

Oct – Dec '08

## Employers share their views on the Enhanced Marriage and Parenthood Package



The enhanced Marriage & Parenthood Package announced by Prime Minister Lee Hsien Loong during this year's National Day Rally is designed to provide more broad-based support for working parents, with measures such as extended maternity and childcare leave.

“ Although SMEs are feeling the impact of the enhanced benefits the most, many are embracing it and actively working with their employees to provide flexible work arrangements. It is encouraging to know that more companies are recognising that incorporating Work-Life Harmony in the workplace is important for attracting and retaining staff. It is exemplary that these companies are leading the way to show that it is possible to implement the enhanced benefits without compromising business effectiveness and operations. I encourage employers to plan early and work with employees to meet the desirable objectives. ”

**Mr Lawrence Leow**  
President  
Association of Small and  
Medium Enterprises

The challenge facing companies is implementing these measures in a manner which is fair and sustainable, whilst balancing the needs of both the employees and employers. Companies who are committed to merit-based employment have succeeded in achieving a win-win situation.

UBS Singapore hired a Communications Director, Ms Rachel Lin, when she was in her eighth month of pregnancy. When asked about UBS's employment philosophy, Singapore's Country Head and CEO, Gerald Chan stressed that at UBS, the focus is always on the value an employee brings to the company rather than how soon she would be away on maternity leave. After her maternity leave, Ms Lin has since returned to the office and is contributing to the company.

Proving that family-friendly practices are not just for MNCs, The Event Company Staging Connections (TEC SC), a Singapore-based company who strongly believes in the importance of family, also hired pregnant women on two occasions. They were subsequently provided with the full maternity benefits that they were entitled to as the management believes that it is the right thing to do.

There is definitely no "one-size-fits all" solution that will meet every company's needs. Employers seeking assistance in the area of fair employment, specifically practical and sustainable solutions to address challenges in employing women based on merit and managing pregnant women at work can approach the Tripartite Centre for Fair Employment for advice.

# Spotlight!

## Company Advisory Service

Do you know if your company's recruitment processes are fair?

To provide companies with the support needed to adopt fair employment practices, the Tripartite Centre for Fair Employment offers a company advisory service aimed at helping companies enhance their employment practices by reviewing current hiring procedures and sharing practical examples used by other employers.

More than 50 companies have benefited from the individualised advisory and consultation visits since its introduction. Through open sharing and discussion of the specific needs and constraints, the Centre will offer constructive, practical and sustainable suggestions for the company to consider adopting.

The Company Advisory Service is a complimentary service available to employers who have signed the Employers' Pledge of Fair Employment Practices. To arrange for an appointment, please email [pledge@fairemployment.sg](mailto:pledge@fairemployment.sg) with your name, company name and contact details.

Take the first step towards being a Fair Employer by signing the Employers' Pledge of Fair Employment Practices to enjoy this service!

## Upcoming Events

Date	Event	Details
17 Nov 08 13 Jan 09 13 Feb 09	Recruitment and Selection Workshops	The one-day workshop is specially developed to help employers understand the importance of having well-planned recruitment practices. An experienced trainer will guide participants through the recruitment process and assist organisations in the implementation of fair employment interview and selection practices.
12 Nov 08	Networking Session on Engaging Older Workers	This two-hour session conducted by the Centre for Seniors is designed to help HR practitioners understand the myths and facts of ageing so as to develop appropriate HR practices to effectively harness the strengths, skills and experience of older workers. Learn why it is important to recruit older workers and how you can do it effectively. Practical and useful tips will be shared.
10 Feb 09	National Conference on Fair Employment	Book your calendars for this one-day Conference which includes sharing by international experts and CEOs, workshops and breakout sessions.  Registration will begin in November/December.

For more information on any of the above events, please visit [www.fairemployment.sg](http://www.fairemployment.sg) (under Events Calendar).



Madam Halimah Yacob,  
Deputy Secretary-General,  
NTUC and Co-Chairperson  
of TAFEP

## Food for Thought

Madam Halimah Yacob, Deputy Secretary-General, NTUC and Co-Chairperson of the Tripartite Alliance for Fair Employment Practices (TAFEP) shares her thoughts on the recent enhanced Marriage and Parenthood Package.

"The real challenge for companies and employees is how to implement these measures in a manner which is fair, sustainable and meet the needs of both the employees and employers. While businesses need to thrive, we also know most employers want to do the right thing and see benefits in treating staff fairly. The Tripartite Centre for Fair Employment is here to promote the adoption of fair employment practices and to help employers improve their bottom line. We all need to remember that it's important to "Hire on Merit" and not "Fire! She's married!"

For more information or events on Fair Employment Practices, visit [www.fairemployment.sg](http://www.fairemployment.sg).

To unsubscribe, please email to [info@fairemployment.sg](mailto:info@fairemployment.sg).

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