

ANNEX A – FACTSHEET ON TRIPARTITE STANDARDS

About the Tripartite Standards

The Tripartite Standards are a new initiative by the tripartite partners to increase the adoption of fair and progressive workplaces in Singapore.

Key features of the Tripartite Standards:

1. Each Tripartite Standard comprises a set of verifiable and actionable practices in a specific area of employment.
2. The Tripartite Standards complement laws, Tripartite Guidelines and Tripartite Advisories to form a holistic framework for employment practices.
3. Organisations who adopt the Tripartite Standards will enjoy public recognition through:
 - a. A list of all adopters on TAFEP's website (tafep.sg).
 - b. The inclusion of the relevant Tripartite Standards logomarks in their marketing collaterals.

Benefits to Organisations

Organisations who adopt the Tripartite Standards will be able to enjoy the following benefits:

1. Enhance ability to differentiate themselves as organisations with progressive practices.
2. Gain public recognition through the use of the Tripartite Standards logomarks in marketing collaterals, and listing on TAFEP's website.
3. Improve organisation's ability to attract and retain talent.

Benefits to Employees and Jobseekers

Employees and jobseekers also stand to benefit from the implementation of the Tripartite Standards:

1. Organisations with progressive practices can be more easily identified.
2. Employees who work in organisations that have adopted the Tripartite Standards are more likely to experience a fair and progressive workplace culture.
3. Organisations that have adopted the Tripartite Standards are more likely to consider their employees' needs and interests in the implementation of employment practices.

Differences between Laws, Tripartite Guidelines, Tripartite Standards and Tripartite Advisories

1. Laws protect basic employment rights, and compliance is compulsory. Non-compliance can result in penalties.
2. Tripartite Guidelines supplement laws, and the Ministry of Manpower can take action against companies that do not abide by them.
3. Tripartite Standards specify verifiable and actionable practices in specific areas of employment. This helps organisations to differentiate themselves, and jobseekers to identify these organisations.
4. Tripartite Advisories promote progressive workplace practices which are suitable for most organisations.