



ntuc this week

60 cents | <http://www.ntucthisweek.org.sg> | MICA (P) 079/10/2008 27 MARCH 2009

Upturn
the
downturn

Seek And You Shall Find Jobs

There is no doubt that the impact of this world economic downturn is being felt across the board and by all groups of workers. There is also no doubt that there are growth sectors and significant assistance measures to bolster the economy.

Answering questions in Parliament on 23 March 2009, Acting Manpower Minister Gan Kim Yong told the House: "While we work with our tripartite partners to save jobs and help the unemployed find jobs, it is also important for us to continue to bring in new jobs. Therefore, we have to ensure that Singapore remains an attractive place for businesses and investments, and our workforce remains competitive and flexible. This way, we will be able to create more opportunities for Singaporeans."

Singapore being the open economy that it is, jobs will inevitably be lost in the externally-orientated sectors but jobs will abound in other sectors such as construction, pharmaceuticals, healthcare, education, public administration and tourism.

Many are for Professionals, Managers, Engineers and Technical People (PMETs), thus helping the "increasingly more PMETs affected by this recession, partly due to their increasing proportion in our workforce. For the whole of 2008, 6,200 PMETs were made redundant, forming 37 per cent of the workers displaced, up from 31 per cent in the year before."

New jobs will also sprout out in the retail, food & beverage and hospitality industries with the opening of new malls and hotels, as well as in the construction, security, childcare and interactive digital media sectors.

"The Ministry of Manpower and the Singapore Workforce Development Agency have been working closely with the Community Development Councils and NTUC's e2i (Employment and Employability Institute) on a range of measures to help retrenched workers and the unemployed find jobs. Both e2i and WDA work with companies conducting retrenchment exercises to render assistance to retrenched workers to find new jobs."

On the topic of the number of foreign workers during the downturn, Mr Gan said that the regulatory framework to improve the skills and quality of the foreign workforce will be fine-tuned and that the various industries will be briefed on the changes.

"While this downturn will generally mean fewer jobs, it does not necessarily follow that sending one foreign worker home equates to one more job for a Singaporean worker. Sending foreign workers home may mean losing the business altogether and all the Singaporean jobs along with it. Instead, it is more important to help Singaporean workers become more cost competitive and resilient so that they are more attractive to the employers and they take advantage of the opportunities



“The Career Centres at the CDCs and e2i provide a comprehensive suite of services ranging from training and counselling for jobseekers who are not job ready, to job matching for those who are job ready. There are employment and training facilitation that cater to both rank-and-file and PMET jobseekers under the \$650 million Skills Programme for Upgrading and Resilience (SPUR) and the Professional Skills Programme (PSP).”

Gan Kim Yong, Acting Minister for Manpower

still available.

"The Government's assistance has been significant. The Resilience Package, which includes SPUR, the Jobs Credit scheme and the Workfare Income Supplement special payments, will help companies cut cost, remain viable and save jobs, help Singaporean workers stay in work, as well as re-skill and up-skill so that they are better able to retain their jobs or find new jobs, and build new capabilities in our economy for the recovery."



by
Marcus Lin

Pg 2

**Mission
IM
Possible**

Score-Sheet

- Expected 45,000 new jobs in the next 2 years, comprising more than 20,000 jobs at the 2 Integrated Resorts; 18,000 public sector jobs; about 6,000 jobs from new investments with 1,200 in Clean Technology and 900 in Biomedical Sciences.
- As at end-February 2009, over 43,000 workers are into SPUR training, including about 17,000 taking SPUR courses at the many Continuing Education and Training centres, Institutes of Technical Education and the 5 polytechnics; about one-third or 5,200 are PMETs seeking training for jobs in the creative industries, community and social services, finance, landscape, process manufacturing, tourism and education services.
- An estimated 13,000 unemployed locals found jobs through CDC Career Centres in 2008.

Raise \$20 Million For U Care Fund In A Recession?

LM Makes It 'Mission I M Possible'



By **Zainudin Nordin**
Alignment Director (Care & Share)

How does one appraise an act of kindness or a show of care? These are intangible expressions. A beneficiary may feel it immeasurably and articulate his gratitude. Or he may say nothing at all. But benefactors do not give for tangible returns...

In exceptional times, the Labour Movement will do more to help more members. Therefore, we recently set up the U Care Fund and launched a donation drive to raise \$20 million. This amount is higher than all the money we have ever raised in the good years. The more we have, the more we can do.

Some have said that our target of \$20 million is overly ambitious – especially when we aim to achieve this by end-May – and some have warned us of donor fatigue. In the current economic conditions, securing donations and support is an uphill task. But then again, we are not an establishment that cowers in the face of challenges.

The Labour Movement has many friends with big hearts. They share our passion and they have generously given to our cause. Several NTUC Social Enterprises, affiliated unions, unionised companies and the Singapore Labour Foundation have so far put \$8,896,000 into our kitty, starting the U Care Fund on a high note. Our tripartite partners have made the U Care Fund our common goal.

The U Care Fund will be used to provide precise assistance to NTUC members facing hardship or have difficulty coping with the basic necessities of life due to the economic downturn.

The Singapore Labour Movement is working towards being the “Most Caring Labour Movement in the World”. Being the Most Caring Labour Movement is not something we want to hang by our lips, but something we want to show by our efforts to remain relevant to the needs of workers, and touch their lives.

Soon, we will begin rolling out U Care programmes. But even as we render the relevant assistance to NTUC members, we must not undermine the message of self-reliance. We must encourage our beneficiaries to stay relevant and upgrade themselves in preparation of the post-recovery economy. It will recover and we must be ready to ride the wave of development when that happens. We do not know when that will be but we must continue to show care by directing workers to relevant upgrading programmes apart from giving them the assistance programmes.

Bernice Johnson Reagon once said: “Life’s challenges are not supposed to paralyse you, they’re supposed to help you discover who you are.”

We will discover that we can do more than when we started. We can go well beyond our original target. We will make good on our promises. With the combined effort of all our Labour Movement partners, it is not an impossible mission. We start with a confident “I M Possible.”

NTUC Media Co-operative Limited

Chairman
Noel Hon Chia Chun
noel.hon@e-cop.net

Chief Executive Officer
Seng Han Thong
senght@ntuc.org.sg

Chief Operating Officer
Alvin Wong Pek Kin
alvinwong@ntucmedia.org.sg

The NTUC This Week Team

Managing Editor
Shirley Tan-Oehler
shirleyo@ntucmedia.org.sg

Contributing Editor
Leong Ching

Senior Journalist
Marcus Lin
marcuslin@ntucmedia.org.sg

Journalists
Jansen Yeo
jansenyao@ntucmedia.org.sg
Naseema Banu Maideen
naseema@ntucmedia.org.sg

Executive Editor
Ho Seo Teck (Chinese)
host@ntucmedia.org.sg

Journalist
Wong Teck Tian (Chinese)
wongtt@ntucmedia.org.sg

Art Director
Edmund Seah
edmundseah@ntucmedia.org.sg

Executive Designers
Mohamed Nasuhar Soeyoeti
soeyoeti@ntucmedia.org.sg
Charles Chong
charleschong@ntucmedia.org.sg

Resident Photographer
Alvin Toh

Sales
Joseph Loh
josephloh@ntucmedia.org.sg
Jimmy Lim
jimmylim@ntucmedia.org.sg
Mike Chew
mikechew@ntucmedia.org.sg
Chris Seng
chrisseng@ntucmedia.org.sg
Anabel Lim
anabellim@ntucmedia.org.sg
Sam Gan
samgan@ntucmedia.org.sg
Gena Ang
genaang@ntucmedia.org.sg
Joy Cheng
joycheng@ntucmedia.org.sg

Marketing & Event
Audrey Liu JIaying
audreyliu@ntucmedia.org.sg
Jolynn Ang Shu Qin
jolynnang@ntucmedia.org.sg

Subscription
Jenny Liao
liaojenny@ntucmedia.org.sg

Publisher
NTUC Media Co-operative Limited
Address 1 Marina Boulevard #14-01
NTUC Centre Singapore 018989
Phone 62360555 Fax 65381068
Printer Times Printers, Singapore

The NTUC Family Directory
NTUC Switchboard 62138000
Customer Centre 62138008
Business Centre 62138811
bizcentre@ntuc.org.sg
Care & Share 62138201

Social Enterprises
First Campus 63919233
Club 65829876 (Chalet Reservation)
65891666 (Banquet Sales)

Choice Homes 62138822
Eldercare 62138000
Fairprice 64560233
Foodfare 67570330
Healthcare 67440068
Income 63492663
LearningHub 64712223
Link 62235225
Media 62360555
Thrift & Loan 65347360

Affiliate
RTRC Asia 62924844

© Copyright 2009
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.

Be Connected And Win PastaMania \$50 Vouchers



Win PastaMania \$50 Vouchers. Answer 3 questions and post your entry coupon to us. Answers can be found at www.ntucclub.com.sg/ugames

Mailing Address
NTUC This Week Online Contest
1 Marina Boulevard #14-01 NTUC Centre
Singapore 018989

Terms & Conditions
1. Only 1 form per person.
2. Incomplete entries will not be considered.
3. All forms must reach us by 3 April 2009.

NTUC This Week Be Connected And Win PastaMania \$50 Vouchers.

Question 1: Name the venue for Street Soccer.
Answer 1: _____

Question 2: Where will Badminton and Captain's Ball be held?
Answer 2: _____

Question 3: Where is the venue for U Dance Final?
Answer 3: _____

Name: _____
Address: _____
NRIC: _____ DOB: _____
*Union: _____ Occupation: _____
Contact Number: _____ Email: _____

*Compulsory Fields. Closing Date: 31 March 2009; Extended to 3 April 2009

We Can Do More Together!

NTUC Social Enterprises Reaffirm Passion To Do More and Do Together



Together, we can do more.

As a continuation of the SE2011 journey that began last year, 36 senior staff from NTUC Social Enterprises and NTUC-Administration and Research Unit participated in the NTUC Social Enterprises CEO Workshop from 19 to 21 March 2009.

The participants discussed how to do more in the economic downturn, good practices as employers and new initiatives for collaboration. They also articulated the 2011 vision for a common currency across the Social Enterprises and what each Social Enterprise can do to jointly achieve this vision.

At the end of the workshop, teams wrote poems on what it means to be part of the NTUC Family. Through this exercise, the NTUC Social Enterprises reaffirmed their social mission and their commitment to do good, do well, do together and do more.



All Work And No Play... Doesn't apply to us!



Spot The Laughing Faces... Who said workshop discussions are boring?



We see U...



Nothing Is Complete Without The U Cheer...



And A Loud Whoosh.



We Know We Look Fabulous!



We Are Having Fun!



We Are 'U'-tified!



We listened, we discussed and we volunteered.

Cash Your LinkPoints

Uplus/NTUC Plus members, who also hold NTUC-OCBC Starter Accounts, can now convert their LinkPoints into cash. Conversion is easy: Go to www.linkpoints.com.sg. Log in using your IC number. You will be updated on how many LinkPoints you have. Click Online Rewards. Go to Money Matters. Scroll to Code F003. Add to cart. Cash will automatically be deposited into your Starter Account by the 25th of the next month. From now till 31 December 2009, enjoy a special rate of 2,990 LinkPoints for \$20 cash.

100,000 Employers To Get \$920m In Jobs Credit

First Payment For 1.3 Million Local Workers By End-March

By the end of the month, 100,000 employers employing some 1.3 million local workers will receive \$920 million in the first payment of Jobs Credit.

The Jobs Credit scheme is part of the \$20.5 billion Resilience Package announced in Budget 2009 to help Singapore see through the severe economic downturn this year. The Jobs Credit scheme provides cash grants to employers to help them preserve jobs. Under the scheme, an employer will receive a 12 per cent cash grant on the first \$2,500 of each month's wages for each employee on their Central Provident Fund payroll. It is a one-year scheme with four quarterly payments, the first of which will be paid through direct credit on 27 March or cheque by 31 March.

Eligible employers – businesses that have made CPF contributions for their Singaporean and Permanent Resident employees, with the exception of local and foreign government organisations – will receive a notification letter by 27 March 2009 from the Inland Revenue Authority of Singapore which administers the scheme. The letter will inform them of the amount of Jobs Credit they will receive for the first payment, which is based on the wages that they paid in October to December 2008. The next three payouts will be made on 30 June, 30 September and 31 December.



Help Is On Hand... Companies employing local workers get a boost from the Government through the Jobs Credit scheme.

“ We have a total of 1,948 employees. Jobs Credit will award us about \$200,000 per month for the 971 Singaporeans and Singapore Permanent Residents we have on our payroll. This amount makes up about 3 to 4 per cent savings in proportion to our total operational cost. If not for Jobs Credit, our company would have to freeze all investments, adopt a more severe cut in fixed expenses and consider other measures including retrenchment.”

Leong Mun Chong, Director, Panasonic Refrigeration Devices Singapore Pte Ltd (UWEEI-unionised company)

“ Under the Jobs Credit scheme, our Minebea Group of Companies in Singapore will receive about \$435,000 for the 1st Quarter for our 542 Singaporean and Singapore Permanent Resident employees. Our Group is greatly benefitting from Jobs Credit and we would like to thank the Singapore Government for assisting us during this global economic downturn.”

Dennis Puar, Director, NMB Singapore Limited and Pelmec Industries (Pte) Ltd (MIWU-unionised company)

“ We employ 700 staff, the majority of whom are Singaporeans and Singapore Permanent Residents. Twice this number of supplier staff are also depending on us to keep our business viable and safeguard their livelihoods. It is a responsibility we can bear with the help of Job Credits and we appreciate it.”

Gerard Cheng, HR Director, Isetan (Singapore) Limited (SMMWU-unionised company)

“ With Jobs Credit, there will be substantial savings for the company. Of our total 271 employees, 191 are Singaporeans and Singapore Permanent Residents. Savings is estimated at \$57,500 per month. This sum can be set aside as possible incentive for the employees, to be viewed as their contribution to the company's overall performance in the downturn. While it will not delay any of our cost-saving plans, it will put job cutting of Singaporeans to the last resort. We want to help employees as much as possible during these difficult times, especially those employees who continue to contribute positively to the company.”

Helen Luk, Vice-President (Human Resource), Singapore Aerospace Manufacturing Pte Ltd (SISEU-unionised company)

“ Of the 870 employees in Tien Wah Press, 530 are eligible for Jobs Credit. Based on their basic monthly salary, the estimated cash grant is about 7 per cent of our monthly payroll. Together with other cost improvement measures implemented in the company, the subsidy improves our liquidity and allows us to make investment that will see better returns for the company.”

Joycelyn Goh, Human Resource Manager, Tien Wah Press (Pte) Ltd (SISEU-unionised company)

Buses Get Spurred On

by **Marcus Lin**

With the Government's emphasis on enhancing public transport over private transport to control traffic congestion, the recruitment and training of Bus Captains and Service Leaders has taken on a renewed sense of urgency.

To get the wheels quickly in motion, NTUC's e2i (Employment and Employability Institute) and the Singapore Workforce Development Agency will tap on the \$650 million Skills Programme for Upgrading and Resilience (SPUR) and use \$3.2 million for systematic recruitment and training over two years.

This was announced at the first-ever joint public transport job fair organised by e2i, SBS Transit Limited, SMRT Corporation Limited and the National Transport Workers' Union at e2i on 20 March 2009.

Targeted at Singaporeans, 180 SBS Transit Bus Captains and over 100 SMRT Service Leaders positions are currently available and this will pan out

to 560 vacancies in two years. NTUC Assistant Secretary-General and NTWU Executive Secretary Seng Han Thong, who is recovering from a burns attack, was the driving force behind this idea last year to get more Singaporeans on board the public transport industry.

Covering Mr Seng's duties in his absence, NTUC Assistant Secretary-General and NTWU Acting Executive Secretary Ong Ye Kung, who is also Chairman of e2i, took it a step further by getting the job fair going.

"Bus driving is a respectable, honest and meaningful profession. The Bus Captains and Service Leaders provide a vital service to the public, and can take pride in their work. e2i is therefore very happy to be part of this initiative, and to bring it under SPUR to help more Singaporeans find jobs."

ASG Ong said due recognition must be given to the industry and that this is another manifestation of the twin SPUR objectives of helping companies cut costs to save jobs and helping workers attain new skills and new jobs during this economic downturn.

"I am very glad that the groundwork has been laid and that SMRT and SBST are very supportive of hiring more locals. From NTWU's point of view, it is very helpful to know that the Government is supporting this under SPUR which is a great incentive.

"With this help we can do a lot more. Today is the inaugural job fair and we want to sustain

it for three to six months to fill all the vacancies. With more displacement of workers, this is very important to help Singaporean workers who lose their jobs get back on their feet again."

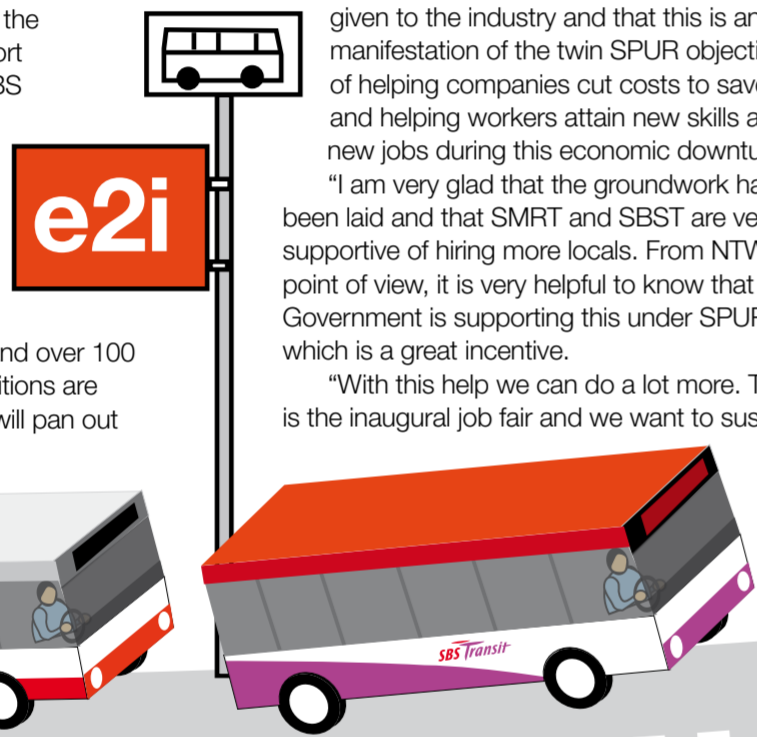
SMRT Corporation President and Chief Executive Officer Saw Phaik Hwa said the industry offers interesting jobs with plenty of interaction.

"On top of that, drivers are given a career because other than driving a bus, they can become trainers, supervisors and other jobs within the industry where they can grow and develop," she said.

Mr Gan Juay Kiat, Executive Director of SBS Transit, said bus driving is a rewarding and fulfilling career and Bus Captains are a critical part of the business. With expansion and more buses on the road, "we are short of Bus Captains and at the same time we have to increase operating speed and improve the quality of service."

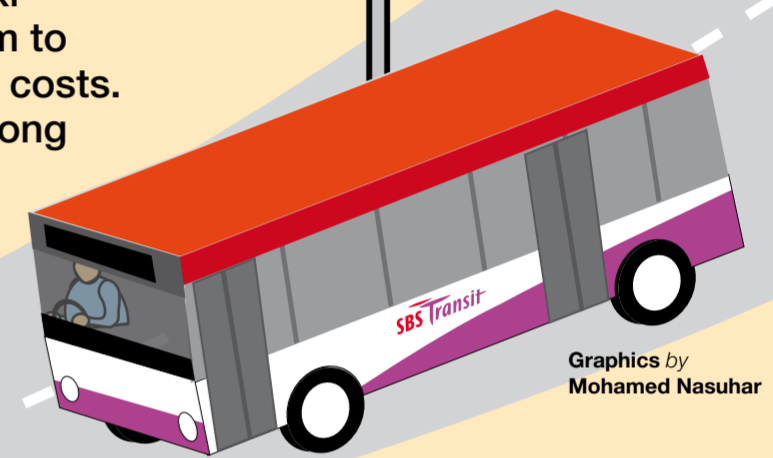
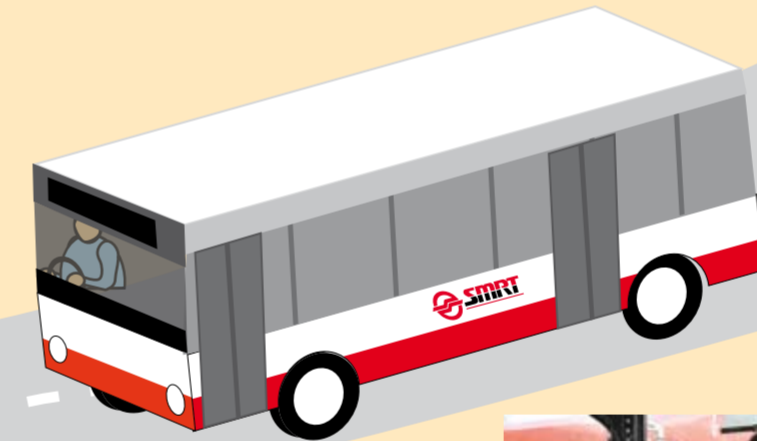
Jobseekers are carefully selected and trained by e2i to ensure they have the basics for a bus driving career. It includes a specially-tailored Employability Camp run by NTUC LearningHub. Successful candidates will undergo one month in-house training. Topics include driving skills (to obtain Class 4A driving licence), traffic safety and customer service. The trainees are not required to pay any course fees and will be given a training allowance during the training period.

Those interested can visit e2i at 141 Redhill Road to go through the selection and training process.



Where There's A Wheel There's A Way

A steady income and peace of mind. These magic words made Mr Wong Fook Siong and Mr Jamil Hussain switch from taxi driving to bus driving. For an outsider, taxi driving appears to offer independence and freedom to be one's own boss. But there are open and hidden costs. National Transport Workers' Union members Mr Wong and Mr Jamil share their experiences that drove them to steer from one wheel to another.



Graphics by Mohamed Nasuhar

Jamil Hussain

Mr Jamil Hussain started off as a TIBS bus driver for five years before driving taxis. As he likes driving very much, he did not think much of the fact that he was not getting any CPF or that he had to contribute to his own Medisave account. Though his income was uncertain and getting harder with more taxis on the road, he was happy just as long as he earned enough for his wife and four children.

However, he started feeling the pressure when one of his daughters had a serious illness.

"I had to spend a lot on my daughter's medical fees and used up all my Medisave very quickly," said Mr Jamil. "Not only that, I had problems servicing my HDB housing payment as my CPF account was low."

Mr Jamil's sick daughter eventually passed away and he made up his mind to get a job with a steady income, regular CPF contributions and other employee benefits.

"After driving SMRT taxis for eight years, I decided to make the switch to driving SMRT buses.

"I am happier now and not stressed. I don't have to worry about CPF or topping up my own Medisave. When I was driving taxis, I could not renew my taxi licence if I did not top up my Medisave. My income is also certain as I know how much I will get after driving a few hours a day on the road unlike a taxi driver who cannot be sure of anything.

"When I think back, driving a taxi allowed me to go to different destinations for each trip which is enjoyable whereas a bus driver has a fixed route. Taxis also give more personal and door-to-door service unlike buses. So it depends on what a person wants. Having experienced both, my preference is bus driving."



Wong Fook Siong

Freedom. That's what prompted Mr Wong Fook Siong to give up his day job to go behind the wheel and become a cabbie for seven years. It was interesting at first, but as time went by, the novelty wore off and he became increasingly disillusioned.

"When I started, there weren't so many taxis on the road. But after more taxis came on, it became more difficult to make ends meet. I had to spend longer hours on the road just to cover my operating costs, not to mention profits. It is very simple – if you want more money, you have to drive longer hours. But there is no guarantee that you will make more money as the income is not fixed.

"Once, during the SARS outbreak, I drove from 6 in the morning till 10 at night and after deducting rental, petrol and other overheads I made only a \$20 profit.

"I had little time for family, friends and other activities. After my second child was born, I decided to switch. I responded to an SMRT recruitment campaign four years ago, got the job and was sent for a 21-day training course with pay. Now my income is steady and my wife is happy and does not have to worry.

"The important thing is my job is secure. Overall, when I add CPF, bonuses, incentives, annual leave, training and medical benefits, I can earn as much if not more than during my taxi days. There are pros and cons and different challenges for each job. The advantage for a cabbie is that he can decide when he wants to work if he can afford it. With luck and planning, hardworking cabbies can earn a lot but a bus driver's income is consistent."



NTUC Assistant Secretary-General and NTWU Acting Executive Secretary Ong Ye Kung (blue shirt) briefing SBS Transit Executive Director Gan Juay Kiat (left), SMRT Corporation Ltd President and Chief Executive Officer Saw Phaik Hwa (to ASG Ong's left) and ComfortDelgro Managing Director and Group Chief Executive Officer Kua Hong Pak (next to Ms Saw) on training methods.



ASK To Train

By **Naseema Banu Maideen**

Many did not have the chance to advance to secondary school. And although they worked in one, the closest they came to a student's chair and table was cleaning them and arranging them into neat rows after sweeping the classroom floor. But on 19 March 2009, 31 of them sat in the very classrooms they clean – as students.

On an ordinary day, they work as cleaners, kitchen helpers and general attendants at Kuo Chuan Presbyterian Secondary and Primary School. But on this day, during the March school break, they are “students” in an Attitude, Skills and Knowledge (ASK) workshop, organised by NTUC’s Unit for Contract and Casual Workers.

The training chart for these “students”, aged 40 to 70, is as follows:

- ASK Workshop => Computer Adaptive Test to be assessed on their literacy and numeracy skills.
- CAT => Workplace Literacy and Numeracy courses.
- WPLN => Vocational training courses.

By then, they would be able to advance to higher training for their chosen vocation.

It was UCCW that mooted the idea of holding an ASK Workshop during the March school break at Kuo Chuan Presbyterian Secondary School. The school would have less human traffic and a lower demand of work for its non-teaching staff. On-site training would offer the most convenience for them to undergo the preparatory course before embarking on WLPN course which forms the foundation for further learning.



All Ready To Learn... UCCW brings training on-site for contract and casual workers of Kuo Chuan Presbyterian Secondary School.

Just A Nudge

Madam Wong Fook Lin, 62, is the team leader of the contract cleaners at Kuo Chuan Presbyterian Primary School. She had attended school until Primary 3 but speaks standard English, a skill she picked up from the children



All Set To Train... Mr Choy Hoong Kong (left) and Madam Wong Fook Lin in class.

of European families for whom her mother cleaned houses.

When UCCW told her it was arranging for an ASK workshop to be organised on-site her workplace for UCCW members, Madam Wong quickly spread the word to her fellow workmates.

“One or two asked me what’s the point of training at this age. I said attending a course in the classroom would be reliving an experience after many years. I said I am going for it too and asked them to sign up and keep me company,” said Madam Wong.

If all of them signed up for the workshop for this reason, they soon found another to stay.

Madam Rosmiah Reck, 45, has been working as a cleaner at the school for three years. The only training she has undergone was a session on cleaning methods for different floor types.

“I had never thought of doing something else

besides cleaning. Now, I know that with some training, I can do a different job, and maybe, get a better pay. I’m quite scared. But I think having basic skills like arithmetic and reading and writing English are useful,” she said in Malay, also through a translator.

For Mr Choy Hoong Kong, 52, the workshop helped him mark out a different training route. The general attendant is a skilled worker who had previously worked in a shipyard.

“I was retrenched three years ago and contract work was all that I could secure. Attending the ASK workshop has reminded me that I can do something better. I will train to become, maybe, a sales assistant.”

To realise this ambition, Mr Choy can enroll for the Singapore Workforce Skills Qualifications in the retail industry after gaining basic employability skills at e2i (Employment and Employability Institute).

“From our interaction with the non-teaching staff at Kuo Chuan Presbyterian Secondary School, we found that they lack confidence, self-esteem and afraid to try anything new. They need encouragement and assurance. With the support of the school, we encouraged the contract workers, who are all UCCW members, to take the first step to upgrade themselves to enhance their employability – be it upward mobility, new responsibilities in an enlarged jobscope or even job opportunities elsewhere. We hope to help them step by step during their journey of learning.”

Sylvia Choo, UCCW Deputy Director

“One of our school’s strategic thrust is to develop quality staff, be it teaching or non-teaching staff. We were excited on hearing about this training workshop because besides providing our contract employees with basic literacy and numeracy, there is also a vocational component incorporated. If they become skilled and move on to other sectors, they will be presented with many opportunities, and I wish them well.”

Grace Chua, Kuo Chuan Presbyterian Secondary School Vice-Principal

Taking One Step At A Time

BEING present at the Attitude, Skills and Knowledge (ASK) workshop was an achievement in itself, as contract and casual workers are generally a shy lot and often afraid to venture into new challenges.

Among those who waited anxiously for their lesson at e2i (Employment and Employability Institute) on 21 March 2009 was Miss Seetha Kunasegaran (picture), 26, a cleaning supervisor at Qihua Primary School. While holding on to a National Institute of Technical Education Certificate in Mechatronics, she had tried her hand at running a business that offered garlands for Hindu prayers and funeral services. She could not sustain the business and gave it up.

“Before signing up for this course, I was

afraid to take up any new challenges. I had always thought I can’t go further, I can’t be better because I only have an ITE certificate. Today, I have a different view. Maybe I can become a healthcare assistant,” said Miss Seetha.



Mr Khamis Abdul Ghani.

Mr Khamis Abdul Ghani, 59, has worked as a security officer, in pest control services, forklift driving and is presently a landscape technician. He wants to try his hand at landscape management. He knows there is no end to learning and he is keen to upgrade himself.

“I want to stay employable in order to support my family. So, if I have to learn and re-learn and train and re-train, I will do so.”

The ASK workshop was organised by the Unit for Contract and Casual Workers.

Returning To The Classroom

IRO Frank Lok Sits Through Lessons With Workers

By **Jansen Yeo**

He can be found at the back of the classroom. He does not take any notes. Neither does he ask the lecturer any questions. What he does is give the students a sense of confidence. He is Frank Lok, Industrial Relations Consultant and Deputy Executive Secretary of the Chemical Industries Employees’ Union and the students are workers, mostly NTUC members, undertaking upgrading courses.

Since he joined the National Trades Union Congress in 1994, he has “sat in” classrooms countless times. Although he does not do this often these days, the other Industrial Relations Officers are carrying on this practice.

Mr Lok recalls workers had to be coerced to attend training courses in the 1990s.

“When the Skills Redevelopment Programme was introduced, I had to go to various workplaces to plead with workers to sign up for training. Many saw training as inconvenient and disruptive to their comfortable work routine, while others shied away because they lacked the confidence to participate in lessons again. They had a mental block, that if they could not study when they were in school, they would not be able to after being out of the education system for so many years.”

To make the environment less intimidating, Mr Lok arranged for clusters of workmates to be put in the same class so that there were familiar faces around.

“Many times, IROs like me sat through the lessons to give workers added confidence. We were like ‘security blankets’.”

Things are different now. More workers realise the importance of enhancing their employability and go for training when they have the chance.

“It was a workers’ world then. Workers could pick and choose their jobs. If they

were retrenched from one job, they could easily and quickly transit to another.

“But we are in a global recession and there are less employment opportunities, especially low-skilled jobs that require minimal skills and education. Workers know that they need improved skills in order to secure employment again if they get retrenched.”

In the current downturn, one particular group of workers worries Mr Lok – older, unskilled workers.

“This is the most vulnerable group. Many have been with their low-skilled jobs for their entire lives. They realise that it would be impossible for them to find similar jobs if they are retrenched because their job-types have been relocated to countries with cheaper operational costs. Thus, it is vital for them to train and upgrade, move into new jobs in the growth sectors if they wish to continue working.”

Frank Lok continues to persuade workers to go for upgrading courses. And workers can count on him returning to classroom with them.



Waking Up To A Better Future

e2i Helps Dejected Jobseeker Pick Himself Up And Move On



By
Naseema Banu Maideen

Mr Sabtu Amat (picture), 47, recalls sleepless nights just days after he was called up for an interview with Real Estate and Construction Centre. Not that he lacked confidence or expertise for the job of an assistant property officer. But the constant worry leeching on his mind was his age.

"In the six months that I was unemployed, I had seen over 30 rejections from the companies that I had applied for jobs.

"There were several occasions that I made it up to the second round of interview. But at that stage, comparing my age to that of other younger candidates, the employers simply struck me off the eligibility list. It was very demoralising."

But career counsellors at e2i (Employment and Employability Institute) were determined to help him pull through this stage of dejection.

Mr Sabtu's unemployment history dates back to June 2008 when he voluntarily left his job as a computer-aided design specialist in an engineering company. The economic crisis was picking up heat and he saw business slowdown in the industry that he had worked for 15 years like never before.

"This had me worrying about the future of my career. It was clear that the recession was here to stay for some time. My company's financial health was sure to deteriorate. I thought very hard and decided to leave my job and move into a different industry."

Mr Sabtu admits this was a risky decision in a financial crisis. But he was confident that



he would land in a new job backed by his work experience and technical expertise. But the transition proved to be a coarse path for Mr Sabtu. While he diligently sent out resumes to employers, Mr Sabtu worked as a part-time administrative assistant with the Singapore International Hotel And Tourism College. He also did freelance servicing of computer systems. Support from his family added strength to his search.

"My wife took up a part-time job as service crew in a fast-food restaurant. My four school-going children did their bit by cutting down on unnecessary expenditure such as going to the movies and eating out with friends. These things kept me going."

After some four months of fruitless job search, he chanced upon an advertisement by RECC which was recruiting property officers. He registered for the briefing through e2i. He

also attended the Attitude, Skills and Knowledge (ASK) workshop and a six-day Screen-Train-Place-Train Programme conducted at e2i.

"In December last year, I received a call from RECC. But thinking of the series of rejection letters I had received, I felt like giving it up. But the career counsellors at e2i did not give up on me. With their encouragement, I attended the interview. Out of 100 candidates at the briefing and interview, 12 of us were shortlisted for the training programme. I was elated."

After six-and-a-half weeks of training by RECC, Mr Sabtu obtained a Certificate in Real Estate Maintenance and Management. Subsequently, he was offered placement as an assistant property officer at One Marina Property Services Private Limited.

"If I can do it, I am sure everyone who is willing to persevere can make it too. Never give up despite the setbacks that you may face. Just focus on chasing your goals."

Mr Sabtu now earns slightly less than half of what he used to earn in his previous job.

"But I have no complaint. This is a path that I chose to take. I believe the building and construction industry will still do well in an economic slowdown. Well, I still have concerns about staying employable in this industry. But at least now, the ball is on my court. It's all up to me to keep training and upgrading to stay competitive in the market."

RECC offers property officers like Mr Sabtu with a progression path that can lead them to a degree.

"After a year's experience on this job, working towards a degree will be my next goal," said Mr Sabtu. There are no more sleepless nights for Mr Sabtu but only dreams for a better future.

ASK For SPUR

By
Jansen Yeo

Labout acronyms such as ASK (Attitude, Skills and Knowledge) and SPUR (Skills Programme for Upgrading and Resilience) can be confusing for the uninitiated.

However, the Branch Officials of the United Workers of Electronic and Electrical Industries should become very familiar with these two acronyms, if they are not already. In fact, when NTUC Deputy Secretary-General and UWEEI Executive Secretary Halimah Yacob asked if anyone had not heard of SPUR, not a hand was raised from among the 170 UWEEI Branch Officials. She broke into a smile and asked again: "So how many of you have heard about SPUR?" Everyone raised his hand. DSG Halimah was pleased. But merely acknowledging the existence of SPUR is not the point; getting companies to actually send workers for SPUR remains the key focus for UWEEI.

It's not difficult to understand why. The electronics sector is the main casualty of

the global economic downturn. DSG Halimah explained to the Branch Officials attending the UWEEI Cluster Dialogue on 25 March 2009 that this year will be an important year for the union and its members. The union faced a tremendous challenge and union members should be prepared for a prolonged period of recession. She said that even if the economy recovers, growth rates would not come as fast and reach pre-recession days.

So far, about 3,000 workers in the electronic sector have been retrenched, of which about 1,300 are UWEEI members. While the light at the end of the tunnel has not yet appeared, DSG Halimah urged her Branch Officials not to give up.

"UWEEI Branch Officials and union officials cannot give up. We have a clear idea of what we want to do to help the workers and companies. Our focus is to try to save jobs by helping companies cut cost. You have already seen the impact. About 20,000 workers are on shorter work week. That's a huge number... We can't save all jobs. We can't foresee how long this recession will last but the thing to do now is to get companies to follow the tripartite guidelines



Knowledge Is King... UWEEI Branch Officials are eager to know more about SPUR and how e2i can help their fellow members during this downturn.

on managing excess manpower and think of ways to cut costs and save jobs."

One way is to help workers go on SPUR training.

"It is important to learn new skills. The more skills you learn, the more valuable you become. And we need you, the Branch Officials, to help us persuade your members. This is where your role as Branch Officials is very important. You see them at work everyday. You have to encourage them to go on SPUR. Also, talk to companies to tell them to send their workers on SPUR and not just retrench.

"Certainly, we want to do more. Right now, 5,000 workers have already embarked on or will be embarking on SPUR, While more than 20,000 workers on shorter work week. So there's really a lot of room for improvement," said DSG Halimah.

Watering The Seeds Of Training



By
Jansen Yeo

It is a grandiose plan – a vision to develop Singapore into a global hydrohub. PUB, the national water agency, has locked its sights to achieve this lofty ambition and its house union, the PUB Employees' Union, is doing all it can in support of this. This is the reason the union is pushing its members to continue embarking on training and skills upgrading. In fact, union and management have been creating plenty of training opportunities through tie-ups with various education institutions.

The Diploma in Water Technology is in collaboration with Ngee Ann Polytechnic. Since 2003, 118 PUB employees have obtained the diploma and are doing higher level jobs with another 40 currently undergoing the programme. PUBEU has also shown strong support for the Skills and Educational Upgrading Programme for Division 3 and 4 officers which was launched in 2006.

This programme provides opportunities for officers without basic qualifications to achieve at least National ITE Certificate (Intermediate) or GCE "O" levels before they reach the age of 55. These are baseline qualifications with which they can become Technicians to pursue further studies. As of today, 82 have completed the programme and acquired the requisite qualifications; 68 employees are currently undergoing this programme.

For example, all daily-rated workers were emplaced to monthly-rated in 2000 to become Assistant Technicians. The union has been encouraging them to take up NITEC courses in order to be emplaced to a higher grade as a Technician.



The PUB Employees' Union was established in 1999 and is the house union of PUB, the national water agency. PUBEU has 2,692 members of which 2,396 are Ordinary Branch members and 296 General Branch members. 93 per cent of the rank-and-file workers at PUB are PUBEU members. The union's target is to reach 95 per cent by this year-end.

All Together Now... PUB employees work hard to do their bit to help develop Singapore into a global Hydrohub.

"PUBEU has always encouraged its members to take up the training opportunities provided by PUB so that they could upgrade themselves and form a solid foundation on which the vision of Singapore becoming a global hydrohub could become a reality," said PUBEU General Secretary Selvam Sivasamy.

Training is also available for employees who have approached 50 years old. The union has worked closely with the management to implement the Transition Training Programme in 2007 to equip these older employees with skills so that they are employable after retirement and also prepare them for retirement.

PUB has been re-employing older workers over the years. On the average, about 110 officers are re-employed each year. PUB will continue to offer retiring workers re-employment as long as there is

a need for their services; they have reasonable work performance and are medically fit.

The union has also encouraged the management to tap on Government initiatives such as SPUR (Skills Programme for Upgrading and Resilience) and is currently in discussion with them and in consultation with e2i (Employment and Employability Institute) to conduct training programmes for employees.

"The strong partnership between the union and management has enabled both parties to work hand in hand to steer PUB in its quest for excellence and making Singapore into a global hydrohub. The union will continue to work with the management to focus on skills upgrading and training of its members to keep pace with the technological advances in order for them to stay relevant and productive," said Mr Selvam.

A Handy, Healthy Experience

About 70 Union of Security Employees members had a hands-on learning experience on how hand reflexology can work wonders for their wellbeing. As part of the "Health & Employability Talk", these senior USE members, all aged 50 years and above, were given demonstrations on how simple hand massage techniques that are easy to learn can benefit them. They were also given free cholesterol check-ups and samples of medicated gel for joint pains.

This talk, held at Aranda Country Club on 21 March 2009, was organised by Senior USE and NTUC Club, in support of active ageing. The purpose was to share with these USE members tips on staying healthy to remain employable and in the workforce.

Speakers from the Centre for Seniors shared ideas and pointers on how these workers could keep themselves healthy as the desire to keep working for as long as possible has become more and more prevalent in today's society. NTUC Healthcare Co-operative Ltd was also on hand to share with participants on the simple and inexpensive ways to prevent chronic diseases.

At the end of the day, these USE members took home valuable lessons on how they can stay mentally, physically and emotionally healthy so as to remain employable and to continue contributing in the workforce and community for many more years.



My, What Big Hands You Have... USE General Secretary Murugesan Sanjivanathan (left) practises hand reflexology on USE President Nakalingam Silva.

U关怀基金 必定能实现目标

U关怀基金的用途是帮助那些生活有困难，或者由于经济衰退而陷入困境的职总会员。我们正朝向“最具有爱心的工运团体”而努力。这不是口号，而是要认真落实、满足工友和帮助工友的目标。

撰文：再努丁

人们要如何评估仁慈或关怀的作用？仁慈或关怀是无形的感情，对受惠者所产生的作用是无法计量的。他们也很难清楚地表达感激之情，或者一句话也没说。对于施与仁慈和关怀的这一方来说，他们也没有从中获得有形的报酬……

在特殊时期，我们工运同仁将付出更多。因此，最近我们设立了U关怀基金，并且展开筹款运动，希望筹募到2000万元。这个数额是比我们在景气的年头所筹得的款项还要多。如果能够达到预期的目标，便能帮助更多的人。

一些人士说，我们要筹募到2000万元的目标是过于雄心勃勃，尤其是我们定在今年5月底之前要实现这个目标。而一些人士已经提醒我们说，人们已经产生了捐款疲劳。在当前的经济情况下，要争取捐款和支持是一项艰难的任务。然而我们想再三强调，我们并不是在面对挑战时表现出畏缩的团体。

我们职工团体拥有许多慷慨的朋友。他们与我们一样对职工运动充满热忱，而他们也慷慨赞助我们的事业。一些职总的社会企业、附属工会、有组建工会的公司和新加坡劳工基金等，至今已经捐献了889万6000元，为U关怀基金筑起了一个很高的起点，而劳资政三方伙伴也把筹募U关怀基金作为共同的目标来看待。

U关怀基金的用途是帮助那些生活有困难，或者由于经济衰退而陷入

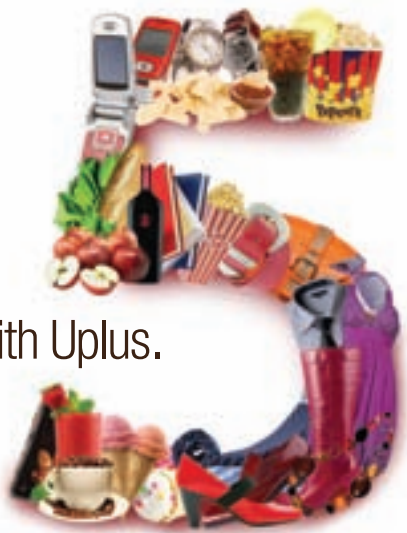
困境的职总会员。我们正朝向“最具有爱心的工运团体”而努力。这不是口号，而是要认真落实、满足工友和帮助工友的目标。

不久我们将推出U关怀基金所将展开的具体计划。但即使我们提供适当的援助给职总会员，也不能违背自力更生的精神。我们必须鼓励受惠者提升技能，加强受雇能力，以便在经济复苏后跟上时代的步伐。经济将会复苏，我们必须做好准备，以便从中受惠。我们不知道什么时候复苏，但我们必须继续关怀工友，引导他们参加适当的提升技能计划。

美国非洲裔音乐家、学者和社会活动家伯妮斯博士曾经说过：“生命的挑战不是假定要使你瘫痪，而是帮助你发现自己。”

ntuc
National Trades Union Congress

Enjoy **5X** more with Uplus.



Earn LinkPoints for a wide range of irresistible rewards when you charge to your Uplus card at over 24 million VISA merchants worldwide. What's more, you get 5 LinkPoints for every S\$2 charged at the following participating merchants!

LEADING DEPARTMENTAL STORES*

OG • Metro • BHG • Isetan • Takashimaya • John Little • Robinsons • Marks & Spencer • Tangs • Mustafa

LEADING BOOK STORES

POPULAR • Borders • Kinokuniya • MPH • Times Bookstores

CINEMAS

Golden Village • Cathay Cineplexes • Shaw Theatres • Eng Wah

RECURRING MOBILE PHONE BILLS^

Starhub • M1

OTHER EVERYDAY MERCHANTS

FairPrice Online • McDelivery™ 24/7 (call-in) • Olio Cafés • Dôme Cafés



New

NTUC Membership Fees

Pay your union membership fees with Uplus recurring payment scheme. You will get 22.5 LinkPoints every month - that works out to 292.5 LinkPoints for 1 year! Download the application form from www.ntuc.org.sg/uplus



Terms and Conditions

• S\$2 spent = 5 LinkPoints (Usual S\$2 spent = 1 LinkPoint at all VISA accepting merchants). • 5X LinkPoints will be credited on statement date. • Applicable for VISA signature based transactions only. • The interest rate for Uplus Credit Card is 24% per annum. • Subject to the Terms and Conditions governing Uplus 5X LinkPoints Promotion. Full details available online www.ntuc.org.sg/uplus. *Valid till 31 Mar 2010. ^Please fill up the recurring form from our website to effect the billing arrangements.

劳资合作找出路

史格士皇族酒店上下一心，从营业低谷恢复正常水平。



重新定位取得成功……了解客户的需求，推出独创的配套，使史各士皇族酒店的收入回升到全球经济不景气之前的水平。

史格士皇族酒店的市场定位原来是商旅酒店，但近来经济不景气，商务住客明显减少，只好暂时调整策略，吸引不同的旅客。此举果然奏效，营业额迅速恢复到经济不景气之前

的水平。

酒店总经理帕特里克表示：“史格士皇族酒店照旧是商务酒店，不同的是现在推出各种配套，吸引各类客人。与此同时，我们双管齐下，紧抓成

本，客房和餐厅的业绩已经和去年全球金融海啸之前一样了。”

史格士皇族酒店推出的住宿配套之一是“振兴配套”：豪华房的房价250元起，包早餐。房内设施包括宽频网络、饮料吧等，符合许多旅客经济预算，因此取得预定的成效。

酒店也借助政府的振兴配套节约成本，提高了酒店的生存能力。从雇用补贴之中，酒店享受到60万元的补贴，提高了酒店的现金周转能力。

此外，酒店也参加技能提升与应变计划，派出62名普通员工及执行级员工学习酒店与住宿服务，考取相关的证书和专业文凭。预计酒店将因此获得14万元的员工培训津贴。

帕特里克说：“有了这些补贴和资助，我们便可以用来抵消日常的开销，从而能够降低收费，维持生意。”

更令人欣慰的是，有了振兴配套，

史格士皇族酒店便得以取消裁员的打算，尽管从今年1月起，酒店实施冻结薪金和暂停聘请的措施。

在此情况下，食品饮料及同行业工联呼吁会员抱着积极进取的精神，提升自身的技能。

史格士皇族酒店分会秘书阿督沙布汉透露：“有一部分年纪稍长的工友由于缺乏信心而裹足不前。工会干事劝导他们，提升技能能够加强自己的受雇实力，最终对自己有好处。我们也鼓励工友参加交叉培训，熟悉别个部门的业务，扩展自己的工作范围和能力。”

对于工会的努力，资方表示赞赏。帕特里克说：“我很庆幸，酒店员工愿意和我们共度难关。现在，旅客的酒店选择很多，我们必须加倍努力，吸引房客。对于员工的付出，我们承诺，一旦业绩达标，一定会给予奖赏。”

Great Getaways at Great Value!

Banyu Biru Villas @ Bintan & Casuarina Park @ Malacca

NTUC Club gives you 2 great getaways, at extremely affordable prices!

+ Enjoy additional 10,000 Link Points for every villa booked!

Banyu Biru Villas bring you to **Bintan's natural beauty** for the perfect holiday! Take advantage of promotional rates* from **S\$295 (Member)* / S\$348 (Public)*** per villa!

- 1** hour away from Singapore
- 2**nd Best Golf Course in Asia at Ria Bintan Golf
- 3** air-conditioned bedrooms in each villa and able to house up to a maximum of 9 guests.
- 4** villas beautifully landscaped with gardens, ponds and lagoons

Casuarina Park immerses you in the rich **600-year history of Malacca!** Unwind in **spacious designer units** that can house up to 8 guests. Promotional rates from **S\$100 (Member)* / S\$130 (Public)*** per unit.

* For a limited period only. Terms and Conditions apply.

Reservations are limited, and on a first come, first served basis. Book now @ www.costasands.com.sg

爱华阿姨学会讲英语

工业关系员黄钰镜协助工友接受培训，提高受雇能力。



“黄小姐，下午好。您想喝水吗？”每当电子与电器业工友联合会的工业关系员黄钰镜到Saginomiya Hi-Techs私人有限公司时，经常有人

这么向她打招呼。

这些话是出自茶水服务员爱华阿姨的口，而且是以标准英语道出。在英语为主导语言的新加坡社会，讲英语并非什么大不了的事情，但对于63岁的爱华阿姨来说，英语是一门陌生的外语。

为了帮助爱华阿姨，黄钰镜偶尔善意地开玩笑，纠正她的发音，并且介绍关键的词汇，扩充词汇量。不仅如此，黄钰镜还帮忙爱华阿姨报名英语会话课程。

2008年的3月Saginomiya公司宣布将在12月终止其在新加坡的业务。由于该公司的大多数员工打从1990年开张起便在公司工作。这个突如其来的消息，简直是晴天霹雳，许多工友忍不住掉下了眼泪。

既然事实已经无法改变，电子与电器业工友联合会便着手与资方谈判赔偿配套，并力劝工友参加培训，提高

受雇能力，同时调整观念，接受任何工作。

工会的劝服工作相当成功，从2008年6月开始，每一名工友，包括爱华阿姨在内都参加了培训。他们学习英语对话、基本电脑操作，以及制造业通用技能课程。课程是在工友下班的时间和星期六进行，一些学员甚至一个星期接受三次的培训。他们的学习热情很高。此外，在就业与职能培训中心的协助下，很多学员也参与了工作预备活动。

黄钰镜表示：“从活动中，一些人找到了新工作，只是薪金比之前的少了一半。另一些人则从管工转为行政书记，甚至是初级书记。不过，他们对于完成培训一律表示高兴。因为他们深知掌握了英语和电脑技能，职业的路子便宽阔多了。

“这项活动确实给工友带来新机。虽然不是每一个人都找到工作，

但我们已尽了最大的努力，协助他们做好必要的准备，对于这点我们感到满意。另外，工友们孜孜不倦的学习热情让我十分感动，特别是爱华阿姨，她知道现在的雇主喜欢聘请懂得讲英语的员工，于是下定决心要把英语说好，希望找到一份工作。”

此外，黄钰镜也积极跟她的同事协助那些在没有组建工会公司工作的一般分会会员。

黄钰镜表示：“公司突然间裁掉他们，让他们不知所措。有时候，我们为他们争取得到一些赔偿，但有时候却办不到。无论如何他们都表示感激。

“不久前，有一个分会的20名执行人员被裁退了，其中有5个人是我会员。当我们接到消息后，便立即找人力部讨论，后来公司终于让这5个人复职。当这类事情发生的时候，工业关系员确实可以扭转局面，而我们真的做到了。”

NTUC LearningHub[®] has trained over **700,000** workers in Singapore.



and trains **50,000** more each year.

Choose Singapore's largest training provider.

NTUC LearningHub[®] (LHUB[®]) training places number more than a quarter of Singapore's current workforce, making us Singapore's largest training provider. LHUB[®]'s trainers, coaches and counselors save jobs

and increase worker efficiency across Singapore's industries by equipping under-skilled workers with relevant, in-demand work skills that add value to their companies, and strengthen the Singapore economy.

Call **6471 2223** or email us at enquiries@ntuclearninghub.com to add value to your company.

有志者事竟成

稳定的收入和安心，是促使黄福祥和查米尔胡先放弃驾驶德士改驾巴士的原因。他们认为，驾驶德士表面看起来像是自己当老板，工作独立和自由，实际上这份工作存在公开的和隐性的成本。



时间自由。这是当初吸引黄福祥加入驾驶德士行列的最大吸引力。刚开始的时候，他发觉驾驶德士的确有趣，除了天天见到不同的脸孔，也能与各行业的人接触，并能从中认识不少东西。为此他坚持了七年。但随着时间洗刷，工作的新鲜感逐渐淡化。

“我刚入行的那阵子，马路上还不像现在这么多德士。但后来，新公司纷纷加入竞争，生计越来越难维持。不得已必须花更多时间在马路上跑动找客，否则不能抵消成本。道理很简单，同行多了，机会当然就减少，不拉长工作时间根本无法赚到钱。更何况

长时间驾驶也未必能保证可以赚取更多的钱。做这行收入是不固定的！”

“记得在非典型肺炎蔓延的那个时期，我从早上六点钟一直驾到晚上十点钟才下班。扣除了租金、汽油和其他的开支，我只赚取区区的20块钱……”

“你想，我整天在路上奔波，还有什么时间陪伴家人，或者从事业余活动？所以在我的第二个孩子出世之后，便决定改行。我是在四年前申请到SMRT的工作。刚开始，公司要我以无薪假的方式接受21天的培训。现在我的收入稳定，妻子也感到开心。”

“最重要的是我的工作有了保障。整体来说，如果加上公积金、花红、奖励金、年假、培训与医药福利，我的收入跟驾驶德士的时候一样多，甚至还超过。其实，每一份工作都有优缺点，而且充满挑战。驾驶德士的好处是，可以自己决定什么时候上下班。如果运气好、懂得策划，又勤劳苦干，可以赚得不少。但驾驶巴士收入固定，工作比较稳定。”



查米尔胡先因为喜欢驾驶，便当起了德士师傅。在驾驶德士期间，他毫不考虑公积金和保健储蓄的问题，只要收入足以养家活口，供得起四个孩子的开销，忙碌一点也无所谓。

然而，当他的女儿患上严重疾病后，心里头才感受到一股沉重的压力。

查米回忆道：“我花了很多钱，并且很快用光所有的保健储蓄。不只这样，我的公积金存款不多，建屋局的房贷也无法定期偿还。”

为此，自他的女儿过世之后，当初的想法起了变化：决定找一份收入稳

定、有公积金和员工福利的工作。

“那个时候，正好碰上SMRT出台Skytrek德士雇员计划，于是便决定加入。公司安排我驾驶伦敦德士，收入固定。一驾就是八年。四年前，SMRT不再聘请德士雇员，我便改而驾驶巴士到今天。”

“我现在开心多了，工作没有什么压力，不须要为公积金或保健储蓄烦恼。不像驾驶德士，如果没有填补保健储蓄，就无法更新德士执照。现在我可以肯定一天驾驶几个小时之后，每个月能有多少收入，驾驶德士就不确定了。”

“回想过去那段驾驶德士的日子，每一趟的目的地不同，又可以提供个人化服务和挨家挨户接送，乐趣比较多，而驾驶巴士则相反，路线比较固定，变化不大。然而，这必须看个人以那一样为重。比较这两种经验，最后我还是选择驾驶巴士。”

不止是满足物质需求

职总青年团带领幼乐园的贫困儿童到动物园游玩。

年幼的苏丹依斯干达沙阿见到屹立在路边的新加坡动物园标志时，马上唱起歌来。

他的兴奋是可以理解的。在2009年3月21日参观动物园之前，年仅六岁的小男孩只能从故事书里见到白老虎和北极熊。他们家穷啊！母亲艾玛阿都拉（40岁）是全家的经济支柱，收入微薄，每月工资800元，须养活六个孩子，能购买生活必需品已经不错了，哪有闲钱带孩子出外游玩呢？

苏丹依斯干达沙阿之所以能够实现近距离观赏动物的心愿，都因为职总青年团推出了一个名为Mega KidzQuest的青年义工计划。该团为了帮助低收入家庭的孩童，特地组织青年义工，带领幼乐园的小朋友到户外游览，弥补他们的缺憾。

职总助理秘书长兼职总青年团顾

问杨莉明说：“除了经济援助，我们的青年义工也尽力协助贫困儿童提高人生起点。这次的活动学反应踊跃，支持度超出我们的预期。接下来职总青年团将扩充KidzQuest计划。我希望把义工的人数加倍到500人。这样就能够让所有43间幼乐园的孩子从中受益。”

这次的动物园之行有320名义工参与，他们在接待幼乐园属下七间中心180名学前儿童的过程中，也随着孩子的户外学习，吸收了不少的知识，认识了不少大自然现象。

来自法定机构公共雇员联合会青年团的义工李先生（31岁）说：“孩子们都有强烈的好奇心，很想知道周遭的一切。从他们身上我得到了启发：必须勇于接受新事物。”

问及他为何参加KidzQuest活动，



快乐的儿童……职总青年团的义工负责陪伴180名低薪家庭的学童。由于反应踊跃，他们打算多办类似的活动。

他回答：“我热衷社区工作，希望吸取了这次的经验之后，有一天也能组织法定机构公共雇员的低收入会员子女，给他们带来欢乐。”

对于苏丹依斯干达沙阿来说，这

次户外郊游印象非常深刻。当巴士驶出万礼湖路时，他不停地高唱：“在森林里，在野性十足的森林里，狮子睡着了……”



ntuc

职总周报

售价60c | 网址 <http://www.ntucthisweek.org.sg> | MICA (P) 079/10/2008 2009年3月27日

U转
逆势

750名工友参加 综合娱乐城面试

在滨海湾金沙综合娱乐城招募员工之前，职总就业与职能培训中心便已培训过求职者。



参加初步遴选的求职者须在20分钟内解答50道数学难题，也得考心算、眼力，以及接受测盲和笔试。

王得天报道 / 摄影

滨海湾金沙综合娱乐城

于2009年3月25日举行第二阶段的招募工作。为了让应征者认识娱乐城的工作性质和要求，娱乐城方面也在当天举行职业说明会。

从交谈中，记者发现不少求职者对荷官的工作感到浓厚的兴趣。

其中一名求职者是40岁的家庭主妇谭美娥。她已失业两年，希望在赌场内当荷官。

她说：“每一次到云顶高原赌馆，都特别注意荷官怎么发牌。他们给我的感觉是专业化，因此当我知道金沙集团要招聘员工时，便马上提出申请，看看自己是否能幸运被录取。”

记者提醒她这不是一份朝九晚五的工作。她不假思索便回答道：“轮班工作绝对不是问题。在这里，我要感谢就业与职能培训中心事前提供的培训，教导我掌握面试的技巧。过去，我不会打扮，面试工作时穿上牛仔裤就出门，完全不顾自己的形象。现在我的

自信心已经大大地提高，也懂得装扮，以亮丽的形象参加面试。”

另一名求职者是35岁的陈焕辉，他拥有工商管理大学文凭，因为对赌场的工作深感兴趣，自费5000元报读了一个为期五个月的荷官课程，不介意从荷官做起。

他说：“我上的荷官课程，还有四个月就毕业了。希望上这项课程能提高我的优势。不过录取不录取决定在面试官。我并不介意做轮班工作，过去也做过轮班制。只要能够在这个行业工作我就心满意足，做什么都不要紧。”

当天共有750名求职者出席了职业介绍会，他们除了须参加半小时的职业讲座，了解娱乐城内有哪些职业空缺和22种不同的工作性质外，也参加初步遴选，所接受的测试包括在20分钟内解答50道数学难题，以及心算、测盲、考眼力和笔试，并同就业与职能培训中心职员进行一对一的面谈。顺利通过初步遴选的

求职者才能进一步到滨海湾金沙集团参加面试。这次的职业介绍会由职总就业与职能培训中心和滨海湾金沙集

团联办。滨海湾金沙集团表示有信心能在年底之前招募4500个员工。



“我来自菲律宾，2006年成为新加坡公民。之前没有在赌馆工作过，但曾经接受过有关的训练。如果这次不成功，我会考虑向另一家度假胜地提出申请。毕竟这是我感到兴趣的职业。”

— 罗兰卡拉



“我目前在餐馆担任领班，压力很大，希望找一份压力没那么大的工作。我这次申请的是顾客服务员，也愿意接受培训。如果能够在这个行业发展，肯定能给我带来很大的满足感。”

— 吴亚花