



KEMENTERIAN SUMBER MANUSIA

“

KERATAN AKHBAR KESUMA”

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3.8 bilion penduduk dunia tanpa perlindungan sosial

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KUALA LUMPUR – Ekonomi dunia dijangka berdepan cabaran besar menjelang dekad akan datang apabila populasi menua terus menekan pertumbuhan, manakala hampir separuh penduduk global masih tidak menikmati perlindungan sosial asas.

Amaran itu disuarakan wakil Pertubuhan Kerjasama dan Pembangunan Ekonomi (OECD) serta Pertubuhan Buruh Antarabangsa (ILO) semasa membentangkan Perkembangan dan Trend Global dalam Keselamatan Sosial sempena Forum Keselamatan Sosial Dunia (WSSF) 2025 di sini kelmarin.

Kaunselor Kanan kepada Pengarah dan Ketua Bahagian Dasar Sosial, Pekerjaan, Buruh dan Hal Ehwal Sosial Direktorat OECD, Monika Queisser berkata, perubahan demografi dijangka menyebabkan penurunan sehingga 14 peratus Keluaran Dalam Negara Kasar (KDNK) per kapita menjelang 2060 sekiranya tiada langkah pembaharuan dilaksanakan.



MONIKA QUEISSER (kanan) bersama Shahrashoub Razavi (tengah) membincangkan isu dalam Forum Keselamatan Sosial Dunia di Kuala Lumpur kelmarin.

"Pertumbuhan KDNK per kapita sudah merosot daripada satu peratus setahun pada 2010 kepada 0.6 peratus setahun bagi tempoh 2024 hingga 2060.

"Keadaan ini akan menjejaskan keupayaan negara menampung kos pencen, penjagaan kesihatan dan penjagaan jangka panjang," katanya.

Menurut beliau, tiga pendekatan utama perlu diambil segera iaitu meningkatkan kadar penyertaan pekerja berusia, menggalakkan wanita bekerja sepenuh masa dan memperluas pengam-

bilan tenaga kerja migran.

"Jika jurang gender ditutup sepenuhnya, KDNK per kapita boleh meningkat sehingga sembilan peratus menjelang 2060. Ini peluang yang tidak boleh dipandang ringan," jelasnya.

Sementara itu, Pengarah, Jabatan Perlindungan Sosial ILO, Shahrashoub Razavi mendedahkan, hampir 3.8 bilion penduduk dunia termasuk wanita dan kanak-kanak masih tidak mempunyai sebarang perlindungan sosial.

Beliau berkata, seorang dari-

pada lima penganggur layak menerima bantuan pengangguran, manakala faedah keluarga hanya dinikmati kurang sepertiga kanak-kanak.

"Negara paling terdedah kepada krisis iklim, khususnya pulau kecil merekodkan kadar perlindungan sosial di bawah 10 peratus iaitu jauh ketinggalan daripada purata global 52.4 peratus," terang Razavi.

Tambah beliau, pertumbuhan ekonomi yang tidak seiring dengan penciptaan pekerjaan berkualiti boleh menyebabkan

ramal pekerja terjerumus dalam sektor tidak formal, sekali gus menyukarkan pembiayaan sistem perlindungan sosial.

"Tanpa pekerjaan berkualiti, sistem perlindungan sosial tidak dapat dibiayai secara mampan dan tanpa perlindungan sosial, negara berisiko terdedah kepada kejutan ekonomi serta perubahan iklim," tegasnya.

WSSF 2025 yang berlangsung selama lima hari bermula 29 September, menjadikan Kuala Lumpur sebagai hab perbincangan antarabangsa mengenai perlindungan sosial dengan mengangkat tema 'Shaping Social Security for a World in Transition'.

Ia merupakan anjuran Persatuan Keselamatan Sosial Antarabangsa (ISSA) dengan kerjasama Pertubuhan Keselamatan Sosial (PERKESO) dan Kumpulan Wang Simpanan Pekerja (KWSP) serta disokong oleh Kumpulan Wang Persaraan (Diperbadankan) (KWAP) dan Unit Penyelaras Pelaksanaan, Jabatan Perdana Menteri (ICU JPM).

Lebih 2,000 peserta hadir mewakili 253 institusi dari 133 negara, termasuk menteri, ketua pegawai eksekutif, pakar teknikal dan wakil badan antarabangsa bagi membincangkan cara masyarakat berdepan cabaran penuaan, gangguan teknologi, risiko perubahan iklim serta dinamik pasaran buruh yang kian mencabar.



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Expanding workers' protection coverage

Ensuring that no sector is left out

MALAYSIA'S 3.5 million workers have near excellent legal, occupational, environmental and representative protections, which are set out in comprehensive labour laws, standards and practices. Chiefly, the Employment Act and the Occupational Safety and Health Act cover workers regardless of their salary range. The laws cap working hours to 45 hours per week, mandate overtime pay, extended maternity leave of up to 98 days and seven days of paternity leave. There are provisions forbidding all forms of harassment. Rules also govern flexible working arrangements that recognises modern work-life balance while the minimum wage was recently raised to RM1,700 monthly. The Social Security Organisation offers support in the event of occupational injuries and the Employees' Provident Fund sets aside a nest egg for retirement.

Still, the informal sector and domestic helpers have slipped past this wide safety net. Waiting to be gazetted is the landmark Gig Workers Act, which provides the same rights and protections for 1.2 million Malaysian gig workers. While the laws are adequate, some employers resist compliance, especially when it comes to paying a minimum wage and providing flexible work. The oft-heard excuse is cost. Sexual harassment, discrimination and non-standard employment issues are still ongoing but workers can rely on the law to seek a remedy. Key aspects of these stringent laws are backed by trade unions, who deal directly with government and employers' representatives in the National Labour Advisory Council. But a major query has not been answered: after these legal protections come into force, will gig

“Is there already enough protection for workers? Not just yet. Next is the proposed Non-Employment Injury Scheme to cover injuries beyond work hours to reflect new work culture and patterns.”

workers opt to unionise? This will be the new challenge facing trade unions. The decades-long struggle of electronic workers to unionise only bore fruit in 2024, when restrictions on the sector were removed from the Trade Union Act.

Is there already enough protection for workers? Not just yet. Next is the proposed Non-Employment Injury Scheme to cover injuries beyond work hours to reflect new work culture and patterns. Also called the Non-Workplace Accident Scheme, it acknowledges that work-related risks and injuries can occur outside traditional working hours. It appears to be a good deal: round-the-clock protection and coverage for all workers, including gig workers, homemakers, freelancers and remote workers, who have been historically excluded from social security coverage. It's also sensible: over 85,500 non-workplace accidents were reported as of late last year. Its practicability will only be known once the NLAC fine-tunes its provisions but the objective is just: no community, including those in remote areas, will be excluded from social security protection. Soon every worker in Malaysia will be protected.

SCREENS flickered to life in the dim glow of the KLCC grand ballroom, casting a soft light over a sea of faces, all turned upward in quiet anticipation.

Hushed stillness settled as visual stories from around the world unfolded in vivid sound and colour - each one a powerful reflection of how social security transforms lives.

Delegates at the World Social Security Forum (WSSF) 2025 watched with focus and emotion, drawn into narratives of resilience, inclusion, and innovation shared during the inaugural ISSA International Social Security Video Festival 2025.

Organised by the International Social Security Association (ISSA) alongside the WSSF 2025 from Sept 29 to Oct 3, the festival was a key highlight of the week.

It provided a global platform for ISSA member organisations to showcase the real-world impact of their work and commitment to strengthening social protection.

This year, the festival received 261 video submissions from 96 organisations across 69 countries, reflecting social security's worldwide relevance and the shared challenges and innovations shaping its future.

Each entry highlighted how communities are improving lives and promoting greater inclusion and equity.

"We are proud to present the awards in this first-ever International Social Security Video Festival, which showcases the power of audiovisual storytelling in advancing social security for all," said ISSA president and Social Security Organisation (PERKESO) group chief executive

REEL STORIES, REAL CHANGE



Dr Mohammed Azman (centre, in red tie) and Caetano (left) posing with the winners and shortlisted nominees of the ISSA International Social Security Video Festival 2025. — YAP CHEE HONG/The Star

officer Datuk Seri Dr Mohammed Azman Aziz Mohammed.

With three award categories - short (one minute), video (one to five minutes), and youth - an international jury of communications experts shortlisted 15 finalists (five in each category).

The winners were officially announced by ISSA secretary-general Marcelo Abi-Ramia Caetano during the video festival's awards ceremony on Monday (Sept 29).

In the short video category, Uganda's National Social Security Fund took top honours with its film on the Hi-Innovator Women Accelerator Programme.

The initiative, in partnership with the Mastercard Foundation, empowers women-led start-ups and small businesses through entrepreneurial training, seed funding, technical support, and

market access.

Since its launch in February 2023, the programme has trained over 36,000 women and funded more than 280 businesses, resulting in the creation of over 32,000 direct and indirect jobs.

The video category winner was the Superintendence of Pensions from the Dominican Republic, with its moving entry titled 'Testimonio de Rossy: pensión por sobrevivencia (Rossy's Testimony: Survivor's Pension).

The video shares the story of Rossy, whose life changed after receiving a survivor's pension following her mother's death from cancer - support that enabled her to continue her education and move forward with dignity and hope.

The youth category recognised the Hellenic Auxiliary Pensions

Defined Contributions Fund (Teka) from Greece, which won with its entry 'Invest Today in Your Own Future.'

The video promotes Teka's pension system designed for younger generations, highlighting the benefits of individual pension accounts and long-term financial security. It forms part of a broader awareness campaign aimed at new entrants to the labour market.

A special award for inclusion was also presented to Belgium's Federal Public Service for Social Security for its impactful video on the European Disability Card, an initiative promoting accessibility and equal opportunities for persons with disabilities across Europe.

Dr Mohammed Azman also presented the Video Festival

Laureate Certificates, marking official recognition of participating organisations.

With its vibrant energy and emotionally resonant stories, the ISSA Video Festival reflected the broader theme of WSSF 2025: "Shaping Social Security for a World in Transition."

It served as a timely reminder that behind every policy or programme are real people, real challenges - and real change.

The video festival continues through the week, with all 261 videos screened in a dedicated cinema room at the forum.

At the same time, every entry is available online via an interactive map, enabling viewers to filter by region, country, or topic.

To view the videos, visit <https://www.issa.int/>.