



ILO Hails Singapore's Model Of Tripartism At The IFT

The International Forum on Tripartism (IFT), jointly organised by the tripartite partners - the Ministry of Manpower (MOM), the National Trades Union Congress (NTUC) and the Singapore National Employers Federation (SNEF) - was held on 26 October 2015 at the Devan Nair Institute for Employment and Employability. The IFT showcased the role of tripartism in Singapore's nation building and industrial relations landscape and also commemorated Singapore's 50 years of independence and 50th year as a member of the International Labour Organization (ILO).

Themed 'Tripartism for Sustainable Growth and Development', the IFT was the first event that Mr Guy Ryder attended in Singapore since his appointment as Director-General (DG) ILO. His presence affirmed Singapore's close ties with the ILO. In his keynote speech, Mr Ryder strongly endorsed Singapore's model of tripartism by commenting that "Singapore has become a model to emulate".

Professor Sarosh Kuruvilla of Cornell University, an expert on industrial relations, called Singapore "a classic example of a place where tripartism is deeply institutionalised" in his presentation. Senior international tripartite representatives from Barbados, Denmark, Ireland and Japan shared their experiences on strengthening tripartism for economic growth and social progress.

The Singapore tripartite partners delivered a joint tripartite presentation on how tripartism evolved and the role it played in Singapore since 1965. Titled 'Tripartism for a Competitive Economy and Inclusive Society', it was presented by former NTUC President Ms Diana Chia, SNEF President Dr Robert Yap and Minister of State for Manpower Mr Teo Ser Luck.

Over 700 participants from over 30 countries and regions attended the IFT.



PM Lee Urges Tripartite Partners To Build On Mutual Trust At NTUC's NDC



Speaking at the Opening Dinner of the NTUC National Delegates' Conference (NDC) on 26 October 2015, Prime Minister Mr Lee Hsien Loong (*pictured right, third from left*) said that the tripartism arrangement has served the country well and remains the right formula for Singapore.

PM Lee said that as the city-state enters the next phase after 50 years of independence, it should "keep the tripartism formula, but

the tripartite partners have to upgrade themselves, have to raise their game. You have to strengthen and maintain the trust that we have built into the next generation... Each of the partners must do its own upgrading."

He said that each of the tripartite partners has a part to play: the Government to develop new economic policies; employers to make sure that companies remain viable while finding new business opportunities;

and unions to stay relevant to new union members in a new economy.

The last day of the NDC on 29 October 2015 saw the election of the new 21-member NTUC Central Committee (CC) that will hold office for a four-year term from 2015 to 2019. NTUC Secretary-General Mr Chan Chun Sing said: "The most important characteristic of this 21-member team is the teamwork. We are

not particularly focused on the number of votes. The strong mandate is an affirmation of the work that the previous CC has done and shows confidence in the new CC."

Singapore Maritime Officers' Union General Secretary Ms Mary Liew was also elected the new NTUC President in place of Healthcare Services Employees' Union General Secretary Ms Diana Chia who flowed on.

How Local Companies Support The Re-Employment Of Older Workers

The re-employment age will be raised from 65 to 67 by 2017. This will provide older workers who are healthy and want to continue working more job opportunities. Employers, too, can retain their experienced workers who are a valuable pool of manpower.

To support employers who hire older workers, the Government has rolled out initiatives such as the Special Employment Credit (SEC), which offsets up to 8% of these workers' monthly wages, and the Tripartite Advisory on Re-employment of Employees from Age 65 to 67 which provides guidance to employers who wish to re-employ their older workers.

To encourage employers to voluntarily re-employ older workers 65 or older, the Government enhanced the SEC in 2015 to give

employers who hired such workers an extra 3% wage offset which would be valid till the new re-employment age of 67 takes effect.

An example of a local company that supports efforts to re-employ older workers is Ya Kun.



"I am aware that the re-employment age will be raised from 65 to 67 as it's in the news. I would like to work till 80 if my health holds up. I feel the government is very proactive in addressing the ageing workforce issues."
Mr Yap Kian Beng, 66-years-old re-employed Ya Kun staff



"At Ya Kun, we accord older workers equal pay and benefits, and let them continue working at Ya Kun as long as they are healthy, fit and willing to work. Our managers are also trained to treat

older workers with respect. We convey the same message to our younger staff. At Ya Kun, we assign tasks and jobs to older workers according to their skills and abilities, and encourage all workers to do their best. The SEC certainly helps SMEs to defray the cost of employing senior employees "

Mr Adrin Loi, Executive Chairman, Ya Kun

Adoption Of Progressive Wage Model In The Cleaning, Security And Landscape Sectors

Designed to achieve win-win outcomes for employers and workers, the Progressive Wage Model (PWM) was mooted by the Labour Movement in June 2012 to help companies improve productivity, and enable workers to progress in their career through skills upgrading with wage increases.

On 1 September 2015, the PWM was made a mandatory licensing condition for the cleaning sector. Currently more than 38,500 cleaners benefit from the PWM.

With effect from June 2016, the PWM will be incorporated as a requirement in the Landscape Company Register administered by the National Parks Board. In addition, from September 2016, the PWM will be implemented as a mandatory licensing condition for the security sector. About 3,000 landscape workers and 43,000 security officers stand to benefit.

NTUC Assistant Secretary-General Zainal Sapari, who chairs all three tripartite clusters

for cleaning, landscape and security, said: "With the PWM, we hope it will level up the playing field. For service providers and service buyers, there will be a level playing field where a certain level of salary is expected to be paid to the workers."

The different sectors and service buyers are encouraged to tap on existing schemes put in place by the Government, NTUC and the Employment and Employability Institute (e2i) to help them embark on the PWM and productivity improvements.