

PARTNER OF LABOUR MOVEMENT

Wong Hing Long Technologies Pte Ltd

Nominated by NTUC U SME.

Wong Hing Long Technologies Pte Ltd significantly emphasises fostering a culture of continuous learning and professional growth among its workforce. While recognising the dynamic nature of the business landscape, the management proactively invests in employee training and development initiatives. The company sends employees to attend specialised courses and workshops to enhance their skills and keep them abreast of industry trends. By providing these opportunities for skills development, the company ensures that its workforce remains adaptable and well-equipped to meet the evolving demands of their respective roles.

With the commitment to learning, the company has established a structured wage system that reflects a fair and merit-based approach. The company's wages are tied to individual performance, experience, and skill level. This ensures employees are duly recognised and rewarded for their contributions, creating a transparent and motivating compensation framework. The correlation between training investments and wage increments underscores the company's belief in the direct relationship between employee development and organisational success. With employees' new skills and competency, they become eligible for justified wage increases, fostering a sense of satisfaction and loyalty within the workforce.

In 2021, the company became an early adopter of the Senior Worker Early Adopter initiative, showcasing proactive support for senior workers. Pioneering change, the company raised its retirement and re-employment age and adopted the Tripartite Standard on Age-Friendly Workplace Practices, promoting age diversity and recognising the experience senior workers bring. In 2022, the company enhanced employee welfare benefits by sponsoring NTUC membership. The company also participated in NTUC's May Day Migrant Workers Celebration, reflecting the company's recognition of migrant workers' invaluable contributions to the community and workforce.

Since partnering with NTUC U SME in 2021, the company's senior management consistently participated in various NTUC engagements. They include active involvement in events like the May Day Rally and fireside chat with Deputy Prime Minister Wong and President Mary in 2022, the May Day Fiesta and the National Delegates Conference in 2023. Its participation aims to gain deeper insights into the Labour Movement, adopting progressive practices and fostering a robust understanding of labour-related matters. The company is committed to integrating forward-thinking approaches into its operational framework through these interactions.

Wong Hing Long Technologies is dedicated to business evolution and employee well-being. The management consistently seeks avenues for transformation. An example include its participation in the Precision Engineering Networking Session in 2023, organised by the Singapore Business Federation with support from NTUC's e2i (Employment and Employability Institute) and Workforce Singapore. This session served as a strategic platform for comprehending the intricacies of collaborating with government agencies, unions, and associations to expedite business and workforce transformation. The management gained crucial insights into optimising collaborative efforts, ensuring alignment with governmental initiatives, and leveraging the strengths of union partnerships and industry associations by attending such knowledge-sharing sessions. This proactive engagement reaffirms the company's commitment to staying at the forefront of industry dynamics, fostering a resilient business environment, and nurturing a workforce that thrives amidst the ever-evolving landscape of business and technology.