

# Promoting Sustainable Employment and Workplace

IndustriALL Global Union World Conference on Shipbuilding-  
Shipbreaking

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**Singapore**

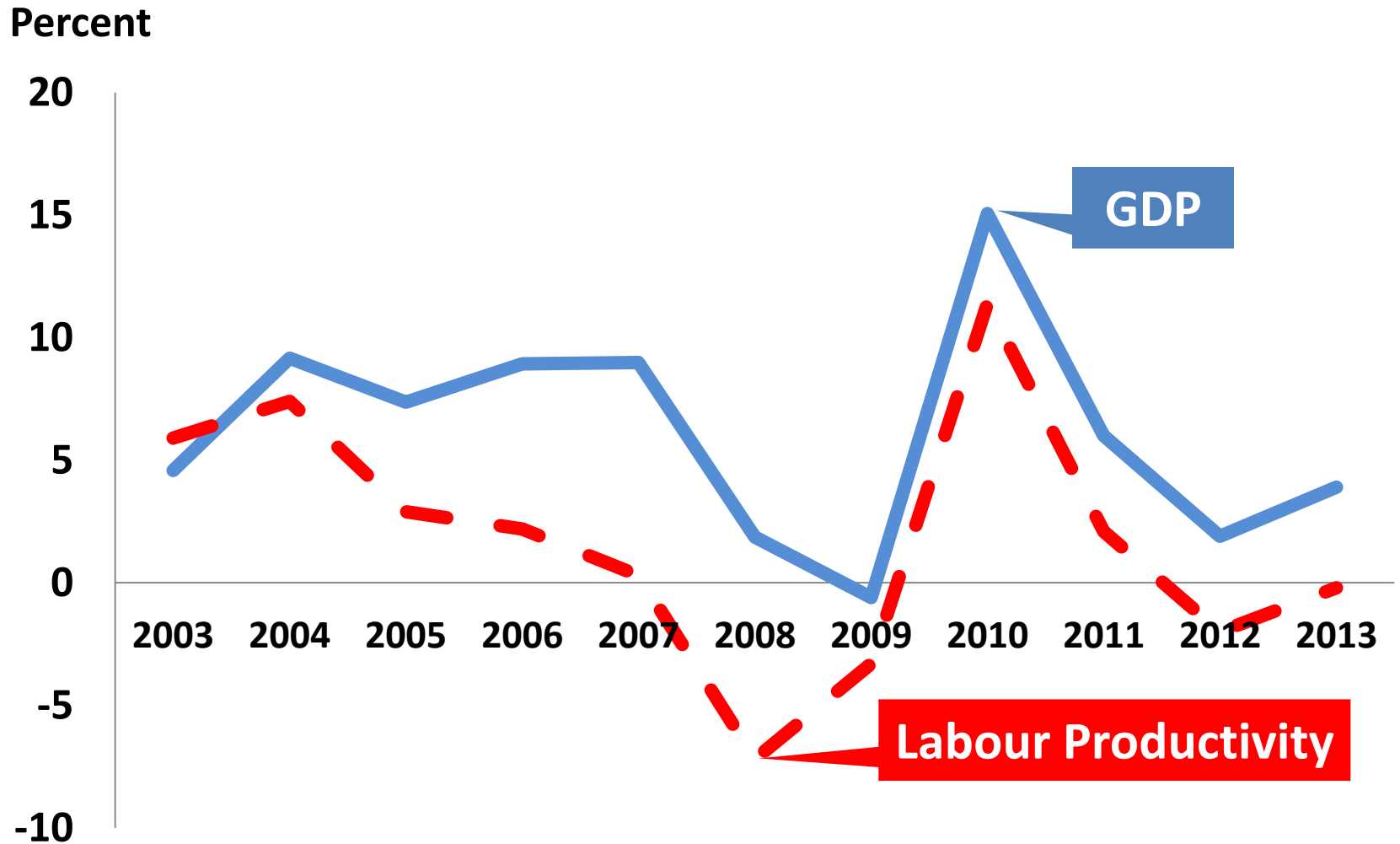
# Promoting sustainable employment / workplace

1. Promoting sustainable real wage increase
2. Enhancing productivity
3. Representing Professional, Managerial and Executive (PME) employees collectively
4. Employment of older workers – law and funding
5. Women re-joining workforce
6. Better living and working conditions for foreign workers

# Promoting Sustainable Real Wage Increase (Challenges)

1. High inflation rate
2. Productivity growth is stagnated
3. Widening income gap
4. Aging and shrinking population
5. One of the most open economy in the world, don't not have hinterland, vulnerable to external factors

Singapore's GDP grew 3.9% in 2013 compared to 2.5% in 2012. Overall productivity growth was -0.2%, an improvement from -1.4% in 2012.



# Promoting Sustainable Wage Increase

1. National Wage Council
2. Progressive Wage Model (PWM) for Low Wage Workers
3. Union negotiation

# National Wage Council (NWC)

- The NWC was thus set up to formulate wage guidelines to be in line with long-term economic growth, so that Singapore's economic and social development would not be undermined.
- Comprise of three social partners – the employers, the trade unions and the Government.
- Recommend sustainable wage increase – KPI link wage increase
- Recommendations are adopted or used as a close reference by companies and organisations in Singapore

# Progressive Wage Model (PWM)

- Unions help workers to earn better wages through skills upgrading, productivity and job enhancement – Progressive Wage Model
- The PWM also specify clear career paths for workers
- Promote sustainable real wage increase



# Progressive Wage Model (PWM)

## The Progressive Wage Model For Cleaners



\*Team Leader will receive additional wage allowance (starting from \$100)  
PWM scale-reference based on basic wage

# Union Negotiation

1. Unions during their yearly wage negotiation will take into factors like inflation rate, company performance and the overall business environment
2. Unions also focus on low wage workers and will ask for quantum built in salary increment for these workers. For example instead of asking for 5% built in salary increment, we asked for 3.5%+\$50. This will work out to be about 7% for low wage workers.

# Presenting PME

## Residential Workforce

|      | Non-PMEs    | PMEs        |
|------|-------------|-------------|
| 1998 | 75% (1.17m) | 25% (380k)  |
| 2008 | 62% (1.19m) | 38% (735)   |
| 2015 | 45% (1.06m) | 55% (1.29m) |

*Definition of PMEs : Diploma, Degree and above Degree holders  
Source : Ministry of Manpower, Singapore Workforce, November 2008. Manpower Research and Statistics Department, MOM*

# Presenting PMEs

1. Currently half of our resident workforce are PMEs.  
In the near future two third will be PMEs
2. Under the law rank and file unions cannot represent PMEs collectively
3. Unions have been pushing hard to represent them.

# Enhancing Productivity & Wages - Inclusive Growth Programme (IGP)

## Inclusive Growth Programme (IGP)

➤ A \$100 million programme, spanning over 5 years

1. No down-sizing of local workforce
2. Not through longer working hours

**Bottom 20% of workforce who earn \$1,700 or lower**

**Productivity Improvement**

- *Production per worker*
- *Revenue per worker*

**Improve Value of low-wage job**  
*- raise wages by at least 7%*

# Enhancing Productivity - Inclusive Growth Programme (IGP)

## IGP Case Study – Automated Welding Machine

- Aging workforce of local welders, with >50% above 50 years old
- Time consuming process of manual welding
- Unable to meet growing demand for larger components

### Challenges

- Automated Welding Positioner

### IGP Project

- 80% reduction in welding process time
- 30% reduction in annual welding reworks

### Company Benefits

- 3-5% AI
- 3- 4.4 months profit sharing
- \$500 incentives
- Re-employment of mature workers

### Workers' Benefits



# Enhancing Older Workers Participation in the Workforce

- In 2012 new law was passed – company has to re-employ workers beyond the age of 62 to 65.
- Unions have been pushing for re-employment since 2009 with funding from NTUC as a result close to 80% of the unionised companies re-employed their workers before the law was passed.

# Enhancing Women Participation in the Workforce

Unions tap on below initiatives from NTUC to help women to get back and re-integrate into the workforce.

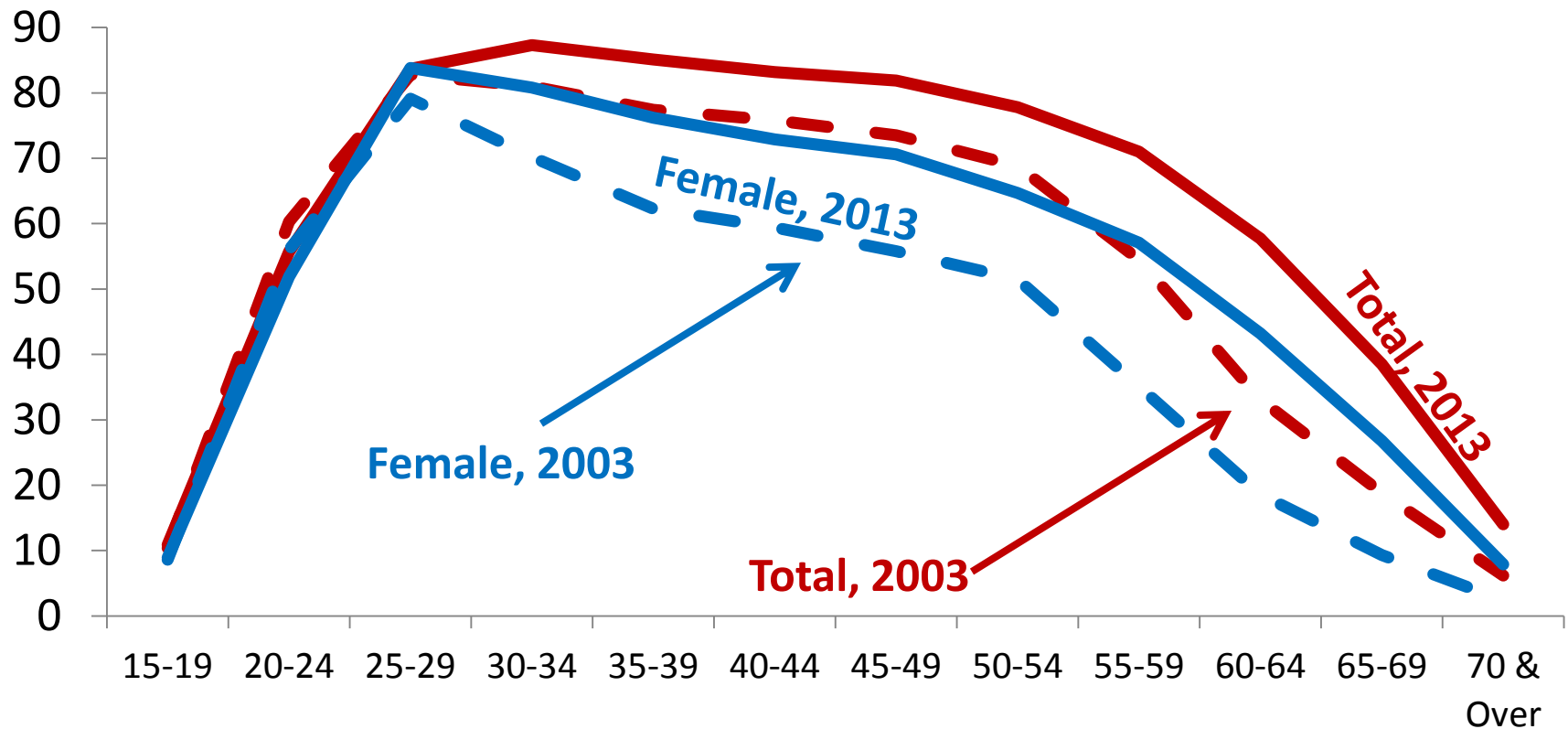
1. Back2Work U Programme
2. U Flex programme
3. Workpro programme

These programme help to recruit and place women in women friendly positions from employers across various sectors. After which there will be programme to encourage retention such as flexi-work arrangement etc.



# More older and female workers have joined the workforce over the years

**Resident Labour Force Participation Rate, 2003 and 2013  
(as at June)**



Source: Report on Singapore Workforce 2013, MOM

# Better Working and Living Conditions for Foreign Workers

1. Unions and companies worked together to provide a better working and living conditions for foreign workers.
2. The Integrated yard at Tuas is a good example. Host 9000 workers
  - Good accommodation
  - Gym
  - Entertainment Centre
  - Medical Centre
  - Washing facilities
  - Football court etc

# Better Working and Living Conditions for Foreign Workers



Well-equipped medical centre.



High standards of Health, Safety and Environment (HSE).

# Better Working and Living Conditions for Foreign Workers



Neat and comfortable apartment.



In-house laundry services.

Thank you!