

– KEY HIGHLIGHTS FROM PAST YEARS –



MORE SUPPORT FOR OUR WORKERS

- Placed >31K locals in jobs through Adapt & Grow

Inclusive Workforce

- Launched Workplace Harassment Resource and Recourse Centre
- 2.2K employers, covering 490K employees, adopted Tripartite Standard on Flexible Work Arrangements
- Increased Work-Life Grant (WLG) budget from \$30mil to \$100mil; >1K successful applicants for enhanced WLG; 4 in 5 were SMEs
- Supported >2K persons with disabilities (PwDs) through Adapt & Grow

Lower-Income Workers

Workfare Income Supplement

- Increase spending to ~\$1 billion in 2020, benefitting ~440K Singaporean workers

Workfare Training Support

- Benefitted >270K lower-income workers; 12K employers

Progressive Wage Model

- Increased wages for >78K workers in Security, Cleaning, Landscape sectors

Workcare

- Launched Tripartite Advisory on Provision of Rest Areas for Outsourced Workers

Building safe workplaces

- Increased Work Injury Compensation (WIC) limits for death and permanent incapacity by ~10%
- Increased WIC limits for medical expenses from \$36K to \$45K



MORE SUPPORT FOR SENIOR EMPLOYMENT

WorkPro Job Redesign Grant

- Benefitted 2.5K companies and >22K senior workers

Tripartite Workgroup on Older Workers

- Raise retirement age & re-employment age to 65 and 70 respectively by 2030
- Gradual increase in CPF contribution rates for workers aged 55 – 70 by 2030

Extension of Special Employment Credit (SEC) and Additional SEC

- Paid out over \$3.9 billion
- Benefitted 200K employers and 700K senior workers



MORE SUPPORT FOR SINGAPOREANS

Self-Employed Persons (SEPs)

- Benefitted 85K SEPs through the Tripartite Standard on Contracting with SEPs for good contracting norms
- Implemented CAYE pilot for SEPs providing services to government

Strengthen Retirement Adequacy

Changes to CPF

- More active CPF members turning 55 in 2019 managed to set aside their Basic Retirement Sum
- 80K members receive higher payouts under new rules for the Retirement Sum Scheme

CPF Retirement Planning Service

- Now offered twice – at age 55 and 65; >600 members aged 65 attended; 95% would recommend to family and friends

MINISTRY OF MANPOWER COMMITTEE OF SUPPLY-IN-BRIEF



For more information:
www.mom.gov.sg/cos2020

PROVIDING FAIR OPPORTUNITIES

Empower mid-career workers to take charge of their careers

NEW SkillsFuture Mid-Career Support Package

Benefit mid-career workers in their 40s & 50s:

- Expand capacity of reskilling programmes
- Enhance salary support during training period for Rank-and-File workers aged 40 and above
- Provide 20% salary support for 6 mths to employers who hire and train jobseekers aged 40 and above through eligible reskilling programmes; up to \$6K/worker
- Additional \$500 SkillsFuture Credit top-up for Singaporeans aged 40 – 60
- Volunteer Career Advisors from the same professions to provide peer support

Support employers to redesign jobs

NEW Support for Job Redesign under Productivity Solutions Grant (PSG-JR)

- Provide up to 70% funding support to employers to engage pre-approved job redesign consultants for business and workforce transformation; up to \$30K/company

NEW SkillsFuture Enterprise Credit

- Defray 90% out-of-pocket cost for business and workforce transformation programmes (incl. PSG-JR); up to \$10K/company



NEW New **Enhanced**

ENSURING FAIR HIRING

Strengthen the Fair Consideration Framework (FCF)

- More jobs subject to FCF job advertising requirement
- 1K firms scrutinised under expanded FCF; > 4.4K Singaporean PMETs hired, 3K EP applications were not approved



ENSURING FAIR COMPETITION

Strengthen foreign workforce controls

- Reduce S Pass quotas in Construction, Marine Shipyard and Process sectors:

S Pass quotas	
Now	20%
Jan 2021	18%
Jan 2023	15%

- Increase Local Qualifying Salary threshold from \$1,300 to \$1,400
- Increase minimum qualifying salary for EP applications to \$3,900/mth; qualifying salaries for older and more experienced EP candidates also raised

Applies to	
From May 2020	New EP applicants
From May 2021	EP renewals



PROVIDING FAIR SUPPORT

Support employers to hire and retain senior workers

NEW Senior Worker Support Package

Senior Employment Credit
Provide up to 8% wage offset to hire Singaporeans aged 55 and above, and earning up to \$4K/month

CPF Transition Offset
Provide wage offsets to hire locals aged 55 to 70, equivalent to half of increase in employer CPF contribution rates in 2021

Senior Worker Early Adopter Grant
Up to \$250K/company if they increase internal retirement and re-employment ages ahead of legislated changes

Part-time Re-employment Grant
Provide up to \$125K/company if they commit to providing part-time re-employment to eligible senior workers upon request

More support for lower-income workers

NEW Workfare Skills Support (WSS) Scheme

- Higher Training Commitment Award of \$500 for completing WSQ and Academic CET Full Qualifications (annual cap of \$1K)
- Higher training allowance of \$6/hr

NEW Workcare Grant

- Support companies to provide rest areas for outsourced lower-income workers

NEW Progressive Wage Model (PWM)

- Include escalator maintenance workers in the PWM for lift maintenance workers

Help Singaporeans save for retirement

NEW Matched Retirement Savings Scheme

- Match cash top-ups made to CPF Retirement Account up to \$600 annually from 2021 to 2025, to eligible seniors aged 55 – 70

NEW Transition Support for Self-Employed Persons (SEPs) on CAYE Pilot

- Match CAYE contributions made by SEPs in 2020, capped at \$600

NEW Silver Support Scheme

- Increase quarterly cash payouts by 20%
- Broaden eligibility criteria to cover an additional ~100K Singaporeans in 2021
- Nearly double spending to \$620mil

Strengthen support for an inclusive workforce

NEW Enabling Employment Credit

- Up to 20% wage offset (up to \$400/mth) to employers who hire Singaporean persons with disabilities (PwDs), earning up to \$4K
- Additional 10% wage offset for 6 mths (up to \$200/mth) for hiring PwDs who have not been working for at least 6 mths

NEW Open Door Programme Training Grant

- Raise SG Enable course fee subsidies from 90% to 95%
- Raise training allowance to \$6/hr
- Provide Training Commitment Award of \$100/completed eligible course

NEW Tripartite Advisory on Mental Well-being

Propose progressive practices that employers can adopt to support employees' mental well-being

Strengthen Work-Life Harmony

NEW Recommendations by Citizens' Panel on WLH Supported

- “Making it Easy”: Facilitate adoption of flexible work arrangements (FWAs) and WLH programmes
- “Making it Known”: Increase recognition for FWAs and WLH initiatives
- “Making it Accepted”: Shift societal norms through whole-of-society movement

