

# SOUVENIR PROGRAMME



**60<sup>th</sup>** ANNIVERSARY  

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**60<sup>th</sup>** ANNIVERSARY  
(1959 – 2019)



# Message

from

## **President of Malaysian Employers Federation (MEF)**

I am delighted to address members of the MEF in marking the 60th anniversary celebrations of the Federation.

As we reflect on our achievements, we must acknowledge the good efforts and sacrifices of our past leaders, council members and staff of the MEF secretariat.

Your Federation has certainly come a long way since its incorporation in 1959 and has rightly earned its place as the premier employer organization for the private sector in Malaysia.

There are many significant milestones of MEF in terms of employer representation to the government and its related agencies.

In the past 60 years, the MEF has contributed significantly towards ensuring that our members are kept abreast with the challenging business environment brought about by technological advancements, globalisation and intense competition.

As the premier employer organisations at national, regional and international levels, we recognise the need to adapt and adopt various measures to improve services to our members.

This includes expanding our focus and scope beyond matters of industrial relations to include human resource management, education, trade, finance, taxation and health that are relevant to the interest of members.

The growing membership base which now stands at 5,800 direct members and 24 association members is testament to our growing strength and relevance in today's complex environment.

MEF's important position vis-a-vis our tripartite partners at the various platforms has kept us all very busy working towards upholding our unity and pave the way for a conducive and business friendly environment.

To all the tripartite partners and members, a heartfelt thank you from the council of MEF and staff of the MEF secretariat.

**Tan Sri Azman Shah Dato' Seri Haron**  
President of Malaysian Employers Federation



# Message

from

## **Y.B. Minister of Human Resources, Malaysia**

The Ministry of Human Resources congratulates MEF on its 60th anniversary celebrations.

The government recognises MEF's critical role as an integral social partner together with the MTUC under the established international principles of tripartism.

Certainly, MEF's representation of the employers' interest in the past has shaped Malaysia's harmonious industrial relations landscape that has paved the way towards efforts to enhance Malaysia's overall productivity and competitiveness.

As an integral social partner, MEF has contributed immensely to make Malaysia a better and more competitive business environment, especially in facing the challenges posed by the industrial revolution 4.0 that is now taking place.

In the spirit of tripartism, MEF is continually engaged by the Ministry of Human Resources at various platforms, and in particular at the National Labour Advisory Council which functions as the highest body dealing in labour and human resources matters.

Indeed, during the 60 years of its establishment MEF has proven that it has represented the employers' community well through its untiring efforts to enhance and promote employers' interests.

Based on the Federation's excellent track record, I'm certain that MEF's continuous contributions will yield positive results towards nation building for many more years to come.

Once again, congratulations to MEF in conjunction with its 60 wonderful years of success and wish you the very best in future undertakings.



**Y.B. M. Kula Segaran**

Minister of Human Resources, Malaysia



# Message

from

## **President of Industrial Court Malaysia**

On behalf of the Industrial Court Malaysia Ministry of Human Resources, we extend our heartiest congratulations to YBhg. Tan Sri and MEF in conjunction with MEF 60th anniversary celebration.

We wish MEF every success and progress for many more years ahead.

*Y.A. Tuan Eddie Yeo Soon Chye*

President of Industrial Court Malaysia



# Message

from



## **Assistant Director General and Regional Director for Asia and the Pacific, ILO**

On behalf of the International Labour Organization (ILO), I would like to express our heartfelt appreciation for six decades of collaboration, fostering good employment practices and social dialogue. Today the MEF is recognized as the apex organization of employers in Malaysia. I am confident that it will continue to play a significant role in Malaysia's economic and social development.



Coincidentally, the year 2019 also marks the centenary of the ILO. Both these milestones – 60th and 100th anniversaries - come at a time when all countries are experiencing transformative changes in the world of work as a result of rapid technological innovation, demographic shifts and climate change. These changes have profound impacts on the nature and future of work – not just the kinds of jobs available but also the way we work.

Anniversaries provide a real opportunity not only to look back at our achievements but also to look into our future, and for both our organisations, to see how to shape a future of work that truly leaves nobody behind.

The future of work is not “techno-determined”. We have the power –and the responsibility - to work together to determine the direction it will take. That is an important message of the Centenary Declaration on the Future of Work adopted by all ILO's tripartite constituents – including from Malaysia.

This Declaration proposes a human-centred approach to the future of work, an agenda that understands very well that human welfare is the ultimate aim and objective of all public policies. Concretely that means investing in people, investing in jobs, investing in skills, in lifelong learning, investing in comprehensive social protection. It also means supporting gender equality.

Last but not least, 2019 can also be remembered as the year of the first Decent Work Country Programme in Malaysia. A powerful tool, generated through social dialogue, to promote decent work in Malaysia. It is the product of Malaysia's social partners agreeing on how fundamental the achievement of social justice is to stability and peace, and how vital access to decent work is to the advancement of social justice.

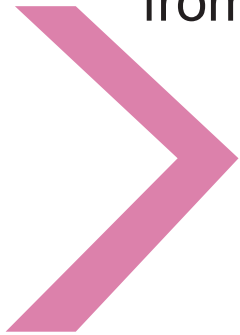
I wish the MEF continued success and prosperity in its future endeavors. After all, the future of work is determined by our capacity and our will to act upon it. Thank you to the MEF for the leadership and determination in this important endeavour.

**Tomoko Nishimoto**

Assistant Director General and Regional Director for Asia and the Pacific, ILO

# Message

from



## **President and Secretary General of International Organisation of Employers (IOE)**

On behalf of the International Organisation of Employers (IOE), a network of more than 50 million companies in more than 140 countries and around the world, it gives us a great pleasure to extend our congratulations and warmest wishes to the Malaysian Employers Federation on the occasion of its 60th Anniversary.

The Malaysian Employers Federation, as the voice of Malaysian employers, is a highly-respected partner at home and abroad and has contributed enormously to the economic and social improvement of Malaysia. Looking back at the past 60 years, MEF can be very proud of its achievement: it has grown tremendously as a Federation, has improved its services to members and now provides expert advice and support on a full range of activities and topics. This is particularly impressive now as the world is seeing unprecedented change in the world of work, as a result of evolving technologies, globalisation, climate change and others.

MEF is very active in areas that are important to business, such as Human Resources and Industrial Relations, Workplace Training and Development (including through the MEF Academy), Research and Information, Occupational Health and Safety, and it continues to provide pertinent legal advice on various business issues.

It plays a very active role at the national level and supports capacity building and the policy work of the other employer federations in the region, notably as the Secretariat for the Confederation of Asia-Pacific Employers (CAPE). This is the power of the network!

Since its IOE membership in 1963, MEF has contributed actively to the strong regional representation of Asian interest within the ILO, the IOE and, increasingly, in the wider international community as business continues to globalize. We at the IOE greatly appreciate the constructive support that the MEF has extended to us over these many years of membership and the contribution it has made to our work on behalf of the business.



**Erol Kiresepi**

President of International Organisation of Employers



**Roberto Suarez-Santos**

Secretary-General of International Organisation of Employers



# Message

from

## **President of ASEAN Confederation of Employers (ACE)**

I wish to extend my heartiest congratulations to the Malaysian Employers Federation (MEF) for celebrating its 60th Anniversary this year (1959 — 2019), with the organising of the 60th Anniversary Dinner on 8 October 2019.

Since its establishment in 1959, MEF has grown progressively and is now recognised nationally, regionally and internationally as the leading employers' organisation in Malaysia. It plays the leading role advocating for conducive business environment for private sector development and employment generation, contributing to economic and social development in Malaysia. Through its wide range of services including consultation, representation, research and information, training and other programmes, MEF is promoting good employment practices, harmonious industrial relations, enhanced productivity and competitiveness of Malaysian businesses.

Today, MEF is well-known as a model employers' organisation in the ASEAN region, and despite its busy schedules, is always prepared to share its experience, expertise, and assist the development of employers' organisation (EOs) in ASEAN countries. Among others, it has participated in the EO2EO exchange programme, and received staff members from EOs in the region for training and development in MEF. Senior officials from MEF including its Executive Director Datuk Haji Shamsuddin Bardan who is a veteran in the management of employers' organisation and an expert in industrial relations, have been invited to speak at different international forum, sharing their experience and expertise, and providing guidance to other EOs.

MEF is also one of the founding and active member of the ASEAN Confederation of Employers (ACE). Starting with five founding members in 1978, ACE has now nine leading national EOs from nine ASEAN member countries. Throughout the years, MEF and members of ACE have been working collaboratively towards our common objectives and have extended our influence beyond labour and social to other issues and challenges affecting business and industry in the region.

In view of the technology and digital disruption, global reach, and the changing workplace, the collaboration among members of ACE is increasingly important for us to work together towards shaping a resilience and sustainable business and industry that is able to react, change and adapt to innovation while stay relevant in today fast-changing world.

On behalf of the ASEAN Confederation of Employers, again, congratulations to MEF for its success and achievement, and I look forward for our continuous collaboration in making the ASEAN region the best place for business to flourish.

**Ekasit Kunanantakul**

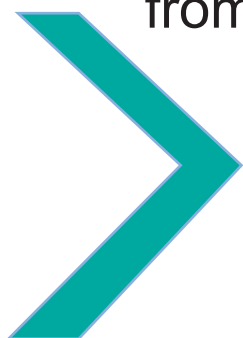
President of ASEAN Confederation of Employers





# Message

from



## **President of Singapore National Employers Federation (SNEF)**



The Malaysian Employers Federation (MEF) has established itself as an effective tripartite partner that represents the interests of employers to the Government and the Labour Movement in Malaysia. MEF has played a significant role in forging harmonious industrial relations and the development of good employment practices over the last 60 years.

Since the reconstitution of MEF as the apex employer organisation in 1978, your membership has also grown tremendously from 877 to over 5,000. This reflects the strong support for and the confidence that the employer community has in the work of MEF.

MEF has also played a leadership role internationally. Regionally, it has been active in the ASEAN Confederation of Employers and also in the Confederation of Asia-Pacific Employers. MEF President Tan Sri Azman Shah Dato' Seri Haron also led with distinction the International Organisation of Employers as its President between 2010 and 2014.

The Singapore National Employers Federation (SNEF) is privileged to have a close relationship with MEF especially since the formation of the ASEAN Confederation of Employers in 1978. The regular interactions between the leaders and management of MEF and SNEF have benefited both organisations. Employers in Singapore and Malaysia are facing emerging challenges in preparing for the future of work and an ageing workforce. I am confident that MEF, together with your tripartite partners, will be able to overcome these challenges to maintain industrial harmony and sustain business and economic growth for the benefit of all Malaysians.

On behalf of SNEF, I congratulate MEF on your success and achievements over the last 60 years, and wish the Council, Secretariat and Members all the best in the years ahead.

**Dr. Robert Yap**

President of Singapore National Employers Federation

# Message

from

## **Chairman of Korea Enterprises Federation (KEF)**

As the chairman of the Korea Enterprises Federation (KEF), I have pleasure in conveying sincerest greetings and warmest congratulations to Malaysian Employers Federation (MEF) on this auspicious occasion of the 60th anniversary.

The MEF has been playing a pivotal role in promoting economic growth as well as the rights and interests of business in Malaysia for the past 60 years. I believe that the MEF will continue to progress with the vigorous aim of accomplishing its missions throughout the Asia-Pacific region in the next 60 years and beyond. The KEF looks forward to continuing the trusted cooperation with the MEF on this journey so as to actively raise voices of business over global economic, social and labor issues.

Once again, in celebration of the 60th anniversary, I wish you and the MEF continuing success. I also earnestly hope that the friendship between the KEF and the MEF will be promoted and cherished for many years to come.

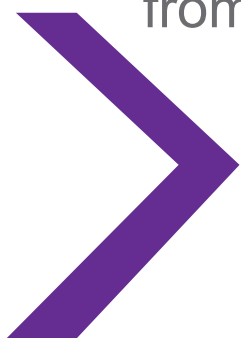
**Sohn Kyung-shik**

Chairman of Korea Enterprises Federation



# Message

from



## **President of Employers Confederation of the Philippines (ECOP)**

My warmest greetings to the Malaysian Employers Federation (MEF) as it celebrates its 60th Anniversary on October 2019.

The MEF is a model employer and business membership organization (EBMO) which has been consistently looked up to by all members of the ASEAN Confederation of Employers (ACE) for decades. MEF's effectiveness in discharging its advocacy and representation roles for and on behalf of Malaysian employers and delivering relevant services to them are worthy of emulation. Its influence and prominence among ASEAN employers have helped ACE play a more prominent role and project a louder voice in the international arena especially in the field of labor and industrial relations.

We at ECOP are eternally grateful to have the MEF as a reliable ally and colleague as we carry out our mandate and vision for the welfare of the business community.

I continue to wish MEF unlimited success in the years to come.

*Sergio Ortiz-Luiz, Jr.*

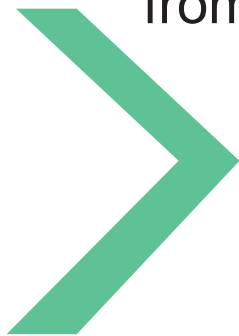
President of Employers Confederation of the Philippines





# Message

from



## **President of Australian Chamber of Commerce and Industry (ACCI)**

On behalf of the Australian Chamber of Commerce and Industry (ACCI) and the Australian business community, it gives me great pleasure to congratulate the Malaysian Employers' Federation (MEF) on the occasion of its 60th anniversary. The six decades of the MEF have coincided with Malaysia's rapid development, rising living standards and expanding role in the both the region, and globally. Through the MEF, the Malaysian business community has made a significant contribution to Malaysia's place in the world, and to the positive opportunities before emerging generations of Malaysians.

The MEF has ensured that Malaysia's progress is firmly grounded in formal employment and the rule of employment law, and has supported more than 15 million Malaysians being in formal employment in 2019.

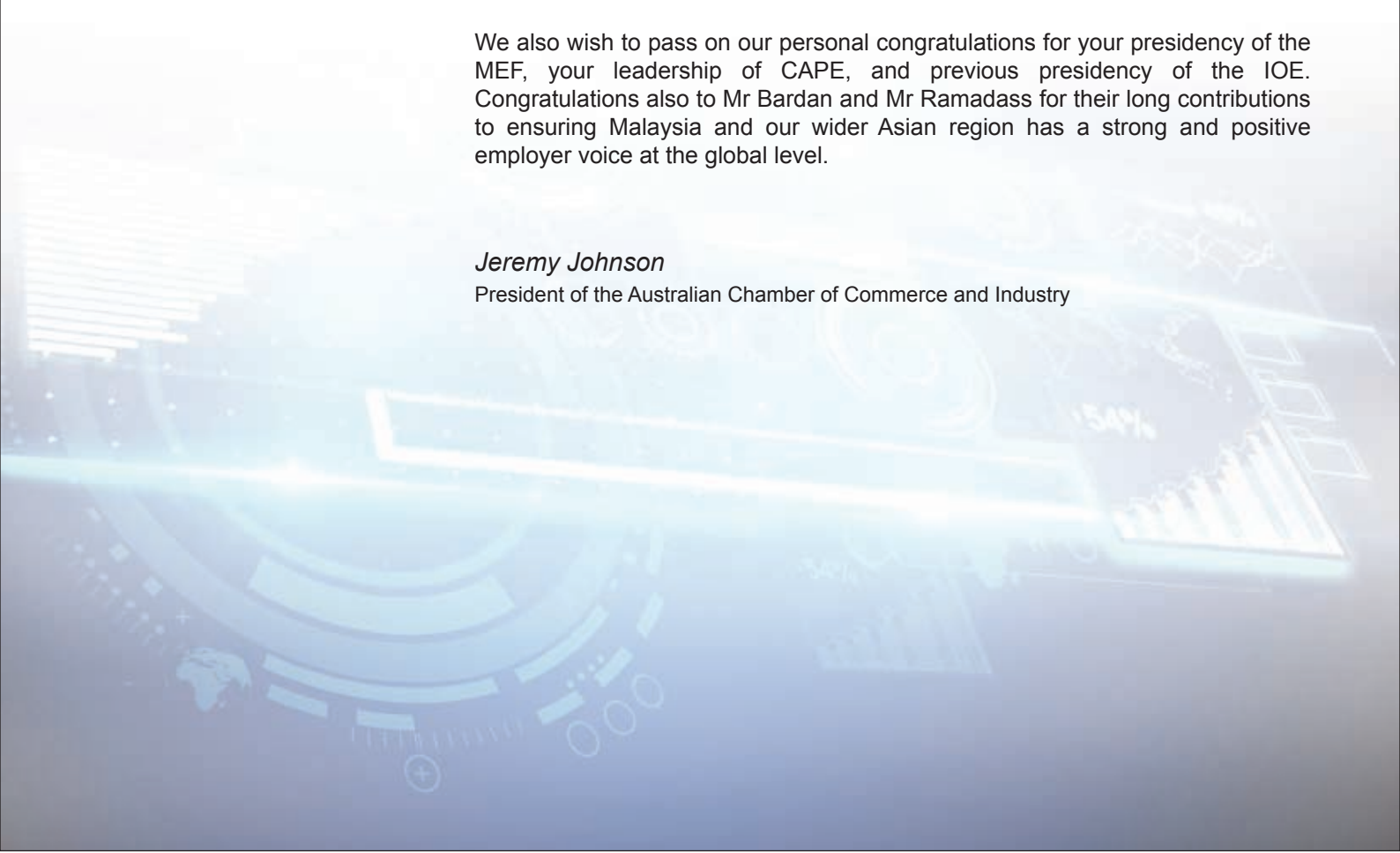
The Australian Chamber of Commerce and Industry is proud to count the MEF as a close regional colleague, is proud to reflect on our mutual opportunities to reinforce the wide-ranging friendship between our nations, and wishes the membership, leadership and staff of the MEF the very best on your 60th anniversary.

Your anniversary also allows us to take note of our work together at the regional and global level. We commend the MEF for its leadership of the Confederation of Asia Pacific Employers (CAPE) and substantial contributions to both the International Organisation and Employers (IOE) and the International Labour Organisation's (ILO) International Labour Conference.

We also wish to pass on our personal congratulations for your presidency of the MEF, your leadership of CAPE, and previous presidency of the IOE. Congratulations also to Mr Bardan and Mr Ramadass for their long contributions to ensuring Malaysia and our wider Asian region has a strong and positive employer voice at the global level.

**Jeremy Johnson**

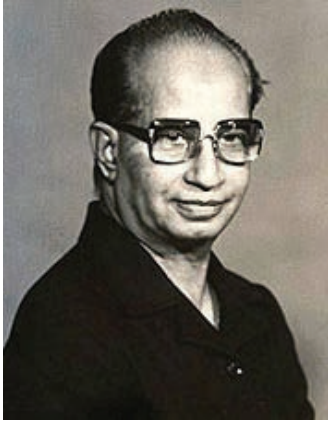
President of the Australian Chamber of Commerce and Industry



A Tribute to Our Past Presidents

# Al-Fatihah

**MEF HONORARY LIFE PRESIDENT,**  
the late Y.Bhg. Tan Sri Dato'  
S.O.K. Ubaidulla Kadir Basha.



Tan Sri Ubaidulla, a founding member of the Federation of the Malaya Industrial & Commercial Employers' Consultative Association in 1959, initially served as its Vice Chairman. In 1963, he was appointed to lead the Association as the Chairman.

When the Association changed its name to the Malayan Employers Consultative Association (MECA) and subsequently to MEF, Tan Sri Ubaidulla was elected as its President, a position which he held until Dec 1982. In recognition of his untiring and dedicated service in the interest of employers, Tan Sri Ubaidulla was then made its Honorary Life President.

Tan Sri Ubaidulla passed away peacefully at his home in Bukit Pantai, Kuala Lumpur on Jan 22, 2009. He is survived by his wife Y.Bhg. Puan Sri Mehrunnisa Mohideen and two sons.





**MEF PRESIDENT EMERITUS,**

the late Y.Bhg. Dato' Dr. Mokhzani  
Abdul Rahim



A member of the MEF Council since 1980, Dato' Dr Mokhzani is fondly remembered for his long and dedicated service to the Federation and the employer community. He represented MEF as a member of the National Labour Advisory Council (1982-2000) and sat on the Boards of SOCSO (1984-1992), EPF (1989-1997), and served as the first Chairman of Pembangunan Sumber Manusia Berhad in 1992 up to 2003.

At the international level, he served as President for the ASEAN Confederation of Employers (ACE) for three terms between 1993 -1995, the Federation of ASEAN Economic Associations (FAEA) (1983-1995) and the South East Asian Social Science Association (1976-1979). He was Vice President of the Malaysia-Japan Economic Association (1989) and Board



Member of the Malaysia-Norway Business Council (1992-1999).

Dato' Dr Mokhzani led Malaysia's employers' delegation at the International Labour Conference (1983-2000) and was the Employer Deputy Member of the ILO Governing Body (1993-1996).

Dato' Dr. Mokhzani Abdul Rahim, who headed the Federation as President for 16 years (1983-1996, and 1998-1999), passed away peacefully on June 15, 2003. He was 64. Dato' Dr Mokhzani is survived by his wife, Y. Bhg. Tan Sri Azizah Mokhzani and his three children.

Dato' Dr Mokhzani was appointed the MEF President Emeritus by the MEF Council on May 25, 2002.



**MEF IMMEDIATE PAST PRESIDENT,**

the late Tn. Hj. Md Jafar Abdul Carrim



Tn. Hj. Md Jafar was actively involved with MEF when he became a Council Member (1996-1997), and Treasurer (1998-May 2000), prior to his election as MEF President from May 2000 to June 2006.

Among others, Tn. Hj. Md. Jafar served on the Board of Employees Provident Fund (EPF), and Board of Malaysia Productivity Corporation (MPC); Member of National Labour Advisory Council, Member of the Working Committee on Human Resources/Education & Immigration, and the Committee on National Retrenchment Scheme of the Ministry of Human Resources.

Tn Hj. Jafar served as Chairman and Director of various Sime Darby Bhd Malaysia Region I companies. He passed away on 19 October 2017 leaving his wife, Puan Hj. Zarina Jalaludin and four children.

Roll of Honours

## Presidents of MEF

|  |                |
|--|----------------|
| Mr. R.J.E. Price                           | 1959 – 1962    |
| Tan Sri Dato' S.O.K. Ubaidulla Kadir Basha | 1963 – 1982    |
| Dato' Dr Mokhzani Abdul Rahim              | 1983 – 1996    |
| Tan Sri Nik Mohamad Nik Yaacob             | 1997 – 1998    |
| Dato' Dr Mokhzani Abdul Rahim              | 1998 – 1999    |
| Tn. Hj. Md. Jafar Abdul Carrim             | 2000 – 2005    |
| Tan Sri Azman Shah Dato' Seri Haron        | 2006 – present |



# *The 60th Anniversary*

- A Walk Down Memory Lane



## *Then.....*

60 YEARS AGO a group of employers representing a cross-section of Malayan industry gathered at the Selangor Club in Kuala Lumpur to inaugurate the Federation of Malayan Industrial & Commercial Employers' Consultative Association.

The Chairman of the meeting, Mr. I.P. Bruce who was chief executive of what was then the Shell Company of the Federation of Malaya, stated the rationale for setting up a properly registered association of employers:

*"The path towards progress and development along which the Federation of Malaya has chosen to travel is that a private enterprise economy operating within the policy laid down by a democratically elected government. It is only right that the government should expect the interests of employers to be represented by a recognised and far reaching association, and that it should be able to turn to that body for advice and consultation on all matters pertaining to the functioning of the free enterprise system ... There are certain conditions indispensable to the proper functioning of the free enterprise, and it is the responsibility of employers to ensure that the Government maintains them."*

These words today underlines MEF's significant role as an active tripartite partner in the development of Malaysia.

The Association was established with 73 founder-members and the Pan Malayan Road Transport Operators' Association as an affiliate member. Mr. R.J.E. Price of the Malayan Tobacco Company served as its first Chairman while Tan Sri S.O.K. Ubaidulla Kadir Basha was elected Vice Chairman. Tan Sri Ubaidulla took the helm three years later in 1963. When the Association changed its name to the Malayan Employers Consultative Association (MECA), Tan Sri Ubaidulla was elected as the President – a position which he held until December 1982. In recognition of his long association, untiring and dedicated service to the Association, he was made the Honorary Life President.

In May 1962, the Malayan Employers' Consultative Association (MECA), the Malayan Agricultural Producers Association (MAPA) and the Malayan Mining Employers' Association (MMEA) formed the Malayan Council of Employers' Organisation (MCEO).



MCEO was officially recognised as the apex employer organisation in Malaysia and fulfilled the need for consultation and co-ordinated thinking among private sector employers on matters of common interest. It soon became apparent that the membership base of a central organisation had to be expanded to reflect the structural changes that were taking place in the national economy and allow for a greater diversity of employer representative and functional effectiveness. A strategic realignment was essential to enhance the effectiveness of the Association. This view was also reflected in the Labour Minister's speech at the 11th Annual General Meeting of MCEO in 1976 when he said:

*"...the Government would like to see MCEO develop into a strong pinnacle of employers' organisations in this country, whose influence would pervade all aspects of management relations which are conducive to the maintenance of industrial peace and harmony."*

On 31 December 1977, the dissolution of MCEO was unanimously agreed by the constituent bodies and there was a transformation of MECA into the new apex of an employer organisation called the MEF. The membership of MEF included all the direct members of MECA, which became known as Ordinary Members and six employer trade unions which became the Association Members. The change involved a structural reshuffle to reflect an image of a strengthened, closely knit and united central employer organisation. This was achieved by uniting the existing employer organizations together with individual corporations in the private sector under a common umbrella, thus, emphasising the status of the Federation as the most representative employer organisation in the country.

The last 60 years have been eventful in the growth of MEF. At the beginning of 1978, the Ordinary members totaled 877. In its 35th year, the Ordinary Members strength had grown to 2,239; in its 40th year MEF registered members was 3,332. Today, the Federation has more than 5,800 Ordinary Members representing companies from various industries, professions and sizes, and 25 association members. The continuous growth in the Federation's membership base is testament of the experience and expertise of the resources available in MEF and the members' positive commitment and solidarity.





# MEF as a Team Player of the Malaysian Economic Development

In representing employers' views, the MEF had made constructive proposals, particularly in the areas of labour legislations and human resource development & management to meet the needs of the economy, addressing the issues of unemployment, reducing dependence on foreign workers, promotion of productivity-linked wage system, social responsibility, maintenance of harmonious industrial relations environment and revamping labour legislation to be in tandem with the realities of a dynamic economy.

Dialogue sessions were also held with the Ministries of Human Resources; Health; and International Trade and Industry. In 2004 for instance MEF at the invitation of the Ministry of International Trade and Industry, was deeply involved in the Taskforce Resource Group on Human Resource Requirements for the Third Industrial Master Plan (2006-2020).

Bipartite meetings with the MTUC and other unions continued to be organised to discuss pertinent labour issues.

The MEF council, the Industrial Relations Panel and various specialised committees help in coordinating the employers' views on national issues and shaping the policy pertaining to industrial relations and human resources policy.

The MEF council is vested with the authority to regulate, manage and control all the affairs of the Federation and to carry out its objectives. The Industrial Relations Panel, which is constituted by representatives from member companies and association members, deliberates on priority matters which have direct impact on industrial relations.

The MEF, as the most representative organisation of private sector employers in Malaysia, continued to play an active role at the regional and international level in representing the views of employers.

The MEF ensures that the interests of Malaysian employers are fulfilled by means of maintaining close ties with the authorities and the other social partners at the regional and international levels.



At the regional level, the MEF is a founder member of the ASEAN Confederation of Employers (ACE) and a founder member of Confederation of Asia-Pacific Employers (CAPE). Through its international affiliations as a member of the International Organisation of Employers (IOE) and its active participation in the International Labour Organisation (ILO), the MEF ensures that the interests of Malaysian employers are fully and effectively represented at the international fora.

In year 2013, MEF President Tan Sri Azman Shah Dato' Seri Haron continued to be the President of the International Organisation of Employers (IOE) as well as the Chairman of



the Confederation of Asia Pacific Employers (CAPE). On 12 January 2013, MEF was once again entrusted by the ASEAN employers' organizations to assume the Presidency of the ASEAN Confederation of Employers (ACE) for the period of 2013-2015.

Tan Sri Azman Shah Dato Seri Haron, the President of MEF, a prominent leader and businessman is highly capable, dedicated and committed in playing his role at high-level discussions on the numerous employers and employment-related matters. He has been holding the Presidency of MEF for the eighth term (2006 up till present), Tan Sri Azman Shah also holds significant positions in his various capacity within the industry such as the Chairman of the Consultative Panel for Hospitality Industry, Board Member of Malaysia Productivity Corporation (MPC) and Employees Provident Fund (EPF). Tan Sri Azman Shah was an Advisory Board Member of the Malaysian Industrial Development Authority (MIDA). He is also the Chairman of the Confederation of Asia Pacific Employers (CAPE), , Member of PEMUDAH Malaysia, Substantive Member of National Labour Advisory Council (NLAC), Council Member of the National Wages Consultative Committee (NWCC) Ministry of Human Resources, Member of Public Services Commission Malaysia, Council Chairman of Polytechnic Education, Ministry of Higher Education Malaysia, Member of Yayasan Kebajikan Anak-Anak Yatim Malaysia (YATIM),



Treasurer of Rumah Bakti Dato' Haron Idris , Ulu Klang, Selangor (Orphanage), and Trustee of International Institute of Islamic Thought & Civilization (ISTAC) Trust Fund, Registered. He was the Past President of International Organization of Employers (IOE) for the period 2011-2014, Chairman of ASEAN Confederation of Employers (ACE), Alternate Member of Asia Pacific Economic Corporation (APEC) / Business Advisory Council (ABAC) Malaysia and Co Chairman of the Working Group Efficiency Issues (WGEI) of PEMUDAH.

As for the Executive Director of MEF, on 1 February 2014, in view of MEF's significant and relevant contributions towards the country's growth, particularly on the development of the labour legislations and services to the employers' community, the Federation's Executive Director, Datuk Hj. Shamsuddin Bardan was conferred the prestigious 'Panglima Mahkota Wilayah' Award by the Yang di-Pertuan Agong of Malaysia, DYMM Tuanku Al-Haj Abdul Halim Mu'adzam Shah in conjunction with the Federal Territory Day 2014. The Award reflected the significant contributions of MEF at the national and international levels. In August 2014, Datuk Hj. Shamsuddin was appointed as a member of the National Education Advisory Council of the Ministry of Education, Malaysia. These recognitions reflect Datuk Hj. Shamsuddin's commitment and dedication which contribute significantly to the development of the nation via his role in leading the MEF Secretariat.







**ASEAN CONFEDERATION OF EMPLOYERS BOARD OF DIRECTORS MEETING  
10 MAY 2014 KUALA LUMPUR**





# MEF Loyal Staff

| Staff's Name  | Years of Service |
|---|------------------|
| Puan Tan Yang Heah (Jeannie)<br><i>Executive Assistant</i>                              | 44 yrs           |
| Datuk Hj. Shamsuddin bin Bardan<br><i>Executive Director</i>                            | 36 yrs           |
| Puan Aspalela Ayob<br><i>Training Executive</i>   | 29 yrs           |
| Puan Lee Yoke Wan<br><i>Senior Manager – Research &amp; Information</i>                 | 28 yrs           |
| Encik Wong Chee Mun<br><i>Senior Manager – Information Technology</i>                   | 26 yrs           |
| Encik Mat Sahizol Raduan bin Nordin<br><i>Clerk</i>                                     | 26 yrs           |
| Cik Wong Ping Sing<br><i>Membership &amp; Public Relations Executive</i>                | 25 yrs           |
| Puan Haslena binti Ismail<br><i>Senior Manager – Membership &amp; Public Relations</i>  | 23 yrs           |
| Puan Ruhaiza binti Mohamad Sopian<br><i>Secretary to Executive Director</i>             | 23 yrs           |
| Puan Kamsiah binti Bustaman<br><i>Office Assistant</i>                                  | 22 yrs           |
| Cik Eu Yeok Hoon<br><i>Senior Clerk</i>   | 21 yrs           |
| Puan Roszanariah binti Saadon<br><i>Senior Clerk</i>                                    | 21 yrs           |
| Puan Maslifa binti Masmuda<br><i>Senior Research Analyst – Survey &amp; Information</i> | 20 yrs           |

|  |        |
|--|--------|
| Cik Rohana binti Ismail<br><i>Senior Clerk</i>   | 20 yrs |
| Encik Venugopal a/l Muniandy<br><i>General Manager – Industrial Relations</i>              | 19 yrs |
| Puan Norizah binti Amat<br><i>Senior Clerk</i>   | 19 yrs |
| Puan Azizah binti Haji Talib<br><i>Economist</i>   | 18 yrs |
| Puan Rozameza binti Nawawi<br><i>Senior Clerk</i>  | 18 yrs |
| Encik Anis Fahmy bin Pauzi<br><i>Consultant – Occupational Safety and Health</i>           | 16 yrs |
| Encik Goh Seng Wing<br><i>Senior Consultant – Industrial Relations</i>                     | 15 yrs |
| Encik Mohd Zakri bin Baharudin<br><i>Senior Manager – Employer Affairs</i>                 | 15 yrs |
| Encik Abdul Halim bin Abdul Adris<br><i>Office Assistant</i>                               | 15 yrs |
| Encik Tan Kee Tett<br><i>Senior Consultant – Industrial Relations</i>                      | 14 yrs |
| Puan Thilagarani a/p Thilaganathan<br><i>Senior Consultant – Training</i>                  | 14 yrs |
| Lt. Col (R) Hj Mohd Akhir bin Hj Hamzah<br><i>Senior Consultant – Industrial Relations</i> | 13 yrs |
| Puan Zawiyah binti Mohd Yusop<br><i>Executive Assistant – Research &amp; Information</i>   | 13 yrs |



|   |        |
|---|--------|
| Puan Manjit Kaur a/p Bhwa Singh<br>Senior Clerk                                 | 13 yrs |
| Encik Abdullah bin Abdul Karim<br>Senior Consultant – Industrial Relations      | 12 yrs |
| Puan Goh Lea Koon<br>Senior Research Analyst – Survey & Information             | 12 yrs |
| Encik Sri Vahlsan Krishnan Nair<br>Consultant – Training                        | 12 yrs |
| Puan Prema a/p Kesavan<br>Senior Consultant – Industrial Relations              | 11 yrs |
| Puan Saraswathi a/p Ravindran<br>Senior Consultant – Industrial Relations       | 11 yrs |
| Cik Yap Chui Choo<br>Manager – Finance and Administration                       | 11 yrs |
| Cik Kong Sook Fong<br>Finance and Admin Executive                               | 11 yrs |
| Puan Nazlina binti Nasarudin<br>Clerk   | 11 yrs |
| Encik Nantha Kumar a/l Varatharajah<br>Senior Consultant – Industrial Relations | 10 yrs |
| Encik George Young Si-Ricord Junior<br>Consultant – Industrial Relations        | 10 yrs |
| Encik Mohd Remie bin Mahmood<br>IT Executive                                    | 10 yrs |

# MEF Serving Members' Needs

Throughout the years, the MEF continues to grow in strength in terms of membership. So as to meet the growing needs of the members, MEF is improving the quality and scope of its consultancy, training and research services.

## Industrial Relations/ Policy Development

### INDUSTRIAL RELATIONS SERVICES

The core activity of the MEF is the Industrial Relations consultancy and advisory services provided by the MEF Industrial Relations Consultants, which have proven to be very useful for members in dealing with the various human resources and industrial relations issues. The advisory services are provided by phone, fax, email, and face-to-face discussions.

Members also visit various offices of the MEF to seek immediate assistance. In response to requests made by member companies, the MEF consultants are also available for consultation at the premises of members.

Special areas of expertise of the MEF Industrial Relations Consultants include terms and conditions of employment, labour legislation, trade union recognition, collective bargaining and discipline.

The Industrial Relations Consultants represent members at the Industrial Court, Labour Court and at conciliation proceedings for various types of Industrial disputes with their unions and their employees.



## INDUSTRIAL RELATIONS PANEL

### INDUSTRIAL RELATIONS PANEL

The Industrial Relations (IR) panel, which is constituted by representatives from employers' group and association members, is charged with responsibilities to deliberate on all labour and industrial relations matters. The IR panel performs an important function in linking the human resource practitioners from the various industries and the MEF Secretariat in ensuring that important industrial relations issues are addressed and resolved.



## IR PUBLICATIONS

To promote excellence in the management of human resources, MEF has published a series of publications in the industrial relations field. The titles are as follows :

1. Managing Discrimination at the Workplace
2. Practical Guide on Performance Management
3. Leave and Absenteeism in Employment (Second Edition)
4. Collective Bargaining & Collective Agreements – The Law & Practice
5. Legal & Practice Guide on Fixed Term Contracts of Employment
6. 'Criminal' Misconduct in Employment (Guide & Commentary – Second Edition)
7. Practical Guide to Human Resources Management
8. Industrial Relations Act – Guide & Commentary
9. Employment Relationship
10. Guide to Redundancy & Retrenchment
11. Practical Guide to Human Resources Management 2nd Edition







## Training / Regional Meetings/Conferences

### REGIONAL MEETINGS

The regular monthly regional meetings served as a forum for members to exchange views, opinions and experience, and update information on various topical issues affecting human resource management, labour laws and industrial relations.

Members are also updated with the latest development in the Government policies as well as the proposals made by the MEF to amend the various labour legislations and matters discussed by the Industrial Relations Panel.

The relevant Industrial Court Awards are highlighted at these meetings to update members with the implication and principles involved in the judgement. Members also benefit from the discussion on the current status of the Collective Agreement negotiations of member companies.

From time to time, Government officials as well as guest speakers are invited to address the meetings on the topics that affect employers in order to give better understanding on the issues.

### REGIONAL OFFICES

Regional offices were set up in Penang, Johor Bharu, Kuantan, Ipoh and Kuching. In 2016, MEF expanded its coverage by setting up the Sabah office to meet the increasing number of membership and to have a better coverage of the MEF services for members in the region. The regional offices continued to be useful for members outside the central regions to seek advice especially on industrial relations matters. Training courses are also conducted at regional offices.



## TRAINING ACTIVITIES

The Federation established the MEF Academy on 22 October 2004, with the following objectives:

- for the provision of training and academic education,
- for the continued enhancement of the skills of employers and/or its representatives, at all levels; and
- for the effective and efficient management of human resources, industrial relations, occupational safety & health and related subjects.



The MEF Academy started operations on 1 July 2005. It provides training on human resource management, industrial relations and occupational safety & health. It will continue to expand its portfolio of industry-focused programmes. The MEF Academy will also develop and introduce academic certification programmes in the areas of business and management, as well as expand collaborations with local and foreign institutions of higher education.

In pursuit of the need to be industry-focused, the MEF Academy also initiated the Trainers & Human

Resource Developers (THRD) network for members in the Central Region. There is also the need to assist employers to draw up integral training programmes to fully utilise the funds available under the Human Resources Development Fund (HRDF).

The human resource management courses are upgraded to equip participants with higher levels of skills. These courses relate to the many skills that human resource practitioners need in discharging their day-to-day job functions. Several members indicated that they had benefitted from the training programmes and the results can be seen in the improved performance of the workforce in terms of better discipline, efficiency, motivation and higher productivity.

Courses in industrial relations relating to disciplinary procedure, termination of employment and collective bargaining proved to be specially attractive to members. In response to the demands of members, the MEF organised several successful workshops addressing the contemporary issues in Malaysia such as the Prevention of Sexual Harassment at the workplace, Occupational Safety and Health and Corporate Planning.





The Diploma in Industrial Relations, which was first launched in 1996 in collaboration with the International Labour Organisation (ILO), has become a permanent feature in the MEF Academy training programme. The diploma course aims at equipping human resource practitioners with requisite knowledge and confidence to enable them to meet the challenges of their professions. The programme has been granted the Approved Training Programme (ATP) status by the Human Resources Development Council (HRDC).

The MEF Diploma in Industrial Relations is an increasingly popular programme among human resource practitioners which is aimed at equipping them with practical industrial relations and human resource management

knowledge. The faculty consists of MEF senior industrial relations consultants, lawyers, human resource practitioners, academicians and specialists from the International Labour Organization regional office, Bangkok.

## RESEARCH AND INFORMATION ACTIVITIES

The Research & Information Section of the Federation continues to serve an important role in delivering up-to-date information and evaluation of various matters relating to human resources management and economic data more speedily and effectively.

Members are kept abreast with important developments through the issuance of the monthly newsletters and periodic circulars, and updates on various laws and regulations. With the aim of providing timely and reliable information, staff of the Research and Information department conduct a number of surveys on topical human resources issues.

The yearly survey of the MEF, namely the Salary and Fringe Benefits Survey, provides an insight to compensation packages offered by member companies to their employees.

Since the launching of the MEF Homepage in 1998, the homepage has recently been





upgraded to be a user friendly, effective platform for the MEF to provide members with the latest information on Human Resource Management as well as informing the public on the activities and services provided by the Federation.

## SEMINARS AND CONFERENCES

MEF National Conference and MEF Industrial Relations Conference have been organised to serve as a forum for the exchange of ideas and fellowship among Human Resource practitioners. The MEF continues to nominate participants from the members as well as the Secretariat to represent the MEF either at local or international seminars and workshops.

Participation at these forum provides the MEF nominees with a good opportunity to present views of Malaysian employers. Under the training exchange programmes, participants are exposed to new ideas and technology which they can apply in their respective workplaces.

## CREATING A CONDUCTIVE BUSINESS ENVIRONMENT

As Malaysia weathers the current global economic downturn that has been brought about by globalisation and increasing trade liberalisation, the role and responsibilities of the MEF has indeed become more crucial.

While keeping to the tradition of fostering enlightened management systems and promoting effective industrial relations policies, over the years MEF has also focused efforts to promote the creation of a conducive business environment.

The Federation has recognised the dire need to also make presentations on the business interest of employers. With the aim of enhancing Malaysia's overall productivity and competitiveness, MEF will continue its



pragmatic and pro-active approach to fulfill the aspirations and needs of employers. Through dialogues and various endeavours, MEF will continue to strive to support and persuade the Government to take into account the concerns and interests of the employers in the formulation of its policies.

Over the years, MEF expanded its scope of interest and has been sought to provide views



on a wide array of issues by many Government Ministries and Agencies, and other organisations. To cope with the expanding scope of activities and to respond to the needs of members, the Secretariat has been expanded to include multi-disciplinary professionals.

In the area of industrial relations (IR) and human resources, more consultants are recruited to meet the growing demand for IR services. It is assuring to note that the combined years of experience of MEF IR Consultants is more than 250 years. Comprehensive and effective consultancy services are maintained for the benefit of members and an IR Research Unit is now in place to beef-up IR services to members.

The research activities of MEF were strengthened and equipped to meet ever-growing demand for timely and accurate information.

The MEF website, which was set up in 1998, has been upgraded to serve as an interactive portal and further enhance communication. The MEF library is also computerised and is continually updated to enable members to access its large and comprehensive database. In addition, paperless communication was introduced beginning January 2006 as part of the Secretariat's continuous efforts to service the members more effectively.

Consistent with the Government's focus on the development of human capital, MEF established the MEF Academy in 2005. The Academy was set up to provide enhanced training services and will eventually offer top quality graduate and post-graduate courses in the near future.





## *Looking Forward*

The Federation's role as the country's central organization representing the interests of private sector employers will continue to be important in the years ahead as Malaysia moves forward to become a fully developed nation.

With these goals in sight, it is therefore necessary to integrate human resources planning into the country's overall development strategies and targets. MEF will have to develop closer and regular consultation with the relevant authorities to effect a periodic review of education and training so as to ensure that the graduates of educational institutions as far as possible meet the requirements of ever changing labour market.

In the daily provision of services to members, MEF will step up both the advisory and training activities. While emphasising industrial relations, MEF will pursue other fields such as safety and health at the workplace, social responsibility and environmental management more systematically.

In terms of training, expertise will be provided to assist members to draw up integral training programmes to fully utilise the funds available under the Human Resources Development Fund.

MEF members would require more up-to-date information on various matters relating to human resources management more speedily and the Federation will have to better equipped to cater to these needs.

Whilst we continue to meet the challenges of changing time MEF has to adapt a pragmatic and yet pro-active approach to fulfill the aspirations and needs of our membership in line with the ever changing business environment.



PERSEKUTUAN MAJIKAN-MAJIKAN MALAYSIA  
MALAYSIAN EMPLOYERS FEDERATION

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