



Tripartite Alliance for
Fair & Progressive Employment Practices

ANNEX C – ABOUT THE TRIPARTITE ALLIANCE AWARD

Overview

The Tripartite Alliance Award (TA Award) was launched in 2018 by the tripartite partners (Singapore National Employers Federation, National Trades Union Congress and Ministry of Manpower) to recognise exemplary organisations that have effectively implemented fair, responsible and progressive employment practices, while keeping employees at the heart of their progress.

Key Highlights

1. The Tripartite Alliance Award includes a holistic assessment of the full spectrum of an organisation's employment practices, and builds upon the TAFEP Exemplary Employer Award and the Work-Life Excellence Award.
2. 24 organisations and 8 individuals will be presented with the inaugural Tripartite Alliance Award.
3. Half of all organisations (12 out of 24) that have been conferred the Tripartite Alliance Award are small and medium enterprises.
4. 152 organisations were nominated for the Tripartite Alliance Award by their employees or unions, from which 41 finalists were shortlisted.
5. All organisations that have been conferred the Tripartite Alliance Award have adopted at least four Tripartite Standards:
 - a. Tripartite Standard on Term Contract Employees
 - b. Tripartite Standard on Flexible Work Arrangements
 - c. Tripartite Standard on Grievance Handling
 - d. Tripartite Standard on Recruitment Practices
6. All winners have made the Employers' Pledge of Fair Employment Practices.

Award Categories

Organisations

1. Age Inclusive Practices: Organisations who have actively and effectively implemented age inclusive practices to build an age-diverse workplace, removing barriers to employment.
2. Fair and Progressive Employment Practices: Organisations with effective workplace and people practices, that proactively cultivate an inclusive culture and consciously build strong employee relations.
3. Work-Life Excellence: Organisations with excellent work-life strategies that effectively maximise employee performance while helping them manage their work-life harmony, and optimises business performance.
4. Responsible Best Sourcing²: Organisations that ensure the fair and progressive management of their augmented workforce; implement outsourcing policies that consider employment practices of service providers in addition to pricing; and improve the employability and safeguard the employment of the augmented workforce.

² There are no winners for the Responsible Best Sourcing category in the 2018 edition of the Tripartite Alliance Award.



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Individuals

1. **Leadership:** Senior management (Directors and above) who have made exceptional contributions in the respective award areas, and their deep commitment and outstanding leadership to create an inclusive workplace.
2. **Workplace Advocate:** Middle management and supervisors who have been effective contributors and change agents in the respective award areas, and have successfully operationalised and enabled their organisation's strategies, plans and initiatives in this area.
3. **Special Mention:** Organisations with exceptional practices and/or individuals who have had a transformational effect on their organisations and respective spheres of influence.

Award Process

1. Employers must be nominated by an employee or their union.
2. Nominated employers were then informed by TAFEP and requested to submit the Award Submission Form with relevant supporting documents.
3. Phase 1 of assessment process: All documents submitted were reviewed to shortlist employers for Phase 2.
4. Phase 2 of assessment process: Interviews were conducted with senior management and HR, and an opinion survey as well as focus groups were conducted with employees.
5. Judging Panel decides on the list of winners.

Eligibility and Judging Criteria

Organisations should demonstrate how they value their workforce and help their employees to progress through the following areas:

1. Business case for implementing the strategies and practices of respective award categories
2. Management commitment demonstrated toward enabling the success of implementation
3. Range and extent of the various policies, process and systems to facilitate consistent implementation and sustainability
4. Effectiveness of the strategies and programmes
5. Commitment to continuous improvement