

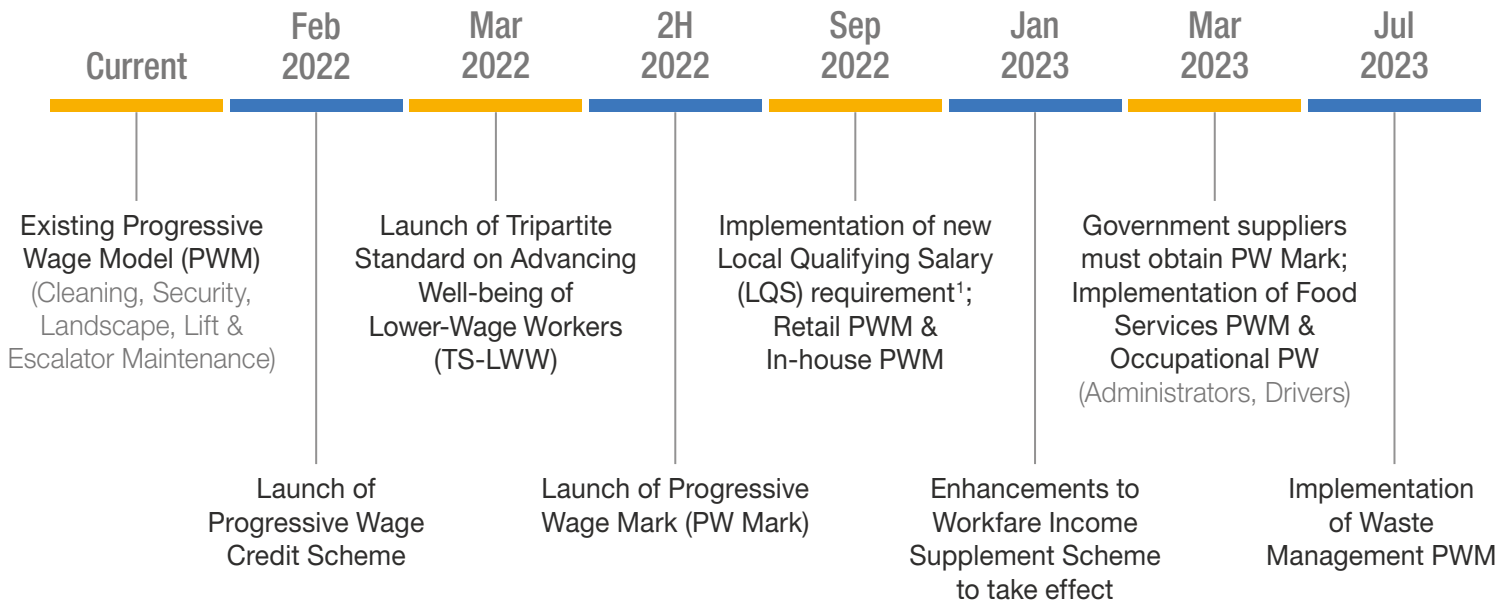
Uplifting the Wages & Well-being of Lower-Wage Workers



Strengthening our Social Compact



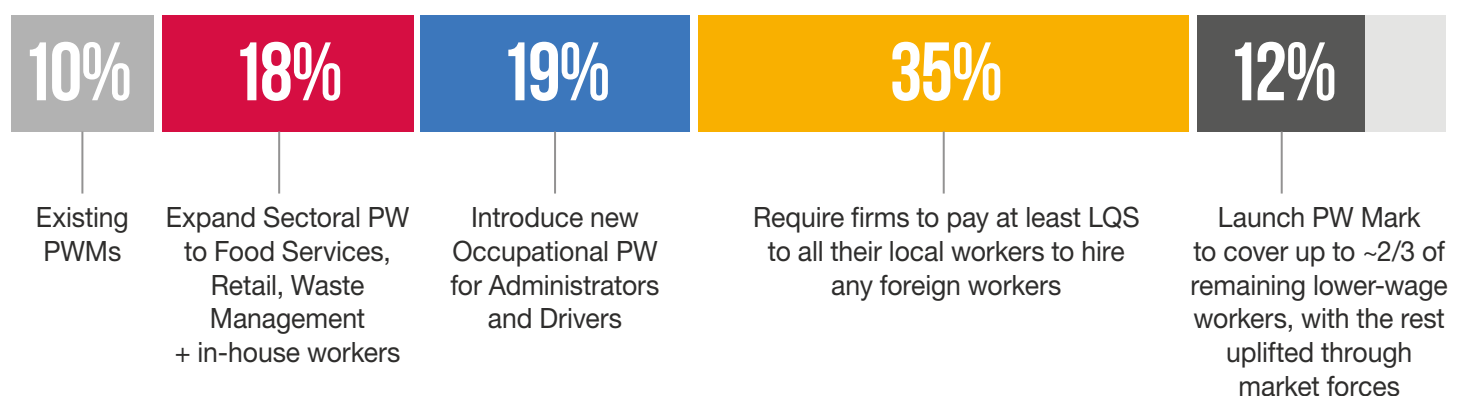
Roadmap to further uplift lower-wage workers over next 2 years



■ **PW Mark** helps consumers and corporate buyers identify and buy from employers paying Progressive Wages. Government suppliers must obtain the PW Mark from March 2023.

■ **TS-LWW** outlines a set of progressive workplace practices to better support lower-wage workers' training, safety and rest. Firms that pay Progressive Wages and adopt the TS-LWW will be conferred the **PW Mark Plus**.

By 2023, Progressive Wages will cover up to 94% of full-time lower-wage workers:



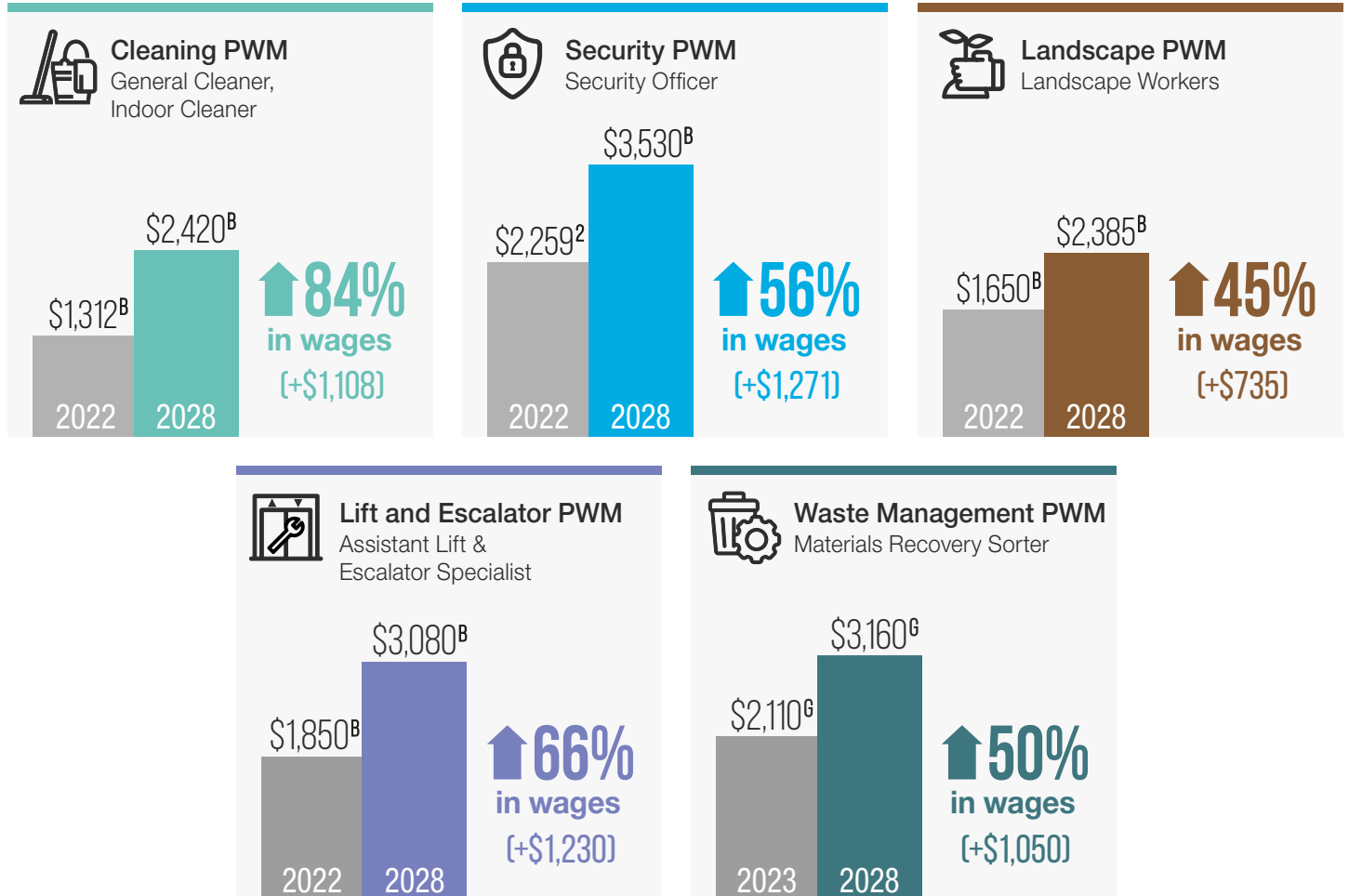
¹ Firms employing foreign workers to pay at least the LQS to all local workers. The calculation of foreign worker quota for firms will remain unchanged.

Progressive Wages

Provide meaningful & sustained growth over next decade


Existing and new PWMs will ensure that residents in PWM job roles continue to provide meaningful & sustained wage growth over next decade.

Wages of entry-level job roles for each PWM



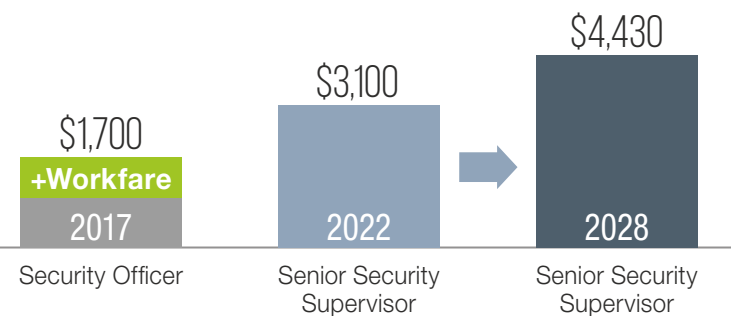
Better wages alongside higher skills and improved productivity

Mr Mohammed Ali | 50 y.o. | Joined Security industry in 2017 | Employed at APRO Asian Protection Pte Ltd



Mr Ali's PWM Journey

Mr Ali rose up the PWM pathway to become a Senior Security Supervisor, and will see further wage increases up to 2028



Year	Role	Wage
2017	Security Officer	\$1,700 (+Workfare)
2022	Senior Security Supervisor	\$3,100
2028	Senior Security Supervisor	\$4,430

APRO Asian Protection has also transformed its processes, to raise firm-level productivity

- Outcome-based, integrated security operating models
- Remote surveillance and mobile incident response

²Estimated gross wages for 2022 refers to Basic Wage + overtime pay only (assuming 72 overtime hours a month at 1.5x basic rate).
 Note: 'B' denotes basic wage, 'G' denotes gross wage.

Progressive Wage Credit Scheme

Provide 5-year transitional support by helping employers co-fund wage increases to uplift lower-wage workers



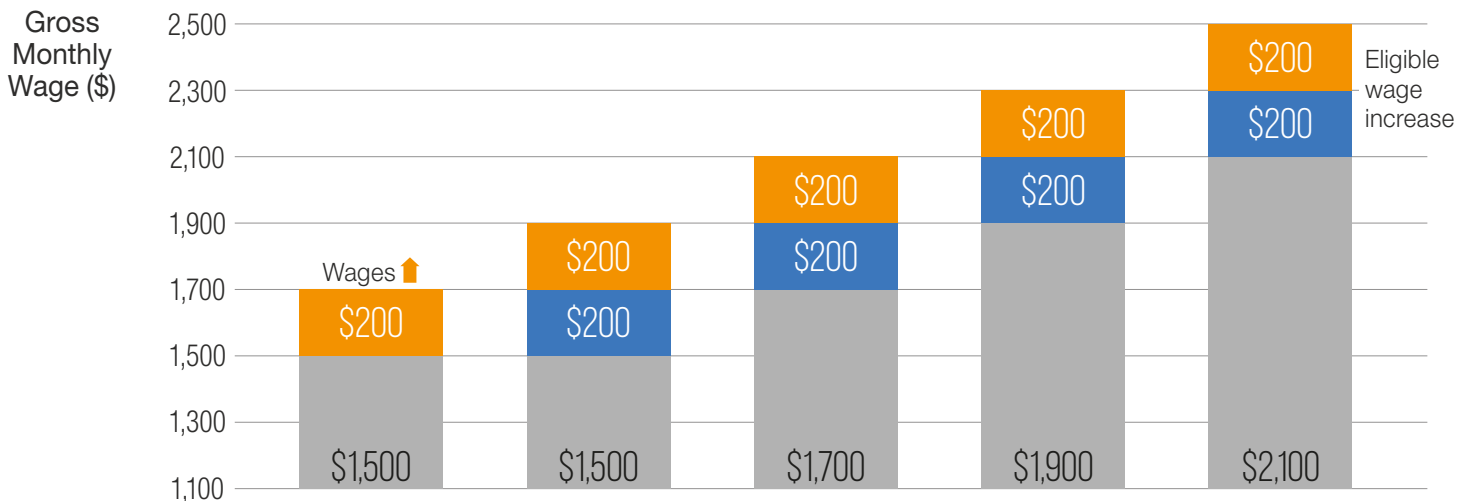
go.gov.sg/pwcs
Or scan here for more details on PWCS

PWCS Support Schedule³

Qualifying Year	Payout Period	Tier 1 (5-year support)	Tier 2 (3-year support)
		Gross Monthly Wage Ceiling ≤ \$2,500	Gross Monthly Wage Ceiling > \$2,500 and ≤ \$3,000
2022	Q1 2023	50%	30%
2023	Q1 2024	50%	30%
2024	Q1 2025	30%	15%
2025	Q1 2026	30%	—
2026	Q1 2027	15%	—

Wage increases in each qualifying year will be co-funded for two years (E.g. a 2022 wage increase will be supported in qualifying year 2022, and also in 2023 if sustained).

Illustration: Warehouse Assistant earning \$1,500 in 2021 receiving monthly wage increase of \$200 per year.



Year		2022	2023	2024	2025	2026
Eligible wage increase	TIER 1	\$200 ⁴ (2022)	\$200 + \$200 (2022) + (2023)	\$200 + \$200 (2023) + (2024)	\$200 + \$200 (2024) + (2025)	\$200 + \$200 (2025) + (2026)
	TIER 2	—	—	—	—	—
PWCS co-funding		\$100/mth (\$200 x 50%)	\$200/mth (\$400 x 50%)	\$120/mth (\$400 x 30%)	\$120/mth (\$400 x 30%)	\$60/mth (\$400 x 15%)
Total PWCS support in the year ⁵		\$1,200m (\$100 x 12mths)	\$2,400 (\$200 x 12mths)	\$1,440 (\$120 x 12mths)	\$1,440 (\$120 x 12mths)	\$720 (\$60 x 12mths)

³Only applies for resident employees with an average gross monthly wage increase of at least \$100 in each qualifying year.

⁴As PWCS is effective from 2022, wage increases in 2021 (i.e. increases in 2021 from the 2020 wage) will not be supported by PWCS.

⁵Calculation of total PWCS support in the year assumes that employer makes 12 months of CPF contributions for each qualifying year.

Enhanced Workfare Income Supplement Scheme

Boosts income of lower-wage workers with cash & CPF top-ups

FROM WORK YEAR 2023 More than half a million workers will benefit from **\$1.1 billion** in Workfare payouts per year

Enhancements from Work Year 2023



Higher payouts

Higher annual Workfare payouts of up to \$4,200.



Higher qualifying income cap

Workers earning up to \$2,500/month⁶ can qualify, up from \$2,300/month.



More younger workers to benefit

Workfare will be extended to younger lower-wage workers aged 30 to 34.

Maximum Annual Payout

Age Band	If you are employed	If you are self-employed
30 – 34	\$2,100	\$1,400
35 – 44	\$3,000	\$2,000
45 – 59	\$3,600	\$2,400
60 & above	\$4,200	\$2,800
Persons with Disabilities	\$4,200	\$2,800

Holistic support for Workfare recipients



~8 IN 10
Own their own homes



>9 IN 10
Receive GSTV and U-save Rebates



>1 IN 2
Receive medical and dental subsidies through CHAS

How the enhanced WIS will benefit more lower-wage workers

Madam Timah | 66 y.o.

Total Workfare received

 **~\$34K**

\$21K in CPF top-ups **\$13K** in cash payments

From 2023, Mdm Timah will receive up to **\$4,200** Workfare payouts a year or **\$350** a month.

Ms Lily | 30 y.o. in 2023



I am excited to start receiving Workfare from 2023. The **boost in income** will be an additional source of help. I will use my Workfare monies to pay my HDB instalment and school supplies for my children



workfare.gov.sg

Or scan here for the qualifying criteria for Workfare

Workfare



⁶ To encourage regular work, workers also have to earn at least \$500/month to qualify. Persons with Disabilities and ComCare recipients earning less than \$500/month will continue receiving Workfare.