



► Feasibility Study on Policy Measures to Support Local Workforce into Employment

October/2023

Harvesting and transporting oil palm in Malaysia. © Shutterstock

► At a glance



Partners

Malaysia, Ministry of Human Resources,
Social Security Organization



Duration

8 February 2022 - 31 December 2023



Geographical focus

Malaysia

► Background

The Ministry of Human Resources (MOHR) Strategic Plan 2021-2025 aims to strengthen the national labour market and the national employment policies through the optimization of the Malaysian workforce, especially in sectors that dominated by foreign workers.

Policy Division of the MOHR, Social Security Organization (SOCSO) and the Department of Labour (JTKSM) agreed to provide proposals on all relevant policy measures to support the local workforce into employment.

The main pillar on the delivery of the Ministry of Human Resources Strategic Plan 2021-2025 is to strengthen the labour market through organisational capacity by introducing or enhancing the national employment policies or programmes.

Hence, the MOHR and ILO through a development cooperation currently conducting a Feasibility Study on Policy Measures to Support Local Workforce into Employment.



Scenery of Kuala Lumpur. © Pornsiri Pattanasuntichai/ILO

► Outcomes

- Formulate employment policies
- Create guidelines for enforcement agencies
- Measure the work 'readiness' of the local workforce, especially in relation to 3D jobs

► Priority work areas

- Gain deeper understanding of the nature of imbalances in national labour market
- Knowledge generation on the needs/interests of the workers/jobseekers, private businesses and employers
- Insight on the nature of labour market adjustments if needed
- Policy responses that will enable better matching of jobseekers/students to jobs
- Stakeholders' consultation with tripartite constituents namely Malaysian Employers Federation (MEF), Malaysian Trades Union Congress (MTUC) and key sectoral ministries.

► Knowledge outputs

- Collection of labour market information on the jobseekers, background attributes, career aspiration, reservation wages, employers with difficult-to-fill vacancies.
- Mitigation of mismatch with active employment policy considering:
 - (i) demand side of the labour market and strengthen the supply and matching side of the labour market; and
 - (ii) active labour market policies, involving public employment services (PES) and skills development institutions at a minimum.

All study outputs are expected to feed into stakeholder dialogues on recommendations for policy framework and areas of work that will lead to better employment and decent work outcome.

© International Labour Organization 2023

► Contact details:

Mohd Afzanizam Mohd Badrin
National Project Coordinator
Suite 12.04, Level 12, Wisma E&C, No. 2,
Lorong Dungun Kiri, Damansara Heights
55490 Kuala Lumpur, Malaysia
E: mohdbadrin@ilo.org

