



UNDERSTANDING THE SABAH LABOUR ORDINANCE (AMENDMENT) ACT 2025

24th JULY 2025 | 9.00AM – 5.00PM | VIRTUAL (MS TEAM)

The Sabah Labour Ordinance (Amendment) Act 2025 introduces significant updates to employment laws applicable to the state of Sabah. These changes reflect the government's commitment to enhancing worker protections, promoting fair labour practices, and aligning state employment regulations with national and international standards.

This training is designed to help employers, HR practitioners, and legal personnel understand the key amendments, their implications, and how to ensure compliance in daily operations. Through practical insights, case references, and implementation strategies, participants will gain a thorough understanding of their responsibilities under the amended ordinance.

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 Sabah

Learning Outcomes

By the end of the session, 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
- Avoid potential non-compliance issues and mitigate legal risks in the workplace

RM 800.00

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



<https://forms.office.com/r/N61XAS5wV>

For more information, please contact:



adminmefa@mef.org.my



03-7498 7242 / 016 - 254 1844

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.

