

Publication: Channel NewsAsia

Date: 8 March 2016

Headline: Organisations should have policies and practices to manage diversity: Teo Ser Luck

## Organisations should have policies and practices to manage diversity: Teo Ser Luck

By Alice Chia

**With a fair and inclusive workforce, employees will feel more valued and engaged, which leads to better performance and business outcomes, says Minister of State for Manpower Teo Ser Luck.**

Posted 08 Mar 2016 13:21



Office workers in the central business district of Singapore. (File photo: AFP/Simin Wang)

SINGAPORE: Organisations should have policies in place to manage diversity when rolling out fair hiring and employment practices, said Minister of State for Manpower Teo Ser Luck on Tuesday (Mar 8).

Mr Teo, who was speaking at a conference on diversity and leadership, organised by the Singapore Management University (SMU) and Singapore National Employers Federation (SNEF), was encouraging more organisations to ensure that employees of different races, genders, cultures and backgrounds feel included as part of their teams.

"It is important that there must be an ecosystem and environment for them to interact closely. It's especially important for human resource (HR) practitioners to implement many of the different programmes and also to participate, be it through sports, be it through other things," said Mr Teo.

For example, companies can tap on the Singapore Workforce Development Agency's WorkPro programme to redesign jobs to better accommodate and tap on the skills and experience of older workers, he added.

**Publication: Channel NewsAsia**

**Date: 8 March 2016**

**Headline: Organisations should have policies and practices to manage diversity: Teo Ser Luck**

Mr Teo said that with a fair and inclusive workforce, employees will feel more valued and engaged, which leads to better performance and business outcomes.

By tapping into other sources of labour, such as back-to-work women, older workers and those with disabilities, employers will also have access to a wider pool of talent, especially in today's tight labour market.

He added that employee selection should be based on merit, with Singaporeans considered fairly for all job opportunities.

The conference was organised in line with International Women's Day on Mar 8, and included speakers who touched on gender diversity and the importance of having women in decision-making roles. About 300 people, including employers, HR practitioners and students attended the conference.

- CNA/kk