



MINISTRY OF HUMAN RESOURCES  
DEPARTMENT OF INDUSTRIAL RELATIONS MALAYSIA

**MEDIA RELEASE**

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**OPENING CEREMONY  
NATIONAL SHOWCASE OF INDUSTRIAL HARMONY 2024  
(NASH 2024)  
“Empowering Industrial Relations in The World of Work”**

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1. **KUALA LUMPUR, 24 SEPTEMBER 2024** –The Ministry of Human Resources (KESUMA), through the Department of Industrial Relations Malaysia (JPPM) is organizing the **National Showcase of Industrial Harmony 2024 (NASH 2024)**, from 24 – 25 September 2024. These two days event was officially launched by the Honourable Datuk Azman bin Mohd Yusof, Secretary-General of KESUMA.
2. With the theme “**Empowering Industrial Relations in The World of Work**”, is a program in collaboration with the International Labour Organization (ILO) involving industry stakeholders, including employers, employees, and trade unions. This event aims to promote and strengthen industrial harmony in the workplace, enhance employment and industrial relations laws compliance. It also serves as a platform for sharing and interacting on best practices and international labour standards in addressing workplace disputes.
3. In line with the Malaysia MADANI concept, KESUMA prioritizes tripartite cooperation between the government, employers, employees, and their trade unions in enhancing and maintaining industrial harmony in the country. Thus, this synergy is materialized through two flagship projects under the Twelfth Malaysia Plan (12MP): **Productivity-Linked Wage System (PLWS)** and **Industrial Harmony Index (IHI)**.
4. As of August 2024, a total of **101,318 companies** have declared the **implementation of PLWS in their workplace**, thus providing an opportunity for **6,481,147 employees** to benefit from PLWS.
5. The IHI survey has been implemented by JPPM since 2017 with the main objective is to measure the level of industrial harmony across industries in Malaysia. The **National Industrial Harmony Index 2022 (IHI 2022) was rated at a good level with a score of 78.9%**. An extended study on the **National Industrial Harmony Index 2024 (IHI 2024)** is currently being conducted and has **engaged 28,495 employers and employees** across the nation.

6. KESUMA through the JPPM has been empowered to deal with industrial disputes such as Individual and Collective disputes. Individual disputes involved workmen who claimed representations for reinstatement under Section 20 of Industrial Relations Act 1967 (dismissal cases). As of 31 August 2024, **69% or 2,420 cases from 3,497 cases handled by JPPM under Section 20 have been settled.**
7. Out of those cases, 65% or 1,580 cases have been settled by conciliation. Amount of compensation or **ex-gratia payment received by the workman is RM32.3 million** Based on the accumulative record from year 2021 until 31 August 2024, **RM163.8 million has been paid as an ex-gratia** payment and benefited **Five Thousand Eight Hundred Ninety-Six (5,896)** workers. Payment of this compensation as mutually agreed by both parties will help to lighten the financial burden and as a temporary income to the workers.
8. In realizing the impact of efficient disputes settlement and for the purpose of enhancing industrial harmony, signing of **Memorandum of Understanding (MoU) between JPPM and Universiti Putra Malaysia (UPM)** has been done on the **setup of Industrial Harmony Centre of Excellence (IRCoE).**
9. KESUMA hopes that this program will become a valuable platform for employers, employees, and their trade unions to exchange best practices, thereby ensuring that industrial harmony within the country remains both conducive and forward looking.

**MINISTRY OF HUMAN RESOURCES**  
**24 SEPTEMBER 2024**

**LAMPIRAN****LATAR BELAKANG KESUMA**

Kementerian Sumber Manusia atau singkatannya KESUMA adalah kementerian yang bertanggungjawab kepada pembangunan kemahiran, pekerjaan, keselamatan dan kesihatan pekerjaan, kesatuan sekerja, perhubungan perusahaan, maklumat dan analisis pasaran buruh dan keselamatan sosial.

**PERANAN & TANGGUNGJAWAB KESUMA**

Membangunkan dan melahirkan modal insan yang kompeten, produktif, responsif dan berdaya tahan dalam pasaran buruh negara ke arah meningkatkan produktiviti negara. Memastikan kelancaran operasi pasaran buruh negara. Meningkatkan kebolehpekerjaan dan penggajian tenaga kerja tempatan bagi memenuhi keperluan pasaran kerja negara. Memastikan perhubungan perusahaan yang harmoni dan kondusif. Mengutamakan aspek keselamatan dan kesihatan pekerjaan. Memastikan jaringan keselamatan sosial yang komprehensif, dinamik dan progresif.

**JABATAN DAN AGENSI DI BAWAH KESUMA**

JABATAN	AGENSI
Jabatan Tenaga Manusia (JTM)	Pertubuhan Keselamatan Sosial (PERKESO)
Mahkamah Perusahaan Malaysia (MPM)	Institut Keselamatan Dan Kesihatan Pekerjaan Negara (NIOSH)
Jabatan Pembangunan Kemahiran (JPK)	Human Resources Development Corporation (HRD Corp.)
Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP)	Talent Corporation Malaysia Berhad (TALENTCORP)
Jabatan Tenaga Kerja Semenanjung Malaysia (JTKSM)	Perbadanan Tabung Pembangunan Kemahiran (PTPK)
Jabatan Perhubungan Perusahaan Malaysia (JPPM)	
Jabatan Hal Ehwal Kesatuan Sekerja (JHEKS)	
Jabatan Tenaga Kerja Sabah	
Jabatan Tenaga Kerja Sarawak	