



KEMENTERIAN SUMBER MANUSIA

“

# KERATAN AKHBAR KESUMA”

JUMAAT  
22 Mei 2026



# Akta Pekerja Gig 2025 perkukuh industri, jamin hak pekerja

Oleh AHMAD SHAHERMAN SHAMSURI

**PETALING JAYA** – Pelaksanaan Akta Pekerja Gig 2025 [Akta 872] dilihat sebagai langkah penting kerajaan dalam memperkukuh masa depan ekonomi gig di negara ini.

Akta yang mula berkuat kuasa pada 31 Mac lalu itu dijangka memberi perlindungan lebih menyeluruh kepada pekerja gig termasuk aspek keselamatan sosial dan kebajikan.

Pensyarah Kanan Fakulti Pengurusan, Universiti Teknologi Malaysia, Dr. Siti Suraya Abd. Razak berkata, perkembangan ekonomi gig global menunjukkan peningkatan ketara sejajar kemajuan teknologi digital.

Katanya, kira-kira 12 peratus tenaga kerja dunia kini terlibat dalam pekerjaan gig.

"Di Malaysia pula, lebih 25 peratus tenaga kerja terlibat dalam sektor ini dan ia menjadi sumber pendapatan alternatif kepada ramai rakyat.

"Ekonomi gig turut berkembang kerana menawarkan fleksibiliti kerja selain peluang menjana pendapatan tambahan," katanya dalam satu kenyataan kepada *Kosmo!*

Menurut beliau, golongan belia antara kumpulan terbesar yang menyertai sektor tersebut.

Tambahnya, Malaysia juga menjadi antara negara terawal di Asia Tenggara yang memperkenalkan undang-undang



SITI SURAYA

dang khusus bagi mengawal selia sektor ekonomi gig.

Jelas beliau, sebelum ini pekerja gig tidak diklasifikasikan sebagai pekerja di bawah Akta Kerja 1955.

"Situasi itu menyebabkan mereka tidak layak menerima perlindungan asas seperti pekerja formal lain.

"Antara isu utama ialah pekerja gig tidak menerima cuti berbayar, tiada jaminan pendapatan minimum dan tidak mempunyai caruman wajib Kumpulan Wang Simpanan Pekerja (KWSP).

"Mereka juga tidak mempunyai mekanisme pampasan kecenderaan pekerjaan yang jelas," ujarnya.

Keadaan tersebut katanya, menyebabkan pekerja gig berdepan risiko ekonomi dan sosial yang tinggi.

Sehubungan itu, Akta 872 memperkenalkan definisi khusus bagi istilah pekerja gig dan entiti kontrak.

Kata beliau, pekerja gig ditakrifkan sebagai individu warganegara atau pemastautin tetap Malaysia yang mempunyai



PEKERJA gig bertanggungjawab untuk mengambil pelan perlindungan untuk menjaga kebajikan.

perkhidmatan dengan entiti kontrak.

Takrifan itu sekali gus membolehkan pekerja gig mendapat perlindungan keselamatan sosial dan kebajikan di bawah akta tersebut.

Mengulas lanjut, beliau berkata, sebelum ini perlindungan sosial pekerja gig dilaksanakan secara prabayar.

"Pekerja perlu membuat bayaran sendiri terlebih dahulu sebelum menikmati perlindungan. Bayaran tahunan pula agak tinggi iaitu antara RM157.20 hingga RM592.80 setahun.

"Keadaan itu menyebabkan ramai pekerja gagal meneruskan

perlindungan secara konsisten," katanya.

Siti Suraya berkata, di bawah Akta 872, entiti kontrak diwajibkan mendaftarkan pekerja gig di bawah skim keselamatan sosial serta potongan caruman mandatori juga akan dilakukan secara automatik.

Ujarnya, pendekatan baharu itu menggunakan mekanisme potongan caruman melalui penyedia platform yang akan membuat potongan 1.25% untuk setiap transaksi yg dilakukan oleh pekerja gig.

"Kadar caruman juga lebih rendah iaitu RM0.0125 bagi setiap RM1 pendapatan. Kaedah automatik ini memastikan perlindungan pekerja tidak terputus," jelasnya.

Dalam pada itu, beliau berkata, akta tersebut turut memperkenalkan mekanisme penyelesaian pertikaian yang lebih jelas dan sistematik.

Menurutnya, proses penyelesaian bermula melalui saluran dalaman sebelum dirujuk kepada Jabatan Perhubungan Perusahaan (JPP).

"Sekiranya gagal diselesaikan, kes akan dibawa ke Tribunal Pekerja Gig. Tribunal ini akan mendengar dan memutuskan pertikaian melibatkan pekerja gig serta entiti kontrak.

"Sebelum ini pekerja gig tidak mempunyai saluran khusus untuk mempertahankan hak mereka," katanya.

Selain itu, Akta 872 turut memperkenalkan penubuhan Majlis Perundingan Gig yang mana ia berfungsi

sebagai platform melibatkan kerajaan, pekerja gig dan entiti kontrak.

"Majlis berkenaan akan membincangkan isu kritikal termasuk kadar bayaran pekerja gig dan kebajikan mereka.

"Pendekatan ini menjadikan dasar yang digubal lebih inklusif dan mengambil kira kepentingan semua pihak," katanya.

Tambah beliau, pelaksanaan akta itu bukan sahaja memberi manfaat kepada pekerja, malah kepada entiti kontrak dan pengguna.

Jelas Siti Suraya, entiti kontrak hanya perlu mematuhi syarat pengurusan lebih telus tanpa menanggung kos tambahan secara langsung.

"Akta itu juga melarang tindakan menggantung atau memecat pekerja tanpa alasan munasabah. Bayaran kepada pekerja juga tidak boleh dipotong sesuka hati.

"Ini meningkatkan keyakinan pekerja terhadap platform ekonomi gig," katanya.

Beliau berkata, apabila kebajikan pekerja lebih terjamin, produktiviti dan kualiti perkhidmatan juga dijangka meningkat.

"Pengguna turut memperoleh manfaat melalui perkhidmatan yang lebih stabil, selamat dan berkualiti.

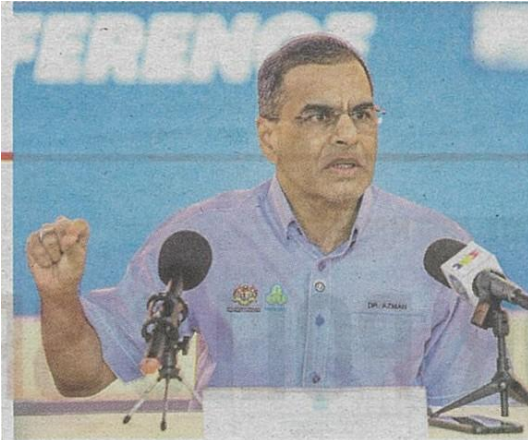
"Pekerja yang dilindungi dan dilayan secara adil cenderung memberi perkhidmatan lebih baik serta beretika.

"Situasi ini akan meningkatkan kepercayaan pengguna terhadap sektor ekonomi gig," katanya.

Beliau menambah, walaupun cabaran pelaksanaan masih wujud, Akta Pekerja Gig 2025 merupakan langkah penting dalam membina ekosistem pekerjaan lebih adil dan mampan di Malaysia.



KADAR caruman pekerja gig tidak sampai RMI.



*Datuk Seri Dr  
Mohammed Azman  
Aziz Mohammed  
says workers'  
welfare should not  
be an area for  
cost-cutting.* NSTP  
PIC BY NUR LIYANA  
MOHD NOORZALLY

IN 2025

## Perkeso hits 5-year high for prosecutions, compounds

**KUALA LUMPUR:** The Social Security Organisation (Perkeso) hit a five-year high for prosecutions and compounds last year, collecting RM3.58 million in penalties.

Perkeso group chief executive officer Datuk Seri Dr Mohammed Azman Aziz Mohammed said 5,099 compounds were issued and 4,536 cases were prosecuted last year, surpassing 2024's 4,394 compounds and 3,677 prosecutions.

He said that up to last month, there were 915,616 registered employers, but only 74 per cent were contributing for their workers, leaving 238,060 of them non-compliant.

"This shows there are still employers who take workers' welfare lightly despite repeated enforcement and awareness efforts over the years," he said yesterday.

He added that between 2020 and last year, Perkeso issued 19,190 compounds worth RM11.9 million and prosecuted 17,686 cases under the Employees' Social Security Act and the Employment Insurance System Act.

Azman also said small and

medium enterprises, particularly in the services and food and beverage sectors, were among the employers most negligent in registering and contributing to Perkeso.

Among the common reasons given by employers were a lack of awareness of the obligation to register workers with Perkeso, as well as attempts to reduce costs.

"Perkeso has existed for almost 60 years. So the excuse of not knowing that registration and contributions are mandatory is unacceptable," said Azman.

"Some also claim they want to save costs, even though Perkeso contributions are very low. Workers' welfare should never be treated as an area for cost-cutting."

Perkeso launched its 17th grace period programme, giving employers until June 22 to voluntarily register their businesses and workers without facing compounds, prosecution or late payment charges.

He said the month-long grace period was the final opportunity for employers to comply before enforcement operations begun.

# June deadline for bosses

## Employers must settle PERKESO contributions or face action

By FAZLEENA AZIZ  
fazleena@thestar.com.my

**KUALA LUMPUR:** About 26% of the 915,616 employers registered with the Social Security Organisation (PERKESO) have not been submitting the monthly contributions of their workers.

"These 238,060 non-compliant employers are usually small to medium enterprises in the service and food and beverage industries," said chief executive officer Datuk Seri Dr Mohammed Azman Aziz Mohammed.

"Reasons cited for non-compliance ranged from cutting costs to being unaware or uncertain of the law (on mandatory contributions)," he said, citing statistics as of April.

These reasons, he said, were unacceptable as the quantum of contributions were "affordable" and the law had been well-established.

As such, he said employers have been given a one-month grace period from yesterday to June 22 to do what is necessary.



**Employee rights:** Mohammed Azman (right) with PERKESO deputy chief executive officer (operations) Azirruan Arifin during a press conference. — AZLINA ABDULLAH/The Star

He said that errant contributors who still failed to do so would be liable to compounds, court action or a late contribution payment of 6% per annum.

Speaking to reporters yesterday, Mohammed Azman said that PERKESO's Ops Kesan over the last 17 years found that the rate of non-compliance among employers hovered between 15% and 21%.

This works out to about one in five employers, he said, describing this rate as "quite high".

Compounds for non-compliance peaked in 2025 with 5,099 compounds amounting to RM3.58mil while 4,394 employers were charged in court.

For the period 2020 to 2025, a total of 19,190 compound notices were issued, involving a sum of RM11.9mil, while 17,686 cases

were prosecuted under the Employees' Social Security Act and the Employment Insurance System Act.

Mohammed Azman pointed out PERKESO would focus its enforcement this year on two new sectors, namely hawkers and gig workers, in line with the Gig Workers Act which came into force on March 31.

"Our approach, however, is a 'soft landing' by taking into account the constraints in view of current economic environment driven by global uncertainties," he said.

He noted that a total of 892,000 gig workers have been registered since the Act was enforced, with e-hailing and p-hailing riders forming the majority (70% to 80%).

As for foreign workers, he said that 495,380 foreign labourers had been registered since 2019 but no contributions since then.

The construction sector ranked the highest for non-compliance at 21.4%, followed by manufacturing (20.9%); other services (12.6%).