

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **PARTNER OF LABOUR MOVEMENT**

### **Angelia Chan**

HR Director  
ASE Singapore Pte Ltd

*Nominated by the United Workers of Electronics & Electrical Industries*

Throughout her 15-year tenure as the HR Director of ASE Singapore, Angelia Chan has always had the best interests of employees at heart.

Despite 2024 being a financially challenging year, she championed the need to recognise the contributions and hard work of employees with a salary increment, following a temporary wage freeze in 2023. This has helped ensure that the wages of workers remain competitive with market rates.

Sister Angelia has ensured that the company complements its workers' salary packages with health insurance. She also encouraged the company to prioritise staff retention over retrenchments during the company's challenging time. Her push to continue honing workers' skills and expertise rather than to let them go has fostered trust and understanding among employees and led to improved productivity.

She has led the charge to cultivate a positive environment for her employees by implementing policies and best practices that prioritise their welfare and well-being. She also champions the Social and Recreational Club to promote a healthy lifestyle. An example of this is the co-sponsor of any employee who is interested in participating in the Standard Chartered Marathon.

Through the Social and Recreational Club, employees can apply for complimentary tickets to attractions over the year, and even monthly movie tickets to attend with their family. This demonstrates ASE Singapore's commitment to promote work-life balance, and a work culture where every employee would be able to attend at least one such event a year.

Sister Angelia also prioritises safety and the well-being of all employees, recruiting a team of professionals who specialise in workplace safety and health. She has helped to implement inclusive workplace practices in view of the diverse workforce at ASE Singapore that comprises many nationalities.

She also empowers her HR team to manage and resolve grievances effectively, as well as reward and recognise achievements. These also contribute to a motivated workforce.

Sister Angelia has always been ready to work with the United Workers of Electronics & Electrical Industries (UWEEI) to upskill ASE Singapore's workforce. She supported the formation of a Company Training Committee, showcasing her recognition of the union's value in helping employees be equipped with future-ready skills.