

For employers and employees

TWO years after independence in 1957, as Malaya took its first steps on the long (and still ongoing) journey towards developed nation status, a group of employers met in Kuala Lumpur to establish an association.

The chairman of the then newly-minted Federation of Malaya Industrial & Commercial Employers' Consultative

Association, I.P. Bruce of oil company Shell, described the association's objective in his address to the group:

"The path towards progress and development along which the Federation of Malaya has chosen to travel is that of 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." (Excerpt from www.mef.org.my.)

Over the years, the association has expanded and changed names – it is now the Malaysian Employers Federation (MEF) – but its original objective remains the same: to be a body that people can turn to for information on doing business and working in Malaysia.

In line with this, the MEF recently published *Collective Bargaining & Collective Agreements: The Law And Practice*, the



10th book in its series on specialised subjects relating to industrial law. This comprehensive and informative book is a manual employers can use in ensuring collective agreement discussions are done correctly; it is also a rule book for trade unions as well as a handbook on rights for employees.

Aimed at those involved in the field of industrial relations and human resources management, the book

looks at what collective bargaining is and why collective agreements (CAs) are necessary; it then goes into great detail about how CAs can be formulated and even discusses strategies and tactics. Case studies are also included to demonstrate how these laws and regulations apply in the real world.

Suggested by MEF executive director Datuk Shamsuddin Bardan, the book was written by MEF adviser (special function) M. Vivekanandan, who drew on experiences during his tenure with the Department of Industrial Relations in the Human Resources Ministry and with the MEF itself.

Employers and employees should note that this book is suitable for current use because it has the latest case studies and is up to date with all MEF rules and regulations.

Collective Bargaining & Collective Agreements is available only at MEF headquarters in Petaling Jaya and its regional offices. For more information on how to obtain the book, call 03-7955 7778, e-mail mef-hq@mef.org.my or go to www.mef.org.my.