

EXECUTIVE SUMMARY

TITLE	:	Holistic Strategy for Sustainable Workforce Including Foreign Workers
OBJECTIVE	:	<ul style="list-style-type: none"> • To establish a Technical Working Group (TWG) to look into the foreign workers (FW) issues and propose to government the recommendations. • To identify the gaps by conducting a desk review on existing studies, policies, roles of existing committees, regulations and programmes undertaken by MOHR, MOHA and relevant agencies related to governance of FW. • To identify criteria for a sustainable workforce as required by the industries with respect to FW requirements.
IMPACT TO BUSINESS	:	To establish a transparent and friendly policy on sustainable workforce
DURATION	:	June 2019 – September 2019
TOTAL COST	:	RM 130,000.00
BUDGET	:	SPN E&E
RECOMMENDED BY	:	
Comment/ Signature by PCT	:	

MALAYSIA PRODUCTIVITY CORPORATION (MPC)

PROPOSAL FOR BOARD OF MANAGEMENT

1.0 Purpose

The purpose of this paper is to request approval from Board of Management (BOM) for the project on Holistic Strategy for Sustainable Workforce Including Foreign Workers.

2.0 Background

There are 2.059 million legal Foreign Workers (FW) in Malaysia, and these numbers not included the illegal FW who also found working in various sectors. Industries have recognised the efforts made by the government to solve shortages of workforce in selected industries through FW but the dependency on FW is still there. This is because some companies do not want to go for automation as it is easy to get cheap FWs. Thus the current practice may lead to low productivity due to cheap FWs. Besides, less attractive offers made by the companies could be one of the reason local workers are less interested to work for them. In addition, according to Business Chambers, some Malaysian workers are not reliable like they don't turn up for work when the companies needed them most, especially after getting month end pay and bonus time.

Therefore there is a need for establishment of holistic strategy for a sustainable workforce including foreign workers. PEMUDAH has endorsed MPC for the establishment of the Technical Working Group (TWG) on 18 June 2019 and the TWG to conduct the necessary review, prior to implementation as well as provide the recommendations to the PEMUDAH on Foreign Workers.

3.0 Objective

This project aims to achieve the following specific objectives:

- To establish a Technical Working Group (TWG) to look into the foreign workers (FW) issues and propose to government the recommendations.
- To identify the gaps by conducting a desk review on existing studies, policies, roles of existing committees, regulations and programmes undertaken by MOHR, MOHA and relevant agencies related to governance of FW.
- To identify criteria for a sustainable workforce as required by the industries with respect to FW requirements.

4.0 Output

Provide recommendations by having a holistic strategy for a sustainable workforce including foreign workers.

5.0 Outcome

To establish a transparent and friendly policy on sustainable workforce

6.0 Project Team

Project Manager	: Lee Wan Wei (DMO)
Project Coordinator	: Azirah Mohd (DMO)
Project Members	: Mohd Yazid Abdul Majid (DMO), Wan Fazlin Nadia W. Osman (PEMUDAH) Nurul Farahaton Najihan Jusoh (PEMUDAH) Rabia'tul Hana Ishak (PEMUDAH) Muhsin Adha Abdul Hamid (PEMUDAH)

7.0 Work Plans

No.	Activity	Output	Date
1.	Develop a Term of Reference (TOR) of Technical Working Group (TWG)	List of TOR	June 2019
2.	Establish Technical Working Group	List of TWG Members	July 2019
3.	Conducting a desk review on existing studies, policies, roles of existing committees, regulations and programmes related to FWs	List of existing studies, policies, roles of existing committees, regulations and programmes related to FWs	July – August 2019
4.	Identify the gaps and provide recommendations for PEMUDAH on FWs	Final Draft Report	August - September 2019
5.	Updating and finalizing Final Report	Final Report	September 2019

8.0 Estimated Cost

No.	Item	Cost (RM)
1.	Experts / Consultants	RM 2,000 X 10 Mandays X 5 pax : RM 100,000
2.	Workshops	RM 5,000 X 5 Days : RM 25,000
3.	Accommodations & Logistics	RM 5,000
	Total	RM 130,000.00

The project will be executed from June till September 2019

9.0 Approval from BOM

The approval of the Board of Management (BOM) to approve the budget of RM130,000.00 to execute this project.

Prepared by:

Azirah Mohd
Assistant Manager
Date: 28 June 2019

Reviewed by:

Mohd Yazid Abdul Majid
Deputy Director
Date: 28 June 2019