



Webinar on Managing the Impact of Covid-19 Pandemic on Employment

Date: October 1, 2020
Time: 2.00 pm - 3.30 pm
via Zoom

FMM in collaboration with **Lee Hishammuddin, Allen & Gledhill's Industrial Relations and Employment Practice** is bringing you this 1.5-hour webinar on Employment Law considerations in managing the impact of Covid-19 on business.

- ⇒ Many businesses have been exploring and/or implementing cost-cutting measures within their organisations such as salary reduction and retrenchment. There are various considerations to be taken into account when planning and implementing measures which would affect employees from the perspective of employment and industrial relations laws and practices in Malaysia.
- ⇒ Employers should always ensure best practice in accordance with industrial jurisprudence when implementing a business reorganisation exercise such as retrenchment. In deciding whether a retrenchment exercise was carried out in a fair and proper manner, the Industrial Court will first examine the reasons for the reorganisation and business rationalisation.
- ⇒ Measures that effectively vary terms of employment contracts such as salary reductions potentially expose employers to the risk of constructive dismissal claims. Employers need to carefully thread these measures in order manage potential constructive dismissal claims arising from measures taken owing to the pandemic.

SPEAKERS



**Shariffullah Majeed,
Partner**

Shariffullah primary areas of practice are industrial relations and employment law. Shariffullah has also defended civil claims arising from employment contracts. He has also played a critical and encompassing role in aiding companies in fruitful mediations. Shariffullah works closely with several government-linked and multi-national companies and regularly engaged as a trainer for handling employment-related issues. He is also a regular speaker at the national Industrial Relations Law Conference.

**Nurul Aisyah Hassan,
Associate**



Áisyah has assisted in representing a range of multinational corporations and government-linked companies to small and medium-sized enterprises in industrial relations disputes in the Labour Court, Industrial Court, High Court, Court of Appeal and the Federal Court. She has also advised clients on a spectrum of issues relating to employment law, which include amongst others, constructive dismissal claims, restructurings, retrenchment and disciplinary actions against employees.

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Enquiries & Registration

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