



UNDERSTANDING LABOUR LAW (ULL)

21-22 July 2025 | 9.00AM - 5.00PM | MEF CENTER, PENANG

Objectives

Understand Labor Law" training, particularly focusing on the Employment Act 1955, aims to provide participants with a comprehensive understanding of employment legislation and its practical application in the workplace. Objectives include Understanding the EA 1955: Familiarizing with its provisions and recent amendments to ensure compliance. Clarifying Rights and Responsibilities: Identifying the rights of employees and the corresponding obligations of employers. Implementing the Act's guidelines in daily operations to ensure fair practices. Managing Workplace Relations: Handling issues related to wages, working hours, leave entitlements, and termination procedures. Developing policies and practices that align with legal requirements to prevent disputes and legal risks

Who Should Attend

- All Industrial Related (IR) Management
- All Department Managers / HOD
- Key Stake Holders
- People Engagement Professionals
- HR Professionals/Personnels

Learning Outcomes

- Comprehensive Understanding of Employment Legislation
- Employee Rights and Employer Obligations
- Effective Management of Employee Relations:
- Navigating Legal Risks and Compliance:

Course Registration

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



RM 1,900*

(Price Inclusive of 8% SST)

*Course fee is claimable under HRDC.



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Course Structure

Time	Agenda – Day 1
8.30am	Registration
9.00am	Course Introduction / Ice Breaking
9.30am	MODULE 1 Introduction to the Act/Scope and definition of terms Due inquiry/Misconduct/Termination of Employment. Termination and Lay Off Benefits Regulations
10.50am	Coffee Break
11.00am	MODULE 2 : Hours of Work and Other Conditions of Service Overtime and Payment for Working On Holidays/Rest Days. Payment of Wages and Deduction
12.00pm	MODULE 3 :Pregnancy and Maternity /Paternity allowance Flexible Working Arrangement
1.00pm	Lunch Break
2.00pm	Group Review
2.30pm	MODULE 4 : Sexual Harassment & Forced Labour. Employment (Part Time)
3.30pm	Tea Break
3.40pm	MODULE 5 : Regulations (2010). Discussion of Court Cases; + Appeal
5.00pm	Session End

Time	Agenda – Day 2
8.30am	Registration
9.00am	Refresh Day 1 Training
9.30am	MODULE 6 : Introduction to the Act/Scope and definition of terms Trade Unions recognition
10.45am	Coffee Break
11.00am	MODULE 7 : Collective Bargaining vs Agreement Trade disputes / Picket Strike / Lock Out Nego & Conciliation
1.00pm	Lunch Break
2.00pm	MODULE 8 : Representations on Dismissal (Termination of Employee) Industrial Court proceedings
3.45pm	Tea Break
4.00pm	MODULE 9 : Discussion Industrial Court Cases; including appeal
4.45pm	Summary / Q&A Session
5.00pm	Session End

Trainer Profile



Dr Saravanan Patrick

Ir. Dr. Saravanan Nathan Lurudusamy @ Dr Patrick is a Solution Consultant and is also a HRDC certified and accredited trainer under the Ministry of Human Resources. He regularly conducts trainings for corporate industries such as DRB-HICOM, Panasonic, NICHIA Corporation and its subsidiaries, Marvelous Frontiers Sdn Bhd, Carnaby Groups Sdn Bhd, Technip Asiaflex Products Sdn Bhd, SEGI University and others, as well as for the governmental agencies and GLC's such as Ministry of National Unity, Social Security Organization (PERKESO), MADANI Programs and others.

For the past 20 years, he has been delivering technical consultancy and rendered his service as an adjunct academia in the area of Engineering and Technology in few universities. He has also written numerous papers which have been published in journals and has attended conferences at both local and international levels. His book on Strategic Information System Planning has been published and being used as course guide by university students. He has been awarded Professional Engineer status since 2009 under the Electronics division.

