

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Singapore - 2021

THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

REPORTING

Fulfillment of Government's reporting obligations

100-111 Fulfillment of Government's reporting obligations

Yes

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, did the Government consult? [10.1]

a) The most representative employers organizations, b) The most representative workers organizations, c) The competent authorities?

92. To which employers organizations was the report sent? [12] Please provide the list

Singapore National Employers' Federation

93. To which workers organizations was the report sent? [13] Please provide the list

National Trades Union Congress

94. Please describe the consultation process(es). [10.2]

The organisations were consulted during the drafting of this response.

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' organizations

95. Did employers organizations comment on the report? [11a]	Yes
Workers' organizations	
96. Did workers organizations comment on the report? [11b]	Yes
EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT	
Ratification	
Ratification status	
100-111 Ratification status	C 100: ratified C 111: not ratified
Ratification intention	
36. What are the prospects for ratification of Convention No. 111?	Unlikely
37. What, if any, are the impediments to the ratification of Convention No. 100 and/or Convention No. 111?	While Singapore agrees with the intent of the ILO Convention on Discrimination or C111 to eliminate all forms of workplace discrimination, further assessment is needed to identify gaps and decide how to close them. For example, Singapore's current lack of an omnibus anti-discrimination legislation is a possible gap.
Recognition of the principle and right (prospect(s), means of action, basic legal provisions)Recognition of the principle and right (prospect(s), means of action, basic legal provisions)	
38. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation?	Yes

Policy, legislation and/or regulations

38. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation?

Yes

In line with the intent of C111, Singapore requires employers to treat all jobseekers and employees fairly based on merit under the Tripartite Guidelines on Fair Employment Practices (TGFEF). The Ministry of Manpower (MOM) takes enforcement action (e.g. curtail work pass privileges) against errant employers who have breached the TGFEF, such as discriminating against jobseekers on the basis of race. For greater deterrence, these penalties were raised in January 2020. Previously, employers found to have breached the TGFEF were debarred from hiring new foreign workers for at least 6 months. MOM has doubled the minimum debarment period to 12 months, with more egregious cases facing a longer debarment period of up to a maximum of 24 months. Besides enforcement, we believe that it is important to tackle discrimination through education as discrimination is at its root a mindset issue. TAFEPA has thus been underscoring the importance and benefits of fair hiring through various educational efforts (e.g., workshops, publicity campaigns) aimed at correcting misperceptions and stereotypes about certain groups of workers. In July 2021, a Tripartite Committee on Workplace Fairness ("TCWF") was convened to review the framework for workplace fairness in Singapore in consultation with tripartite partners (unions and employer federations). In August 2021, Prime Minister Lee Hsien Loong announced that the TGFEF will be enshrined in law. This

	<p>widens the range of enforcement levers against errant employers and also sends a stronger signal that Singapore does not tolerate discrimination in respect of employment. The TCWF is deliberating on the scope of the legislation, and will design a legal framework that continues to emphasise mediation as the first resort to resolve employment disputes, so as to strengthen protection for workers whilst preserving a non-litigious employment landscape.</p>
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Exercise of the principle and right

Special attention to particular situations

<p>43. Has particular attention has been paid to specific groups of population, workers or sectors of activity in the efforts to promote the elimination of discrimination in respect of employment and occupation?</p>	<p>Yes</p>
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<p>43.1. Please specify</p>	<p>TAFEP’s “Fairness at the Workplace” campaign and other publicity efforts to promote elimination of discrimination at the workplace are focused on these groups with specific messages – Older Workers, Gender, People with Family Responsibilities and Race.</p>
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Information/ Data collection and dissemination

<p>41. If yes, Please specify:</p>	<p>c) Training,d) Awareness-raising,e) Establishment of special institutions to promote equality,f) Other related activities</p>
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<p>41.1. Please specify and Indicate the involvement of social partners</p>	<p>TAFEP collaborates with industry and community partners to advocate the benefits of fair hiring.</p>
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Promotional activities

40. Have efforts been made to promote the elimination of discrimination in respect of employment and occupation in your country?

Yes

41. If yes, Please specify:

c) Training,d) Awareness-raising,e) Establishment of special institutions to promote equality,f) Other related activities

Special initiatives-Progress

42. Have any initiatives resulted in successful examples or good practice in promoting the elimination of discrimination in respect of employment and occupation?

Yes

42.1. Please specify

The Tripartite Alliance Awards recognises exemplary organisations that have effectively implemented fair, responsible and progressive employment practices. With such good practices in place, these companies benefit from having access to a wider talent pool, better job fit and hence increased productivity and staff retention, in addition to being recognised as an employer of choice. Even before TAFEP, tripartite partners promoted non-discriminatory job advertisements which successfully reduced the proportion of discriminatory job ads. TAFEP continues this momentum.

We recognise that discrimination is ultimately a mindset issue which takes time to address, and fundamentally challenging to eliminate completely.