Caring for our Low-Wage Workers

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WHO are our low-wage workers

Workfare Income Supplement
Average monthly income criteria
≤ $1,900 / month*

Various sectors
(e.g. cleaning, landscape, security, pest control, F&B, Retail…)

* Will be revised to $2,000 w.e.f. 1 Jan 2017

Challenges Faced

- Low Basic Wages
- Little or negligible wage increases
- Little or no savings
- Coping with Cost of Living
- Low Skills
- Little knowledge on employment rights
- Little Career Prospects
- Worried about Retirement
Real Gross Monthly Income from Work (excl. employer CPF)

Desired Outcome
For LWWs to have higher income growth than median income earners (50th percentile)
Vicious Cycle of outsourced industries

1. Outsourcing
   - Cheap Sourcing
   - Depression, stagnation / resetting of wages

2. Unfair Contract Terms

3. Disproportionate Liquidated Damages

https://shlysoliz.wordpress.com/
NTUC’s Efforts To Help LWWs

Constantly explore Sustainable Solutions to Improve Wages of Workers at the Lowest Rungs

- **IGP – Inclusive Growth Programme**
  - Provides companies with funding to drive productivity improvements
  - Productivity Gain Sharing with workers through higher wages

- **BSI – Best Sourcing Initiative**
  - Service buyers are encouraged to award service contracts based on performance and quality
NTUC’s Efforts To Help LWWs
Progressive Wage Model

- Ensures that basic wages commensurate with skills, job responsibilities and productivity
- Provides workers with a career progression pathway and encourages them to upgrade their skills
- Improves industry image
  - Employers are able to attract and retain more workers
- Buyers are assured of a higher-skilled and more productive workforce
Before PWM

**Office Cleaner**

$800
Median Basic Wages
(June 2012*)

**Before PWM**

**Security Officer**

$857
Median Basic Wages
(June 2014*)

**Before PWM**

**Landscape Worker**

$1,000
Median Basic Wages
(2013*)

After PWM

**Office Cleaner**

$1,000
Median Basic Wages
(June 2014*)

By 1 Sept 2016

≥ $1,100
Basic Wages

By 1 June 2016

≥ $1,300
Basic Wages^

25%

28%

30%

^ For workers employed by LCR-registered companies
*Source: Occupational Wage Survey, MOM
NTUC’s Efforts To Help LWWs

Caring for our Union Members through our Social Enterprises and Networks

Protection
- Workplace Representation
- U Care Hardship Grant

Progression & Placement
- UTAP
- Job Placement

Financial Assistance
- Bursaries & Scholarships

Privileges
- Lifestyle & Social Benefits
  - e.g. Rebates & Discounts
NTUC’s Efforts To Help LWWs

Caring for Non-Union Members through Engagement & Workplace Advisory

**MISSION**

We help low-wage workers earn a better living & lead a better life

**A One-stop Centre for LWW**

- Set up by NTUC with government support in November 2013
- Situated at Devan Nair Institute of Employment & Employability in Jurong East
- Provides workers with guidance on work-related issues & opportunities to help them earn a better living
We All Play A Part

- Greater appreciation of LWWs’ contributions & Value their Jobs
- Help to raise awareness on assistance available and encourage workers to upskill
- Whistleblowing
- Keep in mind the welfare of outsourced workers when drafting tender specifications & procurement
- Play a role in caring for outsourced workers at their sites (e.g. rest areas)
- Explore technology solutions to make work easier, safer, smarter and more productive for our workers
- Share productivity gains with workers
- Policies that delve deeper into the needs of LWWs and their families
- Factor voices from the ground –NTUC, and other welfare groups in decision-making processes
We All Play A Part
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