

FRIEND OF LABOUR

Kandhavel Periyasamy

Divisional Director
Labour Relations and Workplaces Division, Ministry of Manpower
Executive Director
Tripartite Alliance Limited

Nominated by The Singapore Manual & Mercantile Workers' Union.

Kandhavel Periyasamy has been with the Ministry of Manpower (MOM) for 23 years. His diverse experience includes mediation/conciliation, maintaining harmonious industrial relations, enforcing work pass rules, handling crisis management and policy development.

He has been involved in labour relations work in the last five years. His key work include ensuring workers' employment disputes are resolved effectively and efficiently at the Tripartite Alliance for Dispute Management (TADM), maintaining harmonious relationships between employers and unions by resolving disputes amicably through conciliation, and overseeing the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) to help employers adopt fair, responsible, and progressive employment practices.

Brother Kandhavel adopts a facilitative mindset and regularly engages unions to find win-win solutions. During the COVID-19 crisis, many companies adopted cost-saving measures to save jobs. As the Director of Industrial Relations at that time, he ensured employers implemented cost-saving measures fairly to ensure workers' salaries were not severely impacted. He also managed to resolve all disputes amicably through conciliation.

In his current role, Brother Kandhavel continues to oversee TADM, TAFEP, and Industrial Relations to ensure workers' statutory rights are protected. He promotes progressive employment practices and maintains a high degree of trust and harmony among employers, unions, and MOM so that tripartism continues to be strong and a competitive advantage for Singapore.