

About the Award

Since TAFEP's inception, fair, responsible and inclusive employment practices are progressively understood and implemented in more organisations. This traction bolstered the need to inspire and motivate more employers to consider and take action in creating fair, inclusive and progressive workplaces to make Singapore a better place to work in. This led to the eventual conception of the TAFEP Exemplary Employer Award in 2010.

Besides the business advantages that fair employment brings to employers, individual employees are the ultimate beneficiaries of an environment that does not condone discrimination. As such, employees and union leaders were responsible for nominating potential Award candidates. Nominated organisations had to undertake employee surveys, focus group discussions and senior leadership interviews as part of the assessment process. The panel of judges comprises industry experts as well as the tripartite members of the Tripartite Alliance for Fair and Progressive Employment Practices.

The evaluation criteria for nominated organisations were based on:

- Importance of fair, responsible and progressive employment practices
- Management commitment to the creation of a diverse and inclusive workplace
- Workforce planning policies and programmes
- Employee engagement and relations approach and strategies
- Reward and recognition system
- Effectiveness of programmes implemented
- Commitment to continuous improvement

Two Special Mention Award titles were accorded to recognise employers who were particularly outstanding in specific areas of fair employment. The Special Mention Award titles are:

- Outstanding Inclusive Workplace Culture
- Outstanding Leadership in Supporting Fair and Progressive Employment Practices

This year, a new award category, the "I-Future" award, has been introduced to recognise forward-looking organisations that have adopted holistic and progressive strategies to prepare for the future.

Over the years, it is encouraging to witness that employers have gone beyond simply hiring on merit to taking proactive steps in being inclusive. It is timely for TAFEP to recognise these employers. We look forward to having them set the benchmark and provide positive examples to help other like-minded employers advance along their fair and progressive employment journey.