

# MALAYSIAN TRADES UNION CONGRESS

Wisma MTUC, 10-5 Jalan USJ 9/5T

47620 Subang Jaya Selangor.

Tel: 03 80242953 Fax: 03 80243224

---

## **ISU GAJI MINIMA YANG DIKEMUKAKAN DI DEWAN RAKYAT**

### **SOALAN:**

IR. HAJI HAMIM BIN SAMURI (Ledang) meminta MENTERI SUMBER MANUSIA menyatakan bilakah kerajaan akan menguatkuasakan gaji minima dalam semua sektor pekerjaan memandangkan permintaan kuat keatasnya sekarang.

### **JAWAPAN: YB MENTERI SUMBER MANUSIA**

Kadar gaji sektor swasta di negara ini ditentukan mengikut kuasa pasaran(*market forces*). Penetapan ini dibuat berdasarkan kepada permintaan dan penawaran(*supply and demand*). Ini bagi memastikan negara sentiasa kompetitif dalam persaingan ekonomi diperingkat global. Institute for Management Development (IMD) World Competitiveness Yearbook pada tahun 2007 melaporkan bahawa kedudukan Malaysia adalah di tempat ke-23 daripada 55 buah negara dari aspek daya saing. Berdasarkan kepada laporan tersebut, kedudukan ini perlu diperbaiki dan elemen-elemen peningkatan kos tanpa peningkatan produktiviti perlu dielakkan.

Tiga cara yang digunapakai oleh kerajaan untuk penetapan gaji adalah melalui kuasa pasaran (*market forces*), Perjanjian Kolektif(*Collective Agreement*) dan Majlis Penetapan Gaji(MPG). Majlis Penetapan Gaji ditubuhkan di bawah Akta Majlis Penetapan Gaji 1947 bagi golongan pekerja yang mudah terjejas (*vulnerable*) iaitu yang bekerja di sektor di mana tiada satu mekanisma yang berkesan dalam menetapkan gaji dan syarat pekerjaan. Sehingga kini, kerajaan telah menubuhkan 11 MPG yang akan menetapkan gaji minima dan syarat-syarat pekerjaan bagi golongan pekerja dalam sektor-sektor yang ditentukan. Kerajaan akan sentiasa mengkaji dan menentukan gaji minima mengikut sektor pekerjaan, sekiranya terdapat keperluan untuk penubuhan tersebut.

Kerajaan berpendapat bahawa penetapan gaji minima kebangsaan (National Minimum Wage) untuk semua sektor pekerjaan adalah kurang wajar pada masa ini. Ini kerana sebarang peningkatan kos dalam menjalankan perniagaan di Malaysia akan menjejaskan daya saing negara dalam menarik pelaburan asing ke Malaysia dan mengekalkan pelabur-pelabur sedia ada.

Selaras dengan hasrat agenda pembangunan negara, kerajaan sedang mempromosikan sistem upah yang dikaitkan dengan produktiviti (*Productivity Linked Wages System-PLWS*). Dasar ini bertujuan menjamin daya saing negara di samping menyumbang kepada peningkatan kualiti hidup pekerja.

## MALAYSIAN TRADES UNION CONGRESS

Wisma MTUC, 10-5 Jalan USJ 9/5T

47620 Subang Jaya Selangor.

Tel: 03 80242953 Fax: 03 80243224

### **MTUC's comment**

Trade unions are thankful to YB IR Haji Hamim Bin Samuri for expressing concerns on government's failure to establish a national minimum wage for all workers in the country.

### **Human Resources Minister's response is illogical and ridiculous.**

Human Resources Minister is concerned that world Competitiveness Year Book has listed Malaysia at 23<sup>rd</sup> place out of 55 countries and he has stressed the need to improve that.

Is the Human Resources Minister suggesting that wage levels should be further reduced? Human Resources Minister in his reply to HJ Hamim has stated that Malaysia has established 11 wages councils, especially to help workers in vulnerable sectors. He has said "Government will always study, review and determine minimum wages".

Let us review how our government has reviewed the minimum wages set by wages councils over the last 25 years.

#### *Sectors with a Minimum Wage*

- *Hotel and catering- Minimum monthly wage of RM 185 for those 18 years and above since 1982.*
- *Cinema workers- Minimum monthly wage of RM 175 for tickets sellers, mechanics, technicians, electricians and carpenters for cinemas with four daily showings since 1981.*
- *Cargo handlers and lighter men- Minimum monthly wage of RM 120 for hatch men since 1977.*
- *Shop assistants- Minimum monthly wage of RM 250 for those 21 years and above in the Klang Valley since 1981.*

It is obvious government has turned a blind eye to the plight of workers under the above sectors. They have failed miserably in managing the wages councils. Human Resources Minister has stated that a National Minimum wage for all sectors is not necessary.

Is the cost of fuel different depending on the sector one is employed? Is the cost of food and essential commodities made available at different prices dependent on the sector one is employed?

Government claims that wage levels have to be suppressed in order not increase the cost of doing business. How will the new electricity tariffs effect the cost of production and competitiveness? Has the Government given thought to the far reaching implications on the industries?

MTUC urge the Government to be more logical and considerate.

***G.Rajasekaran***

***Secretary General MTUC***

<http://grajasekaran.blogspot.com>