"thisweek
03 JULY 2016
60 CENTS
MCI (P) 028/12/2015

The Mid-Year Photo Issue

We bring you the Labour Movement's top moments and celebrations in the first half of 2016, captured in vivid colours and moods. Enjoy!

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MAY DAY CELEBRATIONS

The biggest event on the Labour Movement calendar, this year's May Day Celebrations was NTUC Secretary-General (SG) Chan Chun Sing's first since he took over from former Secretary-General Lim Swee Say.

The May Day Rally at Downtown East brought together 1,500 union leaders, U Associate and U SME Partners, NTUC social enterprises, communities and tripartite partners. SG Chan introduced the concept of the Unusual Labour Movement and how it encompasses a growing network of unions, U Associates and U SMEs, and expanding its suite of services to take care of the evolving needs of workers.

The May Day celebrations also included the May Day Dinner at Orchid Country Club, the May Day Partnership Awards held at the Devan Nair Institute of Employment and Employability, the May Day Fiesta at Palawan Beach, Sentosa and celebrations together with migrant workers at the Penjuru Recreation Centre.

DID YOU KNOW...

• Themed Care, Fair and Grow, this year's May Day celebrations saw the Labour Movement reaffirm its commitment to care for workers, ensure fairness at the workplace, and help workers grow in their skills and careers.

NTUC President Mary Liew embraces former President Diana Chia at the May Day Dinner.

Migrant workers welcoming Minister of State for Manpower Teo Ser Luck at the Migrant Workers' Centre's May Day celebrations.

May Day Partnership Awards.

Families and union leaders come together for a day of fun and games at the May Day Fiesta.

LNY CELEBRATIONS

Prime Minister Lee Hsien Loong with his entourage at Changi Airport.

Prime Minister Lee Hsien Loong and Mrs Lee joined leaders from NTUC on the first day of the Lunar New Year to visit and greet workers at Changi Airport Terminal 2 on 8 February 2016.

PM Lee's message to workers – focus on the longer term with an eye on upgrading, training, SkillsFuture and improving productivity.

Organised by the Labour Movement, the visit saw some 200 workers from different divisions thanked for putting their duties ahead of their holidays and personal celebrations.

DID YOU KNOW...

• The Labour Movement has been visiting workers in various essential services in Singapore on the first day of the Lunar New Year for the past 17 years. In some years, the visits have taken place as early as 5am due to the nature of the essential services carried out by the workers.

NTUC Assistant Secretary-General Patrick Tay gives out red packets to airport workers on Lunar New Year's Day.

NTUC Secretary-General Chan Chun Sing drops in on transport workers early in the morning on the first day of Lunar New Year.

National Transport Workers' Union and Senior Minister of State for Transport Josephine Teo visit bus captains at the start of their shift on Lunar New Year.

A DAY IN THE LIFE OF...

Over the past six months, we've been exploring the worlds of different professions across Singapore to tell you what it's like to be on the other side. Each job comes with a face that tells a special story.

DID YOU KNOW...

• The *NTUC This Week* team has done a total of 14 different jobs. Some of the job types include those in hospitality, cleaning and healthcare.

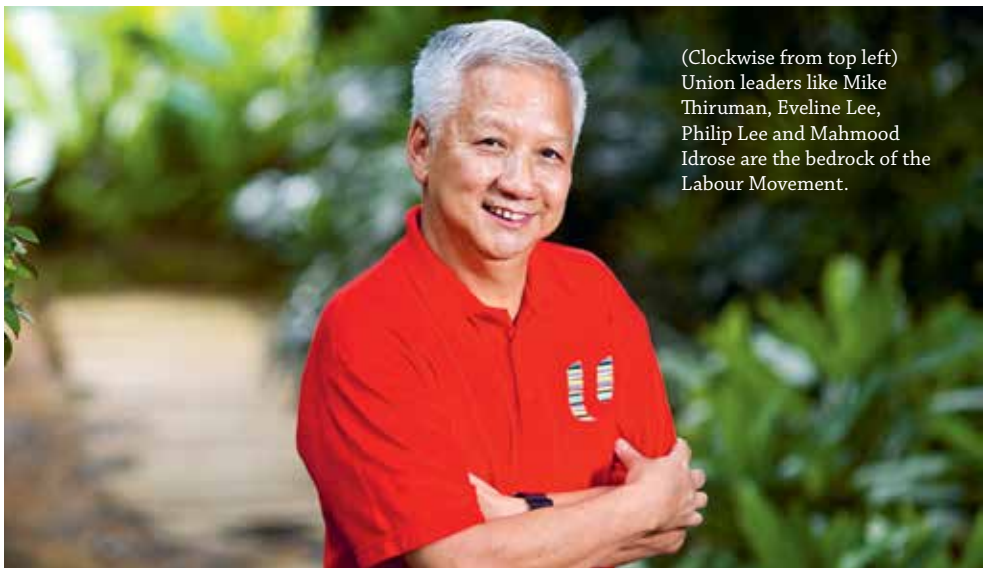
(Clockwise) *NTUC This Week* journalists Jonathan Tan (top), Shukry Rashid (right) and Ryan Chan (left) find out what it's like to be other than a journalist.

UNION LEADERS

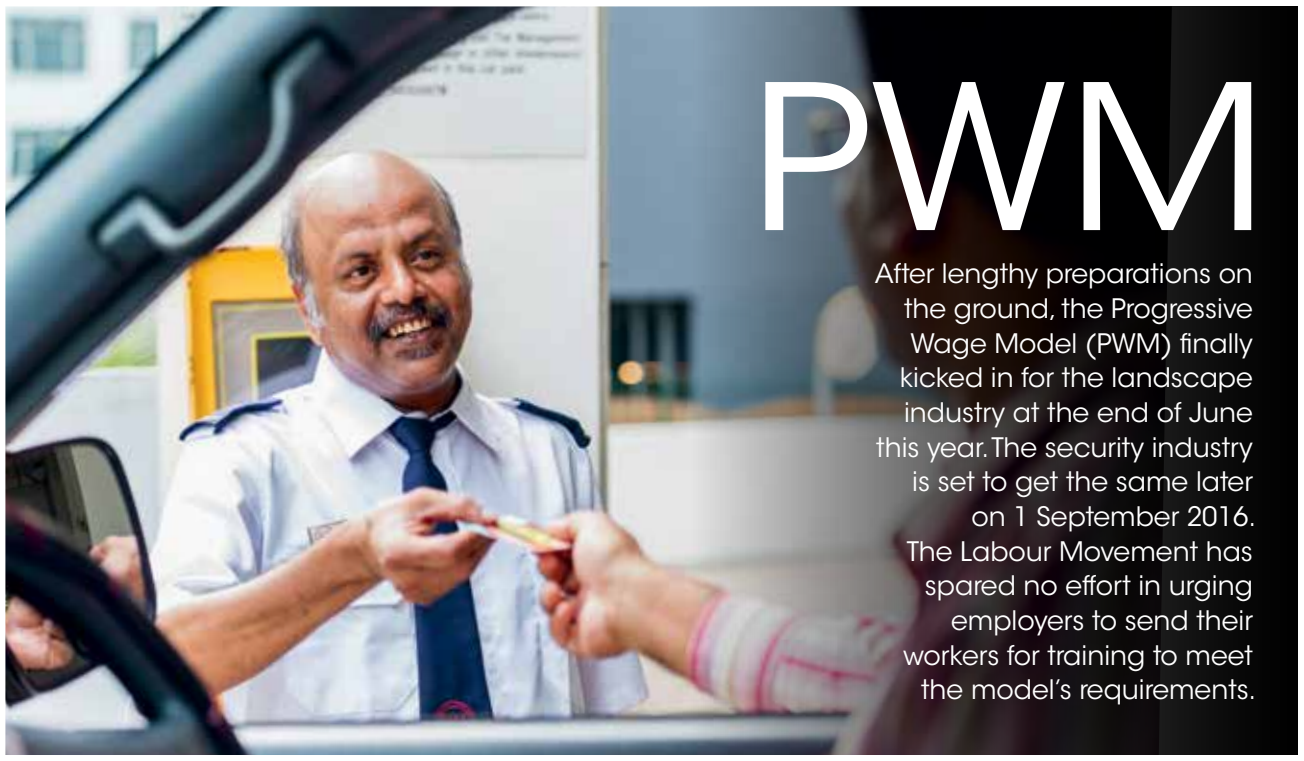
Union leaders are the foundation of the Labour Movement. They are the voice for the workers and the go-between them and the company. They look out for workers' concerns and always strive to improve their livelihoods.

DID YOU KNOW...

• There are more than 6,000 union leaders in the Labour Movement



(Clockwise from top left) Union leaders like Mike Thiruman, Eveline Lee, Philip Lee and Mahmood Idrose are the bedrock of the Labour Movement.

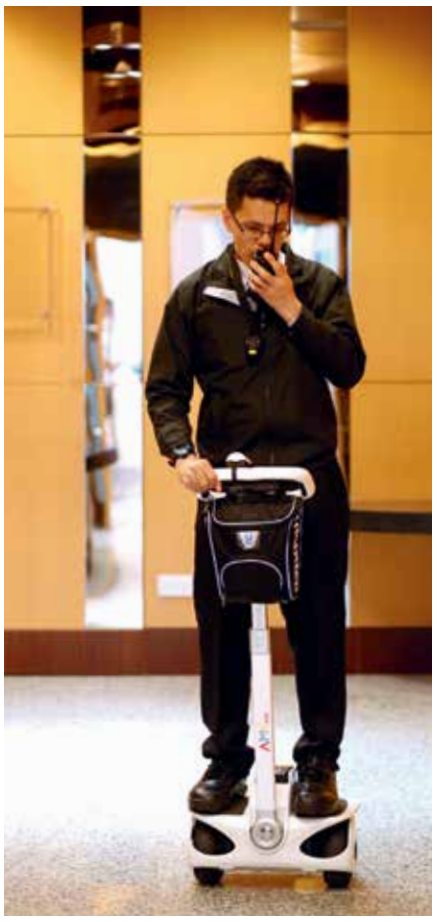


PWM

After lengthy preparations on the ground, the Progressive Wage Model (PWM) finally kicked in for the landscape industry at the end of June this year. The security industry is set to get the same later on 1 September 2016. The Labour Movement has spared no effort in urging employers to send their workers for training to meet the model's requirements.

With training and upgrading, security officers can look forward to career progression and higher wages once the PWM kicks in this September.

Workers in the cleaning industry have been benefiting from the PWM since it came into effect last year.



DID YOU KNOW...

• The PWM was made a mandatory licensing requirement for the cleaning industry on 1 September 2015 and has since benefited about 40,500 cleaners. About 42,000 security officers and 3,000 local landscape workers stand to benefit from the PWM this year.

PRODUCTIVITY

Given the soft economic conditions and declining manpower growth, the Labour Movement's efforts to push for higher productivity this year has become more important than ever.

Together with its tripartite partners, NTUC has been encouraging companies to boost productivity levels through initiatives such as NTUC's e2i's (Employment and Employability Institute) Inclusive Growth Programme (IGP) and the U SME Secretariat's participation as one of the nine multipliers in the Manpower Ministry's Lean Enterprise Development Scheme.

DID YOU KNOW...

• Since its launch in 2010, the IGP has impacted 100,116 workers through 2,400 productivity projects. Through the second phase of the IGP, e2i is committed to impact 100,000 more workers with the $100 million grant recently approved by the Government.

The Labour Movement believes that increased productivity will ultimately benefit both workers and employers.

PMES

Times are changing – the spotlight has been on PMEs recently with the group expected to grow in size and be the majority in the workforce. On its part, the Labour Movement is extending its suite of services to cater to their needs today and tomorrow.

DID YOU KNOW...

• NTUC's U PME Centre handled a total of 887 cases between March 2015 and February 2016. Of all these cases, 518 were for placement of jobs.

• The U PME Centre has various programmes to help PMEs under the area of the 4Ps – Placement, Protection, Progression and Privileges. Various activities include legal clinics, the Career Activation Programme and the annual PME Week.

With the help of the Labour Movement, 52-year-old Kuan Mun Fai secures a new job as a business development director.

An e2i career fair helps 35-year-old Shirlie Djefri land a new job as a preschool vice-principal.

FUTURE JOBS

While traditional industries evolve to cope, new jobs in various sectors are mushrooming. Most notably, a push for sustainability has seen an increased number of new green jobs being created. Information and communications technology is back in the limelight, with a demand for jobs in cyber security. Medical technology jobs too are set to increase with new investment in innovation.

With high-tech urban farming, Sustenir Agriculture is able to produce 54.3 tonnes of vegetables a year.

DID YOU KNOW...

• On 8 January 2016, Prime Minister Lee Hsien Loong launched the Research Innovation and Enterprise 2020 Plan (RIE2020) to help drive research, innovation and ultimately, economic growth in Singapore. A total of $19 billion has been set aside over five years.

Facility engineer James Ong hopes solar energy can provide 15 to 30 per cent of Singapore's electricity demand by 2050.

MATURE WORKERS

Come 1 July 2017, the re-employment age of older workers will be raised from 65 to 67. To encourage more companies to hire older workers, there is the WorkPro Age Management Grant and Job Redesign Grant. These have been enhanced to provide comprehensive support to encourage employers to put in place age-friendly practices to make work easier, safer and smarter.

With Bay Hotel's positive policy towards mature workers, 74-year-old Catherine Wong is able to continue contributing to Singapore's economy.

DID YOU KNOW...

• Singapore's official retirement age is 62. But there are some companies in Singapore which have implemented a variegated retirement age – they have voluntarily extended retirement age in their firms to beyond 62.

Carol Chang, 63, prides herself as someone who is always on the go despite her age.

YOUTH

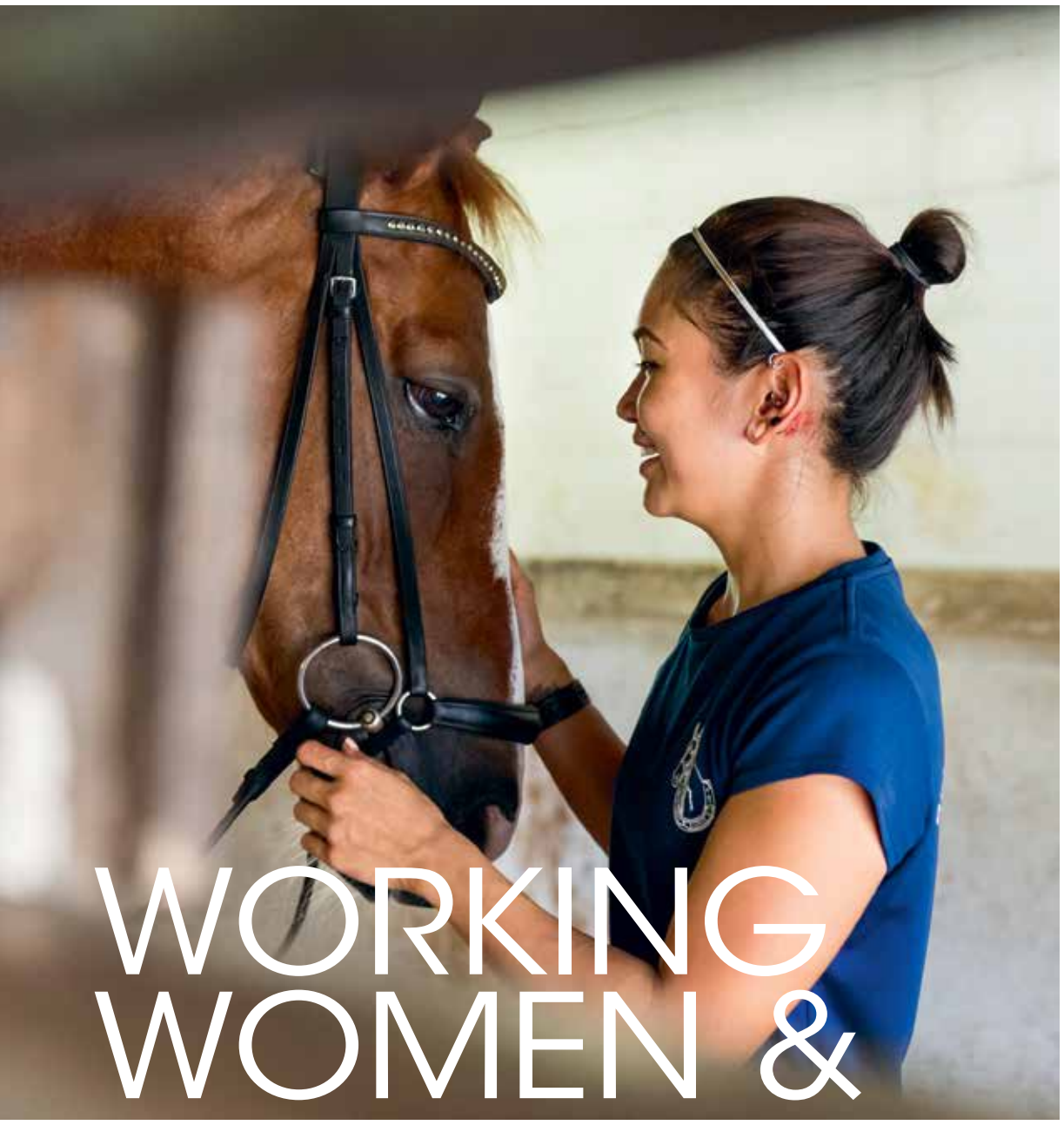
The Labour Movement's youth arms Young NTUC and nEbO have been active in engaging Singapore's youths and helping them become the best they can be. Among some of their initiatives are Young NTUC's Run 350 and nEbO's Youth Entrepreneurship Symposium.

Zuhaili Arof is a Young NTUC Chairperson of the Public Sector and Assistant General Secretary of the Housing and Development Board Staff Union.

nEbO youths have stepped up this year to give back to the community.

DID YOU KNOW...

• This year, U Associate partner Institute of Engineers Singapore launched the second phase of the Advanced Engineers Leadership Programme that will continue helping young workers on their progression pathways to continually learn and grow in their career. This is the second tier in the Engineers Progression Pathway, where the course modules place an emphasis on cross-engineering knowledge acquisition.



WORKING WOMEN & FAMILY

A better working environment for women and workers with families – something the Labour Movement has been pushing for over time.

This year, more women continued to benefit from the Labour Movement's initiatives such as the U Flex Movement. NTUC's Women and Family (WAF) Unit has helped companies tap on the WorkPro Work-Life Grant to bring about more flexible work arrangements and holistic family-friendly work practices.

To increase its reach to more women and working dads, WAF has also been using online platforms such as the U Women's Network and the U Family Facebook pages. The online platforms aim to empower women and working dads to learn and discuss issues close to their hearts.

DID YOU KNOW...

- Since launching its Facebook pages, NTUC's Women and Family Unit has reached out to more than 50,000 people.
- This year, Labour Members of Parliament raised more than 10 women and family issues ranging from flexible work arrangements to paternity leave.

Despite being in male-dominated industries, horse groomer Nicola Wong, 27 (left) and zookeeper Zeneth Begum, 50 (below), believe women can achieve anything they put their minds to.

Hailed as Singapore's largest family picnic, U Picnic 2016 saw over 7,000 particpants gather at Bishan-Ang Mo Kio Park River Plains for a day of fun-filled activities.

The Labour Movement has been helping sports coaches like Andrew Mah since the Sports Coaches Association of Singapore's formation in April 2015.

Private-hire drivers like Harry Koh and Shawn Ng are now given representation through the National Private Hire Vehicles Association.

FREELANCERS

To be all-inclusive, NTUC has been upping its efforts to reach out to more freelance workers. The Labour Movement recognised that the pool of freelancers in the workforce has been increasing, and that there is a growing need to give them a platform to voice their concerns.

DID YOU KNOW...

• On 3 May this year, a new National Private Hire Vehicles Association (NPHVA) was set up to give representation to drivers. Apart from drivers from industry disruptors Grab and Uber, the association also represents limousine drivers.

MIGRANT WORKERS

On this page, we pay tribute to the many migrant workers in our midst who have been working quietly and tirelessly in the background, contributing to the Lion City's growth and prosperity. They are the faces and hands behind the homes we live in, the roads we travel on and the many clean spaces we move around in. Thank you dear friends from abroad!

DID YOU KNOW...

• Besides approaching the two Migrant Workers' Centre outlets located in Serangoon and Geylang for assistance, migrant workers can also approach four help kiosks located at recreation centres in Penjuru, Woodlands, Soon Lee and Kaki Bukit.

Since 2009, MWC has reached out to more than 650,000 migrant workers.

New Programmes for the Maritime Sector

Looking for a career in maritime? Things are looking up with new Earn and Learn Programmes being rolled out.

By **Fawwaz Baktee**

PSA Senior Operations Supervisor Ng Boon Hou says the Port Operations and Management ELP helps him better prepare for the job of managing container port operations.

Three new SkillsFuture Earn and Learn Programmes (ELP) for seafaring deck officers, marine engineers and port operations officers have been launched in the maritime industry.

The programmes were announced on 24 June 2016 by Senior Minister of State for Transport Josephine Teo at the Day of the Seafarer 2016 celebrations held at PSA Building.

The programmes were jointly developed by the Maritime Port Authority of Singapore (MPA), Singapore Workforce Development Agency and Singapore Polytechnic.

According to MPA, the programmes aim to give fresh local polytechnic graduates a head start in their maritime careers, deepen their skills through facilitated training, in-house structured programmes and mentorship.

ELP TRAINEES

The maritime SkillsFuture ELP trainees must go through a 12-month work-study programme. Deck officer and marine engineer trainees will be awarded a Letter of Eligibility upon completion of the ELP, while port operation officer trainees will be given a specialist diploma in port management and operations.

Currently, there are 30 trainees in the inaugural batch who started on the programme in early June.

MARITIME UNION'S TAKE

Captain Robin Foo, president of the Singapore Maritime Officers' Union praised the ELP initiative, saying that it encourages seafarers to progress in their maritime career and helps attract young Singaporeans into the industry.

"My union championed ground-breaking training programmes such as the Tripartite Nautical Training Award and the Tripartite Engineering Training Award with our partners to attract the younger generation to choose a seafaring career. With such strong support, our Singaporean seafarers can have a better career, better wages and lead better lives," said Captain Foo.

NTUC Secretary-General Chan Chun Sing (left) gathering feedback from creative professionals.

A Boost for Freelancers in the Creative Industry

Are you a freelancer in the creative industry? There's now an Attach and Train Programme to help you move ahead in your career.

By **Shukry Rashid**

Freelancers in the creative industry can look forward to more opportunities to upgrade and deepen their skills with the launch of a suite of initiatives by the Singapore Workforce Development Agency (WDA) and NTUC U Creative.

One key initiative is the Attach and Train Programme (ATP), which is in line with NTUC U Creative's aim to provide media professionals with opportunities for growth. The programme will be supported by a series of workshops to equip freelancers with essential business and industry skills.

The programme was launched at the Creative Freelancers Bootcamp on 29 June 2016 at *SCAPE where NTUC Secretary-General (SG) Chan Chun Sing was the guest of honour.

Also announced on the same day were a series of industry-relevant courses in disciplines such as Animation, Design, and Film and TV developed in collaboration with industry partners and NTUC's e2i (Employment and Employability Institute).

RELYING ON FREELANCERS

The ATP works by attaching freelancers to companies for a period of one to six months to work on projects while they undergo on-the-job training with an appointed mentor.

As a pilot, the ATP plans to benefit 20 freelancers over the next two years. Positions available include assistant directors, assistant producers and graphic designers.

WDA has appointed the Association of Independent Producers Singapore as the programme manager. The latter will screen and match suitable candidates to a participating host company based on job fit.

SG Chan said: "Within the U Creative network, a creative freelancer can tap on our Labour Movement to stay in the know of industry trends, upgrade themselves and deepen skills as well as share information, resources and experiences.

"Together with the Singapore Workforce Development Agency, we have launched the Attach and Train Programme to develop and deepen the skills of our creative freelancers by matching suitable freelancers to creative projects offered by MNC [multinational company] employers in our U Circle of Friends network."

Ramping up Productivity

The switch to becoming more productive has seen Decks save more than 2,300 man hours.

By **Ryan Chan**

By tapping on IGP, Decks upgraded their server and desktops to fully reap the benefits of productivity gains.

Decks director Kelvyn Chee demonstrates how the RFID reading machine makes managing inventory easier.

The new enterprise platform browser system has helped the company easily categorise apparel by colour and size.

You may not be familiar with the company name, but you would probably have seen their work on various labels around. Decks Pte Ltd is a fashion apparel supplier, whose clients include AAL Pop Shoes, Beverly Hills Polo Club, Island Shop and Surfers Paradise.

The company employs 100 people, of which 60 per cent are Singaporeans. According to director Kelvyn Chee, Decks is always on the lookout for ways to continue increasing productivity. Its efforts so far has resulted in the company saving a whopping 2,370 man hours, which translates into savings of approximately $27,000.

PRODUCTIVITY INITIATIVES

Decks' push for productivity started two years ago, when they first explored the use of radio-frequency identification (RFID).

The company purchased an RFID reading machine that has made logistics and inventory management a breeze. New stocks that come in from the factory are already fitted with RFID tags. Workers now only need to push the cartons into the machine, press a button, and the machine takes stock in less than five seconds. The information is then immediately transmitted into a nearby computer terminal and displayed.

Using the machine has a 99.8 per cent accuracy, as compared to the previous tedious, time-consuming method of manually taking stocks, which only had about 80 per cent.

TAPPING ON IGP

Decks has also tapped on the NTUC's e2i's (Employment and Employability Institute) Inclusive Growth Programme (IGP), which gives companies 50 per cent funding for initiatives that help boost productivity. With the funding, the company invested in table lifts and a new enterprise platform browser (EPB) system.

Decks' new table lifts allow workers at the warehouse to lift loads comfortably in lesser time. Workers had to manually lift cartons previously, a process that was unsafe and unproductive.

New stocks that come in also have to be sorted by colour and size. Decks took on a new EPB system that helped them do so more efficiently. A simple scan of barcode tags on the apparel allows data to be accessed online. This allows for easier monitoring of inventory, and workers can quickly identify if any particular colour or size is running low.

To handle the new equipment, the company also upgraded its servers and desktops to fully reap the productivity gains.

GETTING THE BALL ROLLING

Kelvyn first made the decision to make the company more productivity-driven after a talk with NTUC Assistant Secretary-General and director of U SME Secretariat Yeo Guat Kwang.

They were in London for a study trip in October 2014 to look at how technology can play a part in increasing productivity.

"Mr Yeo told me that the Singaporean manpower workforce will further decrease, so the only way forward is to instil a strong Singaporean core and adopt technology.

"From then onwards, I started aggressively looking at ways to improve productivity without using manpower," Kelvyn shared.

"It is my dream that the company will go fully ASRS (automated storage and retrieval system). Being more productive lets workers pick up new skills. This in turn attracts staff and retains them in the company."

GOOD TO KNOW

IGP

Before	After
▶ Process of loading and unloading boxes was unproductive and unsafe.	▶ Table lifts now enable heavy loads to be lifted quicker and more easily.
▶ Previous system did not allow for tracking apparel based on colour and size.	▶ Using an enterprise platform browser system now allows apparel colours and sizes to be tracked for easier management of inventory.

*For more information, visit **e2i.com.sg/IGP**. To apply for the Inclusive Growth Programme, email **igp@e2i.com.sg**.*

Leadership Renewal in SURAWU

SG Chan: Union leaders do not only need to ensure the success of the union, but they also need to groom future leaders.

By **Shukry Rashid**

"How can the current generation of SURAWU (Singapore Urban Redevelopment Authority Workers' Union) leaders, working with the management in URA, prepare the next generation of leaders with the same leadership skills and ethos?" asked NTUC Secretary-General (SG) Chan Chun Sing at the house union's first Quadrennial General Meeting on 24 June 2016 at the URA Centre.

The event was attended by some 120 guests – mainly SURAWU members, leaders of other unions and the URA management.

SG Chan said that while SURAWU's current Executive Council has built a good relationship with the management, it is also important to groom a new generation of leaders going forward.

Professionals, managers and executives of URA should also be given the opportunity to serve SURAWU, said SG Chan.

"Don't just attract the rank-and-file workers, but attract as many people in URA as possible to join the Labour Movement, to understand the ground issues that different profile of workers are going through," he added.

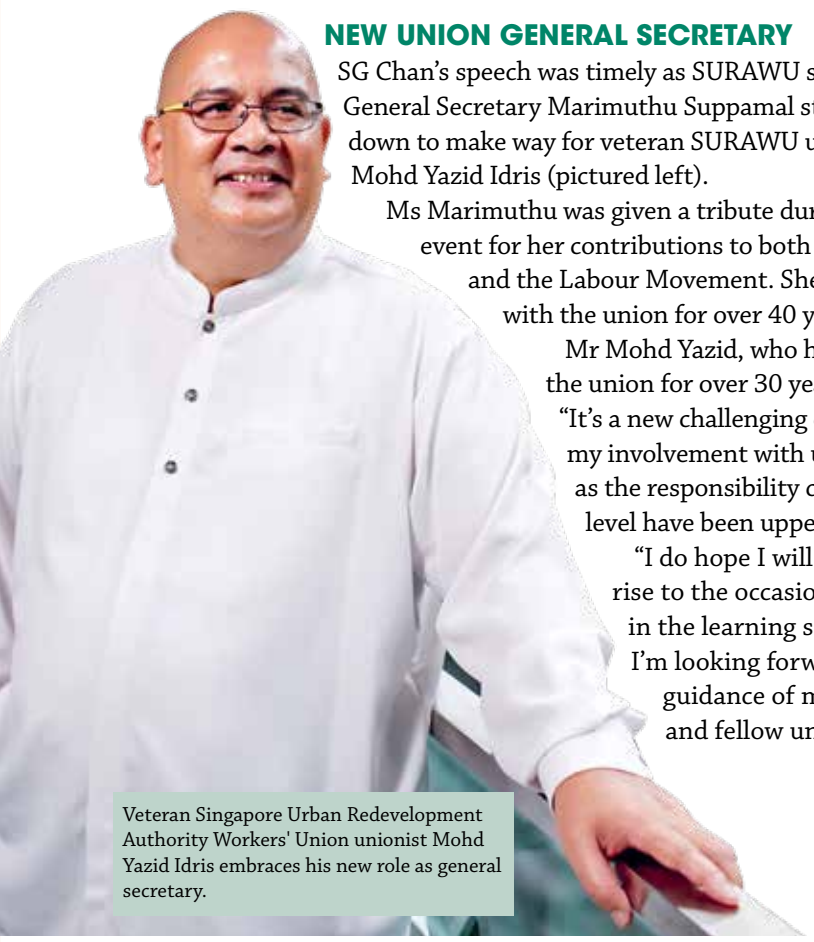
NEW UNION GENERAL SECRETARY

SG Chan's speech was timely as SURAWU saw its General Secretary Marimuthu Suppamal stepping down to make way for veteran SURAWU unionist Mohd Yazid Idris (pictured left).

Ms Marimuthu was given a tribute during the event for her contributions to both the union and the Labour Movement. She has been with the union for over 40 years.

Mr Mohd Yazid, who has been with the union for over 30 years, said: "It's a new challenging chapter of my involvement with union work as the responsibility commitment level have been upped.

"I do hope I will be able to rise to the occasion. I'm still in the learning stage and I'm looking forward to the guidance of my mentor and fellow unionists."



Veteran Singapore Urban Redevelopment Authority Workers' Union unionist Mohd Yazid Idris embraces his new role as general secretary.

Guiding Students into the Workforce

A new collaboration will give students a better understanding of career prospects to help them make more informed decisions for their future.

By **Ryan Chan**

Current students and graduates of Temasek Polytechnic (TP) will now receive more opportunities to enhance their employability. Under a Memorandum of Understanding (MOU) signed on 22 June 2016 between TP and NTUC's e2i (Employment and Employability Institute) will see activities being arranged for students to expose them to various industries.

LEADING THE WAY

The MOU, which will last for three years, gives a boost to education and career guidance (ECG) efforts. ECG counsellors, polytechnic staff and e2i employability coaches will work together to share best practices and coaching experiences.

Students will be engaged through workshops, seminars and learning journeys, where industry practitioners will share past and present career prospects, trends and opportunities.

There will also be employers' networking sessions to give students a chance to explore potential employment opportunities.

This is e2i's second collaboration with a tertiary school this year, following a similar MOU signed with Republic Polytechnic on 22 January. e2i said they will look to continue engaging other institutes of higher learning.

e2i CEO Gilbert Tan said: "Through our engagement with the schools, we hope students will be empowered and benefit from e2i's extensive industry networks to gain more industry insights to make a well-informed choice when they choose their career upon graduation."

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PRINTER
TIMES PRINTERS PTE LTD

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ANDROID

FACE 2 FACE WITH

Captain Robin Foo

By **Ramesh Subbaraman**

He and his team of unionists not only take care of the needs of the union members locally but also help alleviate the distress of foreign seafarers when their ship is put 'under arrest'.

Meet 65-year-old Captain Robin Foo, president of the Singapore Maritime Officers' Union (SMOU).

Captain Foo, who started sailing in 1970 at the age of 19, shares with us his journey with SMOU.

NTUC This Week: When did your journey with the union begin?

Captain Robin Foo: An old schoolmate of mine who was then the Assistant General Secretary encouraged me to take up union membership after I had injured my right ankle. The union also needed help at that time and so I was asked to come into SMOU to volunteer. Also, my late father who was a social worker influenced me to be caring and charitable. I first volunteered at SMOU and then became a welfare officer. That suited me well and I carried on. I was elected the president in 1989.

What does your work with SMOU involve as the president?

As SMOU's president, I take care of the union's work at the national level.

A key area which the union is involved in is 'Care and Share'. Of concern now for us is the issue of ageing. We are looking into helping our aged members. We recently set up an SMOU Care Fund.

You mentioned something about the Gulf War. Can you share more?

In 1988, I flew to Dubai to visit our SMOU members in hospital who were injured during the Gulf War on board the vessel Havglimt. The vessel was very badly shot. Two Singaporeans died, two were injured. During the visit, which also involved officials from the company, we gave the injured workers the assurance that the union and their employer were behind them. It was quite bad, some of them after they came back to Singapore decided to quit the sea. They were all covered by the ship insurance.

What have been the high and low points in your years as a union leader?

My high point – we have been helping the seafarers, those stranded who come to our ports and we have claimed back wages, and those have gone into the millions. A second high point – when I see our union being able to help families of members who have passed on.

Low point – in 1986 during the downturn and recession, the industry did a restructuring and as a result some of our members had to look for new jobs. In one case, the company told some of the officers that they could go and look for their own job. It's a shame that the company did not help the officers secure jobs. Right now, there is a big shortage of seafarers.

What you would like to pass down to the younger generation in SMOU?

It is rewarding to see people I have helped become successful in life.

These are the happy moments and rewards you get helping others and see them grow. It is important that the younger ones must have a caring heart to serve. Those coming in must realise that they are coming in not for the money. If you don't have the heart to serve your fellow seafarers, then it is better that you consider some other things.

INSIDER'S GUIDE

Singapore Maritime Officers' Union

Established: 1951

Why: To safeguard the interests and well-being of seafaring officers, SMOU plays a pivotal role in promoting good industrial relations between members and their employers, improving the wages and working conditions of members through collective bargaining agreements with shipping companies.

Membership: 29,000 members

Did You Know: SMOU celebrates its 65th anniversary in 2016. Its journey and first step towards tripartism was made in 1981 on board a cruise on the MV Centaur. A seminar themed *Cruising Towards A New Maritime Industrial Relations Climate* laid the groundwork for tripartite cooperation in the maritime sector.

Snapshots

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

Compiled by ***NTUC This Week*** Team

Study Awards for the Power Sector

Early to mid-career Singaporeans in the power sector now have the new SkillsFuture Study Awards to support them in deepening their engineering skills.

Announced by the Energy Market Authority (EMA) on 28 June 2016, the awards are supported by the Union of Power and Gas Employees (UPAGE).

UPAGE General Secretary Abdul Samad Abdul Wahab said the union will promote the SkillsFuture Study Awards amongst members who are keen to upgrade themselves.

All applications must be accompanied by a testimonial or referral letter from workers' current or past employer and UPAGE.

Applications open from 1 July 2016, with 30 study awards for eligible candidates.

The SkillsFuture Study Awards are bond-free and can be used in addition to existing Government course fee subsidies. Successful applicants will each receive S$5,000.

More details on the SkillsFuture Study Awards can be found at ***www.skillsfuture.sg/studyawards/power***.

New FairPrice Concept

Expanding upon its social mission to moderate the cost of living in Singapore, NTUC FairPrice launched a new retail concept, FairPrice Shop, on 1 July 2016 at Eunos Crescent, with more outlets in the pipeline.

Targeted at budget conscious shoppers, FairPrice Shop outlets will feature a more focused range of products offering greater value, including the introduction of an exclusive range of housebrand products, which is 5–10 per cent cheaper than FairPrice's existing housebrand products. These outlets will be located primarily within mature estates with a higher concentration of low-income families.

A Global Appointment

NTUC FairPrice CEO Seah Kian Peng is now a member of The Consumer Goods Forum's (CGF) Board of Directors. CGF is a global network that brings together retailers, manufacturers, service providers and other stakeholders from across 70 countries.

He is the only appointed board member from Singapore and Southeast Asia to sit on the 50-member board. He was appointed during the 60th Global Summit, which was held from 15–17 June 2016 in Cape Town, South Africa.

Mr Seah said: "This vote of confidence is an indication of our unrelenting dedication to serve the community by continuing to evolve and remaining relevant to the needs of our customers while also championing socially responsible causes such as sustainability and healthier eating.

"As a collective group of some 400 organisations from across diverse geographies, we can come together and drive positive change throughout the industry on a global scale."

New Bank Scheme for Indonesian Foreign Domestic Workers

In a media statement released on 24 June 2016, the Centre for Domestic Employees (CDE) said that it welcomes the recently announced pilot Household Service Workers Industry Scheme (HIS) and believes it will help make the recruitment and deployment process of Indonesian Foreign Domestic Workers (FDW) more transparent.

Part of the Indonesian government's efforts to improve the working environment of Indonesian FDWs overseas, the HIS is a compulsory new bank scheme for newly arriving Indonesian FDWs to Singapore.

Under the scheme, an Indonesian FDW will take up a personal loan of about $1,700 from Maybank Indonesia to cover the cost of administrative fees instead of having the Singapore employer pay the sum first, which can currently be as much as $3,600.

"[The HIS] will reduce ambiguity and help prevent salary disputes that may arise due to current loan arrangements. The Indonesian FDWs will also be able to receive their full salary from the onset of their contract. This would certainly benefit both the workers and their employers," said CDE Chairman Yeo Guat Kwang.

What's Happening Where

Staycation at D'Resort

Fancy a mid-year break but don't want the hassle of crossing borders? Try a staycation instead. nEbO members get 30 per cent off the best room rates at D'Resort. Simply key in the promo code "DRNEBO16" while booking to enjoy the discount. Discount is applicable for Mangrove Walk, Rainforest and Rainforest Executive rooms only.

Valid for booking till 31 July 2016. Valid for stay from 1 July–30 Sept 2016. To book, visit ***www.dresort.com.sg***.

Ultimate Fun @ Event Square

School's back but you can still bounce off the stress at Downtown East's Event Square. Look forward to huge bouncy slides ($8 – members; $10 – public respectively) and a sticky climbing wall ($4 – members; $6 – public) on every Friday to Sunday and public holidays.

Till 17 July 2016, Downtown East Event Square, 2pm–9pm. Combo rates of $10 (members) and $12 (public) for both activities available. Member rates apply to members of NTUC, nEbO and eXplorerkid, and D'Resort guests with key cards. For more information, visit ***www.downtowneast.com.sg***.

Food Art Jamming

Ever heard of using food to create art? Sign up for a creative session at the Food Art Jamming. There are activities aplenty, including learning how to utilise coffee as a medium in your art piece. Basic painting materials will be provided.

20 Aug 2016, 11am–5pm, Downtown East, Event Square. Registration fees: $15 (NTUC members), $20 (public). To register, visit ***bit.ly/foodartjamming***.

Managing Chronic Diseases

Don't let chronic diseases affect your daily life. U Live is inviting all its members for a free seminar on how to better manage chronic diseases and enhance physical and psychosocial health. Professional therapists will share strategies on how to cope, how to modify daily routines to live life to the fullest and which regular exercises you can do to help prevent chronic diseases.

30 July 2016, 9.30am–12pm, NTUC Centre, 1 Marina Boulevard, Level 7, Room 701. Admission is free. To sign up, visit bit.ly/ulivehealthtalk_july2016. For enquiries, email ***ntuc-ulivedept@ntuc.org.sg***.