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National Trades Union Congress

SINGAPORE LABOUR JOURNAL

**CHAMPIONING WORKERS' INTERESTS
BETTERING LIVES FOR ALL**

Brief Abstracts of Journal Articles

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CHAMPIONING WORKERS' INTERESTS BETTERING LIVES FOR ALL

The **Singapore Labour Journal** is a compilation of articles drawn from insights of academics and practitioners to curate a unique perspective on labour issues. Each article in this issue is an embodiment of the theme: “Championing Workers' Interests Bettering Lives for All”, translating research into practice in Singapore and globally with the aim of helping our workers chart a way forward in the future of work.



Relevance of Workplace Learning in Enterprise Transformation: The Prospects for Singapore

Proposes two approaches to enhance learning and innovation in workplaces, through engagement in everyday work activities to maintain and upgrade workforce skills, and by involving workers in initiating, enacting, and monitoring innovations at work to bring about change in their workplaces.

Auditing Gig Work Platforms: Fairwork's Research, Advocacy, and Impact

Investigates the five main principles of Fairwork, its methods of research and advocacy, the promises and pitfalls of auditing gig work platforms, and its impact on both platforms and gig workers.



The Role of Labour Unions in a Just Transition: Insights From the Workers

Sheds light on how workers prioritise concerns such as cost of living, livelihoods, and job security over climate change, and that they seek clarity and reassurance regarding a “Just Transition” — the transition to a more sustainable and equitable economy or society that is fair and equitable for all stakeholders, including workers, communities, and marginalised groups — with workers seeing a multi-faceted role for unions in this process.

The Growing Scope and Impact of the Progressive Wage Model

Outlines the origins and evolution of Singapore's Progressive Wage Model (PWM), an initiative to raise the incomes of lower-wage workers through stipulated wage floors and ladders corresponding to skills and productivity.





A Multi-Dimensional Inventory for Measuring Future Graduates' Work Readiness

Delineates a multi-dimensional work readiness inventory for measuring future graduates' work readiness that is important for predicting career success and workplace transitions.

Businesses Need to Sustain Output for Four-Day Workweek to Work

Discusses findings on companies' interest in implementing a four-day workweek and the challenges to balance the trade-offs between business operations and employee well-being.



Addressing Employment Challenges for Ex-Offenders

Provides insights into addressing barriers faced by ex-offenders in gaining and retaining employment, helping them to successfully reintegrate into society.



Fostering Learning Opportunities for Workers: Looking Through the Lens of a Practitioner

Proposes a paradigm shift to frame worker training and learning around a 3Cs perspective (Core, Critical, and Community) and recommends three strategies to foster learning opportunities for workers.



Upskilling for Non-PMETs: Challenges and Opportunities in the Policy Landscape

Identifies five recommendations for creating a more conducive policy environment to encourage non-PMETs to take up training, emphasising the need for a holistic and customised approach.

Taking the Plunge: Professionalising the Plumbing Sector

Surveys the plumbing industry, identifies key issues such as the lack of career-development pathways coupled with ageing profile of licensed plumbers, and proposes a potential solution through the Career Progression Model (CPM) to address these challenges.



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