



KEMENTERIAN SUMBER MANUSIA

“

KERATAN AKHBAR KESUMA”

AHAD
13 OKTOBER 2024



Hanya 10 peratus pekerja gig daftar, carum PERKESO

Kementerian terus ikhtiar tingkat kesedaran terima manfaat lebih tinggi

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Jerantut: Hanya 10 peratus pekerja sektor ekonomi gig sudah mendaftar dan mencarum dengan Pertubuhan Keselamatan Sosial (PERKESO) melalui program Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS).

Timbalan Menteri Kementerian Sumber Manusia (KESUMA), Datuk Seri Abdul Rahman Mohamad, berkata bilangan peker-

ja gig atau pekerjaan sementara yang mendaftar masih kecil, termasuk pemandu p-hailing yang tampil menyertainya sejak skim itu dikuatkuasakan.

"Kita sedia maklum pekerja gig ini yang ramai menunggang motosikal menghantar pesanan makanan dan lain-lain berhadapan risiko yang tinggi ketika berada di atas jalan raya, tetapi pekerja sektor ini masih enggan mendaftar dan mencarum ke dalam PERKESO di bawah skim ini.

"Kesedaran untuk mendaftar bagi mendapat manfaat yang diterima masih rendah, namun KESUMA masih terus berikhtiar untuk membantu mereka dengan caruman yang rendah dan manfaat yang diterima tinggi," katanya ketika ditemui pada Majlis Perasmian Program Sosial Sinergi, 'Jom Daftar Aplikasi Sahabat PERKESO

Prihatin' di sini, semalam.

Demi kebaikan semua

Abdul Rahman berkata, inisiatif yang dilaksanakan ini adalah demi kebaikan semua lapisan masyarakat, termasuk pekerja sendiri, pekerja formal dan suri rumah.

"Melalui kerjasama strategik terbukti keberkesannya dalam mengurangkan kadar kemiskinan, mengatasi isu keciciran dalam sistem sokongan sosial, memastikan pengagihan manfaat yang lebih berkesan dan teratur, serta mengelakkan pertindihan faedah.

"Sebanyak 666 rakan sinergi pintar yang terdiri daripada agensi kerajaan, bukan kerajaan, swasta dan pemimpin masyarakat, termasuk 2,262 koordinator rentas agensi terabit dalam penyaluran prospek dan sebanyak 32,924 prospek berjaya



Abdul Rahman menyampaikan sumbangan pada Majlis Perasmian Program Sosial Sinergi, 'Jom Daftar Aplikasi Sahabat PERKESO Prihatin' di Jerantut, semalam.

(Foto Amir Hamzah Nordin/BH)

disalurkan melalui Program Sosial Sinergi di seluruh negara," katanya.

Beliau berkata, bagi tempoh lapan bulan tahun ini, kes Hilang Upaya Kekal (HUK) mengikut Akta Keselamatan Sosial Pekerja (Akta 4) mencatatkan sebanyak 38,151 kes, manakala

sebanyak 657 kes dengan nilai pembayaran sebanyak RM8.89 juta dicatatkan mengikut Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789).

"Sebanyak 106,315 penerima sudah menerima Elaun Mencari Pekerjaan (EMP) berjumlah RM195,368,049," katanya.

106,315 hilang kerja hingga Oktober tahun ini

JERANTUT – Lebih 11,000 orang hilang pekerjaan setiap bulan atau kira-kira 106,315 pekerja bagi tempoh Januari hingga 4 Oktober tahun ini.

Timbalan Menteri Sumber Manusia, Datuk Seri Abdul Rahman Mohamad berkata, berdasarkan rekod seramai 106,315 pekerja yang mencarum dengan Pertubuhan Keselamatan Sosial (Perkeso) telah dibantu melibatkan pembayaran kira-kira RM195 juta.

“Ramai yang kita bantu, pekerja-pekerja yang hilang pekerjaan, yang tiba-tiba syarikat tutup mereka dibantu oleh Perkeso.

“Katakanlah kilang itu ada 300 pekerja yang hilang pekerjaan dan mendaftar dengan Perkeso, kita akan bantu mereka mencari pekerjaan semula dan sementara itu kita beri elaun mencari pekerjaan,” katanya pada sidang akhbar selepas Program Sosial Sinergi Jom Daftar Aplikasi Sahabat Perkeso di sini semalam.

Menurutnya, pekerja-pekerja berkenaan akan diberikan elaun selama enam bulan berdasarkan pengiraan yang dilakukan Perkeso bagi mereka dapat meneruskan kehidupan dan mendapatkan pekerjaan baharu.



ABDUL RAHMAN (tiga dari kiri) menyampaikan Elaun Mencari Pekerjaan kepada seorang pekerja kilang yang diberhentikan pada Program Sosial Sinergi Jom Daftar Aplikasi Sahabat Perkeso Prihatin di Jerantut semalam.

so bagi mereka dapat meneruskan kehidupan dan mendapatkan pekerjaan baharu.

Katanya, bantuan khidmat nasihat dan juga pencarian pekerjaan juga dilakukan pihak Perkeso kepada pekerja terbabit.

Sementara itu, ketika mengulas mengenai dakwaan sesetengah pihak yang menyatakan kerajaan sengaja mengutip dana melalui kutipan kepada peniaga kecil dan penjaja dalam Skim

Keselamatan Sosial Pekerjaan Sendiri (SKSPS), beliau menepis tuduhan itu dengan menjelaskan bahawa ia adalah demi kebaikan pencarum.

“Pencarum akan mendapat faedah yang lebih besar berbanding jumlah caruman yang hanya RM23.80 setahun selepas kerajaan menanggung 90 peratus daripada caruman yang sepatutnya.

“Sehingga Ogos tahun ini sebanyak 53,901 penjaja mencarum

dalam SKSPS dengan 189 kes tuntutan telah diterima dan diproses melibatkan pembayaran faedah keseluruhan sektor terbabit berjumlah RM681,174.

“Ramai (penjaja) yang telah mencarum tidak ada masalah pun, siapa yang berfikir panjang, waras dia akan buat (mencarum) yang kurang waras dia tak nak buat dan yang bercakap itu (menyatakan kerajaan sengaja kutip dana) kurang waras,” ujarnya.



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Ruang	Nation/News
Muka Surat	5



PARLIAMENTARY SITTING

PAC to summon ministry over HRD Corp audit

KUALA LUMPUR: The Public Accounts Committee (PAC) will summon the Human Resources Ministry in the upcoming parliamentary sitting to get feedback on the findings from an independent audit of the Human Resource Development Corp (HRD Corp).

PAC chairman Datuk Mas Ermeyati Samsudin said there had yet to be a meeting held for this purpose.

"The Human Resources Ministry has not come to meet PAC for us to follow up. Perhaps it will be called up in the second week of this parliamentary session to respond regarding its follow-up actions.

"We (PAC) expect the findings of the independent audit to be presented to the Dewan Rakyat in the third or fourth week of the session," she told *Berita Harian* yesterday.

In July, Mas Ermeyati said PAC wanted the ministry to present the findings and outcome of the independent audit of HRD Corp to the committee.

She previously said the ministry and HRD Corp would be called for follow-up proceedings in September, which was three months after they were given time to review all the recommendations submitted by PAC.

On July 10, the ministry announced that it would appoint a third-party auditor to conduct an independent audit on HRD Corp.

Its minister, Steven Sim, had said this action was taken to ensure transparency in the process.

Previously, the investments made by HRD Corp had come under scrutiny after PAC revealed that a sum of RM3.77 billion in levy collections was used for the purpose.

HRD Corp is responsible for administering the human resources development fund and collecting a levy for promoting the training and development of employees, apprentices and trainees.

According to PAC, HRD Corp was not an investment institution and such activities could be dangerous and put HRD Corp at risk of huge losses.

Reports by SHERIDAN MAHAVERA and TEH ATHIRA YUSOF

Act to protect gig workers

Bill for new law expected to be tabled after Budget 2025

PETALING JAYA: A fair and transparent mechanism to determine earnings and methods to save up for retirement are among key aspects of a new law to regulate the gig economy, which is worth about RM1.33bil.

Proponents say the new law – the second of its kind in South-East Asia – will also define who is a gig worker, which could broaden the number of people it covers to artists, musicians, and individuals doing freelance, project-based work.

The Bill for the law is expected to be tabled after the Budget 2025 Bill is passed in the upcoming meeting of Parliament, which starts tomorrow.

“We are among the few in the world to make a serious effort to regulate the gig economy,” said Datuk Seri Mohd Sharkar Shamsudin, adding that there are about four million individuals in the gig economy according to a recent study by the Malaysia Centre for the Fourth Industrial Revolution (4IR Centre).

Mohd Sharkar heads the gig economy union secretariat, an umbrella group representing gig worker associations that has worked with the Human Resources Ministry on the new law.

“The new law will also pave the way for the eventual setting up of a commission on the gig economy because right now, the sector is being overseen by different ministries and agencies,” he said when contacted.

According to the Malaysian Digital Economy Corporation (MDEC), the entire gig economy stood at RM1.33bil in 2023 and there are currently 140 platforms that have been validated by MDEC.

Although it has been touted as a viable source of income, especially



Break time: A file photo showing a food delivery rider resting before he continues with his job. — AZLINA ABDULLAH/ THE STAR

during the Covid-19 movement control periods, drivers and parcel delivery riders have repeatedly complained of being paid unfairly by the platforms they work with.

Due to the precarious nature of their work, the government has also created schemes for them to contribute to the Social Security Organisation (Socso) so as to protect and aid them in case of accidents.

The new law is expected to deal with these aspects and more, said Mohd Sharkar.

Another part of the new law is a mechanism to deal with grievances between workers and the platforms and companies they serve, the Malaysian Gig Community (SEGIM) Secretariat chairman added.

Although many gig workers such as e-hailing drivers and

p-hailing riders have started contributing to Socso, there are not many options for them to save up for old age.

“So we also want them to have some type of retirement savings and build a safety net because when they are old and retire and they don’t have savings, it’s the government that has to aid them,” said Mohd Sharkar.

Malaysian E-hailing Alliances chief activist Jose Rizal, who was also involved in discussions about the law, said it was proposed that gig workers develop retirement schemes that would match their unique needs.

“The initial idea was for us to also contribute to the Employees Provident Fund, but we believe that it would be too cumbersome since the EPF has its own set of rules and terms,” he said.

“We should develop a scheme

that suits our work arrangements, which are often calculated by hour, by day or by jobs, because gig workers are not just drivers or delivery people.”

Jose added that the new law could also look into mandating safer work conditions for workers carrying out physically demanding tasks such as parcel delivery.

“Our own studies show that workers who drive or ride continuously without breaks will fall asleep at the wheel or on their bikes. This is what causes all these accidents.”

“Motorcycle delivery riders also have to look at their apps while they are riding – another dangerous act.”

“So we’re proposing that there should be a time limit for these apps, so that after a certain hour, it switches off, forcing them to take a break.”

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Groups: Set up commission fast to boost worker welfare

PETALING JAYA: Facing shrinking earnings and escalating costs, the e-hailing and p-hailing sectors are pushing for the government to implement policies that secure fair wages and safeguard the future of gig workers.

Malaysian P-hailing Riders Association deputy president Abdul Hakim Abdul Rani highlighted the sharp drop in income among e-hailing drivers and p-hailing riders, followed by increasing financial pressures from rising operational costs.

“The current drop in passenger fares and wages for delivery services has been further worsened by increasing costs, especially for e-hailing drivers dealing with higher insurance premiums.”

“Our income is not only affected by work-related expenses but also by the rising cost of living,” he said when contacted.

Abdul Hakim added that prior to the Covid-19 pandemic in 2020, p-hailing riders could earn around RM150 a day by working 12-hour shifts and completing 20 deliveries.

However, currently, riders are forced to work 15 hours or more to earn just over RM100.

He expressed hope the government will expedite the establishment of the Malaysia Gig Economy Commission (SEGIM) to regulate the sector and ensure fair policies for gig workers.

“We hope the law introduced will be fair to all stakeholders, particularly in ensuring job security, safety, worker welfare and a sustainable future for drivers and riders,” he added.

Perak Motorcycle Delivery Workers’ Welfare Association chairman Mohd Azad Mohd Hussin stressed there is a need for legislation to improve the working conditions of gig workers.

He noted that previously, e-hailing riders could make between RM2,000 and RM4,000 a month depending on factors like location and working hours.

“However, nowadays most riders have to work over 12 hours a day, especially during weekends and peak periods, to achieve their financial targets.”

“We hope that the proposed gig economy Act will bring positive changes to the welfare of these workers.”

Mohd Azad also expressed hope that the new law will provide stability and protection for gig workers, such as the Social Security Organisation (Socso), contributions.

> SEE NEXT PAGE

Balancing needs of platforms and workers

PETALING JAYA: New rules to regulate the gig economy must be done gradually to minimise cost increases as higher prices will ultimately impact the workers themselves and consumers, say industry players.

They point to the 2019 commercial vehicle licence that was mandated for all e-hailing drivers as an example of how policies could inadvertently cause workers to drop out of platforms while prices increased for passengers.

“Introducing protections for gig workers will increase costs for all stakeholders involved, leading to higher prices for consumers, resulting in reduced demand and fewer earning opportunities for our partners,” Grab Malaysia told *The Star*.

“As such, any such policy must be introduced gradually to allow time for the market to adjust,” said the platform operator in response to reports that the gig economy Act will likely be tabled in the upcoming meeting of Parliament.

The platform added that any policy must balance the needs and interests of all members of the ecosystem so gig workers can

be supported while businesses can grow, the company said.

“It should consider the diverse nature of gig work and ensure that gig workers have access to appropriate protections without imposing undue burdens on platforms or gig workers,” Grab Malaysia said.

Other countries have also faced the challenge of balancing these needs, it said, pointing out that policies that inadvertently increase costs lead to reduced gig work opportunities due to lower consumer demand.

“(These policies) ultimately harm the very gig workers they are trying to protect.”

In 2019, the government’s public service vehicle (PSV) licence rule for e-hailing drivers led to 26%, or about 39,000, of Grab’s drivers dropping out due to the time it took to complete the process.

Grab Malaysia said the decrease in the number of drivers had caused dynamic fares to temporarily go up for passengers during peak hours and rainy days.

To prevent a similar impact from the new law, Grab Malaysia said the government must con-

sult everyone involved in the sector, from companies to academia and the gig workers themselves.

“This is essential to ensure the framework is comprehensive, balanced, fair and beneficial for all stakeholders.”

“The process should not be rushed as it risks overlooking important factors and trade-offs that could occur.”

Grab Malaysia added that the new legal framework should also emphasise flexibility and encourage innovation and collaboration. “Any regulation should not impose traditional working models or categories onto gig workers.”

A recent study by government agency MyDigital among gig workers found that they had joined the sector due to its flexibility, ability to generate supplemental income and accessibility.

Given that the gig economy is broad and rapidly growing across many industries, including agriculture, manufacturing and services, close collaboration is needed to create innovative solutions, Grab Malaysia also said.

“In Malaysia alone, there are

over 120 digital labour platforms today, compared with just 11 less than a decade ago.

“We believe that by fostering collaboration between regulators, platforms and gig workers, we can create innovative and sustainable solutions that meet everyone’s needs.”

Another big player in the sector, Foodpanda, said it is already working to provide its riders with better protections and benefits, through its Panda Hearts programme.

“The initiatives under Panda Hearts include providing protection for our delivery partners with an option for this to be extended to their families at a discounted rate via our insurance scheme,” it said.

Panda Hearts also runs financial literacy and upskilling programmes for its riders via partnerships with Manipal International and the Youth and Sports Ministry.

“We look forward to continuing to participate in ongoing discussions about the future of gig work with the goal of creating a more sustainable and supportive ecosystem for gig workers,” it added.

New job platform to help Sabahans find jobs

By SANDRA SOKIAL
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KOTA KINABALU: Plans are underway to merge two key job search platforms – the Sabah Jobs Portal (SJP) and MyFutureJobs (MFJ) – to make it easier for job seekers and employers to find each other.

Chief Minister Datuk Seri Hajiji Noor said the merger of SJP, which is managed by the Human Resource Development Department and MFJ, introduced by the Social Security Organisation (Socso), will create more efficient job search services, benefiting both employers and potential employees.

“We hope this will happen quickly so job seekers can get up-to-date information, and employers can find the right talent,” Hajiji said, adding that this move should help lower Sabah’s unemployment rate further.

Speaking at the launch of the 2024 Soso Mega Madani Career Carnival here yesterday, Hajiji



A little help: Hajiji (centre) presenting a Socso care package to a recipient at the carnival in Kota Kinabalu.

noted that as of Sept 27, Sabah has successfully recorded 7,448 job placements.

This milestone marks a significant achievement for the state in its ongoing mission to boost employability through collaboration between the government, Socso, as well as other agencies.

However, he noted, many challenges remain, including improving the quality of training and ensuring that the skills provided align with industry needs.

“I urge that strategic collabora-

tions continue between the government, educational institutions and the private sector to expand job opportunities and ensure that Sabah’s workforce is equipped with industry-relevant skills.

“The support of all parties, including government and private agencies, is crucial in reducing unemployment and ensuring equal opportunities for all, based on individual talents and skills.”

The state’s Human Capital Development Blueprint (2021-2035), which focuses on nurtur-

ing relevant skills among young people and ensuring the state’s workforce remains competitive, remains a key part of Sabah’s long term plan for the state’s growth.

According to Hajiji, the state government will continue investing in employability programmes, including technical and vocational education and training (TVET), to address evolving industry needs.

Efforts under the Sabah Maju Jaya (SMJ) Development Plan are already delivering tangible results, with the economy showing signs of growth and the well-being of Sabah’s people improving.

As a strategic move, the state has expressed strong support for establishing Borneo’s first international-standard Socso Rehabilitation Centre, which Hajiji hopes will be implemented soon.

He also urged for Socso career fairs to be extended to smaller towns and rural areas to create more opportunities for the state’s job seekers.



Akhbar	The Star
Tarikh	13 Oktober 2024
Ruang	Focus
Muka Surat	15



Green and tech jobs are the way to go

GREEN ECONOMY, aerospace and construction are among the key sectors that can address the shortage of high-skilled jobs in the country.

For example, the Human Resources Ministry (Kesuma) is focusing on the green economy, which International Labour Organisation (ILO) senior skills and employability specialist Akiko Sakamoto says to be one of the most significant sectors for developing new occupations.

Among the fastest-growing skilled jobs in the green economy globally are sustainability managers, ecologists, environmental health and safety specialists and solar consultants,

according to data from LinkedIn.

Meanwhile, back in Malaysia, TalentCorp – which compiles the Critical Occupations List (MyCol) – found that some of the critical occupations in the green economy in the country include plantation managers, agricultural managers, geologists, occupational health and safety officers, waste management competence person and water technicians.

Kesuma recently pushed for the country's green job market, organising a Green Jobs Fair along with training and a Green

Jobs Forum with its Asean counterparts back in April. The green economy also includes sectors such as the rapidly growing electric vehicle (EV) industry, which government efforts have heavily boosted.

Aside from the green economy, TalentCorp also noted in the MyCol 2022/2023 that the aerospace, construction and food processing industries also have a great demand for highly skilled workers, which opens up the potential to develop these industries for new areas of employment in the country.

From its engagements with industry stakeholders, it found that the key occupational group with the most demand for the aerospace, food processing and construction industries were the professional group – 71%, 69% and 58% respectively.

“This reflects the aerospace industry as a highly professional and specialised sector which requires highly skilled workers with strong technical expertise,” the report read.

The government has placed importance on this high-value aerospace industry starting

from the 11th Malaysia Plan, emphasising the development of the industry, its supply chain and its competency through industry-led research and technology, according to the Malaysian Investment Development Authority.

Putrajaya has also come up with the Malaysian Aerospace Industry Blueprint 2030 to help drive the industry's growth.

Meanwhile, Malaysian Employers' Federation president Datuk Syed Hussain Syed Husman has also listed some of Malaysia's future high-skilled jobs in demand including cybersecurity specialists, AI and data scientists, cloud engineers and digital marketing specialists.

'Align TVET with AI'

A continuous effort to reform Malaysia's technical and vocational education and training (TVET) is important, says Prof Dr Razali Hassan from the Universiti Tun Hussein Onn Malaysia Faculty of Technical and Vocational Education.

The success of Budget 2025 in driving meaningful transformation within the industry depends on the synergistic approach of the Education, Higher Education, and Human Resource Ministries, he said.

"A substantial allocation towards sustained TVET transformation is necessary to ensure that the goals set by the TVET councils are achieved," he said, adding that more funds are needed to integrate digital tools and artificial intelligence (AI)-related skills into TVET.

"This would modernise TVET, align it with future industry demands, and ensure that Malaysia's workforce continues to be adaptable.

"Emerging technologies, particularly AI, is important in ensuring that TVET graduates remain competitive," he said, adding that by incorporating AI-related skills into TVET programmes, students can develop competencies that are highly sought after across industries.

"This not only boosts their employability but also equips Malaysia's workforce to meet the demands of the Fourth Industrial Revolution (4IR)," he said.

In the last budget, RM100mil was allocated to provide professional certification to TVET graduates and as an incentive for the industry to collaborate with public TVET institutions.

Budget 2025, he said, should allocate funds to set global standards for the sector.

"TVET programmes must be aligned with international standards to facilitate recognition of qualifications across borders, ensuring mobility for learners," he said, adding that the country's

TVET graduates must be on par with their global counterparts.

Prof Razali also recommended investing in more TVET programmes that encourage a wider demographic, from low income to high income communities to improve their skills and venture into new fields.

This, he added, can have far-reaching benefits.

"By offering TVET skills development to all economic segments, the initiative can promote upward mobility, and bridge the skills gap across different communities. Lower income groups would benefit from access to new job opportunities, while higher income communities can upskill or reskill to remain competitive in evolving industries," he said.

He also stressed on the importance of allocating funds to integrate sustainability practices into TVET programmes as this would be a step towards equip-

ping students with the skills needed for emerging green jobs.

This, he said, is in line with the Unesco-Unevoc vocational education vision on the development and implementation of green strategies to transform the learning and training environment of talents.

"By embedding sustainability into TVET, students will be better prepared to contribute to eco-friendly industries, which are becoming important globally as economies shift toward more sustainable practices," he said.

National Association of Private Educational Institutions (Napei) president Assoc Prof Elajsolan Mohan said Budget 2025 should recognise TVET qualifications in the civil service.

"This would inspire confidence in aspiring TVET talents and boost TVET enrolment by providing clearer career prospects in government jobs, particularly for students from underprivileged backgrounds," he said.



Prof Razali