

T. Thavalingam
& Co.

ADVOCATES & SOLICITORS



T. THAVALINGAM & CO.

Firm Overview

T. Thavalingam & Co. is one of the larger boutique law firms specialising in employment- and IR-related legal services in Malaysia. We act solely for employers comprising statutory bodies, multinational conglomerates and government-linked companies to family-owned enterprises, across the full spectrum of industries, including banks and financial institutions, oil and gas, airlines, telecommunications, and consumer goods.

With the benefit of over thirty years' experience, Dato' Thavalingam has consistently been recognised as a leading labour lawyer by Chambers Asia Pacific, Benchmark Litigation, Euromoney and the Legal 500 Asia Pacific. Dato' Thavalingam was awarded *Labour and Employment Lawyer of the Year* by AsiaLaw at its Regional Legal Expertise Awards 2023. Most recently in 2025, he was ranked a *Litigation Star* by Benchmark Litigation Asia-Pacific, a *Leading Partner* by The Legal 500 Asia-Pacific and *Elite Practitioner* by AsiaLaw. Chambers Asia-Pacific had also ranked Dato' Thavalingam as a *Band 1* practitioner. Apart from Dato' Thavalingam, our Partner, Sebastian Tay has also been ranked by Chambers & Partners for two consecutive years.

Our team has had the benefit of years of experience in preeminent practices which have been consistently achieved top-tier accolades in our fields of practice. In our first year, our practice was recognised by Benchmark Litigation as a *Tier 2 Firm* for Labour & Employment. In September 2023, our firm was accorded *Labour and Employment Firm of the Year* at the AsiaLaw Regional Legal Expertise Awards 2023. Since then, our firm has consistently been recognized by prestigious publications, including *Tier 1 Firm* by Benchmark Litigation Asia-Pacific, *Band 2 Firm* by Chambers Asia-Pacific and *Highly Recommended Firm* by AsiaLaw.

Our team is dedicated to providing practical, result-oriented and comprehensive solutions to clients with efficiency and candour.

Practice Areas

Focused on assisting employers in both litigation and advisory capacities, our lawyers possess market-leading expertise across all areas of employment, labour and industrial relations law.

Our lawyers have extensive experience in handling employment-related disputes on behalf of our clients, from defending unfair dismissal claims (including direct dismissals, forced resignations and constructive dismissal claims), litigating trade disputes and other trade union matters, and acting in SOCSO-related actions. Our partners have acted for clients in numerous high-profile cases at the High Court and appellate courts in appeals and judicial review matters emanating from Industrial Court Awards and Ministerial decisions, as well as common law employment disputes.

Our team is well-equipped to provide effective, outcome-focused advice on various employment and industrial relations issues, including staff discipline and performance issues, corporate restructuring and right-sizing exercises, statutory compliance issues, employment terms and conditions, and collective bargaining with trade unions.

Our Team



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