



ISU	Employment law for all
Akhbar	The Star
Tarikh	4 April 2019 (Khamis)
Ruang	Views
Muka Surat	20

Employment law for all

I WOULD like to thank Ashgar Ali Ali Mohamed for his letter "Move to promote equal protection for all workers" (*The Star*, March 30). He is right. The Employment Act 1955 enforced in peninsular Malaysia is an important piece of legislation, but it has now become archaic. This is why it is crucial for the Human Resources Ministry to amend it so that it would protect the rights of all workers.

The Act as it is does not sufficiently protect low wage earners. It also needs to be more competitive as we have to think about how some successful economies of various countries have reduced their number of working hours per day without affecting productivity – some reports have even claimed increased productivity as a result.

Balancing the happiness of employers and employees in this country is no easy feat, which is why I have made it a point to conduct the National Labour Advisory Council (NLAC) meeting every month since January despite only needing to do it twice a year.

The Malaysian Employers Federation (MEF) and Malaysian Trades Union Congress (MTUC) are stakeholders in the NLAC. These two

often go head to head on issues during these meetings but generally reach a consensus by the end of each session. The two also know that not upsetting the balance of a healthy and business friendly environment is key to creating more jobs.

Recent headline-centric studies about low salaries in Malaysia fail to take these aspects into consideration. The fact is employers are only provided with a base salary in which to pay their employees, but this does not in any way prevent them from paying more based on their skills and productivity. This can also be done by way of a collective agreement.

There is no lack of high-skilled jobs in the country but there is an unsatisfactory quality of talent being produced due to technical and vocational education and training (TVET) institutions not being given the attention and relevance earlier. There is also a lack of knowledge about the importance of these institutes and how they can produce human capital of the future.

The Pakatan Harapan government has acknowledged this through the 2019 Budget, which has various incentives pertaining

to TVET and skills creation. We are turning the situation around.

We should be focused on reducing our dependence on foreign workers and aim to eventually become a high-skilled economy, which will drive wages up.

The National Wages Consultative Council (NWCC) consistently conducts surveys on the level of minimum wage in Malaysia. This study takes into account the various socio-economic aspects, including elements of labour productivity, median wage, Consumer Price Index (CPI), unemployment rate, and poverty line income (PLI).

The implementation of the minimum wage has had a positive impact on compensation of employees to GDP growth, which increased from 31.7% in 2010 to 35.2% in 2017. In fact, under the Eleventh Malaysia Plan (11MP) Mid-Term Review 2016-2020, contribution of workers' compensation to GDP is expected to increase to 38% by 2020.

The 11MP Mid-Term Review also emphasises the expansion of Productivity-Linked Wage System (PLWS) implementation as an effort at reforming the labour market for salaries and wages. In 2013, 76,023 employers were implement-

ing PLWS and this figure increased to 11.7% in 2018 (84,922 employers).

The Institute of Labor Market Information Analysis (Ilmia) of the Human Resources Ministry has developed the National Wages Index, which is a guideline and benchmark for employers to determine the level of salaries for their employees based on their qualification, skills and productivity. Actually, the National Wage Index has shown an increasing percentage of basic salary (8.2%) for the period of September 2016 and June 2018 (eighth quarter).

Welfare of employees is always on the government's mind and many steps are being taken and considered for implementation in order to raise the overall standards of workers in this country.

These include the recent proposal by the Human Resources Ministry to extend the application of the Employment Act to cover all workers irrespective of their wages in order to end discrimination among the workforce in Malaysia in line with international labour standards.

M. KULA SEGARAN
Minister of Human Resources

ISU	Invisible issues in safety at work
Akhbar	The Star
Tarikh	4 April 2019 (Khamis)
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Invisible issues in safety at work

AFTER reading the report “DOSH wraps up checks, building sites to face action” (*Sunday Star*, March 31), I would like to share my current working experience in a construction site.

I believe site safety officers are licensed by the Department of Occupational Safety and Health (DOSH) to ensure safety and occupational health at construction sites. But I regret to say that they emphasise more on visible “physical” safety features and practices compared to occupational health.

An invisible part of safety has been largely overlooked – the earth leakage protection system for both the temporary power supply for general use and for the passenger hoist. The missing earthing system consists of ground electrodes, earth chambers, tripping devices such as earth leakage relay and residual current circuit breakers (earth leakage circuit breaker) and earthing conductors.

Power needs to be isolated during a current leakage from any live supply to the metal bodies of power tools, scaffoldings and passenger hoist cage to prevent electrocution to site personnel.

In a major Shah Alam project where I once worked, a young electrician died from electrocution due to the absence of an earth leakage circuit breaker (ELCB) in the portable temporary supply board after a metal scaffolding leg cut into a live cable lying on the ground.

That unfortunate accident always reminds me of the dangers posed by the absence of a lifesaving earthing system. However, the



main contractor and even DOSH seem to not place sufficient emphasis on this “invisible” issue.

The present project site where I work is a breeding ground for mosquitoes despite my complaints. Water ponding occurs in lower lying areas like the basement, lift pits and a feature pool filled with water for leak tests. I would be bitten by numerous mosquitoes during inspections of the poorly-lit areas.

The safety officers employed by the main contractor were afraid to offend an irresponsible site staff from the developer/consultant’s office for frequent smoking in my shared cabin office and common conference room, which are both air-conditioned. Adding to the occupational stress (mental) is this

very same person watching YouTube videos without putting on ear phones, and the sound is quite loud.

Smoking in enclosed areas and mosquito breeding are occupational issues which DOSH should include in its enforcement, besides the staged earth leakage tripping functions in the temporary power supply.

The effects of poor occupational health at the job site manifest biologically and mentally over the long term compared to the “immediate” visible broken limbs or deaths due to “tangible accidents”, which the contractor and authorities tend to focus on.

A YEAR OF SUFFERING
Kuala Lumpur



ISU	Talks to extend Employment Act to cover all workers
Akhbar	The Sun
Tarikh	4 April 2019 (Khamis)
Ruang	News Without Borders
Muka Surat	2

Talks to extend Employment Act to cover all workers

■ BY **RAJVINDER SINGH**
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PETALING JAYA: The Employment Act 1955 does not sufficiently protect low-wage earners and needs to be more competitive, said Human Resources Minister M. Kulasegaran.

He said there has been discussion to promote equal protection for all workers and it is crucial that the ministry amends the Act to protect the rights of all workers.

Kulasegaran said the ministry intends to extend the application of the Act to cover all workers,

irrespective of their wages, to end discrimination in the workforce.

"The Act as has helped some successful economies lower their number of working hours per day without affecting productivity and some reports have even claimed increased productivity.

"Balancing the happiness of employers and employees is no easy feat, which is why I have made it a point to conduct the National Labour Advisory Council meeting every month since January despite only needing to do it twice a year."

Kulasegaran said the Malaysian

Employers Federation and Malaysian Trades Union Congress are stakeholders in the council.

He said they are aware that not upsetting the balance of a healthy business friendly environment is key to creating more jobs.

"There is no lack of high-skilled jobs. However, there is an unsatisfactory quality of talent being produced due to Technical and Vocational Education and Training (TVET) institutions not being given the attention and relevance earlier.

"There was a lack of knowledge about the importance of these

institutes and how they can produce human capital of the future."

He said the government in its 2019 Budget have allotted various incentives to TVET for skill creation.

He said the Institute of Labour Market Information Analysis has developed the National Wages Index (NWI) as a guideline and benchmark for employers to determine the level of salaries for employees based on qualification, skills and productivity.

He said the NWI has shown an increase in percentage of basic salary (8.2%) for the period of September 2016 and June 2018.

ISU	Kolaborasi JPKK, industri terajui bidang TVET
Akhbar	Berita Harian
Tarikh	4 April 2019 (Khamis)
Ruang	Varsiti
Muka Surat	V52

Kolaborasi JPKK, industri terajui bidang TVET

➔ Berupaya lahir graduan berkemahiran tinggi, penuhi kehendak pasaran pekerjaan

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■ Kuala Lumpur

Kerjasama erat antara Jabatan Pendidikan Politeknik dan Kolej Komuniti (JPKK) dengan industri menjadikan institusi pengajian tinggi (IPT) itu terus kekal menerajui bidang Pendidikan Teknikal dan Latihan Vokasional (TVET) di negara ini sejak 50 tahun lalu sekali gus melahirkan graduan berkemahiran tinggi yang mampu memenuhi kehendak pasaran.

Ketua Pengarah Jabatan Pendidikan Politeknik dan Kolej Komuniti (JPPKK), Prof Datuk Dr Mohd Ismail

Abdul Aziz, berkata kolaborasi berterusan dengan industri itu juga penting bagi memastikan kokurikulum yang ditawarkan sentiasa relevan dengan permintaan pasaran.

Katanya, sebagai langkah memperkukuhkan hubungan JPPKK dengan industri dalam akademik dan aktiviti kerjasama lain, satu jawatankuasa penasihat industri ditubuhkan pada April 2008 untuk memberi khidmat nasihat kepada jabatan dalam memba-nyangkan aktiviti jangkauan dan merangka pelan strategik yang berkaitan.

"Selain itu, politeknik turut menubuhkan jawatankuasa penasihat kebolehpasaran bagi menyediakan maklumat hala tuju industri

info

➔ Politeknik Malaysia mencatat nilai kebolehpasaran graduan sebanyak 96.1 bagi tahun 2018

➔ Sehingga kini, Politeknik Malaysia sudah berjaya melahirkan 643,130 alumni dalam pelbagai bidang

➔ Terdapat 36 politeknik di seluruh negara yang menawarkan pelbagai program pengajian sijil kemahiran khas, pra diploma, diploma dan sarjana muda kepada pelajar berminat

dan implikasinya terhadap permintaan dan bekalan tenaga kerja sekali gus memberi maklumat mengenai isu semasa berkaitan pekerjaan dan sektor buruh.

"Sebagai inspirasi kepada pelajar pula, program Ketua Pegawai Eksekutif (CEO)



Pendidikan TVET kini menjadi antara pilihan utama pelajar untuk menyambung pengajian ke peringkat IPT kerana keunikan kurikulum yang ditawarkan.

Fakulti diperkenalkan bagi mempelawa industri dan sektor awam untuk menyempai-paikan syarahan mereka di politeknik seterusnya menutup jurang antara teori dengan praktikal yang membenarkan kajian kes sebenar dilaksanakan dengan jayanya," katanya.

Kecerdasan buatan

Beliau berkata demikian ketika ditemui selepas menghadiri temu bual secara langsung bersama Selamat Pagi Malaysia (SPM) di RTM, baru-baru ini sempena sambutan Jubli Emas 50 Tahun Politeknik Malaysia.

Sambutan Jubli Emas 50



Prof Mohd Ismail Abdul Aziz

Tahun Politeknik Malaysia yang akan diadakan di Politeknik Ungku Omar (PUO) pada 7 April ini bertujuan menghargai pencapaian dan sumbangan Politeknik

Malaysia kepada negara serta mengiktiraf kerjasama dan persepikatan antara agensi kerajaan, swasta dan korporat yang membantu Politeknik Malaysia sehingga hari ini.

Prof Mohd Ismail berkata, dalam usaha melahirkan graduan berkemahiran tinggi bagi mendepani cabaran Revolusi Perindustrian 4.0 (Industri 4.0), JPPKK turut menerapkan penggunaan kecerdasan buatan (AI) dalam kurikulum pengajian yang dijangka menjadi perkara penting dalam perkembangan teknologi dan pasaran kerjaya pada masa akan datang.

ISU	Lam Thye terima pingat PKP
Akhbar	Harian Metro
Tarikh	4 April 2019 (Khamis)
Ruang	Setempat
Muka Surat	32

Lam Thye terima pingat PKP



MOHAMMAD Hamdan (tengah) bersama pengamal media yang menerima Pingat Cemerlang Bomba, semalam.

Pengerusi Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) Tan Sri Lee Lam Thye, 73, menerima pingat kebesaran tertinggi Jabatan Bomba dan Penyelamat Malaysia (JBPM), semalam di atas sumbangannya terhadap aspek keselamatan dan kebajikan warga JBPM.

Lee yang juga Ahli Lembaga Pengarah NSTP menerima Pingat Ketua Pengarah (PKP) daripada Ketua Pengarah JBPM, Datuk Muhammad Hamdan Wahid pada majlis istiadat penganugerahan pingat kebesaran JBPM di sini, semalam.

Pemilihan Lee berdasarkan sumbangan beliau kepada JBPM dan juga masyarakat atas kapasitinya sebagai Pengerusi NIOSH, ahli Majlis Keselamatan Aktiviti Air (MCAA) dan pengerusi Yayasan EcoWorld.

Beliau ketika ditemui berkata, antara perkara

yang dibangkitkan adalah keperluan menaikkan gaji anggota JBPM kerana tugas mereka kini dilihat semakin mencabar dan sama penting seperti anggota keselamatan lain.

“Saya juga berharap lebih banyak peruntukan disediakan kerajaan untuk pembelian jentera dan peralatan yang canggih manakala peralatan perlindungan diri (PPE) terkini juga perlu dibekalkan untuk kegunaan anggota JBPM,” katanya.

Sebagai ahli MCAA pula, Lee berkata, beliau akan memperjuangkan betapa perlunya seseorang anggota bomba untuk meningkatkan kemahiran dalam menangani kes lemas serta mengelak daripada menjadi mangsa.

Selain Lee, dua lagi individu menerima PKP iaitu Amran Ahmad yang kini bertugas di Ibu Pejabat Jabatan Kerja Raya (JKR) dan Norizan Sulaiman yang baru bersara selepas lebih 30 tahun berkhidmat bersama JBPM.