

# FAIR OPPORTUNITIES, FAIR HIRING AND FAIR SUPPORT AT WORK

The COVID-19 pandemic has presented unprecedented challenges in our employment landscape. The Ministry of Manpower will deepen and expand efforts to ensure fairness at work, and prepare workers and employers for the future of work.



## ✓ FAIR CHANCE FOR MEANINGFUL EMPLOYMENT

### Open Up Pathways for Jobseekers



- 100,000 jobs and skills opportunities under SGUnited Jobs and Skills Package
- Open up pathways for every newly displaced worker:
  - Up to 50% salary support for new hires in growing firms via Jobs Growth Incentive
  - Allowances of up to \$3,000 for trainees, 80% co-funding by government via SGUnited Traineeships Programme
- Intensify efforts to help Singaporeans in their job search through:
  - SGUnited Jobs and Skills Centres across all HDB towns
  - Enhanced Digital Career Matching Services
  - SGUnited Jobs and Skills Placement Partners

### Fair Hiring and Retrenchment



- Continue to ensure opportunities in Singapore:
  - 6 in 10 local workers in PMET roles, among the highest in world
  - 7 local PMETs for every 1 Employment Pass holder
- Adjust foreign workforce policies to reflect changed labour market conditions
- Businesses will need to:
  - Invest more effort to develop and strengthen their Singaporean core, through measures such as the Fair Consideration Framework
  - Achieve greater diversity within foreign workforce
  - Carry out retrenchment exercises fairly

## ✓ FOSTERING AN INCLUSIVE AND HEALTHY WORKFORCE

### Fairer Relationship between Service-buyers, Intermediaries and Self-Employed Persons



- Review the responsibilities of service-buyers and intermediaries to bring about a more balanced relationship with self-employed workers

### Fair Support System



- Regularly review Workfare and Silver Support to uplift more workers
  - Workfare payouts raised from January 2020 to uplift more workers
  - Enhanced Silver Support will provide higher payouts and help 100,000 more seniors with lesser means
- Better support persons with disabilities through the Enabling Employment Credit

### Uplifting Wages through the Progressive Wage Model



- Aim to ensure continued employment opportunities for lower-income workers
- Expand the Progressive Wage Model to more sectors over time

### Greater Focus on Well-Being of the Workforce



- Newly-set up Assurance, Care and Engagement (ACE) Group to:
  - Ensure dormitories and other migrant worker housing are safe and resilient against public health threats, by building a stronger system of medical support
  - Partner with the community and migrant worker groups to meet the social needs of workers

## ✓ CHAMPIONING FAMILY-FRIENDLY WORKPLACES

- Implement the Citizens' Panel's recommendations to support employers to offer flexible work arrangements and work-life harmony initiatives

