Thetis Mangahas, Kuala Lumpur, Malaysia, Bandar Seri Begawan, Brunei Darussalam, Singapore 8-12 May 2011

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Mission Members(s)
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Overall Objective
1) To have an introductory visit to Malaysia and Brunei for the R-PAR team; 2) To discuss Cooperation programme and MOU with Singapore government.

Country / Regional Programme Outcome

MYS 126, 802, 826 and 827 and BRN 802
1) The visit to Malaysia has enabled the dialogue with the ILO constituents on the current cooperation programme, e.g. labour law reform, migration, as well as the future possible collaboration, e.g. on green jobs.
2) In Brunei, ILO presented the DWCP process which created interesting discussion on related issues, e.g. country program, LMI, youth employment, green job, etc.

ILO Office
RO - Asia and the Pacific

Period Covered
- Start Date: May 08, 2011
- End Date: May 12, 2011

Mission Type
International

City
Kuala Lumpur, Bandar Seri Begawan, Singapore

Mission Location(s)
Malaysia

Theme(s)
Decent Work

Other: Regional partnerships

Summary of Main Achievements

1) In Malaysia, the Regional Director met with the H.E. Minister of Human Resource and introduced the new ILO field structure allowing for more direct relations of the regional office with Malaysia. This improved alignment came at an opportune time as Malaysia was undergoing an economic reform process also including labor matters and a number of technical support request had been taken up by the ILO already in this regard, namely, labor law reform, actuarial review of the social security scheme, unemployment insurance and migration /anti-trafficking. The visit has enabled the discussion on the issues concerning social partners and recommendations for future collaborations. It was agreed that a tripartite delegation would visit the ILO ROAP to be briefed on its work program and decent work concepts. 2) The "high-level- bilateral meeting organized between the Government and the ILO helped initiate the review of main questions related to the need for a better understanding of the technical scope of GJ in Malaysia, training programs with particular focus on priority economic sectors for green jobs and employment. 3) In Brunei, The Regional Director also had a courtesy meeting with the H.E. Minister of Home Affairs. Prior to the meeting, the Commissioner of Labour organized a meeting between ILO officials and the high ranking officials from the Commission and Department of Economic Planning (Prime Minister’s Office), as well as the representatives of the Brunei Oilfield Workers’ Union and the Malay / National Chamber of Commerce. ILO presented the power point on the DWCP process which followed by the discussion on various concerned issues. At the end, it was concluded that a DWCP would be a good process for Brunei to identify areas where ILO can be of assistance; the Head of R-PAR will be the overall coordinator for this; consultations should be continued at SLOM and ILC and then a consultation at ROAP should be considered. 4) In Singapore, ILO Deputy Director met with the Director of the Labour Relations and Workplace Division, Ministry of Manpower discussed the details of the cooperation agreement was discussed and confirming the signing ceremony at the 100th ILC.

Mission Findings

In Malaysia:

1) Meeting with Minister of Human Resources: Mr. Subramaniam Sathasivam. The discussions focused on Green Jobs; minimum wages; the employers’ views on unemployment insurance and a retrenchment fund. The Minister was also briefed on the envisaged posting of a national coordinator for the GMS-TRIANGLE project who would report to ROAP.

2) Meeting with MTUC raised the issue of representation in the labour law reform meeting, the study of World Bank on minimum wage, the controversy regarding the freedom of association, undocumented migrant workers, and gender discrimination particularly the maternity leave in the public and private sector, and informal economy.

3) Meeting with MEF raised the concern about the skills certificate, disagreement with the minimum wage and unemployment insurance and others. Both MEF and MTUC agreed to suggest to the government to activate the Labour Advisory Committee and conduct genuine social dialogue.

4) Meeting on Green jobs: There is the need to identify green skills and develop the work with employers and unions, up-skilling initiatives for the labour force, promoting change of the mind-sets; It was decided to convene a national Task Force on Green Jobs (composed of MEGTW/MHR/ social partners). It was later confirmed that the current secretariat of the working group on Human Development under the Green Technology Council was considered adequate to play this role and should be activated.

In Brunei:

1) There was a need for an updated LMI and analysis report which requires ILO technical cooperation. The information will be used for The Five Years National Human Resource Development Strategy.

2) Green Jobs and the need for a diversification of the Brunei economy. The need for a re-orientation of job-seekers (especially the youth) from the public sector to the private sector and an increase in productivity.

3) Conduits for social dialogue: at present the formal tripartite structure is limited. The government argues that social dialogues are taking place through traditional means (village elder’s structure). The department of labour takes up a mediation function with regard to grievances.

4) Discussion of workforce and migration management. In relation to economic growth and ASEAN integration.

In Singapore:

The generic framework of the "Cooperative Agreement" was discussed, the details of the cooperation programme in the
different fields need to be consulted with respective sections and decided later. However, they requested for the estimate budget and breakdown for their consideration.

**Follow-up actions/next steps**

- In Malaysia:
  - The study visit by the tripartite representatives of constituents to ILO Bangkok has to be reconfirmed and organized for August / September.
  - Follow up on the ILO technical support to be provided to MOHR on the labor law reform
  - Follow up on the implementation of the various cooperation programmes; e.g. actuarial review and unemployment insurance.
  - Employer’s specialist to follow up with MEF if any assistance is required with “Unemployment Insurance Scheme” and to clarify misperceptions and potential alternative options for the retrenchment guarantee benefit.
  - Green Job specialist to follow up on the project proposal on Green Job with the concerned ministries.
  - Workers specialist to follow up the cooperation with MTUC on strategies on minimum wages in Malaysia, and to develop a roadmap for labour law amendments and ratification campaigns for ILO C.87

- In Brunei:
  - A process planning event / mission on decent work programming to be re-confirmed and organized for August / September in consultation with the Commission of Labour.
  - To follow up with the Department of Economic Planning and department (Prime Minister’s office) on the request for the technical support from ILO on LMI
  - Ratification of C 138 and the implementation report on C 182
  - Ratification of the Maritime Convention
  - Technical support from OSH specialists on OSH profile and the collaboration with Singapore on the field visit.

**Singapore:** To follow up on the Cooperation Agreement and signing ceremony at the 100th ILC

**List of Contacts**

**Malaysia:**

1) Ministry of Human Resource:
   - 1.1 H.E. Dr. Subramaniam Sathasivam, Minister
   - 1.2 Ms. Fadzilah Mohd Saaid, Under Secretary, International Division

2) Malaysian Trade Union Congress:
   - 2.1 Mr. Abdul Halim Mansor, General Secretary
   - 2.2 Mr. G. Rajasekaran, Executive Secretary of Metal Industry Employees Union

3) Malaysian Employers Federation:
   - 3.1 Dato' Azman, The President
   - 3.2 Mr. Badan, The Executive Director

4) Ministry of Energy, Green Technology and Water
   - Md. Farid Salleh, Assistant Secretary, Green Technology Sector

5) UN
   - 5.1 Dr. Lin Mui Kiang, UN Coordinator Specialist
   - 5.2 Mr. Alan Vernon, Representative UNHCR

**Brunei:**

1) Ministry of Home Affairs: H. E. Pehin Dato Hj Badaruddin, Dato Paduka Hj Othman
2) Commission of Labour

1. Mr. Ramlee Haji Jamudiin, Commissioner of Labour
2. Mr. Shahriman Haji Besar, Acting Deputy Commissioner of Labour
3. Mr. Rozan Justin Teo Haji Azlan, Asst. Commissioner of Labour (International Affairs)
4. Mr. Shariful Hj Sawas, Asst. Commissioner of Labour (Legal & Prosecution)
5. Mr. Zulhilmi Hj Abidin, Asst. Commissioner of Labour (Enforcement)
6. Mr. Hazmin Hatta Haji Hamzah, Asst. Commissioner of Labour (Workplace, Safety & Health)
7. Mr. Maha'adi Aiani, Asst. Commissioner of Labour (ASEAN)

3) Mr. Lim Hong Huat : Acting Director, Human Resource Development, Department of Economic Planning and Development

4) Mr. Haji Othman Bin Seruji, President Brunei Oilfield Workers Union

5) Mr. Johair, President of National Chamber of Commerce

   1. Mr. Ramlee Haji Jamudiin, Commissioner of Labour
   2. Mr. Shahriman Haji Besar, Acting Deputy Commissioner of Labour
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4) Mr. Haji Othman Bin Seruji, President Brunei Oilfield Workers Union

5) Mr. Johair, President of National Chamber of Commerce

Singapore : Ministry of Manpower

   1) Mr. Ong Yen Her, Divisional Director, Labour Relations and Workplace Division
   2) Mr. Ng Chun Pin, Director, Tripartite Programmes and International Labour
   3) Mr. Sim Li chuan, Assistant Director, Tripartite Programmes and International Labour
   4) Mr. Winston mok, Manager, Tripartite Programmes
   5) Mr. Tai Li Lian, Assistant Director, International Relations, Workplace Policy and Strategy Division
   6) Ms. Pricillia Maran, Assistant Director, Corporate Communication Department

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