KEMENTERIAN SUMBER MANUSIA

KERATAN AKHBAR
20 APRIL 2017

UNIT KOMUNIKASI KORPORAT

ISU : SISTEM INSURANS PEKERJA

Bil	Tarikh/ Hari	Akhbar & Tajuk Berita	Ruang/ Muka Surat	Pihak Terlibat
1.	20.04.2017 Khamis	**NEWS STRAITS TIMES** Safety net retrenched workers	Letters 20	PERKESO MTUC HRDF

SOCSO FUNDS

SAFETY NET FOR RETRENCHED WORKERS

THE Employment Insurance Scheme, proposed by the Malaysian Trades Union Congress (MTUC) since the 1990s, is materialising as the government is proposing a bill to that effect in Parliament in June.

The scheme aims to benefit retrenched workers. The establishment of a fund for the purpose will add a financial burden to employers as they already pay for Employees Provident Fund and Social Security Organisation (Socso), with some contributing to the Human Resources Development Fund, insurance for foreign workers and medical benefits, among others.

Therefore, to compel employers to contribute to another fund will add to their costs. Furthermore, not every company retrenches; it would be unfair to expect all companies to contribute to the said fund.

I had the opportunity to interview the late Tan Sri Harun Hashim, a former Supreme Court judge, when he was the dean of the Ahmad Ibrahim Kulliyyah of Laws, International Islamic University Malaysia.

He had suggested that every individual, on turning 18, should register with Socso by paying a minimal fee. The person should be given a reference number or a card. He need not pay anything as he is not yet employed and may pursue his studies. When the time comes for him to take up employment, he will not be employed unless he had registered with Socso. He will have to produce his Socso card to activate his account.

Harun also said Socso was a good scheme that should cover the entire working population. When a person is injured, he will need medical care, and when he is hospitalised, he would only need to produce his Socso card. Rather than burden the government, the funds would come from Socso, enabling the public to obtain better medical facilities.

Similarly, when a person is retrenched, the retrenchment benefits should be paid out by Socso on a weekly basis for a period of time, perhaps for a maximum of 12 weeks, a reasonable period for a person to seek alternative employment. If the person has obtained employment within the period, the payments will cease. This is like a safety net.

There are cases where, for example, an employer cannot afford to pay his workers when they are retrenched because the factory has been destroyed in a fire. Through this arrangement, the workers can receive some form of payment.

In the case of errant employers who might abuse the scheme, for example, by dismissing workers, Harun was of the view that such employers should be prosecuted in court, and if such an employee was dismissed under Section 20(1) of the Industrial Relations Act 1967, he should be awarded a higher amount of compensation if he succeeded in his claim.

Employers who have a genuine need to retrench will be assisted by the fund. Those who choose not to retrench will benefit as they will gain the respect of employees who, in turn, will remain loyal to the company, thereby increasing productivity.

If a good employer faces difficulty, for example, if his premises is wiped out in a fire, the fund will come in handy. So, in the long run, he does not lose anything.

A trade unionist once said employers must not make the mistake of being penny wise and pound foolish by not wanting to contribute a mere 50 sen per worker towards the establishment of the fund. By ensuring that there is a social security safety net to protect the nation's workforce, employers would be protecting their businesses in times of economic uncertainty.

PROFESSOR DR ASHGAR ALI MOHAMED
Dean, Ahmad Ibrahim Kulliyyah of Laws, International Islamic University Malaysia

ISU : PENDERAAN PEKERJA

Bil	Tarikh/ Hari	Akhbar & Tajuk Berita	Ruang/ Muka Surat	Pihak Terlibat
1.	20.04.2017 Khamis	**HARIAN METRO** Majikan halang solat, guna telefon bimbit	Setempat 10	ATIPSOM

Majikan halang solat, guna telefon bimbit

Bukit Mertajam: Dilarang solat, malah gaji akan ditolak RM1,000 sekiranya dikesan menggunakan telefon bimbit.

Itu nasib 26 wanita warga asing berusia 20 hingga 42 tahun yang dipaksa bekerja sebagai tukang cuci sejak tiga tahun lalu sebelum mereka berjaya diselamatkan dalam satu serbuan di sebuah premis rumah kedai, di sini, pada jam 6 petang, kelmarin.

Semua wanita berasal dari Indonesia itu dipercayai dikurung di premis milik sebuah syarikat membekalkan kerja lapan jam sehari sebelum dibayar RM30 walaupun majikannya mengenakan bayaran RM120 terhadap pelanggan.

Temu bual dengan mangsa mendedahkan mereka diarahkan bekerja setiap hari tanpa cuti, tidak dibenarkan bergerak ke mana-mana, tidak dibenarkan beribadat pada waktu siang serta tidak dibenarkan menggunakan telefon bimbit.

Selain itu, mereka tidak dibenarkan memiliki wang dalam simpanan sendiri, menerima gaji hanya melalui resit tanpa menerima wang tunai dan jika melakukan kesalahan, gaji akan dipotong dan dipaksa untuk bekerja lebih masa.

Ketua Polis Daerah Seberang Perai Tengah Asisten Komisioner Nik Ros Azhan Nik Ab Hamid berkata, semua wanita berkenaan dikurung di dalam bilik yang disediakan di situ.

Beliau berkata, dalam serbuan itu, pihaknya menahan tiga wanita termasuk seorang warga asing dipercayai penyelia kepada pekerja wanita berkenaan ketika mereka berada di kaunter.

"Hasil pemeriksaan polis menjumpai slip gaji disyaki milik pekerja serta 41 keping kad perakam dipercayai milik wanita berkenaan.

"Ketika melakukan pemeriksaan di bahagian atas premis, kami menemui 26 wanita warga Indonesia berada di bilik masing-masing dan hasil temu bual ringkas yang dilakukan polis terhadap mereka mendapati wujud unsur pemerdagangan manusia," katanya.

Nik Ros Azhan berkata, mereka kemudian dibawa ke Ibu Pejabat Polis Daerah Seberang Perai Tengah bagi tindakan seterusnya dan tiga wanita yang ditahan di kaunter premis itu disiasat kerana menjalankan aktiviti memperdagangkan manusia.

Beliau berkata, ketiga-tiga mereka ditahan mengikut Seksyen 12 Akta Anti Pemerdagangan Orang dan Anti Penyeludupan Migran (ATIPSOM) 2007 manakala 26 wanita itu diselamatkan daripada diperdagangkan untuk tujuan eksploitasi buruh mengikut Seksyen 44 ATIPSOM 2007.

"Hasil siasatan awal mendapati syarikat ini menjalankan perkhidmatan tukang cuci dari rumah ke rumah dan pekerja mendakwa mereka diarahkan bekerja setiap hari tanpa cuti dan tidak dibenarkan bergerak ke mana-mana serta tidak dibenarkan beribadat pada waktu siang.

"Selain itu, mereka juga tidak dibenarkan menggunakan telefon bimbit serta tidak dibenarkan menyimpan wang sendiri," katanya.

Nik Ros Azhan berkata, mangsa hanya menerima gaji melalui resit dan tidak menerima wang tunai, malah sekiranya mangsa melakukan kesalahan, gaji mereka akan dipotong RM1,000.

Beliau berkata, mereka dipaksa bekerja lebih masa sejak dua hingga tiga tahun lalu demi menguntungkan syarikat menggajikan mereka itu.

Menurutnya, semua wanita berkenaan dibawa untuk pemeriksaan kesihatan sebelum diserahkan ke rumah perlindungan di Kuala Lumpur.

Sementara itu, tiga suspek terbabit yang dibawa ke Mahkamah Majistret, di sini, dibenarkan ditahan reman untuk membantu siasatan selama dua hari sehingga hari ini.

Mangsa hanya menerima gaji melalui resit dan tidak dapat wang tunai
Nik Ros Azhan Nik Ab Hamid

ISU : PENDERAAN PEKERJA

Bil	Tarikh/ Hari	Akhbar & Tajuk Berita	Ruang/ Muka Surat	Pihak Terlibat
2.	20.04.2017 Khamis	**KOSMO** Polis selamatkan 26 wanita Indonesia didera majikan	Negara 7	Ketua Polis Daerah STP

Polis selamatkan 26 wanita Indonesia didera majikan

SEBERANG PERAI – Seramai 26 wanita warga Indonesia yang dipercayai menjadi mangsa pemerdagangan manusia diselamatkan dalam operasi khas oleh Ibu Pejabat Polis Daerah Seberang Perai Tengah (SPT) di Jalan Kulim, Bukit Mertajam di sini kelmarin.

Mereka dipercayai dipaksa bekerja tanpa diberikan cuti selain tidak dibenarkan menggunakan telefon bimbit dan beribadat pada waktu siang oleh sebuah syarikat berkaitan pembersihan.

Difahamkan, ketika diselamatkan kira-kira pukul 6 petang, mereka yang sebahagiannya mempunyai dokumen perjalanan yang sah itu berada dalam keadaan trauma dan kebanyakannya menangis teresak-esak.

Ketua Polis Daerah SPT, Nik Ros Azhan Nik Ab. Hamid berkata, pihaknya turut menahan dua wanita tempatan berusia 47 dan 58 tahun bersama seorang wanita Indonesia berusia 46 tahun yang dipercayai penjaga premis.

Nik Ros Azhan berkata, siasatan mendapati mangsa disuruh bekerja sebagai tukang pembersihan dari rumah ke rumah dan telah bekerja dalam tempoh antara dua hingga tiga tahun.