

ANNEX A

NTUC'S ADVOCACY FOR SENIOR WORKERS

Area	Key Advocacy and Outcomes
Stronger retirement, re-employment and financial security	[Advocacy] Since 2006, NTUC has advocated for the progressive raising of the Retirement Age and Re-employment Age, alongside measures to strengthen retirement adequacy for senior workers. [Outcome] These issues were subsequently taken forward through the Tripartite Workgroup on Older Workers (TWG-OW) in 2019, which recommended progressively raising the Retirement Age to 65 and the Re-employment Age to 70 by 2030, as well as increasing CPF contribution rates for senior workers. These recommendations have been progressively implemented. Most recently, the statutory Retirement Age and Re-employment Age were raised to 64 and 69 respectively from 1 July 2026.
Job security and equitable access to training	[Advocacy] NTUC advocates for senior workers to remain employable as jobs evolve by ensuring equitable access to training and reskilling, redesigning jobs, and strengthening caregiving support so workers can balance employment and caregiving responsibilities. [Outcome] The Government has implemented SkillsFuture support to make training more accessible to mature and senior workers. Singapore Citizens aged 40 and above can receive enhanced subsidies for eligible MOE-funded and SkillsFuture Singapore-supported courses, helping to reduce the cost of upskilling and reskilling. This is complemented by career coaching and job-matching support to help senior workers transition into new roles.
Flexible work and age-inclusive workplaces	[Advocacy] NTUC advocates for senior workers to have meaningful choices in how they participate in the workforce through fair, flexible and practical work options, age-friendly job redesign, and stronger support for employers to hire, train and retain them as jobs evolve. [Outcome] Through NTUC Company Training Committees (CTCs) and CTC Grant provided by the Government, NTUC and its unions have worked with employers to redesign jobs and workplaces to better support senior workers, including by reducing physical strenuous tasks, introducing more flexible scheduling and equipping them for redesigned roles.