

# BUILDING FAIRER AND MORE HARMONIOUS WORKPLACES

Together, the Workplace Fairness Legislation and Tripartite Guidelines on Fair Employment Practices, or TGFEF will:

Better protect employees from unfair employment outcomes

Preserve harmonious workplaces

Support business growth in Singapore

## PROTECT WORKERS FROM UNFAIR EMPLOYMENT OUTCOMES

Workplace Fairness Legislation will protect workers against common and familiar forms of discrimination, which account for 95% of complaints received:

Age

Nationality

Sex, marital status, pregnancy status, caregiving responsibilities

Race, religion and language

Disability and mental health conditions

The TGFEF will continue to protect against all forms of workplace discrimination.

The Fair Consideration Framework job advertising requirement will be legislated to ensure that the workforce in Singapore is fairly considered for job opportunities.

Retaliation against workers who report acts of workplace discrimination or harassment will be prohibited, so that workers can feel safe when they come forward.

Provide redress for victims of discrimination.

Broader range of enforcement actions can be meted out based on severity of offence.

## PRESERVE HARMONIOUS WORKPLACES

Singapore's approach to workplace fairness emphasises resolving employment grievances and disputes through grievance handling and mediation, with cases going to the Employment Claims Tribunals (ECT) as the last resort.

- Employers will be required to put in place proper grievance handling processes.
- If the issue cannot be resolved at the firm level, employees may also approach their unions or TAFEP for further assistance.
- Employers will be required to protect the identities of persons reporting incidents of discrimination.
- If the employee chooses to lodge a claim, the claim must undergo mediation with TADM.

### Why is Mediation Important?

Mediation enables employees and employers to reach mutually agreed settlements. An amicable settlement supports the preservation of the employment relationship in cases where it is still practicable.

### The Claims Process

Employee approaches TAFEP with the claim. Claim should be properly supported.

TAFEP makes a preliminary case assessment based on the information provided by the claimant and advises claimant on their options.

Start mediation at Tripartite Alliance for Dispute Management (TADM).

## YES ← Settlement reached? → NO

Sign Settlement Agreement (SA) with employer.

File a claim at Employment Claims Tribunals (ECT). (The ECT may dismiss the case and/or award costs against the claimant on a case-by-case basis.)

## SUPPORT BUSINESS GROWTH IN SINGAPORE

Fair employers benefit from a more productive and engaged workforce, and are better able to attract and retain talent.

Employers can take genuine and reasonable business needs into account in their employment decisions.

Small firms with <25 employees will be exempted from legislation, to allow them time to build their HR capabilities. These firms are still subjected to the TGFEF.

The Workplace Fairness Legislation will send a strong signal that there is no place for workplace discrimination in Singapore.

The Workplace Fairness Legislation will shape positive workplace norms and strengthen social cohesion by addressing unfair treatment at workplaces.



MINISTRY OF MANPOWER

