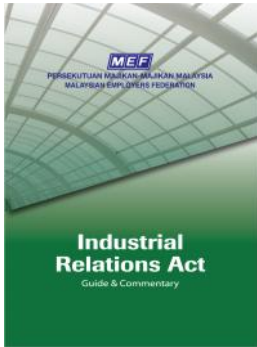


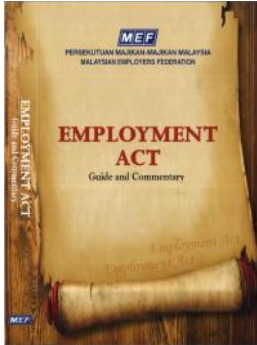
# INDUSTRIAL RELATIONS SERIES

## INDUSTRIAL RELATIONS ACT - GUIDE & COMMENTARY



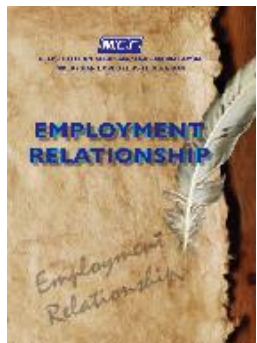
The Industrial Relations Act provides for the regulation of relations between employers, workmen and their trade unions, and the prevention and settlement of trade disputes. This book will assist practitioners and those involved in the implementation and administration of the Industrial Relations Act to better understand the various issues in implementing the provisions of the Act. The jurisprudence on industrial relations law is developing rapidly and relevant provisions of the Industrial Relations Act are discussed. The impacts of the provision together with the day to day issues on the implementation of the provisions are explained by citing the relevant case laws and giving appropriate examples. The Act emphasizes on negotiations between employers and workmen and their trade unions to settle disputes that may arise and to regulate their collective relationship. The Act also provides the procedure relating to submission of claims for recognition and scope and representation of trade union and collective bargaining. The book will provide a better understanding of the law governing Industrial Relations in Malaysia. The law is explained as it stands, without an ideological perspective either in favour of or against employer or employees. Relevant case laws have been cited to provide clearer interpretation on the relevant provision of the Act and its Regulations.

## EMPLOYMENT ACT - GUIDE & COMMENTARY



The EMPLOYMENT ACT GUIDE AND COMMENTARY provides detailed write up on the relevant provisions of the Employment Act 1955. The Employment Act is a complex piece of legislation and this book will assist practitioners and those involved in the implementation and administration of the Employment Act to better understand the various issues involved in the implementation of the provisions of the Act. The relevant provisions of the Employment Act are discussed and the impact of the provisions together with the day-to-day issues on the implementation of the provisions are explained by citing the relevant case laws and giving appropriate examples. The rights of employees and employers under the Employment Act are analysed in detail to guide the employees and employers to avoid unnecessary conflict and as guidance for better understand the provisions of the Employment Act as one of the main labour legislation that stipulate the rights and obligations to both employees and employers.

## EMPLOYMENT RELATIONSHIP



The book provides detailed analysis and discussion on employment relationship between employers and employees. An outline has been given of the framework of individual contracts and collective relations as it affects rights, immunities and obligations of employers and employees. Various situations that may arise in the context of employment relationship have been discussed and analysed. Case laws both of foreign and local jurisdictions have been extensively cited to provide guidelines to readers on all aspects of contract of employment. The advancement of the doctrine of constructive dismissal has placed considerable challenges on employers' rights to effectively manage its human resources. Breaches that may lead to a claim for constructive dismissal have been analysed in detail to provide proper guidelines to avoid situations that may lead to such breaches. The implied common law rights and obligations of employers and employees together with that imposed by statutes have been dealt with in this book. An extensive coverage of occupational safety and health requirements at the workplace has also been undertaken to provide vital information on common law obligations and the statutory legal requirements.

## GUIDE TO REDUNDANCY & RETRENCHMENT



The book aims to provide a very comprehensive guide to employers in their restructuring efforts. More than 100 cases have been cited providing valuable guidelines on all aspects of restructuring, redundancy, pre-retrenchment, retrenchment and post retrenchment issues. The book aims to provide a greater understanding on issues relating to retrenchment taking into account the law and practices that govern them, the relevant decided cases of the Malaysian courts as well as some courts of foreign jurisdiction. Redundancy may arise due to economic and non-economic reasons. Technological advances have transformed the work processes leading to more efficient productive utilisation of human resources. The book provides a useful insight to employers, human resource practitioners and those who have a professional interest in the subject matter on how to restructure its business, and how to deal with redundancy and retrenchment from the point of law and practices.

## LEAVE & ABSENTEEISM IN EMPLOYMENT



This book is an employer's industrial relations manual to deal effectively with problems pertaining to leave and absenteeism in the workplace. MEF believes that it will serve as an important reference manual that guides employers on how to deal with employees' leave and absenteeism problems from the legal and industrial point of view. The book covers a wide scope and all aspects of leave and absenteeism including sick leave, lateness or tardiness in reporting for work, condonation of absence, the rights of employers and employees on leave matters. It also guides employers on how to manage absenteeism in the workplace.

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