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30 March 2026
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WARTA KERAJAAN PERSEKUTUAN

*FEDERAL GOVERNMENT
GAZETTE*

PERATURAN-PERATURAN PEKERJA GIG
(PROSIDING PENDAMAIAN) 2026

*GIG WORKERS (CONCILIATION PROCEEDINGS)
REGULATIONS 2026*

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AKTA PEKERJA GIG 2025

PERATURAN-PERATURAN PEKERJA GIG (PROSIDING PENDAMAIAN) 2026

PADA menjalankan kuasa yang diberikan oleh perenggan 112(a) Akta Pekerja Gig 2025 [Akta 872], Menteri membuat peraturan-peraturan yang berikut:

Nama dan permulaan kuat kuasa

1. (1) Peraturan-peraturan ini bolehlah dinamakan **Peraturan-Peraturan Pekerja Gig (Prosiding Pendamaian) 2026**.

(2) Peraturan-Peraturan ini mula berkuat kuasa pada 31 Mac 2026.

Aduan pertikaian

2. Seseorang pekerja gig boleh memfailkan suatu aduan pertikaian secara bertulis kepada Pendamai di bawah subseksyen 19(1) Akta dalam tempoh enam puluh hari—

(a) dalam hal sebagaimana yang diperuntukkan di bawah perenggan 18(3)(a) Akta, dari tarikh pertikaian berbangkit;

(b) dalam hal sebagaimana yang diperuntukkan di bawah perenggan 18(3)(b) Akta, dari tarikh keputusan penyedia platform diberikan melalui penjelasan bertulis di bawah subseksyen 14(9) Akta;

(c) dalam hal sebagaimana yang diperuntukkan di bawah perenggan 18(3)(c) Akta, dari tarikh pertikaian berbangkit;

(d) dalam hal sebagaimana yang diperuntukkan di bawah perenggan 18(3)(d) Akta, dari tarikh keputusan entiti kontrak; atau

(e) dalam hal sebagaimana yang diperuntukkan di bawah perenggan 18(3)(e) Akta, dari tarikh tamat tiga puluh hari dari tarikh aduan dibuat.

Prosiding pendamaian oleh Pendamai

3. (1) Bagi maksud subseksyen 19(2) dan (3) Akta, Pendamai hendaklah memulakan prosiding pendamaian dengan mengeluarkan notis secara bertulis mengarahkan pihak-pihak untuk menghadiri prosiding pendamaian.

(2) Pendamai boleh menjalankan prosiding pendamaian dengan berkomunikasi dengan pihak-pihak secara bersama atau berasingan, sama ada secara sendiri, melalui telefon, persidangan video atau secara elektronik, mengikut mana-mana yang difikirkan oleh Pendamai sesuai.

(3) Pendamai hendaklah mengambil nota semasa prosiding pendamaian berlangsung.

(4) Bagi maksud subseksyen 19(4) Akta, Pendamai hendaklah merekodkan terma penyelesaian secara bertulis dan hendaklah memastikan bahawa terma penyelesaian ditandatangani oleh kedua-dua pihak.

(5) Jika Pendamai berpuas hati bahawa tidak mungkin pertikaian itu boleh diselesaikan, Pendamai hendaklah merujuk pertikaian itu kepada Tribunal dan memberitahu kedua-dua pihak secara bertulis.

Prosiding pendamaian oleh Menteri

4. (1) Bagi maksud subseksyen 20(1) Akta, Pendamai hendaklah mengeluarkan notis secara bertulis mengarahkan pihak-pihak untuk menghadiri prosiding pendamaian oleh Menteri.

(2) Prosiding pendamaian di bawah subperaturan (1) boleh dijalankan oleh Menteri dengan berkomunikasi dengan pihak-pihak secara bersama atau berasingan, sama ada secara sendiri, melalui telefon, persidangan video atau secara elektronik, mengikut mana-mana yang difikirkan oleh Menteri sesuai.

(3) Prosiding pendamaian yang dikendalikan oleh Menteri boleh dihadiri oleh Pendamai.

(4) Pendamai hendaklah mengambil nota semasa prosiding pendamaian berlangsung.

(5) Bagi maksud subseksyen 20(2) Akta, sekiranya penyelesaian dicapai semasa prosiding pendamaian oleh Menteri, Pendamai hendaklah merekodkan terma penyelesaian secara bertulis dan hendaklah memastikan bahawa terma penyelesaian itu ditandatangani oleh kedua-dua pihak.

(6) Jika Menteri berpuas hati bahawa tidak mungkin pertikaian itu boleh diselesaikan, Menteri hendaklah merujuk pertikaian itu kepada Tribunal dan Pendamai hendaklah memberitahu kedua-dua pihak secara bertulis.

Ketidakhadiran entiti kontrak

5. Sekiranya entiti kontrak gagal untuk menghadiri dua prosiding pendamaian berturut-turut yang ditetapkan di bawah subperaturan 3(1) tanpa alasan atau sebab yang munasabah, dan Pendamai atau Menteri, mengikut mana-mana yang berkenaan, berpuas hati bahawa tidak mungkin pertikaian itu boleh diselesaikan, Pendamai atau Menteri masing-masing hendaklah merujuk perkara itu kepada Tribunal.

Ketidakpatuhan terma penyelesaian

6. Bagi maksud seksyen 21 Akta, Pendamai boleh berkomunikasi dengan pihak-pihak secara bersama atau berasingan, sama ada secara sendiri, melalui telefon, persidangan video atau secara elektronik, bagi membuat dapatan bahawa terma penyelesaian tidak dipatuhi oleh mana-mana pihak.

Laporan Pendamaian

7. Bagi maksud membuat rujukan kepada Tribunal di bawah seksyen 33 Akta, Pendamai hendaklah menyediakan suatu laporan pendamaian untuk dikemukakan kepada Tribunal yang mengandungi pernyataan tentang pertikaian, pembelaan, terma penyelesaian yang direkodkan atau aduan tentang ketidakpatuhan terma penyelesaian, mengikut mana-mana yang terpakai.

Dibuat 26 Mac 2026
[KSM.PUU(S)600-1/1/38(4); PN(PU2)780]

DATO' SRI RAMANAN RAMAKRISHNAN
Menteri Sumber Manusia

GIG WORKERS ACT 2025

GIG WORKERS (CONCILIATION PROCEEDINGS) REGULATIONS 2026

IN exercise of the powers conferred by paragraph 112(a) of the Gig Workers Act 2025 [Act 872], the Minister makes the following regulations:

Citation and commencement

1. (1) These regulations may be cited as the **Gig Workers (Conciliation Proceedings) Regulations 2026**.

(2) These Regulations come into operation on 31 March 2026.

Complaint of dispute

2. A gig worker may file a complaint of dispute in writing to the Conciliator under subsection 19(1) of the Act within sixty days—

(a) in the case as provided under paragraph 18(3)(a) of the Act, from the date the dispute arose;

(b) in the case as provided under paragraph 18(3)(b) of the Act, from the date of the decision of the platform provider given through a written explanation under subsection 14(9) of the Act;

(c) in the case as provided under paragraph 18(3)(c) of the Act, from the date the dispute arose;

(d) in the case as provided under paragraph 18(3)(d) of the Act, from the date of the decision of the contracting entity; or

(e) in the case as provided under paragraph 18(3)(e) of the Act, from the date of expiry of thirty days from the date the complaint is lodged.

Conciliation proceedings by Conciliator

3. (1) For the purposes of subsections 19(2) and (3) of the Act, the Conciliator shall initiate conciliation proceedings by issuing a notice in writing directing the parties to attend the conciliation proceedings.

(2) The Conciliator may conduct conciliation proceedings by communicating with the parties jointly or separately, whether in person, by telephone, video conference or electronically, whichever the Conciliator thinks appropriate.

(3) The Conciliator shall take notes during the conciliation proceedings.

(4) For the purposes of subsection 19(4) of the Act, the Conciliator shall record the terms of settlement in writing and shall ensure that such terms of settlement shall be signed by both parties.

(5) If the Conciliator is satisfied that there is no likelihood of the dispute being settled, the Conciliator shall refer the matter to the Tribunal and notify both parties in writing.

Conciliation proceedings by Minister

4. (1) For the purposes of subsection 20(1) of the Act, the Conciliator shall issue a notice in writing directing the parties to attend the conciliation proceedings by the Minister.

(2) The conciliation proceedings under subregulation (1) may be conducted by the Minister by communicating with the parties jointly or separately, whether in person, by telephone, video conference or electronically, whichever the Minister thinks appropriate.

(3) The conciliation proceedings handled by the Minister may be attended by the Conciliator.

(4) The Conciliator shall take notes during the conciliation proceedings.

(5) For the purposes of subsection 20(2) of the Act, where a settlement is reached during the conciliation proceedings by the Minister, the Conciliator shall record the terms of settlement in writing and shall ensure that such terms of settlement shall be signed by both parties.

(6) If the Minister is satisfied that there is no likelihood of the dispute being settled, the Minister shall refer the matter to the Tribunal and the Conciliator shall notify both parties in writing.

Non-attendance of contracting entity

5. Where the contracting entity fails to attend two consecutive conciliation proceedings fixed under subregulation 3(1) without just cause or excuse, and the Conciliator or the Minister, as the case may be, is satisfied that there is no likelihood of the dispute being settled, the Conciliator or the Minister respectively shall refer the matter to the Tribunal.

Non-compliance of terms of settlement

6. For the purposes of section 21 of the Act, the Conciliator may communicate with the parties jointly or separately, whether in person, by telephone, video conference or electronically, in order to make a finding that the terms of settlement has not been complied with by any of the parties.

Conciliation Report

7. For the purposes of making a reference to the Tribunal under section 33 of the Act, the Conciliator shall prepare a conciliation report to be submitted to the Tribunal containing the statement of the dispute, the defences, the terms of settlement recorded or the complaint of the non-compliance of the terms of settlement, whichever is applicable.

Made 26 March 2026
[KSM.PUU(S)600-1/1/38(4); PN(PU2)780]

DATO' SRI RAMANAN RAMAKRISHNAN
Minister of Human Resources