

# STRENGTHENING PROTECTIONS FOR PLATFORM WORKERS

The Government has accepted the recommendations of the Advisory Committee on Platform Workers, which were released in November 2022.

The recommendations will be implemented from 2H 2024.



## Improving Housing and Retirement Adequacy through CPF Contributions

CPF contributions for Platform Workers, including contributions from Platform Companies, will be gradually aligned with that for employees and employers. This will apply for Platform Workers aged below 30 in 2024, while all other Platform Workers can opt in. CPF savings in Platform Workers' Ordinary Account (OA) can be used for housing purchases.

**Indicative table of how the aligned CPF contribution rates will be phased in evenly, for the first year and by the fifth year, starting from 2H 2024:**

Age Bands <sup>~</sup>	Platform Worker CPF Contribution <sup>*</sup>			Platform Company CPF Contribution <sup>^</sup>		
	Current	2024	2028	Current	2024	2028
≤ 60	8 - 10.5%	10.5 - 13%	20%	0%	3.5%	17%
> 60 to 65		10.5%	13%		3.5%	13%
> 65 to 70		10.5%	7.5%		3.5%	9%
> 70		9%	5%		3.5%	7.5%

### For Platform Workers above age 65

Total CPF for Platform Workers still increases as the increase in CPF contribution from the Platform Company is more than the reduction in CPF contribution by the Platform Worker

(Actual schedule may be subject to change, including if major economic disruption warrants a longer timeline)

<sup>~</sup> The actual schedule for Platform Workers aged 55 to 70 will depend on progress of the increases to CPF contributions for Senior Workers.

<sup>\*</sup> Platform Workers who earn \$500 or less per month do not need to make CPF contributions. Those who earn above \$500 but below \$750 will contribute at a reduced rate.

<sup>^</sup> Platform Companies do not need to contribute CPF for Platform Workers who earn \$50 or less per month.

# To support lower-income Platform Workers, we will:

## 1. Introduce the Platform Workers CPF Transition Support (PCTS) during phase-in period from 2024 to 2027

Applicable for lower-income Platform Workers who are earning \$2,500 or less per month (including from platform work and other employment sources), and are required to or opt in to aligned CPF contribution rates

PCTS will offset part of the increase in Platform Worker's CPF OA and Special Account (SA) contribution rates

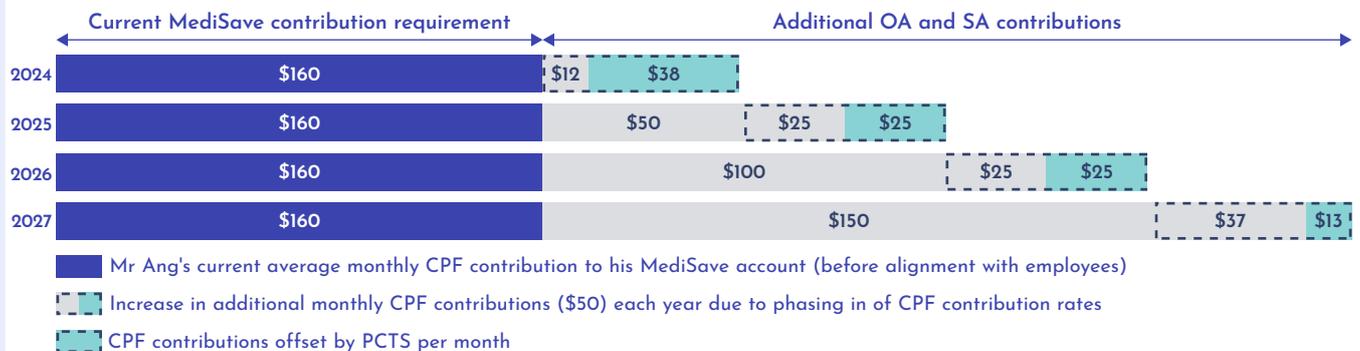
2024	2025 - 2026	2027
75% offset of increase	50% offset of increase	25% offset of increase

(The exact years may change depending on the aligned CPF contribution rates schedule)



Mr Ang, 30 years old in 2024, earns \$2,000 (after expenses) per month. On average, Mr Ang's own CPF contributions will increase by \$50 per month each year if he opts in to the aligned CPF contribution rates, and this will go to his OA and SA. Including both his and his Platform Company's contributions, Mr Ang will save an additional \$120 per month in his CPF account in 2024. This is how PCTS can help to offset part of the increase in his monthly CPF OA and SA contribution rates:

### MR ANG'S SHARE OF MONTHLY CPF CONTRIBUTIONS DURING PHASE IN PERIOD



We estimate that Mr Ang can use about \$450k in CPF savings by age 65 for housing and retirement needs.

## 2. Align the Workfare Income Supplement (WIS) scheme for Platform Workers with that of Employees

### For all eligible Platform Workers

#### From Year 1 of implementation of aligned CPF contribution rates (2H 2024)

- Receive WIS monthly instead of annually, as Platform Workers will have their CPF contributions deducted more frequently by Platform Companies

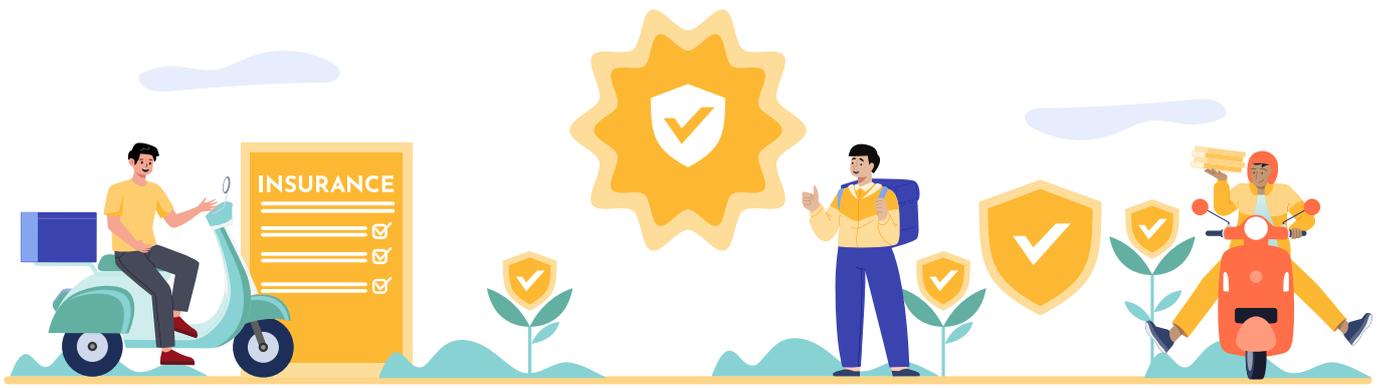
### For eligible Platform Workers on aligned CPF contribution rates

#### From full implementation of aligned CPF contribution rates (2028)

- Higher WIS payments, same as the payment amounts for employees
- Higher proportion of WIS in cash, aligned with CPF : Cash ratio of employees

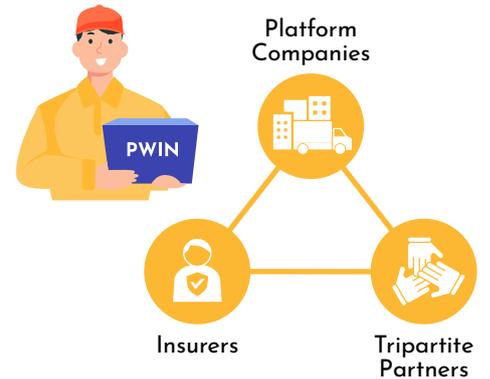


WIS FEATURE	Current	For Platform Workers who opt in to or are required to make CPF contributions	For other Platform Workers
Payment Frequency	Annually	<b>NEW</b> Monthly (from 2H 2024)	
Payment Amount (for same age and income earned)	Two-thirds of Employees' WIS	<b>NEW</b> Full Employee WIS (from 2028)	No change from current
CPF : Cash Ratio	90% CPF : 10% Cash	<b>NEW</b> 60% CPF : 40% Cash (from 2028)	



## Ensuring Adequate Financial Protection in Case of Work Injury

-  Platform Companies to purchase work injury compensation insurance for Platform Workers
-  Platform Workers to be entitled to same scope and level of work injury compensation as employees under the Work Injury Compensation Act (WICA)
-  A Platform Workers Work Injury Compensation Implementation Network (PWIN) comprising Platform Companies, insurers and tripartite partners will look into key operational policies and implementation details



## Enhancing Representation for Platform Workers



Platform Workers will have the right to formal representation to better protect and negotiate for their interests



Tripartite Workgroup on Representation for Platform Workers looking to co-create a new representation framework

Three key guiding principles undergird the Tripartite Workgroup's discussions:

- 1** Uphold the spirit of tripartism which has achieved good outcomes for businesses and workers
- 2** Current industrial relations framework works well, but recognise that platform work is different from regular employment, and the representation model will need to be adapted accordingly
- 3** Representation framework should be flexible enough for parties to have maximum space to negotiate and find win-win outcomes that are fair to all parties



<https://go.gov.sg/pwac-report>

**Scan here for more details**  
on the Advisory Committee on Platform Workers' recommendations