

ANNEX A - FACTSHEET ON TRIPARTITE ALLIANCE AWARD, HUMAN CAPITAL PARTNERSHIP PROGRAMME, AND TRIPARTITE STANDARDS

TRIPARTITE ALLIANCE AWARD

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. This award recognises organisations that are fair and hire on merit. The four main categories under the TA Award 2018 are (i) *Age Inclusive Practices*, (ii) *Fair and Progressive Employment Practices*, (iii) *Work-Life Excellence*, and (iv) *Responsible Best Sourcing*.

HUMAN CAPITAL PARTNERSHIP PROGRAMME

The **Human Capital Partnership (HCP) Programme** is a tripartite initiative that brings together a community of employers who are committed to grow their businesses and stay competitive by having progressive employment practices, and developing their human capital. The HCP Programme seeks to grow an inclusive community of progressive employers, known as **Human Capital Partners (HCPartners)**. HCPartners are committed to nurture a stronger Singaporean Core; maximise complementarity between locals and foreigners, and enhance skills transfer from foreign to local employees to increase the capabilities of the local workforce.

TRIPARTITE STANDARDS

Jointly developed by the Ministry of Manpower, National Trades Union Congress and the Singapore National Employers Federation, the **Tripartite Standards** is a new initiative which helps employers with good practices distinguish themselves. Each Tripartite Standard comprises a set of verifiable, actionable employment practices across different functional areas (for example, term contract employment, and flexible work arrangements) that progressive employers should adopt. Employers who have adopted the Tripartite Standards will be able to differentiate themselves in specific key employment and workplace practices that the workforce would look for, thereby enhancing the employers' ability to attract and retain manpower.