

▼ ENABLING OUR WORKERS

Safeguarding Employability

- **\$5.4 billion more to extend and enhance SGUnited Jobs and Skills Package**
- **Jobs Growth Incentive extended till Sep 2021**
 - Enhanced support for employers who hire mature local workers (aged 40 and above), persons with disabilities and ex-offenders – 50% of the first \$6K (previously \$5K) of gross monthly income for up to 18 months (previously 12 months)*
- **More Support for Senior Workers**
 - \$230 million more to promote early adoption of higher retirement and re-employment age, and more opportunities for part-time re-employment
 - \$80 million to help employers pay senior workers higher CPF contributions

*Eligible employers who hired these workers from Sep 2020 to Feb 2021 will benefit from enhanced support from Mar 2021 onwards

Championing Inclusivity And Mobility

- **Widen coverage of Progressive Wage Model (PWM)**
 - Expand PWM to Food Services and Retail sectors – benefits up to 80K workers
 - Extend PWM to in-house cleaners, security officers and landscape maintenance workers – benefits up to 50K workers
- **Work with community through an Alliance for Action for Lower-Wage Workers, to improve lower-wage workers' well-being**
- **More help for Self-Employed Persons (SEPs)**
 - SGUnited Jobs and Skills Package to support transition to regular employment
 - Matched MediSave Contribution Scheme extended till 31 Dec 2021
- **More help for Persons with Disabilities (PwDs)**
 - Enabling Employment Credit implemented from 1 Jan 2021 provides employers with wage offsets of up to 30%
 - Open Door Programme to help increase the employability and employment options of PwDs

SUPPORTING OUR EMPLOYERS ▼

Supporting Business Growth

- **More support for Job Redesign (JR)**
 - Up to 80% (from 70%) support for Job Redesign under Productivity Solutions Grant (PSG-JR), capped at \$30K per enterprise till 31 Mar 2022, to engage pre-approved JR consultants
- **Provide jobs and skills insights through Jobs Transformation Maps**
 - 15 Jobs Transformation Maps by the next two years, providing job-level analysis of how jobs and skills will be impacted by technology and other forces, such as automation, and change in the medium-term

Enhancing Health And Wellness

- **Supporting our migrant workers**
 - Pilot Migrant Worker Onboarding Centre that integrates Stay-Home-Notice period with enhanced medical examination and orientation of newly arrived workers to help them settle in
 - Review scope of Foreign Employee Dormitories Act to cover all dormitories regardless of size
 - Deepen engagement with migrant workers through partnerships with Non-Governmental Organisations, employers and community organisations
 - Review migrant workers' access to primary healthcare; ensure cost effectiveness and cultural sensitivity
- **Improving mental well-being at workplaces**
 - Launch of iWorkHealth, a free online assessment tool to support employers and employees to identify and manage workplace stressors
- **Sustaining progressive workplace practices**
 - Build up community supporting work-life harmony through Alliance for Action on Work-Life Harmony to promote work-life practices

Ensuring Sustainability And Resilience

- **Extend Capability Transfer Programme till Sep 2024 to support capability transfer from foreign specialists to locals**
- **Reduce S Pass sub-Dependency Ratio Ceiling (DRC) in Manufacturing in two steps:**
 - From 20% to 18% on 1 Jan 2022
 - From 18% to 15% on 1 Jan 2023
- **Regularise work arrangements of Dependant's Pass (DP) Holders**
 - From 1 May 2021, all DP holders who wish to be employed will need an applicable work pass, such as Employment Pass, S Pass or Work Permit, instead of a Letter of Consent (LOC)
 - Existing DP LOC holders can continue working until expiry of their LOC

ENABLING OUR WORKERS



KEY HIGHLIGHTS FROM PAST YEARS

Enabling Our Workers

// SGUnited Jobs & Skills Package //

- **Placed 76K jobseekers into SGUnited Jobs and Skills Package opportunities**
 - 80% into jobs; 6 in 10 were long-term jobs
 - Close to 5.4k fresh graduates placed in SGUnited Traineeships
 - >3.6K mid-career individuals placed in SGUnited Mid-Career Pathways

// Jobs Growth Incentive //

- **Supported over 110K new local hires by around 26K employers in Sep and Oct 2020**
 - About half of all the new hires were aged 40 and over
 - About 3 in 10 were not previously in a job, out of which, majority had been out of work for > six months

// Lower-Income Workers //

- **Workfare Skills Support Scheme (replaced Workfare Training Support scheme)**
 - Paid out close to \$3.5mil, and benefitted over 11K lower-wage workers and 800 companies between Jul and Dec 2020

• Progressive Wage Model

- Better wages for >80K workers in Security, Cleaning, Landscape and Lift Maintenance sectors

More Support For Singaporeans

// Strengthen Retirement Adequacy //

• Enhanced Silver Support Scheme

- 100K more seniors qualified under expanded criteria
- ~\$600 million disbursed to close to 250K seniors in 2021, covering about 1 in 3 seniors

Supporting Our Employers

// Senior Worker Support Package //

• Senior Worker Early Adopter Grant and Part-Time Re-employment Grant

- 1.7K companies committed to benefit
- 17K senior workers committed to benefit

// Work-Life Harmony //

• Strengthened Work-Life Harmony

- 8.7K companies have adopted Tripartite Standard on Flexible Work Arrangements

// Self-Employed Persons //

- **~\$1.8 billion in SEP Income Relief Scheme benefitting over 200K SEPs**
- **Close to 4K SEPs making MediSave Contributions via Contribute-As-You-Earn (CAYE)**
- **Matched MediSave Contributions Scheme**
 - Close to \$1 million paid out to SEPs participating in CAYE

// Persons with Disabilities //

- **Open Door Programme (ODP) Training Grant was enhanced from Jul 2020**
 - Increase in course fee subsidies for PwDs from 90% to 95%
 - Increase in training allowance to \$6 per hour
 - New training commitment award of \$100 per completed eligible training course
 - Close to 450 PwDs benefited from the ODP training grant in 2020
- **Special Employment Credit (SEC), and Additional Special Employment Credit (ASEC)**
 - In 2020, >6K employers hiring over 9K Singaporeans with disabilities qualified for \$16.7 million of support under the SEC and ASEC

Ensuring Fair Hiring And Competition

• Fair Consideration Framework (FCF)

- 470 companies improved hiring practices and exited FCF Watchlist as of 31 Dec 2020
- FCF extended to S Pass, minimum advertising period increased from 14 to 28 days

• Foreign Workforce Controls for Employment Pass

- Minimum qualifying salary raised to \$4.5K as of 1 Sep 2020
- In Financial Services sector, minimum qualifying salary raised to \$5K as of 1 Dec 2020

• Foreign Workforce Controls for S Pass

- Minimum qualifying salary raised to \$2.5K as of 1 Oct 2020

• Reduction in S Pass sub-DRC for Construction, Marine Shipyard and Process sectors

- From 20% to 18% on 1 Jan 2021
- To 15% on 1 Jan 2023

• Reduction in DRC and S Pass sub-DRC for Services sector to 35% and 10% respectively since 1 Jan 2021



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