

The Sabah Labour Ordinance (Amendment) Act 2025

21 July 2026, Promenade Hotel, Kota Kinabalu, Sabah

COURSE OVERVIEW

The employment laws in Malaysia are constantly evolving at a fast pace. This programme is focused on the latest announcement of the amendments to the Labour Ordinance of Sabah (Chapter 67) via the Sabah Labour Ordinance (Amendment) Act 2025 which came into effect on 1st May 2025. Under the Sabah Labour Ordinance (Amendment) Act 2025, employers are required to be aware and understand the major changes to the Sabah Labour Ordinance. Hence, this course 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 (Sabah Cap. 67) as amended by the Sabah Labour Ordinance (Amendment) Act 2025
- Help employers understand the scope and application of the latest legal amendments to the Sabah Labour Ordinance
- Support employers in ensuring compliance with updated Sabah Labour Ordinance

LEARNING METHODOLOGY

- Face-to-face lectures and interactive discussions

COMPLIMENTARY

Labour Ordinance (Sabah Cap. 67) which incorporates the latest 2025 amendments.



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TRAINER'S PROFILE



Datuk Hj. Shamsuddin Bardan
Advisor, Malaysian Employers Federation (MEF)

Datuk Hj. Shamsuddin Bardan is a highly respected authority in Malaysia's industrial relations and human resource landscape, with more than four decades of distinguished experience in labour policy, employer advocacy, and workforce development. He currently serves as Advisor to the Malaysian Employers Federation (MEF), where he continues to provide strategic guidance on employment trends, regulatory developments, and labour market reforms.

Throughout his career, Datuk Hj. Shamsuddin has played a pivotal role in advising employers and policymakers on a wide range of employment matters, including industrial relations, human capital development, wage and productivity policies, and labour law reform. His contributions have been instrumental in promoting balanced employer–employee relations and supporting sustainable economic growth through sound and progressive human resource practices.

Prior to his current advisory role, Datuk Hj. Shamsuddin served as Executive Director of MEF for over 20 years, during which he significantly strengthened the Federation's position as the leading voice of employers in Malaysia. MEF became a key stakeholder in national policy discourse, consistently representing private sector employer interests at the highest levels of government and tripartite engagement.

Datuk Hj. Shamsuddin's influence extends beyond Malaysia. He has been recognised regionally and internationally through his appointments as Secretary-General of the Confederation of Asia-Pacific Employers (CAPE) from 2010 to the present, and as Secretary-General of the ASEAN Confederation of Employers (ACE) from 2013 to 2015. In these roles, he has actively shaped regional employer perspectives on labour standards, competitiveness, and workforce sustainability.

A highly sought-after speaker and thought leader, Datuk Hj. Shamsuddin remains a prominent voice on employment policy and labour market developments, championing employer interests while advocating for fair, practical, and forward-looking labour policies.

COURSE CONTENT

- 8.30 am Welcome & Registration
- 9.00 am
- Latest coverage of the Sabah Labour 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
- 10.30 am Morning Break
- 10.45 am
- Flexible working arrangements
 - Public holiday entitlements
 - Prohibition of discrimination in employment
 - Prohibition of forced labour
 - Repatriation of employees
- 1.00 pm Lunch
- 2.00 pm
- 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
- 3.30 pm Afternoon Break
- 3.45 pm
- 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
 - Termination and lay off benefits
 - Q&A Session
- 5.00 pm End Session

REGISTRATION



COURSE FEE

- MEF Members : RM1,500.00 (inclusive 8% SST)
- Non-Members : RM1,700.00 (inclusive 8% SST)

PAYMENT

Upon receiving your registration, a pro-forma invoice will be issued for companies applying for the HRD Corporation's grant. Only the pro-forma invoice will be provided, and no payment is required at this stage pending HRD Corporation's approval.

For companies not applying for the HRD Corporation's grant, an invoice will be issued and full payment must be made before the event.

MEF now offers a convenient online payment gateway for faster, easier transactions. Please note that this option is available only for non-HRDC payments.

Payment details :

- Affin Islamic Bank Berhad
- Account No. : 105280002422
- In favour of : Malaysian Employers Federation

Email the transfer slip and invoice to :

- natasya@mef.org.my
- yeokhoon@mef.org.my
- accounts@mef.org.my

Any cancellation of attendance must be communicated via email to mardiah@mef.org.my at least 3 working days prior to the event of MEF reserves the right to charge the full fees for "NO SHOW".