

## **For Immediate Release**

**4 March 2022**

### **MEDIA STATEMENT BY THE SINGAPORE NATIONAL EMPLOYERS FEDERATION ON THE MINISTRY OF MANPOWER COMMITTEE OF SUPPLY DEBATE 2022**

1. The Singapore National Employers Federation (SNEF) welcomes the Ministry of Manpower's announcement to develop our local workforce and keep our labour market open.

#### **Develop Local Workforce**

2. The MOM initiative to look at Job Transformation in various sectors will guide employers to redesign their jobs and train their workers. In addition, Career Conversion Programmes will support employers to recruit and develop job seekers who may not possess all the necessary skills.

3. SNEF welcomes the introduction of the pilot Global Rotation Programme to incentivise employers to send local PMEs overseas to gain more experience while also allowing employers to bring in foreign PMEs in exchange. This will create learning opportunities for both local and foreign PMEs and strengthen Singapore as a talent hub for MNCs.

#### **Complementarity of Foreign Workforce**

4. Employers need to have access to skilled manpower to remain competitive globally. It is vital for Singapore to remain open and welcoming of talent from around the world that complement and supplement our local workforce. SNEF notes that MOM has taken into consideration the recommendation of the NTUC-SNEF PME Taskforce to be less reliant on just the salary and educational qualifications for employment pass application and also to introduce a point system.

5. The COMPASS framework will facilitate employers to hire foreigners in areas where Singapore has skill shortages or where it is of strategic priority for Singapore. The framework also recognises employers who have high local PME share relative to their industry peers.

6. However, while SNEF understands the need to recalibrate the qualifying salary criteria as local PMEs' salaries rise, there are SMEs which may not be able to afford to pay top-tier salaries for both their local and foreign employees. Therefore, SNEF appreciates MOM's assistance to help SMEs level up.

7. Overall, the competitiveness of the Singapore economy depends on having a strong Singaporean core and an open labour market that welcome foreigners who can complement and supplement our workforce. By ensuring that Singapore maintains our competitiveness,

we will be in a better position to achieve sustainable inclusive growth for a brighter future for all.

- END -

### **About Singapore National Employers Federation**

The Singapore National Employers Federation (SNEF) is a trade union of employers. Our mission is to advance tripartism and enhance labour market flexibility to enable employers to implement responsible employment practices for sustainable growth. SNEF has a membership of over 3,300 companies with a combined workforce of over 800,000. For more information, please visit [www.snef.org.sg](http://www.snef.org.sg)

#### **For media enquiries, please contact:**

Chua Ker Sin

Director, Corporate Research, Planning and External Relations

Email: [kschua@snef.org.sg](mailto:kschua@snef.org.sg)

Melissa Fu

Assistant Director, Marketing and Communications

Corporate Research, Planning and External Relations

Email: [melissa\\_fu@snef.org.sg](mailto:melissa_fu@snef.org.sg)