

FACTSHEET ON TRIPARTITE PARTNERS' RESPONSE TO RECOMMENDATIONS BY THE CITIZENS' PANEL ON WORK-LIFE HARMONY

1. Background

Last year, the Citizen's Panel on Work-Life Harmony convened and deliberated on new ways to strengthen work-life harmony in Singapore. The Panel then submitted a total of 17 recommendations to the Government.

2. Intensify efforts to adopt flexible work arrangements

From the recommendations, it was clear that the Panel recognised that greater provision and access to flexible work arrangements (FWAs) was crucial for work-life harmony (WLH), and hence the Panel's strong advocacy for FWAs. The tripartite partners support this push, and will intensify efforts this year to spur the adoption of FWAs, by "*making it easy*" and "*making it known*".

"Making it Easy" – Facilitating adoption of FWAs and WLH programmes

- a) The Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP), Singapore National Employers Federation (SNEF), and National Trades Union Congress (NTUC), with support from the Government, will commission the development of **resources to support sectoral FWA implementation**, such as guides and videos, starting with the Finance, Hospitality, and Healthcare sectors. These sectors were chosen as they each have unique challenges which may hinder the adoption of FWAs.
- b) The Institute for Human Resource Professionals' (IHRP) **Communities of Practice (CoP)**, which are employer support groups, will include sector-specific discussions on FWAs and WLH, starting with the same three sectors.
- c) TAFEP will develop a **one-stop website** to consolidate resources on FWAs and WLH, for employers' ease of reference.
- d) Tripartite partners will develop and make available tools to support employers who wish to (i) **include FWAs into their employee contracts** and (ii) **assess employee mental wellbeing**.

"Making it Known" – Increasing recognition for FWAs and WLH initiatives

- e) MOM and IHRP will promote the national Human Capital Diagnostic Tool, which can help **companies right-size jobs**. The tool can be offered free to companies who commit to improving work-life harmony for their employees.
- f) TAFEP will **grow a community of Work-Life Ambassadors** to further encourage the adoption and use of FWAs and WLH practices in the workplace.
- g) Tripartite Partners will **recognise more employers as they strengthen their commitment to WLH**. Some employers have started out on their FWA journey,

but have not yet fully adopted the Tripartite Standard on FWAs. We will introduce a “**Provisional**” status to denote that they are on their way to achieving the Tripartite Standard on FWAs. We will also support them with capability building and training resources (e.g. a workshop and Tripartite Standards Clinic). We will also **introduce a new “Tripartite Standard on Work-Life Harmony”** to spur employers to develop more comprehensive workplace support.

3. Whole-of-society effort needed to drive mindset change

The Panel also recognised that to complement this push for FWAs, there must be a whole-of-society movement to shift employers’ and employees’ mindsets and societal norms. The tripartite partners support **The Purposeful Life @ SG movement** proposed by the Citizens’ Panel, with some adjustments for implementation.

“Making it Accepted” – Shifting societal norms

- h) The Ministry of Culture, Community and Youth (MCCY) **is prepared to partner academics or other institutions who may wish to develop an index** measuring wellbeing and purpose.
- i) At the same time, MCCY will provide support through the **Our Singapore Fund**, for Singaporeans who wish to bring the community together, or organise meaningful projects that encourage shifts in mindsets and social norms in support of the Purposeful Life movement.
- j) The Ministry of Education’s (MOE) ongoing efforts will support the Panel’s intent to ‘reach the young’ and ‘activate individuals’. They will do this through **revisions to the Character and Citizenship Education curriculum in schools**, and **continued support for individuals’ personal growth through the SkillsFuture Credit**.

4. Initiatives are being prioritised for implementation

We will prioritise the above initiatives for implementation in 2020. We recognise the value of the Panel’s remaining recommendations and will consider them as we continue to evolve and develop policies in support of WLH.

Tripartite partners’ detailed response to the Panel’s recommendations, which will elaborate more on implementation details and the partners’ considerations, will be made available online after the Committee of Supply debates.

About the Citizens' Panel on Work-Life Harmony

The Panel comprised 55 Singaporeans from all walks of life, who met over four full Saturdays – from 28 September to 9 November 2019 – and deliberated on new ways to strengthen work-life harmony in Singapore. In its report, the Panel submitted a total of 17 recommendations to the Government, covering five broad themes: (i) shifting societal norms, (ii) supporting shifts in workplace culture, (iii) empowering individuals at the workplace, (iv) building organisational HR capability and (v) recognition of work-life harmony efforts. The report can be found at <https://go.gov.sg/cpwlh-full-report>.

First announced by Deputy Prime Minister and Minister for Finance Mr Heng Swee Keat in June 2019, the Panel is part of the SG Together movement for the Government to partner Singaporeans to co-create and co-deliver solutions across a wide range of policy areas.
