

## Amardeep Singh Toor

Amardeep handles both litigation and advisory matters on all aspects of employment and industrial relations law. He regularly appears in the Industrial Court to defend employers in unjust dismissal and trade disputes claims as well as the High Court, Court of Appeal, and Federal Court.

Amardeep provides regular advice on all areas of employment and industrial relations law including retrenchment and reorganisation exercises, transfer exercises, restructuring senior management positions, voluntary and mutual separation schemes, sexual harassment, misconduct and disciplinary proceedings, performance management and review, and development of employment documentation and policies. He also advises corporate clients on immigration laws and on management of their foreign workers and expatriates, as well as employment-related tax laws in Malaysia.

Amardeep is recognised as a "Next Generation Partner" by **The Legal 500 Asia-Pacific 2026**, ranked "Band 3" by **Chambers Asia-Pacific 2026**, a "Rising Star" by **asialaw 2025**, and a "Future Star" by **Benchmark Litigation Asia-Pacific 2025**, in the field of Labour and Employment. Amardeep is also ranked recommended by **Lexology Index** in *Employment & Labor category* and *Southeast Asia - Labour, Employment & Benefits category*. Amardeep is often commended for his outstanding communication skills, quality of work, timeliness, and pragmatic approach. Amardeep was also recommended by **The Legal 500** for immigration law and the management of foreign workers. He recently won "Young Lawyer of the Year" in the **Asian Legal Business Awards – Malaysia 2024** and received an *Honourable Mention* in the "Malaysia Lawyer of the Year" category in the **asialaw's Client Choice Awards 2024**. He was also recognised as a "Rising Star" in the **Asian Legal Business – Malaysia 2022**, an annual listing of lawyers under the age of 40 who are delivering high-quality work, earning accolades from their colleagues, superiors, and clients. He also contributed to Malaysian Chapter of the **Chambers Employment 2023 Global Practice Guide**.



He has contributed several articles to the Industrial Law Reports published by The Malaysian Current Law Journal and is a regular speaker at the national Industrial Relations Law Conference and Malaysian Employment Law Conference. Amardeep is a member of the Bar Council's Industrial & Employment Law Committee and chairs the Practitioner Issues sub-committee.

A graduate of the University of the West of England, Bristol, and a member of the Honourable Society of Lincoln's Inn, Amardeep was called to the Bar of England and Wales in 2012. He was admitted as an advocate and solicitor of the High Court of Malaya in 2013.

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### Qualifications

- LLB (Hons), University of the West of England
- BPTC, Bristol Law School
- Barrister at Law (Lincoln's Inn)

### Practice Areas

- Industrial Relations
- Employment Law
- Immigration laws relating to employment of expatriates/foreign workers
- Management of foreign workers

### Publications

- Contributor - Malaysian Chapter of the Chambers Employment Global Practice Guide (2023)
- Author - Decoding the law on fixed-term contracts
- Author - Sale of shares or business: What happens to the seller's employees?
- Author - Impact of the TPPA on labour laws in Malaysia
- Co-author - Working From Home: Legal issues and concerns
- Co-author - 'No Jab, No Job' - Can Employees be Compelled to Vaccinate Against COVID-19?
- Co-author - Proposed Amendments to the Employment Act 1955: One Step Forward, Three Steps Back?
- Co-author - Employee or Independent Contractor – What's the Difference?
- Co-author - Amendments to the Employment Act 1955 – What Employers Need to Know
- Co-author - Nothing Owed, Nothing Due: Limited Damages For Dismissal Claims In Civil Courts