

# Fair Consideration Framework

The Fair Consideration Framework (FCF) clearly sets out the expectations of what constitutes fair hiring practices for businesses operating in Singapore. All employers doing business in Singapore are expected to comply with the [Tripartite Guidelines on Fair Employment Practices](#), and put in place fair employment practices that are open, merit-based and non-discriminatory.

## Advertising on the Jobs Bank

From 1 August 2014, firms submitting Employment Pass (EP) applications (including for EP holders who are changing employers) are required to advertise the job vacancies on the Jobs Bank administered by the [Singapore Workforce Development Agency \(WDA\)](#). The advertisement must be open to Singaporeans, comply with the Tripartite Guidelines on Fair Employment Practices, and run for or at least 14 calendar days. These requirements must be met before submitting an EP application to MOM.

Advertising on the Jobs Bank will benefit both employers and Singaporean job-seekers, as it facilitates better matching of vacancies with job-seekers. Employers will have access to a larger pool of potential candidates and Singaporeans will have better visibility of job openings.

Exemptions from the advertising requirement are given to the following groups. However, this does not preclude employers from the need to consider Singaporeans fairly for employment opportunities. Exempted companies found to have nationality-based or other discriminatory HR practices will face additional scrutiny from MOM and have their work pass privileges curtailed.

- Companies with 25 or fewer employees; or
- Job position that is paying a fixed monthly salary of S\$12,000 and above.

Job advertisements must comply with the [Tripartite Guidelines on Fair Employment Practices](#). As a general principle, employers should avoid stating a preference for age, race, language, gender, marital status and religion. MOM views employers' non-compliance with the Tripartite Guidelines seriously, and strongly urges companies and employment agencies acting on their behalf to familiarise themselves with the Tripartite Guidelines before posting job advertisements. Employers that post discriminatory job advertisements will have their work pass privileges curtailed.

## Scrutiny for selected firms

MOM and other Government agencies will identify and engage firms that may have scope to improve their hiring and career development practices. These firms may include those that have a disproportionately low concentration of Singaporeans at the PME level compared to others in their industry, or have had repeated complaints of nationality-based or

other discriminatory HR practices. Such firms will be asked to provide additional information to MOM, such as:

- organisation charts with nationality information;
- recruitment processes;
- staff grievance handling procedures;
- framework for staff progression; and
- plans to develop local internal staff to take on higher roles or reduce reliance on EP holders.

Firms with shortcomings in their HR practices will be required to implement an action plan to address these shortcomings. Unresponsive firms should expect greater scrutiny and a longer review period for their EP applications, and may have their work privileges curtailed.

### **Tripartite Alliance for Fair and Progressive Employment Practices**

The Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) promotes the adoption of fair, responsible and progressive employment practices among employers, employees and the general public. It provides resources and consultation on Fair Employment Practices, and conducts training sessions for those who are interested to know how to improve their employment practices.

You may approach TAFEP ([www.tafep.sg](http://www.tafep.sg)) for more information, including information on the Tripartite Guidelines on Fair Employment Practices.

#### **More Information on the Fair Consideration Framework**

- [Press Release Detail on "Firms to Consider Singaporeans Fairly for Jobs"](#)
- [Factsheet - Fair Consideration Framework \(FCF\) Questions and Answers](#)
- [Annex A - Fair Consideration Framework Implementation Timeline](#)
- [Annex B - Administrative Details under the Fair Consideration Framework](#)

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