

"thisweek



08 FEBRUARY 2015
60 CENTS
MCI (P) 044/01/2015

Enhancing The CPF System

The CPF Advisory Panel releases their recommendations on CPF changes to the government.

>>P08

Perfecting Processes

A vending machine company gets a productivity boost with the Inclusive Growth Programme (IGP).

>>P11

Run For Her

Young UWEEI teams up with four other unions to organise the first run in appreciation of women.

>>P14

WORKFORCE CHECK

Singapore's Labour Force hits a new high for 2014. Find out more details inside...



LABOUR FORCE IN SINGAPORE

- More women
- More older workers
- More local workforce
- More trainings



LABOUR FORCE ROUNDUP

NTUC This Week brings you the top 10 highlights from two recent reports issued by the Ministry of Manpower: *Labour Force In Singapore* and the *Employment Situation*.

By **Ramesh Subbaraman**



The Labour Movement’s efforts towards improving the lives of workers through initiatives such as promoting a flexible work culture and encouraging unionised companies to voluntarily re-employ workers beyond age 65 seem to be working. According to the latest *Labour Force in Singapore 2014* report, the number of people in Singapore’s labour force has gone up for the

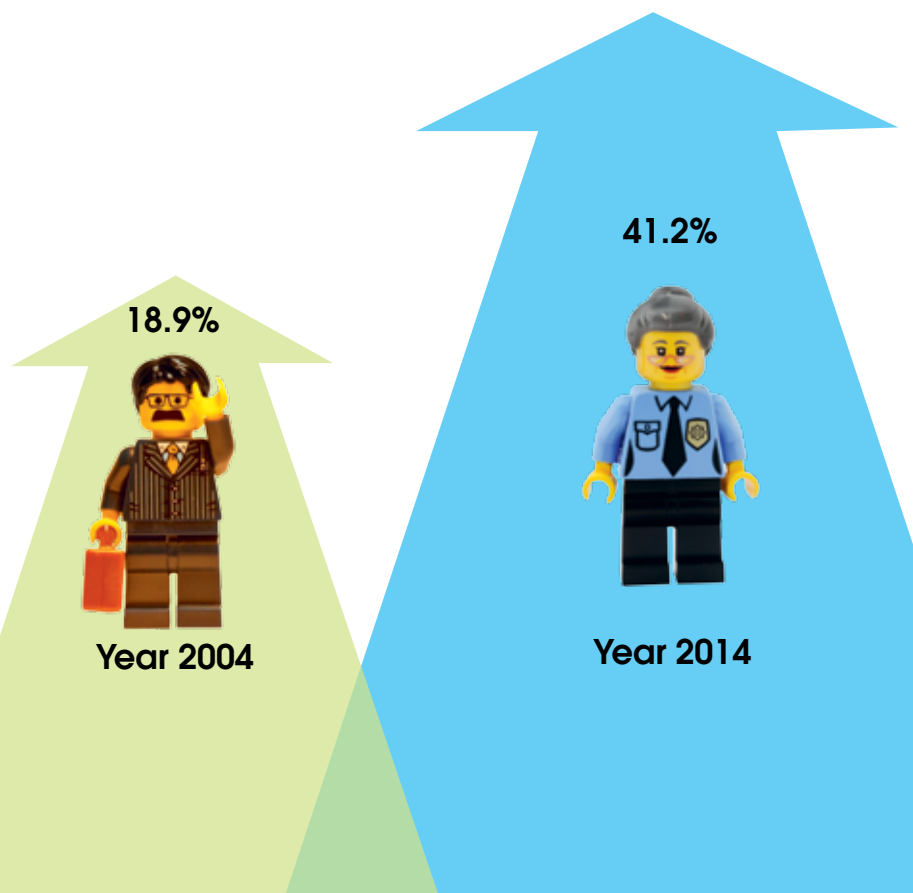
third successive year, driven by a continued increase in women and older persons joining the workforce. More residents were working or actively seeking employment in June 2014, as the labour force participation rate went up to a new high of 67% for the year.

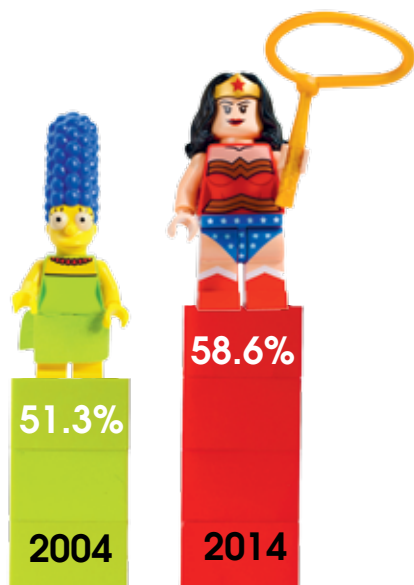
Employment Of Residents Ages 65 to 69

MORE OLDER WORKERS IN THE WORKFORCE

With on-going tripartite efforts to enhance the employability of older workers and their improving educational profile, the participation of older residents in the workforce aged 55 to 64 rose from 49.5% to 68.4%.

Also on an upward trend was the employment of residents aged 65 to 69 from 18.9% in 2004 to 41.2% in 2014, possibly boosted by spillover effects from the implementation of re-employment legislation.





MORE WOMEN IN THE WORKFORCE

Women participation in the workforce rose significantly from 51.3% in 2004 to 58.6% in 2014, with a rise in employment opportunities in the services sector.

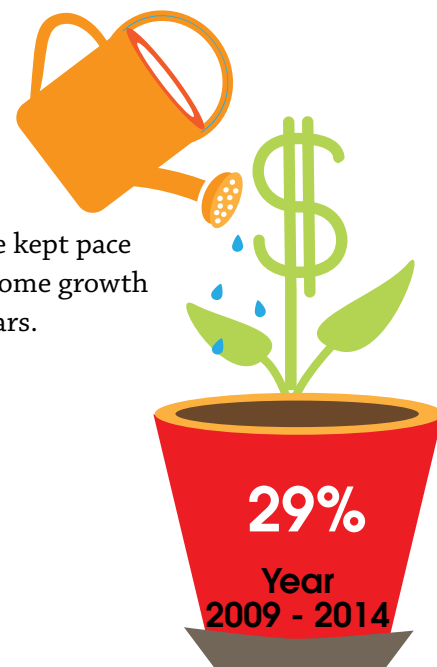
“The increased prevalence of flexible work arrangements which support work-life integration could have also attracted more women to participate in the labour market,” stated the report.

SUSTAINED INCOME GROWTH

There was a sustained rise in median income over the last five years, even though economic growth moderated in 2014 from a year ago.

The median income from work of full-time employed residents (including employer CPF contributions) increased by 29% over the period of 2009 to 2014.

Boosted by on-going initiatives to raise the incomes of low-wage workers, real income growth at the 20th percentile kept pace with the median income growth in the recent five years.



MORE WORKERS GOING FOR TRAINING

On the training front, more workers took part in some form of job-related structured training during the 12-month period ending June 2014.

The training participation rate for the resident labour force aged 15 to 64 rose for the third successive year to a new high of 36% in 2014, amid continued outreach efforts and focus on promoting lifelong learning.

Participants also spent more time on training, averaging 13 days per trainee in 2014, compared to 12 days per trainee in 2013.



MORE PMETS GOING FOR TRAINING

The training culture has also caught on with the professionals, managers, executives and technicians (PMETS).

Nearly 45% of PMETs had undergone training, compared with almost 28% of clerical, sales and service workers and 23% of cleaners, labourers, and production and transport operators in 2014.

LOCAL EMPLOYMENT GROWTH

Local employment grew faster, while foreign worker growth continued to moderate. In December 2014, locals made up 66.7% of persons employed in Singapore.



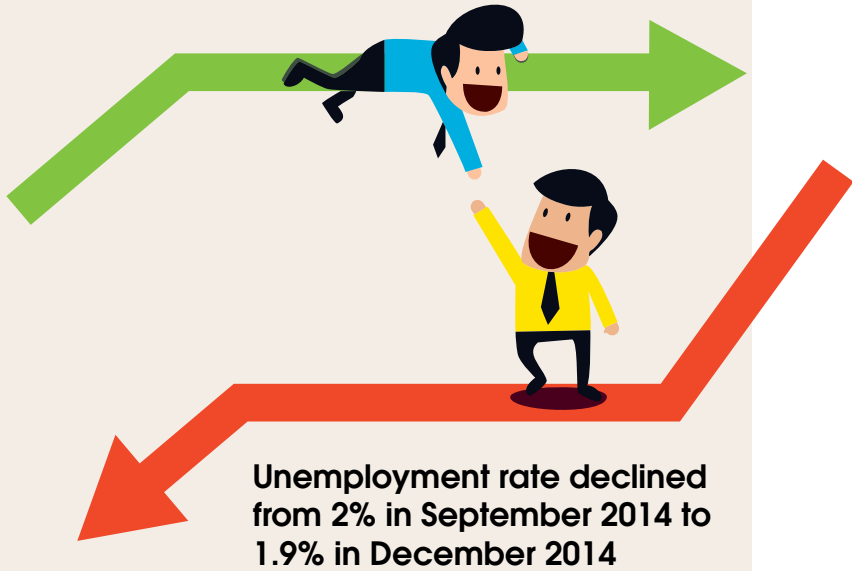
UNEMPLOYMENT RATE DECLINES

According to the Manpower Ministry's *Employment Situation 2014* report, unemployment for residents and citizens fell in December 2014, even as redundancy rose slightly amidst business restructuring. The labour market continues to remain tight.



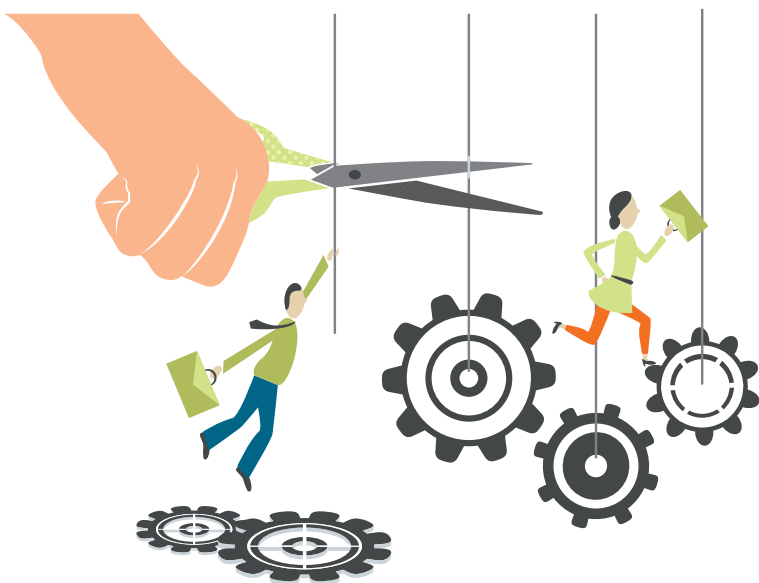
UNEMPLOYMENT NUMBERS

Preliminary estimates showed that the overall seasonally-adjusted unemployment rate declined from 2% in September 2014 to 1.9% in December 2014. For the whole of 2014, unemployment stayed low, averaging 2.0% overall.



EMPLOYMENT NUMBERS

According to the *Employment Situation 2014* report, total employment is estimated to have increased by 129,000 for the whole of 2014, lower than the 136,200 in 2013.



RETRACEMENT NUMBERS

Turning to retrenchments, some 3,800 workers were made redundant in the fourth quarter of 2014, up slightly from 3,500 in the preceding quarter. For the whole of 2014, redundancies rose to 12,800, up from 11,560 in 2013.

Reflecting On The Reports

Union leaders share their thoughts on the two recent reports which were released by the Ministry of Manpower.

“The rise in income for workers at the 20th percentile reflects that the Labour Movement’s push for better wages and jobs through advocating for Progressive Wage Model, Inclusive Growth Programme, outreach efforts and others are showing positive outcomes. NTUC has been pushing for sustainable wage increases that are supported by productivity improvements for our workers steadily for years now, and low-wage workers have not been left behind in this productivity race. However, more can be done to improve the life of



low-wage workers to give them a hope for a better future and engender a sense of belonging in our drive to become an inclusive society. **NTUC will continue to be tenacious in our efforts because we know that helping low-wage workers is akin to joining a race without a finishing line.**”

NTUC Assistant Secretary-General Zainal Sapari

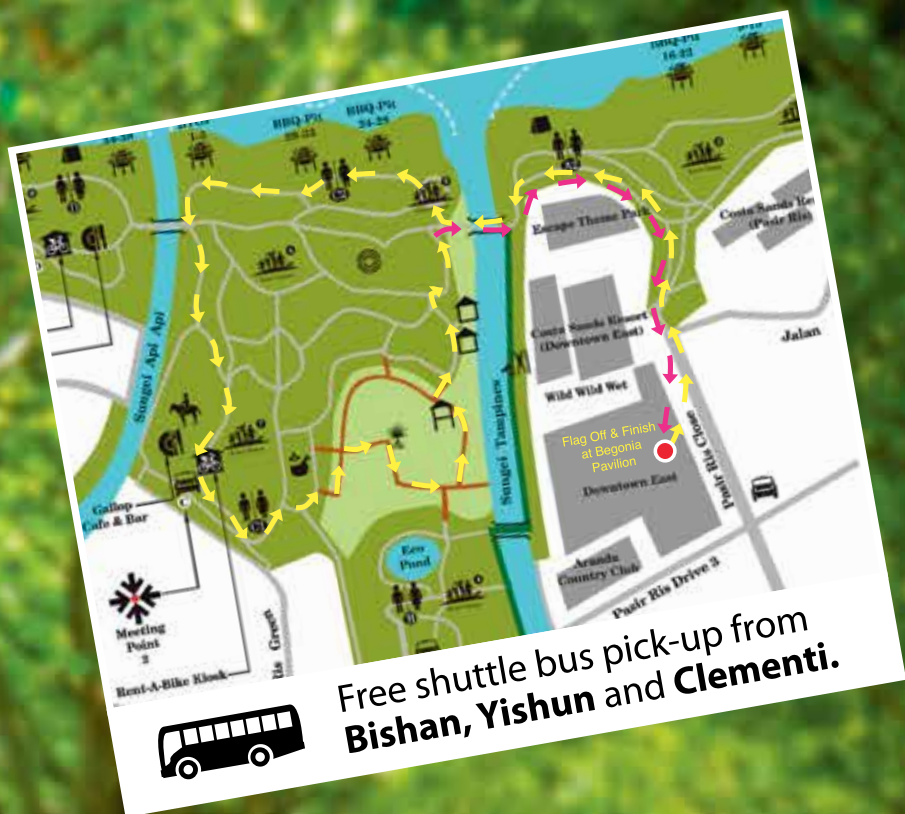


“It is crucial for SMEs to constantly update and upgrade their competencies and second skill themselves to stay future-ready. I’m glad to note SMEs are also embracing lifelong learning and I hope even more can be done to encourage and facilitate training and upgrading of SMEs. **This can be done through higher funding support for SME training programmes and developing SkillsSave Accounts (individual learning account) to motivate individual initiated training.**”



NTUC Assistant Secretary-General and Director of NTUC SME Unit Patrick Tay





Walk for Wellness



14 MAR 2015 • 7AM-1PM
DOWNTOWN EAST
& PASIR RIS PARK

4.5km Fun Walk • Guided Mangrove Tour
Zumba • K-Pop Aerobics
Basic Health Check • Health Talks

Registration fee | **NTUC Member - \$10 Public - \$12**

Receive over \$40 worth of fun pack!

Including event T-shirt and Downtown East voucher

Register and get tickets at:

 www.ticketbooth.com.sg (62962929

 Authorised outlets  AXS stations

For more details, visit ulive.sg

Events and time subject to change without prior notice.
Information correct at time of printing.



Organised by:



Official Venue:



Official Ticketing Agent:



Official Beverage:



Media Partner:



Supported by:



Snapshots

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

By **NTUC This Week Team**



Appreciating Volunteers

Volunteers from Team Young NTUC (TYN) were honoured at a Volunteers Appreciation Night held on 23 January 2015 at the NTUC Centre for their contributions to SilverACE, the chain of the Senior Activity Centres managed by NTUC Health. Out of the 26 volunteers appreciated, the three most representative of the NTUC Social Enterprise values of 'Do Good' and 'Do More' were presented with tokens of appreciation from Mr Allan Ho, Manager of SilverACE.

Honourees were:

- **Ms Chng Ying Se**, 30, for administrative contributions
- **Mr Vo Huynh Phu Khanh**, 24, for conceptualising of events
- **Mr Lui Yi Xin**, 29, for planning and execution of events

TYN Volunteers is an affinity group of Young NTUC and welcomes volunteers of all backgrounds and ages. For more information, email tyn.volunteers@yahoo.com.sg.

A Helping Hand

The NTUC GIFT Group Insurance offers members help during difficult times – whether it is permanent disability or the sudden loss of a loved one.

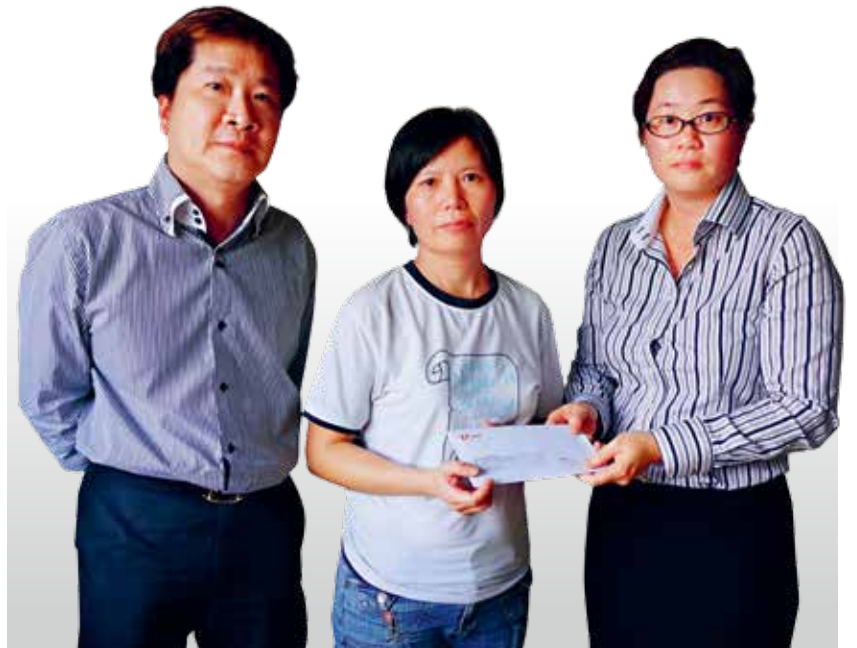
Case File: Mdm Ke, 43, is the wife of the late Mr Lee Kok Hua, 54, a camera salesman and General Branch (GB) member of the NTUC for 17 years.

Mdm Ke's life was turned upside down overnight when her husband fell to his death. The late Mr Lee had been the main breadwinner of the family, including two children aged 15 and 12. With his passing, the family has been finding it hard to cope.

Last month, a cheque of \$30,000 was presented to Mdm Ke by NTUC Deputy Director of Care & Share Department (CSD) Ms Phyllis Lim along with NTUC Deputy Director (Sales & Operations) of NTUC Membership Department (MED) Mr Benjamin Ho. Besides offering heartfelt condolences, Ms Lim had also offered to put Mdm Ke in touch with NTUC Women Development Secretariat for employment assistance.

"I am very thankful for the insurance pay-out. It would have taken me a very long time to earn this amount, so this will certainly tide my family over for now," said Mdm Ke.

For enquiries on NTUC GIFT, please call **6213 8008**.



In times of need: Mdm Ke (middle) getting a little helping hand.

MEMBERS' CORNER

RN Spa

- **Complimentary 30-minute De-stress Body Polish** (U.P \$85.60) during member's birthday month
- OR
- **Top up \$32 nett for 60-min Aromatic full body Massage** (U.P \$192.60) along with your body polish
- **30% OFF** a la carte spa services

Valid till 31 Dec 2015. Strictly for customers aged 21 and above. Please present NTUC Card for verification purposes. Valid on birthday month and two months after. By appointment only. Please quote "**NTU-2121-RN**" when making your



appointment. Only permissible with printed voucher or voucher shown via mobile devices of this promotion on **powerofu.sg** presented on day of appointment. Other terms and conditions apply.
Holiday Inn Singapore Orchard City Centre, 11 Cavenagh Road #B1-01,
Tel: **6238 6890**. For enquiries, email marketing@rnspa.com.sg.



PARKROYAL on Kitchener Road

Spice Brasserie | Club 5

15% OFF Total Bill

Valid till 31 Dec 2015. Present NTUC Card before payment to enjoy the privileges. Prior Reservation is required. Other terms and conditions apply.

181 Kitchener Road, Tel: **6428 3160**.

Can't Pause
Don't Stop
Just Play

U games 14/15

REAL PEOPLE • ALL SPORTS

7-A-Side Soccer & Mixed Netball

7 & 8 MAR 2015 • 8AM
ITE COLLEGE EAST



Dawn Ong
Trainee F & B Manager
X
Netball Sharp Shooter

Alexander Lim
Senior Service Crew
X
3 Time Golden Boot Winner

Contact your union representatives to register now!

7th U Games Edition



Brought to you by



Supported by



In Partnership With



Official Venue



Official Beverage



Official Media



"thisweek"

Enhancing The CPF System

Several recommendations made by the CPF Advisory Panel on changes to the Central Provident (CPF) Fund echo calls made by NTUC previously.

By **Fawwaz Baktee** and **Shukry Rashid**

Two weeks after NTUC made its call to enhance the CPF system, the CPF Advisory Panel released on 4 February 2015 the first part of their CPF recommendations to the Government, addressing issues on adjustments to the Minimum Sum and Lump Sum withdrawals.

The 13-member CPF Advisory Panel mentioned in its announcement that it recognised the wide variation of retirement needs and concerns of CPF members. The panel therefore aimed to strike a balance between ensuring that the CPF provides a

basic lifelong support in retirement and offers flexibility to cater to those needs.

RETIREMENT SAVINGS

Singapore Insurance Employees' Union (SIEU) President Terry Lee was part of the 13-member panel.

Mr Lee said: "More should be done to help workers meet the basic retirement sum. This is why the panel has expressed support of the Government's commitment to consider raising the CPF contribution rates for older workers aged above 50

as this will help boost their savings. The Government should also consider raising the CPF salary ceiling to keep up with wage growth."

In a media statement, Assistant Secretary-General (ASG) Cham Hui Fong commented that she is pleased that the panel shared NTUC's concerns on helping members build up their retirement savings.

Manpower Minister Tan Chuan-Jin has also stated in a letter to the panel that the Government has accepted part one of the panel's recommendations.

We take a look at several other recommendations made by the CPF Advisory Panel that were similar to NTUC's call:



The option to withdraw up to 20% of their Retirement Account Savings at the Payout Eligibility Age (Draw Down Age), inclusive of the \$5,000 that could be withdrawn from age 55. **Provide incentives** to those who choose not to make the withdrawal.



From 2017 to 2020, each cohort of members turning 55 in a calendar year should have its **Basic Retirement Sum increased by 3% from the cohort in the preceding year**, giving future cohorts certainty of the Basic Retirement Sum applicable. NTUC however hoped that if the Government accepts this recommendation, CPF members should be given adequate advance notice to any adjustment to the Basic Retirement Sum thereafter, and also for transparency on how the adjustments are calculated.



Allow CPF members who desire higher payouts the **flexibility of topping-up their CPF life premiums with savings or cash**, subject to the "Enhanced Retirement Sum" cap of \$241,500 in 2016.



Timely for the Government to consider **raising the CPF contribution salary ceiling** to keep up with wage growth and enable more CPF members to save more. NTUC earlier suggested the salary ceiling to be raised to \$5,500-\$6,000, as a first step.



The Government to **provide the flexibility for members to defer their payout start age, up to 70**. For every year the payout age is deferred, monthly payouts increase by 6% to 7%.



The Government to further **promote the topping-up of the CPF accounts** of lower-balance and non-working family members.



Provide appropriate financial counselling to CPF members so that they can make informed choices.



TAKE NOTE

For a full list of the Labour Movement's CPF recommendations that focus on workers' needs, check out our **NTUC This Week 25 January 2015** issue.

MediShield Life Scheme Bill Passed

Labour NMP talks about costs and helping all levels of society.

By **Ramesh Subbaraman**

Singapore's Parliament passed the MediShield Life Scheme Bill on 29 January 2015, marking a significant shift in the country's healthcare financing policies.

MediShield Life, which will be implemented from the end of the year, will provide every Singaporean with better and lifelong protection against unexpectedly large medical bills, regardless of changes in their life or health circumstance.

NMP'S CONCERNS

Speaking in support of the Bill during the debate, Labour Nominated Member of Parliament (NMP), NTUC Vice-President and General Secretary of the United Workers of Petroleum Industry (UWPI) K Karthikeyan expressed two concerns.

According to him, Singaporeans feared that when subsidies were enhanced by the government, an increase in costs would follow and hospitals may benefit.



“The Ministry should monitor the increase in hospital charges in all restructured hospitals. All cost increases should be justified. Cost should only increase if new technology is introduced and it's necessary,” said Mr Karthikeyan. He also spoke of the need for the legislation to look at all levels of society, especially those who may suddenly face the prospect of retrenchment and need medical assistance. He called on medical

social workers to examine such cases and try to help them; the help should not be based only on an individual's household type or assets.

MOH ASSURES FLEXIBILITY

In his reply, Health Minister Gan Kim Yong said: “Mr Karthikeyan expressed concerns about individuals who are temporarily facing financial distress. I would like to assure Members that flexibility will be exercised for individuals who need help because of their unique or sudden unfortunate circumstances.”

“The Ministry should monitor the increase in hospital charges in all restructured hospitals. **All cost increases should be justified. Cost should only increase if new technology is introduced and it's necessary.**”

NTUC Vice-President K Karthikeyan



NTUC THIS WEEK

MANAGING EDITOR

SHONA TAN-JAMES shonatan@ntuc.org.sg

EDITOR-AT-LARGE

MARCUS LIN marcus_lin@ntuc.org.sg

EDITORIAL CONSULTANTS

LIM LI YIN liyin@ntuc.org.sg

RAMESH SUBBARAMAN rameshr@ntuc.org.sg

EDITOR

NICOLETTE YEO nicollette_yeo@ntuc.org.sg

SUB EDITOR

GURMEET SINGH gurmeet_singh@ntuc.org.sg

SENIOR WRITER

GERALDINE PETERS geraldinep@ntuc.org.sg

WRITERS

FLORINA OO florina_oo@ntuc.org.sg

SHUKRY RASHID shukryr@ntuc.org.sg

FAWWAZ BAKTEE fawwazf@ntuc.org.sg

ART DIRECTOR

DANIEL GOH daniel_goh@ntuc.org.sg

SENIOR DESIGNERS

MOHAMED NASUHAR SOEYOETI nasuhar@ntuc.org.sg

RYANNE NG ryanne_ng@ntuc.org.sg

DESIGNER

TAY EE WEE ee wee.tay@ntuc.org.sg

SUBSCRIPTION

JENNY LIAU jennyliu@majoritymedia.com.sg

ADVERTISING BOOKINGS/QUERIES

Phone 6622 7009

Email sales@majoritymedia.com.sg

PUBLISHER

MAJORITY MEDIA PTE LTD

Address 73 Bras Basah Road, NTUC Trade Union House
#06-01 Singapore 189556

Phone +65 6622 7098 Fax +65 6327 5640

Email LMNewsroom@ntuc.org.sg

PRINTER

TIMES PRINTERS PTE LTD

**BETTER
JOBS
FOR ALL**



IPHONE & IPAD



The Labour Movement. Now Closer To U On The Go!

Scan here for mobile app My NTUC featuring exclusive content: get the latest news, special offers, merchants listing and a lot more!



ANDROID



Unionist Terry Lee Steps Down

Leaders thank Terry Lee for his 17 years of dedicated service in the NTUC Central Committee.

By **Ramesh Subbaraman**

President of the Singapore Insurance Employees' Union, Terry Lee Kok Hua, has stepped down from the NTUC Central Committee after turning 62.

ADVANCING WORKERS' INTERESTS

In a letter thanking him for his dedicated service in various capacities in the Labour Movement, NTUC President Diana Chia and NTUC Secretary-General (SG) Lim Swee Say said Mr Lee's valuable inputs and contributions as a member of the Industrial Relations Council, Risk and Audit Committee and Union Leaders Training Awards Committee, have strengthened the Labour Movement's cause in advancing workers' interests.

"You advocated with great conviction ideas and suggestions on labour issues for our workers and an inclusive workforce. On behalf of the Central Committee and the Labour Movement, we wish you the best in your future endeavours and look forward to your continuous contribution and support to the Labour Movement," they said.

Mr Lee was also a Nominated Member of Parliament, representing the workers and Labour Movement from July 2009 to April 2011.

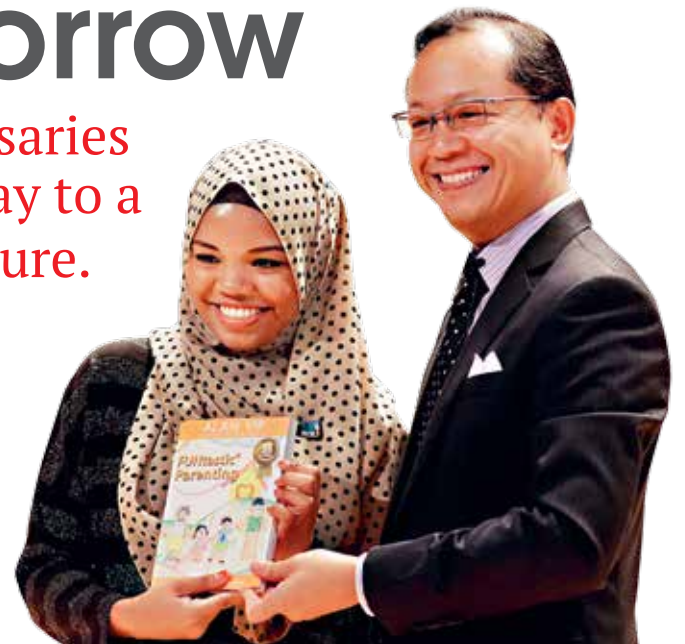
THE BEST GIFT IN HIS LIFE

In an email to *NTUC This Week*, Mr Lee said: "One of the best gifts in my life is to have the support, encouragement and guidance by Immediate Past Secretary-General Lim Boon Heng, SG Lim Swee Say, Central Committee Members and union leaders."

For A Better Tomorrow

HSEU's Bursaries open the way to a brighter future.

By **Geraldine Peters**



Some 518 children of the Healthcare Services Employees' Union (HSEU) members were awarded bursaries amounting to \$97,910 on 25 January 2015 at the union's annual Bursary Awards Ceremony 2014/2015. Funded by NTUC-U Care Education Co-Funding Scheme 2015 and HSEU's management partners, the event was graced by Guest-of-Honour NTUC Assistant Secretary-General Mr Zainal Sapari.

Mr Sapari said it is important that the children take the boost of encouragement provided by the bursaries as a "sense of hope for a brighter future."

The NTUC-U Care Education Co-Funding Scheme provides 50% co-funding to NTUC affiliated unions and association for their bursary programmes and is capped at \$50,000 (per union/association) annually.

For more information, please log on to <http://www.ntuc.org.sg/ucare>.



Stand up tall: Awardees' parents do the kallang wave.

Perfecting Processes

The Inclusive Growth Programme (IGP) is increasing productivity and easing the labour intensive job of coin processing for a vending machine company.

By **Geraldine Peters**

Le Tach, an F&B Vending Services Company, showcased its IGP project to improve its coin sorting, counting and packing process at a Learning Journey organised by Devan Nair e2i (Employment and Employability Institute) on 28 January 2015.

COMPANY IMPROVEMENTS

Mr Lee Thiam Beng, 57, Admin Manager used to spend around eight hours a day sorting, counting and packing coins. With all his time devoted to coin processing, he

could not perform other value added duties that were part of his job-scope like auditing of the coins processed and stock-taking.

After the company tapped on IGP to implement a Coin Counting and Wrapping Machine with value estimation software, the time needed to sort, count and pack coins has been reduced to just two hours.

Mr Lee is also able to process the value of the coins with more accuracy and precision.

“My job is now much simpler and allows me to make fewer mistakes,” he said.

SALES IMPROVEMENTS

To convert the coins into liquid currency for Le Tach’s use, the company usually sold them to food courts and coffee shops.

Mr Terence Lee, Technical Director at Le Tach, shared that the previous coin packaging was unattractive to potential buyers as they could not store the coins in their cash registers efficiently.

Unsold coins had to then be banked in weekly which incurred a loss of 0.75 cents per coin regardless of its value due to the bank fee.

The enhanced wrapping capabilities of the new machine indicates the value of each tube of coins packed and has proved to be a hit with potential buyers, eliminating the need for coin banking-in altogether. Sales of packed coins have gone from around \$200 to \$500 monthly. These productivity improvements have led to salary increases of 15% for the seven local staff in charge of the coin sorting process.

Commenting on the IGP project, Mr Gilbert Tan, CEO of e2i said that “we (e2i) should be automating jobs that are unsafe, repetitive and tedious to build on the concept of ESS (Easier, Smarter, Safer) in the workforce.”

Before IGP

Man-hours used:

8 Hours

Amount of coins sorted per week:

50,000



After IGP

Man-hours used:

2 Hours (75% improvement)

Amount of coins sorted per week:

150,000 (3X more)



QUICK LOOK

All about IGP

The **Inclusive Growth Programme (IGP)** is an initiative that was launched by the Labour Movement in 2010, to promote industry re-development through automation, inclusive growth within companies and the sharing of its productivity gains with workers through higher wages.

Companies interested in this initiative can log on to <http://e2i.com.sg/employers/inclusive-growth-programme-igp> or email igp@e2i.com.sg for more details.

Well-known for his outspokenness, Mr Joseph Yew was not afraid to speak his mind on issues that affected the workers.

In this interview, he shares how the situations he faced in his 35 year union journey have fed his enthusiasm and shaped his personality.

NTUCtw: How did you join the union?

Mr Joseph Yew: My colleague, K Govindasamy, kept talking to me about the union, and initially, I did not pay much attention to it. However during the 1980s recession period, I was convinced to help the workers as the company was in the midst of some major changes. My theory has been that workers should be respected and given a fair bargain. That's where I came into the picture.

Was it difficult to speak to the management about unionism?

At the start, there was no union office for the Singapore Broadcasting Corporation (SBC) Staff Union*. So when I became the union's president, I pushed the management to give us an office space



Mr Joseph Yew (centre) taking part in the Union's second Triennial Delegates' Conference in June 1985.

at the premises of Caldecott Broadcast Centre so that a union official could be there full time.

It wasn't easy; we encountered some bumps along the way. But we persevered and maintained our integrity. To put it simply, the relationship between the management and the union is a love-hate one. Having said that, both parties do value each other's opinion.

(*In 1994, SBC was privatised. Following that, SBC Staff Union restructured into SUBE and continues to represent the broadcasting employees of MediaCorp.)



Mr Joseph Yew speaking at the union's 14th Dinner and Dance.

How did you handle such challenges?

To me, strong leadership is about standing for what is right and that includes learning to assess the situation. If something has to be done, it has to be done.

By nature, workers will ask for all sorts of conditions. As a unionist, you must know where to draw the line and negotiate practically with the other side of the table. I also learnt that to be respected by the management, you must be good in your vocational profession first. Otherwise, they would not take you seriously.

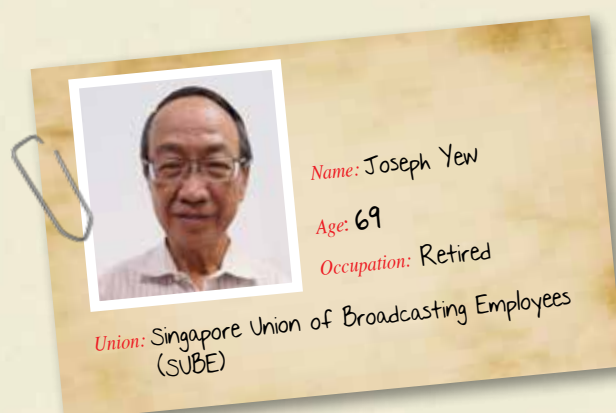
What have you gained from your union journey?

It has been rewarding and I loved every part of it... If I didn't achieve a win-win deal for the workers, I wouldn't have been able to get over myself.

Standing For What's Right

As the Labour Movement celebrates SG50, NTUC This Week steps back in time to catch up with pioneer unionists who have contributed to the healthy growth of the Singapore workforce over the years.

By **Florina Oo**



What's Happening, Where

Run For Her 2015

Young UWEEI (United Workers of Electronics & Electrical Industries) is organising its first ever fun run for women jointly with four other unions' youth chapters! In conjunction with International Women's Day, the run will be held to show appreciation to the women in your life by RUNNING FOR HER! Don't miss this great opportunity to raise awareness on the importance of spending quality time with the family. Also participate in exciting games and stand a chance to win attractive prizes!

8 Mar 2015, Pasir Ris Park, 116 Pasir Ris Road.

Gathering Point: Downtown East, Begonia Terrace.

Gathering Time: 7am for 10km run (starts at 7.30am) and 8am for 5km run (starts at 8.30am).

\$10* (NTUC Member, member's rate extends to three family members) and \$35 (Non-Member)

Visit <http://goo.gl/9pPulx> to register by 13 Feb 2015.

* Fee includes a t-shirt and goodie bag.



11th Super Sprint Series Swim Challenge

Orchid Country Club's Super Sprint Series Swim Challenge is back for the 11th time! Open to all age groups, swimmers can gear up for a friendly competition in categories that include 50m Breaststroke, 50m Freestyle, 50m Butterfly and 50m Back stroke.

7 Mar 2015, Orchid Country Club Olympic Pool, 1 Orchid Club Road

Registration Fee: Free (OCC/Aranda Country Club members), \$5 (NTUC Member/Guest)

Event Entry Fee: Free (OCC/ACC members), \$3 per event (NTUC Member/Guest)

For more enquiries and registration, please call Sports Counter at **6750 2122** or email sports@orchidclub.com.

*All fees are subjected to prevailing GST.

Lunar New Year Celebration in eXplorerkid!

Bring your children down to eXplorerkid* this Lunar New Year and enjoy a Yu Sheng session, colouring activities and much more! eXplorerkid will also be giving out free Enzo and Kayla red packets for new members.



Yu Sheng session: 28 Feb 2015, 4pm.

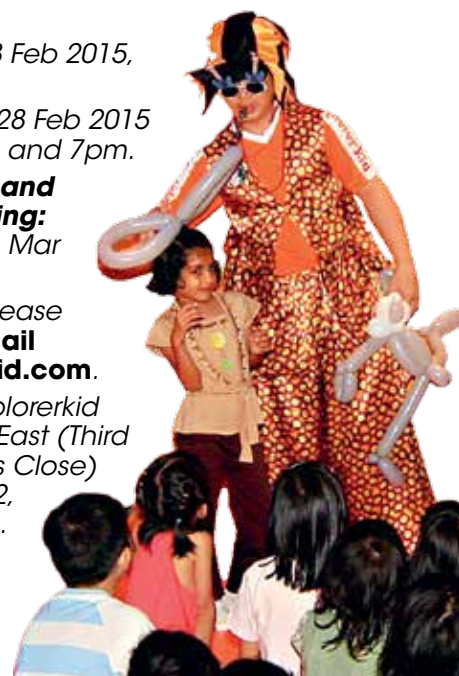
Balloon Twisting: 27-28 Feb 2015 and 1 Mar 2015, 2pm and 7pm.

Colouring Activities and Origami Fortune Telling: 27-28 Feb 2015 and 1 Mar 2015, all-day event.

For more enquiries, please call **6589 1668** or email activities@explorerkid.com.

Available at both eXplorerkid outlets at Downtown East (Third Floor, E!Hub, 1 Pasir Ris Close) and AMK Hub (#04-02, 53 Ang Mo Kio Ave 3).

* Child Play Rates apply with no additional costs.



改良 公积金 制度

公积金咨询团提出的多项建议
与全国职工总会之前的各项
呼吁有着异曲同工之处。

在职总呼吁改良公积金制度的两周之后，公积金咨询团于2015年2月4日将建议书提呈政府第一部分建议，其涵盖范围包括如何调整公积金最低存款和如何让会员在退休时领出一笔储蓄。

由13名成员组成的公积金咨询团表示，他们认识到公积金会员的各项退休需求及所关注的各项问题。为此，力求所建议的措施在提供基本终身保障与提供灵活应对退休需求之间保持平衡。

退休储蓄

新加坡保险业雇员联合会会长李国华是咨询团的13名成员之一。

他说：“在帮助工友积累基本存款方面还有许多努力的空间。这就是为什么咨询团支持政府考虑提高50岁以上工友的公积金缴交率，以帮助他们储蓄足够的退休金。其实，政府也应该考虑提高缴纳公积金的薪金顶限，跟进薪金的增长步伐。”

在向媒体发布的声明中，职总助理秘书长詹惠凤也表示对咨询团和职总同样关切协助工友储蓄退休金感到高兴。

人力部长陈川仁也致函咨询团，表示政府接受该团所提出的第一部分建议。

下面让我们看看公积金咨询团的建议与职总各项呼吁的共同点：



当会员达到可领取入息年龄时，可选择从退休户口一次过提取最多20%的退休储蓄，包括从55岁时可以领取的首5000元。除外，也吁请政府提供奖励，鼓励会员维持退休户口里的储蓄。



咨询团建议从2017年至2020年这段期间，每年满55岁的会员，基本存款都应比上一个年度多3%，以此帮助会员清楚知道所需的基本存款数额。然而，职总希望政府若接受这个建议，应在通知基本存款额调整之前给予会员充分的调适时间，同时也应公开调整基本存款的计算法。



让有意领取较高终身入息的会员用公积金存款或现金填补公积金终身入息计划保费，但需有一定的存款顶限。根据“超额存款”建议，在2016年设定的顶限为24万1500元。



咨询团的看法与职总雷同，都认为政府该适时提高缴纳公积金的薪金顶限，以便跟进薪金的增长步伐，从而让公积金会员积累较多的储蓄。至于具体的薪金顶限，职总建议可在现定的5000元之上提高500至1000元为第一步。



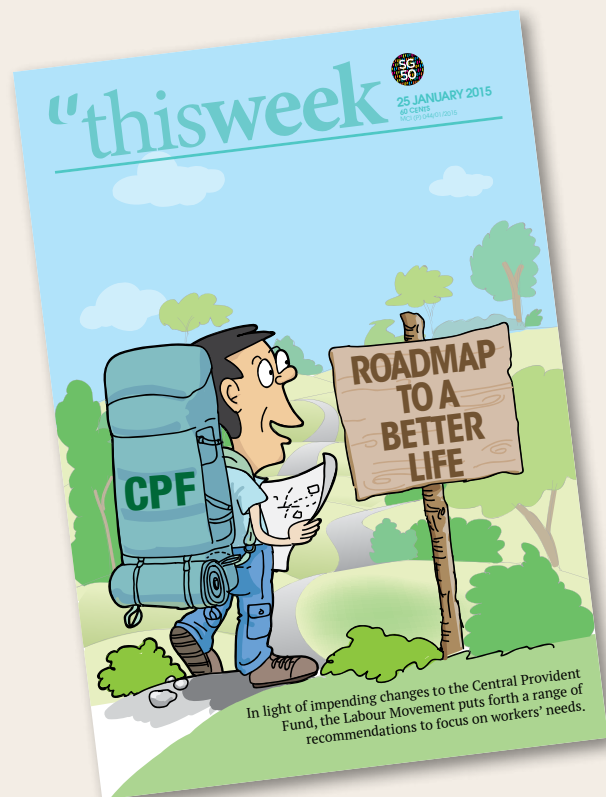
咨询团建议政府灵活允许会员延后领取终身入息。如此，会员每延后一年领取入息，其每月入息便会增加6-7%。不过，延后领取的最高年龄限定为70岁。



咨询团同时也吁请政府继续鼓励会员为存款不足以及无业亲人填补户头。



向公积金会员提供恰当的金融辅导，以便他们对公积金制度更有掌握并能作出明智的选择。



想要了解工运为满足工友退休需求而提出的改良公积金建议，请阅读2015年1月25日出版的《职总周报》。

“职总周报”



2015年2月8日
售价 60c
MCI (P) 044/12/2014



我国劳动力纵览

我国人力部最近发布了两份文件：《新加坡劳动力报告书》及《就业状况报告书》，本报综合列出其中10大重点供读者参考。

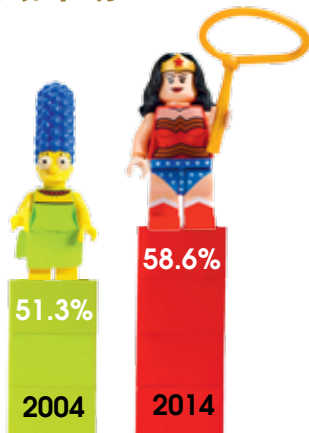
工运致力改善工友的生活，大力倡导灵活工作制，并鼓励设有工会的公司重新雇佣年龄在65岁以上的工友。

据最新发布的《2014年新加坡劳动力报告书》，由于妇女和年长人士持续加入劳动队伍，我国劳动力呈现连续三年增长的趋势。

以去年来说，由于在6月份有更多居民积极找工作或继续工作，因此劳动参与率创下67%的新高，据2014年全年之冠。

1. 更多女性加入劳动市场

女性加入劳动队伍的比例从2004年的51.3%提高至2014年的58.6%，增长显著。这是由于当时的服务业人手需求殷切的关系。报告书指出：“随着灵活工作安排日渐盛行，支持兼顾工作生活的做法吸引更多女性加入劳动市场。”



2. 更多年长工友加入劳动市场

随着劳资政致力提高年长工友的就业能力，以及年长工友的教育程度提高，加入我国劳动队伍的55-64岁年长居民比例便从49.5%提高至68.4%。

与此同时，65岁至69岁的就业居民也从2004年的18.9%提高至2014年的41.2%。这股涨势或许是与重新雇佣法令实施之后的溢出效应有关。

3. 更多工友参加受训

在培训这方面，有更多工友在2014年的6月末报名参加为期12个月的结构性职业培训。

在当局不断大力推广和专注于推动终身学习之下，15至64岁的劳动居民之培训参与率连续3年上扬，以致在2014年达到36%的新高。

培训学员的参与培训时间也从2013年的平均12天增加到2014年的13天。

4. 更多专业人士、经理、执行人员和技师参加培训

培训之风也刮到专业人士、经理、执行人员和技师的领域。

在2014年，有近45%的专业人士、经理、执行人员和技师参加过培训。比较而言，约有28%的书记、推销员和服务人员，以及23%的清洁工、体力劳动工友、制造业工友和交通业工友参加过培训。

5. 收入持续增长

过去5年来，工友的收入中位数持续提高，尽管经济增长自2014年之前的一年已经放缓。

从2009-2014年，我国全职雇员的收入（含雇主缴交的公积金）增加了29%。

在持续推行各项提高低薪工友收入的措施之下，第20百分位的工友之实际收入增长，与近5年来的收入中位数增长同步。

6. 失业率下降

据人力部的《2014年就业状况报告书》，即使业务

重组导致冗余人员稍微增加，2014年12月的居民和国民失业率仍然下降。

7. 本地就业增长

在外籍工友增速持续减缓的情况下，本地就业人口增长迅速。在2014年12月，受雇者中本地人占了66.7%。

8. 失业人数

初步估计显示，整体季节性调整之后的失业率从2014年9月份的2%下降到同年的1.9%。

9. 就业人数

据《2014年就业状况报告书》，2014年的总就业人数预计增加12万9000人，比2013年的13万6200人来得少。

10. 裁员人数

谈及裁员，在2014年的第4季约有3800名工友被裁，比前一个季度的3500名来得多。在2014年，全年被裁退的工友增加到1万2800名，比2013年的1万1560名来得多。

