

PARTNER OF LABOUR MOVEMENT

Tripartite Cluster for Retail (TCR) Industry

Nominated by NTUC U Care Centre

The Tripartite Cluster for Retail (TCR) Industry was set up in March 2021 to develop a Progressive Wage Model (PWM) for the retail sector. The TCR comprises tripartite partners, namely the Labour Movement, Singapore National Employers Federation, Singapore Retailers Association, Ministry of Manpower, Enterprise Singapore, Workforce Singapore, SkillsFuture Singapore and various retail companies.

To gather stakeholders' views from the diverse sub-sectors, the TCR held several engagement sessions to better understand the industry's challenges. The TCR took in the industry's feedback when deliberating on setting the PWM wages and training requirements to uplift the retail workforce.

The TCR eventually landed on a set of PWM Baseline Gross Wages and annual increments to ensure retail workers benefit from sustainable wage increases coupled with skills and productivity. The Retail PWM will see at least an 8.4 per cent CAGR in baseline wages from September 2022 to August 2025.

While TCR members held different perspectives and positions during the negotiation of PWM wages, they tried to understand the viewpoints of both employers and workers. The strong commitment to uplift the retail workforce and industry is evident in how the TCR forged a tripartite consensus culminating in a set of recommendations the Government accepted in August 2022.

To ensure retail workers can have advancement opportunities, the TCR agreed on a career progression pathway and corresponding skills ladder aligned with the Skills Framework for Retail. Through open communication and a collaborative spirit, the TCR forged a close partnership to ensure the retail workforce will benefit from better wages, welfare and work prospects.