

Are You a Silent Enabler of Forced Labour?



Programme Overview

In Malaysia, almost one-third of migrant workers in domestic households face exploitative conditions, highlighting the urgent need to address forced labour. This programme tackles crucial questions for companies, guiding them on preventing such practices and championing the 'Social' agenda in ESG. Tailored to the concerns of Malaysian companies, it offers actionable insights and strategic solutions for navigating ethical labour practices in line with current expectations.



Nearly a third of migrant workers in Malaysia endure exploitative conditions¹.



Recent import bans on key industries such as rubber glove manufacturers and palm oil producers have thrust Malaysia into the international spotlight².



Consecutive downgrade for Malaysia in the US Department of State's Trafficking in Persons (TIP) report, shifting from Tier 2 Watch List to Tier 3 in 2021 and 2022³.

Session 1 | 9.30 am – 11.00 am

This session explores forced labour management in Malaysia, covering the gap between local laws and global standards. It emphasises alignment, focusing on worker education, transparent recruitment, legal protections, and documentation. The holistic approach includes monitoring, inspections, and access to support services. The session highlights employer accountability and capacity building, offering actionable insights to align legal frameworks with international expectations.

Session 2 | Panel discussion | 11.30 am – 1.00 pm

From Challenge to Champions: Navigating Ethical Labor Practices in Corporate Realities

This panel discussion features industry experts sharing practical insights on navigating forced labour challenges in Malaysia. Beyond theory, it focuses on real-life experiences, revealing how companies strategically tackled and resolved issues related to forced labour. Furthermore, it explores changing shareholder expectations, particularly from institutional investors, underscoring the increasing importance of ethical labour practices in the broader ESG landscape.

Speakers:



ARULKUMAR SINGARAVELOO

Chief Executive Officer
Malaysia HR Forum



SUJATHA SEKHAR NAIK

Chairman
Malaysian Institute of
Corporate Governance



RIZAL MOHAMED ALI

Head
Sustainability & Social Investments
Permodalan Nasional Berhad

Moderator:



NADIAH HANIM

Head
Strategy & Programmes
Yayasan Anak Bangsa Bisa



27 FEBRUARY 2024 | TUESDAY



9.30 AM - 1.00 PM



MALAYSIA INTERNATIONAL TRADE AND EXHIBITION CENTRE (MITEC)



**Member
RM750+**

**Non-Member
RM950+**

Early Bird **Group of 2**
(Before 31 January) or more
RM850+ **RM850+**

(All prices are excluding SST)



¹ Skilled to care: forced to work? Recognizing the skills profiles of migrant domestic workers in ASEAN amid forced labour and exploitation, by Jenna Holliday, International Labour Organization, Regional Office for Asia and the Pacific, 2023.

² Can Malaysia Eliminate Forced Labour by 2030? by Hwok Aun Lee and Adrian Pereira, ISEAS-Yusof Ishak Institute, Singapore, 2023.

³ 2023 Trafficking in Persons Report by the US Department of State.



ARULKUMAR SINGARAVELOO
Chief Executive Officer - Malaysia HR Forum

With 22 years of progressive HR experience in a leading semiconductor organisation, Arul co-founded Malaysia HR Forum as an HR Director, fostering HR learning with over 40,600 members. Arul, experienced in various HR aspects, has led large teams exceeding 9,000 employees, focusing on HR transformation for sustainable growth. He spearheaded social compliance development, offering advisory and consulting to large manufacturers and enhancing HR policies and processes. He is a speaker and consultant on forced labour prevention, serves as HR General Manager at Hartalega Holdings Berhad and Human Resources Director (Business Consulting Services) at Infineon Technologies Malaysia. His expertise encompasses business partnering, recruitment, training, talent management, and compensation & benefits. Arul holds a Bachelor's in Engineering and an MBA from Strathclyde University.



SUJATHA SEKHAR NAIK
Chairman - Malaysian Institute of Corporate Governance

With over 30 years of experience in governance and capital markets, Sujatha Sekhar Naik has held diverse roles. As the Chief Governance Officer and Group General Counsel at a glove manufacturing company, she focused on governance, compliance, and ESG initiatives. Sujatha also contributed to a fintech startup, overseeing risk and compliance. Her tenure as CEO of the Securities Industry Dispute Resolution Center (SIDREC) from 2013 to 2019 emphasised aligning dispute resolution services with international best practices. With extensive regulatory experience from leadership roles at the Securities Commission Malaysia, she currently serves as an Independent Director for Ombudsman Financial for Services (OFS), Metrod Holdings Berhad, and Hextar Technologies Solutions Berhad. Sujatha, a qualified lawyer, holds an LLB (Hons) Degree from the University of London and is accredited as a mediator, certified trainer, and coach.



RIZAL MOHAMED ALI
Head - Sustainability & Social Investments, Permodalan Nasional Berhad

Rizal Mohamed Ali is a seasoned professional with over 25 years of experience in Sustainability. His profound expertise extends to developing comprehensive ESG policies and guidelines that include Principles for Responsible Investment (PRI) and the Malaysian Code for Institutional Investors. Demonstrating a mastery of Global Reporting Initiative (GRI) standards and Task Force on Climate-Related Financial Disclosures (TCFD), Rizal currently holds the pivotal role of Head, Sustainability & Social Investments at Permodalan Nasional Berhad. Moreover, Rizal actively drives impactful efforts, including PERKUKUH initiatives, serving as a key Working Group Member for the Institutional Investors Council Malaysia, and contributing to the PRI Sustainability Working Group. He also contributes as a Member of the Steering Committee for the Joint Committee on Climate Change (JC3) to draft the TCFD Application Guide for Malaysian Financial Institutions. In 2016, he was appointed country representative for the London-based International Corporate Governance Network. Rizal graduated with a Bachelor of Laws from Brunel University of London.



NADIAH HANIM
Head - Strategy & Programmes, Yayasan Anak Bangsa Bisa

Nadiah, a seasoned Strategic Advocacy and Corporate Affairs professional, possesses over 20 years of diverse experience in corporate, NGO, and humanitarian sectors. Committed to fostering impactful collaborations, she is dedicated to issues such as sustainability, business & human rights, social impact, youth empowerment, child rights, and disability advocacy. Currently serving as the head of Strategy & Programmes at Yayasan Anak Bangsa Bisa, the impact foundation of Indonesia's GoTo Group, Nadiah is also engaged in various roles, including Sustainability & Corporate Affairs consultant, Co-Founder of social enterprises, Programme Host with Bernama News Channel, President of the Malaysian Rare Disorders Society, and Regional Representative for the Phelan McDermid Syndrome (PMS) Foundation. Her extensive involvement spans grassroots advocacy, legislative discussions, and national action plans in Malaysia and abroad.

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