



# UNION RECOGNITION & COLLECTIVE AGREEMENT NEGOTIATIONS

6 & 7 MAY 2026 | 9.00AM - 5.00PM | MEF ACADEMY

## Course Overview

This two-day training on Union Recognition and Collective Agreement Negotiations in Malaysia equips participants with essential knowledge and practical skills to manage union-related matters effectively. Based on the Industrial Relations Act 1967 and Trade Unions Act 1959, it covers the union recognition process, employer obligations, and handling of recognition claims. Participants will also learn to prepare for collective bargaining, apply effective negotiation techniques, and draft compliant agreements. Through case studies and role-play, this experiential program builds confidence in managing industrial relations and fostering positive employer-union relationships.

## Who Should Attend

- HR Managers
- IR Practitioners
- Compliance Officers
- Disciplinary Committees
- Domestic Inquiry Panels

## Learning Outcomes

- Understand the legal framework governing union recognition and collective bargaining in Malaysia.
- Apply proper procedures in managing union recognition claims.
- Develop effective strategies and skills for collective agreement negotiations.
- Draft and review collective agreements in compliance with Malaysian labour laws.

## Course Registration :



<https://forms.office.com/r/mz6tcpqGJv>

**RM2,000\***

(Price Inclusive of 8% SST)

HRDC Claimable\*

## Course Structure

Time	Agenda
<b>DAY 1</b>	
9:00am - 10:30am	<b>Overview of IR in Malaysia</b>
10:45am - 11.00am	Break
11:00am - 12.00pm	<b>Trade Union Recognition Process</b>
12:00pm - 1:00pm	<b>Managing Recognition Claims &amp; Employer Response</b>
1.00pm - 2.00pm	Lunch Break
2:00pm - 5.00pm	<b>Case Studies &amp; Practical Exercises</b>
5.00pm	Session Ends
<b>DAY 2</b>	
9:00am - 10:30am	<b>Introduction to Collective Bargaining</b>
10:45am - 11.00am	Break
11:00am - 1.00pm	<b>Preparing for Negotiations</b>
1.00pm - 2.00pm	Lunch Break
2.00pm - 3:30pm	<b>Negotiation Skills &amp; Techniques</b>
3.30pm - 3.45pm	Break
3.45pm - 5:00pm	<b>Drafting &amp; Finalizing Collective Agreements</b>

## Trainer Profile



**DATO' DR LIM WENG KHUAN**

Dato' Dr Lim Weng Khuan has over 34 years of experience in Industrial Relations (IR) and Human Resource Management (HRM) in Lion Group, F&N Group, HSBC Bank and Tan Chong Group. He was a Council member of the Malaysian Employers Federation (MEF) and a member of the National Labour Advisory Council (NLAC) in 2018, 2020 and 2022 till Sep 2024. His last position with the corporate sector was as Regional Director of PR, Security & Strategic HR with TCIE Vietnam, based in Danang, Vietnam. He is an Independent Non-Executive Director (INED) of Asia Brands Berhad. He obtained his LL. B degree from the University of London in 1988, CLP in 1990, MBA (Hull, UK) in 1995, and DBA (UniSA) in 2005.