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Are We Fair Yet?

By: **Lisa Cheong, Singapore**
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Singapore - The Singapore Staffing Association (SSA), which represents some of the largest recruitment agencies in town, has recently pledged to abide by non-discriminatory hiring practices.

The recruitment agencies, which include Adecco, Kelly Services, P-Serv, Manpower and GMP, have recently signed the Employers' Pledge of Fair Employment, which is by Tripartite Centre for Fair Employment (TAFEP). The agencies will also strive to promote non-discriminatory hiring practices to their clients as well.

According to Dharendra Shantilal, president of SSA and senior vice-president of Kelly Services (APAC), diversity will help Singapore compete in a global economy and help address talent shortages, while improving organisational productivity.

Country manager for Manpower Singapore Philippe Capsie concurs, saying, "When and where there is a job to be done, the real issue is whether the person has the necessary skills and attitude to perform effectively regardless of race, age, gender or religion."

However, will such hiring practices affect the speed of hire? Annie Yap, CEO for The GMP Group does not think so. "Hiring based on merit speeds up the hiring process as the pool of available talent is widened. Biased requirements only hinder the hiring process as unfair criteria that evaluate candidates have no impact on job performance."



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