

Fact Sheet on the Settling-in Programme (SIP) for Foreign Workers

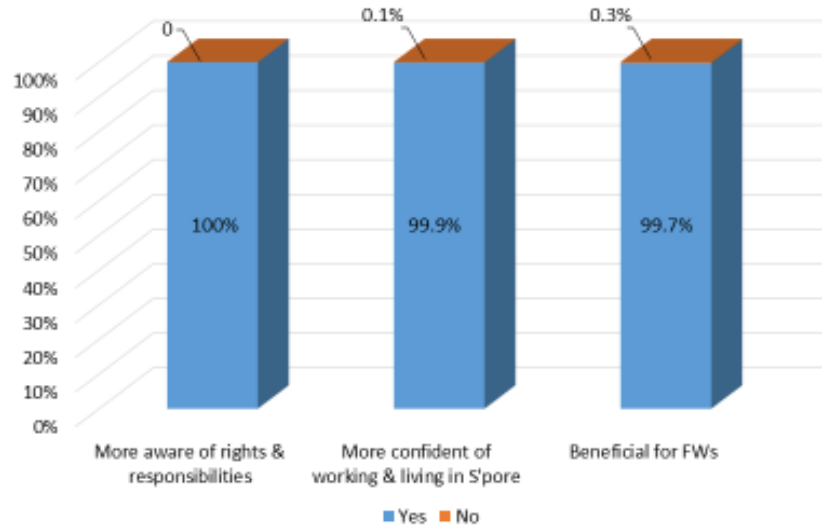
- The Ministry of Manpower (MOM) will introduce a mandatory Settling-In Programme (SIP) for all first-time non-Malaysian foreigners on work permit to enhance existing foreign worker (FW) education efforts.
- The SIP, conducted in the FWs' native languages, is a formal, structured one-day programme to educate newly arrived FWs who are working in Singapore for the first time. It aims to equip them with knowledge of their employment rights and obligations, and Singapore laws. In addition, the SIP seeks to orientate FWs on Singapore's local practices and social norms to help them adapt to living and working here.
- The SIP will be rolled out in phases, starting with the construction sector, before it is progressively rolled out to FWs in other sectors, such as marine, process, manufacturing and services.
- About 2,000 FWs in the construction sector are expected to attend the SIP each month. Employers will be required to register their FWs for the SIP, including bearing the course fee.

Pilot SIP Points to Effectiveness of Formal FW Education

- The MOM conducted a pilot programme from June to October 2016 with close to 1,900 FWs, to ascertain the programme's effectiveness.
- A post-course evaluation was conducted, and the findings and feedback received were positive. Almost all FWs were more aware of their rights and responsibilities after attending the pilot programme. They found the programme useful, and better understood that MOM could help them when they had employment issues. Employers also shared that they saw improvement in their FWs' behaviour and had a more positive attitude at work.

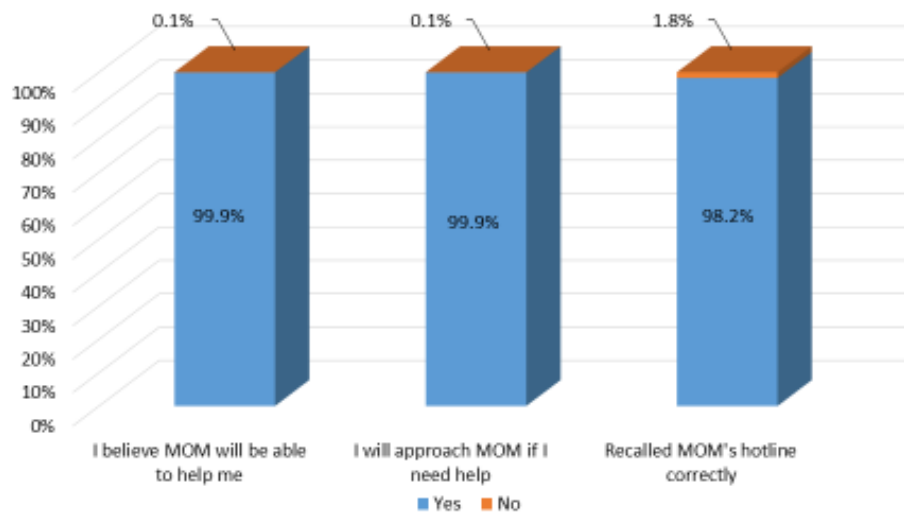
Post-Course Evaluation (Pilot Findings)

FWs were more aware of their rights and responsibilities, and more confident of working and living in Singapore.

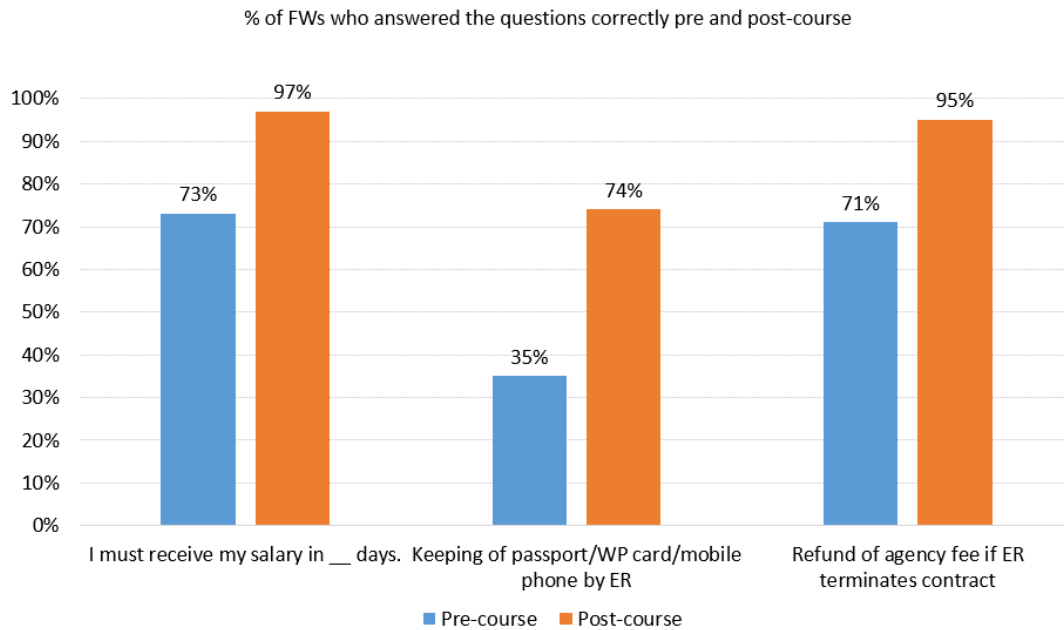


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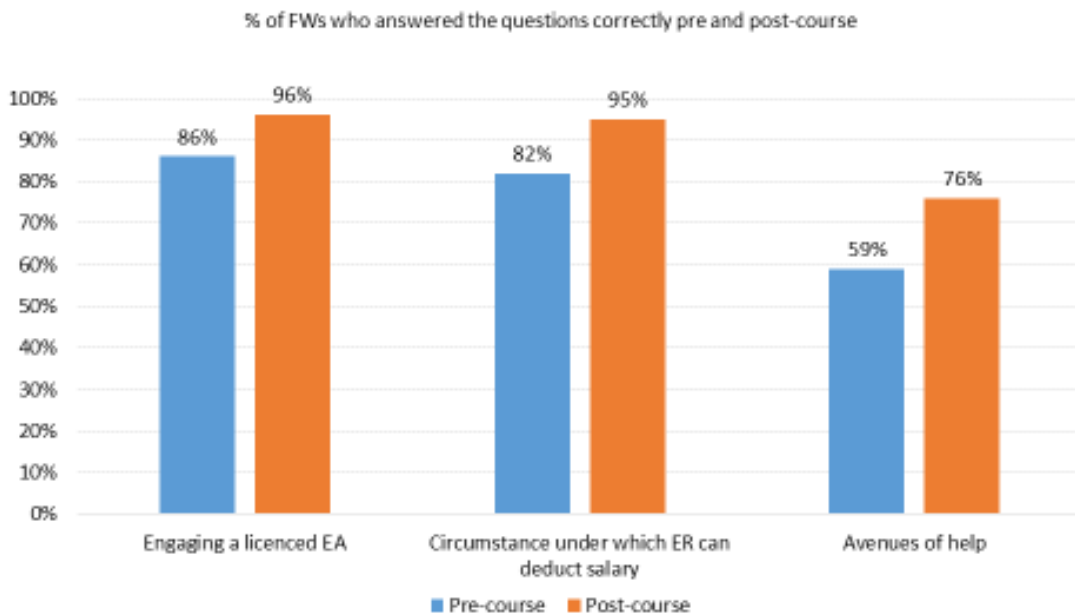
FWs believed MOM will be able to help them and will approach MOM. Majority could recall MOM hotline.



FWs were more aware of the key messages after attending the course



FWs were more aware of the key messages after attending the course



Some Positive Feedback from Employers

"...very helpful for them to adapt to working and living in Singapore by learning about laws and regulations relating to their employment, as well as local social norms."

"...Sometimes the workers will remember better if they were told by authority rather than employers."

"...disruption to workflow and projects was minimal as it's a one-day... helps to raise awareness of the workers and enhance their understanding of the job."

"There is improvement in their behavior and generally a more positive attitude at work."