School of Business

Department of Strategy and Policy

**GES1000: Employment Law in Singapore**

**Lecturer** :       A/P Ravi Chandran  (course coordinator)

**Session** :          Semester II: 2020/2021

**Course Objectives**:

The course introduces students to the development of industrial relations and labour laws in Singapore. Students will be able to understand why labour relations are the way they are in Singapore and the policies behind various labour legislation. However, the course is not purely historical or theoretical. The course is also aimed at looking at the current legal problems faced by employees and employers in Singapore. The objective of the course is that at the end of it, students while appreciating the history and background behind industrial relations and labour laws in Singapore, would be able to confidently make informed decisions concerning current employment issues without falling into legal pitfalls. This course will be of general relevance to all, as students are either employees or employers.

**Course Outline:**

The course deals with the rights and obligations of employers and employees and can be divided into 3 main parts.

The first part relates to contractual issues, since as between the employer and employee there will be a contract. For instance, must there be a justification for termination or is it compulsory to pay retrenchment benefits.

The second part relates to statutory obligations of employers. There are various statutes relating to employment in Singapore, such as the Employment Act, CPF Act, Retirement Age Act, Employment of Foreign Manpower Act, Workplace Safety and Health, Employment of Foreign Manpower Act and Work Injury Compensation Act.

The third part relates to industrial relations. It looks at the history of industrial relations and discusses what unions can do and cannot do. Though unions in Singapore may have less power in some respects as compared to those in some other countries, they still have a very useful role to play and this role is examined.

Throughout all parts, some comparative examples will also be examined to see the differences and/or uniqueness of Singapore's approach (for instance in relation to minimum wage or workplace discrimination).

**Reading Lists**

Basic Reading:

Layman’s Guide to Employment Law (McGraw Hill) **1st Edition, 2020**

Supplementary Reading: Various web-based resources may be referred to as the course progresses.

**Methods of Assessment**

Group Assignment 1:                        20%

Group Assignment 2:                        20%

Individual Class Participation         20%

MCQ Test (x 2):                             30%

In-class Quiz:                                       10%

Further Details about Assessment will be provided in Seminar 1

**Contacting the Lecturer**

E-mail: bizrc@nus.edu.sg

Phone: 65163045

Room No: Mochtar Riady Building; # 6-29

Consultation Hours: You are most welcome to come and see me. You can also use the e-mail me or the discussion forum. Do not hesitate at all.