

Ministry of Manpower Committee of Supply-In-Brief



2018 Highlights

Labour Market Remained Healthy

	2017	2018
Resident unemployment rate	3.1%	2.9%
Retrenchments	14,700	11,000
Employment growth (excluding FDWs)	-10,700	39,300

- Workers' real median income grew by 3.5% per annum between 2013-2018
- However, resident unemployment rate rose from 2.9% in 3Q18 to 3.0% in 4Q18

Better Wage Growth and Jobs

Quality, Inclusive Growth

- Between 2013–2018, real income of workers at 20th percentile grew by 23%, compared to 19% at the 50th percentile
- Progressive Wage Model raised incomes of ~80,000 workers in cleaning, landscape, security and lift & escalator industries

Lean Enterprise Development Scheme (LEDS)

- >14,000 companies supported since 2015 to raise productivity

More Progressive Workplaces

Human Capital Partnership (HCP) Programme

- 540 companies employing >190,000 locals recognised for progressive employment practices since 2017

More Companies Adopted Tripartite Standards

Tripartite Standard	For Workers	For Companies
Contracting with Self Employed Persons	30,000	500
Flexible Work Arrangements	400,000	1,300
Age-Friendly Workplace practices	300,000	>500

Better Employment Protection

Fair Consideration Framework (FCF)

- More workers protected from unfair hiring practices
 - Job advertising requirement expanded to cover more jobs
 - >3,800 Singaporean PMETs hired and 2,300 EP applications not approved since 2016
- 260 companies have improved hiring practices and exited FCF Watchlist

Workplace Safety and Health

- Record low in workplace fatal injury rate (1.2 per 100,000 workers)

More Support for Singaporean Workers

Adapt and Grow (A&G)

- Helped >30,000 local jobseekers secure jobs, 20% more than in 2017

Of these:

- About one in three aged 50
- 5,000 benefited from Professional Conversion Programmes

- Helped more than 5,000 companies hire local talent

WorkPro – Job Redesign Grant

- Easier, safer and smarter jobs for ~20,000 older workers
- >1,750 companies supported since Jul 2016

Capability Transfer Programme (CTP)

- >100 companies and 800 Singaporean workers expected to benefit

Better Retirement Adequacy

- >6 in 10 active CPF members met the Basic Retirement Sum at age 55
- >96,000 members received voluntary top ups totalling \$2 billion

For Workers

For Companies

For more information: www.mom.gov.sg



Walking the Tech-journey with You



New Professional Conversion Programmes (PCP)

- 👤 Launch PCPs on Embedded Software, and Prefabrication
- 🏢 Support up to 90% of salary and course fees

Extend Career Support Programme (CSP)

- 👤 Till March 2021, to help mature/long term unemployed jobseekers
- 🏢 Salary support for up to 18 months

Enhanced Career Trial

- 👤 Job seekers who prefer part-time jobs can trial for up to 3 months with funding support
- 🏢 Funding support for companies offering part-time jobs

Enhanced MyCareersFuture portal

- 👤 Skills-to-job matching for more efficient job search
- 🏢 Introduce new features e.g. 'Suggested Talent' – helps local jobseekers be matched

👤 For Workers 🏢 For Companies

Boost for Self Employed Persons (SEPs)

- 👤 From Q1 2020, SEPs providing services to Government make automatic MediSave contributions through a Contribute-As-You-Earn (CAYE) model
- 👤 'Key Terms of Engagement Form' template available



Better Care and Assurance for our Workers



Enhanced Workfare

- 👤 From Jan 2020,
 - Increase qualifying income cap from \$2,000 to \$2,300 per month
 - Increase maximum annual payouts by up to \$400
- 🏢 Companies bear no cost of these enhancements

Integrate Persons with Special Needs

- 👤 Since 2016, >1,600 persons with special needs placed in jobs
- 🏢 Job Redesign Guide for companies to support workforce integration

Better Management of Workplace Harassment

- 👤 TAFEP as a resource centre for managing workplace harassment, to assist employees
- 🏢 Resources to help companies manage harassment

Expand CPF Retirement Planning Service (CRPS)

- 👤 CRPS sessions for all CPF members reaching age 55 and Payout Eligibility Age (PEA)

Support Employability of Ex-offenders

- 👤 Project Phoenix helped >1,200 ex-offenders find jobs

Career Starter Programme

- 👤 Career advice for 28,000 graduating ITE and polytechnic students

👤 For Workers 🏢 For Companies

Promote Flexible Work Arrangements

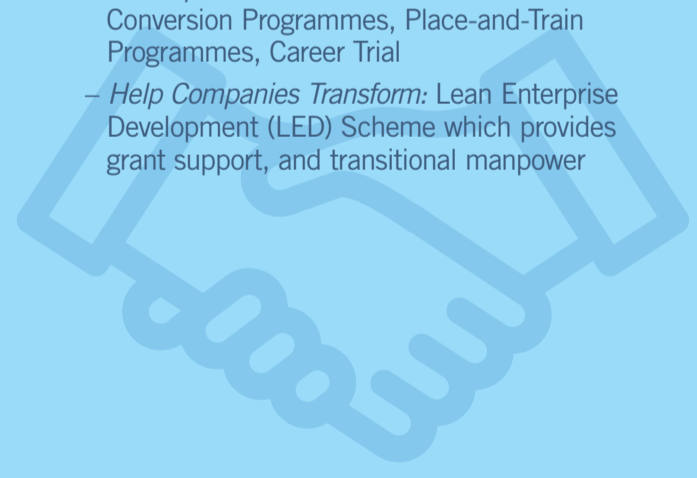
- 🏢 Increase Work-Life Grant budget from \$30mil to \$100mil to benefit more companies
- 🏢 Develop Job-sharing Implementation Guide for employers

Strengthen Foreign Workforce Controls

- 🏢 Reduce service sector Dependency Ratio Ceiling

	Work Permit	S Pass
Now	40%	15%
Jan 2020	38%	13%
Jan 2021	35%	10%

- 🏢 From Jul 2019, Local Qualifying Salary threshold will be raised to \$1,300
- 🏢 Minimum qualifying salary for S Pass holders will increase to \$2,400 from Jan 2020
- 🏢 Initiatives to help companies manage changes:
 - *Develop Local Workforce*: Professional Conversion Programmes, Place-and-Train Programmes, Career Trial
 - *Help Companies Transform*: Lean Enterprise Development (LED) Scheme which provides grant support, and transitional manpower



Supporting Senior Employment



Extend Special Employment Credit (SEC) and Additional SEC (ASEC)

- 👤 Wage offsets to employers improve older workers' employability
- 🏢 Till end-2020, provide wage offsets to companies hiring Singaporean workers aged 55 and above, earning up to \$4,000

Review WorkPro Job Redesign Grant

- 👤 Easier, safer and smarter jobs for older workers
- 🏢 Continue to provide funding support for companies

👤 For Workers 🏢 For Companies

Tripartite Workgroup on Older Workers

- 👤 Retirement Age and Re-employment age should gradually increase over the longer term to provide assurance to older workers who wish to continue working
- 👤 Further study needed before deciding if CPF contribution rates for older workers should increase
- 👤 Final recommendations will be ready by end 2019

