



GES NewsFlash

Proactive Perspective – It's what's needed most.

Greetings from your Tax & Legal team at Deloitte Singapore. We hope that you and your loved ones are staying safe and healthy despite these challenging times. As we navigate ourselves through this trying period, we are committed to giving you the support you need.

We are pleased to update you on the following:

New job portal features aim to reduce discrimination against local workers

The Singaporean government has added new features to the national job portal, [MyCareersFuture](#), aiming to ensure that local workers are not discriminated against in the hiring process. The new features are:

- **A reminder to employers that they must adhere to the Tripartite Guidelines on Fair Employment Practices (TGFE) when placing job advertisements.**
The [guidelines](#) are designed to promote non-discrimination in hiring and fair labour practices. Employers who violate the TGFE may be barred from recruiting new foreign workers for up to 24 months; renewal of work passes may also be impacted.
- **Additional guidance for employers about how to craft neutral job advertisements.**
All job postings will be reviewed, and employers will be notified of any potentially discriminatory terms or mentions. Employers will be expected to change any discriminatory job advertisements.
- **An easier process for reporting possible discrimination in hiring.**

A new “Report Discriminatory Job Ads” feature will allow applicants to report ads they believe are discriminatory. These reports will be investigated for possible breaches of the TGFEF.

Deloitte Singapore’s view

The new features are another sign of how serious Singapore is about rooting out discrimination against local workers in the hiring process. The Ministry of Manpower [recently reported](#) that it has suspended work pass privileges for 90 employers since January, citing violations of the Fair Consideration Framework. Half of these suspensions were because of discriminatory job advertisements. Employers are encouraged to take note of this trend and ensure they are adopting the appropriate fair hiring practices.

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