



## Rajeswari Karupiah

Partner

Rajeswari was called to the Malaysian Bar in 1997 and has since practised as an Industrial Relations and Employment lawyer.

She has appeared regularly for employers in employment disputes before the Industrial Court and Labour Court as well as before High Court, Court of Appeal and Federal Court.

Rajeswari also has experience in a number of employment related advisory matters including compliance due diligence for several public listed companies, fraud investigation for financial institutions and advising on Employee Share Options Scheme for one of the largest private telco operators.

Rajeswari was appointed by the Minister of Human Resources as a Chairman of the Industrial Court between 2018 and 2024 where she has heard and decided more than 500 employment disputes. As the Chairman of Industrial Court, she sat on various committees of the Industrial Court such as the Consultative Committee on Industrial Law and Law Amendment and Rules Committee. She has also presented papers at the Industrial Court Chairmen's Biennial Conference and at the Judicial & Legal Service Training Institute (ILKAP).

Aside from her professional experience in Malaysia, Rajeswari served at the World Bank in Washington DC as a Legal Advisor and Consultant where she undertook projects on improving and streamlining labour policies of Malaysia to be congruent with comparable economies of East Asia and the Pacific Region. Her notable contribution at the World Bank includes the Introduction of Minimum Wage for Workers in Malaysia in 2012. Further, she co-authored the following reports for the World Bank:

- Optimal Design for a Minimum Wage Policy in Malaysia 2012
- Review of the Policy and System of Immigration in Malaysia 2012
- Productivity Linked Wages System – 2011/2012
- Malaysia Economic Monitor – Modern Jobs - 2012.

Rajeswari has presented numerous papers on employment and industrial relations and has been a regular speaker on employment and industrial relations laws at Malaysian and international conferences.

She was also a contributing author of an Industrial Relations practice guidebook titled Industrial Relations and Practice in Malaysia published by Sweet & Maxwell in 2021.

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### Qualifications

- LLB (Hons), University of London
- Accredited Mediator, CIArb
- Human Resource Development Fund (HRDF) Certified Trainer

### Practice Areas

- Employment Law
- Industrial Relations
- Compliance & Regulatory
- Fraud Investigations

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