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PMES, This One's For You!

There's a brand new hotspot in CBD dedicated to taking care of your work-related issues – U PME Centre.





Announcing The Arrival Of...

... the brand new U PME Centre in the heart of CBD in a stylish setting to serve Singapore's dynamic PME workforce.

By **Florina Oo and Nicholas Lee**

Employment advisory and assistance is now within easy reach for PMEs (Professionals, Managers and Executives) working in the heart of Singapore's Central Business District.

This comes as a new U PME Centre was unveiled at the newly renovated Hub (formerly NTUC Member Services Centre) at the basement of One Marina Boulevard NTUC Centre on 9 April 2014. Residing within the NTUC Members' Hub, the U PME Centre aims to be the first stop and one-stop contact point for PMEs who seeking employment-related assistance.

PMEs can also visit a new online portal at www.ntuc.org.sg/pme to access information and the services offered through the U PME Centre anytime, anywhere. The new PME portal was also launched together with the new U PME Centre.

NTUC Assistant Secretary-General Patrick Tay, who is also the Director for the

NTUC PME Unit, said Singapore's workforce has evolved with more PMEs in the workforce. Based on the Labour Force report released by the Ministry of Manpower last year, the resident workforce comprised 31 per cent of PMEs – up from the 27.4 per cent in 2003.

As such, ASG Tay shared that the Labour Movement has continued to gear itself to remain relevant and build up capacity to serve PMEs.

It is the second U PME Centre to be launched this year. In January this year, the first U PME Centre started operations at the NTUC's e2i (Employment and Employability Institute) in Jurong East.

DIVERSE NEEDS

Since its inception in 2011, the Labour Movement's PME Unit (PMEU) has been engaging PMEs from various sectors, occupations and age groups. From the

engagements, they found that PMEs faced a variety of issues which relate to the various life stages they are in.

ASG Tay shared that young PMEs are concerned with employment rights, career aspirations and how to move up the career ladder to secure better employment; female PMEs are worried about maternity leave and their rights to flexible work arrangements; and mature PMEs are anxious about retirement and re-entering the workforce.

To address these diverse areas of concerns, PMEU held a series of customised Legal Primers last year to cater to each PME group.

How To Reach NTUC PME Unit

Address	NTUC Centre, 1 Marina Boulevard, Basement 1, One Marina Boulevard S(018989)
Hotline	6213 800
Email	pme@ntuc.org.sg
Online Portal	www.ntuc.org.sg/pme
Facebook	https://www.facebook.com/UPforPMEs
LinkedIn	http://www.linkedin.com/groups/UP-PMEs-4573957
Twitter	https://twitter.com/UPforPMEs

Scan the QR code to download the **Workplace Advisory App** for more employment advice and tips.



ANDROID



IPHONE



More In Store For PME

In an exclusive interview with *NTUC This Week*, PME Unit (PMEU) Director Patrick Tay shares his views on the latest developments for PMEs (Professionals, Managers and Executives).

NTUCtw: The Fair Consideration Framework will be implemented in August this year together with the setting up of a National Jobs Bank. How will these help protect PMEs? Will it impact the hiring landscape for PMEs?

PMEU Director Patrick Tay: Since August 2011, the Labour Movement had been lobbying for labour market testing (LMT) to ensure that Singaporeans are given due consideration before employers recruit foreign PMEs. The Fair Consideration Framework (FCF) that will be implemented in August this year will ensure that foreign manpower will complement rather than undercut the skills of the local PME workforce. The U PME Centre will be equipping ourselves to answer PME queries relating to FCF as well when more information is made available.

With the introduction of the National Jobs Bank, this will help augment e2i's placement services and increase the level playing field for local PMEs by matching PMEs with vacancies, track employment trends and enable the Labour Movement to roll out targeted continuing education programmes and initiatives to reflect the market conditions.

The Employment Act amendments have already kicked in and the Protection from Harassment Act has been passed. Is the new U PME Centre ready to handle queries on these two topics?

Yes, U PME Centre is equipped to answer queries on the newly amended Employment Act and other related labour legislation as well as on the Protection from Harassment Act when the details of reporting and management of complaints are fleshed out.

The Industrial Relations (IR) Act will be amended in 2014 so that rank-and-file unions can represent PMEs collectively. What can PMEs expect from the updated IR Act?

With the impending changes, rank-and-file unions are able to represent PMEs collectively and cover them in their

Collective Agreements. Also, there will be more protection and representation for PMEs and they will have an avenue to turn to when they encounter work-related issues if they join as a union member.

How will PMEU be collaborating with the unions to reach out to PME members?

PMEU has already started partnership with unions to outreach and look at protecting PMEs through advocacy and workplace rights. PMEU will be collaborating with the unions by:

- ⇒ Training our union leaders on the upcoming legislative amendments and working closely with our unions to stretch their scope of representation and better outreach and recruit PMEs.
- ⇒ Assigning PMEU account managers to the respective unions to be their resource person on PME related outreach and matters.
- ⇒ Providing PME outreach resources such as PME outreach brochures, PME related resources and LM-PME templates which unions can customise and use.



PMEs now have a centre in the heart of CBD they can go to to find out more about work-related issues.



PME Unit Director Patrick Tay attending to media and their questions at the launch of the U PME Centre.

What PMEs Say About The New U PME Centre

“ I think it’s a good idea to have this centre. Everybody wants to grow their skillset and earn more to improve their lives. This centre will help as PMEs are my prospective employees... to what I need in terms of their skillsets and requirements.”

Mr See Yen Pong, 36, IT Business Owner, employs eight PME employees



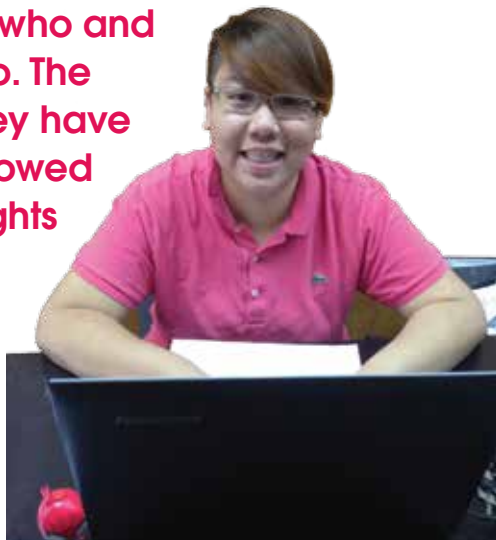
“ I will definitely come by. Even within my organisation we have a lot of PMEs and I will share with them about this place.

I feel it is always good to have something set up properly, so that people can look upon this place as a place where they can relate to professionally.”

Mr Allen Lim, 49, Director of Learning & Development at a local MNC

“ This centre is good because at least now I know who and where I can turn to. The handbook that they have made has also allowed me to know my rights and things that I didn’t know apply to me previously.”

Ms Christy Lee, 26, Marketing Executive



Members Service Centre Reopens With New Look, New Name

Nestled within the NTUC Centre at the basement of One Marina Boulevard, the NTUC Members’ Hub was reopened on 9 April 2014 and houses the new U PME Centre as well as the NTUC Membership Department Customer Service Centre which handles membership-related enquiries for all workers.

After a one month closure, the former NTUC Members Services Centre underwent a sprucing up to make the premises more cosy and welcoming.

The new Hub serves as a customer touch point for NTUC members on a range of enquiries and services. New features include Online terminals and iPad tablets to allow members to find out more about the programmes available to them.

SERVICES WITHIN REACH

- Process new application of membership
- Renewal / reinstatement / termination of membership
- Workfare Training Support (WTS) and UTAP (Union Training Assistance Programme) enquiries
- U-Care programmes application and collection; such as U-Stretch or Back-to-School vouchers
- Processing of Education Grant and Scholarships
- Prize Collection and Redemption



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ANDROID

Have Your Say

The National Wages Council is inviting views on the annual wage guidelines. Here's your chance to share what you think.



By **Ramesh Subbaraman**

It's that time of the year when The National Wages Council (NWC) meets to discuss and recommend the wage and wage-related guidelines for the new financial year 2014/2015.

The NWC, made up of employer, union and government representatives and chaired by Professor Lim Pin, will convene in April and May 2014.

NTUC's representatives on the NWC include Assistant Secretaries-General Cham Hui Fong and Patrick Tay, NTUC President Diana Chia and several senior trade union leaders from various sectors of the Singapore economy.

Apart from the global economic outlook, the NWC will also take into account Singapore's economic competitiveness, labour market conditions, inflation, and productivity growth.

Members of the public are encouraged to share their views on what can be included in the annual wage recommendations, as well as other wage-related issues.

In 2013, the National Wages Council recommended that real wage increases should be in line with productivity growth over the long term, and that real wage increases need to be sustainable and not erode the long term competitiveness of our economy.

The NWC recommended that companies employing workers earning a basic monthly salary of up to \$1,000 should grant them a built-in wage increase of at least \$60.

In accepting the guidelines, the government emphasised that it supports the NWC's move to give low-wage workers larger built-in wage increases.



All feedback should be sent to the Secretary of the NWC through mail or email by 25 April 2014 and addressed to:

The Secretary
National Wages Council, c/o Manpower Planning and Policy Division, 18 Havelock Road #07-01, Singapore 059764, Fax: **6534 4840**
Email: nwc_secretariat@mom.gov.sg

Snapshots

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

By **NTUC This Week Team**

Security Officers Cheer Better Terms

Security officers from Marina Centre Holdings Pte Ltd (MCH) had reason to celebrate when the new Collective Agreement (CA) for 2014 to 2016 with the Union of Security Employees (USE) was signed on 28 March 2014. USE President Hareenderpal Singh and Executive Secretary Steve Tan were present with MCH management representatives for the signing ceremony at Marina Square Shopping Mall.

The highlights in the new CA include an increase in the Laundry Allowance as well as improvements to the Re-employment Policy and Dental Benefits.



Dancing King

The inaugural Migrant Workers' Assistance Fund Charity Dinner on 4 April 2014 did not just recognise migrant workers, it also showcased their talent!

Migrant worker Laxmanan Dhayalan has always had a love for dancing but traditional values stood in the way of him pursuing his passion. That is why he seized the opportunity to be a part of the finale dance performance of the dinner which showcased different nationalities and facets of migrant workers in Singapore. Mr Dhayalan also got the chance to perform alongside Migrant Workers' Centre Specialists Kavitha Sundram Rajoo and Reshma Basu and other migrant workers.

His performance gained a rousing applause from the audience which included management representatives from his company.

"I feel very happy to be part of the dance performance for the dinner. It is my way of sharing the colourful facets and rich diversity of India," he said.



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Perfecting Performance

Early adopters like Yellow Submarines can help to encourage other SMEs to enhance productivity, says NTUC's Secretary-General Lim Swee Say.

By Joshua Joseph

Yellow Submarines may be a young start-up in the F&B industry, but the restaurant is already soaring ahead with productivity initiatives in place to drive business success.

One of the various schemes that Yellow Submarines tapped on was NTUC's e2i (Employment and Employability Institute) Inclusive Growth Programme (IGP), which has helped to raise productivity, make the jobs of workers Easier, Smarter and Safer (ESS) and benefitted its workers with gain sharing.

Under the IGP, Yellow Submarines purchased a Combi Oven which allows various methods of preparing food such as baking, steaming and braising at optimum temperatures. It also has a self-cleaning mechanism which does away with the need for traditional ways of cleaning after use.

Overall, this has reduced the company's manpower needs by about 40 per cent. As a result, its workers have also received eight per cent increase in wages.

Said Yellow Submarines Director Andy Hoon: "With the many grants available, I think we can make use of this opportunity to help increase the salary of workers, especially low-wage workers, with productivity improvements. This helps create a win-win situation."

LEARNING JOURNEY

Yellow Submarines' success story was shared at an NTUC Learning Journey on 7 April 2014 where NTUC President Diana Chia and NTUC Secretary-General (SG) Lim Swee Say, together with fellow union leaders, visited the fast



Staff at Yellow Submarines have benefitted from various productivity initiatives at the F&B outlet.



NTUC President Diana Chia (left) and NTUC Secretary-General Lim Swee Say (centre) share a light-hearted moment with a staff at Yellow Submarines.

food outlet.

The Learning Journey, jointly organised by the NTUC Hospitality and Consumer Business Cluster, together with the Ong Teng Cheong Labour Leadership Institute (OTC Institute), was also attended by about 200 owners and management representatives from 40 coffee shops, catering companies, and hotel food & beverage (F&B) establishments.

PRODUCTIVITY MESSAGE

Speaking at the event, SG Lim highlighted Yellow Submarines as a good example of a small and medium-sized enterprise (SME) which constantly looks at ways to enhance productivity and innovation to overcome challenges of manpower shortage in a highly

competitive industry.

"To succeed in the Singapore environment, on one hand you must be able to draw enough customers who are attracted to your products and services and yet at the same time be able to attract enough people to work for you.

"For me, this is a very good example of how to come up with innovative ideas to attract customers yet at the same time make use of the various Government schemes to improve productivity and spread innovation. As a result, business is good and at the same time, workers' salaries are also good... we hope that Yellow Submarines will inspire and help encourage more SMEs out there to take the same path," he shared.

SG Lim also added that he was encouraged to see more SMEs from different sectors, including the F&B sector, looking for ways to enhance productivity to stay ahead.

"When we first started the (IGP) programme, we had to reach out to the SMEs individually, one-by-one. Today, the associations are on board. So, we can now reach out to them in groups... but more importantly, SMEs who are the early adopters are now helping us to reach out to their fellow friendly competitors. To me, this is the most encouraging sign," he said.

QUICK LOOK

Yellow Submarines' Combi Oven is one of the **270 productivity projects** in the **hotels and F&B sector** supported by NTUC's e2i since the launch of the **Inclusive Growth Programme** in 2010. These projects have **impacted over 25,000 workers** in the sector. With the productivity improvements, these establishments have also been able to **improve wages of workers by an average of 11%**.

Joint Efforts

The National Transport Workers' Union tackles public transport challenges and strengthens sectoral tripartism.

The Labour Movement's drive to step up sectoral tripartism saw progress in the public transport industry, with representatives from various government agencies coming together in a retreat.

For the second year running, National Transport Workers' Union (NTWU) hosted its tripartite partners to a retreat at Ho Chi Minh City, Vietnam on 14 March 2014.

Joining special guest Senior Minister of State (SMOS) for Transport and Finance Mrs Josephine Teo were directors from Ministry of Manpower (MOM) and Land Transport Authority (LTA) as well as management partners from ComfortDelGro Corporation Ltd, SMRT Corporation Ltd, Jurong Port, and Tian San Shipping and Union Services (Singapore).



(From left) NTWU General Secretary Fang Chin Poh, NTWU President Rosmani Juraini, Senior Minister of State Josephine Teo and NTWU Executive Secretary Ong Chin Ang.

TACKLING KEY CHALLENGES

Five key challenges were highlighted at the event. These were a changing public transport business model, attracting local talent into the industry and manpower shortages. The other two were the rise in commuters' expectations and raising productivity.

The solution to these challenges lies in a 'whole of tripartism' approach for tripartite partners.

- ⇒ Union must be future-ready and also adopt the ideals of Servant Leadership. It has to function as a cohesive unit, engaging the ground, gathering feedback and being their voice. Together with improving the employability skills of its members, these are the ways to add value to its members.

- ⇒ Employers have to take a longer-term approach to Labour-Management Relations at all levels. They will have to recognise the contributions of union leaders at the workplace. Employers will also have to Value Every Worker by adopting the Progressive Wage Model (PWM), and promote Easier, Safer and Smarter (ESS) initiatives at the workplace.

- ⇒ The Government should provide the strategic direction and the necessary resource support to both employers and union. It has to engage both these stakeholders proactively so that it can establish pro-worker and pro-business policies better.

STRENGTHENING SECTORAL TRIPARTISM

The retreat also served as a reflection of the union's commitment and dedication to build positive and productive tripartite and bipartite relationships.

Mrs Teo highlighted that to bring public transport to the level of customers' expectations, all tripartite partners must realise that they are all in this together.

"... at the end of the day, when you talk about relationships, it is between people talking to one another,

planning with one another, and making things happen," she said.

The retreat saw all partners agreeing to work together at the sectoral level by forming a Tripartite Committee for Public Transport.

OTHER HIGHLIGHTS

Representatives from NTUC's e2i (Employment and Employability Institute) were also at the retreat to brief tripartite partners on the various funding opportunities to implement Labour Movement concepts and initiatives such as Value Every Worker (VEW), Easier, Safer and Smarter (ESS), and the Progressive Wage Model (PWM).

Other highlights included MOM's briefing session on the upcoming Industrial Relations (IR) Act amendments and the recent changes in Foreign Manpower Policy. LTA also shared their work plans for 2014, the newly implemented Bus Service Reliability Framework as well as the financial model for bus contracting.

ComfortDelGro Corporation, in a landmark announcement, said that it would expand the union's scope of PMEs (Professional, Manager and Executive) representation. NTWU will continue working to represent more PMEs, especially with the coming amendments to the IR Act.



Participants at the retreat took time out from discussions to enjoy a break.

The Road Ahead

Close to 250 taxi drivers get a chance to network and “match-make” at a workshop.

By **Nicholas Lee**

Co-sharing a taxi will go a long way towards helping cabbies meet the Taxi Availability Indicators (TA), especially those running a single shift.

The idea was shared on 29 March 2014 at the first Share-a-Taxi workshop, which was jointly organised by the National Taxi Association (NTA) and NTUC’s e2i (Employment and Employability Institute). The workshop was supported by the Land Transport Authority and the various taxi operators.

The workshop also reached out to new Taxi Driver Vocational Licence holders

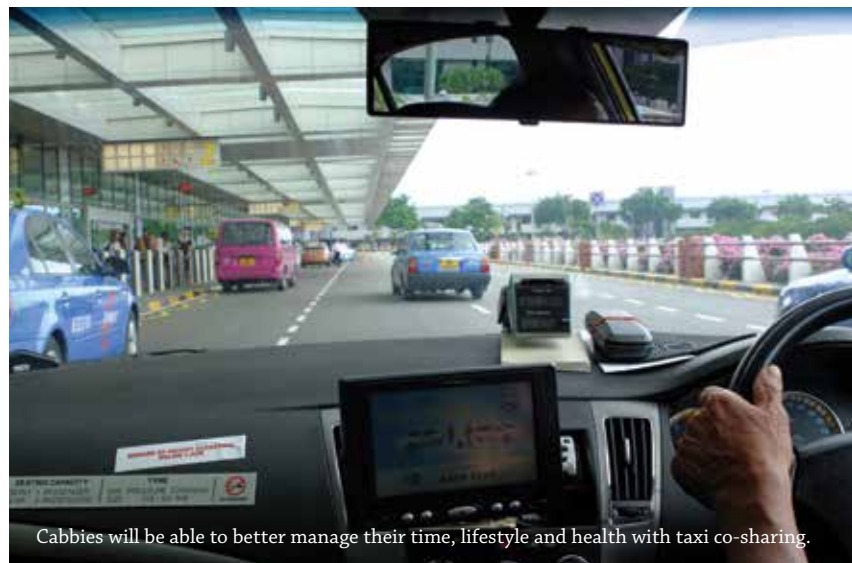
by helping them to better understand challenges in the taxi industry.

RELIEF FOR TAXI DRIVERS

The difficulties in meeting the TA have resulted in drivers having to drive longer hours and longer distances.

NTA Executive Advisor and NTUC Assistant Secretary-General (ASG) Ang Hin Kee shared that when two or three taxi drivers co-share a taxi, they will be able to better manage their time, lifestyle and health.

“The burden of addressing the rising cost of rental and meeting the indicators will also



Cabbies will be able to better manage their time, lifestyle and health with taxi co-sharing.

be lessened,” he added.

NTUC’s e2i Chief Executive Officer Gilbert Tan shared that they will be working with NTA to help taxi drivers find partners to share operations costs and to optimise driving hours.

RELIEF IN SIGHT

NTA plans to talk to taxi operators to further the concept by coming up with a formal agreement between the taxi hirer and relief driver to protect the roles and

responsibilities of each.

Plans are also in place to possibly formalise a new hiring arrangement where two drivers are assigned to a new vehicle.

“The concept is to make every taxi work harder, not every taxi driver. As it is today, the taxi driver drives about 12 hours a day over six to seven days a week. So having more than one driver manage a taxi is an Easier, Safer and Smarter (ESS) way,” said ASG Ang.

Fun Times For All

In this regular column dedicated to women leaders, we catch up with AREU’s Evelyn Goh Lee Cheng to find out how she keeps members engaged.

By **Naseema Banu Maideen**

Whenever Attractions, Resorts & Entertainment Union (AREU) Executive Committee Member Evelyn Goh Lee Cheng organises events for her women members, she always hears complaints. Not that her activities are not appreciated, it’s just that her male union members want to be part of the excitement, together with their families too.

Heeding their calls, Ms Goh then decided to initiate the launch of the ‘AREU Women and Family’ chapter in her union.

“Through this, we are able to open up our engagement activities to all our members, and they readily participate with their children and spouses. Many working women also want to be able to spend as much time as they can with their families, so they welcome the chapter,” she said.



A recent terrarium workshop organised by the union lured many nature-lovers and fun-loving families.

“I am glad that we have been able to discover the areas of interests of our members, especially the women members, so that they will be kept connected to us,” Ms Goh added.

The union also rolls out networking sessions exclusively for female members. At these sessions, every branch official is encouraged to bring a guest – another female union member – to learn more about NTUC Women’s Development Secretariat (WDS) programmes.

“These have been effective to attract new activists into the union, as some members have come upfront to be new activists for the union,” she said proudly.

Women *Leaders*@work

QUICK LOOK

Did You Know?

NTUC Women’s Development Secretariat is a member of Singapore Council of Women’s Organisations (SCWO). It nominates a female union leader to represent its voice in this Council every two years. In this current term, Ms Goh is also a committee member of SCWO, where she holds the position of 3rd Vice-President.

Explaining The Pioneer Generation Package



Still don't know what the package is all about? There's help coming soon, with steps in place to raise awareness.

A 22-member Taskforce co-led by Senior Minister of State for Finance and Transport Mrs Josephine Teo and Senior Minister of State for Health and Manpower Dr Amy Khor has been formed to focus on communicating the finer details of the Pioneer Generation Package to Singaporeans.

The taskforce includes members from the people and social sectors, and media-related fields. The Group CEO of NTUC Unity Healthcare and Executive Director of NTUC Eldercare, Mr Chua Song Khim is also on the task force.

In total, about 450,000 Singaporeans will benefit from the Package consisting of Outpatient care, Medisave Top-ups and MediShield Life subsidies.

Responding to queries from *NTUC This Week*, Mr Chua Song Khim said: "One of the communication challenges

is to present the information on the benefits in a way that can be easily understood by the pioneer generation members.

"Besides identifying appropriate communication channels, there is also the need to have the information communicated in various languages including dialects to enable better understanding.

"Where there is opportunity for face to face interactions, the training of personnel to share and explain clearly and consistently to members and their families is another important aspect."

On its part, Mr Chua says NTUC Eldercare can support members from the labour movement and its unions by making available information and guiding them to established channels.

The task force held its first meeting on 8 April 2014.



Eligible Singaporeans will benefit from the Pioneer Generation Package consisting of Outpatient Care, Medisave Top-ups and MediShield Life subsidies.

Labour Movement Plays Its Part

We got in touch with Mrs Josephine Teo, Senior Minister of State for Finance and Transport and Co-Chair of the Pioneer Generation Taskforce to find out her views on how the Labour Movement can play an effective role in the Pioneer Generation Package (PGP) communications efforts.

NTUCtw: What role do you see for NTUC Eldercare in the communications efforts to reach out on explaining the PGP?

Mrs Josephine Teo: NTUC Eldercare is one of the natural touchpoints for our Pioneers. Through their day care programmes, home-based services as well as the various Senior Activities Centres, they come into close contact with many of our pioneers daily.

The Government needs the support of social service organisations like NTUC Eldercare, to help us explain the benefits of the Pioneer Generation Package to the eligible seniors during their interactions with them.

It is critical for the Pioneer Generation to know of these benefits so that they will feel assured that their healthcare needs are taken care of and the government honours and cares for them.

What role can the union movement as a whole play in this PGP outreach effort?

The excellent tripartite relationship we have with the unions has enabled the unions to work with us on explaining the rationale behind our policies. Similarly, for the Pioneer Generation Package, we hope that the union movement could likewise extend their help in this effort.

With the extensive linkages that the unions have with their workers, if each member could spread the word about the PGP to their family members and friends, the multiplier effect will be tremendous.

In addition, I would encourage the unions to consider different ways of recognising the contributions of these Pioneers to our nation-building. Some examples could be tribute events for the pioneers, rewards programmes, discounts for various lifestyle facilities as well as rebates at the networks of services provided by NTUC.

Migrant Workers: Part Of Our Landscape

The inaugural Migrant Workers' Assistance Fund Charity Dinner raises more than \$175,000 to help ramp up humanitarian assistance efforts for migrant workers.

By Joshua Joseph

It was a night of fun, dance and celebration but more importantly, the night was made special in recognition of a worthy cause. More than \$175,000 was raised for the Migrant Workers' Assistance Fund (MWAFF) at its inaugural charity dinner on 4 April 2014 held at Orchid Country Club.

The sum came through donations from corporate and individual donors as well as partners, along with the proceeds for the dinner tables.

Organised by the Migrant Workers' Centre (MWC), the event was graced by Guest-of-Honour Acting Minister for Manpower Tan Chuan-Jin. He was joined by some 350 guests, comprising corporate and individual donors as well as members of the Labour



More than \$175,000 was raised at the Migrant Worker's Assistance Fund Charity Dinner through donations and sales received for the dinner tables.

Movement and the Singapore National Employers Federation.

The charity dinner will be the annual fund-raising platform of the MWAFF, which was set up in 2012 to finance all of MWC's humanitarian efforts, including feeding and sheltering distressed migrant workers. To date, over 5,000 migrant workers have been assisted.

MWC aims to use the funds raised so far to provide

more migrant workers with humanitarian assistance and strengthen its assistance programmes and outreach initiatives that promote the available assistance channels for the migrant workers.

THANKING SUPPORTERS

In a speech read out at the opening of the dinner by Migrant Workers' Assistance Fund Board of Trustees Chairman Bennett Neo, NTUC Assistant Secretary-General and Migrant Workers' Centre

Chairman Yeo Guat Kwang said: "In the last year alone, more than 3,500 migrant workers have already benefitted from the fund, either through the arrangement of housing or food, or the provision of other kinds of assistance like transport and communications arrangements to ensure that workers' survival needs are met as long as their presence here is still required for the resolution of their claims," Mr Yeo said.

"On behalf of all the migrant workers, I would like to thank each and every one of you

for recognising the importance of their contribution to the Singapore story, and the need for us to continue to provide the necessary kinds of protection, support and assistance that they deserve," he added.

RECOGNISING MIGRANT WORKERS

At the event, Acting Minister for Manpower Tan Chuan-Jin also took time to highlight the integral role that migrant workers play while carrying out jobs "which many of us may not be prepared to do."

He said: "They have become part of our landscape and become part of our society and I think it's important for us to acknowledge it and recognise that."

Mr Tan added that the Ministry of Manpower will continue to work with organisations to look after this group of workers.

"We will do our part, we will reach out to whoever that we can reach out to work together with whoever can work with us... we want to strengthen some of these partnerships. The intent is really to look after our foreign guests as best as we can because they play an important role and I think this is something that all of us can play a part," he said.



Migrant workers across various industry sectors continue to contribute in a variety of ways to the Singapore Story.



Growing Success

In a recent edition of Young NTUC CROSSROADS, the resourceful co-founder of Edible Gardens Bjorn Low talks about reconnecting with nature through a business venture.

By **Florina Oo**

After leading a lucrative career in advertising, Bjorn Low decided to try his hand at something almost radical in Singapore – urban farming.

He was the latest guest speaker at the Young NTUC CROSSROADS session on 26 March 2014 which drew some 60 participants.

Mr Low shared that he comes from a traditional family that believes being successful means going down a tried and tested path. When he brought up the less-than-common idea of venturing into an urban farm business, it certainly did not sit well with his parents.

However, Mr Low went ahead to make the drastic switch to agriculture and farming, with the support of his wife. This led to the setup of Edible Gardens in 2012.

Mr Low explained that Edible Gardens champions the “Grow Your Own Food” movement in a land-scarce and import-dependent Singapore, where people are encouraged to grow their own vegetables, fruits and herbs in small spaces.

Looking back, he shared that this idea dawned on him when he was in the United Kingdom and realised he had no basic skill of food growing for survival.

He soon immersed in the art of farming. Now, Mr Low’s team at Edible Gardens offers a personalised consultancy in food garden designs and maintenance for a diverse clientele – from eateries to educational institutions.

Concluding, Mr Low encouraged all to think about utilising spaces such as rooftops and sidewalks and how beautiful gardens can be productive too.

“We believe that every urbanite can have access to fresh produce grown naturally,” he said.



The Young NTUC CROSSROADS series is a platform for young workers to meet and learn more from inspirational personalities who have overcome the odds to pursue their dreams despite the challenges that they face.

Adopting an interactive ‘chat show’ format, participants are also able to share their aspirations for the future.

The next Young NTUC CROSSROADS session will be held on **23 April 2014** at NTUC Centre.

For more information, visit www.yntuc.sg/crossroads

5 Minutes with... Anthony Chen

NTUC This Week checks in with award-winning Singaporean filmmaker Anthony Chen, one of the speakers at the Future Leaders Summit 2014.

By **Florina Oo**

The second run of the highly successful Future Leaders Summit (FLS) is back.

This year, the Summit returns with the theme ‘Dream. Believe. Achieve.’, where more than 20 esteemed leaders and personalities will inspire executives, entrepreneurs and mid-career switchers to realise dreams in their professional and personal lives.



NTUCtw: *You will be speaking at the Future Leaders Summit (FLS) 2014, sharing the topic “Passion Comes First, Money A Far Second”. What is your definition of a ‘good quality of life’?*

Anthony Chen: I’m not sure it is about “quality of life”. For me, it is more about purpose of life. I think fulfillment is key to being at ease with oneself. Without purpose, I wouldn’t be sure how we would even justify our existence.

It has been almost a year since you won the Camera d’Or award at the Cannes Film Festival. Looking back, how has life changed for you?

I have been on the road for the past 11 months with the film and have travelled to over 45 cities. It has been amazing to see how our humble film from Singapore is being seen by so many people all over the world. And very surprising too that a lot of big film stars whom I admire in Asia and in Europe have already seen and embraced the film.

Did the thought of giving up ever cross your mind during the production of ILO ILO?

Definitely. There was a time when I was massively depressed and lost faith in myself. I lost so much confidence, but I’m so glad I picked myself up through a very supportive group of friends.

Have You Registered For FLS 2014?

Date: **6 -7 June 2014**

For enquiries or bulk purchases, call **6213 8810** or email fls@ntuc.org.sg.



Family Playtime

The third run of U Family's Ultimate Play sees families having an exciting time over challenging games.

By **Naseema Banu Maideen**

The energy was high over the fields of Angsana Green at East Coast Park as NTUC's U Family's third run of the Ultimate Play event unfolded on 22 March 2014.

U Family engages families through such regular activities, and promotes the importance of work-life harmony.

While this was the third year that the

event was organised, it was the first time it packed in obstacle challenges for the family.

A Zumba warm-up session helped set the mood, followed with games like maze clearing, blind spelling and dodgeball.

As the families started to tackle these games, U Family also encouraged them to put aside all game devices and gadgets,



and urged them to give their undivided attention to each other while enjoying some outdoor fun.

Said Mr Maslam Hassan, 42, who attended the event with his wife and children: "This was my first time at a U Family event, and my family enjoyed themselves a lot. We look forward to more such events."

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This Week In History



By **Marcus Lin**

A Council of Action to implement decisions **Workers' Co-operative Projects**

January 1970: Hectic behind-the-scene activities are going on in full swing in the NTUC in order to launch on scheduled time some of the major co-operative ventures as decided by the recent Delegates' Seminar on Modernisation. A tremendous amount of work by experts will have to be put in even before the blue-prints are expected to be ready.

The Development Committee, whose job is to prepare the blue-prints, has appointed a small Sub-Committee advised by experts to hasten the jobs in their order of priority. The first two priorities are Co-operative Insurance and Workers' Housing.

As soon as these two co-operatives are off the launching pad, the NTUC would be concentrating all efforts to set up a string of other co-operatives in the following order: Consumers' Co-operative, Workers' Bank, Producers' Co-operative and Servicing Co-operative.

PHASE ONE of OPERATION **'forward with labour' is over**

March 1970: During the past three months, more than one thousand leading officials of Singapore's democratic trade union movement led by NTUC have been attending classes to learn the vital lessons of the Great Seminar on the Modernisation of the Labour Movement.

All officials who attended these courses took away with them not only a clearer and more incisive view of labour's participation in Singapore's struggle to survive, they also know better than ever before the nature of the arena in which the great battles of the 1970s will be fought.

There is little doubt that when the cold winds begin to blow into the many-dimensional vacuum of the total pull-out of the British military services, the first sector to begin to feel chilly will be the sector of private enterprise. This is not surprising as British military expenditure (\$415 million in 1969) representing one of the sturdiest pillars in the economy will be brought crashing down to zero by next year.

According to then Finance Minister Dr Goh Keng Swee in his recent Budget statement, "there is likely to be a reduction of some \$100 to \$150 million this year, and a final phasing out of the remaining \$250 to \$300 million in 1971." He warned: "There are dark clouds on the horizon, and it is as well that we prepare for more difficult times."

NTUC This Week turns 50 this year. It was first published in November 1964 as a monthly titled *Perjuangan NTUC*. *Perjuangan* means struggle in Malay, and the title captured the spirit of the times.

From our 3 January 2014 issue onwards, *NTUC This Week* will pull out excerpts of main stories from past issues, starting with the very first until the present. This week, we look at January, March and April 1970.

Devan Nair elected Chief Executive

April 1970: Veteran trade unionist Mr C V Devan Nair was elected NTUC's new Secretary-General at its three-day 7th Annual Delegates' Conference at the Conference Hall. There were sweeping changes in the NTUC's 'Cabinet'.

Mr Devan Nair, who polled 127 of the 136 votes cast, was NTUC's Adviser and its first Secretary-General till

1965 and is a founder-member of the NTUC. After his election, he spoke of the task ahead: "Our job is not to write history but make history and the shape of the future.

"Never has there been a clearer perspective of the trade union movement. At the Modernisation Seminar in November last year, an exhaustive review has been made. The task which faces the NTUC is not one of just raising money. The Labour Movement as a whole has to be jacked up into the technological age.

"Sluggishness and apathy must be forsworn if trade unions are to keep pace with the rest of Singapore. The slogan for Singapore as a whole and for the Labour Movement in particular should be: A new beginning and an endless progression.

"The major task ahead for all is intensive and progressive education to meet the economic realities of the country. This doesn't mean a brain-washing, which could be a futile exercise. True education is brain ignition." He said that the NTUC would in the 1970s and 1980s seek to be an indispensable part of society and added: "By the end of this decade, the people who composed the leadership of the NTUC must be people who are able to match the quality of brains of other sectors of the economy."



At a dinner held at the Conference Hall to mark the close of the 3-day Annual Delegates' Conference, 25 union representatives garlanded their new Secretary-General. Picture shows Mr. Steven Wong of the Union of Keppel Shipyards congratulating Mr. Nair on his election.

Newly Elected NTUC Central Committee (1970-1973)



Seated from left: George Chua Poh Choon, Hashim b. Idris, G Kandasamy, Phey Yew Kok, Prof. Tom Elliot (NTUC Adviser), C V Devan Nair, Joseph Tan Meng Kwang, Seah Mui Kok, Lawrence Sia Khoon Seong, Peter Vincent, N Govindasamy and V R Balakrishna.

Standing from left: Lee Hock Seng, Clarence De Silva, Lee Gek Seng, Charlie Koh Mui Choon, Steve Nayagan, Abdul Aziz Karim, Leslie Long, V Jayakody, Ivan C Baptist, Tan Soon Yam, Chue Shui Hoong, Lim Siah Bak, Eric Cheong Yuen Chee and Chang Joo Guan.

What's Happening, Where

1 Wild Wild Wet

Singapore's largest water theme park is boasting a cool new ride! The Torpedo is a high-thrill ride which towers above the Wild Wild Wet landscape at some 19 metres. Riders will experience an initial free fall before zipping down the twisty and swirling ride. Otherwise, enjoy these perennial favourites: Jacuzzi Fluid; Ular-lah; and Professor's Playground.

For enquiries, call **6581 9128** or log on to www.wildwildwet.com.

2 2D/1N Cruising cum Southern Johor Cycling Tour

Grab your *kakis* and head for this two-in-one getaway which combines a one-night high seas cruise onboard M/V Leisure World with a bike tour at Pasir Gudang. The cycling highlights that include visits to a horse stable, a museum and a charcoal factory plus the small idyllic town of Kong Kong for fresh seafood.

10 - 11 May, \$188 (Aranda Country Club Member), \$193 (Union Member), \$198 (Guest), Registration closes on 3 May. For full itinerary and other details, log on to www.arandaclub.org.sg and look under "Sports & Recreation". For bookings and enquiries, call **6584 6811 ext 30** or email linda_yeo@arandaclub.org.sg.



3 Financial Series – Realising Your Business Goals Through Franchising

Calling all aspiring entrepreneurs and existing business owners, franchising may just be the thing to help you realise your business dreams. Come learn the tricks of the trade from experienced Certified Franchise Executive and Adam Khoo Learning Centre Managing Director Frederick Tan. Key highlights include insights into franchising, techniques to avoid painful pitfalls, real life case studies of prospering franchises plus a complimentary self-evaluation test.

23 Apr, 7pm – 10pm, Level 7, NTUC Centre, One Marina Boulevard, Registration closes on 21 Apr. For registration and enquiries, please contact **6213 8810** or email fls@ntuc.org.sg.

4 U Care Roadshow

Drop by this annual roadshow and see how the Labour Movement's 4Ps of Protection, Placement, Progression and Privileges can improve your work life. Facing a problem at work? Find out more about NTUC's Workplace Advisory service. Want to upgrade your skills and get a better job? Check out the training courses available. Need a job? Take your pick from the many job vacancies available at the job fair for the Cleaning, Retail, F&B and Hospitality industries.



19 - 20 Apr, 10am – 6pm, open field next to White Sands Shopping Centre. To register, log on to e2i.com.sg and look under "Upcoming Events".

5 Young NTUC CROSSROADS

Meet Singapore's answer to Indiana Jones, archaeologist Professor John N Miksic, and uncover interesting secrets to our country's past.

23 Apr, 7.30pm – 9pm, Room 903, NTUC Centre, One Marina Boulevard

To register or for more enquiries, email youngntuc@ntuc.org.sg.

Want to list your upcoming event? Drop us an email at LMNewsroom@ntuc.org.sg.

协助德士师傅 减轻负担 轻松上路

全国德士师傅协会与职总就业与职能培训中心(e2i)于2014年3月29日举办首场协助德士师傅和代班司机配对的活动,吸引近250名德士师傅出席。德士师傅协会希望此举有助于德士师傅达到德士服务供给指标,尤其是单班制的德士师傅。

为了达到指标,不少德士师傅如今得长时间在公路上奔波,以达到规定的行驶里数。

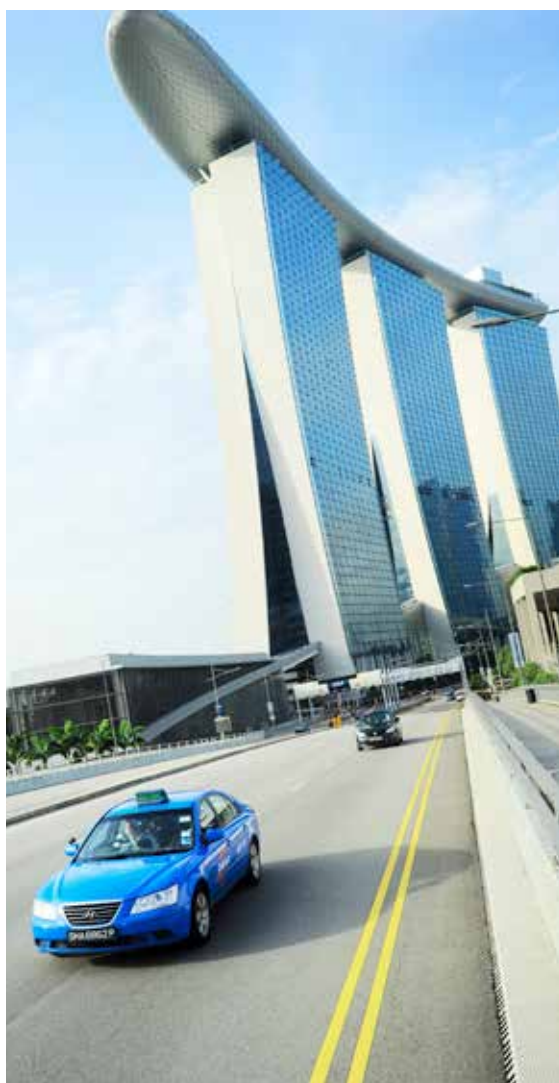
职总助理秘书长兼全国德士师傅协会执行顾问洪鼎基指出,倘若由两或三名德士师傅轮班驾驶德士,将可帮助他们更好地管理时间及保持身体健康。

他说:“这也可减轻他们的负担,帮助他们应对租金上涨和达到德士服务供给指标。”

职总就业与职能培训中心总裁陈财喜表示将与德士师傅协会密切合作,探讨如何帮助德士师傅和代班司机进行配对,以减低营运成本和提高德士的使用率。

此外,德士师傅协会正同德士公司商讨,通过拟定正式协议,清楚划分租车司机(taxi hirer)和代班司机(relief driver)的职责,避免日后产生不必要的纠纷。双方也将探讨制定一套新租车制度,让实行两班制的新德士由两名租车师傅负责,减轻租车司机在现行单人制度下需承担的责任。

洪鼎基说:“我们要设法使德士物尽其用,而不是要德士师傅长时间工作。目前德士师傅一般每天得工作12小时,一星期做六或七天。因此,如果有超过一名德士师傅分担工作的话,将是更省力、更精明和更安全的方法。”



保安公司 率先实行渐进式薪金制

保安业雇员联合会很高兴看到一些雇主在政府立法前,率先实行渐进式薪金制。

当中,A Best Security Management Private Limited在今年3月底与保安业雇联签署谅解备忘录,承诺将按保安业劳资政小组的建议推行渐进式薪金制。

事实上,该公司已从今年1月1日起,将保安人员的起薪从860元调高至1000元。

公司营运董事George Yeo说:“我们效仿清洁业的做法,并期待与保安业雇联密切合作落实渐进式薪金制。”该公司目前聘有约200名员工。

保安业雇联执行秘书陈秉禾说:“看到一些公司率先实行渐进式薪金制,令我们备受鼓舞。A Best Security的管理层对保安业未来的发展采取了长远的策略,同时抱持正确的心态采纳渐进式薪金制。我们希望更多业者也能踏出这一步。”



为客工提供更多援助



外籍客工中心于2014年4月4日在胡姬乡村俱乐部举办一场慈善晚宴,为外籍客工援助基金筹得逾17万5000元捐款。

与会嘉宾人力部代部长陈川仁与350名来自企业、工运及新加坡全国雇主联合会的代表出席了这场盛宴。外籍客工援助基金设立于2012年,旨在为落难的客工提供紧急住宿和膳食等人道援助。至今,外籍客工中心已帮助5000多名客工。

外籍客工中心将把所筹得的款项,为客工提供人道援助,同时加强其宣导计划,让客工了解各种援助管道。

职总助理秘书长兼外籍客工中心主席杨木光说:“单是去年,外籍客工援助基金已帮助超过

3500名客工,并确保在等待解决问题的客工能得到住宿、膳食及交通等方面的援助。”

“我谨代表所有客工,向在场的所有宾客致以谢意,感谢大家认可他们对新加坡的贡献,并继续为他们提供各种保护、支持和援助。”

人力部代部长陈川仁也在晚宴上指出,外籍客工做的很多都是本地人不愿意从事的工作,他们已成为我国社会的一分子,因此必须对他们作出的贡献给予肯定。

他还表示,人力部将与其他机构紧密合作,保护这些客工的权益。

他说:“我们将克尽本分,并与所有相关人士紧密合作,尽其所能照顾这些客工,因为他们扮演了重要的角色;而这也是我们所有人应该做的。”



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为专业人士、 经理和执行人员 提供全面服务

设在滨海湾职总中心大楼的UPME中心，旨在帮助本地专业人士、经理和执行人员提升就业能力及寻求就业机会，并保障他们的职场权益。

全国职工总会在白领聚集的中央商业区设立新UPME中心，为本地专业人士、经理和执行人员(PME, 简称专经执人员)提供就业咨询及支援服务。

这个设在滨海湾职总中心大楼底层的UPME中心于2014年4月9日开幕，为在市区工作的专经执人员提供一站式服务，帮助他们提升就业能力和机会，以及保障他们的职场权益。

此外，专经执人员还可随时随地通过全新的PME网站www.ntuc.org.sg/pme，获得相关的信息和服务。新网站在UPME中心开幕当天举行了推介仪式。

职总助理秘书长，同时也是职总专业人士、经理和执行人员署署长郑德源指出，新加坡劳动队伍中的专经执人员日渐增长。根据人力部发表的2013年劳动市场报告，专经执人员占居民劳动队伍的31%，比2003年的27.4%来得高。

有鉴于此，郑德源认为工运必须做好准备，与时俱进，以便为专经执人员提供更好的援助。

这是职总今年成立的第二个UPME中心。职总设立的首个UPME中心位于裕廊东的就业与职能培训中心，并于今年1月投入服务。

因应不同专经执人员的需求

自2011年成立以来，职总专业人士、经理和执行人员署已把触角伸向不同领域、不同行业及各年龄层的专经执人员，并发现处在不同人生阶段的专经执人员，面对着不同的困难和挑战。

郑德源表示，年轻的专经执人员比较关注就业权益、职业展望及如何攀上职场阶梯；女性专经执人员较为担心产假事宜及可否享有灵活工作安排；年长的专经执人员则担忧退休及重新踏入劳动队伍等课题。

为此，职总专业人士、经理和执行人员署去年为不同组别的专经执人员举办了一系列的法律咨询讲座，协助他们解决各种困扰和问题。

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UPME中心

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Singapore 018989

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2) 就业与职能培训中心


Employment and Employability Institute
80 Jurong East Street 21
Singapore 609607

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