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GMP advocates fair employment practices

GMP joins the ranks of more than 600 companies who have pledged their commitment and support for adopting merit-based and non-discriminatory employment practices.

GMP was invited to present its views and experience regarding fair employment practices in Singapore at the recent SME CEO and Senior Leaders Breakfast Networking Session.

The session was jointly organized by the Tripartite Centre for Fair Employment and the Association of Small and Medium Enterprises (ASME) to help SMEs find out more about non-discriminatory employment practices.



Josh Goh (left) receiving token of appreciation from ASME president, Lawrence Leow

Tripartite Centre for Fair Employment and the Association of Small and Medium Enterprises (ASME) Representing The GMP Group was Josh Goh, manager for corporate services, who highlighted why GMP advocated fair employment. Providing equal job opportunities are the essential foundation of GMP's business, with the recruitment firm ceasing the use of job application forms since 2005.

Other workplace diversity and fair employment practices observed by the GMP Group also included the recruitment and retention of talents regardless of age, nationality, ethnicity and family background.

"Adopting fair employment practices is like running a marathon; you have to fix your mind on completing the race," shared Mr Goh. "There may be moments of despair, where the finish line

seems too far away and impossible to get to. Likewise, when adopting fair employment practices, it is important to keep focused on your goals, and not be disheartened by any obstacles along the way. The reward is a more competitive workforce hired based on talent, which in today's business environment allows a company to differentiate itself from competitors."

Non-discriminatory employment practices also allow HR to concentrate on more strategic issues such as employer branding and retention as well, he pointed out. It is more time and resource efficient if a company is to hire someone based on performance rather than subjective indicators. Furthermore, having a diverse workforce is especially critical for SMEs who are looking to expand overseas.