

P Jayasingam (Jaya)

JAYA is one of the Co-Managing Partners at Zul Rafique & Partners and heads the Litigation and Employment & Industrial Relations practice groups. He graduated with a Bachelor of Laws (Hons) degree from the University of London and a Master of Laws from University College, London. He is also a Barrister-at-Law of Gray's Inn and was called to the English Bar in 1984. He was admitted as an Advocate & Solicitor of the High Court of Malaya in 1986. He is also the Co-Chairperson of the Industrial and Employment Law Committee of the Bar Council Malaysia and Past President of the Malaysian Society for Labour and Social Security Law (MSLSSL). Jaya has been named as an Elite Practitioner 2023 by Asialaw Profiles, and Hall of Fame 2023 by Legal 500 Asia Pacific. Further, his firm was declared to be the Malaysia Employment Law Firm of the Year for 2015 and 2017 by Asian Legal Business, and In-House Community Firm of the Year 2018 and 2019 for Employment by Asian-mena Counsel.

Jaya handles a litigation portfolio of civil and industrial relations (IR) matters. In IR, he regularly handles cases for and on behalf of employers. He regularly appears in the Industrial Court and routinely advises and handles disputes relating to dismissal/constructive dismissal, collective agreements, redundancy/retrenchment, change of ownership of business, and other employment related issues. He also appears in the High Court, Court of Appeal and Federal Court to argue issues such as the High Court's supervisory powers over the Industrial Court's decisions as well as to defend employers against common law claims for wrongful dismissal. Jaya's field of expertise is not limited to litigation. He has advised on transfer of employees in the sale of business; voluntary separation scheme (VSS); retrenchment; the change of business ownership and the effect of collective agreements on successors, assignees or transferees of the business. To add value to his legal services, Jaya also conducts seminars and training on IR/employment issues for his clients.



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