Equal opportunities in the workplace: For better or worse?

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Chong Sin Hui
For The Straits Times

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RECOMMENDED ACTIONS
Singapore is at a nascent stage of developing formalised workplace policies, and thus, the White Paper encourages employers to ensure fairness to other employees utilising FWAs, to reduce role ambiguity, and to ensure fairness to other employees. It also requires the commitment of all parties involved, including men.

Research in the United States has shown that men feel threatened and resentment by pro-women gender inclusion policies. Hence, future conversations on women should also assess how men are responding to such plans, and ensure that their voices are heard.

A little more than two years ago, we lived in a different world where it was almost impossible to visualise a workplace where the majority of employees would be working from home. Covid-19 has upended these norms. In my studies, there was some initial discomfort with elements of the White Paper. Like all new policies, there will be need to continually evaluate the action plans and engage the relevant parties in future conversations.

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