

Employment & Benefits

## Enhanced Tripartite Guidelines Aim to Balance Supporting of Non-Work Causes with Maintaining Workplace Harmony

In a joint statement released on 30 January 2023, tripartite partners Ministry of Manpower ("**MOM**"), National Trades Union Congress and Singapore National Employers Federation announced that the Tripartite Guidelines on Fair Employment Practices will be enhanced with additional guidelines from mid-February 2023.

Within the joint statement the tripartite partners noted the increasing global trend for employers and employees to support causes within the workplace that are not primarily work-related. Mindful of this trend, the tripartite partners emphasise the importance of preserving harmonious workplaces where all can thrive regardless of their values and beliefs. The additional guidelines aim to ensure harmonious workplaces are maintained by requiring the exercising of sensitivity within the workplace in relation to activities that are not work-related.

The additional guidelines are as follows:

- (a) Employers should be sensitive to their employees' beliefs, cultures and values when developing, promoting or implementing events, programmes and policies that are not work-related.
- (b) Employers should not require or pressure employees to participate in events, programmes and policies that are not work-related.
- (c) Employees should be assessed for performance and promotion based solely on work-related requirements.
- (d) Employees should not be subject to bullying, harassment or ostracism due to their support for any cause, and employers should provide employees with a safe environment to raise concerns and a proper grievance handling process.
- (e) Employers should continue to evince and communicate the importance of an inclusive and harmonious workplace.

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Click on the following link for more information:

- [Enhanced Tripartite Guidelines on Exercising Sensitivity for a Harmonious Workplace](#) (available on the MOM website at [www.mom.gov.sg](http://www.mom.gov.sg))

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## 2023 JANUARY

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