



Labour Bill

PEKERJA BERSATU RAKYAT MAJU

PERUTUSAN SETIAUSAHA

MINIMUM WAGE AND COST OF LIVING ALLOWANCE

MTUC has persistently called for the government to implement minimum wage and cost of living allowance (COLA) of RM300 into National Policies. We are concern that though minimum wage policies have come into full force but its enforcement is far from reaching its full implementation. Constantly MTUC has been receiving complaints from workers that their employers have failed to fulfil the Minimum Wage Order. A law without enforcement will merely remain theoretical.

The Human Resource Ministry has repetitively dismissed our proposal for the implementation of COLA by merely passing the bug to the prerogatives of the employer to discuss with workers or workers representation. It is well noted that a significant number of workers remain unrepresented by trade unions especially the low income wage and unskilled worker in particularly the small and medium industries. It's the government's responsibility to ensure that all workers are guaranteed with decent living and decent wage.

Our proposal is based on the essential needs of every worker to have improved and sustainable quality of life. The costs of daily needs such as food, accommodation and transportation to say the least have drastically increased for the past years. Many workers are struggling to meet with the basic necessities. Many families are compromising on less nutritious food owing to high cost of living and worst, some have gone into debts to pay for basic expenses. Government's measure of imposing limits on controlled food by itself will not ensure workers purchasing power and neither will eradicate poverty

Enactment of COLA is a positive step towards maintaining a sustainable workforce to increase productivity and quality of services as it will reflect on the commitments of workers toward efficiency.

As such we urge the Human Resource Ministry to take immediate action against employers who have failed to abide with the minimum wage order and to ensure measures are in place for workers to receive their wages retrospectively from the date the order came into force.

Further, government's intervention on COLA is imperatives and necessary. There is no justification to exclude more than 8 million workers in the private sectors from their entitlement to COLA. We are always open for a dialogue to discuss this pressing issue.

N.GOPAL KISHNAM, Setiausaha Agung

(Press St. 15 April 2014)



Enforce minimum wage law, Education Ministry urged

By Amanda Murthy
amanda@mmail.com.my

PETALING JAYA — The Education Ministry must be responsible for third-party contract workers in schools not earning the minimum RM900 wage monthly, the Malaysian Trades Union Congress (MTUC) said yesterday.

MTUC president Khalid Atan, who raised the matter recently, said at least 60,000 workers, mainly locals hired as guards, cleaners and gardeners, in schools had been affected since the policy was implemented last year.

Khalid said the workers only received

between RM400 and RM600, which was not enough for them to pull through the month.

"Although the ministry does not directly employ the workers, it gives the authorisation to the third party to hire these workers. Therefore, something should be done to ensure they are not cheated," he said.

Khalid was commenting on Deputy Education Minister II P. Kamalanathan's remarks on Saturday claiming the ministry was not responsible for salaries paid to the contract workers.

Kamalanathan said the ministry would definitely pay the workers the minimum wage if they were directly hired by the ministry.

Khalid said with the rising cost of living, the workers were frustrated as they were unable to cope with their monthly expenses.

He pointed out that the minimum wage issue was still unresolved as the implementation was delayed several times last year.

"It was first supposed to be implemented on Jan 1 last year. However, due to the lack of enforcement, private companies which hired these workers were given an extension up to July 1," he said.

"We received complaints from the workers after July, only for the ministry to then announce the law would be made compulsory from January 1 this year."

He said despite the implementation being postponed several times to accommodate

employers, MTUC still received complaints from employees.

Khalid said this proved that certain parties were still not obeying the law.

"MTUC is compiling all the complaints and we will obtain the list of companies which are underpaying their workers. We want to ensure this problem is resolved as soon as possible," he said.

He said if the ministry did not have sufficient manpower to monitor the situation, MTUC was more than willing to work together with them to resolve the issue.

"We will do anything to address this issue as soon as possible to ensure these employees receive what they are entitled to," he added.

SINAR HARIAN | RABU 15 JANUARI 2014

KERJA SAMPINGAN: TREND ATAU TERPAKSA?

41 **FOKUS**

Kerja lebih masa boleh tambah stres

Sistem kekeluargaan juga akan dapat impak negatif: MTUC

KENAIKAN harga barang sudah semestinya memberi kesan kos sara hidup rakyat yang sedia ada tinggi terutamanya mereka yang tinggal di kawasan bandar menjadi lebih berganda.

Meskipun trend membuat kerja sambilan ini sudah lama, namun tekanannya makin terasa akibat pendapatan yang tidak sama naik dengan peningkatan harga barang semasa.

“Apabila kita berdepan stres, apa yang ditakuti sistem peredaran darah kita akan terganggu dan hal ini membuatkan kita terdedah kepada penyakit yang merbahaya dan boleh membawa maut jika tidak ditangani segera.”



meringankan tanggungan terhadap emosi dan kesihatan tubuh badan," katanya.

Katanya, kerja lebih masa atau sambilan selain kerja utama sesuai dilakukan sekali sekala sahaja dalam tempoh tertentu tetapi jika berterusan ia akan mengundang kondisi tidak sihat bukan sahaja terhadap tahap kesihatan tetapi juga mutu kerja.

Sehubungan itu beliau berkata

INWISITI



“Bagi saya, kerja part time memang diperlukan lebih-lebih lagi saya pun baru saja tamat belajar di peringkat Sarjana, jadi saya tidak boleh 'demand' terlalu tinggi.”

Nor Khadijah Abu Bakar, 25, Graduate UTM

Kerajaan patut urus ambil pekerja asing

» Pastikan data lengkap, mudah pantau kemasukan

Oleh **Mohd Nasaruddin Parzi**
mnasaruddin@bh.com.my

Kuala Lumpur

Sudah tiba masanya semua urusan pengambilan pekerja asing diambil alih sepenuhnya agensi kerajaan atau kerajaan dengan kerajaan (G2G), bukan lagi melalui khidmat ejen.

Presiden Kongres Kesatuan Sekerja Malaysia (MTUC), Mohd Khalid Atan, berkata langkah itu memastikan rekod dan data lengkap serta jumlah pekerja asing sah atau tidak sah di negara ini dipantau dengan lebih sistematik.

Katanya, ia juga memudah-

kan pergerakan mereka dikesan lebih awal serta mengurangkan kos majikan.

Katanya, komitmen dan perkhidmatan kedutaan asing di negara ini perlu dimaksimumkan, bukan saja merekodkan urusan kemasukan warganya, bahkan turut sama berperanan sebagai perantara dalam mendaftarkan pekerja.

"Isu kebanjiran pekerja asing berada pada tahap membimbangkan, langkah sedemikian mampu mengawal kebanjiran mereka untuk tempoh jangka panjang.

"Kita tak pernah menghalang penggunaan khidmat pekerja asing, kita larang kemasukannya, biarlah berpada dan mengikut keperluan, bukan sampai terlebih sehingga menjejaskan pekerja tempatan," katanya kepada BH.

Beliau berkata, menerusi langkah itu juga, kebajikan pekerja asing terbelak dan mengelakkan mereka mudah diperdaya ejen atau majikan se-

perti kes tipu dokumen, tidak dibayar gaji serta diberhentikan kerja tanpa ditanggung kos pulang.

"Sekarang, banyak kes pekerja asing tidak pulang ke negara asal selepas diberhentikan (majikan) atau visa tamat tempoh, termasuk ditahan dalam operasi pihak berkuasa, alasannya tiada duit.

Mampu kurang kos

"Ini memberi impak buruk kepada kerajaan (tanggung kos pulang dan makan minum di depoh tahanan)," katanya.

Mohd Khalid turut mencadangkan sistem berstruktur pekerja asing dibangunkan kerajaan dan ditadbir urus serta dikemaskini satu jabatan saja tanpa membabitkan pelbagai agensi.

Beliau juga meminta keputusan kerajaan melarang pekerja asing bekerja di restoran makanan segera diperluaskan kepada sektor pembuatan, perkhidmatan dan keselamatan.



“Kita tak pernah menghalang khidmat pekerja asing, yang kita larang kemasukannya biarlah berpada”

Mohd Khalid Atan,
Presiden MTUC

Beliau turut mencadangkan penubuhan suruhanjaya khas dianggotai ahli akademi, pakar ekonomi, piha berkuasa, kesatuan sekerj dan majikan serta agensi tertentu bagi memantau jumlah pekerja asing serta menyedikan laporan kepada kerajaan

Atasi monopoli pekerja asing

MARANG - Pendedahan kerajaan mengenai lebih 77 peratus daripada 442,094 tenaga kerja yang terlibat dalam sektor perladangan sawit di negara ini terdiri daripada pekerja asing adalah sesuatu yang mengejutkan. Seorang penduduk di Kampung Kubu, Ismail Mat, 60, berkata, perkembangan itu perlu diberi perhatian serius kerana dikhuatiri sektor perladangan terus dimonopoli pekerja asing, sekali gus menutup rezeki generasi akan datang.

Bagaimanapun dia bersetuju dengan langkah diambil Kementerian Perusahaan Perladangan dan Komoditi melalui menterinya, Datuk Douglas Uggah Embas yang merancang melatih lebih ramai tenaga kerja tempatan terutamanya dari kalangan belia. "Kami yang tinggal di kampung khususnya di kawasan ladang kelapa sawit bergantung sepenuhnya dengan industri itu, jika tiada tindakan drastik kerajaan berhubung isu ini, ia akan jejkaskan masa depan generasi muda," katanya.

Dalam satu kenyataan, semalam, Douglas Uggah berkata, berdasarkan statistik Lembaga Minyak Sawit Malaysia (MPOB) sehingga Disember tahun lalu, jelas menunjukkan kebergantungan sektor sawit negara terhadap tenaga kerja asing. Katanya, kementerian berusaha mengatasi masalah tersebut dengan melatih lebih ramai tenaga kerja tempatan.

Sinar Harian : 2 April 2014

Human Resources Ministry Wants Public Feedback on Minimum Wage - Riot

KUALA LUMPUR, April 3, (Bernama) - Employers, workers and the public have been urged to provide feedback about the implementation of minimum wage before July. Human Resources Minister Datuk Richard Riot Jaem said this was necessary so that he could bring up the suggestions at the National Wage Council meeting in July.

"I am asking the public including the employers and workers to come back to us with suggestions on how we can improve the minimum wage," he said after launching 'HR Risk Management Solution', here.

"Hopefully with this, we can ensure that the minimum wage can be fully implemented, and it must be a win-win situation," he added. At present, there are 645,136 small and medium sized companies in Malaysia, and to fully implement the minimum wage on the SMEs is a bit difficult. In his speech earlier, Riot said the SMEs should adopt good human resource practices to reduce the number of industrial relations cases. "Between 2005-2012, we had 94,879 industrial relations cases referred to the Industrial Relations Court and another 10,500 cases were referred in 2013." HR Risk Management Solution is a collaboration between i-HR Consultant Sdn Bhd and Tune Ins Holdings Bhd.

POVERTY INCOME LINE (2009)

Region	RM (a month)
Peninsula	763
Sabah	1048
Sarawak	912
Malaysia	800

Source: Statistics and Data from 10MP, NEM and Jayanath Appudurai



It comprises the provision of human resources knowledge and content via a human resource portal; the provision of human resource advisory support by experience human resource or legal practitioners and the provision of Employment Practice Liability Insurance.

Persidangan Perwakilan Khas

Persidangan perwakilan Khas(TDC) 2014 telah di adakan di Dewan TWU pada 30hb Mac 2014.

Persidangan ini telah dihadiri lebih dari 200 perwakilan dari pelbagai sektor dan industri.

Tujuan utama TDC ini adalah bagi membincangkan pindaan dalam Perlembagaan MTUC.

Di samping itu dalam ucapan Presiden, beliau telah menekankan kepentingan melaksanakan gaji minimum dan juga keperluan elaun kos sara hidup (COLA) RM300 untuk pekerja-pekerja dalam sektor swasta.

MTUC merasakan dengan kenaikan kos barangan, kadar tariff utiliti dan sebagainya telah meningkatkan kadar indeks harga pengguna (CPI) maka adalah penting menimbangkan keperluan untuk memberi COLA dan gaji minimum kepada pekerja-pekerja bagi menangani permasalahan ini.

MTUC sedar dengan desakkan dari majikan yang enggan untuk mengiktiraf kedua-dua faedah ini.





Aktiviti Kesatuan Gabungan-EIWU

Tajuk Kursus: Pengendalian Kekilanan & Siasatan Dalaman
 Tarikh: 10hb - 11hb Mac 2014
 Tempat: EIWU HQ, Subang Jaya
 Dirasmikan oleh: Sdra.Gopal Kishnam, Setiausaha Agung MTUC



Seramai 25 peserta dari 12 gabungan EIWU Zon Central telah mengambil bahagian dalam kursus ini.



Pengendalian Kekilanan dan Siasatan Dalaman
24hb - 25hb Februari 2014
Tempat: Hotel Tropical Inn, Johor Bahru



Seramai 27 peserta dari 11 gabungan EIWU Zon Selatan telah mengambil bahagian dalam kursus ini.



PERTEMUAN MTUC BERSAMA MENTERI SUMBER MANUSIA

Satu majlis temubual bersama barisan pegawai-pegawai baru MTUC bersama-sama dengan Datuk Richard Riot Jaem, Menteri Sumber Manusia telah diadakan pada 10hb Mac 2014, Marriott Putrajaya, pada 8.00 malam.

MTUC mengharapkan pertemuan ini dapat mengeratkan hubungan dan memberi ruang kepada MTUC bagi memperbincangkan permasalahan pekerja dan mencari penyelesaian secara adil dan berasas terumatanya dalam beberapa isu yang dianggap penting.



Aktiviti Kesatuan Proton-Kempen Keselamatan

Konvoi Motosikal Berkumpulan ke Taman Negara, Jerantut Pahang 5-6 April 2014.

Persiapan bermula jam 6.30pagi. Selepas pendaftaran dan sarapan pagi, peserta dibahagikan kepada dua kumpulan. Kumpulan pertama terdiri dari motosikal yang berkuasa 150cc ke atas dan kemudian kumpulan kedua terdiri dari motorsikal 150cc ke bawah. Peserta dilepaskan oleh Puan Norwani(EHS), Che Zulhaimee(IR/EMU) dan Tuan Hj. Mazlan(EHS). Manakala peserta telah diiringi oleh Marshal yang diketuai oleh En. Mohd Rawi dan dibantu oleh En Badaru.

*dilaporkan oleh
Sdra. Sumali Panut,
Bendahari Proton*





International Women's Day

Sambutan Hari Wanita Sedunia MTUC telah diadakan pada 21-22 Mac 2014 di Pusat Latihan NUBE, Port Dickson Negeri Sembilan. Seramai 80 peserta dari pelbagai kesatuan gabungan telah menyertainya. Antara isu yang diperbincangkan ialah perwakilan wanita dalam membuat keputusan, bagaimana mengubah persepsi orang terhadap wanita, bagaimana mengubah cara hidup dari peniaga kecil kepada peniaga besar, bagaimana mengubah persepsi kaum lelaki terhadap penyertaan wanita dalam kesatuan.

Program ini telah dirasmikan oleh Presiden MTUC.



Kursus Pentadbiran dan Pengurusan Kewangan Kesatuan Sekerja 22-24 April 2014, MTUC Subang



Presiden MTUC bersama peserta kursus



INFORMASI



**RALLY HIMPUNAN
100,000
MAY DAY**
Hari PEKERJA Sedunia

**PEKERJA Bersatu
RAKYAT Maju**

TEMPAT : Padang Timur - AmCorp Mall PJ
TARIKH : 1 MAY 14 (KHAMIS)
WAKTU : 7am - 12 tghari
UCAPAN : PEMIMPIN-PEMIMPIN MTUC
YB MENTERI SUMBER MANUSIA
YB MENTERI BESAR SELANGOR

**GAJI
KAMI
RENDAH**

**PEKERJA-PEKERJA
AWAM
SWASTA
BADAN-BADAN BERKANUN
NGO-NGOJOM Turun..!!!**
Suara PEKERJA
Suara KERAMAT
www.mtuc.org.my
03-80242953

**HARGA
BARANG
NAIK
TINGGI**

**PEKERJA
Bantah
GST / TPPA**



**PIKET
TAMATKAN
PERKHIDMATAN
PRESIDEN KTMB**

**SAMBUTAN HARI PEKERJA
RUM**

Tarikh:
9 Mei 2014
Waktu:
4:30-7:00pm
Tempat:
Pekarangan Ibu Pejabat KTMB



**MTUC Selangor & W. Persekutuan
KONVOI - Hari Pekerja Sedunia**

**Dataran Shah Alam
27hb April 2014**

YB. Tuan Ir. Iskandar b Abdul Samad

ATURCARA
Perhimpunan peserta berkereta
Ucapan dari EXCO Negeri Selangor
Ucapan Presiden MTUC dan wakil-wakil kesatuan
Sarapan Bersama Pemimpin Kesatuan dan EXCO Negeri Selangor
Serahan Banner
"Flag Off" peserta konvoi

Anjuran bersama Lajnah Pekerja PAS Negeri Selangor

**Meeting on Ratification
of ILO Convention 87 of
1948 by MTUC Task
Force/ Action
Committee.**

Date : 7th May 2014
Venue: CC, Petaling Jaya

**Hari Memperingati
kematian dan
kecederaan di tempat kerja**

Tarikh : 28hb April 2014
8.30 pagi
MTUC Subang Jaya

MTUC Bahagian Pulau Pinang akan menganjurkan satu perhimpunan sempena

HARI PEKERJA 2014

- 1) Membantah kenaikan harga barang
- 2) Mendesak kerajaan menarik balik GST
- 3) Mendesak kerajaan melaksanakan COLA untuk pekerja-pekerja dalam sektor swasta
- 4) Mendesak kerajaan menaikkan gaji minima ke RM1500

Bahagian Perak

Majlis Makan Malam sempena Hari Pekerja
3hb Mei 2014,
Dewan Konvention, Sg Siput

Wisma MTUC 10-5, Jalan USJ 9/5T, 47620 Subang Jaya, Selangor. Tel: 03-80242953 Fax:03-80243225
website : www.mtuc.org.my; email:mtucgeneral@gmail.com / disediakan oleh: Sdri.R.Rajeswari, Setiausaha Penyelidikan.
disemak: Sdra. N. Gopal Kishnam Setiausaha Agung MTUC