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ISU : TENAGA PEKERJA ASING

BIL.	TARIKH	AKHBAR & TAJUK BERITA	PIHAK TERLIBAT
1.	12 OKTOBER 2017 (KHAMIS)	SINAR HARIAN Nurul Izzah kesal kenyataan Nur Jazlan	TIMB. MENTERI DALAM NEGERI NAIB PRESIDEN PKR

AKHBAR : SINAR HARIAN

Nurul Izzah kesal kenyataan Nur Jazlan

SHAH ALAM - Kenyataan yang dikeluarkan Timbalan Menteri Dalam Negeri, Datuk Nur Jazlan Mohamed berhubung cadangan menggunakan 100 peratus tenaga pekerja asing dalam sektor pembuatan amat dikesali. Naib Presiden PKR, Nurul Izzah Anwar berkata, cadangan yang dikemukakan itu adalah tidak relevan sama sekali dari aspek pembangunan ekonomi dan sosial negara pada hari ini dan mempamerkan sikap acuh tak acuh kerajaan dalam menjaga kebajikan tenaga kerja tempatan. Menurutnya, seharusnya tindakan yang berteraskan kepentingan rakyat diambil bagi mengurangkan beban kelompok B40, M40 dan belia yang kian terkesan dengan ketidakstabilan ekonomi negara serta peluang pekerjaan yang semakin merudum.

“Saya berpandangan bahawa pertimbangan yang dicadangkan oleh beliau (Nur Jazlan) adalah tidak wajar dan memihak pada pihak berkepentingan. “Ia juga jelas bertentangan dengan kenyataan Menteri Sumber Manusia, Datuk Seri Richard Riot pada sidang Parlimen awal tahun ini, di mana beliau menyatakan bahawa kerajaan mensasarkan penggajian pekerja asing yang tidak melebihi 15 peratus dari tenaga kerja negara, sebagaimana yang digariskan dalam Rancangan Malaysia ke-11 (RMK-11),” katanya dalam satu kenyataan, hari ini. Beliau yang juga merupakan Ahli Parlimen Lembah Pantai berkata, berdasarkan statistik yang dikemukakan oleh Kementerian Sumber Manusia dan Unit Perancangan Ekonomi untuk tahun 2015, hanya 2.1 juta daripada kira-kira 6.7 juta pekerja asing berada di Malaysia mempunyai permit pekerjaan yang sah.

Katanya, ternyata, bilangan pekerja asing di Malaysia jauh tersasar daripada matlamat yang dicanang pihak kerajaan, apabila 32.2 peratus daripada tenaga kerja sedia ada terdiri daripada warga asing. “Alasan kekurangan tenaga kerja yang sering dibangkitkan oleh pihak kerajaan juga adalah tidak munasabah, apabila isu peluang pekerjaan diperhalusi di peringkat nasional. Perbandingan produktiviti antara pekerja tempatan dan asing turut meragukan dan dijadikan mainan semata-mata untuk menjana pulangan tinggi tanpa mengambil kira taraf kehidupan dan usaha pekerja tempatan yang berterusan. “Daripada mempertimbangkan kebanjiran tenaga kerja asing sebagai alternatif membantu industri pembuatan, adalah lebih baik jika kerajaan dapat mengkaji semula sistem sedia ada. Kelewatan dan kekurangan penekanan terhadap peningkatan teknologi menghalang penggajian berpatutan buat golongan pekerja, terutamanya rakyat Malaysia,” katanya. Justeru Izzah menggesa beberapa langkah yang bersesuaian perlu dilaksanakan merangkumi persediaan teknik dan pemantapan ilmu pekerja selaras dengan Revolusi Teknologi ke-4, penyelarasan gaji yang setimpal dengan kadar kos hidup semasa, serta pemberian insentif atau pengurangan cukai terhadap industri dan syarikat yang mengutamakan pengambilan pekerja tempatan.

“Sebaiknya pihak kerajaan bersifat realistik dan proaktif dalam memahami isu-isu kehidupan rakyat pada ketika ini. Isu pekerjaan dan kos sara hidup perlu dipandang serius, dan ditangani dengan segera.” Katanya. Semalam, kerajaan sedia mempertimbangkan permohonan pengambilan 100 peratus pekerja asing dalam sektor pembuatan bagi memenuhi keperluan pengilang di bahagian pengeluaran produk. Nur Jazlan berkata, bagaimanapun polisi ini terhad kepada pengilang sektor pembuatan yang mengeksport produk masing-masing ke luar negara.

ISU : KEBAJIKAN PEKERJA MAS

BIL.	TARIKH	AKHBAR & TAJUK BERITA	PIHAK TERLIBAT
1.	12 OKTOBER 2017 (KHAMIS)	<p>BORNEO POST 'Retrenched MAS employees should file judicial review against minister'</p> <p>MALAYSIA GAZETTE Kenyataan menteri mengelirukan – NUFAM</p> <p>NEWS STRAITS TIMES Human Resources duly responded to queries from retrenched Malaysia Airlines staff</p>	<p>MINISTER OF HUMAN RESOURCES</p> <p>NUFAM</p>

AKHBAR : BORNEO POST**'Retrenched MAS employees should file judicial review against minister'**

KUCHING : The 3,600 retrenched Malaysia Airlines employees should file for a judicial review against Human Resources Minister Dato Sri Richard Riot for not referring the case to the Industrial Court. This was stated by Sarawak Bank Employees Union chief executive officer and secretary of Malaysian Trades Union Congress (Sarawak division) Andrew Lo. Lo pointed out Riot was wrong to say that MAS was no longer in existence as it had wound up and the ministry could not go after it.

"It is a misleading statement from the minister because MAS is not bankrupt, it is under special administrator. The case should be referred to the Industrial Court, which has the power to join any party to make its judgement effective and enforceable," Lo said when contacted yesterday. He said it was very irresponsible for employers to wind up just to escape their responsibility of caring for their employees. Lo was commenting on Riot's statement yesterday in which he was quoted as saying that the ministry was not required by law to explain the delay in taking up the case of 3,600 retrenched Malaysia Airlines workers to the Industrial Court.

Riot said his ministry, through the Industrial Relations Department, had sent out letters to the affected workers explaining the situation. He said the letters had been sent to 1,500 of the 3,600 laid-off unionised MAS staff. "That to me is sufficient as a response...we are not required by law to give an explanation," Riot was quoted as saying after opening the Asean Productivity-Linked Wage Conference in Kuala Lumpur on Wednesday.

Last month, the National Union of Flight Attendants Malaysia questioned why it took the ministry two years to decide not to refer the case involving 3,600 retrenched MAS workers to the Industrial Court. On this, the ministry's secretary-general Khalid Jali said it was due to a moratorium on the transition of MAS to Malaysia Airlines Berhad (MAB) which had been in place. The moratorium ended in May this year. Before its winding-up, MAS suffered twin air disasters; one plane was shot down over Ukraine in 2014 and another still missing.

Malaysia Airlines flight MH370 carrying 227 passengers and 12 crew disappeared on March 8, 2014. The Boeing 777 left Kuala Lumpur at 12.41am for Beijing but lost contact which air traffic controllers at 1.22am as it was crossing the South China Sea. And in July 2014, MH17, a scheduled passenger flight from Amsterdam to Kuala Lumpur was shot down while flying over eastern Ukraine, killing all 283 passengers and 15 crew on board.

AKHBAR : MALAYSIA GAZETTE

Kenyataan menteri mengelirukan – NUFAM

KUALA LUMPUR – Menteri Sumber Manusia Richard Riot didakwa sudah mengelirukan pelbagai pihak termasuk pekerja-pekerja negara ini, para peguam dan kesatuan-kesatuan sekerja dengan kenyataan beliau berhubung pemberhentian pekerja Malaysian Airlines System Berhad (MAS). Kesatuan Kebangsaan Anak Kapal Kabin Malaysia (NUFAM) berkata, menteri itu ada menyebut kes pembuangan 3,600 pekerja MAS tidak boleh dirujuk ke Mahkamah Industri atas sebab MAS sudah bankrap.

Bagaimanapun, Pengarah Jabatan Perhubungan Perusahaan (IR) memberi alasan lain iaitu MAS ada tempoh moratorium. NUFAM berkata, kenyataan itu tidak masuk akal kerana jika ada isu moratorium, mengapa pula proses tindakan kes di bawah Seksyen 20 boleh difailkan oleh pihak Jabatan Perhubungan Perusahaan pada awalnya. "Adakah menteri dan pengarah IR tahu bahawa semua kes ini sudah difailkan pada tahun 2015?"

"Tahukah anda 3,600 pekerja ini sudah menggunakan landasan yang diberikan oleh kementerian ini sendiri. Jadi tidak gunalah ruang keadilan itu dipakai jika selepas dua tahun baru hendak bagi alasan MAS sudah bankrap dan sebagainya," kata NUFAM dalam satu kenyataan di sini. Tegasnya, moratorium itu bukan menjadi alasan Kementerian Sumber Manusia untuk melambatkan kes dirujuk tetapi hanya tempoh untuk kes dirujuk. NUFAM mendakwa banyak lagi kes MAS sudah dirujuk ke mahkamah dan persoalannya adakah kes-kes tersebut sudah tidak laku?

"Ini menimbulkan persoalan bagaimana Jabatan Kementerian Sumber Manusia berfungsi hari ini, untuk merujuk kes kes pembuangan pekerja mengikut undang-undang yang telah disediakan oleh negara. "Jika benar MAS bankrap dan kes tuntutan tak boleh diteruskan, sebaiknya kementerian maklum kepada semua pekerja ini kerana kes sudah difailkan sejak dua tahun lalu. Kenapa buang masa pekerja selama dua tahun? "Tindakan Kementerian Sumber Manusia menampakkan penganiayaan terhadap pekerja-pekerja ini, malah lebih teruk daripada apa yang dilakukan oleh MAS.

"Hak pekerja untuk menuntut keadilan adalah melalui Mahkamah Perindustrian dan menteri pula diberikan kuasa veto untuk menutup kes. "Mengapa menteri ada kuasa untuk menggunakan alasan bankrap agar MAS tidak boleh dikenakan tindakan undang-undang? Adakah ini bermaksud mana mana syarikat kerajaan atau GLC boleh menutup kes pembuangan pekerja dengan sewenang-wenangnya," soal NUFAM. Kesatuan itu menyifatkan kenyataan Richard itu merupakan satu detik hitam kali kedua buat 3,600 pekerja MAS selepas menunggu dua tahun. "NUFAM juga meminta penjelasan menteri mengapa pihak pengurusan MAS masih boleh menjadi pengarah di dalam syarikat Malaysia Airlines Berhad (MAB) jika benarnya syarikat penerbangan negara telah mufli," katanya.

AKHBAR : NEWS STRAITS TIMES

Human Resources duly responded to queries from retrenched Malaysia Airlines staff

KUALA LUMPUR : The Human Resources Ministry said it is not required by law to explain the delay in taking up the cases of 3,600 retrenched Malaysia Airlines staff to the Industrial Court. Minister Datuk Seri Richard Riot Jaem nonetheless said that the ministry, through the Industrial Relations Department, had sent out letters to the affected workers explaining the situation. The letters, he said, had to date been sent to some 1,500 of the 3,600 laid-off unionised MAS staff.

"That to me is sufficient as a response...we're not required by law to give an explanation," he told reporters after opening the ASEAN Productivity-Linked Wage Conference here today. Riot also noted that MAS was no longer in existence and as the company had wound up, the ministry could not go after it. Last month, the National Union of Flight Attendants Malaysia questioned why it took the ministry two years to decide not to refer the cases of 3,600 retrenched MAS workers to the Industrial Court.

Queried on this matter, department director-general Khalid Jali said this was due to a moratorium on the transition of MAS to Malaysia Airlines Berhad (MAB) which had been in place. It ended on May 24, 2017. On the conference, he said it was important for companies in ASEAN, especially Malaysia, to adopt the Productivity-Linked Wage System (PLWS) to increase growth and productivity.

Riot said more than 81,000 companies in Malaysia had to date adopted the system involving 3.7 million employees. He hoped that recommendations made at the one-day conference would be communicated to the ASEAN Senior Labour Officials Meeting scheduled for May 2018. Themed 'Enhancing Wage Structure that Promotes Wealth Creation and Wealth Sharing', the conference organised by the ministry saw the participation of 250 senior officials from ASEAN countries as well as representatives from Japan, China and South Korea.

ISU : EMPLOYMENT INSURANCE SYSTEM

BIL.	TARIKH	AKHBAR & TAJUK BERITA	PIHAK TERLIBAT
1.	12 OKTOBER 2017 (KHAMIS)	<p>ASTRO AWANI MTUC, MEF debate on Employment Insurance System</p> <p>FREE MALAYSIA TODAY Riot: EIS contribution rate dropped to 0.2pct from 0.5pct</p> <p>BORNEO POST Over 50,000 forecast to receive interim Employee Insurance System payment in 2018</p>	<p>MINISTER OF HUMAN RESOURCES</p> <p>MTUC</p> <p>MEF</p>

AKHBAR : ASTRO AWANI

MTUC, MEF debate on Employment Insurance System

KUALA LUMPUR: The announcement on the proposed terms of the Employment Insurance System (EIS) has continued to stir the debate between employers and employees. The EIS, announced by Prime Minister Datuk Seri Najib Tun Razak in March, is a compulsory retrenchment insurance scheme for private sector employees aimed at helping those who lost their income due to loss of employment. The bill, to be tabled in Parliament later this month, is expected to come into play on Jan 1, 2018.

Under the scheme, workers would contribute 0.2 percent from their monthly salary or as low as RM1.90 for those who earn RM1,000 a month, while those earning more than RM4,000 would pay the ceiling amount of RM7.90. The contribution from employers would be an equal 0.2 percent. If implemented, the bill would seek to protect some 6.6 million local private sector workers, providing them with financial help for up to six months.

On Wednesday, Astro AWANI's *Markets Today* spoke to both sides of the divide – Malaysian Trades Union Congress president Abdul Halim Mansor and Malaysian Employers Federation (MEF) executive director Datuk Shamsuddin Bardan. Below are some of the highlights from the interview hosted by Luqman Hariz.

Q: The MEF had proposed the deletion of certain segments in the EIS Bill 2017 including the early re-employment allowance, training allowance and job search allowance. Why?

Shamsuddin: Because those activities are already being carried out by various government agencies. For example, job matching is currently being done by JobsMalaysia for free, there's no

charges towards employers or employees for their services. On retraining retrenched employees, this is currently very much done by 1MOC (1Malaysia Outplacement Centre) which is being operated by HRDF (Human Resources Development Fund), so there is no need for EIS to be involved in this activity. These were among the matters we raised during our discussion (chaired by Second Finance Minister Datuk Johari Abdul Ghani) with the four ministers assigned by the Cabinet to speak to the stakeholders.

The principle of the EIS policy is that its coverage is only limited to employees who are not paid any retrenchment or termination benefit by the employers. If you are paid, then you are not expected to be assisted by the EIS.

Q: Based on recent retrenchment or downsizing exercises we've seen in the country, how many employees are actually eligible for the EIS?

Abdul Halim: Firstly, we need to understand that the EIS is more of a protection than a benefit. We intend to protect the employment, but if retrenchment does happen, then we have to be prepared. Retrenchment is something unexpected in the workers' lives. Those who are retrenched have families to feed. This is why we need a protection. Whatever it is named, however the benefit works, you have to understand that the fund we are creating will start very small so that we can expand it to provide better protection in the future.

Shamsuddin: In the last 10 years, the amount of unpaid retrenchment benefits is averaged at RM65 million. Under the proposed scheme, looking at the contribution by both employers and employees, the fund is set to collect some RM660 million a year. That's more than enough to cover payments of up to RM65 million per year.

I beg to differ Abdul Halim's statement that the fund will start small; RM660 million is not a small amount of money. During the discussion with the ministers, a consensus that was reached was that we look at the amount – if the amount collected is sufficient, then possibly the committee that will be formed within the EIS itself can advise the authorities to stop/suspend the collection.

Abdul Halim: The protection is like risk-pooling. Just because you're paid, it doesn't mean you're covered. Like when you buy car insurance – you pray that nothing happens to you, but if something does happen, at least you are protected. This is what the workers need.

AKHBAR : FREE MALAYSIA TODAY

Riot: EIS contribution rate dropped to 0.2pct from 0.5pct

After facing repeated criticisms from all sides over the higher contribution rates initially proposed, the human resources ministry has bowed to pressure for a lower Employment Insurance System (EIS) contribution rate. Beginning 2018, some 57,282 persons who lost their jobs would be eligible for the interim EIS payment, with fund collection in the same year estimated at RM479 million, according to *Bernama*.

Human Resources Minister Richard Riot Jaem said that the EIS, a social safety net aimed at helping workers who lost their earnings due to loss of employment, was expected to be tabled in Parliament on Oct 24. Riot said that after numerous discussions with various stakeholders, which have led to several postponements of the bill's passage, it was then agreed that the contribution rate of the "people-centric" scheme should be reduced to 0.2 percent from 0.5 percent, which would be contributed equally by both employers and employees.

AKHBAR : BORNEO POST

Over 50,000 forecast to receive interim Employee Insurance System payment in 2018

KUALA LUMPUR : Some 57,282 people who lost their jobs are projected to be eligible for the interim Employment Insurance System (EIS) payment in 2018, with fund collection in the same year estimated at RM479 million. Human Resources Minister, Datuk Seri Richard Riot Jaem, said that the EIS, a social safety net aimed at helping workers who lost their earnings due to loss of employment, was expected to be tabled in Parliament on Oct 24. Prime Minister Datuk Seri Najib Tun Razak has announced the scheme in March, which he said would benefit around 6.5 million local employees in the private sector.

Riot said that stakeholders have agreed that the contribution rate of the “people centric” scheme be reduced to 0.2 per cent from 0.5 per cent, which would be contributed equally by both employers and employees. “This is the lowest rate of contribution in the world. The Cabinet has endorsed the decision on Aug 17 and instructed the EIS Bill to be tabled in Parliament this October,” he said in a special briefing to Editors-in-Chief on the EIS latest development.

Riot said that the objective of the EIS, to be managed by the Social Security Organisation (Socso), was to provide immediate financial assistance, enabling the beneficiaries to cover their living expenses during the transition period until they obtain suitable employment. However, under the EIS, workers who leave their employment voluntarily, working on fixed terms contracts, retired and dismissed due to misconduct, will not be eligible to claim the EIS benefits. Riot said that the EIS, based on “solidarity fund, pooling of resources and sharing of risks,” concept, would also provide job matching and job placement to help displaced workers get re-employed as well as reskilling and upskilling training to improve their employability.

“The government believes that the EIS will play a significant role as a stabiliser of the economy and give positive impact on maintaining economic activity in a sustainable manner, particularly during economic slowdown or recession. “The implementation of the EIS will also improve the efficiency of the labour market through the matching of labour supply and demand, thus increasing the productivity and competitiveness of the industry,” he explained. He pointed out that the EIS has already been implemented in more than 75 countries including all developed countries and neighbouring countries like Vietnam, Thailand, Taiwan, South Korea, China and Japan.

Riot stressed that most of the countries that introduced the EIS during stable economic environment had proven that the scheme significantly helped displaced workers during challenging economic situation. “Therefore this is the perfect time to implement the EIS, which is an important safety net for our workers, who are assets to the nation,” he added.