



# UNDERSTANDING THE SARAWAK LABOUR ORDINANCE (AMENDMENT) ACT 2025

26 FEB 2026 | 9.00AM - 5.00PM |  
MEF TRAINING CENTRE, KUCHING

## Course Overview

The Labour Ordinances of Sabah and Sarawak are distinct from the Employment Act 1955 (Peninsular Malaysia) and have recently undergone key amendments to align more closely with national employment standards. These changes have significant implications for employers operating in East Malaysia, particularly in terms of working hours, employee benefits, contract terms, and statutory compliances. This webinar is designed to provide HR professionals, business owners, and compliance officers with a clear understanding of the latest updates to the Sabah Labour Ordinance (Cap. 67) and Sarawak Labour Ordinance (Cap. 76). It will highlight the key differences from the Employment Act, discuss how these changes affect day-to-day HR operations,

## Who Should Attend

- Human Resource Personne
- Legal & Compliance Officers
- Line Managers / Supervisors
- Industrial Relations Officers

## Learning Outcomes

Participants will be able to :

- Understand the scope and application of the Sabah Labour Ordinance (Amendment) Act 2025
- Identify the key changes introduced and their practical implications on HR and employment practices
- Interpret the revised obligations of employers and rights of employees under the updated law

## Course Registration :



<https://forms.office.com/r/cJB4GWagY5>

**RM1,300\***

(Price Inclusive of 8% SST)

HRDC Claimable\*

## Course Structure

Time	Agenda
8:30am - 9:00am	Registration
9:00am - 10:30am	<b>Module 1 : Expanded Protection &amp; Ministerial Powers</b> <ul style="list-style-type: none"> <li>• Overview of key 2025 amendments to the SLO</li> <li>• Coverage extended to all employees, regarding of wage</li> <li>• Removal of claim cap for Labour Court</li> <li>• Minister's authority to enforce changes in phases</li> </ul>
10:30am - 10.45am	Break
10:45am - 12.30pm	<b>Module 2 : Workers' Rights, Sexual Harassment &amp; Forced Labour</b> <ul style="list-style-type: none"> <li>• Direct claims by contract workers against principals</li> <li>• Sexual harassment: clearer definitions and procedures</li> <li>• Anti-discrimination provision introduced</li> <li>• Forced labour explicitly prohibited and defined</li> </ul>
12.30pm - 1.30pm	Lunch Break
1:30pm - 3:00pm	<b>Module 3 : Protections for Women, Children &amp; Working Hours</b> <ul style="list-style-type: none"> <li>• Employment conditions and young persons</li> <li>• Enhanced maternity and new paternity leave entitlements</li> <li>• Weekly working hours reduced</li> <li>• Separation of medical and hospitalization leave</li> </ul>
3:00pm - 3:30pm	Break
3:30pm - 5:00pm	<b>Module 4 : Wages, Flexible Work &amp; Other Enhancement</b> <ul style="list-style-type: none"> <li>• Pro-rated salary calculation clarified</li> <li>• Flexible work arrangements introduced</li> <li>• Stricter standards for worker accommodation</li> <li>• Claim period extension</li> <li>• Higher penalties and expanded court powers</li> </ul>

## Trainer Profile



**MR PHANG PIN**

Mr Phang Pin (Guest Speaker), 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.

