Labour Market Report
Third Quarter 2025



Ministry of Manpower
MANPOWER RESEARCH & STATISTICS DEPARTMENT

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LABOUR MARKET REPORT THIRD QUARTER 2025

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

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

As part of MRSD's continued commitment to deliver accurate and relevant statistics on the labour market, our data collection processes have undergone an assessment by Ernst and Young Advisory Pte. Ltd.

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
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.

Labour Market

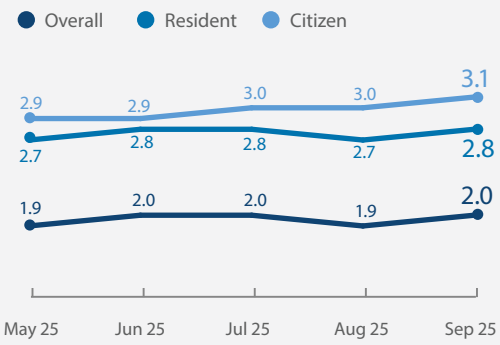
Report Third Quarter

2025

Unemployment

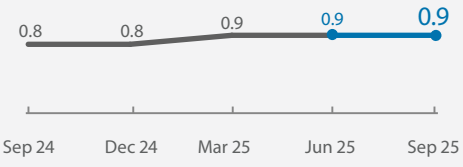
Overall unemployment rates in September 2025 were similar to June 2025.

Unemployment rate (%), seasonally adjusted



The resident long-term unemployment rate held steady at 0.9% compared to the previous quarter.

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



Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoffs increased in 3Q 2025.



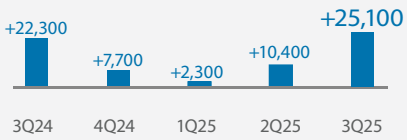
620
2Q 2025

800
3Q 2025

Employment

Total employment rose in 3Q 2025, with larger gains in both resident and non-resident employment compared to the previous quarter.

Employment change (excluded MDW)



Employment level (excluded MDW)



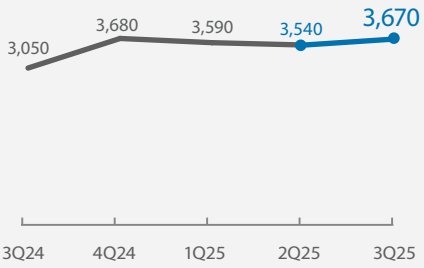
3,782,300
Sep 2025

Employment data excludes migrant domestic workers (MDW)

Retrenchment

The number of retrenchments remained low in 3Q 2025.

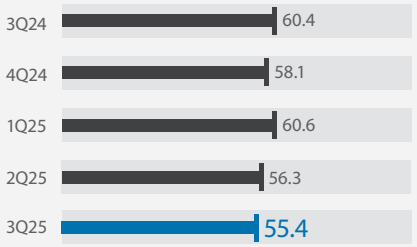
Retrenched employees



Re-entry into Employment

The resident rate of re-entry into employment within 6 months post-retrenchment declined slightly in 3Q 2025.

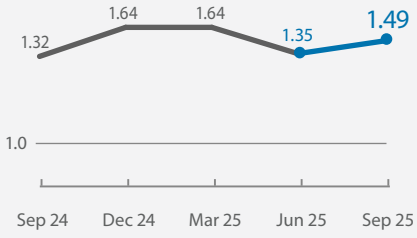
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

The ratio of job vacancies to unemployed persons increased in September 2025 even though the number of vacancies fell due to a reduced number of unemployed persons.

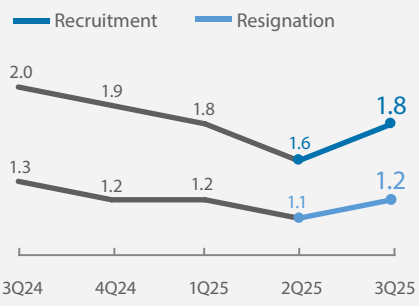
Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

Both recruitment and resignation rates increased in 3Q 2025 but still remained lower than the 10 year quarterly average

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



Labour Market Report Third Quarter 2025

Executive Summary

- Supported by continued economic growth, the labour market performed stronger than anticipated, with total employment growing at a faster pace, while unemployment and retrenchments remained low. [1] Although economic uncertainties have receded since the first half of 2025, it remains elevated and will continue to weigh on firms, pointing to a moderation of labour demand.

- Total employment grew by 25,100 (5,600 residents and 19,500 non-residents) in 3Q 2025, stronger than the growth of 10,400 in 2Q 2025. Growth in resident employment was led by *Financial & Insurance Services* and *Health & Social Services*, while non-resident employment grew mainly in *Construction* and *Manufacturing*.

- The overall unemployment rate in September 2025 (overall: 2.0%; resident: 2.8%; citizen: 3.1%) was similar to June 2025. The resident long-term unemployment rate continued to hold steady over the quarter at 0.9% in September 2025.

- Following 16 consecutive quarters of employment growth, the number of job vacancies eased further from 76,900 in June 2025 to 69,200 in September 2025. With fewer unemployed persons, there remained more vacancies than the number of job seekers in September 2025, with the ratio of job vacancies to unemployed persons standing at 1.49.

- The average monthly recruitment rate (3Q 2025: 1.8%) has consistently exceeded the average monthly resignation rate (1.2%) post-pandemic. However, since late 2022, both recruitment and resignation rates have been trending down, and are now lower than their ten-year averages of 2.1% and 1.6% respectively. This suggests that firms are managing headcount through natural attrition rather than actively laying off workers. Employees, who are perceiving fewer opportunities, are also switching jobs less frequently. The result is lower labour mobility.

- Retrenchments stayed low at 3,670 (or 1.6 retrenched per 1,000 employees) in 3Q 2025. The resident re-entry rate within six months post-retrenchment declined slightly from 56.3% in 2Q 2025 to 55.4% in 3Q 2025. However, most re-enter employment with more time; in 3Q 2025, the re-entry rate was at 74.2% for those retrenched 12 months ago, an increase from the 12-month re-entry rate (71.2%) seen in 2Q 2025.

[1] Employment data in this report excludes migrant domestic workers (MDW). They are rounded to hundreds and may not sum in some instances due to rounding.

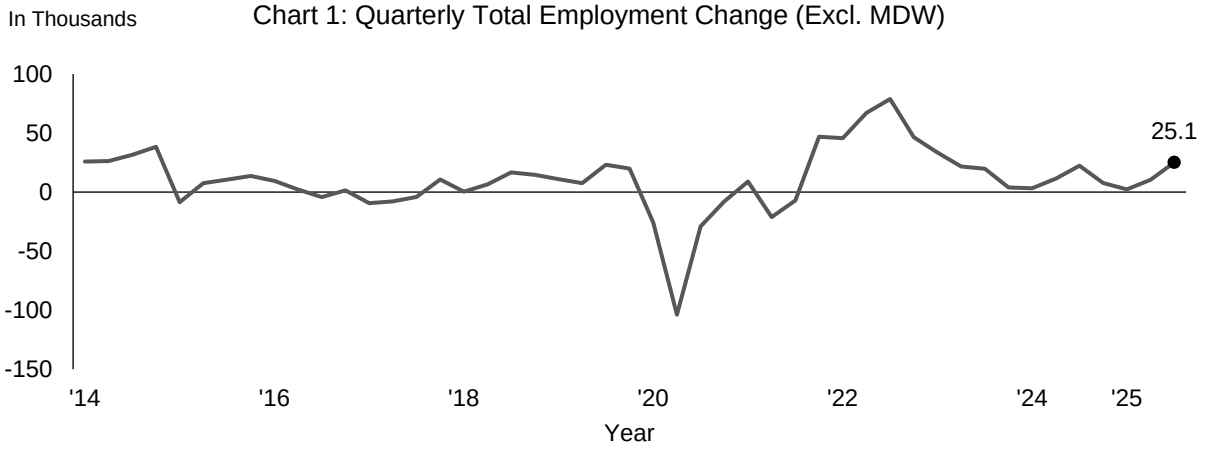
- Going forward, we expect employment and wage growth to moderate. Based on latest expectations data for 1Q 2026, a smaller share of firms expects to hire or raise wages over the next three months compared to September 2025.

Employment

Supported by continued economic growth[2], the labour market continued to expand in 3Q 2025, recording its 16th straight quarter of employment growth since the last decline in 3Q 2021. Although economic uncertainties have receded since the first half of 2025, it remains elevated and will continue to weigh on firms, pointing to a moderation of labour demand.

Total employment grew by 25,100 (5,600 residents and 19,500 non-residents) in 3Q 2025, stronger than the growth of 10,400 in 2Q 2025. In the longer-term, resident employment growth is expected to lag that of non-residents, given Singapore's high resident labour force participation rate.[3]

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.

Growth in resident employment was led by *Financial & Insurance Services* and *Health & Social Services*, while non-resident employment grew mainly in *Construction* and *Manufacturing*.

Information & Communications and *Professional Services* saw muted changes in employment due to ongoing global economic headwinds but continued to register modest increase in resident employment. There were also employment declines in *Administrative & Support Services* and *Wholesale Trade.* The fall in *Administrative & Support Services*, mainly in *Employment Activities*,

[2] According to the Ministry of Trade and Industry of Singapore, Singapore's economy grew by 4.2% year-on-year in 3Q 2025, extending the 4.7% growth in 2Q 2025. On a quarter-on-quarter basis, it expanded by 2.4%, faster than the 1.7% growth in 2Q 2025.

[3] Singapore's labour force participation rate ranks 7th, ahead of countries like Switzerland, Estonia, and Australia. With already one of the highest labour force participation rates, further growth in Singapore's resident workforce is limited. Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM (for Singapore's data) and OECD Data Explorer (for data of OECD countries).

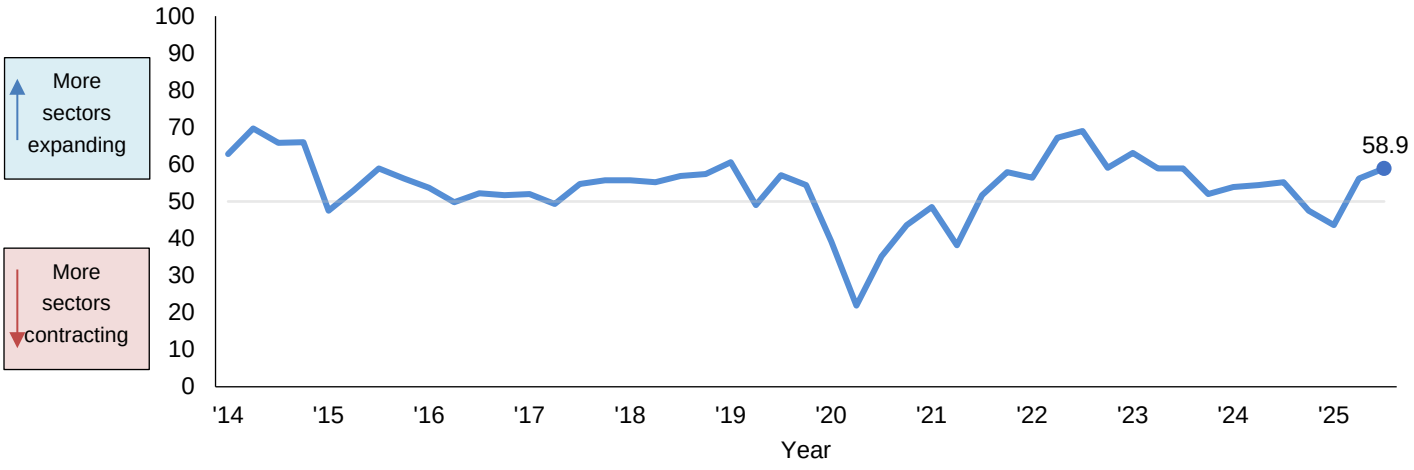
likely reflects reduced demand for outsourced and temporary roles such as HR and customer service officers.

With varied employment changes across industries, the Employment Diffusion Index (EDI)[4] provides a useful summary measure of the breadth of employment creation across the economy. Understanding the extent to which employment growth is broad-based also adds further insights into labour market conditions.

Employment gains became more broad-based across the economy.

The EDI rose from 56.2 in 2Q 2025 to 58.9 in 3Q 2025 [Chart 2]. A reading above 50 means more sectors are expanding than contracting. The increase shows that employment growth was spread across a wider range of sectors, rather than concentrated in just a few — indicating that multiple industries continued to contribute to labour demand despite uneven hiring in some sectors.

Chart 2: Employment Diffusion Index for Total Employment (excl. MDW)



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

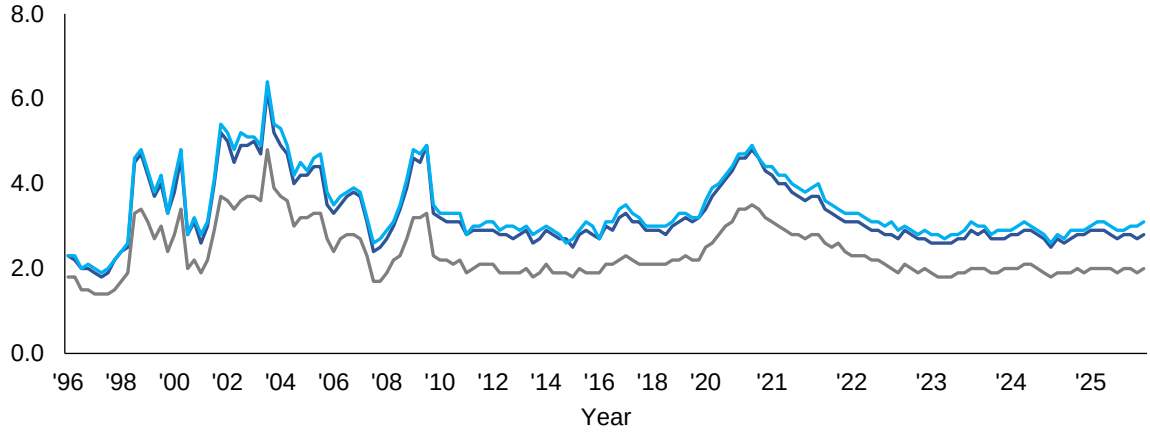
[4] The Employment Diffusion Index (EDI) measures the breadth of employment growth across sectors. An EDI of '0' indicates all industries contracted, '100' indicates all industries expanded, and '50' indicates an equal number of sectors expanded and contracted. Values above '50' mean more sectors are expanding than contracting, making it a key benchmark for analysing overall economic health. For more information about the methodology, please refer to the *Box Article: Employment Diffusion Index* in the *Labour Market Report Second Quarter 2025*.

Unemployment

The overall unemployment rate in September 2025 (overall: 2.0%; resident: 2.8%; citizen: 3.1%) was similar to June 2025 [Chart 3].[5, 6]

Chart 3: Unemployment Rate (Seasonally Adjusted)

	2025				
	May	Jun	Jul	Aug	Sep
Citizen (C)	2.9%	2.9%	3.0%	3.0%	3.1%
Resident (R)	2.7%	2.8%	2.8%	2.7%	2.8%
Overall (O)	1.9%	2.0%	2.0%	1.9%	2.0%



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

The resident unemployment rate declined among younger workers under the age of 30 and senior workers aged 60 and over.

Young residents aged below 30 saw unemployment rate decline from 5.7% in June 2025 to 5.5% in September after seeing a first-time increase this year from 5.4% in March 2025 [Chart 4].[7]

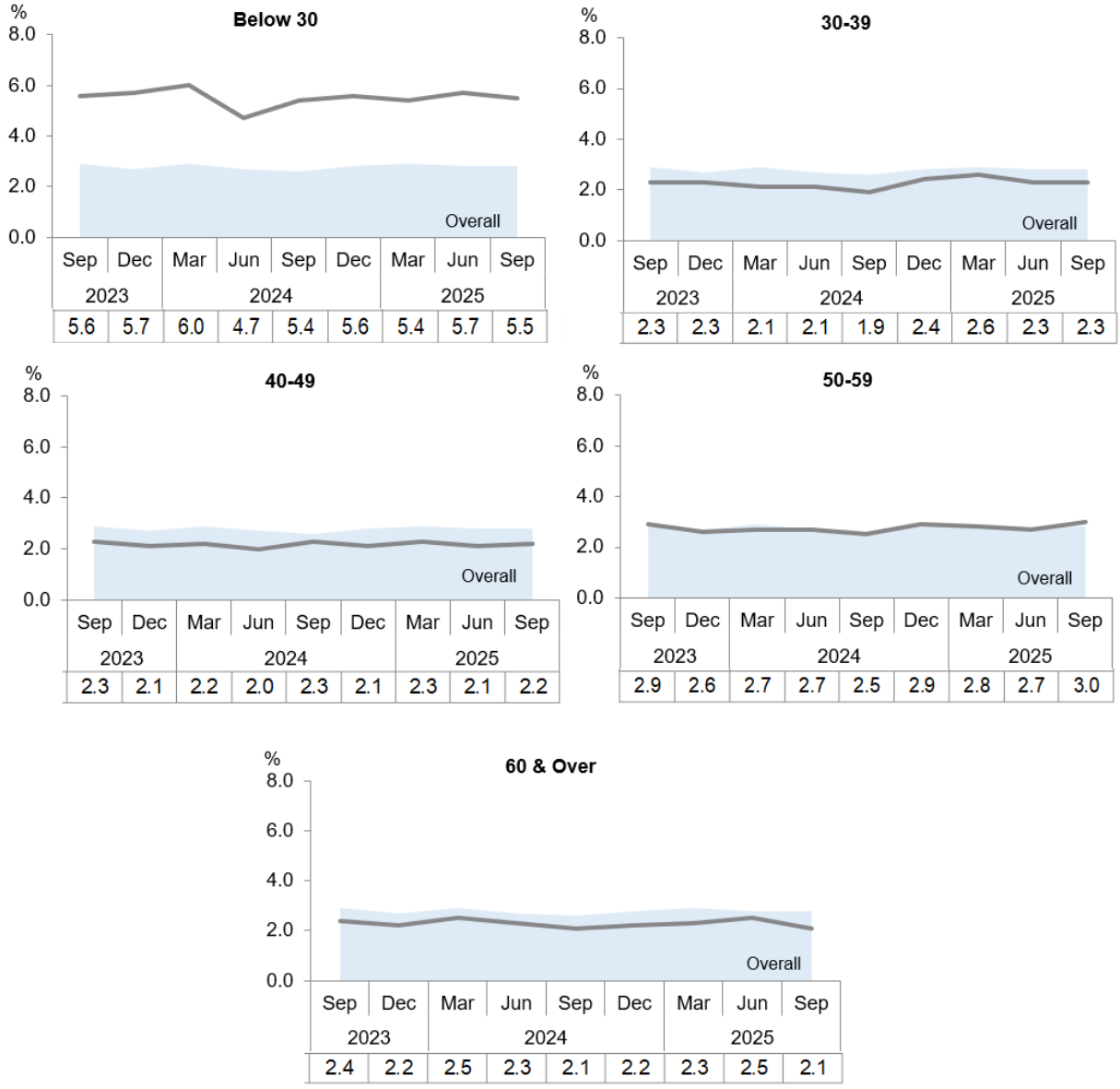
[5] Other than unemployment rate, time-related underemployment rate is another measure of labour underutilisation. The time-related underemployment rate among residents in 3Q 2025 was 1.9%, same as the previous quarter and lower than that recorded in the same period a year ago at 2.1%.

[6] To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of 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.

[7] Notably, the increase in long-term unemployment among younger residents is unlikely to be driven by fresh graduates, who have shown marked improvements in their outcomes. In September 2025, the employment rate of the 2025 graduating cohort improved to 69.9% (or 12,600 employed fresh graduates), up from 51.9% (or 9,300) in June 2025. Their unemployment rate also declined to 16.4% (or 2,500), down from 39.0% (or 6,000) in June 2025.

Residents in their 50s saw an increase in their unemployment rate from 2.7% in June 2025 to 3.0% in September 2025 but it remained within the pre-recessionary range (between 2.5% and 3.6%) in 2018/2019. A higher share of the unemployed in this age group holds secondary or post-secondary education.[8] They are commonly in sectors such as *Wholesale & Retail Trade* and *Administrative & Support Services*, and in jobs such as cleaners, labourers and clerical support workers.

Chart 4: Resident Unemployment Rate by Age
(Seasonally Adjusted)



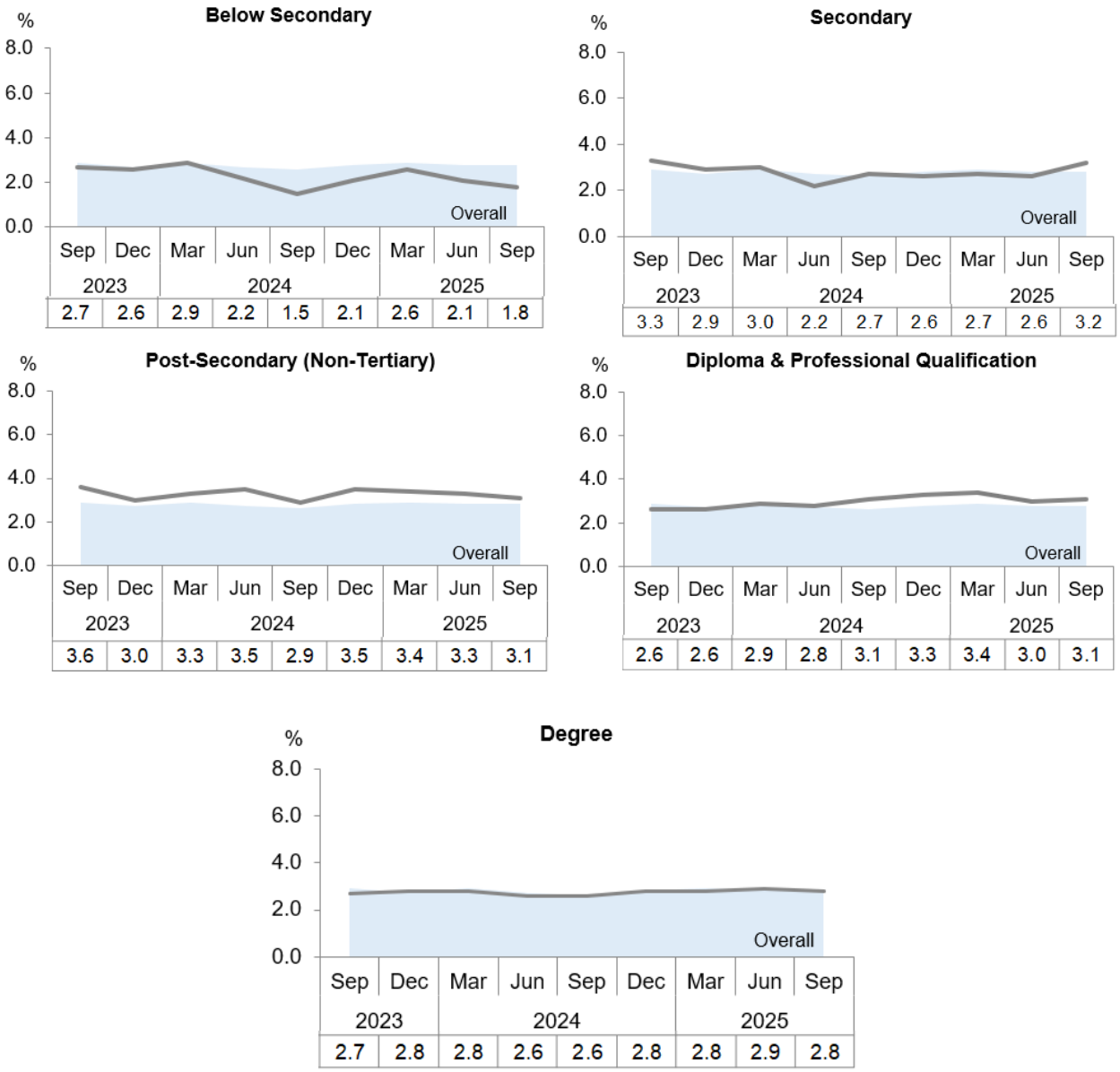
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: The shaded region in the chart represents the range of unemployment rates which is at or below the overall resident unemployment rate in the respective time periods.

[8] Among residents aged 50 to 59, those with secondary or post-secondary (non-tertiary) qualifications made up a higher share among the unemployed (23.5% and 11.6% respectively in September 2025) compared to the share in the labour force (17.5% and 10.2% respectively).

Unemployment rates declined across all education groups except diploma and professional qualification holders and those with secondary education, whose unemployment rates were still in line with those observed within the last two years [Chart 5].

Chart 5: Resident Unemployment Rate By Education
(Seasonally Adjusted)

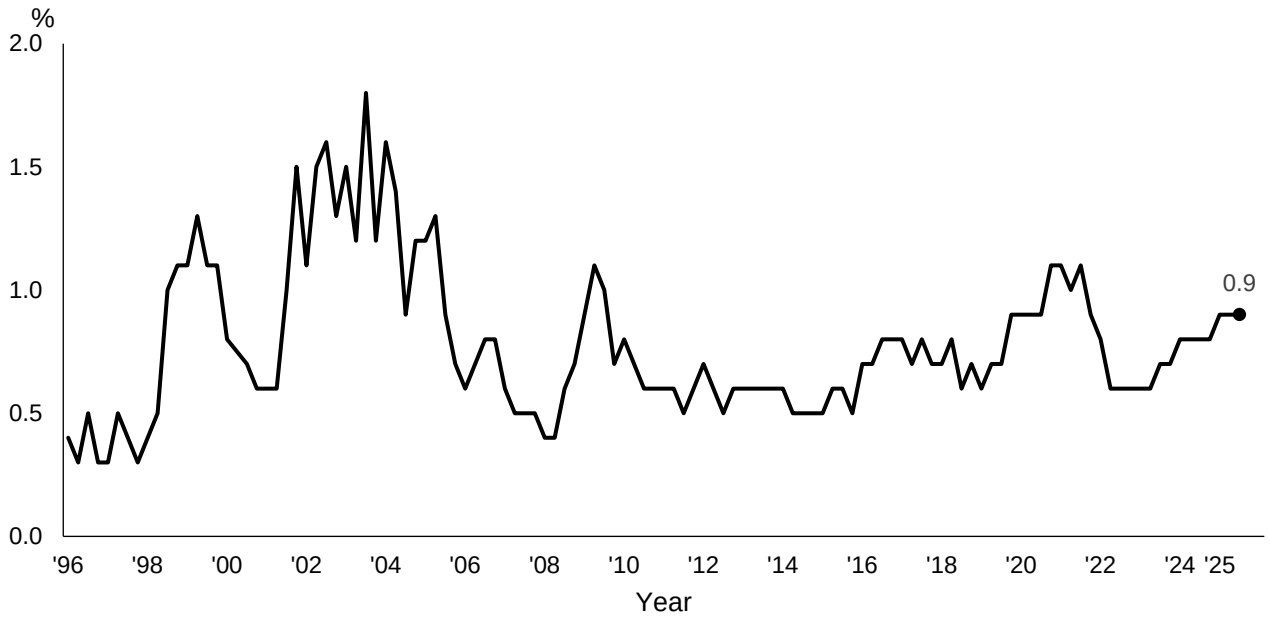


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note:
The shaded region in the chart represents the range of unemployment rates which is at or below the overall resident unemployment rate in the respective time periods.

The resident long-term unemployment held steady over the quarter at 0.9% in September 2025, indicating continued stability in job prospects [Chart 6].

Chart 6: Resident Long-Term Unemployment Rate (Seasonally Adjusted)

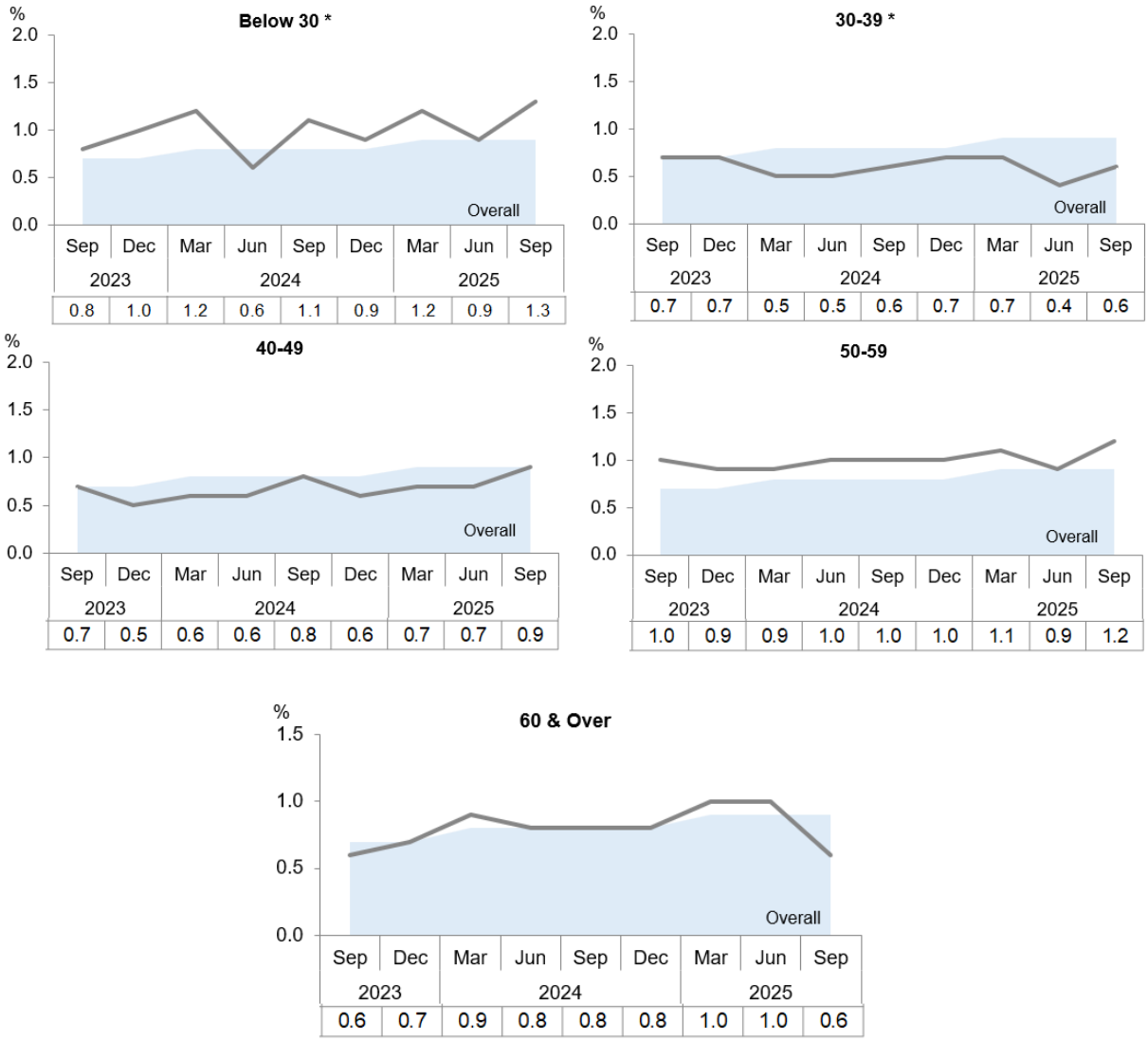


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

The long-term unemployment rates increased across all age groups except among seniors aged 60 and over, who saw a decline from 1.0% in June 2025 to 0.6% in September 2025. [Chart 7]. For residents under the age of 30, their long-term unemployment rate rose from 0.9% to 1.3%, remaining close to the 1.2% observed in March 2025. The rise in their long-term unemployment rate likely reflects longer search durations among younger workers trying to switch into higher-paying sectors such as *Information & Communications* and *Professional Services*.

Chart 7: Resident Long-term Unemployment Rate by Age
(Seasonally Adjusted)

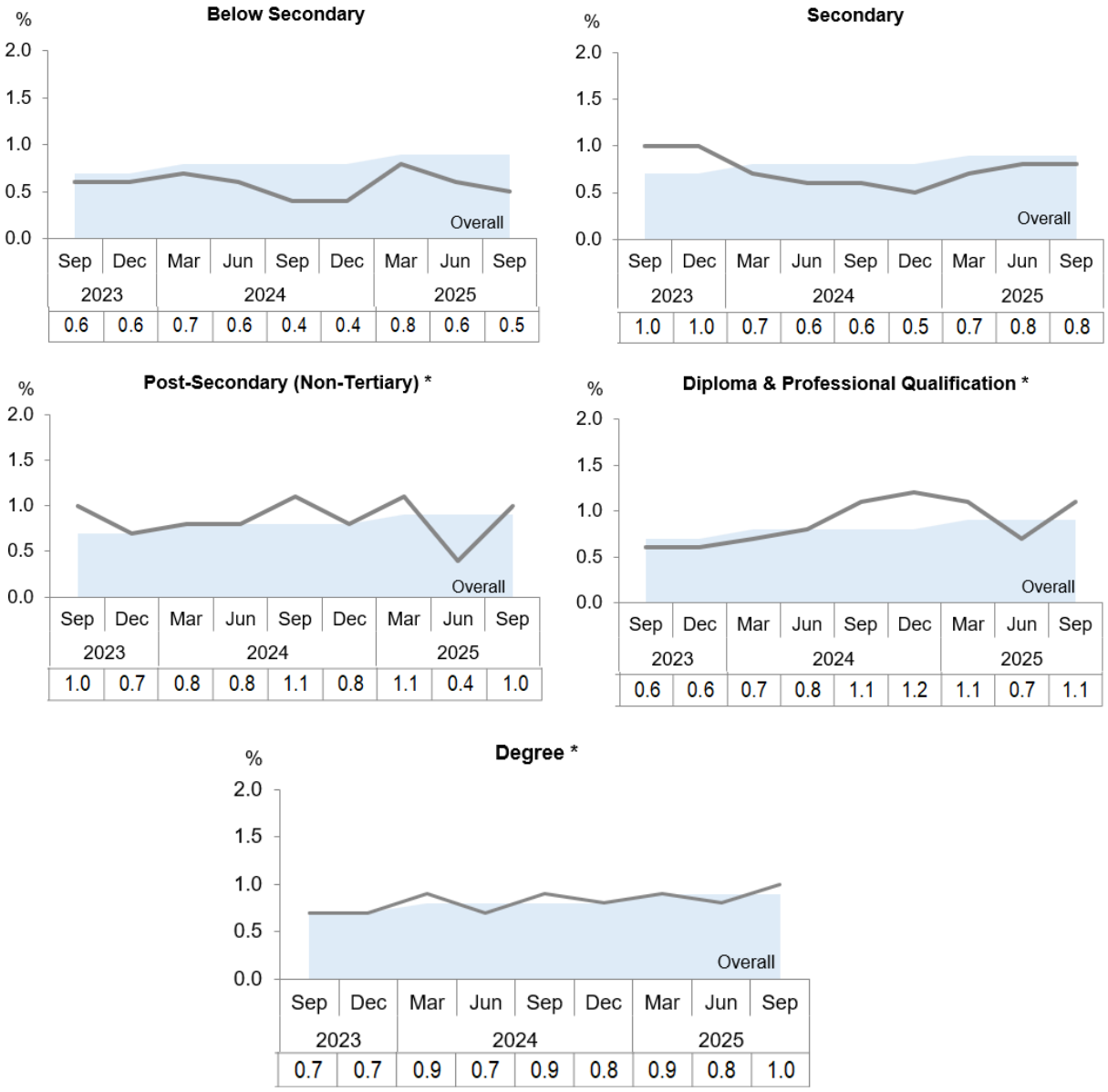


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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.
(3) The shaded region in the chart represents the range of long-term unemployment rates which is at or below the overall resident long-term unemployment rate in the respective time periods.

By education groups, those with tertiary education saw their long-term unemployment rates increase, as did young residents aged below 30 [Chart 8]. This suggests that among the better educated young jobseekers, there is a group that is taking a longer time for a job match – even as the broad majority do not face job search difficulties given that their unemployment rates have been broadly stable and entry-level jobs remain available.

Chart 8: Resident Long-Term Unemployment Rate By Education
(Seasonally Adjusted)



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.
(3) The shaded region in the chart represents the range of long-term unemployment rates which is at or below the overall resident long-term unemployment rate in the respective time periods.

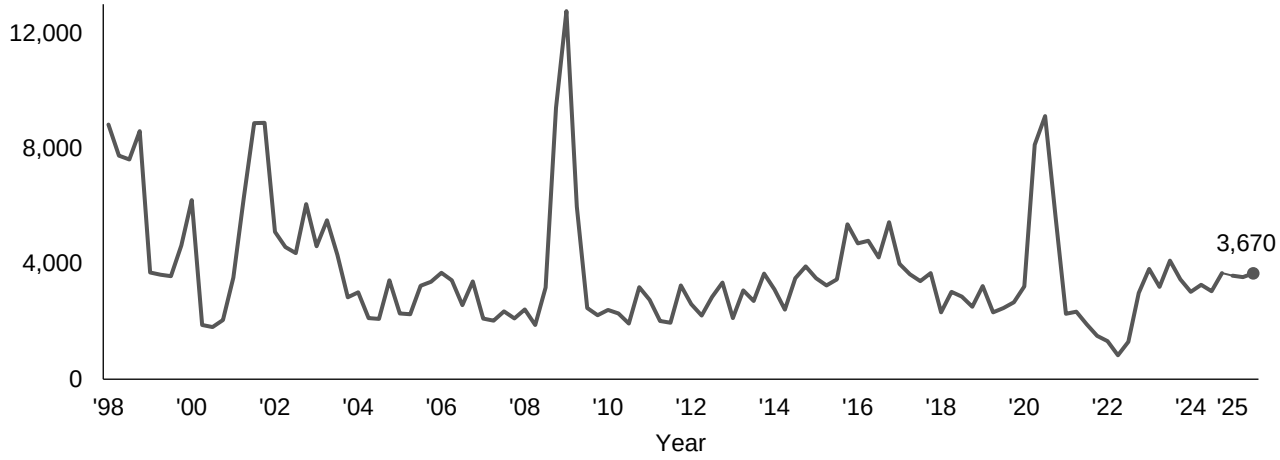
Retrenchment

Retrenchment remained low at 3,670 in 3Q 2025 [Chart 9].

Retrenchments continued to be concentrated in growth sectors such as *Financial Services* (700), *Professional Services* (500) and *Information & Communications* (580), as firms restructure to stay competitive against the backdrop of global economic uncertainty.

Reorganisation or restructuring (61.0%) remained the main reason for retrenchments.[9] Fewer were due to recession/downturn in the industry (7.4%), poor business/business failures[10] (6.7%) or concerns of high costs (5.4%).

Chart 9: Retrenchments



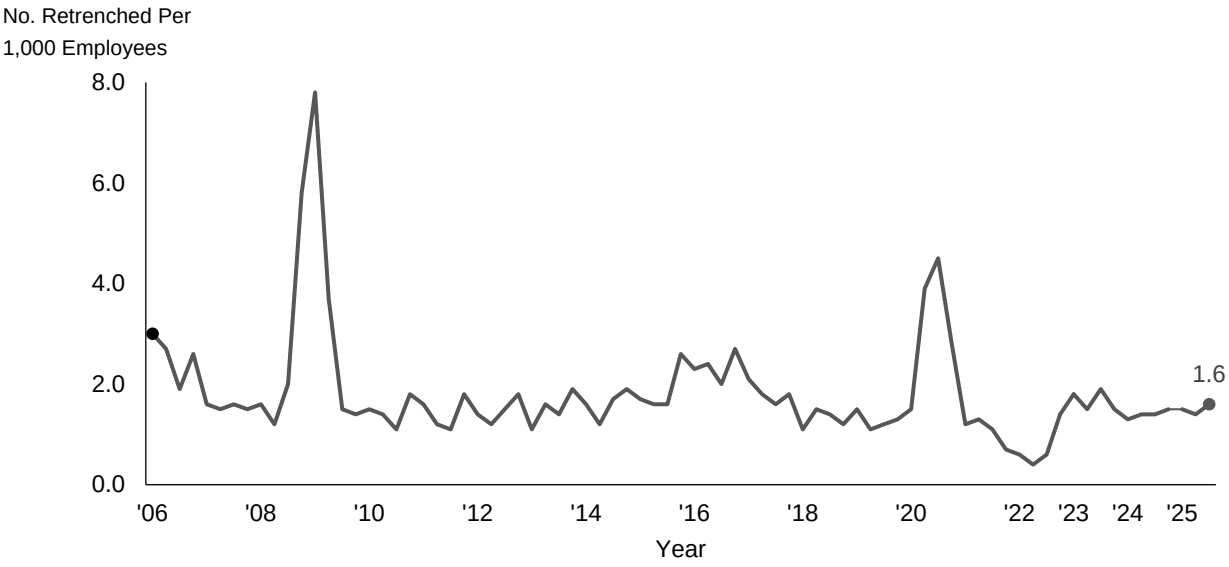
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:
(1) Data on the number of retrenchments are rounded to the nearest 10.
(2) Before 2006, data pertain to private sector establishments (each with at least 25 employees). From 2006 onwards, it also includes the public sector.

[9] Establishments can indicate more than one reason for their retrenchment.
[10] Not due to recession.

Similar to the number of retrenchments, the incidence of retrenchment stayed low at 1.6 retrenched per 1,000 employees and remained below non-recessionary norms (2014 to 2019 quarterly average of 1.7 retrenched per 1,000 employees) [Chart 10].

Chart 10: Incidence of Retrenchment



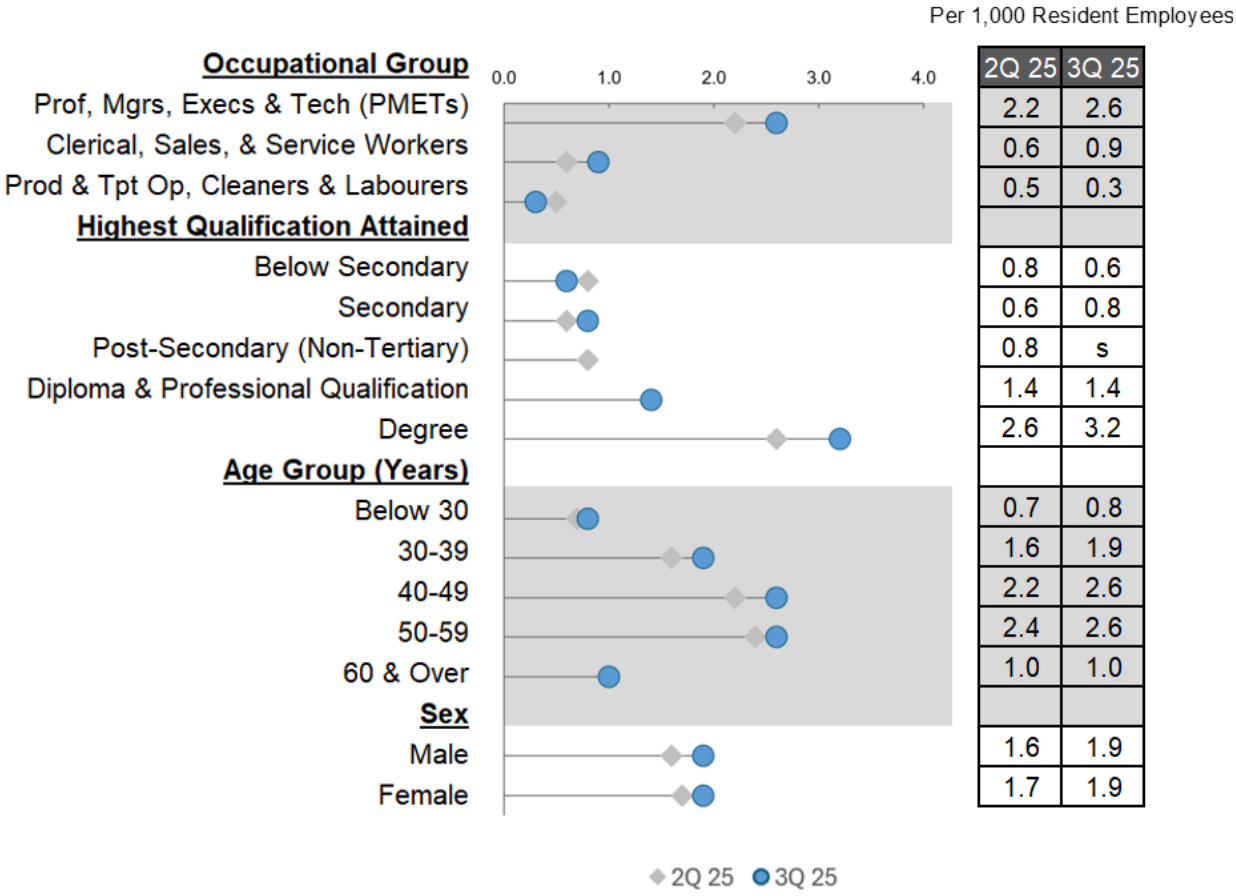
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Mirroring the workforce composition, residents formed the majority (2,720 or 74.2%) of all retrenched employees in 3Q 2025. The incidence of retrenchment among residents increased slightly to 1.9 per 1,000 resident employees in 3Q 2025 from 1.7 per 1,000 resident employees in 2Q 2025.

The incidence of retrenchment increased across most age groups, except for seniors aged 60 and over, which stayed at 1.0 per 1,000 resident employees. Over the quarter, there was a higher incidence of retrenchment among younger residents aged below 30 (from 0.7 to 0.8 per 1,000 resident employees) and those in their 30s (from 1.6 to 1.9), but these remained close to levels over the last year [Chart 11].[11]

Chart 11: Incidence of Retrenchment Among Residents by Occupation Group, Highest Qualification Attained, Age and Sex



	2Q 25	3Q 25
Prof, Mgrs, Execs & Tech (PMETs)	2.2	2.6
Clerical, Sales, & Service Workers	0.6	0.9
Prod & Tpt Op, Cleaners & Labourers	0.5	0.3
Highest Qualification Attained		
Below Secondary	0.8	0.6
Secondary	0.6	0.8
Post-Secondary (Non-Tertiary)	0.8	s
Diploma & Professional Qualification	1.4	1.4
Degree	2.6	3.2
Age Group (Years)		
Below 30	0.7	0.8
30-39	1.6	1.9
40-49	2.2	2.6
50-59	2.4	2.6
60 & Over	1.0	1.0
Sex		
Male	1.6	1.9
Female	1.7	1.9

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

Notes:

(1) Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.
(2) "s": Data suppressed due to small number of observations.

[11] From 3Q 2024 to 3Q 2025, the incidence of retrenchment (number of retrenched residents per 1,000 resident employees) ranged from 0.6 to 1.2 for those aged below 30, and from 1.5 to 1.9 for those aged 30 to 39.

Short Work-week Or Temporary Layoff

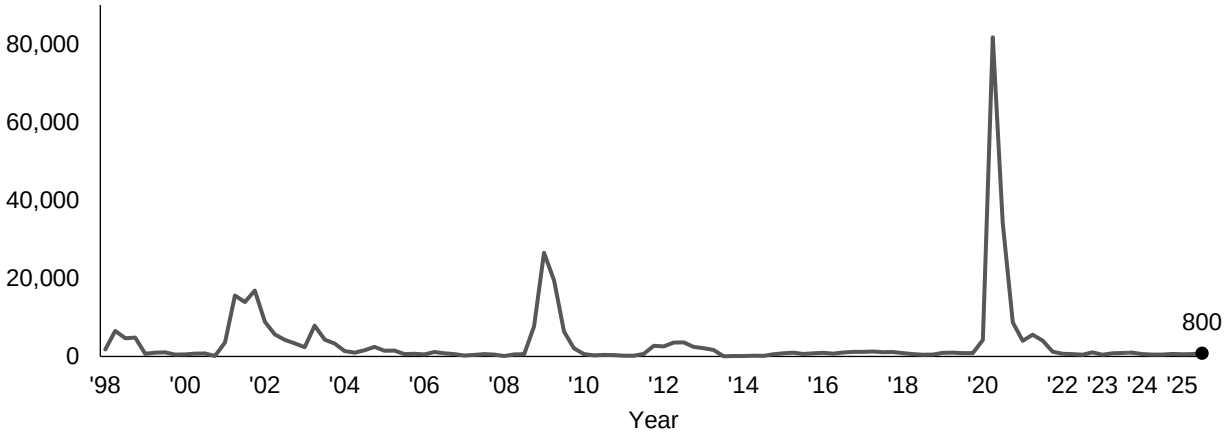
The number of employees who were placed on short work-week or temporary layoff in 3Q 2025 stayed low at 800, although more employees were placed on short work-week or temporary layoff (800 in 3Q 2025 compared to 620 in 2Q 2025), as firms reduce hours and number of hires rather than retrench workers [Chart 12].

Similar to previous quarters, most employees were placed on short work-week (720 in 3Q 2025 compared to 550 in 2Q 2025) instead of temporary layoff (80 compared to 70).

The increase in short work-week was primarily from *Manufacturing* (from 260 in 2Q 2025 to 420 in 3Q 2025) among both PMETs and non-PMETs, driven by *Manufacturing of Electronic, Computer & Optical Products* (from 0 to 280) and *Manufacturing of Fabricated Metal Products, Machinery & Equipment* (from 70 to 100) - sectors which also have lower retrenchment increases (from 150 to 170; and from 150 to 190 respectively).

Non-PMETs formed about 66.7% (or 480) of those who were placed on short work-week in 3Q 2025. In recessionary times, short work-week also often affects non-PMETs as they are more likely to be hourly-rated employees, and employers are more likely to shorten their hours during times of business slack.

Chart 12: 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, data pertain to private sector establishments (each with at least 25 employees). From 2006 onwards, it also includes the public sector.

Re-entry Into Employment

The 6-month rate of re-entry into employment among retrenched residents declined slightly from 56.3% in 2Q 2025 to 55.4% in 3Q 2025 [Chart 13].

Retrenched workers are taking longer to secure new jobs but most re-enter employment with more time; in 3Q 2025, the re-entry rate was higher at 74.2% for those retrenched 12 months ago, an increase from the 12-month re-entry rate (71.2%) seen in 2Q 2025.

Chart 13: Quarterly Rate of Re-entry into Employment of Retrenched Residents
(6-month and 12-Month Post-Retrenchment)

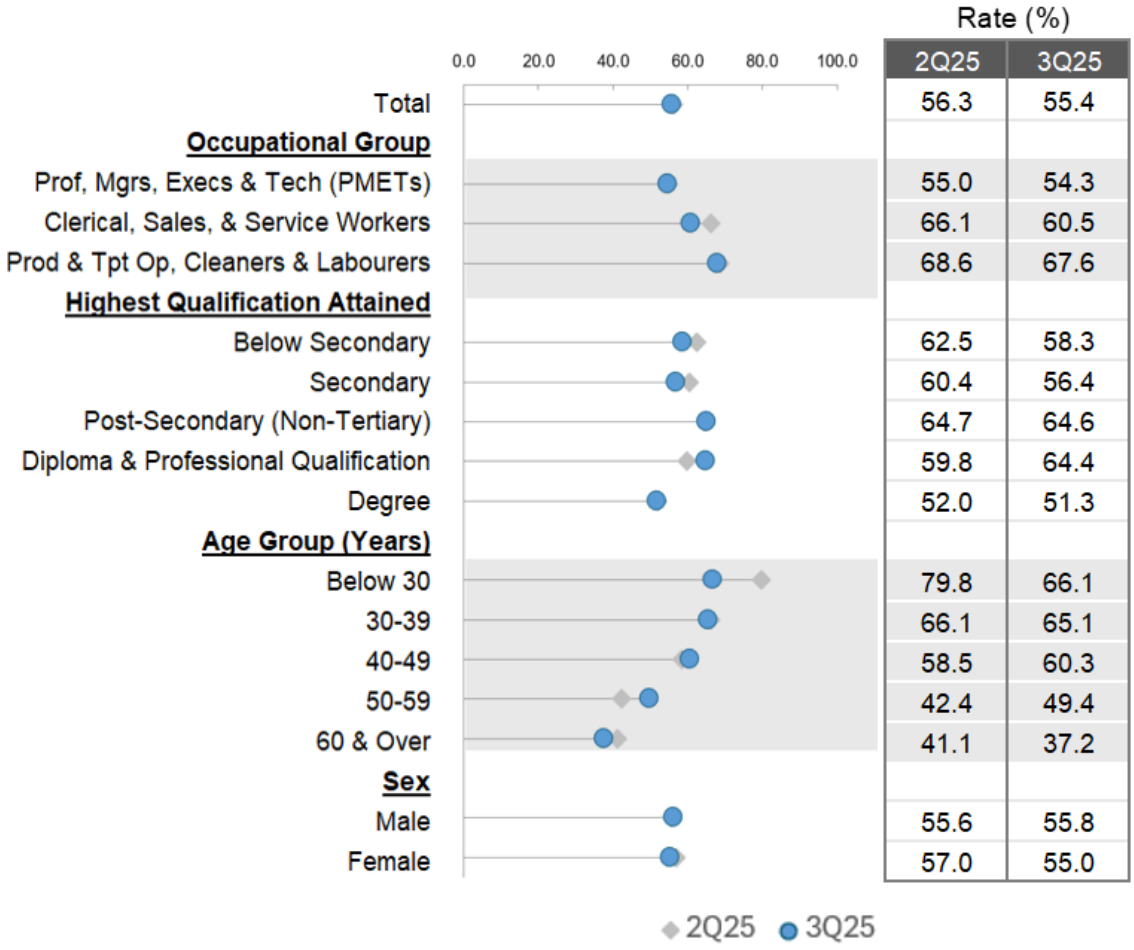


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:
(1) Data refer to re-entry rates for residents retrenched 6 months ago and 12 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the 6-month re-entry rate for 3Q 2025 refers to residents retrenched in 1Q 2025, and the 12-month re-entry rate for 3Q 2025 refers to residents retrenched in 3Q 2024.
(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 individuals 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 sector establishments, each 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 decrease for the quarterly rate of re-entry (6 months post-retrenchment) was across most education groups but was more pronounced among non-PMETs (from 67.3% in 2Q 2025 to 63.5% in 3Q 2025) and young workers aged below 30 (from 79.8% to 66.1%), although their 12-month re-entry rate post-retrenchment improved significantly to 85.0%. Those in the *Administrative & Support Services*, which had also seen lower employment levels in September 2025, also saw re-entry rates weaken (from 74.5% to 69.0%) [Chart 14].

Chart 14: Quarterly Rate of Re-entry into Employment of Retrenched Residents (6 Months Post-Retrenchment)



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

Note: Data refer to re-entry rates in 2Q 2025/3Q 2025 for residents retrenched in 4Q 2024/1Q 2025 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

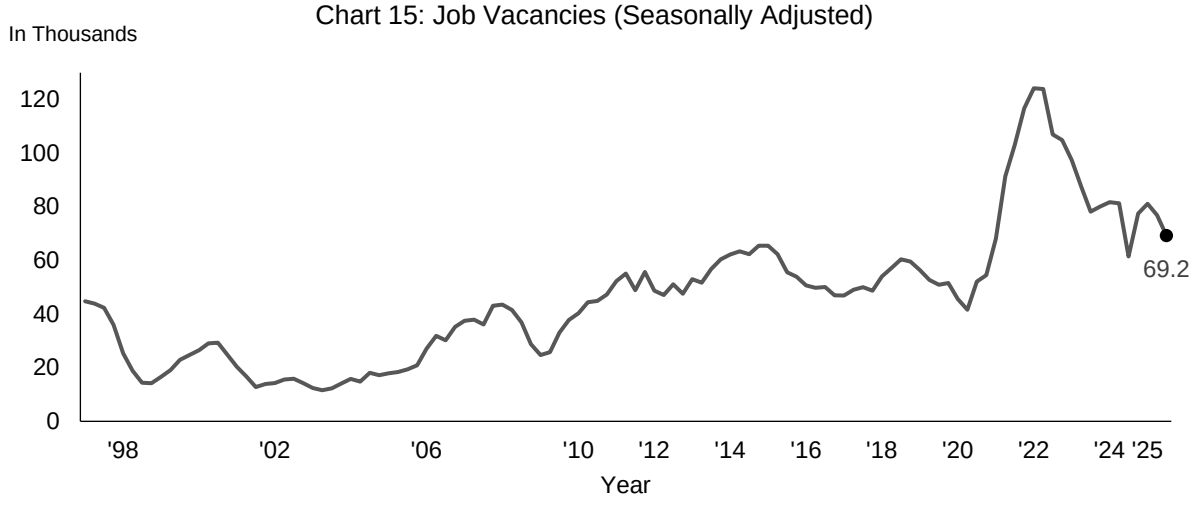
Job Vacancies

Following consecutive quarters of employment growth, the number of unfilled jobs has moderated from the highs in 2022, trending toward levels observed before the pandemic. Job vacancies continued to ease, falling from 76,900 in June 2025 to 69,200 in September 2025 [Chart 15]. The decline was broad-based across most sectors.

Financial Services and *Health & Social Services*, both of which saw employment growth as more positions were filled, also experienced declines in job vacancies. Some sectors showed signs of softer labour demand, including *Wholesale Trade* and *Administrative & Support Services*.

Vacancies typically filled by residents, which accounted for about seven in ten of total job vacancies, remained robust in growth sectors like *Financial & Insurance Services*, *Professional Services*, and *Information & Communications*.

Chart 15: Job Vacancies (Seasonally Adjusted)

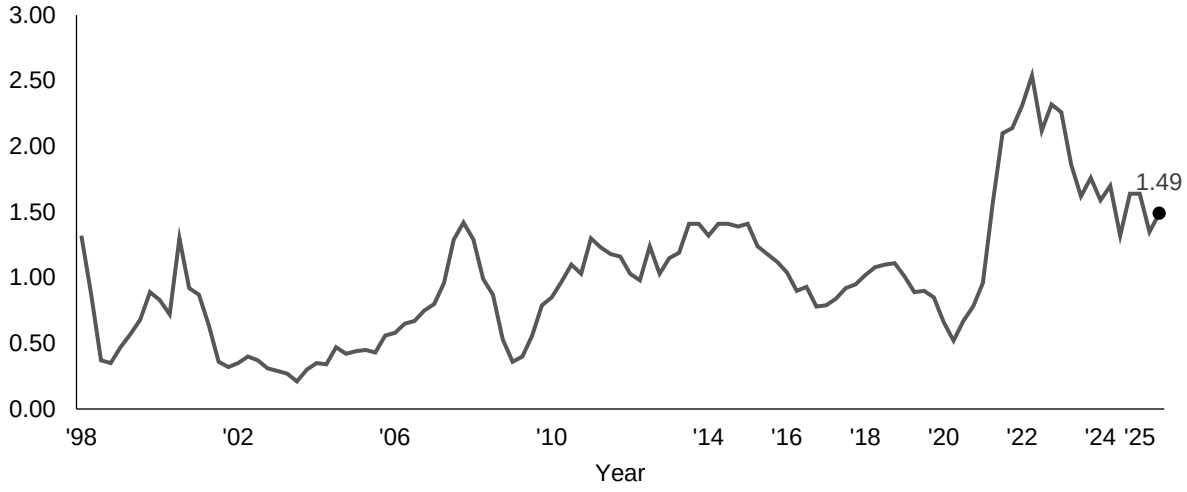


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

There remained more vacancies than the number of job seekers in September 2025, with the ratio of job vacancies to unemployed persons standing at 1.49 [Chart 16].

Chart 16: Ratio of Job Vacancies to Unemployed Persons (Seasonally Adjusted)



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

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

Feature Article: Labour Demand and Hiring Dynamics

A feature article on the analysis of job vacancy, labour turnover and re-entry post-retrenchment trends affecting Singapore's hiring dynamics

Executive Summary

Trends in job vacancies, labour turnover and re-entry after retrenchment indicate that Singapore's labour market is no longer in the exceptionally tight conditions seen in 2H 2021 to 2022. Job vacancies have eased, and while the job vacancy to unemployed persons ratio remains above long-term norms, labour market tightness has moderated from its post-pandemic peak.

The easing in vacancy levels has been accompanied by reduced labour churn. Average monthly recruitment and resignation rates remain below their ten-year averages, resulting in fewer replacement vacancies. Short-term re-entry rates— within six months after retrenchment—have also dipped, pointing to slower absorption in the immediate months after job loss. Nonetheless, 12-month re-entry outcomes remain healthy, showing that most displaced workers eventually find employment with more time.

Even as overall vacancies have moderated, pockets of tightness persist, particularly in PME roles across sectors such as *Information & Communications* as well as *Health & Social Services*. At the same time, non-PME vacancies remain more difficult to fill, largely due to job-nature constraints such as physically demanding work, shift requirements, and irregular hours.

Taken together, the indicators show a labour market shifting towards a lower-churn hiring environment. Hiring activity has slowed, but unemployment and retrenchments remain low. Tightness is no longer broad-based and is now concentrated in selected PME roles, while structural job-nature issues continue to weigh on non-PME hiring.

Current Job Vacancy Trends

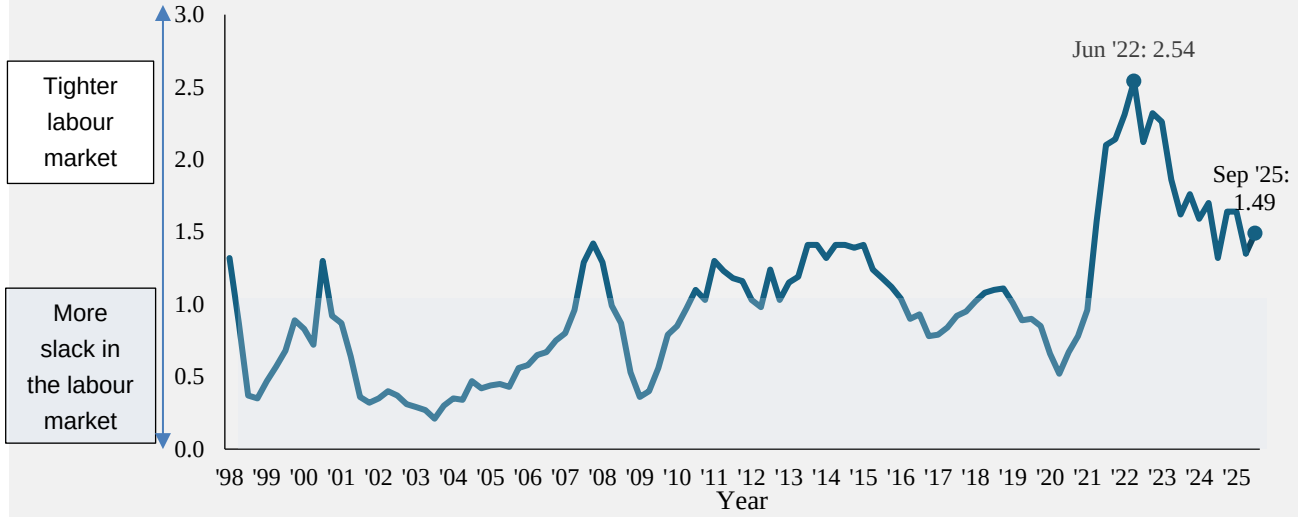
Vacancy levels declined steadily in 2025 – from 81,100 in March to 76,900 in June, and further to 69,200 in September [Fig. 1] – reflecting a progressive easing from the exceptionally tight labour market of 2H 2021 to 2022, when vacancies exceeded 100,000, well above the pre-pandemic norm of 50,000 to 60,000.

Fig. 1: Job Vacancies ('000) (Seasonally Adjusted)



However, despite the decline in job vacancies, the labour market remained tight [Fig. 2]. There are still more openings than jobseekers at the overall, although the gap has narrowed. The job vacancy to unemployed persons (JV-UE) ratio eased to 1.49 in September 2025 – down from its peak of 2.54 in June 2022 – but remains above 1.0, representing more job vacancies than unemployed persons.

Fig. 2: Job Vacancy to Unemployed Ratio (Seasonally Adjusted)

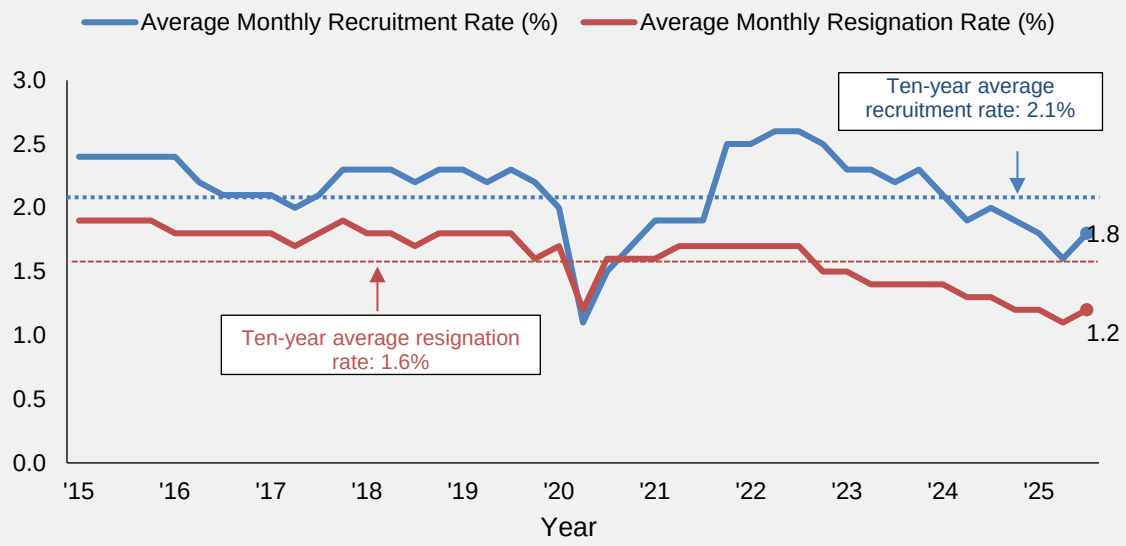


Drivers Behind the Moderation in Job Vacancies

The moderation in job vacancies in 2025 was driven not by rising retrenchments or unemployment, but by reduced churn and slower hiring. This suggests that firms are managing headcount through natural attrition rather than actively shedding headcount. Employees, perceiving fewer opportunities, are also switching jobs less frequently. The result is lower labour mobility.

In 3Q 2025, the average monthly recruitment rate was at 1.8%, below recent ten-year (2015 to 2025) average of 2.1%. The average monthly resignation rate was at 1.2% in 3Q 2025, also lower compared to the recent ten-year quarterly average of 1.6% [Fig. 3]. Lower resignations reduce replacement vacancies; hence job vacancy moderation can occur even when unemployment remains low.

Fig. 3: Average Monthly Recruitment Rate and Resignation Rate (Seasonally Adjusted) (%)



Over the longer term, the resident rate of re-entry within six-month post-retrenchment have trended downwards, indicating that displaced workers are taking longer to secure new jobs in the immediate months after retrenchment. In contrast, the twelve-month re-entry rates have remained relatively stable in the mid-70% to low 80% range, showing that most workers eventually re-enter employment given more time. The widening gap between the two series suggests more selective hiring and job search, rather than weaker demand [Fig. 4].

Fig. 4: Resident Rate of Re-Entry into Employment Within 6- and 12-Month Post-Retrenchment (%)



Lower resignation rates have reduced the number of vacancies meant for replacement, which have historically been a major driver of vacancy levels. The slower re-entry post-retrenchment suggests firms are more selective when hiring.

Taken together, these trends reflect a labour market adjusting through cautious hiring rather than job shedding.

PME vacancies remained firm at 23,000 in September 2025, higher than the same period last year (20,400) [Fig. 5]. PME roles accounted for 34.0% of all job openings, with 23.6% in growth sectors including *Information & Communications, Health & Social Services* and *Transportation & Storage*.

Non-PME vacancies have also moderated but their numbers remain higher than PME, mainly for roles such as drivers, cleaners and labourers.

Fig. 5: Number of Job Vacancies for Professionals, Managers and Executives (PMEs) and Non-PMEs ('000)

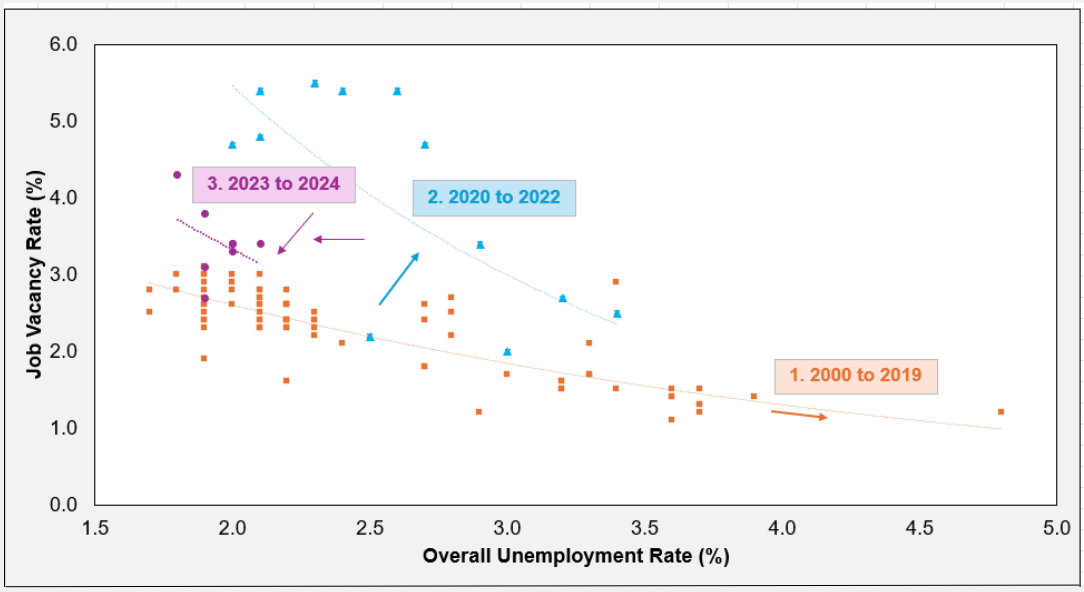


By sector, *Information & Communications, Health & Social Services, and Transportation & Storage* continue to see high vacancies due to digitalisation, ageing and logistics needs. In contrast, *Accommodation and Arts, Entertainment & Recreation* have seen gradual declines even from their inherently lower job vacancy levels. Overall, tightness is now increasingly uneven and occupational in nature.

Mismatches persist despite easing tightness. Jobseekers for occupations in PME roles such as those in technology, nursing and logistics remain in shortage, while those in administrative, clerical and customer-service roles have an oversupply of jobseekers. Non-PME shortages reflect job-nature constraints – such as physical demands or shift work.

The Beveridge curve for 2000 to 2024 shows an outward shift, indicating increased matching frictions: employers face difficulties filling vacancies despite low unemployment [Fig. 6], against the backdrop of technological and economic changes.

Fig. 6: Beveridge Curve (2000 to 2024)



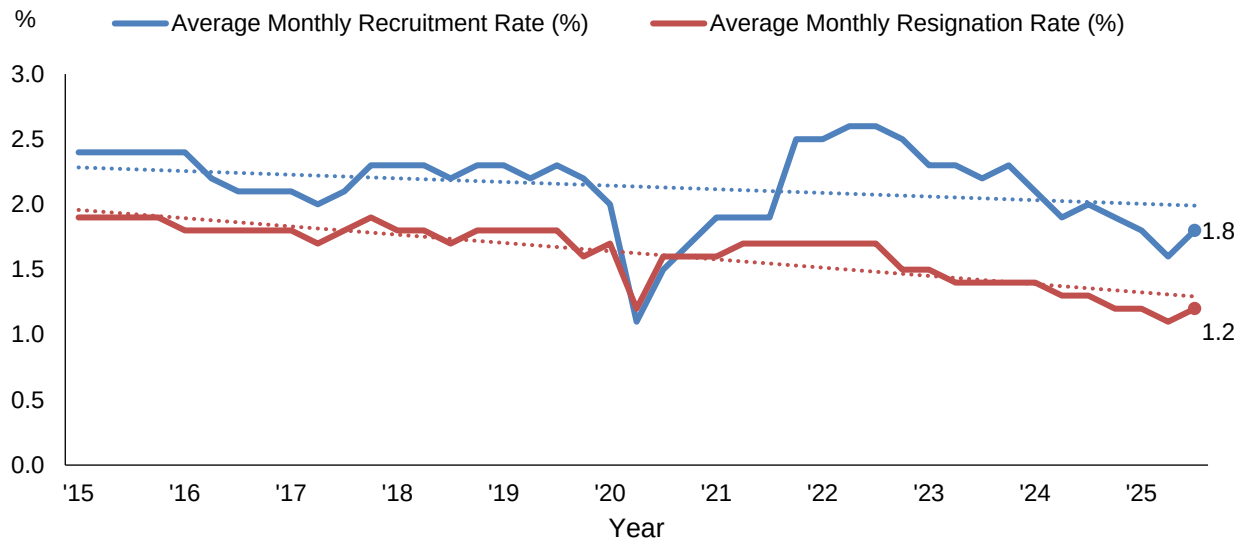
In summary, firms are more cautious in creating new roles, while employees are switching jobs less frequently as they perceive fewer opportunities. Job vacancy pressures are increasingly concentrated in selected occupations rather than across the whole labour market. Overall, the labour market remains resilient with selective areas of tightness.

Labour Turnover

The average monthly recruitment and resignation rates, at 1.8% and 1.2% respectively, have increased from 1.6% and 1.1% respectively in 2Q 2025. They remained low compared to historical averages and have been on a long-term general downtrend over the decade [Chart 17]. With ongoing economic uncertainties, employees are more likely to remain in their current jobs than to quit and search for new jobs. This in turn reduces the need for employers to recruit replacement hires.

The trend of lower labour turnover, with fewer quits and hires, was more pronounced among clerical, sales and support workers, and sectors such as *Administrative & Support Services* and *Retail Trade*.[12]

Chart 17: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



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) 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.

[12] Over the year from 3Q 2024 to 3Q 2025, the recruitment rate and resignation rate of clerical, sales & support workers declined from 3.0% to 2.5%, and from 2.0% to 1.7% respectively. Over the same period, there were also declines in the recruitment and resignation rate in *Administrative & Support Services* (from 2.6% to 2.3%; from 2.0% to 1.5%) and *Retail Trade* (from 2.9% to 2.4%; from 2.2% to 1.5%).

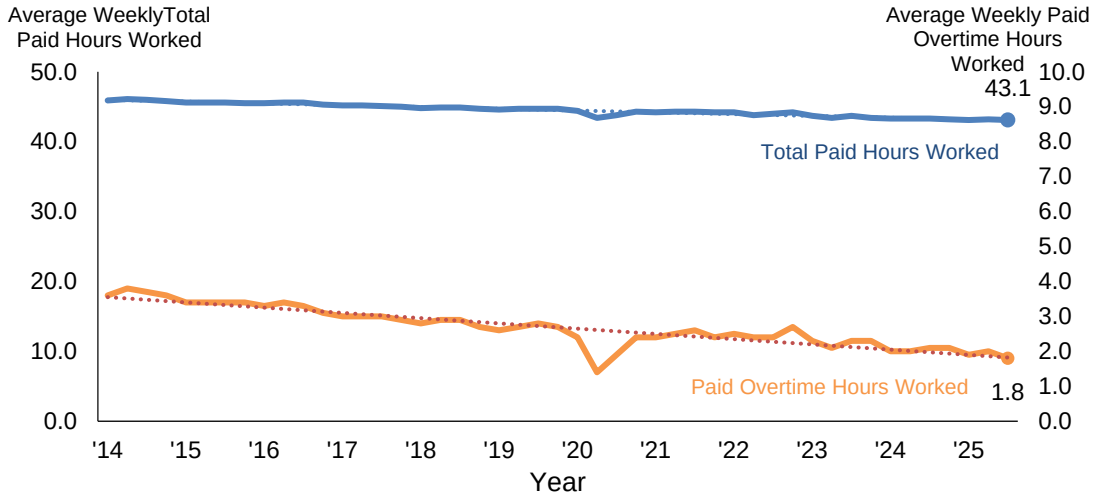
Hours Worked

In September 2025, the average weekly total paid hours worked per employee (43.1 hours) and the average weekly paid overtime hours worked per employee (1.8 hours) were lower than in the previous quarter (43.2 hours and 2.0 hours, respectively) [Chart 18].[13]

The long-term downtrend in number of average weekly total paid hours and paid overtime hours worked per employee mirrored observations based on other measures of hours of work, including actual and usual hours of work.[14] This reduction in working time, coupled with the longer-term uptrend in productivity, indicates an improvement in efficiency of time usage in Singapore's labour market over the years.

Over the quarter, larger decreases in both the average weekly total paid hours and paid overtime hours worked per employee were observed in the *Manufacturing* and *Food & Beverage Services* sectors.[15] In addition, the *Security & Investigation* sector saw an increase in average weekly total paid hours worked per employee[16] after consistent declines over the past three quarters, likely due to major events such as the F1 season and higher visitor inflows that boosted demand for security services.

Chart 18: Average Weekly Paid Hours Worked Per Employee



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

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

[13] Average weekly paid hours worked/paid overtime hours are based on the last month of each quarter.

[14] Actual hours worked refers to the actual time spent by employed persons on work activities, regardless of whether the hours are regular in nature or whether they are paid for. Usual hours worked refers to the hours that an employed person typically works in any given week regardless of whether the person is paid for it. The statistics for all three measures of working time can be found on https://stats.mom.gov.sg.

[15] Between June and September 2025, the average weekly total paid hours and paid overtime hours worked per employee decreased in *Manufacturing* (45.5 to 45.2 hours; 3.6 to 3.1 hours) and *Food & Beverage Services* (39.5 to 38.9 hours; 1.1 to 0.9 hours)

[16] Between June and September 2025, the average weekly total paid hours per employee in the *Security & Investigation* sector increased from 41.2 to 41.9 hours.

Labour Market Expectations

Looking ahead, labour demand is expected to soften. Business expectations for 1Q 2026 point to fewer firms planning to hire or raise wages in the coming three months [Chart 19]. At the same time, planned redundancies in the next three months have risen – from 1.9% of all firms in June to 2.3% in September, reflecting the continued uncertainty in the global environment.

Outward-oriented firms continue to show relatively stronger hiring intent, although they are less likely than domestic-oriented firms to raise wages.

Chart 19: Hiring and Wage Expectations for the Next Three Months



Source: Manpower Research & Statistics Department, MOM

1.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2020)		Total Employment Change								Total Employment Level in Sep 2025
		2022	2023	2024	2024		2025			
					3Q	4Q	1Q	2Q	3Q	
	TOTAL	**260.3**	**96.7**	**59.8**	**24.9**	**11.9**	**6.9**	**12.9**	**30.2**	**4 096.1**
C10-32	**MANUFACTURING**	**33.9**	**2.2**	**-0.9**	**1.6**	**0.3**	**-0.4**	**0.9**	**5.5**	**492.0**
C10-12	Food, Beverages & Tobacco	7.1	2.6	1.8	0.1	0.7	0.1	0.6	1.5	66.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.8	-0.4	-1.5	-0.6	-0.6	-0.4	0.3	-0.1	24.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	10.8	0.9	3.8	2.5	0.3	0.5	-0.6	2.1	81.2
C25,28	Fabricated Metal Products, Machinery & Equipment	2.5	0.7	-2.2	-1.5	-0.2	0.1	-0.4	0.4	91.6
C26	Electronic, Computer & Optical Products	6.1	-6.0	-1.3	-0.2	0.3	-0.7	0.1	0.9	78.7
C29-30	Transport Equipment	5.4	1.0	3.3	1.3	1.0	0.8	0.2	1.5	92.1
	Other Manufacturing Industries	1.3	3.4	-4.7	-0.1	-1.3	-0.9	0.6	-0.9	57.5
F41-43	**CONSTRUCTION**	**91.0**	**29.2**	**11.5**	**3.7**	**4.5**	**-1.0**	**5.8**	**13.8**	**558.1**
G-U	**SERVICES**	**135.3**	**64.6**	**50.0**	**20.5**	**7.6**	**8.7**	**6.2**	**10.3**	**3 019.4**
G46-47	WHOLESALE AND RETAIL TRADE	9.4	5.6	-5.4	-3.4	2.6	-1.7	-2.1	-1.6	450.1
G46	Wholesale Trade	6.0	3.7	-3.4	-2.8	1.2	0.7	0.3	-2.6	295.5
G47	Retail Trade	3.4	1.9	-1.9	-0.6	1.4	-2.4	-2.3	1.0	154.6
H49-53	TRANSPORTATION AND STORAGE	11.1	-0.2	3.1	1.9	-0.9	2.4	0.6	0.3	269.7
H49,5221	Land Transport & Supporting Services	-0.5	2.1	-0.5	0.3	-1.7	2.1	1.4	0.2	104.4
H50,5222, 5225	Water Transport & Supporting Services	1.3	0.4	1.7	0.5	-0.3	-0.2	0.4	0.2	47.1
H51,5223	Air Transport & Supporting Services	5.7	3.5	1.5	0.3	0.4	-	0.4	-	37.0
	Other Transportation & Storage Services	4.6	-6.2	0.5	0.9	0.6	0.5	-1.6	-	81.2
I55-56	ACCOMMODATION AND FOOD SERVICES	21.0	5.6	1.3	2.6	-2.2	0.1	-1.5	0.9	270.2
I55	Accommodation	4.3	2.3	0.9	1.4	-0.8	0.1	-0.3	0.6	33.9
I56	Food & Beverage Services	16.7	3.3	0.4	1.2	-1.4	-0.1	-1.2	0.3	236.3
J58-63	INFORMATION AND COMMUNICATIONS	14.3	-5.1	-0.3	2.5	-1.1	-1.6	-1.7	-0.7	176.3
J58-61	Telecommunications, Broadcasting & Publishing	1.3	-2.7	-1.0	-0.1	-0.1	-0.3	-1.0	0.1	37.5
J62-63	IT & Other Information Services	12.9	-2.4	0.7	2.5	-1.0	-1.3	-0.8	-0.8	138.8
K64-66	FINANCIAL AND INSURANCE SERVICES	13.5	9.3	4.9	1.2	0.8	2.5	5.7	2.1	242.6
K64 & 66 (excl.662)	Financial Services	11.4	10.5	6.7	2.5	2.2	1.9	4.1	0.9	196.7
K65 & 662	Insurance Services	2.2	-1.1	-1.8	-1.4	-1.4	0.5	1.7	1.1	45.9
L68	REAL ESTATE SERVICES	4.5	1.8	3.9	0.9	1.5	-0.7	-2.5	-1.2	78.0
M69-75	PROFESSIONAL SERVICES	14.6	4.2	3.2	3.0	2.0	-1.2	-2.6	-	284.4
M69-70	Legal, Accounting & Management Services	6.9	4.8	4.0	2.7	1.6	0.2	-1.6	-0.6	158.4
M71	Architectural & Engineering Services	3.8	-0.8	0.2	0.9	0.2	-0.8	-0.2	0.8	65.3
	Other Professional Services	4.0	0.2	-1.0	-0.6	0.2	-0.6	-0.8	-0.3	60.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	-0.5	1.8	5.9	2.9	0.1	1.1	3.5	-3.2	252.0
N80	Security & Investigation	-1.3	0.7	2.2	0.7	-0.1	0.1	0.3	-0.3	49.7
N81	Cleaning & Landscaping	2.9	-	2.0	0.9	0.5	1.0	0.3	0.4	86.4
	Other Administrative & Support Services	-2.1	1.2	1.7	1.3	-0.3	-	2.8	-3.4	115.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	47.3	41.6	33.4	8.9	5.0	8.0	6.7	13.6	996.2
O84	Public Administration & Defence	-0.4	1.6	2.6	1.2	-0.2	1.5	0.1	0.8	152.8
P85	Education	2.0	1.6	2.0	0.1	0.2	0.1	0.1	-0.5	122.4
Q86-88	Health & Social Services	5.9	10.1	10.6	3.4	1.7	3.0	1.8	2.1	221.6
R90-93	Arts, Entertainment & Recreation	10.1	3.7	1.3	0.9	-0.1	-0.2	0.9	1.6	58.2
S,T,U	Other Community, Social & Personal Services	29.6	24.6	17.0	3.3	3.4	3.5	3.8	9.6	441.2
A,B,D,E	**OTHERS***	**0.1**	**0.6**	**-0.9**	**-0.9**	**-0.6**	**-0.3**	**0.1**	**0.6**	**26.6**

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

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

- : nil or negligible

Notes :

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

2.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2022	2023	2024	Sep	
				2024	2025
TOTAL	**2.9**	**2.7**	**2.8**	**2.5**	**2.7**
SEX					
Male	2.8	2.7	2.8	2.5	2.6
Female	3.0	2.7	2.7	2.5	2.8
AGE GROUP (YEARS)					
Below 30	4.7	5.3	5.4	5.0	5.3
30 - 39	2.3	2.1	2.1	1.8	2.3
40 & Over	2.7	2.3	2.4	2.2	2.3
40 - 49	2.6	2.3	2.2	2.1	2.0
50 & Over	2.8	2.4	2.5	2.2	2.5
50 - 59	2.8	2.5	2.7	2.3	2.9
60 & Over	2.9	2.2	2.3	2.1	2.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.3	2.2	1.5	1.7
Secondary	3.1	2.9	2.6	2.6	3.2
Post-Secondary (Non-Tertiary)	3.5	3.2	3.3	2.8	2.8
Diploma & Professional Qualification	3.0	2.8	3.0	3.1	3.1
Degree	2.7	2.7	2.7	2.5	2.7

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

Note : Figures for the month are non-seasonally adjusted. Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation.

2.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2022	2023	2024	Sep	
				2024	2025
TOTAL	**69.6**	**65.4**	**66.7**	**60.5**	**65.1**
SEX					
Male	35.6	35.3	35.4	32.0	33.2
Female	33.8	30.6	31.4	28.5	31.8
AGE GROUP (YEARS)					
Below 30	16.2	19.2	18.8	17.7	17.9
30 - 39	13.5	12.0	12.2	10.4	12.7
40 & Over	39.7	34.8	35.8	32.5	34.5
40 - 49	15.1	12.9	12.3	11.8	11.7
50 & Over	24.6	21.9	23.5	20.7	22.8
50 - 59	13.1	12.7	13.3	11.6	13.8
60 & Over	11.5	9.2	10.2	9.1	9.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	8.1	7.8	7.2	4.8	5.2
Secondary	11.6	10.3	9.1	8.9	10.1
Post-Secondary (Non-Tertiary)	7.4	7.3	7.5	5.7	6.2
Diploma & Professional Qualification	14.7	13.7	14.8	15.0	14.9
Degree	27.7	26.9	28.2	26.1	28.7

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

Notes :

1) Figures for the month are non-seasonally adjusted. Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation. With this change, the annual average number of unemployed by the different characteristics breakdown may not add up to the total annual average number of unemployed.
2) Data may not add up to the total due to rounding.

2.3 LONG-TERM UNEMPLOYMENT

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

Per Cent

Characteristics	2022	2023	2024	Sep	
				2024	2025
TOTAL	**0.7**	**0.7**	**0.8**	**0.9**	**0.9**
SEX					
Male	0.7	0.7	0.9	0.9	1.0
Female	0.6	0.6	0.7	0.8	0.9
AGE GROUP (YEARS)					
Below 30	0.5	0.7	1.0	1.1	1.3
30 - 39	0.4	0.5	0.6	0.6	0.6
40 & Over	0.8	0.7	0.8	0.9	1.0
40 - 49	0.6	0.6	0.7	0.8	0.9
50 & Over	1.0	0.8	0.9	1.0	1.0
50 - 59	0.9	0.9	1.0	1.1	1.3
60 & Over	1.0	0.7	0.8	0.8	0.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.6	0.5	0.5	0.4	0.5
Secondary	0.8	0.8	0.6	0.7	0.9
Post-Secondary (Non-Tertiary)	0.7	0.7	0.9	1.1	1.0
Diploma & Professional Qualification	0.7	0.6	1.0	1.1	1.1
Degree	0.6	0.6	0.8	0.9	1.0

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

Note : Figures for the month are non-seasonally adjusted. Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation.

2.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2022	2023	2024	Sep	
				2024	2025
TOTAL	**15.6**	**15.6**	**19.0**	**20.8**	**22.2**
SEX					
Male	8.8	9.2	11.1	11.4	12.3
Female	6.8	6.4	7.9	9.4	9.9
AGE GROUP (YEARS)					
Below 30	1.8	2.7	3.3	3.9	4.3
30 - 39	2.2	2.8	3.3	3.3	3.6
40 & Over	11.6	10.2	12.4	13.5	14.3
40 - 49	3.2	3.2	3.9	4.6	5.4
50 & Over	8.4	7.0	8.6	8.9	9.0
50 - 59	4.3	4.2	4.9	5.3	6.2
60 & Over	4.1	2.8	3.7	3.6	2.8
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	1.9	1.7	1.8	1.5	1.6
Secondary	2.9	2.7	2.1	2.3	2.7
Post-Secondary (Non-Tertiary)	1.4	1.4	2.0	2.2	2.3
Diploma & Professional Qualification	3.4	3.0	4.6	5.1	5.3
Degree	6.1	6.7	8.7	9.7	10.4

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

Notes :

1) Figures for the month are non-seasonally adjusted. Annual average unemployment figures have been revised to use seasonally adjusted (SA) data where available, in place of non-seasonally adjusted (NSA) data. This revision ensures the figures more accurately reflect the unemployment situation.
2) Data may not add up to the total due to rounding.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

		2022	2023	2024	2024		2025		
					3Q	4Q	1Q	2Q	3Q
	TOTAL	**6 440**	**14 590**	**13 020**	**3 050**	**3 680**	**3 590**	**3 540**	**3 670**
	Industry (SSIC 2020)								
C10-32	**MANUFACTURING**	**2 100**	**3 470**	**2 780**	**580**	**850**	**1 020**	**650**	**550**
C10-12	Food, Beverages & Tobacco	30	160	60	10	10	50	50	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	30	130	370	20	70	50	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	220	240	560	90	260	120	200	130
C25,28	Fabricated Metal Products, Machinery & Equipment	560	530	840	260	180	470	150	190
C26	Electronic, Computer & Optical Products	870	2 080	770	160	290	280	150	170
C29-30	Transport Equipment	320	140	40	-	10	10	50	-
	Other Manufacturing Industries	80	200	140	40	30	40	50	40
F41-43	**CONSTRUCTION**	**260**	**590**	**460**	**140**	**90**	**240**	**140**	**60**
G-U	**SERVICES**	**4 060**	**10 440**	**9 670**	**2 220**	**2 730**	**2 330**	**2 750**	**3 020**
G46-47	WHOLESALE AND RETAIL TRADE	910	2 850	2 170	570	760	600	600	330
G46	Wholesale Trade	850	2 560	1 910	480	650	460	500	290
G47	Retail Trade	70	290	260	100	100	140	100	50
H49-53	TRANSPORTATION AND STORAGE	150	540	520	140	90	140	220	630
H49,5221	Land Transport & Supporting Services	10	210	50	10	-	50	-	-
H50,5222, 5225	Water Transport & Supporting Services	60	100	130	20	60	40	130	50
H51,5223	Air Transport & Supporting Services	10	-	-	-	-	10	10	450
	Other Transportation & Storage Services	70	230	340	120	20	40	80	120
I55-56	ACCOMMODATION AND FOOD SERVICES	40	150	180	50	20	40	90	40
I55	Accommodation	20	-	20	10	-	30	60	-
I56	Food & Beverage Services	20	150	160	40	20	10	30	40
J58-63	INFORMATION AND COMMUNICATIONS	1 200	2 740	2 060	670	410	380	500	580
J58-61	Telecommunications, Broadcasting & Publishing	410	720	560	220	130	70	90	200
J62-63	IT & Other Information Services	790	2 010	1 500	450	280	310	410	380
K64-66	FINANCIAL AND INSURANCE SERVICES	700	1 820	1 880	270	620	510	580	730
K64 & 66 (excl.662)	Financial Services	670	1 650	1 690	240	530	480	560	700
K65 & 662	Insurance Services	30	170	190	40	90	30	20	40
L68	REAL ESTATE SERVICES	30	80	80	10	10	10	30	10
M69-75	PROFESSIONAL SERVICES	490	1 620	1 870	390	530	550	450	500
M69-70	Legal, Accounting & Management Services	270	1 030	1 040	210	350	200	240	290
M71	Architectural & Engineering Services	100	210	370	60	70	140	90	110
	Other Professional Services	120	380	470	120	120	200	120	100
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	230	380	540	80	80	60	150	160
N80	Security & Investigation	10	20	50	-	-	-	10	-
N81	Cleaning & Landscaping	30	10	10	-	-	-	-	-
	Other Administrative & Support Services	190	350	480	70	80	50	140	160
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	310	280	360	40	210	60	120	50
O84,P85	Public Administration & Education	50	60	220	-	160	40	70	10
Q86-88	Health & Social Services	90	80	50	20	30	10	20	10
R90-93	Arts, Entertainment & Recreation	60	30	50	-	-	10	10	10
S,T,U	Other Community, Social & Personal Services	110	120	50	20	20	10	20	20
A,B,D,E	**OTHERS***	**30**	**80**	**120**	**100**	**10**	**10**	**-**	**40**
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	4 520	11 030	10 160	2 300	2 960	2 730	2 880	3 110
	Clerical, Sales & Service Workers	540	1 250	1 110	240	250	240	280	410
	Production & Transport Operators, Cleaners & Labourers	1 390	2 310	1 760	500	470	630	380	150

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

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

- : nil or negligible

Notes :

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

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

3.2 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, THIRD QUARTER 2025

Number of Employees

Industry (SSIC 2020)		Reasons For Retrenchment							Occupational Group			
		Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga-nisation / Restruc-turing	Product Line Was Discontinued	Early Comple-tion of Project	Others	Total	Profes-sionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
	TOTAL	**270**	**240**	**200**	**2 240**	**40**	**20**	**1 010**	**3 670**	**3 110**	**410**	**150**
C10-32	**MANUFACTURING**	**70**	**20**	**80**	**340**	**20**	**-**	**100**	**550**	**440**	**20**	**90**
C10-12	Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	10	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	-	20	110	-	-	-	130	110	10	10
C25,28	Fabricated Metal Products, Machinery & Equipment	60	10	30	90	20	-	30	190	140	-	50
C26	Electronic, Computer & Optical Products	-	10	30	90	-	-	70	170	150	-	20
C29-30	Transport Equipment	-	-	-	-	-	-	-	-	-	-	-
	Other Manufacturing Industries	-	-	-	40	-	-	-	40	30	-	10
F41-43	**CONSTRUCTION**	**20**	**30**	**-**	**20**	**-**	**10**	**-**	**60**	**40**	**-**	**20**
G-U	**SERVICES**	**180**	**190**	**120**	**1 840**	**20**	**10**	**910**	**3 020**	**2 590**	**400**	**40**
G46-47	WHOLESALE AND RETAIL TRADE	10	10	10	270	-	-	60	330	300	20	10
G46	Wholesale Trade	10	-	10	240	-	-	40	290	280	10	10
G47	Retail Trade	-	10	-	30	-	-	20	50	30	20	-
H49-53	TRANSPORTATION AND STORAGE	70	20	10	80	-	-	460	630	320	290	20
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	-	10	10	40	-	-	-	50	50	10	-
H51,5223	Air Transport & Supporting Services	-	-	-	10	-	-	440	450	170	280	-
	Other Transportation & Storage Services	70	10	10	40	-	-	10	120	100	10	20
I55-56	ACCOMMODATION AND FOOD SERVICES	-	-	10	10	-	-	30	40	20	20	10
I55	Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	-	-	10	10	-	-	30	40	20	20	10
J58-63	INFORMATION AND COMMUNICATIONS	10	50	20	380	-	10	140	580	560	10	-
J58-61	Telecommunications, Broadcasting & Publishing	-	10	10	70	-	-	120	200	190	10	-
J62-63	IT & Other Information Services	10	50	20	310	-	10	30	380	370	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	50	-	30	580	10	-	140	730	720	10	-
K64 & 66 (excl.662)	Financial Services	50	-	30	550	10	-	130	700	680	10	-
K65 & 662	Insurance Services	-	-	-	30	-	-	10	40	40	-	-
L68	REAL ESTATE SERVICES	-	10	-	-	-	-	-	10	10	-	-
M69-75	PROFESSIONAL SERVICES	40	80	30	370	-	-	50	500	480	10	-
M69-70	Legal, Accounting & Management Services	30	20	10	240	-	-	20	290	290	10	-
M71	Architectural & Engineering Services	10	30	20	60	-	-	20	110	100	-	-
	Other Professional Services	-	20	-	70	-	-	10	100	100	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	20	-	120	-	-	30	160	130	30	-
N80	Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
	Other Administrative & Support Services	10	20	-	120	-	-	30	160	130	30	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	10	40	-	-	10	50	50	-	-
O84,P85	Public Administration & Education	-	-	-	10	-	-	-	10	10	-	-
Q86-88	Health & Social Services	-	-	-	10	-	-	-	10	10	-	-
R90-93	Arts, Entertainment & Recreation	-	-	-	-	-	-	10	10	10	-	-
S,T,U	Other Community, Social & Personal Services	-	-	-	20	-	-	-	20	20	-	-
A,B,D,E	**OTHERS****	**-**	**-**	**-**	**40**	**-**	**-**	**-**	**40**	**40**	**-**	**-**

* Not due to recession.

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

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

- : nil or negligible

Notes :

1) Establishments can indicate more than one reason for their retrenchment.

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

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

		2022	2023	2024	2024		2025		
					3Q	4Q	1Q	2Q	3Q
	TOTAL	**5 560**	**13 830**	**12 570**	**2 900**	**3 580**	**3 440**	**3 310**	**3 580**
	Industry (SSIC 2020)								
C10-32	**MANUFACTURING**	**1 500**	**3 270**	**2 660**	**560**	**800**	**1 000**	**610**	**530**
C10-12	Food, Beverages & Tobacco	30	120	60	10	10	50	50	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	30	120	370	20	70	50	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	200	230	510	90	240	110	200	130
C25,28	Fabricated Metal Products, Machinery & Equipment	450	470	780	250	150	460	140	180
C26	Electronic, Computer & Optical Products	630	2 010	760	150	290	280	150	170
C29-30	Transport Equipment	80	110	40	-	10	10	20	-
	Other Manufacturing Industries	80	200	140	40	30	40	50	40
F41-43	**CONSTRUCTION**	**110**	**450**	**380**	**130**	**80**	**160**	**130**	**60**
G-U	**SERVICES**	**3 930**	**10 030**	**9 480**	**2 170**	**2 690**	**2 270**	**2 580**	**2 960**
G46-47	WHOLESALE AND RETAIL TRADE	890	2 780	2 150	570	750	590	590	330
G46	Wholesale Trade	830	2 500	1 890	470	650	450	490	280
G47	Retail Trade	60	280	260	100	100	140	100	50
H49-53	TRANSPORTATION AND STORAGE	150	530	510	140	90	130	160	620
H49,5221	Land Transport & Supporting Services	10	210	40	10	-	50	-	-
H50,5222, 5225	Water Transport & Supporting Services	60	100	130	20	60	40	70	50
H51,5223	Air Transport & Supporting Services	10	-	-	-	-	10	10	450
	Other Transportation & Storage Services	70	210	340	110	20	40	80	120
I55-56	ACCOMMODATION AND FOOD SERVICES	20	140	170	50	20	40	50	40
I55	Accommodation	-	-	20	10	-	30	30	-
I56	Food & Beverage Services	10	140	160	40	20	10	20	40
J58-63	INFORMATION AND COMMUNICATIONS	1 190	2 620	2 010	650	400	380	490	570
J58-61	Telecommunications, Broadcasting & Publishing	400	720	550	220	130	70	90	200
J62-63	IT & Other Information Services	780	1 900	1 470	430	270	310	410	370
K64-66	FINANCIAL AND INSURANCE SERVICES	690	1 800	1 870	270	620	500	580	720
K64 & 66 (excl.662)	Financial Services	660	1 640	1 680	230	530	470	560	690
K65 & 662	Insurance Services	30	170	180	40	90	30	20	40
L68	REAL ESTATE SERVICES	30	70	80	10	10	10	30	10
M69-75	PROFESSIONAL SERVICES	470	1 490	1 820	380	530	510	420	470
M69-70	Legal, Accounting & Management Services	270	1 000	1 010	210	340	200	240	280
M71	Architectural & Engineering Services	90	140	350	50	70	110	70	100
	Other Professional Services	120	350	460	120	120	200	110	90
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	220	340	530	80	80	60	140	160
N80	Security & Investigation	10	20	50	-	-	-	10	-
N81	Cleaning & Landscaping	30	10	10	-	-	-	-	-
	Other Administrative & Support Services	180	320	480	70	80	50	140	160
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	290	260	340	40	200	60	120	50
O84,P85	Public Administration & Education	50	50	210	-	160	30	70	10
Q86-88	Health & Social Services	80	60	50	20	20	10	20	10
R90-93	Arts, Entertainment & Recreation	50	30	40	-	-	10	10	10
S,T,U	Other Community, Social & Personal Services	110	120	50	20	20	10	20	20
A,B,D,E	**OTHERS***	**30**	**80**	**60**	**40**	**10**	**10**	**-**	**30**
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	4 290	10 720	9 990	2 250	2 910	2 650	2 800	3 030
	Clerical, Sales & Service Workers	460	1 160	1 060	240	240	230	270	410
	Production & Transport Operators, Cleaners & Labourers	810	1 960	1 520	410	430	550	250	130

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

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

- : nil or negligible

Notes :

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

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

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

		2022	2023	2024	2024		2025		
					3Q	4Q	1Q	2Q	3Q
	TOTAL	**880**	**760**	**450**	**140**	**90**	**160**	**230**	**90**
	Industry (SSIC 2020)								
C10-32	**MANUFACTURING**	**600**	**210**	**120**	**30**	**40**	**20**	**40**	**20**
C10-12	Food, Beverages & Tobacco	-	40	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	20	10	50	-	20	10	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	110	60	60	20	30	10	-	20
C26	Electronic, Computer & Optical Products	230	70	10	10	-	-	-	-
C29-30	Transport Equipment	240	30	-	-	-	-	30	-
	Other Manufacturing Industries	-	-	-	-	-	-	-	-
F41-43	**CONSTRUCTION**	**150**	**140**	**80**	**10**	**10**	**80**	**20**	**-**
G-U	**SERVICES**	**130**	**410**	**190**	**50**	**30**	**60**	**170**	**60**
G46-47	WHOLESALE AND RETAIL TRADE	20	70	30	-	-	10	10	10
G46	Wholesale Trade	20	60	20	-	-	10	10	10
G47	Retail Trade	-	10	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	-	10	10	-	-	-	70	-
H49,5221	Land Transport & Supporting Services	-	-	10	-	-	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	-	-	-	-	-	-	60	-
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	-	10	-	-	-	-	-	-
I55-56	ACCOMMODATION AND FOOD SERVICES	20	10	10	-	-	-	40	-
I55	Accommodation	20	-	10	-	-	-	30	-
I56	Food & Beverage Services	-	10	-	-	-	-	10	-
J58-63	INFORMATION AND COMMUNICATIONS	10	120	50	20	10	-	10	10
J58-61	Telecommunications, Broadcasting & Publishing	10	-	10	-	-	-	-	-
J62-63	IT & Other Information Services	10	120	30	20	10	-	10	-
K64-66	FINANCIAL AND INSURANCE SERVICES	10	20	10	-	10	10	-	10
K64 & 66 (excl.662)	Financial Services	10	20	10	-	-	10	-	10
K65 & 662	Insurance Services	-	-	10	-	-	-	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	20	130	50	10	-	40	30	20
M69-70	Legal, Accounting & Management Services	-	30	30	-	-	-	-	20
M71	Architectural & Engineering Services	20	70	20	10	-	30	10	-
	Other Professional Services	-	30	-	-	-	10	10	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	40	10	-	-	-	10	-
N80	Security & Investigation	-	-	-	-	-	-	10	-
N81	Cleaning & Landscaping	-	10	-	-	-	-	-	-
	Other Administrative & Support Services	10	30	-	-	-	-	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	20	30	-	10	-	-	-
O84,P85	Public Administration & Education	-	-	10	-	-	-	-	-
Q86-88	Health & Social Services	20	10	10	-	10	-	-	-
R90-93	Arts, Entertainment & Recreation	10	10	10	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services	-	-	-	-	-	-	-	-
A,B,D,E	**OTHERS***	**-**	**-**	**60**	**60**	**-**	**-**	**-**	**10**
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	230	320	170	50	50	80	80	70
	Clerical, Sales & Service Workers	80	100	50	-	10	10	10	-
	Production & Transport Operators, Cleaners & Labourers	580	350	230	90	30	80	130	20

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

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

- : nil or negligible

Notes :

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

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

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

Characteristics	2022	2023	2024	2024		2025		
				3Q	4Q	1Q	2Q	3Q
SEX								
Male	3.6	8.2	7.1	1.7	1.8	1.7	1.6	1.9
Female	3.1	6.5	6.4	1.5	1.9	1.6	1.7	1.9
AGE GROUP (YEARS)								
Below 30	2.5	5.3	3.9	1.0	1.2	0.6	0.7	0.8
30 - 39	2.7	6.9	7.2	1.9	1.7	1.5	1.6	1.9
40 & Over	3.9	8.1	7.3	1.7	2.0	2.0	1.9	2.2
40 - 49	3.5	9.3	8.1	1.8	2.1	2.1	2.2	2.6
50 & Over	4.2	7.3	6.8	1.6	2.0	2.0	1.7	1.9
50 - 59	5.3	10.1	9.0	2.0	2.8	2.6	2.4	2.6
60 & Over	2.8	4.0	4.2	1.0	1.0	1.3	1.0	1.0
SECTOR								
Manufacturing	6.8	11.9	9.8	1.9	2.8	3.0	2.4	2.2
Construction	1.3	3.1	1.5	0.5	0.4	0.9	0.3	0.4
Services	3.0	6.9	6.6	1.6	1.8	1.5	1.7	2.0
Others*	1.5	5.3	6.3	6.1	-	-	-	3.2
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	3.7	3.2	4.2	1.4	0.9	0.7	0.8	0.6
Secondary	2.0	2.3	2.6	0.6	0.7	0.8	0.6	0.8
Post-Secondary (Non-Tertiary)	2.5	3.3	1.9	0.5	0.6	1.0	0.8	s
Diploma & Professional Qualification	2.6	5.9	4.5	1.1	1.1	1.2	1.4	1.4
Degree	4.3	12.2	11.5	2.6	3.2	2.7	2.6	3.2
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	4.2	9.5	8.6	2.0	2.4	2.2	2.2	2.6
Clerical, Sales & Service Workers	1.5	3.0	3.1	0.8	0.6	0.6	0.6	0.9
Production & Transport Operators, Cleaners & Labourers	2.4	3.1	3.0	1.0	0.8	0.6	0.5	0.3

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.

- : nil or negligible

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) s: Data are suppressed due to small number of observations.

4.1 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF

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

Number of Employees

	2022	2023	2024	2024		2025		
				3Q	4Q	1Q	2Q	3Q
EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF								
TOTAL	**2 740**	**3 110**	**2 210**	**480**	**660**	**570**	**620**	**800**
SECTOR								
Manufacturing	740	1 170	760	210	280	390	270	430
Construction	90	420	370	80	90	10	20	50
Services	1 900	1 510	1 090	200	300	170	330	320
Others*	-	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	820	1 220	690	170	230	140	140	260
Clerical, Sales & Service Workers	1 010	830	760	130	230	170	60	100
Production & Transport Operators, Cleaners & Labourers	910	1 050	760	180	200	270	430	430
EMPLOYEES ON SHORT WORK-WEEK								
TOTAL	**2 550**	**2 810**	**1 950**	**450**	**560**	**540**	**550**	**720**
SECTOR								
Manufacturing	680	1 080	730	210	260	390	260	420
Construction	70	340	280	60	30	10	-	30
Services	1 810	1 380	950	180	270	140	290	270
Others*	-	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	760	1 160	660	170	220	120	130	240
Clerical, Sales & Service Workers	960	760	700	120	210	160	50	70
Production & Transport Operators, Cleaners & Labourers	840	900	600	160	130	260	380	420
EMPLOYEES ON TEMPORARY LAYOFF								
TOTAL	**180**	**290**	**260**	**30**	**100**	**30**	**70**	**80**
SECTOR								
Manufacturing	70	90	30	-	10	-	10	-
Construction	20	70	90	20	60	-	20	20
Services	100	130	140	10	30	30	40	50
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	50	60	40	10	10	20	10	20
Clerical, Sales & Service Workers	60	70	60	10	20	10	-	40
Production & Transport Operators, Cleaners & Labourers	70	160	160	10	70	10	50	20

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 6 MONTHS POST-RETRENCHMENT BY SEX, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT

Per Cent

Characteristics	2022	2023	2024	2024		2025		
				3Q	4Q	1Q	2Q	3Q
TOTAL	**68.9**	**63.7**	**58.4**	**60.4**	**58.1**	**60.6**	**56.3**	**55.4**
SEX								
Male	66.7	62.0	58.1	58.7	58.0	62.9	55.6	55.8
Female	71.2	65.8	58.7	62.4	58.3	58.1	57.0	55.0
AGE GROUP (YEARS)								
Below 30	84.5	79.4	74.0	73.3	70.3	72.5	79.8	66.1
30 - 39	80.6	74.6	68.9	68.5	72.3	66.3	66.1	65.1
40 & Over	64.1	54.6	52.2	54.5	50.9	56.0	48.9	51.5
40 - 49	75.4	61.8	60.0	62.6	62.1	61.3	58.5	60.3
50 & Over	56.8	48.6	45.6	47.7	41.0	52.0	42.1	45.7
50 - 59	60.8	49.3	47.2	47.7	44.2	49.5	42.4	49.4
60 & Over	47.0	46.3	41.3	47.8	33.8	57.9	41.1	37.2
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	71.1	73.3	65.6	74.7	59.6	75.9	62.5	58.3
Secondary	67.5	60.5	62.5	61.7	64.5	67.4	60.4	56.4
Post-Secondary (Non-Tertiary)	67.1	74.7	57.1	s	62.9	69.8	64.7	64.6
Diploma & Professional Qualification	71.1	65.9	60.7	64.3	65.5	64.3	59.8	64.4
Degree	67.5	61.5	55.6	54.8	56.8	54.8	52.0	51.3
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	66.8	62.5	56.9	58.5	57.2	57.9	55.0	54.3
Clerical, Sales & Service Workers	73.4	72.8	69.8	78.8	65.6	72.3	66.1	60.5
Production & Transport Operators, Cleaners & Labourers	74.0	75.7	68.4	62.5	61.8	80.7	68.6	67.6

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.

5.2 RE-ENTRY INTO EMPLOYMENT

PROPORTION OF RETRENCHED RESIDENTS WHO RE-ENTERED EMPLOYMENT 12 MONTHS POST-RETRENCHMENT BY SEX, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT

Per Cent

Characteristics	2022	2023	2024	2024		2025		
				3Q	4Q	1Q	2Q	3Q
TOTAL	**77.1**	**75.3**	**72.8**	**72.1**	**69.1**	**74.8**	**71.2**	**74.2**
SEX								
Male	75.0	73.0	72.1	71.1	70.1	74.5	71.6	76.1
Female	79.6	78.0	73.8	73.5	68.1	75.1	70.8	72.1
AGE GROUP (YEARS)								
Below 30	90.3	92.3	88.7	88.2	89.0	89.2	81.3	85.0
30 - 39	87.6	88.1	82.8	80.3	81.2	81.4	85.1	80.0
40 & Over	72.6	68.1	66.1	67.2	61.9	69.4	64.4	69.7
40 - 49	82.6	78.7	73.2	73.7	71.6	78.7	77.3	77.5
50 & Over	64.6	61.9	60.1	62.1	53.5	61.6	52.9	63.8
50 - 59	69.5	64.6	62.8	66.3	55.4	63.4	58.0	64.1
60 & Over	51.7	55.7	51.9	50.4	47.2	57.1	41.9	63.2
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	76.4	73.4	77.6	69.9	70.6	80.0	66.7	80.6
Secondary	78.0	68.6	70.8	74.0	64.9	76.6	75.0	73.0
Post-Secondary (Non-Tertiary)	75.3	71.5	73.9	63.9	67.9	s	74.3	74.4
Diploma & Professional Qualification	81.9	74.3	73.5	70.0	70.5	78.6	79.0	74.2
Degree	76.4	76.7	71.6	72.3	68.4	71.0	70.2	70.5
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	76.0	74.7	72.1	71.2	68.3	73.6	70.7	73.0
Clerical, Sales & Service Workers	81.2	79.9	78.5	76.9	75.0	86.9	79.1	80.1
Production & Transport Operators, Cleaners & Labourers	79.2	74.9	80.1	81.1	76.8	75.0	66.2	82.6

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

		2022	2023	2024	Sep	
					2024	2025
	TOTAL	**115.0**	**85.8**	**75.5**	**61.4**	**67.8**
	Industry (SSIC 2020)					
C10-32	**MANUFACTURING**	**13.5**	**8.3**	**8.1**	**6.1**	**6.5**
C10-12	Food, Beverages & Tobacco	1.6	1.3	1.4	0.9	1.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.8	0.5	0.4	0.3	0.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.0	0.9	1.1	0.9	0.5
C25,28	Fabricated Metal Products, Machinery & Equipment	4.0	1.8	1.5	1.2	1.7
C26	Electronic, Computer & Optical Products	2.6	1.0	1.5	1.4	1.4
C29-30	Transport Equipment	2.0	1.8	1.5	0.9	1.0
	Other Manufacturing Industries	1.3	0.9	0.7	0.6	0.7
F41-43	**CONSTRUCTION**	**10.3**	**6.8**	**7.3**	**4.9**	**8.8**
G-U	**SERVICES**	**90.6**	**70.0**	**59.5**	**49.8**	**52.1**
G46-47	WHOLESALE AND RETAIL TRADE	11.2	7.7	6.7	5.2	5.1
G46	Wholesale Trade	6.2	4.6	3.9	3.0	3.3
G47	Retail Trade	5.0	3.1	2.8	2.2	1.8
H49-53	TRANSPORTATION AND STORAGE	7.9	5.6	4.8	3.6	5.1
H49,5221	Land Transport & Supporting Services	1.6	1.2	1.0	0.8	1.3
H50,5222, 5225	Water Transport & Supporting Services	1.4	0.9	0.9	0.7	0.5
H51,5223	Air Transport & Supporting Services	1.7	1.4	1.2	0.7	1.7
	Other Transportation & Storage Services	3.1	2.1	1.7	1.3	1.6
I55-56	ACCOMMODATION AND FOOD SERVICES	9.9	8.1	6.5	5.5	6.2
I55	Accommodation	1.9	1.8	1.7	1.5	1.1
I56	Food & Beverage Services	8.1	6.3	4.8	4.0	5.0
J58-63	INFORMATION AND COMMUNICATIONS	10.3	7.1	6.3	5.7	5.1
J58-61	Telecommunications, Broadcasting & Publishing	1.9	1.0	0.8	0.6	0.6
J62-63	IT & Other Information Services	8.4	6.1	5.5	5.1	4.5
K64-66	FINANCIAL AND INSURANCE SERVICES	10.2	6.3	5.1	4.0	5.1
K64 & 66 (excl.662)	Financial Services	9.4	5.7	4.3	3.5	4.5
K65 & 662	Insurance Services	0.8	0.6	0.8	0.6	0.5
L68	REAL ESTATE SERVICES	2.1	1.8	1.8	1.5	1.3
M69-75	PROFESSIONAL SERVICES	9.1	6.7	6.0	4.1	5.5
M69-70	Legal, Accounting & Management Services	5.3	3.8	3.5	2.5	3.3
M71	Architectural & Engineering Services	2.6	1.8	1.5	1.0	1.3
	Other Professional Services	1.2	1.1	1.0	0.7	0.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	7.6	6.5	5.2	4.6	3.3
N80	Security & Investigation	2.0	1.7	1.4	1.4	0.9
N81	Cleaning & Landscaping	2.4	2.6	2.3	2.2	1.3
	Other Administrative & Support Services	3.2	2.3	1.4	1.0	1.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	22.3	20.2	17.3	15.6	15.3
O84,P85	Public Administration & Education	10.2	9.6	8.9	7.7	8.1
Q86-88	Health & Social Services	7.8	7.1	5.7	5.6	4.5
R90-93	Arts, Entertainment & Recreation	2.2	1.5	0.8	0.8	0.8
S,T,U	Other Community, Social & Personal Services	2.1	2.0	1.8	1.6	2.0
A,B,D,E	**OTHERS***	**0.7**	**0.7**	**0.6**	**0.6**	**0.5**
	OCCUPATIONAL GROUP (PMETs, CSSWs, PTOCLs)					
	Professionals, Managers, Executives & Technicians	63.7	48.3	41.9	35.4	38.2
	Clerical, Sales & Service Workers	24.3	20.1	17.4	14.8	14.9
	Production & Transport Operators, Cleaners & Labourers	27.0	17.4	16.1	11.2	14.8
	OCCUPATIONAL GROUP (PMEs, Non-PMEs)					
	Professionals, Managers & Executives	36.7	27.8	23.9	20.4	23.0
	Non-Professionals, Managers & Executives	78.3	58.0	51.6	41.0	44.8

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) 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

		2022	2023	2024	Sep	
					2024	2025
	TOTAL	**5.1**	**3.7**	**3.1**	**2.7**	**2.8**
	Industry (SSIC 2020)					
C10-32	**MANUFACTURING**	**4.1**	**2.3**	**2.1**	**1.7**	**1.8**
C10-12	Food, Beverages & Tobacco	4.4	3.3	2.8	2.0	2.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	4.9	2.6	2.3	2.0	1.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	3.4	2.8	2.6	2.2	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	4.7	2.1	1.9	1.5	2.2
C26	Electronic, Computer & Optical Products	4.1	1.4	2.0	1.9	2.1
C29-30	Transport Equipment	3.3	2.7	1.8	1.2	1.4
	Other Manufacturing Industries	3.7	2.5	1.8	1.6	2.0
F41-43	**CONSTRUCTION**	**3.5**	**2.1**	**2.1**	**1.4**	**2.2**
G-U	**SERVICES**	**5.6**	**4.4**	**3.6**	**3.2**	**3.2**
G46-47	WHOLESALE AND RETAIL TRADE	4.7	3.2	2.9	2.3	2.2
G46	Wholesale Trade	3.9	2.9	2.6	2.1	2.2
G47	Retail Trade	6.4	3.8	3.3	2.8	2.3
H49-53	TRANSPORTATION AND STORAGE	5.0	4.0	3.3	2.7	3.6
H49,5221	Land Transport & Supporting Services	4.4	3.7	3.5	3.0	3.7
H50,5222, 5225	Water Transport & Supporting Services	4.3	3.0	2.7	2.5	1.8
H51,5223	Air Transport & Supporting Services	5.4	5.0	4.2	2.9	5.8
	Other Transportation & Storage Services	5.6	4.1	3.2	2.6	3.2
I55-56	ACCOMMODATION AND FOOD SERVICES	6.6	4.9	3.8	3.4	3.6
I55	Accommodation	9.9	7.9	7.5	7.0	5.7
I56	Food & Beverage Services	6.1	4.4	3.2	2.9	3.3
J58-63	INFORMATION AND COMMUNICATIONS	8.7	6.0	5.1	4.9	4.3
J58-61	Telecommunications, Broadcasting & Publishing	5.9	3.2	2.8	2.4	2.3
J62-63	IT & Other Information Services	9.8	7.0	5.8	5.5	4.9
K64-66	FINANCIAL AND INSURANCE SERVICES	5.6	3.9	2.8	2.3	2.8
K64 & 66 (excl.662)	Financial Services	5.8	4.0	2.7	2.3	2.8
K65 & 662	Insurance Services	4.1	3.2	3.3	2.4	2.5
L68	REAL ESTATE SERVICES	5.0	4.1	3.5	3.0	2.6
M69-75	PROFESSIONAL SERVICES	5.4	3.8	3.2	2.4	3.0
M69-70	Legal, Accounting & Management Services	6.0	4.1	4.0	3.0	3.7
M71	Architectural & Engineering Services	4.8	3.1	2.1	1.6	2.0
	Other Professional Services	4.8	4.2	3.5	2.8	3.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.8	4.4	3.4	3.1	2.0
N80	Security & Investigation	5.4	4.5	3.5	3.5	2.0
N81	Cleaning & Landscaping	3.4	3.8	3.3	3.1	1.6
	Other Administrative & Support Services	6.5	5.1	3.3	2.5	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	5.6	5.1	4.2	3.9	3.9
O84,P85	Public Administration & Education	5.4	5.1	4.6	4.1	4.4
Q86-88	Health & Social Services	5.9	5.6	4.1	4.0	3.4
R90-93	Arts, Entertainment & Recreation	6.6	4.8	3.5	3.4	3.4
S,T,U	Other Community, Social & Personal Services	4.8	4.5	3.7	3.2	3.8
A,B,D,E	**OTHERS***	**3.2**	**3.4**	**2.8**	**2.9**	**2.8**
	OCCUPATIONAL GROUP (PMETs, CSSWs, PTOCLs)					
	Professionals, Managers, Executives & Technicians	5.3	4.0	3.3	2.9	3.1
	Clerical, Sales & Service Workers	6.0	4.7	3.9	3.5	3.3
	Production & Transport Operators, Cleaners & Labourers	4.2	2.7	2.3	1.7	2.0
	OCCUPATIONAL GROUP (PMEs, Non-PMEs)					
	Professionals, Managers & Executives	5.2	3.9	3.2	2.8	3.1
	Non-Professionals, Managers & Executives	5.1	3.7	3.1	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 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, SEPTEMBER 2025

Industry (SSIC 2020)		Total		OCCUPATIONAL GROUP (PMETs, CSSWs, PTOCLs)						OCCUPATIONAL GROUP (PMEs, Non-PMEs)			
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers		Professionals, Managers & Executives		Non-Professionals, Managers & Executives	
		Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
	TOTAL	**67.8**	**2.8**	**38.2**	**3.1**	**14.9**	**3.3**	**14.8**	**2.0**	**23.0**	**3.1**	**44.8**	**2.7**
C10-32	**MANUFACTURING**	**6.5**	**1.8**	**3.6**	**2.2**	**0.8**	**2.0**	**2.1**	**1.4**	**1.8**	**2.1**	**4.7**	**1.8**
C10-12	Food, Beverages & Tobacco	1.0	2.0	0.2	1.6	0.4	2.5	0.4	2.0	0.1	1.4	0.9	2.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.1	1.1	0.1	0.8	-	-	0.1	1.2	-	-	0.1	1.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.5	1.4	0.4	1.4	-	-	0.1	1.3	0.1	1.1	0.4	1.5
C25,28	Fabricated Metal Products, Machinery & Equipment	1.7	2.2	0.8	2.3	0.2	2.0	0.7	2.0	0.3	1.6	1.4	2.3
C26	Electronic, Computer & Optical Products	1.4	2.1	1.2	2.6	-	-	0.1	0.9	0.8	2.9	0.6	1.6
C29-30	Transport Equipment	1.0	1.4	0.6	2.4	0.1	1.2	0.4	0.9	0.3	3.3	0.7	1.2
	Other Manufacturing Industries	0.7	2.0	0.4	2.6	0.1	2.1	0.3	1.5	0.2	2.2	0.6	1.9
F41-43	**CONSTRUCTION**	**8.8**	**2.2**	**3.0**	**3.1**	**0.5**	**1.7**	**5.3**	**2.0**	**1.4**	**2.9**	**7.5**	**2.1**
G-U	**SERVICES**	**52.1**	**3.2**	**31.3**	**3.2**	**13.6**	**3.6**	**7.3**	**2.4**	**19.7**	**3.3**	**32.4**	**3.1**
G46-47	WHOLESALE AND RETAIL TRADE	5.1	2.2	2.5	2.1	2.0	2.8	0.6	1.4	1.2	1.7	3.9	2.4
G46	Wholesale Trade	3.3	2.2	2.0	2.1	0.8	2.8	0.4	1.8	1.0	1.7	2.3	2.4
G47	Retail Trade	1.8	2.3	0.5	2.3	1.2	2.9	0.1	0.8	0.2	1.7	1.6	2.4
H49-53	TRANSPORTATION AND STORAGE	5.1	3.6	1.0	2.2	1.7	5.5	2.4	3.7	0.5	2.3	4.6	3.8
H49,5221	Land Transport & Supporting Services	1.3	3.7	0.2	3.0	0.1	3.3	1.0	3.9	-	-	1.3	3.9
H50,5222, 5225	Water Transport & Supporting Services	0.5	1.8	0.3	1.8	0.1	2.6	0.2	1.7	0.2	1.9	0.4	1.8
H51,5223	Air Transport & Supporting Services	1.7	5.8	0.3	3.4	1.3	8.0	0.1	2.6	0.2	4.4	1.5	6.1
	Other Transportation & Storage Services	1.6	3.2	0.2	1.5	0.2	2.8	1.1	4.6	0.1	1.4	1.5	3.6
I55-56	ACCOMMODATION AND FOOD SERVICES	6.2	3.6	1.1	2.7	3.7	3.8	1.4	4.1	0.5	2.5	5.7	3.7
I55	Accommodation	1.1	5.7	0.3	3.6	0.5	7.3	0.3	6.7	0.2	4.1	1.0	6.0
I56	Food & Beverage Services	5.0	3.3	0.8	2.5	3.1	3.5	1.1	3.7	0.3	2.1	4.7	3.5
J58-63	INFORMATION AND COMMUNICATIONS	5.1	4.3	4.8	4.5	0.2	2.9	0.1	2.0	3.3	5.3	1.8	3.2
J58-61	Telecommunications, Broadcasting & Publishing	0.6	2.3	0.5	2.4	-	-	-	-	0.3	2.4	0.3	2.1
J62-63	IT & Other Information Services	4.5	4.9	4.3	5.0	0.2	3.6	0.1	2.0	3.0	6.0	1.5	3.6
K64-66	FINANCIAL AND INSURANCE SERVICES	5.1	2.8	4.7	2.9	0.3	3.3	-	-	3.2	2.7	1.9	2.8
K64 & 66 (excl.662)	Financial Services	4.5	2.8	4.3	2.9	0.2	2.9	-	-	2.9	2.8	1.6	2.8
K65 & 662	Insurance Services	0.5	2.5	0.4	2.3	0.1	5.1	-	-	0.3	2.2	0.3	3.1
L68	REAL ESTATE SERVICES	1.3	2.6	0.5	2.1	0.6	4.2	0.2	1.9	0.3	2.5	1.0	2.7
M69-75	PROFESSIONAL SERVICES	5.5	3.0	4.7	3.6	0.4	2.4	0.4	1.3	2.7	3.5	2.8	2.7
M69-70	Legal, Accounting & Management Services	3.3	3.7	2.9	3.9	0.3	3.1	0.1	2.4	1.6	3.7	1.7	3.8
M71	Architectural & Engineering Services	1.3	2.0	1.0	2.9	0.1	1.1	0.3	1.0	0.6	3.2	0.8	1.6
	Other Professional Services	0.9	3.1	0.8	3.4	-	-	-	-	0.6	3.5	0.3	2.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.3	2.0	0.6	1.8	1.4	2.6	1.3	1.6	0.3	1.7	3.0	2.0
N80	Security & Investigation	0.9	2.0	-	-	0.9	2.3	-	-	-	-	0.9	2.1
N81	Cleaning & Landscaping	1.3	1.6	0.1	1.6	0.2	2.0	1.0	1.6	-	-	1.3	1.7
	Other Administrative & Support Services	1.1	2.5	0.5	2.0	0.4	4.4	0.3	2.2	0.2	2.1	0.9	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	15.3	3.9	11.3	3.8	3.2	4.4	0.8	3.7	7.7	3.8	7.6	4.0
O84,P85	Public Administration & Education	8.1	4.4	7.1	4.2	0.8	6.7	0.2	4.9	5.6	4.3	2.5	4.6
Q86-88	Health & Social Services	4.5	3.4	3.1	3.3	1.1	3.5	0.4	6.1	1.6	2.9	2.9	3.8
R90-93	Arts, Entertainment & Recreation	0.8	3.4	0.3	2.7	0.4	4.5	0.1	2.5	0.2	2.8	0.6	3.6
S,T,U	Other Community, Social & Personal Services	2.0	3.8	0.8	3.8	1.0	4.5	0.2	2.1	0.3	3.5	1.6	3.9
A,B,D,E	**OTHERS***	**0.5**	**2.8**	**0.3**	**3.9**	**-**	**-**	**0.1**	**1.4**	**0.2**	**4.3**	**0.3**	**2.2**

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.

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

		2022	2023	2024	3Q 2024	3Q 2025
	TOTAL	**2.6**	**2.2**	**2.0**	**2.1**	**1.9**
	Industry (SSIC 2020)					
C10-32	**MANUFACTURING**	**2.3**	**1.7**	**1.6**	**1.5**	**1.5**
C10-12	Food, Beverages & Tobacco	3.0	3.0	2.3	2.2	1.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	2.0	1.7	1.6	1.4	1.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.5	1.3	1.2	1.1	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment	2.3	1.8	1.5	2.0	1.7
C26	Electronic, Computer & Optical Products	2.4	1.0	1.0	1.2	1.7
C29-30	Transport Equipment	2.0	1.6	2.2	1.3	1.3
	Other Manufacturing Industries	2.4	1.9	1.4	1.7	1.6
F41-43	**CONSTRUCTION**	**3.0**	**2.3**	**2.1**	**2.2**	**2.2**
G-U	**SERVICES**	**2.6**	**2.4**	**2.0**	**2.2**	**1.9**
G46-47	WHOLESALE AND RETAIL TRADE	2.6	2.7	2.1	2.0	1.8
G46	Wholesale Trade	2.1	1.8	1.7	1.5	1.5
G47	Retail Trade	3.8	4.4	2.8	2.9	2.4
H49-53	TRANSPORTATION AND STORAGE	2.4	2.0	1.8	1.8	1.3
H49,5221	Land Transport & Supporting Services	2.1	1.7	1.8	1.8	1.2
H50,5222, 5225	Water Transport & Supporting Services	1.7	1.7	1.6	1.9	1.4
H51,5223	Air Transport & Supporting Services	2.8	2.3	1.7	1.5	1.2
	Other Transportation & Storage Services	2.8	2.3	1.9	2.0	1.5
I55-56	ACCOMMODATION AND FOOD SERVICES	3.9	3.6	3.1	3.0	2.7
I55	Accommodation	4.4	3.5	2.8	3.3	2.4
I56	Food & Beverage Services	3.9	3.7	3.2	3.0	2.7
J58-63	INFORMATION AND COMMUNICATIONS	3.1	2.1	1.9	2.1	2.1
J58-61	Telecommunications, Broadcasting & Publishing	2.2	1.6	1.3	1.5	1.4
J62-63	IT & Other Information Services	3.5	2.4	2.1	2.3	2.3
K64-66	FINANCIAL AND INSURANCE SERVICES	2.1	1.9	1.7	2.4	1.7
K64 & 66 (excl.662)	Financial Services	2.1	1.9	1.7	2.2	1.7
K65 & 662	Insurance Services	2.3	2.2	2.0	3.9	1.9
L68	REAL ESTATE SERVICES	2.5	2.3	2.1	2.9	2.8
M69-75	PROFESSIONAL SERVICES	2.5	2.1	2.0	2.3	2.0
M69-70	Legal, Accounting & Management Services	2.4	2.1	2.1	2.7	1.9
M71	Architectural & Engineering Services	2.8	2.3	2.0	1.9	2.1
	Other Professional Services	2.1	1.8	1.7	2.0	2.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.6	3.0	2.6	2.3
N80	Security & Investigation	3.9	4.0	3.6	3.3	2.3
N81	Cleaning & Landscaping	3.9	3.6	3.0	2.7	2.0
	Other Administrative & Support Services	4.7	3.3	2.4	1.9	2.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.7	1.5	1.6	1.5
O84,P85	Public Administration & Education	1.1	1.2	1.0	1.1	1.2
Q86-88	Health & Social Services	2.0	2.1	1.9	2.1	1.8
R90-93	Arts, Entertainment & Recreation	2.4	2.2	2.1	2.5	2.2
S,T,U	Other Community, Social & Personal Services	2.3	2.1	1.9	1.6	1.8
A,B,D,E	**OTHERS***	**1.7**	**1.5**	**1.5**	**1.3**	**1.1**
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	2.0	1.8	1.5	1.7	1.5
	Clerical, Sales & Service Workers	3.5	3.3	2.9	3.0	2.5
	Production & Transport Operators, Cleaners & Labourers	3.2	2.4	2.2	2.1	2.1

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

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

Notes :

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

2) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the quarterly figures.

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

		2022	2023	2024	3Q	
					2024	2025
	TOTAL	**1.7**	**1.4**	**1.3**	**1.3**	**1.2**
	Industry (SSIC 2020)					
C10-32	**MANUFACTURING**	**1.5**	**1.2**	**1.0**	**1.0**	**1.0**
C10-12	Food, Beverages & Tobacco	2.1	1.8	1.5	1.5	1.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.5	1.4	1.1	1.0	0.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.1	0.8	0.7	0.7	0.5
C25,28	Fabricated Metal Products, Machinery & Equipment	1.5	1.2	1.0	1.0	1.0
C26	Electronic, Computer & Optical Products	1.5	1.1	0.9	0.8	0.9
C29-30	Transport Equipment	1.2	1.1	0.9	0.9	0.9
	Other Manufacturing Industries	1.4	1.3	1.2	1.1	1.2
F41-43	**CONSTRUCTION**	**1.3**	**1.3**	**1.2**	**1.0**	**1.2**
G-U	**SERVICES**	**1.8**	**1.5**	**1.4**	**1.4**	**1.2**
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.4	1.5	1.4	1.2
G46	Wholesale Trade	1.4	1.1	1.2	1.0	1.0
G47	Retail Trade	2.4	2.1	2.1	2.2	1.5
H49-53	TRANSPORTATION AND STORAGE	1.5	1.3	1.1	1.2	1.0
H49,5221	Land Transport & Supporting Services	1.3	1.1	1.0	1.1	0.9
H50,5222, 5225	Water Transport & Supporting Services	1.0	1.1	1.0	1.0	0.8
H51,5223	Air Transport & Supporting Services	1.3	1.0	1.1	1.1	1.0
	Other Transportation & Storage Services	2.0	1.7	1.3	1.5	1.3
I55-56	ACCOMMODATION AND FOOD SERVICES	3.0	2.6	2.3	2.3	2.2
I55	Accommodation	3.3	2.3	2.0	2.4	1.9
I56	Food & Beverage Services	2.9	2.6	2.3	2.3	2.3
J58-63	INFORMATION AND COMMUNICATIONS	2.1	1.5	1.5	1.7	1.4
J58-61	Telecommunications, Broadcasting & Publishing	1.9	1.1	1.3	1.4	0.9
J62-63	IT & Other Information Services	2.2	1.6	1.5	1.8	1.6
K64-66	FINANCIAL AND INSURANCE SERVICES	1.4	1.1	0.9	1.1	0.9
K64 & 66 (excl.662)	Financial Services	1.4	1.0	0.9	1.1	0.9
K65 & 662	Insurance Services	1.8	1.3	1.0	1.2	1.2
L68	REAL ESTATE SERVICES	1.9	1.5	1.3	1.3	1.0
M69-75	PROFESSIONAL SERVICES	1.6	1.3	1.3	1.5	1.1
M69-70	Legal, Accounting & Management Services	1.7	1.3	1.4	1.6	1.2
M71	Architectural & Engineering Services	1.4	1.4	1.2	1.4	1.1
	Other Professional Services	1.5	1.2	1.2	1.5	1.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.1	2.7	2.2	2.0	1.5
N80	Security & Investigation	3.2	2.9	2.5	2.1	1.3
N81	Cleaning & Landscaping	3.2	3.0	2.4	2.3	1.4
	Other Administrative & Support Services	2.9	2.0	1.5	1.3	1.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.0	0.9	0.9	0.9
O84,P85	Public Administration & Education	0.8	0.7	0.6	0.6	0.6
Q86-88	Health & Social Services	1.4	1.3	1.2	1.2	1.1
R90-93	Arts, Entertainment & Recreation	1.5	1.4	1.3	1.7	1.6
S,T,U	Other Community, Social & Personal Services	1.6	1.6	1.5	1.3	1.4
A,B,D,E	**OTHERS***	**1.2**	**1.0**	**0.9**	**1.1**	**0.9**
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.4	1.1	1.0	1.0	0.9
	Clerical, Sales & Service Workers	2.5	2.1	2.0	2.0	1.7
	Production & Transport Operators, Cleaners & Labourers	1.8	1.7	1.5	1.3	1.2

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

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

Notes :

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

2) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the quarterly figures.

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, THIRD QUARTER 2025

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	**1.9**	**1.2**	**1.5**	**0.9**	**2.5**	**1.7**	**2.1**	**1.2**
C10-32	**MANUFACTURING**	**1.5**	**1.0**	**1.4**	**0.8**	**2.0**	**1.5**	**1.4**	**1.0**
C10-12	Food, Beverages & Tobacco	1.8	1.5	1.2	1.0	2.4	2.1	1.7	1.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.0	0.9	0.6	0.3	0.8	1.2	1.6	1.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.8	0.5	0.8	0.5	1.0	0.6	0.9	0.5
C25,28	Fabricated Metal Products, Machinery & Equipment	1.7	1.0	1.9	0.9	2.2	1.0	1.4	1.0
C26	Electronic, Computer & Optical Products	1.7	0.9	1.8	0.8	2.0	1.3	1.3	1.0
C29-30	Transport Equipment	1.3	0.9	1.3	1.0	1.6	1.8	1.3	0.7
	Other Manufacturing Industries	1.6	1.2	1.4	0.8	1.5	1.0	1.8	1.5
F41-43	**CONSTRUCTION**	**2.2**	**1.2**	**1.7**	**1.0**	**2.0**	**0.9**	**2.4**	**1.2**
G-U	**SERVICES**	**1.9**	**1.2**	**1.5**	**0.9**	**2.6**	**1.8**	**2.3**	**1.4**
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.2	1.3	0.9	2.6	1.7	2.2	1.2
G46	Wholesale Trade	1.5	1.0	1.2	0.8	2.3	1.3	1.9	1.2
G47	Retail Trade	2.4	1.5	1.4	1.0	2.8	1.9	2.8	1.1
H49-53	TRANSPORTATION AND STORAGE	1.3	1.0	1.2	0.8	1.3	1.0	1.5	1.2
H49,5221	Land Transport & Supporting Services	1.2	0.9	1.1	1.2	1.0	1.0	1.2	0.8
H50,5222, 5225	Water Transport & Supporting Services	1.4	0.8	1.4	0.8	0.9	0.8	1.7	0.8
H51,5223	Air Transport & Supporting Services	1.2	1.0	0.7	0.4	1.1	0.7	2.8	3.4
	Other Transportation & Storage Services	1.5	1.3	1.2	0.9	1.8	1.4	1.5	1.5
I55-56	ACCOMMODATION AND FOOD SERVICES	2.7	2.2	1.8	1.2	3.3	2.9	2.0	1.5
I55	Accommodation	2.4	1.9	1.9	1.4	2.9	2.3	2.6	2.1
I56	Food & Beverage Services	2.7	2.3	1.8	1.2	3.3	3.0	2.0	1.4
J58-63	INFORMATION AND COMMUNICATIONS	2.1	1.4	2.1	1.4	2.4	1.7	1.5	1.1
J58-61	Telecommunications, Broadcasting & Publishing	1.4	0.9	1.1	0.7	3.1	1.6	2.3	1.8
J62-63	IT & Other Information Services	2.3	1.6	2.4	1.6	2.0	1.7	1.2	1.0
K64-66	FINANCIAL AND INSURANCE SERVICES	1.7	0.9	1.6	0.9	1.7	1.3	3.1	1.8
K64 & 66 (excl.662)	Financial Services	1.7	0.9	1.6	0.8	1.7	1.2	3.1	1.7
K65 & 662	Insurance Services	1.9	1.2	1.8	1.1	1.7	1.9	17.6	9.8
L68	REAL ESTATE SERVICES	2.8	1.0	1.5	0.7	2.8	1.2	5.7	1.6
M69-75	PROFESSIONAL SERVICES	2.0	1.1	1.8	1.1	2.1	1.1	2.8	1.2
M69-70	Legal, Accounting & Management Services	1.9	1.2	1.7	1.2	2.4	1.2	2.4	1.1
M71	Architectural & Engineering Services	2.1	1.1	1.9	1.1	1.4	0.7	2.6	1.3
	Other Professional Services	2.3	1.1	1.9	1.1	2.3	1.9	6.2	0.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	2.3	1.5	1.4	1.0	2.7	1.5	2.4	1.6
N80	Security & Investigation	2.3	1.3	0.6	0.5	2.6	1.5	1.1	0.9
N81	Cleaning & Landscaping	2.0	1.4	1.6	0.8	1.3	0.8	2.1	1.5
	Other Administrative & Support Services	2.9	1.8	1.6	1.2	4.5	2.5	4.2	2.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	0.9	1.4	0.8	2.2	1.5	2.0	1.3
O84,P85	Public Administration & Education	1.2	0.6	1.1	0.6	2.4	1.0	2.4	0.8
Q86-88	Health & Social Services	1.8	1.1	1.7	0.9	2.2	1.5	2.1	1.1
R90-93	Arts, Entertainment & Recreation	2.2	1.6	1.8	1.5	2.6	1.4	2.7	2.8
S,T,U	Other Community, Social & Personal Services	1.8	1.4	1.7	1.1	1.9	1.8	1.6	1.1
A,B,D,E	**OTHERS***	**1.1**	**0.9**	**1.3**	**0.8**	**2.3**	**1.1**	**0.8**	**0.9**

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)		2022	2023	2024	2024		2025		
					Sep	Dec	Mar	Jun	Sep
	TOTAL	**44.1**	**43.6**	**43.3**	**43.3**	**43.2**	**43.1**	**43.2**	**43.1**
C10-32	**MANUFACTURING**	**47.5**	**46.5**	**45.9**	**45.7**	**45.9**	**45.6**	**45.5**	**45.2**
C10-12	Food, Beverages & Tobacco	44.6	44.1	43.2	43.3	43.3	42.5	42.9	43.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.3	46.2	45.5	44.8	46.7	46.6	45.3	45.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.4	43.2	43.7	43.4	43.4	42.9	42.3	42.3
C25,28	Fabricated Metal Products, Machinery & Equipment	49.0	47.9	46.7	46.8	46.7	46.2	46.3	46.1
C26	Electronic, Computer & Optical Products	47.4	45.7	45.5	45.4	45.2	45.4	45.2	45.0
C29-30	Transport Equipment	49.0	48.7	48.1	47.6	48.6	48.0	48.0	47.1
	Other Manufacturing Industries	46.6	46.4	45.7	46.0	45.4	46.1	46.0	45.5
F41-43	**CONSTRUCTION**	**49.9**	**48.6**	**47.8**	**47.8**	**47.8**	**47.2**	**47.6**	**47.5**
G-U	**SERVICES**	**42.3**	**41.8**	**41.7**	**41.7**	**41.6**	**41.6**	**41.6**	**41.6**
G46-47	WHOLESALE AND RETAIL TRADE	42.2	41.4	41.3	41.4	41.5	41.2	41.7	41.5
G46	Wholesale Trade	42.4	41.9	41.9	42.0	41.9	41.7	42.1	41.8
G47	Retail Trade	41.7	40.4	40.4	40.2	40.8	40.2	40.8	40.9
H49-53	TRANSPORTATION AND STORAGE	45.2	44.3	43.8	44.2	43.7	44.1	43.8	43.8
H49,5221	Land Transport & Supporting Services	46.7	47.3	46.8	47.4	46.5	46.6	45.1	45.2
H50,5222, 5225	Water Transport & Supporting Services	44.5	42.6	42.1	42.6	41.9	42.8	42.3	42.6
H51,5223	Air Transport & Supporting Services	42.9	41.7	41.9	41.7	42.1	42.3	42.5	42.6
	Other Transportation & Storage Services	45.8	44.9	44.2	44.7	44.0	44.4	44.4	44.1
I55-56	ACCOMMODATION AND FOOD SERVICES	40.4	40.2	40.2	40.0	40.0	40.0	40.2	39.7
I55	Accommodation	45.1	45.2	45.3	44.7	44.8	45.1	44.8	44.9
I56	Food & Beverage Services	39.7	39.4	39.4	39.2	39.3	39.3	39.5	38.9
J58-63	INFORMATION AND COMMUNICATIONS	40.9	40.6	40.7	40.9	40.8	40.5	40.9	40.9
J58-61	Telecommunications, Broadcasting & Publishing	40.5	40.4	40.8	41.4	40.7	40.4	40.9	40.7
J62-63	IT & Other Information Services	41.1	40.7	40.7	40.7	40.8	40.5	40.8	41.0
K64-66	FINANCIAL AND INSURANCE SERVICES	41.3	40.8	40.6	40.4	40.6	40.8	40.8	40.7
K64 & 66 (excl.662)	Financial Services	41.4	40.9	40.7	40.3	40.7	40.9	40.9	40.8
K65 & 662	Insurance Services	40.4	39.9	40.4	40.6	40.3	40.1	40.0	40.0
L68	REAL ESTATE SERVICES	43.2	43.2	43.4	43.9	43.2	43.0	43.4	43.7
M69-75	PROFESSIONAL SERVICES	42.6	42.3	42.7	42.7	42.7	42.4	42.4	42.2
M69-70	Legal, Accounting & Management Services	40.8	40.2	40.5	40.7	40.5	40.5	40.2	40.5
M71	Architectural & Engineering Services	46.2	46.0	46.0	46.0	45.9	45.1	45.7	44.7
	Other Professional Services	41.4	41.4	41.4	41.4	41.1	41.3	41.5	41.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	43.6	43.7	43.1	43.3	42.8	42.8	42.4	42.5
N80	Security & Investigation	46.6	46.3	42.9	43.9	42.5	41.7	41.2	41.9
N81	Cleaning & Landscaping	44.6	43.8	43.4	43.3	43.1	43.1	43.3	42.5
	Other Administrative & Support Services	39.8	41.2	42.9	42.7	42.6	43.5	42.0	42.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	41.6	41.3	41.3	41.0	41.2	41.2	41.3
O84,P85	Public Administration & Education	41.3	41.4	41.2	41.4	40.9	41.0	41.1	41.2
Q86-88	Health & Social Services	42.3	42.0	42.1	41.9	41.8	42.1	41.8	41.9
R90-93	Arts, Entertainment & Recreation	43.7	42.3	40.6	40.0	40.5	40.1	40.9	41.6
S,T,U	Other Community, Social & Personal Services	41.1	40.2	39.4	39.6	39.0	39.9	40.1	40.1
A,B,D,E	**OTHERS***	**45.1**	**44.4**	**44.9**	**45.3**	**44.7**	**45.2**	**44.8**	**44.6**

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

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

Notes :

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

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)		2022	2023	2024	2024		2025		
					Sep	Dec	Mar	Jun	Sep
	TOTAL	**2.5**	**2.2**	**2.0**	**2.1**	**2.1**	**1.9**	**2.0**	**1.8**
C10-32	**MANUFACTURING**	**5.0**	**4.0**	**3.7**	**3.7**	**3.7**	**3.5**	**3.6**	**3.1**
C10-12	Food, Beverages & Tobacco	2.8	2.5	2.2	2.4	2.3	1.8	1.9	1.7
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.6	3.5	2.9	2.5	3.6	3.3	2.6	2.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.2	2.7	2.6	2.4	2.1	2.4	1.9
C25,28	Fabricated Metal Products, Machinery & Equipment	6.0	5.0	4.2	4.3	4.3	3.9	3.9	3.6
C26	Electronic, Computer & Optical Products	5.0	3.2	2.9	3.2	2.7	2.9	2.9	2.9
C29-30	Transport Equipment	6.1	5.5	5.4	4.9	5.9	5.4	5.3	4.4
	Other Manufacturing Industries	4.5	4.3	3.6	4.0	3.2	3.8	3.9	3.3
F41-43	**CONSTRUCTION**	**6.4**	**5.5**	**5.1**	**5.2**	**5.3**	**4.7**	**4.7**	**4.7**
G-U	**SERVICES**	**1.3**	**1.2**	**1.0**	**1.0**	**0.9**	**0.9**	**1.0**	**0.8**
G46-47	WHOLESALE AND RETAIL TRADE	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0
G46	Wholesale Trade	1.1	1.0	1.0	1.1	1.1	1.1	1.1	1.0
G47	Retail Trade	1.3	1.1	0.9	0.9	0.9	0.8	0.9	0.9
H49-53	TRANSPORTATION AND STORAGE	3.0	2.6	2.1	2.3	2.0	2.3	2.1	2.0
H49,5221	Land Transport & Supporting Services	4.2	5.4	5.0	5.4	4.6	4.9	3.6	3.7
H50,5222, 5225	Water Transport & Supporting Services	2.2	1.4	0.7	0.5	0.8	1.3	0.8	1.2
H51,5223	Air Transport & Supporting Services	1.4	0.3	0.5	0.3	1.0	1.0	0.9	0.9
	Other Transportation & Storage Services	3.5	2.8	2.2	2.6	1.9	2.1	2.4	2.0
I55-56	ACCOMMODATION AND FOOD SERVICES	1.4	1.5	1.3	1.3	1.2	1.2	1.2	1.0
I55	Accommodation	2.1	2.2	2.1	2.0	2.0	2.0	2.0	1.8
I56	Food & Beverage Services	1.3	1.3	1.2	1.2	1.1	1.1	1.1	0.9
J58-63	INFORMATION AND COMMUNICATIONS	0.2	0.2	0.2	0.3	0.3	0.2	0.3	0.2
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.3	0.3	0.4	0.3	0.2	0.6	0.3
J62-63	IT & Other Information Services	0.2	0.2	0.2	0.2	0.3	0.2	0.2	0.1
K64-66	FINANCIAL AND INSURANCE SERVICES	0.5	0.1	0.1	0.1	0.2	0.2	0.2	0.1
K64 & 66 (excl.662)	Financial Services	0.5	0.1	0.1	0.1	0.2	0.2	0.2	0.1
K65 & 662	Insurance Services	0.1	0.1	0.1	0.1	-	-	-	-
L68	REAL ESTATE SERVICES	1.4	1.3	1.1	1.3	0.9	0.9	1.3	1.5
M69-75	PROFESSIONAL SERVICES	1.4	1.3	1.6	1.6	1.6	1.3	1.6	1.1
M69-70	Legal, Accounting & Management Services	0.2	0.3	0.3	0.2	0.2	0.2	0.3	0.2
M71	Architectural & Engineering Services	3.6	3.4	3.7	3.9	3.6	2.9	3.6	2.8
	Other Professional Services	0.6	0.4	0.5	0.5	0.4	0.4	0.6	0.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.3	2.1	2.0	1.8	1.7	1.6	1.2
N80	Security & Investigation	5.8	6.0	2.4	2.4	1.9	1.1	1.0	0.8
N81	Cleaning & Landscaping	3.0	2.7	2.4	2.4	2.1	2.0	2.4	1.6
	Other Administrative & Support Services	1.9	1.9	1.3	1.1	1.3	1.8	1.1	1.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.3	0.3	0.3	0.3	0.3	0.3
O84,P85	Public Administration & Education	0.1	0.2	0.1	0.2	0.1	0.1	0.2	0.1
Q86-88	Health & Social Services	0.5	0.4	0.4	0.3	0.4	0.4	0.4	0.3
R90-93	Arts, Entertainment & Recreation	1.4	1.2	0.8	0.7	0.9	0.7	0.7	0.8
S,T,U	Other Community, Social & Personal Services	0.6	0.6	0.5	0.6	0.6	0.7	0.7	0.4
A,B,D,E	**OTHERS***	**2.6**	**2.3**	**2.5**	**2.9**	**2.5**	**2.6**	**2.3**	**2.1**

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

Explanatory Notes

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.

From 2Q 2024 onwards, changes in the self-employment level will be estimated from data obtained from the Monthly Labour Force Surveys.

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 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.

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

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.

Retrenchment

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

In the public sector, it includes those who left service under the Special Resignation Scheme[2].

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 pertained to residents retrenched from private sector establishments each 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 who 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.

6-month re-entry rate

Quarterly 6-month 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 third quarter of 2025 shows the proportion of residents retrenched in the first quarter of 2025 who had re-entered employment six months after retrenchment.

Annual 6-month re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment. For example, the 2024 re-entry rate pertains to residents retrenched from 3Q 2023 to 2Q 2024, who had re-entered employment by 2024 (six months after retrenchment).

[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.

12-month re-entry rate

Quarterly 12-month re-entry rate measures the proportion of residents who are in employment in the reference quarter, twelve months after retrenchment. For example, the re-entry rate for the third quarter of 2025 shows the proportion of residents retrenched in the third quarter of 2024 who had re-entered employment twelve months after retrenchment.

Annual 12-month re-entry rate measures the proportion of residents who are in employment in the reference year, twelve months after retrenchment. For example, the 2024 re-entry rate pertains to residents retrenched from 1Q 2023 to 4Q 2023, who had re-entered employment by 2024 (twelve months after retrenchment).

Residents refer to Singapore Citizens and Permanent Residents.

Uses and Limitations

This indicator measures the prospects of re-entry into employment of retrenched workers. It allows us to identify vulnerable workers who find it difficult to secure re-entry into employment after layoff.
A low re-entry rate could also be the result of workers taking a break from the labour force rather than a weak job market. An analysis of the change in re-entry rate over time should therefore be made in the context of other 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 covered private sector establishments each 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 each with less than 25 employees have the same vacancy rate as private sector establishments each 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 covered private sector establishments each 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 covered private sector establishments each 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 worked 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	Sep 25	65,100	2,500	3.8%	60,200	69,900
Resident Unemployment Rate	Sep 25	2.7%	0.10%-pt	3.8%	2.5%	2.9%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	3Q 25	1.9%	0.03%-pt	1.7%	1.8%	2.0%
Average Monthly Resignation Rate	3Q 25	1.2%	0.02%-pt	1.3%	1.1%	1.2%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 25	1.8	0.03	1.6%	1.7	1.8

Note: Data are non-seasonally adjusted.

OTHER RELEASES





UPCOMING ...

Labour Force In Singapore 2025	26-30 Jan 2026*
Labour Market Advance Release Fourth Quarter 2025	29-30 Jan 2026*
Labour Market Report Fourth Quarter 2025	09-13 Mar 2026*
Job Vacancies 2025	23-27 Mar 2026*
Labour Market Advance Release First Quarter 2026	29-30 Apr 2026*

PAST ...

Labour Market Report Third Quarter 2025	11 Dec 2025
Labour Force In Singapore Advance Release 2025	28 Nov 2025
Labour Market Advance Release Third Quarter 2025	30 Oct 2025
Labour Market Report Second Quarter 2025	17 Sep 2025
Migrant Worker Experience and Employer Survey 2024	21 Aug 2025
Labour Market Advance Release Second Quarter 2025	30 Jul 2025
Labour Market Report First Quarter 2025	27 Jun 2025
Report on Wage Practices 2024	28 May 2025
Labour Market Advance Release First Quarter 2025	28 Apr 2025

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Report Title: Labour Market Report Third Quarter 2025

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

	Excellent	Good	Average	Poor
a) Relevance to your work	☐	☐	☐	☐
b) Providing useful insights on prevailing labour market trends/development	☐	☐	☐	☐
c) Ease of understanding	☐	☐	☐	☐

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

_____

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☐ Too detailed ☐ Just right ☐ Too brief

	Excellent	Good	Average	Poor
4. Overall, how would you rate this publication?	☐	☐	☐	☐

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

_____

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

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