

**#EVERY
WORKER
MATTERS**

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National Trades Union Congress

Addressing Job Vulnerabilities of Mature PMEs

Singapore Perspectives 2023

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Introduction

The COVID-19 pandemic had brought about unprecedented global economic disruptions and pushed Singapore into an economic downturn, putting jobs at risk and causing retrenchments to rise. **PMEs, especially those in their 40s to 60s, have become an increasingly vulnerable group.**

The PME taskforce was formed by the National Trades Union Congress (NTUC) and Singapore National Employers Federation (SNEF) in October 2020 and engaged over 10,000 Professionals, Managers and Executives (PMEs), employers and stakeholders to propose 9 recommendations under 4 key thrusts.

The taskforce submitted a report to the Government on 20 October 2021. Progress has been made and **several recommendations are pending work in progress.**

Following the PME taskforce, NTUC had also launched the **#EveryWorkerMatters Conversations in 2022** to continue our engagements with our mature PMEs and other segments of workers.



Key Insights from PME Engagements

PMEs generally need protection against job losses and more support in employment and job-related training

Based on a dipstick survey done in December 2020 with 3,500 PMEs,
the top three areas in which PMEs need the most help are:



76%

**Support for
employment
opportunities**



61%

**Protection
against
job losses**



55%

**Support for
job-related
training**

Key Insights from PME Engagements

Fears and Anxieties of PMEs across different age groups and occupations



Younger PMEs,

aged below 40, are worried that their skills will become irrelevant in the fast-changing economic landscape but are unaware of future skills requirements.



Mature PMEs,

aged 40-60, find it difficult to search for employment and attribute that to their age.



PMEs, particularly those in Infocomm Technology (ICT), Professional Services and Financial Services sectors,

find current policy tweaks insufficient to curb unfair competition from foreign talent to level the playing field for them.

Key Insights from PME Engagements

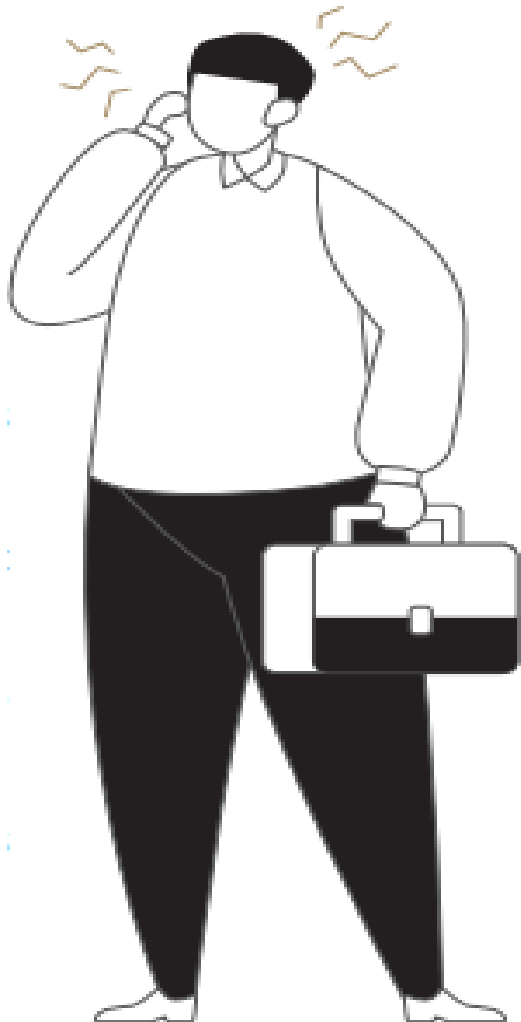
Compared to their younger peers, more mature PMEs seemed less confident about career opportunities and attributed to their age



	20 to 40 years (n:569)	41 to 60 years (n:406)
Agree that there are career opportunities out there for them	85%	67%
Confident in getting a job with current skills and capabilities	74%	58%
Think that they are easily replaceable due to age	27%	63%
Think that it is difficult to find a job as companies are not open to older workers	21%	71%

Key Insights from PME Engagements

Mature PMEs are indeed more vulnerable and face various challenges



85% felt that it was difficult to find another job that matches their skills or interests

67% of them felt the key reason was that companies were not being open to workers who are 40 years and above

49% opined that it will take more than six months to secure their next job

24% perceived workplace discrimination when applying for jobs

26% experienced discrimination at work

Key Insights from PME Engagements

Important to support mature PMEs to give them a better sense of **job security** and to improve their **employability**

Mature PMEs reflected they require support in:



62%

Compensation and benefits



60%

Job security



59%

Progression, training and development

Top measures mature PMEs felt will give them a better sense of job security:



57%

Reserving jobs for Singaporean PMEs



55%

Introduction of unemployment support



51%

Widening support for PMEs to be legally represented by unions

Top measures mature PMEs felt will support them in improving their employability

57%

Short term salary support for companies who hire mature PMEs

55%

Supporting them in training courses and mentorship programmes **for their next job in a company**

45%

Supporting them in training courses and mentorship programmes to **transit into self-employment**

Summary of Recommendations

"How can I be better protected in my workplace?"

"How can union help me?"



"How can I find a job that matches my skills and interest, regardless of my age?"



Enhancing Workplace Fairness

Recommendation 1

Enhance fair employment practices through improving HR standards and strengthening enforcement against errant companies adopting unfair practices

Recommendation 2

Strengthen Singaporean core through enhancing EP application review process and facilitating skills transfer to local PME's

Recommendation 3

Widen support for PME's through review of legislation on PME's representation



Ensuring more hiring opportunities for mature PME's

Recommendation 5

Assist mature PME's to transit into meaningful employment through short term salary support

"How can I prepare myself for the next phase of my career?"

"How can I build up my career capital to be globally competitive?"

"What are the new jobs out there?"

"How can I keep my skillsets relevant?"



*"\$\$\$:
My kids' education, my aged parents,
my daily expenses..."*



Providing unemployment support and benefits

Recommendation 4

Strengthen unemployment income support for PME's who are involuntarily unemployed



Supporting PME's in career progression and skills progression

Recommendation 6

Build Singaporean leadership bench strength

Recommendation 7


Provide customised career coaching to support PME's

Recommendation 8

Develop structured jobs and skills plans for PME's through Company Training Committees (CTCs)

Launch of #EveryWorkerMatters Conversations

A year-long engagement with 20,000 workers to refresh and strengthen the compact with workers



NTUC launches year-long engagement exercise to hear views of workers across ages and sectors

NTUC aims to reach out to 20,000 workers in exercise

The second phase involves a series of policy workshops with private partners, indications of which are being discussed. The society hopes that these private sector suggestions will be taken into account in future work.

In the third phase, NTUC will launch a dialogue through a series of 20,000 chats, which will be held across the country at various locations. The conversations will be held in a variety of ways, including face-to-face, video, and audio. NTUC also plans to hold a series of workshops with private partners, indications of which are being discussed. The society hopes that these private sector suggestions will be taken into account in future work.

today

NTUC begins year-long exercise to engage with 20,000 workers, find out where they need greater

செய்திகளைக் கொடுத்து வேலை செய்வதில் சிங்கப்பூரர்கள் கருத்துகளை அறியும் திட்டம்

வேலை செய்வதில் 20,000 சிங்கப்பூரர்களின் கருத்துகளை அறியும் திட்டம் தொடங்கியது. சிங்கப்பூர் தொழிலாளர்கள் கருத்துகளை அறியும் திட்டம் தொடங்கியது. வேலை செய்வதில் 20,000 சிங்கப்பூரர்களின் கருத்துகளை அறியும் திட்டம் தொடங்கியது.

NTUC lancar inisiatif baru dekati semua lapisan pekerja

Perbincangan #SetiapPekerjaPenting ingin dengar pandangan, keprihatinan pekerja di Singapura



新闻网

职总推“同心同行 共创未来”对话会 志明:将以多种方式收集意见

职总推“同心同行 共创未来”对话会 志明:将以多种方式收集意见

Your tomorrow matters.

林文生

在这个时间点有很多可以讨论的话题

了解关注焦点和对未来期望 职总推动对话会 支援雇员职业发展



Times are changing, workers must adapt, & NTUC needs to do more now: Ng Chee Meng

NTUC to engage 20,000 people through feedback exercise

By Sharon See
sharonsee@channelnewsasia.com

The labour movement is planning to engage some 20,000 people in a feedback-gathering exercise that it is launching.

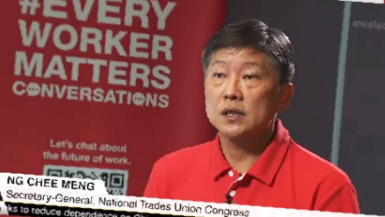
It is a response to the challenges and opportunities presented by the Russia-Ukraine war.

"We want to ensure workers have the financial support they need, because the harsh truth is that many workers may face involuntary retrenchment," Ng said, alluding to the possibility of unemployment exacerbated by the Russia-Ukraine war.

demics has been a trial and test for Singaporeans, who have emerged stronger through the crisis.

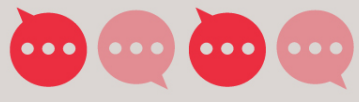
In an earlier media briefing, the labour chief said: "We know that Singaporeans are resilient and have the capacity to overcome challenges. We will continue to support a PMG uplift and has begun to engage youths in the past year, the labour chief said.

The conversations will be done in a phases involving surveys, focus groups, discussions, workshops



#EVERY WORKER MATTERS CONVERSATIONS

Let's chat about the future of work.



#EveryWorkerMatters Conversation with PMEs

Mature PMEs continue to face vulnerability but the PME taskforce recommendations are in the correct direction to tackle their concerns



NTUC will continue our journey to champion for our mature PMEs to ensure that they are not left behind



NTUC to push for unemployment benefits, address workplace discrimination for PMEs - CNA



Government looking into NTUC's call for unemployment support



NTUC pushes to better represent PMEs | The Straits Times