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As many Singaporeans work in European companies in Singapore, supporting National Service and Total Defence is part of our commitment to the local workforce.

Mr Federico Donato  
President



### NS contributes to a more reliable workforce

"National Service (NS) is a paramount pillar to ensure amalgamation among diverse people towards a more cohesive society which translates into a more reliable workforce," said Mr Federico Donato, President of the European Chamber of Commerce (EuroCham) in Singapore.

EuroCham is an umbrella organisation that represents the common interests of the European business community in Singapore responsible for promoting bilateral trade, services and investments between Europe, Singapore and the region.

### TD as a pillar of nation-building

Mr Donato shared that European firms are supportive and aligned with Singapore's Total Defence (TD) approach as they help to sustain supply chains and ensure food security. He added, "Their commitment to TD is admirable and significant, given Singapore's small land area and the current geopolitical tensions that threaten to escalate in the near future."

To this end, many European businesses view In-Camp Training (ICT) as an important aspect of national defence as well as nation-building whereby

a shared experience of duty and honour is fostered for both Operationally Ready National Serviceman (NSman) employees and their employers. "The NS experience and skill sets developed during NS are assets that can be further honed by firms. The regular exercise routines also keep NSman employees fit," said Mr Donato.

### Advocating support for NS

As part of their efforts to encourage European businesses in Singapore to support NS, EuroCham worked with the National Service Directorate (NSD) under Ministry of Defence (MINDEF) to produce a competency playbook titled 'How NSmen Add Value to the Workforce' that was shared with EuroCham members.

On 17 March 2022, EuroCham organised the 'Pledge of Support for NS' event to rally their member companies and other European National Business Chambers to pledge their support for NS through participating in the NS Mark Accreditation Scheme. Mr Donato shared, "The NS Mark Accreditation Scheme helps to generate awareness of NS and TD within the diverse European corporate culture."

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## NS is a shared responsibility

Airbus Singapore Pte Ltd (Airbus Singapore) is one of the members of EuroCham that supported the 'Pledge of Support for NS' event. Mr Anand Stanley, President Airbus Asia-Pacific, said the company recognises the importance of NS and accepts that it is a shared responsibility between companies and their NSman employees to provide a safe and secure environment for Singaporeans.

"We encourage our managers to make alternate work arrangements such as reassigning tasks to other colleagues whenever an NSman employee receives an ICT call-up," he said.

## Flexibility to attend ICT

Since the onset of the COVID-19 pandemic, Airbus Singapore has implemented a hybrid working arrangement that allows staff to work from home or stagger their work timings when needed. "This flexible work arrangement allows NSman employees to get sufficient rest or spend time with their family upon completion of their ICT before returning to work," said Mr Stanley.

Major (MAJ) (NS) Tan Yu Mou, an NSman employee of Airbus Singapore, said, "I was able to complete my ICTs without having to defer them. The hybrid working and flexi-hour arrangements provide the flexibility for me to attend to NS commitments and have sufficient rest to be able to focus safely on my training."

## Keep Singapore safe by supporting NS

"As an employee and an NSman, it is important to have the support of my employer. The pro-NS culture and support given to me at Airbus Singapore enables me to fulfil my NS commitments," said MAJ(NS) Tan.

He encouraged other employers in Singapore to support NS and TD by supporting their NSman employees. He advised, "Let's all play our part in Singapore's defence as employers, employees, and NSmen."



Airbus Singapore Pte Ltd

Left  
MAJ(NS) Tan Yu Mou  
HR Business Partner

Right  
Mr Anand Stanley  
President Airbus Asia-Pacific