retrenchments in outward-facing *Manufacturing, Wholesale Trade* and *Information & Communications*, around 7 in 10 residents retrenched from these sectors found employment within 6 months in 2022, higher than in 2021 and the pre-pandemic period.

Chart 11: Rate Of Re-Entry Into Employment Of Retrenched Residents By Selected Characteristics (6 Months Post-Retrenchment)



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

Notes:

- (1) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

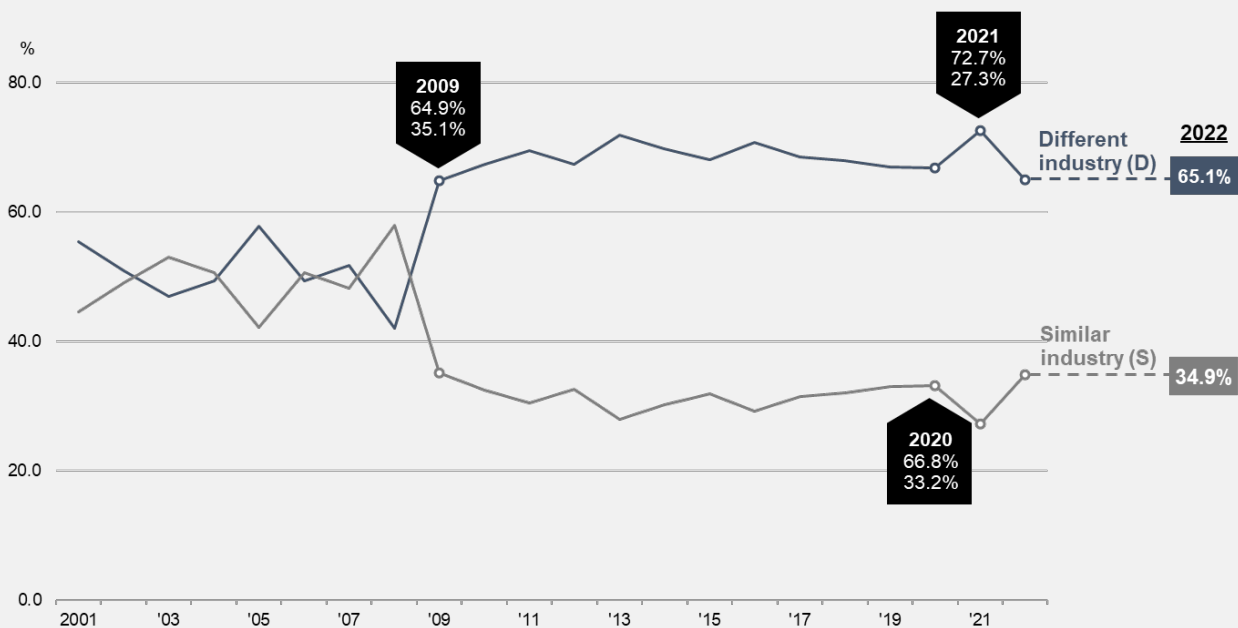
¹⁴ The share of senior residents aged 60 & over who were outside the labour force rose from 56.3% in 2021 to 57.1% in 2022. There was no evidence of increased difficulty in seeking work, as the resident unemployment rate for those aged 60 & over declined from 2021 to 2022, and their incidence of discouraged workers also fell significantly from 1.4% in 2021 to 0.9% in 2022.

Majority of those who re-entered switched industry

The majority of residents (65.1%) who re-entered employment in 2022 did so in a different industry. This was also observed for residents who were retrenched from *Manufacturing, Wholesale Trade* and *Information & Communications*. The high percentage of retrenched residents who took up a new job in a different industry reflects the transferability of skillsets, as well as the agility and receptivity of workers to new opportunities.

However, retrenched residents who re-entered employment in the same industry from which they were retrenched were more likely to receive similar or higher wages in their new roles, compared to those who switch industries. This is expected as employers tend to place more value on workers' prior industry specific experience.

Chart 12: Share Of Retrenched Residents Who Re-Entered Employment By Similar Or Different Industry (6 Months Post-Retrenchment)

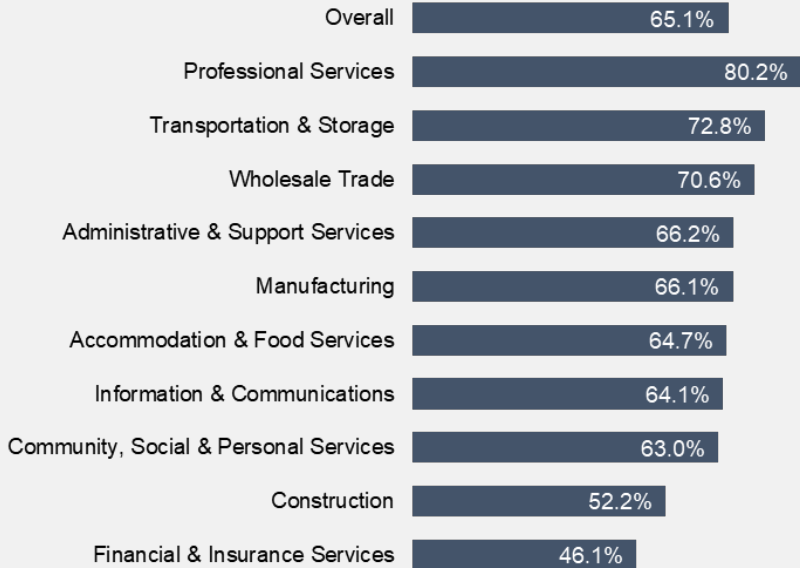


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment.
- (2) Similar/different industry after re-entry is determined based on comparison of industry before and after retrenchment using two-digit Singapore Standard Industrial Classification (SSIC) groupings.
- (3) Before 2007, data pertain to residents retrenched from private establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

Chart 13: Share Of Retrenched Residents Who Re-Entered Into A Different Industry By Industry They Were Retrenched From (6 Months Post-Retrenchment), 2022



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

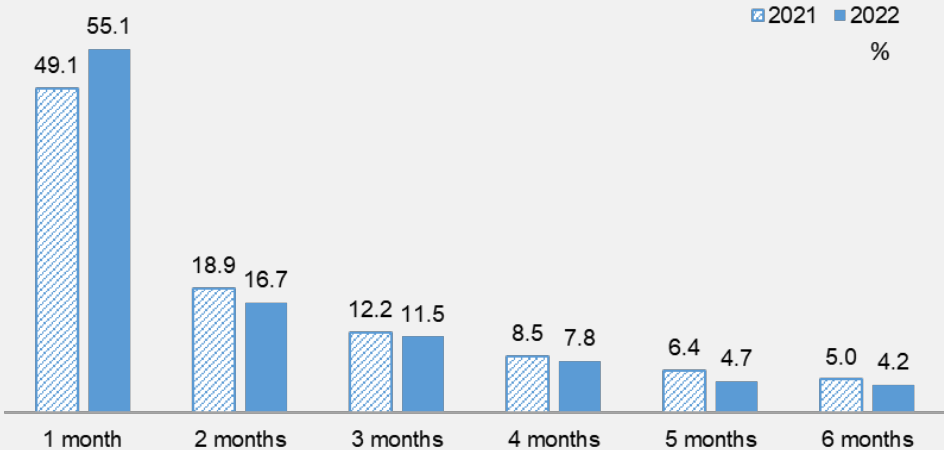
Notes:

- (1) Data for Real Estate and Retail Trade are suppressed due to small number of observations.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.
- (3) Different industry after re-entry is determined based on comparison of industry before and after retrenchment using two-digit Singapore Standard Industrial Classification (SSIC) groupings.

With the tight labour market, residents who re-entered employment took a shorter time to find work

More than half (55%) of residents who re-entered employment in 2022 did so within the first month after retrenchment. This was a significant improvement from 2020 (43.3%) and 2021 (49.1%). This was the highest since 2008 (66.4%). The improvement was observed across age, occupational and educational groups.

Chart 14: Share Of Retrenched Residents Who Re-Entered Employment By Time Taken (6 Months Post-Retrenchment)



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

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

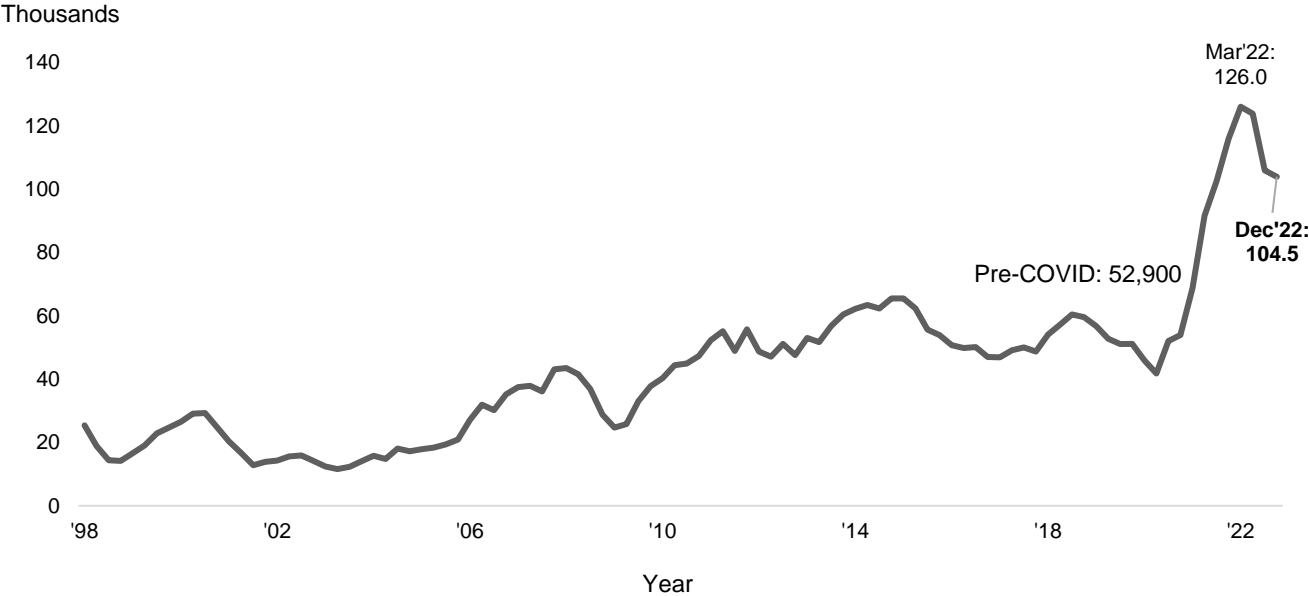
Conclusion

In tandem with the recovering economy, retrenchment and re-entry outcomes saw continued improvements in 2022. However, the doubling of retrenchments in 4Q 2022 (4Q: 2,990; 3Q: 1,300) served as a reminder of labour market volatility and global headwinds. Going forward, the projected slowdown in economic growth in 2023 may translate into a moderation of labour demand and a slowdown in labour market momentum.

Job Vacancy

The number of job vacancies declined for the third consecutive quarter in December 2022 to 104,500 [Chart 12]. However, the level remained elevated compared to pre-pandemic periods partly because non-resident employment has still not fully recovered to its pre-pandemic level.

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.

With improving unemployment rates, the ratio of job vacancies to unemployed persons rose to 2.33¹⁵ [Chart 13].



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

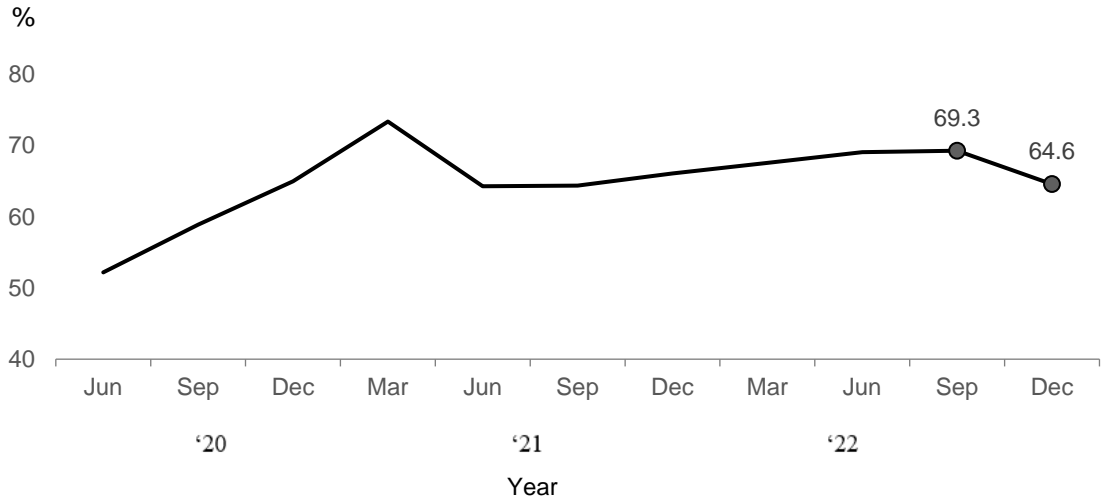
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

The bulk of the job vacancies in December 2022 continued to come from *Manufacturing and Construction*, as well as from the growth sectors of *Information & Communications, Financial Services, Professional Services* and *Health & Social Services*. The year-end hiring for the festive season also contributed to strong manpower demand from consumer-facing and tourism-related sectors, including *Food & Beverage Services* and *Wholesale & Retail Trade*.

Hiring sentiments remain positive in the coming months. Based on MOM's company polls, most firms in December 2022 reported plans to hire more employees in the next three months, although this proportion has declined over the quarter [Chart 14].

¹⁵ 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 September to December 2022.

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



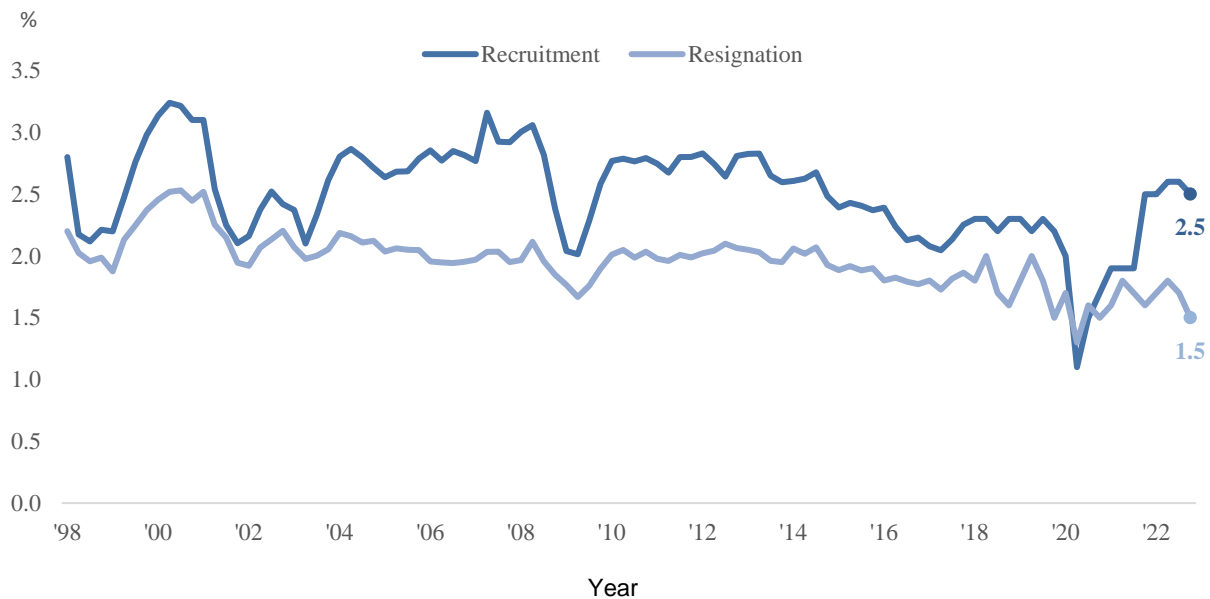
Source: Manpower Research & Statistics Department, MOM

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

Labour Turnover

Labour turnover has eased as both recruitment rate (2.5%) and resignation rate (1.5%) declined marginally in 4Q 2022. Lower levels of labour turnover means that employees are working for a longer period of time in their job.

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



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

Notes:

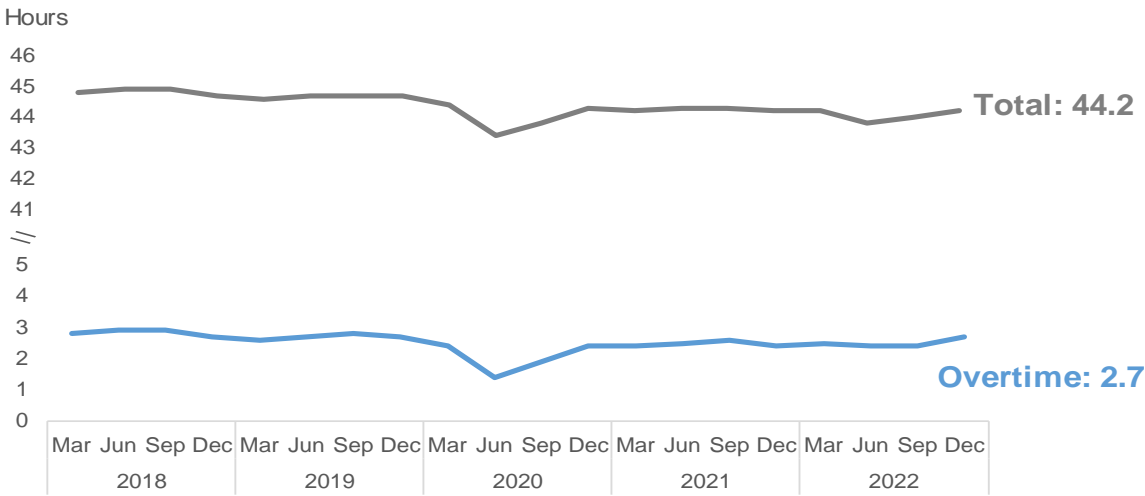
- (1) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) The average monthly resignation/recruitment rate is defined as the average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

Across most sectors, their recruitment rate was above resignation rate in 4Q 2022. Sectors which experienced higher recruitment included *Food & Beverage Services* (4.3%) and *Retail Trade* (4.0%). This reflected the rapid hiring pace to meet demand from year-end festivities and higher tourist arrivals.

Hours Worked

Both the average weekly total paid hours worked per employee (44.2 hours) and paid overtime hours worked per employee¹⁶ (2.7 hours) edged up over the quarter in December 2022. The increase was mainly in *Manufacturing* (paid hours: 48.0 hours; paid overtime: 5.5 hours) and *Construction* (paid hours: 50.3 hours; paid overtime: 6.6 hours) as business activities resumed in full swing. The latest increase brought their paid hours and paid overtime hours back to pre-COVID average¹⁷.

Chart 16: Average Weekly Paid Hours Worked Per Employee



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

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

¹⁶ Average weekly paid hours worked/paid overtime hours per employee are based on the last month of each quarter.

¹⁷ In the pre-COVID quarters of 2018 / 2019, the average weekly total paid hours worked per employee was 48.0 hours in Manufacturing and 50.2 hours in Construction. The pre-COVID average weekly paid overtime hours was 5.3 hours in Manufacturing and 6.3 hours in Construction.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2020	2021	2022	Per Cent	
				Dec	
				2021	2022
TOTAL	4.1	3.5	2.9	2.7	2.4
SEX					
Male	3.9	3.3	2.8	2.6	2.2
Female	4.4	3.8	3.0	2.9	2.6
AGE GROUP (YEARS)					
Below 30	7.5	5.7	4.7	4.2	4.1
30 - 39	3.0	2.6	2.3	2.2	1.5
40 & Over	3.7	3.3	2.7	2.5	2.4
40 - 49	3.4	3.2	2.5	2.4	2.3
50 & Over	3.9	3.4	2.8	2.6	2.4
50 - 59	3.9	3.5	2.7	2.6	2.5
60 & Over	3.7	3.4	2.9	2.6	2.4
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	4.1	3.1	2.5	2.0	1.9
Secondary	4.6	4.1	3.1	3.2	2.4
Post-Secondary (Non-Tertiary)	4.9	4.5	3.4	4.2	2.6
Diploma & Professional Qualification	4.7	3.9	3.0	3.3	2.5
Degree	3.5	3.2	2.8	2.2	2.5

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

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

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2020	2021	2022	Dec	
				2021	2022
TOTAL	96.4	84.3	69.5	65.7	58.0
SEX					
Male	48.9	42.2	35.6	33.0	28.4
Female	47.5	42.1	33.9	32.7	29.7
AGE GROUP (YEARS)					
Below 30	27.9	22.1	16.3	16.2	13.7
30 - 39	16.4	15.6	13.5	13.7	8.8
40 & Over	52.0	46.6	39.6	35.7	35.6
40 - 49	19.7	17.6	15.0	13.5	13.2
50 & Over	32.4	29.0	24.7	22.2	22.5
50 - 59	18.3	15.5	13.2	11.7	12.4
60 & Over	14.1	13.4	11.5	10.5	10.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	14.3	10.1	8.1	6.8	6.3
Secondary	17.1	14.9	11.6	12.3	10.1
Post-Secondary (Non-Tertiary)	11.3	9.8	7.6	7.7	4.9
Diploma & Professional Qualification	21.5	18.6	14.7	16.2	12.1
Degree	32.2	30.9	27.6	22.6	24.7

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

Notes :

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

A2

1.3 LONG-TERM UNEMPLOYMENT

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

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

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

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

1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2020	2021	2022	Dec	
				2021	2022
TOTAL	22.3	24.2	15.6	23.0	14.5
SEX					
Male	12.6	12.9	8.8	11.9	7.5
Female	9.6	11.2	6.8	11.1	7.0
AGE GROUP (YEARS)					
Below 30	4.1	3.9	1.8	3.9	1.9
30 - 39	3.6	3.9	2.2	3.6	1.4
40 & Over	14.6	16.4	11.6	15.5	11.2
40 - 49	5.8	5.5	3.2	4.8	3.4
50 & Over	8.8	10.9	8.4	10.7	7.9
50 - 59	5.2	5.2	4.3	5.2	4.0
60 & Over	3.7	5.6	4.1	5.5	3.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.8	2.9	1.8	2.8	1.8
Secondary	3.7	4.5	2.9	5.1	2.5
Post-Secondary (Non-Tertiary)	2.0	2.7	1.4	2.5	0.8
Diploma & Professional Qualification	4.8	5.2	3.4	4.5	3.0
Degree	9.0	8.9	6.1	8.2	6.4

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

Notes :

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

A4

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2020)	Total Employment Change								Total Employment Level in Dec 2022
	2020	2021	2022	2021	2022				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	-181.0	40.2	250.1	54.6	47.4	71.1	83.4	48.1	3 893.6
C10-32 MANUFACTURING	-37.0	-1.7	33.8	7.2	7.3	12.4	11.9	2.2	484.0
C10-12 Food, Beverages & Tobacco	-2.7	1.2	6.0	0.9	0.4	2.3	1.7	1.5	57.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	-2.3	-1.0	0.2	0.1	-0.1	0.4	-	-0.2	26.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.5	3.7	11.3	3.3	4.3	2.8	3.6	0.5	73.9
C25,28 Fabricated Metal Products, Machinery & Equipment	-7.1	0.4	3.3	0.4	0.8	1.4	1.4	-0.4	93.4
C26 Electronic, Computer & Optical Products	-4.7	-2.8	5.3	1.2	0.1	2.8	2.3	0.1	86.3
C29-30 Transport Equipment	-11.5	-3.2	4.7	1.1	1.2	1.6	1.8	0.2	85.1
Other Manufacturing Industries	-4.3	-	3.1	0.3	0.5	1.2	1.1	0.3	62.1
F41-43 CONSTRUCTION	-51.8	4.5	91.3	15.5	21.9	25.2	30.2	14.0	498.9
G-U SERVICES	-92.1	37.3	124.4	31.6	18.0	33.3	41.3	31.8	2 886.2
G46-47 WHOLESALE AND RETAIL TRADE	-22.7	-5.4	11.6	3.4	-1.8	3.6	3.8	6.0	464.9
G46 Wholesale Trade	-13.1	-4.5	4.7	0.2	-0.3	2.1	2.3	0.7	303.1
G47 Retail Trade	-9.6	-0.9	6.9	3.2	-1.4	1.5	1.5	5.3	161.7
H49-53 TRANSPORTATION AND STORAGE	-8.8	2.3	9.8	1.7	0.8	4.6	2.7	1.7	265.6
H49,5221 Land Transport & Supporting Services	0.6	-1.7	-2.8	-1.4	-1.3	-0.8	-0.7	-	105.0
H50,5222,5225 Water Transport & Supporting Services	-1.4	0.6	1.1	0.5	0.2	0.5	0.3	0.2	44.6
H51,5223 Air Transport & Supporting Services	-9.4	-1.5	5.8	0.6	0.6	2.5	1.7	1.0	30.8
Other Transportation & Storage Services	1.4	4.9	5.7	2.1	1.3	2.4	1.5	0.4	85.2
I55-56 ACCOMMODATION AND FOOD SERVICES	-24.9	-1.0	19.4	6.2	-0.6	6.4	6.9	6.7	265.9
I55 Accommodation	-9.1	-1.7	4.8	0.8	-	1.3	2.7	0.8	30.4
I56 Food & Beverage Services	-15.7	0.7	14.7	5.4	-0.6	5.1	4.2	5.9	235.5
J58-63 INFORMATION AND COMMUNICATIONS	2.7	14.1	14.1	3.4	4.2	5.0	4.5	0.5	186.0
J58-61 Telecommunications, Broadcasting & Publishing	-0.4	1.9	1.4	0.8	0.3	0.7	0.5	-	43.3
J62-63 IT & Other Information Services	3.2	12.2	12.7	2.6	3.9	4.3	4.0	0.5	142.7
K64-66 FINANCIAL AND INSURANCE SERVICES	2.3	5.0	13.9	2.0	3.8	3.1	3.9	3.0	223.0
K64 & 66 (excl.662) Financial Services	1.1	4.3	12.9	2.0	3.7	2.9	3.7	2.7	179.5
K65 & 662 Insurance Services	1.3	0.7	1.0	-	0.2	0.2	0.3	0.3	43.5
L68 REAL ESTATE SERVICES	-6.3	-1.6	1.3	0.4	0.1	0.8	0.2	0.2	74.1
M69-75 PROFESSIONAL SERVICES	-2.2	7.7	13.7	2.2	2.7	3.9	5.4	1.7	276.6
M69-70 Legal, Accounting & Management Services	0.3	4.0	8.8	1.3	1.8	1.9	3.8	1.3	149.0
M71 Architectural & Engineering Services	-1.2	0.8	1.8	0.5	0.1	0.7	0.6	0.4	64.6
Other Professional Services	-1.3	2.9	3.1	0.4	0.9	1.4	0.9	-	63.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-14.6	4.4	-3.5	2.2	-1.1	-2.8	-0.1	0.5	239.3
N80 Security & Investigation	-0.8	-0.7	-1.2	-0.3	-1.1	-	-	-0.2	47.0
N81 Cleaning & Landscaping	-4.4	-0.7	2.4	0.6	0.5	0.9	0.8	0.3	80.3
Other Administrative & Support Services	-9.4	5.7	-4.7	1.9	-0.5	-3.6	-1.0	0.4	112.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-17.7	11.9	44.0	10.0	9.9	8.7	13.9	11.5	890.8
O84,P85 Public Administration & Education	8.2	1.4	1.2	1.1	1.1	-0.4	-1.0	1.5	263.6
Q86-88 Health & Social Services	5.2	10.5	4.7	1.4	2.1	-0.2	0.8	2.1	193.2
R90-93 Arts, Entertainment & Recreation	-13.7	-1.9	9.2	0.1	0.3	2.1	4.0	2.8	47.9
S,T,U Other Community, Social & Personal Services	-17.3	1.9	28.9	7.4	6.4	7.2	10.1	5.2	386.1
A,B,D,E,V OTHERS*	-0.1	0.1	0.5	0.3	0.2	0.2	-	0.2	24.5

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

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

- : nil or negligible

Notes :

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

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

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

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

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

- : nil or negligible

Notes :

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

3.2 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, FOURTH QUARTER 2022
Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	580	220	320	1 430	120	90	1 070	2 990	2 000	240	750
C10-32 MANUFACTURING	260	30	90	310	70	90	690	1 180	580	70	530
C10-12 Food, Beverages & Tobacco	-	-	-	-	-	-	-	-	-	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	10	-	-	-	-	-	-	10	-	-	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	20	-	50	40	-	-	60	50	10	-
C25,28 Fabricated Metal Products, Machinery & Equipment	70	-	50	70	-	-	110	200	180	-	20
C26 Electronic, Computer & Optical Products	160	-	-	90	-	-	500	670	260	10	400
C29-30 Transport Equipment	20	10	-	90	-	90	80	200	50	40	100
Other Manufacturing Industries	-	-	30	20	30	-	-	50	40	-	10
F41-43 CONSTRUCTION	110	-	10	10	-	-	20	150	30	10	110
G-U SERVICES	210	190	220	1 100	50	-	360	1 670	1 390	170	110
G46-47 WHOLESALE AND RETAIL TRADE	90	90	30	370	-	-	70	470	330	60	80
G46 Wholesale Trade	90	80	20	360	-	-	70	450	320	50	80
G47 Retail Trade	-	10	10	10	-	-	-	20	10	10	-
H49-53 TRANSPORTATION AND STORAGE	-	10	-	10	-	-	10	30	20	-	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	-	-	-	-	-	-	-	10	10	-	-
I55-56 ACCOMMODATION AND FOOD SERVICES	-	-	-	-	-	-	-	-	-	-	-
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	-	-	-	-	-	-	-	-	-	-
J58-63 INFORMATION AND COMMUNICATIONS	70	10	10	240	10	-	90	370	360	-	10
J58-61 Telecommunications, Broadcasting & Publishing	-	-	-	80	-	-	50	120	120	-	10
J62-63 IT & Other Information Services	70	10	10	160	10	-	40	250	250	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	-	40	190	10	-	50	270	270	-	-
K64 & 66 (excl.662) Financial Services	10	-	40	180	10	-	50	260	260	-	-
K65 & 662 Insurance Services	-	-	-	10	-	-	-	10	10	-	-
L68 REAL ESTATE SERVICES	-	-	-	10	-	-	-	10	10	-	-
M69-75 PROFESSIONAL SERVICES	30	70	80	140	20	-	20	210	190	10	10
M69-70 Legal, Accounting & Management Services	20	20	40	60	20	-	10	110	100	10	-
M71 Architectural & Engineering Services	10	40	40	40	-	-	-	50	40	-	10
Other Professional Services	10	10	-	40	-	-	-	50	50	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-	-	60	40	-	-	40	100	60	40	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	-	-	60	40	-	-	40	100	60	40	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	-	-	120	-	-	90	210	140	70	-
O84,P85 Public Administration & Education	-	-	-	30	-	-	-	40	20	20	-
Q86-88 Health & Social Services	-	-	-	10	-	-	70	80	50	30	-
R90-93 Arts, Entertainment & Recreation	-	-	-	20	-	-	20	30	20	10	-
S,T,U Other Community, Social & Personal Services	10	-	-	60	-	-	-	60	60	10	-
A,B,D,E,V OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, 2022

Number of Employees

Industry (SSIC 2020)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	880	480	600	3 380	480	150	1 750	6 440	4 520	540	1 390
C10-32 MANUFACTURING	290	120	190	510	310	100	1 000	2 100	1 000	100	1 000
C10-12 Food, Beverages & Tobacco	10	-	10	10	-	-	-	30	10	10	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	10	-	-	20	-	-	-	30	20	-	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	80	-	120	40	-	30	220	190	10	20
C25,28 Fabricated Metal Products, Machinery & Equipment	90	20	50	110	220	10	180	560	310	10	240
C26 Electronic, Computer & Optical Products	160	-	-	120	-	-	670	870	350	20	500
C29-30 Transport Equipment	20	10	90	100	10	90	90	320	70	40	210
Other Manufacturing Industries	-	-	30	30	40	-	10	80	60	10	20
F41-43 CONSTRUCTION	160	10	30	20	-	10	60	260	80	20	160
G-U SERVICES	430	360	380	2 840	170	50	670	4 060	3 420	420	220
G46-47 WHOLESALE AND RETAIL TRADE	100	120	50	670	60	10	160	910	670	120	120
G46 Wholesale Trade	100	110	40	630	60	10	150	850	640	90	110
G47 Retail Trade	10	10	20	40	-	-	10	70	30	30	-
H49-53 TRANSPORTATION AND STORAGE	10	20	10	90	-	10	30	150	90	50	20
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	10	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	-	10	-	50	-	-	10	60	50	10	-
H51,5223 Air Transport & Supporting Services	-	10	-	-	-	-	-	10	10	-	-
Other Transportation & Storage Services	-	-	-	40	-	10	20	70	30	30	10
I55-56 ACCOMMODATION AND FOOD SERVICES	-	-	10	30	-	-	-	40	10	30	10
I55 Accommodation	-	-	-	20	-	-	-	20	-	20	-
I56 Food & Beverage Services	-	-	10	-	-	-	-	20	-	10	-
J58-63 INFORMATION AND COMMUNICATIONS	140	60	70	940	50	-	130	1 200	1 170	20	10
J58-61 Telecommunications, Broadcasting & Publishing	30	10	30	330	20	-	60	410	400	-	10
J62-63 IT & Other Information Services	110	50	40	610	30	-	70	790	770	20	-
K64-66 FINANCIAL AND INSURANCE SERVICES	40	10	70	490	40	-	150	700	680	20	-
K64 & 66 (excl.662) Financial Services	40	10	70	470	30	-	150	670	650	10	-
K65 & 662 Insurance Services	-	-	-	20	10	-	-	30	20	-	-
L68 REAL ESTATE SERVICES	-	10	-	20	-	-	-	30	20	10	-
M69-75 PROFESSIONAL SERVICES	80	90	110	380	20	10	40	490	450	30	20
M69-70 Legal, Accounting & Management Services	30	30	50	200	20	-	30	270	250	20	-
M71 Architectural & Engineering Services	20	50	50	70	-	10	-	100	90	10	10
Other Professional Services	20	20	-	100	-	-	10	120	110	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	30	50	70	70	-	20	70	230	140	50	50
N80 Security & Investigation	10	-	-	-	-	-	-	10	-	-	10
N81 Cleaning & Landscaping	-	30	-	-	-	-	-	30	-	-	30
Other Administrative & Support Services	20	10	70	70	-	10	70	190	140	50	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	40	20	-	160	-	-	100	310	200	100	10
O84,P85 Public Administration & Education	-	10	-	40	-	-	-	50	30	20	-
Q86-88 Health & Social Services	10	-	-	20	-	-	70	90	50	40	-
R90-93 Arts, Entertainment & Recreation	-	-	-	40	-	-	20	60	40	20	-
S,T,U Other Community, Social & Personal Services	30	10	-	60	-	-	-	110	70	30	10
A,B,D,E,V OTHERS**	-	-	-	10	-	-	20	30	20	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.4 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Employees							
				2021	2022						
				4Q	1Q	2Q	3Q	4Q			
				2020	2021	2022					
TOTAL				22 540	7 480	5 560	1 420	1 260	780	1 090	2 430
Industry (SSIC 2020)											
C10-32	MANUFACTURING			5 000	1 640	1 500	240	500	160	80	770
C10-12	Food, Beverages & Tobacco			310	100	30	60	10	10	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing			230	70	30	-	10	10	-	10
C19-21	Petroleum, Chemical & Pharmaceutical Products			150	450	200	70	60	90	10	40
C25,28	Fabricated Metal Products, Machinery & Equipment			1 190	140	450	50	230	30	20	170
C26	Electronic, Computer & Optical Products			790	680	630	40	160	10	30	440
C29-30	Transport Equipment			1 650	130	80	10	10	10	-	60
	Other Manufacturing Industries			680	70	80	10	10	10	10	50
F41-43	CONSTRUCTION			750	210	110	40	40	30	10	40
G-U	SERVICES			16 760	5 580	3 930	1 120	700	590	1 010	1 630
G46-47	WHOLESALE AND RETAIL TRADE			4 790	1 390	890	270	180	160	80	470
G46	Wholesale Trade			3 680	1 230	830	260	170	160	60	440
G47	Retail Trade			1 120	150	60	10	10	-	30	20
H49-53	TRANSPORTATION AND STORAGE			1 400	500	150	100	60	40	20	30
H49,5221	Land Transport & Supporting Services			120	20	10	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services			240	130	60	50	30	10	10	10
H51,5223	Air Transport & Supporting Services			650	220	10	30	10	-	-	-
	Other Transportation & Storage Services			390	130	70	30	20	30	10	10
I55-56	ACCOMMODATION AND FOOD SERVICES			1 580	140	20	30	-	10	-	-
I55	Accommodation			710	40	-	10	-	-	-	-
I56	Food & Beverage Services			870	100	10	20	-	10	-	-
J58-63	INFORMATION AND COMMUNICATIONS			1 390	950	1 190	200	190	110	510	370
J58-61	Telecommunications, Broadcasting & Publishing			570	360	400	80	50	60	170	120
J62-63	IT & Other Information Services			820	580	780	130	140	50	340	250
K64-66	FINANCIAL AND INSURANCE SERVICES			2 050	1 320	690	330	110	120	200	260
K64 & 66 (excl.662)	Financial Services			1 830	1 250	660	320	90	110	200	250
K65 & 662	Insurance Services			220	70	30	20	10	10	-	10
L68	REAL ESTATE SERVICES			140	100	30	20	-	10	10	10
M69-75	PROFESSIONAL SERVICES			1 980	880	470	110	90	90	90	200
M69-70	Legal, Accounting & Management Services			1 150	650	270	70	40	40	80	110
M71	Architectural & Engineering Services			510	140	90	20	10	30	10	40
	Other Professional Services			330	90	120	20	40	20	10	50
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			1 100	140	220	30	20	30	70	100
N80	Security & Investigation			-	10	10	-	-	10	-	-
N81	Cleaning & Landscaping			240	20	30	10	-	-	30	-
	Other Administrative & Support Services			860	120	180	30	20	20	40	100
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			2 310	160	290	30	50	30	20	200
O84,P85	Public Administration & Education			200	50	50	10	10	-	10	40
Q86-88	Health & Social Services			30	10	80	-	-	-	-	70
R90-93	Arts, Entertainment & Recreation			1 930	70	50	10	10	10	10	30
S,T,U	Other Community, Social & Personal Services			150	30	110	10	20	20	-	60
A,B,D,E,V	OTHERS*			30	50	30	30	20	-	-	-
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			11 600	5 650	4 290	1 040	780	630	980	1 910
	Clerical, Sales & Service Workers			6 450	960	460	180	130	90	50	200
	Production & Transport Operators, Cleaners & Labourers			4 480	870	810	210	350	70	70	330

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

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

- : nil or negligible

Notes :

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

3.5 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

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

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

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

- : nil or negligible

Notes :

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

3.6 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

Characteristics	2020	2021	2022	2021	2022				
				4Q	1Q	2Q	3Q	4Q	
SEX									
Male	10.9	5.5	3.6	1.0	0.8	0.5	0.7	1.5	
Female	11.3	5.1	3.1	0.8	0.7	0.5	0.7	1.2	
AGE GROUP (YEARS)									
Below 30	7.3	2.3	2.5	0.4	0.1	0.2	1.6	0.8	
30 - 39	9.8	4.5	2.7	0.7	0.4	0.5	0.7	1.2	
40 & Over	12.8	6.5	3.9	1.1	1.1	0.6	0.4	1.6	
40 - 49	12.7	7.1	3.5	1.1	0.8	0.6	0.5	1.5	
50 & Over	12.9	6.2	4.2	1.1	1.3	0.5	0.4	1.6	
50 - 59	15.0	8.0	5.3	1.4	1.6	0.7	0.5	2.3	
60 & Over	10.0	3.9	2.8	0.8	1.1	0.4	0.2	0.8	
SECTOR									
Manufacturing	14.9	9.5	6.8	1.2	2.4	0.8	0.4	3.1	
Construction	6.2	2.4	1.3	0.5	0.5	0.2	0.1	0.6	
Services	10.9	4.9	3.0	0.9	0.5	0.5	0.8	1.1	
Others*	1.9	2.6	1.5	1.5	1.2	0.2	0.1	0.1	
HIGHEST QUALIFICATION ATTAINED									
Below Secondary	14.1	5.1	3.7	0.8	1.7	0.5	0.2	0.8	
Secondary	12.2	4.1	2.0	0.6	0.6	0.2	0.2	0.8	
Post-Secondary (Non-Tertiary)	8.4	3.8	2.5	0.7	0.9	0.2	0.3	0.6	
Diploma & Professional Qualification	11.2	5.1	2.6	0.7	0.7	0.4	0.4	1.0	
Degree	10.5	6.1	4.3	1.1	0.6	0.7	1.2	1.9	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	10.5	6.2	4.2	1.0	0.8	0.6	1.0	1.7	
Clerical, Sales & Service Workers	14.0	4.1	1.5	0.6	0.4	0.3	0.2	0.6	
Production & Transport Operators, Cleaners & Labourers	9.6	3.1	2.4	0.7	1.2	0.2	0.3	0.6	

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

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

Notes :

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

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

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

	Number of Employees							
	2020	2021	2022	2021	2022			
				4Q	1Q	2Q	3Q	4Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	128 870	14 860	2 740	1 200	670	600	430	1 040
SECTOR								
Manufacturing	22 910	2 750	740	200	50	60	90	540
Construction	36 070	910	90	130	30	10	-	40
Services	69 380	11 130	1 900	880	580	530	340	460
Others*	500	70	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	38 250	5 350	820	440	240	220	130	230
Clerical, Sales & Service Workers	30 050	5 400	1 010	430	330	250	180	260
Production & Transport Operators, Cleaners & Labourers	60 560	4 110	910	340	90	140	120	550
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	72 690	12 770	2 550	1 080	590	590	370	1 010
SECTOR								
Manufacturing	13 340	2 710	680	180	40	60	50	530
Construction	9 290	810	70	130	30	10	-	30
Services	49 820	9 180	1 810	770	520	510	320	460
Others*	250	70	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	32 280	5 050	760	400	210	220	120	210
Clerical, Sales & Service Workers	19 640	4 180	960	400	290	240	170	250
Production & Transport Operators, Cleaners & Labourers	20 770	3 550	840	290	80	130	80	540
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	56 180	2 090	180	120	80	20	60	30
SECTOR								
Manufacturing	9 570	50	70	20	10	-	50	10
Construction	26 790	90	20	-	10	-	-	10
Services	19 560	1 950	100	100	70	20	10	-
Others*	260	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 980	300	50	40	30	-	10	10
Clerical, Sales & Service Workers	10 410	1 220	60	30	40	10	-	10
Production & Transport Operators, Cleaners & Labourers	39 790	570	70	50	10	10	50	10

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

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

- : nil or negligible

Notes :

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

5.1 RE-ENTRY INTO EMPLOYMENT

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

Characteristics	2020	2021	2022	Per Cent				
				2021	2022			
				4Q	1Q	2Q	3Q	4Q
TOTAL	61.6	65.8	68.9	66.8	71.5	66.0	64.8	73.1
SEX								
Male	60.3	64.0	66.7	66.3	68.7	65.6	62.7	71.5
Female	62.9	67.7	71.2	67.3	74.2	66.6	67.5	74.7
AGE GROUP (YEARS)								
Below 30	77.3	80.0	84.5	90.4	81.5	83.3	s	95.2
30 - 39	72.2	75.4	80.6	79.5	77.0	77.9	85.6	86.8
40 & Over	56.2	60.3	64.1	60.9	68.3	60.9	60.7	65.7
40 - 49	63.0	68.1	75.4	68.7	77.0	76.7	71.4	74.9
50 & Over	51.1	54.4	56.8	55.0	61.1	49.8	56.4	58.2
50 - 59	54.2	56.0	60.8	58.8	65.5	51.8	61.7	59.4
60 & Over	44.6	50.6	47.0	45.3	44.5	45.3	46.6	55.4
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	64.4	64.4	71.1	69.0	78.9	71.4	64.0	73.5
Secondary	63.9	67.0	67.5	71.9	68.5	74.4	60.0	74.2
Post-Secondary (Non-Tertiary)	62.0	64.3	67.1	66.7	68.5	70.5	67.4	s
Diploma & Professional Qualification	63.6	69.6	71.1	74.0	72.3	72.1	67.1	74.2
Degree	60.2	64.6	67.5	64.6	69.1	66.8	62.4	72.1
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	59.3	64.4	66.8	64.4	69.0	63.3	62.7	71.9
Clerical, Sales & Service Workers	66.4	69.9	73.4	76.7	72.5	75.7	69.6	80.3
Production & Transport Operators, Cleaners & Labourers	64.3	65.9	74.0	67.3	83.0	72.2	68.0	s

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

Notes :

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

		In Thousands				
		2020	2021	2022	Dec	
					2021	2022
	TOTAL	48.4	94.7	115.0	114.0	102.7
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	5.5	12.8	13.5	13.8	11.3
C10-12	Food, Beverages & Tobacco	0.8	1.4	1.6	1.7	1.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.3	1.0	0.8	1.1	0.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.5	0.8	1.0	1.1	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment	1.0	3.4	4.0	3.1	3.4
C26	Electronic, Computer & Optical Products	1.6	2.8	2.6	3.0	1.6
C29-30	Transport Equipment	0.5	1.9	2.0	2.0	2.0
	Other Manufacturing Industries	0.9	1.6	1.3	1.8	1.3
F41-43	CONSTRUCTION	2.7	10.6	10.3	12.4	8.8
G-U	SERVICES	39.9	70.6	90.6	87.2	81.9
G46-47	WHOLESALE AND RETAIL TRADE	5.3	9.2	11.2	10.6	10.5
G46	Wholesale Trade	3.4	5.4	6.2	5.7	5.8
G47	Retail Trade	1.9	3.8	5.0	4.9	4.7
H49-53	TRANSPORTATION AND STORAGE	1.7	5.3	7.9	6.9	7.4
H49,5221	Land Transport & Supporting Services	0.4	1.2	1.6	1.2	1.6
H50,5222,5225	Water Transport & Supporting Services	0.4	1.1	1.4	1.3	1.3
H51,5223	Air Transport & Supporting Services	0.2	0.9	1.7	1.4	2.1
	Other Transportation & Storage Services	0.7	2.1	3.1	3.0	2.3
I55-56	ACCOMMODATION AND FOOD SERVICES	4.1	7.0	9.9	8.9	9.1
I55	Accommodation	0.7	1.2	1.9	1.8	1.6
I56	Food & Beverage Services	3.4	5.8	8.1	7.1	7.5
J58-63	INFORMATION AND COMMUNICATIONS	4.6	8.6	10.3	11.1	8.2
J58-61	Telecommunications, Broadcasting & Publishing	0.6	1.5	1.9	2.6	1.1
J62-63	IT & Other Information Services	4.0	7.1	8.4	8.6	7.1
K64-66	FINANCIAL AND INSURANCE SERVICES	4.3	8.2	10.2	13.1	7.7
K64 & 66 (excl.662)	Financial Services	3.8	7.6	9.4	12.4	7.0
K65 & 662	Insurance Services	0.5	0.6	0.8	0.7	0.7
L68	REAL ESTATE SERVICES	1.1	1.5	2.1	1.8	2.1
M69-75	PROFESSIONAL SERVICES	3.2	7.2	9.1	8.6	7.9
M69-70	Legal, Accounting & Management Services	2.2	4.4	5.3	5.4	4.3
M71	Architectural & Engineering Services	0.7	2.0	2.6	2.4	2.6
	Other Professional Services	0.4	0.8	1.2	0.8	1.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.0	6.2	7.6	7.2	7.8
N80	Security & Investigation	1.4	1.7	2.0	1.8	2.0
N81	Cleaning & Landscaping	1.3	2.1	2.4	2.1	3.0
	Other Administrative & Support Services	1.2	2.4	3.2	3.3	2.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.6	17.5	22.3	19.0	21.1
O84,P85	Public Administration & Education	6.3	9.2	10.2	9.5	9.6
Q86-88	Health & Social Services	4.0	5.6	7.8	6.5	7.4
R90-93	Arts, Entertainment & Recreation	0.6	1.1	2.2	1.0	1.8
S,T,U	Other Community, Social & Personal Services	0.7	1.5	2.1	2.0	2.3
A,B,D,E,V	OTHERS*	0.3	0.7	0.7	0.7	0.7
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	28.2	51.4	63.7	63.2	54.4
	Clerical, Sales & Service Workers	9.7	17.1	24.3	20.8	24.4
	Production & Transport Operators, Cleaners & Labourers	10.4	26.3	27.0	30.0	23.9

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

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent				
					2020	2021	2022	Dec	
								2021	2022
TOTAL					2.3	4.7	5.1	5.2	4.5
Industry (SSIC 2020)									
C10-32	MANUFACTURING				1.7	4.2	4.1	4.3	3.3
C10-12	Food, Beverages & Tobacco				2.4	4.1	4.4	4.6	4.0
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.8	6.3	4.9	7.3	3.3
C19-21	Petroleum, Chemical & Pharmaceutical Products				1.6	2.8	3.4	3.4	3.0
C25,28	Fabricated Metal Products, Machinery & Equipment				1.3	4.4	4.7	3.8	4.0
C26	Electronic, Computer & Optical Products				2.2	4.7	4.1	5.3	2.2
C29-30	Transport Equipment				0.7	3.4	3.3	3.4	3.3
	Other Manufacturing Industries				2.3	4.7	3.7	5.0	3.3
F41-43	CONSTRUCTION				1.0	4.3	3.5	4.7	2.8
G-U	SERVICES				2.7	4.9	5.6	5.5	5.1
G46-47	WHOLESALE AND RETAIL TRADE				2.3	4.2	4.7	4.6	4.3
G46	Wholesale Trade				2.1	3.6	3.9	3.6	3.5
G47	Retail Trade				2.7	5.5	6.4	6.7	5.7
H49-53	TRANSPORTATION AND STORAGE				1.2	3.8	5.0	4.6	4.7
H49,5221	Land Transport & Supporting Services				1.0	3.2	4.4	3.1	4.2
H50,5222,5225	Water Transport & Supporting Services				1.4	3.8	4.3	4.1	4.0
H51,5223	Air Transport & Supporting Services				0.7	3.1	5.4	5.0	6.3
	Other Transportation & Storage Services				1.4	4.7	5.6	5.8	4.3
I55-56	ACCOMMODATION AND FOOD SERVICES				2.9	5.6	6.6	6.3	5.7
I55	Accommodation				3.4	6.8	9.9	9.2	8.7
I56	Food & Beverage Services				2.8	5.4	6.1	5.9	5.3
J58-63	INFORMATION AND COMMUNICATIONS				4.9	9.0	8.7	9.9	6.8
J58-61	Telecommunications, Broadcasting & Publishing				2.2	5.5	5.9	8.2	3.6
J62-63	IT & Other Information Services				6.0	10.3	9.8	10.6	7.9
K64-66	FINANCIAL AND INSURANCE SERVICES				2.9	5.1	5.6	6.4	4.9
K64 & 66 (excl.662)	Financial Services				2.9	5.3	5.8	6.8	5.0
K65 & 662	Insurance Services				2.6	3.1	4.1	3.1	3.7
L68	REAL ESTATE SERVICES				2.4	3.9	5.0	4.3	5.0
M69-75	PROFESSIONAL SERVICES				2.3	5.0	5.4	5.5	4.6
M69-70	Legal, Accounting & Management Services				2.7	5.4	6.0	6.2	4.8
M71	Architectural & Engineering Services				1.5	4.5	4.8	4.9	4.4
	Other Professional Services				2.2	4.4	4.8	4.2	4.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				2.7	4.4	4.8	4.4	5.1
N80	Security & Investigation				3.9	4.9	5.4	4.2	5.6
N81	Cleaning & Landscaping				1.8	3.2	3.4	2.7	4.3
	Other Administrative & Support Services				3.0	5.8	6.5	7.2	5.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				3.2	4.7	5.6	4.9	5.3
O84,P85	Public Administration & Education				3.3	4.8	5.4	5.0	5.2
Q86-88	Health & Social Services				3.7	5.0	5.9	5.1	5.6
R90-93	Arts, Entertainment & Recreation				1.8	3.6	6.6	3.2	5.4
S,T,U	Other Community, Social & Personal Services				1.9	3.9	4.8	4.9	4.9
A,B,D,E,V	OTHERS*				1.6	3.4	3.2	3.2	3.4
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians				2.6	4.7	5.3	5.3	4.5
	Clerical, Sales & Service Workers				2.5	4.7	6.0	5.2	5.9
	Production & Transport Operators, Cleaners & Labourers				1.8	4.7	4.2	5.0	3.6

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

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

Notes :

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

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, DECEMBER 2022

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	102.7	4.5	54.4	4.5	24.4	5.9	23.9	3.6
C10-32 MANUFACTURING	11.3	3.3	5.2	3.3	1.1	3.9	5.0	3.2
C10-12 Food, Beverages & Tobacco	1.6	4.0	0.2	2.4	0.5	5.1	0.8	4.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.6	3.3	0.2	2.9	-	-	0.3	3.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.9	3.0	0.6	2.7	-	-	0.2	4.5
C25,28 Fabricated Metal Products, Machinery & Equipment	3.4	4.0	1.7	4.5	0.2	2.7	1.5	3.7
C26 Electronic, Computer & Optical Products	1.6	2.2	0.9	2.0	0.1	3.5	0.6	2.6
C29-30 Transport Equipment	2.0	3.3	0.9	4.2	0.2	5.2	0.8	2.5
Other Manufacturing Industries	1.3	3.3	0.6	4.1	0.1	2.8	0.6	2.9
F41-43 CONSTRUCTION	8.8	2.8	2.1	2.9	0.6	3.2	6.1	2.7
G-U SERVICES	81.9	5.1	46.9	4.9	22.6	6.2	12.5	4.4
G46-47 WHOLESALE AND RETAIL TRADE	10.5	4.3	4.0	3.3	5.0	6.1	1.5	3.5
G46 Wholesale Trade	5.8	3.5	3.3	3.3	1.5	4.7	1.1	3.3
G47 Retail Trade	4.7	5.7	0.7	3.4	3.5	7.0	0.4	4.1
H49-53 TRANSPORTATION AND STORAGE	7.4	4.7	1.6	3.0	2.7	7.0	3.1	4.6
H49,5221 Land Transport & Supporting Services	1.6	4.2	0.3	3.1	0.2	4.2	1.1	4.6
H50,5222, 5225 Water Transport & Supporting Services	1.3	4.0	0.6	3.7	0.4	8.8	0.4	3.0
H51,5223 Air Transport & Supporting Services	2.1	6.3	0.3	2.7	1.6	8.2	0.3	6.3
Other Transportation & Storage Services	2.3	4.3	0.4	2.5	0.6	5.5	1.3	5.1
I55-56 ACCOMMODATION AND FOOD SERVICES	9.1	5.7	1.6	4.4	6.0	6.5	1.5	5.1
I55 Accommodation	1.6	8.7	0.4	5.6	0.8	12.3	0.4	8.6
I56 Food & Beverage Services	7.5	5.3	1.2	4.0	5.1	6.0	1.2	4.5
J58-63 INFORMATION AND COMMUNICATIONS	8.2	6.8	7.6	6.9	0.3	4.1	0.3	11.1
J58-61 Telecommunications, Broadcasting & Publishing	1.1	3.6	1.1	3.8	0.1	2.1	-	-
J62-63 IT & Other Information Services	7.1	7.9	6.6	7.9	0.3	5.8	0.3	13.2
K64-66 FINANCIAL AND INSURANCE SERVICES	7.7	4.9	7.3	4.9	0.3	4.6	0.1	3.6
K64 & 66 (excl.662) Financial Services	7.0	5.0	6.7	5.1	0.2	4.3	0.1	3.6
K65 & 662 Insurance Services	0.7	3.7	0.6	3.5	0.1	5.2	-	-
L68 REAL ESTATE SERVICES	2.1	5.0	1.3	4.9	0.4	6.8	0.4	4.0
M69-75 PROFESSIONAL SERVICES	7.9	4.6	6.5	4.8	0.7	5.0	0.7	3.0
M69-70 Legal, Accounting & Management Services	4.3	4.8	3.8	4.8	0.4	4.7	0.1	7.0
M71 Architectural & Engineering Services	2.6	4.4	1.8	5.5	0.2	4.6	0.6	2.7
Other Professional Services	1.0	4.0	0.9	3.9	0.1	7.7	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.8	5.1	1.4	4.9	2.5	5.8	3.9	4.8
N80 Security & Investigation	2.0	5.6	0.3	5.0	1.2	5.3	0.5	6.8
N81 Cleaning & Landscaping	3.0	4.3	0.2	2.8	0.3	7.6	2.6	4.2
Other Administrative & Support Services	2.8	5.8	1.0	5.4	1.0	6.1	0.8	6.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.1	5.3	15.5	5.1	4.6	6.3	1.0	4.4
O84,P85 Public Administration & Education	9.6	5.2	8.6	5.0	0.9	9.2	0.1	2.4
Q86-88 Health & Social Services	7.4	5.6	5.4	5.8	1.7	5.7	0.2	3.8
R90-93 Arts, Entertainment & Recreation	1.8	5.4	0.6	4.1	0.9	6.1	0.3	8.3
S,T,U Other Community, Social & Personal Services	2.3	4.9	0.9	4.3	1.1	6.0	0.3	3.8
A,B,D,E,V OTHERS*	0.7	3.4	0.4	3.3	-	-	0.3	3.8

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

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

- : nil or negligible

Notes :

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

6.4 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2022 (ANNUAL AVERAGE)

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	115.0	5.1	63.7	5.3	24.3	6.0	27.0	4.2
C10-32 MANUFACTURING	13.5	4.1	6.2	4.0	1.2	4.2	6.0	4.0
C10-12 Food, Beverages & Tobacco	1.6	4.4	0.3	3.0	0.5	5.2	0.8	4.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.8	4.9	0.2	4.1	-	-	0.5	5.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	3.4	0.7	3.0	0.1	4.3	0.3	4.5
C25,28 Fabricated Metal Products, Machinery & Equipment	4.0	4.7	1.8	5.0	0.3	3.8	1.9	4.5
C26 Electronic, Computer & Optical Products	2.6	4.1	1.5	3.8	0.1	3.3	1.1	4.7
C29-30 Transport Equipment	2.0	3.3	1.0	4.3	0.1	3.2	0.8	2.6
Other Manufacturing Industries	1.3	3.7	0.6	4.4	0.1	4.0	0.6	3.1
F41-43 CONSTRUCTION	10.3	3.5	2.4	3.5	0.7	3.9	7.2	3.5
G-U SERVICES	90.6	5.6	54.6	5.6	22.4	6.3	13.6	4.9
G46-47 WHOLESALE AND RETAIL TRADE	11.2	4.7	4.4	3.6	5.2	6.8	1.6	4.2
G46 Wholesale Trade	6.2	3.9	3.6	3.6	1.5	4.8	1.1	4.1
G47 Retail Trade	5.0	6.4	0.8	3.6	3.8	8.0	0.4	4.8
H49-53 TRANSPORTATION AND STORAGE	7.9	5.0	1.9	3.6	2.0	5.5	3.9	5.8
H49,5221 Land Transport & Supporting Services	1.6	4.4	0.2	2.8	0.2	5.2	1.2	4.8
H50,5222,5225 Water Transport & Supporting Services	1.4	4.3	0.6	3.7	0.4	10.6	0.4	3.2
H51,5223 Air Transport & Supporting Services	1.7	5.4	0.4	3.8	0.8	4.4	0.5	15.9
Other Transportation & Storage Services	3.1	5.6	0.7	3.7	0.6	6.0	1.8	6.6
I55-56 ACCOMMODATION AND FOOD SERVICES	9.9	6.6	2.0	5.7	6.1	7.3	1.9	5.9
I55 Accommodation	1.9	9.9	0.5	6.2	0.9	12.1	0.5	12.9
I56 Food & Beverage Services	8.1	6.1	1.5	5.6	5.2	6.8	1.3	4.9
J58-63 INFORMATION AND COMMUNICATIONS	10.3	8.7	9.6	9.1	0.5	4.7	0.2	10.1
J58-61 Telecommunications, Broadcasting & Publishing	1.9	5.9	1.8	6.6	0.1	2.2	-	-
J62-63 IT & Other Information Services	8.4	9.8	7.8	10.0	0.4	7.0	0.2	11.4
K64-66 FINANCIAL AND INSURANCE SERVICES	10.2	5.6	9.8	5.7	0.3	4.6	0.1	2.7
K64 & 66 (excl.662) Financial Services	9.4	5.8	9.1	6.0	0.2	4.5	0.1	2.7
K65 & 662 Insurance Services	0.8	4.1	0.7	4.0	0.1	4.9	-	-
L68 REAL ESTATE SERVICES	2.1	5.0	1.2	4.6	0.5	6.4	0.5	5.1
M69-75 PROFESSIONAL SERVICES	9.1	5.4	7.6	5.8	0.8	5.0	0.8	3.6
M69-70 Legal, Accounting & Management Services	5.3	6.0	4.7	6.2	0.5	4.8	0.1	4.7
M71 Architectural & Engineering Services	2.6	4.8	1.8	5.6	0.2	4.6	0.6	3.6
Other Professional Services	1.2	4.8	1.0	4.8	0.1	7.0	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.6	4.8	1.7	5.7	2.4	5.2	3.5	4.3
N80 Security & Investigation	2.0	5.4	0.2	4.7	1.4	5.3	0.4	6.4
N81 Cleaning & Landscaping	2.4	3.4	0.2	3.0	0.1	3.9	2.1	3.4
Other Administrative & Support Services	3.2	6.5	1.2	6.7	0.9	5.6	1.0	7.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	22.3	5.6	16.6	5.5	4.6	6.3	1.1	4.8
O84,P85 Public Administration & Education	10.2	5.4	9.3	5.3	0.8	8.3	0.1	2.8
Q86-88 Health & Social Services	7.8	5.9	5.8	6.1	1.7	5.5	0.3	5.0
R90-93 Arts, Entertainment & Recreation	2.2	6.6	0.7	4.7	1.2	7.8	0.4	8.8
S,T,U Other Community, Social & Personal Services	2.1	4.8	0.9	4.9	0.9	5.5	0.3	3.4
A,B,D,E,V OTHERS*	0.7	3.2	0.4	3.4	-	-	0.2	3.2

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

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

- : nil or negligible

Notes :

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent				
		2020	2021	2022	4Q	
					2021	2022
	TOTAL	1.6	2.1	2.6	2.3	2.3
	Industry (SSIC 2020)					
C10-32	MANUFACTURING	1.1	1.8	2.3	2.0	1.9
C10-12	Food, Beverages & Tobacco	2.2	2.8	3.0	2.8	2.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.4	2.7	2.0	2.1	1.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.0	1.3	1.5	1.2	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.0	2.2	2.3	2.2	1.9
C26	Electronic, Computer & Optical Products	1.0	1.7	2.4	2.2	1.7
C29-30	Transport Equipment	0.6	1.0	2.0	1.5	1.9
	Other Manufacturing Industries	1.2	2.0	2.4	2.2	2.0
F41-43	CONSTRUCTION	1.0	1.5	3.0	2.1	2.6
G-U	SERVICES	1.8	2.2	2.6	2.4	2.4
G46-47	WHOLESALE AND RETAIL TRADE	1.8	2.2	2.6	2.6	2.5
G46	Wholesale Trade	1.5	1.8	2.1	2.2	1.8
G47	Retail Trade	2.6	3.0	3.8	3.5	4.0
H49-53	TRANSPORTATION AND STORAGE	1.1	1.7	2.4	1.9	2.0
H49,5221	Land Transport & Supporting Services	1.2	1.4	2.1	1.8	1.5
H50,5222,5225	Water Transport & Supporting Services	1.0	1.5	1.7	1.6	1.2
H51,5223	Air Transport & Supporting Services	0.4	1.1	2.8	1.8	2.8
	Other Transportation & Storage Services	1.5	2.5	2.8	2.3	2.5
I55-56	ACCOMMODATION AND FOOD SERVICES	3.2	3.4	3.9	4.0	4.2
I55	Accommodation	1.1	2.5	4.4	3.1	3.6
I56	Food & Beverage Services	3.6	3.6	3.9	4.1	4.3
J58-63	INFORMATION AND COMMUNICATIONS	2.1	2.8	3.1	3.1	2.9
J58-61	Telecommunications, Broadcasting & Publishing	1.4	2.0	2.2	2.3	1.8
J62-63	IT & Other Information Services	2.5	3.2	3.5	3.4	3.3
K64-66	FINANCIAL AND INSURANCE SERVICES	1.3	1.8	2.1	2.0	2.3
K64 & 66 (excl.662)	Financial Services	1.3	1.7	2.1	2.0	2.3
K65 & 662	Insurance Services	1.8	1.9	2.3	1.8	2.2
L68	REAL ESTATE SERVICES	1.8	2.3	2.5	2.2	2.2
M69-75	PROFESSIONAL SERVICES	1.6	2.3	2.5	2.4	2.0
M69-70	Legal, Accounting & Management Services	1.8	2.4	2.4	2.3	2.1
M71	Architectural & Engineering Services	1.2	2.1	2.8	2.7	2.1
	Other Professional Services	1.5	2.3	2.1	1.9	1.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.6	4.1	3.6	3.7
N80	Security & Investigation	3.8	3.7	3.9	2.9	3.7
N81	Cleaning & Landscaping	3.3	3.3	3.9	3.2	3.3
	Other Administrative & Support Services	2.8	4.1	4.7	5.0	4.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.4	1.6	1.3	1.4
O84,P85	Public Administration & Education	1.1	1.1	1.1	0.9	0.9
Q86-88	Health & Social Services	1.6	1.7	2.0	1.7	1.7
R90-93	Arts, Entertainment & Recreation	1.1	1.4	2.4	1.3	2.0
S,T,U	Other Community, Social & Personal Services	1.3	1.9	2.3	1.6	2.2
A,B,D,E,V	OTHERS*	1.1	1.6	1.7	1.7	1.5
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.3	1.7	2.0	1.8	1.7
	Clerical, Sales & Service Workers	2.4	2.9	3.5	3.2	3.5
	Production & Transport Operators, Cleaners & Labourers	1.6	2.2	3.2	2.6	2.7

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

	2020	2021	2022	Per Cent	
				4Q	
				2021	2022
TOTAL	1.5	1.7	1.7	1.6	1.4
Industry (SSIC 2020)					
C10-32 MANUFACTURING	1.2	1.5	1.5	1.4	1.2
C10-12 Food, Beverages & Tobacco	2.3	2.5	2.1	2.2	1.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.7	1.9	1.5	1.8	1.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	1.1	1.1	1.1	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.5	1.5	1.3	1.1
C26 Electronic, Computer & Optical Products	1.0	1.6	1.5	1.4	1.3
C29-30 Transport Equipment	1.1	1.2	1.2	1.2	1.0
Other Manufacturing Industries	1.2	1.5	1.4	1.3	1.2
F41-43 CONSTRUCTION	1.4	1.3	1.3	1.3	1.3
G-U SERVICES	1.6	1.8	1.8	1.7	1.5
G46-47 WHOLESALE AND RETAIL TRADE	1.7	1.8	1.8	1.6	1.4
G46 Wholesale Trade	1.4	1.4	1.4	1.3	1.2
G47 Retail Trade	2.3	2.5	2.4	2.2	2.0
H49-53 TRANSPORTATION AND STORAGE	1.1	1.4	1.5	1.4	1.2
H49,5221 Land Transport & Supporting Services	1.0	1.2	1.3	1.3	1.0
H50,5222, 5225 Water Transport & Supporting Services	0.8	1.1	1.0	1.0	0.7
H51,5223 Air Transport & Supporting Services	0.8	1.1	1.3	1.0	1.0
Other Transportation & Storage Services	1.5	2.0	2.0	2.0	1.8
I55-56 ACCOMMODATION AND FOOD SERVICES	3.5	3.2	3.0	2.9	2.6
I55 Accommodation	2.1	3.0	3.3	3.1	2.6
I56 Food & Beverage Services	3.7	3.3	2.9	2.9	2.6
J58-63 INFORMATION AND COMMUNICATIONS	1.5	2.0	2.1	2.4	1.8
J58-61 Telecommunications, Broadcasting & Publishing	1.2	1.5	1.9	1.8	1.5
J62-63 IT & Other Information Services	1.7	2.3	2.2	2.6	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	0.9	1.3	1.4	1.5	1.2
K64 & 66 (excl.662) Financial Services	0.8	1.3	1.4	1.4	1.2
K65 & 662 Insurance Services	1.2	1.6	1.8	1.8	1.6
L68 REAL ESTATE SERVICES	1.6	2.1	1.9	1.8	1.5
M69-75 PROFESSIONAL SERVICES	1.3	1.7	1.6	1.6	1.3
M69-70 Legal, Accounting & Management Services	1.4	1.8	1.7	1.7	1.4
M71 Architectural & Engineering Services	1.3	1.5	1.4	1.4	1.3
Other Professional Services	1.1	1.7	1.5	1.6	1.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.1	3.1	3.1	2.9	2.8
N80 Security & Investigation	3.4	3.6	3.2	3.4	3.0
N81 Cleaning & Landscaping	3.4	3.1	3.2	2.7	3.0
Other Administrative & Support Services	2.3	2.6	2.9	2.9	2.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.9	1.1	1.2	1.0	0.9
O84,P85 Public Administration & Education	0.6	0.8	0.8	0.7	0.6
Q86-88 Health & Social Services	1.0	1.2	1.4	1.2	1.1
R90-93 Arts, Entertainment & Recreation	1.5	1.5	1.5	1.2	1.2
S,T,U Other Community, Social & Personal Services	1.6	1.6	1.6	1.6	1.4
A,B,D,E,V OTHERS*	0.9	1.1	1.2	1.2	1.0
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.0	1.3	1.4	1.3	1.1
Clerical, Sales & Service Workers	2.4	2.5	2.5	2.3	2.1
Production & Transport Operators, Cleaners & Labourers	1.9	1.9	1.8	1.8	1.6

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

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

Notes :

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

Per Cent

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.3	1.4	1.7	1.1	3.5	2.1	2.7	1.6
C10-32 MANUFACTURING	1.9	1.2	1.4	0.9	2.4	1.5	2.3	1.4
C10-12 Food, Beverages & Tobacco	2.6	1.6	1.1	0.7	3.6	2.0	3.0	1.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.7	1.3	1.7	1.0	2.8	1.0	1.6	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.0	1.2	0.8	1.5	1.1	1.9	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.1	1.6	1.1	1.2	1.4	2.2	1.2
C26 Electronic, Computer & Optical Products	1.7	1.3	1.4	0.9	1.4	0.8	2.2	2.0
C29-30 Transport Equipment	1.9	1.0	1.4	0.8	2.1	1.1	2.3	1.1
Other Manufacturing Industries	2.0	1.2	1.7	1.1	1.9	1.1	2.1	1.3
F41-43 CONSTRUCTION	2.6	1.3	1.8	1.1	2.7	1.2	2.8	1.3
G-U SERVICES	2.4	1.5	1.8	1.1	3.7	2.2	2.9	2.0
G46-47 WHOLESALE AND RETAIL TRADE	2.5	1.4	1.5	0.9	4.1	2.2	2.5	1.4
G46 Wholesale Trade	1.8	1.2	1.4	0.9	2.9	1.9	1.9	1.4
G47 Retail Trade	4.0	2.0	1.9	1.3	4.8	2.5	4.4	1.3
H49-53 TRANSPORTATION AND STORAGE	2.0	1.2	1.6	1.0	2.5	1.3	2.1	1.3
H49,5221 Land Transport & Supporting Services	1.5	1.0	1.5	1.2	1.8	1.0	1.4	0.9
H50,5222, 5225 Water Transport & Supporting Services	1.2	0.7	1.3	0.7	1.5	0.7	1.0	0.7
H51,5223 Air Transport & Supporting Services	2.8	1.0	1.4	0.5	2.6	0.9	6.6	2.4
Other Transportation & Storage Services	2.5	1.8	2.0	1.5	3.3	2.5	2.6	1.8
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	2.6	2.2	1.5	5.2	3.2	3.6	2.1
I55 Accommodation	3.6	2.6	2.4	2.2	4.4	3.5	4.7	2.0
I56 Food & Beverage Services	4.3	2.6	2.2	1.3	5.3	3.2	3.4	2.2
J58-63 INFORMATION AND COMMUNICATIONS	2.9	1.8	2.9	1.7	4.0	2.5	2.0	2.0
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.5	1.8	1.4	1.7	1.8	2.7	1.7
J62-63 IT & Other Information Services	3.3	1.9	3.2	1.8	6.0	3.0	1.9	2.1
K64-66 FINANCIAL AND INSURANCE SERVICES	2.3	1.2	2.2	1.2	2.5	1.8	4.1	2.5
K64 & 66 (excl.662) Financial Services	2.3	1.2	2.2	1.1	2.5	1.8	4.0	2.5
K65 & 662 Insurance Services	2.2	1.6	2.2	1.6	2.2	1.7	6.3	1.1
L68 REAL ESTATE SERVICES	2.2	1.5	1.8	1.3	2.3	2.2	3.5	1.8
M69-75 PROFESSIONAL SERVICES	2.0	1.3	2.0	1.4	2.2	1.5	2.0	1.1
M69-70 Legal, Accounting & Management Services	2.1	1.4	2.0	1.4	2.0	1.6	4.2	1.9
M71 Architectural & Engineering Services	2.1	1.3	2.2	1.5	2.2	0.9	1.8	0.9
Other Professional Services	1.5	1.4	1.3	1.3	3.6	2.3	2.2	1.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.7	2.8	2.3	1.7	3.9	2.7	4.0	3.2
N80 Security & Investigation	3.7	3.0	2.0	1.2	4.2	3.4	3.3	3.1
N81 Cleaning & Landscaping	3.3	3.0	1.6	1.0	3.4	2.2	3.5	3.2
Other Administrative & Support Services	4.1	2.3	2.5	2.1	3.5	1.8	7.2	3.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	0.9	1.1	0.8	2.3	1.3	2.4	1.4
O84,P85 Public Administration & Education	0.9	0.6	0.9	0.6	1.7	1.3	1.3	0.5
Q86-88 Health & Social Services	1.7	1.1	1.4	1.0	2.5	1.4	1.8	1.0
R90-93 Arts, Entertainment & Recreation	2.0	1.2	1.5	1.0	2.4	1.3	2.5	1.3
S,T,U Other Community, Social & Personal Services	2.2	1.4	1.5	1.2	2.3	1.3	3.4	2.2
A,B,D,E,V OTHERS*	1.5	1.0	1.2	0.6	0.7	0.6	2.1	1.6

* 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.

7.4 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, 2022 (ANNUAL AVERAGE)

Per Cent

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.6	1.7	2.0	1.4	3.5	2.5	3.2	1.8
C10-32 MANUFACTURING	2.3	1.5	1.8	1.2	2.7	1.8	2.7	1.6
C10-12 Food, Beverages & Tobacco	3.0	2.1	1.6	1.3	3.6	2.7	3.3	2.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.5	1.5	1.2	2.5	1.7	2.3	1.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.5	1.1	1.3	1.0	1.8	1.3	2.2	1.5
C25,28 Fabricated Metal Products, Machinery & Equipment	2.3	1.5	1.9	1.4	2.1	1.6	2.7	1.4
C26 Electronic, Computer & Optical Products	2.4	1.5	1.9	1.2	2.5	0.8	3.2	2.0
C29-30 Transport Equipment	2.0	1.2	1.6	1.0	1.8	1.2	2.3	1.4
Other Manufacturing Industries	2.4	1.4	2.0	1.3	2.9	1.5	2.5	1.4
F41-43 CONSTRUCTION	3.0	1.3	2.3	1.3	2.8	1.4	3.2	1.3
G-U SERVICES	2.6	1.8	2.0	1.4	3.6	2.6	3.4	2.3
G46-47 WHOLESALE AND RETAIL TRADE	2.6	1.8	1.8	1.3	3.9	2.6	2.9	1.7
G46 Wholesale Trade	2.1	1.4	1.7	1.2	2.9	2.0	2.7	1.6
G47 Retail Trade	3.8	2.4	2.3	1.5	4.5	3.0	3.6	2.1
H49-53 TRANSPORTATION AND STORAGE	2.4	1.5	2.0	1.2	2.9	1.8	2.4	1.6
H49,5221 Land Transport & Supporting Services	2.1	1.3	2.6	1.4	3.3	2.0	1.7	1.2
H50,5222, 5225 Water Transport & Supporting Services	1.7	1.0	1.9	1.0	2.0	1.2	1.3	0.9
H51,5223 Air Transport & Supporting Services	2.8	1.3	1.5	0.7	2.6	1.3	8.5	3.0
Other Transportation & Storage Services	2.8	2.0	2.0	1.5	3.6	2.8	2.9	2.1
I55-56 ACCOMMODATION AND FOOD SERVICES	3.9	3.0	2.5	1.9	4.7	3.6	3.5	2.6
I55 Accommodation	4.4	3.3	3.3	3.1	4.9	3.9	5.7	2.6
I56 Food & Beverage Services	3.9	2.9	2.2	1.5	4.7	3.6	3.2	2.6
J58-63 INFORMATION AND COMMUNICATIONS	3.1	2.1	3.1	2.1	3.8	2.7	2.3	2.1
J58-61 Telecommunications, Broadcasting & Publishing	2.2	1.9	2.1	1.8	2.4	2.3	3.9	2.8
J62-63 IT & Other Information Services	3.5	2.2	3.4	2.2	5.2	3.1	1.9	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	2.1	1.4	2.1	1.4	2.6	1.9	2.3	1.7
K64 & 66 (excl.662) Financial Services	2.1	1.4	2.1	1.3	2.7	1.9	2.3	1.7
K65 & 662 Insurance Services	2.3	1.8	2.2	1.7	2.6	1.9	2.3	0.7
L68 REAL ESTATE SERVICES	2.5	1.9	2.0	1.5	2.7	2.3	3.7	2.7
M69-75 PROFESSIONAL SERVICES	2.5	1.6	2.3	1.6	2.5	1.9	3.9	1.1
M69-70 Legal, Accounting & Management Services	2.4	1.7	2.4	1.6	2.5	2.0	2.9	1.5
M71 Architectural & Engineering Services	2.8	1.4	2.3	1.6	2.3	1.4	4.1	1.1
Other Professional Services	2.1	1.5	2.0	1.5	3.2	2.3	3.3	1.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.1	2.9	2.1	4.3	3.1	4.5	3.5
N80 Security & Investigation	3.9	3.2	2.3	1.5	4.4	3.7	3.1	2.5
N81 Cleaning & Landscaping	3.9	3.2	1.9	1.4	2.9	2.0	4.2	3.5
Other Administrative & Support Services	4.7	2.9	3.4	2.4	4.5	2.6	6.9	4.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.2	1.3	1.0	2.5	1.7	2.7	1.5
O84,P85 Public Administration & Education	1.1	0.8	1.0	0.8	1.9	1.3	1.1	0.9
Q86-88 Health & Social Services	2.0	1.4	1.7	1.3	2.9	1.8	1.9	1.4
R90-93 Arts, Entertainment & Recreation	2.4	1.5	2.0	1.4	2.3	1.5	4.2	1.7
S,T,U Other Community, Social & Personal Services	2.3	1.6	1.7	1.3	2.4	1.8	3.4	1.7
A,B,D,E,V OTHERS*	1.7	1.2	1.2	0.9	0.9	1.1	2.7	1.8

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 quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2020)		Hours							
		2020	2021	2022	2021	2022			
					Dec	Mar	Jun	Sep	Dec
TOTAL		44.0	44.2	44.1	44.2	44.2	43.8	44.0	44.2
C10-32 MANUFACTURING		46.9	47.8	47.5	47.6	47.3	47.4	47.2	48.0
C10-12	Food, Beverages & Tobacco	45.4	45.8	44.6	45.3	44.6	44.4	45.0	44.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	47.4	48.6	48.3	49.1	48.5	48.9	47.6	48.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	43.7	44.2	44.4	44.5	43.9	43.9	43.9	45.9
C25,28	Fabricated Metal Products, Machinery & Equipment	48.1	49.5	49.0	49.2	49.4	48.9	48.7	48.9
C26	Electronic, Computer & Optical Products	46.7	47.7	47.4	47.6	46.6	47.2	46.6	49.3
C29-30	Transport Equipment	47.7	48.8	49.0	48.4	48.9	49.1	48.7	49.4
	Other Manufacturing Industries	46.9	47.7	46.6	46.9	46.3	46.7	46.5	46.8
F41-43 CONSTRUCTION		48.1	49.8	49.9	49.3	49.7	49.7	49.7	50.3
G-U SERVICES		42.5	42.5	42.3	42.6	42.6	42.0	42.3	42.1
G46-47	WHOLESALE AND RETAIL TRADE	42.7	42.4	42.2	42.1	42.1	42.2	42.2	42.3
G46	Wholesale Trade	43.1	42.7	42.4	42.5	42.2	42.5	42.5	42.5
G47	Retail Trade	41.9	41.7	41.7	41.3	41.6	41.6	41.6	41.9
H49-53	TRANSPORTATION AND STORAGE	45.1	45.4	45.2	45.6	46.1	44.4	45.3	44.8
H49,5221	Land Transport & Supporting Services	46.6	46.7	46.7	47.5	46.9	45.5	47.0	47.2
H50,5222,5225	Water Transport & Supporting Services	44.4	45.1	44.5	44.9	44.8	44.0	44.8	44.5
H51,5223	Air Transport & Supporting Services	42.6	43.0	42.9	43.4	45.1	41.2	42.7	42.7
	Other Transportation & Storage Services	45.7	46.0	45.8	45.8	46.9	45.8	45.8	44.5
I55-56	ACCOMMODATION AND FOOD SERVICES	40.9	40.5	40.4	40.5	40.7	40.5	40.6	39.8
I55	Accommodation	44.2	44.7	45.1	45.3	45.0	45.3	44.9	45.2
I56	Food & Beverage Services	40.4	39.7	39.7	39.7	40.0	39.8	40.0	39.1
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.4	40.9	41.1	41.2	41.0	41.1	40.4
J58-61	Telecommunications, Broadcasting & Publishing	42.0	41.3	40.5	40.7	41.0	40.7	40.5	39.8
J62-63	IT & Other Information Services	41.2	41.5	41.1	41.3	41.2	41.1	41.3	40.7
K64-66	FINANCIAL AND INSURANCE SERVICES	41.3	41.7	41.3	43.2	43.3	39.7	41.2	41.0
K64 & 66 (excl.662)	Financial Services	41.5	41.9	41.4	43.6	43.6	39.6	41.3	41.1
K65 & 662	Insurance Services	40.2	40.2	40.4	40.1	40.2	40.6	40.5	40.2
L68	REAL ESTATE SERVICES	43.6	43.4	43.2	43.3	43.2	43.3	42.8	43.3
M69-75	PROFESSIONAL SERVICES	42.4	42.4	42.6	42.4	42.8	42.6	42.2	43.0
M69-70	Legal, Accounting & Management Services	40.9	40.9	40.8	40.8	40.8	40.9	40.7	40.7
M71	Architectural & Engineering Services	44.9	45.3	46.2	45.3	46.5	45.9	45.3	47.1
	Other Professional Services	42.4	42.0	41.4	41.7	41.6	41.1	41.1	41.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	45.3	44.8	43.6	44.5	44.0	43.7	43.2	43.4
N80	Security & Investigation	49.6	47.9	46.6	47.2	46.7	46.3	46.9	46.7
N81	Cleaning & Landscaping	43.9	44.4	44.6	44.5	44.5	44.0	44.9	45.2
	Other Administrative & Support Services	44.0	42.8	39.8	42.1	41.2	41.3	38.4	38.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.7	41.7	41.8	41.8	41.8	41.8	41.9	41.8
O84,P85	Public Administration & Education	41.4	41.4	41.3	41.3	41.3	41.2	41.3	41.3
Q86-88	Health & Social Services	42.0	42.1	42.3	42.3	42.3	42.2	42.3	42.4
R90-93	Arts, Entertainment & Recreation	43.3	42.8	43.7	43.3	42.9	43.9	44.3	43.8
S,T,U	Other Community, Social & Personal Services	41.3	40.5	41.1	41.1	41.3	40.8	41.8	40.7
A,B,D,E,V OTHERS*		45.0	45.2	45.1	45.4	45.2	44.9	45.1	45.3

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2020)		2020	2021	2022	2021	2022			
					Dec	Mar	Jun	Sep	Dec
TOTAL		2.0	2.5	2.5	2.4	2.5	2.4	2.4	2.7
F10-32	MANUFACTURING	4.2	5.3	5.0	5.0	4.9	4.9	4.6	5.5
C10-12	Food, Beverages & Tobacco	2.8	3.6	2.8	3.3	2.6	2.7	2.9	3.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	3.9	5.5	5.6	6.2	6.0	6.2	5.1	5.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.2	2.6	2.8	2.6	2.2	2.2	2.3	4.4
C25,28	Fabricated Metal Products, Machinery & Equipment	4.9	6.5	6.0	6.2	6.3	5.9	5.7	6.0
C26	Electronic, Computer & Optical Products	4.4	5.4	5.0	5.3	4.6	4.9	4.1	6.5
C29-30	Transport Equipment	4.5	5.7	6.1	5.2	5.9	6.1	6.1	6.3
	Other Manufacturing Industries	4.9	5.7	4.5	4.9	4.5	4.6	4.2	4.8
F41-43	CONSTRUCTION	4.3	6.0	6.4	5.5	6.3	6.3	6.3	6.6
G-U	SERVICES	1.2	1.2	1.3	1.3	1.4	1.1	1.2	1.3
G46-47	WHOLESALE AND RETAIL TRADE	1.3	1.3	1.1	1.1	1.0	1.1	1.1	1.2
G46	Wholesale Trade	1.2	1.3	1.1	1.2	1.0	1.1	1.1	1.0
G47	Retail Trade	1.5	1.2	1.3	1.0	1.2	1.1	1.1	1.6
H49-53	TRANSPORTATION AND STORAGE	2.4	2.9	3.0	3.1	3.8	2.7	2.9	2.5
H49,5221	Land Transport & Supporting Services	3.8	4.3	4.2	4.5	4.1	3.4	4.5	4.6
H50,5222,5225	Water Transport & Supporting Services	2.0	2.4	2.2	2.1	2.2	2.1	2.1	2.3
H51,5223	Air Transport & Supporting Services	0.5	1.0	1.4	1.6	3.6	1.1	0.5	0.3
	Other Transportation & Storage Services	2.7	3.3	3.5	3.6	4.6	3.5	3.5	2.5
I55-56	ACCOMMODATION AND FOOD SERVICES	1.3	1.3	1.4	1.5	1.4	1.4	1.4	1.5
I55	Accommodation	0.7	1.4	2.1	1.8	1.8	2.2	2.1	2.4
I56	Food & Beverage Services	1.4	1.3	1.3	1.4	1.3	1.3	1.3	1.4
J58-63	INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.2
J58-61	Telecommunications, Broadcasting & Publishing	0.3	0.2	0.4	0.2	0.3	0.3	0.5	0.3
J62-63	IT & Other Information Services	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.5	0.5	1.5	1.6	0.1	0.1	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.5	0.5	1.7	1.8	0.1	0.1	0.1
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
L68	REAL ESTATE SERVICES	1.0	1.2	1.4	1.3	1.3	1.4	1.3	1.5
M69-75	PROFESSIONAL SERVICES	0.9	1.1	1.4	1.0	1.4	1.3	1.1	1.7
M69-70	Legal, Accounting & Management Services	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.2
M71	Architectural & Engineering Services	2.4	2.7	3.6	2.8	3.8	3.4	2.7	4.6
	Other Professional Services	0.6	0.9	0.6	0.5	0.6	0.5	0.6	0.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.5	3.3	3.3	3.0	3.1	3.1	3.5	3.5
N80	Security & Investigation	7.9	6.6	5.8	5.6	5.8	5.5	6.1	5.7
N81	Cleaning & Landscaping	2.2	2.6	3.0	2.5	2.6	2.4	3.3	3.6
	Other Administrative & Support Services	1.8	1.8	1.9	1.4	1.6	2.1	1.9	1.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.3	0.3	0.4	0.3	0.3	0.4	0.4	0.4
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1
Q86-88	Health & Social Services	0.4	0.5	0.5	0.4	0.4	0.5	0.5	0.6
R90-93	Arts, Entertainment & Recreation	0.9	0.9	1.4	1.1	1.1	1.4	1.6	1.3
S,T,U	Other Community, Social & Personal Services	0.6	0.6	0.6	0.6	0.6	0.6	0.5	0.7
A,B,D,E,V	OTHERS*	2.4	2.7	2.6	2.8	2.6	2.6	2.4	2.8

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

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Release Schedule

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

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

Data Quality

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

Seasonal Adjustment

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

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

Revisions

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

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

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

Concepts and Definitions

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

Residents refer to Singapore Citizens and Permanent Residents.

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

Uses and Limitations

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 22	58,000	2,300	4.0%	53,500	62,600
Resident Unemployment Rate	Dec 22	2.4%	0.10%-pt	4.0%	2.2%	2.6%
JOB VACANCY						
Job Vacancy Number	Dec 22	102,700	1,200	1.2%	100,200	105,100
Job Vacancy Rate	Dec 22	4.5%	0.05%-pt	1.1%	4.4%	4.6%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 22	2.3%	0.04%-pt	1.5%	2.3%	2.4%
Average Monthly Resignation Rate	4Q 22	1.4%	0.01%-pt	1.0%	1.4%	1.5%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 22	2.7	0.06	2.1%	2.6	2.8

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT FOURTH 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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