

**Title** : Tripartite panel working to enhance Singaporeans' work-life balance

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SINGAPORE : The Tripartite Committee on Work-Life Strategy is working with its partners, such as the Manpower Ministry and Employer Alliance, to create a happier workforce.

But companies must also find solutions and be committed to retaining staff. So, more than 700 professionals and human resources specialists gathered at the Suntec City Convention Centre on Thursday to share ideas on achieving work-life balance.

The Employer Alliance, a network of corporations committed to enhancing work-life balance, is also working with 30 small and medium enterprises (SMEs) to find solutions.

The 'First Mover Initiative' pilot programme started this year is aimed at developing guidelines to help companies establish worklife-friendly practices. And some companies have successfully implemented their brand of solutions.

Key components of the programme are trust and accountability between employer and employee, and this has helped social worker Juliana Choo balance her responsibilities.

A mother of five, Choo works flexible hours and has the option of working from home. This has given her satisfaction as well as motivation to work even harder.

"In the social service (industry), many of us are female workers. So being able to retain me and other female staff is a big plus because (it means) we are keeping the experienced staff," said Choo, a principal social worker with Morning Star Community Services.

Manufacturing company Becton Dickinson had a staff turnover rate of 4.5 per cent last year, despite the tight labour market. They said it is because employees enjoy the holistic health programme offered by the company.

- CNA /Is

