

Flexible Work Arrangements May Become The New Cliché

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1. Introduction

Flexible work arrangements may become the new cliché when Singapore's Ministry of Manpower introduces the Tripartite Guidelines on Flexible Work Arrangement Requests ("**Tripartite Guidelines**") in Singapore on 1 December 2024.



2. The Tripartite Guidelines are enforceable guidelines that set out a set of good employment practices that all companies should implement at their workplaces to promote the effective and sustainable provision and utilization of flexible work arrangements.
3. The Tripartite Guidelines supplements Singapore employment laws and Singapore's Ministry of Manpower can act against a company for its non-compliance with the Tripartite Guidelines.
4. The Tripartite Guidelines was enacted in response to the growing demand for flexible work arrangements from employees and the benefits that such arrangements bring to a company's long-term sustainability such as talent attraction and retention.
5. Flexible work arrangements are work arrangements where employers and employees agree to a variation from the standard work arrangement. Flexible work arrangements include:
 - (a) flexi-place arrangements where employees work flexibly from different locations aside from their usual office location (e.g. telecommuting work-from-home); or
 - (b) flexi-time arrangements where employees work flexibly at different timings with no changes to total work hours and workload e.g. flexi-hours, staggered hours, flexi-shift and compressed work schedule; or
 - (c) flexi-load where employees work flexibly with different workloads and with commensurate remuneration (e.g. job sharing, part-time work).
6. Given the increasing share of working caregivers in the workforce and evolving post-pandemic expectations of how work arrangements and workplaces should be structured, demand for flexible work arrangements among job applicants and employees are increasing and thus making the Tripartite Guidelines even more relevant.
7. We will be conducting a short seminar and networking session on **6 August 2024** from **4:00pm** to **6:00pm** at our office address at 16 Raffles Quay, Hong Leong Building, #21-01.

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After working at a leading law firm in Japan, Tetsuo joined one of Singapore's top law firms as a partner. He then became the head of Asian operations of an international law firm. Since the establishment of One Asia Lawyers Group in July 2016, he has provided legal advice on various cross-border legal transactions, including M&A and international trade disputes. In 2014, he became the first qualified Japanese lawyer to advise Singapore commercial law (Foreign Practitioner certificate for Foreign Lawyer to Practise both Singapore Law and Foreign Law in Singapore (Section 36B))

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Victoria graduated with a Bachelor of Laws with Honours in Law, Upper Second Class, from the University of Exeter, where she achieved second highest in the cohort for the module called corporate social responsibility and the law.

Victoria was admitted as an advocate and solicitor to the Singapore Bar. She started her legal career at Singapore Telecommunications Limited, which is the biggest telecommunications conglomerate in Singapore, where she negotiated, drafted, and reviewed commercial legal contracts in the group network procurement and indirect procurement departments.

Victoria practises corporate, commercial, employment, and data protection legal work, including but not limited to venture capital and mergers and acquisitions. She currently works on the Japan Desk.

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