Ministry of Manpower

Know Your Responsibilities as an *Employer* of Migrant Workers



To protect outdoor workers from heat stress risks, we have strengthened the Heat Stress Management Framework.
From 1 December 2026, the following four measures will be mandatory:

- **Establish heat stress training programme for workers exposed to heat**
- **Provide cool drinking water supply near work areas**
- **Ensure cold water, ice packs or water spray on standby for emergency response**
- **Provide suitable clothing that can protect workers from excessive heat stress**

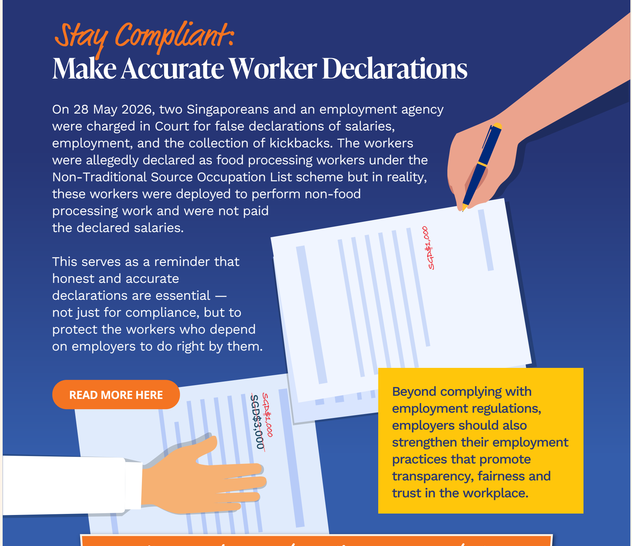
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Stay Compliant: Make Accurate Worker Declarations

On 28 May 2026, two Singaporeans and an employment agency were charged in Court for false declarations of salaries, employment, and the collection of kickbacks. The workers were allegedly declared as food processing workers under the Non-Traditional Source Occupation List scheme but in reality, these workers were deployed to perform non-food processing work and were not paid the declared salaries.

This serves as a reminder that honest and accurate declarations are essential — not just for compliance, but to protect the workers who depend on employers to do right by them.

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Beyond complying with employment regulations, employers should also strengthen their employment practices that promote transparency, fairness and trust in the workplace.

Here are four good practices you can adopt:

1. Provide complete and accurate **Key Employment Terms** to employees
2. **Pay salaries electronically and issue itemised payslips** which separate salary components and deductions if any (basic pay, overtime, allowances)
3. Provide avenues for employees to raise concerns and address them promptly **to avoid them escalating into disputes**
4. **Comply with fair hiring requirements.** Ensure criteria in job advertisements are related to the role, and do not discriminate based on non-job characteristics such as age, sex, race, marital status

Share Your Views with Us!

Good employment practices are a key part of building supportive workplaces for *migrant workers*. Tell us what your company is doing today, and what support would help you do more, through this short survey.

Beyond the Workplace for Migrant Workers

Here are activities and events for your migrant workers to stay active, learn something new, and make most of their time in Singapore.

Public Holidays Events at *Recreation Centres*

SUN 08 NOV	Deepavali



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