

SINGAPORE PLEDGE INDICATES DEMOCRACY AND RESPECT FOR ALL RACES AND RELIGIONS.

- Multiculturalism written into constitution
- Group Representation Constituencies (GRC): A way to ensure minority representation in Parliament. A minority race has to be represented in each political party
- Housing Development Board (HDB): Every government housing flat has a fixed racial quota to ensure each block has a mix of races. The aim is to ensure racial integration
- National Service: All Singaporean males above age of 18 have to serve National service, regardless of race and religion. Promotes inter-ethnic interaction with a common purpose and duty towards the nation
- Language: English is the language of instruction in school and the official business language



EMBRACING AND BRIDGING DIFFERENCES

A CASE STUDY ON SINGAPORE

Why is Singapore a model for multiculturalism?

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DIVERSITY IS A STRENGTH NOT A WEAKNESS

- Progress can only take place when employees feel valued and are able to coexist and work as a team
- Employees need to be in unison to achieve the common goal of the company, despite their differences
- Have a motto that emphasises all employees are valued and respected in spite of their different backgrounds

WHAT CAN MULTINATIONAL ORGANISATIONS DO?

- Encourage leaders to get to know the cultures of team members
- Understand the need for intercultural training for global assignees and provide support for all employees, e.g. web-based resources such as CultureWizard, webinars, lunch and learn sessions, and online language lessons
- Celebrate and give importance to religious festivities, e.g. Eid, Diwali, Chinese New Year, Christmas, etc.

