

Since 2014, Azmi & Associates has been a member of the ASEAN Plus Group (“APG”) Partners. ASEAN Plus members hail from eight jurisdictions, namely, Indonesia, Malaysia, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam, with few other jurisdictions coming on board later.

The Firm has always embraced globalisation in its practices, our participation in Terralex Network, First Law International (“FLI”) network and Islamic Finance Network (“ISFIN”) is a clear manifestation of our globalised practice. The ASEAN Plus initiative will enable the member firms to offer clients a more tightly integrated service in multi-jurisdictional matters involving the respective laws of each jurisdiction.

RHTLaw Taylor Wessing (Singapore), a member of the ASEAN Plus Initiative in conjunction with the APAC HR Employment Law Congress 2019, has invited our Partner, Melinda Marie D'Angelus again as one of the speakers for this year's congress. The event took place at Singapore Marriott Tang Plaza Hotel from 6th to 7th June 2019.

The 2019 Congress highlighted on the first major review in six years – various updates to Singapore's Employment Act. The country is not alone in its growing measures to protect the rights of the local workforce in 2019. In several other countries, governments are reforming legislation to protect their employees.

Some of the changes include The Philippine “End of Endo Act”, India's reforms in the four labour-related codes, and Thailand's upcoming amendments to the Labor Protection Act.

Aside from these updates, the impact of digitalisation and gig employment brings with them new HR legal challenges in managing flexible working arrangements, internal investigations, and data privacy protection.

With Asia poised as the next important employment hub, together with the evolving labor law changes, there are key issues affecting the roles of regional HR and in-house employment counsel. Melinda has presented an insightful presentation on the upcoming changes on Malaysia Employment Law updates that should be on the radar of the employers. The new government onboard under the Malaysia Human Resources Ministry is planning several significant revisions of labour laws, to make them more relevant to the current economy.

The session covered the important aspects of:

- Budget Malaysia 2019 – What HR and employers need to know?
- Understand the government efforts in upskilling the workforce

- Anti-Corruption Commission Bill 2018 – How companies can curb the risk of corporate offense and corruption to avoid heavy liability
- Dealing with misconduct and poor performance
- Managing redundancy, retrenchment and constructive dismissal

The session was followed up with a Q&A and Dialogue session for participants. The event was then officiated by Low Yen Ling MP, Senior Parliamentary Secretary of the Ministry of Manpower.