



Pre-Training Report

20ER049

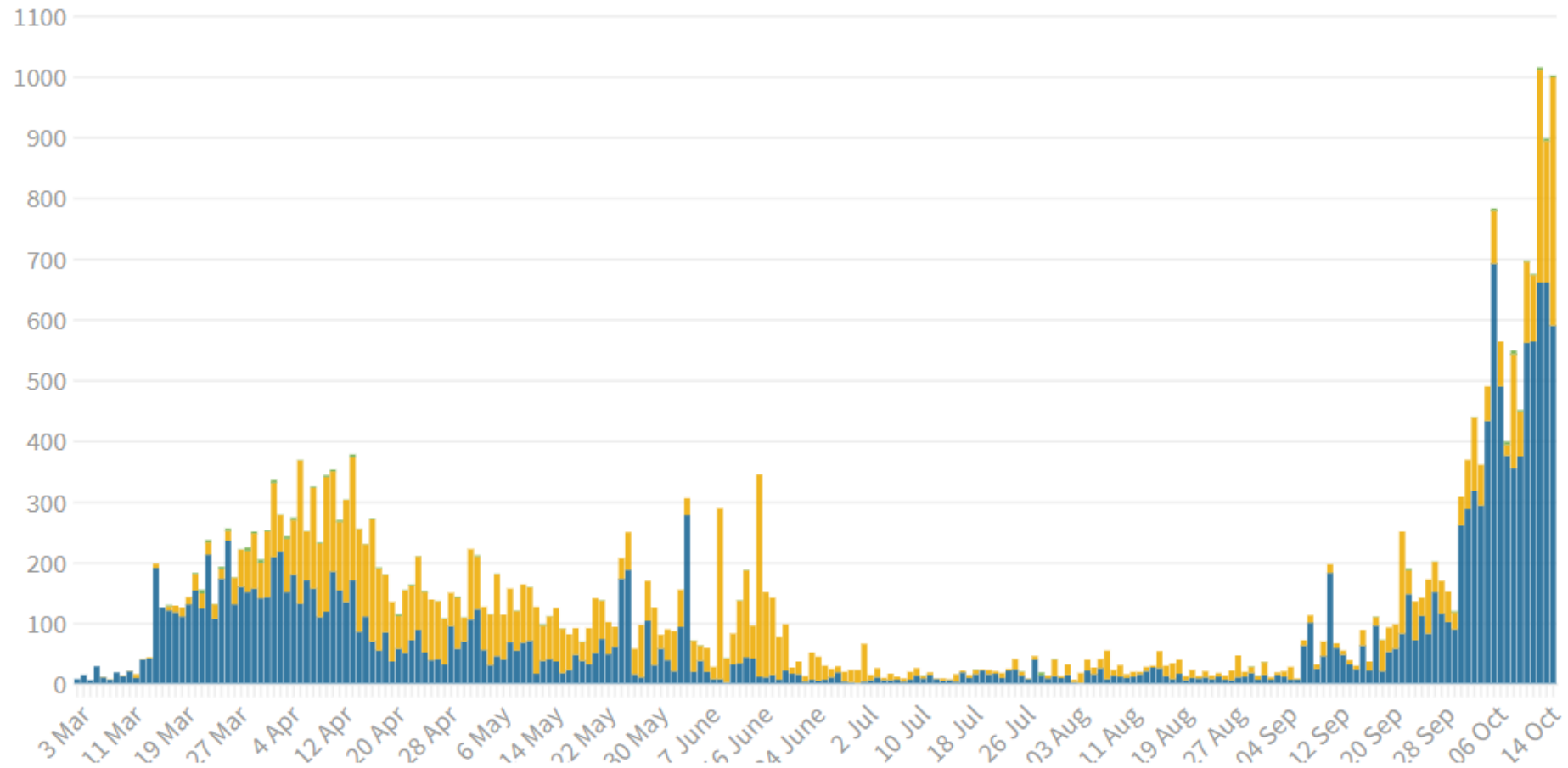
MOHD ZAKRI BAHARUDIN
MALAYSIAN EMPLOYERS FEDERATION

20ER049

1. Name: MOHD ZAKRI BIN BAHARUDIN
2. Country: MALAYSIA
3. Organisation: MALAYSIAN EMPLOYERS FEDERATION
4. Job: Duties include supporting the activities of the Executive Director on developing, communicating and advocating MEF views and positions on matters affecting employers.

C-19 day-to-day cases in Malaysia

■ Cases ■ Discharged ■ Death



Economic impact of COVID-19 on Malaysia

- Malaysia GDP expected to contract -5.5 per cent for 2020 in real terms relative to 2019 ([MIER Report](#))
 - GDP contracted -17.1% in 2Q2020
 - GDP expected to grow 2 to 2.5% in 3Q2020 thanks to government stimulus packages [PRIHATIN](#) and [PENJANA](#).
 - 3rd wave of Covid-19 in 4Q2020 dampened GDP growth for 2020
- Unemployment rate expected to remain stable between 3.7and 4.5%
 - Retrenchment 80,000 up to 2Q2020.

Issues on IR, HRM or HRD which have been brought about by COVID-19 impact and countermeasures implemented by MEF

- **Work From Home (WFH)**

- During the Movement Control Order (MCO) beginning 18 Mar 2020, only companies providing Essential Services were allowed to continue operations.
- Companies not within Essential Services implemented WFH and provided the necessary equipment and platform to ensure that work could continue.
- Activities such as training and face-to-face consultancy ceased but member companies were able to contact MEF consultants electronically to get advise.
- Conferences and seminars were halted and could only continue via online platform for a maximum of 25 participants for four hours per day.
- A specified number of days of annual leave used to set off the lockdown period.
- Launching of AMELIA – first chatbot of employer organisation

Industrial Relations & HRD

- Government urged employer not to retrench workers or reduce salary during MCO
- The Employees' Minimum Standards of Housing, Amenities and Accommodation Act 1990 (Act 446) effective on 1 Sept 2020
- Recruitment of new foreign worker suspended until 31 Dec 2020.
 - Vacancies for foreign worker / expatriate must first be advertised on [MYFutureJobs](#) portal to prioritise local workers.
- Temporary Measures for Reducing the Impact of Coronavirus Disease 2019 (COVID-19) Act 2020 - in force for 2 years from 23 Oct 2020
 - addresses the inability of parties to perform any contractual obligations due to measures taken under the Prevention and Control of Infectious Disease Act 1988

Other major factors impacting business

- Forced labour issue – accusations and sanctions by the United States on Malaysia's palm oil and rubber-based products
- Upcoming review of Malaysia's Tier-2 Watch List position in US Trafficking In Persons Report in March 2021.
 - A downgrade to Tier 3 would bar all Malaysian produce from entering the United States
- Unstable political situation

Thank you