

# 9 Practices to Advance the Well-Being of Lower-Wage Workers

Follow these simple steps in the Tripartite Standard to improve the well-being of your lower-wage workers. This will help improve job retention, enhance productivity, and increase their motivation at work.



## Adopt the Tripartite Standard on the Employment of Term Contract Employees

Provide term contract employees with adequate training and leave benefits in line with their employment period



## Fulfil the minimum training requirements for Progressive Wage-eligible job roles

Train all workers in sectors and occupations under the Progressive Wage Model



## Establish and communicate training plans and potential career pathways

Help workers map their career goals and identify training needs



## Recognise skills and proficiency

Have job candidates list relevant skills when applying. Indicate worker's proficiency in their current role in assessments for performance and promotion



## Provide support to lower-wage workers to facilitate their learning

Give workers time-off to attend in-person or online training courses



## Attain bizSAFE Level 2

Develop capability to assess and mitigate safety and health risks



## Provide at least one Total Workplace Safety and Health module or an equivalent workplace health promotion programme

Address any of the following: chronic conditions, infectious disease control, mental health or healthier lifestyle



## Provide access to proper and reasonable rest areas for lower-wage workers

Ensure this applies to outsourced workers as well



## If designated rest areas are not practical, minimally ensure workers have:

- Means to safekeep belongings
- Access to drinking water



[go.gov.sg/tripartitestandards](https://go.gov.sg/tripartitestandards)

Scan here to find out more and adopt this Tripartite Standard.