

"thisweek



11 OCTOBER 2015
60 CENTS
MCI (P) 044/12/2014

BECAUSE WE CARE

The Labour Movement's Corporate
Social Responsibility story...





Photo courtesy of NTUC Enterprise



Photo courtesy of NTUC Enterprise



ALL FOR THE RIGHT REASONS

Just that little extra thought, help and concern can go a long way to make someone's day in many ways. The faces on this page say it all...

By **NTUC This Week Team**

WHAT IS CORPORATE SOCIAL RESPONSIBILITY (CSR)?

"It means being socially responsible to your employees, being socially responsible to the environment, and being socially responsible to the community you operate in.

Our Social Enterprises pay heed to these. Some have signed up to the UN Social Compact. But our Social Enterprises are more than that. They are being socially responsible by doing their business," said NTUC Enterprise Chairman Lim Boon Heng.

Citing examples, Mr Lim said FairPrice continues to moderate the cost of living, NTUC First Campus has gone beyond helping women go back to work to helping parents nurture their children while NTUC Health strives to help seniors live happy and meaningful lives.

Also into CSR is the NTUC Care and Share Committee which embarks on a community service project annually to bring cheer to the underprivileged.

The NTUC-U Care Fund provides 50 per cent co-funding support to community service projects undertaken by affiliated unions/association and Labour Movement communities through the U Care Caring•Sharing•Reaching-out (CSR) Co-Funding Scheme.

See more stories of the Labour Movement's CSR efforts from pages 3-5.



Photo courtesy of NTUC Enterprise





NTUC FairPrice Foundation

Heard of Share-A-Textbook Project or the 'Share a Heart coz U Care' Campaign? Meet the name behind them – NTUC FairPrice.

First established in 2008, NTUC FairPrice Foundation is NTUC FairPrice's platform to give back to the community. With a mission of 'A Better Life for the Community', its philanthropic activities focus on three key areas: helping the poor and needy, building the nation and community bonding, and workers' welfare.

NTUC FairPrice regularly supports a slew of projects to help the community, like the 'Share a Heart coz U Care' Campaign and Singapore's first mobile cancer education bus. Recently, the social enterprise contributed \$500,000 worth of essential food items and necessities like N95 masks to the People's Association WeCare PACKs to help needy families cope during the haze period.

One of the other ongoing annual projects include the Share-A-Textbook Project, where a record 400,000 textbooks were collected in 2014. The project benefited over 20,000 students between the ages of seven to 16. NTUC FairPrice also helps students through providing study grants – this amounted to \$580,000 in 2014 for primary to tertiary students.

NTUC Income

With its latest programme under the OrangeAid initiative, NTUC Income continues to help children and youth achieve their full potential.

Under NTUC Income's Corporate Social Responsibility flagship initiative OrangeAid, the Future Development Programme launched in July this year seeks to help students from low-income families who are at risk of foregoing tertiary education in favour of entering the workforce to support their families.

Under the programme, some 1,000 bursaries will be given out over a period of three years to polytechnic and ITE students from disadvantage backgrounds. Polytechnic students will receive \$3,000 and ITE students will receive \$1,800.

The first year will see some 200 students

from both local polytechnics and ITEs receive the bursaries. The number will double to 400 students for each of the remaining two years.

Eligible students are required to apply for the bursary through their schools.

"OrangeAid strives to level the playing field and provide equal opportunities for children and youth from disadvantaged circumstances. Through the Future Development Programme, we want to make an impact by ensuring that the youth from lower income families can achieve a better future through education," said NTUC Income CEO Ken Ng.

GOOD TO KNOW



Since launching OrangeAid in 2010, NTUC Income has helped thousands of disadvantaged children and youth secure a better future. The social enterprise also commits 1 per cent of its insurance operating profits to help children and youth from disadvantaged backgrounds annually.

To donate to OrangeAid, log on to www.income.com.sg/about-us/corporate-social-responsibility/orangeaid.

ONE RECIPIENT'S STORY

"My late father would have been proud of me for making it to polytechnic," said first year Ngee Ann Polytechnic nursing student Syaryan Ruziani.

The 19-year-old's father passed away before finding out that Syaryan got a place in polytechnic after graduating from the Institute of Technical Education (ITE).

Syaryan currently lives with his unemployed mother who suffers from breast cancer, his grandmother and two sisters.

Following the passing of the breadwinner, the family has been making ends meet with the late father's CPF savings, financial support from schools, as well as NTUC Income's Income Family Microinsurance Scheme (IFMIS). Syaryan has also had to take on part-time work to help out.

In July this year, Syaryan was informed that he would be among 200 less fortunate students who will benefit from NTUC Income's the Future Development



Programme. Thankful to receive the help, he said it would help ease the family's financial burden considerably.

"I aim to continue working hard ... I am passionate about helping people, which is why I chose to go into nursing. The additional funds will enable me to spend more time on my studies so that I can achieve better grades, and this will help me realise my dream of becoming a staff nurse," he said.

NTUC First Campus

NTUC First Campus' Bright Horizons Fund has been reaching out to the less privileged families to ensure their kids do not miss out on a pre-school education.

NTUC First Campus has an aim of providing quality early childhood care to families in Singapore at affordable prices, but there are certain families who may not have the necessary financial resources to send their children to school.

Set up in 2007, the Bright Horizons Fund became an approved Institute of Public Charter in 2009, helping a total of 5,235 children to date.

The fund helps these children through co-funding of school fees or with various child development programmes, like the Read-to-REACH Programme and FAST (Family and School Together).

Read-to-REACH helps underprivileged children who have trouble recognising letters by building their confidence through literacy games, stories and songs. FAST promotes family bonding through learning journeys, and providing essential school items like school bags, stationery and shoes to students.



The U Care CSR

The Labour Movement's U Care CSR has been going strong since 2011, supporting unions, associations and communities to help those in society that need it most.



The Labour Movement introduced the U Care Caring • Sharing • Reaching out (CSR) Co-Funding Scheme from the NTUC U Care Fund in 2011. The U Care CSR initiative provides 50 per cent co-funding to support NTUC-affiliated unions, associations and communities on projects that benefit the community.

From 2014 to date, there were 43 such community service projects worth \$43,000 that were co-funded by U Care CSR, demonstrating the Labour Movement's caring and sharing spirit.

A QUALITY LIFE

One of the most recent community projects as part of the U Care CSR was a charity fair on 4 September 2015. Held at the PSA Club, the event was jointly organised by the Singapore Port Workers Union and Port Officers' Union.

The charity fair, which sold fruits and nuts to raise funds for the Muscular Dystrophy Association (MDAS), raised over \$7,500. All the proceeds were given to MDAS to help them provide programmes and activities that will let the elderly lead a quality life.

HONOURING THE PIONEERS

Also on 4 September 2015, a group of 14 representatives from the Union of ITE Training Staff (UITS) went on a CSR visit to Lee Ah Mooi Old Age Home. The trip was organised as part of Teachers' Day to honour the pioneer generation.

The group packed goody bags with daily essential items such as medicated plasters and medicated oil to be given to the elderly of the home.

They also served the elderly a special bento lunch and went around the various wards to spread joy and laughter by entertaining with a repertoire of Chinese music using classical instruments.

At the end of the day, they presented the elderly with other gifts such as milk, hair clippers and other assorted daily supplies for the home.

NTUC Foodfare

In the business of providing affordable and nutritious meals, NTUC Foodfare also serves up various CSR initiatives.

NTUC Foodfare started a fund-raising initiative for the Man Fut Tong Nursing Home in mid-2013, with donation boxes placed at all NTUC Foodfare coffee shops and food courts, Rice Garden and Wang Cafe outlets islandwide.

NTUC Foodfare has managed to collect an average of \$60,000 every year since it started, and all proceeds go to the nursing home.

Furthermore, the Government matches the funds dollar-to-dollar. The proceeds help the nursing home to fund medical and food costs, and to upkeep the nursing home.

NTUC Foodfare, along with the other NTUC social enterprises, is also offering deals as part of the Big Value Bag to mitigate the rising cost of living.

Throughout the day, coffee and tea will be sold from 60 cents at NTUC Foodfare coffee shops and 70 cents at food courts.

It also offers other deals like the All Day Set – Chicken Curry Rice Set priced at \$2 and sold at NTUC Foodfare food courts, coffee shops and Rice Garden stalls; the Afternoon Tea Set, which consists of a Big Pau and coffee or tea, and priced at \$1.50 and sold at all NTUC Foodfare drink stalls.



We Care for U Project

WDS: Staying connected with the community.

Under the WeCare for U Project, NTUC Women's Development Secretariat (WDS) partners with their various women chapters and unions to organise activities such as educational tours, learning journeys and workshops for single mothers and their children.

This initiative is part of WDS' Corporate Social Responsibility

to show care and be connected to the community. This year has seen WDS collaborating with unions like Union of ITE Training Staff (UITS), Attractions, Resorts & Entertainment Union (AREU), HDB Staff Union (HDBSU) and United Workers of Petroleum Industry (UWPI).

Ms Premalatha, a single mum who took leave from work to participate in a terrarium workshop and learning journey to HDB Centre with her two teenage children, said: "I am grateful to WDS for organising these activities. They provide great opportunities for me to bond with my children. My daughter was reluctant to attend this event at first, but after the session ended, she was beaming from ear to ear! This experience has enabled me and my children to learn beyond school and work."



NTUC LearningHub

LHUB: A focus on children.

NTUC LearningHub (LHUB) participated in a fund-raising event organised by the Children Society on 6 September 2015. The event included a 3km walkathon and a carnival.

LHUB sponsored carnival coupons for 100 needy children to use at the event. The social enterprise also set up a games booth for the children. The funds raised have gone towards supporting the services provided by the Children Society.

Gift From The Heart

The phrase 'those better off should step in to help the less fortunate' comes into play with two unions giving back to their lower income union members.

By **Fawwaz Baktee**



Into its 11th year, some 22,000 union members and their families have benefited from the Gift from the Heart initiative.

Some 2,000 lower income union members from Food, Drinks and Allied Workers Union (FDAWU) and Chemical Industries Employees' Union (CIEU) received gift hampers worth an estimated \$100 each at this year's Gift from the Heart event on 3 October 2015 held at Downtown East.

The event was jointly organised by FDAWU and CIEU and is into its 11th year.

The gift hampers weighed approximately 10kg each and included items such as cooking oil, bread, flour, sugar and washing detergent, among other essential household products.

"The feedback we've received by our union members has been wonderful. For many years, we've been working with CIEU to make this happen annually for our members. Both unions have many low-income union members, and this is one way to show that we are taking care of them," said FDAWU Senior Vice-President Yeo Soon Hock.

CIEU President Mohamad Yunos Ismail said the Gift from the Heart initiative, together with other union initiatives, eases the financial burden on lower income CIEU members.

He added: "This initiative is one of many we have for them. One other thing would be the bursaries and scholarships that we give

"This initiative is one of many we have for them. One other thing would be the bursaries and scholarships that we give out annually. We as a union agree with the notion that the ones who are better off should step in to help those who are less fortunate."

CIEU President Mohamad Yunos Ismail

out annually. We as a union agree with the notion that the ones who are better off should step in to help those who are less fortunate."

HELPING THOUSANDS OF MEMBERS

The annual event, which started in 2004, has benefited more than 22,000 union members and their families.

Beneficiary Rashdan Bakhtia (not his real name) came to the event right after ending his night shift, working as a chemical production assistant. He has benefited from three Gift from the Heart events.

"I'm thankful that the union has come up with such an initiative. I usually spend about \$90 worth of groceries for my family in half-a-month. Being able to save that \$90 can really help me a lot. I can now use the money for other things like paying the utility bills," said Mr Rashdan in Malay.

A few hundred leftover gift hampers were donated to NTUC Health's Eldercare arm after the event.



INSIDER'S GUIDE



Food, Drinks and Allied Workers Union (FDAWU)

When: 6 November 1964.

Why: FDAWU was formed to act as an alternative union for workers in the hotel and restaurant industry. It was formed by a breakaway branch of the alleged pro-communist Industrial Workers Union of Singapore.

Numbers Now: 49,000 members

Did You Know: In 1975, FDAWU became the first union in Singapore to successfully negotiate for paternity leave for its members, resulting in six companies offering their male employees up to two days' paternity leave during their wives' confinement period.

INSIDER'S GUIDE



Chemical Industries Employees' Union (CIEU)

When: 9 October 1981.

Why: The union was formed after the restructuring of the omnibus unions, namely the Singapore Industrial Labour Organisation (SILO) and the Pioneer Industries Employees' Union (PIEU), to represent workers in the chemical-related industries.

Numbers Now: 19,061 members

Did You Know: CIEU was an early mover of increasing productivity and helping workers adapt to the changes in technology through training and upskilling, having placed emphasis on these since the economic recession in Singapore in 1985.

APP Products Pulled

NTUC FairPrice has removed all products sourced from Asia Pulp & Paper Group, with Unity Pharmacy declaring no products purchased from the group.

By Ryan Chan

NTUC FairPrice and Unity Pharmacy have assured consumers of their support for responsible sustainability.

Following the decision of the Singapore Environment Council (SEC) to temporarily restrict Asia Pulp & Paper Group's (APP) use of the Singapore Green Label certification, FairPrice announced the withdrawal of 16 APP-related products from its shelves. These include two Housebrand tissue products.

FairPrice CEO Seah Kian Peng said: "We have been proactively monitoring the situation for the past week. We initiated meetings with the various parties concerned when the list of firms, including APP, was named by the authorities as suspects for contributing to the haze.

"Our decision to withdraw all APP products ... reflects our conviction and commitment towards promoting and adopting sustainable practices."

As a result of awaiting APP's compliance to SEC's requirements, FairPrice was unable to sign the 'haze-free' declaration.

ENVIRONMENTALLY-FRIENDLY PRODUCTS

Unity Pharmacy also declared it does not purchase products from APP or any of the five other companies in Indonesia suspected of contributing to the haze.

The company has also signed the declaration form received from SEC and the Consumer Association of Singapore. The form states that their paper products are free of raw materials from the list of firms suspected of the forest fires in Indonesia.

NTUC Health Managing Director and Head of Pharmacy and Health Food Bernard Lee said: "We are committed to being a responsible social citizen by advocating environmentally-friendly and sustainable business practices. We will continue to monitor new products and work with companies that are certified under the Singapore Green Labelling Scheme."



Certis CISCO President and CEO Paul Chong gives a presentation on the benefits of using technology to help cope with the manpower crunch in the security industry.

Quality Over Price

Practising best sourcing can be an all-round winner for security agencies, buyers and employees. Here's why.

By Fawwaz Baktee

Buyers of security services should practise best sourcing immediately, and base procurement on performance and quality rather than price even before the Progressive Wage Model (PWM) becomes a mandatory licensing requirement for the security sector on 1 September 2016.

The Union of Security Employees (USE) Executive Secretary Steve Tan urged this at a seminar organised by USE and Certis CISCO Security on 8 October 2015 at the Suntec City Convention and Exhibition Centre.

As a major buyer of security services, the public sector was also called upon to take the lead and focus on outcome-based sourcing to improve their operations and reliance on manpower.

"More can be done even before licensing kicks in, and we hope to see more service buyers and security agencies working together to come up with sustainable solutions for their businesses, with welfare of their security officers in mind. We strongly feel that the public sector, being a major procurer of security services, should take the lead and set the standards for the industry to follow," said Mr Tan.

About half of the 200 participants at the session were from the public sector.

AN EXAMPLE TO FOLLOW

The event saw Certis CISCO share how it has applied an operational framework called Business Process Re-engineering and Operations (BPRO) and an operating philosophy called M³ (Man-Machine-Method) to its security services for Far East Organisation (FEO), increasing productivity and efficiency and lowering the reliance on security officers without compromising the level of security.

FEO has also leveraged Certis CISCO's Integrated Security Management System, deploying it across 13 shopping malls and saving the organisation 15 to 30 per cent in manpower headcount reliance.

"We are very pleased to see real examples of how best sourcing practices have resulted

in positive, tangible outcomes for security agencies, buyers and very importantly our security officers ... This is a clear example of how good partnership, together with investment in technology will help better manage total cost. In contrast, high reliance on manpower will lead to higher total cost over the long term," said Mr Tan.

Additionally, Certis CISCO has increased the basic salary of their entry level officers by about 24 per cent after a wage review exercise in May 2015. Security officers deployed at FEO malls also receive an incentive when key performance indicators set by FEO are met, and when they receive compliments by members of the public or awards from FEO.

"Hopefully, more service users will opt for best sourcing which will lead to outcome-based standards of service. With higher efficiency in daily operations, the security industry will be better poised for PWM and enable security officers gain better employment conditions, better pay and better opportunities to upgrade themselves," said Certis CISCO President and CEO Paul Chong.

What is Best Sourcing?

Best Sourcing is the practice of service buyers awarding service contracts based on performance and quality, rather than on price. In doing so, they get more reliable services and better value for money.

At the same time, outsourced security workers benefit because security companies focus on delivering quality services instead of offering the lowest price. The companies also provide better employment terms and conditions in order for workers to be more motivated and perform well.

Source: Ministry of Manpower

Spreading The PWM Word

USE branch official Ardi Amir regularly takes time off to visit security officers on site to share the good things the Progressive Wage Model (PWM) has to offer.

Story and photo by **Ryan Chan**



USE branch official Ardi Amir (pictured right) regularly goes on site visits to share more about employment rights and the Progressive Wage Model with security officers.

Ardi Amir has a purpose on his site visits – to ensure security officers know their rights at the workplace and that they are also aware of opportunities available to better their lives through their jobs.

Just as security officers have day and night shifts, Ardi, who is an Operations Manager at Spear Security Force, has a busy schedule as he has to be on standby 24 hours a day to help with any problems that may arise.

Taking his own initiative, the 36-year-old branch official from the Union of Security Employees (USE) still makes time to regularly visit workers on the job.

“For other companies, it’s easy to gather the employees in a staff canteen and share with them the necessary information, but due to the different work shifts of an officer, the best approach is to go down and share with them this way. It’s also good for them to know who in the union they can approach should they require any assistance,” explained Ardi.

SITE VISITS

Armed with drinks for the officers, Ardi recently visited two condominiums – Estella Gardens at Floral Road and Astrid Meadows at Coronation Road – where he distributed the *USE Security Officer Handbook*.

A project by the union with support from the Ministry of Manpower and the Central Provident Fund (CPF) Board, the handbook highlights everyday issues faced by these officers.

Apart from basic rights, the handbook contains information on employment rights and PWM. With PWM, officers can go for courses to upgrade themselves, where the new skills can earn them a promotion and higher wages.

The gears of PWM have already been in set motion. It became mandatory in the cleaning sector in April 2014, with the landscape and security sectors to follow suit in June and September next year respectively.

“I was only vaguely aware of a potential salary increase, but previously had no idea what PWM was. But I’m now aware it’s not a one-time increase and that I can potentially earn more as I go for more courses to upgrade myself,” said Khor Yean Aik, a 47-year-old security officer.


A UNIQUE APPROACH

The union has also given Ardi its full support since being aware of this unique approach, with an Industrial Relations Officer (IRO) accompanying him on his visits to help officers

understand other matters like their basic rights.

“Despite the challenges of reaching out to our members as they are deployed all over Singapore, we think it is important to give our members the latest information, especially when it has an impact on their livelihoods,” said USE Executive Secretary Steve Tan.

INSIDER'S GUIDE



Union of Security Employees (USE)

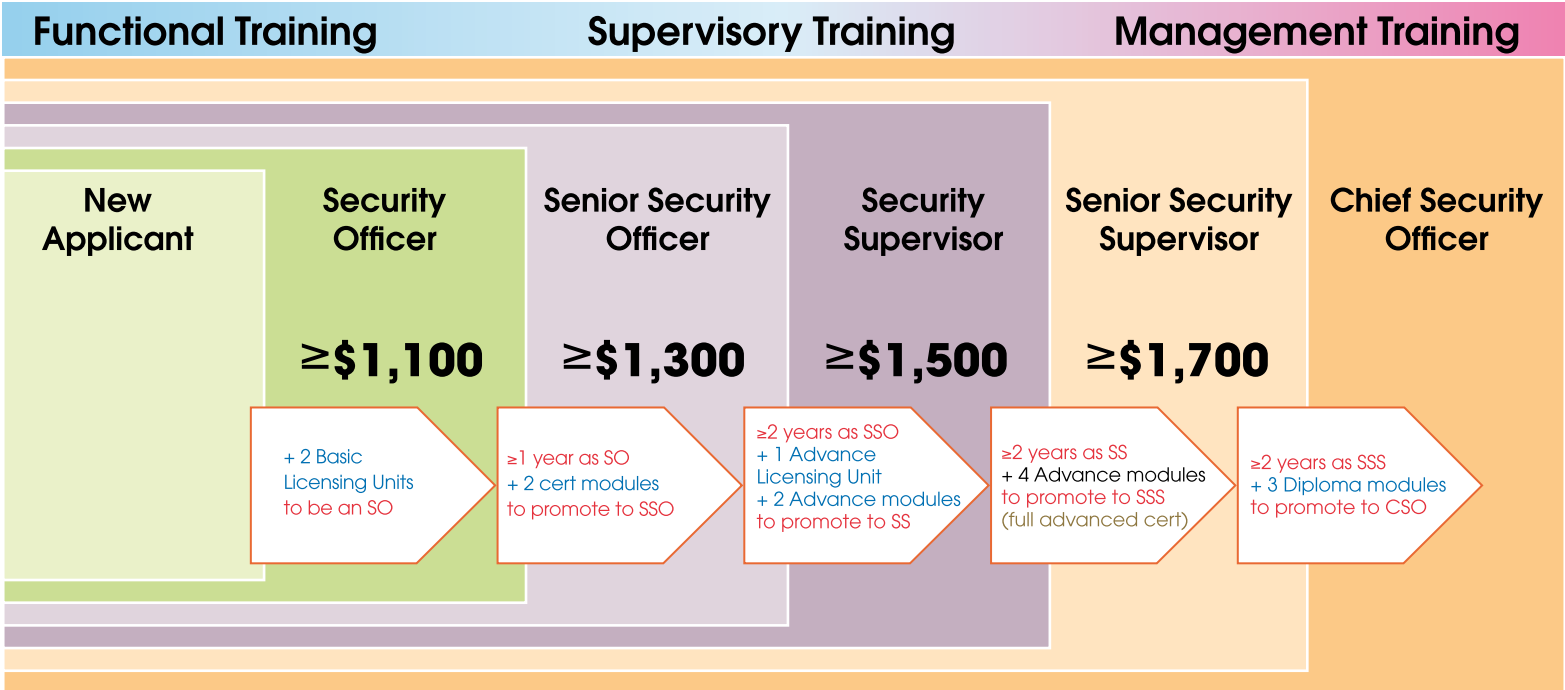
When: November 1978.

Why: To represent individuals employed in a bargainable capacity in the security and security related services.

Numbers Now: 13,000 members.

Did You Know: In the 80s, USE supported the idea of waiving the retire-at-55 clause for security officers in order to ease the manpower shortage in the industry. The clause was eventually waived by the Criminal Investigation Department in 1985.

How The PWM Works: As recommended by the Security Tripartite Cluster, the PWM for the security sector consists of five levels with different job functions and responsibilities of Security Officers. The recommended starting wage for Security Officers is \$1,100 and will increase as the Officer becomes better skilled, more productive and takes on more responsibilities.



The Future Of Work

Our guest writer Mr Lim Boon Heng (Chairman, NTUC Enterprise) gives his take on what the workscape of the future may be like.



Guest writer 

The Sunday Times dated 4 October 2015 carried a piece by Associate Opinion Editor Lydia Lim titled 'Get set for job disruption'.

She wrote about how her journalist counterparts in other countries have had their jobs disrupted. She could have gone much further, beyond her profession.

In the area of manufacturing, 3D printing or additive manufacturing will change competitive positions, and open up new opportunities for mass customisation. Robots will change the equation on manpower costs.

In services, the sharing economy will disrupt many businesses and jobs. Airbnb is a platform for millions to offer their rooms or apartments to travellers, making better use of real estate, and disrupting the hotel industry. It is likely to move into providing food as well.

TECHNOLOGY SHAPING BUSINESSES

Uber and other versions like GrabCar are disrupting the taxi business, making available millions more cars that would otherwise be idle. This concept is likely to be disrupted by the driverless car, and that will further change the taxi business. (A trial is going to start in Japan). You will not need taxi drivers, and car ownership will change.

Online shopping, made so much easier by smart phones, is disrupting the retail business. (And China leads the world in online shopping as there are 800 million smart phone users in China). Banks face disruption as technology facilitates new ways of making transactions, including peer-to-peer lending.

More and more insurance is being sold online, as a younger generation is more comfortable on this platform rather than meeting an agent. They like to compare prices, to get the best deal.

The cost of genome mapping is dropping sharply, and will open up a new field of medicine.

POSSIBLE NEW TRENDS

Education is also changing. As we have to learn new things very often, courses will be short. Some say there may be no need for three- or four-year undergraduate programmes. People will be taking many short courses throughout their life.

In this scenario, the concept of work and jobs will change. In the sharing economy, skills will be tapped 'on demand'.

Every individual will need to become more self-reliant. Instead of one job with a monthly wage, one has to think of getting a stream of income, which will mean working on different things for different 'employers'. The individual will have to manage his own social security. Our CPF system will come under stress.

As a high proportion of people will not be in the conventional employer-employee relationship, the role of unions will have to change, if unions are to stay relevant.



Tripartism, Singapore-Style

Tripartism has played a vital role in Singapore's success, and SG Chan says there will be no letting up on efforts to deepen the trust further among the partners.

By **Ramesh Subbaraman**

Singapore has been an active participant in the annual meetings of the International Labour Organisation (ILO), Geneva, with a tripartite team comprising officials from the Manpower Ministry, Labour Movement and the Singapore National Employers Federation coming together to attend the meetings.

For NTUC Secretary-General (SG) Chan Chun Sing, it was his first ILO meeting in his new post as the Labour Chief.

Ahead of the International Forum on Tripartism taking place in Singapore on 26 October this year, SG Chan shared some of his thoughts from the ILO meeting in June.

TRIPARTISM AND TRUST

SG Chan observed that from the discussions, mistrust prevailed amongst some of the tripartite partners from several member countries of the ILO.

The worker organisation did not trust the employers, and in some instances the government of that country too.

Frequent changes in government and its policies were other contributing factors to the lack of trust and focus in tripartism, explained SG Chan.

Policies in some countries were dictated by politics rather than focussing on helping workers.

There were also instances of "union avoidance", which are steps taken to avoid the unionisation of employees.

THE SINGAPORE STORY

SG Chan emphasised that looking at the examples played out at the ILO meetings, Singapore cannot take for granted that its system of tripartism will remain relevant and impactful as it has in the past.

So several steps are being taken. First, investing in grooming a new generation of tripartite leaders.

Giving a glimpse, SG Chan said individuals are being seconded to NTUC to have a better understanding of the ropes of tripartism.

Some are also being attached to the unions to get the ground feel of issues facing workers and how the unions and employers sit together to resolve issues in the interest of both the company and the employee.

Secondly is to broaden the national tripartite movement to the sectoral level. This is where SkillsFuture will play a part.

Several sectoral committees involving government agencies, the unions representing the industry and employer groups are being formed to enhance SkillsFuture training and upgrading programmes which are sector-specific. This is where the tripartite cooperative element can also come into play. Currently, 22 sectoral committees are in the pipeline.

(In the second part in next week's issue of NTUC This Week, SG Chan shares his views on competition and helping workers in new ways.)

Thumbs Up For Training

Employers are taking training of their employees seriously, a recent report shows.

By **Ramesh Subbaraman**

The latest Employer Supported Training 2014 report by the Ministry of Manpower (MOM) showed that more employers were providing training to their staff.

The biannual survey for the report was done from March to May 2015.

THE RESULTS

A record eight in 10 private establishments provided structured training to at least one employee in 2014, the highest since 2002. This was up from seven in 2012.

MOM said this may reflect greater Government support and emphasis in upgrading the skills of the workforce.

The increase in the provision of structured training was broad-based across most industries.

Employers in construction (96 per cent), financial and insurance services (90 per cent) and manufacturing (84 per cent) remained more likely to send their staff for training, given industry-specific requirements on mandatory courses or certifications.

Employers' training expenditure remained unchanged from 2012.

Establishments providing training incurred an expenditure of \$410 per employee in 2014, compared to \$407 per employee in 2012.

After receiving the training grants and subsidies, the expenditure was \$360 per employee.

Like in 2012, increased training subsidies and better workload management were the top motivations for employers to send their staff for training.

Employers generally reported positive impact of training on their organisational and staff performance

THE SURVEY

MOM emphasised that continuous education and training are vital in keeping the workforce competitive while raising the productivity at the workplace.

A total of 3,900 private establishments with at least 25 employees each responded to the survey. The survey reached out to some 1.19 million (1,191,100) employees, achieving an overall response rate of 91.6%.



Workers are reaping the rewards as companies start to take a serious view on employee training.

“With changes taking place so quickly, workers ought to take their own responsibilities to enhance their own employment opportunities. SkillsFuture as a whole will create a more positive atmosphere and act as an enabler to inculcate a strong learning culture. The various tripartite sector workgroups set up to spearhead SkillsFuture will help us drive and push for a more progressive skills ladder in the industry, and unions will have critical role to see that unionised companies take the lead to provide the skills ladder and more importantly wage and career ladder.”

NTUC Assistant Secretary-General Cham Hui Fong

3Rs for PME

More efforts will be rolled out to help PMEs keep in step with an ever-evolving work landscape.

By **Ramesh Subbaraman**



NTUC Assistant Secretary-General Patrick Tay (left) says that PMEs have to stay Ready, Relevant and Resilient.

Staying Ready, Relevant and Resilient – These are the 3Rs which Professionals, Managers and Executives (PMEs) will have to constantly embrace in their working life, said NTUC Assistant Secretary-General (ASG) Patrick Tay when he addressed some 200 PMEs at the 'PME Learning & Networking Fair' on 7 October 2015 at the Lifelong Learning Institute.

The event was a tripartite effort by the Singapore Workforce Development Agency, NTUC and the Singapore National Employers Federation in support of strengthening the Singaporean core.

TRIPARTISM AT WORK

Many of those who attended the session were mature PMEs. According to ASG Tay, this group, especially those aged 40 and above, has been identified as the most vulnerable in a nation's economic restructuring process and employment outlook.

Tripartite partners have come together to organise targeted programmes to address the concerns and needs of the PMEs.

From the Government's and Labour Movement's perspective, there is a need to pay particular attention to PMEs as these workers are going to be a growing segment of the workforce.

ASG Tay added that he intends to pay particular attention to the challenges facing the PME sector in the next term of Parliament which is due to convene in January 2016.

Learn On The Go

PMEs are now just a simple click away from learning anytime and anywhere with the latest offering from NTUC’s e2i partnership with Parenthesis.

By **Ryan Chan**

NTUC’s e2i (Employment and Employability Institute) and Parenthesis joined forces to launch a new online learning platform on 5 October 2015 that will allow Professionals, Managers and Executives (PMEs) to learn on the go.

The platform will offer more than 650 courses that cover a broad range of skills such as leadership, negotiation and career management. There are also specialised skills like project management, IT and communications.

A user-friendly tool on the homepage allows users to easily access what they are looking for based on skill level and respective working needs. Whether one is re-entering the workforce or looking at a career switch, narrowing the search down to the desired courses is a simple click away.

e2i CEO Gilbert Tan lauded the move, saying: “Our Singaporean PMEs must take charge of their learning needs and keep up with the evolving learning landscape to meet the demands of tomorrow. There is much value and potential for such online learning platforms to offer workers an additional tool to widen and enhance their learning options and experience.”

LEARNING FROM LEADERS

One of the distinctive features is the ability for users to engage in a network of peers, course providers and industry practitioners to discuss in forums on the site.

David Yeo, CEO of Kyodon Group of Companies, of which Parenthesis is a subsidiary, said: “The online learning platform will provide an effective and engaging experience. They can connect with peers, experts and industry leaders... so that each can have a personalised learning experience.”

TAPPING ON RESOURCES

NTUC members will be able to use the UTAP (Union Training Assistance Programme) Funding to subsidise the cost of the courses. UTAP subsidises 50 per cent of course fees, up to a

maximum of \$250 a year. As part of SG50, the subsidy percentage has been raised to 100 per cent up till 31 December 2015.

Mr Yeo also shared that Parenthesis will be looking to have these courses be eligible for SkillsFuture Credit, which will be implemented in 2016.

FACT FILE

NTUC’s e2i (Employment and Employability Institute)

Date of establishment: 2008.

Purpose: e2i exists to create better jobs and better lives for workers through creating solutions for better employment and employability. It serves all segments of workers, from rank-and-file to PMEs.

Social Mission: To provide better jobs for better lives, develop better skills through professional development and improve productivity for companies.

Venue: Devan Nair Institute for Employment and Employability, 80 Jurong East Street 21, Singapore 609607

For more information on the list of events that e2i has, visit e2i.com.sg/calendar.

GOOD TO KNOW

Interested parties can visit www.parethesis.asia to view the courses. To find out how to apply for UTAP, visit e2i.com.sg/e-services/apply-for-utap.

NTUC THIS WEEK

MANAGING EDITOR
SHONA TAN-JAMES shonatan@ntuc.org.sg

ASISTANT MANAGING EDITOR
GOY KAE LIP kaelip@ntuc.org.sg

EDITOR
NICOLETTE YEO nicolette_yeo@ntuc.org.sg

SUB EDITOR
GURMEET SINGH gurmeet_singh@ntuc.org.sg

CONTRIBUTING EDITOR
MARCUS LIN marcus_lin@ntuc.org.sg

EDITORIAL CONSULTANT
LIM LI YIN liyin@ntuc.org.sg

EDITOR (ONLINE)
RAMESH SUBBARAMAN rameshr@ntuc.org.sg

WRITERS
SHUKRY RASHID shukryr@ntuc.org.sg
FAWWAZ BAKTEE fawwazf@ntuc.org.sg
RYAN CHAN ryan_chan@ntuc.org.sg

CREATIVE DIRECTOR
DANIEL GOH daniel_goh@ntuc.org.sg

SENIOR DESIGNER
MOHAMED NASUHAR SOEYOETI nasuhar@ntuc.org.sg

DESIGNERS
TAY EE WEE ee wee.tay@ntuc.org.sg
IVAN TIMOTHY PRASETYA ivan_prasetya@ntuc.org.sg

SUBSCRIPTION
JENNY LIAU jennyliau@majoritymedia.com.sg

ADVERTISING BOOKINGS/QUERIES
Phone 6622 7009
Email sales@majoritymedia.com.sg

PUBLISHER
MAJORITY MEDIA PTE LTD
Address 73 Bras Basah Road, NTUC Trade Union House
#06-01 Singapore 189556
Phone +65 6622 7098 Fax +65 6327 5640
Email LMNewsroom@ntuc.org.sg

PRINTER
TIMES PRINTERS PTE LTD



IPHONE & IPAD



© Copyright 2015 The publisher owns the copyright to all photographs and articles in this publication. No photograph or article may be reproduced in part or in full without the consent of the publisher.

The Labour Movement, Now Closer To U On The Go!
Scan here for mobile app My NTUC featuring exclusive content: get the latest news, special offers, merchants listing and a lot more!



ANDROID



Check In For Success

Working in the hotel industry is about to change, with plans to make jobs more fulfilling and attractive to newcomers and old timers.

By **Shukry Rashid**

The Singapore Workforce Development Agency (WDA) and the Singapore Tourism Board (STB) announced on 9 October 2015 a Sectoral Manpower Plan (SMP) to develop a skilled and productive workforce to support the growing hotel industry in Singapore.

The SMP is a five-year plan to sustain the workforce as the hotel industry is expected to face increasing challenges. These include a slower workforce growth, and mismatched aspirations between job seekers and hotel jobs.

NTUC's Hospitality and Consumer Business Cluster Chairman Tan Hock Soon said that the Hotel SMP is a result of a consulted and coordinated effort by the various stakeholders in the industry to proactively develop workers.

Mr Tan is a member of the Sectoral Tripartite Committee for the hospitality sector.

Mr Tan, who is also General Secretary of the Food, Drinks and Allied Workers Union (FDAWU), added that NTUC's role in the Hotel SMP is to contribute inputs to mobilise the industry's workforce as it seeks to better understand the workers' career aspirations "so that the policies can be aligned and to get their feedback for productivity improvements".

SMP AT A GLANCE

ENHANCED INTERNSHIPS

Educational institutions will work closely with hotels to enhance ITE and polytechnic students' internship experience.

- ➔ Republic Polytechnic has been appointed the designated Sector Coordinator for hotel operations and management, and will work closely with other educational institutions to enhance the current internship model.
- ➔ Some enhancements include:
 - Baseline allowance of \$600 a month.
 - Structured training plan with clear learning outcome.
 - Assigned mentors to provide guidance to interns.
 - Rotation of at least two departments per internship period to maximise exposure.

SKILLSFUTURE EARN AND LEARN PROGRAMME

- ➔ Provides fresh hospitality graduates from ITE and polytechnics with a headstart in their careers and build on the skills and knowledge acquired at school.
- ➔ Republic Polytechnic – appointed Programme Manager for hotel industry – together with WDA, STB and other educational institutions will collaborate to roll out this programme in 2016.
- ➔ ITE students will be able to participate in 2016/2017.

SKILLSFUTURE LEADERSHIP DEVELOPMENT INITIATIVE

- ➔ To groom the next generation of leaders by helping Singaporeans to develop capabilities needed for leadership roles.
- ➔ Potential leaders will benefit from the holistic development opportunities in areas such as

business management, local and global exposure to core business functions, and also soft skills development.

- ➔ The initiative will also support HR function as a critical enabler of leadership development. Hotels will be equipped with HR capabilities to better manage and develop their pipeline of future leaders.

SKILLSFUTURE STUDY AWARDS

- ➔ Support Singaporean individuals, especially in early to mid-stages of their careers, to develop and deepen their specialist skills to be more relevant and future ready.
- ➔ Recipients will receive a monetary award of up to \$5,000 to defray cost of work-related education and training.

GALVANISING INTEREST IN HOTEL CAREERS

- ➔ A holistic and inclusive career strategy will be developed and implemented in partnership with the industry and unions to position the hotel industry as an attractive career choice.
- ➔ Hotels need to adopt progressive HR practices to attract and retain the right talent. This must be supported by a sustained communication strategy to better communicate the fulfilment one can gain from a hotel career as well as opportunities available for skills mastery.
- ➔ The Singapore Skills Framework for the hotel industry will be developed and rolled out in the first half of 2016. This framework will provide information to benefit individuals to make informed career choices, such as industry's sector and employment outlook, career progression pathways, occupations and skills descriptions and programmes available for skills training.



NTUC Secretary-General Chan Chun Sing unveiling NTWU's SG50 commemorative book with the union's executive committee members.

Travelling Forward

NTWU celebrates 34 years of milestones, highlights and achievements, all captured in an SG50 commemorative book.

Story and photo by **Ryan Chan**

The National Transport Workers' Union (NTWU) held their 34th Annual Dinner on 1 October 2015 at Orchid Country Club, where they launched an SG50 book commemorating the union's history.

Titled 'Getting People On Board', the book was unveiled by NTUC Secretary-General (SG) Chan Chun Sing and the NTWU executive committee members. Also gracing the launch was Mr Lim Yong Kwang, the union's very first General Secretary.

The book details the union's journey from when it was first inaugurated from the Singapore Industries Labour Organisation and the Pioneer Industries Employees Union on 7 July 1981, till its milestones of today.

The book also includes the launch of the SMRT Bus Captain Scheme, which adopts the Labour Movement's Progressive Wage Model, and the formation of the Bus Contracting Transition

Committee to help workers with a smooth transition for any change in operators for the Government's new bus contracting model.

The book is available for browsing at all NTUC unions.

IMPORTANT ASSET

More than 800 attendees got the chance to ease into an evening of fun as they enjoyed performances on stage and lucky draws.

Guest-of-Honour SG Chan paid tribute to the workers, especially those operating behind the scenes.

"The most important asset in the Singapore transport system is not our trains, buses or depots. The most important asset in our system are the people behind them. I urge all of you to work closely with (new Transport Minister) Khaw Boon Wan, so we can move forward together," he said.



Mr Fang Chin Poh as a Bus Captain in 1983.



Having been a bus captain for more than three decades, Mr Fang Chin Poh has seen how the evolution of technology impacts the transport industry.

Then And Now: Bus Captain

By **Fawwaz Baktee**

Joining the Bus Transport industry in 1980, Mr Fang Chin Poh, 55, started his career as a Bus Conductor before he moved on to become a Bus Captain.

In a career spanning over three decades, he has seen how technology has made certain jobs obsolete and the method of payment changing from fares being paid to bus conductors to fares being collected in machines in 1983, to the introduction of the MRT card in 1987 and then the use of the EZ link card we have today.

"Up until 1983, buses used to be a two-man operation: One bus driver, and one bus conductor. The bus conductor's job was to collect fares from the passengers. After the introduction of the fare collection machine, many bus conductors became bus drivers.

"We also didn't have any bus interchanges back then; only roadside bus terminals. Finding a place for bus drivers to rest and have their meals was difficult. The company had to convert scrap buses into canteens for the bus drivers."

• FACE 2 FACE WITH •

NOOR SHYMA

By **Marcus Lin**

“We have many benefits and privileges in Singapore and laws such as the Trade Unions Act, Industrial Relations Act and Employment Act that help us to negotiate with management. But in many other countries, they do not even have that legal framework to help them.”

A union member since she started work at age 17 in 1972, Amalgamated Union of Public Employees (AUPE) Deputy General Secretary Noor Shyma Bte Abdul Latiff, 60, still exudes a youthful zest for union work.

NTUC This Week: How did you become a full-time unionist?

Ms Noor Shyma Bte Abdul Latiff: It was something I did not plan for. I was initially a union Branch Member and after some persuasion I got involved in 1979 through the Women's Committee and then the Branch Committee. I found some satisfaction because getting involved in the union helps you develop as a person. It increases your knowledge and builds up self-confidence. As you have to represent members, you need to speak well and make presentations.

I was also lucky because I had good mentors who coached me and I was given opportunities to do leadership training even before I was a full-time unionist. One thing led to another, and before I knew it I was offered full-time work at AUPE as an Industrial Relations Officer in 1985.

What work do you do now and how have things changed over the years?

My main area of work is industrial relations where I serve AUPE Branches and look into members' grievances, besides their terms and conditions of employment. It is very different serving members now and when I first started. In the past, members were more concerned with bread and butter issues like whether they were paid correctly. Aspirations now are very different as they are more focused on career progression.

Now, our responsibility is not only in solving members' grievances but also preparing them to embrace the changing work environment where technology plays a very important part. Managing expectations is also a challenge as some assume that they are entitled to decent

terms and benefits of employment without realising the hard work and negotiations that go on behind the scenes.

Apart from your work at AUPE, what else do you do?

When I worked full-time in AUPE I also sat in the NTUC Women's Committee as the AUPE representative for many years. Among other things, the NTUC Women's Committee gets more women involved in the Labour Movement, gets them into leadership positions and gets more women back to work to supplement the labour force.

AUPE is also affiliated to the Public Services International (PSI) which is a global union with a World Women's Committee in which I am a Titular Member of Asia Pacific Region. I am also Chairperson of SEA - PSI Sub-Region Women's Committee. For many years, I attended their meetings and participated in their workshops that talked about trade union rights, collective bargaining, decent pay and so on. It really opened my eyes as these are things that we take

for granted in Singapore.

We have many benefits and privileges in Singapore and laws such as the Trade Unions Act, Industrial Relations Act and Employment Act that help us to negotiate with management. But in many other countries, they do not even have that legal framework to help them.



INSIDER'S GUIDE



Name: Amalgamated Union of Public Employees (AUPE).

When: 26 September 1959.

Why: To represent various grades of employees from the Civil Service and most statutory boards.

Numbers Now: 19,486 members as at 30 September 2015.

Did You Know: AUPE led the nurses' 5-day strike in 1963. Nurses are now unionised under the Healthcare Services Employees' Union (HSEU).

Snapshots

A quick round up of what went on in and around the Labour Movement recently.

By **NTUC This Week Team**

Eco Champ

Want to meet the person behind the upcoming Eco Garden at the D'Resort at Downtown East? Say hello to retired engineer and avid gardener Low Lum Soon who joined the U Live Eco Club in 2012 for more opportunities to do something he enjoys.

The 66-year-old is currently leading a core committee of 12 ambassadors, chairing discussions and driving the concept planning and managing of the new plot. And he is no stranger to beautifying the environment. In 2014, Lum Soon was instrumental in helping the team to receive various accolades from NParks, specifically achieving the Gold Award for then Eco Garden at the former Costa Sands Resort (Downtown East) under Community-In-Bloom project.

As a U Live Ambassador, he champions eco-friendly initiatives like gardening and recycling projects to promote awareness in keeping the environment clean and green for future generations. He is already spearheading a calendar of possible eco activities as learning journeys for both members and guests of D' Resort to garner more interest in protecting Mother Earth.



Engaging PME

NatSteel Employees Union (NEU) recently held its first ever outreach and engagement talk on Employment Rights at NatSteel premises to engage its PMEs (Professionals, Managers and Executives) that number about 400 currently. Attended by around 60 employees and members, the talk had a panel which featured General Secretary Lim Kian Chuan and President Chew Chee Leong who took questions on pressing employment issues such as retirement, retrenchment and re-employment and how the union can best assist PMEs in terms of greater protection through amendments in the Industrial Relations Act.

With NEU's member base making up some 25 per cent PMEs presently, Mr Chew said: "We hope to see more of these talks and participation from members and non-members so as to outreach and engage all workers and educate them on how NEU can best help them and give them options in times of need."

MEMBERS' CORNER



Holiday Inn Express Singapore Clarke Quay



\$150++ Superior Room Weekend Staycation with FREE

Breakfast and WiFi (Friday, Saturday and Sunday, subject to availability).

20% OFF Total Bill at The Great Room.

To book, please email info.sincq@ihg.com with your Name, Stay Dates, NTUC Membership Number, Mobile Number and Email Subject (NTUC Members Exclusive Deals).

Valid till 31 Dec 2015. Present NTUC Card to enjoy the privileges. Staycation promo is only available via online booking and quoting "NTX". Blackout dates apply: 25 Dec 2015 and 1 Jan 2016. Not valid with other promotions, discounts or privileges. For enquiries, call **6589 8000**.



Outback Steakhouse Kiddle Workshop

Think MasterChef for kids – minus the judges. Everyone's favourite Australian steakhouse will put your little ones to the test at this fun-filled workshop where they get to create their own flatbread and fizz up a bubblegum drink to go along with it. **Special Package Price @ \$25 nett.**

Date: 31 Oct 2015, Time: 3pm-4.30pm, Venue: Millenia Walk #04-01 OR Orchard Gateway #04-01. For enquiry/registration, contact meghana.usel@outback-sea.com or **9383 1509** by 29 Oct 2015.

Berrylite

FREE Hook on it Yogurt (U.P. \$5.10) with purchase of Hook on it with 1 topping (U.P. \$6).



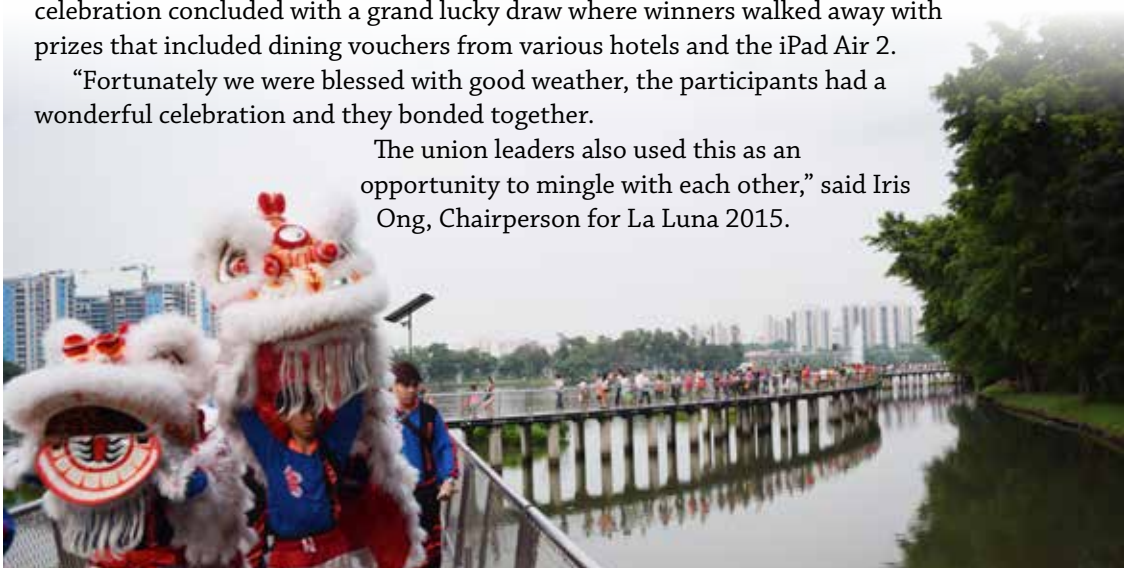
Valid till 31 Dec 2015 at all outlets. Present NTUC Card before ordering to enjoy the privilege. Limited to 3 redemptions per bill. Not valid with any other promotions, vouchers or discounts. Happiness stamp will not be awarded. The management reserves the rights to change the promotion without prior notice. For enquiries, log on to www.berrylite.com.

Over The Moon

Food Drinks and Allied Workers Union signature annual event La Luna on 26 September 2015 saw some 960 members and their families celebrate the Mid-Autumn Festival with fun-filled activities that included a treasure hunt, Lantern Walk and feasting on delicious moon cakes. Many also enjoyed the magic show, Lion Dance and singing performance. The night of celebration concluded with a grand lucky draw where winners walked away with prizes that included dining vouchers from various hotels and the iPad Air 2.

"Fortunately we were blessed with good weather, the participants had a wonderful celebration and they bonded together.

The union leaders also used this as an opportunity to mingle with each other," said Iris Ong, Chairperson for La Luna 2015.



质量重于价格

实践优包可使保安业者、服务购买方和雇员成为全方位赢家。

2015年10月8日，保安业雇员联合会执行秘书陈秉禾在保安业雇员联合会和策安保安机构于新达城国际会议展览中心联合举行的研讨会上呼吁，购买保安服务者应于当局从2016年9月1日起开始正式采纳渐进式薪金制之前，立即根据服务提供者的业务表现和质量而非着眼于服务价格作为决定采购的标准。

他也呼吁最大的保安服务购买方—公共服务业者一带头以服务表现为采购标准，从而改善其运作和依靠人力的情况。

陈秉禾指出：“在当局实施新的发放执照条例之前，我们希望更多服务购买方和保安业者携手制定一套顾及员工福利的可持续商业解决方案。我们强烈认为，公共服务业者作为保安服务的最大购买方之一，应带头实践优包并制定行业标准供业界遵循。”

参与这次研讨会的人员共有200名，其中一半来自公共服务业。

树立模范

在研讨会上，策安保安机构的人员向与会者展示他们如何应用一套称为重整操作流程的操作框架，以及一套称为3M（人-机-法）的操作理念在远东机构服务，从而提高生产力和工作效率，实现了既能减少使用保安人员又能维持应有水平的理想；而在远东机构这一方，他们也借助策安保安机构的综合保安管理系统，在旗下的十三间购物中心运行操作，从而使公司的人力依赖程度下降了百分之十五到三十。

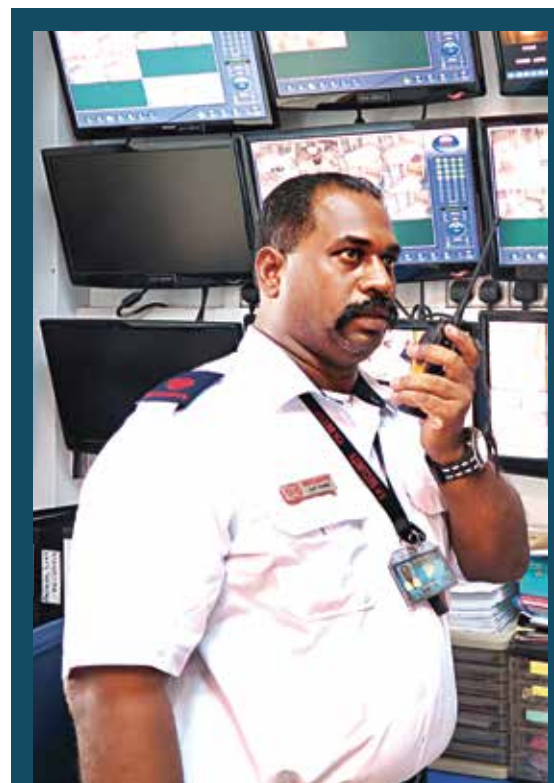
“我们很高兴看到实践优包后，保安公司、服务购买方，更重要的是我们的保安人员因而从中获益。这明显的说明，有了良好的伙伴，加上应用科技是可以更好地管理整体成本的。相反，如果高度依赖人力，长远来说将使得整体成本居高不下。”



保安业雇联执行秘书陈秉禾

此外，策安保安机构在2015年5月份审视了薪金结构之后，还将初级保安员的底薪提高了百分之二十四；而分配到远东购物中心的保安员，若工作达到远东机构制定的关键指标，又获得公众的赞赏或远东机构的奖项，也可获得一笔奖励金。

策安保安机构总裁与首席执行官钟启尧表示：“希望更多的服务使用者选择优包，因为他们将因此享有以服务成果为标准的服务。随着日常服务效率的提高，保安行业将具足能力实施渐进式薪金制，以让保安员享有更好的雇佣条件、更好的薪金，以及更好的提升机会。”



何谓优包？

优包是指服务购买方根据服务提供方的表现和服务质量，而不是根据价格来发给服务合同。如此，服务购买方就可以享有可靠的服务，其花费也物有所值。

与此同时，得标的保安公司雇员也因为公司注重服务品质而非压价投标，因此能享有较好的雇佣条件，进而更能受到激励，把工作做得更出色。

资料来源：人力部

为善最乐

只须多付出一点爱心，就能给某些人的生活增添满满的温暖。这是工运履行企业社会责任的所思所想…

什么是企业社会责任？

全国职工总会创优企业主席林文兴回答：“这是指企业为他们的雇员、环境，以及靠以经营的社区尽其社会责任。”

“我们的社会企业留意到自身的社会责任。有些机构签订了联合国社会契约，但我们的社会企业不止于此，还在经营生意时履行社会责任。”

他举例说明：职总平价继续制衡物价；职总优儿学府在协助妇女重返工作之余，也协助家长培育他们的子女；而职总保健则致力协助长者过着愉快和有意义的生活。

此外，职总关怀与分享委员会也肩负起企业社会责任，每一年都展开社会服务项目，扶助弱势群体。



职总平价基金

您是否听说过课本分享计划或书签寄语送关怀？现在就让我们深入了解资助这些计划的幕后功臣吧！

职总平价基金成立于2008年，是职总平价回馈社会的平台。抱持着“为社区带来更美好的生活”之使命感，该会的慈善活动集中在三个方面：扶助贫苦弱小；创造国家和社区凝聚力；照顾工友的福利。

职总平价定期透过职总平价基金支持多个社区援助计划，例如书签寄语送关怀，以及协助打造新加坡首部癌症教育流动车等。最近，该社会企业捐出总值50万元的日常食品和N95口罩等必需品给人民协会，以便装入“爱心包”，分发给穷苦人家渡过烟霾笼罩的日子。

另一项常年活动是实施课本分享计划。2014年，他们搜集了40万册旧课本，造福了2万多名年龄在7至16岁的学生。职总平价也分发学习辅助金给家境贫寒的学子，帮助他们完成学业。去年，他们分发的辅助金总额是58万元，受惠者从小学生至大专生都有。



职总优儿学府

职总优儿学府的光明前程基金造福了不少贫苦家庭，确保他们的子女也能接受学前教育。

职总优儿学府立志以家长负担得起的费用提供优质的护幼服务。虽然如此，还是有部分家庭没有能力送他们的子女上学。

有鉴于此，光明前程基金于2007年成立，并于2009年成功注册为公益机构。至今，共帮助了5235名儿童。

光明前程基金通过各种儿童发展计划帮助这些儿童，如：资助学费或实施阅读识字计划及家庭与学校携手计划。

阅读识字计划是通过识字游戏、讲故事和唱游的方式，帮助那些阅读与识字能力较弱的孩童，从而提高他们的信心，而家庭与学校携手计划则是通过组织学习之旅，以及提供书包、文具和校鞋等学习必需品提高孩童的家庭凝聚力。



关爱你计划

全国职工总会妇女发展秘书处按关爱你计划，伙同各妇女分会和工会为单亲妈妈及她们的子女主办教育之旅、学习之旅及讲座等活动。

这是妇女发展秘书处履行企业社会责任，以展现其关爱之心和联系社会的活动之一。今年，与妇女发展秘书处协作的工会包括工艺教育学院导师联合会、旅游景点、度假胜地及娱乐业雇员联合会、建屋局职员联合会，及石油业工友联合会。

响应这次活动的其中一位单亲妈妈是皮里玛拉达女士。她带着两名十多岁的孩子前来参加玻璃栽培罐活动，也跟随学习之旅的队伍到建屋局中心参观。她说：“我很感激妇女发展秘书处，他们组织这次活动，让我有绝佳的机会和孩子们栽培感情。起初，我的女儿不愿意参加，但活动结束后，她却满脸笑容。我和孩子们都学到了在课堂上和职场上学不到的东西。”