

# NTUC: The New Social Compact and the Policy Implications for Work

16 January 2023

by Yeo Wan Ling, Director, NTUC U Women and  
Family and NTUC U SME

**#EVERY  
WORKER  
MATTERS  
CONVERSATIONS**

#EVERY WORKER  
MATTERS CONVERSATIONS

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National Trades Union Congress



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# Women Outside of the Workforce

## Caregiving and Household Responsibilities – Women at Work

### Did you know...

- **260,000 women** of economic age are not participating in the workforce, due to caregiving responsibilities\*
- In dual income families, women were **five times** more likely than men to be managing housework and caregiving responsibilities\*\*
- 9 in 10 Singaporeans agree that household chores can be shared equally by husband and wife but the reality is different!
  - The study found that more women took care of daily cleaning and laundry, while men took care of household repairs and management of tech devices – which are non-daily tasks\*\*\*

\*: <https://www.straitstimes.com/singapore/jobs/flexible-work-arrangements-gig-work-among-issues-tripartism-must-tackle-panel#:~:text=He%20noted%20that%20there%20are,are%20outside%20the%20labour%20force>

\*\* : <https://www.straitstimes.com/singapore/women-who-take-on-caregiving-duties-need-better-financial-and-emotional-support-pm-lee>

\*\*\*: <https://www.ipsos.com/en-sg/singapore-women-are-doing-more-unpaid-domestic-care-work-men-think-they-are>

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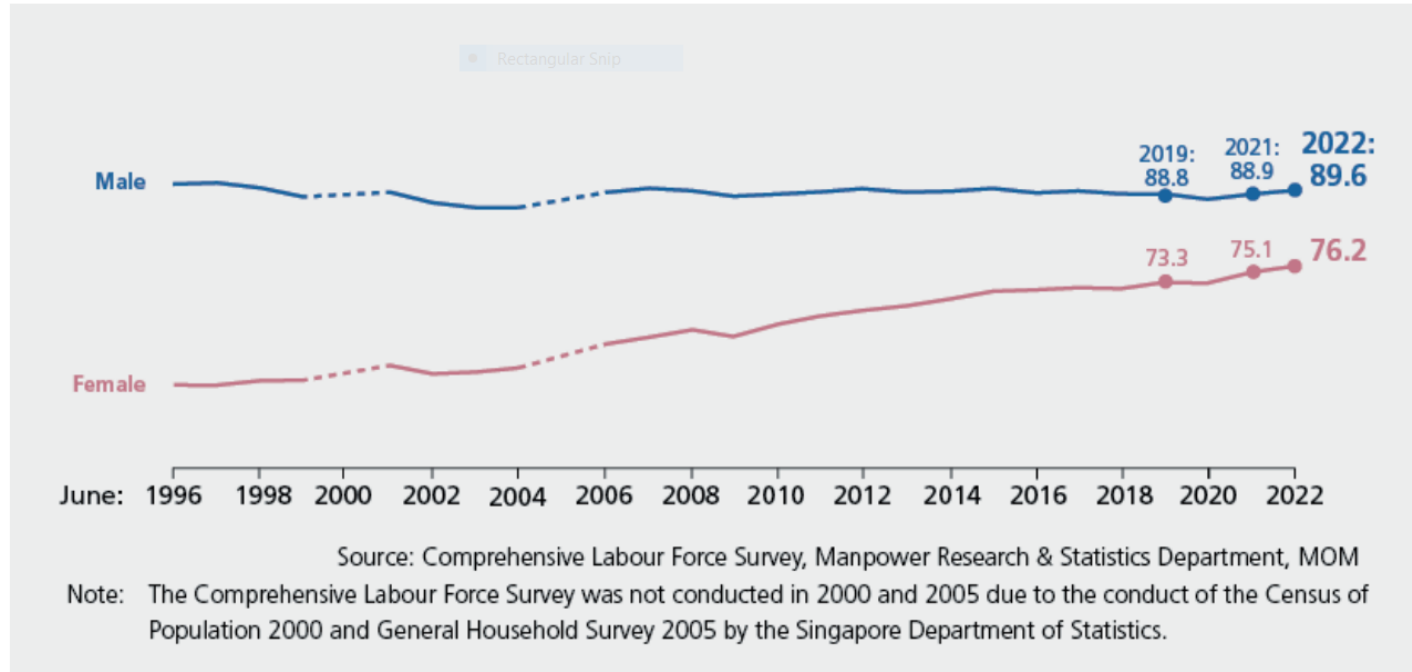
# Post Pandemic Working World

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# INCREASED EMPLOYMENT RATE OF RESIDENTS

## Employment rate of residents aged 25 to 64 by sex

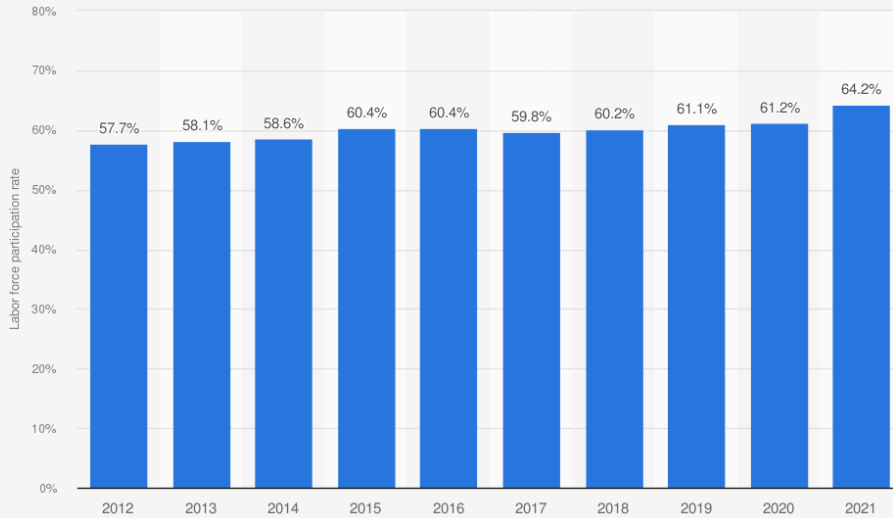
Per Cent



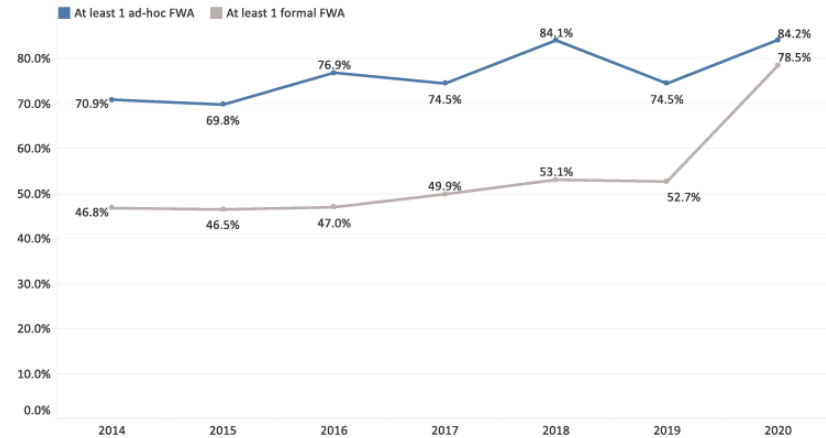
[https://stats.mom.gov.sg/iMAS\\_PdfLibrary/mrsl-labour-force-in-singapore-advance-release-2022.pdf](https://stats.mom.gov.sg/iMAS_PdfLibrary/mrsl-labour-force-in-singapore-advance-release-2022.pdf), page 3

# INCREASED PARTICIPATION OF WOMEN IN THE WORKFORCE

Labor force participation rate of women in Singapore from 2012 to 2021



Proportion of Establishments Offering Flexible Work Arrangements



Source: Conditions of Employment Survey, Manpower Research & Statistics Department, MOM

# EQUALITY in the WORKPLACE

We support women's careers and aspirations by building fair, inclusive and progressive workplaces.



## Strengthen workplace fairness through new legislation

- Enshrine Tripartite Guidelines on Fair Employment Practices in law
- Require employers to put in place grievance handling procedures
- Protect confidentiality of identity of persons who come forward to report and prohibit retaliation against them

## Enable more women to participate more fully in the workplace:

- Introduce Tripartite Guidelines on Flexible Work Arrangements (FWAs) and boost adoption of Tripartite Standard on FWAs
- Develop mentorship, networking and training opportunities with industry and community partners, to help women at work and those re-entering the workforce
- Encourage greater use of parental leave entitlements (childcare leave, paternity leave)



## Facilitate greater women representation in leadership roles:

- Revised Singapore Exchange Listing Rules to improve board diversity (including gender) in listed companies
- Council for Board Diversity continue to lead efforts to increase women's representation on boards



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## TRIPARTITE GUIDELINES ON FLEXIBLE WORK ARRANGEMENTS (TG-FWA)

- A set of tripartite guidelines on flexible work arrangements will be ready by 2024
- The Government aims to create a workplace norm where employees feel that it is acceptable to request for flexible work arrangements, while maintaining the employers' prerogative to accept or reject requests based on their business needs

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# Balancing Work and Life

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# WAF'S ADVOCACIES FOR WOMEN IN THE WORKFORCE

1

WAF helps employers to protect workers from discrimination and harassment.



## Fair & Safe Workplaces for Women

- Employers are guided to implement policies and practices that prevent and manage workplace discrimination and harassment

2

WAF helps women return to work with holistic support from LM ecosystem.



## Women Returning to Work

- Holistic pre-employment preparation, skills training and mentorship
- Job opportunities by progressive employers who offer FWAs and work-life practices

3

WAF helps women to embark on professionalised careers with better wages and work prospects.



## Reimagine Careers for Women

- Raise wages and work prospects of occupations that are traditionally dominated by females

# BETTER WORKPLACES



Ban Choon Marketing Pte Ltd

"Thank you so much for this, we really appreciate NTUC for supporting workers!"



Warren Golf & Country Club

"The wellness corner will be very well utilized by the employees and is a lovely addition to the staff lounge."



Lactation space @ APRN



Manna Pot Catering Pte Ltd

- U WAF is actively addressing gender roles at home and the workplace by building a more supportive and inclusive work environment through the **Better Workplace Campaign**
- WAF launched the campaign to recognize progressive employers with:
  - ✓ Flexible Work Arrangements
  - ✓ Work-Life Harmony Practices
  - ✓ Managing Workplace Harassment Policy
- Companies that qualify are fitted with a **Wellness Corner** or a **Lactation Space**

# FAIR & SAFE WORKPLACES

## EVERY SME A SAFE WORKPLACE

Join us in this exclusive seminar for SMEs to learn how a positive workplace culture and safe work environment can be created by preventing and managing workplace harassment.

**REGISTER NOW**  
16 February (Wednesday)  
2:30pm - 5:30pm  
NTUC Centre, One Marina Boulevard  
Level 9, Room 903  
Singapore 018989  
Registration closes by 14 February

**LIMITED SEATS ONLY!**  
Scan the QR Code or head to: [https://bit.ly/SMEWorkplace\\_16Feb](https://bit.ly/SMEWorkplace_16Feb)




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## SURVEY ON GENDER DISCRIMINATION IN WORKPLACES

20 Jan – 10 Feb 2022 | Respondent Size: 3,097

### Perceptions on Workplace Gender Discrimination

**23%** of respondents think that there is gender discrimination at the workplace

Among those who think there is gender discrimination,

**41%** do not have evidence to substantiate it

2 in 10 women feel that their companies favour male candidates when hiring

1 in 10 men feel that their companies favour female candidates when hiring

### Reporting of Workplace Gender Discrimination

**23%** of respondents think that there is gender discrimination at the workplace

Among those who think there is gender discrimination,

**41%** do not have evidence to substantiate it

1 in 10 female respondents said that they have been passed over for promotion or career advancement

1 in 20 male respondents said that they have been passed over for promotion or career advancement

### Effects of Gender Bias

1 in 10 female respondents said that they have been passed over for promotion or career advancement

1 in 20 male respondents said that they have been passed over for promotion or career advancement

### Company Policy Against Discrimination

1 in 3 say their companies have communicated policy against workplace discrimination

TOP 3 REASONS for not reporting

- 1 Fear of causing someone to lose job
- 2 Fear of losing own job
- 3 Don't know where to report



- Recognising that many SMEs lack the resources or know-how to deal with discrimination and harassment issues.
- WAF conducted seminars on managing harassment and rallied **SMEs** to **champion safer workplaces** for women by implementing HR policies to **manage workplace discrimination and harassment**

### PROGRAMME HIGHLIGHTS

- Speech by **Ms Yeo Wan Ling** (Director, NTUC U SME and U Women and Family)
- Supporting SMEs to Create Better Workplaces by **NTUC**
- Protecting Employees from Workplace Harassment by **Ms Sheela Awat** (Legal Counsel, ACTA Certified Trainer)
- Preventing and Managing Workplace Harassment by **Ms Cynthia Cheong** (Deputy Director, Programme and Capability Development, TAFEP)
- Panel Discussion moderated by **Ms Carrie Tan** (Transformation Coach) with Panellists:
  - **Ms Shane Yan** (Co-Founder, Growth Beans)
  - **Ms Sheela Awat** (Legal Counsel, ACTA Certified Trainer)
  - **Ms Pauline Chong** (Senior Manager, Customer and Case Management, TAFEP)

Organised by: Supported by:




# STATE OF WORK-LIFE HARMONY IN SINGAPORE

## Work-Life Harmony

A state where an individual is able to achieve both professional and personal goals.

### Work-Life Harmony Programmes



Flexible work arrangements



Employee support schemes



Enhanced leave policies



Employees surveyed

**3,332**

Across 10 industries



Scan the QR code

To download a full copy of the report

In a tight labour market, employers need to prioritise work-life practices for better talent attraction.



**54%**

satisfied with their work-life harmony



**13%**

dissatisfied with their work-life harmony



**32%**

will recommend their workplace to others



**87%**

will not recommend their workplace to others

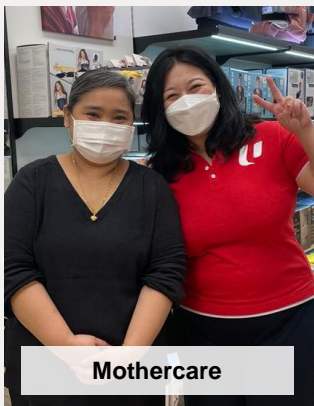
**Millennials < Gen X < Boomers**

least satisfied with their work-life harmony

Survey with **employees** on **work-life harmony**

# RETHINKING JOB REDESIGN

Research Collaborations and Feedback From the Ground



**Mothercare**



**MannaPot Catering**



**Swift Health Foods**



**28 Oct:** NTUC U SME Partners – Job Redesign, by Women for Women

**#EveryWorkerMatter**  
Conversations that include  
**workers and employers**

Women are not given **fair opportunities at work** due to caregiving responsibilities.

A need for redesigned jobs to cater to those with caregiving responsibilities.

Accessible and affordable caregiving services.

Returners are seeking more **targeted guidance and training support**.

Employee support schemes, enhanced leave policies and **FWAs** remain critical.

More needs to be done to address **workplace harassment**.

# FORGING A NEW COMPACT FOR WOMEN WORKERS



## 七成接受调查女性 23%职场有性别歧视

**调查背景** 随着女性职场参与度提高，职场性别歧视问题日益凸显。为了解职场女性面临的挑战，NTUC 开展了“职场性别歧视调查”。

**调查结果** 调查显示，有 23% 的受访女性认为职场存在性别歧视。此外，还有 41% 的女性表示，她们在职场中曾经历过性骚扰。

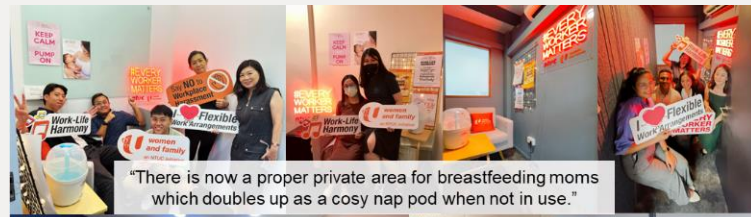
**主要发现** 调查还发现，许多女性在职场中面临晋升困难、薪酬不公以及工作与家庭平衡的挑战。此外，许多女性表示，她们在职场中曾经历过性骚扰。

**EVERY SME A SAFE WORKPLACE**

- 23% of respondents reported experiencing gender bias in the workplace.
- 41% of respondents reported experiencing harassment in the workplace.

**SMES partner NTUC to fight gender bias, harassment**

From case benefits from anti-discrimination complaints and resources on related workplace policies.



"There is now a proper private area for breastfeeding moms which doubles up as a cosy nap pod when not in use."



"We now gather at the wellness corner for our mini breaks and discussions. We are also inspired to bring in a lactation pod to complement the wellness corner."



"Even though we already have a new wellness corner, this complements the entire look so well! We love it!"

## '妇女互助导师计划' 15女性受训为导师 助更多妇女返职场



嘉华仁与滨海湾居民一起出席职业展。(受访者提供)

## 10 logistics firms sign MOUs with NTUC to redesign jobs, improve workplaces for women



**Women Returning to Work Virtual Career Fair**

Restart your career with our progressive employers!

Partnering with: **ntuc**, **JDB & M&A**, **NTUC Job Security Council**, and other organizations.



**SEPTEMBER FREE WEBINARS**

**UPLIFTING WOMEN in the WORKFORCE**

**PART I**

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WORKERSALWAYS**

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**THANK YOU!**

**Questions?**

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**60** years by your side