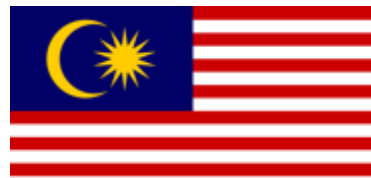




SHAFWAN SHAMSUDDIN

Senior Industrial Relations Adviser,
The Malaysian Agricultural Producers Association

MALAYSIA



Leaders of Employers' Organizations
and Successful Former Participants [EREF]
03 February to 08 March 2022,
Online Seminar

BRIEF BACKGROUND



MAPA IS THE **OLDEST** AND **LARGEST** EMPLOYERS' TRADE UNION IN MALAYSIA

- Established on 25th August, 1966 under Trade Union Act.
- MAPA was formed to **unite** all employers in the **Plantation Industry** and to **protect and preserve** their rights and interest against employees' trade unions.
- Current membership of MAPA – **159 member companies** (451 Estates with planted hectarage totaling 854,854.83 and 99 Factories/Mills)



Name : Shafwan Shamsuddin

Company : The Malayan Agricultural Producers Association (MAPA)

Position : Senior Industrial Relations Adviser

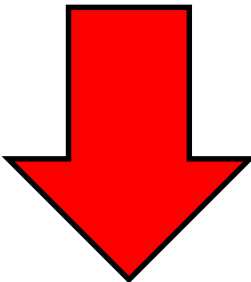


Job Duties :-

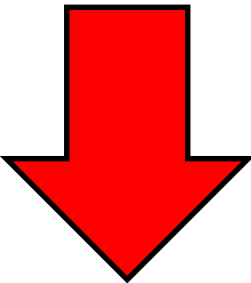
1. Render advice, interpretation and assistance to members on matters relating to MAPA Collective Agreements
2. Render advice and interpretation to members on labour laws and on other applicable laws connected to employment
3. Represent members at the Labour Court and Industrial Court in respect of labour and trade disputes referred for adjudication
4. Organise regional seminars for members on relevant topics connected with employment and other areas of administration in the plantations sector



COVID-19 IMPACT ON PLANTATION SECTOR



CRITICAL LABOUR SHORTAGE



WHY AND HOW TO OVERCOME?



A photograph of an oil palm harvester cutter. The worker is wearing a yellow safety vest, a yellow hard hat, and dark pants. He is standing in a palm oil plantation, holding a long, thin tool (a palm knife) that is extended upwards towards the fronds of a large oil palm tree. The ground is covered with fallen fronds and other vegetation.

1. Oil Palm Harvester - Cutter

A photograph of an oil palm harvester carrier. The worker is wearing a white tank top and dark pants, pushing a wooden wheelbarrow filled with harvested palm fronds. The worker is walking on a narrow path made of wooden planks that runs through a field of green grass and other vegetation. In the background, there are more palm trees and a large pile of harvested fronds.

2. Oil Palm Harvester - Carrier

1. Labour Intensive Sector
2. “3D” Jobs – Dirty, Difficult & Dangerous
3. Highly Dependence on Foreign Workers
 - About 70% of the workforce in estate are Foreign Workers
 - 75,000 labour shortage nationwide currently
4. About 20-30% shortfall in potential production
 - Translated into loss of revenue of MYR 10 to 12 Billion in a year
5. Freeze on recruitment of Foreign Workers due to the COVID-19 since 2020
6. COVID-19 on other sectors – many local employees retrenched and unemployed
7. Still no interest from local employees and why?

CRITICAL LABOUR SHORTAGE IN PLANTATION



The society does not view them as highly-respected career choices



It involves manual labour job and working under the Sun



Estate location not in Town area

WORKING AS ESTATE WORKER – IS IT BAD?



Descent Wages

Productivity Linked Wage System

Could be similar to earning of Jr Executive



Free Amenities

Accommodation, Water, Electricity,
Cooking Gas, Cooking Oil, Wi-Fi,
Transport for School going Children



High Crude Palm Oil (CPO) Prices

Estate workers will earn higher “Daily CPO Price Bonus”

MOVING FORWARD IN THE PLANTATION SECTOR

1. AUTOMATION & MECHANIZATION



2. JOB REBRANDING & AWARENESS



Thank You for Listening, Greatly Appreciated



Great things in business are never done
by one person, they're done by a **team** of people.

— *Steve Jobs* —

AZ QUOTES