ANNEX D – ABOUT THE TRIPARTITE ALLIANCE AWARD

Overview

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

Key Highlights

All organisations that have been conferred the Tripartite Alliance Award have adopted these four Tripartite Standards:

a. Tripartite Standard on Employment of Term Contract Employees
b. Tripartite Standard on Flexible Work Arrangements
c. Tripartite Standard on Grievance Handling
d. Tripartite Standard on Recruitment Practices

For the following award categories, additional Tripartite Standards would have to be adopted:

Age Inclusive Practices	• Tripartite Standard on Age-Friendly Workplace Practices
Responsible Outsourcing Practices	• Tripartite Standard on Procurement of Services from Media Freelancers *(Organisations that procure services from media freelancers)* • Tripartite Standard on Contracting with Self-Employed Persons *(Organisations that procure services from self-employed persons)*
Work-Life Excellence	• Tripartite Standard on Work-Life Harmony

All winners have also completed the Fair & Progressive Employment Index (FPE Index) and ensure that they abided by the Tripartite Guidelines on Fair Employment Practices (TGFEP).

Award Categories

<u>Organisations</u>

1. Age Inclusive Practices: Organisations that have actively and effectively implemented age-friendly workplace practices, removing barriers to employment and allowing a multi-generational workforce to thrive. The result of implementing such practices includes increase in competitiveness and productivity of the organisation and access to a wider talent pool.

2. Fair and Progressive Employment Practices: Organisations with fair and responsible workplace and people practices, that proactively cultivate an inclusive culture and consciously build strong employee relations. These organisations are future-looking and constantly scan the external environment to assess and anticipate the potential impact on the business and workforce.

3. Work-Life Excellence: Organisations with work-life strategies that effectively maximise employee performance while supporting them in managing their responsibilities and aspirations outside of work. These organisations embrace work-life harmony as part of their

talent strategy and reap benefits such as higher employees engagement, improved retention rates and employee productivity.

4. Responsible Outsourcing Practices: Organisations (i.e. service buyers) that recognise their extended workforce as contributors to their business success. These organisations outsource in a responsible manner by considering the employment practices of potential service providers during evaluation process, safeguarding the employment rights of their extended workforce and providing them with a safe and inclusive work environment.

Individuals

Leadership Award: Senior management (Directors and above) who have made exceptional contributions in the category with their deep commitment and outstanding leadership to create an inclusive workplace.

Additional commendations

Special Mention Award: Conferred upon organisations with exceptional practices and/or individuals who have had a transformational impact on their organisations and spheres of influence.

Judging Criteria

The specific criteria for each award category will vary. Broadly, organisations should demonstrate how they value their workforce, and facilitate the progress of their workforce through their practices in these key areas namely:

- Business case for implementing the strategies and practices of respective award categories.
- Management commitment demonstrated toward enabling the success of implementation.
- Range and extent of the various policies, programmes and communications to facilitate consistent implementation and sustainability.
- Effectiveness of the strategies and programmes.
- Commitment to continuous improvement.