

THE SABAH LABOUR ORDINANCE (AMENDMENT) ACT 2025 & PERSONAL DATA PROTECTION (PDPA) (AMENDMENT) ACT 2024

Date : 30th June 2025

Venue : Horizon Hotel, Kota Kinabalu, Sabah

Introduction

The employment laws in Malaysia are constantly evolving at a fast pace. As at May 2025 Malaysia has seen significant changes in the Malaysian labour laws, enhancing employee protections and modernising employment practices.

This programme is focused on two of the latest amendments of the law, firstly on the latest announcement of the amendments to the Labour Ordinance of Sabah (Sabah Cap. 67) via the Sabah Labour Ordinance (Amendment) Act 2025 which came into effect on 1st May 2025, and secondly the Personal Data Protection (PDPA) (Amendment) Act 2024.

Therefore, employers are required to understand and comprehend the major changes to the Sabah Labour Ordinance and Personal Data Protection Act. Hence, this programme is designed to guide employers to understand the key changes and to align it with their current workplace practices.

Learning Objectives

This course is specially designed to:

- Provide an in-depth explanation on the Labour Ordinance of Sabah (Sabah Cap. 67) as amended by the Sabah Labour Ordinance (Amendment) Act 2025
- Explain key changes in the Personal Data Protection (PDPA) (Amendment) Act 2024
- Help employers understand the scope and application of the latest legal amendments
- Support employers in ensuring compliance with updated requirements

Methodology

- Face-to-face lectures and interactive discussions

Enquiries

- Cik Mardiah Mansur (MEF Sabah Office)
088 – 634 800 / mardiah@mef.org.my
- Cik Wanifildatul Athirah Zulkiplee (MEF HQ)
03 – 7498 7200 / wanifildatul@mef.org.my



Course Fee

Member : RM1,400

Non Member : RM1,600
(including 8% SST)

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Speakers' Profiles



DATUK HJ SHAMSUDDIN BARDAN,
Advisor - Malaysian Employers Federation (MEF)

Datuk Hj Shamsuddin Bardan is a highly respected figure in Malaysia's industrial relations and human resource landscape, currently serving as the Adviser to MEF. With over four decades of experience in labour policy, employer advocacy, and workforce development, he is widely acknowledged for his influential role in shaping Malaysia's employment environment.

Prior to his advisory role, Datuk Shamsuddin served as the Executive Director of MEF for more than 20 years. Under his leadership, MEF strengthened its position as the leading voice for employers in Malaysia, representing private sector interests in national policy discussions.

Datuk Hj Shamsuddin was internationally and regionally recognized when he was appointed as the Secretary-General of Confederation of Asia Pacific Employers (CAPE) (since 2010 up to date), and as Secretary-General of ASEAN Confederation of Employers (ACE) (since 2013 up to 2015).

Throughout his career, Datuk Hj Shamsuddin has been instrumental in advising on a wide range of employment matters, including industrial relations, human capital development, wage policies, labour law reform, and productivity enhancement. His strategic insights have contributed significantly to fostering balanced employer-employee relations and promoting sustainable economic growth through sound human resource practices.

Datuk Hj Shamsuddin is highly sought after speaker and remains a leading voice on employment trends and labour policy development in Malaysia. Datuk Hj Shamsuddin continues to provide valuable guidance on employment trends and regulatory changes, championing employer interests while advocating for fair and progressive labour policies.



DATO' HJ JALALDIN HUSSAIN,
*Senior Principal Consultant - Industrial Relations,
Malaysian Employers Federation (MEF)*

Prior to joining Malaysian Employers Federation in June 2021 as the Senior Consultant – Industrial Relations, Dato' Hj Jalaldin Hussain was the Chairman of Industrial Court in Kuala Lumpur (Task Force) with effect from 14 March 2018. Upon reading law with the University of Malaya in 1982, he joined the Anti-Corruption Agency as Deputy Public Prosecutor (DPP). In June 1983, Dato' Hj Jalaldin was appointed as the DPP for the State of Perak and then as the Senior Assistant Registrar to the High Court of Johor Bharu. He was subsequently posted as Senior Assistant Registrar to the High Court Kuala Lumpur in the same year and was performing his duties as a Magistrate in Rawang, Selangor. In 1985, he was appointed as a Senior Federal Counsel with the Attorney General's Chambers. Dato' Hj Jalaldin then moved back to the Anti-Corruption Agency as a Deputy Prosecuting Officer. In June 1990, he was posted to the Ministry of Home Affairs as Senior Federal Counsel and in 1992, he was posted to the Attorney General's Chambers as DPP.

Thereafter, in 1994, he was appointed a 'Judge Advocate General' with the Ministry of Defence. Following that, he was posted as Senior Federal Counsel, with Attorney General's Chambers in 1998. In the same month, he was posted as Official Assignee and Official Receiver, a position he held until 2000 when he was appointed as Legal Advisor to the State of Kelantan. This was followed with an appointment as Director General of Institut Latihan Kehakiman dan Perundangan (ILKAP). In 2005, Dato' Hj Jalaldin was the Assistant Commissioner with the Legal Advisory Department. In 2006, Dato' Hj Jalaldin was appointed as the Chairman of Industrial Court Kuala Lumpur till his retirement in August 2014. Dato' Hj Jalaldin has vast experiences in the field of industrial relations and human resource development and management and has adjudicated numerous Industrial Court cases. He re-joined the Industrial Court as Task Force Chairman in 2018 and retired on 31 December 2019. On 16 June 2021, he joined MEF as Senior Consultant – Industrial Relations.

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Course Outline

1. Sabah Labour Ordinance (Amendment) Act 2025

- Latest coverage of the Ordinance
- Increase in the maternity leave to 98 days
- Introduction of the 7-day paternity leave
- Reduction of weekly working hours to 45
- Separation of sick leave and hospitalisation leave
- Flexible working arrangements
- Public holiday entitlements
- Prohibition of discrimination in employment
- Prohibition of forced labour
- Repatriation of employees
- Protection against dismissal of pregnant employees
- Mandatory payment of wages through financial institutions
- Sexual harassment provisions
- Contractor for labour: written contract, registration, and inspection obligations
- Wages calculation formula for incomplete month
- Increase in general penalty to RM50,000
- Accommodation standards under Part IVA (to be enforced at a later date by Ministerial appointment)
- Regulation on employment of children and young people
- Repeal of restrictions on employment of women
- Definitions of apprenticeship and part-time employee

* **Other relevant provisions will also be shared during the session**

2. Personal Data Protection (PDPA) (Amendment) Act 2024

- Background and context: Right to Privacy under Article 5 (1) of the Federal Constitution
- Key definitions and categories of personal data
- Scope and significance of the 2024 Amendments
- Among the new obligations: Data Breach Notification, Appointment of Data Protection Officer and Data Portability
- Compliance strategies for AI, automation, and sensitive data
- Alignment with global data protection frameworks

* **Other relevant provisions will also be shared during the session**

Payment

- Malaysian Employers Federation
Account No: 105280002422 – Affin Islamic Bank Berhad
- A copy of the transfer slip and invoice number should be emailed to yeokhoon@mef.org.my ; natasya@mef.org.my ; financesubs@mef.org.my

* Any cancellation of attendance **must be communicated via email to** mardiah@mef.org.my **or** wanifildatul@mef.org.my **or** yeokhoon@mef.org.my **at least 3 working days prior to the event, otherwise MEF reserves the right to charge the full fees for “NO SHOW”.**

Registration
Scan The QR Code



Registration link:
<https://forms.office.com/r/iQdvXYdtiN>