



KEMENTERIAN SUMBER MANUSIA

“

KERATAN AKHBAR KESUMA”

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Malaysia menerajui dunia

Membentuk masa depan keselamatan sosial

Steven Sim Chee Keong
Menteri Sumber Manusia

Dunia sedang memasuki era transisi yang penuh ketidakpastian. Revolusi digital, peralihan hijau dan penuaan populasi telah mengubah wajah pekerjaan. Bentuk pekerjaan tradisional semakin bercampur dengan ekonomi gig, automasi dan model baharu yang lebih fleksibel.

Dalam situasi kompleks ini, timbul persoalan besar, apakah masa depan keselamatan sosial apabila pekerjaan itu sendiri sedang berubah?

Malaysia melangkah berani

Malaysia memilih untuk tidak menunggu, ketika banyak negara masih bergelut mencari formula baharu, kita tampil menjadi antara yang terawal di dunia menggubal undang-undang khusus bagi melindungi pekerja gig.

Pekerja gig bukan sekadar statistik. Mereka adalah anak muda yang menjadikan platform digital sebagai ruang rezeki, ibu bapa tunggal yang bekerja siang malam untuk membesarkan anak dan juga graduan baharu yang menjadikan ekonomi gig sebagai pintu masuk ke dunia pekerjaan.

Malaysia memilih untuk tidak menunggu, ketika banyak negara masih bergelut mencari formula baharu, kita tampil menjadi antara yang terawal di dunia menggubal undang-undang khusus bagi melindungi pekerja gig.

Mereka bekerja keras selama ini tanpa kepastian, tanpa keadilan dan tanpa sebarang perlindungan keselamatan.

Undang-undang baharu ini mengubah keadaan itu. Ia memastikan selama mana mereka mempunyai kontrak atau hubungan kerja dengan entiti perkhidmatan, mereka berhak kepada perlindungan yang adil.

Buat pertama kali, pekerja gig di Malaysia diiktiraf secara rasmi sebagai sebahagian daripada ekosistem tenaga kerja negara, bukan lagi di pinggiran.

Ini bukan reformasi kecil, ia adalah langkah berani yang membuktikan Malaysia sanggup mendahului dunia dalam mencari jawapan kepada cabaran sistem pekerjaan yang sedang berubah dengan pantas.

Ia adalah tanda bahawa Malaysia tidak sekadar mengikut arus global tetapi menjadi peneraju dalam membina model perlindungan sosial baharu.

Dari Kuala Lumpur untuk dunia

Langkah berani ini diikuti dengan acara penuh bersejarah. Bermula 29 September hingga 3 Oktober ini, Pusat Konvensyen Kuala Lumpur (KLCC) bakal menjadi medan perbincangan global apabila lebih 1,500 delegasi daripada 300 organisasi keselamatan sosial berhimpun untuk *World Social Security Forum (WSSF)*.

Forum lima hari itu dirasmikan oleh Perdana Menteri, Datuk Seri Anwar Ibrahim yang membawa tema '*Shaping Social Security for a World in Transition*', satu tema yang amat relevan dengan pengalaman kita di Malaysia.

Kehadiran para menteri, ketua pegawai eksekutif dan pakar teknikal dari Amerika Syarikat, China, Jerman,



► Steven Sim bangga apabila Malaysia menjadi antara yang terawal di dunia menggubal undang-undang khusus bagi melindungi pekerja gig.

-Sepanyol, Brazil, Iceland, Switzerland serta banyak lagi adalah bukti bahawa dunia kini melihat Malaysia sebagai pemimpin dalam perbincangan masa depan keselamatan sosial.

Kepimpinan bukanlah tentang siapa paling kaya atau paling maju. Kepimpinan adalah mengenai siapa yang berani membuat perubahan pada waktunya. Malaysia telah membuktikan bahawa sebuah negara membangun mampu menjadi peneraju global.

WSSF di Kuala Lumpur adalah simbol bahawa Malaysia tidak sekadar mengikuti transisi global tetapi tampil memimpin dan membentuk haluannya.

Jiwa Malaysia Madani

Inilah jiwa Malaysia Madani, sebuah kerangka dasar yang berakar pada kemanusiaan tetapi berpandangan jauh ke hadapan.

Melalui keberanian menggubal undang-undang pekerja gig hingga menjadi tuan rumah WSSF, Malaysia berdiri sebagai peneraju dunia.

Kita bukan sekadar menyesuaikan diri dengan perubahan tetapi bertekad membentuk masa depan keselamatan sosial yang lebih adil dan inklusif.

Dari Kuala Lumpur, gema itu disampaikan kepada dunia bahawa sebuah negara membangun juga mampu memimpin dengan visi yang jelas menjadikan transisi ini bukan sekadar cabaran tetapi peluang untuk membina sebuah dunia yang lebih adil, inklusif dan berperikemanusiaan.

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WORLD SOCIAL SECURITY FORUM
KUALA LUMPUR 2025
29 SEPTEMBER - 3 OCTOBER 2025

WSSF IN NUMBERS

1,500 leaders and experts in social security	336 member organizations	164 countries
200 speakers, panelists, and moderators	80 sessions	7 interpretation languages

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◀ Forum lima hari yang bakal dirasmikan oleh Perdana Menteri, Datuk Seri Anwar Ibrahim itu membawa tema '*Shaping Social Security for a World in Transition*'.

HUMAN CAPITAL GATHERING RETURNS

NHCCE 2025 to drive skills, innovation, leadership across Asean

KUALA LUMPUR: The National Human Capital Conference and Exhibition (NHCCE), Malaysia's flagship human capital platform, will return from Oct 6-8, at the Malaysia International Trade and Exhibition Centre (MITEC), Kuala Lumpur.

Organised by the Human Resource Development Corporation (HRD Corp) with the support of the Human Resources Ministry (KESUMA), NHCCE will once again bring together leaders, experts and practitioners from Malaysia and around the world to shape the future of human capital.

Anchored on the theme "Navigating Human Capital Revolution", NHCCE 2025 reflects the urgent need for organisations and economies to adapt, innovate and thrive in a rapidly changing world.

It will explore how rapid technological change, sustainability imperatives, shifting demographics and cross-border talent mobility are redefining the world of work. The conference aims to focus on certain important issues that would include the aim to bridge skills gaps necessary to maintain a digital economy and to advocate for greater inclusivity and diversity in order to access untapped potential.

There is an aim to advance green skills and sustainability to foster a more environmentally responsible future, while solidifying regional partnerships for better talent mobility and workforce resilience.

Last but not least, this may help align workforce capabilities with emerging industry needs via innovative collaborations.

As one of the flagship platforms under the Asean Year of Skills (AYOS), aligned with Malaysia's Asean Chairmanship, the conference will spotlight the region's journey in addressing challenges such as infrastructure gaps and workforce participation while seizing opportunities in digital transformation, talent mobility and green skills.

This positions NHCCE 2025 not only as Malaysia's milestone, but also as a regional platform to strengthen skills ecosystems and drive shared prosperity across South-East Asia.

Standout presenters

The event will present an outstanding lineup of speakers, headlined by world-renowned physicist and futurist Dr Michio Kaku, Mindvalley founder and chief executive officer Vishen Lakhiani and 13-time Grand Prix winner and former F1 driver David Coulthard.

Other notable presenters include athlete, commentator and cultural icon Sonny Bill Williams; and World's Top 5 futurist, bestselling author and keynote speaker John Sanei.

They will be joined by Peabody award-winning journalist, author and television host Mariana Atencio; Pemandu Associates chairman Datuk Seri Idris Jala; Malaysian squash icon Datuk Nicol David; peak performance educator to Fortune 500 and leadership strategist Dr Shade Zahra; and leadership coach and orchestra conductor Jason Lai, alongside many other



Participants at the NHCCE last year. This year, the event will address challenges such as infrastructure gaps and workforce participation and more.

distinguished speakers, panelists and moderators.

This will be an invaluable opportunity for C-Suite leaders and human resource experts; learning and development leaders and executives; talent acquisition and recruitment specialists; talent analytics heads; diversity and inclusion executives; and human capital development trainers.

Together, they will explore strategies to navigate the human capital revolution, from building future-ready workforces to driving digital transformation, sustainable business and inclusive leadership, which are the core pillars.

Engaging takeaways

These pillars will expose participants to the importance of learning new skills, staying adaptable and closing the gap between current skills and industry needs.

The sessions will also delve into methods on how to foster sustainable growth, build economic resilience and enhance competitiveness in a rapidly changing world.

They will be able to explore the technology and digital skills that can help improve progress and productivity in businesses.

Participants can also develop leaders who can guide change, promote inclusivity, and drive organisations towards long-term success. Delegates will also benefit from BizMatch networking, interactive exhibitions, fire-side chats and pocket talks, offering practical tools, real-world case studies and cross-industry collaboration opportunities.

NHCCE 2025 underscores the central role of human capital in

NHCCE 2025 NATIONAL HUMAN CAPITAL CONFERENCE & EXHIBITION

driving economic progress.

As industries transform under the forces of artificial intelligence (AI), digitalisation and the green economy, the conference will provide a platform for knowledge exchange and collaboration that ensures Malaysia and Asean remain at the forefront of the human capital revolution.

About HRD Corp

HRD Corp is Malaysia's leading government agency for human capital development under the KESUMA. Governed by the Pembangunan Sumber Manusia Berhad (PSMB) Act 2001, HRD Corp is responsible for the collection and administration of the human resources development levy through the Human Resources Development Fund (HRDF), to promote the training, retraining and skills upgrading of employees, apprentices and trainees, aligning their capabilities with employers' business needs and the nation's aspiration of developing a highly-skilled workforce.

This ensures Malaysia's workforce remains competitive and adaptable to the demands of both current and future economies.

HRD Corp also plays a pivotal role in strengthening Malaysia's training market, championing innovation, quality and inclusive access to skills development nationwide. Registration for NHCCE 2025 is now open.



To learn more or to download the conference brochure, scan the QR code.

FEATURED SPEAKERS

 Dr Michio Kaku Futurist, physicist, author, and science communicator.	 Vishen Lakhiani Entrepreneur, author, and speaker.	 Sonny Bill Williams Former professional footballer and actor.	 Datuk Nicol David Former professional squash player and coach.
 Mariana Atencio Journalist, author, and television host.	 Datuk Sri Idris Jala Former Malaysian squash player and coach.	 David Coulthard Former Formula 1 driver and racing commentator.	 Dr Shade Zahra Peak performance educator and leadership strategist.
 Rachel Lim Author and speaker.	 Tan Sri Azman Haji Mokhtar Former Malaysian squash player and coach.	 Jason Lai Leadership coach and orchestra conductor.	 John Sanei Bestselling author and futurist.
 Graeme Coldington Former professional footballer and coach.	 Ungku Liza Former Malaysian squash player and coach.	 Sipakumar Kumaran Former Malaysian squash player and coach.	 Brahim Saari Former Malaysian squash player and coach.
 Neil Tomkinson Former professional footballer and coach.	 Tan Sri Datuk Sri Haji Syed Zahari Abidin Former Malaysian squash player and coach.	 Simone Hoeg Former professional footballer and coach.	 Salika Sukutrisnan Former Malaysian squash player and coach.

REGISTER NOW hrdcorp.gov.my/nhccce

MALAYSIA LEADING THE WORLD

By STEVEN SIM CHEE KEONG

Shaping the future of social security

THE world is entering a period of transition marked by uncertainty. The digital revolution, green economy and ageing population are reshaping the world of work.

Traditional employment is now intersecting with the gig economy, automation, and more flexible models.

Amid this complexity, one crucial question emerges: What is the future of social security when the very nature of work is changing?

Malaysia takes bold steps

Malaysia chooses not to wait. While many countries are still struggling to find new formulas, we have emerged as among the earliest in the world to enact specific legislation to protect gig workers.

Gig workers are not just statistics. They are young people who have made digital platforms their source of livelihood, single parents who work day and night to raise their children, and fresh graduates who view the gig economy as their entry point into the working world.

They have been working hard all this time without certainty, without justice, and without any security protection.

This new law changes that situation. It ensures that as long as they have contracts or working relationships with service entities, they are entitled to fair protection.

For the first time, gig workers in Malaysia are officially recognised as part of the nation's workforce ecosystem, no longer



Sim: For the first time, gig workers in Malaysia are officially recognised as part of the nation's workforce ecosystem



Steven Sim (fourth from left), together with the Kesuma and Perkeso delegation, bringing Malaysia's voice in strengthening social security to the world stage in Geneva in June 2024



Kuala Lumpur Convention Centre will host the World Social Security Forum from Sept 29 to Oct 3, with over 1,500 delegates from 300 organisations in attendance

on the periphery.

This is more than a reform, it is a bold move that places Malaysia at the forefront of addressing the challenges of a rapidly evolving work landscape.

It demonstrates that Malaysia is not simply keeping pace with global trends but taking the lead in shaping new models of social protection.

From Kuala Lumpur to the world

Following this bold move, history will be made as the Kuala Lumpur Convention Centre (KLCC) welcomes the World Social Security Forum (WSSF) from Sept 29 to Oct 3, with over 1,500 delegates from 300 organisations in attendance.

The five-day forum, inaugurated by Prime Minister Datuk Seri Anwar Ibrahim, carries the theme "Shaping Social Security for a World in Transition", which is highly relevant to our experience in Malaysia.

The presence of ministers, chief executive officers and technical experts from the United States, China, Germany, Spain, Brazil, Iceland, Switzerland and many more will prove that Malaysia is now recognised worldwide as a leader in discussions on the future of social security.

Leadership is not about who is the richest or most advanced. Leadership is about who dares to make changes at the right time. Malaysia has proven that a developing nation can become a global pioneer. The WSSF in Kuala Lumpur is a symbol that Malaysia is not merely following global transition but stepping forward to lead and shape its direction.

The spirit of Malaysia Madani

This is the spirit of Malaysia Madani, a policy framework rooted in humanity but with a far-sighted vision.

Through the courage to enact gig worker legislation to host the WSSF, Malaysia stands as a world leader.

We are not merely adapting to change but are determined to shape a future of social security that is more just and inclusive.

From Kuala Lumpur, the message is conveyed to the world that a developing nation is also capable of leading with a clear vision, making this transition not merely a challenge but an opportunity to build a world that is more just, inclusive and humane.

Steven Sim is the Human Resources Minister of Malaysia.

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