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National Trades Union Congress

SINGAPORE LABOUR JOURNAL

CHALLENGE AS OPPORTUNITY

Brief Abstracts of Journal Articles

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CHALLENGE AS OPPORTUNITY

The **Singapore Labour Journal** is a curated compilation of articles drawn from insights of academics and practitioners. Each article in this issue is an embodiment of the theme: “Challenge as Opportunity”, which reflects the Labour Movement’s aim to anticipate change and adapt by innovating, as well as our mettle amidst uncertainty and adversity.



Slowing Workforce Growth: Predicting Labour Trends and Investigating Perspectives of Mature Workers and Women With Caregiving Responsibilities

Explores the implication of a slowing workforce growth via a multi-methods approach to examine current and future labour trends as well as key factors that can influence mature workers and women with caregiving responsibilities to remain in the labour market.

Dismantling Age Myths: Towards a Resilient Multigenerational Manufacturing Sector in Singapore

Proposes that fostering a multigenerational workforce is key to Singapore’s manufacturing industry’s competitiveness and advocates for a talent pool that merges the expertise of older workers with the digital skills of the younger generation.



Future-Oriented Learning in Workplaces and Company Training Committees

Puts forward a Future-Oriented Pedagogies (FOP) framework to enhance the quality and culture of learning in workplaces, and suggests applications for the National Trades Union Congress’ Company Training Committees initiative.

Five-Stage Framework of Technology Domestication in the Workplace: An Organisational Case Study of Implementing a Mobile Management Software

Uncovers the iterative and participatory nature of technology design and implementation in Small and Medium Enterprises through an ethnographic case study on the implementation of a mobile management software in a construction firm.





Training Workers for the Future Through Tripartite Partnerships

Highlights the Company Training Committee model in Singapore—A form of tripartite partnership where companies, unions, and the government collaborate to strengthen the workforce.



The Impact of Internships on Graduates' Employability: Employers' Insights

Sheds light on employers' hiring preferences and perspectives on the internship experiences of fresh graduates, and discusses implications for the different stakeholders.



Forward Singapore: Strengthening SkillsFuture

Delineates how the SkillsFuture movement propels Singapore's workforce agility and competitive advantage by cultivating a dynamic skills ecosystem with various partners.



Empowering the Next Generation: Navigating Challenges and Opportunities in the Modern Workforce Through Coaching and Mentorship

Identifies strategies to enhance the well-being and productivity of Singapore's younger workforce, and emphasises the importance of a growth mindset, workplace coaching, and bridge mentoring.



How Close Collaboration With Unions During the COVID-19 Pandemic Helped the SIA Group to Save Jobs and Emerge Stronger

Explores how Singapore Airlines Group, through collaboration with unions and the SMART Strategy model, adeptly managed its workforce during the pandemic, providing a blueprint for building resilience amidst disruption.



Practitioner Insights Into Supporting Women at Work Through Administering Flexible Work Arrangements

Outlines the strategic role of Flexible Work Arrangements in supporting caregivers' work-life balance and career advancement, and highlights successful Singaporean case studies.



Analysis of Retrenchment Trends in Singapore

Investigates Singapore's retrenchment trends, revealing a stable baseline disrupted by economic crises, and discusses government and union initiatives to support retrenched workers.



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