



UNDERSTANDING THE SARAWAK LABOUR ORDINANCE (AMENDMENT) ACT 2025

23 & 24 FEB 2026 | 10.00AM - 6.00PM
| THE WATERFRONT HOTEL, KUCHING

Course Overview

The Labour Ordinances of 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 compliance. This webinar is designed to provide HR professionals, business owners, and compliance officers with a clear understanding of the latest updates to the 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, and provide practical guidance to ensure compliance.

Who Should Attend

- All department leaders
- Executives
- Line manager / supervisors
- legal & compliance staff

Learning Outcomes

Participants will be able to :

- Understand the latest amendments to the Sarawak Labour Ordinances
- Identify key differences between the Labour Ordinances and the Employment Act 1955
- Ensure compliance with the updated legal requirements to avoid penalties and disputes.

Course Registration :



<https://forms.office.com/r/IXH9jgB4gO>

RM2,400*

(Price Inclusive of 8% SST)

HRDC Claimable*

Course Structure

Time	Agenda
Day 1 10:00am - 1:00pm	Module 1 : Expanded Protection & Ministerial Powers <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
1:00pm - 2:00pm	Lunch (For those opt-out of Ramadhan Buffet)
2:00pm - 6:00pm	MODULE 2 : Workers' Rights, Sexual Harassment & Forced Labour <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
6:00pm - 7:30pm	Ramadhan Buffet
Day 2 10:00am - 1:00pm	MODULE 3 : Protections for Women, Children & Working Hours <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
1:00pm - 2:00pm	Lunch (For those opt-out of Ramadhan Buffet)
2:00pm - 6:00pm	MODULE 4 : Wages, Flexible Work & Other Enhancement <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
6:00pm - 7:30pm	Ramadhan Buffet

Trainer Profile



MR PHANG PIN

Mr Phang Pin, 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.



DR. DZULZALANI BIN EDEN

With over 30 years in labor and industrial relations, Dr Dzulzalani has worked with the Ministry of Human Resources, UNIMAS and MEF on policy development, training, consultancy and international initiatives—covering forced labor, minimum wage, youth employability and HRM certification. He now leads the Digital Business School at i-CATS, administering corporate training, ODL and APEL programmes while teaching HRD and HRM. Accredited by HRD Corp, he has delivered nationwide training in labor law, negotiation, conflict management, workplace communication and disciplinary procedures.

