

**Background on the Fair Consideration Watchlist**

MOM introduced the FCF Watchlist in 2016 to proactively identify employers that are suspected of having discriminatory hiring practices. Employers are placed on the FCF Watchlist if they have exceptionally high share of foreign PMETs compared to industry peers, or have high concentration of PMETs from a single nationality. MOM scrutinises their EP applications closely and TAFEP engages the employers to put in place fair hiring practices. Employers that are recalcitrant or uncooperative in improving their hiring practices will have their work pass privileges cut back

