



DEPARTMENT OF LABOUR PENINSULAR MALAYSIA

EMPLOYMENT ACT (AMENDMENT) 2022

COVERAGE

All private sector employees in Peninsular Malaysia including Federal Territory of Labuan.

ENFORCEMENT DATE

1st January 2023.

PURPOSE OF THE AMENDMENT

- Increase and improve the protection and welfare of employees.
- Ensuring that labour law provisions are in accordance with international labor standards.

EXPANSION OF THE SCOPE OF PROTECTION IRRESPECTIVE OF WAGES

All private sector employees entering the contract of service should be protected and benefit from the Employment Act 1955.

PRIMARY AMENDMENT

- Maximum working hours of 45 hours per week.
- Entitlement of 98 days maternity leave.
- Separation of sick leave and hospitalisation leave.
- 7 days paternity leave.
- Director General's approval for the payment of wages paid in legal tender and cheque.
- Calculation of wages formula for incomplete month's work.
- Flexible working arrangement.
- Director General's prior approval in employing foreign employee.
- Prohibition of discrimination in employment.
- Prohibition of forced labor.
- Obligation on contractors for labor to enter into written contract with the principal of the contract.
- Minimum apprenticeship period of 6 months and a maximum period of 24 months.
- Notice to raise awareness on sexual harassment.