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EXCELLENCE IN SOCIAL SECURITY



MINISTRY OF HUMAN RESOURCES



PERKESO

The Road Ahead: Building Sustainable Job Security for The Platform and Gig Workers

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Social security for the self-employed and platform workers

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SELF EMPLOYMENT IN MALAYSIA



About 18.5% (3.01 million) from total employed persons are self-employed



3.01 m
(18.5%)

Total
Self-employment

532,828
(17.7%)

Protected under
the Act 789

Source : PERKESO and DOSM

300,000 SPM graduates want to stop studies

By NOR FARHANA YAACOB

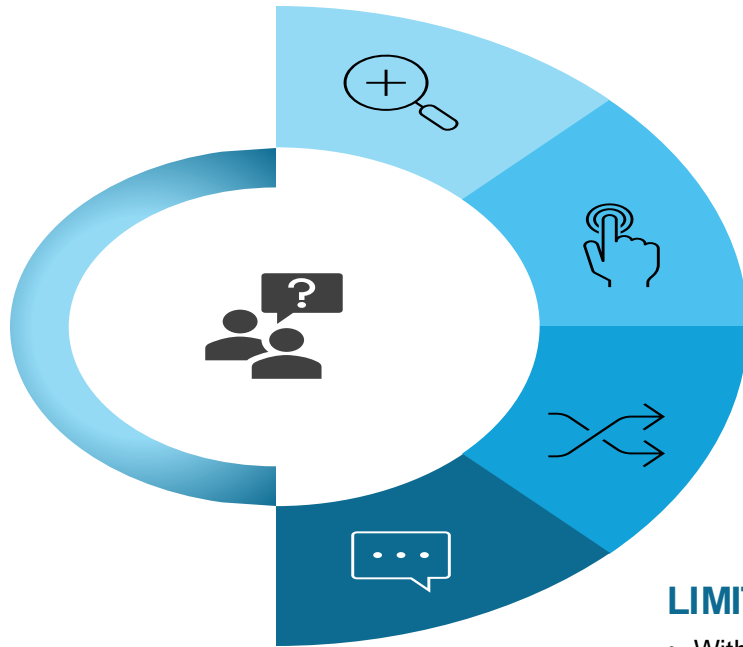
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Mustapa (second from left) at a press conference after concluding the 2023 South Zone Industrial Harmony Symposium.

Education stops at SPM or 'O' Levels as youths prefers to joins the Gig Sector

Challenges Faced by Platform and Gig Workers



JOB INSECURITY

- Gig workers are often dependent on platforms for job opportunities. If a platform changes its policies or shuts down, workers can lose their income source overnight.

CONTRIBUTION CHALLENGE

- Self-employed workers need to shoulder both the employer and employee share of contributions for social protection.

LEGAL AND REGULATORY ISSUES

- Many gig workers are classified as independent contractors, which often excludes them from labor laws that protect employee rights.

LIMITED ACCESS TO FINANCIAL SERVICES

- Without a stable income or formal employment status, gig workers may find it difficult to access credit, loans, or mortgages.

Address the challenges for Platform and Gig Workers

PRE-EMPTIVE MEASURES

- Use data analytics to **predict future job market trends and skill needs**.
- **Career Launch Pad** and **Career Exploration Program** in educational institutions.
- Offer **virtual consultations and workshops** to reach areas with limited physical access.
- **Strengthening partnerships** with industry players to increase outreach and strategic programs.

DURING

- Establishment of 293 **MYFutureJobs Satellite Centres** across Malaysia.
- Digital platforms to provide **personalized job matching, real-time job alerts, and career counseling**.
- **Workshops and training sessions** on essential skills such as resume writing, interview techniques, and job search strategies.
- Provide **one-on-one job placement assistance**, including tailored job search strategies and direct referrals to employers.
- **Career transition program** for informal workers to formal employment.

POST-EMPTIVE

- Establish **long-term partnerships** with employers and educational institutions.
- Collect feedback from job seekers and employers to **assess the effectiveness of PES services** and identify areas for improvement.
- Follow-up programs to **track job seekers' progress** and provide ongoing support after job placement.
- Employment Insurance **support for loss of employment**.

Nationwide Ongoing Career Transition Program



- Career guidance and employer matching session.
- Gamification-based candidates profiling.
- MYFutureJobs Mobile Job Interview.

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