



*Reshaping*  
The **FUTURE**  
of **WORK**

Agile Employers,  
Resilient Workforce

Annual Report 2020/2021

# SUPPORTING UN'S SUSTAINABLE DEVELOPMENT GOALS

## FOR THE PERIOD 1 APRIL 2020 TO 31 MARCH 2021

Putting our vision 'Responsible Employers, Sustainable Business' into action, we look at how our work could contribute to the United Nation's Sustainable Development Goals (SDGs) and its mission to achieve a better and more sustainable future for the world by 2030.

### Sustainable Development Goal Initiatives

#### SDG3 Good Health and Well-being



- SNEF contributes to SDG 3 through working with our tripartite partners to release the Tripartite Advisory on Mental well-being to guide employers in managing the mental well-being of their employees and Tripartite Standard on Work-life harmony to encourage employers to adopt work-life harmony practices.
- As Programme Manager for the Healthy Workplace Ecosystem @ Downtown project, SNEF advocates for healthier lifestyles at workplaces. SNEF organised 570 activities including virtual sessions, a run and a vertical challenge.
- SNEF assists employers in implementing safe management measures during COVID-19 pandemic to protect the health and safety of their employees.

#### SDG 4 Quality Education



- SNEF contributes to SDG 4 through working closely with Government agencies, educational institutions and training providers to strengthen workplace learnings.
- SNEF signed a 'Memorandum-of-Understanding' with the Institute of Technical Education to assist employers develop structured on-the-job training at workplaces.
- SNEF also works closely with the National Centre of Excellence for Workplace Learning led by the Nanyang Polytechnic to help employers retain and build competencies through workplace learning to support business growth and strategies.
- Over 300 learning courses were conducted through different modes including onsite, online, blended and self-directed learning.
- More than 8,000 people were trained in 19 categories of future skills. SNEF runs the Professional Conversion Programme for Professional Executives which supported more than 200 SMEs and MNCs to reskill their newly hired mid-career PMETs through classroom training and on-the-job learning.

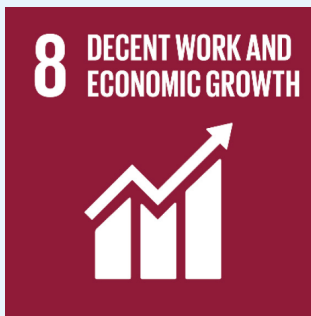
#### SDG 5 Gender Equality



- SNEF contributes to SDG 5 through continual dialogues with tripartite partners to support gender equality at the workplace as part of our larger conversation on diversity, equality and inclusion.
- One such event organised was the 'Conversations on Singapore Women's Development' where the panel discussed issues on how to assist women to manage both their work and personal responsibilities while advancing in their career.
- SNEF supports the ratification of the ILO Convention on Equal Remuneration and encourage our members to include the clause in their collective agreements, where applicable.

## Sustainable Development Goal Initiatives

### SDG 8 Decent Work and Economic Growth



- SNEF contributes to SDG 8 by working with our tripartite partners to ensure sustainable inclusive growth.
- SNEF has constantly worked with tripartite partners to uplift lower wage workers to make workplaces more inclusive and productive. In October 2020, the Tripartite Work Group for Lower Wage Workers was convened. New Tripartite Clusters in the Waste Management, Retail and Food & Beverage Sectors were formed to expand Progressive Wage Models into these sectors.
- Grants are also given out to promote sustained, inclusive and employment.

SNEF assisted 5,027 employers in tapping on the following:

- |                                   |                                       |
|-----------------------------------|---------------------------------------|
| ◆ Age Management Grant            | ◆ Enhanced Work-Life Grant (COVID-19) |
| ◆ Job Redesign Grant              |                                       |
| ◆ Work-Life Grant                 | ◆ Senior Worker Early Adopter Grant   |
| ◆ Enhanced Work-Life Grant (EWLG) | ◆ Part-Time Re-employment Grant       |

### SDG 10 Reduced Inequalities



- SNEF contributes to SDG 10 by participating actively in the Tripartite Workgroup on Lower Wage Workers.
- SNEF supports the National Wages Council's recommendation where employers give special consideration to low-wage workers.

### SDG 17 Partnership for the Goals



- SNEF contributes to SDG 17 by working closely with its counterparts, the Ministry of Manpower and the National Trades Union Congress to strengthen the implementation of its objectives.
- SNEF is a principal member of the Global Compact Network Singapore, and partners the organisation in engaging employers to promote the 17 SDGs.
- SNEF has about 3,400 members, employing over 800,000 employees.



**SINGAPORE NATIONAL EMPLOYERS FEDERATION**

Website: [www.snef.org.sg](http://www.snef.org.sg)

**Head Office**

60 Paya Lebar Road,  
Paya Lebar Square (Lobby2)  
Singapore 409051  
Tel: +65 6290 7633  
Fax: +65 6290 7600

**Corporate Learning Centre**

19 Tanglin Road, #10-01/07  
Tanglin Shopping Centre  
Singapore 247909  
Tel: +65 6827 6927  
Fax: +65 6827 6803