

MEDIA RELEASE

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More Entries for TAFEP's Exemplary Employer Award 2014 Signal Stronger Interest in Fair Employment

The TAFEP Exemplary Employer Award 2014 has seen a 30% increase in submissions to 78 from 60 in 2012 when the Awards were last held. Presented by the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP, 劳资政公平与良好雇佣联盟), the award also received almost 1.5 times more SME submissions (36 compared to 15) in 2012. The biennial award, which recognises and celebrates the achievements of employers and organisations in the area of fair and progressive employment practices unveiled 13 winners today. More information on the biennial award can be found at Annex A.

2 The growth in participation is a positive sign that more employers do value fair employment and recognise the benefits that it brings to their organisations. Healthier staff recruitment and retention, higher productivity and an enhanced corporate reputation were among the outcomes of fair employment listed by employers this year. Employers who adopt progressive employment practices can thus better maximise the potential of their workforce and be better able to compete for manpower in Singapore's tight labour market.

Celebrating the achievements of fair and progressive employment practices

3 After a thorough process of evaluation, which included site visits and interviews with the nominees, eight organisations were chosen for their overall outstanding achievements in leading and implementing fair employment practices. The winners are:

- Aviva Ltd
- FedEx Express Singapore
- Holiday Inn Singapore Atrium
- Holiday Inn Singapore Orchard City Centre

- International Paradise Connexions Tours & Travels Pte Ltd
- Maybank Singapore
- National University Hospital
- T-Systems Singapore Pte Ltd

This year saw two organisations winning the award for a second time: FedEx Express Singapore and Maybank Singapore were amongst the winners in 2010.

4 In addition, seven organisations (including two overall winners) were awarded Special Mentions for achieving significant milestones in specific areas of building inclusiveness, establishing proactive senior leadership support and enabling fair employment programmes for women and mature employees. The winners of the four Special Mention Awards are:

Special Mention Award	Winner
Outstanding Inclusive Workplace Culture	Adrenalin Group Pte Ltd
	Eighteen Chefs Pte Ltd
	International SOS Pte Ltd
Outstanding Leadership in Supporting Fair Employment Practices	Holiday Inn Singapore Atrium
	National Kidney Foundation
Outstanding Workplace for Mature Employees	Singapore Post Limited
Outstanding Workplace for Women	National University Hospital

5 Acknowledging the winners' efforts to create a fair and inclusive working environment, Mr Bob Tan (陈明海), Co-Chairperson, TAFEP and Vice-President, Singapore National Employers Federation (SNEF), said, "I would like to congratulate all the award winners for the innovative ways they have engaged their staff in building a fair and inclusive workplace. I would also like to commend all the participating companies for this Award. I encourage them to continue and develop a culture within their organisation where diversity and meritocracy are valued and respected. TAFEP will continue to support employers in their efforts, and extend its service into related areas such as work-life harmony and age management, to further help employers to implement such practices in their organisations."

6 Winners and finalists at the Awards ceremony today also gained valuable insights into building inclusive workplaces from a keynote presentation by cross cultural communications expert, Ms Sonia Aranza, President and CEO of Aranza Communications. The recipient of the

“Outstanding Woman of the Year Award” from the United States National Association of Professional Asian American Women shared how self-leadership, self-awareness, having a collaborative culture to build up knowledge on best practices and creating a long-term legacy were important for leaders.

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About the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP)

The Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) promotes the adoption of fair, responsible and progressive employment practices among employers, employees and the general public.

TAFEP is co-chaired by Mr Bob Tan (陈明海), Vice President, Singapore National Employers Federation (SNEF) and Mr Heng Chee How (王志豪), Deputy Secretary-General, National Trades Union Congress (NTUC). Members include employer representatives, union leaders and government officials.

Leveraging its unique tripartite identity, TAFEP works in partnership with employer organisations, unions and the government to create awareness and facilitate the adoption of fair, responsible and progressive employment practices. TAFEP provides tools and resources, including training workshops, advisory services, and educational materials, to help organisations implement these employment practices.

Any person who has encountered workplace discrimination can contact TAFEP for advice and assistance.

To find out more about fair, responsible and progressive employment practices, please visit www.tafep.sg.

About the Award

Since TAFEP's inception, fair, responsible and inclusive employment practices are progressively understood and implemented in more organisations. This traction bolstered the need to inspire and motivate more employers to consider and take action in creating fair and inclusive workplaces to make Singapore a better place to work in. This led to the eventual conception of the TAFEP Exemplary Employer Award in 2010.

Besides the business advantages that fair employment brings to employers, individual employees are the ultimate beneficiaries of an environment that does not condone discrimination. As such, employees and Union leaders were responsible for nominating potential Award candidates. Nominated employers had to undertake employee surveys, focus group discussions and senior leadership interviews as part of the assessment process. The panel of judges comprises industry experts as well as the tripartite members of the Tripartite Alliance for Fair and Progressive Employment Practices.

The evaluation criteria for nominated organisations were based on:

- Fair, responsible and inclusive recruitment and retention practices;
- Proactive efforts to support the employment of a diverse workforce (including older workers, women and persons with disabilities);
- Senior management support for fair, responsible and inclusive employment practices;
- Internal and external communication of fair, responsible and inclusive employment practices;
- Adoption and implementation of Tripartite Guidelines on Responsible Outsourcing and Re-employment of Older Employees;
- Proactive efforts in sustaining fair, responsible and inclusive employment practices.

Four Special Mention Award titles were accorded to recognise employers who are particularly outstanding in specific areas of fair employment. The Special Mention Award titles include:

- Outstanding Workplace for Mature Employees;
- Outstanding Workplace for Women;
- Outstanding Inclusive Workplace Culture;
- Outstanding Leadership in Supporting Fair Employment Practices;

Over the years, it is encouraging to witness that employers have gone beyond simply hiring on merit to taking proactive steps in being inclusive. It is timely for TAFEP to recognise these employers. We look forward to having them set the benchmark and provide practical case studies for other like-minded employers to join in the fair employment journey.

More information about the Award and the winners can be found on www.tafep.sg

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