

To: News Editor

HUMAN RESOURCE IN THE NEW ECONOMY

PETALING JAYA, 22nd July 2010: 140 human resources practitioners attended the FMM HR Conference 2010 to be updated on practical strategies in retaining talents during post economic crisis and new directions in employment legislations in Malaysia.

Organised by the Federation of Malaysian Manufacturers, invited speakers were all experts in their fields, coming from established organisations namely Ministry of Human Resources, Towers Watson, Leaderonomics, Right Focus Consultants, Agilent Technologies Microwave Products (Malaysia) Sdn Bhd and KPMG Tax Services Sdn Bhd.

FMM Vice President, YBhg Tan Sri Datuk Clifford F Herbert in his Welcome Address urged the Ministry of Human Resources to expedite amendments to the labour laws to provide greater flexibility and more equitable legislation, as well as laws that are clear, simple and easy to understand and to comply with. It is important that the laws are in tune with the current and future business environment and meet the needs of a modern and competitive industrial economy and encourage productivity growth and good work culture.

With regards to strategies to reducing dependence on foreign workers, FMM reiterated that clear, pre-announced policies are important to help businesses in planning the way forward. YBhg Tan Sri Datuk Clifford said, “The Government must thoroughly evaluate and consult the relevant stakeholders when introducing new schemes and policies before its implementation. Any increase in the cost of doing business must be gradual. The levy mechanism must be market-driven i.e. it must also remove all hassles to obtaining approvals. The levy collected must be ploughed back to help businesses to automate and carry out training.”

The Conference was officiated by YBhg Dato’ Segarajah Ratnalingam, Secretary General, Minister of Human Resources Malaysia. In his keynote address, Dato’ Segarajah highlighted that an important aspect to achieving a high income economy status is to ensure a highly skilled and knowledgeable workforce as the cutting edge of the nation’s competitiveness. The Government would be implementing holistic measures to strengthen education and training systems, starting from early childhood to tertiary education.

Dato' Segarajah also added that in addressing the skills requirements of industries, the 10th Malaysia Plan will also introduce initiatives to mainstream technical education and vocational training which would provide a viable alternative for individuals to realise their full potential and change the current misperception that technical education and vocational training is a last choice due to perceived limited career opportunities. Dato' Segarajah said that Ministry of Human Resources is currently in the process of reviewing the labour laws in the context of Vision 2020, globalisation and the new economy. With regards to more flexible labour laws, the Government has to keep in mind the welfare of the employees by providing an adequate social safety net. This is to ensure the welfare and livelihood of the employees and their family are taken care of especially during economy downturn.

Released by:
Federation of Malaysian Manufacturers
Wisma FMM, No 3, Persiaran Dagang, PJU 9
Bandar Sri Damansara
52200 Kuala Lumpur
Tel: 03 – 6286 7200
Fax: 03 – 6274 5239
Email: arasy@fmm.org.my
Date: July 23, 2010