



# Hope Isn't A Defense: Winning Strategies for Labor Court Cases

19 - 20 MAY 2026 | 9.00AM - 5.00PM | MEF ACADEMY TRAINING CENTRE

## Course Overview

Hope Isn't A Defense: Winning Strategies for Labor Court Cases in Malaysia is a practical training designed to equip employers, HR professionals, and legal practitioners with the knowledge and tools to navigate industrial disputes effectively. Participants will gain insights into Malaysian labor laws, case preparation, evidence management, and courtroom strategies that improve success rates. The session highlights common pitfalls, recent case trends, and best practices for handling dismissals, misconduct, and claims. Through real case studies and expert guidance, attendees will learn how to build strong, defensible positions and respond confidently in proceedings, reducing risks and achieving more favorable outcomes while ensuring compliance and protecting organizational reputation throughout the legal process.

## Course Registration



<https://forms.office.com/r/d2zfcNBijR>

## Who Should Attend

- HR Professionals
- Managers
- Heads of Departments
- Legal and Compliance Officers

## Learning Outcomes

- Understand key principles of Malaysian labor and industrial court procedures
- Identify common pitfalls and how to avoid weak case preparation
- Apply effective strategies for managing evidence and documentation
- Build stronger defenses and respond confidently during court proceedings



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## Course Structure

Time	Agenda (Day 1)
8.30 - 9.00 AM	Registration
9.00 - 10.30 AM	Topic 1: Jurisdiction & Legal Framework
10.30 - 10.45 AM	Morning Break
10.45 - 12.15 PM	Topic 2: Employer Compliance Checklist
12.15 - 1.00 PM	Topic 3: Common Claims & Defense Strategy
1.00 - 2.00 PM	Lunch
2.00 - 3.30 PM	Topic 4: Evidence & Cross Examination
3.30 - 3.45 PM	Tea Break
3.45 - 5.00 PM	Group Discussion
5.00 PM	Session Ends

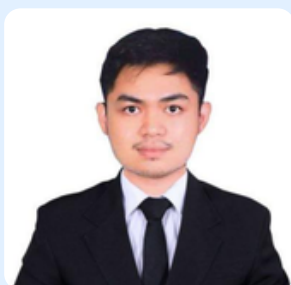
Time	Agenda (Day 2)
8.30 - 9.00 AM	Registration
9.00 - 10.30 AM	Topic 5: Writing an Effective Submission
10.30 - 10.45 AM	Morning Break
10.45 - 12.15 PM	Topic 6: Settlement Tactics & Strategies
12.15 - 1.00 PM	Topic 7: Challenging Credibility
1.00 - 2.00 PM	Lunch
2.00 - 3.30 PM	Topic 8: Knowing When to Settle and When to Fight
3.30 - 3.45 PM	Tea Break
3.45 - 5.00 PM	Group Discussion
5.00 PM	Session Ends

## Trainer Profile

MR. Nantha, Senior Consultant - IR, joined MEF since 2009. He represents member companies at Industrial Court, conciliation proceedings and labor court cases. Working experience with a bank where his last position was Senior Executive in the Operations Control/Audit Review Dept. He left to further his legal studies. After qualifying as an Advocate & Solicitor, he practiced with Messr Sri Ram & Co and Messr P Kupusamy & Co specializing in Employment Laws.



**Nantha Kumar Varatharajah**



**Muhammad Hafiz**

En. Muhammad Hafiz began his legal career as a pupil-in-chambers at Messrs. Daud & Co., Johor Bahru, a criminal litigation firm, where he was exposed to the practical realities of the criminal justice system and the fundamental importance of due process and fairness. He later broadened his legal exposure to East Malaysia by completing a second pupillage at Messrs. Rakhbir Singh & Co., Kota Kinabalu.