

Building A Fairer and More Harmonious Workplace in Singapore

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The Singapore Government has recently accepted the final set of recommendations by the Tripartite Committee on Workplace Fairness for next year's introduction of a new set of employment legislation called the Workplace Fairness Legislation. Such legislation seeks to entrench the fair employment standards that Singapore has built over the years, and strengthen key areas in the workplace fairness framework. The Workplace Fairness Legislation complements the existing Tripartite Guidelines on Fair Employment Practices, and it is a step forward towards providing better protection for employees by, *among other things*, legislating protections against workplace discrimination, ensuring fair access to opportunities for the local workforce, protecting workers from retaliatory actions by employers for reporting workplace discrimination and harassment, mandating employers to establish grievance handling procedures, and provide redress for victims of workplace discrimination. The final set of recommendations will be implemented as part of the new Workplace Fairness Legislation in 2024.

You can download a summary of the final set of recommendations by the Tripartite Committee on Workplace Fairness as at 4 August 2023 [here](#).

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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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