

"thisweek



20 DECEMBER 2015

60 CENTS

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2015 IN PHOTOS

NTUC This Week
wraps up the year with
the most poignant scenes
framing the Labour
Movement's vision of
Care, Fair, and Grow.

CARE, FAIR, AND GROW



The Care, Fair, and Grow approach was introduced this year by NTUC Secretary-General (SG) Chan Chun Sing as part of the Labour Movement 2019 (LM2019) vision, with working people at the heart of what LM does.

“Firstly, we want to Care for our working people. Secondly, we want employers to be Fair to our working people, and thirdly, we want to Grow with our working people. This will better communicate with workers what the Labour Movement wants to do for them,” SG Chan said in his Secretary-General’s report at the NTUC National Delegates’ Conference, where he, along with the newly elected NTUC Central Committee will lead the Labour Movement to achieve LM2019.

Encapsulating the spirit of Care, Fair, and Grow is Singapore’s brand of tripartism – cooperative collaboration between Government, workers and employers - which has played a part in enhancing workers’ lives. And nowhere was tripartism particularly evident than at the first-ever International Forum on Tripartism.

The Care, Fair, and Grow message was also spread at this year’s May Day and National Day celebrations which reached out to all workers of all Collars, Ages, and Nationalities.



NTUC Secretary-General Chan Chun Sing mingles with union members at May Day Fiesta.



From leadership changes within the Labour Movement to the key events of year, check out our pages that portray the defining movements of 2015. Enjoy!

Manpower Minister Lim Swee Say at his final May Day as NTUC Secretary-General seated next to Prime Minister Lee Hsien Loong.





The Labour Movement reaching out to workers of all Collars, Ages, and Nationalities at various celebratory events such as the May Day Fiesta and National Day Celebrations.





Handing over the reins: Former NTUC Secretary-General (SG) Lim Swee Say (left) with current SG Chan Chun Sing.



Singapore National Employers Federation President Robert Yap addressing foreign delegates at the International Forum on Tripartism.



The Labour Movement has been pushing for more family-friendly initiatives in 2015.



The Labour Movement honours former Singapore National Employers Federation President Stephen Lee with a May Day Award.



NTUC has stepped up its efforts to do more for freelancers and self-employed workers like taxi drivers.



Caring for workers at an NTUC Appreciating U event.



Re-employment took centre stage in 2015 with the announcement from Prime Minister Lee Hsien Loong during the National Day Rally that the re-employment age will be raised from the current 65 to 67, and take effect in 2017.

This was good news for the Labour Movement as it has been pushing for the re-employment age to be upped to 67.

Tripartite partners are already in discussion on the implementation date of the proposal in 2017.



Mature workers can look forward to the raising of the re-employment age to 67 come 2017.



AT A GLANCE

- A recent survey amongst unionised companies showed re-employment beyond 65 is encouraging. Of the **728** companies surveyed, nearly **85 per cent** re-employed workers above 65.
- Some **108** of these companies have a formalised policy on re-employing older workers beyond 65.
- Under the WorkPro funding scheme administered by U Live,
 - **64 companies** were awarded the Age Management Grant. This impacted some **11,950** workers age 40 and above, nearly **80 per cent** of whom are union members.
 - **5 companies** were given the Job Redesign Grant.



YOUNG WORKERS



Young workers this year have proven how ambition and hard work breed success. Many set their sights on career goals and steadily rise through the ranks to reach the achievements they have today.

As it celebrated its 10th birthday, the youth wing of the Labour Movement (LM) continued to strive to give young workers a voice for their needs and aspirations.

This year, Young NTUC also showed young leaders' readiness to lead in the future. The youths of NTUC held their own discussion with NTUC Secretary-General Chan Chun Sing at Youth ConneX 2015 on how they can continue to contribute to the LM's new direction of Care, Fair, and Grow.

Young NTUC also continued to actively engage youths through various events like the annual Young NTUC Celebrates! National Day and the SG50 Amazing Race.

The year has seen the Labour Movement continue to strive to give young workers a voice for their needs and aspirations.



AT A GLANCE

- 2015 marked the milestone **10-year anniversary** for Young NTUC. To date, they have **191,000** members.
- The SG50 Amazing Race saw youth chapters of **14** unions come together to participate in the **largest joint-union event** in Young NTUC history.



WORKING WOMEN

More working women are in the workforce and have a better working environment thanks to the efforts of the Labour Movement. More women have also continued to benefit from various NTUC Women's Development Secretariat (WDS) initiatives, including the U Flex Movement and the Back2Work with U Programme.

This year also marked the sixth anniversary of the WeCare for U Project. To lend better support to single mothers, WDS launched the WeCare Befriender Programme, where pioneer beneficiaries of the WeCare for U Project take on the role of friend and mentor to single mothers new to the programme.

The strengthening of women leadership in the unions also made the list. Talks and dialogues such as the Women's Leadership Summit were held to help empower women leaders to step up and take on higher leadership positions.



The Labour Movement has been continuing to push to better the lives of working women, strengthen women leadership and assist single mothers through many of its initiatives.



AT A GLANCE

- In 2015, the **Back2Work with U Programme** assisted **3,010** women in finding employment and provided training for **3,101** women.
- WDS worked with **170 companies** to implement **Flexible Work Arrangements (FWA)** and holistic family-friendly workplace practices that benefited over **18,000** employees this year.
- Since 2009, WDS assisted over **1,700** single mothers and their children through the **WeCare for U Project**.
- The Labour Movement today has around **1,800** women union leaders, a **2.5 per cent** increase as compared to 2011.
- Employment rate of women reached an all-time high of **71.8 per cent** in 2015.

PROFESSIONALS, MANAGERS AND EXECUTIVES

This year proved to be one with plenty of good news for Professionals, Managers and Executives (PMEs). The emphasis on building the Singaporean Core through the Fair Consideration Framework followed the amended Industrial Relations Act, which allows unions to represent PME that came into play on 1 April 2015.

The U Associate programme has also seen significant increase in membership numbers this year. To date, there are 22 partners, a more than seven-fold increase from when the programme was launched in 2011 with only three partners.

The Future Leaders Series has also been a success. Programmes like the LinkedIn-NTUC Mentorship Sessions give PME the opportunity to pick the brains of top industry experts.

AT A GLANCE

- To date, the Future Leaders Series has engaged more than **12,000** PMEs.
- The changes to national policies like the Industrial Relations Act and Fair Consideration Framework that the Labour Movement has pushed for will see more than **300,000** PMEs benefiting.



This year, PMEs have been benefiting from a slew of programmes from the Labour Movement.

U LIVE GAMES 2015/16 GOLF

8 Jan 2016
Orchid Country Club

Take your best shot in this inter-union competition to win attractive prizes! Participate now!

PROGRAMME

11am – Registration
12pm – Lunch
1pm – Shotgun Start
6.30pm – Dinner & Prize Presentation

Approach your respective unions to register or contact Chin Teck at chin_teck@ntucclub.com.sg / call 6582 7497



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PROGRESSIVE WAGE MODEL

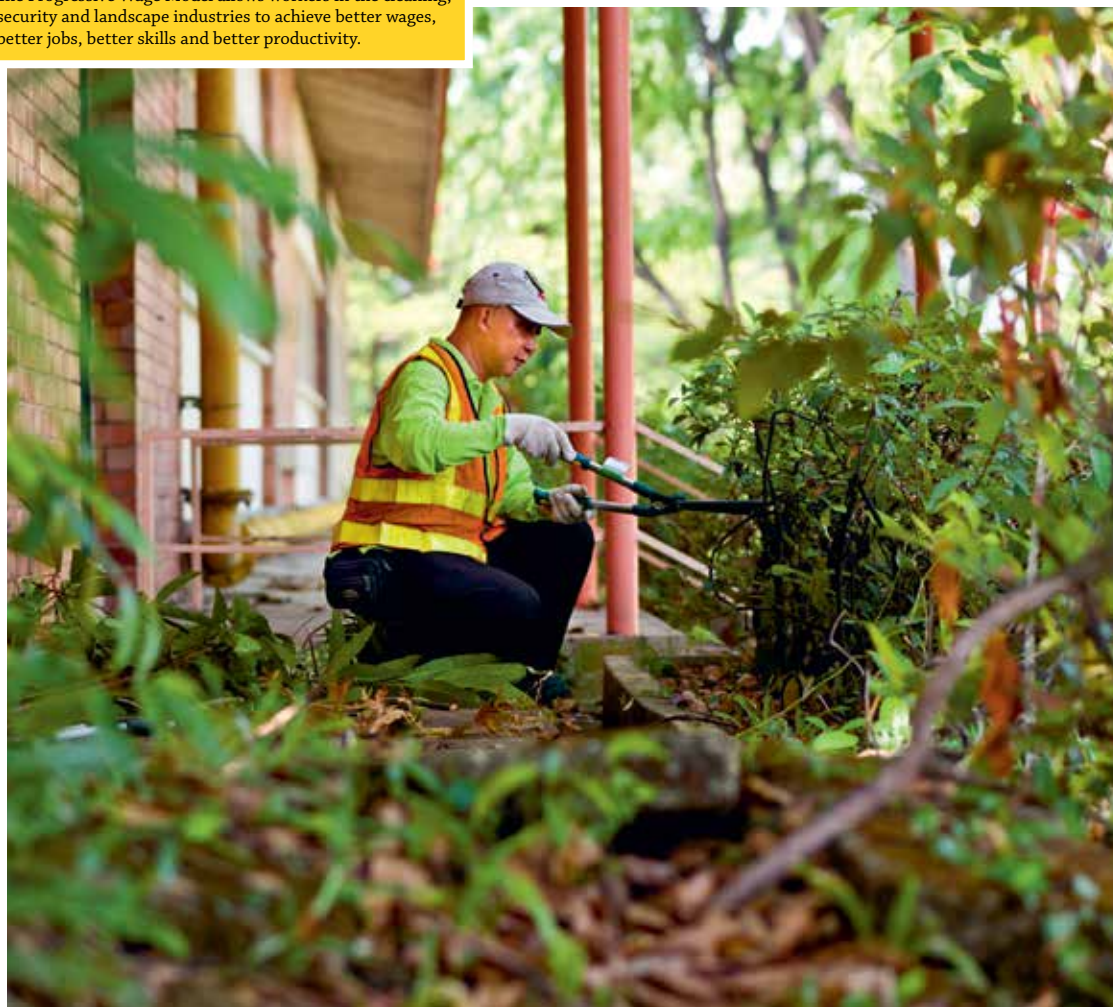


The Progressive Wage Model (PWM) made headlines when it was launched for the landscape industry in April 2015.

The model will be made compulsory in June 2016 for companies that want to be registered under the Landscape Company Register (LCR). About 3,000 local landscape workers will earn a better living with the recommended level basic monthly wage of \$1,300, and see their career and pay advance according to their skills and productivity.

The cleaning and security industries introduced the PWM in October 2012 and October 2014 respectively.

The Progressive Wage Model allows workers in the cleaning, security and landscape industries to achieve better wages, better jobs, better skills and better productivity.



AT A GLANCE

- 📌 Over **100,000** workers have benefited from PWM in **300** unionised companies from the **12 clusters**.
- 📌 PWM for the cleaning sector was made a licensing requirement on 1 September 2015 and has benefited about **38,500** cleaners.
- 📌 PWM for the security industry will be made mandatory on 1 September 2016. Over **33,000** security officers will benefit from the model.
- 📌 Some **3,000** landscape workers will benefit from the PWM in the landscape industry when it is implemented in June 2016.

MIGRANT WORKERS



In 2015, the Migrant Workers Centre (MWC) scored successes in its outreach efforts.

Among them was the launch of a mobile office called Forward, Response, Engagement and Intel Deployment Asset (FREIDA) in February 2015 at the Penjuru Recreation Centre, so that its staff could reach out to foreign workers in the more remote and informal housing areas like the non-purpose built dormitories. This also helped MWC to respond better to crises, accidents and emergencies.

Migrant workers can also look forward to receiving itemised payslips from April 2016 with amendments to the Employment Act in 2015 which the Labour Movement had pushed for earlier.

Festive events like *Hari Raya Puasa* and *Deepavali* were planned as part of a greater 'Migrant Workers Give Back' series of activities, where MWC became the channel for migrant workers to volunteer and give back to the community.

AT A GLANCE

- MWC provided direct assistance and representation to **3,600** migrant workers in 2015.
- MWC engaged about **80,000** migrant workers this year during its outreach on basic employment rights and the dispute resolution channels available to them.



A DAY IN A LIFE OF...

We see them every day, yet we hardly stop to think about what their job entails. From security guards who upkeep the security of our homes and offices, to the janitors that dutifully keep our public toilets sparkling clean, these workers are very much a part of our lives.

This year, the journalists of *NTUC This Week* took the opportunity to walk a mile in the shoes of the workers that do the important jobs to keep Singapore ticking.



“My shirt was soaked with perspiration when I finally finished. I could feel the accumulated fatigue from my muscles down to my bones. The use of technology can help ease the workload of our cleaners, and more companies should adopt it as it would be for the benefit of elderly workers who form a large number in the cleaning sector.”

Fawwaz Baktee, who tried out the job of a general cleaner. Fawwaz also took on the job of a concierge (pictured top).



“Cut the branches just before the last leaf. This way, the plant can continue growing. These words my mentor shared have stuck with me ever since. To put things into perspective, what I gathered from him was to do away with what you must in life, but leave behind enough for life to continue.”

Shukry Rashid, who traded pen to be a landscape technician. Shukry also tried the jobs of a security officer and a foodcourt cleaner.



“My mentor’s expertise shone through as she took me through the different tasks of the daily husbandry routine at the zoo. We were sifting through eucalyptus leaves to calculate the percentage of each variety the koalas eat each day. There I sat without the faintest idea of how to tell the leaves apart, while she took mere seconds to identify each.”

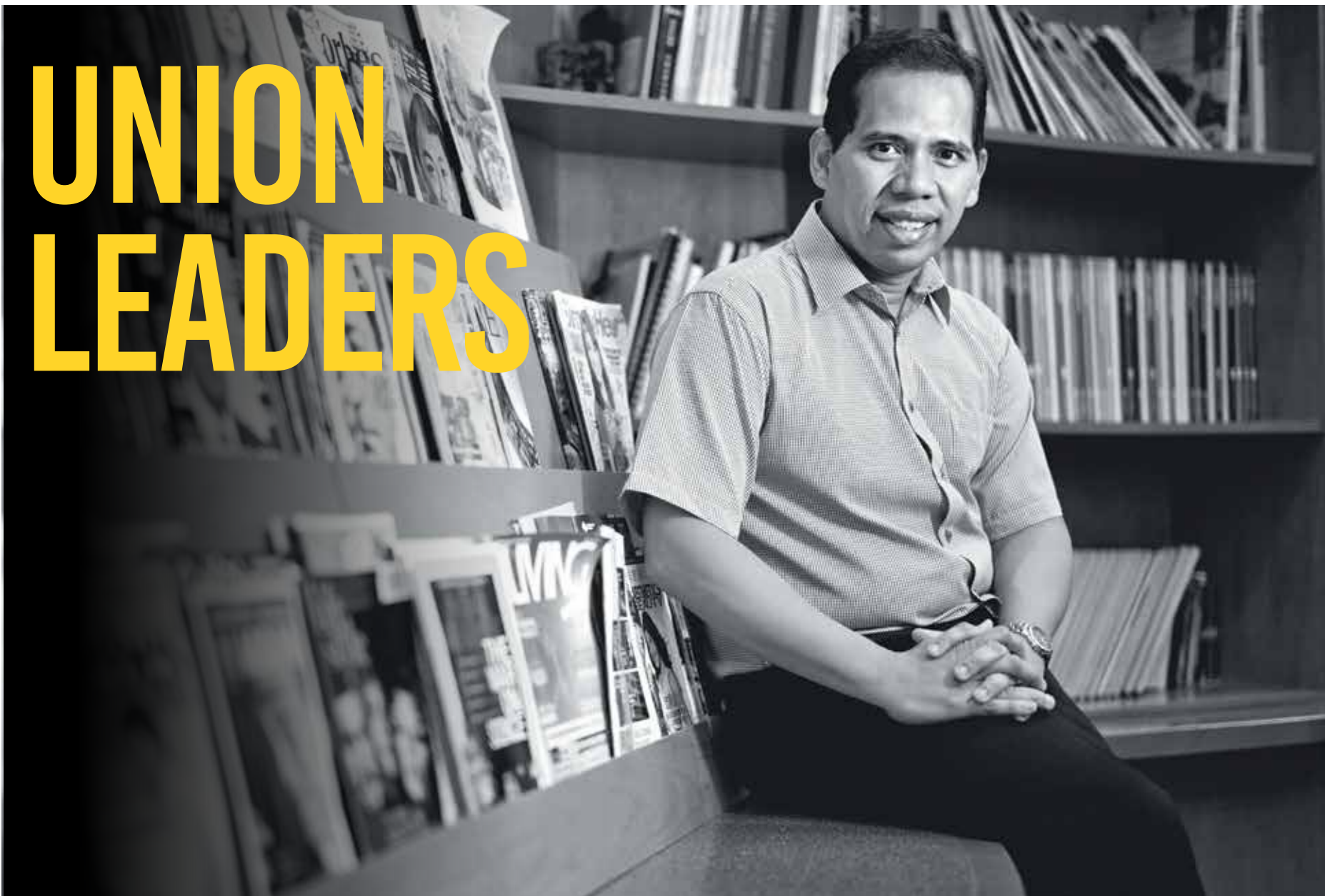
Ryan Chan, who was a zookeeper for a day.

“I started feeling the burn by the third room I was cleaning, but after the fourth, I felt the opposite of all that I heard about the occupation – that it would be laborious and not that rewarding.”

Geraldine Peters, who was a room attendant at a hotel.



UNION LEADERS



Union leaders are the lifeblood of the Labour Movement. Though they come from different walks of life and different sectors of the economy, they all keep their respective unions strong and growing together with the Labour Movement.

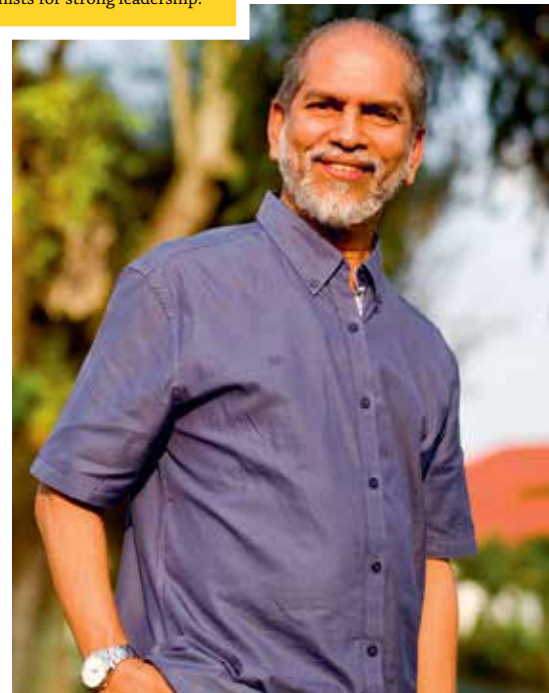
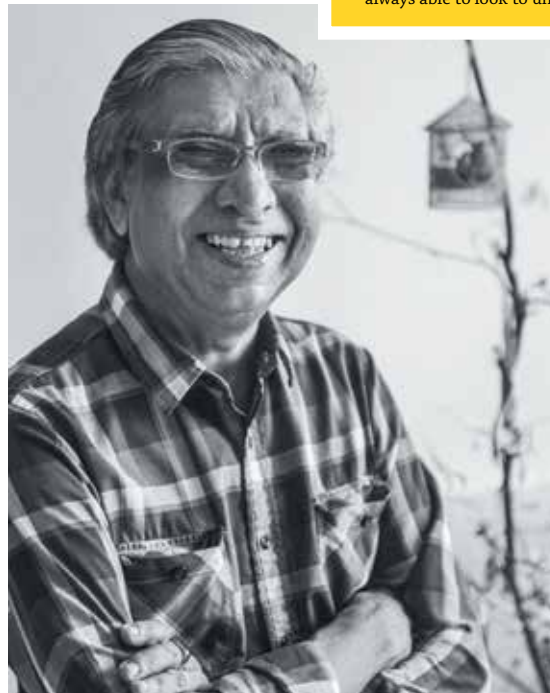
NTUC This Week has been profiling the work of these leaders, some of whom work quietly behind the scenes, to show how they contribute to making the lives of workers better. Be they the Pioneer Generation leaders who struggled along with the NTUC in the early days or the younger leaders of today who strive to maintain the tradition, leading by serving is their creed.

AT A GLANCE

- This year alone, **653** union leaders completed one of the Ong Teng Cheong Labour Leadership Institute (OTCi) core certificate programmes up to Diploma level.
- **4,200** training places from a wide range of short courses and mass workshops were taken up by union leaders.
- There were about **3,500** places in engagement activities such as dialogues and learning journeys.
- This year's Branch Officials Recognition Award (BORA) honoured **75** branch officials from **43** unions.



Be it in times of industrial upheaval or peace, workers are always able to look to unionists for strong leadership.



Gearing Up For SkillsFuture Credit

Singaporeans aged 25 and above will be receiving their \$500 SkillsFuture Credit in January 2016. Here's how to prepare for it.

Contributed by
Singapore Workforce Development Agency



Singaporeans will receive an activation letter in January 2016, including a step-by-step guide booklet which explains the detailed steps in four languages. Broadly, Singaporeans can:

- ✓ Ensure that they have their SingPass, or start applying for one.
- ✓ Browse for courses at www.skillsfuture.sg/credit.

- ✓ Review and select the courses that you may wish to attend and register for the course directly with the training provider before applying to use your SkillsFuture Credit when your account is activated.

There are about 10,000 courses that span across 57 functional areas including basic computing, digital animation, literacy and numeracy, web design, and advertising.

Want to know more about how to start your journey on lifelong learning? Look out for the SkillsFuture Credit Roadshow on 9 and 10 January 2016.

For more information, visit www.skillsfuture.sg/credit or call the SkillsFuture Hotline at **6883 5885**.



Growing Stronger Together

The NTUC U Associate programme ends the year on a good note with new signings.

By **Ryan Chan**

NTUC's U Associate programme has been actively reaching out to Professionals, Managers and Executives (PMEs) from various sectors, with five partnerships formed in just the fourth quarter of 2015 alone, bringing the total number of U Associate partners to 22.

They include Human Capital Singapore (HCS), the Information Systems Audit and Control Association (ISACA), the Insurance and Financial Practitioners Association of Singapore (IFPAS), CPA Australia (above) and the Singapore Corporate Counsel Association (SCCA).

These partnerships will see NTUC and the respective U Associates work to upskill PME's through progression and professional development programmes to ensure they are well equipped to remain future-ready and globally competitive.

NTUC Director of U Associate and Future Leaders Programme Vivek Kumar said: "The NTUC U Associate Programme is a strategic ecosystem with professional associations to provide our union members and PME's with pathways for career progression."

Labour Market, 3rd Quarter 2015 Report

The recently released report by Singapore's Manpower Ministry indicated an increase in the long-term unemployment rate and a slowing down of employment growth. Here are the key findings.

By **Ramesh Subbaraman**



The long-term unemployment rate among residents and citizens edged up to 0.6 per cent in September 2015 from 0.5 per cent a year ago.



The number of people who had been looking for work for at least 25 weeks rose from 10,800 in September 2014 compared to 12,800 in September 2015.



Total employment grew by 12,600 jobs in the third quarter of 2015, significantly lower than the growth in the same quarter last year where some 33,400 jobs were created.



Cumulatively for the first three quarters of this year, total employment grew by 16,200, the slowest growth since 2009.



Currently, total employment in Singapore stands at 3,640,100 in September 2015, 1.6 per cent higher than last year.

“ We are seeing some freezing of recruitment except in the manufacturing sector where there is replacement but also redundancy with about 1,000 workers to go by December 2015. With resident unemployment rate creeping up faster than the overall, the concern is whether there is mismatch of jobs and skills in our local workforce. We need to step up training efforts and ensure that companies continue to adopt progressive employment practices to remain Singaporean core workforce.”

NTUC Assistant Secretary-General Cham Hui Fong



Migrant workers enjoying more than 10 exciting roadshows and activity booths at the International Migrants Day event.

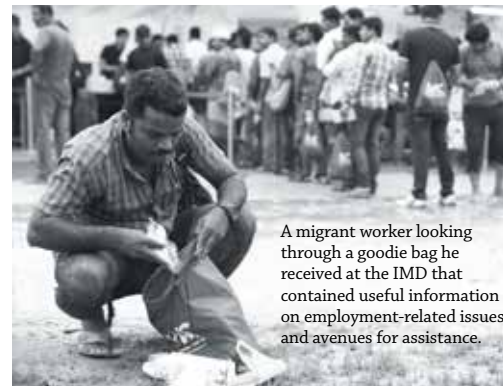


invisible hands

Exhibition

After doing a 12-week internship with the Migrant Workers' Centre (MWC) earlier this year, 22-year-old Rachel Ng was inspired to shed light on the lives and struggles of migrant workers in Singapore. She, with the help of a friend, did so by photographing and recording the stories of the migrant workers they met.

Through the MWC, this project led to the birth of the 'Invisible Hands' photo exhibition, which showcased around 20 migrant workers who shared their stories.



A migrant worker looking through a goodie bag he received at the IMD that contained useful information on employment-related issues and avenues for assistance.



I hope Singaporeans will acknowledge migrant workers as people who have families, and who work hard in order to provide for the people they love. In general, I hope that this project will be a step towards a more inclusive and compassionate society."

Rachel Ng



Mr Bennet Neo, co-chairman of Migrant Workers' Forum and Mr Melvin Yong, Director (Field), NTUC, spending time with migrant workers at the event.



Photos: Migrant Workers' Centre

MWC CELEBRATES
MIGRANT WORKERS' CENTRE

INTERNATIONAL MIGRANTS DAY

Despite the late-afternoon downpour, over 5,000 migrant workers turned up on 13 December 2015 at this year's International Migrants Day (IMD) celebration held in the heart of Little India.

Themed "Together As One, Brighter Future For All", the event organised by the Migrant Workers' Centre (MWC) was in recognition of the many contributions of migrant workers to Singapore. This was the seventh IMD celebration organised by MWC since 2009.



MWC collaborating with the Young ChangeMakers to organise an outdoor picnic and mingling session between migrant workers and young volunteers at the International Migrants Day event.



I have friends who have problems at work, but they always keep quiet. They are scared that their boss will send them back to Bangladesh. We don't want to go back to Bangladesh. We like Singapore very much. For me, I like my work. Singaporeans are very nice to me. My boss is also very good to me. I have no problems."

Mamun Sheik, 26, Construction Worker, Bangladesh



I was passing by and I saw a big crowd gathered at the field here. That's why I came to have a look to see what was going on. I have relatives from China working here too, so it doesn't get lonely in Singapore. I hope to earn a better living and open a business in China. No matter how tough it gets, I will carry on."

Shun, 46, Carpenter, Peoples' Republic of China

What's Happening, Where

Festive Tee Off

What better way to kick back during the festive season than with a few rounds of golf? The Marina Bay Golf Course is offering a slew of promotions which include Christmas Hour Specials and festive buggies. The first 100 golfers to play three rounds of 18 holes will also receive a backpack worth \$79 from Under Armour.

i Marina Bay Golf Course, 80 Rhu Cross. Available till 31 Dec 2015. For more information and the full list of promotions, visit www.mbgc.com.sg.



Gamelicious Fun

Wild Wild Wet is adding three new game stations to make your splashing good time even more enjoyable! Suitable for all ages, the Pop-Up Pirate, Boat Race and Marble Survivor game stations will be open on weekends and weekdays (one station only). Available till 3 Jan 2016 from 2pm to 4pm, with attractive prizes to be won.

i Wild Wild Wet, Downtown East, 1 Pasir Ris Close. Opens from 1pm to 7pm (weekdays) and 10am to 7pm (weekends). For more information, visit www.wildwildwet.com.



Keep Fit & Fab

With 2016 around the corner, you may want to get a head start on your New Year's resolution to keep fit. Zinga Fitness is offering 1-for-1 zumba classes at \$18. NTUC members need only present their membership card and printed coupon (from www.powerofu.sg/powerofu/ntucmembership) to enjoy this promotion. Valid only for first-timers.

i Zinga Fitness, Grandlink Square, #01-51. Available till 31 Dec 2015. Advance booking by SMS is compulsory. For more information, visit www.zingafitness.com.



Healthy Promotions

Fancy a trip to Japan? Every \$40 spent in a single receipt at Unity Pharmacy gives you a chance to win a trip for two to the Land of the Rising Sun worth about \$5,000. Unity Pharmacy is also offering up to 53 per cent discount on purchase with purchase for Sunrise containers. Also available: Promotions on festive gifts for wellness products and chocolatey delights.

i Valid at all Unity Pharmacy outlets. Available till 30 Dec 2015. For more information and the full list of promotions, visit www.unity.com.sg.

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ANDROID

“职总周报”



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MCI (P) 044/12/2014



回顾工运2015

职总周报经典回顾工运今年在迈向关怀工友，公平对待工友和与工友成长的愿景所创下的亮点与里程碑。