



MEDIA STATEMENT: PARENTAL LEAVE PRACTICES

We refer to several articles on the **Industry Dialogue “Childcare@Workplace: A Business Imperative?”** which took place in Penang on Monday, 30 September.

1. Earlier this year, the Ministry of Human Resources announced proposed amendments to the Employment Act 1955. The proposed amendments cover a wide scope, including: enhancing overall protection to employees, increasing productivity, reducing working hours, handling forced labour issues, complying with international labour standards, improving the effectiveness of foreign workers’ management and strengthening enforcement activities.
2. The most recently announced proposal was the implementation of three days of paid paternity leave for fathers working in the private sector. Currently, fathers in the public sector are given seven days of paid paternity leave, while fathers in the private sector are not legally entitled to any paternity leave.
3. The Ministry have emphasised that all proposals to amend the Employment Act 1955 are currently pending approval from the Cabinet before they can be tabled in Parliament and thereafter, come into effect.
4. Therefore, TalentCorp wishes to clarify any potential confusion over comments by our Deputy Chief Executive Officer, Mr. Sivakumeren A Narayanan on the Government’s proposed review of labour laws, including those related to parental leave practices by employers in Malaysia.
5. As the Government agency driving Malaysia’s talent strategy, **TalentCorp recognises the importance of strengthening the Malaysian workforce to better navigate challenges and opportunities brought about by the Future of Work.** We are also greatly encouraged by the Ministry’s commitment to adapt Malaysia’s work practices to reflect the realities of the 21st century workplace.

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