

## **Joint Statement on Fair Hiring and Employment Practices**

Under the aegis of the Singapore Business Federation, 29 Trade Associations and Chambers (TACs) under the TAC Alliance have pledged solidarity in support of a joint statement on fair hiring and employment practices. The TACs represent the diversity of Singapore's business community: Multinational Companies (MNCs), Large Local Enterprises (LLEs) and Small and Medium-sized Enterprises (SMEs).

As businesses prepare for a recovery framework from disruption to transition and at a time of economic distress for businesses and their employees, the TACs encourage their member companies to remain committed to recruiting deserving candidates fairly based on merit. TACs and their members companies are guided by the Fair Consideration Framework (FCF) and the Tripartite Guidelines for Fair and Progressive Employment Practices (TGFEPP) which underline employers' commitment to developing a strong Singaporean core. Together, the 29 TACs of the TAC Alliance believe in the following core principles:

### **Promote Positive Workplace Relations**

Work is a collaboration between employers and employees, among employees and between work teams in Singapore and other countries.

- Diversity of employees is important for businesses to foster innovation, creativity and inclusivity of ideas, and to enhance effective teamwork and business growth.

For Employers:

- Take the lead to build, co-create and sustain, together with employees, a positive workplace environment for all. This includes an environment where diversity is celebrated and individuals are respected, trained and developed on an equal opportunity basis.

For Employees:

- Collaborate with employers to co-create and sustain a positive workplace environment for all. This includes bringing a positive attitude to work each day.

### **Practise Fair Hiring**

For Employers:

- Be committed to fair hiring in compliance with the FCF and TGFEPP.
- Hire the best-fit candidate for every job based on merit, taking into account the individual's values, character, competencies, skills and potential. The candidates may be qualified employees within the company, external candidates based in Singapore, or international candidates if there are no suitable local candidates.
- Ensure that there is diversity within the global talent hired, in order to bring the best perspectives, experiences and support for long-term success. Doing so helps promote inclusive integration, equity, and capability development among employees.

### **Provide Development Opportunities**

For Employers:

- Support the learning and development of employees so that they will be able to acquire the relevant attributes and skills in order to perform their job functions and be considered for leadership roles in the future.

- Build up and facilitate the transfer of niche or business-critical skills to local employees to ensure business continuity and to develop local talent.
- Consider all suitably qualified current employees when seeking candidates for leadership roles in the company.

For Employees:

- Actively undertake development opportunities offered by employers, including accepting overseas work assignments to broaden experience and acquire new skills to support regional and global businesses. Such overseas experience will be advantageous for career progression.

## **List of 29 TACs in Support of the Joint Statement on Fair Hiring and Employment Practices**

1. Association of Small & Medium Enterprises (ASME)
2. Australian Chamber of Commerce, Singapore (AustCham)
3. British Chamber of Commerce Singapore (BritCham)
4. Canadian Chamber of Commerce in Singapore (CanCham)
5. China Enterprises Association (Singapore) (CEA)
6. European Chamber of Commerce (Singapore) (EuroCham)
7. French Chamber of Commerce in Singapore (FCCS)
8. Global Compact Network Singapore (GCNS)
9. Japanese Chamber of Commerce and Industry, Singapore (JCCI)
10. Latin American Chamber of Commerce (Singapore) (LatAmCham)
11. New Zealand Chamber of Commerce (Singapore) (NZ Chamber)
12. Real Estate Developers' Association of Singapore (REDAS)
13. Restaurant Association of Singapore (RAS)
14. SGTech
15. Singapore Business Federation (SBF)
16. Singapore Chinese Chamber of Commerce & Industry (SCCCI)
17. Singapore Furniture Industries Council (SFIC)
18. Singapore Indian Chamber of Commerce & Industry (SICCI)
19. Singapore International Chamber of Commerce (SICC)
20. Singapore Manufacturing Federation (SMF)
21. Singapore Retailers Association (SRA)
22. Singapore Shipping Association (SSA)
23. Singaporean-German Chamber of Industry and Commerce (SGC)
24. The American Chamber of Commerce in Singapore (AmCham)
25. The Association of Banks in Singapore (ABS)
26. The Korean Chamber of Commerce in Singapore (KOCHAM)
27. The Singapore Contractors Association Limited (SCAL)
28. The Singapore Hotel Association (SHA)
29. The Singapore Malay Chamber of Commerce and Industry (SMCCI)