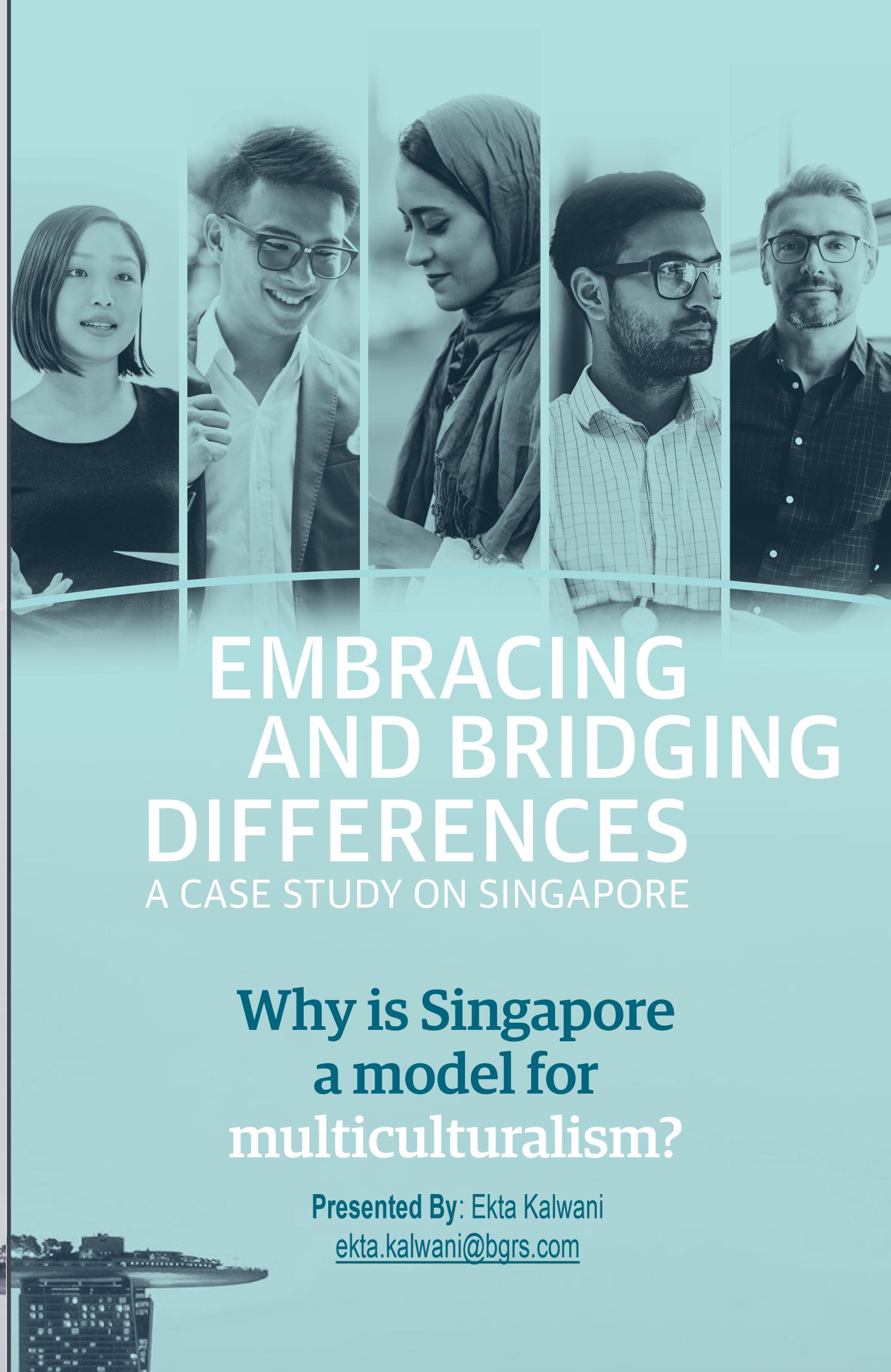


## SINGAPORE PLEDGE INDICATES DEMOCRACY AND RESPECT FOR ALL RACES AND RELIGIONS.

- 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 interethnic interaction with a common purpose and duty towards the nation
- Language: English
   is the language of
   instruction in school
   and the official business
   language





## 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.

