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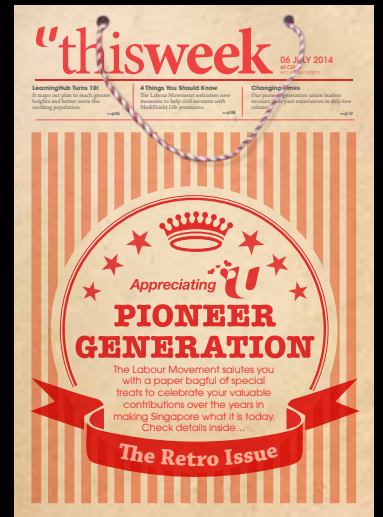
Shining Models
Meet a few of the May Day Model Partnership Awards 2014 winners. <<p06

Securing The Future
In Parliament, PM Lee talks about workers' concerns. <<p10

Stepping Up To PWM
Two companies take the first step to the Progressive Wage Model. <<p12

BREAD & BUTTER ISSUES

The National Wages Council toasts up some warm recommendations this year, in line with the Labour Movement's call for 'Better Workers', 'Better Jobs'.



IT'S A WRAP!

THE LABOUR MOVEMENT'S BEST OF 2014.



Picture-Perfect Finish

The Labour Movement wraps up 2014 with the best shots telling our story of significant issues, defining moments and celebrations.



NTUC Secretary-General Lim Swee Say joins in the fun at the May Day Family Fiesta.



42 year-old Madam Sandrasekar Rajathi, one of the winners at this year's May Day Model Partnership Awards.

MAY DAY CELEBRATIONS

A time to celebrate and acknowledge all workers in Singapore for their dedication and hard work! Kicking off the May Day celebrations, the Labour Movement launched the 'Better Movement' to celebrate and thank workers of Singapore for their contributions. The Movement called on Singaporeans to be 'Better Employers', 'Better Workers' and 'Better Customers'.

Throughout the month, the Labour Movement marked the occasion with colourful celebrations and fun-filled activities.

AT A GLANCE

- For the 'Better Movement', **100,000 Better Energy Bands** were produced and distributed to workers and members of the public.
- A record number of **105 awardees** received the **May Day Awards** across 13 different categories at the May Day Dinner.
- **Officially opened by Prime Minister Lee Hsien Loong on 1 May 2014, the Devan Nair e2i (Employment and Employability Institute)** at Jurong East is seven stories high and spread over 30,000 sqm.
- The May Day Model Partnership Awards 2014 saw over **180 exemplary workers and tripartite partners** being honoured.
- Some **10,500 migrant workers** were treated to **free movie screenings** at different locations on 18 May to celebrate May Day together.
- At the annual **Labour Movement's May Day Family Fiesta**, 45,000 union members and their families were treated to carnival games and activities.



Prime Minister Lee Hsien Loong (centre) unveils the mural on the late Devan Nair at the official opening of the Devan Nair e2i (Employment and Employability Institute).

THE STORY OF DEVAN NAIR (1923-2005)

DEDICATED TO FAIRNESS, EQUALITY AND SOCIAL JUSTICE, C.A. DEVAN NAIR WAS A CHAMPION OF WORKERS.

DEDICATION AND RESOLVE

PROTECTION OF WORKERS' INTEREST



Pioneer Generation Union Leaders getting together at the UNITE Leadership Summit on 21 November 2014 with a chance to catch up with friends.

PIONEER GENERATION



Pioneer Generation Union Leaders Abdul Rahman Mahbob (top left), Lee Yoke Lan (top right), and S Daekarajen (above) were all smiles during the UNITE Leadership Summit 2014.

As Singapore honoured its pioneers in 2014, the Labour Movement initiated its own special tribute to our Pioneer Generation Union Leaders who have contributed to the economic stability and industrial peace that Singapore has enjoyed over the past decades. They assumed critical roles in addressing rampant labour issues such as unemployment, confrontational trade unionism and poor working conditions in the post-war years to mould Singapore into what it is today – a modern metropolis.

In his address at the UNITE Leadership Summit on 21 November 2014, NTUC Secretary-General Lim Swee Say said the **Labour Movement was not born with a silver spoon** in its mouth and had to fight with the pro-communist camps to win the trust and support of workers. Looking back, he applauded the **Pioneers Generation leaders** for their “**bold leap of faith**” to abandon the confrontational approach and embrace win-win consultation and cooperation to establish healthy tripartite relations.

MATURE WORKERS

This year, the tripartite partners (Government, Employers and the Labour Movement) continued to acknowledge and appreciate the many mature workers in Singapore who are still contributing skilled work to the Singapore economy even in their golden years. Their vast experiences remain invaluable and indispensable. With the legislation for the re-employment age set to rise from the current 65 to 67 by 2017, the Labour Movement is urging employers to re-employ beyond 65 as soon as possible.



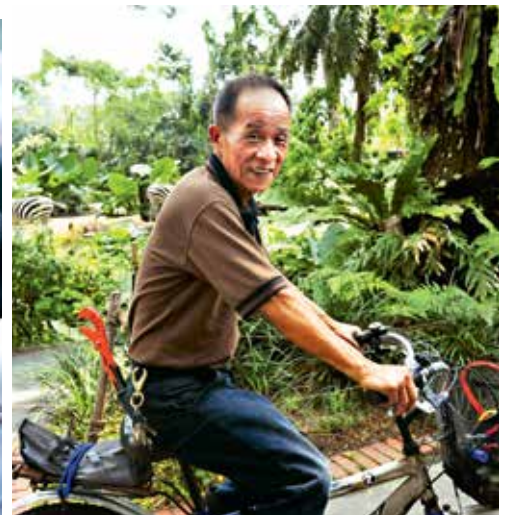
Fireman Mr Long Yock Cye, 55, has 32 years of fire-fighting experience under his belt and is still fit as a fiddle. Mr Long is determined not to let age stand in the way of the physical demands of his job.



Mr Lim Bak Kwang, 79, works for Stone Marine Singapore and continues to remain resilient and adaptable at his age.



Mature workers of Ramky Cleantech go for an eye screening.



Mr Lee Kue Pak, 70, is happy to be re-employed and works for the Wildlife Reserve Singapore.

YOUNG WORKERS

The Labour Movement recognises that today's youths are eager to experiment and willing to embark on different paths to success. To provide them with exposure, young adults can volunteer at the Migrant Workers' Centre (MWC) under its 'MWC Kakis' programme. nEbO, the junior membership arm of the Labour Movement, also practices its concept of preparing youths to be Work-Ready, World-Ready and Life-Ready.

Young NTUC reached out to young workers with its CROSSROADS series of talks featuring inspiring individuals. Riding on the 'Appreciating U' bandwagon, it invited some 200 cleaners, security officers and landscape technicians and their family members as Guests-of-Honour at the annual Young NTUC Celebrates! National Day.



MIGRANT WORKERS

In 2014, the Migrant Workers' Centre (MWC) broke new ground in its efforts to inform Foreign Workers (FWs) of their rights, ensure their living spaces improved and also provided assistance in employment matters.



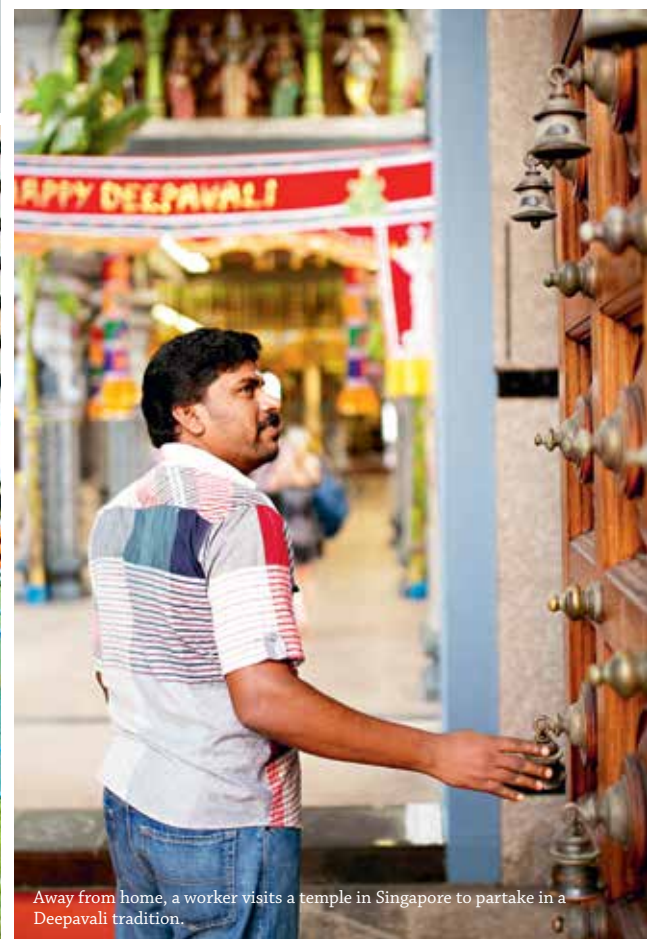
Taking a break from work: Migrant workers celebrate International Migrants Day.



All smiles: A worker enjoys a dessert treat at the International Migrants Day.

AT A GLANCE

- MWC opened its **new centre in Serangoon** on 26 January 2014.
- **MWC launched a pre-departure video** containing work-related information amidst Deepavali Celebrations on 26 October 2014.
- MWC and Ministry of Manpower stepped in to **help migrant workers housed in poor living conditions** during a visit to apartments in Selegie and Geylang on 18 November 2014.



Away from home, a worker visits a temple in Singapore to partake in a Deepavali tradition.

In 2014, the Labour Movement went all out to promote work-family balance. NTUC Women's Development Secretariat (WDS) collaborated with unions and companies in promoting Flexible Work Arrangements (FWA) through the U Flex initiative launched in March. In all, there have been 265 participants for the eight FWA workshops organised in 2014. Additionally, employers, supervisors and employees are now taking cue from an Advisory introduced by the Tripartite Committee (TriCom) on Work-Life Strategy on 7 November to implement FWA at the workplace.



WORKING WOMEN



Ms Yoshikawa Saori (top left), Ms Aslinda Ahmad (top right), and Ms Iris Lim (above) are amongst those who have struck a work-life balance through FWA.

PRODUCTIVITY



The Inclusive Growth Programme: Helping to improve productivity while making work Easier, Smarter, Safer.

Since the advent of the Inclusive Growth Programme (IGP) in 2010, some 79,000 workers across different sectors have seen a dramatic improvement in their lives and livelihoods. The programme was initiated in a bid to drive workplace productivity. With up to 50% funding for projects that number over 1,650 to date, IGP benefits employers and employees through inclusive growth and the sharing of productivity gains. The \$100 million programme is administered by Devan Nair e2i (Employment and Employability Institute), in partnership with government agencies, participating companies and unions.

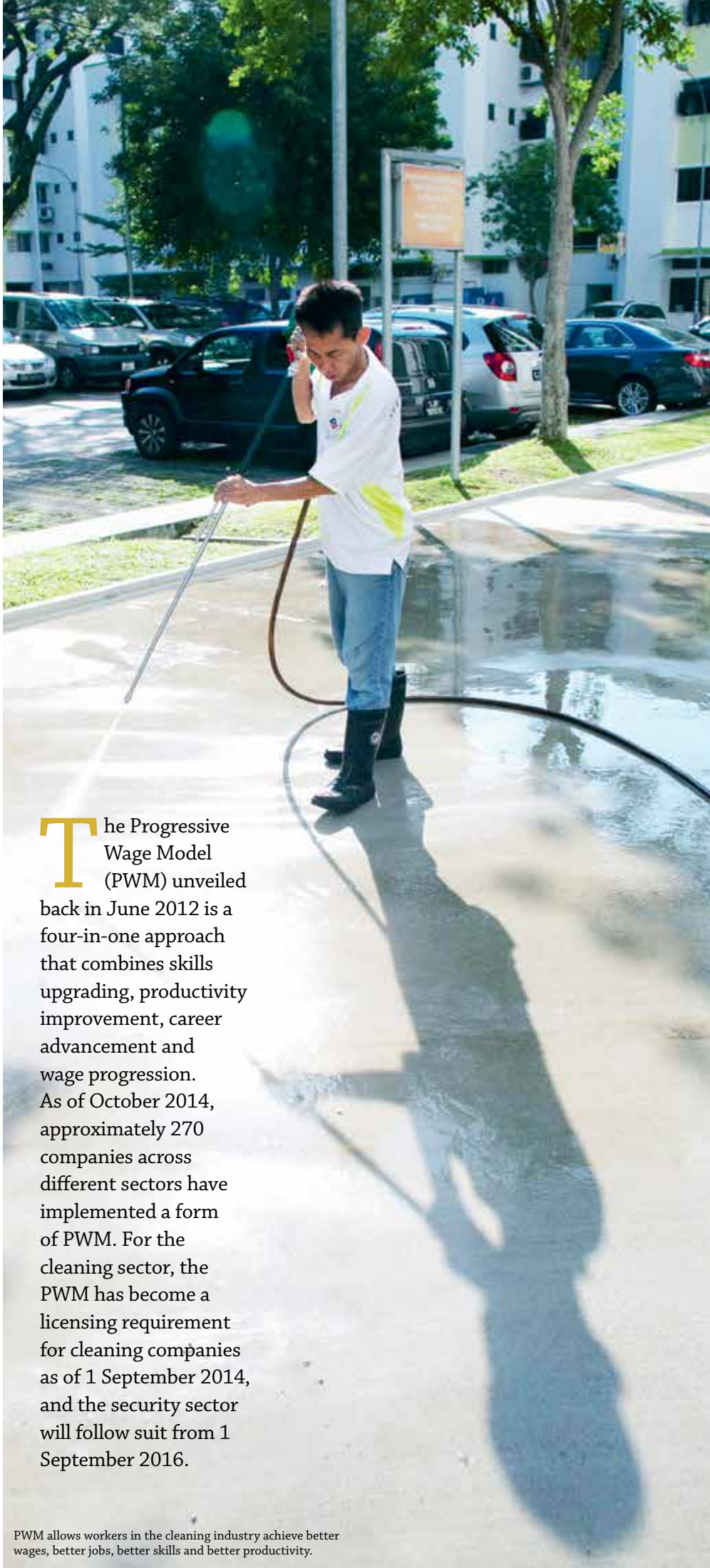
AT A GLANCE

- **Number of projects to date:** Over 1,650 from 30 sectors.
- **Total number of workers impacted:** 79,000.
- **Total amount disbursed to date:** \$71 million out of \$100 million.
- **Top 5 sectors that tapped on IGP:** Food & Beverage; Cleaning; Accommodation (Hotels/Resorts); Logistics; and Security.



Advanced technology and assistive devices acquired through IGP are used by businesses to improve workplace productivity.

PROGRESSIVE WAGE MODEL



The Progressive Wage Model (PWM) unveiled back in June 2012 is a four-in-one approach that combines skills upgrading, productivity improvement, career advancement and wage progression. As of October 2014, approximately 270 companies across different sectors have implemented a form of PWM. For the cleaning sector, the PWM has become a licensing requirement for cleaning companies as of 1 September 2014, and the security sector will follow suit from 1 September 2016.

PWM allows workers in the cleaning industry achieve better wages, better jobs, better skills and better productivity.



The PWM will help security officers like Ms Sarojini Sethuram (above) and cleaners like Mr Lee Kim Siang (below) receive higher basic wages through training and higher productivity.



AT A GLANCE

- **12 clusters** comprising **60 unions** have supported PWM.
- Approximately **270 companies** have implemented PWM (as of October 2014).
- **150,000 workers** have benefitted from PWM.
- **7 Clusters** (Healthcare, Security, Landscape, Cleaning, Aerospace, Transport and Marine) with Sectoral Tripartism in the form of a tripartite workgroup or committee to spearhead PWM efforts in their respective industries.
- **Number of sectors with mandatory licensing** – 1 (Cleaning, from 1 September 2014), with 1 more upcoming (Security, from 1 September 2016).



More F&B businesses are now implementing a PWM framework for their employees.

PROGRESSION



The Full Mission Bridge Simulator at the Wavelink Maritime Simulation Centre puts cadets through a range of scenarios to prepare them for their seafaring career.



Bus captains will go through various trainings in the simulator before going on the roads.

The Labour Movement has always been at the forefront of advancing the careers of workers in various professions, and 2014 was no exception.

In May, the Singapore Maritime Officers' Union (SMOU) became the first maritime union to set up a simulation centre. The Wavelink Maritime Simulation Centre, housed at the Devan Nair e2i (Employment and Employability Institute), aims to prepare cadets from the Tripartite Nautical Training Award programme (TNTA).

Singapore's first Bus Career Development Centre was launched in September 2014, paving the way to enhance the career progression and professionalism for bus captains. Also located at e2i, the centre will house an Integrated Driving and Service Control (iDSC) simulator to improve training quality and safety.

APPRECIATING U



The young and old enjoying themselves at the 'Appreciating U - Our Pioneers' carnival.

The NTUC U Care Centre launched its first 'Tribute To Cleaners' in a Facebook selfie contest. (One of the photo submissions).



Launched in June 2014, our 'Appreciating U' Movement encourages Singaporeans to show appreciation to all working people. It aims to recognise the invaluable contributions of the working people to society and to cultivate a spirit of kindness towards our unsung heroes.

AT A GLANCE

Total number of low-wage workers impacted: More than 45,000.



'Appreciating U - Our Cleaners' Awards Dinner with Guests-of-Honour, the Cleaners of Singapore.

PROFESSIONALS, MANAGERS AND EXECUTIVES

The Labour Movement chalked up several successes in lobbying for PMEs. This included expanding the scope of the Employment Act on 1 April 2014 to positively impact more than 300,000 PMEs in Singapore. The Fair Consideration Framework and National Jobs Bank were also rolled out on 1 August 2014 to level the playing field for local PMEs which number more than 650,000. In November 2014, the Protection from Harassment Act came into force, and the amendments to the Industrial Relations Act to allow greater collective representation of PMEs was also introduced in Parliament.

AT A GLANCE

- **Opening of U PME Centre:** 9 April 2014 at NTUC Centre, One Marina Boulevard.
- **Total number of PMEs assisted:** 367 (Age range: 20 to 76).
- **Total number of enquiries:** 405 (each PME may have more than one enquiry).
- **PME Week:** 10 events with a total of 2,368 participants. And 21,753 social media engagements.



The Labour Movement out in full force to celebrate the Pioneer Generation at the 'Appreciating U - Our Pioneers' carnival.



A Young NTUC member appreciating a cleaner from the National Library Building.



Families taking part in activities at an 'Appreciating U' event.





All smiles for the nation's birthday.



NATIONAL DAY CELEBRATIONS

The Labour Movement celebrated Singapore's 49th birthday with a host of month-long celebrations including 23 National Day Observance Ceremonies (NDOCs), the annual Young NTUC Celebrates! National Day, as well as the NTUC's marching contingent at the National Day Parade.

AT A GLANCE

23 NDOCs with more than **18,000 participants**; **7,000 participants** at the **Young NTUC Celebrates! National Day event**; **50 participants** from **17 different unions** formed the **NTUC marching contingent** at the National Day Parade and **180 hours** of practice and training.



NTUC SG Lim Swee Say mingling with toddlers at the 'Baby's Day Out' event on 2 August 2014.



Pride and joy showing on the faces of all ages.

Setting the stage to carry the young generation into the next lap.



Beyond borders: Migrant workers join in to celebrate Singapore's National Birthday.

Lighting up a glow for Singapore's past 49 years and into the future.



Firing up the night over the nation's 49th birthday sky for a bright tomorrow.



It was a sea of laughter and smiles as families spent the evening bonding and celebrating kinship.

BONDING SESSIONS

Throughout the year, the Labour Movement brought people from all walks of life together for some fun-filled moments.

West Coast Park turned into a hive of excitement for the annual U Picnic organised by NTUC U Family in October 2014. A 7,000-strong crowd made up of families was entertained by the dazzling performances and fringe activities.

Rounding up the year with a bang, 1,162 participants turned up at Ngee Ann City Civic Plaza on 23 November 2014 for the "Plus! Presents Zumba Fitness", organised by NTUC Link, Singapore's largest consumer loyalty programme.



Dazzling lights and thrilling performances lit up West Coast Park as day turn into night.

Snapshots

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

By **NTUC This Week Team**



9 out of 10 Satisfied Working Here

A survey indicates most migrant workers will recommend the country to fellow compatriots.

The International Migrants Day held at Yishun on 7 December 2014 saw Minister of Manpower Tan Chuan-Jin unveiling the results of the 2014 Foreign Worker (FW) Survey.

The independently-conducted survey, jointly commissioned by the Migrant Workers' Centre and the Ministry of Manpower, covered 4000 FWs and focussed on employment conditions and overall well-being.

KEY FINDINGS

Along with 90% being satisfied with working in Singapore, there was also a similar proportion that would recommend Singapore to their compatriots back home. Some 70% of existing FWs plan on continuing working with their current employers once their contracts expire. Reasons cited for the satisfaction included living conditions, apt salary compensation and general safety.

Some 94% of FWs also said that the working conditions in Singapore are aligned to what they were told prior to coming here.

With regards to upholding this percentage, Mr Tan stated that enhancements will be made to the In-Principle Approval Letter to include crucial information centering on salary and factual components of their employment.

Clear Terms & Conditions

Workers can expect greater transparency in their key employment terms with the issue of a new set of guidelines.

By **Geraldine Peters**

Employers can now refer to the Tripartite Guidelines on the Issuance of Key Employment Terms (KETs) in Writing to spell out contracts more clearly for their employees. This will in turn help employees better understand their employment terms, salary and benefits components.

The KETs was issued by the Ministry of Manpower, the Singapore National Employers Federation (SNEF) and NTUC on 16 December 2014. This follows the Tripartite Guidelines on the Issuance of Payslips on 13 January 2014. The issuance of both the Payslips and KETs in Writing are set to be mandated by the first half of 2016.

The Labour Movement has welcomed the guidelines as it has been pushing hard for changes in the Employment Act to ensure workers are better protected.

NTUC Assistant Secretary-General Cham Hui Fong said that lower wage, contract and outsourced workers in particular may not know their employment terms well so in having a set of conditions that have been "laid out, stipulated and agreed upon by both parties", that will promote industrial harmony and negate potential disputes.

HELPING MIGRANT WORKERS

The Migrant Workers' Centre (MWC) said the guidelines will also go some way to ensure migrant workers do not fall victim to vague employment contracts or be unaware of their contractual employment terms before starting work.

"... the Migrant Workers' Centre has advocated hard for the legislation of written employment terms issued to employees prior to the commencement of employment. We are therefore very encouraged by this positive step towards the eventual adoption into our regulations," said MWC Chairman Yeo Guat Kwang.

Employers who require more information and further assistance can **call SNEF at 6327 9297** and **email NTUC's SME Unit at sme@ntuc.org.sg**

NTUC THIS WEEK

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ANDROID

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NTUC-U Care Fund Report Card

The NTUC-U Care Fund has successfully disbursed a grand total of \$8.89 million for 2014 through its various assistance programmes. Helping low-income union members and their families, the Fund has disbursed over \$67 million since its inception in 2009.

By **Geraldine Peters**

The NTUC-U Care Fund Programmes' Spread Of Help

Who	What	How Much	Number Of Beneficiaries (as of Dec 2014)
Supporting low-income families	U Stretch Vouchers	\$2,108,800	24,420 members
	Family Recreation and Fun Carnival	\$981,000	9,810 families
Championing for children and youth to level their educational playing field	U Care Back To School Vouchers	\$3,325,000	26,600 students
	U Care Education Co-funding Scheme	\$920,000	8,600 children
	Contribution to Bright Horizons Fund	\$520,000	1,210 children
Caring for the elderly	Contribution to Eldercare Trust	\$1,000,000	10 daycare centres
Reaching out to the underprivileged	U Care Caring•Sharing•Reaching-out Co-funding Scheme	\$40,000	33 community service projects
Total Amount for 2014		\$8,894,800	

The U Care Report Card was announced at the annual Back to School Fair on 13 December 2014.

New initiative this year:

Project 1319 encourages youths aged 13 to 19 years to think about their life aspirations early. Workshops involved listening to inspirational stories and picking up tips on personal branding and effective communication.



A for Achievement: Young recipients pose with their prizes presented by NTUC Assistant Secretary-General Patrick Tay.

Help For Students

The NTUC-U Care Fund supports half of the total amount of Metal Industries Workers' Union's (MIWU) Book Grant and Book Prize Award, inspiring students to rise to greater heights academically.

Held at the Devan Nair Institute on 6 December 2014, the annual affair saw a total of \$60,000 disbursed amongst 95 students from primary to tertiary levels this year.

Employment Rate Stays Strong

In the two latest reports released by the Manpower Ministry, Singapore's employment rate continues to climb as low-income earners see a sustained wage growth amidst the tight labour market. *NTUC This Week* files the key findings.

By **Florina Oo** and **Nicholas Lee**

Report: Singapore Workforce 2014

- ✓ For the 3rd consecutive year, the **resident labour force participation rate rose to a new high of 67.0%** in 2014.
- ✓ The **participation rate of females rose from 51.3% to 58.6%** over the last 10 years.
- ✓ Over the same period, the **rate of labour force participation for older residents aged 55 to 64 also rose from 49.5% to 68.4%**.
- ✓ Boosted by on-going initiatives, the **incomes of low-wage workers rose by 31%** from \$1,500 in 2009 to \$1,972 in 2014.

Report: Labour Market, 3rd Quarter 2014

- ✓ **Total employment grew by 33,400 in the 3rd quarter of 2014.** This brought total employment to 3,583,200 in September 2014, which was 3.8% higher than a year ago.
- ✓ The overall seasonally-adjusted **unemployment rate in September 2014 remained steady at 2%**.
- ✓ **Higher layoffs:** 3,500 workers were laid off in the 3rd quarter of 2014, up from 2,410 in the previous quarter.
- ✓ **Long-term unemployment improved over the year.** 10,800 residents, making up 0.5% of the resident labour force, were looking for work for at least 25 weeks in September 2014, down from 12,600 a year ago.