



KEMENTERIAN SUMBER MANUSIA

“

# KERATAN AKHBAR KESUMA”

ISNIN  
7 OKTOBER 2024



# Labur bidang teknologi, bayar gaji minimum

Pakar berpendapat majikan khususnya PKS perlu ambil inisiatif drastik tingkat produktiviti

Oleh AISYAH BASARUDDIN  
SHAH ALAM

Tahap pendapatan pekerja swasta mampu bertambah jika majikan khususnya sektor perusahaan kecil dan sederhana (PKS) mengambil inisiatif drastik melabur dalam bidang teknologi seperti permotoran dan kecerdasan buatan (AI) serta membayar gaji minimum bagi meningkatkan produktiviti.

Pakar Ekonomi dari Universiti Sains dan Teknologi Malaysia (MUST), Profesor Emeritus Dr Barjoyai Bardai berkata, ia kerana pekerja swasta contohnya dalam industri pe-

lancongan masih memperoleh purata gaji kira-kira RM1,200 ke bawah sedangkan gaji minimum ditetapkan kerajaan sebanyak RM1,500.

Menurut beliau, timbul persoalan apabila sektor PKS tidak mampu membayar lebih kepada pekerja atau mengeluarkan wang untuk mengikuti latihan insentif melalui Dasar Gaji Progresif hingga akhirnya menyumbang kepada penurunan produktiviti.

“Bagaimana nak tingkatkan produktiviti, kita perlu melakukan inisiatif drastik dengan memaksa lebih 70 peratus kumpulan pekerja melibatkan lebih 10 juta orang mengikuti latihan seperti insentif gaji progresif atau pelarasan gaji penjawat awam.

“Kemudian labur dalam sektor PKS yang amat memerlukan teknologi dan pembaharuan untuk meningkatkan produktiviti tetapi tidak mampu atau tidak berminat untuk fokus bahagian tersebut kerana di-

lihat lambat mendatangkan hasil.

“Ini memerlukan campur tangan kerajaan untuk memujuk mereka menggunakan teknologi menerusi skim insentif. Jika berjaya, produktiviti, tahap pendapatan dan keuntungan syarikat swasta akan meningkat,” katanya kepada *Sinar Harian*.

Pada Sabtu, Perdana Menteri, Datuk Seri Anwar Ibrahim dilaporkan berkata, kerajaan akan memberi tumpuan kepada isu inflasi dan tahap pendapatan dalam Belanjawan 2025 yang bakal dibentangkan pada 18 Oktober ini.

Katanya, walaupun harga barangan seperti minyak masak, petrol dan tepung lebih murah di Malaysia berbanding negara serantau namun masih terdapat keperluan untuk tumpuan kepada menaikkan tahap pendapatan.

Barjoyai berpandangan, tahap produktiviti Malaysia secara umumnya meningkat disebabkan 3,000 ke 5,000 syarikat konglomerat menggunakan teknologi tinggi sedangkan entiti di bawah PKS sebaliknya.

“Syarikat di bawah PKS tidak meningkatkan produktiviti, jadi mereka sebenarnya jauh ketinggalan dan ia menjejaskan pengagihan kekayaan atau pendapatan.

“Realitinya, kalau kita boleh meningkatkan produktiviti, pendapatan sektor swasta bertambah dan keuntungan akan meningkat.

“Semua ini menghasilkan banyak kesan positif dan setakat hari ini hanya 3,000 hingga 5,000 syarikat yang menggunakan teknologi tinggi sehingga mampu meningkatkan produktiviti,” ujar beliau.



BARJOYAI



Keratan  
laporan  
Sinar Ahad.



## Beri perhatian elaun COLA pekerja swasta - MTUC

**SHAH ALAM** - Kerajaan disarankan menguatkuasakan pelaksanaan elaun kos sara hidup (COLA) bagi pekerja di sektor swasta agar selari dengan usaha memastikan peningkatan gaji pekerja terlibat seiring dengan produktiviti dan keuntungan diperoleh syarikat konglomerat.

Presiden Kongres Kesatuan Sekerja Malaysia (MTUC), Mohd Effendy

Abdul Ghani berkata, pelaksanaan itu dijangka mampu direalisasikan sekiranya Belanjawan 2025 turut menyediakan insentif kepada majikan yang mengambil inisiatif meningkatkan gaji pekerja serta memperbaiki keadaan kerja, seterusnya menaikkan taraf hidup semua pekerja di negara ini.

Menurutnya, elaun COLA sangat penting dalam membantu pekerja menghadapi tekanan kos hidup yang semakin meningkat terutama di kawasan bandar.

“Penguatkuasaan elaun COLA secara menyeluruh di sektor swasta bukan sahaja meringankan beban kos hidup pekerja tetapi juga akan mewujudkan kesaksamaan dalam perlindungan kebajikan antara sektor awam dan swasta.

“Elaun COLA ini juga akan meningkatkan motivasi dan produktiviti pekerja yang seterusnya memberi manfaat kepada majikan dan ekonomi negara secara keseluruhan,” katanya.

Sehubungan itu, beliau berharap kerajaan lebih tegas dalam memastikan sektor swasta terutama konglomerat besar mencatat keuntungan tinggi menunaikan tanggungjawab sosial mereka dengan memberi ganjaran yang wajar kepada pekerja.

Dalam masa sama, tegas beliau, penekanan terhadap pentingnya pelaksanaan Pelan Latihan dan Sistem Upah Berasaskan Produktiviti (PLWS) secara menyeluruh di semua sektor wajar diberi perhatian demi membantu memastikan hubungan yang lebih adil antara produktiviti dan ganjaran diterima oleh pekerja.

“Ia juga akan memberi insentif kepada pekerja untuk meningkatkan kecekapan dan produktiviti sambil memastikan mereka mendapat bahagian yang adil daripada hasil peningkatan tersebut.

“Dengan cara ini, PLWS dapat membantu mengurangkan ketidakseimbangan gaji dan memberi impak positif kepada ekonomi negara secara keseluruhan,” ujarnya.



**MOHD EFFENDY**

## Menanti usaha naik gaji dalam Belanjawan 2025

**DALAM** Belanjawan 2025 yang akan dibentangkan pada 18 Oktober ini, kenaikan gaji antara fokus utama kerajaan Madani di bawah pimpinan Perdana Menteri, Datuk Seri Anwar Ibrahim yang berkata dalam satu temu bual bersama *CNBC*.

Jelas beliau, kaedah ini telah dilakukan untuk penjawat awam yang gaji mereka tidak diberi perhatian sejak 12 tahun lalu.

Oleh itu, beliau mahu syarikat-syarikat swasta besar yang berpendapatan tinggi untuk melakukan perkara sama kepada pekerja mereka.

Usaha kerajaan menaikkan gaji sektor awam itu diharap akan memberikan tekanan juga kepada sektor awam.

Sudah pasti golongan pekerja di negara ini senang hati mendengar perkara tersebut, namun keputusan sekarang terletak pada tangan majikan sama ada mahu melakukannya atau tidak.

Dalam satu respons kepada akhbar ini berhubung kenyataan yang dibuat oleh Perdana Menteri, Persekutuan Majikan-Majikan Malaysia (MEF) menolak perkara tersebut.

Menurut pertubuhan itu, syarikat-syarikat besar telah memberikan bonus yang besar kepada pekerja malah menyediakan program latihan yang terbaik.

Jadi syarikat-syarikat terbabit sudah membuat pelaburan besar terhadap pekerja-pekerja mereka dan terus kekal setia dengan kemahiran terbaik.

Bagaimanapun, pada ketika ini kerajaan sedang dalam projek rintis untuk melaksanakan Dasar Gaji Progresif.

Dasar ini bertujuan untuk menyelaraskan peningkatan gaji pekerja dengan produktiviti yang lebih tinggi, memacu negara ke arah kemakmuran ekonomi yang lebih mampan.

Dengan pelaburan sebanyak RM50 juta yang disalurkan bagi pelaksanaan projek rintis DGP, termasuk pembayaran insentif kepada 1,000 majikan, langkah ini diambil untuk memperkukuhkan asas ekonomi negara.

Jadi kita memang berharap agar dasar ini akan benar-benar dapat dilaksanakan sepenuhnya kepada semua bidang pekerjaan dan memberi manfaat kepada pekerja.

Sementara itu, kita semua menunggu dengan penuh sabar pembentangan Belanjawan 2025 yang bakal diumumkan oleh Perdana Menteri pada 18 Oktober ini.

Mungkin ada langkah atau strategi baharu yang bakal diumumkan untuk menaikkan gaji rakyat supaya setimpal dengan kenaikan kos sara hidup pada masa ini.





<b>Akhbar</b>	<b>Sinar Harian</b>
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<b>Muka Surat</b>	<b>12</b>



## Tiada rekod caruman PERKESO babit pekerja GISBH

LIPIS - Kementerian Sumber Manusia (Kesuma) mengesahkan setakat ini pekerja di GISB Holdings Sdn Bhd (GISBH) tidak mempunyai rekod caruman dan pendaftaran dengan Pertubuhan Keselamatan Sosial (PERKESO).

Timbalan Menteri, Datuk Seri Abdul Rahman Mohamad berkata, pihaknya masih belum menerima sebarang laporan berhubung perkara tersebut membabitkan pekerja GISBH. Menurutnya, kementerian di bawah Jabatan

Tenaga Kerja Semenanjung Malaysia (JTKSM) masih melakukan siasatan berhubung perkara tersebut.

"Kalau kita terima ada laporan dan bukti mencarum, biasanya kita akan membayar pampasan sehingga mereka mendapat pekerjaan baharu di bawah Skim Hilang Pekerjaan," katanya.

Beliau berkata sedemikian ketika ditanya pemberita selepas perasmian Program Bandar

Bersih: Karnival Pahang Bersih Makmur 202 di Bandar Lama Kuala Lipis, di sini pada Sabtu.

Ujarnya, semua pekerja di negara ini yang mencarum akan dilindungi bagi membela nasib mereka.

Pada 8 September lalu, Mahkamah Buruh di Johor memerintahkan GISBH membayar RM23,100 kepada bekas pekerjaannya yang tidak dibayar gaji sepanjang bekerja dengan syarikat itu.



ABDUL RAHMAN

## Pekerja GISBH tiada rekod carum Perkeso

**LIPIS** – Kementerian Sumber Manusia (KESUMA) mengesahkan pekerja kumpulan GISB Holdings Sdn. Bhd. (GISBH) tidak mempunyai rekod pendaftaran dan caruman Pertubuhan Keselamatan Sosial (Perkeso).

Timbalan Menteri, Datuk Seri Abdul Rahman Mohamad berkata, setakat ini pihaknya masih belum menerima sebarang laporan berhubung perkara tersebut membabitkan pekerja GISBH.

“Kita sebenarnya dalam mesyuarat ‘post kabinet’ lalu, arahan kepada menteri supaya Jabatan Tenaga Kerja Semenanjung Malaysia (JTKSM) me-

nyiasat dan apakah langkah-langkah yang perlu dilakukan pada Rabu lalu dan keputusan hanya diketahui Rabu depan, manakala di Putrajaya pasukan kita telah pergi melihat perkara tersebut.

“Kalau kita terima laporan ada dan terdapat bukti mencarum, biasanya kita akan membayar apa-apa sehingga mendapat pekerjaan baharu di bawah Skim Hilang Pekerjaan,” katanya ketika ditemui selepas majlis perasmian Program Bandar Bersih: Karnival Pahang Bersih Makmur 2024 di Bandar Lama Kuala Lipis, di sini kelmarin.



**ABDUL RAHMAN** (tengah) pada Majlis Perasmian Program Bandar Bersih: Karnival Pahang Bersih Makmur 2024 di Bandar Lama Kuala Lipis kelmarin.



# Minding their mental health

## Push for improved support for employees in workplaces

By **FAZLEENA AZIZ**  
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**PETALING JAYA:** Incorporating mental health into the Employment Act 1955 could greatly benefit both employees and employers as it will formalise responsibilities and protections, says the Malaysian Trades Union Congress (MTUC).

Its president Mohd Effendy Abdul Ghani said this can be done through mandatory mental health leave or stress leave, similar to sick leave.

"There should also be clear guidelines on addressing workplace harassment or conditions that contribute to poor mental health.

"Access to mental health services such as counselling as part of employee benefits and on-site counsellors could help employees address personal or work-related mental health challenges in a timely manner," he said.

"With immediate support, it can potentially improve employee well-being and productivity. Training should also be provided for managers to identify and address mental health issues early on."

Mohd Effendy noted that many workers might feel overwhelmed by job demands or suffer from stress-related illnesses, but may not report these issues.

"Collecting data through surveys or feedback would help identify the extent of these concerns and allow MTUC to advocate for stronger mental health protections at the national level," he said.

"MTUC can assist employees facing mental health challenges



**Mindset shift:** Prof Rozanah says incorporating mental health into the Employment Act would signify a progressive move that mental health is just as important as physical health. — AZMAN GHANI/The Star

by providing legal advice, guiding them through the complaint process with authorities, and urging employers to take appropriate actions to support affected workers.

"There is a possibility that many workers are unaware that MTUC also addresses mental health issues, as they might primarily associate the union with traditional concerns like wages and benefits," he said.

Incorporating mental health into the Employment Act would signify a progressive move that mental health is just as important as physical health, said Prof Dr Rozanah Ab Rahman.

Prof Rozanah, who is the deputy dean of Universiti Putra Malaysia's School of Business and Economics, said this could include

provisions and guidelines on managing workplace stress, and protections for employees suffering from mental health conditions.

"Globally, many countries started to integrate mental health into their employment laws and this would encourage workers to seek assistance without fear of discrimination.

"The laws regarding mental health in the workplace in Malaysia are still evolving, and the Occupational Safety and Health Act 1994 currently laid down the duty of employers to provide a safe and healthy workplace, and this includes mental health.

"One of the objectives of the Act remains to promote an occupational environment for persons at work which is adapted to their

physiological and psychological needs.

"Although the provisions in the Act do not explicitly mention mental health, the current amendment to the Act 2022 addressed the occupational health matters arising out of any conditions of work, under the occupational health services provision of the Act," she said.

However, Prof Rozanah said that these provisions still focus primarily on the physical health of workers and do not adequately address issues like depression related to their tasks and working environment that may trigger mental health illnesses due to occupational stress.

She also said the Human Resources Ministry has issued guidelines on the prevention of stress and violence in the workplace to raise awareness among employers and workers about managing mental health issues.

Prof Rozanah said the Mental Health Act 2001 on the other hand focuses more on the treatment and care of persons with mental disorders rather than provisions related to workplace mental health.

However, one relevant policy available for workers' mental health is the National Mental Health Policy (revised in 2012), which in general provides strategies and guidelines to address issues in mental health, she pointed out.

With the Mental Health Regulations 2010, she said there was room to expand these regulations to more comprehensively cover workplace settings, integrating support structures for employees.





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# Experts: It's as vital as physical health

**PETALING JAYA:** Mental health conditions, often hidden or unspoken, are as important as physical health issues, experts say.

Conditions like anxiety, depression, bipolar disorder or schizophrenia can significantly impact employees' well-being and productivity, leading to serious consequences if left untreated.

Eve Psychosocial Rehabilitation Centre general manager Rozana Anthony said employees with mental health issues may become less engaged in their work and experience a lack of motivation or morale.

"They may also take frequent days off, isolate themselves and exhibit mood swings.

"Those with mental health issues or burnout will never come out to say it because it would seem unprofessional," she said.

"But having a mental issue doesn't mean they are not functioning, you will not even know they have issues. But we need to break the stigma, we need to be more aware about these issues."

Citing someone who has bipolar, Rozana said the signs and symptoms vary for each person.

She said in most cases people may not even know someone is

bipolar if they are taking the right medication.

They will only know if they stop and symptoms start emerging and go into relapse, she added.

Building trust between employers and employees is crucial in addressing mental health issues.

By creating a safe and accepting environment, employees can feel comfortable discussing their concerns and seeking appropriate support, Rozana said.

"There are a lot of companies coming up with mental health breaks, conducting training, conferences and talks but these are more on surface levels like ticking the boxes," she added.

Among other ways companies can help is to offer a year scheme with a capped amount for employees to seek help from mental health practitioners and retain a company counsellor that can be accessed by employees as and when needed.

Clinical psychologist Dr Noor Aishah Rosli said providing workplace counsellors is highly beneficial as it allows employees access to mental health support by normalising seeking help and improving overall well-being, job satisfaction and retention.

She said counsellors can also

**"Those with mental health issues or burnout will never come out to say it because it would seem unprofessional."**

Rozana Anthony

help monitor their progress based on emotion or behaviour.

"Some of the causes of mental health issues at the workplace such as high workload, lack of control, unclear expectations or toxic environments can cause stress or depression.

"You need a psychologist or counsellor at work setting to recognise changes in behaviour, cause of absenteeism or reasons for underperformance to spot the issues.

"Psychological assessment or screening tests to measure emo-

tion and behaviour can help address such issues and reduce them," she said.

Noor Aishah added that offices could also create quiet spaces by creating a corner or "mental health corner" with massage chairs, big balls and stress balls infused with aromatherapy to create a calming effect.

According to Noor Aishah, those with mental health issues such as anxiety, depression, attention deficit hyperactivity disorder or bipolar disorder can function well by managing their symptoms by using certain coping strategies and medication consistently.

According to the National Health and Morbidity Survey 2023: Non-Communicable Diseases and Healthcare Demand, about one million people aged 15 years old and above were found to be suffering from depression.

The survey also found that the prevalence of mental health problems among children had jumped from 7.9% in 2019 to 16.5% in 2023, affecting one in six children aged five to 15 in Malaysia.

Recently a study by a human resource company called Remote ranked Malaysia as the second worst country for work-life balance.





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## Boosting employees' well-being means better work

**PETALING JAYA:** Good mental health is directly related to work performance while an unhealthy one can lead to hindrance in basic work necessities like brain fog, fatigue and demotivation, according to employees.

M. Laksmi, who works as an executive in Subang Jaya, said mental health issues resulted not only in subpar quality work but also costs a lot as mental health treatment is an expensive affair.

"It may not be a viable option for individuals to explore should they feel the need to seek help. Companies offering mental health provisions would help ease the burden and help people take the first step towards getting help.

"This happened to me. I used the capped amount from the company and after it finished, I decided to pursue the sessions on my own but at a reduced consulting hour, so I could still seek the help needed at my own financial pace," she said in response to the importance of good mental health at the workplace.

Digital Marketing Executive April Wong, 32, from Kepong said that maintaining a healthy mindset opens up more opportunities and work possibilities.

Even when faced with a heavy workload, having the right support can make it manageable, she added.

"Just like in our studies, we put in effort and learn how to support one another. This is a positive form of stress. It helps build bonds and a sense of belonging in the workplace.

"However, external stress caused by bad managers, denial of effort, and humiliation can lead subordinates to express themselves less," she said.

On whether there should be a capped amount provided by a company as part of its medical allocation, Wong considers mental health to be under necessity.

She said some companies provide counsellors to support mental well-being, but this does not address the real problem.

"Stress can arise from family issues or toxic work politics. While employees must find a balance between work and personal life for family matters, work politics may occur due to immature colleagues or ineffective managers," she said.

"Ultimately, it's HR's responsibility to ensure a healthy work environment for all colleagues."

Communications officer Iris Mohamed 31, from Ulu Kelang said that employers should provide mental health medical provisions with a capped yearly amount.

She said there is a rising mental health problem at workplaces – which should be looked at, especially anxiety caused by pressure from employers.

"If they give such an allocation, at least we know that mental health issues are being recognised and supported by our employers," she said.



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## Socso targets one million self-employed contributors by year-end

**SEREMBAN:** The Social Security Organisation (Socso) is targeting one million contributors from the self-employed by the end of the year.

Its chief communications and corporate affairs officer Roshaimi Mat Rosely said there were 693,969 active self-employed contributors registered with Socso nationwide as of Sept 27.

“This shows the trend that new contributors are increasing over time. The number of self-employed contributors is expected to increase given that the Self-Employment Social Security Scheme contributions for hawkers and licensed traders will start on Jan 1 next year,” Roshaimi said.

He said this when met by the media at the Socso-Engagement and Liaison Meeting with Negeri Sembilan media here, Bernama reported.

He said engagement sessions with all parties, especially local authorities across the country, will be held to raise awareness about contributing to Socso for the self-employed, including traders and hawkers.

Roshaimi said this includes part-time media practitioners, adding that contributing to Socso will provide comprehensive long-term social security protection.





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**THE**  
**Sun**

## Socso targets 1m self-employed by year-end

**SEREMBAN:** The Social Security Organisation (Socso) aims to reach one million contributors from the self-employed by the end of this year.

Its chief communications and corporate affairs officer Roshaimi Mat Rosely said there are 693,969 active self-employed contributors registered with Socso nationwide as of Sept 27.

"This indicates a growing trend of new contributors over time. The number of self-employed contributors is expected to continue rising, especially with contributions under the Self-Employment Social Security Scheme for hawkers and licensed traders beginning on Jan 1 next year," he said during the Socso Engagement and Liaison Meeting with the Negeri Sembilan Media at d'Sora Seremban.

Roshaimi added that engagement sessions with various parties, especially local authorities across the country, will be held throughout the year to raise awareness among the self-employed, including traders and hawkers.

Socso is also actively promoting the scheme to self-employed individuals, including part-time media practitioners, to increase awareness of the benefits of contributing to Socso.

According to Roshaimi, there are various initiatives that the self-employed can take advantage of, providing them with comprehensive long-term social security protection.

- Bernama