



Chin Boon Lian

ntuc this week

60 cents | <http://www.ntucthisweek.org.sg> | MICA (P) 079/10/2008 31 JULY 2009



SG Lim Swee Say's National Day Message

'We Have Done Well, Let's Do Even Better'

The skies may remain misty but the Labour Movement is clear in its focus on weathering this downturn. It is still stressing on cutting costs to save jobs because retrenchments are likely to continue. Workers are still urged to keep re-skilling and up-skilling so that, if retrenched, they do not necessarily end up unemployed. This global crisis has also presented global opportunities to be picked up and the Labour Movement is readying the Singapore workforce for the upturn. NTUC Secretary-General Lim Swee Say, in his National Day message, says we must focus on two crucial challenges:

"First, we must guard against a 'W-shaped' recovery. We hope the double-dip will not happen, but it is better that we be prepared for a second wave of retrenchments and not be caught by surprise. We must continue to cut costs to save jobs because retrenchments will continue. We must also keep re-skilling and up-skilling our workers, so that our retrenched workers do not necessarily end up as unemployed workers.

"Second, we must position the Singapore Economy for a global 'Fat U' or 'Medium L' recovery."

SG Lim says by striving to be better than those who are better than us today, we can compete with the best in the world for good investments, quality jobs and growing markets.

"This is so that the same 10 workers who now perform the job of 8 to 9 workers during the downturn can take on the job of 11 to 12 workers when the upturn comes, when global demand recovers."

SG Lim says that by turning excess manpower in the downturn into our investment in productivity potential for the upturn, we can achieve a win-win outcome for our workers, businesses and the Singapore economy.

"As we celebrate the 44th National Day of our nation, we can look back to the first half of 2009 with pride that we have done well, and look forward to the second half of the year with hope that we can do even better.

"While there is no way we can avoid the global downturn, there is certainly a Uniquely Singapore Way for us to upturn the downturn together – as the most united people, as the most united tripartite partners in the world."

Get Ready To Strike

“The concept of productivity potential is key. It is using this slowdown to improve the fighting fitness of our workforce so that they can be even more effective when the upturn comes. We want to be in a position of being fully prepared and ready to spring when the opportunity arrives, just like the Chinese saying goes “万事俱备只欠东风” (All ready to strike and just waiting for the East Wind to blow)”.

Heng Chee How, NTUC Deputy Secretary-General

Prepare For Marathon Ahead

“In my factory visits, the point that comes across strongly is that Singapore is still an attractive place for investments because we are pro-business, have a constructive Labour Movement and are good workers. But the edge that we are currently enjoying can be eroded over time. To remain competitive, we have to produce more complex products and this requires a workforce that is highly skilled and adaptable. We not only have to run faster but also work smarter. Countries in the region are catching up very fast in terms of the skills and capabilities of their workers. We have to prepare our workers not only to survive this downturn but also to be able to run the long marathon ahead.”

Halimah Jacob, NTUC Deputy Secretary-General

Capture Every Opportunity

“Our pre-occupation should not be to speculate about the kind of recovery we will get. Instead, we should do everything we can to be well prepared, whatever the economic conditions. We must capture every opportunity to strengthen our workers' productivity, so that their employers businesses become even more competitive. If we do it right, we will help to secure our workers' future in the longer run. We must not lose sight of this key task. “

Josephine Teo, NTUC Assistant Secretary-General

Give Workers 'Unfair' Edge

“Whilst the second quarter has shown some improvements in most sectors, we are mindful of the uncertainties that lie ahead. We will strive to continue our engagement with unions, companies and our tripartite partners to save jobs and create new capabilities, be opportunistic and seize all opportunities to enable our unionised companies and workers the unfair advantage to emerge faster, better and stronger.”

Cham Hui Fong, NTUC Competency Director (Industrial Relations)



By
Naseema
Banu Maideen

Pg 4

And The Winner Is... Tripartism

National Day

Message 2009



Lim Swee Say
NTUC Secretary-General

We started 2009 under a cloud of the worst global recession in 60 years. The World Bank and the International Monetary Fund (IMF) projected that the global economy would decline by 1 per cent to 2 per cent, while the International Labour Organization projected that up to 51 million jobs would be lost worldwide in this recession.

Seven months have passed. As it turns out, the global downturn is even worse than originally projected.

Advanced economies are facing their deepest recession since World War II. Developing economies are not spared either, with China registering its lowest growth in 17 years.

Workers around the world are among the worst hit by the global downturn.

In the US alone, 6.5 million jobs were lost, pushing the unemployment rate to a 26-year high of 9.5 per cent. There are now fewer jobs in the US compared to nine years ago. In Europe, the unemployment rate has likewise risen to 8.9 per cent.

As an open economy, Singapore is also very much affected by the global recession.

In the first quarter of this year, our Gross Domestic Product declined by 12.7 per cent from the last quarter of last year. Retrenchments exceeded the 10,000 mark, higher than any quarter in 1998 when we were hit by the Asian Financial Crisis.

Fortunately, the swift and bold actions of the government together with the joint efforts of the tripartite partners have succeeded in preventing the massive retrenchments and rapid rise in unemployment seen in other countries.

Even though our unemployment rate rose from 2.5 per cent at the end of last year to 3.3 per cent by end-March this year, we still have one of the lowest unemployment rates in the world today.

What is even more encouraging is that the Singapore economy grew by 20 per cent in the second quarter of this year over the first quarter, resulting in a significant drop in retrenchments of more than 70 per cent in the unionised sector – from 4,700 in the first quarter to 1,300 in the second quarter.

We are encouraged by the improvement. However, it does not mean that the world is out of recession and back to growth.

With the high level of unemployment in major markets of the world, global demand will need more time to fully recover. The outlook for the rest of the year remains uncertain.

In fact, both the World Bank and the IMF have revised downwards the global growth forecast for this year – with the World Bank projecting a global contraction of 2.9 per cent, much worse than the previous forecast of a contraction of 1.7 per cent.

Likewise, the ILO is projecting more jobs to be lost – up from 51 million to the latest forecast of 59 million. This would bring the global unemployment rate to a projected high of 7.4 per cent.

This is why even though our economy has performed much better in the second quarter, we should not assume that the third and fourth quarters will surely be even better than the second quarter.

In these uncertain times, what we can do is to focus on two crucial challenges.

First, we must guard against a “W-shaped” recovery. We hope the double-dip will not happen, but it is better that we be prepared for a second wave

of retrenchments and not be caught by surprise. We must continue to cut costs to save jobs because retrenchments will continue. We must also keep re-skilling and up-skilling our workers, so that our retrenched workers do not necessarily end up as unemployed workers.

Second, we must position the Singapore Economy for a global “Fat U” or “Medium L” recovery.

The global economy will recover more gradually over a longer period of time. We are doing the right thing by cutting costs to save jobs. Yet at the same time, we must be aware of the implications for our productivity because keeping 10 workers to perform the job of 8 or 9 workers must mean a drop in our labour productivity in the short term.

Fortunately, a world in recession is not a world without any opportunity. There is much scope for us to raise our *productivity potential* in a downturn by gearing up for the upturn.

At the company level, Singapore-based enterprises can enhance their *organisational productivity potential* by upgrading and building new capabilities. These include developing new technology and enhancing existing technology, developing innovative products and designing innovative services, growing new markets and generating more revenue from existing markets.

At the national level, we can enhance the *national productivity potential* of the Singapore Economy by excelling in flexible manufacturing and quality services, and turning promising ideas and emerging technologies in the laboratory into useful applications and solutions for the major markets of the world, better and faster than the advanced economies.

Last but not least, at the workforce level, we can enhance our *labour productivity potential* by transforming the Singapore Workforce into one that is much more employable, multi-skilled and adaptable than workers in other countries.

By striving to be better than those who are better than us today, we can compete with the best in the world for good investments, quality jobs and growing markets. This is so that the same 10 workers who now perform the job of 8 to 9 workers during the downturn can take on the job of 11 to 12 workers when the upturn comes, when global demand recovers.

By turning excess manpower in the downturn into our investment in productivity potential for the upturn, we can achieve a win-win-win outcome for our workers, businesses and the Singapore Economy.

As we celebrate the 44th National Day of our nation, we can look back to the first half of 2009 with pride that we have done well, and look forward to the second half of the year with hope that we can do even better.

While there is no way we can avoid the global downturn, there is certainly a Uniquely Singapore way for us to upturn the downturn together – as the most united people, as the most united tripartite partners in the world.

Happy Birthday, Singapore ☺



From Page 1

‘... Lets Do Even Better’

Productivity Our New Pre-Occupation

“When faced with the question ‘Why is it that some workers still have poor jobs and low pay?’, we can come up with all kinds of answers – uncooperative employers, too many foreign workers, not enough overtime, low job worth and so forth. The challenge for the Labour Movement now is not to come up with new answers to the same question, but to come up with a new question, which is, ‘How do we raise productivity and fulfill our productivity potential?’ Ultimately, productivity is what secures a worker’s future, and whether he enjoys good pay and good treatment in his workplace. Singapore manages to come this far after 50 years of self-governance, because our people acquired capability and skills which raise their value in the global marketplace. Productivity must become our pre-occupation.”

Ong Ye Kung, NTUC Assistant Secretary-General

Focus On Training

“Even with the slight current optimistic outlook in our economy, many branches in our union are trying to cope with the downturn. We are constantly reminding companies under our care to stay focused on skills upgrading and training and ensuring our members are still in jobs and are ready when the economy recovers.”

Lim Kuang Beng, General Secretary, Singapore Industrial & Services Employees’ Union

Prepare For A Better Tomorrow

“Though the last quarter had seen improvements, the next quarter remains worrying as orders received by our branches remain low. We have been cautioning our members to be mindful of the uncertainties and also to be prudent in their expenditure. Most of our management partners are working very closely with us and have taken up our suggestions to send workers for SPUR (Skills Programme for Upgrading and Resilience) training. Our workers are also more willing to embrace training and upgrade themselves with unions’ encouragement. While retrenchment remains a continuous process in our industry, there is no doubt that with the Jobs Credit scheme, SPUR and various NTUC and government initiatives, we are better prepared to face the challenges. We will emerge from the downturn with a better-skilled and productive workforce, more competitive companies and stronger Labour Management Relations.”

Tan Chai Kun, General Secretary, Metal Industries’ Workers Union

Stay Vigilant

“While the situation in most of the sectors in the chemical industries seems to have improved in the second quarter as compared to the first, CIEU’s branches are exercising a lot of caution. The worst thing that could happen to workers and companies at this point is to be caught with our guard down because of a false sense of security.”

Rajendran s/o Govindarajoo, President, Chemical Industries Employees’ Union

Adapt To A Climate Change

“We should not think that this downturn is like a typical afternoon downpour and we can wait it out. What we have is climate change and the whole world needs to adjust. In Singapore, our workers can and have adjusted faster and will need to continually equip ourselves to be ahead of our competitors in this global race for employability and competitiveness.”

Ang Hin Kee, Chief Executive Officer, NTUC’s e21 (Employment and Employability Institute)

Paris Miki
www.parismiki.com.sg

REACH OUT FOR GREAT DEALS AT PARIS MIKI

*Terms and Conditions Apply

France	Thailand	UK	Australia	Malaysia	Hong Kong
Germany	USA	China	Japan	Taiwan	Singapore
• Plaza Singapura #02-22	• Bupa Junction #02-07	• Parkway Parade #B1-09	• Vivo City #01-14B	• Tampines 1 #B1-31	• Plaza Singapura #02-22
• Bugis Junction #02-07	• Takashimaya Dept Store L4	• Suntec City Mall #01-44/46	• Living Court #B1-10	• Holland Road S.C. #02-19/20	• Junction 8 S.C. #02-04
• HarbourFront Centre #01-07	• Suntec City Mall #01-44/46				

NTUC Media Co-operative Limited
Chairman
Noel Hon Chai Chun
noel.hon@cop.net
Chief Executive Officer
Seng Han Thong
sengh@ntuc.org.sg
Managing Director
Shona Tan-James
shonatan@ntuc.org.sg
Chief Operating Officer
Avin Wong Pak Kin
avinwong@ntucmedia.org.sg
The NTUC This Week Team
Managing Editor
Shirley Tan-Oehler
shirleyt@ntucmedia.org.sg
Correspondent
Marcus Lim
marcusl@ntucmedia.org.sg
Senior Journalist
Nicolette Yeo
nicollety@ntucmedia.org.sg
Journalists
Naseema Banu Maideen
naseema@ntucmedia.org.sg
Vanessa Teo
vanessateo@ntucmedia.org.sg
Art Director
Edmund Seah
edmundseah@ntucmedia.org.sg
Executive Designer
Mohamed Nazhar Soeyodi
soeyodi@ntucmedia.org.sg
Executive Editor (Chinese Section)
Ho Sao Teck
hsaoteck@ntucmedia.org.sg
Journalist (Chinese Section)
Wong Teck Tian
wongteck@ntucmedia.org.sg
Senior Executive Designer (Chinese Section)
Charles Chong
charleschong@ntucmedia.org.sg
Resident Photographer
Avin Tih
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
anabelim@ntucmedia.org.sg
Sam Gan
samgan@ntucmedia.org.sg
Gena Ang
genaang@ntucmedia.org.sg
Joy Chong
joychong@ntucmedia.org.sg
Marketing & Event
Audrey Liu Jiaqing
audreylj@ntucmedia.org.sg
Jolynn Ang Shu Qin
jolynnang@ntucmedia.org.sg
Subscription
Jenny Liu
jennyliu@ntucmedia.org.sg
Publisher
NTUC Media Co-operative Limited
Address 1 Marina Boulevard #14-01
NTUC Centre Singapore 018989
Phone 62360555 Fax 62381068
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)
65816666 (Banquet Sales)
Choice Homes 62138822
Eldercare 62138000
Fairprice 64562233
Footcare 67519330
Healthcare 67440068
Income 63462863
LearningHub 64712223
Link 62235225
Media 62360555
Thrill & 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.

And The Winner Is... Tripartism

SM Goh Gives Golfing Lesson To Tripartite Partners



By
Marcus Lin

Unlike some previous years, rain did not play havoc to wash out the 16th Tripartite Golf Friendly that was held at the Orchid Country Club on 26 July 2009.

Usually held in October, the event this year was deliberately brought forward to July to avoid the rain jinx and the move paid off for some 180 golfers from the Government, employers and unions who spent a very constructive afternoon together.

This year was the unions' turn to organise the event and Organising Chairman Cyrille Tan, who is NTUC Vice-President and General Secretary of the United Workers of Electronic And Electrical Industries, heaved a sigh of relief and made fun of his shaven head: "They tell me that when I started the first tripartite tournament there was more hair on my head. As you can see over the last 16 years, life in the trade unions has been torture. Today, we are all very happy because we were afraid that it would rain. But definitely, our tripartite strength during difficult times was able to convince those upstairs to make sure *bo tai ji* (Hokkien for no problem)."

Played in the spirit of camaraderie over the course of an afternoon followed by dinner, nine

trophies were given out to the top three golfers each from the Government, employers and the unions, while the overall winners were the Ministry of Manpower. There were also novelty and lucky draw prizes.

Despite the overarching economic downturn, there were also light-hearted moments laced with serious messages. NTUC Secretary-General Lim Swee Say found out that guest-of-honour Senior Minister Goh Chok Tong was very good at choosing partners.

SG Lim told participants over dinner: "This afternoon the four of us, SM Goh, Manpower Minister Gan Kim Yong, Singapore National Employers Federation President Stephen Lee and I were in the same flight. SM Goh had a choice as to who will be his partner and wisely decided that Stephen Lee should partner him."

Initially, SG Lim and Mr Gan were leading but eventually lost to SM Goh and Mr Lee. SG Lim said he was wondering why SM Goh would say 'sorry' every time before putting. SG Lim would reply 'sorry for what?' only to realise that it was because SM Goh was sinking in putt after putt.

After the game in the shower room, they

coaxed SM Goh to reveal the winning secret: "SM, can you tell us the naked truth?" SM Goh obliged and gave three lessons: "First, you must choose your partner carefully. Second, try to be on top so you don't have to catch up from behind. Thirdly, the game is not over until it is over."

SG Lim deduced that there are lessons to be learnt and worth sharing with the tripartite partners. "Now, for the serious part," he said. The global unemployment rate is expected to reach 7.4 per cent this year and the International Labour Organization has revised its most pessimistic scenario to 59 million job losses this year.

"So, if you look at the global picture, we are actually getting from bad to worse. And yet in Singapore there seems to be no sense of recession. There are three reasons for this. First, in Singapore we choose our tripartite partners carefully – Government, employers and unions – and that is why we can do much better than the rest of the world.

Second, we believe that we must stay on top. When the world is suffering from an unemployment rate of 7.4 per cent, ours is 3.3 per cent. We are still way ahead of the



rest of the world in terms of the low-level of unemployment and we intend to stay that way so we don't have to play a catch-up game.

"Third, the game is not over until it is over. The first quarter this year was bad. The second quarter was good but the third and fourth quarters are not over yet. In other words, over 18 holes we have now just finished nine holes. After nine holes we may be two up, we may be three up, but don't think that the second round is *pau chiak* (Hokkien for sure win).

"Therefore, it is an important lesson we learned from SM Goh and we have to carry on working together for the third and fourth quarters of the year."



It's Not The Winning That Counts

Regular participant NTUC ElderCare Co-operative Limited General Manager Lim Sia Hoe explained that the idea is not really to compete and aim for holes-in-one: "It provides an informal setting for networking whereby you can bond and make decisions at the same time. You can follow up later on, but in that four or five hours on the course you build up good rapport and achieve what you want to achieve faster than in an official formal setting.

"Actually, many issues can be surfaced and I would say it is a better platform than to spend four hours in a meeting room. You can articulate the issues much better if you are face to face with someone rather than sending an e-mail or a formal letter. We are able to share each other's concerns and can understand where each is coming from. It helps very much in future dealings and is definitely not a waste of time."

Agreeing, another participant Jackie Tan, who is Singapore Airport Terminal Services Workers' Union General Treasurer, said: "We get a chance to know people from employers and from Government agencies who we don't normally meet. It makes our job easier as we can put a face to a name should we need help in future."



Restructured, Re-established

OTC Institute Refreshes Itself Once More To Be Regional Cutting Edge Labour Leadership Institute And To Advance Tripartism



By
Marcus Lin

The Ong Teng Cheong Labour Leadership Institute has come a long way since its founding as the Singapore Institute of Labour Studies on 1 September 1990.

Today, OTC Institute is synonymous with quality training for union leaders that is so critical for tripartism to work well.

On 31 July 2009, OTC Institute formally launched its new logo to mark a new milestone in its vision to be a regional cutting edge leadership institute and a one-stop platform for the advancement of tripartism.

OTC Institute Director S Thiagarajan looked back on how it all started: "The idea of a labour college was first raised during the 'Modernisation of the Labour Movement' seminar in 1969 but it did not really take off as NTUC did not have the manpower or resources. It was Mr Ong Teng Cheong who revived the plans to set up a labour college."

Mr Ong served as NTUC Secretary-General from 1983 to 1993 and was concurrently Singapore's Second Deputy Prime Minister from 1985 to 1990 and then Deputy Prime Minister from 1990 to 1993. He became Singapore's second Elected President in 1993 and served a term to 1999. Mr Ong passed away on 8 February 2002.



A New Beginning... Dr Tony Tan officiates the opening of SILS.

Mr Thiagarajan continued: "A task force was formed and study trips were made to Ruskin College in Oxford, United Kingdom, and George Meany Centre for Labour Studies in early 1989 to look at established training centres elsewhere. In December 1989, Mr William Conboy, Vice-Principal of Ruskin College, was invited to Singapore to study the Singapore situation and submit a report of recommendations. The Conboy Report provided NTUC with the practical guidelines in defining the details and programmes of the labour college."

"At its founding, the college was called the Singapore Institute of Labour Studies and located at the Singapore Conference Hall. The founding Chairman of the Institute was Mr Mah Bow Tan, then Minister of State for Trade and Industry and Communications and Information. The Founding Director was Miss Evelyn Wong, who served from 1990 to 1999, succeeded

by Madam Halimah Yacob from 1999 to 2001. Madam Halimah is currently an NTUC Deputy Secretary-General and a Labour Member of Parliament.

"The Institute's focus in the early years was basically on training the union leaders. Our apex programme was a Diploma in Industrial Relations. If you look at our senior leaders in the unions today, in fact in the NTUC Central Committee, many of them are graduates of the diploma programme from the Institute – leaders like NTUC President John De Payva, Vice-President Cyrille Tan, Secretary for Financial Affairs Teo Yock Ngee and several others.

"After Mr Ong passed away in 2002, the Institute was renamed the Ong Teng Cheong Institute of Labour Studies in memory of his contributions to the Labour Movement."

On 1 February 2009, OTC Institute merged with NTUC Leadership Development Department and was renamed the Ong Teng Cheong Labour Leadership Institute.

Mr Thiagarajan explained the reasons for the merger: "Since the last couple of years, the Institute had been working very closely with the NTUC Leadership Development Department on leadership development in the Labour Movement, especially programmes to strengthen mindset alignment and emotional bonding. So the merger was a natural outcome of a very close working partnership.

"Over the years, if you look at the Institute, trade union training has been the primary function. We expanded the range of courses including certificate courses in industrial relations, leadership and human resource management for union leaders. At the apex are a diploma and post-graduate diploma organised with UniSIM and the National University of Singapore respectively.

"Support from unions has been excellent



Two Legs Good, Three Legs Best... Ong Teng Cheong Institute of Labour Studies teach tripartism.



Same Same But Different... Teambuilding games are still played today.

with training participation on an uptrend over the last five years. This is also possible because fees have been kept low and heavily subsidised thanks to strong backing from the Singapore Labour Foundation, Ong Teng Cheong Education Training Fund and the Skills Development Fund. SLF's support in particular has allowed for more residential programmes to enhance engagement and which have been well received by trainees.

"With the merger, the relationship building activities has taken on added significance. Targeted platforms have been created to bring together leaders at different levels – for example the Labour Leadership Lighthouse is for the top leaders, the Executive Leadership Programme for Executive Committee office bearers, the Hand Holding programme for new branch officials and so on."

Since the launch of the LM2011 vision, the Institute has been tasked to promote tripartism together with the Ministry of Manpower and the Singapore National Employers Federation under the banner of the Singapore Tripartism Forum.

"Our aim is to broaden, deepen and strengthen tripartism so that it will be an abiding strength for Singapore," said Mr Thiagarajan.

“For the Institute to progress and develop, two basic principles have to be followed. First, the Institute's programmes and activities must always be relevant to the needs of the Labour Movement and take into account the climate of industrial relations and economic activity within Singapore. This will ensure that the Institute is in a position to respond appropriately to the needs of workers in Singapore and prepare them to become more effective trade union leaders and practitioners. Secondly, the Institute should maintain high and consistent academic standards.”

Dr Tony Tan, Education Minister, at the official opening of the Singapore Institute of Labour Studies on 1 September 1990.

“Although the Institute is an initiative of NTUC, it is established as an independent institution that embodies the spirit of tripartism which is the Hallmark of the industrial relations system in Singapore. “We look forward to further strengthening this tripartite relationship in the programmes of the Institute, through the participation of both academics and practitioners from labour, management and Government who share our vision of ensuring lasting industrial peace, progress, and prosperity in Singapore.”

Mr Ong Teng Cheong, NTUC Secretary-General, at the official opening of the Singapore Institute of Labour Studies on 1 September 1990.

“... Where workers can be taught the philosophy, principles and functioning of trade unions and understand their significance in our own political, social, economic and cultural environment. It will be a place where every trade unionist will discover the new and special challenges and contradictions of the industrial world of the second half of the 20th Century.”

Professor Tom Elliot, long-time trade union advisor and university don speaking at NTUC's 'Modernisation of the Labour Movement' seminar in 1969 on what a labour college should be.



In His Honour... SILS was renamed the Ong Teng Cheong Institute of Labour Studies.

'Gritty Nithi' Shows The Nitty-Gritty Of The Labour Movement

GIP Participants Learn The True Spirit Of Trade Unionism

By
Vanessa Teo

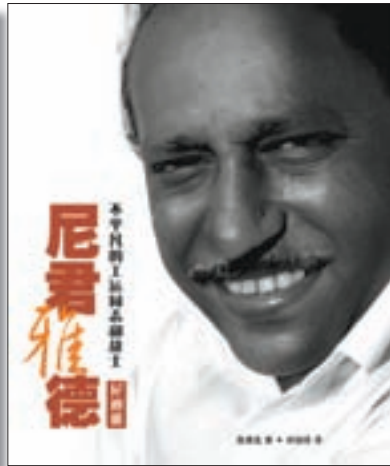
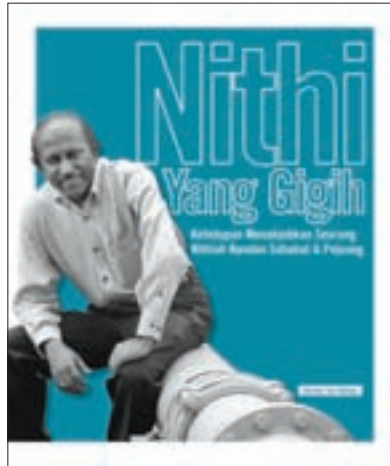
“**W**here are you working at?” NTUC, I would say. “Oh, the supermarket.” Or, “Oh, the insurance company.”

This would often be the responses I get when I tell people outside of the Labour Movement that I work for NTUC.

While the public connects strongly with NTUC FairPrice, NTUC Income, NTUC Healthcare and even NTUC First Campus – previously known as NTUC Childcare – because of our strong presence in the marketplace, there is no mistake of where we work and what we do among staff of NTUC-Administration Research Unit and Labour Movement Social Enterprises. And what each one does in each entity, and how we all fit into the big picture, became even clearer after we attended the Labour Movement Group Induction Programme at Orchid Country Club from 15 to 16 July 2009.

In the learning package put together by the Ong Teng Cheong Labour Leadership Institute is a book, “Gritty Nithi: The Remarkable Life Of Nithiah Nandan – Comrade & Champion”. The book illustrates the spirit of true unionism and has left a deep impression the participants who have read it.

“Brother Nithiah made many personal sacrifices. He gave up countless chances to become a monthly-salaried staff because he



wanted to stay with his daily-rated members to encourage them to train and upgrade. Even for one last member, he did not leave him. This exemplifies the Labour Movement – we want to help everyone, we do not leave anyone behind. Brother Nithiah, who was dying of cancer, was determined to stay alive even for one more day so that he could complete his job, signing off a Collective Agreement. For workers, he lived. And now, through this book, his spirit will live on,” said Mr Francis Koh, Senior Employability Coach at NTUC’s e2i (Employment and Employability Institute).

Miss Alice Tan, Principal Executive at NTUC’s Youth Development, agreed.

“A person on his death bed would not think of anything except himself and his family. Brother Nithiah thought of trade union works and the well-being of workers. His attitude was, everyday that I can live, I will give my time and energy to benefit workers. He is an impossible act to follow.”

Participants were engaged and taught the Labour Movement’s attitudes along with short bite-sized lectures, as well as through team building games which emphasised the

importance of teamwork, just as how it is important for good cooperation among the tripartite partners.

The GIP ended with a fireside chat with two veteran unionists, NTUC Assistant Secretary-General Josephine Teo and NTUC Eldercare General Manager Lim Sia Hoe, who shared their experiences and journeys with the Labour Movement. All in all, participants in the GIP left with a different view towards the Labour Movement and have been successfully inducted into the Labour Movement’s spirit: “Labour Movement For All, All For Labour Movement.”

“**'Gritty Nithi' not only unveiled battle stories and warring campaigns, but also the spirit of human selflessness while taking a holistic view of the whole business environment. This was clearly shown during the Senoko Power retrenchment case where Brother Nithiah did his best to fight for workers for their deserved compensation, and at the same time also understanding that a retrenchment was unavoidable. Prince of pauper he may be, but the kind of legacy he left behind is much needed to rekindle the warmth, passion and fire for the next era of the Labour Movement. A very inspiring book that helped me learn what being a true unionist is, which effectively supplements the values delivered during the GIP.**”

Anthony Chong, IT Department Business ICT Strategies Assistant Director



What it Means... A participant explains how the model represents tripartism to the rest of the participants.



Piecing It Up... Participants learn the importance of cooperation within the Labour Movement family through team-building activities

“Gritty Nithi” was penned by NTUC This Week’s managing editor, Shirley Tan-Oehler, in 2007. It is now recommended reading for all labour leadership courses organised by OTC Institute, and National Education in all Primary, Secondary and Post-Secondary schools. The First Edition is sold in major bookstores and by mid-August, the Second Edition will be published and available, too, in Malay, Tamil, Chinese and Bahasa Indonesia. The Bahasa Indonesia will also be stocked in the National Library of Indonesia in Jakarta and its regional libraries all over the country.

NTUC Social Enterprises Are Inclusive In Customer Reach



by
Adeline Sum

NTUC Competency Director, Group Development

It is a well-known fact that the 12 NTUC Social Enterprises help stabilise prices of essential products and services, and strengthen the purchasing power of working people in Singapore. For instance, NTUC FairPrice and NTUC Income provide affordable, accessible and good quality products for the mass market. In addition, the NTUC Social Enterprises also cater to customers who wish to operate on a tighter budget. NTUC FairPrice's basket of 400 Every Day Low Price items and 200 Yellow Dot items, and NTUC Healthcare's basket of 200 essential items, help serve this segment.

What is probably not as well-known is that the NTUC Social Enterprises have also been successfully serving executives and professionals who are a growing proportion of the working population in Singapore.

NTUC FairPrice Co-operative Limited now runs two highly successful stores under the FairPrice Finest brand, in Thomson Plaza and Bukit Timah Shopping Centre. FairPrice Finest offers a finer range of products to its customers, but at prices that are fair and affordable. NTUC FairPrice expects to open its third FairPrice Finest store sometime later this year. Meanwhile, NTUC FairPrice has extended its Pasar Organic range to more than 30 types of produce to



meet the growing demand of health-conscious consumers.

Out of the 5,500 children whom NTUC First Campus takes care of daily in its self-owned centres, 20 per cent are in the Little Skool-House, a brand targeted specifically at executives and professionals. In fact, 98 per cent of Little Skool-House customers are executives and professionals, versus the national average of 62 per cent. Parents are prepared to pay about \$900, which is 40 per cent more than national median fees, for Little Skool-House's unique curriculum as it focuses on instilling life-long learning through independent, creative thinking and problem-solving skills. Demand is so strong that Little Skool-House centres grew from just two centres in 2006 to 11 in 2009, and currently has a

waitlist of 930 children. To meet this demand, First Campus plans to double the number of Little Skool-House centres by 2011.

NTUC Social Enterprises also engage executives and professionals through lifestyle communities. One example is FairPrice's Just Wine Club, a community of 900 wine lovers. Members not only enjoy 8 per cent off wines at NTUC FairPrice supermarkets, Finest and Xtra stores, they also receive invitations to exclusive events and activities like wine tasting sessions, wine appreciation dinners, wine workshops and "Cellar Doors" offers. Over the last five years, annual wine purchases from members have more than doubled.

Another example is the very active "My Golf Kaki" community supported by NTUC Club. This community of golfing enthusiasts revolves around both social and competitive golfing events. 98 per cent of its 4,800 members are executives and professionals. The "My Golf Kaki" community has been nurtured partly with the support of the NTUC Club-owned Marina Bay Golf Course and Singapore Labour Foundation-owned Orchid Country Club, both high quality yet affordable and accessible golfing facilities within the Labour Movement. The "My Golf Kaki" community is growing rapidly and expects to double in the next two to three years.

The NTUC Social Enterprises are just as committed as we were in 1970 to meet the needs and aspirations of the majority of the working population in Singapore. We will continue to take an inclusive approach to cater to the lower income, the mass market and also the upper income families, and to scale up our reach to each segment in response to their changing needs.



Greening Efforts For A Better World



By **Naseema Banu Maideen**
 Pictures by **Chin Boon Lian**

Walking through Singapore's success story on environmental sustainability recapped useful lessons for union leaders who explored the Sustainable Singapore Gallery set up at the Marina Barrage on 24 July 2009.

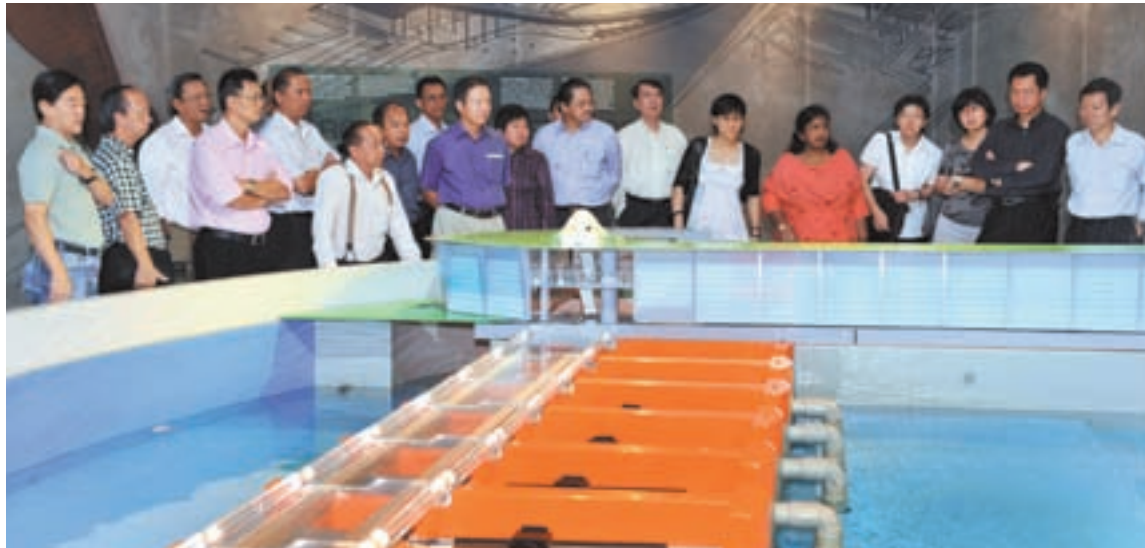
Union leaders were treated to an extravagant feast for their senses on this learning journey which was organised as part of the Labour Leadership Lighthouse series by the Ong Teng Cheong Labour Leadership Institute.

The exploration of the six galleries which featured a unique aspect of Singapore's journey towards environmental sustainability showcased the achievement of the country's green efforts.

Overcoming the challenge of limited resources, Singapore's leaders uncovered solutions that enhanced the country's self-sufficiency in managing its water needs. In this light, together with a therapeutic experience, union leaders also brought back timely reminders that inspired them to keep their focus in serving their members to their best amidst the heat of the global crisis.

Said Singapore Urban Redevelopment Authority Workers' Union President Freddy Lim: "Singapore's remarkable achievement is made possible because of visionary leaders at the helm. They are the creators of a new dawn, working with imagination, insight and boldness. They present a challenge that calls forth the best in people and brings them together around a shared sense of purpose.

"We can draw similar lessons and experiences for the Labour Movement in dealing with the current challenges facing us. The saying still holds true that 'without vision the people perish'. We are thankful to have visionary leaders at the helm of NTUC and the Labour Leadership Lighthouse is a great initiative. It will be the vehicle for union leaders to articulate the vision and chart the direction for the Labour Movement in meeting the challenges of our



Innovative Barrage Model... Union leaders view demonstrations on how the Marina Barrage works. This model shows the intricate construction and operations of the dam when rain falls and water builds up behind the barrage. They saw the pumps at work and learnt about the three-fold benefits of the dam.



A Success Formula... They also had an insight into Singapore's careful planning and management of its limited land area to maximise its potential. This gallery featured these five locations in Singapore - Central Business District, Punggol 21+, Semakau Landfill, Jurong Island and Central Catchment.

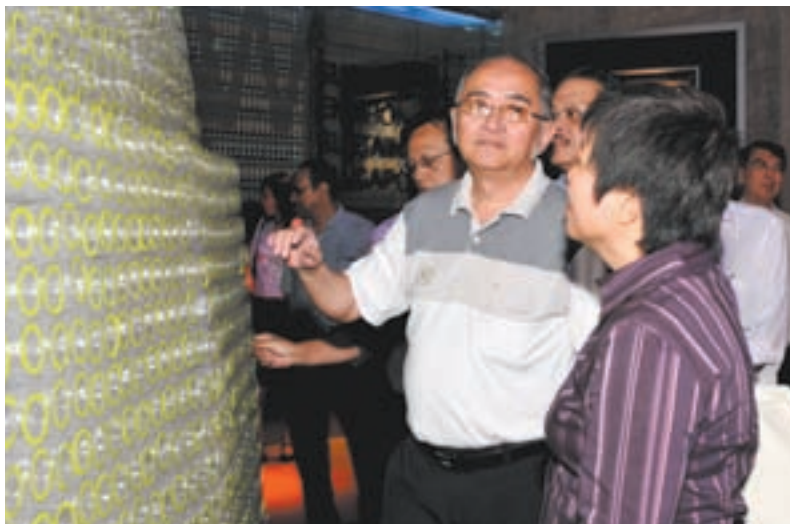
times so as to secure a better life for all workers regardless of collars, ages, or nationality."

Said Food, Drinks and Allied Workers' Union General Secretary Abdul Subhan Shamsul Hussien: "It is impressive how Singapore's leaders have already come up with solutions to ensure that our future generations live a good life. It is with this spirit that the Labour Movement is also pushing its efforts on training initiatives that build the paths for our workers to equip themselves with better

“Preparing for tomorrow, Singapore's leaders have shown the importance of a nation's efforts and thoughts towards self-sufficiency. The walk through the gallery was a showcase of the tireless efforts of our leaders in securing a better future. Similarly as union leaders, we will have to think ahead for the future of our members by urging them to be prepared to face the changing world in years to come. Leaders in the Labour Movement have also thought well ahead and pushed to build on our capabilities to survive the global competition. This vision on long-term initiatives has prepared us to weather this downturn steadily. The concept of thinking ahead for the future generation was one that left a deeper impression on the union leaders.”

Nakalingam Silva, Union of Security Employees President

skills to face the challenges of tomorrow. This success story also tells us that we cannot be complacent and must keep searching for solutions to increase the competencies of our workforce.”



Singapore's Unique Breakthrough... NEWater became a possibility with advanced dual-membrane and ultraviolet technologies, in addition to conventional water treatment processes. NEWater will meet about 30 percent of Singapore's total water demand by 2010.



The Active, Beautiful, Clean Waters Programme... Launched by PUB in 2007, the programme enabled waterways throughout Singapore to be revamped and beautified. Visitors even have the chance to create their own ideal waterways around their homes.

Sembcorp Puts Premium On Workers



By **Marcus Lin**

A keen belief in developing staff coupled with a harmonious labour management relationship with the Union Of Power And Gas Employees is an open secret at Sembcorp Industries Limited.

Senior Vice President (Group Human Resource) Gan Yen Piau testifies that even during this economic downturn, it is still business as usual: "Sembcorp's business is fairly resilient given that we provide essential services to our customers and many of them are under long-term contracts. However, the economic downturn has affected some of our customers and this does in turn affect us to some degree. For example, some of our customers may have reduced orders and therefore cut back on their utilities consumption."

To maintain competitiveness, Sembcorp optimises its operations and efficiencies by focusing on cost management as opposed to cost cutting and notably, the company has not resorted to wage cuts or retrenchments. Examples of cost management measures are cutting down on non-essential business travel and replacing this with video or telephone conferencing, as well as deferring expenditure which does not have an immediate impact on operations and or not urgently needed.

No matter how bad things in the prevailing economy are, Mr Gan stressed that staff development will not be compromised: "We believe that good people resources and having a committed pool of talent is critical to our



A contingent of Sembcorp employees participating in the JP Morgan Corporate Challenge.

future success and growth. So our investment in developing our team at Sembcorp is a non-negotiable item. Where that is concerned, we still carry on as normal and take care not to cut down on training and development. We also have leadership and succession planning programmes to ensure a pipeline of talented new leaders to support the long-term growth of the company."

Mr Gan said that if there are any pay cuts, it is the senior management who lead by example. The company has also taken pains to fairly recognise staff who perform well despite a general wage freeze for 2009: "Despite the wage freeze, we still did not hold back our yearly promotion exercise to grant deserving employees promotions and accompanying salary adjustments. This is in line with our commitment to fairly reward promising talent."

Although the company has a fairly young workforce, Mr Gan said Sembcorp works closely with UPAGE and actively practices re-employment of workers aged 62 and above, as formalised in the Collective Agreement. The company has also sent workers for training under SPUR (Skills Programme for Upgrading and Resilience).

Added Mr Gan: "We maintain a structured training programme for employees involving specific, focused training to help our staff keep up with new technologies and tackle the challenges of their work."

"But our holistic care and support for employees goes further than this. We emphasise work-life balance a lot and provide a series of recreation activities for staff to help promote a healthy lifestyle for our employees. We have had a Health Week and talks and programmes for older workers featuring topics of particular relevance to them, such as financial planning. We are probably also one of the first few companies in Singapore to include mental health coverage in our Hospitalisation and Surgical Insurance coverage, which includes coverage for psychological, emotional, mental and behavioural conditions.

Mr Gan emphasised that the company's



harmonious relationship with the union is an important factor in line with its commitment to its people: "We have regular open communication sessions where union representatives are invited. Our approach is that we have a common goal in ensuring our staff are treated fairly, and we are happy to work with the unions as one team where this is concerned. Our good working relationship with the union can be seen in our typically taking just one meeting with UPAGE to sort most matters out."

An example of Sembcorp's ongoing commitment and support for the union is their recent donation of \$10,000 to the Labour Movement's U Care Fund to help needy and retrenched workers.

UPAGE General Secretary Nachiappan RK Sinniah said: "Sembcorp has always had an excellent working relationship with the union and been constantly supportive of both the union and the Labour Movement's programmes.

"Sembcorp is the first of our unionised companies to give a payout to the union on the completion and signing of their Collective Agreement.

"This amount will be distributed to Sembcorp members as a recognition of their membership support. Sembcorp is also one of the few companies which has the good practice of inviting the union to address their employees during their yearly meet-the-employees session.

"We are proud and happy to know Sembcorp as a good company and a good friend."

NTUC This Week Be Connected And Win Contest

Stand to win 5 pairs of Grandstand tickets (worth \$20 each) to watch the Singapore Lions match up against the China national football team at the inaugural National Day Challenge 2009 on 12 August 2009. Answers to the 3 questions can be found at www.ntucclub.com/Usports



Terms & Conditions

1. Only 1 form per person. 2. Incomplete entries will not be considered.

NTUC This Week

Email your answers to info@usports.com.sg & stand to win 5 pairs of Grandstand tickets to watch the Singapore Lions match up against the China national football team at the inaugural National Day Challenge 2009 on 12 August 2009.

Answer the following questions correctly and win.

Question 1: Name 2 new sports introduced in U Games 2009/2010.

Answer 1: _____

Question 2: Where will the Beach Games be held on 4 October 2009?

Answer 2: _____

Question 3: Which two countries are involved in the inaugural National Day Challenge 2009?

Answer 3: _____

Name: _____

Address: _____

NRIC: _____ DOB: _____

Union: _____ Occupation: _____

Contact Number: _____ Email: _____

All fields **ARE** Compulsory. All entries must reach us by 3 August 2009.

Helping Contract Workers No Casual Matter

By
Naseema Banu Maideen

Mr Tan Yong Guan, 52, has always longed to upgrade himself through some form of training courses. But as a casual driver, he had no clue on where to start on this journey of enhancing his employability.

Mr Tan's concerns reflect what many contract and casual workers worry about. Opportunities for training to increase their employability is just one aspect of the issues facing the pool of casual and contract employees in Singapore's workforce.

Many of these workers, with little education, are also unaware of the benefits of Singapore's social structures in place such as the Central Provident Fund and the Workfare Income Supplement scheme.

NTUC's Unit for Contract and Casual Workers organised its first public forum to reach out to casual and contract workers on 26 July 2009 at NTUC Centre. It held talks and interactive sessions to educate these workers on their employment rights, the benefits of WIS and CPF Savings.

400 members from UCCW and the public attended the forum. Casual and contract workers could also sign up for the WIS scheme at the forum and 22 participants made use of this opportunity. They were also informed of the various training avenues available to them.

Said Mr Tan: "I immediately decided



New Channels For Training... Tan Yong Guan (top) discovered more ways to upgrade his skills.

to come for this seminar when I saw the advertisement in the Chinese dailies. I found the session informative, especially on upgrading courses available. I am glad to know that NTUC is extending to help low-wage contract and casual workers in so many ways."

Another contract cleaner from Campaign Cleaning Services, Madam Phua Ai Nah, 50, said: "I find the session useful as I now know my employment rights on annual leave, sick leave and so on. I also understand the benefits of CPF for my retirement."

For Madam Yoyo Zhang, 45, a contract worker from China, the most valuable take-away was the education on her employment rights.

"As permanent residents, we were not as aware of the employment rights in Singapore and this session allows us to understand Singapore's Employment Act. Back in China, we never completely understood our employment rights and there was no attempt to educate

"In order for the contract and casual workers to find better job opportunities, training and upgrading is essential to them. The learning of basic literacy skills is able to value add to their contributions to the workforce. Through our interaction with our members, many of the workers do not have the necessary skills to find better jobs. Therefore, contract and casual workers who have a genuine desire to upgrade themselves can approach UCCW for assistance."

Zainudin Nordin, Director of NTUC's Unit for Contract and Casual Workers and Alignment Director (No Collar, Care and Share)

workers as well. It is comforting that the Labour Movement here is not neglecting us and taking care of all groups of workers."

Partners from the CPF Board and NTUC LearningHub Private Limited also conducted talks on the various schemes and benefits for these workers.

The participants also had a mini-session of UCCW's Attitude, Skills and Knowledge workshops that gave them an insight into what was in store for them in training opportunities.

70 casual and contract workers signed up to join UCCW's fold at the forum. This forum was held in Mandarin for the first run. UCCW will continue to conduct similar forums in Malay and Tamil later this year. *Additional reporting by Tommy Lin, Senior Consultant, Unit for Contract and Casual Workers*

Logistics Industry Builds Capabilities



By
Tracy Lee

Marketing Communications Manager, NTUC LearningHub Private Limited

High operating costs, a dearth of skilled manpower and sustainability of business are the key challenges for the logistics industry. 3PL companies, which are companies which provide more than one logistics service such as transportation, freight forwarding and warehousing, are hit with these major issues in this crisis.

Singapore Industrial & Services Employees' Union, NTUC LearningHub Private Limited, as well as the Singapore Logistics Association conducted a seminar, "Invest in Capability Building for Logistics – Prepare for the Upturn" on 17 July 2009 that brought together industry practitioners to address these challenges.

Said Mr Thomas Sim, 1st Deputy Chairman of SLA: "Whether the recovery is a short-bottomed 'V' or a long-bottomed 'U', the survival strategy would be to manage cash flow and keep costs down, improve efficiencies and productivity through better business processes. Paving the way forward in such uncertain times requires Small- and Medium-sized Enterprises to maintain key staff to keep their talent in place by upgrading their skills through training.

"Another significant collaboration is the tripartite partnership with NTUC LearningHub, SISEU and NTUC's e2i (Employment and Employability Institute) to bring a complete suite

of logistics training courses and job recruitment assistance to SLA's corporate members and other logistics companies."

The seminar provided an opportunity for participants to be informed of the numerous training opportunities available to up-skill their workforce and be aware of the various forms of assistance that companies can tap on.

"Like all businesses, our sector is not spared from the downturn. This seminar was an eye-opener to the various avenues to help us tackle the challenges that we face now. Updates on the various fundings and courses available for our staff were most useful. The next step will be for us to match our needs with the courses available to make sure that we send our

staff on relevant training courses and maximise every training dollar invested on them," said Mr Dave Teo, Specialist, Talent Development of DFS Venture Singapore (Private) Limited.

For Miss Janet Siow, General Manager, Seafreight, of deugro (Singapore) Private Limited, the seminar provided some tips on managing her company's manpower needs.

"I have gained a better understanding of what e2i is offering for our workers. As we have secured a few major projects that will keep us busy till 2012, we now have an ongoing issue of finding the right candidates with the right competencies for our jobs. e2i is one place we will now look to for potential candidates," she said.

"Many companies have taken advantage of SPUR (Skills Programme for Upgrading and Resilience) courses offered by SLA and NTUC LearningHub. This is because they recognise that cutting costs to save jobs is not enough. They see value in re-skilling and up-skilling their staff so that the company has an edge over competitors".

Josephine Teo, NTUC Assistant Secretary-General and SISEU Executive Secretary

"The partners have come together to offer solutions that are pragmatic and sustainable. NTUC LearningHub and e2i have recommended training solutions that include SPUR, which allow the organisations to use the lull periods to get their staff skills upgraded and prepare for the upturn. During the busy periods, logistics companies find it almost impossible to set time aside for the training. Therefore, this is an excellent opportunity to do just that."

Suresh H Punjabi, General Manager, NTUC LearningHub Private Limited

Docking On SSEU

By
Vanessa Teo

Last year, Sembawang Shipyard Private Limited had to turn down 120 ships from docking at their berths as they were full, but this year, 90 ships turned them down instead. The big wave of the economic downturn has spared no company including Sembawang Shipyard. Despite this twist of fate, work volume has still been sufficient to sustain the jobs of workers but a wage freeze was unavoidable.

On 1 July 2009, after a serious discussion with the Sembawang Shipyard Employees' Union, management decided on a wage freeze for management level staff where there will be no increment for them this year so as to help the company to tide through the tough times.

Said SSEU President M Ramasamy: "We did very well for the first half quarter, but the second half is still uncertain. So after discussion with the management, we decided on a wage freeze but this will not affect our bargainable members as they are already not getting very much, so they will still get their promotions and increments, including our foreign workers. This wage freeze was only for higher level management, including myself."

Despite the bad news of a wage freeze, it was not enough to affect the upcoming activities that SSEU planned to help boost



the morale of workers. Their annual 'Run For The Union, Run For The Nation' national day celebration event will still be conducted on 14 August 2009 where all members can participate in the run followed by a buffet that will be hosted by SSEU.

"We hope that through activities, we will be able to get our members engaged with union and also act as a morale booster to them during this downturn. Besides this run, SSEU also hosts annual celebrations for our members on special occasions such as 'Deeparaya', Christmas and Lunar New Year. Many of our workers are foreign workers and we hope such events can make them feel closer to home," said Mr Ramasamy.



union works

Sembawang Shipyard Employees' Union was formed in 1968 and represents employees of Sembawang Shipyard Private Limited. To date, it has 1747 Branch Members.

With a friendship of forty over years between union and management, the relationship between them has been excellent paving the way for smooth negotiations, such as in the area of re-employing older workers. To date, Sembawang Shipyard has about 200 workers who are above 62-years-old. Once workers hit 55, they will no longer work on board ships but will be transferred to the workshops instead. Their contracts will then be renewed on a yearly basis once they pass their medical check-up.

"Our older workers are very skillful people and we need their knowledge. They are able to help us train the younger generation and can add value to our company. To keep them productive, we also send our older workers for refreshment courses where they will have to complete compulsory modules so as to keep up at work. This keeps our older workers very well-trained and productive," said Mr Ramasamy.

"Also when union members reach retirement, SSEU will refund 25 per cent of the subscription fees members paid serving as a perfect closure to the long-term relationship between worker and union. After going through thick and thin with us for so many years, they deserve this little reward," he added.

'I Saved His Family's Bread'

By
Vanessa Teo

Principal Industrial Relations Officer Tan Choon Kiat not only had the chance of handling industrial-related issues, but also industrial-related issues of three vastly different industries that has contributed to his knowledge vault. Joining the IRO family in February 2005, Mr Tan was first posted to the Building Construction and Timber Industries Employees' Union for his On-The-Job Training, followed by the United Workers of Electronic and Electrical Industries and subsequently to the Food, Drinks and Allied Workers' Union in November 2008 where he still serves now.

Before becoming an IRO, Mr Tan was serving at the Ministry of Manpower doing labour relations. As much as he enjoyed his duties in his previous job, Mr Tan found a new difference and significance to his job as an IRO which has increased his job satisfaction.

"Even though my job at MOM deals with labour relations that is similar to industrial relations, it was of a different nature from my job as an IRO. The main difference is at MOM we help workers resolve employment disputes, but over here, we have to go beyond disputes and take care of the workers. We have to constantly work with our management partners to encourage workers to go for training, help workers with job issues, and also go the extra

mile to help our workers keep their jobs," said Mr Tan.

Mr Tan recalls an incident on his very first day when he was posted to FDAWU to begin his new job. Before even reaching his office at FDAWU, Mr Tan was already seconded to attend to a work inquiry involving a worker who was suspected of stealing several loaves of bread from a supermarket outlet.

"This worker's duty was to deliver trays of bread to a supermarket outlet, and after that return to collect the trays and leftover loaves of bread. However the company realised through the Close Circuit TV that he left a tray of bread behind after collection, and the list to record the returns of bread showed several loaves missing. When questioned, the worker panicked and said the outstanding bread at that particular supermarket outlet was from another outlet, but the Close Circuit TV showed otherwise. This caused management to suspect did he deliberately leave the loaves of bread one side so that he could bring it back for his own consumption?" Mr Tan explained.

"When I spoke to the worker, he told me that he genuinely forgot he left the loaves of bread behind. I then went to management to negotiate for leniency on his behalf, and since he had a good track record and had served in the company for many years, management decided to give him the benefit of doubt and agreed not to fire him," he added.

Despite having to sacrifice time and burn



Vanessa Teo

many weekends for this job, Mr Tan has no regrets and the engagement from his job and satisfaction from helping members has banished all thoughts of giving up.

"At the end of the day, we are not doing this for ourselves but for the workers. If I felt that this was not enough or too much for me, I can just always find a nine-to-five job. But the reason I am doing this is because I am not calculating the time spent on the job, but more on how this benefits the workers," Mr Tan said.

Come this November, Mr Tan will be celebrating his one-year anniversary as a Principal IRO with FDAWU, and he is looking forward to this day.

Women Urged To Take Up Medishield

NTUC WDS Moves To Get 100,000 Covered



By **Ang Bee Ping**

Senior Specialist, NTUC Women's Development Secretariat

An estimated 100,000 women in Singapore do not have MediShield coverage and thus risk having to shoulder hefty medical bills in their later years. The number of women covered under MediShield is lower than the national average and NTUC Women's Development Secretariat targets to see improvements in this area.

Recognising that health is an equally important area that women should pay heed to, NTUC WDS thus organised the "Public Forum and Health Fair - MediShield Coverage for Your Loved Ones" on 25 July 2009 to raise awareness on the importance of MediShield coverage and, in particular, to call on families to cover their loved ones with MediShield, especially their non-working wives and even mothers.

About 500 women attended the event which was packed with other fringe activities such as a Public Forum and Health Fair. Singapore is facing a rapidly ageing population and with advances in medical care and technology, the average life expectancy is likely to increase. Despite our efforts, as we grow older, we are bound to require more health care and thus incur higher health care costs.

Said NTUC Deputy Secretary-General and Alignment Director (Women's Development Secretariat) Halimah Yacob: "In 2007, 15 per cent of women aged 21 and above were not covered by basic MediShield, particularly those who have relinquished their careers to become stay-at-home-mothers to look after their children on a full-time basis. These women are likely to face greater hardship as they grow older when healthcare needs are higher. Families too, may not be able to carry the burden of paying for their healthcare costs because they are also struggling



Greater Push To Get Women On Board MediShield... NTUC WDS steps up its efforts to encourage women to benefit from MediShield's coverage. Minister for Health, Khaw Boon Wan (right) and NTUC Deputy Secretary-General Halimah Yacob (second from left) launch NTUC WDS's collaterals towards this drive.

to meet their own needs."

This is where women face a particular challenge. They enjoy a longer lifespan compared to men but are also less healthy. On average, women live up to 82 years but suffer 11 years of disability. Men live up to 77 years but suffer eight years of disability. This indicates that women have lesser means to pay for our health care needs. Based on statistics, older women depend heavily on their family to pay for their acute care, with 65 per cent being dependent on their children's Medisave. Only six per cent rely on their own Medisave.

NTUC WDS hopes to raise the awareness on the importance of MediShield coverage among union members and their families. Thousands of their spouses or even their mothers might have missed out on the MediShield coverage either due to pure ignorance or lapses in the coverage as time passes. Minister for Health, Mr Khaw Boon Wan, who was guest-of-honour at the event, said:

"Husbands should think about topping up your spouses' CPF accounts voluntarily. Minimally, do that for Medisave and having done that for Medisave, sign on for MediShield".

To promote greater MediShield coverage among our members, NTUC WDS has appointed MediShield ambassadors to spread the message at work and to encourage and facilitate sign ups. There are now about 90 women who serve as MediShield ambassadors.

This would be an ongoing effort to increase awareness especially amongst workers. In addition, there will also be educational and awareness talks, activities and events.

At the health fair held on the same day, educational forums by renowned professionals and doctors were lined up for the participants, which helped them to understand more about the prevention and management of some common diseases. There were also various free health screening booths for checks on blood glucose and cholesterol levels.

Educational Efforts

NTUC Women's Development Secretariat has produced materials to promote MediShield coverage in a light-hearted manner through cartoons which are narrated in a simple way, which everyone can relate to. The collaterals come in the form of posters, flyers and an animation video, which would be circulated to all unions, and posted on their websites and published in the unions' circulars and newsletters.

The animation video showcases how a spouse of a union member is benefitting from MediShield coverage after she was diagnosed with renal kidney failure in 2001. Her husband continues to pay for her MediShield premiums through his Medisave, when she had to stop work in 2001 as a result of her thrice weekly dialysis sessions.



An Array Of Health Benefits.... Women who participated in the forum also attended free health talks and health checks.

U Care Fund Is In Good Use

70% Take Up Rate For First Four Programmes Benefits 103,610 Needy Members

By Nicolette Yeo

In two months, the U Care Fund's first four programmes are already on track to help the 168,200 members targeted by the end of the year, said NTUC Deputy Secretary-General Heng Chee How.

He made this announcement at the awards presentation for NTUC General Branch scholarships and education grants on 25 July 2009.

To date, 70 per cent of the \$15.6 million budget set aside for U Care Immediate Assistance, U Stretch Vouchers, Bursary and Scholarship TOP-UP Scheme, and Family Recreation & Fun Carnival have been used or have already been issued to unions.

This \$10.88 million will help 103,610

members tide over the downturn.

DSG Heng's key highlights for the U Care Fund:

"40,761 workers have applied and will benefit from our U Care Immediate Assistance.

"56,574 members will also get their \$80 U Stretch vouchers from their unions.

"5,680 bursaries and scholarships have been presented or confirmed for presentation to-date.

"5,950 families have enjoyed themselves at the NTUC Club's facilities with vouchers under the \$1.5 million Family Recreation and Fun Carnival. NTUC Club will issue out the remainder of the 15,000 vouchers in the coming weeks and months."

DSG Heng also pointed out that the Bursary and Scholarship TOP-UP Scheme enabled the Union of Security Employees and the Taxi Operators' Associations to give out scholarships and bursaries for the first time.



Updates on the remaining three programmes of the U Care Fund were also given.

Said DSG Heng: "The U Care Fund will also be helping needy children and the elderly through NTUC Eldercare Trust and NTUC First Campus Bright Horizon Fund, with a \$1.1 million boost each. Therefore, the total given to the two charities is \$2.2 million.

"Members can also continue to look forward to our U Care flagship of Back-to-School programme at the end of the year, where students of lower-income members will be given vouchers to purchase school-related items such as text books, stationery and uniforms."

Record 1,419 Students Receive NTUC Scholarships And Education Grants

By Nicolette Yeo

1,419. This represents the number of scholarships and education grants the NTUC General Branch gave out this year - the highest in its 14-year history. This was only made possible with assistance from the Labour Movement's U Care Fund.

Said NTUC Deputy Secretary-General Heng Chee How who attended its scholarship and education grants presentation on 25 July 2009: "The U Care Fund, with the strong support from NTUC affiliated unions and associations, NTUC social enterprises, Singapore Labour Foundation, unionised companies, and tripartite partners, raised \$23.2 million in a series of fund-raising events. Within one week of raising the sum, the U Care Fund announced its key programmes on 30 May 2009 at the May Day Family Day Out Carnival at Downtown East."

The U Care Bursary and Scholarship TOP-UP scheme was one of the key programmes highlighted by DSG Heng to "beef up the amount of educational funds unions' awards to its members". Its \$75,800 top-up to NTUC General Branch presented 422 more students this year with the opportunity to fulfill their ambitions for better education and better lives in the future.

In total, \$213,500 worth of scholarships and education grants with amounts ranging from \$100 to \$1,000 were distributed to members' children. For many members, these academic



M Suppiah and family.

awards are an immediate lifeline for survival.

A year ago, Mr M Suppiah was suddenly 'stranded' with the difficult task of having to singlehandedly raise three school-going children on a salary of \$1,200. So when the 43-year old law firm employee applied for a \$100 NTUC education grant for daughter S Darshini, he was equally concerned about getting the money to spend on the family's daily needs as he was with the future of her education.

"I feel very good to receive this award. NTUC is brilliant; they are the people who really care. The \$100 education grant will go to buy breakfast for my three children, food at NTUC

FairPrice and school fees," said Mr Simon. He hopes that sons Navintharran and Resshitharran will also do well enough in school to get education grants, and help subsidise the family's living expenses in the future.

In the case of Madam Heng Kway Ying, the award will go immediately to defray the costs of her children's education. The 58-year-old widow had been struggling to put her two sons through school on a \$600 monthly salary as a part-time babysitter. Then help came along in the last few years from NTUC in the form of education grants - three each per son. This year, the \$1,000 scholarship award for her university-going son Chiang Chin Hock is more necessary than ever.

"I am very happy to receive the scholarship. I can now breathe easier. His school fees are really very heavy, so this money can help to pay the fees, textbooks which cost about \$50 each,



Chiang Chin Hock and Heng Kway Ying.

"It is with great haste that we are putting the funds raised into the hands of our workers because we know that they need it most during this period. Due to the downturn this year, we have also been most flexible with application deadlines and done away with bureaucratic processes so that more workers can benefit from the programmes within the shortest time. We hope that the extension of the U Stretch deadline to 31 August 2009 will ease the burden of more members who are actually eligible for this discount scheme."

Zainudin Nordin, NTUC Alignment Director (No Collar, Care and Share)

Don't Forget...

U members, have you missed the application dateline for U Stretch vouchers? Don't fret. The dateline has now been extended to 31 August 2009.

U Stretch vouchers are discount vouchers that can be used at NTUC Club, NTUC Eldercare, NTUC FairPrice, NTUC First Campus, NTUC Foodfare, NTUC Healthcare and NTUC Link before 18 February 2010.

To offer you greater value, each voucher's discount has been increased to 50 per cent off every \$5 purchase. For example, you will enjoy \$2.50 off a \$5 purchase, \$5 off \$10, and so on. Each booklet of vouchers is worth \$80.

How to apply for U Stretch vouchers: If you are an Ordinary Branch member, enquire with your union. General Branch members can download application forms from www.ntuc.org.sg or obtain them at the NTUC Customer Service Centre, #B1-01 One Marina Boulevard.

U Stretch vouchers are only valid for U members with a gross household income of \$1,800 or a per capita income of \$500 and below. For enquiries, call the NTUC Hotline at 6213 8008.

"This year has been a tough one for workers and their families. The U Care Bursary and Scholarship TOP-UP Scheme has come at the perfect time to make it possible for us to give out 1,419 scholarships and educational grants to needy members' children - the highest ever. It has spurred us to work even harder to help more students realise their dreams of better education for the future, as well as help low-income families make ends meet."

Cyrille Tan, NTUC Vice-President and NTUC GB Scholarship and Education Grant Selection Committee Chairman



Siti Fatimah Az-zarah and Hawabi Abdul Kader.

I am getting some support from NTUC. I can spend it on textbooks, and even living expenses, like rice. My studies are important because I can get a better job like an air stewardess and help my mum take care of my family," said Siti, a secondary three student.

For nearly six years, her mother, Madam Hawabi Abdul Kader, 50, has been unable to work due to a medical condition. The family was living on Siti's brother's low earnings as a mover until a medical operation forced him to stop work.

Despite her illness and the family's plight, Madam Hawabi supports her daughter's drive to further her education for a better future.

"My daughter is receiving an education grant for the third time, which she will use to pay for her school supplies. I hope this will also encourage her to work hard at her studies," said Madam Hawabi.

and even living expenses, such as transport fees," said Madam Heng.

For Siti Fatimah Az-zarah, one of the recipients of a \$100 NTUC education grant, the award goes beyond temporary relief: it offers hope for the future. "I feel happy about the education grant because

MIWU Gives Out Immediate Relief To Members

Story and Pictures by Vanessa Teo

First it was a one-week shutdown in January; then it went on to a four-day week in

February. As if this wasn't bad enough, the wave of the downturn continued to hit against Oerlikon Textile Components Singapore Private Limited. This caused the company to resort to implementing a three-day work week in March. In total, Oerlikon shut down for a total of 41 days from January to June.

With the 23 million raised through the Labour Movement's U Care Fund to help workers specifically in such difficult times, the Metal Industries Workers' Union was quick in action and rolled out the money to help their members. Tapping on the U Care Immediate Assistance Scheme, MIWU gave out \$100 worth of NTUC FairPrice Vouchers during a lunch session on 9 July 2009 to 71 affected members.

Said MIWU President Toh Hock Poh: "Many of our members have suffered during this time, and this is not only about the loss of income, but also the emotional aspect where they need time to adjust to their new life with a lower income, and at certain times, they may not be able to cope. So we hope that through the \$100 NTUC FairPrice Vouchers we are giving out we can at least help ease some of their financial burdens."

The \$100 NTUC FairPrice Vouchers could not have come at a better time for the workers, and 52-year-old engineer Mr Lim Sien Mou is one who is tremendously grateful.

"My two children are in polytechnic now and their school fees and books are not cheap. When they do project work they have to stay in school, and this means having to give them extra money for them to eat in school. This \$100 that I can save on groceries will be used to offset my utility bills of about \$240 and it really helps. I am really thankful to the union and the tripartite partners because they can really understand the hardship we workers are going through," said Mr Lim.

Through the efforts of the Labour Movement in raising the \$23 million and the giving out of the \$100 NTUC FairPrice Vouchers, 53-year-old Senior Technician Mr Chia Kum Soi also feels the extra care.

"Not only has the union helped us by softening the impact during this crisis by giving us vouchers, the fact that the Labour Movement went all out to raise money to help us workers really makes us feel they care. I feel more protected with my union membership and with the \$100 saved, I can now spend it on my children for their bus stamps, textbooks and writing materials," expressed Mr Chia.

MIWU has given out a total of \$14,100 to 141 affected members from Swiss Precision Industries Private Limited and Oerlikon delivering immediate assistance to their members during this downturn. Moving forward, MIWU expects to tap on the U Care Immediate Assistance Scheme further to give out a total of another \$150,000 in the coming months.



Sizing It Up... Lim Sien Mou (left) and Chia Kum Soi share their joy upon receiving the \$100 NTUC FairPrice vouchers



Sizing It Up... Lim Sien Mou (left) and Chia Kum Soi share their joy upon receiving the \$100 NTUC FairPrice vouchers

Will Anyone Be Flash Mobbing 8:22?



The Majulah Moment... The flypast over NTUC Centre.



By **Brigadier-General Tan Chuan-Jin**
Chairman, National Day Parade 2009

Unflinching. Unwavering. With one voice, we recited... No... We shouted! With fists clenched tightly over our hearts, rain streaming down our faces: "We, the Citizens of Singapore, pledge ourselves as one united people..."

The heavens had opened towards the end of our first National Education Show on 11 July 2009 and yet our people stood still. This may well be a defining moment for our NDP 09 journey. How can one not feel proud? To have not only just viewed a very successful NE Show and Parade, but to witness the spirit of our people, was a singular privilege for me as Chairman of the NDP 09 Organising Committee. I am

humbled by all the passion and commitment.

This pride in Singapore is shared by many. James Teo, a Primary 6 pupil of Catholic High School said: "I am proud to be Singaporean because Singapore is my home, my country, my refuge, my haven. There is no other place that comes close to it, there is no other place that invokes such comfort, such joy, such a sense of belonging, a sense of family. In this land, I have friends, I have family, I have fellows. This land embodies peace, it embodies happiness, it embodies life. This country is my all and everything, and all I want is to live a good Singaporean, and die a good Singaporean. There is nowhere else on Earth that I'd want to be."

James was among the over 1,000 Catholic High students who had been asked to pen their thoughts about our Pledge and why they feel so proud to be Singaporean. Their messages were unedited and are being hosted on our NDP

website along with those coming from all schools islandwide.

In a similar vein, some Park View Primary School students also penned their thoughts on our "My Dream for Singapore" cards. I met Primary 5 student Zhuang Tao who had written that he hoped the Influenza A (H1N1 2009) virus would not strike Singapore; this was before our first case was reported. When he heard the news about us having the first case of H1N1 flu patient, I remember him being a tad crestfallen but hoped that people would continue to wash their hands and maintain their hygiene.

We have compiled many of these dreams into a "Our Dreams for Singapore" book.

Sophie Lee, 92, was a Hospice patient. She shared her dream for Singapore: "Prosperity, Harmony and Good Government. I wish Singapore Happy 44th Birthday. Glad to be a true blue Singaporean all these years!"

U Light Up My Life

Young NTUC Gears Up For A Very Special National Day Celebration



By **Nicolette Yeo**

Historic celebrations are underway for National Day 2009 to commemorate 50 years of self-governance. To mark the momentous date and honour the

Labour Movement's important role in Singapore's growth and development all these years, Young NTUC has planned a most meaningful celebration of its own with 10,000 union members and their families at the Padang.

Explained Steve Tan, Deputy Director, NTUC Youth Development Unit and NTUC Membership Department: "In line with Singapore's 50th anniversary of self-governance, Young NTUC Celebrates! National Day 2009 will focus on celebrating the historic moment when we first shouted 'Merdeka'. The Labour Movement has always been and will continue to be at the forefront of Singapore's development and progress.

"We also want to bring a nostalgic flavour to our members so that they can remember the days gone by and help their children relate to our past. Thus, we will do our best to promote mass participation and audience engagement through a series of interactive activities."

To allow participants to catch the action clearly from every direction, a stage will be erected in the centre of the Padang (Singapore

Recreation Club half) with a raised platform for easy viewing.

"We hope to create a more casual and friendly picnic-like atmosphere so that all our members and their families can let their hair down and enjoy themselves."

To hype up the atmosphere, Young NTUC Celebrates! National Day 2009 will kick off with p.L.a.Y who will be entertaining participants with



Artist impression of candle and flag formation by Mohamed Nasuhar.



A Warm Embrace... Sophie Lee (right) was held by a Young NTUC volunteer during "Free Hugs Day", celebrated on Valentine's Day.

Sadly, she just passed away before we could give her a copy of the book. Thank you Sophie for your well wishes!

And what's that saying about a picture being worth a thousand words? I chatted with Mr Eric Goh, 52, a managing director of a light machinery company, who had contributed a few wonderful pictures to our "Singapore My Home" photo contest. Later, I asked him and his kakis to come on board as volunteer photographers to help us take behind-the-scene shots.

My team and I have been going on an almost non-stop road show to reach out to different groups to brief them on our approach and how the community at large could come together and celebrate National Day in the many various ways. I am heartened by the response for our NDP efforts.

We've had more than 50,000 reflections so far – Singaporeans from all walks of life, from 6 to 92 years old, penning down their hopes and aspirations for the country. The number of NDPeeps fans are increasing and have gone past 15,000. We have had close to 6.1 million views on our official website.

A number of groups are also organising their own get-together to watch NDP 09 "live" and participate in our 8.22 Pledge Moment. At last count, we have confirmed over 615 locations in Singapore committed to participating in our 8.22 Pledge Moment. Fast food outlets like KFC, McDonald's Restaurant and Pizza Hut and others are taking part. Over 30 shopping malls will be involved. Even the graduating class from the Army's School of Infantry Specialists will celebrate their passing out on 9 August with their families... And yes, they will be pledging themselves at the same time too! And at least 10 overseas locations including Hongkong, Hanoi and Xiamen will be participating "live". Many more are coming on board!

I'm now wondering if anyone will be Flash Mobbing the 8.22 Pledge Moment. Imagine several tens or hundreds of people who plan to just appear at a mall or at some iconic locations in Singapore at 8.22 pm on 09 August 09 and take Our Pledge...

familiar National Day tunes from yesteryears as well as other performances.

Thereafter, participants can catch the "live" telecast of the National Day 2009 celebrations at the Marina Bay Floating Platform and share the joy of the occasion with all Singaporeans at the same time.

As Singapore's President Nathan does the significant annual review of the Guard-of-Honour, a complementary percussion activity will take place at the same time to mark the moment. NTUC Central Committee will also be participating.

Just before "The Pledge Moment" at 8.22 pm, NTUC Central Committee members will initiate a special candle-lighting ceremony together with four children from NTUC First Campus. The flame will be passed from their candles to members on the ground. The children were specially chosen from Little Wings, Mr First Skool, The Little Skool House-International and The Caterpillar's Cove to reflect the representation of the Pupils within NTUC First Campus.

Said NTUC Assistant Secretary-General Josephine Teo, Director, NTUC Youth Development Unit, and Advisor, Young NTUC: "At the heart of the Labour Movement is really our members. The passing of the flame from the children to our President; and through our Central Committee to all the members participating in the National Day celebrations at the Padang symbolises the spirit of working together in the hope of creating a better future for all working people in Singapore."

For the grand finale, a giant Singapore flag will be unfurled on stage. The significance of this moment is poignant – more than 10,000 voices reciting the Pledge whilst forming a sea of candle lights circling the flag to demonstrate the collective resolve we have in ensuring Singapore continues to progress.

Reaching Out To You



Young NTUC Poster Girls And Boys Celebrate Journey to NDP



By **Vanessa Teo**

Regardless of race, language or religion... further on to this phrase in the Pledge, the Labour Movement demonstrated its sincerity to reach out to everyone regardless of age as well, where Young NTUC members are engaged to play their part for the National Day Parade by becoming NDP's very own poster girls and boys.

Six of the poster girls and boys were present at the National Day Parade's third National Education Show on 25 July 2009 at the Marina Bay Floating Platform to bask in the celebratory mood, and also to cheer Singapore on towards her journey to her actual independence day on 9 August. Among them are three young NTUC members.

Three years ago, 25-year-old Acting Principal of My First Skool Hougang 2, Miss Aminah Abdul Latif, took part in the NTUC Contingent. This year, she plays her part as a Singaporean in a different way – by becoming a face of NDP.

"I am very honoured to be chosen as one of the poster girls and I think it's a great experience for me to serve in NDP this way, representing both myself and the Education Services Union," said Miss Aminah.

"This is also a very good way the Labour Movement is showcasing that NTUC isn't just about the older and mature workers only, but also about the youths," she added.

Singapore Youth Olympic Games Organising Committee Executive Miss Siti Aidawani, 31, also shares the same sentiments, and has given the thumbs up to the Labour Movement's efforts in reaching out to the younger generation.

Said Miss Siti: "In the olden times, NTUC portrayed a more mature image, something for the aunts and uncles, but we are totally different now. By engaging the younger generation through initiatives like the search for poster girls and boys, the Labour Movement has jazzed up the image with more young faces that the younger generation can better relate to and I think it's great."

Even Young NTUC's Vice-Chairman, Mr Muhammad Asri Arshad, 35, is also serving the role as a poster boy.

"When Young NTUC approached me to become its poster boy, I agreed immediately," said Mr Muhammad.

Having served in Young NTUC since 1996, Mr Muhammad is also very proud of Young NTUC's achievements and its pro-active stance in reaching out to the younger generation.

"Other than this poster girl and boy search, Young NTUC also has other initiatives like the Search For You 2009 contest where we are searching for potential talents to be a face for Young NTUC. This is done through our forums where there are non-members as well, and we hope we can let them learn more about Young NTUC through this outreach avenue and get them on board into the Labour Movement family as well," said Mr Muhammad.

Gearing up with a heart-shaped handheld torch and a miniature Singapore flag from the goodie bags, the group of six never failed to let out enthusiastic cheers and claps during the two-and-a-half hour programme immersing themselves in the good spirit of National Day.

职总社会企业 照顾各阶层的需求

撰文：岑慧芬

众所周知，职总的12个社会企业帮助稳定生活必需品和服务的价格，并且提高新加坡工友在购买力。举例来说，职总平价合作社和职总英康保险合作社提供大家负担得起的和质量良好的产品，以满足大众的需求。除此之外，职总的社会企业也照顾预算不宽裕的顾客需求。比如职总平价合作社推出的一篮子400种日常低价产品和200种黄点物品，以及职总保健合作社推出的一篮子200种基本保健品，都在帮助这部分顾客节省金钱。

大家或许还不大知道，职总的社会企业也成功为执行级人员和专业人员服务。这两种人员在新加坡的职场人口中所占的比例越来越大。

职总平价合作社在汤申大厦和武吉知马购物中心设立的Finest超市，以公道合理的价格售卖高档产品，业

绩卓著。预计今年年底，平价合作社将乘胜追击，开设第三间Finest超市，也打算扩展有机产品市场，引进30种以上的产品，满足日益增多的保健顾客群。

职总幼儿学府日常照顾的5500名幼童当中，有20%是在“小小家庭”学习，而“小小家庭”的学童有98%是执行级人员和专业人员的子女。相比起来，全国这类幼儿园家长的平均数字是62%。这些家长愿意为“小小家庭”的独特课程支付900元学费，比全国同类学费的中位数高出40%以上。“小小家庭”的独特课程是通过培养幼童的独立性、创意思考能力和掌握解决问题的技巧，从而灌输终身学习的精神。家长们对“小小家庭”的需求是那么殷切，以致由2006年的两所增加到2009年的十一所，而

现在仍然有930名幼童还在轮候名单中。为了满足这个需求，幼儿学府管理层计划在2011年之前把“小小家庭”总数增加一倍。

职总的社会企业也通过各个生活社群与执行级人员和专业人员保持接触。举例来说，平价合作社的Just Wine Club美酒爱好者的俱乐部拥有900名会员。他们在职总平价合作社超市、Finest超市和Xtra霸级超市购买葡萄酒时，不但能够享受8%折扣，而且也有机会受邀观赏表演和参加品酒会、美酒晚宴和美酒作坊等活动，以及享有《牢门》（“Cellar Doors”）票价的优待。过去5年中，该俱乐部会员的常年购酒额已经超过一倍。

另外一个例子是职总俱乐部支持的高球之友俱乐部。这个社群十分活跃，他们非常热心投入高尔夫球社交

活动和比赛，在4800名球友之中有98%是执行级人员和专业人员。高球之友俱乐部的组成，一方面是得到职总俱乐部属下滨海湾高尔夫球场的支持，另一方面也得到新加坡劳工基金属下胡姬乡村俱乐部的支持。无论是滨海湾高尔夫球场或胡姬乡村俱乐部的球场都有高素质的设施，而且收费合理。高球之友俱乐部的社群扩展得很快，成员人数预料将在今后两三年内增加一倍。

正如我们在上个世纪70年代一样，职总社会企业也致力于满足新加坡大多数工友的需求和愿望。我们将继续照顾低收入工友、大众市场和高收入人士，并且将做出更大的努力，为每一个社会阶层的顾客服务，满足改变中的需求。



Pamper Me

Now ~ 14th September 2009

Enjoy any of these luxurious **spa and facial** first trial treatments at only **\$38++** and **earn LinkPoints!**

NTUC Members - earn 250 LinkPoints
Others - earn 200 LinkPoints

Simply quote "LinkPoints Pamper Me Promotion" when you call to make your appointment, and flash your LinkPoints card at the outlet to enjoy these special offers

For 1st time customers only; other terms and conditions apply.



U Can Get More!
An Exclusive Member Privilege

Participating Spa and Facial Boutiques

Visit www.linkpoints.com.sg for more details.



LinkPoints
make your point.

www.ntuc.org.sg/just4u

U关怀基金 两个月援助十万名工友

职总关怀基金筹到巨款之后的一个星期内便宣布四大援助工友的计划，并且即刻付诸实施。



职总副秘书长王志豪(左)在颁发职总奖学金及教育辅助金的仪式上指出，职总将在今年年底之前使用所筹到的2320万元U关怀基金协助至少16万8200名会员。

王得天报道/摄影

U关怀基金自今年五月筹募到2320万元之后，便尽速展开四项援助计划。两个月下来，10万3610名工会会员已从中获益，总援助金额是1880万元，每一笔援助额介于100元到300元不等。这四项工运援助计划包括：

- 一、U关怀即时援助金
- 二、U关怀加援助助学金
- 三、U惠券
- 四、家庭休闲娱乐券

其中的U关怀即时援助金的数额最大，共650万元，占这次援助金额的82%，主要用途是援助被裁退的工友、每周工作日缩短的工友和暂时被解雇的工友；其次是U惠券，共640万元，占这次援助金额的71%；依次是家庭休闲娱乐券，共须1500元，占这次援助金额的40%；第四是U关怀加援助助学金，共颁120万元，占这次援助金额的34%。

职总副秘书长王志豪于2009年7

月25日在义顺胡姬乡村俱乐部为职总奖学金及教育辅助金(一般分会)主持颁发仪式时指出，经济不景气让很多工友和会员感到压力，为此，作为一个真正关心工友的工运，职总通过集体力量筹款，并将在今年年底之前使用所筹到的2320万元协助至少16万8200名会员。

他说：“在计划推出的两个月后，我们很高兴见到10万3610名会员从四项援助计划中获益。他们当中，有4万761名工友领到U关怀即时援助金，5万6574名会员领到80元的U惠券，已确定颁发的奖助学金共5680份，5950个家庭已通过家庭休闲娱乐游日计划获得礼券到职总俱乐部尽情欢乐，职总的U关怀基金也将给予职总安老信托基金和职总优儿学府光明前景基金各110万元，协助贫困的儿童和老年人。此外，低薪会员的孩子也将在年底时得到“开学了”礼券，用来购买课本、文具和校服等。”



“我参加工会八年了，现在公司减薪，生活负担加重，幸好工会帮忙我申请到480元的援助金，让我喘一口气。在我最需要的时候工会给我援助，我非常感谢。”

— 何远羨

“儿子领到奖学金，大大减轻了我的经济负担。我希望他再接再厉，力争上游，好好利用每一分每一秒，考取优异的成绩。”

— 雄国英

“今年是我的女儿第二次获得100元的教育辅助金。我将用这笔钱为她购买学校用品，并且希望她继续努力求学，考取好成绩。”

— 哈瓦碧

“职总真正关心我们。我的儿子领到100元的教育辅助金，他可以用来交付学费或者买文具。我希望另两个儿子也能够考取到优异的成绩，以便领取教育辅助金，帮忙减轻家庭的经济负担。”

— 苏比亚

工会协助会员更快领到援助金

王志豪在透露援助金额等细节的同时也指出，职总属下工会在协助会员领取援助金方面扮演重要角色。他举化学业雇员联合会照顾何远羨为例子：自今年四月底，何远羨供职的公司实施减薪半年，使得他的每月工资减少了100元，但何远羨是家里唯一的经济支柱，必须照顾患上乳癌的妻子和一名正在初级学院念书的儿子，生活担子本来就不轻，现在减薪对他是一种冲击。幸好化学业雇员联合会及时伸出援手，马上协助他申请U关怀即时援助金和U惠券，而且六月就获得80元的U惠券，七月就获得200元的U关怀即时援助金，他的儿子也得到200元的助学金。

延长U惠券申请期

鉴于有些会员可能错过了申请U惠券，职总决定将申请该券的截止日期延后至2009年8月31日。普通会员可通过分会提出申请，一般分会会员则请登录www.ntuc.org.sg了解详情。除此之外，会员也可以前往职总中心索取表格，地址：No.1, Marina Boulevard, #B1-01。询问电话：62138008。

职总关怀与分享署署长再努丁表示：“今年遇上经济不景气，我们特地延长申请期限，并简化申请的程序，希望工友能尽早从中获益。”

Upturn
the downturn/
together

2009年

国庆献词



林瑞生
全国职工总会秘书长

我们在60年来最严重的全球经济衰退的阴影中迎来2009年。世界银行和国际货币基金组织预测，全球经济将萎缩1%至2%；国际劳工组织则预计，全球在这段经济衰退期间流失的工作量将多达5100万份。

七个月过去了。事实上，全球经济低迷的情况比我们原先预测的还要糟。

先进国家面临自第二次世界大战以来最深度的衰退；发展中国家也无法幸免，而中国的经济增长则处于17年来的最低水平。

在此情形之下，全球各地的工友成为遭受环球经济低迷打击最深重的一群。

单单是在美国，就有650万份工作流失，失业率也推高到9.5%，是26年来的新高。和9年前比较，美国如今的就业机会少了。欧洲也一样，失业率上升到8.9%。

作为一个开放的经济体，新加坡当然也受到这次环球经济衰退的巨大冲击。

同比去年最后一季，我国今年第一季的国内生产总值萎缩了12.7%，裁员人数超过1万人，比1998年亚洲金融危机来袭时的任何一个季度都要高。

幸好，政府连同劳资政三方伙伴采取了迅速和果断的措施，成功避免了类似其他国家大规模裁员和失业率迅速攀升的局面。

虽然我国的失业率从去年底的2.5%，上升到截至今年3月的3.3%，但我们今天仍是全球失业率最低的国家之一。

更令人鼓舞的是，同第一季比较，新加坡经济在第二季增长了20%。这使得有组建工会的行业，裁员人数显著下降，从第一季的4700人下滑到第二季的1300人，跌幅超过70%。

经济情况好转，我们深受鼓舞，但这并不意味着，全球已经摆脱衰退，恢复增长。

全球主要市场的失业率依然居高不下，环球需求还须更多时间完全复苏，今年剩余几个月的经济前景依然不明朗。

实际上，世行和国际货币基金组织已下调今年的环球经济增长预测。世行预计全球经济将萎缩2.9%，比先前预测的萎缩1.7%糟得多。

国际劳工组织也预测会有更多工作流失，从先前预测的5100万份增加到5900万份。据估计，这将使得全球失业率上升到7.4%的新高。

这也就是为什么，即使我国经济在第二季的表现有了起色，我们也不应该假定，第三和第四季的经济表现肯定会比第二季来得好。

在目前这个不稳定时期，我们能够做的是集中精力应对两个重大的挑战。

首先，我们必须严防出现“W型”复苏。我们希望二度衰退的局面不会发生，但如果我们能为第二波的裁员做好准备，免得措手不及就更好。我们必须继续削减成本以保住工作，因为裁员行动仍会持续。我们也必须不断让我们的员工接受再培训和提升技能，以确保被裁退的员工不一定会失业。

第二，不论环球经济出现“底部较宽的U型”或“平缓的L型”复苏，我们都必须为新加坡经济寻求定位。

全球经济需要一段较长的时期逐步复苏。我们通过削减成本来保住工作的做法是正确的，但与此同时，我们也必须意识到这么做对生产率可能造成的后果。因为，保留10名员工来完成8或9名员工的工作，肯定意味着我们的劳动生产率会在短期内下降。

还好，全球陷入经济衰退，并不意味着就没有任何机会。只要我们为经济复苏做好准备，我们在低迷时期提高生产潜力的空间还是很大的。

从公司的层面来看，在新加坡设立

公司的企业可以通过提升和培养新技能，来加强企业生产潜力。这包括开发新技术、加强现有技术、发展创新产品和构思创新服务、发展新市场，以及从现有市场赚取更多利润。

从全国层面而言，我们也可以提高新加坡经济的国家生产潜力。我们可以增强制造业的灵活性，提供更高素质的服务，将可行的点子和实验室内的新兴技术，转化为供应给全球主要市场的有用技术和解决方案，而且要比先进国家做得更快、更好。

最后，在劳动队伍的层面，我们可以通过将新加坡劳动队伍转变为一支受雇条件更好、拥有多种技能，以及适应能力比其他国家员工来得强的队伍，以提高我们的劳动生产潜力。

通过努力争取超越强大的对手，我们可以同全球最卓越的队伍竞争，获取高收益投资和良好工作，进驻成长市场。这是为了让目前在经济低迷时期，从事8到9个人工作量的那10名员工，可以在经济好转和环球需求恢复时，完成11到12名员工的工作。

把在经济低迷时期的多余人力，转化为经济好转时提高生产潜力的投资，我们可以为工友、商家和新加坡经济创造三赢局面。

在我们庆祝国家44岁生日的当儿，我们可以自豪地回顾2009年上半年，告诉自己我们做得很好，并期待下半年，我们可以做得更好。

我们无法避开环球经济低迷，不过，作为全球最团结的人民和最团结的劳资政三方伙伴，我们肯定可以通过非常新加坡的方式，一起U转逆势。

祝贺新加坡，生日快乐☺



ntuc

职总周报

售价60c | 网址 <http://www.ntucthisweek.org.sg> | MICA (P) 079/10/2008 2009年7月31日



清洁工人的前途拓宽了

“清洁工作的入行门槛很低，但绝对不是没有前途的工作。实施优包计划之后，清洁工友开拓了职业前程，因为他们在接受培训之后，工作内容扩充了，工作程序和方式也不一样了，而且工作也已机械化。这些都是优包计划的主要成果。

— 合约工友及散工单位署长再努丁

王得天报道

清洁工人在我们的日常生活中扮演非常重要的角色，但他们的贡献常常被人忽略或被视为理所当然。为此，工运组织便联合公共机构和私人机构，设法改善他们的工作条件，从而提高他们的工作价值。与此同时，从今年开始，每年7月29日定为清洁工人日，以示对清洁工人的尊重。

在首次庆祝清洁工人日的当天，劳资政伙伴公布了两个计划，以改善清洁工人的职业安全与卫生和开拓清洁工人的职业前景。这两个计划是：

- 一、 优包先驱补助金计划；
- 二、 清洁与保管服务业之工作场所安全与卫生指南。

其中优包先驱补助金计划是由劳动力发展局资助200万元，让合约工友及散工

单位和就业与职能培训中心联合建筑与木业工友联合会，协助采用优包制的企业减轻成本，以便鼓励服务购买方重视服务品质。在计划展开的初步阶段，他们将以从事清洁业、大厦维修业、保安和园林业的公司为对象。劳资政伙伴希望此举能起到奖励以工作品质为选包标准而不是以价钱为唯一考量的公司和机构。

公布工作场所安全与卫生指南则是为了照顾清洁业工人的安全和卫生。工作场所安全与卫生指南的内容包括安全防范、职业卫生知识、国内和国外业者的经验等。与此同时，在接下来几个月，也将举办一系列活动，提高清洁业者和工友的安全与卫生意识。

公司支持优包计划和 安全与卫生指南

ISS设施服务公司是极力支持优包先驱补助计划的本地公司之一。该公司的职员超过3500名，在实施计划之后，该公司得以投资在员工培训、重新设计工作、扩充员工的工作内容，员工工作机械化，以及拓宽员工的职业前程。



47岁的姑再玛在四年前加入ISS公司，他的工作是在国大医院拖地板和清洗厕所。在公司的重新设计工作和培训之后，她的工作范围扩大了，除了原本的清洁工作，还得负责食品服务、检察和督导的工作。只拥有小六文凭的她目前已擢升为设施服务专业员，月入比起刚加入公司时增加了35%。

胜科废物管理私人有限公司是我国最大的垃圾清理公司。该公司的工友由建筑与木业雇联代表。工友的职业卫生得到优先照顾。

43岁的卡马是胜科废物管理私人有限公司的废物装载人员。他每天得清理大量废料。他在受访时说：“这些废料可能是有毒或危险的物品，

不过我并不因此而感到担忧，因为我在工作时穿着有保护作用的安全鞋和工业手套。我们的工作虽然危险，但每当我听到游客赞扬新加坡是一个干净的国家时就会感到骄傲。”

建筑与木业工联执行秘书王志豪也指出：“每当人们赞扬新加坡环境清洁、街道上见不到垃圾时，其实大部分的功劳都该归我们的清洁工友。他们勤奋工作，默默付出，不被人注意。我们应该承认他们的贡献，感谢他们的付出。”

清洁工人日活动在史丹福瑞士酒店举行。当天300名清洁工人受邀到该酒店享用一顿丰富的午餐，并赢取奖品，也得到纪念品。职总秘书长林瑞生是这项活动的嘉宾。

第23页

全国职工总会秘书长
林瑞生

国庆献词