

Overview of Specialty Area (Fair and Progressive Practices)

Definition: Foster and monitor the equal recruitment and treatment of employees on the basis of merit

Skill	Definition
Fair and Progressive Talent Practices and Standards	Understand potential biases in recruitment, retention, advancement, rewards and L&D and addressing them accordingly. Possess high level understanding of fair and progressive practices and standards being adopted across organisations in South East Asia or/ and globally.
Employment Act	Understand overview and possess fundamental understanding of the Employment Act (including latest changes, if any).
Anti-Discrimination Policies	Implement policies, aligning to strategic goals and ensuring compliance by leaders (e.g. cyber bullying, mature workforce, ex-offenders, special needs).
Workforce Diversity and Inclusion	Understand methods to build and engage a diverse and inclusive workforce. May involve implementing flexible working arrangements and ensuring compliance by people managers.
Grievance Management	Design a strong and fair grievance management system within the organisation to ensure employee concerns are treated with fairness and objectivity.
Transparent Communications	Articulate and be transparent on commitment, rewards, and advancement systems; continuously solicit and act on feedback from employees across all levels.