Labour Market Report
Fourth Quarter 2025



Ministry of Manpower
MANPOWER RESEARCH & STATISTICS DEPARTMENT

COPYRIGHT NOTICE

LABOUR MARKET REPORT FOURTH QUARTER 2025

ISSN 0219-2527

© Manpower Research and Statistics Department
Ministry of Manpower
Republic of Singapore

All rights reserved. Further reproduction of this material is prohibited without the written permission of the copyright holder. Application to reproduce any part of this publication should be addressed to:

Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
Singapore 059764
Republic of Singapore

Email: mom_rsd@mom.gov.sg

Please cite the source as "MRSD, MOM" when you extract and use the information/data from the publication.

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

Statistical activities conducted by the Manpower Research and Statistics Department (MRSD) are governed by the provisions of the Statistics Act 1973 (2020 Revised Edition). The Act guarantees the confidentiality of information collected from individuals and companies. It spells out the legislative authority and responsibility of the Director, Manpower Research and Statistics Department.

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

CONTENTS

ii

Notations and Abbreviations

iii

Infographics

1

Labour Market Report Fourth Quarter 2025

Executive Summary 1
Employment 2
Unemployment 4
Retrenchment 10
Short Work-Week Or Temporary Layoff 13
Re-entry into Employment 14
Job Vacancy 16
Box Article: Impact of AI on the Workforce: Recent Trends in PMETs' Labour Market Outcomes 18
Labour Turnover 22
Hours Worked 23
Labour Market Expectations 24

A1

Statistical Updates

Employment A1
Unemployment A2
Retrenchment A6
Re-entry into Employment A13
Job Vacancy A15
Labour Turnover A19
Hours Worked A23

A25

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. The results of the latest annual revision may be found in this report.

Labour Market

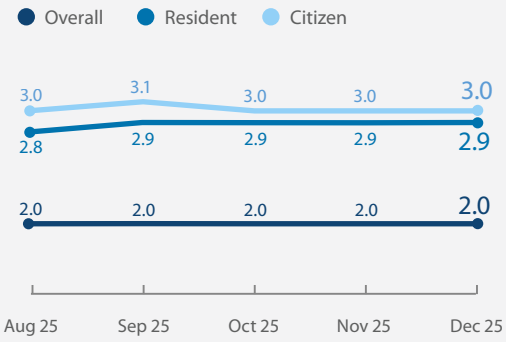
Report Fourth Quarter

2025

Unemployment

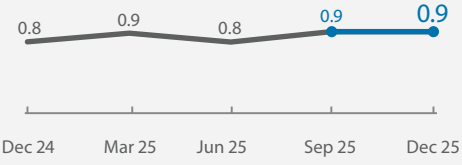
Unemployment rates in December 2025 were similar to September 2025.

Unemployment rate (%), seasonally adjusted



The resident long-term unemployment remained stable at 0.9% in December 2025.

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 4Q 2025.



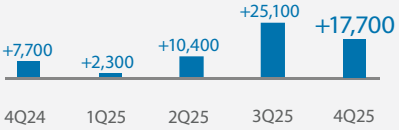
800
3Q 2025

960
4Q 2025

Employment

Total employment expanded by 17,700 in 4Q 2025, a slight decline from the 25,100 in 3Q 2025.

Employment change (excluded MDW)



Employment level (excluded MDW)



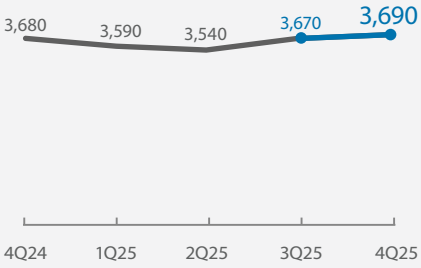
3,800,100
Dec 2025

Employment data excludes migrant domestic workers (MDW)

Retrenchment

The number of retrenchments remained low in 4Q 2025.

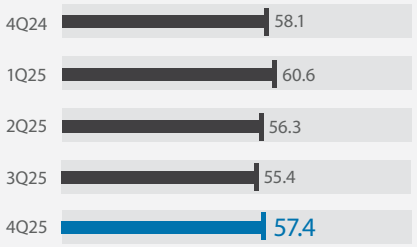
Retrenched employees



Re-entry into Employment

The resident rate of re-entry into employment within 6 months post-retrenchment increased slightly in 4Q 2025.

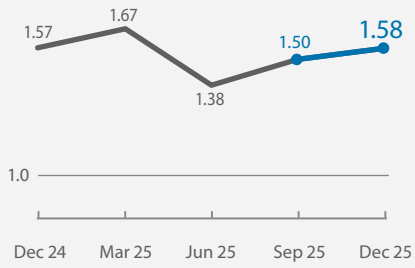
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

There remained more job vacancies compared to job seekers in December 2025.

Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

Both recruitment and resignation rates increased in 4Q 2025 compared to the previous quarter.

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



Executive Summary

- The labour market recorded positive outcomes in 2025, supported by economic growth.[1] Total employment rose[2] by 17,700 in 4Q 2025, marking the 17th consecutive quarter of growth. While the growth in 4Q 2025 was lower than the stronger-than-expected growth in 3Q 2025 (25,100), it remained higher than employment growth in the first half of 2025. Growth in resident employment was observed in *Professional Services*, *Financial Services* and *Health & Social Services*, while non-resident employment growth remained driven by *Construction* and *Manufacturing*.

- For the full year of 2025, employment increased by 55,500 (11,600 residents[3] and 43,900 non-residents), up from 44,500 (8,800 residents and 35,700 non-residents) in 2024. Non-resident employment growth was driven largely by Work Permit Holders in *Construction*.

- Unemployment rates remained low and stable in December 2025 (overall: 2.0%; resident: 2.9%; citizen: 3.0%). The resident long-term unemployment rate has also held steady at 0.9% in December 2025.

- Retrenchments (3,690, or 1.5 retrenched per 1,000 employees in 4Q 2025) remained low and within non-recessionary norms.[4]

- Labour demand remained firm. Job vacancies increased from 69,600 in September 2025 to 77,700 in December 2025, reversing the dip from June 2025 (76,200). The overall job vacancy to unemployed persons ratio increased from 1.50 in September 2025 to 1.58 in December 2025, indicating that job vacancies continued to exceed the number of unemployed persons.

- In 1Q 2026, firms are expected to remain cautious in their hiring and wage decisions. The proportion of firms expecting to hire declined slightly to 43.3%, with expectations generally lower across most sectors. While wage expectations rose to 26.4% on a broad-based basis, they remained below levels seen in the past two years. Retrenchments are expected to edge up in some outward-oriented sectors but remain within non-recessionary levels.

[1] According to the Ministry of Trade and Industry's Economic Survey of Singapore 2025, the Singapore economy grew by 6.9% year-on-year in 4Q 2025 and 5.0% for the full year of 2025. GDP growth for the year was driven by the *manufacturing*, *wholesale trade* and *financial & insurance* sectors.

[2] 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.

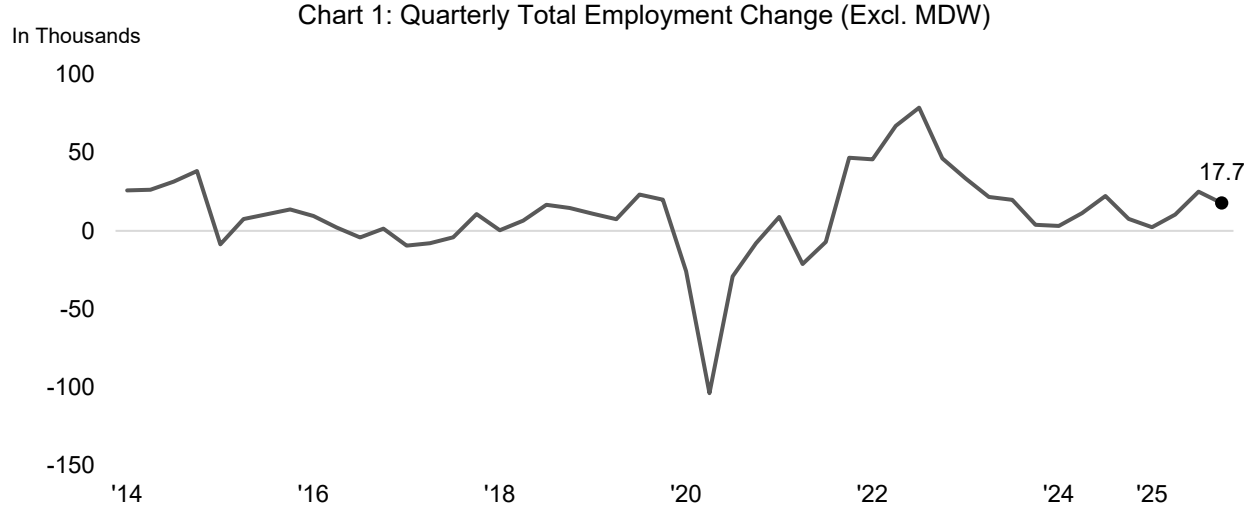
[3] Refers to Singaporeans and Permanent Residents (PRs).

[4] The incidence of retrenchment remains within the non-recessionary ten-year quarterly average (1.5 retrenched per 1,000 employees).

Employment

Total employment expanded by 17,700 in 4Q 2025, comprising an increase of 3,100 residents and 14,600 non-residents. This marks the 17th consecutive quarter of expansion since 4Q 2021. While the growth in 4Q 2025 (17,700) was lower than the stronger-than-expected growth in 3Q 2025 (25,100), it remained higher than employment growth in the first half of 2025 (1Q 2025: 2,300; 2Q 2025: 10,400).

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.

In 4Q 2025, both resident and non-resident employment grew in *Administrative & Support Services*[5] and *Retail Trade* due to seasonal hiring for events and the holiday season. Growth in resident employment was also observed in *Professional Services*, *Financial Services* and *Health & Social Services*, while non-resident employment growth remained driven by *Construction* and *Manufacturing*.

For the full year, employment growth in 2025 (total: 55,500; resident: 11,600; non-resident: 43,900) was higher than in 2024 (total: 44,500; resident: 8,800; non-resident: 35,700). In the longer term, resident employment is expected to moderate, given Singapore's already high resident labour force participation rate.[6]

[5] The employment growth was mainly in employment activities related to outsourced and temporary workers.
[6] Labour force participation rate of residents aged 25 to 64 is 85.9% in 2025. Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM.

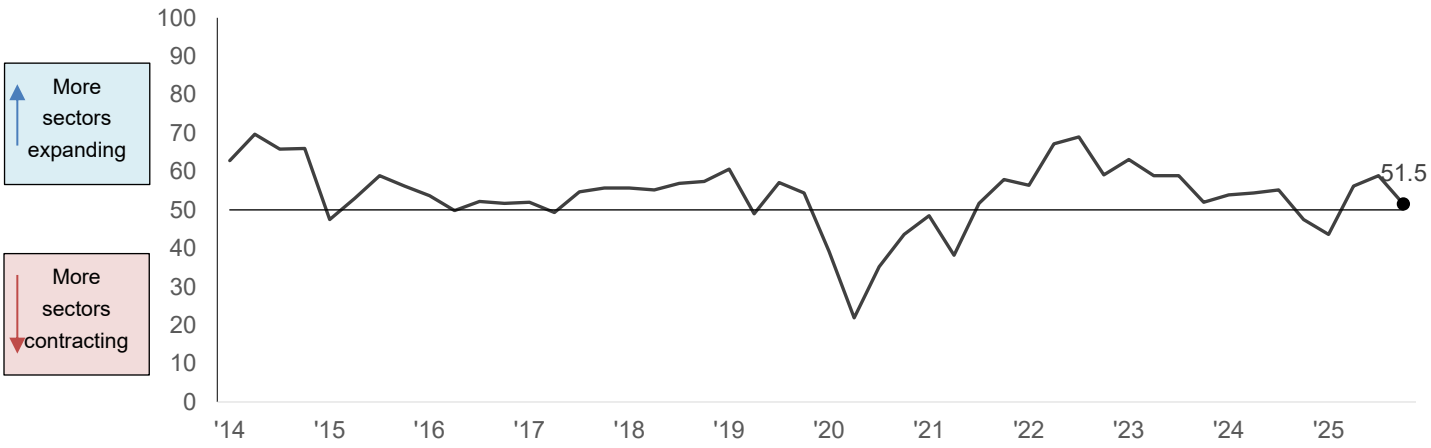
Resident employment growth in 2025 was concentrated in *Financial Services* and *Health & Social Services*, while shifting away from lower-skilled sectors, particularly *Retail Trade* and *Food & Beverage Services*. In 2025, resident employment declined in *Information & Communications* and *Professional Services*, after a marked increase in 2024. In 2025, non-resident employment growth was driven by the continued increase in Work Permit Holders in *Construction*.

With varied employment changes across industries, the Employment Diffusion Index (EDI)[7] 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.

The EDI decreased from 58.9 in 3Q 2025 to 51.5 in 4Q 2025 after rising from 56.2 in 2Q 2025 [Chart 2]. With an EDI reading of more than 50, more sectors are still expanding than contracting in 4Q 2025, with employment growth continuing to be broad-based.

The weaker EDI reading in 4Q 2025 was observed in outward-oriented sectors[8] (3Q 2025: 56.1; 4Q 2025: 43.9), while EDI in domestic-oriented sectors[9] remained the same as the previous quarter (3Q and 4Q 2025: 63.1).

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



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

[7] 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*.

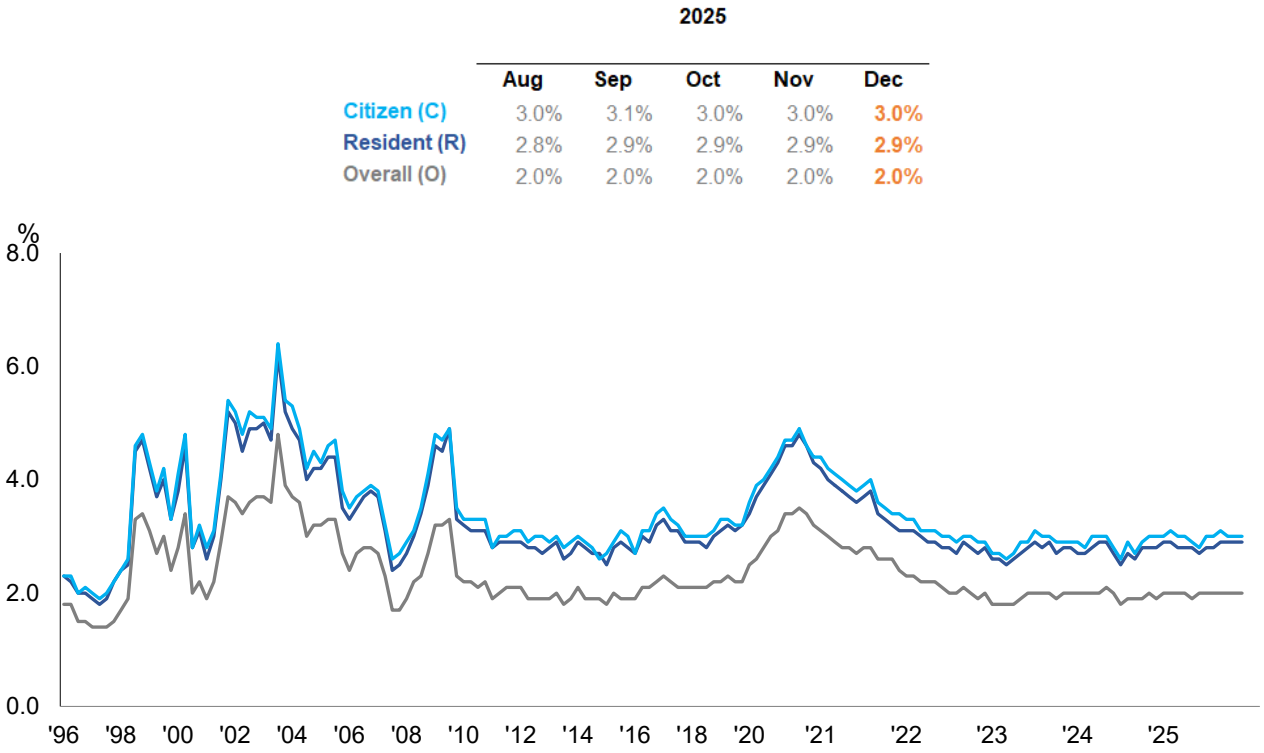
[8] Outward-oriented sectors include *Information & Communications*, *Manufacturing*, *Wholesale Trade*, *Transportation & Storage*, *Accommodation*, *Professional Services*, and *Financial & Insurance Services*.

[9] Domestic-oriented sectors include *Construction*, *Retail Trade*, *Food & Beverage Services*, *Real Estate Services*, *Administrative & Support Services*, *Community & Social Services* (excludes MDW and activities related to foreign embassies and armed personnel) and Others (*Agriculture*, *Mining*, etc.).

Unemployment

Unemployment rates in December 2025 (overall: 2.0%; resident: 2.9%; citizen: 3.0%) remained low and stable [Chart 3].[10, 11]

Chart 3: Unemployment Rate (Seasonally Adjusted)



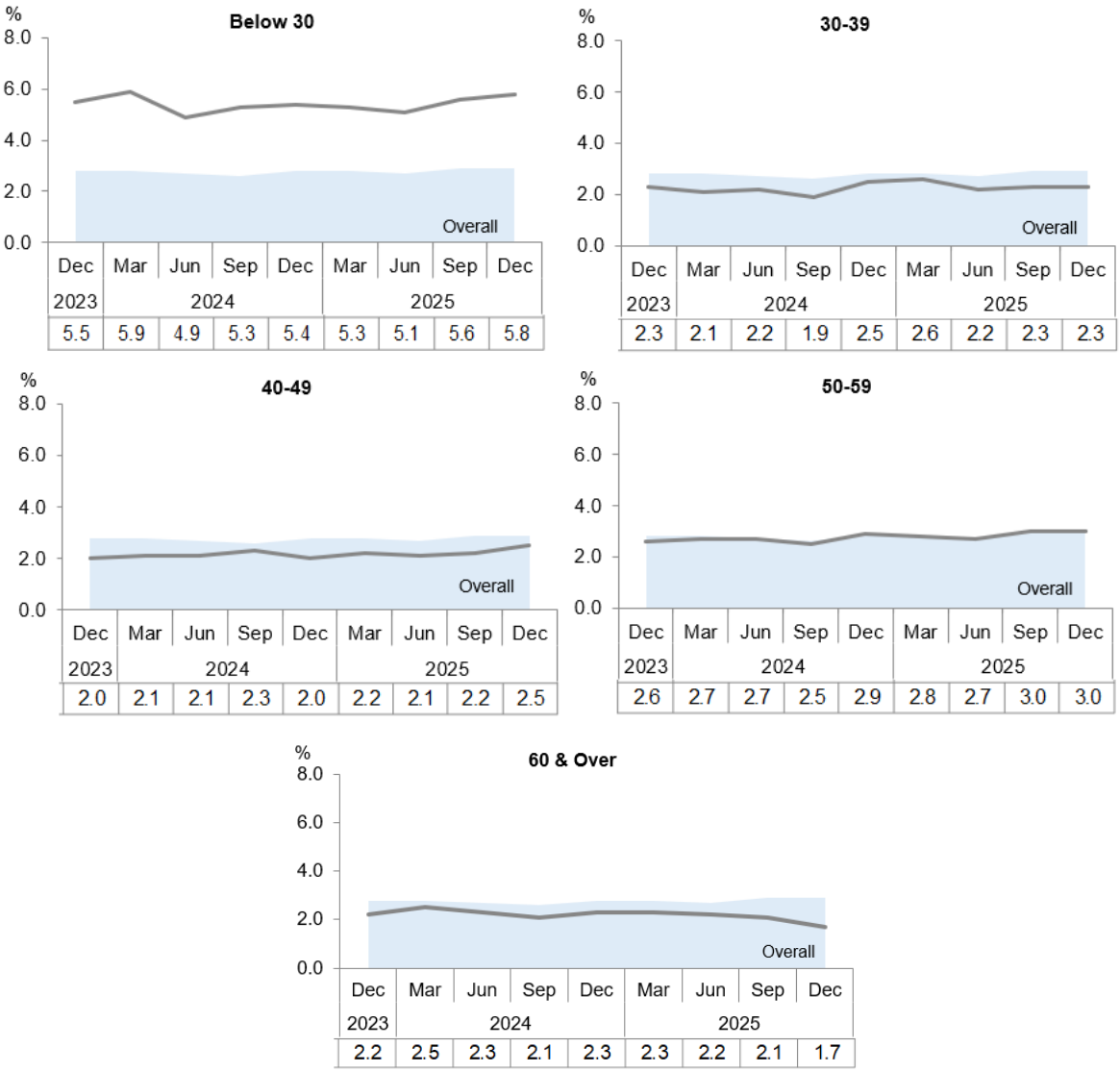
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

[10] Other than unemployment rate, time-related underemployment rate is another measure of labour underutilisation. The time-related underemployment rate among residents in 4Q 2025 was 2.0%, slightly lower compared to the 2.1% recorded in the same period a year ago.

[11] 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.

The unemployment rate for older workers aged 60 and above declined for the third consecutive quarter from 2.1% in September 2025 to 1.7% in December 2025, while the unemployment rate for those in their 50s remained stable at 3.0% over the quarter [Chart 4]. In contrast, younger residents aged below 30 experienced a modest rise in unemployment from 5.6% in September 2025 to 5.8% in December 2025, a level last seen in March 2024. The rise is more contained compared to other advanced economies, where unemployment among younger workers has risen more noticeably.[12]

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



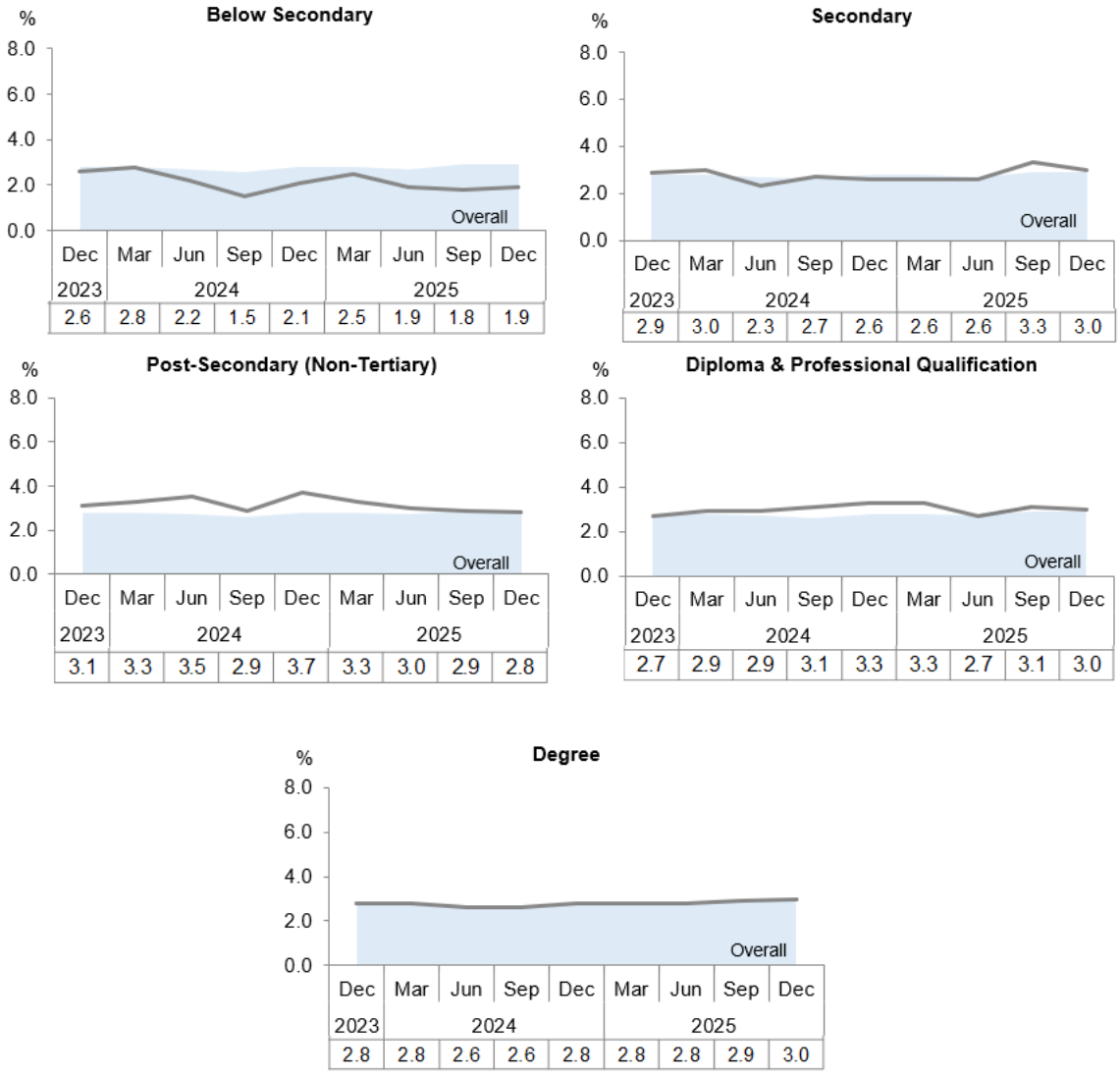
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

[12] In the United States, unemployment among those aged 20 to 24 rose from 7.5% in 3Q 2024 to 8.8% in 3Q 2025 (latest available). Similarly, the unemployment rate of the young aged below 30 increased in France (14.9% to 15.4%) and Germany (5.7% to 6.4%) over the same period. Source: US Bureau of Labor Statistics, and Eurostat.

Unemployment rates declined across all education groups except those with degree and below secondary school education. Degree holders experienced a modest rise in unemployment (from 2.9% to 3.0%) while those with below secondary school education saw a slight increase from 1.8% in September to 1.9% in December 2025, but remained lower than the levels observed the same time last year (December 2024: 2.1%) [Chart 5].

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

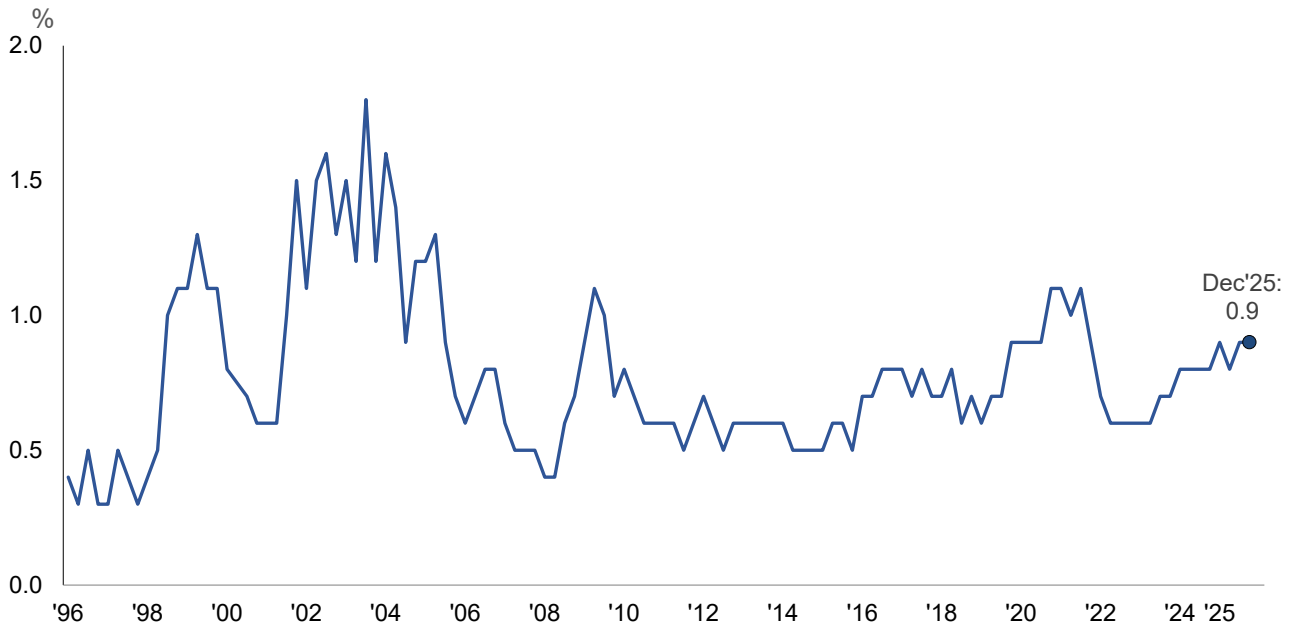


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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 rate has also held steady at 0.9% in December 2025, indicating continued stability in job prospects [Chart 6].

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

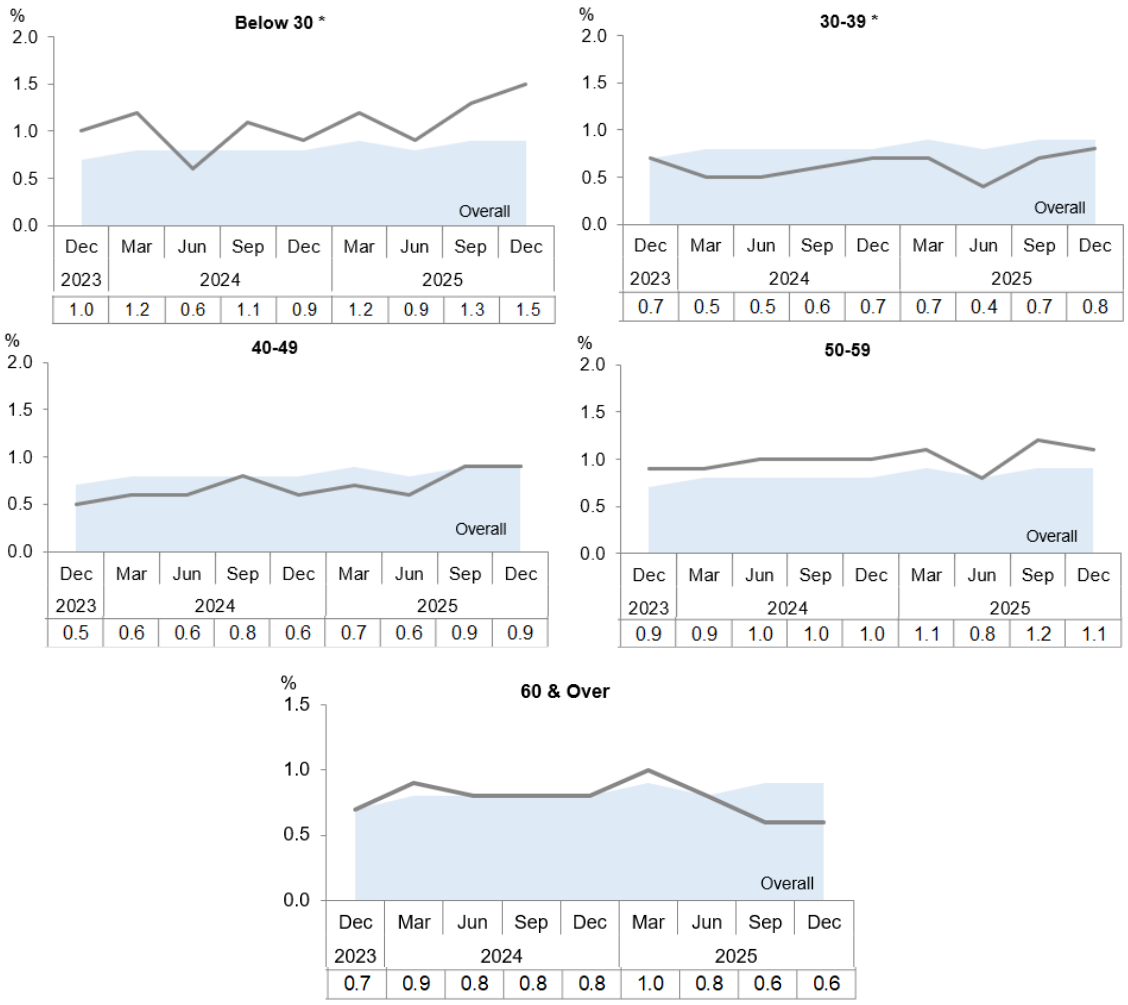


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

The long-term unemployment rates for seniors aged 60 and over stayed at 0.6% in December 2025 [Chart 7]. Taken together with their improvements in unemployment rates, these reflect reduced job search difficulty of seniors aged 60 and over. Younger residents aged below 30 saw a slight increase in long-term unemployment from 1.3% in September 2025 to 1.5% in December 2025. This suggests that suitable job matches are taking longer for some young jobseekers as they navigate the job market to find positions that align with their skills and expectations.[13]

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



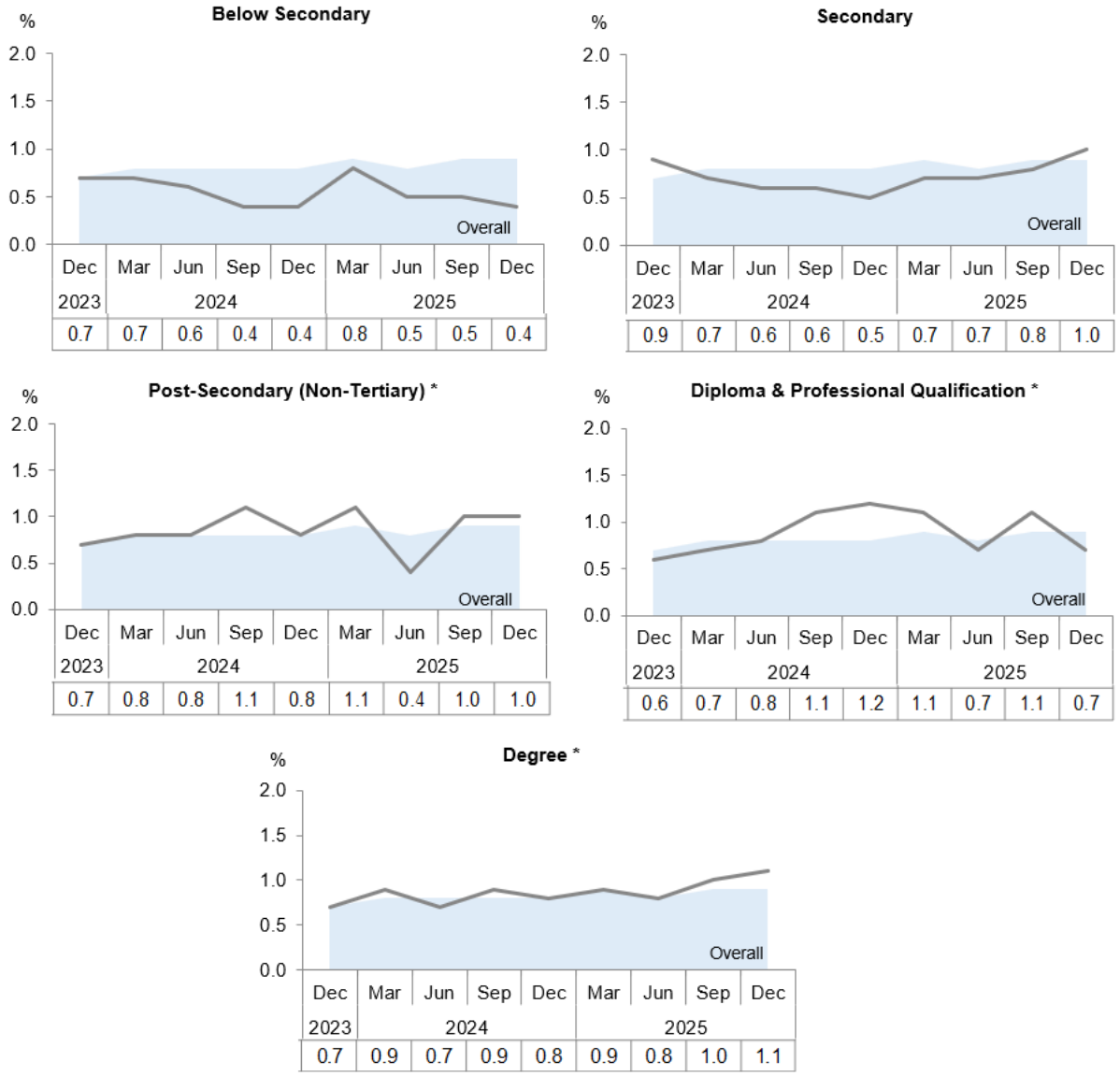
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

[13] Entry-level PMET job openings (32,500 in December 2025) spanned sectors such as *Health & Social Services* and *Professional Services*, with roles including nursing, social work, pre-primary education, auditing and IT support functions. Entry-level PMET job vacancies refer to PMET vacancies with a minimum salary within the range of $2,300 and $5,000, adjusted yearly for inflation, which are suitable for fresh graduates and are advertised on job portals to recruit local job seekers. Source: Data on job vacancies is obtained from surveys conducted by Manpower Research and Statistics Department (MOM), job advertisement sites and MyCareersFuture.

By education groups, the resident long-term unemployment rates have either remained the same or declined for most groups, though degree holders experienced a modest rise from 1.0% in September 2025 to 1.1% in December 2025 [Chart 8]. This points to some jobseekers remaining unemployed longer while waiting for suitable job offers that match their skills and expectations.

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.

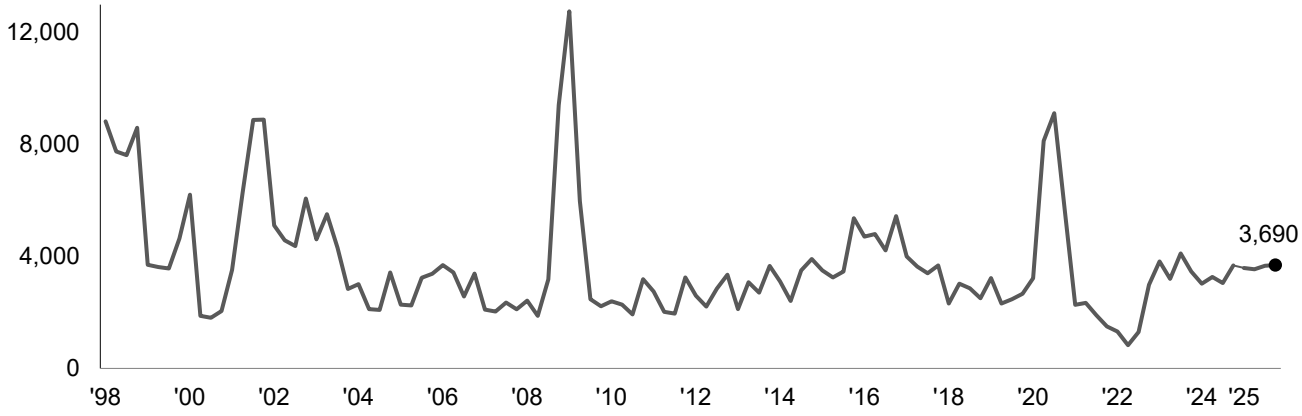
Retrenchment

The number of retrenchments in 4Q 2025 (3,690) was comparable to 3Q 2025 (3,670) [Chart 9].

For the full year, retrenchments totalled 14,490. Sectors with higher retrenchment numbers – such as *Financial Services* (2,240) and *Professional Services* (1,900) – also recorded relatively higher PMET job vacancies. The overlap between higher retrenchments and higher PMET vacancies in these sectors suggests that while some jobs are being displaced as firms restructure, hiring continues for others. Taken together, these trends suggest ongoing restructuring and skills transition rather than a contraction in demand for PMET roles.

Business reorganisation or restructuring (75.2%) remained the main reason for retrenchments in 4Q 2025.[14] Fewer were due to poor business/business failures[15] (17.0%), concerns of high costs (8.3%) or recession/downturn in the industry (1.8%).

Chart 9: Retrenchments



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

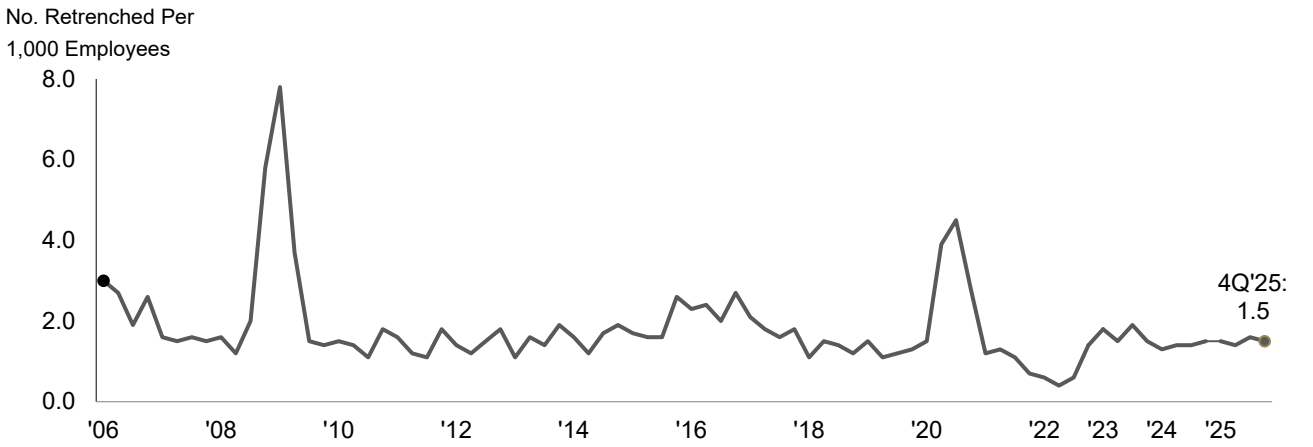
Notes:
(1) Data on the number of retrenchments are rounded to the nearest 10.
(2) Before 2006, data pertain to private sector establishments (each with at least 25 employees). From 2006 onwards, it also includes the public sector.

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

Similar to the number of retrenchments, the incidence of retrenchment stayed low at 1.5 retrenched per 1,000 employees, a decline from the previous quarter of 1.6 retrenched per 1,000 employee and remained below non-recessionary norms (2014 to 2019 quarterly average of 1.7 retrenched per 1,000 employees) [Chart 10].

For the full year, the incidence of retrenchment was at 6.3 retrenched per 1,000 employees, an increase from 5.9 retrenched per 1,000 employees in 2024 but lower than 6.7 retrenched per 1,000 employees in 2023.

Chart 10: Incidence of Retrenchment



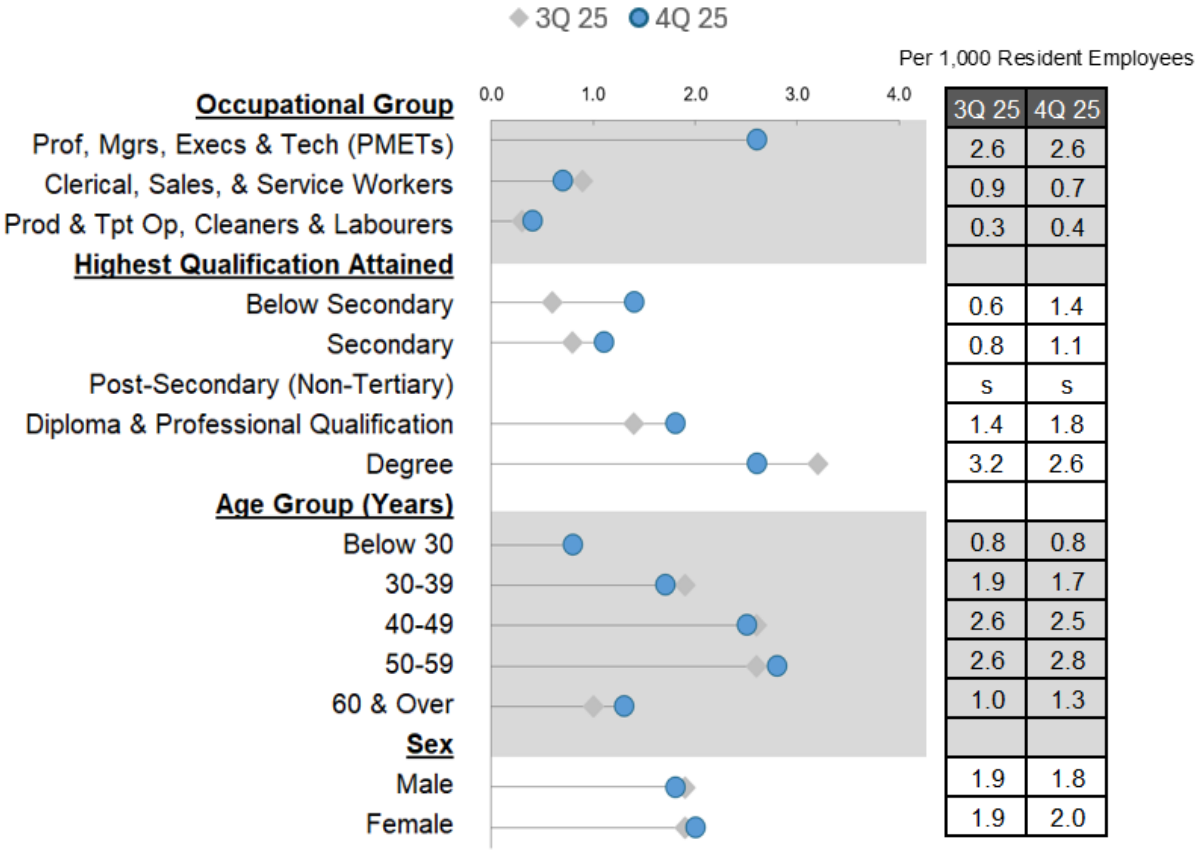
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 of all retrenched employees in 4Q 2025 (77.7%) and full year 2025 (73.7%).[16]

In 4Q 2025, the incidence of retrenchment among resident PMETs and degree holders, both at 2.6 retrenched per 1,000 resident employees [Chart 11], were above the incidence of retrenchment among all residents (1.9). For the full year, resident PMET retrenchments[17] rose to 10.1 retrenched per 1,000 resident employees, exceeding the pre-recessionary norm (2015-2019 average: 8.0),[18] which reflects PMETs' greater exposure to outward-oriented sectors where restructuring has intensified.

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



	3Q 25	4Q 25
Occupational Group		
Prof, Mgrs, Execs & Tech (PMETs)	2.6	2.6
Clerical, Sales, & Service Workers	0.9	0.7
Prod & Tpt Op, Cleaners & Labourers	0.3	0.4
Highest Qualification Attained		
Below Secondary	0.6	1.4
Secondary	0.8	1.1
Post-Secondary (Non-Tertiary)	s	s
Diploma & Professional Qualification	1.4	1.8
Degree	3.2	2.6
Age Group (Years)		
Below 30	0.8	0.8
30-39	1.9	1.7
40-49	2.6	2.5
50-59	2.6	2.8
60 & Over	1.0	1.3
Sex		
Male	1.9	1.8
Female	1.9	2.0

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.

[16] In 2025, about 9 in 10 retrenched residents received retrenchment benefits. Of these retrenched residents who received retrenchment benefits, close to 8 in 10 received the recommended amount of retrenchment benefits of at least 2 weeks of salary per year of service.
[17] In 2025, the incidence of retrenchment among resident clerical, sales & service workers and resident production & transport operators, cleaners and labourers were 2.9 and 1.9 retrenched per 1,000 employees respectively.
[18] By age, residents in their 50s have a higher incidence of retrenchment at 11.1 retrenched per 1,000 resident employees in 2025. Other age groups recorded incidence of 3.0 (aged below 30), 7.0 (30-39), 9.8 (40-49) and 4.9 (60 & over) per 1,000 resident employees.

Short Work-week Or Temporary Layoff

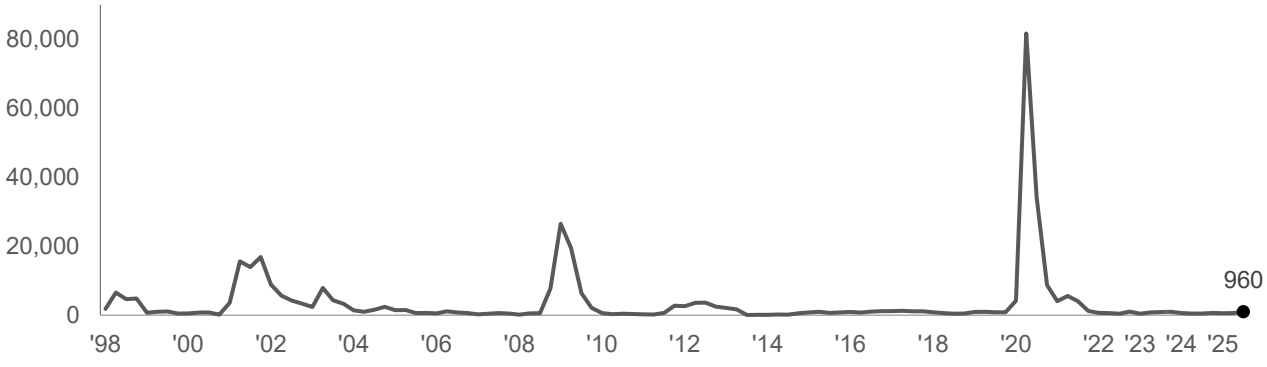
The number of employees who were placed on short work-week or temporary layoff increased for the 3rd consecutive quarter (2Q 2025: 620; 3Q 2025: 800; 4Q 2025: 960) [Chart 12]. Most employees in 4Q 2025 were placed on short work-week (680) instead of temporary layoff (280). Taken together with the stable and low number of retrenchments, this shows firms generally relied on natural attrition and reduced hours to manage workforce size.

Over the quarter, *Real Estate Services* (from 0 in 3Q 2025 to 80 in 4Q 2025), *Food & Beverage Services* (from 20 to 120), *Health & Social Services* (from 20 to 40) and *Wholesale Trade* (from 70 to 80) saw more employees placed on a short work-week.

Non-PMETs formed about 68.5% (or 460) of those who were placed on short work-week in 4Q 2025. In recessionary times, short work-week also often affect non-PMETs as they are more likely to be hourly-rated employees, as employers were more likely to shorten their hours during times of business slack.

For the full year of 2025, the number of employees placed on short work-week increased from 1,950 in 2024 to 2,490 in 2025, but this is still lower than the 2,810 in 2023 and pandemic peak of 72,690 in 2020. Similarly, the number of temporary layoffs increased from 260 in 2024 to 460 in 2025, remaining within the 2015 to 2019 range of 310 to 710.

Chart 12: Number of Employees on Short Work-week or Temporary Layoff



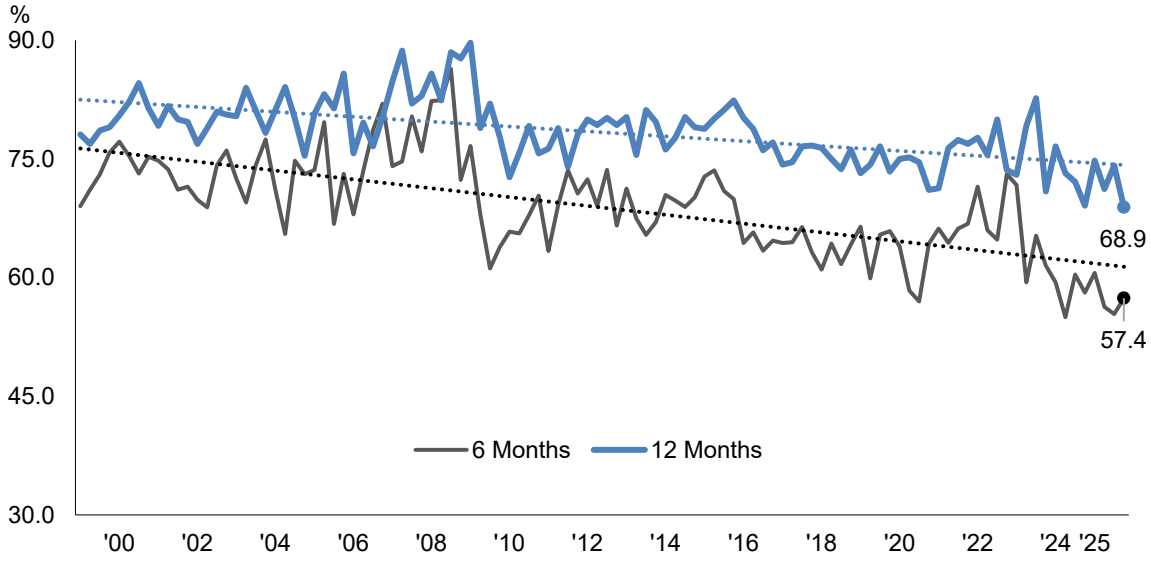
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 resident rate of re-entry into employment six months after retrenchment rose from 55.4% in 3Q 2025 to 57.4% in 4Q 2025 [Chart 13].[19] In 4Q 2025, 68.9% of those retrenched 12 months earlier had secured new employment, indicating that re-entry prospects improve with time.

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

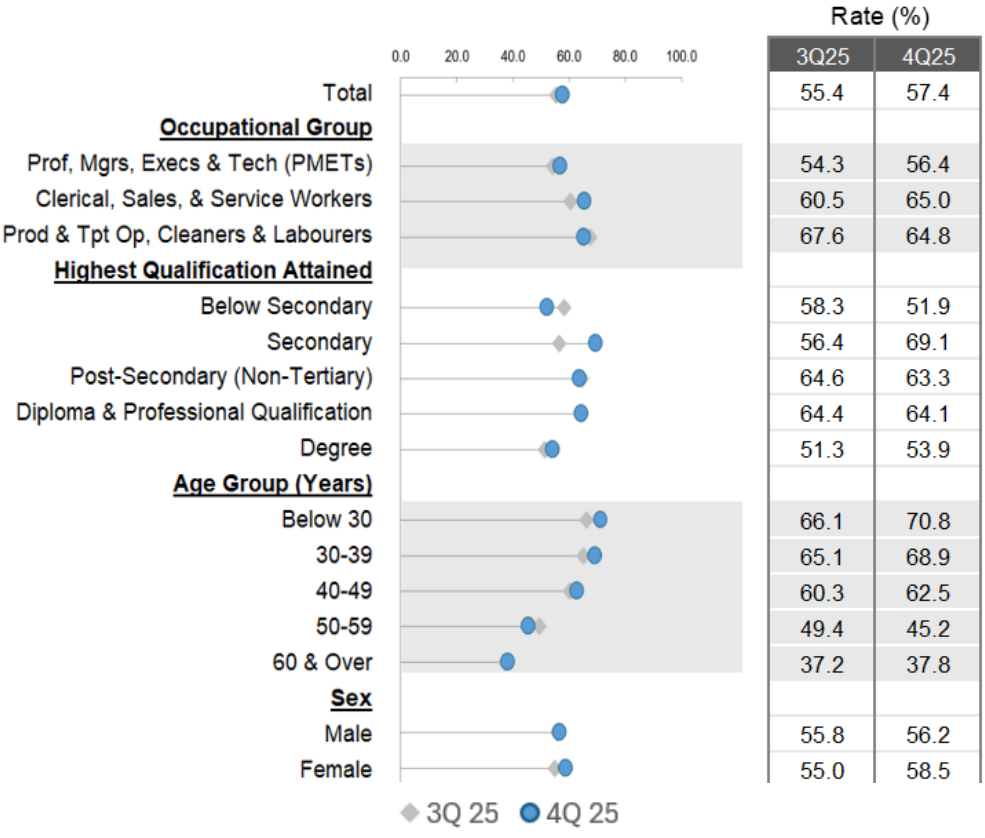
Notes:
(1) Data refer to re-entry rates for residents retrenched 6 months ago and 12 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the 6-month re-entry rate for 4Q 2025 refers to residents retrenched in 2Q 2025, and the 12-month re-entry rate for 4Q 2025 refers to residents retrenched in 4Q 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.

[19] In 2025, the mean duration for retrenched residents to re-enter into employment within six months post-retrenchment was 2.6 months (up from 2.5 months in 2024), 2.5 months for those aged below 30, 2.6 months for those in their 30s, 40s and 50s, and 2.3 months for those aged 60 and above.

The increase in six-month re-entry rate was observed across several groups of workers. Among PMETs, it rose from 54.3% in 3Q 2025 to 56.4% in 4Q 2025 [Chart 14]. Improvements were also observed for clerical support, service and sales workers (60.5% to 65.0%) and secondary school holders (56.4% to 69.1%). Among degree holders, the six-month re-entry rate increased from 51.3% in 3Q 2025 to 53.9% in 4Q 2025 after falling for three consecutive quarters.[20]

Across groups by education and occupation, re-entry rates 12 months after retrenchment were at around 70% or higher in 2025. Most retrenched workers who re-entered employment were able to recover their wages, with around 6 in 10 workers receiving similar or higher wages than in their previous jobs.[21] Workers retrenched from *Financial Services*, *Information & Communications*, and *Professional Services* – sectors that recorded higher retrenchment – were more likely to experience full wage recovery, reflecting transferable skills that enabled comparable wages in their new jobs.

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

[20] The six-month re-entry rate into employment for degree holders declined from 56.8% in 4Q 2024 to 51.3% in 3Q 2025.

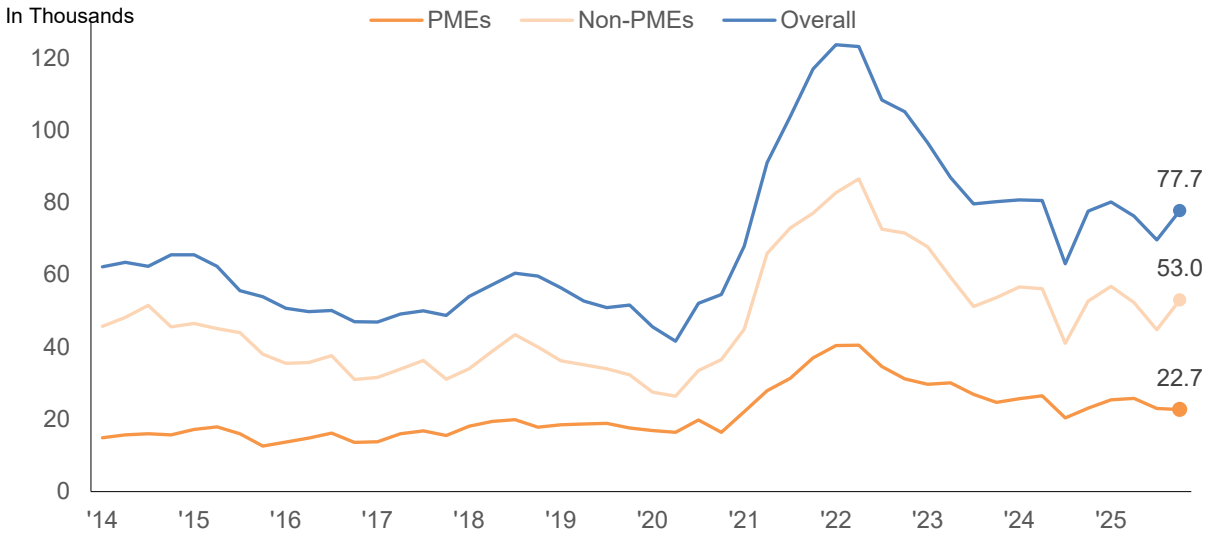
[21] This is based on retrenched residents who re-entered employment three to six months after retrenchment.

Job Vacancies

Job vacancies increased from 69,600 in September 2025 to 77,700 in December 2025, reversing the dip from June 2025 (76,200) [Chart 15].[22] The increase was driven mainly by *Construction*, reflecting manpower demand for major infrastructure projects such as Terminal 5 and the Marina Bay Sands expansion. The number of job vacancies also rose in *Information & Communications*, *Professional Services*, and *Health & Social Services*, but moderated in other sectors such as *Food & Beverage Services*[23] and *Transportation & Storage*.

For the full year of 2025, the annual average of job vacancies stood at 75,900, slightly higher than 75,400 in 2024. Among them, 24,200 were PME vacancies, higher than 23,900 in 2024.

Chart 15: Job Vacancies[24], by Occupation Groups



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.

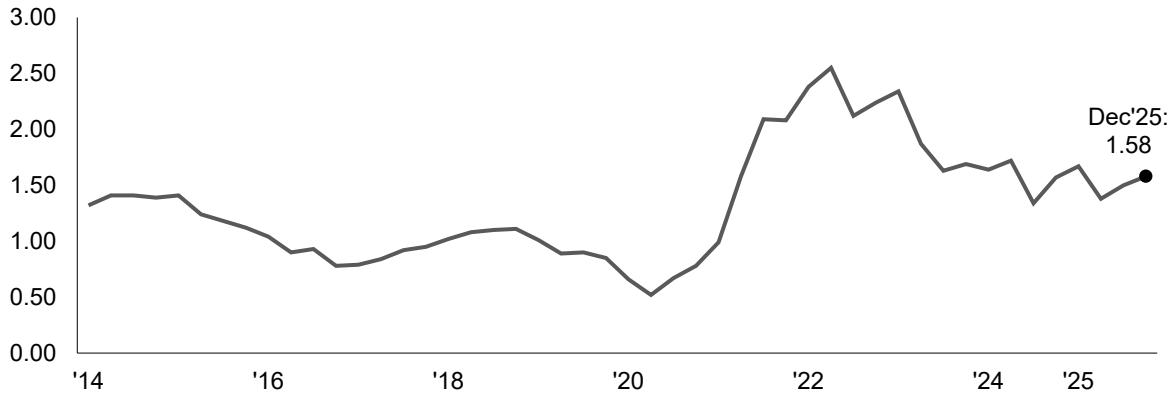
[22] The number of estimated job vacancies likely-to-be filled-by residents, which also saw an increase in December 2025, formed around 7 in 10 of all vacancies.

[23] According to the Ministry of Trade and Industry Singapore's Economic Survey of Singapore 4Q 2025, the modest growth in *Food & Beverage Services* suggests a partial recovery from earlier weakness but the full-year contraction and structural headwinds point to subdued prospects for the sector in the near term.

[24] Overall job vacancy is seasonally adjusted, while job vacancies of PMEs and non-PMEs are non-seasonally adjusted.

Labour demand remained firm. The overall job vacancy to unemployed persons ratio increased from 1.50 in September 2025 to 1.58 in December 2025, indicating that job vacancies continued to exceed the number of unemployed persons [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

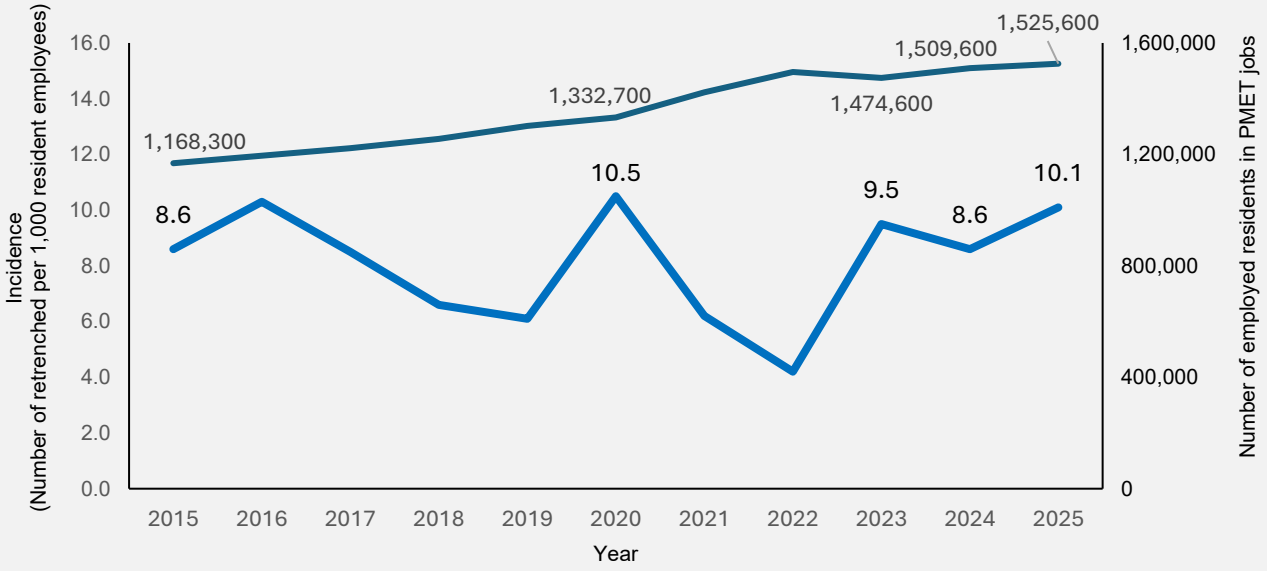
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

Impact of AI on the Workforce: Recent Trends in PMETs' Labour Market Outcomes

The Ministry of Manpower (MOM) has examined recent trends in Professionals, Managers, Executives and Technician (PMET) roles to assess whether concerns around AI-driven job displacement are borne out by data. While the evidence does not point conclusively to broad-based displacement, there are signs of restructuring that warrant continued monitoring.

In recent years, PMET retrenchments have trended upward in both number and incidence, although both are objectively low. The incidence of retrenchment among resident PMETs rose from 2024 to 2025, reaching 10.1 retrenched per 1,000 resident employees (Chart A1) – above the pre-recessionary average. *Financial Services*, *Information & Communications* and *Professional Services* are among the sectors with higher PMET retrenchment numbers. Notwithstanding the uptick in retrenchments, the number of residents employed in PMET jobs has continued to trend upward since 2023, rising by 3.5% to 1,525,600 in 2025 (Chart A1).

Chart A1: Incidence of retrenchments among resident PMETs and number of employed residents in PMET jobs



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

Note: Data from the Labour Market Survey pertains to private sector establishments (each with at least 25 employees) and the public sector.

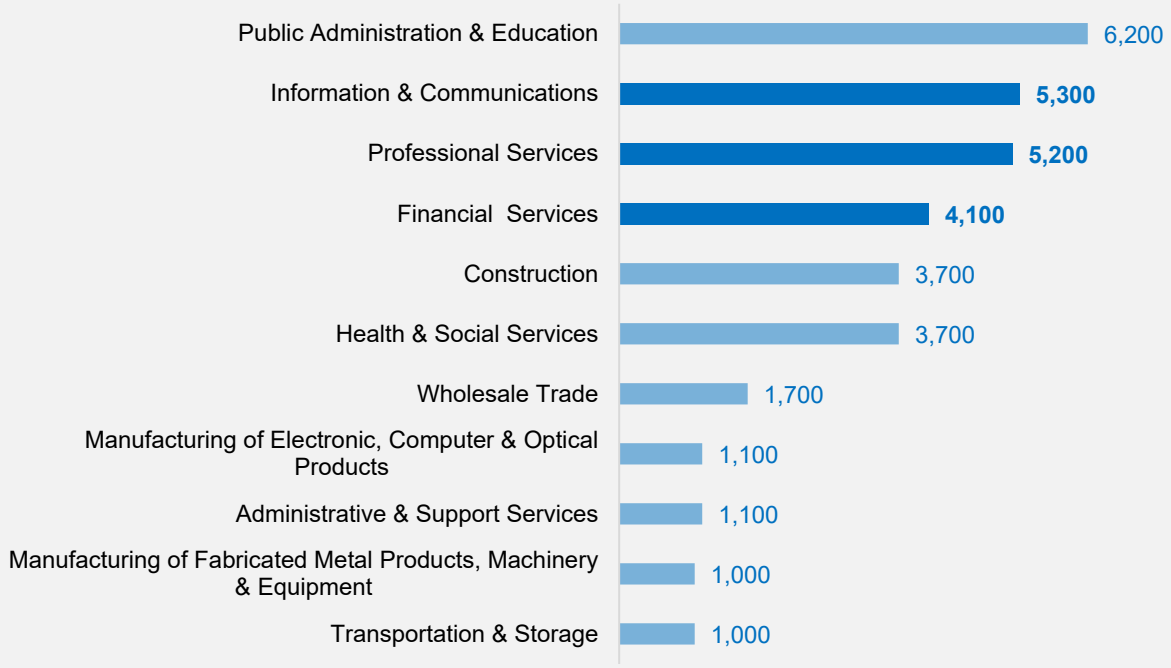
The same sectors with higher retrenchments – *Financial Services*, *Information & Communications* and *Professional Services* – also recorded relatively high numbers of PMET job vacancies in December 2025 (Chart A2), and the overall job vacancy to unemployed persons ratio for PMET occupations remained above one at 1.11. Job vacancies among these sectors with higher PMET job vacancies have

Restricted

also increased over the decade[1] even after normalising from the peaks observed during the exceptionally tight labour market in 2022 (Chart A3).

Taken together, these trends suggest ongoing restructuring and skills transition rather than a contraction in demand for PMET roles.

Chart A2: Sectors with higher numbers of PMET job vacancies, Dec 2025



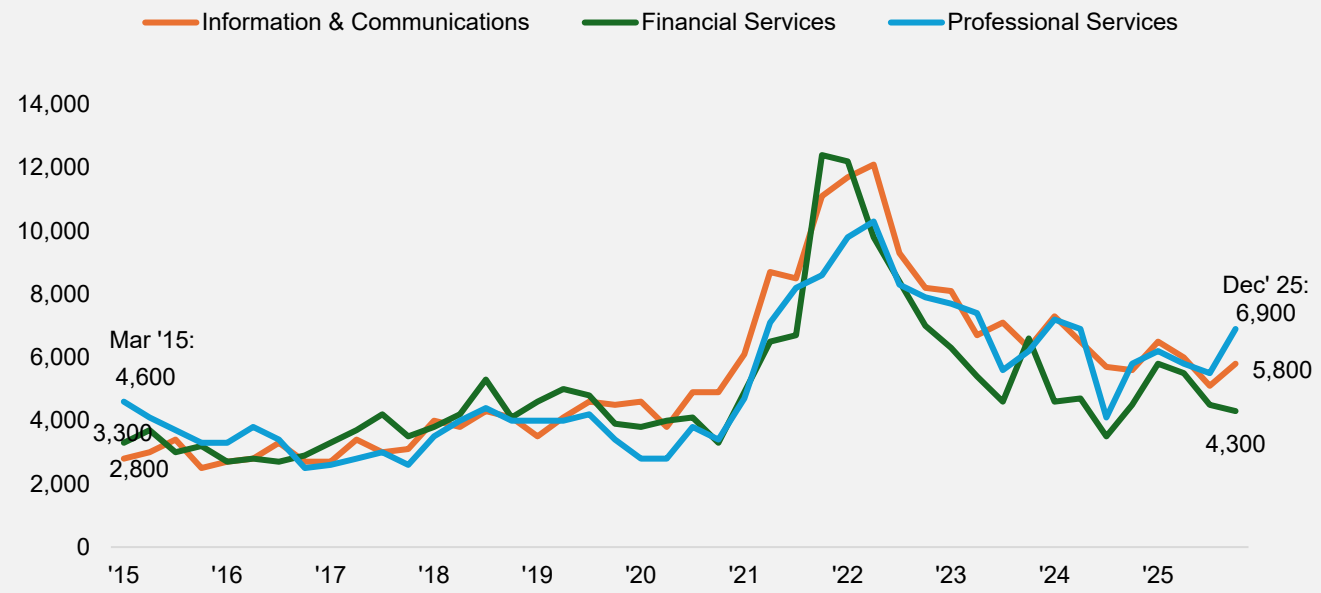
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note: Data on the number of job vacancies are rounded to the nearest 100.

[1] The number of PMET vacancies in these sectors stood at 14,600 in December 2025, higher than the same period last year (13,900). The total number of vacancies in these sectors was at 17,100, up from 16,000 in December 2024.

Restricted

Chart A3: Job vacancies by sectors which have higher PMET vacancies in December 2025

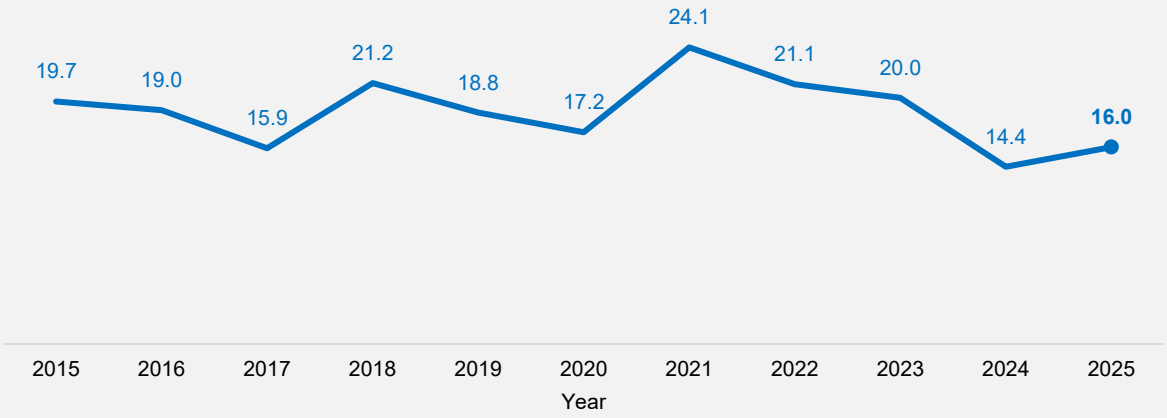


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:
(1) Data on the number of job vacancies are rounded to the nearest 100.
(2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Consequently, skills mismatches are becoming more pronounced. Among PMET roles, the share of vacancies unfilled for at least six months rose from 14.4% in 2024 to 16.0% in 2025 (Chart A4). Employers have cited difficulties filling specialised roles requiring specific technical skills or experience, including data scientists, teaching and training professionals, and civil engineers. This points to a labour market where demand for professionals is shifting rather than declining, and where workers may require time to adapt to changing job requirements.

Chart A4: PMET job vacancies unfilled for at least six months (% of total PMET job vacancies)



Note: Data is as of September 2025

Restricted

In summary, available data does not indicate broad-based displacement of PMET roles. However, hiring patterns are becoming more differentiated, transitions are taking longer for some groups, and this might explain why public anxiety is running ahead of objective labour market indicators.

Restricted

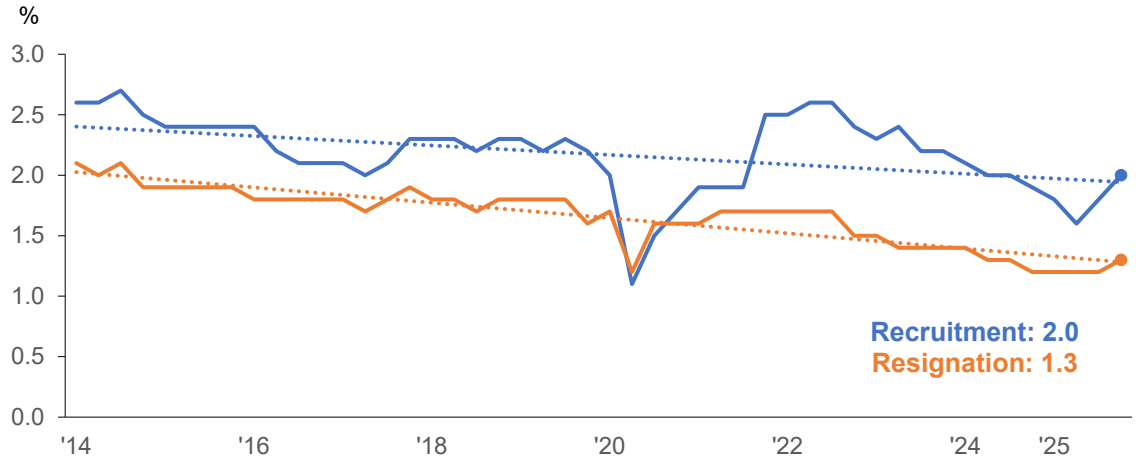
Labour Turnover

In 4Q 2025, the average monthly recruitment and resignation rates rose slightly to 2.0% and 1.3% respectively, up from the previous quarter (1.8% and 1.2%). They remained low compared to historical averages, after a general downtrend over the decade [Chart 17].

Higher labour turnover is more pronounced in sectors like *Administrative & Support Services*, particularly in PWM segments such as *Security & Investigation* (recruitment: 2.3% to 2.6%; resignation: 1.3% to 1.7%) and *Cleaning & Landscaping* (recruitment: 2.0% to 2.7%; resignation: 1.4% to 2.2%). Lower barriers to entry in these occupations make it easier for workers to move between employers.

In general, PMETs see a lower labour turnover compared to non-PMETs, with their recruitment (1.5%) and resignation rates (0.9%) significantly lower than that of Clerical, Sales and Services Workers (CSSWs) (2.6%; 1.6% respectively) and Production & Transport Operators, Cleaners & Labourers (PTOCLs) (2.4%; 1.5% respectively), reflecting the labour churn among lower skilled workers who tend to take on jobs with lower barriers of entry.

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.

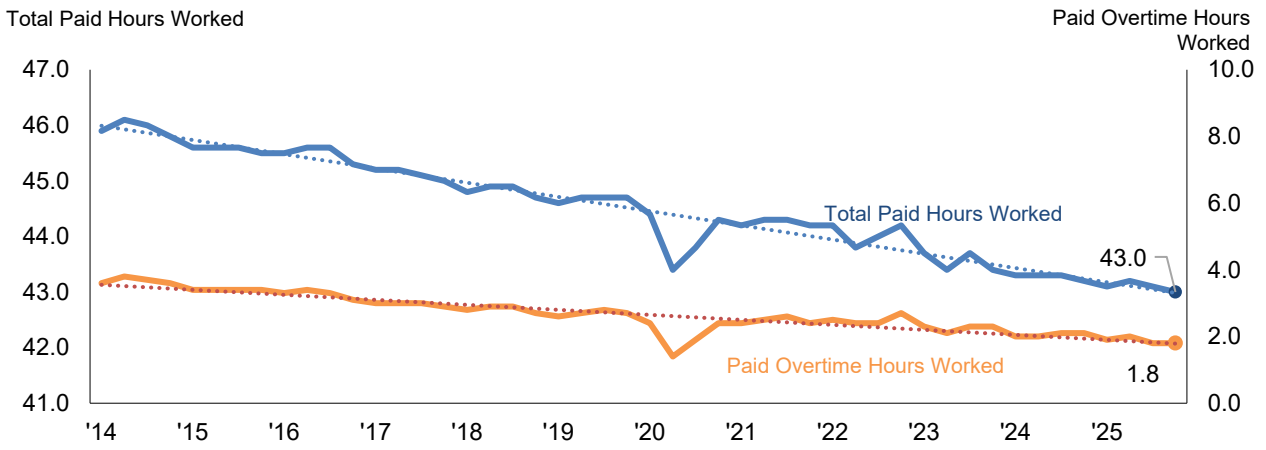
Hours Worked

In December 2025, the average weekly total paid hours worked per employee (43.0 hours) and the average weekly paid overtime hours worked per employee (1.8 hours) were comparable to the previous quarter (43.1 hours and 1.8 hours, respectively) [Chart 18].[25]

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.[26] 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, a larger decline in average weekly total paid hours worked per employee were observed among part-timers (from 26.4 hours to 25.2 hours) compared to full-timers (remaining at 44.2 hours). With little change in their paid overtime hours worked (from 0.1 hours to 0.2 hours), this suggests that firms are cutting back hours on part-timers in times of uncertainty rather than from their full-time workforce, as a measure of cost-cutting and prudence.

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.

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

[26] 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.

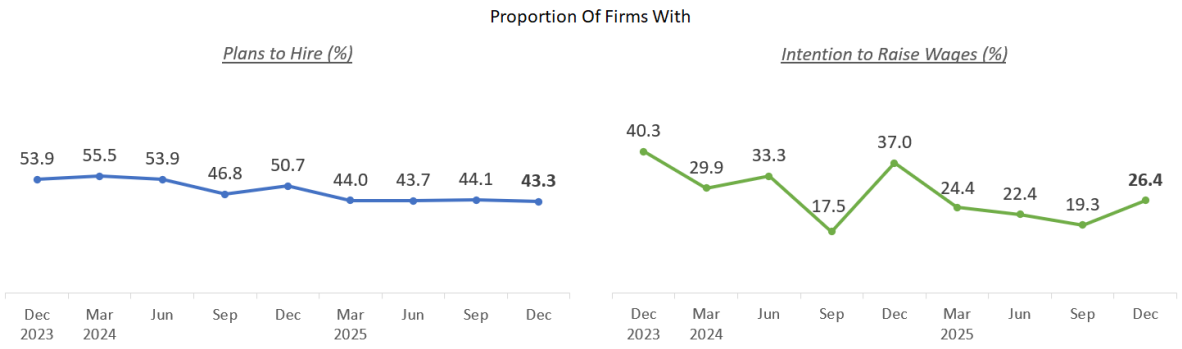
Labour Market Expectations

Firms are expected to remain cautious in their hiring and wage decisions. When polled in December 2025, the proportion of firms expecting to hire or raise wages in the next three months remained modest [Chart 19], though early indications in January 2026 suggest a pick-up in hiring and wage expectations.

Retrenchments are expected to edge up in some outward-oriented sectors but remain within non-recessionary levels.

For the full year 2026, resident employment is expected to grow at a similar or slightly slower pace than in 2025, given Singapore's limited scope for further expansion due to its already high labour force participation rate. Non-resident employment growth is likely to continue outpacing resident growth. Unemployment rates are expected to remain low and stable throughout 2026.

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 Dec 2025
		2023	2024	2025	2024	2025				
					4Q	1Q	2Q	3Q	4Q	
	TOTAL	**96.7**	**59.8**	**70.8**	**11.9**	**6.9**	**12.9**	**30.2**	**20.8**	**4 117.0**
C10-32	**MANUFACTURING**	**2.2**	**-0.9**	**8.4**	**0.3**	**-0.4**	**0.9**	**5.5**	**2.4**	**494.4**
C10-12	Food, Beverages & Tobacco	2.6	1.8	3.7	0.7	0.1	0.6	1.5	1.5	68.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	-0.4	-1.5	-0.5	-0.6	-0.4	0.3	-0.1	-0.4	24.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.9	3.8	2.2	0.3	0.5	-0.6	2.1	0.2	81.4
C25,28	Fabricated Metal Products, Machinery & Equipment	0.7	-2.2	-	-0.2	0.1	-0.4	0.4	-0.2	91.4
C26	Electronic, Computer & Optical Products	-6.0	-1.3	1.1	0.3	-0.7	0.1	0.9	0.7	79.4
C29-30	Transport Equipment	1.0	3.3	3.0	1.0	0.8	0.2	1.5	0.5	92.6
	Other Manufacturing Industries	3.4	-4.7	-1.1	-1.3	-0.9	0.6	-0.9	0.1	57.6
F41-43	**CONSTRUCTION**	**29.2**	**11.5**	**27.3**	**4.5**	**-1.0**	**5.8**	**13.8**	**8.8**	**566.8**
G-U	**SERVICES**	**64.6**	**50.0**	**34.9**	**7.6**	**8.7**	**6.2**	**10.3**	**9.8**	**3 029.2**
G46-47	WHOLESALE AND RETAIL TRADE	5.6	-5.4	-4.7	2.6	-1.7	-2.1	-1.6	0.7	450.8
G46	Wholesale Trade	3.7	-3.4	-3.6	1.2	0.7	0.3	-2.6	-1.9	293.6
G47	Retail Trade	1.9	-1.9	-1.1	1.4	-2.4	-2.3	1.0	2.6	157.2
H49-53	TRANSPORTATION AND STORAGE	-0.2	3.1	3.5	-0.9	2.4	0.6	0.3	0.1	269.8
H49,5221	Land Transport & Supporting Services	2.1	-0.5	3.3	-1.7	2.1	1.4	0.2	-0.4	104.0
H50,5222, 5225	Water Transport & Supporting Services	0.4	1.7	0.8	-0.3	-0.2	0.4	0.2	0.4	47.5
H51,5223	Air Transport & Supporting Services	3.5	1.5	0.1	0.4	-	0.4	-	-0.4	36.6
	Other Transportation & Storage Services	-6.2	0.5	-0.7	0.6	0.5	-1.6	-	0.5	81.7
I55-56	ACCOMMODATION AND FOOD SERVICES	5.6	1.3	0.3	-2.2	0.1	-1.5	0.9	0.8	271.0
I55	Accommodation	2.3	0.9	0.2	-0.8	0.1	-0.3	0.6	-0.2	33.7
I56	Food & Beverage Services	3.3	0.4	0.1	-1.4	-0.1	-1.2	0.3	1.1	237.4
J58-63	INFORMATION AND COMMUNICATIONS	-5.1	-0.3	-5.8	-1.1	-1.6	-1.7	-0.7	-1.7	174.5
J58-61	Telecommunications, Broadcasting & Publishing	-2.7	-1.0	-2.0	-0.1	-0.3	-1.0	0.1	-0.9	36.6
J62-63	IT & Other Information Services	-2.4	0.7	-3.7	-1.0	-1.3	-0.8	-0.8	-0.8	137.9
K64-66	FINANCIAL AND INSURANCE SERVICES	9.3	4.9	8.9	0.8	2.5	5.7	2.1	-1.3	241.3
K64 & 66 (excl.662)	Financial Services	10.5	6.7	7.2	2.2	1.9	4.1	0.9	0.2	197.0
K65 & 662	Insurance Services	-1.1	-1.8	1.7	-1.4	0.5	1.7	1.1	-1.6	44.3
L68	REAL ESTATE SERVICES	1.8	3.9	-3.9	1.5	-0.7	-2.5	-1.2	0.5	78.5
M69-75	PROFESSIONAL SERVICES	4.2	3.2	-2.5	2.0	-1.2	-2.6	-	1.3	285.7
M69-70	Legal, Accounting & Management Services	4.8	4.0	-0.2	1.6	0.2	-1.6	-0.6	1.7	160.1
M71	Architectural & Engineering Services	-0.8	0.2	-0.6	0.2	-0.8	-0.2	0.8	-0.5	64.9
	Other Professional Services	0.2	-1.0	-1.7	0.2	-0.6	-0.8	-0.3	-	60.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	1.8	5.9	4.8	0.1	1.1	3.5	-3.2	3.5	255.5
N80	Security & Investigation	0.7	2.2	-0.3	-0.1	0.1	0.3	-0.3	-0.4	49.4
N81	Cleaning & Landscaping	-	2.0	3.2	0.5	1.0	0.3	0.4	1.5	87.9
	Other Administrative & Support Services	1.2	1.7	1.9	-0.3	-	2.8	-3.4	2.4	118.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.6	33.4	34.2	5.0	8.0	6.7	13.6	5.9	1 002.1
O84	Public Administration & Defence	1.6	2.6	3.4	-0.2	1.5	0.1	0.8	1.0	153.9
P85	Education	1.6	2.0	-0.8	0.2	0.1	0.1	-0.5	-0.5	121.9
Q86-88	Health & Social Services	10.1	10.6	8.1	1.7	3.0	1.8	2.1	1.2	222.8
R90-93	Arts, Entertainment & Recreation	3.7	1.3	2.4	-0.1	-0.2	0.9	1.6	0.1	58.3
S,T,U	Other Community, Social & Personal Services	24.6	17.0	21.0	3.4	3.5	3.8	9.6	4.0	445.2
A,B,D,E	**OTHERS***	**0.6**	**-0.9**	**0.2**	**-0.6**	**-0.3**	**0.1**	**0.6**	**-0.1**	**26.5**

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

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

- : nil or negligible

Notes :

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

2.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2023	2024	2025	Dec	
				2024	2025
TOTAL	**2.7**	**2.7**	**2.8**	**2.5**	**2.6**
SEX					
Male	2.7	2.8	2.8	2.5	2.5
Female	2.7	2.7	2.9	2.4	2.6
AGE GROUP (YEARS)					
Below 30	5.3	5.4	5.5	4.7	5.1
30 - 39	2.2	2.2	2.4	2.1	2.0
40 & Over	2.3	2.4	2.4	2.2	2.2
40 - 49	2.3	2.1	2.3	1.8	2.2
50 & Over	2.4	2.5	2.5	2.4	2.2
50 - 59	2.5	2.7	2.9	2.7	2.9
60 & Over	2.2	2.3	2.1	2.0	1.5
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.4	2.2	2.0	1.9	1.6
Secondary	2.9	2.7	2.9	2.4	2.7
Post-Secondary (Non-Tertiary)	3.3	3.4	3.0	2.9	2.3
Diploma & Professional Qualification	2.8	3.1	3.0	2.8	2.5
Degree	2.7	2.7	2.9	2.5	2.8

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

Note : 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	2023	2024	2025	Dec	
				2024	2025
TOTAL	**65.6**	**67.0**	**68.4**	**60.5**	**62.5**
SEX					
Male	35.3	35.3	35.0	32.6	32.6
Female	30.7	31.3	33.3	28.0	29.9
AGE GROUP (YEARS)					
Below 30	19.1	18.6	18.2	15.4	17.2
30 - 39	12.0	12.2	13.4	12.2	11.4
40 & Over	34.8	35.8	36.6	32.9	34.0
40 - 49	12.8	12.3	13.1	10.4	12.8
50 & Over	22.0	23.5	23.6	22.5	21.1
50 - 59	12.7	13.3	14.1	13.3	14.1
60 & Over	9.3	10.2	9.5	9.1	7.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	7.9	7.1	6.4	6.3	5.0
Secondary	10.3	9.0	9.6	8.2	9.9
Post-Secondary (Non-Tertiary)	7.3	7.5	6.6	6.0	4.2
Diploma & Professional Qualification	13.7	14.8	14.7	13.1	12.3
Degree	26.9	28.3	30.9	26.9	31.0

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

Notes :

1) 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	2023	2024	2025	Dec	
				2024	2025
TOTAL	**0.7**	**0.8**	**0.9**	**0.8**	**0.9**
SEX					
Male	0.7	0.9	0.9	0.9	0.9
Female	0.6	0.7	0.9	0.7	0.9
AGE GROUP (YEARS)					
Below 30	0.7	1.0	1.2	0.9	1.5
30 - 39	0.5	0.6	0.7	0.7	0.8
40 & Over	0.7	0.8	0.9	0.8	0.9
40 - 49	0.6	0.7	0.8	0.7	0.9
50 & Over	0.8	0.9	0.9	0.9	0.9
50 - 59	0.9	1.0	1.1	1.0	1.1
60 & Over	0.7	0.8	0.8	0.8	0.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.5	0.5	0.6	0.4	0.4
Secondary	0.8	0.6	0.8	0.6	1.1
Post-Secondary (Non-Tertiary)	0.7	0.9	0.9	0.8	1.0
Diploma & Professional Qualification	0.6	1.0	0.9	1.2	0.7
Degree	0.6	0.8	1.0	0.8	1.1

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

Note : 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	2023	2024	2025	Dec	
				2024	2025
TOTAL	**15.6**	**19.1**	**20.8**	**19.8**	**22.8**
SEX					
Male	9.2	11.1	11.3	11.3	11.9
Female	6.4	7.9	9.6	8.4	10.9
AGE GROUP (YEARS)					
Below 30	2.7	3.3	4.1	2.9	4.9
30 - 39	2.8	3.3	3.6	4.0	4.3
40 & Over	10.2	12.5	13.2	12.8	13.6
40 - 49	3.2	3.9	4.5	3.9	5.3
50 & Over	7.0	8.6	8.6	8.9	8.3
50 - 59	4.2	4.9	5.1	5.2	5.4
60 & Over	2.8	3.7	3.5	3.7	2.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	1.7	1.7	1.7	1.4	1.3
Secondary	2.7	2.1	2.7	2.1	4.1
Post-Secondary (Non-Tertiary)	1.4	2.0	1.9	1.8	1.8
Diploma & Professional Qualification	3.0	4.6	4.4	5.7	3.6
Degree	6.7	8.7	10.2	8.8	12.0

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

Notes :

1) 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

		2023	2024	2025	2024	2025			
					4Q	1Q	2Q	3Q	4Q
	TOTAL	**14 590**	**13 020**	**14 490**	**3 680**	**3 590**	**3 540**	**3 670**	**3 690**
	Industry (SSIC 2020)								
C10-32	**MANUFACTURING**	**3 470**	**2 780**	**2 780**	**850**	**1 020**	**650**	**550**	**570**
C10-12	Food, Beverages & Tobacco	160	60	120	10	50	50	10	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	130	370	60	70	50	-	-	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	240	560	700	260	120	200	130	250
C25,28	Fabricated Metal Products, Machinery & Equipment	530	840	950	180	470	150	190	140
C26	Electronic, Computer & Optical Products	2 080	770	730	290	280	150	170	140
C29-30	Transport Equipment	140	40	70	10	10	50	-	-
	Other Manufacturing Industries	200	140	160	30	40	50	40	30
F41-43	**CONSTRUCTION**	**590**	**460**	**580**	**90**	**240**	**140**	**60**	**140**
G-U	**SERVICES**	**10 440**	**9 670**	**10 980**	**2 730**	**2 330**	**2 750**	**3 020**	**2 880**
G46-47	WHOLESALE AND RETAIL TRADE	2 850	2 170	2 320	760	600	600	330	790
G46	Wholesale Trade	2 560	1 910	1 870	650	460	500	290	630
G47	Retail Trade	290	260	450	100	140	100	50	160
H49-53	TRANSPORTATION AND STORAGE	540	520	1 180	90	140	220	630	190
H49,5221	Land Transport & Supporting Services	210	50	50	-	50	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	100	130	260	60	40	130	50	40
H51,5223	Air Transport & Supporting Services	-	-	520	-	10	10	450	60
	Other Transportation & Storage Services	230	340	340	20	40	80	120	100
I55-56	ACCOMMODATION AND FOOD SERVICES	150	180	240	20	40	90	40	70
I55	Accommodation	-	20	90	-	30	60	-	-
I56	Food & Beverage Services	150	160	150	20	10	30	40	70
J58-63	INFORMATION AND COMMUNICATIONS	2 740	2 060	1 930	410	380	500	580	480
J58-61	Telecommunications, Broadcasting & Publishing	720	560	460	130	70	90	200	110
J62-63	IT & Other Information Services	2 010	1 500	1 470	280	310	410	380	370
K64-66	FINANCIAL AND INSURANCE SERVICES	1 820	1 880	2 360	620	510	580	730	540
K64 & 66 (excl.662)	Financial Services	1 650	1 690	2 240	530	480	560	700	510
K65 & 662	Insurance Services	170	190	120	90	30	20	40	30
L68	REAL ESTATE SERVICES	80	80	80	10	10	30	10	40
M69-75	PROFESSIONAL SERVICES	1 620	1 870	1 900	530	550	450	500	410
M69-70	Legal, Accounting & Management Services	1 030	1 040	980	350	200	240	290	240
M71	Architectural & Engineering Services	210	370	380	70	140	90	110	50
	Other Professional Services	380	470	540	120	200	120	100	120
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	380	540	500	80	60	150	160	130
N80	Security & Investigation	20	50	20	-	-	10	-	-
N81	Cleaning & Landscaping	10	10	-	-	-	-	-	-
	Other Administrative & Support Services	350	480	480	80	50	140	160	130
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	280	360	470	210	60	120	50	240
O84,P85	Public Administration & Education	60	220	150	160	40	70	10	30
Q86-88	Health & Social Services	80	50	190	30	10	20	10	150
R90-93	Arts, Entertainment & Recreation	30	50	40	-	10	10	10	20
S,T,U	Other Community, Social & Personal Services	120	50	100	20	10	20	20	50
A,B,D,E	**OTHERS***	**80**	**120**	**160**	**10**	**10**	**-**	**40**	**100**
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	11 030	10 160	11 850	2 960	2 730	2 880	3 110	3 150
	Clerical, Sales & Service Workers	1 250	1 110	1 200	250	240	280	410	270
	Production & Transport Operators, Cleaners & Labourers	2 310	1 760	1 440	470	630	380	150	280

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

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

- : nil or negligible

Notes :

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

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

3.2 RETRENCHMENT

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

Number of Employees

Industry (SSIC 2020)		Reasons For Retrenchment							Occupational Group			
		Recession/ Downturn 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 & Technici-ans	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
	TOTAL	**70**	**630**	**310**	**2 780**	**70**	**20**	**10**	**3 690**	**3 150**	**270**	**280**
C10-32	**MANUFACTURING**	**20**	**10**	**150**	**430**	**10**	**-**	**-**	**570**	**470**	**40**	**60**
C10-12	Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	10	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	10	-	-	-	10	10	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	-	50	230	10	-	-	250	220	10	20
C25,28	Fabricated Metal Products, Machinery & Equipment	10	-	60	70	-	-	-	140	80	20	30
C26	Electronic, Computer & Optical Products	10	10	30	100	-	-	-	140	130	-	10
C29-30	Transport Equipment	-	-	-	-	-	-	-	-	-	-	-
	Other Manufacturing Industries	-	-	-	30	-	-	-	30	30	-	-
F41-43	**CONSTRUCTION**	**10**	**80**	**10**	**50**	**-**	**10**	**-**	**140**	**110**	**-**	**30**
G-U	**SERVICES**	**40**	**510**	**150**	**2 210**	**70**	**10**	**10**	**2 880**	**2 480**	**230**	**180**
G46-47	WHOLESALE AND RETAIL TRADE	-	120	10	650	50	-	-	790	660	110	10
G46	Wholesale Trade	-	60	10	560	10	-	-	630	590	20	10
G47	Retail Trade	-	60	-	100	40	-	-	160	70	90	-
H49-53	TRANSPORTATION AND STORAGE	-	100	-	90	-	-	-	190	140	10	40
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	-	-	-	30	-	-	-	40	30	-	-
H51,5223	Air Transport & Supporting Services	-	60	-	-	-	-	-	60	60	-	-
	Other Transportation & Storage Services	-	50	-	50	-	-	-	100	50	10	40
I55-56	ACCOMMODATION AND FOOD SERVICES	10	40	10	20	-	-	-	70	40	30	10
I55	Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	10	40	10	20	-	-	-	70	40	20	10
J58-63	INFORMATION AND COMMUNICATIONS	10	50	50	370	10	-	10	480	470	10	-
J58-61	Telecommunications, Broadcasting & Publishing	-	20	-	80	-	-	-	110	100	10	-
J62-63	IT & Other Information Services	-	30	50	290	10	-	10	370	360	10	-
K64-66	FINANCIAL AND INSURANCE SERVICES	-	30	40	490	-	-	-	540	520	20	-
K64 & 66 (excl.662)	Financial Services	-	30	30	480	-	-	-	510	490	20	-
K65 & 662	Insurance Services	-	-	20	10	-	-	-	30	30	-	-
L68	REAL ESTATE SERVICES	-	-	-	30	-	-	-	40	30	-	-
M69-75	PROFESSIONAL SERVICES	10	100	30	290	-	-	-	410	400	10	-
M69-70	Legal, Accounting & Management Services	-	60	20	170	-	-	-	240	240	10	-
M71	Architectural & Engineering Services	-	-	-	40	-	-	-	50	40	-	-
	Other Professional Services	-	40	10	70	-	-	-	120	110	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	10	10	100	-	-	-	130	130	-	-
N80	Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
	Other Administrative & Support Services	10	10	10	100	-	-	-	130	130	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	60	-	180	-	-	-	240	100	30	110
O84,P85	Public Administration & Education	-	-	-	30	-	-	-	30	30	-	-
Q86-88	Health & Social Services	-	40	-	110	-	-	-	150	40	10	110
R90-93	Arts, Entertainment & Recreation	-	10	-	10	-	-	-	20	-	20	-
S,T,U	Other Community, Social & Personal Services	-	20	-	30	-	-	-	50	40	10	-
A,B,D,E	**OTHERS****	**-**	**20**	**-**	**90**	**-**	**-**	**-**	**100**	**90**	**10**	**10**

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

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

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

3.3 RETRENCHMENT

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

Number of Employees

Industry (SSIC 2020)		Reasons For Retrenchment							Occupational Group			
		Recession/ Downturn 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 & Technici-ans	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
	TOTAL	**740**	**1 780**	**1 500**	**9 900**	**630**	**300**	**1 820**	**14 490**	**11 850**	**1 200**	**1 440**
C10-32	**MANUFACTURING**	**210**	**270**	**460**	**1 810**	**400**	**30**	**220**	**2 780**	**1 960**	**130**	**690**
C10-12	Food, Beverages & Tobacco	-	40	10	60	20	-	-	120	90	-	30
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	20	40	-	-	-	60	20	-	40
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	10	100	570	20	-	80	700	590	40	70
C25,28	Fabricated Metal Products, Machinery & Equipment	100	100	130	420	260	20	50	950	530	50	370
C26	Electronic, Computer & Optical Products	90	80	180	540	90	-	70	730	580	10	140
C29-30	Transport Equipment	-	10	-	60	-	-	10	70	30	10	40
	Other Manufacturing Industries	10	30	20	130	10	-	-	160	130	20	20
F41-43	**CONSTRUCTION**	**30**	**240**	**30**	**180**	**10**	**110**	**100**	**580**	**340**	**20**	**220**
G-U	**SERVICES**	**500**	**1 250**	**1 010**	**7 770**	**230**	**160**	**1 500**	**10 980**	**9 430**	**1 040**	**510**
G46-47	WHOLESALE AND RETAIL TRADE	70	250	190	1 980	80	-	120	2 320	1 930	330	70
G46	Wholesale Trade	60	120	140	1 670	40	-	70	1 870	1 730	90	50
G47	Retail Trade	10	130	40	310	40	-	40	450	190	230	20
H49-53	TRANSPORTATION AND STORAGE	80	160	90	370	-	-	530	1 180	690	340	150
H49,5221	Land Transport & Supporting Services	-	-	40	20	-	-	-	50	30	10	20
H50,5222, 5225	Water Transport & Supporting Services	10	20	30	160	-	-	70	260	190	30	50
H51,5223	Air Transport & Supporting Services	-	60	-	20	-	-	440	520	240	280	-
	Other Transportation & Storage Services	70	80	20	170	-	-	10	340	240	30	70
I55-56	ACCOMMODATION AND FOOD SERVICES	20	100	50	60	-	-	70	240	90	60	80
I55	Accommodation	-	50	20	20	-	-	40	90	30	10	50
I56	Food & Beverage Services	20	50	30	40	-	-	30	150	60	50	40
J58-63	INFORMATION AND COMMUNICATIONS	80	230	240	1 420	50	50	170	1 930	1 880	50	-
J58-61	Telecommunications, Broadcasting & Publishing	10	70	30	270	20	-	120	460	450	20	-
J62-63	IT & Other Information Services	70	160	210	1 160	30	50	50	1 470	1 430	40	-
K64-66	FINANCIAL AND INSURANCE SERVICES	90	70	110	1 820	20	10	450	2 360	2 280	70	10
K64 & 66 (excl.662)	Financial Services	90	70	90	1 730	20	10	440	2 240	2 170	70	10
K65 & 662	Insurance Services	-	-	20	90	-	-	10	120	110	-	-
L68	REAL ESTATE SERVICES	-	10	-	70	-	10	-	80	80	-	-
M69-75	PROFESSIONAL SERVICES	110	300	260	1 300	60	80	120	1 900	1 760	70	70
M69-70	Legal, Accounting & Management Services	70	130	110	740	20	20	50	980	930	50	-
M71	Architectural & Engineering Services	20	90	100	160	30	40	30	380	300	20	60
	Other Professional Services	20	80	60	410	10	20	40	540	530	10	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	50	60	50	390	-	-	30	500	430	60	10
N80	Security & Investigation	-	-	-	10	-	-	-	20	10	10	-
N81	Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
	Other Administrative & Support Services	50	60	50	380	-	-	30	480	420	50	10
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	80	30	360	10	-	10	470	290	60	120
O84,P85	Public Administration & Education	-	-	-	140	10	-	-	150	140	10	-
Q86-88	Health & Social Services	10	50	10	130	-	-	-	190	70	10	110
R90-93	Arts, Entertainment & Recreation	-	10	-	30	-	-	10	40	10	30	-
S,T,U	Other Community, Social & Personal Services	-	20	10	70	-	-	-	100	70	10	10
A,B,D,E	**OTHERS****	**-**	**20**	**-**	**140**	**-**	**-**	**-**	**160**	**130**	**10**	**20**

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

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

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

3.4 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

		2023	2024	2025	2024	2025			
					4Q	1Q	2Q	3Q	4Q
	TOTAL	**13 830**	**12 570**	**13 790**	**3 580**	**3 440**	**3 310**	**3 580**	**3 460**
	Industry (SSIC 2020)								
C10-32	**MANUFACTURING**	**3 270**	**2 660**	**2 660**	**800**	**1 000**	**610**	**530**	**530**
C10-12	Food, Beverages & Tobacco	120	60	120	10	50	50	10	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	120	370	60	70	50	-	-	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	230	510	680	240	110	200	130	240
C25,28	Fabricated Metal Products, Machinery & Equipment	470	780	890	150	460	140	180	110
C26	Electronic, Computer & Optical Products	2 010	760	730	290	280	150	170	140
C29-30	Transport Equipment	110	40	30	10	10	20	-	-
	Other Manufacturing Industries	200	140	160	30	40	50	40	30
F41-43	**CONSTRUCTION**	**450**	**380**	**470**	**80**	**160**	**130**	**60**	**130**
G-U	**SERVICES**	**10 030**	**9 480**	**10 500**	**2 690**	**2 270**	**2 580**	**2 960**	**2 700**
G46-47	WHOLESALE AND RETAIL TRADE	2 780	2 150	2 270	750	590	590	330	770
G46	Wholesale Trade	2 500	1 890	1 830	650	450	490	280	610
G47	Retail Trade	280	260	440	100	140	100	50	160
H49-53	TRANSPORTATION AND STORAGE	530	510	1 110	90	130	160	620	190
H49,5221	Land Transport & Supporting Services	210	40	50	-	50	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	100	130	190	60	40	70	50	30
H51,5223	Air Transport & Supporting Services	-	-	520	-	10	10	450	60
	Other Transportation & Storage Services	210	340	340	20	40	80	120	100
I55-56	ACCOMMODATION AND FOOD SERVICES	140	170	190	20	40	50	40	70
I55	Accommodation	-	20	60	-	30	30	-	-
I56	Food & Beverage Services	140	160	140	20	10	20	40	60
J58-63	INFORMATION AND COMMUNICATIONS	2 620	2 010	1 910	400	380	490	570	470
J58-61	Telecommunications, Broadcasting & Publishing	720	550	460	130	70	90	200	110
J62-63	IT & Other Information Services	1 900	1 470	1 450	270	310	410	370	370
K64-66	FINANCIAL AND INSURANCE SERVICES	1 800	1 870	2 340	620	500	580	720	540
K64 & 66 (excl.662)	Financial Services	1 640	1 680	2 220	530	470	560	690	510
K65 & 662	Insurance Services	170	180	120	90	30	20	40	30
L68	REAL ESTATE SERVICES	70	80	80	10	10	30	10	30
M69-75	PROFESSIONAL SERVICES	1 490	1 820	1 790	530	510	420	470	390
M69-70	Legal, Accounting & Management Services	1 000	1 010	950	340	200	240	280	230
M71	Architectural & Engineering Services	140	350	330	70	110	70	100	50
	Other Professional Services	350	460	510	120	200	110	90	110
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	340	530	490	80	60	140	160	130
N80	Security & Investigation	20	50	10	-	-	10	-	-
N81	Cleaning & Landscaping	10	10	-	-	-	-	-	-
	Other Administrative & Support Services	320	480	480	80	50	140	160	130
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	260	340	330	200	60	120	50	110
O84,P85	Public Administration & Education	50	210	120	160	30	70	10	-
Q86-88	Health & Social Services	60	50	80	20	10	20	10	40
R90-93	Arts, Entertainment & Recreation	30	40	40	-	10	10	10	20
S,T,U	Other Community, Social & Personal Services	120	50	100	20	10	20	20	50
A,B,D,E	**OTHERS***	**80**	**60**	**150**	**10**	**10**	**-**	**30**	**100**
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	10 720	9 990	11 540	2 910	2 650	2 800	3 030	3 060
	Clerical, Sales & Service Workers	1 160	1 060	1 160	240	230	270	410	250
	Production & Transport Operators, Cleaners & Labourers	1 960	1 520	1 090	430	550	250	130	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.

3.5 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

		2023	2024	2025	2024	2025			
					4Q	1Q	2Q	3Q	4Q
	TOTAL	**760**	**450**	**710**	**90**	**160**	**230**	**90**	**230**
	Industry (SSIC 2020)								
C10-32	**MANUFACTURING**	**210**	**120**	**120**	**40**	**20**	**40**	**20**	**40**
C10-12	Food, Beverages & Tobacco	40	-	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	50	20	20	10	-	-	10
C25,28	Fabricated Metal Products, Machinery & Equipment	60	60	60	30	10	-	20	30
C26	Electronic, Computer & Optical Products	70	10	-	-	-	-	-	-
C29-30	Transport Equipment	30	-	30	-	-	30	-	-
	Other Manufacturing Industries	-	-	-	-	-	-	-	-
F41-43	**CONSTRUCTION**	**140**	**80**	**100**	**10**	**80**	**20**	**-**	**10**
G-U	**SERVICES**	**410**	**190**	**470**	**30**	**60**	**170**	**60**	**190**
G46-47	WHOLESALE AND RETAIL TRADE	70	30	50	-	10	10	10	20
G46	Wholesale Trade	60	20	50	-	10	10	10	20
G47	Retail Trade	10	-	10	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	10	10	70	-	-	70	-	-
H49,5221	Land Transport & Supporting Services	-	10	-	-	-	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	-	-	70	-	-	60	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	10	-	-	-	-	-	-	-
I55-56	ACCOMMODATION AND FOOD SERVICES	10	10	50	-	-	40	-	-
I55	Accommodation	-	10	30	-	-	30	-	-
I56	Food & Beverage Services	10	-	20	-	-	10	-	-
J58-63	INFORMATION AND COMMUNICATIONS	120	50	20	10	-	10	10	10
J58-61	Telecommunications, Broadcasting & Publishing	-	10	-	-	-	-	-	-
J62-63	IT & Other Information Services	120	30	20	10	-	10	-	10
K64-66	FINANCIAL AND INSURANCE SERVICES	20	10	20	10	10	-	10	-
K64 & 66 (excl.662)	Financial Services	20	10	20	-	10	-	10	-
K65 & 662	Insurance Services	-	10	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	130	50	110	-	40	30	20	20
M69-70	Legal, Accounting & Management Services	30	30	40	-	-	-	20	20
M71	Architectural & Engineering Services	70	20	50	-	30	10	-	-
	Other Professional Services	30	-	30	-	10	10	10	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	40	10	10	-	-	10	-	-
N80	Security & Investigation	-	-	10	-	-	10	-	-
N81	Cleaning & Landscaping	10	-	-	-	-	-	-	-
	Other Administrative & Support Services	30	-	-	-	-	-	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	20	30	140	10	-	-	-	130
O84,P85	Public Administration & Education	-	10	30	-	-	-	-	20
Q86-88	Health & Social Services	10	10	100	10	-	-	-	100
R90-93	Arts, Entertainment & Recreation	10	10	-	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services	-	-	-	-	-	-	-	-
A,B,D,E	**OTHERS***	**-**	**60**	**10**	**-**	**-**	**-**	**10**	**-**
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	320	170	310	50	80	80	70	90
	Clerical, Sales & Service Workers	100	50	40	10	10	10	-	20
	Production & Transport Operators, Cleaners & Labourers	350	230	350	30	80	130	20	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.

3.6 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

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

Per 1,000 Resident Employees

Characteristics	2023	2024	2025	2024	2025			
				4Q	1Q	2Q	3Q	4Q
SEX								
Male	8.2	7.1	7.4	1.8	1.7	1.6	1.9	1.8
Female	6.5	6.4	7.5	1.9	1.6	1.7	1.9	2.0
AGE GROUP (YEARS)								
Below 30	5.3	3.9	3.0	1.2	0.6	0.7	0.8	0.8
30 - 39	6.9	7.2	7.0	1.7	1.5	1.6	1.9	1.7
40 & Over	8.1	7.3	8.8	2.0	2.0	1.9	2.2	2.3
40 - 49	9.3	8.1	9.8	2.1	2.1	2.2	2.6	2.5
50 & Over	7.3	6.8	8.2	2.0	2.0	1.7	1.9	2.1
50 - 59	10.1	9.0	11.1	2.8	2.6	2.4	2.6	2.8
60 & Over	4.0	4.2	4.9	1.0	1.3	1.0	1.0	1.3
SECTOR								
Manufacturing	11.9	9.8	10.6	2.8	3.0	2.4	2.2	2.3
Construction	3.1	1.5	2.5	0.4	0.9	0.3	0.4	1.0
Services	6.9	6.6	7.3	1.8	1.5	1.7	2.0	1.9
Others*	5.3	6.3	11.3	-	-	-	3.2	5.4
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	3.2	4.2	3.4	0.9	0.7	0.8	0.6	1.4
Secondary	2.3	2.6	3.5	0.7	0.8	0.6	0.8	1.1
Post-Secondary (Non-Tertiary)	3.3	1.9	2.9	0.6	1.0	0.8	s	s
Diploma & Professional Qualification	5.9	4.5	6.0	1.1	1.2	1.4	1.4	1.8
Degree	12.2	11.5	11.7	3.2	2.7	2.6	3.2	2.6
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	9.5	8.6	10.1	2.4	2.2	2.2	2.6	2.6
Clerical, Sales & Service Workers	3.0	3.1	2.9	0.6	0.6	0.6	0.9	0.7
Production & Transport Operators, Cleaners & Labourers	3.1	3.0	1.9	0.8	0.6	0.5	0.3	0.4

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

	2023	2024	2025	2024	2025			
				4Q	1Q	2Q	3Q	4Q
EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAYOFF								
TOTAL	**3 110**	**2 210**	**2 940**	**660**	**570**	**620**	**800**	**960**
SECTOR								
Manufacturing	1 170	760	1 260	280	390	270	430	170
Construction	420	370	160	90	10	20	50	80
Services	1 510	1 090	1 500	300	170	330	320	680
Others*	10	-	40	-	-	-	-	40
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 220	690	850	230	140	140	260	320
Clerical, Sales & Service Workers	830	760	620	230	170	60	100	290
Production & Transport Operators, Cleaners & Labourers	1 050	760	1 480	200	270	430	430	350
EMPLOYEES ON SHORT WORK-WEEK								
TOTAL	**2 810**	**1 950**	**2 490**	**560**	**540**	**550**	**720**	**680**
SECTOR								
Manufacturing	1 080	730	1 200	260	390	260	420	130
Construction	340	280	80	30	10	-	30	40
Services	1 380	950	1 180	270	140	290	270	480
Others*	10	-	30	-	-	-	-	30
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 160	660	700	220	120	130	240	210
Clerical, Sales & Service Workers	760	700	470	210	160	50	70	190
Production & Transport Operators, Cleaners & Labourers	900	600	1 320	130	260	380	420	270
EMPLOYEES ON TEMPORARY LAYOFF								
TOTAL	**290**	**260**	**460**	**100**	**30**	**70**	**80**	**280**
SECTOR								
Manufacturing	90	30	50	10	-	10	-	40
Construction	70	90	80	60	-	20	20	40
Services	130	140	320	30	30	40	50	200
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	60	40	150	10	20	10	20	100
Clerical, Sales & Service Workers	70	60	150	20	10	-	40	100
Production & Transport Operators, Cleaners & Labourers	160	160	160	70	10	50	20	80

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	2023	2024	2025	2024	2025			
				4Q	1Q	2Q	3Q	4Q
TOTAL	**63.7**	**58.4**	**57.3**	**58.1**	**60.6**	**56.3**	**55.4**	**57.4**
SEX								
Male	62.0	58.1	57.5	58.0	62.9	55.6	55.8	56.2
Female	65.8	58.7	57.0	58.3	58.1	57.0	55.0	58.5
AGE GROUP (YEARS)								
Below 30	79.4	74.0	73.7	70.3	72.5	79.8	66.1	70.8
30 - 39	74.6	68.9	66.6	72.3	66.3	66.1	65.1	68.9
40 & Over	54.6	52.2	51.8	50.9	56.0	48.9	51.5	51.9
40 - 49	61.8	60.0	60.6	62.1	61.3	58.5	60.3	62.5
50 & Over	48.6	45.6	45.4	41.0	52.0	42.1	45.7	43.3
50 - 59	49.3	47.2	46.4	44.2	49.5	42.4	49.4	45.2
60 & Over	46.3	41.3	42.6	33.8	57.9	41.1	37.2	37.8
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	73.3	65.6	64.8	59.6	75.9	62.5	58.3	51.9
Secondary	60.5	62.5	62.1	64.5	67.4	60.4	56.4	69.1
Post-Secondary (Non-Tertiary)	74.7	57.1	65.2	62.9	69.8	64.7	64.6	63.3
Diploma & Professional Qualification	65.9	60.7	63.2	65.5	64.3	59.8	64.4	64.1
Degree	61.5	55.6	52.8	56.8	54.8	52.0	51.3	53.9
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	62.5	56.9	55.8	57.2	57.9	55.0	54.3	56.4
Clerical, Sales & Service Workers	72.8	69.8	66.0	65.6	72.3	66.1	60.5	65.0
Production & Transport Operators, Cleaners & Labourers	75.7	68.4	70.7	61.8	80.7	68.6	67.6	64.8

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.

5.2 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	2023	2024	2025	2024	2025			
				4Q	1Q	2Q	3Q	4Q
TOTAL	**75.3**	**72.8**	**72.1**	**69.1**	**74.8**	**71.2**	**74.2**	**68.9**
SEX								
Male	73.0	72.1	72.2	70.1	74.5	71.6	76.1	67.3
Female	78.0	73.8	72.0	68.1	75.1	70.8	72.1	70.4
AGE GROUP (YEARS)								
Below 30	92.3	88.7	85.7	89.0	89.2	81.3	85.0	86.0
30 - 39	88.1	82.8	82.1	81.2	81.4	85.1	80.0	81.7
40 & Over	68.1	66.1	65.8	61.9	69.4	64.4	69.7	61.4
40 - 49	78.7	73.2	76.2	71.6	78.7	77.3	77.5	71.6
50 & Over	61.9	60.1	57.7	53.5	61.6	52.9	63.8	54.2
50 - 59	64.6	62.8	59.8	55.4	63.4	58.0	64.1	55.6
60 & Over	55.7	51.9	52.3	47.2	57.1	41.9	63.2	49.2
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	73.4	77.6	77.2	70.6	80.0	66.7	80.6	76.6
Secondary	68.6	70.8	72.6	64.9	76.6	75.0	73.0	67.0
Post-Secondary (Non-Tertiary)	71.5	73.9	78.2	67.9	s	74.3	74.4	82.4
Diploma & Professional Qualification	74.3	73.5	76.1	70.5	78.6	79.0	74.2	72.7
Degree	76.7	71.6	69.3	68.4	71.0	70.2	70.5	66.2
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	74.7	72.1	71.0	68.3	73.6	70.7	73.0	67.7
Clerical, Sales & Service Workers	79.9	78.5	81.4	75.0	86.9	79.1	80.1	78.5
Production & Transport Operators, Cleaners & Labourers	74.9	80.1	76.6	76.8	75.0	66.2	82.6	78.1

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

		2023	2024	2025	Dec	
					2024	2025
	TOTAL	**85.8**	**75.5**	**75.9**	**75.8**	**75.7**
	Industry (SSIC 2020)					
C10-32	**MANUFACTURING**	**8.3**	**8.1**	**7.5**	**8.2**	**8.0**
C10-12	Food, Beverages & Tobacco	1.3	1.4	1.4	1.9	1.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.5	0.4	0.2	0.3	0.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.9	1.1	0.7	1.1	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment	1.8	1.5	1.7	1.4	1.9
C26	Electronic, Computer & Optical Products	1.0	1.5	1.6	1.3	1.5
C29-30	Transport Equipment	1.8	1.5	1.1	1.5	1.0
	Other Manufacturing Industries	0.9	0.7	0.9	0.7	0.7
F41-43	**CONSTRUCTION**	**6.8**	**7.3**	**10.3**	**8.4**	**13.2**
G-U	**SERVICES**	**70.0**	**59.5**	**57.6**	**58.5**	**53.9**
G46-47	WHOLESALE AND RETAIL TRADE	7.7	6.7	6.0	6.6	5.2
G46	Wholesale Trade	4.6	3.9	3.7	4.1	3.2
G47	Retail Trade	3.1	2.8	2.3	2.5	2.1
H49-53	TRANSPORTATION AND STORAGE	5.6	4.8	4.8	3.8	4.1
H49,5221	Land Transport & Supporting Services	1.2	1.0	1.1	0.8	1.0
H50,5222, 5225	Water Transport & Supporting Services	0.9	0.9	0.7	0.8	0.7
H51,5223	Air Transport & Supporting Services	1.4	1.2	1.4	0.6	0.5
	Other Transportation & Storage Services	2.1	1.7	1.6	1.6	1.9
I55-56	ACCOMMODATION AND FOOD SERVICES	8.1	6.5	6.1	6.6	5.4
I55	Accommodation	1.8	1.7	1.4	1.5	1.1
I56	Food & Beverage Services	6.3	4.8	4.7	5.1	4.3
J58-63	INFORMATION AND COMMUNICATIONS	7.1	6.3	5.8	5.6	5.8
J58-61	Telecommunications, Broadcasting & Publishing	1.0	0.8	0.7	0.5	0.6
J62-63	IT & Other Information Services	6.1	5.5	5.2	5.1	5.3
K64-66	FINANCIAL AND INSURANCE SERVICES	6.3	5.1	5.7	5.3	4.9
K64 & 66 (excl.662)	Financial Services	5.7	4.3	5.1	4.5	4.3
K65 & 662	Insurance Services	0.6	0.8	0.6	0.8	0.5
L68	REAL ESTATE SERVICES	1.8	1.8	1.5	1.5	1.4
M69-75	PROFESSIONAL SERVICES	6.7	6.0	6.1	5.8	6.9
M69-70	Legal, Accounting & Management Services	3.8	3.5	3.6	3.9	4.5
M71	Architectural & Engineering Services	1.8	1.5	1.6	1.1	1.7
	Other Professional Services	1.1	1.0	0.9	0.8	0.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	6.5	5.2	4.9	5.5	5.4
N80	Security & Investigation	1.7	1.4	1.1	1.2	1.0
N81	Cleaning & Landscaping	2.6	2.3	2.5	2.9	3.2
	Other Administrative & Support Services	2.3	1.4	1.3	1.4	1.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	20.2	17.3	16.6	17.7	14.8
O84,P85	Public Administration & Education	9.6	8.9	8.7	8.7	6.9
Q86-88	Health & Social Services	7.1	5.7	5.2	6.0	5.1
R90-93	Arts, Entertainment & Recreation	1.5	0.8	0.8	1.0	0.6
S,T,U	Other Community, Social & Personal Services	2.0	1.8	2.0	1.9	2.1
A,B,D,E	**OTHERS***	**0.7**	**0.6**	**0.6**	**0.6**	**0.6**
	OCCUPATIONAL GROUP (PMETs, CSSWs, PTOCLs)					
	Professionals, Managers, Executives & Technicians	48.3	41.9	41.5	41.4	39.6
	Clerical, Sales & Service Workers	20.1	17.4	16.2	16.4	14.3
	Production & Transport Operators, Cleaners & Labourers	17.4	16.1	18.2	18.0	21.7
	OCCUPATIONAL GROUP (PMEs, Non-PMEs)					
	Professionals, Managers & Executives	27.8	23.9	24.2	23.1	22.7
	Non-Professionals, Managers & Executives	58.0	51.6	51.7	52.7	53.0

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

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

Notes :

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

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

		2023	2024	2025	Dec	
					2024	2025
	TOTAL	**3.7**	**3.1**	**3.0**	**3.0**	**3.0**
	Industry (SSIC 2020)					
C10-32	**MANUFACTURING**	**2.3**	**2.1**	**2.0**	**2.0**	**2.0**
C10-12	Food, Beverages & Tobacco	3.3	2.8	2.5	3.6	3.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	2.6	2.3	1.5	1.8	1.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.6	1.7	2.6	1.9
C25,28	Fabricated Metal Products, Machinery & Equipment	2.1	1.9	2.0	1.5	2.1
C26	Electronic, Computer & Optical Products	1.4	2.0	2.4	1.8	2.1
C29-30	Transport Equipment	2.7	1.8	1.4	1.7	1.2
	Other Manufacturing Industries	2.5	1.8	2.1	1.7	2.0
F41-43	**CONSTRUCTION**	**2.1**	**2.1**	**2.5**	**2.2**	**3.3**
G-U	**SERVICES**	**4.4**	**3.6**	**3.4**	**3.4**	**3.1**
G46-47	WHOLESALE AND RETAIL TRADE	3.2	2.9	2.5	2.8	2.3
G46	Wholesale Trade	2.9	2.6	2.4	2.7	2.2
G47	Retail Trade	3.8	3.3	2.7	2.9	2.4
H49-53	TRANSPORTATION AND STORAGE	4.0	3.3	3.3	2.6	2.8
H49,5221	Land Transport & Supporting Services	3.7	3.5	3.4	2.6	3.2
H50,5222, 5225	Water Transport & Supporting Services	3.0	2.7	2.1	2.3	2.1
H51,5223	Air Transport & Supporting Services	5.0	4.2	4.9	2.1	1.8
	Other Transportation & Storage Services	4.1	3.2	3.2	2.9	3.6
I55-56	ACCOMMODATION AND FOOD SERVICES	4.9	3.8	3.5	3.6	3.3
I55	Accommodation	7.9	7.5	6.0	6.7	4.9
I56	Food & Beverage Services	4.4	3.2	3.1	3.2	3.1
J58-63	INFORMATION AND COMMUNICATIONS	6.0	5.1	4.7	4.4	4.7
J58-61	Telecommunications, Broadcasting & Publishing	3.2	2.8	2.5	1.8	2.1
J62-63	IT & Other Information Services	7.0	5.8	5.3	5.1	5.4
K64-66	FINANCIAL AND INSURANCE SERVICES	3.9	2.8	3.0	2.8	2.6
K64 & 66 (excl.662)	Financial Services	4.0	2.7	3.0	2.7	2.6
K65 & 662	Insurance Services	3.2	3.3	2.6	3.2	2.3
L68	REAL ESTATE SERVICES	4.1	3.5	3.0	2.9	2.6
M69-75	PROFESSIONAL SERVICES	3.8	3.2	3.1	3.1	3.3
M69-70	Legal, Accounting & Management Services	4.1	4.0	3.7	4.5	4.2
M71	Architectural & Engineering Services	3.1	2.1	2.2	1.6	2.3
	Other Professional Services	4.2	3.5	3.3	2.8	2.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.4	3.4	2.8	3.4	2.9
N80	Security & Investigation	4.5	3.5	2.3	3.1	1.9
N81	Cleaning & Landscaping	3.8	3.3	3.1	3.6	3.9
	Other Administrative & Support Services	5.1	3.3	2.7	3.2	2.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	5.1	4.2	4.0	4.2	3.6
O84,P85	Public Administration & Education	5.1	4.6	4.5	4.4	3.6
Q86-88	Health & Social Services	5.6	4.1	3.7	4.0	3.5
R90-93	Arts, Entertainment & Recreation	4.8	3.5	3.2	3.9	2.7
S,T,U	Other Community, Social & Personal Services	4.5	3.7	3.7	3.6	4.1
A,B,D,E	**OTHERS***	**3.4**	**2.8**	**2.8**	**2.8**	**2.7**
	OCCUPATIONAL GROUP (PMETs, CSSWs, PTOCLs)					
	Professionals, Managers, Executives & Technicians	4.0	3.3	3.2	3.2	3.1
	Clerical, Sales & Service Workers	4.7	3.9	3.4	3.5	3.1
	Production & Transport Operators, Cleaners & Labourers	2.7	2.3	2.4	2.4	2.8
	OCCUPATIONAL GROUP (PMEs, Non-PMEs)					
	Professionals, Managers & Executives	3.9	3.2	3.2	3.0	2.9
	Non-Professionals, Managers & Executives	3.7	3.1	2.9	3.0	3.0

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

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

Notes :

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

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

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, DECEMBER 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	**75.7**	**3.0**	**39.6**	**3.1**	**14.3**	**3.1**	**21.7**	**2.8**	**22.7**	**2.9**	**53.0**	**3.0**
C10-32	**MANUFACTURING**	**8.0**	**2.0**	**3.7**	**2.1**	**1.1**	**2.3**	**3.2**	**1.9**	**1.9**	**2.0**	**6.1**	**2.0**
C10-12	Food, Beverages & Tobacco	1.8	3.2	0.1	1.1	0.5	2.9	1.2	4.6	0.1	1.3	1.7	3.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.3	1.8	0.1	2.0	-	-	0.1	1.5	0.1	1.9	0.2	1.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.8	1.9	0.5	1.6	0.1	2.9	0.3	2.3	0.3	1.9	0.5	1.8
C25,28	Fabricated Metal Products, Machinery & Equipment	1.9	2.1	1.0	2.5	0.2	1.7	0.7	1.9	0.4	1.9	1.5	2.2
C26	Electronic, Computer & Optical Products	1.5	2.1	1.1	2.4	0.1	3.6	0.2	1.1	0.7	2.6	0.7	1.8
C29-30	Transport Equipment	1.0	1.2	0.6	1.9	0.1	1.0	0.4	0.8	0.1	1.3	0.9	1.2
	Other Manufacturing Industries	0.7	2.0	0.3	2.2	0.1	2.5	0.3	1.7	0.1	1.9	0.6	2.0
F41-43	**CONSTRUCTION**	**13.2**	**3.3**	**3.7**	**3.9**	**0.8**	**2.4**	**8.7**	**3.2**	**1.5**	**3.4**	**11.7**	**3.3**
G-U	**SERVICES**	**53.9**	**3.1**	**31.8**	**3.2**	**12.4**	**3.3**	**9.7**	**3.0**	**19.1**	**3.0**	**34.8**	**3.2**
G46-47	WHOLESALE AND RETAIL TRADE	5.2	2.3	2.2	2.0	2.2	3.0	0.8	1.8	1.1	1.6	4.1	2.5
G46	Wholesale Trade	3.2	2.2	1.7	1.9	0.9	3.2	0.6	2.3	0.8	1.5	2.4	2.7
G47	Retail Trade	2.1	2.4	0.6	2.4	1.3	2.9	0.2	1.0	0.3	2.3	1.8	2.4
H49-53	TRANSPORTATION AND STORAGE	4.1	2.8	1.0	1.9	0.8	2.4	2.3	3.8	0.4	1.6	3.7	3.1
H49,5221	Land Transport & Supporting Services	1.0	3.2	0.1	1.6	0.1	4.8	0.8	3.4	-	-	0.9	3.4
H50,5222, 5225	Water Transport & Supporting Services	0.7	2.1	0.4	2.2	0.2	3.6	0.1	1.3	0.2	2.2	0.5	2.1
H51,5223	Air Transport & Supporting Services	0.5	1.8	0.2	1.7	0.3	1.7	0.1	2.4	-	-	0.5	2.0
	Other Transportation & Storage Services	1.9	3.6	0.3	1.8	0.2	2.4	1.3	5.4	0.1	1.5	1.7	4.0
I55-56	ACCOMMODATION AND FOOD SERVICES	5.4	3.3	1.1	2.8	3.2	3.8	1.0	2.8	0.5	2.2	4.9	3.5
I55	Accommodation	1.1	4.9	0.3	3.2	0.5	6.9	0.3	5.1	0.1	2.7	1.0	5.4
I56	Food & Beverage Services	4.3	3.1	0.8	2.7	2.7	3.5	0.8	2.4	0.4	2.1	3.9	3.2
J58-63	INFORMATION AND COMMUNICATIONS	5.8	4.7	5.3	4.8	0.4	5.1	0.1	2.4	3.1	4.6	2.7	4.8
J58-61	Telecommunications, Broadcasting & Publishing	0.6	2.1	0.5	2.3	-	-	-	-	0.3	1.9	0.3	2.4
J62-63	IT & Other Information Services	5.3	5.4	4.8	5.4	0.4	7.1	0.1	2.6	2.8	5.3	2.4	5.5
K64-66	FINANCIAL AND INSURANCE SERVICES	4.9	2.6	4.6	2.7	0.3	2.7	-	-	3.2	2.7	1.6	2.3
K64 & 66 (excl.662)	Financial Services	4.3	2.6	4.1	2.8	0.2	2.3	-	-	3.0	2.9	1.4	2.2
K65 & 662	Insurance Services	0.5	2.3	0.5	2.1	0.1	4.5	-	-	0.3	1.9	0.3	3.1
L68	REAL ESTATE SERVICES	1.4	2.6	0.6	2.3	0.5	3.0	0.4	2.9	0.4	2.4	1.1	2.7
M69-75	PROFESSIONAL SERVICES	6.9	3.3	5.2	3.6	0.7	3.4	1.0	2.2	3.1	3.6	3.8	3.1
M69-70	Legal, Accounting & Management Services	4.5	4.2	3.5	4.1	0.5	3.9	0.5	5.2	2.2	4.1	2.4	4.3
M71	Architectural & Engineering Services	1.7	2.3	1.2	3.3	0.1	1.5	0.4	1.3	0.6	3.4	1.1	1.9
	Other Professional Services	0.7	2.5	0.6	2.3	0.1	5.5	-	-	0.4	2.2	0.4	2.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.4	2.9	1.1	2.9	1.0	1.9	3.3	3.6	0.4	1.8	5.0	3.1
N80	Security & Investigation	1.0	1.9	-	-	0.7	1.9	0.2	3.3	-	-	0.9	2.0
N81	Cleaning & Landscaping	3.2	3.9	0.3	4.3	0.1	1.5	2.8	4.1	0.1	2.9	3.1	4.0
	Other Administrative & Support Services	1.2	2.4	0.7	2.9	0.2	2.2	0.2	1.6	0.2	1.8	0.9	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	14.8	3.6	10.6	3.4	3.3	4.0	0.8	3.9	6.9	3.3	7.9	3.9
O84,P85	Public Administration & Education	6.9	3.6	6.2	3.5	0.6	4.6	0.2	5.0	4.7	3.4	2.3	3.9
Q86-88	Health & Social Services	5.1	3.5	3.7	3.5	1.1	3.0	0.4	4.7	1.8	3.1	3.3	3.7
R90-93	Arts, Entertainment & Recreation	0.6	2.7	0.2	2.3	0.3	2.9	0.1	4.2	0.1	1.9	0.5	3.1
S,T,U	Other Community, Social & Personal Services	2.1	4.1	0.5	2.7	1.4	5.6	0.2	2.8	0.3	2.7	1.9	4.4
A,B,D,E	**OTHERS***	**0.6**	**2.7**	**0.4**	**3.5**	**0.1**	**3.2**	**0.1**	**1.5**	**0.3**	**3.8**	**0.3**	**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) Data may not add up to the total due to rounding.

6.4 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2025 (ANNUAL AVERAGE)

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	**75.9**	**3.0**	**41.5**	**3.2**	**16.2**	**3.4**	**18.2**	**2.4**	**24.2**	**3.2**	**51.7**	**2.9**
C10-32	**MANUFACTURING**	**7.5**	**2.0**	**3.9**	**2.2**	**1.0**	**2.1**	**2.6**	**1.6**	**2.0**	**2.2**	**5.5**	**1.9**
C10-12	Food, Beverages & Tobacco	1.4	2.5	0.2	1.9	0.4	2.6	0.7	2.8	0.1	1.6	1.2	2.7
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.2	1.5	0.1	1.7	-	-	0.1	1.0	0.1	1.6	0.2	1.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.7	1.7	0.5	1.8	-	-	0.2	1.6	0.2	1.5	0.5	1.8
C25,28	Fabricated Metal Products, Machinery & Equipment	1.7	2.0	0.9	2.4	0.2	1.8	0.6	1.7	0.4	1.9	1.3	2.0
C26	Electronic, Computer & Optical Products	1.6	2.4	1.3	2.7	0.1	2.6	0.3	1.4	0.9	3.0	0.7	1.9
C29-30	Transport Equipment	1.1	1.4	0.5	1.9	0.1	1.5	0.5	1.0	0.2	1.8	0.9	1.3
	Other Manufacturing Industries	0.9	2.1	0.4	2.6	0.1	2.1	0.4	1.8	0.2	2.3	0.7	2.0
F41-43	**CONSTRUCTION**	**10.3**	**2.5**	**3.2**	**3.2**	**0.7**	**2.1**	**6.4**	**2.3**	**1.3**	**2.8**	**9.0**	**2.5**
G-U	**SERVICES**	**57.6**	**3.4**	**34.0**	**3.4**	**14.4**	**3.7**	**9.1**	**2.8**	**20.7**	**3.4**	**36.9**	**3.4**
G46-47	WHOLESALE AND RETAIL TRADE	6.0	2.5	2.6	2.2	2.6	3.4	0.8	1.8	1.2	1.9	4.7	2.8
G46	Wholesale Trade	3.7	2.4	2.0	2.1	1.1	3.6	0.5	2.0	1.0	1.8	2.6	2.8
G47	Retail Trade	2.3	2.7	0.6	2.5	1.5	3.3	0.2	1.5	0.2	1.9	2.1	2.9
H49-53	TRANSPORTATION AND STORAGE	4.8	3.3	1.1	2.2	1.4	4.5	2.3	3.6	0.5	2.1	4.3	3.6
H49,5221	Land Transport & Supporting Services	1.1	3.4	0.1	2.1	0.1	3.3	0.9	3.9	-	-	1.1	3.6
H50,5222, 5225	Water Transport & Supporting Services	0.7	2.1	0.4	2.3	0.1	3.2	0.2	1.6	0.2	2.3	0.5	2.0
H51,5223	Air Transport & Supporting Services	1.4	4.9	0.3	3.4	1.0	6.3	0.1	2.9	0.2	3.4	1.2	5.2
	Other Transportation & Storage Services	1.6	3.2	0.3	1.5	0.2	2.5	1.1	4.5	0.1	1.1	1.5	3.5
I55-56	ACCOMMODATION AND FOOD SERVICES	6.1	3.5	1.2	3.0	3.6	3.7	1.3	3.4	0.5	2.5	5.6	3.6
I55	Accommodation	1.4	6.0	0.4	3.8	0.6	7.9	0.4	6.9	0.1	3.7	1.2	6.5
I56	Food & Beverage Services	4.7	3.1	0.8	2.7	2.9	3.3	0.9	2.8	0.4	2.2	4.3	3.2
J58-63	INFORMATION AND COMMUNICATIONS	5.8	4.7	5.3	4.8	0.4	4.3	0.1	2.7	3.3	5.0	2.6	4.4
J58-61	Telecommunications, Broadcasting & Publishing	0.7	2.5	0.6	2.6	0.1	1.8	-	-	0.3	2.1	0.4	2.9
J62-63	IT & Other Information Services	5.2	5.3	4.8	5.3	0.3	5.7	0.1	2.7	3.0	5.7	2.2	4.8
K64-66	FINANCIAL AND INSURANCE SERVICES	5.7	3.0	5.2	3.1	0.4	3.7	0.1	0.5	3.5	2.9	2.2	3.0
K64 & 66 (excl.662)	Financial Services	5.1	3.0	4.7	3.2	0.3	3.2	-	-	3.2	3.0	1.9	2.9
K65 & 662	Insurance Services	0.6	2.6	0.5	2.3	0.1	5.9	-	-	0.3	2.0	0.3	3.4
L68	REAL ESTATE SERVICES	1.5	3.0	0.6	2.5	0.6	4.1	0.3	2.6	0.4	2.8	1.2	3.1
M69-75	PROFESSIONAL SERVICES	6.1	3.1	4.8	3.5	0.6	3.1	0.7	1.8	2.9	3.6	3.2	2.8
M69-70	Legal, Accounting & Management Services	3.6	3.7	2.9	3.7	0.4	3.3	0.3	4.1	1.8	3.8	1.8	3.7
M71	Architectural & Engineering Services	1.6	2.2	1.1	3.1	0.1	1.8	0.4	1.3	0.6	3.2	1.0	1.9
	Other Professional Services	0.9	3.3	0.8	3.4	0.1	5.6	-	-	0.6	3.4	0.4	3.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.9	2.8	0.9	2.3	1.3	2.4	2.7	3.2	0.3	1.9	4.6	2.9
N80	Security & Investigation	1.1	2.3	-	-	0.9	2.4	0.2	3.0	-	-	1.1	2.4
N81	Cleaning & Landscaping	2.5	3.1	0.2	2.4	0.1	1.7	2.2	3.3	-	-	2.5	3.1
	Other Administrative & Support Services	1.3	2.7	0.7	2.6	0.3	3.2	0.3	2.5	0.3	2.3	1.0	2.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	16.6	4.0	12.3	4.0	3.5	4.5	0.8	3.5	8.1	3.9	8.5	4.2
O84,P85	Public Administration & Education	8.7	4.5	7.7	4.3	0.8	6.7	0.2	5.4	5.9	4.3	2.8	4.9
Q86-88	Health & Social Services	5.2	3.7	3.5	3.5	1.3	4.0	0.3	4.5	1.7	3.0	3.4	4.1
R90-93	Arts, Entertainment & Recreation	0.8	3.2	0.3	3.0	0.3	3.4	0.1	3.0	0.2	2.7	0.6	3.4
S,T,U	Other Community, Social & Personal Services	2.0	3.7	0.7	3.6	1.0	4.4	0.2	2.4	0.3	3.4	1.7	3.8
A,B,D,E	**OTHERS***	**0.6**	**2.8**	**0.4**	**3.7**	**-**	**-**	**0.1**	**1.4**	**0.3**	**3.9**	**0.3**	**2.3**

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 secto
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 th figures obtained at quarterly intervals.

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

		2023	2024	2025	4Q	
					2024	2025
	TOTAL	**2.2**	**2.0**	**1.8**	**1.8**	**1.9**
	Industry (SSIC 2020)					
C10-32	**MANUFACTURING**	**1.7**	**1.6**	**1.4**	**1.2**	**1.3**
C10-12	Food, Beverages & Tobacco	3.0	2.3	1.7	2.0	1.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.7	1.6	1.0	1.1	1.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.3	1.2	0.8	0.8	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment	1.8	1.5	1.3	1.3	1.3
C26	Electronic, Computer & Optical Products	1.0	1.0	1.1	0.9	1.1
C29-30	Transport Equipment	1.6	2.2	1.7	1.2	1.4
	Other Manufacturing Industries	1.9	1.4	1.4	1.3	1.4
F41-43	**CONSTRUCTION**	**2.3**	**2.1**	**2.2**	**2.1**	**2.8**
G-U	**SERVICES**	**2.4**	**2.0**	**1.9**	**1.8**	**1.9**
G46-47	WHOLESALE AND RETAIL TRADE	2.7	2.1	1.8	1.9	1.8
G46	Wholesale Trade	1.8	1.7	1.5	1.6	1.6
G47	Retail Trade	4.4	2.8	2.2	2.6	2.0
H49-53	TRANSPORTATION AND STORAGE	2.0	1.8	1.4	1.6	1.4
H49,5221	Land Transport & Supporting Services	1.7	1.8	1.2	2.5	1.0
H50,5222, 5225	Water Transport & Supporting Services	1.7	1.6	1.3	1.0	1.4
H51,5223	Air Transport & Supporting Services	2.3	1.7	1.4	1.2	1.1
	Other Transportation & Storage Services	2.3	1.9	1.6	1.7	1.8
I55-56	ACCOMMODATION AND FOOD SERVICES	3.6	3.1	2.9	2.9	3.3
I55	Accommodation	3.5	2.8	2.7	2.1	3.3
I56	Food & Beverage Services	3.7	3.2	2.9	3.0	3.3
J58-63	INFORMATION AND COMMUNICATIONS	2.1	1.9	1.9	1.6	1.7
J58-61	Telecommunications, Broadcasting & Publishing	1.6	1.3	1.2	1.2	1.2
J62-63	IT & Other Information Services	2.4	2.1	2.0	1.7	1.8
K64-66	FINANCIAL AND INSURANCE SERVICES	1.9	1.7	1.7	1.4	2.3
K64 & 66 (excl.662)	Financial Services	1.9	1.7	1.8	1.4	2.5
K65 & 662	Insurance Services	2.2	2.0	1.3	1.1	0.8
L68	REAL ESTATE SERVICES	2.3	2.1	2.2	1.7	1.6
M69-75	PROFESSIONAL SERVICES	2.1	2.0	1.9	1.9	2.0
M69-70	Legal, Accounting & Management Services	2.1	2.1	1.8	1.8	2.0
M71	Architectural & Engineering Services	2.3	2.0	2.0	2.1	2.2
	Other Professional Services	1.8	1.7	1.7	1.3	1.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.6	3.0	2.5	2.6	2.5
N80	Security & Investigation	4.0	3.6	2.7	3.2	2.6
N81	Cleaning & Landscaping	3.6	3.0	2.5	2.7	2.7
	Other Administrative & Support Services	3.3	2.4	2.5	1.9	1.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.7	1.5	1.4	1.3	1.3
O84,P85	Public Administration & Education	1.2	1.0	1.0	0.9	1.0
Q86-88	Health & Social Services	2.1	1.9	1.6	1.5	1.3
R90-93	Arts, Entertainment & Recreation	2.2	2.1	1.9	1.8	2.1
S,T,U	Other Community, Social & Personal Services	2.1	1.9	1.8	2.1	2.1
A,B,D,E	**OTHERS***	**1.5**	**1.5**	**1.2**	**1.3**	**0.8**
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.8	1.5	1.4	1.3	1.5
	Clerical, Sales & Service Workers	3.3	2.9	2.5	2.6	2.6
	Production & Transport Operators, Cleaners & Labourers	2.4	2.2	2.1	2.1	2.4

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

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

Notes :

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

2) Figures for the 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

		2023	2024	2025	4Q	
					2024	2025
	TOTAL	**1.4**	**1.3**	**1.2**	**1.1**	**1.2**
	Industry (SSIC 2020)					
C10-32	**MANUFACTURING**	**1.2**	**1.0**	**0.9**	**0.8**	**0.9**
C10-12	Food, Beverages & Tobacco	1.8	1.5	1.4	1.2	1.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.4	1.1	1.0	0.8	0.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.8	0.7	0.6	0.5	0.6
C25,28	Fabricated Metal Products, Machinery & Equipment	1.2	1.0	0.9	0.8	0.9
C26	Electronic, Computer & Optical Products	1.1	0.9	0.8	0.6	0.7
C29-30	Transport Equipment	1.1	0.9	0.8	0.7	0.9
	Other Manufacturing Industries	1.3	1.2	1.0	0.9	1.0
F41-43	**CONSTRUCTION**	**1.3**	**1.2**	**1.2**	**1.1**	**1.3**
G-U	**SERVICES**	**1.5**	**1.4**	**1.3**	**1.2**	**1.2**
G46-47	WHOLESALE AND RETAIL TRADE	1.4	1.5	1.3	1.3	1.2
G46	Wholesale Trade	1.1	1.2	1.1	1.1	1.0
G47	Retail Trade	2.1	2.1	1.7	1.8	1.4
H49-53	TRANSPORTATION AND STORAGE	1.3	1.1	1.0	1.0	1.1
H49,5221	Land Transport & Supporting Services	1.1	1.0	0.8	1.0	0.6
H50,5222, 5225	Water Transport & Supporting Services	1.1	1.0	0.8	0.7	0.7
H51,5223	Air Transport & Supporting Services	1.0	1.1	1.1	1.2	1.2
	Other Transportation & Storage Services	1.7	1.3	1.3	1.2	1.6
I55-56	ACCOMMODATION AND FOOD SERVICES	2.6	2.3	2.2	2.2	2.2
I55	Accommodation	2.3	2.0	2.2	1.6	2.7
I56	Food & Beverage Services	2.6	2.3	2.2	2.2	2.1
J58-63	INFORMATION AND COMMUNICATIONS	1.5	1.5	1.3	1.4	1.2
J58-61	Telecommunications, Broadcasting & Publishing	1.1	1.3	0.9	1.2	0.8
J62-63	IT & Other Information Services	1.6	1.5	1.4	1.5	1.3
K64-66	FINANCIAL AND INSURANCE SERVICES	1.1	0.9	0.9	0.8	0.9
K64 & 66 (excl.662)	Financial Services	1.0	0.9	0.9	0.8	0.9
K65 & 662	Insurance Services	1.3	1.0	1.0	0.9	0.9
L68	REAL ESTATE SERVICES	1.5	1.3	1.1	0.9	1.0
M69-75	PROFESSIONAL SERVICES	1.3	1.3	1.2	1.1	1.3
M69-70	Legal, Accounting & Management Services	1.3	1.4	1.2	1.4	1.4
M71	Architectural & Engineering Services	1.4	1.2	1.2	0.9	1.3
	Other Professional Services	1.2	1.2	1.2	0.9	1.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	2.7	2.2	1.8	2.0	1.9
N80	Security & Investigation	2.9	2.5	1.7	2.5	1.7
N81	Cleaning & Landscaping	3.0	2.4	2.0	2.1	2.2
	Other Administrative & Support Services	2.0	1.5	1.6	1.3	1.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.0	0.9	0.9	0.8	0.8
O84,P85	Public Administration & Education	0.7	0.6	0.6	0.5	0.5
Q86-88	Health & Social Services	1.3	1.2	1.0	1.0	0.8
R90-93	Arts, Entertainment & Recreation	1.4	1.3	1.4	1.2	1.6
S,T,U	Other Community, Social & Personal Services	1.6	1.5	1.4	1.4	1.4
A,B,D,E	**OTHERS***	**1.0**	**0.9**	**0.8**	**0.7**	**0.4**
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.1	1.0	0.9	0.8	0.9
	Clerical, Sales & Service Workers	2.1	2.0	1.7	1.8	1.6
	Production & Transport Operators, Cleaners & Labourers	1.7	1.5	1.4	1.3	1.5

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

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

Notes :

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

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

7.3 LABOUR TURNOVER

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

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

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

- : nil or negligible

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

7.4 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2025 (ANNUAL AVERAGE)

Per Cent

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

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

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

Notes :

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

Industry (SSIC 2020)		2023	2024	2025	2024	2025			
					Dec	Mar	Jun	Sep	Dec
	TOTAL	**43.6**	**43.3**	**43.1**	**43.2**	**43.1**	**43.2**	**43.1**	**43.0**
C10-32	**MANUFACTURING**	**46.5**	**45.9**	**45.4**	**45.9**	**45.6**	**45.5**	**45.2**	**45.3**
C10-12	Food, Beverages & Tobacco	44.1	43.2	42.8	43.3	42.5	42.9	43.1	42.7
C17,18,22	Paper / Rubber / Plastic Products & Printing	46.2	45.5	45.7	46.7	46.6	45.3	45.5	45.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	43.2	43.7	42.6	43.4	42.9	42.3	42.3	42.8
C25,28	Fabricated Metal Products, Machinery & Equipment	47.9	46.7	46.3	46.7	46.2	46.3	46.1	46.5
C26	Electronic, Computer & Optical Products	45.7	45.5	45.1	45.2	45.4	45.2	45.0	44.8
C29-30	Transport Equipment	48.7	48.1	47.6	48.6	48.0	48.0	47.1	47.2
	Other Manufacturing Industries	46.4	45.7	45.8	45.4	46.1	46.0	45.5	45.7
F41-43	**CONSTRUCTION**	**48.6**	**47.8**	**47.4**	**47.8**	**47.2**	**47.6**	**47.5**	**47.2**
G-U	**SERVICES**	**41.8**	**41.7**	**41.6**	**41.6**	**41.6**	**41.6**	**41.6**	**41.5**
G46-47	WHOLESALE AND RETAIL TRADE	41.4	41.3	41.4	41.5	41.2	41.7	41.5	41.2
G46	Wholesale Trade	41.9	41.9	41.8	41.9	41.7	42.1	41.8	41.5
G47	Retail Trade	40.4	40.4	40.6	40.8	40.2	40.8	40.9	40.7
H49-53	TRANSPORTATION AND STORAGE	44.3	43.8	43.7	43.7	44.1	43.8	43.8	43.3
H49,5221	Land Transport & Supporting Services	47.3	46.8	45.2	46.5	46.6	45.1	45.2	43.8
H50,5222, 5225	Water Transport & Supporting Services	42.6	42.1	42.5	41.9	42.8	42.3	42.6	42.3
H51,5223	Air Transport & Supporting Services	41.7	41.9	42.6	42.1	42.3	42.5	42.6	42.9
	Other Transportation & Storage Services	44.9	44.2	44.2	44.0	44.4	44.4	44.1	43.9
I55-56	ACCOMMODATION AND FOOD SERVICES	40.2	40.2	40.0	40.0	40.0	40.2	39.7	40.0
I55	Accommodation	45.2	45.3	45.1	44.8	45.1	44.8	44.9	45.4
I56	Food & Beverage Services	39.4	39.4	39.2	39.3	39.3	39.5	38.9	39.2
J58-63	INFORMATION AND COMMUNICATIONS	40.6	40.7	40.8	40.8	40.5	40.9	40.9	41.0
J58-61	Telecommunications, Broadcasting & Publishing	40.4	40.8	40.8	40.7	40.4	40.9	40.7	40.9
J62-63	IT & Other Information Services	40.7	40.7	40.8	40.8	40.5	40.8	41.0	41.0
K64-66	FINANCIAL AND INSURANCE SERVICES	40.8	40.6	40.8	40.6	40.8	40.8	40.7	40.8
K64 & 66 (excl.662)	Financial Services	40.9	40.7	40.9	40.7	40.9	40.9	40.8	40.9
K65 & 662	Insurance Services	39.9	40.4	40.0	40.3	40.1	40.0	40.0	40.0
L68	REAL ESTATE SERVICES	43.2	43.4	43.3	43.2	43.0	43.4	43.7	43.1
M69-75	PROFESSIONAL SERVICES	42.3	42.7	42.3	42.7	42.4	42.4	42.2	42.3
M69-70	Legal, Accounting & Management Services	40.2	40.5	40.3	40.5	40.5	40.2	40.5	40.2
M71	Architectural & Engineering Services	46.0	46.0	45.3	45.9	45.1	45.7	44.7	45.5
	Other Professional Services	41.4	41.4	41.5	41.1	41.3	41.5	41.7	41.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	43.7	43.1	42.5	42.8	42.8	42.4	42.5	42.5
N80	Security & Investigation	46.3	42.9	41.7	42.5	41.7	41.2	41.9	41.9
N81	Cleaning & Landscaping	43.8	43.4	42.9	43.1	43.1	43.3	42.5	42.8
	Other Administrative & Support Services	41.2	42.9	42.7	42.6	43.5	42.0	42.8	42.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.6	41.3	41.2	41.0	41.2	41.2	41.3	41.0
O84,P85	Public Administration & Education	41.4	41.2	41.1	40.9	41.0	41.1	41.2	41.1
Q86-88	Health & Social Services	42.0	42.1	41.8	41.8	42.1	41.8	41.9	41.5
R90-93	Arts, Entertainment & Recreation	42.3	40.6	41.0	40.5	40.1	40.9	41.6	41.6
S,T,U	Other Community, Social & Personal Services	40.2	39.4	39.7	39.0	39.9	40.1	40.1	38.8
A,B,D,E	**OTHERS***	**44.4**	**44.9**	**44.6**	**44.7**	**45.2**	**44.8**	**44.6**	**43.9**

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

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

Notes :

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

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Hours

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

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 fourth quarter of 2025 shows the proportion of residents retrenched in the second 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 2025 re-entry rate pertains to residents retrenched from 3Q 2024 to 2Q 2025, who had re-entered employment by 2025 (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 fourth quarter of 2025 shows the proportion of residents retrenched in the fourth 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 2025 re-entry rate pertains to residents retrenched from 1Q 2024 to 4Q 2024, who had re-entered employment by 2025 (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 and paid overtime hours worked.

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 25	62,500	2,500	3.9%	57,700	67,300
Resident Unemployment Rate	Dec 25	2.6	0.10%-pt	3.9%	2.4%	2.8%
JOB VACANCY						
Job Vacancy Number	Dec 25	75,700	1,600	2.1%	72,500	78,800
Job Vacancy Rate	Dec 25	3.0%	0.06%-pt	2.0%	2.9%	3.1%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 25	1.9%	0.03%-pt	1.7%	1.9%	2.0%
Average Monthly Resignation Rate	4Q 25	1.2%	0.01%-pt	1.2%	1.2%	1.2%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 25	1.8	0.03	1.6%	1.8	1.9

Note: Data are non-seasonally adjusted.

OTHER RELEASES





UPCOMING ...

Labour Market Advance Release First Quarter 2026	29-30 Apr 2026*
Report on Wage Practices 2025	25-29 May 2026*
Labour Market Report First Quarter 2026	11-17 Jun 2026*
Labour Market Advance Release Second Quarter 2026	30-31 Jul 2026*

PAST ...

Labour Market Report Fourth Quarter 2025	20 Mar 2026
Job Vacancies 2025	20 Mar 2026
Labour Force In Singapore 2025	29 Jan 2026
Labour Market Advance Release Fourth Quarter 2025	29 Jan 2026
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

More releases are available online @ https://stats.mom.gov.sg
You may also subscribe to our email alert for the latest releases

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

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT FOURTH 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.

_____

_____

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

☐ 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?

_____

_____

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

_____

_____

Thank you for your valuable feedback

Name : _____ Designation : _____

Name and address of organisation : _____

_____

Please return the above to :

Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
Singapore 059764
Republic of Singapore
Fax : 6317 1804
Email : mom_rsd@mom.gov.sg