In a survey of over 500 Singapore employers by recruitment agency ManpowerGroup, 42 per cent indicated that they planned to increase headcount in the second quarter, while only 17 per cent predicted that they would reduce headcount.

Employers in 10 out of 11 industries included in the survey expressed a net positive employment outlook – calculated by subtracting the percentage of those looking to downsize from the percentage of those intending to take on new staff.

**AVERAGE SALARY INCREMENT (%) GIVEN OR THAT WILL BE GIVEN IN 2021/2022 BY SECTOR**

- **Manufacturing**: 18% Less than 3%, 62% From 3% and less than 5%, 20% From 5% and less than 7%
- **Wholesale and retail trade**: 22% Less than 3%, 60% From 3% and less than 5%, 17% From 5% and less than 7%
- **IT, technology, telecoms, communications and media**: 23% Less than 3%, 56% From 3% and less than 5%, 14% From 5% and less than 7%
- **Construction**: 27% Less than 3%, 55% From 3% and less than 5%, 9% From 5% and less than 7%
- **Other services**: 31% Less than 3%, 54% From 3% and less than 5%, 11% From 5% and less than 7%
- **Banking, finance, insurance, real estate**: 36% Less than 3%, 38% From 3% and less than 5%, 17% From 5% and less than 7%
- **Education, health, social work and government**: 37% Less than 3%, 53% From 3% and less than 5%, 10% From 5% and less than 7%
- **Restaurants and hotels**: 39% Less than 3%, 39% From 3% and less than 5%, 13% From 5% and less than 7%
- **Not for profit**: 40% Less than 3%, 20% From 3% and less than 5%, 40% From 5% and less than 7%
- **Primary production**: 40% Less than 3%, 30% From 3% and less than 5%, 30% From 5% and less than 7%
- **Other industries**: 40% Less than 3%, 43% From 3% and less than 5%, 13% From 5% and less than 7%

**AVERAGE BONUS GIVEN OR THAT WILL BE GIVEN IN 2021/2022 BY SECTOR**

- **Manufacturing**: 12% Less than 1 month, 34% 1 month, 43% More than 1 month up to 1.5 months, 10% More than 1.5 months
- **Wholesale and retail trade**: 12% Less than 1 month, 59% 1 month, 19% More than 1 month up to 1.5 months, 10% More than 1.5 months
- **IT, technology, telecoms, communications and media**: 12% Less than 1 month, 64% 1 month, 21% More than 1 month up to 1.5 months, 3% More than 1.5 months
- **Construction**: 13% Less than 1 month, 57% 1 month, 27% More than 1 month up to 1.5 months, 3% More than 1.5 months
- **Other industries**: 16% Less than 1 month, 32% 1 month, 36% More than 1 month up to 1.5 months, 16% More than 1.5 months
- **Banking, finance, insurance, real estate**: 20% Less than 1 month, 30% 1 month, 40% More than 1 month up to 1.5 months, 10% More than 1.5 months
- **Education, health, social work and government**: 23% Less than 1 month, 46% 1 month, 25% More than 1 month up to 1.5 months, 7% More than 1.5 months
- **Restaurants and hotels**: 25% Less than 1 month, 32% 1 month, 34% More than 1 month up to 1.5 months, 9% More than 1.5 months
- **Not for profit**: 32% Less than 1 month, 45% 1 month, 13% More than 1 month up to 1.5 months, 10% More than 1.5 months

Source: MANPOWERGROUP STRAITS TIMES GRAPHICS

NOTE: *Services such as professional, scientific and technical activities, administrative and support services, and other service activities.
**Industries such as agriculture, forestry and fishing, mining and quarrying, electrical, gas and air conditioning supply, water supply, sewage, waste management and remediation activities.