



UPDATE ON KEY LABOUR LAW REFORMS IN SINGAPORE AND INDONESIA

11 June 2026

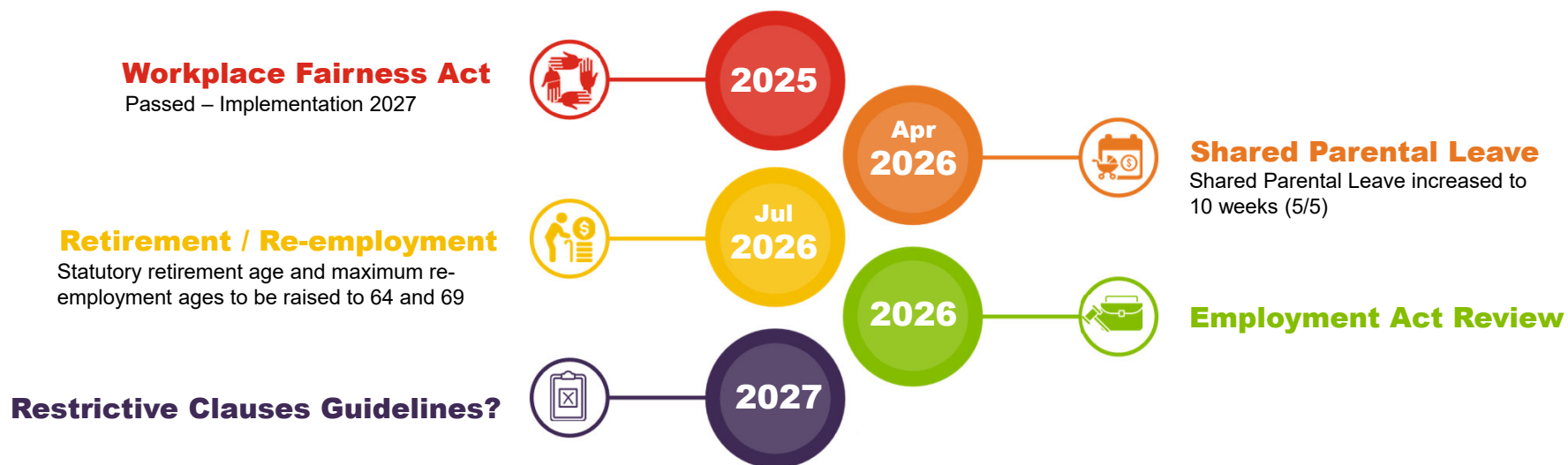
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SINGAPORE UPDATES



KEY REGULATORY DEVELOPMENTS





WORKPLACE FAIRNESS ACT



- Will enshrine anti-discrimination guidelines into employment law and provide process for bringing claims
- Range of penalties including compensation and awards in favour of victims



WORKPLACE FAIRNESS ACT – PURPOSES



- To protect individuals from discrimination by employers on the ground of protected characteristics
- To establish fair employment practices
- To ensure that citizens of Singapore and permanent residents of Singapore are fairly considered for employment opportunities and continue to form the core of the workforce in Singapore, with foreigners as a complement;
- To preserve harmonious workplace relations in Singapore



WORKPLACE FAIRNESS ACT – SCOPE

- Applies to all employers with 5-year grace period for small employers with less than 25 employees
- Excludes platform workers and contractors





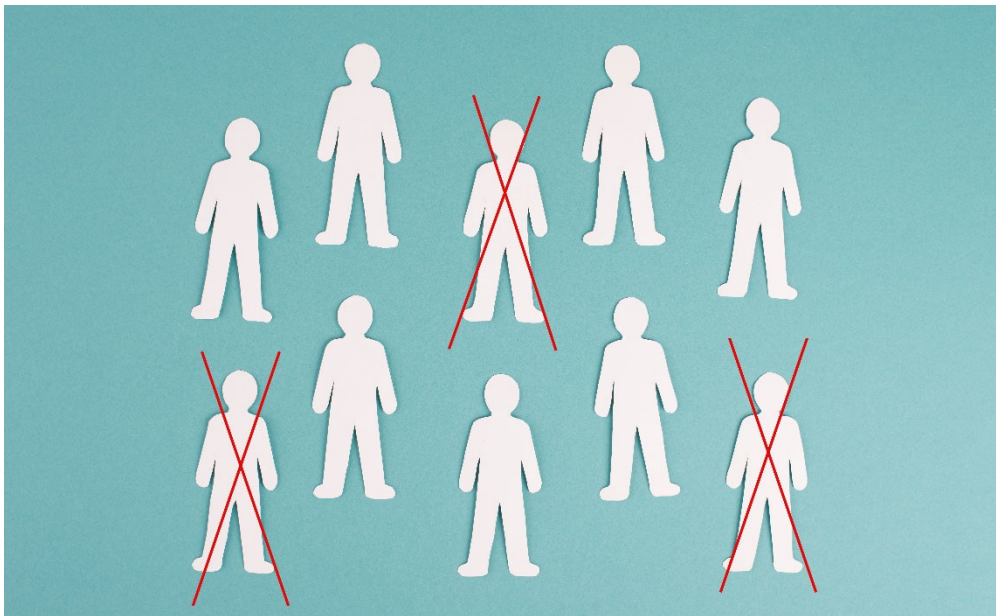
WORKPLACE FAIRNESS ACT – DISCRIMINATORY DECISIONS



- Prohibits making an adverse employment decision because of any protected characteristic
- Covers all stages of employment decisions:
 - Pre-employment (recruitment)
 - During employment (promotion, performance appraisal, training section)
 - Termination of employment



WORKPLACE FAIRNESS ACT – TYPES OF DISCRIMINATION



- Against individuals
- By direction, instruction or policy
- By advertisement or description



WORKPLACE FAIRNESS ACT – PROTECTED CHARACTERISTICS



- Nationality
- Age
- Sex
- Marital status
- Pregnancy
- Caregiving responsibilities
- Race
- Religion
- Language
- Disability
- Mental health conditions



WORKPLACE FAIRNESS ACT – EXCLUSIONS AND EXCEPTIONS



Exclusions:

- Sexual or gender orientation
- Criminal history

Exceptions:

- Genuine and reasonable job requirement – e.g. language capability
- Decisions designed to promote national objectives e.g. hiring of disabled workers, Singapore citizens and permanent residents, and senior citizen
- Religious groups



WORKPLACE FAIRNESS ACT – GRIEVANCE PROCEDURE NEEDED

Employers must have clear and transparent grievance procedure providing for:

- Thorough inquiry into and review of each grievance raised
- Communicate outcome of grievance in writing
- Retention of written records of inquiry
- Confidentiality of process where possible





WORKPLACE FAIRNESS ACT – RETALIATION PROHIBITED



Employers may not retaliate against employees who:

- Have brought proceedings against the employer or another employee for discriminatory action
- Have given evidence in such proceedings
- Alleged that the employer or another employee committed a civil or serious civil contravention
- Raised a grievance to the employer
- The employer suspects may intend to do any of the above



WORKPLACE FAIRNESS ACT – PROHIBITED RETALIATORY ACTIONS



Retaliation includes:

- Dismissal
- Refusal to offer re-employment or make an EAP
- Salary deductions
- Breach of employment contract
- Harassing employee
- Other detrimental actions



WORKPLACE FAIRNESS ACT – PENALTIES



- First offence (civil contravention) - Contravention notice to financial penalty up to \$50,000 for companies and \$10,000 for individuals
- Second offence and other serious civil contraventions – Financial penalties up to \$250,000 for companies and \$50,000 for individuals



WORKPLACE FAIRNESS ACT – DISPUTE RESOLUTION: MEDIATION

- Mediation must be attempted before filing a claim
- Requests for mediation to be filed with Commissioner
- TADM mediators will be appointed for claims up to \$30,000
- For claims above \$30,000 MOM will appoint other service providers such as the Singapore Mediation Centre and set requirements for mediators
- No legal representation permitted
- If mediation fails – mediator will issue a claim referral certificate (CRC)





WORKPLACE FAIRNESS ACT – DISPUTE RESOLUTION: ECT



- ECT – primary dispute resolution forum for claims up to \$250,000
- ECT – simplified rules and streamlined procedures
- Legal representation not allowed
- Union representation permitted under specific conditions



WORKPLACE FAIRNESS ACT – DISPUTE RESOLUTION: COURT

- Claims exceeding \$250,000 will be heard by the High Court
- Normal court procedures and rules of evidence apply
- Legal representation is allowed





WORKPLACE FAIRNESS ACT – DISPUTE RESOLUTION: TIME BARS

Stage of Employment	Deadline to Submit Mediation Request (Initiate Claim)
Pre-employment	1 month after date of notice or 2 months if no notice given
In-employment	6 months after date of notice or deemed notice
End Employment	1 month after last day of employment or deemed notice



WORKPLACE FAIRNESS ACT – DISPUTE RESOLUTION: PROCEDURAL

- Claims heard in private – both ECT and HC
- Individuals should not publicize ongoing claims
- Parties have a duty to consider amicable resolution
- Judges to take a proactive role
- Power to strike out frivolous claims and award costs





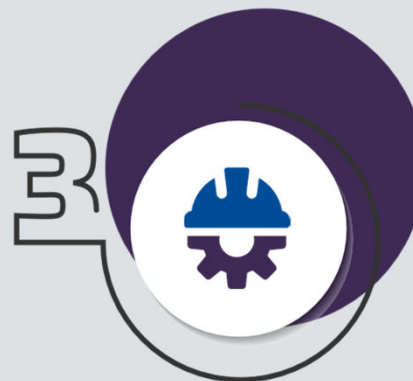
EMPLOYMENT ACT REVIEW 2026 – POSSIBLE CHANGES



Annual Leave Entitlement



Transfer of Employees



Worker Protections



Dispute Resolution



CASE LAW DEVELOPMENTS





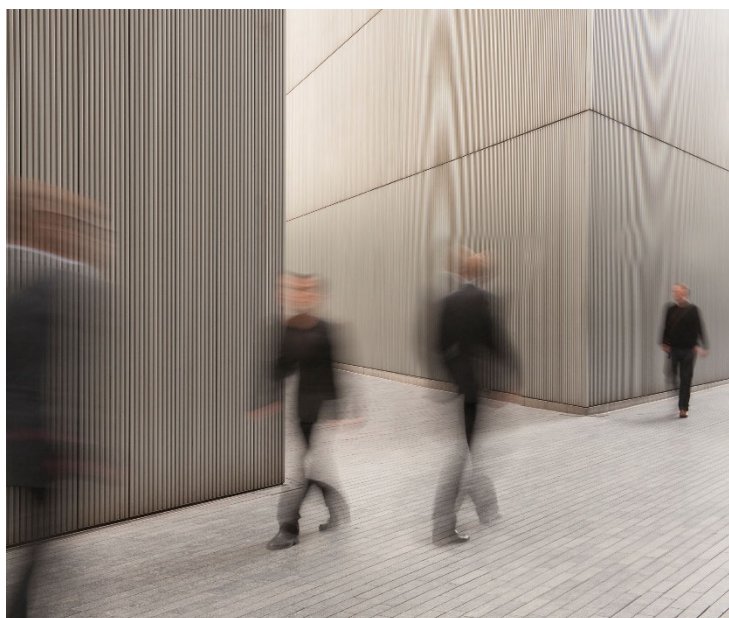
COURTS WILL PROTECT EMPLOYERS AGAINST DISLOYAL EMPLOYEES



- In two key cases, courts upheld claims against ex-employees
 - Breach of non-solicitation and no dealing provisions and conspiracy
 - Breach of confidentiality provisions by downloading confidential information to personal device



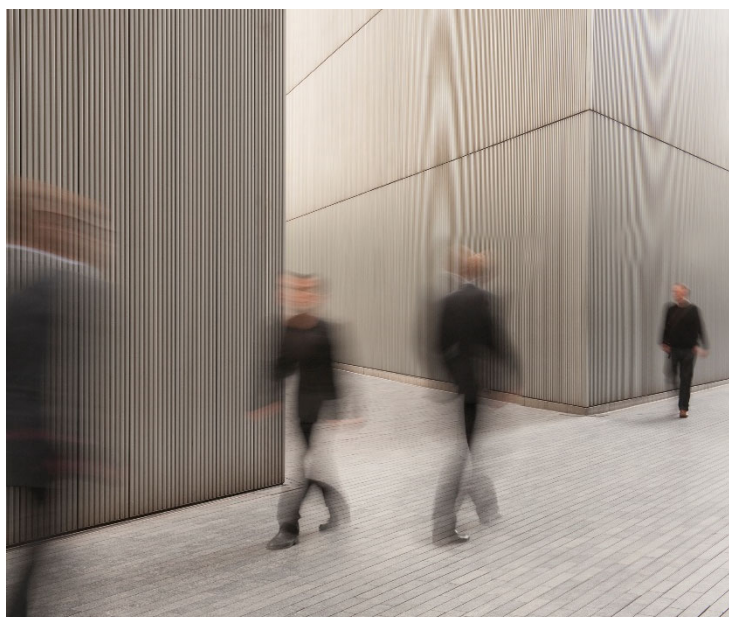
IMPLIED DUTY OF MUTUAL TRUST AND CONFIDENCE



- In a recent case, the Singapore High Court affirmed that there is an implied duty of mutual trust and confidence in employment contracts in Singapore
- Employer must not without reasonable and proper cause conduct themselves in a way calculated or likely to destroy trust



ECT DECISION – WRONGFUL DISMISSAL



- 15 May 2026 – first ever published decision by Employment Claims Tribunal
- Employee submitted more than 60 improper reimbursement claims from a medical clinic, totalling almost S\$10,000, for vitamins, supplements, skincare products and personal-care items
- Termination on grounds of misconduct deemed wrongful
- ECT adopted a two phase approach:
 1. Was employer's stated reason for dismissal proven on the balance of probabilities?
 2. If so, was this "just cause or excuse" for dismissal?



INDONESIA UPDATES





MANPOWER LAW AMENDMENTS

Implementation of October 2024 – Constitutional Court Judgment No. 168/PUU-XXI/2023 on Manpower Law Amendments

- New Manpower Law still pending
- Restoration of sector based minimum wage restrictions





OUTSOURCING REGULATION



Ministry of Manpower Regulation No. 7 of 2026 on Outsourcing effective 30 April 2026 – two year transition period

Outsourcing limited to specific categories

- Cleaning services;
 - Supply of food and beverage;
 - Security;
 - Supply of drivers and employee transportation;
 - Operational support services; and
 - Supporting work in mining, oil, gas, and electricity sectors.
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- Outsourcing arrangements must be in written agreement with mandated key terms
 - Users must ensure that outsourcing companies comply with statutory rights and protections



NEW REGULATIONS / GUIDANCE



Gov Reg No.49 of 2025 – Framework for 2026 Minimum Wage

MOM – Recruitment Anti-Discrimination Measures

Social Security – Strengthened Compliance for Indonesia's Labour Social Security Schemes



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