

Solid Support For Silver Workforce Tripartite Partners Say...

Outcome Is Employing More Older Workers

“For re-employment to work, we must all firstly recognise the end outcome which is to improve employment rate of older workers. Secondly, the end outcome can only be achieved if all the tripartite partners adopt a constructive attitude towards re-employment. Along the re-employment path, we are bound to run into difficulties. But each time we run into difficulty, it is important that the unions, employers and Government adopt a positive approach to address the issues.”

Lim Swee Say, NTUC Secretary-General



It Can Be Singapore's Strategic Advantage

“We have to bear in mind that re-employment is not an easy task. Although it is a challenge, it is also a very important strategic weapon that we have. It is a critical resource that we have not yet tapped on. We must push ahead and if we do it right, it will become a strategic advantage that we will have versus our competitors worldwide.”

Gan Kim Yong, Minister for Manpower

Many Already Onboard

“The central pillar of these guidelines is to remind everybody that the re-employment law is coming in on track in January 2012. The experience on the ground has been that that many companies are already re-employing their older workers because they see the value of their older workers and they have found ways to better manage the integration between the human resource policies and their operational needs. The guidelines reinforce this and urge companies to continue along this road and get even better in doing so.”

Heng Chee How, NTUC Deputy Secretary-General

Government Will Provide More Platforms

“It is important for us to value the expertise and experience of our older workers. It is also important for us to bear in mind that as we introduce re-employment, there must be flexibility and workers must be prepared to make adjustments to the types of jobs, remuneration and employers have to bear in mind to put in efforts to re-design jobs and make them more age-friendly. From the Government's point of view, we provide platforms through various schemes for companies to do so. I will encourage tripartite partners to focus on these objectives.”

Gan Kim Yong, Minister for Manpower

Mature Workers Employed Despite Recession

According to preliminary results from the Ministry of Manpower's comprehensive mid-year Labour Force Survey, the employment rate for older residents aged 55 to 64 in Singapore is 57.2 per cent. This is unchanged from 2008, despite the severe recession which saw the overall employment rate for those aged 25 to 64 fall from 77.0 per cent in 2008 to 75.8 per cent in 2009. In fact, the employment rate for older men has increased from 73.8 per cent to 74.7 per cent.

CBF Can Make it Happen

“Cheaper Better Faster will ultimately translate into better job security for our workers. If we are more competitive and more productive, then Singapore is better able to compete and this should translate into better job security. As a company, you must continue to refine your human resource system along the lines of job worth and performance-based wage system to help your company become more competitive and in managing the group of mature workers. We give you flexibility to manage this and give you assistance to help you come up with schemes to continue to move your wage system to performance-based and help with job-design to re-deploy older workers.”

Stephen Lee, Singapore National Employers Federation President

Everyone Must Work Together

“This is about willing parties coming to the table. What we are trying to do with the guidelines is to raise awareness and bring more willing parties to the table. Re-employment is not an event; it does not take place all of a sudden but is a long process that will come with the changing of the demographics and mindsets. As part of the consultation process, we welcome employers, employees and unions to give their views and feedback on the draft guidelines and how re-employment could be more effectively implemented by companies.”

Alexander Melchers, Chairman of the Tripartite Implementation Workgroup and Singapore National Employers Federation Vice-President

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