How to build an inclusive and harmonious workplace?

Regardless of your position or role in your organisation, you can play a part in building and maintaining an inclusive, harmonious and resilient workplace. Here are some simple activities that you can organise for your colleagues:

Have the office organise tea time celebrations during festive occasions like Hari Raya Puasa, Deepavali or Mid-Autumn Festival. Colleagues can share festive food, traditions and customs during these special occasions.

Racial Harmony Day falls on 21 July every year. On this day, encourage your colleagues to dress in their ethnic costumes and share traditional delicacies. They can also perform a simple dance or song as part of the celebration.

Organise regular teambuilding and bonding sessions. Through such events, the organisation’s core values will be reinforced; unity and teamwork can be fostered, which in turn contribute to optimal team performance.

Organise visits to places of worship with your colleagues. This will help to promote and broaden understanding of the different religious and cultural practices.

Visit our website at MOM (www.mom.gov.sg/cep) to know more about our programme and the resources that we have for both employers and employees to promote harmonious relationships in the workplace.

Call us at 6692 5464 or email us at mom_cep@mom.gov.sg for CEP-related enquiries or incidents.

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In partnership with
What is CEP?

The Community Engagement Programme (CEP) seeks to strengthen the understanding and ties between people of different races and religions, and encourage different sectors of society to pick up skills and knowledge in coping with emergencies.

As one of the five community clusters* that support the CEP, the Businesses and Unions Cluster aims to build inclusive and harmonious workplaces by promoting understanding and respect between different communities, as well as strengthening their preparedness for situations that undermine business resilience.

Clusters supporting the CEP

*The Ministry of Home Affairs is the overall coordinating agency for the Community Engagement Programme. The following five clusters are involved in the CEP:

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What can you do to resolve conflict in the workplace?

ONE MORNING IN THE OFFICE...

Can you stop playing that music?

It's Chinese New Year songs about celebrating good health and happiness.

Well, I enjoy it and I like listening to music as I work.

Calm down guys. Idris, there's no need to raise your voice. It's Chinese New Year and Tan is celebrating with festive music. We have to accept each other's cultures and traditions.

It's noisy, gives me a headache and I can't concentrate on my work!

Tan, since it's affecting Idris in his work, why don't you use a pair of headphones instead?

But I don't have headphones.

Here, Tan, you can have mine. I hardly use it anyway.

Thanks, Sue. Err... here, have some of my love letters...

Kumar, Idris, come, have some too!

It’s vegetarian and halal.

Work in harmony with your colleagues regardless of race and religion. When you see conflicts happening between colleagues at workplaces, try to calm the situation down.