

Labour Law In Singapore: Everything You Need to Know - Ravi Chandran

Labour law is a crucial aspect of Singapore's legal framework, ensuring fair and just treatment for both employees and employers. In this comprehensive guide, Ravi Chandran explores the key principles and regulations that govern the labour market in Singapore, providing valuable insights into the rights and responsibilities of workers and employers.

The Foundations of Labour Law in Singapore

Singapore's labour laws are primarily guided by the Employment Act, which serves as the foundation for protecting the rights of employees. This comprehensive legislation covers a wide range of aspects, including working conditions, minimum employment standards, and dispute resolution mechanisms. Employees covered under the Employment Act include full-time, part-time, temporary, and contract workers, excluding managers, executives, and seafarers.

Key Provisions under the Employment Act

Ravi Chandran highlights some of the vital provisions under the Employment Act that all employers and employees in Singapore should be aware of:



Labour law in Singapore by Ravi Chandran (Kindle Edition)

★★★★★ 5 out of 5

Language	: English
File size	: 697 KB
Text-to-Speech	: Enabled
Screen Reader	: Supported
Enhanced typesetting	: Enabled
Word Wise	: Enabled
Print length	: 108 pages



1. Working Hours and Overtime

The Employment Act stipulates that the maximum working hours per day are 8 hours for non-manual workers and 12 hours for manual workers. Any overtime work beyond these limits should be compensated with additional pay or time off in lieu, as agreed upon by the employer and employee.

2. Annual and Sick Leave

All employees are entitled to annual leave, ranging from 7 days for the first year up to 14 days after 8 years of service. Additionally, employees who are medically certified as unfit for work are entitled to paid sick leave, which varies based on the duration of employment.

3. Termination and Retrenchment

The Employment Act provides guidelines for termination of employment, ensuring a fair process and reasonable notice period. Retrenchment, which involves the layoff of employees due to redundancy or restructuring, must also adhere to specific regulations to protect workers' interests.

4. Maternity and Paternity Leave

In Singapore, female employees enjoy 16 weeks of paid maternity leave, while male employees are entitled to 2 weeks of paternity leave. These provisions aim to support employees in their journey towards parenthood and facilitate work-life balance.

Other Important Legislation and Regulations

While the Employment Act is the primary legislation governing labour matters in Singapore, there are other laws and regulations that provide additional safeguards for employees. For example, the Central Provident Fund Act ensures that employers contribute to their employees' retirement savings, while the Workplace Safety and Health Act mandates a safe working environment for all employees.

The Role of Ravi Chandran in Resolving Labour Disputes

Ravi Chandran, a renowned labour lawyer in Singapore, has been actively involved in resolving labour disputes for over two decades. His expertise in employment law and extensive experience in handling complex cases have made him a trusted figure in the legal fraternity. With a strong focus on helping aggrieved employees and protecting their rights, Ravi Chandran has played a significant role in shaping Singapore's labour law landscape.

Wrapping Up

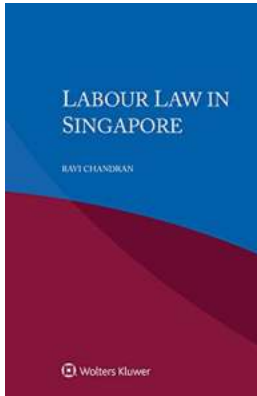
In , understanding labour law is essential for both employees and employers in Singapore. Ravi Chandran's comprehensive guide has shed light on the key aspects of labour law, providing insights into the rights and obligations of workers and employers. By abiding by these laws, individuals and businesses can contribute to a fair and respectful work environment, fostering productive and harmonious workplaces in Singapore.

Disclaimer: This article is for informational purposes only. It should not be considered legal advice. For specific legal queries, it is recommended to consult with a qualified lawyer.

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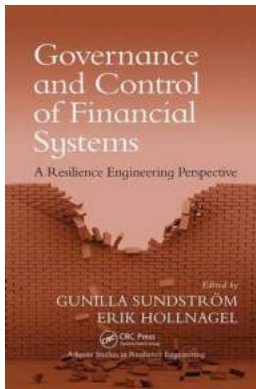


Derived from the renowned multi-volume International Encyclopaedia of Laws, this monograph on Singapore not only describes and analyses the legal aspects of labour relations, but also examines labour relations practices and developing trends. It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting.

Both individual and collective labour relations are covered in ample detail, with attention to such underlying and pervasive factors as employment contracts, suspension of the contracts, dismissal laws and covenant of non-competition, as well as international private law. The author describes all important details of the law governing hours and wages, benefits, intellectual property implications, trade union activity, employers' associations, workers' participation, collective bargaining, industrial disputes, and much more.

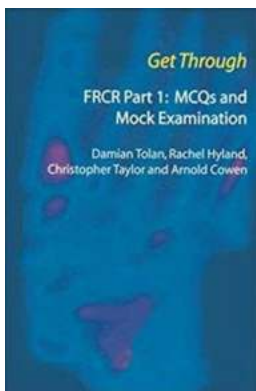
Building on a clear overview of labour law and labour relations, the book offers practical guidance on which sound preliminary decisions may be based. It will find a ready readership among lawyers representing parties with interests in

Singapore, and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations.



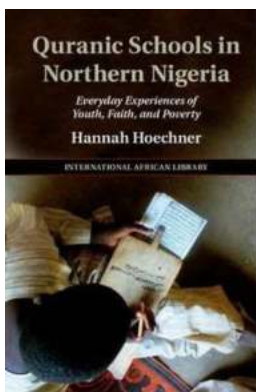
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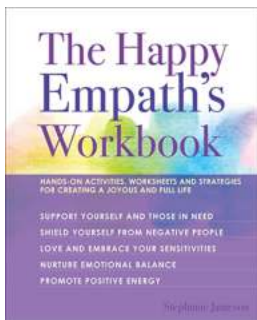
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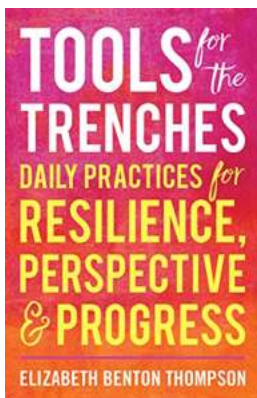
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