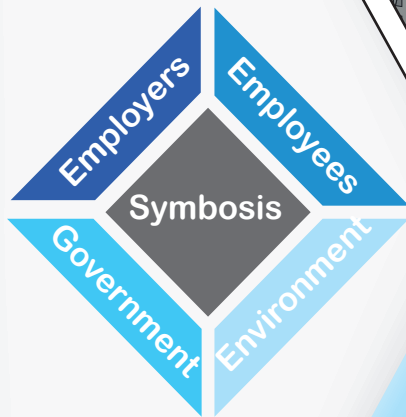




SABAH EMPLOYERS ASSOCIATION
(Persatuan Majikan-Majikan Sabah)

沙巴州僱主總會

**PROSPER
TOGETHER**



**以人为本
以诚立业**

- ◆ **To Be The Voice For Sabah Employers**
- ◆ **To Represent or Advise its Members on Business Matters**
- ◆ **To advocate tripartite Approach on Policy Formulation & Implementation**

Roles & Objectives of SEA 沙僱總之宗旨與目的

To Be The Voice For Sabah Employers Relating to Employment 代表沙巴州僱主群組

To represent the interests of SEA members to the government and developing a collective voice. SEA endeavors to be representative in order to strengthen and be recognized as the voice of its membership. SEA believes in wide and inclusive membership to empower it with a broader range of realities and experiences upon which to draw so as to deliver additional voice, influence and legitimacy.

廣泛招收大小型僱主參與成為會員，集合群體力量，同聲一氣與官方互動交流。

To Represent or Advise its Members in Employment Matters 推動私人界人力資源政策實行

To represent or advise its members and to strengthen their position in society at large with respect to employment matters as distinct from economic matters. SEA represents a focused and coordinated approach to industrial environment. It is mainly concerned with matters relating to a wide range of employment issues (e.g. foreign workers, minimum wages, employment insurance scheme) including industrial relations.

積極參與國與州內人力資源課題研討，糾紛協調，全方位政策擬定（如外勞，基本工資，人力保險等），建議及鼓勵會員們循法實行。

Tripartite Approach to Labor Matters 爭取永續性三方同等參與人力政策課題

SEA was formed with a tripartite approach to labor matters, rather than to provide a united confrontational mechanism against union initiatives or create adversarial workplace relations.

Realizing that SEA as an employer association is the natural counterpart of trade union in a capitalist economy, both SEA and local Sabah unions maintain a healthy partnership in their quest to achieve solutions that are just and fair for both employers and employees in Sabah to create greater industrial harmony for the Sabah workforce.

SEA favors regular engagements with representative of all stakeholders, including the government – a tripartite approach that is sustainable and beneficial for market economy.

堅持三方同等（僱主，工會與政府）地位，並行不悖面對人力資源課題。秉持互助互惠原理，共同協商人力問題，建設性統一政策方案。

Fact:

Employers have to comply with laws relating to hiring employees in Sabah, Malaysia

Primary Objectives 主要目的

- To lobby for relevant employment policy issues and legislation 爭取良性共贏化人力資源政策
- Promote and protect the interest of members in matters relating to employment. 推動與保護會員利益
- Study, analyze and disseminate information relating to employment policy, employment management relations, collective bargaining, etc. 集成市場資料，與會員及對外分享成果以資交流
- Offer advice concerning various aspects of employment, personnel management and policies. 提供關於人力課題的步驟指南，引導說明
- Liaise with Union Government and initiate steps that are representative and legislative in nature. 與工會持續交接，共商，維持互助互惠的僱傭結構
- Providing employer representation at industrial tribunals on wages and working conditions 在人力課題訴訟場合代表及適當維護會員

Secondary Objectives 輔助目的

- Train and develop staff and members 會員與員工培訓，提升知識技能
- Obtain analytical data on wages and conditions of work in industries for review 收集，研討市場人力資料
- Conduct surveys, research-based reports on issues of importance to both labor and management 人力市場調查，整合報告
- Deal with safety and health at work place and working environment 提倡工作環境安全思維與措施
- Initiate steps to improve public image and improve public relations 推行公共關係，維持正面僱主形象
- Provide a forum for exchange among members on issues of common interests relating to employment 提供平台讓會員聯繫，交流，分享
- To share information and best practices between on labour markets 與外界互動，不間斷追求人力政策，科技與知識上的進步

Membership 會員加入

Trade associations & chambers, companies including government-linked companies, enterprises, sole proprietors or partnerships, regardless of size and industries are welcomed to join as members of SEA.

任何大小形式私人企業（公司，個人註冊，合夥企業等），商會，公會或半官方企業等，皆歡迎加入本會。

Contact Person:

Ms Etrye (Research Officer) 010 950 7638

Email: SabahEmployers@gmail.com

SEA Professional Accreditation

ACCHRPTM

Accredited Human Resource Professional

人力资源管理专才认证

ACCOSH-CTM

Accredited Occupational Safety & Health Professional

工業安全協調專才認證

**Be professionally accredited by SEA and earn
real market recognition!**

**Continually stay updated on knowledge & skillset
in today's dynamic environment**

**Align with Progressive Wage Principle - better pay with
better knowledge & experience**

Join SEA now!

1. Free review of your existing employment contracts
2. Have access to various HR templates for use
3. Have access to guidance & assistance from SEA Office
4. Stay informed on compliance, be ready and avoid surprises
5. Get special discounts on SEA courses
6. Have one personnel professionally accredited by SEA (free)

Q&A



以人为本
以诚立业