

Exercise 4.1. Employers in Singapore Adopt a Pledge of Fair Employment Practices

The Tripartite Alliance for Fair Employment Practices (TAFEP) was developed by the Tripartite partners: the Singapore National Employers Federation/Singapore Business Federation, the National Trades Union Congress, and the Ministry of Manpower. TAFEP advocates the adoption of fair employment practices and the benefits of having a diverse and inclusive workforce and develops guidelines, programs, and tools to help employers implement fair employment practices:

Tripartite Guidelines on Non-Discriminatory Job Advertisements. These guidelines serve as a reference for employers when drafting their job advertisements. The Ministry of Manpower, together with the Singapore National Employers' Federation/Singapore Business Federation and the

National Trades Union Congress, issued these guidelines in 1999 to promote the use of objective criteria in the recruitment of job candidates. It later reviewed the guidelines, taking into consideration public feedback on job advertisements and released the updated guidelines in September 2006.

Employers' Pledge of Fair Employment Practices. The pledge lists the five key principles of fair employment practices endorsed by the tripartite partners:

- Recruit and select employees on the basis of merit, such as skills, experience, and ability, regardless of age, race, gender, religion, or family status.
- Treat employees fairly and with respect, and implement progressive HRM systems.
- Provide employees with equal opportunities for training and development based on their strengths and needs to help them achieve their full potential.
- Reward employees fairly based on their ability, performance, contribution, and experience.
- Abide by labor laws and adopt the Tripartite Guidelines, which promote fair employment practices.

Tripartite Guidelines on Fair Employment Practices. The guidelines provide specific examples and explanations of the key principles provided above. www.fairemployment.sg/assets/Files/documents/Resources%20-20Tripartite%20Guidelines%20on%20FEP%20Booklet%20%28English%29.pdf
Pledge Document. The pledge document can be found at <http://www.sgemployers.com/public/industry/tafeppledge.pdf>

Questions

1. Review the five key principles endorsed by the Tripartite Alliance for Fair Employment Practices. Do you think the United States or the state you reside in (or both) should request that employers agree to a similar pledge?
2. Are there employment issues or topics relevant to SHRM that are missing from the key principles? If so, what are they?

Source: Tripartite Alliance for Fair Employment Practices,
www.sgemployers.com/public/industry/tafep.jsp

Exercise 4.2. Tattoos in the Workplace

A Harris poll released February 23, 2012, found that one in five adults (21 percent) has at least one tattoo. It also found that those with tattoos and those without tattoos have different impressions of people with body art:

- Forty-five percent of the adults surveyed said that people with tattoos are less attractive, 39 percent said they were less sexy, 27 percent said they were less intelligent, and 25 percent said they are less healthy than others.
- Fifty percent of people without tattoos thought those with body art are more rebellious than those without tattoos.

Those with tattoos have different opinions. They said their tattoos made them feel

- Sexy, 30 percent
- Rebellious, 25 percent
- Attractive or strong, 21 percent
- Spiritual, 16 percent
- Healthy, 9 percent;
- Intelligent, 8 percent
- Athletic, 5 percent

Questions

1. Does an employer have a right to institute personnel policies in regard to standards for appearance? Explain your answer.
2. What are some issues that employers should consider when developing general standards for appearance?

Source: Harris Interactive (2012).