



# UNDERSTANDING LABOUR LAWS

3 - 4 SEP 2026 | 9.00AM - 5.00PM | MEF ACADEMY, PJ

## Course Overview

This course is tailored for HR professionals and managers to stay compliant with the latest updates in the Employment Act. The Employment (Amendment) Act 2022 in Malaysia, effective from January 1, 2023, introduces significant reforms to the Employment Act 1955, aiming to enhance employee rights and modernize workplace regulations. Additionally, the Act strengthens protections against forced labor, discrimination, and sexual harassment. This training provides comprehensive insights into the key provisions of the Employment (Amendment) Act 2022, equipping employers and HR professionals with the knowledge to ensure compliance and foster a fair and equitable work environment.

## Who Should Attend

- All Department Leaders
- Executives
- Line managers
- Supervisors
- Legal & Compliance

## Learning Outcomes

- Understand key provisions & amendments introduced in the Employment Act 2022 and impact on employers and employees
- Gain knowledge to update workplace policies and practices to ensure compliance with new legal requirements
- Implement protection against discrimination and sexual harassment & forced labor in accordance with updated law

## Course Registration :



<https://forms.office.com/r/5Fd4tqjTAr>

**RM2,000\***

(Price Inclusive of 8% SST)  
HRDC Claimable\*



## Course Structure

DAY 1	
8:30am - 9:00am	Registration
9:00am - 10:30am	<b>MODULE 1 :</b> <ul style="list-style-type: none"> <li>• Introduction to Act/Scope</li> <li>• Due Inquiry/Misconduct/Termination</li> </ul>
10:30am - 10:45am	Break
10:45am - 1.00pm	<b>MODULE 2 :</b> <ul style="list-style-type: none"> <li>• Hours of Work and Overtime</li> <li>• Payment for Working on Holidays</li> </ul>
1.00pm - 2.00pm	Lunch Break
2.00pm - 3:00pm	<b>MODULE 3 :</b> <ul style="list-style-type: none"> <li>• Pregnancy and Maternity Leave</li> </ul>
3.00pm - 3.45pm	<b>MODULE 4 :</b> <ul style="list-style-type: none"> <li>• Sexual Harassment &amp; Forced Labor</li> <li>• Employment (Part Time)</li> </ul>
3.45pm - 5:00pm	<b>MODULE 5 :</b> <ul style="list-style-type: none"> <li>• Regulations (2010)</li> <li>• Discussion of Court Cases</li> </ul>
5.00pm	End of Day 1
DAY 2	
8:30am - 9:00am	• Registration
9:00am - 10:30am	<b>MODULE 6 :</b> <ul style="list-style-type: none"> <li>• Introduction to Act/Scope</li> <li>• Trade Unions Recognition</li> </ul>
10:30am - 10:45am	Break
10:45am - 1:00pm	<b>MODULE 7 :</b> <ul style="list-style-type: none"> <li>• Collective Bargaining vs Agreement Trade Dispute</li> <li>• Picket Strike / Lock Out Nego</li> </ul>
1:00pm - 2.00pm	Lunch Break
2.00pm - 3:30pm	<b>MODULE 8 :</b> <ul style="list-style-type: none"> <li>• Industrial Court Proceedings</li> </ul>
3.30pm - 5.00pm	<b>MODULE 9 :</b> <ul style="list-style-type: none"> <li>• Group Discussion</li> </ul>
5.00pm	End of Day 2

## Trainer Profile



### SACHA MARIA ALOYOUS ALFRED

In 2014, Sacha achieved a Second Upper LLB (Hons) from the University of Hertfordshire and went on to obtain the Certificate in Legal Practice. Whilst doing so, she completed internships at Dennis Nik & Wong, Raja Darryl & Loh and Adnan Sundra & Low, besides working as a paralegal in Raja Darryl & Loh. Engaging actively in mooting throughout her university tenure, Sacha won all the competitions she signed up for in her final year, eventually being titled the "best mooter". She then completed her pupillage at Azim Tunku Farik & Wong in 2018 and was called to the Bar in January 2019 as an advocate and solicitor.

Sacha commenced practice in general litigation, employment law and industrial relations at a boutique firm in KL before joining Dharmen Sivalingam & Partners in 2020, practicing in these areas as well as others. In doing so, she has been actively involved in representing companies of all sizes.

