



PAY YOUR WAY TO THE FUTURE

FORWARD WITH LABOUR:

A SINGAPORE NATIONAL TRADES UNION CONGRESS PUBLICATION

IN NOVEMBER 1969 the Singapore National Trades Union Congress held a special SEMINAR on MODERNIZATION OF THE LABOUR MOVEMENT.

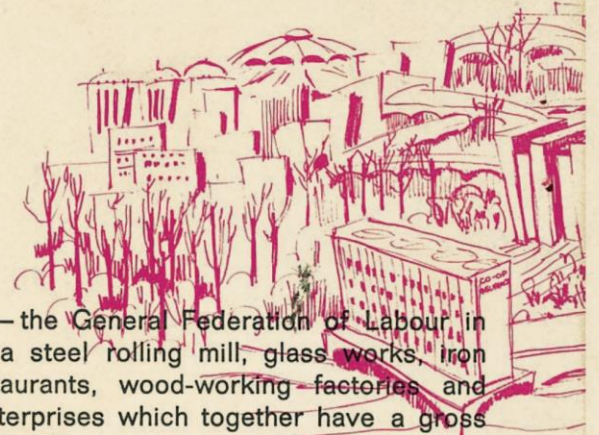
Delegates from all the N.T.U.C.'s affiliate unions concluded that the Republic's labour movement must modernize or perish. The N.T.U.C. immediately set up special committees to implement the SEMINAR'S recommendations for modernization.

FORWARD WITH LABOUR

is a series of N.T.U.C. pamphlets to summarise the need to modernize and the main recommendations of the SEMINAR.

PAY YOUR WAY TO THE FUTURE is the fifth in the series.

" THIS FUTURE IS YET NEARER WITH MODERNIZED LABOUR."



THE LOWEST IN THE WORLD!

Do you know that Singapore's union subscription rates are among the lowest in the world?

Wages have been going up the last 25 years, bonuses in the private sector have become a regular feature, cost of living has increased. Only trade union subscriptions have remained at the same low level.

WE CAN'T GO ON LIKE THIS!

This has to change — if we want to enjoy the wide base of social services union members enjoy in countries like Israel and West Germany. What we are paying as union dues is equal to one cigarette or less a day!

THIS IS THE ISRAELI WAY

This is what the Israeli worker pays to his union: 5 per cent of salary alone to the union's insurance and pension funds. Total subscriptions and other dues add up to much more.

And this is what he gets: A labour movement in the vanguard of national economic development. A labour movement which is the largest employer in the country. A movement with a controlling say in the way the country's economy should go. A labour movement consulted by the Prime Minister for approval on important policy matters.

The Histadrut — the General Federation of Labour in Israel — owns a steel rolling mill, glass works, iron foundries, restaurants, wood-working factories and many other enterprises which together have a gross turnover of \$4½ billion.

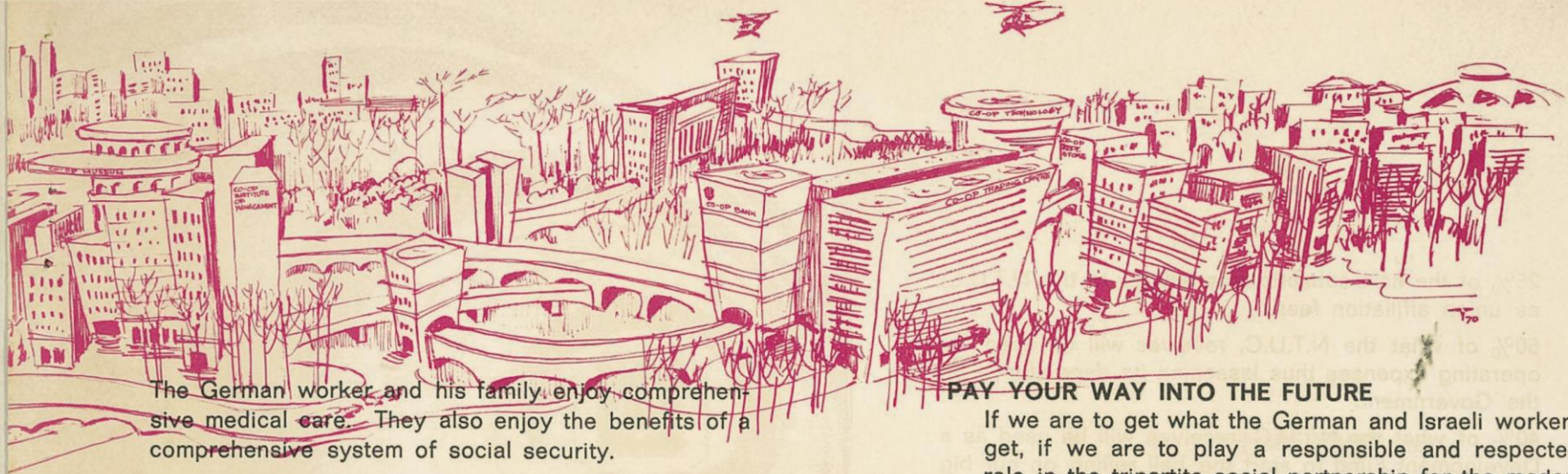
Every member of the labour movement is a shareholder and guarantor of these economic enterprises.

THIS IS THE WEST GERMANY WAY

This is what the German worker pays to his union: the subscription rate of an average chemical industries union member is 7.65 Deutsche Marks (\$6.42) a month. He pays a much higher figure than this to the Union's many other benefit schemes.

Today, the German workers collectively own the Volkswagen car industry. The German Confederation of Trade Unions (D.G.B.) is able to:

- a) guarantee for every worker the highest attainable degree of freedom and individual responsibility.
- b) organise participation of the worker on an equal footing in the economy.
- c) ensure for him permanent employment adapted to his own aptitudes and personality.
- d) ensure just and equitable distribution of wealth and income.
- e) prevent the abuse of economic power.



The German worker and his family enjoy comprehensive medical care. They also enjoy the benefits of a comprehensive system of social security.

Co-determination in industry is a very real fact in Germany where trade union membership of the Works Councils is 86 per cent.

The German labour movement has on its payroll large numbers of top professionals with doctorates.

Because the trade unions are able to pay for the services of these top brains, they have a team of highly trained people planning and managing the labour movement under their supervision.

THIS IS WHAT WE ARE PAYING

This is what we are paying to our unions: from 50 cents to \$1.00 a month. Or as little as 0.25 per cent of our salary. And for those earning above \$600, 0.17 per cent.

And this is why we are not getting what the West German worker and the Israeli worker are getting.

The Israeli and German workers know that they must pay for what they get. We, too, must pay for what we want—and need. Nothing is free.

PAY YOUR WAY INTO THE FUTURE

If we are to get what the German and Israeli workers get, if we are to play a responsible and respected role in the tripartite social partnership for the modernization and industrialization of Singapore, we must:

- a) change our environment.
- b) become active participants in the modernization process.
- c) build the kind of Singapore in which workers find genuine fulfilment.
- d) develop a sound financial base on which to provide the services which will meet the needs of workers, and pay for the top brains to work full time for us.

THIS IS THE WAY

This is how we are going to do it — The Modernization Seminar has recommended a new, graduated and standardised rate of union subscriptions at a flat 1 per cent of wages or salaries for all. This is how it will work —

Salary Range (Gross)	Rates Per Month
\$100/- and below	\$1
\$101/- to \$250/-	\$2
\$251/- to \$350/-	\$3
\$351/- to \$450/-	\$4
\$451/- to \$550/-	\$5
\$551/- and above	\$6

25% of the new subscriptions will go to the N.T.U.C. as union affiliation fees.

60% of what the N.T.U.C. receives will be used for operating expenses thus lessening its dependence on the Government.

40% of what the N.T.U.C. receives will be used as a Development Fund to start the ball rolling on our big Co-op schemes.

Loans from unions will also be made to finance these schemes of which one — the Co-op Life Insurance Plan — will alone bring in twenty to thirty million dollars within the next five years!

LET US BE INVESTORS

This is the strategy which will produce an array of benefits and security which workers in Singapore have never before enjoyed.

We shall be investors — in our future!

We are going to have our own insurance company, our own Workers' Housing, our own Workers' Bank, our own Consumer Co-operatives, our own industries. We are going to have our own factories, run by workers — for workers.

We will build a co-operative commonwealth through which we shall get more — for less.

We will rid ourselves, once and for all, of the parasites who grow fat on us.

We will throw off our financial dependency. No more will we need the \$400,000 grant from the Government.

We will be tied to nobody's apron strings!

■ **PAY YOUR WAY TO THE FUTURE**

■ **FORWARD WITH LABOUR**

■ **MAJULAH SINGAPURA!**

AFTER YOU HAVE READ THIS PLEASE
PASS IT ON TO YOUR FRIENDS.

