thisweek

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In Full Bloom

Whether in the office or at home, women lend verve, vigour and vibrancy everywhere they go. Join us as we celebrate them this International Women's Day.

WOMEN AT WORK

WDS serves up a host of activities on International Women's Day to help more women return back to the workforce while honouring those who continue to excel at their jobs.

By **Fawwaz Baktee**

As part of their celebrations for the International Women's Day, NTUC Women's Development Secretariat (WDS) organised its first large scale job fair targetted to help mature women gain employment.

Held at Downtown East's D'Marquee on 8 March 2015, the job fair featured 17 employers from sectors such as food and beverage, education, healthcare, hospitality, retail and security offering more than 2,800 job vacancies.

According to WDS, insufficient savings is one of the many challenges that older and less skilled women face, making it important to provide more opportunities for this group to be financially independent and plan ahead for retirement and their medical needs.

Healthway Medical Group Pte Ltd was one employer that offered positions for mature workers.

"We want to encourage more mature workers back into the workforce. Working together with young workers, they are able to share their experiences and ideas among one another and bring more vibrancy to the company," said Healthway Medical Group Deputy Medical Director Dr Philip Koh.

FLEXIBLE WORK HOURS

Many employers at the job fair also offered job seekers some form of Flexible Work Arrangement (FWA).

NTUC President Diana Chia said: "Companies who offer flexible work arrangement can manage manpower better. To be a progressive company, we have to look at how a worker's time can be managed in such a way that work and family can be incorporated together.

"These two cannot be separated. We need to have a more creative way of making jobs flexible… A worker who is worried about family cannot give his or her best at work. A company who wants the best from their workers must give their best to their workers."

Devan Nair e2i (Employment and Employability Institute) has also been working closely with WDS to help increase women's workforce participation. e2i said it will continue to give better career coaching, place-and-train programmes and continue to conduct regular job fairs offering FWA targetted at women.

SKILLSFUTURE FOR WOMEN

According to NTUC WDS Director Sylvia Choo, many women have given feedback that they welcome the SkillsFuture Credit announced at Budget 2015.

"The initiative could be to the advantage of many women who have been out of the workforce and who would need to upgrade themselves periodically to increase their chances for employment. WDS will continue to support them in this area," said Ms Lim.

BEST COMPANIES FOR MUMS 2015

The International Women's Day celebrations also saw WDS announcing the SG50 Special Award category in its annual 'Best Companies for Working Mum Contest 2015'. The new award will give recognition to companies with dedicated Flexible Work Arrangements and employee support schemes that are specific and relevant to women.

International Women's Day is celebrated around the world every year on 8 March to recognise the many roles and contributions of women in society. 'Appreciating Her', the special event held by the NTUC Women Development Secretariat (WDS) at Downtown East saw some 2,000 union members and their families come together for a day of fun, family-bonding and fellowship. For their workplace contributions, the event also saw 64 women from 50 vocations honoured.

The hats given out at the event symbolise the many roles women play in today's society.

Photo: Goy Kae Lip

Participants put on their dancing shoes for a mass dance session.

NTUC Deputy Secretary-General Chan Chun Sing poses for a photo with participants of the event.

NTUC President Diana Chia joining others in a mass dance session.

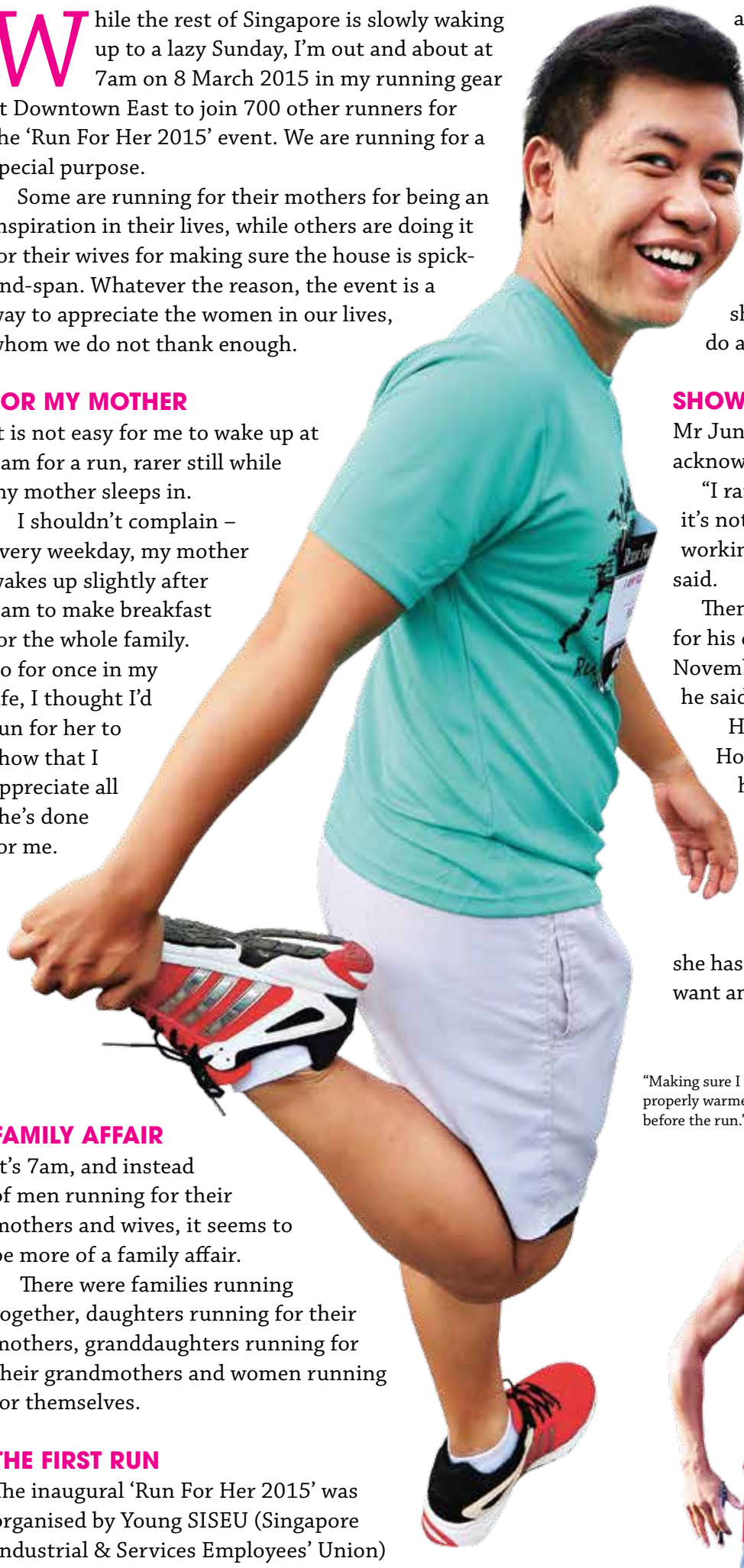
"I RAN FOR HER"

Our writer (pictured in middle) dons his jogging shoes to hit the tarmac in appreciation of the woman in his life.

By **Shukry Rashid**

While the rest of Singapore is slowly waking up to a lazy Sunday, I'm out and about at 7am on 8 March 2015 in my running gear at Downtown East to join 700 other runners for the 'Run For Her 2015' event. We are running for a special purpose.

Some are running for their mothers for being an inspiration in their lives, while others are doing it for their wives for making sure the house is spick-and-span. Whatever the reason, the event is a way to appreciate the women in our lives, whom we do not thank enough.



FOR MY MOTHER

It is not easy for me to wake up at 5am for a run, rarer still while my mother sleeps in.

I shouldn't complain – every weekday, my mother wakes up slightly after 5am to make breakfast for the whole family. So for once in my life, I thought I'd run for her to show that I appreciate all she's done for me.

FAMILY AFFAIR

It's 7am, and instead of men running for their mothers and wives, it seems to be more of a family affair.

There were families running together, daughters running for their mothers, granddaughters running for their grandmothers and women running for themselves.

THE FIRST RUN

The inaugural 'Run For Her 2015' was organised by Young SISEU (Singapore Industrial & Services Employees' Union) and supported by the youth chapters of Shipbuilding and Marine Engineering Employees' Union, Chemical Industries Employees' Union, Building Construction And Timber Industries Employees' Union, and United Workers of Electronics & Electrical Industries. I caught up with the organiser of the event, 35-year-old Mr Eric Goh who is also the Chairman of Young SISEU, to find out the reason for the run.

"We do have women in our lives who should be known and not be kept at the back, like housewives. They should be appreciated... It is a simple run. We don't have to do a very big thing to appreciate the women," he said.

SHOWING APPRECIATION

Mr Junaidi Sardi, 45, ran with his wife and children to acknowledge something many take for granted.

"I ran today to show appreciation to my wife. As a housewife, it's not easy to look after the children and the house. I know that working at home may be harder than having to work outside," he said.

Then there was 35-year-old Mr Daniel Lim. He was running for his cancer-survivor mother who was finally cancer-free in November 2014. Diagnosed with stage 3B breast cancer in 2009, he said that he ran for "the love she has for me."

He shared that his father is suffering from dementia. However, I could feel his sense of achievement on how both he and his family have pulled through together during those tough times.

He said: "It made us realise that a family with strong support and that smiles often, no matter how small this family is, it is one that can overcome challenges."

He added: "I thank my mother for the love and life that she has given me which gives me the right to live my life the way I want and the way I dare to dream about it."

"Making sure I was properly warmed up before the run."

Weariness apparent on their faces, but so is the achievement while running for their special women.

STRIKING A BALANCE

Pro-family initiatives in the office help working women like Julie Eng come closer to achieving work-life balance.

By **Fawwaz Baktee**

Compared to her previous employers, 46-year-old Julie Eng feels that her employer, KPMG Services, is most committed to supporting the needs of working mothers.

Ms Eng has seen much improvement in the welfare of working women in her 10 years with the company as an Administrative Assistant. There are now nursing rooms designed with partitions, armchairs and doors for privacy to accommodate nursing mothers at her workplace, she said.

Back in 2008, the company organised a focus group to better understand the needs of working parents in the firm and push for ideas that promote work-life balance. Some of the initiatives included organising family activities such as motivational talks and Mother's Day celebrations.

"I'm glad that the focus group helped create a supportive and happy environment for working mothers like me," said Ms Eng, a mother of two.

FLEXIBLE-WORK ARRANGEMENT

Ms Eng was also offered a Flexible Work Arrangement (FWA) in 2013 to help her balance her roles as an employee and a mother. She currently works daily from 8.30am to 12.30pm compared to 8.30am to 5.30pm before the FWA implementation.

Ms Eng said: "Working part-time allows me to coach my daughter for her PSLE. There were also a few instances when my reporting officer allowed me to take time off to attend to my children when they had high fever.

"Before the FWA implementation, some of the challenges I faced included having to find alternative arrangements to take care of my children."

She added: "My husband and I are very happy... I now have more time to supervise my children in their school work and also engage them in outdoor activities to help them develop an active and healthy lifestyle."

Ms Eng has this advice for women who are thinking of entering the workforce but are concerned about not being able to balance work and family: "Check whether your organisation provides flexible work arrangements. If there aren't any, consider talking to your Human Resource team to create one."

EMPOWERING PEOPLE

On why the company decided to embark on being pro-family, KPMG Singapore Partner for People, Performance and Culture Stephen Tjoa said: "At KPMG, we believe in fair retention practices and recognise that professional and personal developments as well as a supportive environment are needed to continuously motivate and empower our people. We are constantly looking for ways to make KPMG a place where everyone is valued for their contributions and skills."

Better Prospects

Hamidah Ali takes a leap of faith and gains a better job.

By **Fawwaz Baktee**

"I felt that the job was a waste of time. Even after 16 years, my pay was stagnant, and there were not enough benefits. The only reason I stayed that long was because I loved working with the people there," said Ms Hamidah Ali in a mix of English and Malay.

However, there came a point when the 52-year-old felt it was time to look for better prospects elsewhere.

NEW JOB

In 2014, Ms Hamidah applied to be a kitchen helper with The Little Skool-House International through a job fair at the International Women's Day celebrations organised by NTUC Women's Development Secretariat (WDS). Having been on the job for almost a year, Ms Hamidah now earns twice the amount compared to her previous employment.

"Apart from the pay difference and benefits, I wanted to work here because I like children, and I like to cook. But I was kind of hesitant to leave my previous job actually. I was afraid that I wouldn't be able to do anything else," she said.

"I also thought people wouldn't be as nice to me as my ex-colleagues. But everyone here is really friendly and I get along very well with them."

FAST LEARNER

The Little Skool-House International Cluster Manager Pamela Ng said: "Hamidah was quite anxious when she started because she hadn't done work like this before. We assured her by telling her that it's all right and she could take her time to learn. But I was quite amazed that she could adapt quite quickly."

For skills upgrading, Ms Hamidah was sent on a Workforce Skills Qualification (WSQ) course on food and hygiene.

CARING EMPLOYER

Ms Hamidah also said that her current employer is caring and supportive. When feedback was given to them on how it was extremely warm to work in the kitchen on certain days, the employer installed fans in the kitchen to ensure that she and her two colleagues felt more comfortable when working.

"I made the right decision. I used to dread going to work. But now I even forget that I'm at work sometimes," she said.

NTUC THIS WEEK

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ANDROID

Woman, Mother, Leader

Many women today feel torn between work and family. Singapore Urban Redevelopment Authority Workers' Union (SURAWU) General Secretary Marimuthu Suppamal, 64, knows this all too well.

By **Fawwaz Baktee**

Back in 1991 after more than 16 years of doing union work, Ms Suppamal resigned from SURAWU to care for her household. She was one of the pioneer members of the union in 1975.

"My mother-in-law was supporting me in looking out for my children and taking care of the house while I was out at work. Then in 1989, she passed away. In those two years before I left the union, I had other people to help out but it didn't work out too well. My second son was in his teens then, and he needed my guidance," said the mother of two.

Ms Suppamal decided that she had to sacrifice union work, even though she had a passion for it.

A NEW START

In 2000, when her younger son had grown up and no longer needed her guidance, she rejoined SURAWU. And in 2003, she was eventually elected to become the Union's General Secretary; a position she holds till today.

"Sometimes I tell myself that if I had continued doing union work in those nine years, I could have contributed more to improve the lives of workers. But of course my younger son needed me to be there for him," she said.

That is one of the reasons why Ms Suppamal thinks that the push for Flexible Work Arrangement (FWA) by NTUC Women's Development Secretariat (WDS) is good.

ADVICE FOR WOMEN

To women who are thinking of taking up leadership roles, Ms Suppamal advised: "For many women, family comes first. But we must also remember to keep our interests at heart as well. If you can, take up the position. Contribute however you can and develop yourself to be a better person."

Ms Suppamal has a strong opinion on women contributing to the workforce.

She said: "Firstly, women must be financially independent. Whenever possible, don't depend on anyone financially. Not your husband, not your sons. Because everyone has their own needs. There will come a time when your loved ones cannot support you anymore," she said.

Ms Suppamal also said that being in the workforce will help women, especially mature ones, keep their minds active.

"If you are at home all the time, what are you going to do? The only thing you can do is watch television or listen to the radio. How many will actually be proactive and pick up a hobby or do volunteerism work? When you are working, your mind is active and you are contributing to society," she added.

A look back: Ms Suppamal (right) and her colleague at work on 16 February 1987.

The COS Debate

NTUC This Week zooms in on key points from the Committee of Supply (COS) debate held in Parliament from 5 to 13 March 2015.

By **Ramesh Subbaraman** and **Geraldine Peters**

Mature PMETs

NTUC Deputy Secretary-General Heng Chee How *on what the Government is doing to give more support to middle-aged and mature PMETs (Professionals, Managers, Executives and Technicians) to minimise their unemployment and under-employment.*

Minister for Manpower Tan Chuan-Jin

▶ The Government will encourage **PMETs to use the Jobs Bank as it will be integrated with the new Individual Learning Portfolio** (to be launched in 2017) that will consist of tools and Labour Market information.

▶ The **SkillsFuture Study Awards, SkillsFuture Leadership Development Initiative and SkillsFuture Fellowships will help PMETs** deepen and improve their job-specific and leadership skills as well as master their fields.

▶ **Education and training subsidies for Singaporeans aged 40 and above** will be enhanced to a minimum of 90% of the training costs for courses funded by the Ministry of Education (MOE) and Singapore Workforce Development Agency (WDA) and courses already subsidised at 90% and above will retain the subsidy.

▶ **MOE and WDA will expand the range of flexible and bite-sized modular courses** offered by the Institutes of Higher Learning (IHLs). WDA also aims to have at least 75% of its training partners' courses to offer online or workplace learning components.

▶ **Enhance the Max Talent Programme** to be called P-Max with stronger career development components and work towards matching 3,000 PMETs with Small and Medium Enterprise jobs over a three-year period.

▶ **An increase in monthly salary support for employers who hire PMETs** on The Professional Conversion Programme in the place-and-train mode – targeted at those aged 40 and above or those unemployed for six months or more.

▶ **WDA to complement its existing career services for PMETs** through collaboration with private search and placement firms.

Strengthening The Singaporean Core

NTUC Assistant Secretary-General Yeo Guat Kwang *on whether the Government can consider building a core of local workers in all other major industries with the CoreTrade Scheme currently used by the construction industry.*

Minister for Manpower Tan Chuan-Jin

▶ One of the Sectoral Manpower Plan's (SMP) key objectives is to **develop a deep pool of local talent in key sectors** through the forging of skill-based career progression pathways as well as by improving HR practices and enhancing workplace conditions.

▶ Ministry of Manpower will work closely with trade associations and training institutions along with employers and unions to **develop and implement comprehensive SMPs in all key sectors by 2020**.

Progressive Wage Model

NTUC Vice-President and Nominated Member of Parliament K Karthikeyan *on whether MOM will extend the Progressive Wage Model (PWM) licensing to more industries.*

Senior Parliamentary Secretary for Manpower Hawazi Daipi

▶ **Unions have been in negotiation with employers** from varying sectors such as Hospitality, F&B and Retail to implement PWM frameworks within their operations.

▶ **PWM to be mandatory through governmental means will be done with caution**, especially with sectors where cheap-sourcing is readily available.

▶ A suitable trajectory of **wages based on productivity improvements** should be determined over time.

SkillsFuture

NTUC Assistant Secretary-General Ang Hin Kee *on whether the government will design a system in such a way that benefits the majority wanting to learn new skills.*

Minister for Manpower Tan Chuan-Jin

▶ MOM is to ensure that education and training via all **SkillsFuture initiatives are of high-quality and are industry-relevant** by co-developing course curriculums with the Institutes of Higher Learning and developing various Singapore Workforce Skills Qualification frameworks through consultations with tripartite partners.

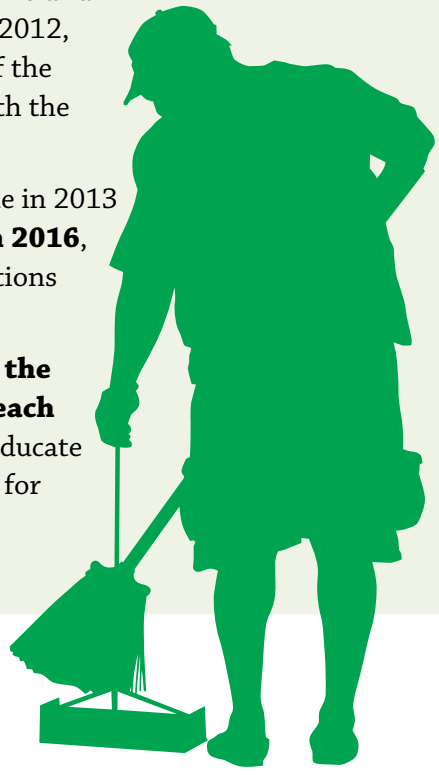
▶ MOE along with the Singapore WDA will **further enhance existing accreditation frameworks** to ensure sustained relevance and standard in training.

Low-Wage Workers

NTUC Assistant Secretary-General Zainal Sapari *on the Government's plans for helping Low-Wage Workers to achieve sustained annual salary increase through productivity improvements and tripartite efforts.*

Senior Parliamentary Secretary for Manpower Hawazi Daipi

▶ **MOM to continue its focus on the Workfare Income Supplement (WIS)** introduced in 2007, the **Workfare Training Support Scheme** (WTS) in 2010 and the **WorkRight initiative** in 2012, along with the development of the **Progressive Wage Model** with the NTUC.



▶ Review of **WIS** was last done in 2013 and **will be reviewed next in 2016**, based on feedback and suggestions from tripartite partners.

▶ **MOM plans to work with the NTUC to expand their outreach to Low-Wage Workers** and educate them on the available avenues for help.

Workplace Safety And Health

NTUC Assistant Secretary-General Patrick Tay *on how MOM is dealing with the changes in the workforce landscape.*

Senior Parliamentary Secretary for Manpower Hawazi Daipi

▶ MOM will continue to calibrate measures to ensure relevancy and effectiveness in relation to the **Workplace Safety and Health Act's extension to cover all workplaces since 2011**.

▶ **Urge Singaporeans to take personal ownership** in making safety and health a personal priority.

Building On Today's Strengths For Tomorrow's Success

NTUC Secretary-General Lim Swee Say cites several reasons that will help Singapore's successful entry into the future.

By **Ramesh Subbaraman**

Singapore can succeed with "futurisation" - that's the belief of NTUC Secretary-General (SG) Lim Swee Say when he spoke about the importance of Budget 2015 and the direction it is taking.

He said this at the second Quadrennial Delegates Conference of the Amalgamated Union of Public Employees (AUPE) on 7 March 2015.

He cited several reasons for his confidence. Firstly, Singapore has one of the best workforces in the world.

Next, the nation has one of the most responsible governments in the world.

"Thirdly, I must say we are one of the most effective labour movements in the world. With good people, good government and good tripartism, I think we have something that other countries do not have and it will enable us to prepare for future challenges better than them. We must take full advantage of our strengths."

PLAYING A VITAL ROLE

Turning to AUPE, SG Lim emphasised that the union and its members have an important role to play in helping to grow the economy while working together with the Public Service Division as the management partner.

AUPE President Rahim Alwi (left) on behalf of AUPE thanked NTUC Secretary-General Lim Swee Say for his many years of tireless work in the Labour Movement.

"You are an integral part of the government. I always believe two things that make a government a good government. First, its policies must be good. Second, more than good policies, we must have good delivery and implementation too. So who are the people doing the delivery and implementation? It is our AUPE members, who help to transform good policies into good reality on the ground."

> "The Labour Movement is not just about any one person. A change in Secretary-General does not mean a sudden change of direction. The Labour Movement will always operate as a Movement, a big one. **We will build on our solid foundation, keep improving ourselves to serve our workers better**. So I am confident there will be continuity, and our future will be in good hands."
>
> *NTUC Secretary-General Lim Swee Say on his decision to flow on*

Standing On Solid Ground

AUPE has good reasons to embrace the future.

By **Marcus Lin**

The Amalgamated Union of Public Employees (AUPE) has done well the past four years, said AUPE President Rahim Alwi at the union's second Quadrennial Delegates Conference on 7 March 2015.

Good relations with the Public Service Division (PSD) and other government agencies coupled with the union's efforts resulted in improved salaries, working conditions, career progression and welfare of public employees, including low-wage officers.

Touching on re-employment, Mr Rahim said: "PSD agreed with the union that from 1 January 2015 eligible public officers would be re-employed from age 65 up to age 67.

"This was ahead of the impending national legislative changes to the Retirement and Re-employment Act. The move immediately benefitted about 800 officers turning 65 this year."

UNION TRAINING

AUPE was awarded the Ong Teng Cheong Labour Leadership Institute (OTCi) Leadership Trailblazer Award (Gold) in 2014 for sustained commitment over three years in developing union officials through participation in training programmes. In the last four years, 1,430 union officials and members received union training from OTCi and AUPE. Membership also increased to nearly 19,000 members as at December 2014.

Thanking AUPE's pioneer leaders and past union leaders' contributions as well as the outgoing Executive Council, Mr Rahim said: "We will continue to build on the foundation laid by our predecessors and improve and strengthen AUPE in terms of representation and strength. With the passion, determination, boldness and commitment of all our current and future leaders, we will drive AUPE to the next lap of excellence."

The event also saw AUPE General Secretary Ma Wei Cheng stepping down and Deputy General Secretary Yeo Chun Fing elected as the new General Secretary.

In next week's issue, outgoing General Secretary Ma will share his thoughts.

AUPE delegates and guests raise their clenched right fists in solidarity.

On The Right Track

Salary increments and a more progressive career path? Lower-wage civil servants and non-degree holders can look forward to some good things coming their way soon.

By **Ryan Chan**

Deputy Prime Minister Teo Chee Hean announced in Parliament on 10 March 2015 that lower-wage civil servants will receive salary increments of between $60 to $80 starting April this year.

Wages of lower wage civil servants have steadily increased by 25% between 2012 and 2014, with increments of $60 to $70 a year above existing annual increments.

The Amalgamated Union of Public Employees (AUPE) has welcomed the move, following discussions with the Public Service Division (PSD) representatives and the Ministry of Education.

CAREER PROGRESSION

From 1 August 2015, non-degree holders who come onboard as new Management Support Officers (MSO) will be able to join the Management Executive Scheme.

Previously offered to degree holders joining as Management Executive Officers (MXO), the scheme grants increments and career progression to those with good performance and potential.

MSOs will now be able to benefit from the same opportunities and be on the same career advancement tracks as their MXO counterparts.

"With the enhanced scheme, there is greater transparency and fairness when it comes to career advancement for both graduates and non-graduates. We will continue to work with the PSD to provide the same opportunities for public servants, regardless of their academic qualifications," said AUPE General Secretary Yeo Chun Fing.

Snapshots

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

By ***NTUC This Week*** **Team**

Empowering Women

Women employees with the Starwood Hotels & Resorts Asia Pacific group can look forward to a bright future in their careers.

The company celebrated International Women's Day with the announcement of a strategic roadmap to develop its female talent, including female General Managers.

Starwood Hotels in Asia Pacific has also signed the United Nations' Women's Empowerment Principles (WEP), pledging to support the empowerment and advancement of women in the workplace and community.

The WEP offers guidelines on how to empower women in the workplace and community including establishing high-level corporate leadership for gender equality, promoting education, training and professional development.

Reaching Out To Members

The Housing and Development Staff Union (HDBSU) along with the Housing Management Group (HMG) of HDB held its inaugural zonal Industrial Relations (IR) café for HDB staff of the north zone last month. It is a first-of-its-kind outreach effort to encourage non-members in different zones to take up union membership.

"This outreach initiative is to go to the staff and not have them come to us, especially for those working on the frontlines and holding technical posts, as it's hard for them to travel during working hours," explained HDBSU General Secretary Richard Tan.

For more information on how you can participate in an IR café in your respective zone, call ***63365544*** *or email* ***hdbsu@ntuc.org.sg*** *for details.*

Appreciating Donors

Around 70 major donors were appreciated for their generous contributions to the NTUC-U Care Fund at the U Care Chinese New Year Appreciation Lunch 2015 on 24 February 2015 at the Fairmont Singapore.

NTUC Secretary-General Lim Swee Say thanked the donors for every dollar of donation because each dollar could mean more than a dollar to those in need.

NTUC Assistant Secretary-General Zainal Sapari called upon the donors present to take full advantage of the 30% tax deduction for donations made in 2015 as part of SG50 celebrations. He also thanked them for their role in helping the NTUC-U Care Fund successfully raise $11 million in 2014, $500,000 more than its annual target to commemorate the Fund's 5th anniversary.

NTUC-U Care Fund donors' collective efforts have helped garner a total of close to $80 million since 2009.

U Care Fund Donors

$1 MILLION AND ABOVE

Singapore Labour Foundation
NTUC Fairprice Foundation Ltd
NTUC Club (sponsorship of six runs of Family Recreation & Fun Carnivals)
NTUC Income Insurance Co-operative Limited

$100,000 TO $999,999

National Trades Union Congress
NTUC Choice Homes Co-operative Limited
ComfortDelGro Corporation Limited
Singapore Enrich Group Pte Ltd
Tote Board and Singapore Pools

$50,000 TO $99,999

Singapore Telecommunications Limited
Keppel Offshore & Marine Ltd
New Creation Church
United Workers of Electronics & Electrical Industries

$20,000 TO $49,999

Building Construction And Timber Industries Employees' Union
PSA Corporation Limited
Loyang Tua Pek Kong
Mercatus Co-operative Limited
CapitaLand Hope Foundation
Healthcare Services Employees' Union
Oversea-Chinese Banking Corporation Limited
Ong Foundation
SATS Ltd.
Singapore Airlines Limited
Singapore Industrial & Services Employees' Union

$10,000 TO $19,999

PUB Employees' Union
National Transport Workers' Union
Food, Drinks and Allied Workers Union
Singapore Maritime Officers' Union
Union of Telecoms Employees of Singapore
Bata Shoe (Singapore) Pte Ltd
National Taxi Association
NatSteel Holdings Pte Ltd
Neo Garden Catering Pte Ltd
NTUC Enterprise Co-operative Limited
Sembawang Shipyard Pte Ltd
Singapore Power Group
Singapore Press Holdings Employees' Union
Union of Security Employees
United Overseas Bank Ltd
Amalgamated Union of Public Employees
DBS Staff Union
eBaoTech Corporation
IQkidz Pte Ltd
Keppel Care Foundation
Lee Foundation
NTUC First Campus Co-operative Limited
POPULAR Book Co (Pte) Ltd
Prudential Assurance Company Singapore (Pte) Limited
SIA Engineering Company
Singapore National Employers Federation
Singapore Technologies Aerospace Ltd
The Shaw Foundation Pte
The Singapore Manual & Mercantile Workers' Union
Wong Chin Huat, David

This Week In History

***NTUC This Week* turned 50 last year. It was first published in November 1964 as a monthly titled *Perjuangan NTUC* until May 1980 when it became a fortnightly renamed *The Singaporean*.**

In this regular series, *NTUC This Week* brings you on a journey into the Labour Movement's history with excerpts of main stories from past issues. This week, we look at 1 February and mid-April 1982.

By **Marcus Lin**

More women cab-drivers in the future?

1 February 1982: The next time you board a taxi, don't be surprised if your cabbie turns out to be a she. A group of more than 60 wives of NTUC Comfort taxi drivers are prepared to relieve their husbands on the roads.

Among the 54 wives shortlisted for interview by NTUC Comfort recently is

Mrs Chia Ah Lek, 31, a former assistant accountant. A mother of two primary school children, she was drawing a four-figure salary before she gave it all up to become a full-time housewife more than a year ago. Her husband, a Comfort taxi driver, has been the sole bread winner. She said: "My husband did not want me to work full-time. But I hope to be able to relieve him sometimes on the road."

Another would-be relief driver, Mrs Tan Toh Ng, 31, a mother of three, had always wanted to be a taxi driver. She said: "Actually, I applied for a taxi driver's licence when I was 29. But the ROV said I must be at least 30."

This time, with Comfort's help, she hopes to get her licence. She said: "I intend to drive daily from noon to 3 pm or more. This is the time that my husband returns home for lunch and takes an afternoon nap."

Workers And Their Family Life

Women's Committee to intensify family life education of workers

Mid-April 1982: The NTUC Women's Programme Committee will intensify its 'Family Life Education' programme to help workers manage problems of the home, including relations between husband and wife, parents and children, brothers and sisters.

The move follows recommendations made by some 300 participants of the seminar on 'Workers And Their Family Life' organised by the Women's Programme Committee on 27 March.

Ms Nancy Teo, Executive Secretary of the Women's Programme who initiated the recommendations, said that more in-depth programmes on long-term basis will be carried out on family life education.

More talks and discussions will be held, led by experts from the Family Planning Association of Singapore and the Counselling and Care Centre. The seminar recommended that the mass media give publicity to family life. SBC, especially, should telecast films on family life regularly.

Other recommendations include:

- Urging the Government and other organisations to set up more childcare centres to relieve working parents.
- Calling for subsidies from the Government for the training of staff for high quality childcare services.
- Calling the Singapore Labour Foundation to set up a video library with films to educate about family life.
- Calling for a committee to be set up on the national level to promote family life education.
- Getting the Government to look into the possibility of introducing family life education in school curriculums.

Participants at the seminar on "Workers and their family life."

More divorces and teenage abortions

Mrs Yu-Foo

It is from young people that the social and moral values of a society are most easily detected, NTUC Chairman Mrs Yu-Foo Yee Shoon said at the seminar. In 1980, 1,462 teenagers underwent legal abortions. Known cases of venereal diseases increased from 9,535 in 1975 to 14,080 in 1980.

Divorce rates have also increased significantly from 2.5 divorces in every hundred marriages in 1972 to 7.5 divorces in every hundred marriages in 1980. "Young couples about to be married often do not realise what marriage entails," said Mrs Yu-Foo, who is also the NTUC Secretary for Women's Programme .

Lose Weight The Right Way!

It is not uncommon that we find it hard to lose those extra pounds around the middle, despite regular exercise. Consultants from the Cambridge Weight Nutrition will teach you how to reassess your approach to food and how simple changes can change all that. Learn about the Cambridge Weight Loss Plan, and its six-step, easy-to-follow programme that will help create a more balanced lifestyle.

4 April 2015, 2-4pm, Tulip Boardroom, Aranda Country Club, 60 Pasir Ris Drive 3. For enquiries and reservations, contact Ms Linda Yeo at **6584 6811 ext 30**, *or* **email linda_yeo@arandaclub.org.sg**.

Community Job Fair

If you're tired of your current job, or perhaps have an unfulfilled passion but are unsure on where to start, then check out the Community Job Fair @ Bedok. Present at the fair will be established companies like Eighteen Chefs, Shangri-La's Rasa Sentosa Resort & Spa and The Singapore Island Country Club. Registration closes 26 March.

27-28 Mar 2015, 10am-4pm, Multi-purpose Hall, Bedok Community Club, 850 New Upper Changi Road. For enquiries, call **6474 0606**.

Executive Career Management Talk

There is one thing that top brands and most successful people all share –a strong a web presence. Whether you're a business looking to expand your reach, or an employee looking for a mid-career switch, social media plays a big role in your personal branding. Learn the hows and whys of its importance, and strategies to leave an impression on your target audiences.

27 Mar 2015, 1-5pm, Level 1, Event Hall 4, Devan Nair Institute for Employment and Employability, 80 Jurong East St 21. To register and for more information, visit **www.e2i.com.sg**, *under* **Events**.

Rejuvenate @Orchid Country Club

Need a midweek break for a quick pick-me-up? You may just want to pop over to Orchid Country Club for a 2-day-1 night stay (Promo package priced at $230++) while de-stressing with a one-hour Asian Fusion Massage for two, a bottle of sparkling juice and complimentary use of the Club's facilities. For those who don't want to leave the little ones out, there is a Deluxe Family room option at $280++. NTUC Members also get to enjoy LinkPoints as well as early check-in at 10am or late check-out at 4pm (subject to availability).

1 Orchid Club Road. For enquiries and reservations, email **roomsales@orchidclub.com** *or call* **6750 2100**.

What's Happening, Where

工运议员关切工友的利益

从3月5日至13日国会展开拨款委员会开支预算辩论，本期报道工运议员在国会提出的重点问题。

年长的专精执技人员

问：全国职工总会副秘书长王志豪询问政府如何协助中年及年长的专业、经理、执行级人员和技师（简称专精执技人员），以降低这个群体的失业率和就业不足的情况？

答：人力部长陈川仁

▶政府将鼓励专精执技人员利用职业库的求职资料。因为这个资料库集合了新设立的个人学习档案（订于2017年推出），内容包含劳动市场资讯和各类使用工具。

▶未来技能进修奖、未来技能领袖培育计划和未来技能专才计划都能协助专精执技人员深入学习和改善他们的具体工作、提高他们的领导技巧，乃至成为行业的佼佼者。

▶教育部、劳动力发展局给予40岁及以上国人的教育和培训费补贴比例至少将提高至90%，而那些本已获得90%及以上补贴的课程，补贴额则维持不变。

▶教育部和劳发局将扩充高级学府开办的灵活小单元模块课程。劳发局也计划将其培训伙伴开办的网上课程比例或职场学习组件至少提高至75%。

▶将目前的人才入职计划提升为P-Max计划，以强化职业发展的组件，同时在未来3年内实现3000名专精执技人员配对中小企业工作的目标。

▶提高每月薪金津贴额，资助那些采纳专业人士专业计划的雇主，以就业与培训的方式聘请40岁及以上或至少失业半年的专精执技人员。

▶劳发局进一步补充其现行的就业服务，与私人职业中介公司合作，为专精执技人员寻找工作。

强化新加坡人核心

问：职总助理秘书长杨木光询问政府是否可以考虑在我国所有主要行业内实施类似建筑业实施的建筑业技工注册计划，以便建立新加坡人为核心的工作队伍？

答：人力部长陈川仁

▶实施行业人力计划的主要目标之一是，通过锻炼技能为主导的职业发展途径，以及配合人力资源管理的改进和提高职场的工作条件，从而在各大行业里培养出一大群本地人才。

▶人力部将在2020年之前，与行业协会、培训机构紧密合作，并与雇主和工会携手在所有的大行业内开发及实施全面化的行业人才计划。

低薪工友

问：职总助理秘书长再纳询问政府有关协助低薪工友通过生产力提升和劳资政三方的努力，以实现每年加薪的事宜。

答：人力部高级政务次长贺华吉

▶人力部在职总推广渐进式薪金制的同时，持续把重点放在自2007年开始实施的就业入息补助计划、2010年起实施的就业培训计划，以及2012年推出的维护职工权益计划。

▶人力部最近一次审视就业入息补助计划是在2013年，并将在2016年根据劳资政伙伴提供的反馈和建议加以改进。

▶人力部打算和职总合作向更多低薪工友推广相关计划，并教导他们如何通过既有的管道求援。

渐进式薪金制

问：职总副会长兼官委议员卡迪卡炎询问人力部是否打算通过立法把渐进式薪金制推广至更多行业？

答：人力部高级政务次长贺华吉

▶工会已经跟酒店业、餐饮业和零售业等各行业雇主商讨如何实施渐进式薪金制。

▶通过政府在各行业强制推行渐进式薪金制须持谨慎态度，尤其是在那些廉包不缺的行业里推广，更须小心行事。

▶薪金与生产力提升挂钩的恰当途径，应随着时间的推移而确定形成。

未来技能

问：职总助理秘书长洪鼎基询问关于政府是否有意设计一套系统以造福那些想学习新技能的广大工友？

答：人力部长陈川仁

▶人力部保证，由于他们与各高等学府联合开发课程内容，同时也咨询劳资政伙伴制定各种劳动力技能鉴定框架，因此通过未来技能计划推出的教育与培训课程不但质量高，也切合行业的需要。

▶教育部与劳发局将携手提升既有课程的认证框架，以确保课程维持相关性和培训质量。

职场安全与卫生

问：职总助理秘书长郑德源询问关于人力部如何应对职场的变化？

答：人力部高级政务次长贺华吉

▶人力部将继续调整措施，确保自2011年起职场安全与卫生法令延伸至所有职场的条例合乎实际，并且有效。

▶人力部将促请国人自动自发，在工作的时候以自身的安全和卫生为重。

“职总周报

2015年3月15日
售价 60c
MCI (P) 044/12/2014

协助年长女性就业

全国职工总会妇女发展秘书处在庆祝国际妇女节的同时，也协助妇女重返职场，并表扬在工作中表现优异的女性。

职总妇女发展秘书处在庆祝国际妇女节的同时，于2015年3月8日在白沙职总娱乐世界的D’ Marquee厅举行了一次大型的职业展，协助年长妇女寻找工作。

参与该职业展的雇主共有17个，他们来自餐饮业、教育业、保健业、酒店业、零售业和保安业，展出的职业空缺超过2800个。

据妇女发展秘书处反映，年纪较大和缺乏技能的妇女所面对的挑战之一是储蓄不足，钱不够用。为此，提供工作机会，协助他们财务独立、规划退休及应付医药开销便显得至关重要。

康威医疗集团是提供就业机会给年长工友的参展雇主之一。该集团的副医务总监 Philip Koh 医生表示：“我们希望鼓励更多年长工友重返工作队伍。他们可以在职场上和年轻的同事交流经验和看法，从而增强公司的活力。”

灵活工作时间

许多参展的雇主也为求职者提供某种形式的灵活工作安排。

职总会长谢秀慧说：“能为工友安排灵活工作的公司，在人事管理方面一般上也比较好。要成为发展且进步的公司，我们必须观察他们如何安排工友的工作时间，看看他们是否能够兼顾工友的家庭需要。”

“工作和家庭生活密不可分，也不应区分开来。我们须要采取更加创意的方法，使得工作具备灵活性…如果工友上班的时候还担忧着家庭的事务，他们肯定不能尽心尽力。公司想要工友尽心尽力，就一定要善待属下的工友。”

蒂凡那就业与职能培训中心一向和职总妇女发展秘书处紧密合作，设法提高劳动队伍中的女性参与率。就业与职能培训中心表示，将一如既往为工友提供职业辅导，继续展开就业与培训计划，并定时举办职业展，把灵活工作安排的工作介绍给我国妇女。

为我国妇女提供未来技能培训

职总妇女发展秘书处处长朱素秋透露，许多妇女发送反馈，表示他们欢迎2015年财政预算案中提及的未来技能培训补助。

她说：“这项举措对于许多已经离开工作队伍，并须要定期提升技能，以便提高就业机会的妇女来说好处很大。妇女发展秘书处将在这方面给予他们应有的协助。”

表扬职业妇女

在庆祝会的主要活动中，约有来自50种职业的64名女性因工作上的卓越表现及贡献，获得主办方的赞扬。

68岁的酒店女客房服务员雅丽说：“我很高兴自己在工作上的努力受到了肯定。虽然我已经过了退休年龄，但我觉得还可以在工作队伍中作出贡献。”

2015年度最亲职业妇女奖

职总妇女发展秘书处在庆祝国际妇女节的同时也颁发2015年最亲职业妇女奖下的建国50周年特别奖项。这是新设立的奖项，旨在认可那些热衷进行工作灵活安排，并推出与妇女相关的支持员工计划，以便照顾女性雇员的公司。

我和我的先生都很高兴…现在我有比较多的时间可以督促孩子作功课，也可以陪他们出外活动，引导他们朝向活跃和健康的生活发展。”

– 46岁的行政助理 Julie Eng 育有两名子女，雇主的灵活工作安排让她获益不少。

我做了正确的决定。我曾经害怕上班，但现在有时候甚至忘了自己是在工作。”

–52岁的哈密达过去是一名邮政工友，现在她找到了一份满意的工作，在厨房当助理。

很多妇女都以家庭为重，但我们也不能忽略了自己，如果条件允许，就应毫不犹豫地充实自己，把自己塑造得更加优秀。”

–64岁的玛丽穆都在新加坡市区重建局工友联合会担任秘书长。这是她对那些想担任领导工作的妇女所提供的建议。