



# EMPLOYMENT LAWS ESSENTIAL - NAVIGATING COMPLIANCE WITH MALAYSIAN EMPLOYMENT LAWS & INTERNATIONAL STANDARD

16 & 17 APR 2026 | 9.00AM - 5.00PM | MEF ACADEMY, PJ

## Course Overview

This course provides a comprehensive overview of essential Malaysian employment laws and how they align with international labour standards. Participants will gain a practical understanding of key legislation, including the Employment Act 1955, Industrial Relations Act 1967 and relevant regulations affecting the employment lifecycle. The training highlights employer obligations, employee rights and common compliance risks, while also referencing international best practices and standards. Through practical examples and updates on recent legal developments, participants will be equipped to navigate compliance confidently, reduce legal exposure and implement fair workplace practices.

## Who Should Attend

- HR Personnel
- Managers
- Supervisors
- Heads of Departments

## Learning Outcomes

- Understand and interpret key Malaysian employment laws and their application across the full employment lifecycle
- Identify employer obligations, employee rights, and common compliance risks
- Apply employment law principles to real workplace scenarios
- Align workplace practices with international labour standards and best practices

## Course Registration :



<https://forms.office.com/r/0suzdfdbB8>

**RM2,600\***

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



adminmefa@mef.org.my



03-7498 7242 / 016 - 254 1844

## Course Structure

## Trainer Profile

Time	Agenda
<b>DAY 1</b>	
8:30am - 9:00am	Registration
9:00am - 10:45am	<b>MODULE 1:</b> <ul style="list-style-type: none"> <li>Supply chain issues &amp; responsibilities</li> <li>Flexible work arrangement</li> <li>Compressed work week and hours</li> </ul>
10:45am - 11:00am	Break
11:00am - 1.00pm	<b>MODULE 2:</b> <ul style="list-style-type: none"> <li>Overtime pay (rest days), calculation of wages</li> <li>Pregnancy &amp; maternity/paternity allowance</li> </ul>
1.00pm - 2.00pm	Lunch Break
2:00pm - 3.30pm	<b>MODULE 3:</b> <ul style="list-style-type: none"> <li>Statutory employment registers</li> <li>Child labor</li> <li>Minimum standard of housing &amp; amenities</li> </ul>
3.30pm - 5:00pm	<b>MODULE 4:</b> <ul style="list-style-type: none"> <li>Sexual harassment</li> <li>Employment of foreign workers</li> <li>Zero cost recruitment</li> </ul>
<b>DAY 2</b>	
8:30am - 9:00am	Registration
9:00am - 10:30am	<b>MODULE 5:</b> <ul style="list-style-type: none"> <li>Recognition and scope of representation</li> <li>Collective bargaining &amp; agreement</li> </ul>
10:30am - 10:45am	Break
10:45am - 1.00pm	<b>MODULE 6:</b> <ul style="list-style-type: none"> <li>Register/Cancel/Suspension of trade union</li> <li>Rights of trade unions</li> </ul>
1.00pm - 2.00pm	Lunch Break
2.00pm - 3:30pm	<b>MODULE 7:</b> <ul style="list-style-type: none"> <li>Trade disputes, picket &amp; lock out</li> <li>Negotiation &amp; conciliation</li> <li>Industrial court proceedings</li> </ul>
3.30pm - 3.45pm	Break
3.45pm - 5:00pm	<b>MODULE 8:</b> <ul style="list-style-type: none"> <li>SOCSO</li> <li>EIS</li> <li>EPF</li> </ul>



**DATO HJ. SHAMSUDDIN BARDAN**  
MEF ADVISOR

The efficient and effective work of Datuk Hj. Shamsuddin in managing MEF previously was internationally and regionally recognized when he was appointed as the Secretary-General of Confederation of Asia Pacific Employers (CAPE) (since 2010) and as Secretary-General of ASEAN Confederation of Employers (ACE) (since 2013). Datuk Hj. Shamsuddin's professional expertise in the areas of labor legislations, human resources, education and business sectors in particular made him the sought after resource spokesperson of the government, the unions and the mass media. Due to his strong commitment and dedication to his work for more than three decades now, Datuk Hj. Shamsuddin has been given high credentials with the conferment of the award of 'Panglima Mahkota Wilayah' by the Yang di-Pertuan Agong in conjunction with the Federal Territory Day 2014.

