



# MEF

## WEBINAR ON KEY CHANGES TO LABOUR LAWS IN MALAYSIA EMPLOYMENT ACT 1955 vs LABOUR ORDINANCE OF SARAWAK & SABAH

Date: 14 May 2024

ONLINE MS TEAM

Time: 8:30am - 5:00pm

Fee: RM700 per pax (with SST)

\*HRDC Claimable

Payable to MEF Academy Sdn. Bhd.



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# ABOUT THE WEBINAR

## INTRODUCTION

The Employment Act 1955 is a fundamental law which provides minimum terms & conditions of employment for employees in the private sector. In 2022 the Act was amended and takes effect on 1.1.2023 in the Peninsular Malaysia and Labuan. For the state of Sabah & Sarawak the corresponding legislation are the Labour Ordinance (Sarawak Cap. 76) and Labour Ordinance (Sabah Cap. 67) which are also in the pipeline for amendment. This webinar will highlight major differences between the three labour laws and the changes that have taken place. It provides participants with strategies to ensure proper implementations and to avoid unnecessary litigation process such as compound, prosecution and complaints from employees.

## OBJECTIVES:

1. To understand the key provisions of the Employment Act 1955, Labour Ordinance Sabah/Sarawak and its appropriate implementations.

2. To provide participants with the knowledge and effective application skills of the Act/Ordinances at the workplace and addressing its foreseeable changes.

## WHO SHOULD ATTEND?:

- Human Resources/ Industrial Relations Practitioners/ Officers
- Head of Department/ Units
- Operations Managers, Supervisors and Staff at Management Level

TIME	CONTENTS
8:30 am	Registration
9:00 am – 10:15 am	<ul style="list-style-type: none"><li>• Key definitions / interpretations</li><li>• Employment Act 1955 vs. Labour Ordinance Sarawak &amp; Sabah</li><li>• Scope and Coverage</li></ul> <i>Dr Dzulzalani Eden, Director MEFA</i>
10:15 am – 10:30 am	Break
10:30 am – 1:00 pm	<ul style="list-style-type: none"><li>• Hours of Work, Public Holidays, Rest Days</li><li>• Strategies to Avoid Force &amp; Child Labour Practices in Employment</li></ul> <i>Mr. Phang Pin, Senior Assistant Director, Department of Labour</i>
1:00 pm – 2:00 pm	Lunch break
2:00 pm – 4:00 pm	<ul style="list-style-type: none"><li>• Sexual Harassment</li><li>• Discrimination at Workplace</li></ul> <i>Dato Jalaldin b. Hussain, Senior Principal Industrial Relation, MEF</i>
4:00 pm – 4:10 pm	Break
4:10 pm – 5:00 pm	<ul style="list-style-type: none"><li>• Flexible Working Arrangement</li></ul> <i>Dato Jalaldin b. Hussain, Senior Principal Industrial Relation, MEF</i>

## SPEAKERS PROFILE

**Dr. Dzulzalani Eden, *Director*** – MEF Academy with more than 30 years' experience in the field of labour and industrial relations. Prior to joining the Malaysian Employers Federation, he began his career in 1990 with the Ministry of Human Resources, where he had held various positions namely as Labour Inspector, Senior Labour Officer cum Industrial Relations Officer and Senior Assistant Director of Labour at the Department of Labour Sarawak as well as at the Ministry's Putrajaya office. The main duties carried out in these roles include enforcement of labour laws through workplace inspection, conciliation and arbitration of labour complaints and dismissal cases, advisory roles, other labour matters and consultations with the public. In 2014 he joined Universiti Malaysia Sarawak (UNIMAS) and pursued a role as a Senior Lecturer of Industrial Relations and Labour Studies at the Faculty of Social Sciences and Humanities teaching labour and industrial relations laws, negotiation and trade unions. He has also taught industrial relations and labour laws at Universiti Malaysia Sabah. A strong educational professional having a doctorate in industrial relations and human resource management from Victoria University, Melbourne, he is also a certified trainer with the Human Resources Development Corporation (HRDC), Ministry of Human Resources.



**Dato' Hj Jalaldin Hussain, *Senior Principal – Industrial Relations***. Upon reading law at the University of Malaya (1978-1982) and upon graduation, he was appointed to the Anti-Corruption Agency as Deputy Public Prosecutor (DPP) and held various positions in the Judicial and Legal service among others : Legal Advisor to the State of Kelantan, Director General of Institut Latihan Kehakiman dan Perundangan (ILKAP), Deputy Head of Law Revision and Law Reform at the Attorney General Chamber and Chairman of Industrial Court, prior to joining MEF in June 2021. He has vast experiences in the field of industrial relations and human resource development and management and has adjudicated on numerous Industrial Court cases.



**Mr Phang Pin, *a Senior Assistant Director***, Department of Labour Sarawak, currently attached to the Enforcement Division Department. He has worked with the Department of Labour Sarawak since 2005 and has served as the Assistant Director of Labour at Labour Office Kuching from 2005 to 2015, Labour Office Sibu from 2015 to 2017. He holds Bachelor of Science (Human Resource Development) from Universiti Putra Malaysia in 2004 and has been actively conducting trainings and briefing on labour and employment issues with various institutions.

