"thisweek
4 MAY 2014
60 CENTS
MCI (P) 183/12/2013

Reaching For New Heights

LM's May Day 2014 celebrations scale up following the launch of Devan Nair Institute for Employment and Employability.

Prime Minister Lee Hsien Loong focuses on improving workers, jobs and lives at this year's May Day Rally.

Better, Forward, Together!

We must maintain our lead to be hardworking and adaptable, ready to fight for our livelihoods, and outsmart and out-think our competitors, says PM Lee at this year's May Day Rally.

By **Florina Oo**

"Better Workers, Better Jobs, Better Lives" – this was the message Prime Minister Lee Hsien Loong had in his speech at this year's May Day Rally.

On 1 May 2014, some 1,100 union leaders, key representatives from NTUC Social Enterprises, Labour Movement communities and staff, as well as tripartite partners, came together to celebrate May Day at the newly opened Devan Nair Institute for Employment and Employability.

Setting the tone for his speech, Mr Lee said the Government will help all workers – especially older and low-wage workers.

This includes supporting the ongoing tripartite discussions to extend the re-employment age beyond 65.

Mr Lee said the Retirement and Re-employment Act (RRA) is an important legislation to help older workers continue working and reflects the Government's commitment to help the seniors.

However, he said workers must be prepared to adjust and consider if they can cope with the physical demands of the job.

Therefore, Mr Lee called on older workers to be ready to do a different job with a reasonable pay. Responding to the possibility of an extension in the re-employment age, (*cont'd next page, left column*)...

Thanking Pioneer Gen Union Leaders

In his address, Mr Lee also paid tribute to pioneer generation unionists who have set Singapore on the path of development and changed the lives of workers for the better.

(Front row, from left): Tan Soon Yam, Oscar Oliveiro, Abdul Rahman Mahbob and wife. Edwin Netto is pictured at the end of the front row.

TAN SOON YAM

A founding member of Food, Drinks and Allied Workers Union (FDAWU), Mr Tan helped manage the retrenchments at the Navy, Air and Armed Forces Institutes (NAAFI) when the British forces withdrew in 1967. Mr Tan also persuaded hotel workers from the pro-Communist unions to join FDAWU.

OSCAR OLIVEIRO

A former NTUC President, Mr Oliveiro led the unions out of the 1985 recession into a decade of growth and prosperity. When the Employment Act was passed in 1968, he also persuaded workers to support it and understand that it would help Singapore attract investments and create jobs.

ABDUL RAHMAN MAHBOB

The founding President of Union of Power and Gas Employees (UPAGE), Mr Mahbob rallied workers to support the corporatisation of the PUB's Electricity and Gas Departments in 1995.

EDWIN NETTO

Mr Netto of the Singapore Teachers' Union was involved in retraining white collar workers from the British bases to take on blue collar jobs in Jurong. He also trained union leaders in NTUC and helped several unions prepare cases for arbitration.

Look out for stories on our Pioneer Generation unionists in next week's issue.

Call For The 'Better Movement'

NTUC SG Lim calls on Singaporeans to join him in the 'Better Movement' campaign.

By **Nicholas Lee**

Unionists enjoying themselves during the May Day Rally.

In a nutshell, NTUC Secretary-General (SG) Lim Swee Say's May Day 2014 speech can be summed up as this: Honouring workers and appreciating their contributions; and ordinary workers who make extra-ordinary contributions. The Better Movement is a campaign which the Labour movement kicked off on 1 May 2014, calling on Singaporeans to be 'Better Employers, Better Workers, and Better Customers'.

APPRECIATING WORKERS

SG Lim reminded that while Singaporeans live in a city where things work better than other places, "we do not live in a world of zero defects," he said, referring to the recent bouts of incidents where Singaporeans raised much concern about issues like the delay and breakdowns in public transport and bed crunch in hospitals.

He noted that it may be human nature to be unhappy when things go wrong. But he urged Singaporeans not to forget that for every day that some things go wrong, there are many days where "most things go right."

"There are hundreds and thousands of workers... working hard, working smart behind the scene, so that things can go right for all of us," said SG Lim, referring to a video shown at the Rally of workers who work tirelessly in the wee hours of the morning. *(Scan QR Code below for the video).*

HONOURING WORKERS

"Whether as employers, workers or customers, we depend on each other," said SG Lim, adding that each has a role to play to make things better for the other.

He called on employers to learn to bring out the best in every worker and to treat each worker better.

To workers, he asked that they value their jobs more and take greater pride in what they do.

On the part of customers, he urged a respect for service staff as they are people too.

"Let's treat each other as equals with courtesy, respect and appreciation," said SG Lim.

"Let us not wait for each other. Be the first to change, and make things better for all our fellow workers... Not just on May Day, but everyday..." encouraged SG Lim.

Check out the *Unsung Heroes* video here.

"Singapore works, because you work."

Prime Minister Lee Hsien Loong

Singapore National Employers Federation Chairman Stephen Lee said:

"From the employers' perspective, given the very tight labour market, we are not against moving to 65 but we would like to have our concerns taken care of in this move. So (if) you are adding another two years, the suitability, the health issues (of the workers) and some cost issues could also be involved."

He was also glad that older workers were being encouraged to accept a different job with different pay as their "same job, same pay" mindset, as PM Lee pointed out, presents complexities that tripartite partners are still working out.

BETTER WORKERS

While acknowledging that Singapore's workforce quality is top in international rankings, Mr Lee said competition is fierce with workers from other countries catching up.

He added that promoting continuous learning is critical for those who are already working.

"We must maintain our lead to be hardworking and adaptable, ready to fight for our livelihoods, and outsmart and out-think our competitors," he said.

According to him, the Government is investing in the quality of education to produce well-trained workers with essential skills to thrive in the new economy.

BETTER JOBS

Amidst strong competition from other countries, Mr Lee said that the Government is providing resources for workers and companies to stay ahead,

Creating better jobs would raise the value and dignity of work, and staying employed is the best safety net.

He also said that Singapore must remain open and attractive for businesses, as it would lead to quality investments and better companies providing better jobs.

"Value your workers and invest in them for the long term. Upgrade their jobs and create a future for them; they are your partners, not just your employees," he said.

BETTER LIVES

In closing, the Prime Minister called on Singaporeans to strive for a better economy, society and nation.

He stressed that with better workers and better jobs, Singaporeans can enjoy better lives along with higher income and living standards.

May Day 2014 Celebrations: From Dawn Till Dusk

1 And so our journey begins…

2 Union leaders and activists got off to an early start to distribute the Better Energy Bands across the island from 5am…

3 Our key guests and Prime Minister Lee start arriving at the Devan Nair Institute For Employment and Employability from 9am…

Mr and Mrs Lee and Janadas Devan (eldest son of the late Devan Nair).

We bring you a colourful spread of faces, places, special spaces, all capturing the best moments and energy through the day and night hours.

4 At the count of three, the Devan Nair Institute For Employment and Employability is officially opened at 9.35am…

5 Prime Minister Lee and key guests take a tour around the Institute at 9.45am…

All walks of life contributing to and taking part in the May Day spirit…

8 What May Day means to me…

This video is really good…

6 Unionists enjoying themselves before the start of the rally around 10.25am…

7 Let me help you with that… (right)

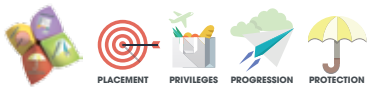
9 Yes, I posted the *Unsung Heroes* video to my Facebook…

11 Majulah NTUC! Majulah PAP! Majulah Singapura! (12pm)

10 Let me capture this Instagram-worthy moment…

12 Our next round of 'Better Energy' Band distribution at JEM and Raffles Place from about 1pm till evening…

13 The End… Till we meet again next May Day!



Devan Nair Institute Officially Opens

A new campus for Continuing Education and Training (CET) is poised to become a one-stop hub to 'make every worker a better worker'.

Prime Minister Lee Hsien Loong (centre) and Janadas Devan (third from right) unveiling the mural on the late Devan Nair at the official opening of the Devan Nair Institute for Employment and Employability.

By **Ramesh Subbaraman**

Spread over 30,000 sqm and up seven-storeys high, the brand new Devan Nair Institute for Employment and Employability will be a nexus of services that'll give all aspects of the employment landscape a huge lift.

Operated by NTUC's e2i (Employability and Employability Institute), the Institute was officially launched by Prime Minister Lee Hsien Loong at the May Day Rally on 1 May 2014.

Opened for business last year, the Institute has been dedicated to the late Mr C V Devan Nair who was a founding member of the National Trades Union Congress (NTUC) and NTUC's Secretary-General from 1963 to1965 and from 1970 to 1979.

The decision to name it the Devan Nair Institute for Employment and Employability was first revealed by NTUC Secretary-General Lim Swee Say at the 2011 May Day Rally, which marked the 50th anniversary of the trade union movement in Singapore.

"NTUC named the Institute after my father as a tribute to the pioneer generation of Singapore's trade unionists," said Mr Janadas Devan, eldest son of the late Mr Devan Nair.

"They helped build the Singapore we know today by infusing in the workers they led a sense of co-ownership. This Singapore does not belong only to the bosses but also to all workers. It is not only the Government and employers who are responsible for our well-being but also organised labour," he added.

NEW BEGINNINGS

The Institute aims to be a one-stop centre for workers, employers and training providers. There are a number of training providers who are already on location at the campus: NTUC LearningHub; ROHEI; Kaplan Professional; and SEED, among others.

Explained e2i Chairman Ong Ye Kung: "If you are an employer, I hope you'll say 'Wow, there's so many things that I can do with this Institute to help make my working environment a much more pleasant one, including raising my productivity, so that the job will be more productive... and this will be an Institute where I can find workers to fill up vacancies for good jobs."

"For a worker, if you are out of work for some time, you can talk to a counsellor who will be able to point you in the right direction..."

Meanwhile, e2i is poised to meet greater challenges in the Continuing Education and Training marketplace with the government undertaking a comprehensive review of the CET Masterplan.

The Devan Nair Institute of Employment and Employability is one of two mega CET campuses built by the government, with the other in Paya Lebar Central.

Check out next week's issue to find out more about the man behind the Institute – Mr C V Devan Nair.

"I was very impressed with the facilities, with the courses being offered, with the passion of the e2i staff and also with the confidence and success of the graduates of e2i..."

Prime Minister Lee Hsien Loong at May Day Rally

"The official opening of the Institute by Prime Minister reaffirms our commitment to make every worker a better worker, every job a better job..."

NTUC Secretary-General Lim Swee Say at May Day Rally

QUICK LOOK

What's In Store

- A hub of training providers to equip workers with T-shaped skills comprising horizontal or broad based skills that apply across all industries and deep or industry-specific skills.
- Assistance to help companies raise productivity and re-design jobs with the Inclusive Growth Programme (IGP).
- e2i Career Services Centre to provide integrated coaching, assessment, training advice and job search services. With the aim to help workers with the 4Ps of Progression, Protection, Placement and Privileges, U PME Centre will focus on PMEs (Professionals, Managers and Executives) while U Care Centre will handle low-wage workers.
- Regular job fairs.
- Place-and-Train programmes to prepare jobseekers will skills to enter new industries.

Snapshots

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

By ***NTUC This Week*** **Team**

Thank U For The Support

Orchid Country Club (OCC) hosted its first OCC Union Invitational Golf Friendly on 28 March 2014, which saw over 100 golfers from 17 unions and Labour Movement entities take part. It was held in appreciation of the unions and Social Enterprises that have been supporting the club all these years by holding their events at OCC or participating actively in club activities.

Golfers were treated to a buffet lunch before they teed off. The game was made more fun and interesting with players deciding at each shot which ball to be selected and played. Throughout the game, golfers were also treated to free beer and delightful snacks.

The prize-giving ceremony later that day saw golfers enjoying a sumptuous buffet dinner while being entertained by live music and stage games. The Singapore Bank Employees' Union (SBEU) took home the winner's trophy cup while Air Transport Executive Staff Union (AESU) and U Sports won the first and second runner up titles respectively.

PMETs More Susceptible To Redundancy: MOM Report

The latest report from the Ministry of Manpower on the incidence of redundancy and unemployment for 2013 has shown that these two aspects remained low in 2013.
One reason for that – the tight labour market. But one group has to watch out – the PMETs (Professionals, Managers, Executives and Technicians).

Key highlights:

- 11,560 workers were laid off in 2013, slightly higher than the 11,010 in 2012. However, the number of workers deemed redundant remained low at 5.8 workers per 1,000 employees, a figure unchanged from 2013.
- PMETs were more vulnerable to redundancy. About 7.3 workers were made redundant for every 1,000 PMETs. When comparing to workers in the production and related industries, the figure was 5.7 per 1,000 workers and 2.8 per 1,000 workers made redundant in the clerical and sales and service sectors.
- Two-thirds of those who were made redundant between January and September 2013 re-entered the employment market by December 2013.

Maldives Here We Come!

As a loyal NTUC member for the past ten years, it is no surprise that Ms Elaine Ng has a strong understanding of the Labour Movement. This, coupled with a never-say-no attitude helped her emerge top in the recent NTUC Membership Challenge. The contest, held from 1 December 2013 to 31 January 2014, was part of NTUC Membership's 2013 year-end celebrations campaign where participants had to answer questions related to the Labour Movement's 4Ps of Protection, Progression, Placement and Privileges. As the grand prize winner, Ms Ng won $4,000 worth of Tigerair tickets to Maldives and a Cerruti 1881 wallet. Ms Ng's husband, who collected the prize on her behalf, shared that they are planning a second honeymoon with their two children.

Ms Ng's husband (left) collecting the prize from NTUC Membership Assistant Director (Partnership & Alliances and Marketing Communication) Julian Lew.

Look out for the Facebook Match & Win game starting on 1 May. Log onto ***www.facebook.com/Umembers*** *to take part and you could walk away with Tigerair tickets, Samsung S5 and Samsung NOTE 3 handsets, Downtown East staycations, dining vouchers and more!*

MEMBER'S CORNER

May Day Specials!

Everyday FREE Treats

This year's campaign will be a celebratory showcase of 'Everyday FREE Treats' for over 800,000 union members. Following the success of the free coffee giveaways in the May Day campaign last year, we will be introducing 7X the treats this year!

Monday
FREE Admission to Wild Wild Wet

Tuesday
FREE Admission to Fort Siloso and Sentosa Merlion

Wednesday
FREE Milk Tea with pearls from Gong Cha

Thursday
FREE French Madeleines from Delifrance

Friday
FREE M1 $6 Pre-paid Card

Saturday
FREE Breakfast Set at NTUC Foodfare

Foodfare

Sunday FREE Coke Zero at FairPrice Xtra

Valid for the entire month of May for members who present their NTUC card.

$1 Deals & 1-for-1 Privileges

Also check out the free treats, 1-for-1 privileges and $1 deals from many other merchant partners. Valid for the months of May and June.
For a full list of merchants, log on to **www.ntucmembership.sg**.

Driving Up Safety

There's a new course and campaign in town for private bus drivers to make our city roads safer and friendlier.

By **Nicholas Lee**

The recent spate of accidents involving school buses has spurred the Labour Movement to launch the 'Safe-Driving Campaign' for members of the NTUC U Associate partner Singapore School Transport Association (SSTA).

Driving the message of safety among private bus drivers, the campaign aims to cultivate the importance of being a responsible road user, leading to a boost in service quality.

The campaign is co-organised by the National Transport Workers' Union (NTWU) and the SSTA under the NTUC U Associate Programme, and supported by the NTUC's e2i (Employment and Employability Institute), NTUC Income Insurance Co-operative Limited and other partners like the Singapore Traffic Police, the Singapore Road Safety Council (SRSC) and insurance company Tenet Sompo.

NTWU General Secretary Fang Chin Poh said: "Not all private bus drivers receive training on emergency handling or WSQ certification, unlike public bus captains. NTWU and our U Associate SSTA hopes to help bridge this gap... Through this campaign, we also hope that safety awareness amongst road users, especially the private bus drivers, can be heightened."

CAMPAIGN TO RAISE SERVICE STANDARDS

To help develop correct attitudes and impart essential knowledge to handle potentially hazardous situations, SSTA members are encouraged to undergo the Defensive Driving Course, organised by the e2i in a tie-up with the Singapore Safety Driving Centre.

TRAINING INCENTIVES

To further entice members to take up the course, NTUC Income and Tenet Sempo will give a $50 rebate for policy renewal when a driver completes the course.

At the campaign launch event on 19 April 2014, some 150 SSTA members including their 24 SSTA's Road Safety Champions pledged to uphold their duty as safe drivers.

QUICK LOOK

Launched in March 2011, the **NTUC U Associate Programme** is a key NTUC initiative to reach out to Professionals, Managers and Executives (PMEs) through industry and alumni associations and bring them the U Advantage of the Labour Movement. The programme has seven U Associates on board currently including, Institute of Estate Agents (IEA), Singapore School Transport Association (SSTA), Singapore Institute of Management (SIM), and Adam Khoo Learning Technologies Group, among others.

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
EDITORS
NICOLETTE YEO nicolette_yeo@ntuc.org.sg
GURMEET SINGH gurmeet_singh@ntuc.org.sg
SENIOR WRITER
NASEEMA BANU MAIDEEN naseema@ntuc.org.sg
WRITERS
JOSHUA JOSEPH MARIMUTHU joshua_joseph@ntuc.org.sg
NICHOLAS LEE nicholas_lee@ntuc.org.sg
FLORINA OO florina_oo@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
SUBSCRIPTION
JENNY LIAU jennyliau@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

© Copyright 2014 The publisher owns the copyright to all photographs and articles in this publication. No photograph or article may be reproduced in part or in full without the consent of the publisher.

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

The City That Never Sleeps

While the Lion City sleeps and slowly gets up in the morning, quite a few people are clocking up work time over various shifts. SG Lim and union leaders catch up with them.

By **Joshua Joseph**

During the visits, Secretary-General (SG) Lim Swee Say and the entourage took time to learn more about the roles and duties of transport and healthcare workers who are up and about in the early hours of the morning while many are sound asleep. Apart from enriching dialogue sessions, he also took the opportunity to address these workers' concerns and plights. NTUC This Week joins in to find out more…

SG Lim joins SMRT Technical Officers and Assistant Engineers as they carry out re-sleepering, which is the replacement of worn-out railway sleepers used to support the rails of trains.

TECHNICAL OFFICERS AND ENGINEERS

SMRT (Singapore Mass Rapid Transit) Technical Officers and Assistant Engineers operate heavy equipment from as early as 2am and work through the night to ensure that the tracks are constantly in good condition so commuters can enjoy a smooth and safe journey every day.

"SG's presence to show appreciation and understanding of their work flows is a morale booster for the workers. At the same time, we hope that members of the public will learn to better appreciate and respect the contributions of our workers."

National Transport Workers' Union President Rosmani Juraini

A thumbs up for SBST Bus Captains!

BUS CAPTAINS

SBST (Singapore Bus Service Transit) Bus Captains sacrifice precious sleep to arrive at their bus depots from as early as 4am each day to be in time to pick up commuters.

"It's nice of SG Lim to come down here and understand our way of life and work. We are glad that union and management are working on improving our work environment so that our drivers feel appreciated and do their job well."

SBST Chief Bus Captain Yap Kim San

HEALTHCARE WORKERS

Healthcare workers at Changi General Hospital remain vigilant and do their rounds down hospital wards through the night to ensure each patient receives the treatment and care.

"It was a good dialogue where we can share about our concerns with Mr Lim… he actually gave good feedback regarding our concerns."

Changi General Hospital Staff Nurse Paul Tan

Healthcare workers are all smiles as they meet and greet with SG Lim.

Doing Right By Members

This column brings you stories on how union leaders' voices have led to changes and better outcomes for their members. *NTUC This Week* catches up with one of them, Mr Azmi Ramlan.

By **Nicholas Lee**

When a union leader has union work to attend to, sometimes it may mean that he or she can only attend to it after working hours.

Such is the case for Union of Power and Gas Employees (UPAGE) Executive Council member and Branch Chairman Mr Azmi Ramlan, a branch official since 2010.

Mr Azmi, who works for a Multi-National Company, found himself dealing with one case where a branch member was being underpaid when she was promoted.

The branch committee circulated the Collective Agreement (CA) for members to suggest enhancements prior to its renewal and Sarah (not her real name) discovered that her pay was below the salary range for her position and approached Mr Azmi for help.

After working with the union, Mr Azmi was able to help his member obtain a positive outcome. Sarah's salary was raised to the pay range as stipulated in the new Collective Agreement signed between the company and the union. But that was not all, Mr Azmi together with the union also managed to get the management to reinstate the difference that she was owed for nine months.

To Mr Azmi, he sees it as his responsibility to represent his members and helping them when they face problems and grievances.

"I'm thankful for the union's help to help me regain what was rightfully mine" said Sarah.

"If it was not for Mr Azmi's help, my reaction would be to keep quiet about it and not say anything," added Sarah.

His belief, as Mr Azmi puts it, is that "the union must always have a good rapport with the management" and information sharing is important.

> **"I've learnt that one must have the passion and commitment in the role of a branch official."**
>
> *Mr Azmi Ramlan, Branch Chairman, UPAGE*

Voices For U

YES! I would like to subscribe to 50 issues (1 year) of *NTUC This Week*

Simply fill in the form below and send it back to us with your cheque payment

SGD$20 for union members

SGD$45 for non-union members

Dr/Mr/Mrs/Miss

Date of Birth NRIC

Address

Postal Code

Telephone (HP) (H)

(O) Email

Company

Occupation

Union (if any)

PAYMENT DETAILS

Cheque Payment Amount: S$ Cheque Number

Bank

(made payable to Majority Media Pte Ltd)

MAIL TO

Subscription Division
Majority Media Pte Ltd
73 Bras Basah Road, NTUC Trade Union House #06-01 Singapore 189556
Tel: 6622 7098 Fax: 6327 5640

TERMS AND CONDITIONS

- This subscription is for addresses in Singapore only
- The stated subscription rate is inclusive of GST, postage and handling charges (GST Reg No. 201330894D)
- NTUC This Week is by subscription only and is not available at newsstands
- Please allow 2-3 weeks for processing
- Subscribers will be updated of his/her subscription via post
- Incomplete forms will not be processed

***NTUC THIS WEEK,* with a brand new look!**

How do you know about NTUC This Week?

☐ Friends/colleagues ☐ Union

☐ Newspaper/TV/Radio ☐ Others, specify

Setting Sight On Safety

Stakeholders are stepping up efforts to improve safety at the workplace.

By **Ramesh Subbaraman**

The Singapore Workplace Safety and Health conference takes place in the city this week from 7 to 8 of May, bringing together about 700 delegates from employer organisations, the trade union movement and the government to discuss the theme of 'Integrating Safety and Health – Towards a Holisitic Approach.'

According to the latest Workplace Safety and Health Report 2013, the rise in the number of workplace minor injuries – which has gone up by 10 per cent for the last two years – is one area of concern.

The number jumped to 11,467 in 2013, compared to 10,469 in 2012.

Construction, manufacturing and marine remain the three traditional high-risk sectors, accounting for 57% of major injuries and 49% of minor injuries in 2013.

Out of the 59 workplace fatalities, the construction industry alone registered 33. According to the report, out of the 19 workplace fatalities in the first three months, the construction industry recorded the highest number with 12 fatalities.

TAKING ACTION

Unions in manufacturing, marine and construction are not resting on their laurels.

The Building, Construction and Timber Industries Employees' Union (BATU) has been working with the NTUC Workplace Safety & Health Secretariat to conduct a readiness survey with companies every year. And based on the results, the Secretariat provides advice and relevant support to companies to enhance their safety aspects.

NTUC's Assistant Secretary-General Zainal Sapari, who is also the Executive Secretary of BATU, said: "Every employer wants zero accident at their workplace. Achieving this requires a holistic approach involving every stakeholder in the construction industry.

"Award of tender, setting of construction timelines, assigning work to sub-contracts and many others must be done fairly and be reasonable to all parties involved. If there is a shortcoming in any of the process, it will be a time bomb for accidents to happen. The contractors may compromise safety as they try to reduce cost by cutting corners."

On its part, the Manpower Ministry has warned it will be stepping up enforcement efforts in construction worksites and will take necessary actions against recalcitrant contractors who do not put in place proper work practices.

At the marine industry, the Shipbuilding and Marine Engineering Employees' Union said many of the accidents involved foreign workers on the ground.

Together with management staff, the union leaders at the major shipyards make regular visits to the foreign workers' dormitories to gather feedback on how to improve their welfare and safety at work.

This Week In History

***NTUC This Week* turns 50 this year. It was first published in November 1964 as a monthly titled *Perjuangan NTUC*. Perjuangan means struggle in Malay, and the title captured the spirit of the times.**
From our 3 January 2014 issue onwards, *NTUC This Week* will pull out excerpts of main stories from past issues, starting with the very first until the present. This week, we look at June 1970.

By **Marcus Lin**

WORKER'S TRANSPORT CO-OPERATIVE

June 1970: Sunday, 7 June, will be long remembered as a red letter day for the taxi drivers of Singapore. For on that day, the NTUC was holding a special meeting of taxi drivers and trade union representatives at the Victoria Theatre to take a momentous decision.

The theatre was packed to capacity with a disciplined crowd listening intently to what was said about the proposed Taxi Transport Co-operative in which they saw a bright future not only for themselves but also for their children and children's children.

Then NTUC Secretary-General Devan Nair summarised the benefits such a co-operative would bring to taxi drivers, unionists and the public, and also stressed the most vital of three pre-conditions:

"We may get sufficient capital. We might obtain competent and highly qualified management personnel. But the proposed transport co-operative will prove to be a disastrous experiment if we do not insist on strict co-operative discipline and co-operative effort."

Then Parliamentary Secretary (Social Affairs) Chan Chee Seng said that the co-op will enable the taxi drivers to be the proud owners of their own cars as they eliminate the middleman who now reaps the benefits of their toil.

Then Taxi Drivers' Association General Secretary Choo Chong Fook heartily welcomed the move to form the co-operative. He said taxi drivers had to pay $12 a day for the next 20 years or for the rest of their working lives and retire in penury with no gratuity or CPF contributions to their credit.

When they are a physical wreck and unable to work, they are replaced. For them, the future is bleak, merciless. Mr Choo congratulated the NTUC for this move in the right direction and said his members had long been waiting for something like this to happen.

In addition to the more than 3,800 licensed taxis then, the estimated 7,000 pirate taxis could also benefit by becoming members of the co-op.

Sdr. Devan Nair, Secretary-General, NTUC addressing the meeting.

Sdr. Choo Chong Fook, General Secretary of the Taxi Drivers' Association, welcomes the proposed Transport Co-operative.

A section of taxi drivers at the meeting. Seated in the front row are the Swedish Trade Union delegates.
(All three pictures by courtesy of the Straits Times)

A RESPONSIBLE VOICE OF LABOUR
An Exercise In Self Criticism

June 1970: Representatives of 19 unions participated in a meeting called by the new Information and Publicity Committee to discuss ways and means to make 'Perjuangan' an effective and authoritative voice of the Labour Movement. It is the intention of the committee to hold such meetings periodically and in any case not less frequently than once every three months.

The present situation of 'Perjuangan' and its counterpart in the Chinese language, the 'Fern Toh Pau', was the subject of pungent criticism by then NTUC Secretary-General Devan Nair. He maintained that if the majority of workers did not read these two papers, then "the fault lies with the NTUC and its affiliated unions."

He contrasted the position in Singapore with that prevailing in West Germany and Israel where the overall political thinking was deeply affected by the powerful instruments of the mass media owned and run by the trade unions. More than 70 per cent of the workers in those countries, he said, bought and read their trade union journals.

Mr Devan Nair pointed out that although a great deal of ingenuity had gone into the planning of Singapore's economic growth, this "would not get us anywhere if there is a failure in human planning. Unless the worker while making his contribution speaks out forcefully and fearlessly, the chances are that he will be taken for granted and the other two sectors (government and management) will completely dominate the show."

Only a trade union paper, he stressed, could be reliably depended upon to voice the views of the workers and to create a more enlightened society.

成就美好靠人人

职总秘书长林瑞生在2014年劳动节大会上呼吁国人加入“成就美好运动”—好雇主、好工友和好顾客。

秘书长指出，国人相当关注公共交通的服务延误和故障，也大谈医院病床紧张等问题。“我们并非生活在一个‘零缺陷’的世界，因此有些事情会出差错，但总的来说，新加坡在很多方面都表现得比其他地方来得好。”

“每一天都有成千上万的工友在幕后勤奋地工作。他们办事精干，为我们做好了很多事情。”

他也呼吁雇主学习善用且善待工友。

对于工友，他希望大家珍惜工作，并为自己所从事的工作感到自豪。

对于顾客，他劝请人们尊重服务人员，因为他们也是人。“让我们平等对待彼此，以礼待人，互相尊重和欣赏。”

林瑞生秘书长最后提醒大家：“别互相等待，行动起来，带头改变，不只在劳动节这一天，而是在每一天都为我们的工友同事谋福祉。”

参阅无名英雄视频
http://youtu.be/xY5lttZ-lXw

蒂凡那学院 正式揭幕

占地3万平方米、楼高7层的就业与职能培训中心之蒂凡那学院，于2014年5月1日劳动节大会举行当天正式由李显龙总理主持揭幕。

该学院的目标是开展一站式的延续教育与培训工作，将每一名工友塑造成高素质的工友。在2011年的五一劳动节集会上，职总秘书长林瑞生首先宣布蒂凡那学院名称的使用。那年正好是我国职工运动开展50周年。

蒂凡那的长子詹达斯表示：“学院以先父之名命名是为了表示对新加坡工会先驱的敬意。”

就业与职能培训中心主席王乙康表示：“如果你是雇主，我希望你会说：‘哇，这里有好多课程可以帮我将公司的工作环境变得更加令人愉快，包括协助提高生产力’…我还可以在这里找到工人做好份内的工作。”

“对工人而言，如果你已经无业一段时间了，你可以和我们的就业辅导员谈谈，他们可以帮你指引方向…”

蒂凡那学院

- 这是一所协助各行业工友掌握深广技能的延续教育学府
- 倡导增长与同惠计划，协助公司提高生产力和重新设计工作。
- 其就业服务中心，专为寻找工作的人士提供综合辅导、就业能力评估、培训咨询和寻职服务。与此同时，为了分开造福工友和实现4P目标—“保护”、“进展”、“就业”和“优惠”，U专经执中心专门照顾专业、经理和执行人员，而U 关怀中心则专责照顾低薪工友。
- 定期举办职业展。
- 实施安置与培训计划，专门培训失业者，让他们掌握好相关技能，以便投入新的行业工作。

“职总周报
2014年5月4日
售价 60c
MCI (P) 183/12/2013

携手创好齐前进！

李总理在今年的劳动节大会上指引朝向美好生活的方向。

“好工友，好工作，好生活”，这是总理在今年劳动节大会上的讲话重点。

好工友

新加坡劳动队伍的素质居世界之冠，但别国也在努力追赶，所以“我们不能失去我们刻苦耐劳的精神，不能只想要轻松地过着好日子。如果我们要在工作和生活之间找到平衡，要有更多时间和家人共享天伦，或是培养一个好嗜好，我们就必须拥有更高的技能和生产力，来维持我们的竞争优势。”

政府将在素质教育方面进行投资，培训工友掌握关键技能，以便在新经济中发挥所长。

好工作

对工友而言，有一份好工作便是最好的保障。为此，国家必须执行开放政策，吸引高素质的商家前来投资，从而创造良好的工作。

雇主则须要“珍惜员工，为长远打算，投资在员工的身上。也要提升员工的工作性质，拓宽他们的职业前程；记得员工是雇主的伙伴，而不仅仅是雇主的员工。”

好生活

最后，总理呼吁国人争取经济更上一层楼，社会更安定，国家更繁荣。

他强调，有了高素质的工友和良好的工作，新加坡人就可以拥有较高的收入，生活品质就会提高，生活就会更加美好。

在这之外，李总理也在讲话中表示支持立法延长工作年龄至65岁以上。不过，总理提醒年长员工必须做好心理准备，接受合乎体力和与之相适应的合理工资。

“我深信，只要我们不断努力，精益求精就可以继续取得成功。我们的建国一代就是这样，为我们的繁荣和稳定打下厚实的基础。我们必须向他们致以崇高的敬意，并秉持他们刻苦耐劳、不畏艰难的精神，为我们的下一代打造更美好的新加坡。”

— 李显龙总理

感谢建国一代工运先锋

在李显龙总理的讲话中，也向建国一代工运领袖致敬，同时点名赞扬四名领袖在艰难和改革时期说服工友顺应时局朝前进。这四名工运先锋是陈顺炎、奥利维罗、拉曼及内托 。