



KEMENTERIAN SUMBER MANUSIA

“

KERATAN AKHBAR KESUMA”

SABTU
1 November 2025



Perlindungan pekerja sepanjang masa

PETALING JAYA – Sejak 2018 hingga 31 Ogos 2025, hampir 30,000 tuntutan kemalangan ditolak kerana dikategorikan sebagai bukan bencana kerja, dengan 87 peratus daripadanya melibatkan kes di luar waktu bekerja.

Antaranya kes seorang operator pengeluaran yang patah tangan kanan tahun lalu, akibat kemalangan jalan raya sewaktu menjemput isterinya pulang dari tempat kerja.

Ia diputuskan sebagai kes bukan bencana kerja kerana kemalangan berlaku ketika melaksanakan urusan peribadi.

Seorang juruteknik menerima nasib lebih malang apabila cedera di kaki kiri, tangan kanan, buah pinggang dan patah gigi akibat kemalangan sewaktu pulang ke rumah selepas bekerja lebih masa sehingga pukul 10 malam.

Semakan laporan polis dan peta lakar yang dikemukakan mendapati lokasi kemalangan berada jauh dalam lencongan daripada laluan asal ke rumah setelah dia singgah seketika di kedai makan, mengakibatkan kes itu diputuskan sebagai bukan bencana kerja.

Hari ini, kerja tidak semestinya di pejabat, ramai yang bekerja secara fleksibel dari rumah sendiri, kafe, malah dalam perjalanan.

Pada masa sama, tekanan dan



STEVEN SIM dijadualkan membentangkan Bacaan Kedua dan Ketiga pindaan Akta Keselamatan Sosial Pekerja pada sidang Parlimen Disember ini.

risiko kerja tidak pernah terhenti di pintu kilang atau bangunan pejabat.

Dalam langkah besar Kerajaan MADANI ke arah Malaysia yang lebih selamat, inklusif dan

berdaya tahan, Kementerian Sumber Manusia (KESUMA) di bawah pimpinan Menteri, Steven Sim Chee Keong telah membentangkan penyelesaian baharu di Parlimen iaitu Skim Kemalangan

INFO SKIM LINDUNG 24/7

- Menyediakan perlindungan sepanjang tempoh pengajian 24 jam sehari, 7 hari seminggu.
- Meliputi kemalangan di luar waktu kerja dan yang tidak berkaitan dengan pekerjaan.
- Golongan yang dilindungi ialah semua pekerja di bawah Akta 4.
- Faedah disediakan termasuk Faedah Perubatan, Faedah Hilang Upaya dan Faedah Pemulihan.

persoalan sama ada sesuatu kemalangan berlaku dalam waktu kerja atau tidak.

Antara faedah yang disediakan ialah faedah perubatan, faedah hilang upaya sementara atau kekal, faedah orang tanggungan (kematian), faedah pengurusan mayat, elaun layanan sentiasa, pemulihan dan pendidikan.

Menurut KESUMA dalam satu kenyataan, bacaan pertama Rang Undang-Undang bagi pindaan Akta Keselamatan Sosial Pekerja 1969 (Akta 4) telah dibentangkan di Dewan Rakyat, menandakan langkah penting dalam memperkukuh jaringan perlindungan sosial negara melalui pengenalan Lindung 24/7.

"Pengenalan Lindung 24/7 bukan sahaja meningkatkan perlindungan kepada pekerja dan keluarga mereka, malah membantu mengurangkan tekanan terhadap sistem kesihatan awam negara dengan memastikan mangsa kemalangan terus mendapat bantuan kewangan dan pemulihan sewajarnya," katanya.

Lindung 24/7 penting untuk menetapkan standard baharu dalam pembelaan keselamatan sosial dan menjadi pelengkap kepada perlindungan sedia ada kerana ketika cara bekerja hari ini menjadi semakin fleksibel, hak pekerja untuk dilindungi tidak sepatutnya berubah.

Bukan Bencana Kerja, atau Lindung 24/7.

Inisiatif terbaharu di bawah program LINDUNG Pekerja Pertubuhan Keselamatan Sosial (PERKESO) itu bakal menyediakan perlindungan kepada lebih 10 juta pekerja formal di negara ini sepanjang masa, baik ketika waktu bekerja atau cuti, mahupun sewaktu melaksanakan urusan peribadi.

Ia sekaligus menamatkan

161 Sabtu, 1 November 2025

Nasional

16

10 juta pekerja bakal nikmati Lindung 24/7

Inisiatif perlindungan menyeluruh tanpa mengira masa atau lokasi

Kuala Lumpur: Tiada lagi kebimbangan terhadap perlindungan sosial di luar waktu bekerja.

Kementerian Sumber Manusia (KESUMA) melalui Pertubuhan Keselamatan Sosial (PERKESO) memperkenalkan inisiatif baharu, Skim Kemalangan Bukan Bencana Kerja atau Lindung 24/7, yang menjamin perlindungan menyeluruh kepada semua pekerja formal di Malaysia, 24 jam sehari, tujuh hari seminggu.

Menteri Sumber Manusia, Steven Sim, ketika membentangkan inisiatif itu di Parlimen kelmarin, berkata skim berkenaan diperkenalkan bagi menutup jurang perlindungan yang sebelum ini hanya meliputi waktu kerja rasmi.

"Waktu kerja biasanya hanya lapan jam. Selebihnya, 16 jam lagi, pekerja tidak mempunyai sebarang perlindungan sekiranya berlaku kemalangan di luar

waktu kerja," katanya.

Melalui Lindung 24/7, kira-kira 10 juta pekerja formal di seluruh negara bakal menikmati perlindungan sosial menyeluruh, tanpa mengira masa atau lokasi.

Ini termasuk kemalangan ketika di rumah, dalam perjalanan pulang ke kampung, di pusat membeli-belah atau semasa menguruskan urusan keluarga di luar waktu bekerja.

Antara faedah di bawah skim ini ialah faedah perubatan, faedah hilang upaya sementara atau kekal, faedah orang tanggungan bagi kes kematian, faedah penguasaan mayat, elaun layanan sentiasa, serta bantuan pemulihan dan pendidikan.

Statistik menunjukkan, sejak 2018 hingga 31 Ogos 2025, hampir 30,000 tuntutan kepada PERKESO ditolak kerana dikategorikan bukan bencana kerja, dengan 87

peratus daripadanya berlaku di luar waktu bekerja.

"Realitinya, kerja masa kini tidak lagi terbatas di pejabat. Ramai bekerja secara fleksibel, dari rumah, di kafe atau ketika dalam perjalanan. Tekanan dan risiko kerja tidak berhenti di pintu pejabat," jelas beliau.

Standard bahasa

Lindung 24/7 turut dilihat sebagai pelengkap kepada perlindungan sedia ada di bawah program Lindung Pekerja PERKESO, selain menetapkan standard baharu dalam sistem keselamatan sosial negara.

Ini juga menjadi langkah penting ke arah Malaysia yang lebih selamat, inklusif dan berdaya tahan di mana gaya kerja boleh berubah, tetapi hak untuk dilindungi tetap kekal.

Antara contoh kes orang berinsurans (OB) layak mendapat pertimbangan perlindungan sosial di luar waktu bekerja, kejadian kemalangan yang menimpa seorang jurutera sistem kanaan berusia 41 tahun.

LINDUNG PEKERJA

SKIM LINDUNG 24/7



GOLONGAN YANG DILINDUNGI



Semua pekerja di bawah Akta 4

LINDUNG 24/7

www.perkeso.gov.my 080000

OB mengalami kecederaan serius apabila patah tapak kaki kiri selepas terjatuh ketika mengisi minyak di sebuah stesen minyak pada Februari lalu.

OB yang bekerja secara hibrid pada hari kejadian, dikatakan dalam perjalanan menghantar anaknya ke janji temu di Hospital Kajang sebelum tergelincir ketika ingin memasuki kenderaan selepas

mengisi minyak.

Akibat insiden itu, OB diberikan cuti sakit selama 83 hari bermula 8 Februari hingga 30 April 2024.

Bagaimanapun, siasatan mendapati kemalangan itu berlaku ketika OB melakukan urusan peribadi dan bukan dalam tugas rasmi, sekali gus kes berkenaan ditetapkan sebagai Bukan Bencana Kerja.

Sabtu, 1 November 2025

Nasional

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AYOS 2025 cermin keyakinan, pelaburan kemahiran masa depan ASEAN

Kekuatan kolaborasi antara negara ASEAN bentuk tenaga kerja mampan, berdaya saing



Kuala Lumpur: Tahun Kemahiran ASEAN, ASEAN Year of Skills (AYOS) 2025, inisiatif utama Malaysia sebagai Pengerusi ASEAN tahun ini, melabuhkan tirainya dengan penganjuran Majlis Makan Malam Gala bertemakan *Colours of Success: A Celebration of Achievements* di sini, Rabu lalu.

Majlis gilang-gemilang itu menandakan kemuncak kepada perjalanan setahun pelaksanaan AYOS 2025 yang merayakan kejayaan serta pencapaian bersama dalam memperkukuh pembangunan kemahiran di rantau ini.

Majlis berkenaan diserikan kehadiran Timbalan Perdana Menteri merangkap Menteri Peralihan Tenaga dan Transformasi Alir, Datuk Fadillah Yusof; Menteri Sumber Manusia, Steven Sim Chee Keong serta Ketua Pengarah Pertubuhan Buruh Antarabangsa (ILO), Gilbert F Hougbo.

Dilancarkan secara rasmi pada 14 April lalu di Kuala Lumpur, AYOS 2025 diterajui Kementerian Sumber Manusia (KESUMA) melalui *Human Resource Development Corporation* (HRD Corp) dengan sokongan ILO dan Sekretariat ASEAN (ASEC).

Bertemakan *Bridging Talent, Building ASEAN*, inisiatif itu menonjolkan komitmen bersama rantau ini dalam membina ekosistem kemahiran inklusif, mampan dan bersedia menghadapi cabaran masa depan.

Fadillah dalam ucapan berka- ta, AYOS 2025 mencerminkan keyakinan, pelaburan dalam kemahiran bukan sahaja untuk rakyat, tetapi juga masa depan dan kemakmuran ASEAN.

"Inisiatif ini meletakkan pembangunan modal insan di tengah-tengah agenda serantau,



Dari kiri: Dr Syed Alwi, Abu Huraira, Hougbo, Fadillah, Steven Sim, Azman dan Shaharin pada Majlis Makan Malam Gala bertemakan 'Colours of Success: A Celebration of Achievements' di Kuala Lumpur, Rabu lalu.

memperkenalkan model inovatif, memacu kerjasama berasaskan industri serta membangunkan rangka kerja mobiliti bakat dan pengiktirafan bersama merentasi sempadan," katanya.

Sementara itu, Hougbo menegaskan, momentum yang dibina melalui AYOS 2025 menjadi asas kukuh bagi masa depan pembangunan kemahiran serantau.

"Kerjasama antara Kerajaan Malaysia, HRD Corp dan ILO akan menyumbang besar ke arah pembangunan tenaga kerja yang selari dengan pertumbuhan ekonomi hijau dan digital," katanya.

Tenaga Kerja Berkemahiran
Steven pula menegaskan, AYOS 2025 membuktikan komitmen kolektif ASEAN dalam melahirkan tenaga kerja berkemahiran dan inklusif.

"Kita bukan sahaja meraikan kejayaan AYOS, tetapi juga memperbaharui tekad memperkasa bakat di seluruh rantau ini agar terus berkembang dalam dunia kerja yang dinamik," katanya.

Sementara itu, Ketua Pegawai



Fadillah menyampaikan ucapan khas pada Majlis Makan Malam Gala.

Eksekutif HRD Corp, Dr Syed Alwi Mohamed Sultan, pula menyifatkan perjalanan AYOS 2025 sebagai lambang kekuatan kolaborasi antara negara ASEAN dalam membentuk tenaga kerja mampan dan berdaya saing.

Sepanjang tahun, tujuh platform utama dilaksanakan bagi merapatkan jurang kemahiran

dan memperkukuh keterampilan, antaranya ASEAN *Human Capital Development Investment Symposium* (AHCDIS); *National Training Week* (NTW); ASEAN *Training Market Conference* (ATMC); ASEAN *TVET Conference*; serta *Global Skills Forum* (GSF).

Persidangan & Pameran Mo-

dal Insan Kebangsaan (NHOCE) 2025 turut mencatat kejayaan dengan penyertaan hampir 3,000 delegasi serta menjana nilai pendaftaran baharu melebihi RM3 juta dalam tempoh tiga hari.

Kemuncak AYOS 2025 turut menyaksikan Forum Menteri-Menteri Tenaga Kerja ASEAN mengenai Pembangunan Modal Insan (AFMM-HCI) yang menghasilkan *Joint Statement on Skills Development for the Future Workforce in ASEAN*, menzahirkan komitmen berterusan negara anggota terhadap pembangunan kemahiran masa depan.

Majlis Gala turut dihadiri Ketua Setiausaha KESUMA, Datuk Azman Mohd Yusof, Pengerusi Lembaga Pengarah HRD Corp, Datuk Abu Huraira Abu Yazid; Menteri Tenaga Kerja ASEAN;

duta serta wakil agensi kerajaan dan pertubuhan masyarakat. Walaupun AYOS 2025 melabuhkan tirai, semangat serta asas kukuh yang dibina akan terus memacu kerjasama serantau dalam membentuk tenaga kerja ASEAN yang berkemahiran, berdaya tahan dan bersedia menghadapi masa hadapan.

PERKESO TO OFFER 24/7 COVERAGE FOR WORKERS

KUALA LUMPUR: A new social security scheme that protects workers beyond office hours is set to transform Malaysia's employment landscape, offering 24-hour coverage under the Social Security Organisation (Perkeso). Human Resources Minister Steven Sim addressed this critical issue head-on on Oct 30, tabling the Employees' Social Security (Amendment) Bill 2025 for its first reading in the Dewan Rakyat.

This landmark move paves the way for the Non-Occupational Disaster Accident Scheme (or Lindung 24/7), the latest initiative under Perkeso's Lindung Pekerja programme and is expected to benefit 10 million workers nationwide. At present, Perkeso's Employment Injury Scheme only covers incidents arising out of and in the course of employment – typically limited to working hours and commutes between home and the workplace.

This leaves a 16-hour gap each day when workers are unprotected, exposing them and their families to financial risks if an accident occurs during personal time. Between 2018 and Aug 31 this year, Perkeso rejected nearly 30,000 claims classified as non-occupational, with 87% of cases occurring outside working hours or unrelated to work travel.

Among them was a factory worker who met with an accident while picking up his wife after work, and a system engineer who fractured his ankle while getting into his car at a petrol station after taking his child to the hospital.

In another case, a 41-year-old business account manager was



Sim addressing the issue of protecting workers beyond office hours in the Dewan Rakyat.

involved in a road accident on a Saturday.

The accident occurred during his day off, and he remained unconscious until his death eight days later. As the incident happened outside working hours, the case was not recognised under the current scheme.

Similarly, a 27-year-old machine operator employed by a manufacturing firm fractured his finger after slipping in the bathroom at home. His claim was also rejected because the injury occurred outside the scope of employment.

Such cases underline the reality that accidents can happen anytime, anywhere – and that social security protection should not stop when the workday ends.

Reflecting modern work realities

The new scheme recognises the changing nature of work, where flexible, remote and hybrid arrangements blur the line between professional and personal time.

LINDUNG PEKERJA

LINDUNG 24/7 SCHEME



ELIGIBLE GROUP

All employees under ACT 4

LINDUNG 24/7

www.perkeso.gov.my 080000

LINDUNG PEKERJA

LINDUNG 24/7 SCHEME

BENEFITS PROVIDED:



LINDUNG 24/7

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With many workers, particularly in the B40 group, unable to afford private insurance, Lindung 24/7 offers a collective, structured and affordable social security alternative. Key benefits under the new protection include:

- > Medical Benefits – Free treatment at Perkeso panel clinics or government hospitals.
- > Disablement Benefits – Income replacement in case of temporary or permanent injury.
- > Dependents' Benefits – Financial support for family members in the event of death.
- > Funeral Benefits – Assistance with funeral expenses.
- > Constant Attendance

Allowance – For workers who require full-time care.

- > Rehabilitation and Education Assistance – Support for recovery and dependants' education.

Lindung 24/7 is not just an extension of existing coverage – it is a new initiative for workers and a major step forward in the defence of social security.

It complements the current protection system by closing a significant coverage gap, while introducing a more inclusive, affordable, and structured insurance scheme that benefits all formal workers equally.

This initiative also marks a big

step towards building a safer, more inclusive, and resilient Malaysia, where every worker can enjoy peace of mind knowing that protection follows them around the clock.

Work styles may be flexible, but the right to be protected should never change. The Bill's second and third readings are scheduled for the December Parliamentary sitting, with implementation details to be announced by Perkeso.

If passed, Lindung 24/7 will redefine Malaysia's approach to social security – ensuring that protection no longer ends when workers clock out, but continues every hour of the day, every day of the week.

THE STAR, SATURDAY 1 NOVEMBER 2025

Nation 9



Fadillah delivering his special address at the Asean Year of Skills (AYOS) 2025 gala dinner in Kuala Lumpur.



"As we look ahead, the momentum generated by AYOS 2025 provides a strong foundation for the future," said Hengbo while delivering his speech at the Asean Year of Skills 2025 gala dinner.



"AYOS 2025 has been a landmark initiative for Asean, demonstrating our collective commitment to nurturing a skilled, inclusive and future-ready workforce," said Sim.

ASEAN UNITES TO BUILD TALENT

AYOS 2025 concludes with historic achievements across seven flagship platforms

THE Asean Year of Skills (AYOS) 2025, Malaysia's flagship initiative under its Asean Chairmanship, concluded with a gala dinner held on Oct 22 in Kuala Lumpur.

Themed 'Colours of Success: A Celebration of Achievements', the event marked the culmination of a year-long journey, celebrating the collective accomplishments and milestones of AYOS 2025.

The gala dinner was graced by Deputy Prime Minister and Energy Transition and Water Transformation Minister Datuk Seri Fadillah Yusof, in the presence of Human Resources Minister Steven Sim Chee Keong and International Labour Organization (ILO) director-general Gilbert F. Hengbo.

AYOS 2025 was officially launched on April 14 in Kuala Lumpur. Spearheaded by the Human Resources Ministry (KESUMA) through the Human Resource Development Corporation (HRD Corp), with strong support from the ILO and the Asean Secretariat (ASEC).

Guided by the theme 'Bridging Talent, Building Asean', AYOS 2025 showcases the region's skilled efforts to strengthen skills ecosystems that are inclusive, sustainable and future-ready. It highlights Asean's shared commitment to transforming its workforce and positions the region as a global leader in human capital development and skills transformation.

Fadillah said, "AYOS 2025 truly embodies the conviction that when we invest in skills, we are not only investing in our people, but in the future and prosperity of Asean itself."

He added: "AYOS 2025 has stood as one of the defining initiatives — one that places human capital at the very heart of our regional agenda."

"Together, we have advanced innovative models, forged industry-driven partnerships and developed frameworks that enable talent mobility and mutual recognition across borders."

In his speech, Hengbo said, "As we look ahead, the momentum generated by AYOS 2025 provides a strong foundation for the future."

"I am extremely pleased to note the new initiative between



"The journey of AYOS 2025 has shown the power of collaboration and shared vision among Asean nations," said Dr Syed Alwi.

the Malaysian government, HRD Corp, and ILO, which will make a real contribution to building workforces aligned with emerging green and digital economies."

Sim said, "AYOS 2025 has been a landmark initiative for Asean, demonstrating our collective commitment to nurturing a skilled, inclusive and future-ready workforce."

"As we celebrate its successful conclusion, we reaffirm our dedication to empowering talent across the region and ensuring opportunities for all to thrive in a rapidly evolving world of work."

Meanwhile, HRD Corp chief executive Dr Syed Alwi Mohamed Sultan said, "The journey of AYOS 2025 has shown the power of collaboration and shared vision among Asean nations."

"HRD Corp is proud to have played a role in shaping skills development that is not only innovative and inclusive but also geared towards building a sustainable and competitive workforce for the future."

AYOS 2025 mobilised governments, industries and communities through seven flagship platforms that bridged skills gaps,



(From left) Dr Syed Alwi, Abu Huraira, Hengbo, Fadillah, Sim, Azman and KESUMA deputy secretary-general (policy and international) Dr Sharhin Umar posing for a group photo during the AYOS 2025 gala dinner in Kuala Lumpur.

promoted talent mobility and strengthened inclusivity across Asean. The initiative also fostered robust public-private partnerships and enhanced Asean's collective resilience in navigating global transitions through:

- > Asean Human Capital Development Investment Symposium (AHCDIS) (May 27-28): Convened policymakers, investors and experts to explore innovative financing models and showcase best practices to expand access to skills.

- > National Training Week (NTW) 2025 (June 14-21): Benefitted millions across Asean in a celebration of learning, reaching almost four million participants and delivering over 70,000 free and accessible training programmes across diverse industries, inspiring similar initiatives regionally.

- > Asean Training Market Conference (ATMC) (July 15): Connected industries, training providers and governments to strengthen regional collaboration

and cross-border partnerships.

- > Asean TVET Conference (Asean TVET) (Aug 13-14): Advanced dialogue on technical and vocational education reforms and work-based learning across the region.

- > National Human Capital Conference and Exhibition (NHCCCE) 2025 (Oct 6-8): Attended by close to 3,000 delegates, it positioned Malaysia as a hub for human capital innovation. Through its BizMatch segment, over RM3mil in new course enrolment value was generated within three days, a clear indication that Malaysians are eager to upskill and reskill.

- > Global Skills Forum (GSF) (Oct 22-23): Elevated Asean's voice on the global stage, discussing the future of skills development, focusing on the role of the private sector and public-private partnerships. It highlighted emerging technologies and the importance of green technology and digital skills for future workforces.

- > Asean Forum of Manpower Ministers for Human Capital Development (AFMM-HCD) (Oct 22): A platform where Asean Member States reaffirmed their collective commitment to advance skills development and workforce transformation with the adoption of the joint statement on skills development for the future workforce in Asean.

The gala dinner was also attended by KESUMA secretary-general Datuk Azman Mohd Yusof, HRD Corp board chairman Datuk Abu Huraira Abu Yazid, Asean Manpower Ministers, ambassadors, as well as representatives from various government agencies and civil society organisations.

While AYOS 2025 has concluded, the work of building a skilled, adaptable and inclusive Asean workforce continues. The foundations laid through this initiative will guide ongoing cooperation, ensuring the region remains future-ready and resilient in the years to come.