

PARTNER OF LABOUR MOVEMENT

Dr.Bags (Leathersolution Pte Ltd)

Nominated by The Singapore Manual & Mercantile Workers' Union.

Dr.Bags (Leathersolution Pte Ltd) was established in 2014 by two co-founders, who saw a pressing need for a bag restoration service which the masses could easily and affordably access. Newly unionised with The Singapore Manual & Mercantile Workers' Union (SMMWU) in November 2022, the relationship was quickly established through mutual trust and alignment of supporting the workers. Dr.Bags has embarked on the Company Training Committee (CTC) journey with SMMWU, tapping on the CTC grant, and impacting 80 per cent of their workforce with a 5 per cent wage increment.

A strong believer in caring for its workforce, Dr.Bags is committed to achieving 100 per cent of employees' unionisation rate. The company is also a progressive employer, implementing and providing flexible work arrangements for staff with caregiving needs. It is also an inclusive employer, as shown by the demographics of its workforce, believing in hiring workers with the right attitude while upskilling them.

Through the formation of the CTC, Dr.Bags embarked on the Operation & Technology Roadmap in March 2023. The company quickly actioned on the ideas created during the discussions and inducted technology to improve operational efficiency through a customised Enterprise Resource Planning (ERP) system. Dr.Bags also emphasises enhancing its employees' capabilities, ensuring that they are uplifted through upskilling and carving out the necessary career development for the various job roles in the organisation. The company also adheres to NTUC's #EveryWorkerMatters Conversations recommendations of providing training allowance to their workforce to encourage and cultivate a lifelong learning culture within the organisation.