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LINDUNG KENDIRI RUU Pekerja Gig rapatkan jurang keadilan sosial

KUALA LUMPUR: Rang Undang-Undang (RUU) Pekerja Gig 2025 diyakini mampu merapatkan jurang keadilan sosial yang kian meruncing di sektor tidak formal.

Pertubuhan Keselamatan Sosial (PERKESO) dalam kenyataan pada Selasa menjelaskan, nasib lebih 1.2 juta penggiat gig yang bersabung nyawa mencari pendapatan harian di negara ini didapati tidak seimbang dengan kepentingan jaringan perlindungan mandatori.

Berdasarkan statistik LINDUNG Kendiri (Akta 789) bagi tempoh sepanjang tahun 2024, hanya 304.625 penggiat gig dikesan aktif mencarum, sekali gus menandakan hanya 25.4 peratus mendapat perlindungan keselamatan sosial.

Meskipun hanya sebahagian kecil daripada jumlah keseluruhan pencarum, namun penerima faedah dalam kalangan penggiat gig sebenarnya mewakili 28.6 peratus daripada jumlah penyaluran faedah di bawah LINDUNG Kendiri bagi tempoh yang sama.

"Angka ini mencerminkan keperluan mendesak terhadap



HANYA 304,625 penggiat gig dikesan aktif mencarum, sekali gus menandakan hanya 25.4 peratus mendapat perlindungan keselamatan sosial yang merupakan hak asasi manusia.

perlindungan sosial yang amat kritikal bagi komuniti penggiat gig.

"Justeru, pembentangan RUU Pekerja Gig 2025 adalah langkah bersejarah yang sejajar agenda penjenamaan LINDUNG meliputi hak, kebajikan dan maruah mereka sebagai penggerak utama ekonomi digital negara," menurut kenyataan tersebut.

Apabila penguatkuasaan kerangka perundangan ini diwartakan kelak, penggiat gig akan menikmati perlindungan yang setara dengan pekerja formal iaitu seiring prinsip karamah insaniah yang mengangkat martabat setiap individu tanpa mengira bidang pekerjaan.

Bersandarkan pendekatan perlindungan sosial mandatori, pekerja gig bakal menikmati lapan jenis faedah yang diperuntukkan melalui LINDUNG Kendiri, termasuk akses kepada perkhidmatan rehabilitasi dan penggantian pendapatan jika mengalami bencana kerja.

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RUU Pekerja Gig 2025 rapatkan jurang keadilan sosial

KUALA LUMPUR – Rang Undang-Undang (RUU) Pekerja Gig 2025 diyakini mampu merapatkan jurang keadilan sosial yang kian meruncing di sektor tidak formal.

Pertubuhan Keselamatan Sosial (Perkeso) menjelaskan, nasib lebih 1.2 juta penggiat gig di negara ini yang bersabung nyawa mencari pendapatan seharian tidak diimbangi dengan keperluan jaringan perlindungan sosial yang mandatori.

Menurutnya, berdasarkan statistik LINDUNG KENDIRI (Akta 789) untuk tempoh epanjang 2024, hanya 304,625 penggiat gig dikesan aktif mencari,

hanya 25.4 peratus mendapat perlindungan keselamatan sosial yang merupakan hak asasi manusia.

Katanya, meskipun merupakan sebahagian kecil daripada jumlah pencarum, penerima faedah dalam kalangan penggiat gig mewakili 28.6 peratus daripada keseluruhan jumlah penyaluran faedah menerusi Akta 789 bagi tempoh sama.

"Angka ini mencerminkan keperluan mendesak terhadap perlindungan sosial yang amat kritikal bagi komuniti penggiat gig.

"Justeru, pembentangan RUU Pekerja Gig 2025 adalah langkah bersejarah yang sejajar agenda penjenamaan LINDUNG meli-



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puti hak, kebajikan dan maruah mereka sebagai antara peng-

gerak utama ekonomi digital negara," katanya dalam kenyataan

di sini semalam.

Tambahnya, menerusi penguatkuasaan kerangka perundangan ini selepas digazetkan kelak, penggiat gig akan menikmati perlindungan setara pekerja formal, seiring prinsip karamah insaniah yang mengangkat martabat insan tanpa mengira bentuk pekerjaan.

Katanya, bersandarkan pendekatan perlindungan sosial mandatori, pekerja gig bakal menikmati lapan jenis faedah yang diperuntukkan melalui LINDUNG KENDIRI, termasuk akses kepada perkhidmatan rehabilitasi dan penggantian pendapatan jika mengalami bencana kerja.

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RIGHT TO A FAIR GIG

Proposed Bill seeks to recognise over 1.2 million gig workers and outline protections for income, welfare and dispute resolution

By MARK RYAN RAJ
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THE Human Resources Ministry (Kesuma) officially presented the first reading of the mooted Gig Workers Bill (RUU) 2025 at the Parliament (media centre) on Monday (Aug 25).

In attendance were Human Resources Minister Steven Sim and deputy secretary-general (policy and international) Dr Mohd Shaharin Umar, as well as various key stakeholders from related industries and e-hailing and p-hailing platforms.

Sim said during the press conference that the drafting of the Bill marks a critical turning point in the nation's efforts to recognise the important role of gig workers in national labour law, to ensure their rights and welfare are comprehensively protected.

"Last year, the Federal Court upheld the decision that a gig worker cannot seek a claim or bring a dispute to the Employment Court.

"This meant that they could not seek justice in the context of labour institutions," he said.

"Today, with the first reading of the Bill, it could be the first law to protect gig workers."

He added that the Bill was not just conceptualised in the halls of Putrajaya, but by taking into consideration the pain points and challenges of all stakeholders.

"The Bill has been drafted after getting feedback and hearing the complaints of all parties. Of course, it will not satisfy everyone, but we have consulted with all those involved.

"I hope that all parties, especially those in Parliament, will make this Bill a success and pass it so that gig workers will no longer have to put their welfare on the line to provide comfort to our lives," said Sim.

Landmark move

The Bar Council's Industrial and Employment Law Committee co-chair, Karthigesan Shanmugam, said that the Council welcomes RUU 2025 as an important step to providing a clear legal framework for the growing gig economy.

"The introduction of a statutory definition for gig workers, together with mechanisms for dispute resolution, income protection and social security contributions, represents progress in addressing longstanding regulatory gaps in the sector," he said.

"We support efforts to ensure fair and balanced protections for all stakeholders in the gig economy, with the shared aim of safeguarding workers' welfare while fostering innovation and growth in the economic segment."

Malaysia e-Hailing Coalition (GEM) chief activist Jose Rizal added that the Bill could be a timely reform to change the landscape of the gig economy.



Sim: I hope that all parties, especially those in Parliament, will make this Bill a success and pass it so that gig workers will no longer have to put their welfare on the line to provide comfort to our lives. — Photos by RAJA FAISAL HISHAN/The Star



(top) Gig workers could see their rights and welfare protected under Malaysia's proposed Gig Workers Bill 2025. — Photo by MUHAMAD SHAHRIL ROSLI/The Star



(left) Sim with key stakeholders during the first reading of the Gig Workers Bill (RUU) 2025 in Parliament on Aug 25.

"We understand the concerns and challenges of the community. With the Bill, we could address several key issues that are burdensome to them.

"It could be a game-changer, which will improve the gig industry to be stronger, more protected and more secure."

Malaysian Professionals Film Workers Association (Profima) president Khalil Salleh said he was delighted that the terms for "gig workers" and "freelancers" could finally be properly defined by law.

"Finally, the definition can be in an official Bill. This is what we will cling to, because we are confident that, with the Bill, our welfare will be protected," he said.

Interpreters and Translators Association for Selangor and Kuala Lumpur Deaf Community (JUPEBIM) president Lucy Lim said that the Bill will be beneficial for interpreters and translators, whose services have been undervalued.

"This is a recognition for freelance translators and interpreters as an official profession. We want to thank Kesuma for listening to our problems on how we can improve our livelihoods and get the protection we need as gig

workers," she said.

Deaf Advocacy and Wellbeing National Organisation (Dawn) member and Deaf Grab Malaysia Rakan Representative Committee (RRC) member Farid Mahmud echoed Lim's statements, highlighting the acknowledgement of all gig workers, including the differently abled.

"For the deaf community gig workers, there are many challenges we face when trying to integrate with those who can hear. Many companies do not accept us for employment, which is why we have to resort to gig work to make a living," he articulated in sign language.

"By having this Bill, we can indirectly uplift the deaf community, so that we will not have any more obstacles and will be free to work knowing we are protected."

Malaysian Trade Union Congress (MTUC) president Datuk Abdul Halim Mansor reminded everyone of the important role gig workers play in the economy and in society.

"Gig workers have been instrumental in our daily lives—especially during the Covid-19 pandemic. When we were in lockdown, they were still out and about, continuing to provide

services to the community," he said.

"They have been looking for solutions for a long time. But, with RUU 2025, it will let them have peace of mind knowing they are acknowledged for their role in national economic development."

Meanwhile, Uni Malaysia Labour Centre (Uni-MLC) president Datuk Mohamed Shafie BP Mammal praised Kesuma for its efforts in drafting the Bill.

"I congratulate Kesuma for seeking to break this deadlock between the government and the gig community.

"We need to elevate the dignity of this community, and I hope that the Bill will be passed in time for Merdeka," he said.

North South Initiative founder Adrian Pereira welcomed RUU 2025, citing that it could aid in reducing manpower turnover and increasing productivity, which will lead to better service quality.

"It uses a 'win-win' formula that would help to cultivate a stable and more professional workforce, ultimately benefiting consumers," he said.

"As the gig economy is dynamic in nature, there is room for continuous improvement built

into the Bill. We urge all stakeholders to engage in this process with sincerity and prioritise the welfare of all workers and the nation as a whole.

"This is not just a moral imperative, but the right thing to do for a fair and sustainable future."

Gig Workers Bill 2025

RUU 2025 comprises 10 sections and 112 clauses, focusing on four main pillars:

- > Clear statutory definition of a "gig worker";
- > Workers' rights to be involved in negotiations on income issues;
- > Dispute resolution mechanisms; and
- > Social protection.

With the first reading and drafting of the Bill, Malaysia could become the 16th country to provide a clear definition for gig workers, representing a step forward in strengthening a fairer, more progressive and inclusive gig economy ecosystem.

Kesuma said it is confident that this will ensure a sustainable and balanced future for over 1.2 million gig workers nationwide and elevate Malaysia's position as a competitive nation on the international stage.



Akhbar	Harian Metro
Tarikh	27 Ogos 2025
Ruang	Lokal
Muka Surat	17

Kuala Lumpur: Gabungan e-Hailing Malaysia (GEM) memberi sokongan penuh dan menyambut baik empat fokus utama dalam Rang Undang-Undang (RUU) Pekerja Gig 2025 yang memberi perlindungan serta mengiktiraf peranan 1.2 juta pekerja sektor berkenaan yang dibentangi untuk bacaan kali pertama di Dewan Rakyat, kelmarin.

GEM dalam satu kenyataan bersama semalam, berkata, RUU itu menjadi detik bersejarah apabila buat pertama kali lebih 1.2 juta pekerja gig diiktiraf secara rasmi dalam undang-undang.

Katanya, langkah berkenaan membuka lembaran baharu dalam melindungi hak dan kebajikan pekerja, sekali gus mewujudkan ekosistem pekerjaan yang

GEM sambut baik 4 fokus utama RUU Pekerja Gig 2025

lebih adil, mampan dan inklusif.

"Antara fokus yang diketengahkan ialah definisi rasmi pekerja gig yang akan menghapuskan keaburan status pekerja.

"Selain itu, RUU berkenaan turut menjamin pendapatan serta kadar bayaran adil melalui mekanisme perundingan," kata kenyataan itu.

Katanya, fokus lain termasuk penubuhan tribunal penyelesaian pertikaian bagi melindungi pekerja gig daripada eksploitasi.

"RUU itu juga memperkenalkan perlindungan sosial mandatori untuk memperkukuh keselamatan

pekerja gig dan keluarga mereka," katanya.

GEM dalam kenyataan sama turut merakamkan penghargaan kepada Kementerian Sumber Manusia (KESUMA) yang melaksanakan lebih 37 sesi libat urus bersama semua pihak termasuk pekerja gig, penyedia platform, kesatuan sekerja, agensi kerajaan dan kerajaan negeri.

Katanya, pendekatan inklusif itu mencerminkan semangat Malaysia Madani yang menegakkan prinsip keadilan sosial dan keberterangkan.

Kenyataan itu menegaskan, sebanyak 487 kesatu-

an, persatuan dan badan bukan kerajaan (NGO) yang mewakili lebih 1.42 juta pekerja turut menyatukan sokongan penuh terhadap pembentangan berkenaan.

"Malaysia kini bakal muncul antara 15 negara terawal di dunia yang memberikan definisi jelas kepada pekerja gig," katanya.

Harian Metro melaporkan Rang Undang-Undang (RUU) Pekerja Gig 2025 bagi memberi perlindungan dan mengiktiraf peranan 1.2 juta pekerja sektor berkenaan dibentangi untuk bacaan kali pertama di Dewan Rakyat, kelmarin.

RUU pekerja gig tidak bebankan pengguna - GEM

Perubahan sebenar sistem pekerjaan lebih adil dan telus apabila pekerja gig diberi perlindungan

Oleh **IZWAN ROZLIN**
KUALA LUMPUR

Rang Undang-Undang (RUU) Pekerja Gig 2025 yang dibentangkan untuk bacaan kali pertama di Dewan Rakyat pada Isnin bukan bertujuan membebankan pengguna, sebaliknya menstabilkan industri gig dan melindungi lebih 1.2 juta pekerja sektor berkenaan.

Ketua Aktivis Gabungan e-Hailing Malaysia (GEM), Jose Rizal berkata, harga perkhidmatan dalam sektor gig tetap akan ditentukan oleh faktor pasaran dan persaingan antara platform, bukan kerana pelaksanaan RUU itu.

Menurutnya, perubahan sebenar adalah pada sistem pekerjaan yang kini menjadi lebih adil dan telus apabila pekerja gig diberikan perlindungan undang-undang manakala pengguna menikmati jaminan kualiti perkhidmatan.

"RUU ini tidak akan menaikkan harga secara paksa. Sebaliknya, ia memastikan pekerja gig mendapat per-

lindungan sewajarnya dan hasilnya pelanggan juga menerima perkhidmatan lebih baik serta profesional," katanya kepada Sinar Harian pada Selasa.

Beliau berkata, antara manfaat utama yang dapat dirasai pengguna adalah perkhidmatan lebih selamat kerana pekerja gig dilindungi skim perlindungan sosial, insurans dan latihan yang disediakan kerajaan.

Selain itu, katanya, kestabilan perkhidmatan juga lebih terjamin apabila risiko gangguan akibat mogok kecil atau tindakan penyahaktifan akaun tanpa sebab dapat dielakkan melalui tribunal penyelesaian pertikaian yang digariskan dalam RUU.

"RUU ini juga menekankan prinsip etika dan ketelusan. Apabila pekerja dilayan secara adil, mereka juga akan lebih komited dan profesional terhadap pelanggan," ujarnya.

Jose Rizal menegaskan, pengguna akan mendapat nilai tambah apabila harga perkhidmatan kekal kompetitif, tetapi de-



JOSE RIZAL

ngan jaminan keselamatan, etika dan keberkesanan yang lebih kukuh.

Katanya, GEM menyokong penuh usaha kerajaan menerusi Kementerian Sumber Manusia (Kesuma) yang membentangkan RUU tersebut selepas lebih 37 sesi libat urus bersama semua pemegang taruh termasuk pekerja gig, penyedia platform, kesatuan dan agensi

kerajaan.

Beliau yakin penggubalan RUU itu meletakkan Malaysia sebaris dengan 15 negara terawal di dunia yang memberikan definisi jelas kepada pekerja gig, sekali gus mengangkat imej negara di persada antarabangsa.



Laporan Sinar Harian mengenai RUU Pekerja Gig 2025.