



International
Labour
Organization

Canada

Expanding Action on Forced Labour and Child Labour to Advance Fundamental Principles and Rights at Work in Malaysia (EXPAND)

Electronics factory workers, /ILO

► At a glance



Key areas of work

- Normative support, policy advice and technical briefs
- Tools and guidance, studies and reviews
- Awareness raising
- Enhancing stakeholder knowledge and capacity



ILO constituents and key partners

- Government: Ministry of Human Resources and other ministries/agencies
- Employer and Business Membership Organizations (EBMOs)
- Workers' organizations
- Civil society organizations (CSOs) and non-governmental organizations (NGOs)



Donor

Employment and Social Development Canada (ESDC)



Budget

CAD 1,999,532 or USD 1,420,122



Duration

2026 – 2030



Target beneficiaries

Employers and workers in the sector, policymakers, and other key industry stakeholders



Sectoral focus

Electrical and electronics sector and rubber sector

► About the project

Expanding Action on Forced Labour and Child Labour to Advance Fundamental Principles and Rights at Work in Malaysia (EXPAND), funded by Employment and Social Development Canada, builds on the achievements of ADVANCE project - Advancing Fundamental Principles and Rights at Work on Forced Labour and Child Labour in Malaysia. It extends support to additional tradeable sectors, including the electrical and electronics sector and rubber. While retaining its focus on forced labour and child labour, EXPAND introduces entry points to strengthen other fundamental principles and rights at work, including efforts to reinforce enabling policy and legislation in line with international labour standards. EXPAND supports implementation of Malaysia's National Action Plan for Forced Labour, 2026-2030.

Another key component of EXPAND is strengthening the capacity of employers' and workers' organizations in line with their institutional needs and priorities. For employers, the project develops sector specific tools and guidance for rubber to promote responsible labour practices consistent with fundamental principles and rights at work, and enhances employer services through guidance and capacity building initiatives addressing forced labour and discrimination. For workers, the project improves union services such as complaint handling and legal support, and integrates fundamental principles and rights at work into collective bargaining through technical resources, model clauses and case studies. EXPAND also supports follow up actions to help institutionalize inclusive union policies and organizing strategies.

Electrical and electronics sector in Malaysia: Key facts

- The National Industrial Master Plan (NIMP) 2030 acknowledges global trends like digitalization and supply chain disruptions, aiming to position Malaysia to benefit from these shifts in the E&E landscape
- GDP contribution: The sector contributed 5.8 per cent to the GDP in 2023 and is set to achieve 120 billion Malaysian ringgits in GDP growth and 495 billion ringgits in export earnings by 2025
- Employment hub: The E&E industry is a significant employer, offering both high-skilled and semi-skilled jobs, with many segments reliant on migrant workers
- Geographic concentration: Malaysia's E&E industry is concentrated in five geographical regions - Northern, Central, Southern, Eastern and Sarawak:
 1. Penang leads the E&E hub focuses mostly on the manufacturing of semiconductor components
 2. Klang Valley and Seremban focus on consumer electronics and other electrical end-products
 3. Johor focuses on manufacturing-related services (MRS) and semiconductor back-end operations
 4. East Coast states such Pahang, Terengganu and Kelantan are mostly dominated by SME
 5. Sarawak focuses on producing raw materials for the industry

Rubber sector in Malaysia: Key facts

- Based on the NIMP 2030 Malaysia's rubber-based products industry is positioned to move further into higher value-added activities, strengthen competitiveness, expand export, accelerate technology adoption, and deepen ESG and carbon-accountability practice
- The sector's manufacturing consists of **five sub-sectors**: latex products, tyres and tyre-related products, industrial rubber products, general rubber products, and footwear
- Malaysia remains a major global rubber products player. Based on the official 2025 preliminary trade breakdown, downstream rubber-based product exports were about 22.17 billion Malaysian ringgits, led by latex goods at 15.94 billion ringgits. Rubber gloves alone accounted for 14 billion ringgits
- The industry still relies heavily on low-skilled labour

► Project outcomes

- Outcome 1: Enhanced knowledge and capacity of constituents to apply FPRW in legislative and policy reforms
- Outcome 2: Implementation of the new National Action Plan on Forced Labour measures by constituents and social partners is strengthened, including in rubber and E&E sectors
- Outcome 3: Workers, employers, and social partners with improved knowledge and capacity to advocate for and/or adopt preventive measures, policies and/or programs to better address selected FPRW

► Project approaches

- Supporting policy and legislative reform through technical briefs, legal reviews, consultations and tripartite dialogue
- Formulation of sectoral strategic compliance planning in the rubber sector and stronger protection frameworks and support services for forced labour cases
- Practical tools, guidance and training for employers and sectoral organizations to strengthen responsible labour practices and compliance with fundamental principles and rights at work
- Technical resources and capacity building for workers' organizations on inclusive organizing, complaint handling, legal support and collective bargaining



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