

## **MEDIA FACTSHEET**

### **THE EMPLOYMENT ACT (EA)**

1. The Employment Act (EA) was introduced in 1968 to standardise the employment conditions of employees across different occupations and facilitate Singapore's rapid industrialisation to create jobs.
2. The EA is the primary legislation that sets out the basic employment terms and conditions in Singapore. The EA serves a dual role:
  - First, it safeguards basic employment standards, particularly for workers who are more vulnerable and need to be protected by law.
  - Second, it regulates employment relations by establishing the basic duties of employers and workers, and providing mechanisms to settle employment disputes.
3. The EA seeks to strike a balance between worker protection and labour market flexibility. It gives employers flexibility to manage their manpower resources, while according workers with basic employment protection and benefits.
4. It is important to ensure the EA remains relevant and responsive to changing labour market conditions. It has been reviewed several times since its introduction in 1968. The last major review was conducted in 2008, with the changes implemented from 2009.
5. The character of our labour force is changing. As Singaporeans become more educated, the proportion of Professional, Managers and Executives (PMEs) in our workforce is also increasing and nominal income levels have been on the rise. Employment norms and practices have also been evolving to adapt to changes in Singapore's globalised economy.
6. In light of these trends, it is timely to review the coverage and provisions of the EA.
7. The Ministry of Manpower (MOM) will be embarking on a review of the EA in 2012, working closely with our tripartite partners and other stakeholders to ensure that any amendments take into account the interests of both workers and employers.

8. We will conduct a public consultation exercise in the second half of 2012. If members of the public would like to share any preliminary feedback at this point, please write in to [MOM\\_EA\\_Feedback@mom.gov.sg](mailto:MOM_EA_Feedback@mom.gov.sg).

9. For more information and details on the EA, please refer to <http://www.mom.gov.sg/employment-practices/employment-rights-conditions/employment-act>