



UNDERSTANDING THE SARAWAK LABOUR ORDINANCE (AMENDMENT) ACT 2025

23rd JULY 2025 | 9.00AM – 5.00PM | VIRTUAL (MS TEAM)

The Sarawak Labour Ordinance (Amendment) Act 2025 brings forth important legislative updates that impact employment relationships within the state of Sarawak. These amendments aim to enhance worker protections, improve employment standards, and align Sarawak's labour framework with Peninsular Malaysia and global best practices.

This training program provides participants with a practical understanding of the amended provisions, the rationale behind the changes, and how to implement compliant HR policies and procedures in line with the new requirements.

Who Should Attend

- Human Resource Managers and Executives
- Industrial Relations Officers
- Business Owners and Entrepreneurs
- Line Managers and Supervisors
- Legal and Compliance Officers
- Anyone responsible for HR or workforce compliance in Sarawak

Learning Outcomes

By the end of the session, participants will be able to:

- Comprehend the structure and application of the Sarawak Labour Ordinance (Amendment) Act 2025
- Identify and interpret key changes in employment terms, entitlements, and employer responsibilities
- Ensure compliance with the amended legislation to prevent penalties and legal disputes
- Strengthen workplace policies and practices in accordance with the new legal requirements.

RM 800.00

1. Inclusive of SST
2. Payable to MEF Academy Sdn Bhd
3. HRDF Claimable



<https://forms.office.com/r/A2WnELAmvU>

For more information, please contact:



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Course Structure

Module	Time	
Module 1 Expanded Protection & Ministerial Powers	9.00 – 10.30	<ul style="list-style-type: none"> • Overview of key 2025 amendments to the SLO • Coverage extended to all employees, regarding of wage • Removal of claim cap for Labour Court • Minister's authority to enforce changes in phases
Tea Break (10.30 – 10.45)		
Module 2 Workers' Rights, Sexual Harassment & Forced Labour	10.45 – 12.30	<ul style="list-style-type: none"> • Direct claims by contract workers against principals • Sexual harassment: clearer definitions and procedures • Anti-discrimination provision introduced • Forced labour explicitly prohibited and defined
Lunch Break (12.30 – 13.30)		
Module 3 Protections for Women, Children & Working Hours	13.30 – 15.00	<ul style="list-style-type: none"> • Employment conditions and young persons • Enhanced maternity and new paternity leave entitlements • Weekly working hours reduced • Separation of medical and hospitalization leave
Tea Break (15.00 – 15.15)		
Module 4 Wages, Flexible Work & Other Enhancement	15.15 – 17.00	<ul style="list-style-type: none"> • Pro-rated salary calculation clarified • Flexible work arrangements introduced • Stricter standards for worker accommodation • Claim period extension • Higher penalties and expanded court powers

Trainer Profile



Mr Asaraf Sahimun or Ash for short is a law graduate with a Master's degree in Criminal Justice from Universiti Malaya (UM), following his law degree from HELP University, KL. His robust legal background has paved the way for various roles, from HR Officer to HR and Admin Manager, before he stepped into his position at MEF as an Industrial Relations Consultant.

Ash's corporate experience spans multinational corporations (MNC), publicly listed companies, and also SME. His unique blend of legal insight and HR expertise is crucial in helping clients to skilfully navigate the complex landscape of employment law in today's demanding corporate world. He is also a certified Train-The-Trainer (TTT) and has conducted several trainings in Sabah and Sarawak on various HRM and employment law topics.

