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PASSING OF THE PLATFORM WORKERS BILL

The Platform Workers Bill was passed in Parliament on 10 September 2024.

The Platform Workers Bill aims to enhance protections and rights for platform workers. The four key components of the Platform Workers Bill, are as follows:

- a. Scope of entities and workers covered under the Bill.
- b. Measures to support housing and retirement adequacy of platform workers through the Central Provident Fund (“CPF”) system: This involves amendments to the CPF Act.
- c. Measures to ensure financial protection of platform workers if they get injured at work, and to strengthen stakeholders’ responsibilities to prevent injuries.
- d. Legal framework for representation of platform workers.

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A “platform worker” is generally defined as an individual who:

- a. has an agreement (whether written or oral and whether express or implied) with a platform operator to provide a platform service in Singapore to service users for the platform operator;
- b. is subject to the management control of the platform operator in respect of the individual’s provision of the platform service;
- c. derives or will derive, under the agreement mentioned in paragraph a., any payment or benefit in kind from the individual’s provision of the platform service for the platform operator; and
- d. is in Singapore when providing the platform service.

A “platform operator” is generally defined as a person who:

- a. provides a platform service in Singapore by:
 - (i) entering into a contract or other agreement with one or more service users to provide that platform service to those service users; and
 - (ii) exercising management control in respect of the provision of that platform service by one or more platform workers of the person; and
- b. satisfies any other requirement that may be prescribed.

Companies must therefore assess if they are platform operators and notify the Ministry of Manpower (“MOM”) if they believe they are. The MOM will provide resources for companies to self-assess if they are platform operators. The MOM will publish details on the notification procedure from 1 November 2024. A list of platform operators known to the MOM will also be published by the MOM, from 1 January 2025 onwards. Workers may refer to this list to ascertain whether they may receive platform worker protections.

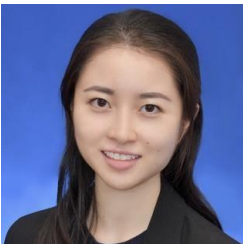
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REVISION OF THE HEAT STRESS MANAGEMENT FRAMEWORK

The MOM has revised its heat stress management framework to ensure outdoor workers are adequately protected at varying temperatures. The framework is based on the Wet Bulb Globe Temperature (“WBGT”), and includes mandatory measures to mitigate heat stress, such as heat acclimatisation, regular hydration, monitoring of WBGT, and provision of adequate rest breaks under shade.

Should you have any queries as to how this update may affect you or your organisation or require further information, please do not hesitate to email us.



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This newsletter is intended to discuss the Employment Law Updates, and it is not intended to be comprehensive, nor should it be construed as legal advice. This newsletter is updated as of 01 October 2024.

Disclaimer: Any views expressed in this newsletter are the author’s personal views and should not be taken to reflect or represent the views or position of Gateway Law Corporation and its affiliated entities.

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Gateway Law is an Asia-Pacific regional full service legal practice with strengths in the areas of intellectual property, franchising, technology, media (and entertainment), telecommunications, data protection and cybersecurity as well as employment and immigration. In addition to our niche areas, Gateway also provides services in the general areas of litigation and dispute resolution, corporate and commercial law, real estate conveyancing and advisory, medical, and family law.

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