

"thisweek



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Unveiling
**OUR TOP
ROLE MODEL
STARS**

Passion and perseverance from 279 workers, employers, government agencies and partners of the Labour Movement light up the stage at this year's NTUC May Day Model Partnership Awards.



HONOURING MODEL WORKERS

The annual NTUC May Day Model Partnership Awards this year saw 62 individuals, 44 companies and 173 partners taking to the stage for championing the spirit of teamwork and excellence.

Awardees comprised workers, unions, employers, tripartite partners and Government agencies.

Held at the Devan Nair Institute for Employment and Employability on 23 May 2015, the event was graced by NTUC President Diana Chia and NTUC Secretary-General (SG) Chan Chun Sing.

COMPETITIVE SPIRIT

Delivering his opening address to 700 awardees and guests, SG Chan said that Singapore's competitive edge is in the quality of its workforce and partnerships.

The limelight shines on 279 workers, employers, government agencies and partners at this year's NTUC May Day Model Partnership Awards.

By **Fawwaz Baktee**

"Our workers show that they are determined to make sure that they do not just ask for higher salaries. They upgrade themselves and keep pace with the technology to prove that they are well worth the higher salaries.

"The employers who are here today prove that they are not only there to just make money for themselves.


"They are also there to take care of their workers, not only by giving them a better and fair pay, but most importantly to invest in their workers to ensure that they are not only ready today but also for tomorrow's job

market. They are prepared to partner our workers and groom them to be future-ready workers," he said.


SG Chan added that if workers and employers continue in that manner with the help of tripartite partners, Singapore would be able to keep its position as one of the most competitive economies and workforce in the world.

WORKERS OF THE FUTURE

In a media release, NTUC said that the outstanding efforts of the May Day Model Partnership awardees have enabled workers



The sunflowers, given out to awardees and guests at the MDMPA, symbolise a brighter future for everyone.



Award winner Lisut Ahzahari (second from left) poses for a photo with representatives from Jurong Bird Park and NTUC President Diana Chia (far right).



to upgrade and upskill, and businesses to uplift productivity and enhance competitiveness.

“Through working together and supporting each other, our workers can gain the necessary skills and knowledge so as to become workers of the future. For businesses, through valuing and investing in their workers, can likewise create jobs of the future,” said NTUC.

The May Day Model Partnership award is given to workers who have taken steps to upgrade for better employment and progression, and have strived to remain gainfully employed beyond the retirement age; and human resource personnel, supervisors and companies who have worked with unions and the Government to improve workers’ jobs by raising productivity and nurturing an inclusive and supportive working environment.



Did You Know?

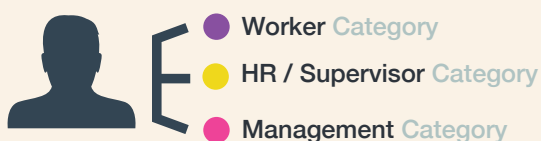
The May Day Model Partnership Awards (MDMPA) was originally called the Model Worker Awards before 2009. With that change, came the introduction of a new category – the Institutional Category, in recognition of organisations that actively helped workers during the global economic crisis. The awards this year continue to honour workers, unions and companies that have embraced partnership and good practices, aiding worker progression regardless of collar, age and nationality. Such initiatives all contribute to the bigger national goal of building a future-ready and future-proof Singapore.

AWARDS AT A GLANCE



Total of 106 awardees and 173 awardee partners

Over 3 Categories



Age of youngest awardee



Number of years of May Day Model Partnership Awards

A Competitive Edge

Recipient of the May Day Model Partnership Award 2015 embraces technology to not only improve productivity but to also keep workers happy.

By **Fawwaz Baktee**



Formosa Delights employees are receptive to the change and upskilling that come along with automation.

Running 18 outlets in Singapore serving authentic handmade Chinese noodles and *xiao long bao* can be challenging for a small, family-run company like Formosa Delights Pte Ltd.

They faced numerous difficulties including shortage of manpower and low productivity.

“*Xiao long bao* making is actually a skilled job, thus we had to hire workers from China to do the work. We faced difficulties in employing enough people to run the production line due to the foreign worker quota companies are allowed. Work was very labour intensive... we also faced a problem of retaining local employees,” said Formosa Delights General Manager Liu Hsin (pictured right).

Previously, staff spent a lot of time to produce enough *xiao long bao* for all the outlets as the management believed that in order to retain authenticity, all food products

had to be handmade. In order to meet the demand, four employees spent six man-hours each to produce the *xiao long bao* every day.

IMPROVING PRODUCTIVITY

In late 2013, the management finally decided to explore and implement new initiatives to remain competitive in the market despite being a Small and Medium Enterprise (SME). It approached Devan Nair Employment and Employability Institute (e2i) to tap on the Inclusive Growth Programme (IGP).

Through the IGP, Formosa Delights received 50 per cent funding for a machine to automate the production of *xiao long bao*. Required to be operated by only one employee, the machine takes just six hours to produce the same amount of *xiao long bao* that used to take 24 hours.

This, in turn, allowed the company to redesign the jobs of the other workers and help retain local employees.

“Work is less labour intensive now. Employees used to work quite a number of hours overtime.

Now they need to only work five days a week, eight hours a day at the factory. They gained new skills, and the employees were receptive to the change,” said Mr Liu.

With the improvement in productivity, the company rewarded 27 of its workers with a 10 per cent wage increment and a one-and-a-half-month bonus.

MODEL PARTNER

For taking the initiative to improve jobs and productivity, Formosa Delights was one of the companies that received the May Day Model Partnership Award 2015.

“We were flattered when we heard about the nomination. It was very much unexpected. We were just doing what we could to survive as a company in such competitive circumstances.

“As SMEs, we need clear processes and operations and constantly need to improve in productivity. What’s most important is that we maintain a good relationship with our employees. Equipment and machinery are good, but they are accessible to any company. Skilled and happy employees, on the other hand, give SMEs an edge over its competition,” said Mr Liu.



Prepping For Take Off

Senior Technical Instructor sees his career soar through hard work, determination and passion.

By **Geraldine Peters**

Thirty-six-year-old Iswandie Wanhar always knew he wanted to be in the Aviation Industry.

FORGING A PATH

Inspired by his father who worked at Port of Singapore Authority (PSA), the ST Aerospace Senior Technical Instructor developed his love for electrical work at a young age and set his sight on entering the Aviation industry after completing his 'O' Levels.

"It was a booming industry and it was something that I wanted to be part of," he said.

Immediately after leaving National Service, he researched on the organisations that helped staff upgrade themselves and found that ST Aerospace, a company largely dealing with aircraft maintenance, fit his criteria. He joined them as a Trainee Technician in 2000 and enrolled in the National Institute of Technical Education Certificate (NITEC) Apprenticeship Programme conducted in-house by its Technical Training Centre to prepare for the role. Thrilled at entering his field of choice, Mr Iswandie aspired to work at getting himself an executive role in the company.

SOARING TO NEW HEIGHTS

Upon completion of the 18-month programme, Mr Iswandie immediately began his part-time diploma course in Mechatronic Engineering in 2002.

Impressed with his drive and motivation to upgrade himself, his management enrolled him in the Certificate in Aircraft Maintenance Programme (CAMP) that year. It is a four year

course that only accepts around 20 applicants annually.

"The management has been very supportive of all that I want to do and so, with every opportunity that comes my way, I take it and do my best," he said.

Upon his completion of CAMP in 2011, he finally achieved what he had set out to do from his first day at ST Aerospace – clinching the executive post of Licensed Aircraft Engineer.

COMING FULL CIRCLE

Wanting to pass down his knowledge and give back, he moved on to become a Technical Instructor, and subsequently Senior Technical Instructor last year. He now teaches around 25 students at ST Aerospace's Technical Training Centre, where he had first begun his journey.

Having been a member of Singapore Industrial & Service Employees' Union (SISEU) for a decade, Mr Iswandie also acknowledged that the union played a vital role in ensuring that staff are happy within the organisation.

His determination to upgrade has not gone unnoticed as he is now a May Day Model Partnership Award 2015 recipient

Feeling humbled by the recognition, Mr Iswandie sees it as a signal to press on. He is now doing a Bachelor of Science in Aviation and Business Administration funded by ST Aerospace.

Expecting an SG50 baby this year, Mr Iswandie is excited to apply his work ethic to all areas of his life.

"The only constant is change and that is an ideal I embrace," he said.



Mr Iswandie Wanhar taking students through the steps of aircraft maintenance.

Role Model Stars

NTUC This Week catches up with several recipients of this year's May Day Model Partnership Awards.

WORKER CATEGORY

BETTER EMPLOYMENT AND PROGRESSION SUB-CATEGORY

Zainal Whakamari, 57, Higher Environment Support Assistant, National Environment Agency (NEA)

Armed with only a Primary School education, Mr Zainal started his career with the Ministry of Environment as a workman cleansing employee in 1992, earning less than \$1,000 per month. Through hard work, he picked up English over time and has completed a work-related training programme.



RE-EMPLOYMENT BEYOND THE RETIREMENT AGE SUB-CATEGORY

Chua Keok Cheng, 80, Technician Component Aerospace Singapore Pte Ltd

The oldest award recipient this year, Mr Chua has 48 years of hands-on experience as a technician. Although his age limits him in doing physical work, his focus and competence in safety and quality standards continue to make him a valuable member of the operations team.

His positive attitude continues to inspire his younger colleagues.



MANAGEMENT CATEGORY

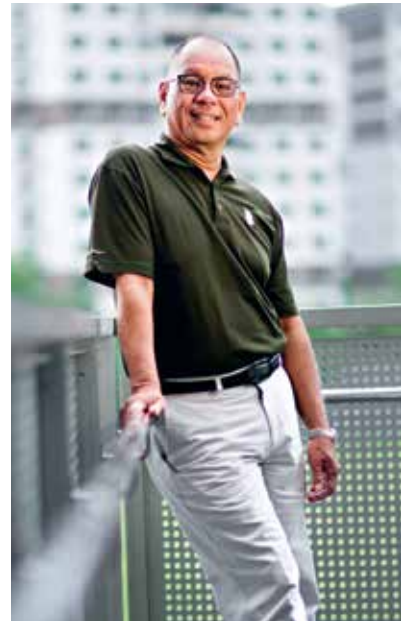
SME INITIATIVES SUB-CATEGORY

Mr Bean International Pte Ltd

Mr Bean International has enhanced its soya milk production process with a central kitchen and by installing soya milk boilers at each outlet.

With the boilers, the company has been able to reduce the man hours to produce soya milk per store from eight hours to two hours.

Eighty full time workers and 50 part time workers have benefitted from the improvements with an average increment of 12 per cent and 15 per cent respectively.



Mr Loh Jwee Poh, Mr Bean International representative.

IMPROVED WORKERS' JOB THROUGH PRODUCTIVITY IMPROVEMENT/BEST SOURCING PRACTICES SUB-CATEGORY

Patisserie G Pte Ltd

Since 2012, Patisserie G has worked closely with the Devan Nair Employment and Employability Institute (e2i) to implement productivity projects, making jobs easier and smarter for its kitchen staff.

To date, the company has embarked on five productivity projects under the Inclusive Growth Programme (IGP) and in turn have benefitted 40 per cent of their total staff strength. The management of the company has also been working with e2i to encourage staff to continuously upgrade themselves.



Mr Kelvin Swee, Patisserie G representative.

HUMAN RESOURCES CATEGORY

FACILITATED SUPPORTIVE WORKING CULTURE SUB-CATEGORY

Grace Yang Shi Lei, 34, Senior HR Manager, Suntec Singapore Convention & Exhibition Centre

Ms Yang helped work out a feasible plan for the mature workers of Suntec Singapore by creating awareness of the Retirement and Reemployment Act. She plans to conduct a survey to understand the needs of an ageing workforce and create appropriate programmes to enhance mature workers' work environment.

She provided strong support to the Building Construction And Timber Industries Employees' Union on a Collective Agreement with enhanced terms and conditions for employees of the company, and has worked with the Union Branch Committee and Industrial Relations Officers to settle workplace grievances at the company level rather than at the Ministry of Manpower level.

Ms Yang is also active in exploring various platforms to train, upgrade, and retain employees.



Congratulations



Brother Effendy Bin Mohd Shariff
Vice President
CIEU



Brother Danny Khoo Cher Keong
Executive Committee Member
CIEU

on being conferred the prestigious
Comrade of Labour Award 2015



The Union That Cares
Chemical Industries Employees' Union

Congratulations

to the following recipients of the
May Day Model Partnership Awards 2015

Management Category



Fu Yu Corporation Limited



Jotun (Singapore) Pte Ltd

HR Category



Ms. Chew Siew Yeap

Manager (Industrial Relations & Office Management)
Singapore Oxygen Air Liquide Pte Ltd (SOXAL)



The Union That Cares
Chemical Industries Employees' Union

THANK YOU, BROTHER SWEE SAY!

NTUC-ARU staff pay tribute to Immediate-Past Secretary-General (IPSG) Lim Swee Say to celebrate his many contributions to workers.

by **Geraldine Peters**



Staff giving IPSG Lim a grand welcome into D'Marquee ballroom at Downtown East.

Around 550 NTUC staff members turned up for the Administrative and Research Unit (ARU) Tribute to IPSG Lim held on 19 May 2015 at Downtown East. Organised by NTUC-ARU, the three-hour tribute consisted of performances and activities put up by ARU staff. Highlights included a play cleverly incorporating IPSG Lim's well-known catchphrases as NTUC Secretary-General, such as 'Upturn the Downturn' and 'Better, Betterer, Betterest' as well as a video montage from various departments, unions and even current Secretary-General Chan Chun Sing showing their appreciation to him. A scrapbook made up of well-wishes from staff was also presented to him.

“ Let us make sure that the Labour Movement will always be a movement that we can be proud of, that our workers can be proud of, that the whole Singapore can be proud of.”

IPSG Lim Swee Say



IPSG Lim enjoying a moment.



(From left to right) SG Chan Chun Sing catching up with IPSG Lim and wife Elaine, and daughter Shu Ming.

As a farewell gift, NTUC staff penned their well-wishes in creative ways in a scrapbook dedicated to IPSG Lim.



Staff putting up a play incorporating IPSG Lim's famous slogans.



From walking the factory floors to modernising the NTUC, it's not hard to see why Immediate-Past Secretary-General Lim Swee Say is a true champion of workers. *NTUC This Week* shares the highlights of his journey with the Labour Movement.

LABOUR OF LOVE

ALL C.A.N LABOUR MOVEMENT: Together with our union leaders, he repositioned the Labour Movement to be an inclusive one so as to bridge an ageing workforce, a widening income gap and a greater dependency on foreign manpower. Today, we are an All C.A.N Labour Movement for all Collars, all Ages and all Nationalities of workers in Singapore.

UPTURN THE DOWNTURN: With the tripartite cooperation of unions, employers and the Government, he championed the call to help Singapore's workers and union leaders sail through the 2008 – 2009 downturn by cutting costs to save jobs, amongst other measures.

A VOICE FOR WORKERS: He spoke passionately for workers' concerns and aspirations; be it on the factory floor during his countless Learning Journeys with union leaders, or in Parliament, at International Labour Organization (ILO) meetings and during the Singapore Tripartism Forums.

UPLIFTING LOW-WAGE WORKERS: He did many things to level low-wage workers up in society, including encouraging union leaders who sit on the National Wages Council (NWC) to fight hard for their needs. This has been fruitful with the NWC recommending a special dollar quantum for low-wage workers in the past few years.

PROGRESSIVE WAGE MODEL: He pushed for the introduction of the Progressive Wage Model (PWM) in 2012 to help workers earn better wages through skills upgrading, career advancement and productivity improvements. PWM is now a mandatory licensing requirement for cleaning companies and this has benefitted over 35,000 resident cleaners. PWM will also be a licensing requirement for security firms in 2016. Next on the cards is the landscaping sector.

PUTTING SINGAPOREANS FIRST: With the help of union leaders, he encouraged employers to embrace the Fair Consideration Framework and pushed for the setting up of the National Jobs Bank to give Singaporeans the first opportunity to be employed.

PROTECTING PMES: To better represent Professionals, Managers and Executives (PMEs), he spurred our union leaders to push for the widening of legislation in Parliament and this has been achieved. PMEs can now be collectively represented in the amended Industrial Relations Act which took effect on 1 April 2015.

EFFECTIVE CATCHPHRASES: He always found it useful and beneficial to reach out to workers in the easiest language possible. There were no shortage of catchphrases, which caught on, including 'Cheaper Better Faster' and 'Better, Betterer and Betterest'.

4PS APPROACH: He put in place the 4Ps approach to help workers enjoy a fair workplace (Protection), guide them upwards in their careers through skills upgrading (Progression), match them with the right job (Placement), and add meaning and quality to their daily lives through membership benefits (Privileges).

TRIPARTISM: He has brought tripartism to even greater heights to the extent that the Singapore model of tripartism won praises at the International Labour Organization meetings for how it helped the country come out of economic recessions. He has championed for tripartism to be more pervasive and implemented at the national and sectoral levels. The Labour Movement led by example by embracing tripartism in 12 clusters. In recent years, several formal tripartite workgroups have been formed to help workers.



AUPDRW members showing off their May Day gifts with Executive Committee members and Guest-of-Honour Seah Kian Peng.

Appreciating Unsung Heroes

Workers from the Amalgamated Union of Public Daily Rated Workers get a little surprise to thank them for keeping Singapore clean and green.

By **Ryan Chan**

There are everyday things we take for granted, such as the clean sidewalks we trod on each day. For these, we have the Daily Rated Employees (DREs) to thank.

As part of the island-wide May Day celebrations, the Amalgamated Union of Public Daily Rated Workers (AUPDRW) distributed tokens of appreciation to 680 DREs who have worked hard to collectively contribute to achieve Singapore's status as a clean and green city. Each member received a powerbank sponsored by NTUC Fairprice Foundation.

About 250 workers were present at the

AUPDRW May Day Gift 2015 Presentation on 12 May 2015 at the National Environment Agency's (NEA) Environment Building, where Deputy Speaker of Parliament and Advisor to AUPDRW Seah Kian Peng attended as Guest-of-Honour.

MAKING LIVES EASIER

It was AUPDRW General Secretary Govindasamy Muthukumarasamy's idea to give the union members something different this year. He cited the example of roadside cleaners who make use of Personal Digital Assistant (PDA) devices in their daily work.

Cleaners who come across any anomalies can then take a photo of them, so that the union can alert the agency responsible to deal with the matter.

"Daily-rated workers are the unsung heroes who have contributed much to Singapore and we must not forget them. Many of them belong to low-income families and we must do our best to help them keep up with the rising cost of living, to ensure they are not left behind in our society. Every member who received this gift has contributed much to make Singapore a clean and green city," said Mr Muthukumarasamy.

Saving Lives

UPAGE and NTUC's WSH Secretariat come together to equip workers with basic CPR skills.

by **Geraldine Peters**



Around 20 delegates from the Union of Power and Gas Employees (UPAGE), comprising unionists and members, took part in a four-hour CPR+AED (Cardiopulmonary Resuscitation + Automated External Defibrillator) certification training course conducted by the Singapore Heart Foundation (SHF) on 8 April 2015.

Organised and funded by NTUC's Workplace Safety and Health (WSH) committee, the training was the first of its kind for UPAGE, backed by its Assistant General Secretary Zulkifli Abdullah who had originally attended it in February as part of mandatory training for WSH Committee members.

"I think everyone needs to have this certification, as they can then have the ability to help people not just at their workplace

but in society... it also lends to building a positive company culture in safety," he said.

VALUE-ADDING TO LIFE

The SHF team took delegates through a two-part course, focussing on effectively administering CPR as well as operating the AED and how to deal with incidents in both office and public environments.

"I see this certification as one that value-adds to my job. Having to deal with trauma and accidents already, this will help fully equip me to not just deal with an emergency but to save a life as well," said participant Mr Ismail Ta'at, 55, who is also an Emergency Response Specialist at Sembcorp Industries.

For more information on how your union can get on board, email qwd@ntuc.org.sg.

FACE TO FACE WITH...

Erwane Abdul Jalil

This is the first of a series of interviews with union leaders on how they make a difference to the lives of their members.

By **Ramesh Subbaraman**



A union leader with the Chemical Industries Employees Union (CIEU) since 2008, 41-year-old Erwane Abdul Jalil is now an Executive Committee member and Chairman of his branch.

Retrenched by a Japanese firm in 2007 after working there for 13 years, he has seen the ups and downs in his own life. Such experience has enabled Mr Erwane to share the real role of a union and the challenges he faces in being a good leader.

NTUC This Week: How did the retrenchment impact you as a union leader?

Mr Erwane: “At the age of 35, I was being retrenched. I was also thinking about my members who were the same age as me, with a family and children... where do they need to go, how are they going to survive? We had a very long discussion with the company, and at the end of the day we had a good benefit from the company with the help of CIEU. During the retrenchment, CIEU sent all the members for training to help them with job interviews. Most of them do not have a certificate and only have experience. We pulled it through and managed to get a very good quantum.”

What was one of the more memorable cases you handled?

“We had a member in my company who had been diagnosed with kidney failure and had been hospitalised about three times and needed dialysis. We managed to come to terms with the company to be more flexible with his working hours when he needed to go for dialysis. This year we asked the company if they could help to do more for him. Happily enough we managed to get the company to

agree to change his hospitalisation leave into annual leave so he had more leave to utilise.”

What are some of the challenges you have faced over the years in union work?

“One such challenge is the criticism from the members and the negative thoughts from them. But what pushes me is, with that negative thoughts, I change it to positive. I told them one thing. You may think you may not need the union right now but one day, you may need us and we are the voices for you. We are here to help you, and at the end of the day we don't get anything, we are doing this as volunteers.”

AT A GLANCE

- **CIEU represents 120 companies with 18,300 union members** in various sectors such as pharmaceuticals, plastics, medical technology and specialty chemicals.

In 2014, CIEU disbursed:

- **U Stretch Vouchers** – 711 recipients, \$72,700 disbursed
- **CIEU Hardship Grants** – 14 recipients, \$11,600 disbursed
- **Scholarships/Bursaries** – 270 recipients, \$53,450 disbursed
- **SLF hardship grant** – 8 recipients, \$8,000 disbursed

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ANDROID

The Tripartism Route

Industrial Relations Professor talks about tripartism and its future in Singapore.

By **Fawwaz Baktee**

Organised by the Ong Teng Cheong Labour Leadership Institute (OTCi), Cornell University Professor of Industrial Relations, Asian Studies and Public Affairs Sarosh Kuruville gave an evening talk last month to about 300 union leaders at the NTUC Centre.

One recurring topic was that of tripartism in Singapore. Calling tripartism a mass national development, Professor Kuruville said the founding generation of tripartism in Singapore had a strong connection and a good understanding of each other, having worked together for years.

“In those years, they have solved many problems together. Whether they have solved those problems sitting in formal tripartite meetings or informally at the coffeeshop, they had the flexibility, the familiarity and trust [of each other],” said Professor Kuruville.

He added that there is a need for the nation to develop new leaders who can continue implementing tripartism both formally and informally like the previous generation.

On why tripartism has been so successful in Singapore and has seen a decline in Western Europe, Professor Kuruville explained that it is due to its unique approach here.

He said that in Western Europe, tripartism is adversarial in nature and the parties seek to come to a compromise while in Singapore tripartism is a collaborative effort and parties are in it to find solutions to problems together.

SECTORAL TRIPARTISM

Professor Kuruville also said that sectoral tripartism – where tripartism is implemented on the industry level rather than on national level – is something that Singapore needs in order for tripartism to continue succeeding.

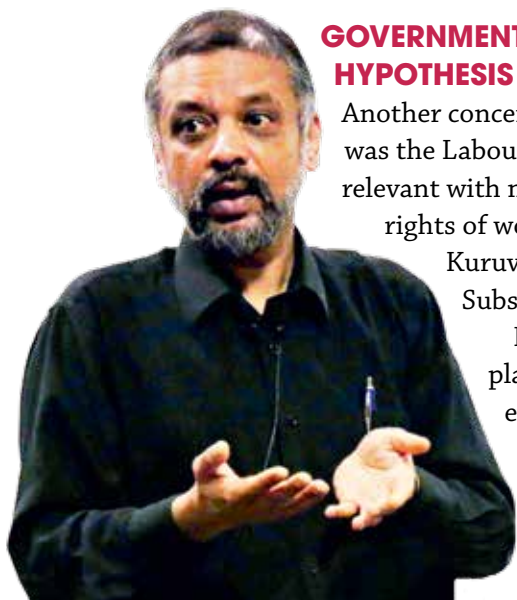
“The people at the national level of tripartism are totally committed, but at the lower levels, they don’t have that shared understanding, commitment, experience and methodologies... and that is a threat to [the future of] tripartism in Singapore,” he said.

GOVERNMENT SUBSTITUTION HYPOTHESIS

Another concern brought up during the talk was the Labour Movement becoming less relevant with more labour laws to protect the rights of workers legislated. Professor

Kuruville called this the Government Substitution Hypothesis.

He said while it is theoretically plausible, there has been no evidence to support the hypothesis, and went on to explain that “the more legislation there is, the more levers unions have” to help workers.



NWC Wishlist

Union leaders hope employers will make a special SG50 appreciation to workers for their contributions to nation building.

By **Ramesh Subbaraman**

It is that time of the year when the tripartite National Wages Council (NWC) comprising leaders from employer bodies, the Labour Movement and the Government meet to spell out the annual wage guidelines for Singapore employers.

SG50 APPRECIATION

NTUC This Week understands from several unionists that one proposal on the table for the NWC to deliberate is the possibility of a special SG50 appreciation from employers to their workers.

This is in support of workers’ contributions towards the nation’s economic growth and the betterment of workers in the past 50 years.

It is understood that some employers are already doing it in their own way, and unionists hope that the NWC will entrench an SG50 Special Contribution in their recommendations for 2015 - 2016.

HELPING LOW-WAGE WORKERS

Unionists are also looking forward to more calls to help low-wage workers improve their salary scales.

They add that a quantitative guide like those in previous years would be helpful as they have seen more workers getting higher wage increases as companies adopted NWC guidelines for the past two years.

In 2014, the NWC recommended that employers grant a built-in wage increase of at least \$60 for low-wage workers earning a basic monthly salary of up to \$1,000.

Unionists also expect the NWC to give a greater push to the slew of SkillsFuture initiatives announced by the Government to entrench lifelong learning in Singapore.

TAKING THE LEAD

Around 50 employers pledge to make SkillsFuture a way of life for their workers.

By **Ramesh Subbaraman**



Tripartite support for SkillsFuture: DPM Tharman Shanmugaratnam (second row, sixth from right) and ASG Patrick Tay (second row, fourth from right) with employers.

About 50 companies in Singapore have signalled their support for the national SkillsFuture movement through a SkillsFuture Employers' Pledge Ceremony.

Around 70 per cent of the companies are Small and Medium Enterprises (SMEs) and they pledged their commitment to adopt progressive Human Resource practices that recognise skills-based career progression and to provide employment opportunities and structured training pathways for all Singaporeans. They also pledged to support lifelong learning for existing workers and foster a culture of lifelong learning within their organisations.

A GOOD INITIATIVE

Officiating the event on 20 May 2015 was Deputy Prime Minister and Chairman of the SkillsFuture Council Tharman Shanmugaratnam, who thanked the companies and emphasised that they take ownership for the sake of their workers and themselves.

"... That passion to discover yourself, to learn something new, to

push your own boundaries, happens at different stages of life. And we have to work together to help everyone develop their potential in life.

"We are going to work closely together on this on a tripartite basis. I am sure we can succeed in this Singaporean way," he explained.

BE FUTURE-READY

Also present at the ceremony was NTUC Assistant Secretary-General (ASG) Patrick Tay.

"The SkillsFuture initiative is going to be a journey for Singapore and Singaporeans to grow together and be future-ready. All of us play an important role, not just the Government, individuals, workers and unions but most importantly employers to support their employees to up-skill, deep-skill, multi-skill and second-skill," wrote ASG Tay in a Facebook posting.

He urged employers to support their employees for training and lifelong learning, whether job-related or not, to stay future-proof.

Women Leaders Wanted

Speaker of Parliament Halimah Yacob talks about women leadership at a recent Upclose and Personal dialogue.

By **Fawwaz Baktee**



Touching on topics such as women leadership, Speaker of Parliament Halimah Yacob took centre spot recently in the latest Upclose and Personal Dialogue session organised by NTUC Women's Development Secretariat (WDS).

Mdm Halimah stated that the Labour Movement is a place where women can develop and grow. She urged women serving in unions to take advantage of this and also for men in the Labour Movement to support and provide opportunities for more women to progress.

"When I left the Labour Movement, women leadership only accounted for about 30 per cent, now it's about 36 per cent. There is a slight improvement," she said.

"... We keep saying that we need more women leaders but if there are none that come forward then what is the point? We must practice what we preach," said Mdm Halimah.

SEIZING OPPORTUNITIES

She then asked women to reflect if they want a voice in policy making.

"If the answer is yes, then you must find ways to make that answer a reality... Women, when given the opportunity [for leadership roles], you must take it. Whether it is in the unions, in political parties or other organisations, when opportunities are created, you should also be prepared to take up those opportunities," said Mdm Halimah.

Making A Difference

Here are two more
May Day Award
2015 recipients.
Congratulations!



MR MOHAMED SAID ALI, MEMBER, DNATA SINGAPORE STAFF UNION (DSSU) COMRADE OF LABOUR AWARD

Mr Mohamed has rendered yeoman services to DSSU since joining the former Changi International Airport Services Pte Ltd (now dnata Singapore Pte Ltd) in 1981. Over the years, he contributed to ensuring DSSU's growth as well as advancing the Labour Movement's efforts in enhancing the welfare of union members.

He became an important and effective point-of-contact for his division and kept members well informed of union matters.

When his division went through a declining business volume that warranted some adjustments to working patterns and job-engineering initiatives, DSSU and the management underwent many rounds of difficult negotiations. During this period, he played a pivotal role by facilitating the change in management process.

Mr Mohamed was also a member of various NTUC committees such as the Workplace Safety and Health Committee, and is constantly conscientious in making sure the working environment for workers remains safe and non-hazardous. As a member of the Aerospace and Aviation Cluster, he actively fed ground information at various meetings.

MS TAN SZE WEI, ASSISTANT GENERAL SECRETARY, AMALGAMATED UNION OF PUBLIC EMPLOYEES (AUPE) COMRADE OF LABOUR AWARD

Ms Tan is an Environmental Health Officer at the National Environment Agency (NEA) and was elected to the NEA Staff Branch Committee in 2004 and AUPE Executive Council in 2007. Ms Tan is deeply concerned about workplace issues and workers' welfare.

She always initiates dialogues when there is a conflict at the workplace and is contented when different parties clear their misunderstandings. She is also an avid contributor to AUPE's publications, writing on union activities and initiatives.

As a member of the Public Services International Executive Board (Asia Pacific Youth Representative) and an associate member of the International Trade Union Confederation Asia Pacific (ITUC-AP) Youth Committee between 2007 and 2012, she spearheaded the Asia Pacific Youth Network, bringing together young workers in the region's public sector to focus on global issues.

She also represented Young NTUC at the ITUC-AP Youth Leadership Course in 2007 and the inaugural China-Asean Young Leaders Programme in 2008. At the exchange programmes, she presented successful AUPE initiatives to young workers in the region who were interested in implementing similar ones.



What's Happening, Where

OCC SG50 Celebration Events

Orchid Country Club (OCC) members, mark 7 June 2015 on your calendar! The Club is throwing an almost whole-day bash to celebrate Singapore's 50th birthday! Indulge in the feast of activities: take part in Zumba classes; enjoy movie screenings at the Theatrette; games and bazaar stalls will keep the little ones entertained; and for a rousing round up, the Grand Ballroom at night will play host to the SG50 Dinner, featuring multicultural local cuisine, with performances and a live band to keep the mood light throughout. The best part? It's all exclusively free for OCC members!

7 June 2015, 2pm to 10.30pm, Orchid Country Club, 1 Orchid Club Road. Each member can redeem up to two tickets. Limited to the first 250 OCC members. For more information, call **6750 2121** or email **snr@orchidclub.com**.



U Sports Run @ Downtown East

If you are on the lookout for running buddies, seek no further! Avid runners staying in the East can join U Sports Run every 2nd and 4th Wednesday of the month. Here's what you can look forward to: get a great workout; and meet new friends at the same time. Each session will be approximately 5km, and runners need only register once.

Every 2nd and 4th Wed of the month, 6 - 7.30pm, Downtown East, Begonia Terrace, Level 1, 1 Pasir Ris Close. Free registration required only once. For more information, contact **alvin_tham@ntucclub.com.sg**.



Strategic B2B Influence on LinkedIn

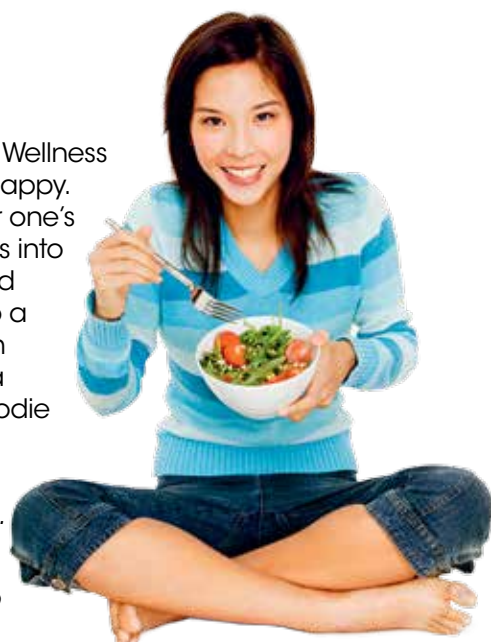
Learn to leverage on powerful B2B networking techniques through LinkedIn. This informative seminar teaches you how to enhance your profile with eye-catching visuals, gain more views and create more connections that will set you on your way to achieving your business goals. Speaking at the seminar will be Chris J Reed, an official LinkedIn Power Profile which, with 21,000 followers, has one of the most viewed profiles in the world.

10 June 2015, 7 - 9pm, NTUC Centre, Room 801, One Marina Boulevard. \$5 (NTUC members), \$20 (public). For more information, visit **www.ntuc.org.sg/wps/portal/up2/home/events**.

U Live Health & Wellness Day

Join in the very first series of the Health & Wellness Day! Learn how to eat healthy and eat happy. There will be Health Talks on how to lower one's cholesterol levels and add Chinese herbs into one's daily diet. To prove that healthy food can also be tasty, Chef Rayner Ng will do a cooking demo of chicken meatballs with mint yogurt and Caprese tri-colour pasta salad. Each participant will receive a goodie bag.

13 June 2015, 2 - 6pm, Downtown East, Begonia Pavilion, Level 1, 1 Pasir Ris Close. Free for U Live members. To register, email full name, NRIC, date of birth, contact number, union to **carolyn_yeo@ntucclub.com.sg**. For more information, call **6582 7260**.



“职总周报”



2015年5月24日

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表扬模范工友及合作伙伴

工运在年度职总劳动节杰出合作伙伴奖上表扬近280位优秀的工友、雇主、政府机构及合作伙伴。

今年度的全国职工总会劳动节杰出合作伙伴奖授予62名人士、44家公司和173个合作伙伴，以表彰他们的团队精神和卓越表现。获奖者包括工友、雇主、劳资政伙伴和政府机构。

此次颁奖活动于2015年5月23日在蒂凡那就业与职能培训中心举行，职总秘书长陈振声和职总会长谢秀慧出席了活动。

职总表示，获奖者的杰出表现起到激励工友提升技能，商业团体继续提高生产力和竞争力的作用。

未来型工友

劳动节杰出合作伙伴奖的颁奖对象是那些争取技能提升，以便获得更好的就业与发展，并能在达到退休年龄之后继续就业的工友。此外，这个奖项也颁发给那些与工会和政府机构合作，积极促进生产力、创造包容性与支持性工作环境，从而改善工友工作的人力资源工作者、主管及公司和政府机构。

职总表示：“通过多方合作及相互支持，我国工友便能够掌握所需的技能和知识，进而成为未来型工友。对于商业而言，抱着重视工友的态度和投资于工友的举措，同样可以创造出未来型的工作。”

“新加坡的成功秘诀是什么？我们的工友尽力工作，跟进科技发展和市场需求，能向顾客证明物产品有所值，而不是一味要求高薪；我国的雇主也不只着眼于追求利润，或者单纯为了一己之利，相反，他们除了给予工友合理的待遇，还投资于工友的技能提升，以便满足当代市场，乃至未来市场的需要。这便是我国的成功因素。如果我们能够继续这么做，我相信新加坡不管面对何种困难和阻挠，只要我们团结一心，发挥劳资政协作的力量，一定能够抵御风雨，继续前进，成为世界上最富竞争力的经济体，最富有竞争力的劳动队伍！”

— 职总秘书长陈振声