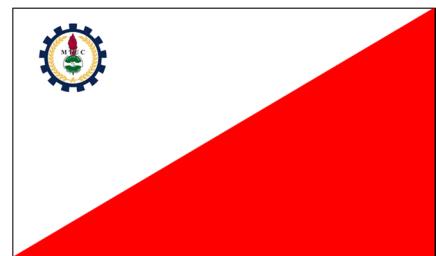




PEKERJA BERSATU RAKYAT MAJU



**PERBURUAN
RAKYAT**

Mesyuarat dan persedian untuk sambutan **Hari Mei 2015** sedang berlangsung. Semua kesatuan gabungan diminta mengambil bahagian dan memberi sokongan sepenuhnya bagi menjayakannya.

MESEJ SETIAUSAHA AGUNG

PENURUNAN HARGA BARANGAN TIDAK BERLAKU WALAUPUN HARGA MINYAK PETROL TURUN



MTUC amat kecewa melihat tindakan sesetengah peniaga, pemborong, pengusaha dan pengeluar yang tidak mahu menurunkan harga barang walaupun harga minyak petrol telah diturunkan bagi meringankan beban rakyat.

MTUC merasakan ini bukanlah masa untuk menuding jari dan menyalahkan mana-mana pihak, malah ini adalah masa bagi semua pihak termasuk semua kementerian yang terlibat mengambil inisiatif bagi menangani permasalahan ini secara hemat.

Apabila harga minyak petrol naik, semua barang tanpa melibatkan kos terus atau kos sampingan telah dinaikan harganya dengan alasan bahawa harga pengangkutan mempengaruhi harga barang. Kini apabila harga petrol turun tiada usaha yang diambil untuk menurunkan harga barang yang dinaikkan. Malahan alasan kos operasi naik pula diungkitkan. Adakah ini munasabah?

Siapakah yang harus melakukan pemantauan?

Apa yang MTUC sedih ada pihak pengusaha, peniaga, restoran yang telah pun mengenakan GST 6% terhadap perkhidmatan dan barang walaupun tarikh perlaksanaan belum tiba dengan pelbagai alasan. Bil-bil Astro, Pos Laju, Telekom, Restauran dan sebagainya telah pun mengenakan GST sebanyak 6%.

MTUC mohon kementerian-kementerian yang berkaitan dan berkenaan mengambil tindakan wajar terhadap pengusaha-pengusaha yang degil dan enggan menurunkan harga barang.

N. Gopal Krishnam, Setiausaha Agung





MTUC: Raise wages by 6% to help offset GST

MTUC Secretary General Gopal Kishnam is hopeful the government will move to make employers increase salaries or provide an allowance to cover the increased cost of living.

The country's main labour group has called on Putrajaya to apply pressure on employers to increase salaries by at least 6% or give employees a monthly cost of living adjustment (Cola) of RM300.

The Malaysian Trades Union Congress (MTUC) said that the raised minimum wage is still not enough to help working class Malaysians make ends meet in the face of rising living costs.

Secretary-general N.Gopal Kishnam said either move would help alleviate the burden of employees, especially with the impending Goods and Services Tax (GST) rollout in April.

"To move forward in narrowing the gap, the government must take a more proactive role to encourage employers to increase wages to 6% at least or to supplement their staff with a monthly Cost of Living Adjustment (Cola) of RM300," Gopal Kishnam said.

Despite the implementation of the Minimum Wage Order 2012 prescribing a minimum salary of RM900 to Peninsular Malaysia workers and RM800 for Sabah and Sarawak, he said workers were still struggling to make ends meet, and most ended up with minimum or no savings at all.

"This to some extent would ease the rising cost of living expenses. Only by ensuring a sustainable income, productivity improves, thus Malaysia is able to move towards being a developed nation," he said in a New Year statement.

The gap between the average household's expenses and wage earnings was widening, and the Consumer Price Index had failed to look into the changes in purchasing needs.

"Most workers spend a large part of their earnings on food, rental, transportation and other utilities while education, health and savings are given the least priorities," Gopal Kishnam noted.

Migrant workers, too, were not spared, as many took borrowings in order to leave their homelands for greener pastures but often ended up with high debts and

worse, in situations of forced labour.

As such, MTUC wants the Human Resources ministry to oversee a comprehensive management policy for foreign workers, as well as a one-stop centre for migrant workers to ensure that the actual needs and rights of migrant workers were protected.

Source: *Malaysianinsider* Jan 2, 2015.

PERBEZAAN JURANG PENDAPATAN

MTUC kecewa dengan perolehan keputusan penganalisaan Jabatan Perangkaan Kebangsaan 2013 yang tersiar dalam media The Star 5hb Januari 2015 mengenai jurang pendapatan di kalangan jantina masih wujud di Malaysia.

Dalam pada menuju era Negara berpendapatan tinggi dan maju, penganalisaan ini memberi satu petanda yang mengejutkan.

Malaysia yang telah menandatangani perjanjian Konvensyen CEDAW(*Convention on the Elimination of All Forms of Discrimination against Women*) pada tahun 1995 yang di bentuk oleh United Nation seharusnya mengambil segala bentuk tindakan dan langkah yang boleh diserapkan dalam undang-undang Negara bagi mempromosikan hak samarata di antara lelaki dan wanita.

Perlembagaan Malaysia artikel 8, jelas menyatakan bahawa tidak harus wujud sebarang bentuk diskriminasi. Apakah kesudahan undang-undang kita yang tidak diterima pakai. Undang-undang digubal bagi menjaga kebijakan dan hak asasi rakyat tidak harus menyebelahi mana-mana pihak yang berkepentingan atau menyingkirkan kewibawaan satu pihak tanpa sebarang alasan yang munasabah.

MTUC tidak dapat menafikan pelbagai asalan diberikan oleh pelbagai pihak terutama pihak majikan, orang awam, penyelidik, pakar dan sebagainya namun perbezaan jurang pendapatan di antara jantina tidak harus wujud bagi pekerja yang melakukan kerja yang sama di Malaysia.

MTUC menyeru pihak kerajaan untuk mengambil langkah yang wajar dan tegas bagi menangani isu ini secara adil.

Banking sector's unfair treatment of the lowly-paid



The so-called reforms of the banking sector in Malaysia has widened the income gap within the industry, with its poor treatment of the lowest paid workers in the banking industry – the clerical and non-clerical employees.

The Ministry of Finance, through Bank Negara Malaysia, is not only failing to prevent some banks from ill-treating its employees but are actively encouraging it. The special grade clerks, clerks and non-clerical employees, are bearing the brunt of a system that is intent on wiping out this category.

These are the same category of workers who have been serving customers as the first point of contact and have contributed to the success of the industry in Malaysia. It is this category of workers who have faced up to irate customers and dealt with their frustrations in a system which is constantly imposing new charges on customers.

With consumers in this country not organized to take on the tyranny of large institutions, they are being made to pay for keeping the banks in business. It is not the case that these functions have become obsolete or have disappeared – just that the work is being

transferred and outsourced. Permanent employees are retrenched in these banks while precarious employees are recruited in outsourced companies where banking function are outsourced.

At a time where the policies of the government are supposedly towards creating higher employment and moving towards a high income society, these banks are looking at ways and means to create unemployment and destabilize employment.

Numerous letters were sent to Bank Negara and the Ministry of Finance but they have perfected the art of ignoring such letters – just as the voice of the common Malaysian is being ignored.

Further, the Minister of Finance and Bank Negara are approving outsourcing of both core and non-core banking functions. Apart from the concerns of data and information security, it is creating a depression of wage levels in the low income group of the country.

The continued dismantling of the rights of the lowly paid workers in the country, just so that a small elite group could benefit is a cause of great concern.

While we welcome the assurance from the Prime Minister yesterday that the employers will not resort to retrenchment on the contrary Standard Chartered Bank has resorted to retrenchment last week. The government should intervene immediately so that such unhealthy practices are stopped. NUBE calls on the Prime Minister and the Ministry of Finance to step in at this stage to engage all stakeholders in a dialogue to deal with this serious issue afflicting Malaysian workers.

MTUC/ITUC/ILO-ACTRAV Seminar on FoA and Collective Bargaining Rights of Public Sector workers was held on 28 January 2015 at Summit Hotel. About 32 participants from CUEPACs KWSP, NUTP, PPUM, MRBSU, MTSU, UUM, UNISZA and AUEGAS participated in this seminar. Papers on Convention C151 and ILO standards pertaining to Public Sector Workers were presented and discussed by the resource persons from ILO Bangkok-Mr Arun Kumar-ILO ACTRAV Bangkok, Ms Ramapriya-Advocate, High Court India, Victor Hugo-Technical Officer and Dr Robyn Layton-ILO CEACR.



88 Peratus Pekerja Malaysia Bimbang Tidak Miliki Wang Yang Cukup Ketika Bersara

Tidak mempunyai wang yang cukup untuk membayai kehidupan harian selepas persaraan adalah kebimbangan utama 88 peratus pekerja Malaysia, demikian menurut satu kajian.

Menurut laporan HSBC, 'Masa Depan Persaraan: Satu Perimbangan', 49 peratus daripada mereka berkata, pembayaran balik hutang menghalang mereka untuk membuat persediaan persaraan yang selesa.

"Kemelesetan ekonomi dunia juga menjadikan pelan persaraan mereka di mana 36 peratus telah berhenti atau mengurangkan simpanan melalui deposit tunai, anuiti atau pelaburan; 32 peratus kurang berkemampuan menyimpan untuk persaraan dan 28 peratus mendapati diri mereka akan terjebak dengan hutang," katanya.

Laporan berkenaan berdasarkan hasil kajian dalam talian ke atas 1,000 orang dalam usia bekerja (25 dan ke atas) serta dalam persaraan oleh Ipsos Mori pada Ogos dan September 2014.

Ketua Perbankan Runcit dan Pengurusan Kekayaan HSBC Malaysia, Lim Eng Seong, berkata bajet mereka semakin sukar.

"Jumlah terkecil disimpan mulai sekarang boleh mengurangkan kesan jangka panjang tempoh yang mencabar ini dan menjadikan kemungkinan persaraan lebih selesa lebih nyata," katanya pada taklimat media mengenai laporan tersebut.

Lim berkata, 27 peratus daripada mereka yang bakal bersara, ketika ini tidak atau tidak mempunyai hasrat untuk menyimpan untuk persaraan.

"Ini seperti mengaitkan generasi X dan Y, di mana mereka mempunyai pemikiran untuk memiliki secara 'segera', bagi menikmati hidup hari ini dan memikirkannya esok."

"Saya harap generasi muda melihat ke depan mengenai persaraan dan hal-hal kesihatan dan tidak bergantung semata-mata kepada Kumpulan Wang Simpanan Pekerja kerana ia akan bertahan kira-kira lima tahun jika mereka mempunyai purata simpanan RM50,000," katanya.

Sebagai permulaan, kata Lim, mereka yang berusia antara 20 dan 30 tahun perlu menyimpan kira-kira 15 hingga 20 peratus daripada gaji mereka setiap bulan dan meningkatkannya beransur-ansur apabila gaji bertambah.

Sumber: [Bernama](#), 27 Januari

Implementation of ILO's OSH Convention (C187) 2006



Number of Accident Reported 2008-2012

Malaysia is the 3rd country in Asia after Japan and South Korea to ratify the International Labour Organisation (ILO) Promotional Framework for Occupational safety and health Convention 2006 (C187)

With the government signing of the C187 with ILO on 7th June 2012, the government is committed in ensuring occupational safety and health in Malaysia is set in accordance to ILO standards.

This is a commitment of fully implementing C 187 by the Malaysian government to make sure the health and safety of employees in the country are protected.

In line with the ratification, Malaysia also agreed to be monitored by the ILO in matters to occupational health and safety to meet its adopted standards.

According to statistics, a total of 59,897 accidents were reported by SOCSO in 2011 compared to 57,639 accidents in 2010, which shows an increase of 3.92%.

Employers and employees should take immediate steps by working together in compliance with the OSH Act (1994) and ILO Standards in discharging their responsibilities to ensure that the laws and standards are being strictly followed to avoid any occupational injury or loss of lives.

Source : NUBE online news



Pelbagai isu semasa

MALAYSIA: 13 majikan Selangor didenda gagal patuhi gaji minimum

Sebanyak 13 majikan di Selangor didenda berjumlah RM83,600 sepanjang tahun lepas kerana gagal mematuhi Perintah Gaji Minimum 2012, kata Pengarah Pasukan Khas Penguatkuasaan (PKP) Jabatan Tenaga Kerja Selangor Mohd Asri Abd Wahab.

Beliau berkata 13 majikan itu antara 19 majikan yang didakwa di Mahkamah Majistret daripada 103 majikan yang diperiksa dalam "Ops Gaji" sepanjang tahun lepas.

"Daripada jumlah tersebut, 13 majikan mengaku bersalah dan didenda sejumlah RM83,600 manakala enam majikan tidak mengaku bersalah dan minta dibicarakan," katanya dalam kenyataannya tempoh hari.

Beliau berkata dalam tempoh itu juga, seramai 12 majikan telah dikenakan kompaun atas pelbagai kesalahan yang melanggar peruntukan undang-undang di bawah Akta Kerja 1955, membabitkan kompaun berjumlah RM37,200.

'Asri berkata selain Ops Gaji, pihaknya turut melaksanakan pemeriksaan mengikut Akta Antipemerdagangan Orang dan Penyeludupan Migran 2007.

"PKP Selangor telah menyiasat enam aduan berkaitan isu eksploitasi buruh paksa dan pemerdagangan manusia dan lima daripada kes itu telah berjaya diselesaikan.

"Susulan itu, enam orang mangsa warga asing turut diselamatkan dan telah diantar pulang ke negara asal selepas mendapat bayaran gaji tertunggak berjumlah RM73,796.29 daripada bekas majikan masing-masing.

Sumber : Bernama : 2Feb 2015 <http://www.themalaysianinsider.com/>



YB Abdullah Sani Timbalan Presiden MTUC dalam siri lawatan ke seluruh Malaysia bagi mengumpulkan suara pekerja untuk di bawa ke Parlimen dengan slogannya "TERUS CEPAT BERKESAN"

YB Timbalan presiden bersama Menteri Sumber Manusia di Parlimen berbincang mengenai isu-isu pekerja.



Beliau bersama JPP, KHEK dan Pegawai-pegawai Kesatuan Eksekutif Airod dalam mesyuarat Tiga Tahun Pertama.

Highlighted articles

S'gor raises poverty line to RM1,500

Concern over rising costs

RAM: GST may push up inflation



Issues concern



MALAYSIA: Review of levy rate regulates entry of foreign workers

The move by the government to review the levy rate on foreign workers enables a better regulation of their entry based on the country's projected needs.

It also encourages employers to hire more local workers and, therefore, reduces the rate of unemployment in the country.

Malaysian Trades Union Congress (MTUC) deputy president Abdullah Sani Abdul Halim said the streamlining of levy rate could determine quotas according to sectors to avoid dumping of foreign workers in the country.

He said certain sectors needed a large number of local workers, such as the plantation and manufacturing sectors, while the payment of levy by employers differed according to sectors.

"It also ensures that efforts being made will enable local workers to be given priority so as to reduce the unemployment rate among locals before recruiting foreign workers on a quota basis if the rate is raised or maintained," he said to Bernama.

He said this when asked to comment on the special address by Prime Minister Datuk Seri Najib Razak on current developments and the government's financial position at the Putrajaya International Conventions Centre.

Abdullah Sani said the fixing of the levy rate could also reduce maltreatment faced by certain foreign workers in the country.

"They are most likely to be cheated by irresponsible agents or those interested only in reaping profits and, with the streamlining, the government can control and monitor the entry rate of foreign workers into the country and, thus, curb the number of illegal workers," he said.

In the [special address](#), the prime minister announced that the government will review the levy rate imposed on foreign workers in the country this year.

Meanwhile, Association of Foreign Maid Agencies (PAPA) Jeffrey Foo was confident the entry of foreign workers could be streamlined and controlled following the review.

"Nevertheless, this is an initial and smart step in determining the number of foreign workers who enter the country at any one time and keep illegal immigrants under control," he said.

Malaysian Maid Employers Association (MAMA) president Engku Ahmad Fauzi Engku Muhsein said the government's move to streamline the levy rate in accordance to the economic situation could ease the employers' burden in obtaining the service of housemaids.

"In view of the increasing cost of living, especially in urban areas, employers cannot afford to get the service of foreign maids if the rate of levy is still high."

"As such it needs to be streamlined based on the current economic situation to enable employers to engage foreign maids," he said.



source: <http://english.astroawani.com>



MTUC MOHON PM MENGADAKAN PERTEMUAN BERSAMA PRESIDEN KESATUAN PEKERJA KTMB

MTUC mohon jasa baik YAB Dato' Seri mengadakan dan Timbalan Presiden RUM, R. Subramaniam, dan pertemuan dengan segera bersama Presiden mengambil tindakan terhadap 110 ahli kesatuan kesatuan pekerja Keretapi Tanah Melayu Berhad yang menyertai piket. Kira-kira 700 ahli RUM mengambil bahagian dalam tunjuk perasaan dan 110 yang dikenal pasti KTMB telah diberikan surat tunjuk sebab.

Majikan meminta agar Abdul Razak Md Hassan memohon maaf kepada Keretapi Tanah Melayu Bhd (KTMB) setiap hari di Facebook dan di blog selama tiga bulan akan datang jika beliau mahu mendapatkan semula kerjanya dengan KTMB dan

menyifatkan syarat itu umpama dikenakan tebusan dan enggan mengalah.

Tuntutan terhadap Abdul Razak Md Hassan, yang kini tidak bekerja tetapi masih menjadi presiden RUM sementara menunggu tindakan Mahkamah Perusahaan menyifatkan bukan sahaja

menghina pemimpin kesatuan malah juga ketidakadian kepada kesatuan sekerja.

MTUC beranggapan bahawa permintaan ini benar-benar tidak boleh diterima kerana ia bukan sahaja menghina dan merendahkan martabat, tetapi ia bermakna RUM akan kehilangan kredibilitinya sebagai kesatuan sekerja.

Abdul Razak Mohd Hassan ditawarkan semula jawatannya di KTMB dengan beberapa syarat, termasuk mengirim permohonan maaf di Facebook dan blog beliau, ekoran pemecatan beliau kerana berpiket pada 9 Mei tahun lepas menentang Presiden KTMB, Datuk Elias Kadir.

Kekecohan bermula September lalu apabila KTMB memecat Presiden Kesatuan Abdul Razak

Sejak itu, semua pekerja dikembalikan semula pekerjaan mereka oleh KTMB dengan termasuk protes terhadap pengurusan KTMB oleh kesatuan atau sebaliknya, yang dianggap memudaratkan KTMB.

Semua ahli RUM menerima arahan KTMB walaupun ia sukar untuk diterima, kerana mereka perlu menyara hidup dan mempunyai keluarga untuk ditanggung.

Bagaimanapun, Abdul Razak Mohd Hassan selaku presiden RUM tidak menerima syarat KTMB dan terpaksa memfailkan aduan di bawah Seksyen 4 dan 5 Akta 177, Akta



Salah satu pertemuan pemimpin kesatuan bersama Perdana Menteri bagi membicarakan permasalahan kesatuan

Perhubungan Perusahaan 1967.

MTUC bagi pihak RUM mohon jasa baik

YAB Dato' Seri agar mengadakan satu pertemuan dengan MTUC dan RUM bagi mensahaja menghina dan merendahkan martabat, tetapi nangani permasalahan ini yang bercanggah dengan Hak Kesatuan Sekerja dan Hak Kemanusian.

MTUC sedia maklum dengan seruan YAB Dato' Seri yang memperkenalkan Gagasan 1Malaysia yang berpaksikan prinsip **"Rakyat Didahulukan, Pencapaian Diutamakan"**.

Justeru itu, MTUC mohon agar permasalahan pekerja diambil kira supaya keamanan dan kesejahteraan dapat dinikmati bersama-sama.



Events & Activities

Articles for the bulletin Jan 2015 International Migration Day 2014

Malaysian Trades Union Congress (MTUC) in collaboration with Building and Wood Workers International (BWI) and Nepali Migrant Workers Association – GEFONT Support Group Celebrated International Migration Day with more than 170 migrant workers. This year our theme was Realizing the Rights of Migrant Workers and Upholding Safe Migration Policies. Mr Buddhi Nath Bhattarai, Labour Attaché of Nepal Embassy in Malaysia was one of our guest speakers. Mr Buddhi shared the challenges that Nepali workers face especially with the unscrupulous recruitment agents. He further said that many workers are not aware of their terms in the contract. He stress on the importance of pre-departure orientation to minimise this risk.

Secretary General of Malaysian Trades Union Congress, Mr Gopal Kishnam, reminded us of the positive and enormous contribution made by migrants and yet they are the ones that are most marginalised. MTUC recognises the risk and vulnerabilities that comes with migration especially when one having to leave the support system to an unfamiliar environment. Unemployment drives migrants to borrow money, often with high debts only to find themselves in a deep debt state and some ends in force labour situation. Mr Gopal emphasis on the important of for one stop centre to be headed by the Ministry of Human Resource, who is more appropriate to decide the needs of short labour in

Malaysia as well as to ensure that the rights under the Labour Laws are upheld. He also called for unity to speak against unfair labour practices and policies that blocks migrants from seeking redress and participating in Union Activities.

Reported & prepared by Sis S. Florida, Project Coordinator Migrant workers

MTUC Mohon GST ditangguhkan

MTUC mohon jasa baik YAB Dato Seri agar menangguhkan perlaksanaan GST buat masa ini.

MTUC merasakan perlaksanaan GST akan memberi kesan yang signifikan terhadap kaum pekerja yang menerima pendapatan kurang dari RM3000 sebulan, sedangkan kos perbelanjaan harian isi rumah tetap meningkat setiap hari. YAB Dato Seri dalam ucapan telah menyatakan pengurangan harga petrol dilakukan bagi mengurangkan beban hidup rakyat malah dengan perlaksanaan GST ia tidak akan memberi sebarang makna.

Di samping itu kesan buruk yang ditimpa oleh isi rumah di pantai timur Semenanjung, Sabah dan Sarawak akibat banjir masih belum pulih sepenuhnya. Perlaksanaan GST secara mendadak pada April 2015 ini akan memberi kesan yang lebih buruk kepada isi rumah dan boleh menjadkan pembangunan ekonomi negara. Malah boleh mencetuskan perasaan tertekan yang amat sangat.

Pihak MTUC merasa kecewa kerana tidak dipanggil untuk sebarang rundingan dan perbincangkan dalam perlaksanaan GST. MTUC masih was-was dengan perlaksanaan GST dan bagaimana ia dapat memberi manfaat kepada semua kaum pekerja terutamanya yang menerima pendapatan rendah.

YAB Dato' Seri memperkenalkan Gagasan 1Malaysia yang berpaksikan prinsip "**Rakyat Didahulukan, Pencapaian Diutamakan**".

Justeru itu, MTUC mohon agar permasalah rakyat diambil kira supaya keamanan dan kesejahteraan dapat dinikmati bersama-sama.

MTUC mohon jasa baik YAB DATO' SERI agar memberi pertimbangan sewajar atas permohonan ini supaya GST ditangguhkan buat sementara waktu.