

●●● March '08

Are you a fair employer? Do you know how to be one? Get involved and learn more with the seminars, workshops and training sessions organised by the Tripartite Centre for Fair Employment.

SMEs share their best employment practices, inspiring 27 more SMEs to sign the Fair Employment Pledge on the spot!



Committed SMEs who pledged to be fair employers beam as they share a photo moment with TAFEP Co-Chairpersons, Mdm Halimah Yacob and Mr. Bob Tan.

28 February – More than 100 entrepreneurs and heads of SMEs came together at a breakfast networking session, which offered employers practical tips and shared the benefits of implementing fair employment practices. Jointly organised by the Association of Small and Medium Enterprises (ASME) and the Tripartite Centre for Fair Employment, the session also gave participants the opportunity to interact and exchange views on the best ways to implement fair employment strategies in their workplaces.

Pioneer 'Fair Employers', Cherie Hearts Group, GMP Group and Jason Electronics shared their experiences.

Steps Taken By Fair Employers

Cherie Hearts Group – Dr. Sam Yap, Group CEO and Founder

- Revamped their job application form so that no question on race, religion, age or gender is asked.
- Actively discourages relationship-based recruitment.
- Uses a third party to conduct exit interviews to properly understand reasons behind every resignation.

The GMP Group – Mr. Josh Goh, Manager (Corporate Services)

- Ensures Equal Opportunity is the foundation of its business ethics.
- Recognises that once fair employment practices are in place, HR can focus on more strategic issues such as employer branding and retention.
- In-house experience shows that diverse groups tend to outperform homogenous ones.

Jason Electronics – Mr. Ooi Chee Kong, Human Resource Manager

- Believes hiring decisions should only be based on performance and merit.
- Recognises that adopting fair employment practices is progressive.
- Identifies training needs to meet the business objectives.

So inspiring was the session that it led to 27 SMEs signing the Employers' Pledge of Fair Employment Practices on the spot!



Introducing the Fair Employment Advocates Programme

23 January – The Fair Employment Practices Seminar is specially designed for advocates from pledged companies to demonstrate how a company's productivity and performance can be raised with well-planned and well-designed recruitment practices. Discussing non-discriminatory recruitment procedures, employers learned about the dos and don'ts of writing job advertisements, conducting interviews, developing job descriptions and more.

Apex-Pal International and Singapore Press Holdings shared their fair employment practices, ideas and thoughts. The participants left the NTUC Centre Auditorium better informed and equipped with practical knowledge on how to create and implement effective and fair recruitment programmes.

Upcoming Events for Employers

Event	When	What is it?
Fair Employment Advocates Networking Session	24 Apr	<ul style="list-style-type: none">• Learn from IBM Singapore, the 2008 HRM Award Winner for Fair Employment Practices on why and how they implement fair employment and diversity initiatives• Find out about the measurable benefits and simple "inclusion" practices that can be adopted in the workplace through a personal experiential process• Networking opportunity to share best practices with other Fair Employment advocates and practitioners
Recruitment and Selection Workshops (Monthly)	22 Apr 26 May	<ul style="list-style-type: none">• Help understand the importance of having well-planned recruitment practices• Learn how to carry out job analysis, develop job descriptions and selection criteria, prepare and conduct job interviews as well as telephone interviews• Learn how to select the right candidate and appropriate follow-up actions
Fair Employment Practices Briefing (Monthly)	1 Apr 6 May 3 Jun	<ul style="list-style-type: none">• Fair Employment Practices – Why, What, How?• How it works and the implications to your business• Practical tips on how to implement non-discriminatory practices during recruitment
Diversity@Work Seminar organised by AMERICAN EXPRESS, co-sponsored by CISCO, in partnership with the Tripartite Centre for Fair Employment	17 Apr	<ul style="list-style-type: none">• Learn about the business case for diversity and how diversity initiatives can be implemented

Food for Thought



At a recent breakfast networking session, Mr. Josh Goh, Manager (Corporate Services) from the GMP Group, presented some of the fair employment practices adopted by the group. An amateur runner, Josh shared an analogy which inspired many at the session:

"Adopting fair employment practices is like running a marathon; you have to fix your mind on completing the race. There may be moments of despair, where the finish line seems too far away and impossible to get to. Likewise, when adopting fair employment practices, it is important to keep focused on your goals, and not be disheartened by any obstacles along the way. The reward is a more competitive workforce, hired based on merit, which in today's business environment allows a company to differentiate itself from competitors."