

MINISTRY OF MANPOWER

BUDGET HIGHLIGHTS 2022



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MINISTRY OF
MANPOWER

01

UPGRADING CAPABILITIES OF LOCAL WORKFORCE



Supporting employers and workers

- Extend Jobs Growth Incentive (JGI) to Sep 2022 to support employers to hire mature workers (not in work for at least six months), persons with disabilities, and ex-offenders
- SGUnited Mid-Career Pathways Programme now permanent, offering attachments for mature jobseekers
- A permanent SGUnited Jobs and Skills Centre in every HDB town

Strengthening complementarity of our foreign workforce

- Employment Pass (EP)
 - Raise EP minimum qualifying salary
 - Introduce COMPASS (Complementarity Assessment Framework)
- S Pass Holders
 - Raise S Pass minimum qualifying salary and Tier 1 levy
 - New Manpower for Strategic Economic Priorities scheme
- Work Permit Holders
 - Allow Services and Manufacturing firms to hire Non-Traditional Sources Work Permit holders for selected occupations
 - Reduce Dependency Ratio Ceiling and introduce new levy structure for the Construction and Process sectors

02

UPLIFTING VULNERABLE & MATURE WORKERS



Supporting vulnerable workers

- Enhance Workfare Income Supplement Scheme from 2023
 - More than 500K recipients
 - Payouts increased to up to \$4.2K per year
 - Those aged 30 to 34 years old now qualify
- \$3.5B Progressive Wage Credit Scheme supports employers to give lower-wage workers higher salaries
- Tripartite Standard to better support lower-wage workers' well-being
- Progressive Wage (PW) Mark to recognise firms that pay progressive wages; government suppliers must obtain PW Mark from Mar 2023

Strengthening retirement adequacy

- Higher Basic Retirement Sum payouts for cohorts turning 55 from 2023 to 2027
- Continue increasing CPF contribution rates for senior workers
 - CPF Transition Offset supports employers with half the cost of the first year of each increase

03

UPHOLDING INCLUSIVITY & PROGRESSIVE PRACTICES



Strengthening support for migrant workers and their employers

- New medical insurance requirements for migrant workers and migrant domestic workers protect employers against large healthcare bills
- Build new migrant worker dormitories to pilot innovative housing standards and dormitory management practices
- Expand Foreign Employee Dormitories Act (FEDA) to cover smaller dormitories

Supporting fairness at workplaces

- Sustain flexible work arrangements so workers can better balance work and personal commitments
- Expand Household Services Scheme to include basic elder- and child-minding services
- Strengthen support for mental well-being in the workplace, and employment of persons with mental health conditions, and persons with disabilities

KEY HIGHLIGHTS IN 2021

Enhancing Workers' Careers, Skills, Wages & Welfare

Lower-Wage Workers

- **Workfare Income Supplement Scheme**
 - Since 2007, over 960K lower-wage workers have benefitted from ~\$8.5B in Workfare payouts
 - From 2023, more than half a million workers will benefit from ~\$1.1B in Workfare payouts per year
- **Tripartite Workgroup on Lower-Wage Workers**
 - Up to 94% of full-time lower-wage workers to be covered by Progressive Wages
 - Wage growth of lower-wage workers to outpace median wage growth

Persons with Disabilities

- **Enabling Employment Credit supported over 5.2K employers to hire more than 8.6K Singaporeans with disabilities**

Migrant Workers

- **Improved migrant workers' (MWs) well-being by transforming MW ecosystem:**
 - Set up five Onboarding Centres
 - Launched improved standards for new dormitories
 - Introduced primary healthcare system
 - Trained close to 600 frontline officers in basic psychological first aid and 200 migrant workers peer leaders to support MWs' mental health

Migrant Domestic Workers

- **Introduced enhanced six-monthly medical examination**
- **Implemented post-placement checks**

Supporting Employers To Overcome Economic Challenges

Senior Worker Support Package

- **Senior Worker Early Adopter Grant and Part-Time Re-employment Grant**
 - Around 7K companies implemented higher retirement and reemployment ages, or redesigned jobs to create part-time options, benefitting more than 65K senior workers

Jobs Transformation Maps

- **Published new Jobs Transformation Maps for Wholesale Trade, In-house Finance and Accounting functions, and Accounting Practices**

Support for preserving human capital & expansion of local hiring

- **Close to \$11B has been allocated for SGUnited Jobs and Skills Package and JGI**
- **SGUnited Jobs & Skills Package**
 - Over 174K locals placed into jobs and skills opportunities
- **Jobs Growth Incentive**
 - Supported close to 509K local hires by 67K employers

Strengthening Workplace Fairness

Workplace Fairness

- **Tripartite Guidelines on Fair Employment Practices to be enshrined in law**