NEWSLETTER, OCTOBER 2025

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RECOMMENDATIONS FROM PLATFORM WORKERS TRILATERAL GROUP

The Platform Workers Trilateral Group, comprising the Ministry of Manpower ("**MOM**"), Ministry of Transport, National Trades Union Congress and Grab Singapore released its recommendations today to safeguard Platform Workers' ("**PWs**") livelihoods, safety and well-being.

The Trilateral Group's recommendations address two key areas of concern raised by PWs.

a. Illegal activities in the platform sector: Unauthorised activities in the form of illegal point-to-point rides, as well as foreigners using local PWs' platform accounts to illegally perform platform work.
b. To advocate for fairer and safer payment and incentive schemes: Concerns about the lack of transparency in the design of Platform Operators' ("POs") payment and incentive structures, which may induce PWs to work long hours and compromise safety in pursuit of uncertain earnings.

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The Trilateral Group's recommendations are based on these principles:

a. Recommendations should be practicable and sustainable, and retain the advantages of the platform ecosystem;

b. Recommendations should safeguard PWs' livelihoods, safety and well-being; and

c. Recommendations should foster close collaboration between Government, PWAs, POs and PWs to jointly tackle challenges faced by PWs.

The recommendations will be adopted by all the POs engaged by the Trilateral Group, and implemented in phases given the varying complexities of the issues. The Trilateral Group has already launched dedicated reporting channels for PWs and members of the public to report potential violations to the authorities.

The recommendations from the Trilateral Group are *attached.*

PUBLICATION OF EMPLOYMENT CLAIMS TRIBUNAL JUDGEMENT

Claims Tribunal ("ECT") are currently not published by the Singapore Courts.

In response to a parliament question on whether ECT judgements can be published, the MOM expressed that it is for the Courts to determine which judgements to publish. That said, the MOM provided an update that the Judiciary will be publishing selected ECT judgement which serve as useful reference to parties and the general public. The publication of a curated set of ECT judgements, targeted to be made available in phases from the second half of 2026, aims to provide greater awareness and a better understanding of the legal rights and responsibilities in employer- employee relationships. The Courts may also make judgements available upon request by any party and with the Courts' approval.

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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 2025

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