

Fair Employment Practices for a Better Workplace

Tripartite Alliance for Fair Employment Practices (TAFEP) was established in 2006 to shift the mindsets among employers, employees and the general publics towards fair and responsible employment practices for all workers.

Why adopt Fair Employment Practices (FEP)?

- Hiring and Human Resource processes will be based on merit:
 - Right people for the job
 - Increased productivity;
- Widen pool of workers;
- Increase sources of new ideas and feedbacks;
- Deployment flexibility; and
- Improved customer service

What is Fair: Hiring on Merit

- a) Job advertisement
 - clear selection criteria that are principally related to qualifications, skills, knowledge and experience;
 - explain for position requiring attribute which may be viewed as discriminatory;
 - b) Job Application form
 - ask information relevant to assessing candidate's suitability;
 - request for additional personal data after selection or shortlisting OR explain the need to capture the data in the form
 - c) Interviews
 - Avoid stereotyping and asking something perceived to be discriminatory
- Employers with the intention to implement FEP can pledge their support.



53 UWEEI branches had pledged their support for FEP. 39 companies pledged their commitment during the annual Union-Management forum.

Alignment of Headquarter Committee with new Union Directions

“We need to look and review our past to learn from our experience and continue to “grow” those areas which we had done well.” This was shared by Madam Halimah Yacob, UWEEI’s Executive Secretary during the Headquarter Committee Retreat.

The congregation was informed about the performance of the Union in FY 2007/08:

- 1) UWEEI membership hits 52,091;
- 2) 1,698 workers were sent for SRP training;
- 3) 675 Gold Collar members were recruited through the Online membership portal;
- 4) More than 50 companies have re-employment policies;



5) 675 contract workers are enjoying benefits of UWEEI_NTUC at Company-subsidized membership rates; and

6) 156 young members recruited through the activities organized by Young UWEEI.

“Each of you is like yeast in the process of bread-making. Yeast makes flour ‘go up’. The Union is successful because of you,” Mdm Halimah commended the leaders.

A new set of targets for the 6 UWEEI dragonboats was announced during the event.

As put across by Mdm Halimah: “UWEEI will need every pair of hands to help,” Indeed, to have another breakthrough, the Headquarter and the Union leaders will have to work hand-in-hand.

Towards our Goal 2008/09! Go forward, UWEEI!



Annual Cluster Dialogue for Branch Officials 2008

The annual Cluster Dialogue for the Branch Officials was held on 26th March 2008 at the NTUC Auditorium. The events saw an attendance of more than 200 leaders. Mr Ong Hui Guan, Director of Income Security Policy Department (MOM) and Secretary for the National Longevity Insurance Committee (MOM) and Mr Andrew Fung, General Manager of Tripartite Alliance for Fair Employment Practices were the invited guest speakers.

Fighting Inflation with Home Cooking



Held on 28 June 2008, the members learnt how to whip up a few Western dishes with frozen food and housebrand products from NTUC FairPrice. Participants were taught how to prepare a set meal making up of potato and leek soup, peppered chicken cutlets and lemon meringues pie. Some of the members also had the chance to have hands-on cooking.

The session was also peppered with tips from the chef on how to make the dollar stretched further. The participants commented that the workshop had been beneficial and meaningful. They are now better able to appreciate western cooking and the differences in style.

-Adapted from *NTUC This Week*, 23 May 2008

Grooming a positive image



UWEEI recognizes that in today's context, projecting a positive image is of utmost importance to one's career and social life. Hence, UWEEI explored more workshops related to the grooming of oneself.

The Advance Makeup Workshop is one that hopes to help members look good and feel good about oneself. The workshop held over May and June taught members how to use colours and techniques to accentuate one's features and hide flaws. All participants walked away with a \$20 Shiseido voucher and a makeup gift set.

Young UWEEI Targets New Members



Firers Watch Your Front... Young UWEEI's Paintball Challenge 2008 unearthed several talented marksmen as 16 teams slugged it out for bragging rights to be paintball champions. Held on 10 May 2008 at Orchid Country Club, this event attracted 80 participants, of which eight were new members who signed up through this event.

- NTUC This Week, 23 May 2008, pg14

The Amazing Youth Race



The Amazing Youth Race was held on 21 June 2008. Jointly organised by the youth chapters of other unions, NTUC Assistant Secretary-General Josephine Teo flagged off the race at NTUC Centre at 9 am. The Amazing Youth Race was fast-paced and fun with the 30 teams subjecting themselves to mentally challenging and physically grueling games to complete the race.

- NTUC This Week, 27 June 2008, pg 11

Momentous Motions



Clockwise from top left: a) Participants from Mitsui Electronics Asia Pte Ltd at one of the game station during the Amazing Race held on 21 June; b) A victorious member who had gotten a huge fish at the Pro-Fishing Competition held on 20 July; c) Champion team of the Inter-branch 5 A-side soccer organized on 27 April; d) Comrade of Labour awardees Jason (left) and Thomas during the May Day Dinner; e) One of the Inter-branch Master Bowling participants



UWEEI FAMILY DAY




Roarrrr... ..! Come join my pals and I for a fun-filled exciting Family Day!

Venue: Singapore Mandai Zoo
Date: 23 November 2008, Sunday
Time: 8.30am to 4.30pm

For more details, please refer to UWEEI website or your Company's bulletin board!

Cya there!



Young UWEEI Halloween Party

Venue: Gotham Penthouse
Date: 25th October, Saturday
Time: 7pm till late