

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **PARTNER OF LABOUR MOVEMENT**

### **Irene Chua**

HR Director

Panasonic Industrial Devices Singapore Pte Ltd

*Nominated by the United Workers of Electronics & Electrical Industries*

Irene Chua has been a steadfast supporter of the United Workers of Electronics & Electrical Industries (UWEEI) since her appointment as Human Resources Director at Panasonic Industrial Devices Singapore Pte. Ltd. Under her leadership, Panasonic has established a reputation as a fair paymaster, consistently providing salary increments and bonuses to employees regardless of market conditions.

During the renewal of the company's Collective Agreement with the union, Sister Irene played a pivotal role in ensuring that workers' benefits were reviewed equitably and that wages were increased progressively. She recognises the significance of cultivating positive labour-management relations. Since her appointment, the relationship between UWEEI and Panasonic Industrial Devices Singapore has improved markedly.

Sister Irene actively encourages her staff and branch officials to participate in union-related events, emphasising the importance of collaboration and seeking the union's input on all forms of communication regarding policy changes that affect employees.

Under her guidance, the company maintains a close partnership with UWEEI to ensure that any employment disputes or grievances are addressed swiftly and amicably. Panasonic rarely conducts retrenchments; when a position becomes obsolete, Sister Irene collaborates with various departments to facilitate transfers whenever possible. If an affected employee cannot find a suitable role, she proactively engages with NTUC's e2i (Employment and Employability Institute) to assist in securing an appropriate job placement.