

Key Results Area (KRA)	KPI			Initiatives/ support to realize M-KPIs	Touchpoints
	KPI Identified	2009 target	2009 actual		
<p>1. Reducing costs of hiring and firing</p> <p>Rationale To create a conducive environment for investors and businesses to work in Malaysia</p>	<p>1.1 Review of Employment Act (EA)1955, Industrial Relations Act (IRA) 1967</p>			<p>Draft amendments for EA to be submitted to AG Chambers by December 2010</p> <p>Draft amendments for IRA to be submitted to AG Chambers by December 2010</p>	<p>Special task force established</p> <p>Conducive industrial relations climate for sustained economic growth and decent livelihood for the rakyat</p> <p>Businesses will manage their affairs with the assurance of a fair and credible legal system.</p> <p>The positive impact will spill over to the bottom 40% household that earns less than RM1500 per month.</p>
<p>2. Increase productivity of enterprises</p> <p>Rationale To increase Malaysian workforce productivity</p>	<p>2.1 Increase number of employers embracing Productivity Linked Wage System (PLWS)</p>			<p>73,200 employers embracing PLWS (increase of 600 employers embracing PLWS)</p>	<p>Technical collaboration Malaysian Productivity Corporation (MPC)</p> <p>Raising pay through productivity gains, not regulation of Wages.</p> <p>Enhances enterprises' competitiveness, increase productivity and employees' income. As at December 2009, 2.8 million employees has benefitted from PLWS.</p> <p>In line with National Economic Model, this will help increase labour productivity and efficiency, lifting real growth rate to an average of 6.5% per</p>

Key Results Area (KRA)	KPI			Initiatives/ support to realize M-KPIs	Touchpoints	
	KPI Identified	2009 target	2009 actual			2010 target
					annum over the 2011-2020 period	
3. Foreign workers management <u>Rationale</u> Reducing dependency on foreign workers	3.1 Formulate a coherent policy on rationalization of foreign workers' management		N/A	1 policy paper on rationalization of foreign workers management to be submitted to the cabinet by June 2010	Participation in Interagency Foreign Workers Committee and PEMUDAH Task Force on Foreign Workers. Data and information sharing with Ministry of Home Affairs (MOHA), Economic Planning Unit (EPU), Ministry of International Trade (MITI), Ministry of Works, Ministry of Agriculture (MoA), Ministry of Plantation, Industries and Commodities (MoPIC)	Creation of new job opportunities with high income and reduce dependency on foreign workers Enforce equal labour standards for local and foreign labour Use a levy system to achieve targets for unskilled foreign labour in line with sectoral needs
4. Main streaming skills development and training <u>Rationale</u> Increasing public's acceptance towards skills development and training	4.1 Gain recognition for skills qualifications			Expand recognition to 10 schemes of services and extend to SKM (level 1-3), Diploma Kemahiran Malaysia (DKM) and Diploma Lanjutan Kemahiran Malaysia (DLKM)	Preparing proposal papers to PSD and Cabinet memorandum on recognition by Malaysian Qualification Agency (MQA)/Ministry of Higher Education (MOHE) Policy support from Public Service Department (PSD), EPU, MoF	Greater public acceptance of skills qualifications Upgrade skills of the bottom segment of the Malaysian labour force through continuing education and training Allow wage levels to be reflective of the skill level

Key Results Area (KRA)	KPI				Initiatives/ support to realize M-KPIs	Touchpoints
	KPI Identified	2009 target	2009 actual	2010 target		
Adding value to SKM certification in selected programmes	4.2 Introduce dual certification with international and locally recognized bodies			Introducing dual certification for 3 programmes in Automotive, Electrical and Construction	Enggaged in collaboration/ partnership with professional/ recognized bodies on certification and standards Policy support and financial support from EPU and MoF	Greater marketability of skills qualification. Formalise international quality standards and certification of skills
	4.3 Collaborate with private sectors in skills development and training			Developing skills training for five (5) industry sectors in Building and Construction, Information Technology, Tourism, Agriculture and Biotechnology	Initiate strategic alliances for licensing and recognition Policy support, financial support from EPU and MoF	In line with National Economic Model, industry to partner with government in encouraging 'Continuous Employment Training' (CET) Opportunities for upward mobility. Readily available skills development programmes.
	4.4 To create new skill areas in the selected high-impact and new growth sectors			Developing 4 NOSS at level 4 and 5 for training program in Biotechnology, Green Technology, Renewal Technology and Agriculture.	Developing NOSS for New Growth sectors Policy support, financial support from EPU and MoF	Job creation in new sectors to support High Income Model Generating talented workforce to meet the needs of a high-value knowledge economy while wage-restraining labour market distortions, such as excessive and indiscriminate use of foreign labour, will be removed.

Key Results Area (KRA)	KPI				Initiatives/ support to realize M-KPIs	Touchpoints
	KPI Identified	2009 target	2009 actual	2010 target		
<p>5. Enhancement of Social Safety Net</p> <p><u>Rationale</u> Providing relief fund for loss of employment</p>	<p>5.1 Formulate a policy on the establishment of relief fund for loss of employment</p>	<p>Nil</p>	<p>Nil</p>	<p>1 position paper on relief fund to be submitted to Cabinet by December 2010</p>	<p>ILO study on actuarial assessment completed</p>	<p>Enhanced social safety nets will also be in place to cushion the most vulnerable segments of society and build their capacity to better contribute to the economy.</p> <p>Financial assistance to retrenched workers to meet their living expenses</p> <p>Protect workers, not jobs, through a stronger safety net, while encouraging labour market flexibility</p>

Key Results Area (KRA)	KPI				Initiatives/ support to realize M-KPIs	Touchpoints
	KPI Identified	2009 target	2009 actual	2010 target		
Facilitating employees impaired by work related injuries to return to work as soon as possible	5.2 Increase the number of injured workers successfully rehabilitated and returned to work			1050 injured workers successfully rehabilitated and returned to work	Collaboration in sharing expertise with Ministry of Health	Enhancing employability for the injured workers. Enhanced social safety nets will also be in place to cushion the most vulnerable segments of society and build their capacity to better contribute to the economy.
Provide social protection to the private sector retirees	5.3 Formulate a policy on pension scheme for 'warga emas'	N/A	N/A	1 position paper on pension scheme for 'warga emas' to be submitted to the Cabinet by December 2010	Ongoing discussion with Employees Provident Fund (EPF)	Enhanced social safety nets will also be in place to cushion the most vulnerable segments of society and build their capacity to better contribute to the economy. A
Promote Decent Wage for the rakyat	5.4 Formulate a policy on Minimum Wage	N/A	N/A	1 position paper on Minimum Wage to be submitted to the Cabinet by December 2010	Reviewing on international best practices Gathering information from EPU, MoF, MITI, MoA, MoHA,, KPDNKK and Statistics Department that relates to specific economic sectors.	Enhance the quality of life of the bottom 40% household that earns less than RM150 per month.

Prepared by

Signature

KPI Officer for the Minister of Human Resources

Date:

Authorised by

Signature

Secretary General

Ministry of Human Resources

Date: