



LS Human Capital Sdn Bhd
(1171487-T)



**A REVIEW OF ALL
AMENDMENTS AND NEW
LEGISLATIONS ON
MALAYSIA'S EMPLOYMENT
LAWS
(What Your Organisation Needs To Do
To Comply)**

A One Day Session (ONLINE)

**February 11th, 2026 – 9.00am to 5.00pm
(Microsoft Teams)**

COURSE CONTENT

Overview and Objective

In the past three years, Malaysia has witnessed a large number of amendments to our laws and new legislations that affect the employee-employer landscape. Over one day, we will run through these key amendments and new laws as well as guide you on what you need to do to ensure your organisation complies and stays ahead of these legal developments. The legislations that will be covered include:

- 1) Malaysia's Online Safety Act that went into effect on **January 1st, 2026**,
- 2) The amendments to Malaysia's Employment Act that went into effect in 2023 and how it is being practically enforced by the authorities and Labour Court,
- 3) The amendments to Malaysia's Industrial Relations Act and Trade Unions Act that went into effect in 2024,
- 4) The amendments to Malaysia's Penal Code with respect to its impact on workplace related bullying and harassment allegations,
- 5) The Anti-Sexual Harassment Act that went into effect in 2024 and in particular the obligation for employers to adhere to the revised definition of what is 'sexual harassment' when managing claims of sexual harassment,
- 6) The amended Personal Data Protection Act which went into effect in 2025 and understanding an employer's enhanced obligations to protect personal data,
- 7) The Human Rights Commission of Malaysia Amendment Act which went into effect in 2024 and includes the right of the Human Rights Commission to now investigate employers for alleged infringement of human rights issues (including discrimination complaints),
- 8) The Occupational Health and Safety Amendment Act that went into effect in 2024,
- 9) The amendments on Malaysia's Mental Health Act that went into effect in 2024 and how it affects employers obligations when managing mental illnesses at the workplace,

As well as sharing the salient/important aspects of these amendments/new laws, practical policies, strategies and steps will also be shared with participants in terms of what they can do in ensuring their organisations are compliant with these new legal requirements.

AGENDA

9.00am to 10.30am

A Review of Key Amendment to Malaysia's Employment Act, Industrial Relations Act and Trade Unions Act

- Managing the four high risk areas related to the amended Employment Act pertaining to claims of discrimination, forced labour, sexual harassment and workplace harassment,
- Managing foreign workers and expatriate employees in line with the amended Employment Act,
- Avoiding claims of implied employer-employee relationships, and
- How to manage recruitment of fresh graduates and avoid claims of an 'apprenticeship' contract.

10.45am to 12.00pm

A Review of Key Amendment to Malaysia's Employment Act, Industrial Relations Act and Trade Unions Act (continued)

- Dealing with medical leave, emergency leave and prolonged illness leave issues pragmatically,
- Understanding the amendments to our Mental Health Act in relation to employees with serious mental health illnesses,
- Strategies for negotiating well during the conciliation process at the IR Department ,
- Managing the appeals process correctly when appealing the Industrial Court's decision,
- Managing the trade union recognition process in light of the amendments to the Trade Unions Act, and
- Dealing with pickets and strikes in light of the amended Trade Unions Act.

12.00pm to 1.00pm

Managing Amendments to Malaysia's Penal Code with respect to workplace bullying and harassment and Complying with Malaysia's Online Safety Act

- Understanding the practical impact of Section 507 amendments to employer's obligations when dealing with workplace harassment,
- Understanding the differences in Section 507(B), 507(C) and 507(D),

- Understanding the practical impact of amendments to the Penal Code with respect to employees making abusive statements using social media
- How Malaysia's Online Safety Act affects company's obligations when dealing with social media usage among employees.

2.00pm to 3.30pm

Managing Sexual Harassment and Human Rights Violations in Light of the Anti-Sexual Harassment Act and Human Rights Commission of Malaysia Amendment Act

- What is the new 'definition' of sexual harassment under the Anti-Sexual Harassment Act and what employers need to do when managing a sexual harassment allegation,
- Interplay between the civil court process (where an individual sues an employee of an organisation) and the Industrial Court process,
- Rights of the Human Rights Commissioner to investigate an allegation of human rights infringement in organisations under the amended Human Rights Commission Amendment Act, and
- Practical strategies to adopt to minimise allegations of victimisation in light of the Anti-Sexual Harassment and Human Rights Commission of Malaysia Amendment Act.

3.45pm to 5.00pm

Managing Amendments under the PDPA, OSHA and Mental Health Act

(Presentation by Y.A. Peter Irruthayaraj D. Pappusamy, former Industrial Court Chairman)

- The revised compliance requirements under the PDPA,
- The revised compliance requirements under OSHA,
- Understanding the concept of 'imminent danger' at the workplace,
- The rights of employees under OSHA to pursue a claim for mental health injuries (as well as physical injuries),
- Managing situations involving employees suffering from mental illness in light of the amendments to Malaysia's Mental Health Act.

NOTE: Sample transfer notices, VSS/MSS notices as well as communication scripts, court awards and case studies involving reorganisational related situations will be shared with participants in ensuring the objectives of this session are achieved.

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TRAINER'S PROFILE



Shawn Sher is the founder and chief executive officer of LS Human Capital, an Employee Relations consulting and training firm that operates in the Asia Pacific region. He is the author of several publications such as “Important Industrial Court Decisions for Business Leaders”, “The Complete Employee Handbook”, “HR Concerns When Buying and Selling a Company in Malaysia” and “How to Comply with the Personal Data Protection Act”.

Shawn is a regular sought after speaker and has been invited to train and consult across the United States, United Kingdom, Europe and South Africa on a variety of topics concerning leadership, international industrial relations and HR management. He is also consulted by the Malaysian government where he formed part of the panel involved in changes being contemplated to Malaysia’s labour laws.

In addition, Shawn also serves as advisor to a number of multinationals and GLC’s in Malaysia on their employment law compliance and people development issues. His weekly updates on contemporary IR and leadership is widely followed across Malaysia, where more than 800 companies today subscribe to this service.

Shawn has a Masters in Laws qualification (specialising in Employment Law) from the University of Leicester, United Kingdom. In addition, he also possesses a specialisation certification in ‘Positive Psychology’ from the University of Pennsylvania, United States where he completed his certification in 5 areas of Positive Psychology including:

- 1) Positive Psychology: Martin E.P. Seligman’s Visionary Science with Dr. Martin E.P. Seligman,
- 2) Positive Psychology: Applications and Interventions with Dr. James Pawelski
- 3) Positive Psychology: Character, Grit and Research Methods with Dr. Angela Duckworth & Dr. Claire Robertson-Kraft
- 4) Positive Psychology: Resilience Skills with Dr. Karen Reivich, and
- 5) Positive Psychology Specialization Project with Dr. Martin E.P. Seligman

Shawn believes that ‘managing people the right way’ requires a combination of practical understanding of the law with the effective use of positive psychology in driving a committed and high performing work environment. He has also completed the certifications on the ‘Occupational Mental Health First Aider’ program from the Putnam Institute, UK.

REGISTRATION FORM AND CONFIRMATION

Course Title : "A Review of All Amendments and New Legislations on Malaysia's Employment Laws"
Date : February 11th, 2026
Held Via : Online (via Microsoft Teams)
Cost : RM 849/= per participant
 RM 799/= per participant (for registration before January 28th, 2026)
 RM 749/= per participant for 2 or more participants
 (please note an additional 8% SST shall apply to the rates above & it is 100% HRDC Claimable)
 RM 699 nett for three or more participants.

I, hereby confirm sending (.....) participant(s) to the above-mentioned public training programme.

Participant Name :
Position :
Company Name :
Address :

Telephone No :
Fax No :
Contact Person :
Participant Email :
Date :
Signature & Stamp :

(For more than one (1) participant, please provide names on separate registration form(s))

FOR MORE INFORMATION

Call us at 03-4266 9191 for any inquiries you may have during our official business hours from 8.30am to 5.30pm (Mondays to Fridays). Alternatively, you can send us an email to suha@lshumancapital.com / rowena@lshumancapital.com / mikail@lshumancapital.com.