

**REMARKS AT G20 LABOUR AND EMPLOYMENT MINISTERIAL MEETING BY
MANPOWER MINISTER JOSEPHINE TEO**

**Session 1 – Technological change and labour market transformations: skills
development and new forms of work**

“Winning Together with Technology”

1. Singapore fully supports Argentina’s focus on ensuring that workers are able to keep pace with technological developments.
2. In Singapore, we believe technology presents challenges, but also opportunities for businesses to transform and grow. This applies to industries as well. We are excited by the prospects and would like to share our plans for jobs of the future, skills of the future and careers of the future.

Jobs of the Future

3. To create jobs of the future, we launched the US\$3.5 billion Industry Transformation Programme.
4. Under this programme, we systematically develop Industry Transformation Maps in 23 industry sectors, covering 80% of our economy. In each sector, we identified strategies to raise productivity, intensify innovation, and promote internationalisation. Through the Industry Transformation Maps, we will help our industries stay competitive and create better jobs of the future for our workers.

Skills of the Future

5. To complement the industry transformation and succeed in jobs of the future, our workers must be equipped with the skills of the future. To this end, we launched a national movement called SkillsFuture to encourage the right mindset of lifelong learning and embracing new technology among our people.
6. We encourage employees to take pride in mastering skills, and employers to reward them for their efforts and achievements in upskilling.
7. Additionally, each Singaporean aged 25 and above is given about US\$350 SkillsFuture Credit, which they can use for their own training. This is a way to encourage people to take ownership of their own skills development.
8. More than US\$300 million of funding has been provided annually through SkillsFuture for continuing education and training.

Careers of the Future

9. Having better jobs and skills for the future will however not be enough. We believe that careers of the future will involve constant adaptation through different job roles, industries and work arrangements, some of which have not yet been invented. Therefore, we are creating more pathways to help our workers adapt their skills for new jobs, as these new jobs emerge. We now have more than 100 programmes to support career conversion in over 30 sectors.
10. The Government also developed a job-matching portal called MyCareersFuture, which taps on the latest technology to match jobseekers to jobs based on their skills.
11. These initiatives, which we have collectively coined the “Adapt & Grow initiatives”, now help more than 25,000 or more than 10% of all successful jobseekers each year. We want to increase this proportion, and ensure growth remains inclusive for all.

Achieving Together

12. Ministers and colleagues, the collective efforts and shared ownership of the social partners will be crucial for our journey to chart the future of work. We believe we can win together while embracing technology.
13. To do this, we are creating an agile ecosystem, where:
 - One, workers have an agile mindset to reskill and upskill themselves to take on the new jobs that are created.
 - Two, companies have agile business models to help them to survive and thrive.
 - Three, the government is also agile, responding quickly and nimbly to the changing needs of workers as well as businesses.
14. Singapore strongly supports Argentina’s efforts to involve the L20 and B20 in this very important discussion. We want to thank our host for your excellent arrangements and for giving us this opportunity to share our knowledge and exchange ideas. Let us all work together and support one another to win with technology.

Sessions 2 and 3 – Promoting decent work and an inclusive future

“Ensuring Sustainable Self-Employment in the Future of Work”

1. Singapore supports the G20’s focus on promoting decent work in the future of work.
2. We recognise that the emerging digital economy makes it easier for individuals to take on self-employment, including getting work from platforms.
3. While the proportion of self-employed persons in Singapore has remained stable at about 8 to 10 per cent of our resident workforce, we decided to form a tripartite workgroup to look at ways to better support them.
4. The workgroup concluded that we should not create a new category of workers in our laws with reduced employment protection because doing so will likely result in misclassification issues. Rather, we will have to be strict about disguised self-employment, which is not fair to the workers.
5. The workgroup also suggested tangible ways to address main common issues faced by self-employed persons. We are currently implementing the workgroup’s very practical recommendations.
6. First is to address payment disputes.
 - To prevent disputes from arising in the first place, we have launched a set of guidelines, developed with the social partners, called the Tripartite Standard on Contracting with Self-Employed Persons.
 - When disputes do arise, many prefer mediation rather than going to court. To help with this, we provide voluntary mediation services to self-employed persons through our tripartite centre for dispute management.
7. Second is to mitigate the loss of income during periods of prolonged illness, which many self-employed persons have no protection against. We will make available an insurance product for self-employed persons, and encourage those in higher-risk occupations to purchase it.
8. Third, to help self-employed persons keep their skills current and make self-employment a sustainable career, we are supporting them to develop targeted skills training. This ability to also be part of the skills redevelopment framework in Singapore is very important in order that self-employment can be meaningful over long periods of time and not pose unreasonable risks to the individual.
9. Further, we are studying the workgroup’s recommendation to help self-employed persons save more regularly for their healthcare needs and to be part of our social security framework.

10. These efforts that I have outlined will help our workers to seize the opportunities of the digital economy, and contribute towards sustainable self-employment in the future of work.
11. Singapore has benefited greatly from hearing about the experiences and strategies of other countries over the last couple of days, and we would like to thank once again our hosts Argentina for the opportunity to also share Singapore's approach. Thank you very much.