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Tripartite Committee on Workplace Fairness Final Report



1. Prohibit workplace discrimination

- A. "Making an adverse employment decision because of any protected characteristic"
- B. Prohibit workplace discrimination in respect of the following protected characteristics:
 - (i) age;
 - (ii) nationality;
 - (iii) sex, marital status, pregnancy status, caregiving responsibilities;
 - (iv) race, religion, language; and
 - (v) disability and mental health conditions.



2. Prohibit discriminating advertisements

- A. Legislate the job advertisement requirement for submission of Employment Pass and S Pass applications under the existing Fair Consideration Framework.
- B. Prohibit the use of words or phrases in job advertisements that indicate a preference for a protected characteristic.



3. Tripartite Guidelines on Fair Employment Practices

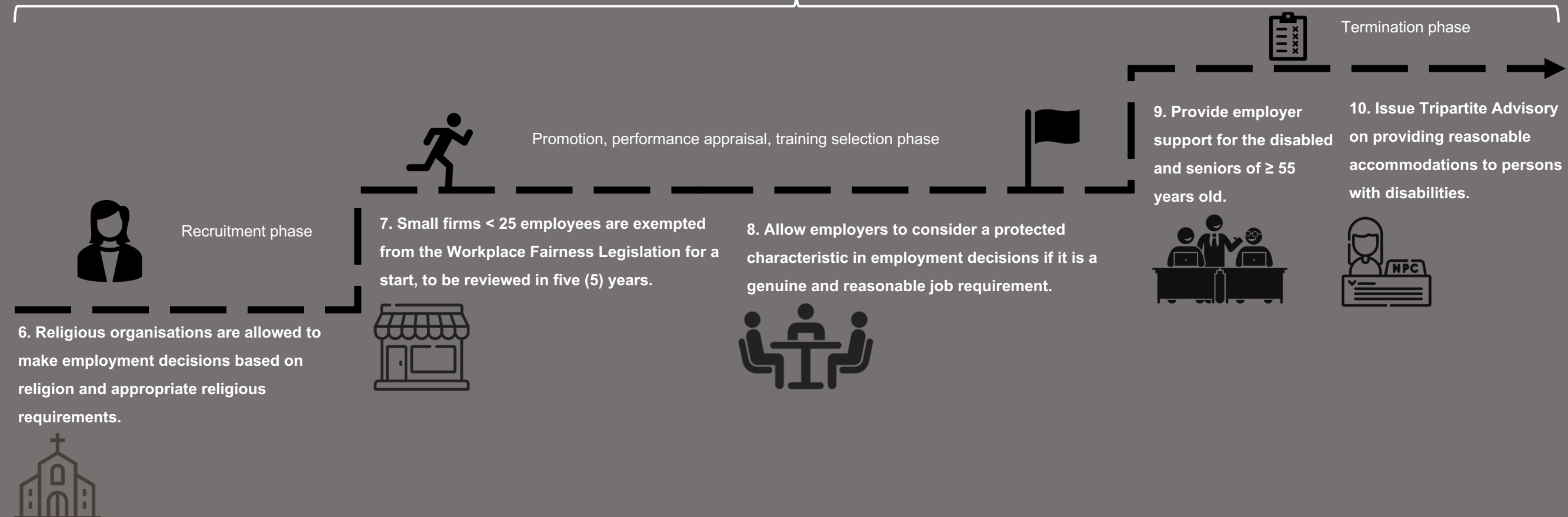
- A. Retain and enhance the Tripartite Guidelines on Fair Employment Practices to work in concert with the Workplace Fairness Legislation to promote fair and merit-based employment and provide protection against all forms of workplace discrimination.
- B. Update the Tripartite Guidelines on Fair Employment Practices to clarify that service buyers and intermediaries (e.g., platform operators providing matching services) should not discriminate candidates for employment based on their characteristics that are not related to the job.



4. Prohibit retaliation

- A. Prohibit retaliation against those who report cases of workplace discrimination or harassment.

5. Workplace Fairness Legislation and Tripartite Guidelines on Fair Employment Practices to cover all employment phases.



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In The Workplace



11. Grievance handling processes

- A. Employers must put in place grievance handling processes.
- B. Confidentiality of the identity of persons, who report workplace discrimination and harassment, should be protected by the employers, where possible.

Outside The Workplace



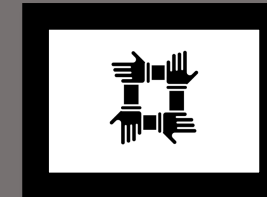
12. Tripartite Alliance for Fair and Progressive Employment Practices

Continues to serve as the first port of call outside the firm for workers who experience discrimination.



14. Mediation

- A. Require compulsory mediation for workplace discrimination claims at the Tripartite Alliance for Dispute Management first, with adjudication at the Employment Claims Tribunal as a last resort.
- B. At the Tripartite Alliance for Dispute Management mediation, to educate employers on correct practices and to mend the employment relationship where practicable, beyond monetary compensation.



13. Unions

Unions to continue to play a constructive role in dispute resolution for workplace fairness. Allow unions to support their members in the claims process similar to other current employment claims.



15. Employment Claims Tribunal

- A. Empower the Employment Claims Tribunal to:
 - (i) strike out frivolous or vexatious claims; and/or
 - (ii) award costs against such claimants.
- B. Provide money compensation for:
 - (i) Pre-employment claims: ≤ S\$5,000.
 - (ii) In-employment and end-employment claims, and other employment claims:
 - (a) Non-union members: ≤ S\$20,000
 - (b) Union-assisted claims: ≤ S\$30,000

16. State Action



- A. State to concurrently conduct investigations with a view to taking enforcement action for suspected serious breach of the Workplace Fairness Legislation.
- B. Provide a range of penalties including corrective orders, work pass curtailment and financial penalties depending on severity of the breach.