



NATIONAL CONFERENCE 2018

Wednesday, 10 October 2018 – Thursday, 11 October 2018

Venue: Hotel Istana, Kuala Lumpur

“Managing Discrimination at the Workplace”



HRDF CLAIMABLE

Package includes:

- **Complimentary seat at the MEF Annual Dinner**
- **Complimentary copy of the latest IR Publication on “Discrimination at the Workplace - Law and Practice”**

ENQUIRIES

- HQ (03 – 7955 7778)
- Pn Maslifa Masmuda (ext. 120) (maslifa@mef.org.my)
- Pn Goh Lea Koon (ext. 161) (leakoon@mef.org.my)
- Cik Musfirah Liyana bt Mustapa Kamar (ext. 119) (musfirah@mef.org.my)
- Cik Norkhalidah Mohd Nordin (ext.163)
- (norkhalidah@mef.org.my)

CONFERENCE OVERVIEW

Discrimination at the workplace is a serious matter and may be prevalent even as early as from the recruitment stage, during employment to post employment. If not properly managed, discrimination can be costly to employers in terms of increased employee turnover and rate of absence, as well as causing employees to have low morale and productivity. Managing discrimination requires adequate training for employees and supervisors to handle issues of discrimination as employers can be vicariously liable for their discriminatory actions. In order to protect employers from discrimination claims, the employer needs to put in place clear policies, practices and procedures to prevent discrimination at the workplace.

The theme of the Conference, "Managing Discrimination at the Workplace", addresses the issues and challenges outlined in the complimentary MEF publication on 'Discrimination at the Workplace – Law and Practice.' The Conference outlines policies and workable reporting mechanisms to encourage employees to report discriminatory or harassing conduct through appropriate channels, the employer's investigation procedures and confidentiality. Of particular interest would be the panel discussions on Equal Opportunity in Employment, and the issues and challenges on the proposed new policies on Reference to Industrial Court and Claim for Recognition.

WHO SHOULD ATTEND

- ✓ HR Practitioners (Heads, Directors, Managers, Consultants)
- ✓ Representatives from Unions, NGOs
- ✓ Management (IT, Legal, Finance)
- ✓ Representatives from Government
- ✓ Academia from Colleges, Universities, Technical and Vocational Institutions

WHY ATTEND

- Understand the various issues where discrimination can occur throughout various phases of pre-employment, during employment & post-employment
- Gain insight into the latest cases at the Industrial Court on discrimination at the workplace and see how the Industrial Court view discrimination when handing down awards
- Get involved in the discussions arising from the presentations and panel views on discrimination
- Be exposed to management strategies in dealing with bullying and harassment which have posed challenges to employers
- Acquire knowledge on latest cases of sexual harassment at the workplace
- Abundant opportunities to broaden networking with senior executives, and academia
- Platform for exchange of ideas and brainstorm practical solutions



1ST DAY – WEDNESDAY, 10 OCTOBER 2018

8.30 am - 9.00 am	Arrival and Registration
8.55 am – 9.00 am	Safety Briefing by Hotel
9.00 am – 9.05 am	Opening Speech
9.05 am - 10.25 am	Pre employment Discrimination Issues – What to Look out For? – by <i>Datuk Hj Shamsuddin Bardan, MEF Executive Director</i>
10.25 am - 10.40 am	Tea-break and Networking
10.40 am – 12.00 pm	Discrimination Issues – Perspectives of the Industrial Court – by <i>Y.A. Tuan Peter Iruthayaraj, Chairman of Industrial Court, Industrial Court of Malaysia</i>
12.00 pm – 12.45 pm	Welcome Address Keynote Address & Opening of the Conference – by <i>YB Dato' Mahfuz bin Omar, Deputy Minister of Human Resources (tbc)</i> Launching of the latest IR Publication on “Discrimination at the Workplace - Law and Practice”
12.45 pm – 2.15 pm	Lunch and Networking
2.15 pm – 4.30 pm	Panel Discussion: Equal opportunity in Employment <ul style="list-style-type: none">• MoHR (tbc)• <i>Puan Junaina binti Johan, Principal Assistant Secretary, Policy of Women, Family and Community Division, Ministry of Women, Family and Community Development</i>• <i>Datuk Hj Shamsuddin Bardan, MEF Executive Director</i>
4.30 pm	Tea-break and Networking
7.30 pm	MEF Annual Dinner

2ND DAY – THURSDAY, 11 OCTOBER 2018

9.00 am - 10.15 am	Employment and Post Employment Discrimination Issues - Challenges and Strategies – by <i>MEF IR Senior Consultants (Tn Hj Zaikon Jaafar, Encik Goh Seng Wing, Puan Saraswathi Ravindran)</i>
10.15 am - 10.35 am	Tea-break and Networking
10.35 am - 11.50 am	Workplace Bullying - Speak Up – by <i>Dr Gurdeep Singh Grewal, Clerkship Director, Perdana University Graduate School of Medicine</i>
11.50 am – 1.05 pm	Sexual Harassment – Latest Cases and Issues – by <i>Y.A. Puan Rajeswari Karupiah, Chairman of Industrial Court, Industrial Court of Malaysia</i>
1.05 pm – 2.30 pm	Lunch and Networking
2.30 pm – 4.30 pm	Panel Discussion: Proposed New Laws on Reference of Dismissal Cases to Industrial Court and Claim for Recognition <ul style="list-style-type: none">• <i>Y.A. Puan Noor Ruwena binti Dato' Md. Nurdin, Chairman of Industrial Court, Industrial Court of Malaysia, MoHR</i>• <i>Encik S. Somahsundram, Vice-President (Private Sector), MTUC</i>• <i>Encik A. Ramadass, MEF Vice-President (tbc)</i>
4.30 pm	Tea-break and End of Conference

Yes! Register me for the MEF National Conference

2018 at Hotel Istana on 10 - 11 October 2018

Conference (without Accommodation):

MEF Members: RM1,950

Non-Members: RM2,400

Discounted Rate for Members

- RM1,853** for MEF Conference 2017 participants
- RM1,853** for Early Bird before 30 Sept. 2018
- RM1,755** for Early Bird + MEF Conference 2017 participants

Discounted Rate for Non-Members

- RM2,280** for MEF Conference 2017 participants
- RM2,280** for Early Bird before 30 Sept 2018
- RM2,160** for Early Bird + MEF Conference 2017 participants

Group Discount: For 3 or more participants from each company, there will be additional 5% discount.

Payment

Upon receipt of the registration form, an invoice would be issued for payment. All confirmed participants must pay full fee before the event. Walk-in participants with payment will be admitted on space availability basis. Payment in cheque is to be made in favour of **MALYSIAN EMPLOYERS FEDERATION**.

Payment by bank deposit to Account No: 105280002422, Affin Islamic Bank Berhad in favour of **MALYSIAN EMPLOYERS FEDERATION**. A copy of the transfer slip and invoice number should be emailed to nur.iffah@mef.org.my or siti.nurhana@mef.org.my or yapcc@mef.org.my

Cancellations

Note: RM500 service fee will be charged on written cancellations received less than one week from the date of the event. A credit memo will be sent reflective that amount, which can be used for future conferences. If you do not cancel your registration before the day of the event, you will be charged for the full conference amount.

Send your Registration Form to:

MALYSIAN EMPLOYERS FEDERATION

3A06-3A07, Block A, Pusat Dagangan Phileo Damansara II, No. 15, Jalan 16/11, Seksyen 16, 46350 Petaling Jaya, Selangor Darul Ehsan Or via e-mail : NC2018@mef.org.my ; maslifa@mef.org.my ; leakoon@mef.org.my ; musfirah@mef.org.my

Or via fax : 03-7955 9008 / 7955 6808

Participant 1

Dr /Mr /Mrs /Ms :

Position :

Mobile :

Email :

Participant 2

Dr /Mr /Mrs /Ms :

Position :

Mobile :

Email :

Participant 3

Dr /Mr /Mrs /Ms :

Position :

Mobile :

Email :

The MEF strives to provide you with the most productive and pleasant experience possible. The MEF reserves the right to amend the program to ensure the success of the Conference.

Contact Details

Company: _____

Mailing Address: _____

Contact Person: (Prof /Dr /Mr /Mrs /Ms / _____): _____

Position: _____ Email: _____ Tel: _____ Fax _____

Cheque No. : _____ Amount: RM _____

(Authorised Signature)

Date