

STATISTIK & PETUNJUK-PETUNJUK UTAMA

JABATAN PERHUBUNGAN PERUSAHAAN MALAYSIA

20 25







STATISTIK & PETUNJUK-PETUNJUK UTAMA

JABATAN PERHUBUNGAN PERUSAHAAN MALAYSIA

20 25



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Diterbitkan oleh

Jabatan Perhubungan Perusahaan Malaysia

(Kementerian Sumber Malaysia)

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PRAKATA
FOREWORD

PRAKATA

FOREWORD

Assalamualaikum w.b.t, Salam Sejahtera

Penerbitan Buku Statistik Dan Petunjuk-petunjuk Utama ini adalah untuk memaklumkan pencapaian terhadap aktiviti-aktiviti utama Jabatan Perhubungan Perusahaan Malaysia (JPPM). Sumber maklumat yang digunakan dalam menyediakan statistik ini adalah daripada *Enforcement Management System Module-C* (EMSC).

Buku ini boleh dijadikan panduan asas untuk digunakan oleh majikan, pekerja, kesatuan sekerja atau mana-mana pihak yang terlibat secara langsung atau tidak langsung dalam pengurusan perhubungan perusahaan. Maklumat dalam buku ini juga boleh membantu pengguna memahami dan menganalisa trend perhubungan perusahaan di Malaysia.

“ JPPM terus
**memperkukuh
peranan
strategiknya**
dalam memastikan
keharmonian dan
keadilan industri
sentiasa terpelihara.”

AMINUDDIN BIN AB RAHAMAN
Ketua Pengarah
Jabatan Perhubungan Perusahaan
Malaysia



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PERTIKAIAN PERUSAHAAN

Pertikaian perusahaan bermaksud suatu pertikaian di antara majikan dengan pekerja-pekerjanya yang berhubung kait dengan pekerjaan atau bukan pekerjaan atau terma-terma dan syarat-syarat pekerjaan atau keadaan tempat pekerjaan.

REPRESENTASI PEMULIHAN KERJA

Representasi pemulihan kerja bermaksud seseorang yang telah dibuang kerja atau beranggapan telah dibuang kerja tanpa sebab atau alasan yang munasabah boleh mengemukakan representasi secara bertulis kepada Ketua Pengarah Perhubungan Perusahaan. Representasi tersebut hendaklah difailkan di Jabatan Perhubungan Perusahaan yang berhampiran dengan tempat pekerjaan di mana pekerja dibuang kerja dalam tempoh 60 hari dari tarikh pembuangan kerja.

MOGOK

Mogok bermaksud tindakan memberhentikan atau enggan melakukan kerja oleh sekumpulan pekerja yang bertindak secara bersatu atau menyekat, mengurang, menangguh atau menamatkan pelaksanaan mana-mana tugas berkaitan dengan pekerjaan mereka.

TRADE DISPUTE

Trade Dispute means a dispute between the employer and his workmen on issues relating to employment or non-employment or terms and conditions of employment or conditions of work.

CLAIM FOR REINSTATEMENT

Claim For Reinstatement means a workman who is dismissed or who considers his/her dismissal to be without just cause or excuse, may make representation in writing to the Director General of Industrial Relations. The representations may be filed at the office of the Director General of Industrial Relations nearest to the place of employment from which the workman was dismissed, within 60 days of the dismissal.

STRIKE

Strike means stoppage or refusal to work by a group of workmen acting in concerted effort to restrict, reduce, suspend or terminate any task related to their jobs.

PIKET

Piket bermaksud seorang atau lebih, bertindak bagi pihaknya atau bagi pihak mereka atau bagi pihak kesatuan sekerja atau bagi pihak majikan dalam meneruskan suatu pertikaian perusahaan untuk hadir ke tempat dimana pekerja itu bekerja bagi tujuan mendedahkan kepada orang ramai tentang rungutan pekerja atau apa-apa bentuk bantahan.

TUNTUTAN PENGIKTIRAFAN

Tuntutan Pengiktirafan bermaksud tuntutan yang dikemukakan oleh sesebuah kesatuan sekerja kepada pihak majikan dan dikendalikan oleh Jabatan Perhubungan Perusahaan Malaysia bagi menentukan sama ada sesebuah kesatuan itu layak atau tidak untuk mewakili pekerja berkenaan dan mempunyai majoriti untuk mewakili pekerja-pekerja dalam rundingan kolektif.

PERJANJIAN KOLEKTIF

Perjanjian kolektif bermaksud suatu perjanjian bertulis yang dihasilkan daripada perundingan kolektif di antara majikan atau kesatuan sekerja majikan dengan kesatuan sekerja pekerja yang mengandungi terma-terma dan syarat perkhidmatan yang dipersetujui oleh majikan dan kesatuan sekerja pekerja

APP 1967

Akta Perhubungan Perusahaan 1967 (Akta 177) dan Peraturan-peraturan di bawahnya yang diurusadbirkan oleh Jabatan Perhubungan Perusahaan Malaysia dan dikuatkuasakan di seluruh Malaysia

PICKET

Picket means one or more persons acting on his or their behalf or on behalf a trade union or of an employer in furtherance of the trade dispute to attend at or near any place where the workman works and disclose to the public about employee's grievance or any form of protest.

CLAIM FOR RECOGNITION

Claim for recognition means a claim submitted by a trade union to an employer and processed by the Department of Industrial Relations Malaysia to determine whether the trade union is eligible or not to represent the respective workers and have the majority to represent workers in collective bargaining.

COLLECTIVE AGREEMENT

Collective agreement means an agreement in writing concluded from collective bargaining between employer or a trade union of employers and a trade union of workman relating to the terms and conditions of employment and work of workmen or concerning relations between such parties.

IRA 1967

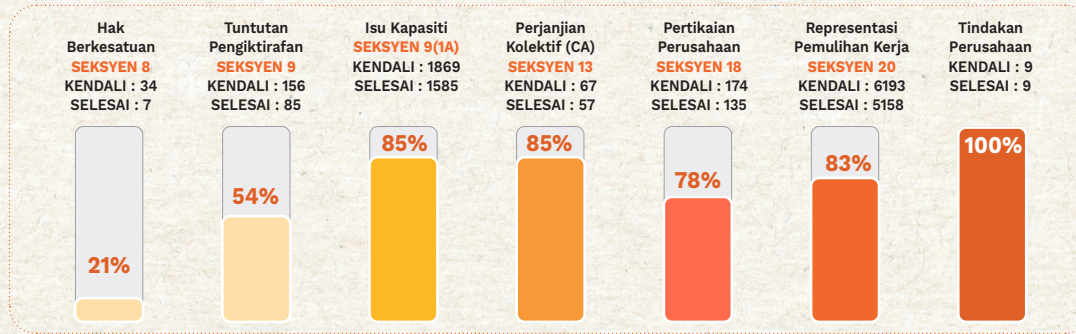
Industrial Relations Act 1967 (Act 177) and regulations made thereunder, administered by the Department of Industrial Relations Malaysia and enforced throughout Malaysia.



**RUJUKAN
PANTAS
STATISTIK JPPM
2025**

*IRDM QUICK
REFERENCE 2025*

PENYELESAIAN KES JPPM 2025



PENCAPAIAN JPPM 2025



PENYELESAIAN SECARA
RUNDINGAN DAMAI :
2,945 KES



JUMLAH KESELURUHAN
PELAKSANAAN PWS :
102,007 MAJIKAN
6,566,675 PEKERJA



NILAI BAYARAN EX-GRATIA :
RM65,393,880.41

KAJIAN IHI 2024
TAHAP KEHARMONIAN PERUSAHAAN (SKOR IHI)
83.6%
TAHAP BAIK

83.6%

**PENGENDALIAN
PERTIKAIAN
PERUSAHAAN
2021-2025**

*TRADE DISPUTE
DEALT 2021-2025*

PENGENDALIAN PERTIKAIAN PERUSAHAAN 2021-2025

TRADE DISPUTE DEALT 2021-2025

PERKARA PARTICULARS		2021	2022	2023	2024	2025
Dilaporkan/Reported	Bil./No.	263	269	281	231	230
Dikendalikan/Dealt	Bil./No.	408	340	346	304	275
Diselesaikan/Resolved	Bil./No.	291	321	273	240	198
Peratus Selesai Percentage Resolved (%)		71	94	79	79	72
Baki / Balance	Bil. / No.	71	65	73	45	77

CARA PENYELESAIAN METHOD OF SETTLEMENT		2021	2022	2023	2024	2025
i) Diselesaikan Melalui Rundingan Damai Resolved Through Conciliation	Bil./No.	225	212	216	205	173
ii) Dirujuk Ke Mahkamah Perusahaan/ Referred to Industrial Court	Bil./No.	82	57	53	50	20
iii) Tidak Dirujuk Ke Mahkamah Perusahaan Not Referred to Industrial Court	Bil./No.	30	6	4	4	5
Jumlah / Total		337	275	273	259	198

Nota/Note

Pengendalian kes pertikaian perusahaan di bawah seksyen 8, seksyen 13 dan seksyen 18, Akta 177

Trade dispute cases under Section 8, Section 13 and Section 18, Act 177

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

PERTIKAIAN PERUSAHAAN MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

TRADE DISPUTE BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Pertanian, Perhutanan dan Perikanan <i>Agriculture, Forestry and Fishing</i>	31	32	24	29	14	4,856	170,327	272	751	14
Perlombongan dan Pengkuarian <i>Mining and Quarrying</i>	2	2	2	1	1	351	15	64	30	1
Pembuatan <i>Manufacturing</i>	127	160	146	96	106	15,704	20,321	36,425	13,717	1,825
Bekalan Elektrik, Gas, Wap dan Pendingin Udara <i>Electricity, Gas, Steam and Air Conditioning Supply</i>	1	4	9	0	2	1	895	977	0	2
Bekalan Air, Pembentungan, Pengurusan Sisa dan Aktiviti Pemulihan <i>Water Supply, Sewerage, Waste Management and Remediation Activities</i>	4	1	8	3	0	491	1	3,178	302	0
Pembinaan <i>Construction</i>	5	0	1	0	0	220	0	117	0	0
Perdagangan Borong dan Runcit, Pembaikan Kenderaan Bermotor dan Motosikal <i>Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles</i>	15	1	4	4	8	92	0	60	300	56
Pengangkutan dan Penyimpanan <i>Transportation and Storage</i>	8	26	16	15	10	747	1,055	2,055	1,584	10

PERTIKAIAN PERUSAHAAN MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

TRADE DISPUTE BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman <i>Accommodation and Food Service Activities</i>	7	5	2	4	14	168	340	182	163	18
Maklumat dan Komunikasi <i>Information and Communication</i>	0	5	8	7	4	0	428	5,988	13,625	2
Aktiviti Kewangan dan Insurans/ Takaful <i>Financial and Insurance/ Takaful Activities</i>	5	9	5	9	45	1,236	1,599	695	1,783	10,012
Aktiviti Hartanah <i>Real Estate Activities</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Profesional, Sainifik dan Teknikal <i>Professional, Scientific and Technical Activities</i>	1	0	0	0	0	50	0	0	0	0
Aktiviti Pentadbiran dan Khidmat Sokongan <i>Administrative and Support Service Activities</i>	5	0	1	5	2	815	0	100	1,074	387
Pentadbiran Awam dan Pertahanan; Aktiviti Keselamatan Sosial Wajib <i>Public Administration and Defence; Compulsory Social Security</i>	1	0	0	0	0	24	0	0	0	0
Pendidikan <i>Education</i>	0	0	13	7	0	0	0	213	786	0

PERTIKAIAN PERUSAHAAN MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

TRADE DISPUTE BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Aktiviti Kesihatan Kemanusiaan dan Kerja Sosial <i>Human Health and Social Work Activities</i>	5	12	9	18	3	2,007	451	138	564	10
Kesenian, Hiburan dan Rekreasi <i>Arts, Entertainment and Recreation</i>	1	1	0	1	3	31	0	0	86	16
Aktiviti Perkhidmatan Lain <i>Other Service Activities</i>	45	11	33	32	18	3,439	183	2,263	15,041	320
Aktiviti Isi Rumah sebagai Majikan; Aktiviti Mengeluarkan Barangan dan Perkhidmatan yang tidak dapat dibezakan oleh isi rumah untuk kegunaan sendiri <i>Activities of Households as Employers; Undifferentiated Goods and Services-Producing Activities of Households for Own Use</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Badan dan Pertubuhan Luar Wilayah <i>Activities of Extritorial Organisations and Bodies</i>	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	263	269	281	231	230	30,232	195,615	52,727	49,806	12,673

Nota/Note:

Pengendalian kes pertikaian perusahaan di bawah seksyen 8, seksyen 13 dan seksyen 18 Akta 177

Trade dispute cases under Section 8, Section 13 and Section 18 Act 177

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008)

Reported cases on current year by industry (MSIC 2008)

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

PERTIKAIAN PERUSAHAAN MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE BY CAUSES, 2021-2025

SEBAB PERTIKAIAN REASON FOR DISPUTES	BILANGAN PERTIKAIAN NUMBER OF DISPUTES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Keengganan memulakan rundingan bersama <i>Refusal to enter into collective bargaining</i>	18	32	29	34	14	2,240	5,045	3,400	18,256	298
Kebuntuan dalam rundingan bersama <i>Deadlock in collective bargaining</i>	51	64	48	44	44	8,339	178,540	6,855	2,871	309
Pertikaian ke atas Terma dan syarat perkhidmatan didalam Perjanjian Kolektif dan lain-lain kontrak perkhidmatan <i>Disputes overs Terms and conditions of contractive terms in collective agreement and other service contracts</i>	96	112	76	97	104	9,123	7,592	29,600	18,458	10,000
Pengenepian kerja dan renti-kerja sentara <i>Retrenchment and lay-off</i>	6	1	1	7	1	162	85	42	219	5

PERTIKAIAN PERUSAHAAN MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE BY CAUSES, 2021-2025

SEBAB PERTIKAIAN REASON FOR DISPUTES	BILANGAN PERTIKAIAN NUMBER OF DISPUTES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Kenaikan pangkat, pengagihan tugas, pertukaran dan lain-lain hak istimewa pengurusan <i>Promotion, allocation of duties, transfer and other management prerogatives</i>	8	9	7	13	2	116	254	205	823	3
Penurunan pangkat, penggantungan kerja, surat amaran dan lain-lain tindakan disiplin terhadap pekerja <i>Demotion, suspension, warning letter and other disciplinary actions against workers</i>	10	9	2	6	5	258	467	3	22	5
Kegagalan mematuhi piawaian perburuhan yang diperuntukan dalam undang perburuhan berkaitan dengan kemudahan dan lain-lain faedah yang bukan kewangan <i>Non-compliance of labour standards statutory provision related to amenities and facilities and other non- monetary benefit</i>	33	2	7	13	20	3,599	40	642	7,821	13

PERTIKAIAN PERUSAHAAN MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE BY CAUSES, 2021-2025

SEBAB PERTIKAIAN REASON FOR DISPUTES	BILANGAN PERTIKAIAN NUMBER OF DISPUTES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Perlanggaran hak-hak pekerja/ ketidakadilan dalam amalan perburuhan <i>Infringements of worker's rights/ unfair labour practices</i>	24	26	95	16	39	932	2,398	11,155	1,186	39
Lain-lain <i>Others</i>	17	14	16	1	1	5,463	1,194	1,025	150	1
Jumlah / Total	263	269	281	231	230	30,232	195,615	52,927	49,806	10,673

Nota/*Note:*

Pengendalian kes pertikaian perusahaan di bawah seksyen 8, seksyen 13 dan seksyen 18 Akta 177

Trade dispute cases under Section 8, Section 13 and Section 18 Act 177

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008)

Reported cases on current year by industry (MSIC 2008)

Sumber/*Source:*

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

**PENGENDALIAN
PERTIKAIAN
PERUSAHAAN DI
BAWAH SEKSYEN 8**

*TRADE DISPUTE DEALT
UNDER SECTION 8*

PENGENDALIAN PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 8

TRADE DISPUTE DEALT UNDER SECTION 8 2021-2025

PERKARA PARTICULARS		2021	2022	2023	2024	2025
Dilaporkan/Reported	Bil./No.	14	18	16	9	34
Dikendalikan/Dealt	Bil./No.	35	22	23	13	34
Diselesaikan/Resolved	Bil./No.	31	15	19	13	7
Peratus Selesai Percentage Resolved (%)		89	68	83	92	21
Baki / Balance	Bil. / No.	4	7	4	0	27

CARA PENYELESAIAN METHOD OF SETTLEMENT		2021	2022	2023	2024	2025
i) Diselesaikan Melalui Rundingan Damai Resolved Through Conciliation	Bil./No.	13	8	18	9	6
ii) Dirujuk Ke Mahkamah Perusahaan Referred to Industrial Court	Bil./No.	9	4	1	3	1
iii) Tidak Dirujuk Ke Mahkamah Perusahaan Not Referred to Industrial Court	Bil./No.	9	3	0	0	0
Jumlah / Total		31	15	19	12	7

Nota/Note:

Pengendalian kes pertikaian perusahaan di bawah seksyen 8, seksyen 13 dan seksyen 18, Akta 177

Trade dispute cases under Section 8, Section 13 and Section 18, Act 177

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 8 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

TRADE DISPUTE UNDER SECTION 8 BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Pertanian, Perhutanan dan Perikanan <i>Agriculture, Forestry and Fishing</i>	0	0	0	0	0	0	0	0	0	0
Perlombongan dan Pengkuarian <i>Mining and Quarrying</i>	0	0	0	0	0	0	0	0	0	0
Pembuatan <i>Manufacturing</i>	7	10	5	3	0	216	2,232	3,583	93	0
Bekalan Elektrik, Gas, Wap dan Pendingin Udara <i>Electricity, Gas, Steam and Air Conditioning Supply</i>	0	0	0	0	0	0	0	0	0	0
Bekalan Air, Pembentungan, Pengurusan Sisa dan Aktiviti Pemulihan <i>Water Supply, Sewerage, Waste Management and Remediation Activities</i>	0	0	0	1	0	0	0	0	300	0
Pembinaan <i>Construction</i>	0	0	0	0	0	0	0	0	0	0
Perdagangan Borong dan Runcit, Pembaikan Kenderaan Bermotor dan Motosikal <i>Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles</i>	0	0	0	0	0	0	0	0	0	0

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 8 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025
TRADE DISPUTE UNDER SECTION 8 BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Pengangkutan dan Penyimpanan <i>Transportation and Storage</i>	1	3	1	0	0	45	100	34	0	0
Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman <i>Accommodation and Food Service Activities</i>	0	0	0	0	0	0	0	0	0	0
Maklumat dan Komunikasi <i>Information and Communication</i>	0	1	0	0	0	0	0	0	0	0
Aktiviti Kewangan dan Insurans / Takaful <i>Financial and Insurance/ Takaful Activities</i>	0	4	0	0	34	0	0	0	0	10,000
Aktiviti Hartanah <i>Real Estate Activities</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Profesional, Saintifik dan Teknikal <i>Professional, Scientific and Technical Activities</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Pentadbiran dan Khidmat Sokongan <i>Administrative and Support Service Activities</i>	4	0	0	1	0	57	0	0	1	
Pentadbiran Awam dan Pertahanan; Aktiviti Keselamatan Sosial Wajib <i>Public Administration and Defence; Compulsory Social Security</i>	0	0	0	0	0	0	0	0	0	0
Pendidikan <i>Education</i>	0	0	7	4	0	0	0	20	770	0

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 8 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025
TRADE DISPUTE UNDER SECTION 8 BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Aktiviti Kesihatan Kemanusiaan dan Kerja Sosial <i>Human Health and Social Work Activities</i>	0	0	1	0	0	0	0	137	0	0
Kesenian, Hiburan dan Rekreasi <i>Arts, Entertainment and Recreation</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Perkhidmatan Lain <i>Other Service Activities</i>	2	0	2	0	0	98	0	1,351	0	0
Aktiviti Isi Rumah sebagai Majikan; Aktiviti Mengeluarkan Barangan dan Perkhidmatan yang Tidak Dapat Dibezakan oleh Isi Rumah untuk Kegunaan Sendiri <i>Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Badan dan Pertubuhan Luar Wilayah <i>Activities of Extraterritorial Organisations and Bodies</i>	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	14	18	16	9	34	416	2,332	5,125	1,164	10,000

Nota/Note:

Pengendalian kes pertikaian perusahaan di bawah seksyen 8, seksyen 13 dan seksyen 18 Akta 177

Trade dispute cases under Section 8, Section 13 and Section 18 Act 177

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008) /
Reported cases on current year by industry (MSIC 2008)

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia/*Department of Industrial Relations Malaysia*

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 8 MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE UNDER SECTION 8 BY CAUSES, 2021-2025

SEBAB PERTIKAIAN <i>REASON FOR DISPUTES</i>	BILANGAN PERTIKAIAN <i>NUMBER OF DISPUTES</i>					BILANGAN PEKERJA TERLIBAT <i>NUMBER OF WORKERS INVOLVED</i>				
	2021	2022	2023	2024	2025	2021	2023	2023	2024	2025
Keengganan memulakan rundingan bersama <i>Refusal to commence collective bargaining</i>	0	0	0	0	0	0	0	0	0	0
Kebuntuan dalam rundingan bersama <i>Deadlock in collective bargaining</i>	0	0	0	0	0	0	0	0	0	0
Pertikaian ke atas terma dan syarat perkhidmatan di dalam perjanjian kolektif dan lain-lain kontrak perkhidmatan <i>Disputes over terms and conditions of contractual terms in collective agreement and other service contracts</i>	0	0	0	0	34	0	0	0	0	10,000
Pengenepian kerja dan renti-kerja sentara <i>Retrenchment and lay-off</i>	0	0	0	0	0	0	0	0	0	0
Kenaikan pangkat, pengagihan tugas, pertukaran dan lain-lain hak istimewa pengurusan <i>Promotion, allocation of duties, transfer and other management prerogatives</i>	0	0	0	0	0	0	0	0	0	0
Penurunan pangkat, penggantungan kerja, surat amaran dan lain-lain tindakan disiplin terhadap pekerja <i>Demotion, suspension, warning letter and other disciplinary actions against workers</i>	0	0	0	0	0	0	0	0	0	0

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 8 MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE UNDER SECTION 8 BY CAUSES, 2021-2025

SEBAB PERTIKAIAN REASON FOR DISPUTES	BILANGAN PERTIKAIAN NUMBER OF DISPUTES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2023	2023	2024	2025
Kegagalan mematuhi piawaian perburuhan yang diperuntukkan dalam undang-undang perburuhan berkaitan dengan kemudahan dan lain-lain faedah yang bukan kewangan <i>Non-compliance of labour standards provided in legislation related to amenities and facilities and other non-monetary benefits</i>	0	0	0	0	0	0	0	0	0	0
Perlanggaran hak-hak pekerja/ ketidakadilan dalam amalan perburuhan <i>Infringements of workers' rights/ unfair labour practices</i>	14	18	16	9	0	3,314	416	5,125	1,164	0
Lain-lain/Others	0	0	0	0	0	0	0	0	0	0
Jumlah/Total	14	18	16	9	34	3,314	416	5,125	1,164	10,000

Nota/Note:

Pengendalian kes pertikaian perusahaan di bawah seksyen 8, seksyen 13 dan seksyen 18 Akta 177

Trade dispute cases under Section 8, Section 13 and Section 18 Act 177

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008)

Reported cases on current year by industry (MSIC 2008)

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia/
Department of Industrial Relations Malaysia

PENGENDALIAN PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 8 MENGIKUT NEGERI, 2021-2025

TRADE DISPUTE DEALT UNDER SECTION 8 BY STATE, 2021-2025

NEGERI STATE	BIL. PERTIKAIAN NO. OF DISPUTES				
	2021	2022	2023	2024	2025
Johor	3	5	2	0	1
Kedah/Perlis	0	0	0	0	3
Kelantan	0	0	0	0	2
Melaka	0	0	2	0	0
Negeri Sembilan	0	0	0	0	0
Pahang	0	1	0	0	0
Pulau Pinang	1	2	1	0	5
Perak	5	0	1	2	0
Selangor	3	0	10	6	4
Terengganu	0	5	0	0	0
Sabah	2	0	0	1	0
Sarawak	0	0	0	0	0
Wilayah Persekutuan Kuala Lumpur	0	5	0	0	19
Ibu Pejabat/Wilayah Persekutuan Putrajaya	0	0	0	0	0
Jumlah / Total	14	18	16	9	34

Nota/Notes:

Pengendalian kes pertikaian perusahaan di bawah seksyen 8, seksyen 13 dan seksyen 18 Akta 177

Trade dispute cases under Section 8, Section 13 and Section 18 Act 177

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008)

Reported cases on current year by industry (MSIC 2008)

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

**PENGENDALIAN
TUNTUTAN
PENGIKTIRAFAN
DI BAWAH
SEKSYEN 9**

*CLAIM FOR
RECOGNITION
UNDER SECTION 9*

PENGENDALIAN TUNTUTAN PENGIKTIRAFAN DI BAWAH SEKSYEN 9, 2021-2025

CLAIM FOR RECOGNITION UNDER SECTION 9, 2021-2025

PERKARA PARTICULARS		2021	2022	2023	2024	2025
Dilaporkan/Reported	BiL./No.	96	126	77	70	138
Dikendalikan/Dealt	BiL./No.	146	143	116	92	155
Diselesaikan/Resolved	BiL./No.	129	104	94	75	85
Peratus Selesai Percentage Resolved (%)		88	73	81	82	55
Baki / Balance	BiL. / No.	17	39	22	17	70

CARA PENYELESAIAN METHOD OF SETTLEMENT		2021	2022	2023	2024	2025
i. Pengiktirafan Secara Sukarela Recognition Accorded Voluntarily	BiL./No.	2	8	9	8	5
ii. Pengiktirafan Atas Keputusan Menteri Recognition Accorded By Decision Of The Minister	BiL./No.	23	5	0	1	0
iii. Keputusan Menteri Tidak Iktiraf Decision Of The Minister Not To Accord Recognition	BiL./No.	21	5	3	0	0

PENGENDALIAN TUNTUTAN PENGIKTIRAFAN DI BAWAH SEKSYEN 9, 2021-2025

CLAIM FOR RECOGNITION UNDER SECTION 9, 2021-2025

CARA PENYELESAIAN METHOD OF SETTLEMENT		2021	2022	2023	2024	2025
iv. Pengiktirafan Atas Keputusan KP <i>Recognition Accorded By Decision Of DG</i>	Bil./No.		13	15	9	18
v. Keputusan KP Tidak Iktiraf <i>Decision Of DG Not To Accord Recognition</i>	Bil./No.		28	25	21	13
vi. Tuntutan Ditolak/Ditarik Balik/Kesatuan Tidak Layak/ Dibatalkan <i>Claim Rejected / Withdrawn / Union Not Eligible / Cancelled</i>	Bil./No.	37	26	33	30	38
vii. Lain-Lain/ <i>Others</i>	Bil./No.	46	19	9	6	11
Jumlah / Total	Bil./No.	129	104	94	75	85

Sumber/ *Source:*

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia



**PENGENDALIAN
PERTIKAIAN
PERUSAHAAN DI
BAWAH SEKSYEN 13**
*TRADE DISPUTE DEATH
UNDER SECTION 13*

PENGENDALIAN PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 13, 2021-2025

TRADE DISPUTE DEALT UNDER SECTION 13, 2021-2025

PERKARA PARTICULARS		2021	2022	2023	2024	2025
Dilaporkan/ <i>Reported</i>	Bil./No.	69	96	78	85	51
Dikendalikan/ <i>Dealt</i>	Bil./No.	114	126	96	109	67
Diselesaikan/ <i>Resolved</i>	Bil./No.	84	108	72	93	57
Peratus Selesai Percentage Resolved (%)		74	86	75	85	85
Baki / Balance	Bil. / No.	30	18	24	16	10

CARA PENYELESAIAN METHOD OF SETTLEMENT		2021	2022	2023	2024	2025
i) Diselesaikan Melalui Rundingan Damai <i>Resolved Through Conciliation</i>	Bil./No.	48	77	55	70	47
ii) Dirujuk Ke Mahkamah Perusahaan <i>Referred to Industrial Court</i>	Bil./No.	35	31	17	23	10
iii) Tidak Dirujuk Ke Mahkamah Perusahaan <i>Not Referred to Industrial Court</i>	Bil./No.	1	0	0	0	0
Jumlah / Total		84	108	72	93	57

Nota/*Note:*

Pengendalian kes pertikaian perusahaan di bawah seksyen 13 APP 1967

Trade dispute cases under section 13 IRA 1967

Sumber/*Source:*

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

PERTIKAIAAN PERUSAHAAN DI BAWAH SEKSYEN 13 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

TRADE DISPUTE UNDER SECTION 13 BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Pertanian, Perhutanan dan Perikanan <i>Agriculture, Forestry and Fishing</i>	6	4	1	5	1	4,535	170,142	200	166	1
Perlombongan dan Pengkuarian <i>Mining and Quarrying</i>	1	2	2	1	0	1	15	64	30	0
Pembuatan <i>Manufacturing</i>	34	70	41	40	32	2,413	10,533	5,984	4,246	275
Bekalan Elektrik, Gas, Wap dan Pendingin Udara <i>Electricity, Gas, Steam and Air Conditioning Supply</i>	0	2	2	0	2	0	844	123	0	2
Bekalan Air, Pembentungan, Pengurusan Sisa dan Aktiviti Pemulihan <i>Water Supply, Sewerage, Waste Management and Remediation Activities</i>	4	0	4	0	0	491	0	2,026	0	0
Pembinaan / <i>Construction</i>	1	0	1	0	0	121	0	117	0	0
Perdagangan Borong dan Runcit, Pembaikan Kenderaan Bermotor dan Motosikal <i>Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles</i>	9	1	1	1	2	0	0	5	100	50
Pengangkutan dan Penyimpanan <i>Transportation and Storage</i>	2	5	5	7	2	49	333	539	759	2

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 13 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025
TRADE DISPUTE UNDER SECTION 13 BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman <i>Accommodation and Food Service Activities</i>	2	1	0	2	2	37	82	0	162	2
Maklumat dan Komunikasi <i>Information and Communication</i>	0	2	1	1	3	0	304	50	10	1
Aktiviti Kewangan dan Insurans / Takaful <i>Financial and Insurance Activities /Takaful</i>	0	2	3	2	2	0	1,265	689	161	3
Aktiviti Hartanah <i>Real Estate Activities</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Profesional, Saintifik dan Teknikal <i>Professional, Scientific and Technical Activities</i>	1	0	0	0	0	50	0	0	0	0
Aktiviti Pentadbiran dan Khidmat Sokongan <i>Administrative and Support Service Activities</i>	1	0	1	0	0	758	0	100	0	0
Pentadbiran Awam dan Pertahanan; Aktiviti Keselamatan Sosial Wajib <i>Public Administration and Defence; Compulsory Social Security</i>	0	0	0	0	0	0	0	0	0	0
Pendidikan <i>Education</i>	0	0	1	0	0	0	0	53	0	0

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 13 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025
TRADE DISPUTE UNDER SECTION 13 BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Aktiviti Kesihatan Kemanusiaan dan Kerja Sosial <i>Human Health and Social Work Activities</i>	5	3	1	10	0	2,007	51	1	562	0
Kesenian, Hiburan dan Rekreasi <i>Arts, Entertainment and Recreation</i>	0	0	0	0	1	0	0	0	0	14
Aktiviti Perkhidmatan Lain <i>Other Service Activities</i>	3	4	14	16	4	117	16	309	15,022	250
Aktiviti Isi Rumah Sebagai Majikan; Aktiviti Mengeluarkan Barangan dan Perkhidmatan yang tidak dapat dibezakan oleh isi rumah untuk kegunaan sendiri <i>activities of Households as Employers; Undifferentiated Goods-And Services-producing activities of households for own use</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Badan dan Pertubuhan Luar Wilayah <i>Activities of Extraterritorial Organisations and Bodies</i>	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	69	96	78	85	51	10,579	183,585	10,260	21,218	600

Nota/*Notes:*

Pengendalian kes pertikaian perusahaan di bawah seksyen 18 Akta 177 / *Trade dispute cases under Section 18 Act 177*

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008) / *Reported cases on current year by industry (MSIC 2008)*

Sumber/*Source:*

Perhubungan Perusahaan Malaysia/*Department of Industrial Relations Malaysia*

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 13 MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE UNDER SECTION 13 BY CAUSES, 2021-2025

SEBAB PERTIKAIAN <i>REASON FOR DISPUTES</i>	BILANGAN PERTIKAIAN <i>NUMBER OF DISPUTES</i>					BILANGAN PEKERJA TERLIBAT <i>NUMBER OF WORKERS INVOLVED</i>				
	2021	2022	2023	2024	2025	2021	2023	2023	2024	2025
Keengganan memulakan rundingan bersama <i>Refusal to commence collective bargaining</i>	18	32	29	31	11	2,240	5,045	3,400	18,253	295
Kebuntuan dalam rundingan bersama <i>Deadlock in collective bargaining</i>	51	64	48	42	40	8,339	178,540	6,855	2,703	305
Pertikaian ke atas terma dan syarat perkhidmatan di dalam perjanjian kolektif dan lain-lain kontrak perkhidmatan <i>Disputes over terms and conditions of contractual terms in collective agreement and other service contracts</i>	0	0	0	12	0	0	0	0	262	0
Pengenepian kerja dan renti-kerja sentara <i>Retrenchment and lay-off</i>	0	0	0	0	0	0	0	0	0	0
Kenaikan pangkat, pengagihan tugas, pertukaran dan lain-lain hak istimewa pengurusan <i>Promotion, allocation of duties, transfer and other management prerogatives</i>	0	0	0	0	0	0	0	0	0	0
Penurunan pangkat, penggantungan kerja, surat amaran dan lain-lain tindakan disiplin terhadap pekerja <i>Demotion, suspension, warning letter and other disciplinary actions against workers"</i>	0	0	0	0	0	0	0	0	0	0

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 13 MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE UNDER SECTION 13 BY CAUSES, 2021-2025

SEBAB PERTIKAIAN REASON FOR DISPUTES	BILANGAN PERTIKAIAN NUMBER OF DISPUTES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2023	2023	2024	2025
Kegagalan mematuhi piawaian perburuhan yang diperuntukkan dalam undang-undang perburuhan berkaitan dengan kemudahan dan lain-lain faedah yang bukan kewangan <i>Non-compliance of labour standards provided in legislation related to amenities and facilities and other non-monetary benefits</i>	0	0	0	0	0	0	0	0	0	0
Perlanggaran hak-hak pekerja / ketidakadilan dalam amalan perburuhan <i>Infringements of workers' rights / unfair labour practices</i>	0	0	0	0	0	0	0	0	0	0
Lain-lain / Others	0	0	1	0	0	0	0	5	0	0
Jumlah / Total	69	96	78	85	51	10,579	183,585	10,260	21,218	600

Nota/Notes:

Pengendalian kes pertikaian perusahaan di bawah seksyen 18 Akta 177
Trade dispute cases under Section 18 Act 177

Kes dilaporkan pada tahun semasa
Reported cases on current year

Sumber/Source:

Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

PENGENDALIAN PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 13 MENGIKUT NEGERI, 2021-2025

TRADE DISPUTE DEALT UNDER SECTION 13 BY STATE, 2021-2025

NEGERI STATE	BIL. PERTIKAIAN NO. OF DISPUTES				
	2021	2022	2023	2024	2025
Johor	8	12	5	5	7
Kedah/Perlis	6	4	5	4	0
Kelantan	0	0	0	0	1
Melaka	1	6	6	0	0
Negeri Sembilan	9	5	3	3	1
Pahang	3	6	0	7	2
Pulau Pinang	9	7	10	8	2
Perak	6	8	7	10	4
Selangor	16	40	31	35	30
Terengganu	0	1	0	0	0
Sabah	0	1	3	2	2
Sarawak	0	2	1	0	0
Wilayah Persekutuan Kuala Lumpur	11	4	6	9	2
Ibu Pejabat / Wilayah Persekutuan Putrajaya	0	0	1	2	0
Jumlah / Total	69	96	78	85	51

Nota/Notes:

Pengendalian kes pertikaian perusahaan di bawah seksyen 13 Akta 177

Trade dispute cases under Section 13 Act 177

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

A photograph of a modern conference room. In the foreground, several empty, light-colored leather office chairs with chrome bases are arranged around a dark wooden conference table. The room has large floor-to-ceiling windows that let in bright, natural light, creating a high-key effect. A concrete pillar is visible in the background. The overall atmosphere is professional and clean.

**PENGENDALIAN
PERTIKAIAN
PERUSAHAAN DI
BAWAH SEKSYEN 18**

*TRADE DISPUTE DEALT
UNDER SECTION 18*

PENGENDALIAN PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 18, 2021-2025

TRADE DISPUTE DEALT UNDER SECTION 18, 2021-2025

PERKARA PARTICULARS		2021	2022	2023	2024	2025
Dilaporkan/Reported	Bil./No.	180	155	187	137	145
Dikendalikan/Dealt	Bil./No.	259	192	227	182	173
Diselesaikan/Resolved	Bil./No.	222	152	182	154	135
Peratus Selesai Percentage Resolved (%)		86	79	80	85	78
Baki / Balance	Bil. / No.	37	40	45	28	38

CARA PENYELESAIAN METHOD OF SETTLEMENT		2021	2022	2023	2024	2025
i) Diselesaikan Melalui Rundingan Damai Resolved Through Conciliation	Bil./No.	164	127	143	126	120
ii) Dirujuk Ke Mahkamah Perusahaan Referred to Industrial Court	Bil./No.	38	22	35	24	10
iii) Tidak Dirujuk Ke Mahkamah Perusahaan Not Referred to Industrial Court	Bil./No.	20	3	4	4	5
Jumlah / Total		222	152	182	154	135

Nota/Notes:

Pengendalian kes pertikaian perusahaan di bawah seksyen 18 Akta 177
Trade dispute cases under Section 18 Act 177

Sumber/Source:

Perhubungan Perusahaan Malaysia/Department of Industrial Relations Malaysia

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 18 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

TRADE DISPUTE UNDER SECTION 18 BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Pertanian, Perhutanan dan Perikanan <i>Agriculture, Forestry and Fishing</i>	25	28	23	24	13	321	185	72	585	13
Perlombongan dan Pengkuarian <i>Mining and Quarrying</i>	1	0	0	0	1	350	0	0	0	1
Pembuatan <i>Manufacturing</i>	86	80	100	53	74	13,075	7,556	26,858	9,378	1,550
Bekalan Elektrik, Gas, Wap dan Pendingin Udara <i>Electricity, Gas, Steam and Air Conditioning Supply</i>	1	2	7	0	0	1	51	854	0	0
Bekalan Air, Pembentungan, Pengurusan Sisa dan Aktiviti Pemulihan <i>Water Supply, Sewerage, Waste Management and Remediation Activities</i>	0	1	4	2	0	0	1	1,352	2	0
Pembinaan <i>Construction</i>	4	0	0	0	0	99	0	0	0	0
Perdagangan Borong dan Runcit, Pembaikan Kenderaan Bermotor dan Motosikal <i>Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles</i>	6	0	3	3	6	92	0	55	200	6

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 18 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

TRADE DISPUTE UNDER SECTION 18 BY INDUSTRY (MSIC 2008), 2021 - 2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Pengangkutan dan Penyimpanan <i>Transportation and Storage</i>	5	18	10	8	8	653	622	1,482	825	8
Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman <i>Accommodation and Food Service Activities</i>	5	4	2	2	12	131	258	182	1	16
Maklumat dan Komunikasi <i>Information and Communication</i>	0	2	7	6	1	0	124	5,938	13,615	1
Aktiviti Kewangan dan Insurans / Takaful / <i>Financial and Insurance Activities/Takaful</i>	5	3	2	7	9	1,236	334	6	1,622	9
Aktiviti Hartanah / <i>Real Estate Activities</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Profesional, Saintifik dan Teknikal <i>Professional, Scientific and Technical Activities</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Pentadbiran dan Khidmat Sokongan <i>Administrative and Support Service Activities</i>	0	0	0	4	2	0	0	0	1,073	387
Pentadbiran Awam dan Pertahanan; Aktiviti Keselamatan Sosial Wajib <i>Public Administration and Defence; Compulsory Social Security</i>	1	0	0	0	0	24	0	0	0	0
Pendidikan / <i>Education</i>	0	0	5	3	0	0	0	140	16	0
Aktiviti Kesihatan Kemanusiaan dan Kerja Sosial <i>Human Health and Social Work Activities</i>	0	9	7	8	3	0	400	0	2	10

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 18 MENGIKUT INDUSTRI (MSIC 2008), 2021-2025
TRADE DISPUTE UNDER SECTION 18 BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Kesenian, Hiburan dan Rekreasi <i>Arts, Entertainment and Recreation</i>	1	1		1	2	31	0		86	2
Aktiviti Perkhidmatan Lain /Other Service Activities	40	7	17	16	14	3,224	167	603	19	70
Aktiviti Isi Rumah Sebagai Majikan; Aktiviti Mengeluarkan Barangan dan Perkhidmatan Yang Tidak Dapat Dibezakan Oleh Isi rumah Untuk Kegunaan Sendiri /Activities of Households as Employers; Undifferentiated Goods-And Services-producing Activities of Households for Own Use	0	0	0	0	0	0	0	0	0	0
Aktiviti Badan dan Pertubuhan Luar Wilayah <i>Activities of Extrterritorial Organisations and Bodies</i>	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	180	155	187	137	145	19,237	9,698	37,542	27,424	2,073

Nota/Notes:

Pengendalian kes pertikaian perusahaan di bawah seksyen 18 Akta 177
Trade dispute cases under Section 18 Act 177

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008)
Reported cases on current year by industry (MSIC 2008)

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 18 MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE UNDER SECTION 18 BY CAUSES, 2021-2025

SEBAB PERTIKAIAN <i>REASON FOR DISPUTES</i>	BILANGAN PERTIKAIAN <i>NUMBER OF DISPUTES</i>					BILANGAN PEKERJA TERLIBAT <i>NUMBER OF WORKERS INVOLVED</i>				
	2021	2022	2023	2024	2025	2021	2023	2023	2024	2025
Keengganan memulakan rundingan bersama <i>Refusal to commence collective bargaining</i>	0	0	0	3	3	0	0	0	3	3
Kebuntuan dalam rundingan bersama <i>Deadlock in collective bargaining</i>	0	0	0	2	4	0	0	0	168	4
Pertikaian ke atas terma dan syarat perkhidmatan di dalam perjanjian kolektif dan lain-lain kontrak perkhidmatan <i>Disputes over terms and conditions of contractual terms in collective agreement and other service contracts</i>	96	112	76	85	105	9,123	7,592	29,600	18,196	2,035
Pengenepian kerja dan renti-kerja sentara <i>Retrenchment and lay-off</i>	6	1	1	7	1	162	85	42	219	1
Kenaikan pangkat, pengagihan tugas, pertukaran dan lain-lain hak istimewa pengurusan <i>Promotion, allocation of duties, transfer and other management prerogatives</i>	8	9	7	13	2	116	254	205	823	2
Penurunan pangkat, penggantungan kerja, surat amaran dan lain-lain tindakan disiplin terhadap pekerja <i>Demotion, suspension, warning letter and other disciplinary actions against workers</i>	10	9	2	6	5	258	467	3	22	2

PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 8 MENGIKUT SEBAB, 2021-2025

TRADE DISPUTE UNDER SECTION 8 BY CAUSES, 2021-2025

SEBAB PERTIKAIAN REASON FOR DISPUTES	BILANGAN PERTIKAIAN NUMBER OF DISPUTES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2023	2023	2024	2025
Kegagalan mematuhi piawaian perburuhan yang diperuntukkan dalam undang-undang perburuhan berkaitan dengan kemudahan dan lain-lain faedah yang bukan kewangan <i>Non-compliance of labour standards provided in legislation related to amenities and facilities and other non-monetary benefits</i>	33	2	7	13	20	3,599	40	642	7,821	13
Perlanggaran hak-hak pekerja/ ketidakadilan dalam amalan perburuhan <i>Infringements of workers' rights / unfair labour practices</i>	10	8	79	7	5	516	66	6,030	22	5
Lain-lain/Others	17	14	15	1	1	5,463	1,194	1,020	150	1
Jumlah / Total	180	155	187	137	146	19,237	9,698	37,542	27,424	2,073

Nota/Notes:

Pengendalian kes pertikaian perusahaan di bawah seksyen 18 Akta 177
Trade dispute cases under Section 18 Act 177

Kes dilaporkan pada tahun semasa mengikut industri
Reported cases on current year by industry

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

PENGENDALIAN PERTIKAIAN PERUSAHAAN DI BAWAH SEKSYEN 13 MENGIKUT NEGERI, 2021-2025

TRADE DISPUTE DEALT UNDER SECTION 13 BY STATE, 2021-2025

NEGERI STATE	BIL. PERTIKAIAN No. OF DISPUTES				
	2021	2022	2023	2024	2025
Johor	48	22	28	14	11
Kedah/Perlis	5	4	5	4	1
Kelantan	1	4	13	4	2
Melaka	8	12	5	8	3
Negeri Sembilan	6	11	10	16	6
Pahang	10	12	11	5	3
Pulau Pinang	20	12	15	2	10
Perak	24	14	21	19	15
Selangor	103	77	54	43	67
Terengganu	1	1	2	3	1
Sabah	0	3	1	0	1
Sarawak	1	0	2	0	1
Wilayah Persekutuan Kuala Lumpur	14	8	18	17	24
Ibu Pejabat/Wilayah Persekutuan Putrajaya	0	0	2	2	0
Jumlah / Total	241	180	187	137	145

Nota/Notes:

Pengendalian kes pertikaian perusahaan di bawah seksyen 18 Akta 177

Trade dispute cases under Section 18 Act 177

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

**PENGENDALIAN
KES REPRESENTASI
PEMULIHAN KERJA DI
BAWAH SEKSYEN 20**

*CLAIM FOR
REINSTATEMENT UNDER
SECTION 20 DEALT*

PENGENDALIAN KES REPRESENTASI PEMULIHAN KERJA DI BAWAH SEKSYEN 20, 2021 - 2025

CLAIM FOR REINSTATEMENT UNDER SECTION 20 DEALT, 2021 - 2025

PERKARA PARTICULARS		2021	2022	2023	2024	2025
Dilaporkan/ <i>Reported</i>	BiL./No.	3,684	3,568	3,914	4,404	5,267
Dikendalikan/ <i>Dealt</i>	BiL./No.	6,551	4,822	5,218	5,323	6,196
Diselesaikan/ <i>Resolved</i>	BiL./No.	5,297	3,518	4,299	4,394	5,158
Peratus Selesai Percentage Resolved (%)		80.86	72.96	82.39	82.55	83.24
Baki / <i>Balance</i>	BiL. / No.	1,254	1,304	919	929	1,038

CARA PENYELESAIAN METHOD OF SETTLEMENT		2021	2022	2023	2024	2025
i) Diselesaikan Melalui Rundingan Damai <i>Resolved Through Conciliation</i>	BiL./No.	2,443	2,256	2,806	2,945	3,338
ii) Dirujuk Ke Mahkamah Perusahaan/ <i>Referred to Industrial Court</i>	BiL./No.	2,736	1,262	1,493	1,449	1,820
iii) Tidak Dirujuk Ke Mahkamah Perusahaan <i>Not Referred to Industrial Court</i>	BiL./No.	118	0	0	0	0
Jumlah / <i>Total</i>		5,297	3,518	4,299	4,394	5,158

Sumber/*Source:*

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

REPRESENTASI PEMULIHAN KERJA DI BAWAH SEKSYEN 20 MENGIKUT INDUSTRI (MSIC 2008), 2021 - 2025

CLAIMS FOR REINSTATEMENT UNDER SECTION 20 BY INDUSTRY (MSIC 2008), 2021 - 2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES				
	2021	2022	2023	2024	2025
Pertanian, Perhutanan dan Perikanan <i>Agriculture, Forestry and Fishing</i>	63	52	60	65	61
Perlombongan dan Pengkuarian <i>Mining and Quarrying</i>	62	20	43	39	310
Pembuatan <i>Manufacturing</i>	756	887	1,023	1,161	1,016
Bekalan Elektrik, Gas, Wap dan Pendingin Udara <i>Electricity, Gas, Steam and Air Conditioning Supply</i>	52	38	87	100	58
Bekalan Air, Pembentungan, Pengurusan Sisa dan Aktiviti Pemulihan <i>Water Supply, Sewerage, Waste Management and Remediation Activities</i>	22	10	15	26	31
Pembinaan <i>Construction</i>	280	220	148	154	224
Perdagangan Borong dan Runcit, Pembaikan Kenderaan Bermotor dan Motosikal <i>Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles</i>	259	161	234	254	328
Pengangkutan dan Penyimpanan <i>Transportation and Storage</i>	278	461	293	213	317

REPRESENTASI PEMULIHAN KERJA DI BAWAH SEKSYEN 20 MENGIKUT INDUSTRI (MSIC 2008), 2021 - 2025
CLAIMS FOR REINSTATEMENT UNDER SECTION 20 BY INDUSTRY (MSIC 2008), 2021 - 2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES				
	2021	2022	2023	2024	2025
Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman <i>Accommodation and Food Service Activities</i>	201	81	81	95	169
Maklumat dan Komunikasi <i>Information and Communication</i>	183	135	149	157	245
Aktiviti Kewangan dan Insurans / Takaful <i>Financial and Insurance Activities / Takaful</i>	137	94	95	168	224
Aktiviti Hartanah / <i>Real Estate Activities</i>	43	52	44	50	34
Aktiviti Profesional, Saintifik dan Teknikal <i>Professional, Scientific and Technical Activities</i>	66	104	93	66	191
Aktiviti Pentadbiran dan Khidmat Sokongan <i>Administrative and Support Service Activities</i>	153	108	151	84	89
Pentadbiran Awam dan Pertahanan; Aktiviti Keselamatan Sosial Wajib <i>Public Administration and Defence; Compulsory Social Security</i>	9	7	13	14	19
Pendidikan / <i>Education</i>	137	125	101	115	147
Aktiviti Kesihatan Kemanusiaan dan Kerja Sosial <i>Human Health and Social Work Activities</i>	99	62	101	100	117

REPRESENTASI PEMULIHAN KERJA DI BAWAH SEKSYEN 20 MENGIKUT INDUSTRI (MSIC 2008), 2021 - 2025
CLAIMS FOR REINSTATEMENT UNDER SECTION 20 BY INDUSTRY (MSIC 2008), 2021 - 2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES				
	2021	2022	2023	2024	2025
Kesenian, Hiburan dan Rekreasi <i>Arts, Entertainment and Recreation</i>	23	24	11	24	42
Aktiviti Perkhidmatan Lain <i>Other Service Activities</i>	855	922	1,166	1,507	1,631
Aktiviti Isi Rumah Sebagai Majikan; Aktiviti Mengeluarkan Barangan dan Perkhidmatan yang tidak dapat dibezakan oleh isi rumah untuk kegunaan sendiri <i>Activities of Households as Employers; Undifferentiated Goods-And Services- producing activities of households for own use</i>	0	1	0	2	0
Aktiviti Badan dan Pertubuhan Luar Wilayah <i>Activities of Extrterritorial Organisations and Bodies</i>	6	4	6	10	14
Jumlah / Total	3,684	3,568	3,914	4,404	5,267

Nota/Notes:

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008)
Reported cases on current year by industry (MSIC 2008)

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

REPRESENTASI PEMULIHAN KERJA MENGIKUT JENIS PEMBUANGAN, 2021 - 2025

CLAIMS FOR REINSTATEMENT BY NATURE OF DISMISSAL 2021 - 2025

SEBAB PENAMATAN CAUSE OF DISMISSAL	BILANGAN KES NUMBER OF CASES				
	2021	2022	2023	2024	2025
Salahlaku/Misconduct	747	700	822	965	1,008
Pembuangan Terancang / <i>Constructive Dismissal</i>	329	378	364	340	331
Pengeneplan / <i>Retrenchment</i>	1,057	978	821	895	979
Tidak Disahkan Jawatan / <i>Non-confirmation</i>	105	119	173	175	199
Kontrak Bertempoh Tetap / <i>Fixed Term Contract</i>	143	91	101	146	140
Pemecatan Mudah / <i>Termination Simpliciter</i>	624	527	712	669	511
Dipaksa Letak Jawatan / <i>Forced Resignation</i>	157	199	207	250	187
Letak Jawatan Secara Sukarela / <i>Voluntary Resignation</i>	53	45	28	38	408
Kekecewaan Kontrak / <i>Frustration of Contract</i>	34	23	26	47	28
Persaraan / <i>Retirement</i>	8	9	12	6	23
Gaji Minimum / <i>Minimum Wages</i>	0	0	0	1	0
Pelaksanaan Umur Persaraan <i>Implementation of Retirement Age</i>	1	6	3	5	3
Prestasi Kerja Tidak Memuaskan / <i>Unsatisfactory Performance</i>	320	360	411	541	698
Lain-lain / <i>Others</i>	106	133	234	326	752
Jumlah / Total	3,684	3,568	3,914	4,404	5,267

Sumber/*Source:*

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

PENGENDALIAN KES REPRESENTASI PEMULIHAN KERJA DI BAWAH SEKSYEN 20 MENGIKUT NEGERI, 2021-2025

CLAIM FOR REINSTATEMENT UNDER SECTION 20 DEALT BY STATE, 2021-2025

NEGERI STATE	BIL. PERTIKAIAN NO. OF DISPUTES				
	2021	2022	2023	2024	2025
Johor	371	294	342	306	386
Kedah/Perlis	149	88	76	129	139
Kelantan	43	19	29	24	28
Melaka	76	50	64	84	65
Negeri Sembilan	108	141	116	139	186
Pahang	82	68	68	412	97
Pulau Pinang	226	292	503	325	746
Perak	134	141	228	206	177
Selangor	1,226	1,361	1,259	1,487	1,869
Terengganu	31	93	78	26	26
Sabah	158	90	131	117	104
Sarawak	116	71	78	91	79
Wilayah Persekutuan Kuala Lumpur	964	860	942	1,058	1,365
Jumlah / Total	3,684	3,568	3,914	4,404	5,267

Sumber/*Source:*

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

REPRESENTASI PEMULIHAN KERJA DI BAWAH SEKSYEN 20 MENGIKUT KATEGORI PEKERJAAN, 2021-2025

CLAIM FOR REINSTATEMENT UNDER SECTION 20 BY JOB CATEGORY, 2021-2025

KATEGORI PEKERJAAN JOB CATEGORY	BILANGAN KES NUMBER OF CASES				
	2021	2022	2023	2024	2025
Profesional/Pengurusan dan Eksekutif <i>Professional/Managerial and Executive</i>	2,140	1,959	2,251	2,649	3,101
Bukan Eksekutif dan Lebih Rendah <i>Non Executive and Below</i>	1,534	1,606	1,651	1,731	2,144
Ekspatriat/ <i>Expatriate</i>	7	1	9	15	18
Bukan Ekspatriat/ <i>Non-Expatriate</i>	3	2	3	9	2
Jumlah / Total	3,684	3,568	3,914	4,404	5,265

Nota/Notes:

Kes dilaporkan pada tahun semasa mengikut industri

Reported cases on current year by industry

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

REPRESENTASI PEMULIHAN KERJA DI BAWAH SEKSYEN 20 MENGIKUT JANTINA, 2021-2025

CLAIM FOR REINSTATEMENT UNDER SECTION 20 BY GENDER, 2021-2025

JANTINA GENDER	BILANGAN KES NUMBER OF CASES				
	2021	2022	2023	2024	2025
Lelaki/ <i>Male</i>	2,292	2,307	2,469	2,865	3,253
Perempuan/ <i>Female</i>	1,392	1,261	1,445	1,539	2,014
Jumlah / Total	3,684	3,568	3,914	4,404	5,267

Nota/Notes:

Kes dilaporkan pada tahun semasa mengikut industri

Reported cases on current year by industry

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

PENGENDALIAN KES REPRESENTASI PEMULIHAN KERJA DI BAWAH SEKSYEN 20 MENGIKUT GAJI 2021-2025

CLAIM FOR REINSTATEMENT UNDER SECTION 20 BY SALARY, 2021-2025

GAJI / SALARY TAHUN / YEAR	BILANGAN KES NUMBER OF CASES				
	2021	2022	2023	2024	2025
RM0 - RM1,999	736	603	747	663	819
RM2,000 - RM4,999	1,456	1,545	1,559	1,778	2,091
RM5,000 - RM9,999	901	843	888	1,091	1,315
RM10,000 - RM14,999	258	255	309	382	477
RM15,000 - RM19,999	150	143	164	208	227
RM20,000 - RM24,999	60	54	89	111	108
RM25,000 - RM29,999	41	51	53	61	61
RM30,000 - RM34,999	39	22	33	35	45
RM35,000 - RM39,999	13	11	20	15	23
RM40,000 - RM44,999	8	11	13	15	19
RM45,000 - RM49,000	8	5	6	7	27
Melebihi / Above RM50,000	14	25	33	38	55
Jumlah / Total	3,684	3,568	3,914	4,404	5,267

Nota/Notes:

Kes dilaporkan pada tahun semasa mengikut industri

Reported cases on current year by industry

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia



**PENGENDALIAN
TINDAKAN
PERUSAHAAN**
*INDUSTRIAL
ACTION DEALT*

MOGOK MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

STRIKES BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Pertanian, Perhutanan dan Perikanan <i>Agriculture, Forestry and Fishing</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Perlombongan dan Pengkuarian <i>Mining and Quarrying</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pembuatan / <i>Manufacturing</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bekalan Elektrik, Gas, Wap dan Pendingin Udara <i>Electricity, Gas, Steam and Air Conditioning Supply</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bekalan Air, Pembentungan, Pengurusan Sisa dan Aktiviti Pemulihan / <i>Water Supply, Sewerage, Waste Management and Remediation Activities</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pembinaan / <i>Construction</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Perdagangan Borong dan Runcit, Pembaikan Kenderaan Bermotor dan Motosikal <i>Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pengangkutan dan Penyimpanan <i>Transportation and Storage</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman <i>Accommodation and Food Service Activities</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

MOGOK MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

STRIKES BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Maklumat dan Komunikasi Information and Communication	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aktiviti Kewangan dan Insurans / Takaful Financial and Insurance Activities/Takaful	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aktiviti Hartanah Real Estate Activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aktiviti Profesional, Saintifik dan Teknikal Professional, Scientific and Technical Activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aktiviti Pentadbiran dan Khidmat Sokongan Administrative and Support Service Activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pentadbiran Awam dan Pertahanan; Aktiviti Keselamatan Sosial Wajib Public Administration and Defence; Compulsory Social Security	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pendidikan / Education	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aktiviti Kesihatan Kemanusiaan dan Kerja Sosial Human Health and Social Work Activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kesenian, Hiburan dan Rekreasi Arts, Entertainment and Recreation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

MOGOK MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

STRIKES BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Aktiviti Perkhidmatan Lain <i>Other Service Activities</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aktiviti Isi Rumah Sebagai Majikan; Aktiviti Mengeluarkan Barangan dan Perkhidmatan Yang Tidak Dapat Dibezakan Oleh Isi rumah Untuk Kegunaan Sendiri <i>Activities of Households as Employers; Undifferentiated Goods-And Services- producing Activities of Households for Own Use</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aktiviti Badan dan Pertubuhan Luar Wilayah <i>Activities of Extraterritorial Organisations and Bodies</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Nota/Notes:

Kes dilaporkan pada tahun semasa

Reported cases on current year

Tiada mogok sepertimana yang ditakrifkan di bawah Akta 177 yang
dilaporkan ke JPPM pada tahun 2021-2025

No strike action in accordance to Act 177 was reported to DIRM in 2021-2025

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

MOGOK MENGIKUT SEBAB, 2021-2025

STRIKES BY CAUSES, 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Kengganannya memulakan rundingan kolektif <i>Refusal to commence collective bargaining</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kebuntuan dalam rundingan kolektif <i>Deadlock in collective bargaining</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pertikaian di atas terma dan syarat perkhidmatan mengikut perjanjian kolektif dan lain-lain kontrak perkhidmatan <i>Disputes over terms and conditions of contractual terms in collective agreements and other service contracts</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pengenehan kerja dan renti kerja-sentara <i>Retrenchment and lay-off</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenaikan pangkat, pengagihan tugas, pertukaran dan lain-lain hak istimewa pengurusan <i>Promotion, allocation of duties, transfer and other management prerogatives</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Penurunan pangkat, penggantungan kerja, surat amaran dan lain-lain tindakan disiplin terhadap pekerja <i>Demotion, suspension, warning letter and other disciplinary actions against workers</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

MOGOK MENGIKUT SEBAB, 2021-2025

STRIKES BY CAUSES, 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Kegagalan mematuhi piawaian perburuhan yang diperuntukkan dalam undang-undang perburuhan berkaitan dengan kemudahan dan lain-lain faedah yang bukan kewangan <i>Non-compliance of labour standards provided in legislation related to amenities and facilities and other non-monetary benefits</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Perlanggaran hak pekerja / Ketidak adilan dalam amalan perburuhan <i>Infringements of workers' rights / Unfair labour practices</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lain-Lain / Others	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Nota/Notes:

Kes dilaporkan pada tahun semasa

Reported cases on current year

Tiada mogok sepertimana yang ditakrifkan di bawah Akta 177 yang dilaporkan ke JPPM pada tahun 2021-2025

No strike action in accordance to Act 177 was reported to DIRM in 2021-2025

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

MOGOK MENGIKUT JENIS 2021-2025

NATURE OF STRIKES 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Penghentian kerja sepenuhnya <i>Total cessation of work</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Penghentian kerja sebahagian <i>Partial cessation of work</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lain-lain bentuk tindakan bersama yang menjejaskan operasi pengeluaran biasa <i>Other forms of concerted actions which adversely affect normal production operations</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Nota/Notes:

Kes dilaporkan pada tahun semasa
Reported cases on current year

Tiada mogok sepertimana yang ditakrifkan di bawah Akta 177 yang
dilaporkan ke JPPM pada tahun 2021-2025
No strike action in accordance to Act 177 was reported to DIRM in 2021-2025

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

MOGOK MENGIKUT CARA PENYELESAIAN, 2021-2025

METHOD OF SETTLEMENT OF STRIKES, 2021-2025

KAEDAH PENYELESAIAN METHOD OF SETTLEMENT	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Melalui rundingan secara langsung <i>Through direct negotiation</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Melalui campurtangan / Rundingan damai Jabatan <i>Through intervention / Conciliation by the Department</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Melalui rujukan pertikaian ke Mahkamah Perusahaan <i>Through trade disputes referred to Industrial Court</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Menghentikan / Tidak meneruskan tindakan secara sukarela <i>Voluntary Withdrawal</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lain-Lain / <i>Others</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Nota/Notes:

Kes dilaporkan pada tahun semasa
Reported cases on current year

Tiada mogok sepertimana yang ditakrifkan di bawah Akta 177 yang
dilaporkan ke JPPM pada tahun 2021-2025

No strike action in accordance to Act 177 was reported to DIRM in 2021-2025

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

MOGOK MENGIKUT KEPUTUSAN PENYELESAIAN, 2021-2025

STRIKES BY OUTCOME OF SETTLEMENT, 2021-2025

KAEDAH PENYELESAIAN METHOD OF SETTLEMENT	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Tuntutan dituruti sepenuhnya <i>Claim entirely met</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tuntutan ditolak <i>Claim rejected</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sebahagian dari tuntutan dituruti dan sebahagian lagi ditolak <i>Claim partially met and partially rejected</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tuntutan ditarik balik / digugurkan <i>Claim withdrawn / dropped</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hasil penyelesaian melalui perundingan secara langsung, runding damai atau arbitrase sedang di tunggu <i>Result of settlement through negotiation, conciliation or arbitration awaited</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Nota / *Notes:*

Kes dilaporkan pada tahun semasa / *Reported cases on current year*

Tiada mogok sepertimana yang ditakrifkan di bawah Akta 177 yang
dilaporkan ke JPPM pada tahun 2021-2025

No strike action in accordance to Act 177 was reported to DIRM in 2021-2025

Sumber / *Source:*

Jabatan Perhubungan Perusahaan Malaysia / *Department of Industrial
Relations Malaysia* *Department of Industrial Relations Malaysia*

MOGOK DILAPORKAN MENGIKUT PEJABAT, 2021-2025

STRIKES REPORTED BY OFFICE, 2021-2025

KAEDAH PENYELESAIAN METHOD OF SETTLEMENT	BILANGAN KES NUMBER OF CASES					PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED					HARI BEKERJA YANG HILANG MAN-DAYS LOST				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Ibu Pejabat / Headquarters	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Johor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kedah / Perlis	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kelantan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kluang	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Melaka	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Muar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negeri Sembilan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pahang	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Perak	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pulau Pinang	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sabah	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sarawak	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selangor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Terengganu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wilayah Persekutuan Kuala Lumpur	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jumlah / Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Nota/Notes:

Kes dilaporkan pada tahun semasa / *Reported cases on current year*
Tiada mogok sepertimana yang ditakrifkan di bawah Akta 177 yang
dilaporkan ke JPPM pada tahun 2021-2025 / *No strike action in accordance
to Act 177 was reported to DIRM in 2021-2025*

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia / *Department of Industrial
Relations Malaysia*

PIKET MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

PICKET BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Pertanian, Perhutanan dan Perikanan <i>Agriculture, Forestry and Fishing</i>	1	0	0	1	0	174	0	0	8	0
Perlombongan dan Pengkuarian <i>Mining and Quarrying</i>	0	0	0	0	0	0	0	0	0	0
Pembuatan / <i>Manufacturing</i>	4	8	2	1	1	140	1,817	252	60	100
Bekalan Elektrik, Gas, Wap dan Pendingin Udara <i>Electricity, Gas, Steam and Air Conditioning Supply</i>		0	0	0	0	0	0	0	0	0
Bekalan Air, Pembentungan, Pengurusan Sisa dan Aktiviti Pemulihan <i>Water Supply, Sewerage, Waste Management and Remediation Activities</i>	1	0	0	0	0	22	0	0	0	0
Pembinaan / <i>Construction</i>	0	0	0	0	0	0	0	0	0	0
Perdagangan Borong dan Runcit, Pembaikan Kenderaan Bermotor dan Motosikal <i>Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles</i>	0	0	1	0	0	0	0	30	0	0
Pengangkutan dan Penyimpanan <i>Transportation and Storage</i>	0	0	0	0	0	0	0	0	0	0

PIKET MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

PICKET BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman <i>Accommodation and Food Service Activities</i>	0	0	0	5	3	0	0	0	89	38
Maklumat dan Komunikasi <i>Information and Communication</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Kewangan dan Insurans / Takaful <i>Financial and Insurance Activities / Takaful</i>	0	12	1	161	0	0	1,416	47	5,490	0
Aktiviti Hartanah <i>Real Estate Activities</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Profesional, Saintifik dan Teknikal <i>Professional, Scientific and Technical Activities</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Pentadbiran dan Khidmat Sokongan <i>Administrative and Support Service Activities</i>	0	0	0	0	0	0	0	0	0	0
Pentadbiran Awam dan Pertahanan; Aktiviti Keselamatan Sosial Wajib <i>Public Administration and Defence; Compulsory Social Security</i>	0	0	0	0	0	0	0	0	0	0
Pendidikan / <i>Education</i>	0	0	0	1	0	0	0	0	4	0

PIKET MENGIKUT INDUSTRI (MSIC 2008), 2021-2025

PICKET BY INDUSTRY (MSIC 2008), 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Aktiviti Kesihatan Kemanusiaan dan Kerja Sosial <i>Human Health and Social Work Activities</i>	1	0	0	0	0	31	0	0	0	0
Kesenian, Hiburan dan Rekreasi <i>Arts, Entertainment and Recreation</i>	0	0	0	0	1	0	0	0	0	40
Aktiviti Perkhidmatan Lain <i>Other Service Activities</i>	0	2	2	0	0	0	305	48	0	
Aktiviti Isi Rumah Sebagai Majikan; Aktiviti Mengeluarkan Barangan dan Perkhidmatan Yang Tidak Dapat Dibezakan Oleh Isi rumah Untuk Kegunaan Sendiri <i>Activities of Households as Employers; Undifferentiated Goods-And Services-producing Activities of Households for Own Use</i>	0	0	0	0	0	0	0	0	0	0
Aktiviti Badan dan Pertubuhan Luar Wilayah <i>Activities of Extraterritorial Organisations and Bodies</i>	0	0	0	0	1	0	0	0	0	10
Jumlah / Total	7	22	6	169	6	367	3,538	377	5,651	188

Nota/Notes:

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008)
Reported cases on current year by industry (MSIC 2008)

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

PIKET MENGIKUT SEBAB, 2021-2025

PICKET BY CAUSES, 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Kengganuan memulakan rundingan kolektif <i>Refusal to commence collective bargaining</i>	0	1	0	0	0	0	490	0	0	0
Kebuntuan dalam rundingan kolektif <i>Deadlock in collective bargaining</i>	1	4	0	6	3	110	1,130	0	149	38
Pertikaian di atas terma dan syarat perkhidmatan mengikut perjanjian kolektif dan lain-lain kontrak perkhidmatan <i>Disputes over terms and conditions of contractual terms in collective agreements and other service contracts</i>	3	3	0	0	0	174	217	0	0	0
Pengenepian kerja dan renti kerja-sentara <i>Retrenchment and lay-off</i>	0	0	2	0	1	0	0	89	0	40
Kenaikan pangkat, pengagihan tugas, pertukaran dan lain-lain hak istimewa pengurusan <i>Promotion, allocation of duties, transfer and other management prerogatives</i>	0	0	0	0	0	0	0	0	0	0
Penurunan pangkat, penggantungan kerja, surat amaran dan lain-lain tindakan disiplin terhadap pekerja <i>Demotion, suspension, warning letter and other disciplinary actions against workers</i>	0	0	0	0	0	0	0	0	0	0

PIKET MENGIKUT SEBAB, 2021-2025

PICKET BY CAUSES, 2021-2025

INDUSTRI INDUSTRY	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Kegagalan mematuhi piawaian perburuhan yang diperuntukkan dalam undang-undang perburuhan berkaitan dengan kemudahan dan lain-lain faedah yang bukan kewangan <i>Non-compliance of labour standards provided in legislation related to amenities and facilities and other non-monetary benefits</i>	0	0	0	0	0	0	0	0	0	0
Perlanggaran hak pekerja / Ketidak adilan dalam amalan perburuhan <i>Infringements of workers' rights / Unfair labour practices</i>	0	5	2	162	0	0	180	233	5,494	0
Lain-Lain / Others	3	9	2	1	2	83	1,521	55	8	110
Jumlah / Total	7	22	6	169	6	367	3,538	377	5,651	188

Nota/Notes:

Kes dilaporkan pada tahun semasa
Reported cases on current year

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

PIKET DILAPORKAN MENGIKUT PEJABAT 2021-2025

PICKET REPORTED BY OFFICE, 2021-2025

PEJABAT OFFICE	BILANGAN KES NUMBER OF CASES					BILANGAN PEKERJA TERLIBAT NUMBER OF WORKERS INVOLVED				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Johor	0	3	0	16	0	0	247	0	451	0
Kedah / Perlis	1	1	0	1	0	110	80	0	25	0
Kelantan	0	1	0	28	0	0	350	0	661	0
Kluang	0	0	0	0	0	0	0	0	0	0
Melaka	0	1	0	9	0	0	35	0	309	0
Muar	0	0	0	0	0	0	0	0	0	0
Negeri Sembilan	1	0	0	8	0	22	0	0	249	0
Pahang	1	0	0	1	0	30	0	0	90	0
Perak	1	2	1	35	1	31	306	8	558	100
Pulau Pinang	0	3	1	32	4	0	710	59	1,220	78
Sabah	1	0	0	0	0	174	0	0	0	0
Sarawak	0	0	0	0	0	0	0	0	0	0
Selangor	2	5	1	5	0	0	1,140	193	265	0
Terengganu	0	2	1	4	0	0	70	30	23	0
Wilayah Persekutuan Kuala Lumpur	0	4	2	30	1	0	600	87	1,800	10
Jumlah / Total	7	22	6	169	5	367	3,538	377	5,651	188

Nota/Notes:

Kes dilaporkan pada tahun semasa

Reported cases on current year

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

A photograph of a modern conference room. In the foreground, several wooden chairs with metal bases are arranged around a long wooden table. The room has large windows in the background, letting in bright light. A dark overlay with white text is positioned on the right side of the image.

LAIN-LAIN
AKTIVITI
MISCELLANEOUS
ACTIVITIES

LAIN-LAIN ADUAN MENGIKUT PERKARA, 2021-2025

MISCELLANEOUS COMPLAINTS BY SUBJECT, 2021-2025

PERKARA SUBJECT	BILANGAN KES NUMBER OF CASE				
	2022	2022	2023	2024	2025
Penamatan Kerja / <i>Termination Of Employment</i>	27	19	7	7	55
Amalan perburuhan yang tidak adil / <i>Unfair Labour practices</i>	4	0	26	37	17
Terma dan syarat perkhidmatan / <i>Terms and conditions of service</i>	9	0	2	10	6
Lain-lain (Contoh: penganiayaan, gangguan seksual dan sebagainya) <i>Others (e.g: victimisation, sexual harassment and etc)</i>	18	24	20	22	60
Jumlah / Total	58	43	55	76	138

Nota/Notes:

Kes dilaporkan pada tahun semasa mengikut industri (MSIC 2008)

Reported cases on current year by industry (MSIC 2008)

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia

Department of Industrial Relations Malaysia

PENGENDALIAN LAIN-LAIN ADUAN, 2021-2025

MISCELLANEOUS COMPLAINTS DEALT, 2021-2025

PERKARA PARTICULARS	2021	2022	2023	2024	2025
Dilaporkan/Reported Bil./No.	58	43	55	76	138
Dikendalikan/Dealt Bil./No.	58	43	55	76	138
Diselesaikan/Resolved Bil./No.	58	43	55	76	138
Peratus Selesai Percentage Resolved (%)	100.00	100.00	100.00	100.00	100.00
Baki/Balance Bil./No.	0	0	0	0	0

KHIDMAT NASIHAT MENGIKUT SEBAB, 2021-2025

ADVISORY SERVICES BY CAUSES, 2021-2025

SEBAB CAUSES	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)
	2021		2022		2023		2024		2025	
Tuntutan Pengiktirafan <i>Claim for recognition</i>	71	1,790	37	1,190	47	1,900	36	1,679	120	3,840
Keengganan memulakan rundingan kolektif <i>Refusal to commence collective bargaining</i>	11	295	16	635	40	1,172	38	1,385	40	4,622
Kebuntuan dalam rundingan kolektif <i>Deadlock in collective bargaining</i>	73	1,315	49	2,515	29	883	124	3,334	105	4,543
Pertikaian di atas terma dan syarat perkhidmatan mengikut perjanjian kolektif dan lain-lain kontrak perkhidmatan <i>Disputes over terms and conditions of contractual terms in collective agreements and other service contracts</i>	441	10,420	474	9,275	289	5,738	502	19,579	478	15,654
Pembuangan kerja <i>Dismissals</i>	18,644	301,406	23,682	240,636	33,731	380,672	35,093	421,407	43,147	55,1695
Pengenepian kerja dan renti kerja sentara <i>Retrenchment and lay off</i>	8,844	143,722	6,242	97,098	2,939	49,749	3,257	42,257	2,757	28,214

KHIDMAT NASIHAT MENGIKUT SEBAB, 2021-2025

ADVISORY SERVICES BY CAUSES, 2021-2025

SEBAB CAUSES	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)
	2021		2022		2023		2024		2025	
Kenaikan pangkat, pengagihan tugas, pertukaran dan lain-lain hak istimewa pengurusan <i>Promotion, allocation of duties, transfer and other management prerogatives</i>	2,167	36,555	756	13,505	2,317	26,625	2,622	28,890	2,739	30,743
Penurunan pangkat, penggantungan kerja, surat amaran dan lain-lain tindakan disiplin terhadap pekerja-pekerja <i>Demotion, suspension, warning letter and other disciplinary actions against workers</i>	2,018	35,790	844	20,110	2,165	37,552	3,554	40,396	3,680	43,624

KHIDMAT NASIHAT MENGIKUT SEBAB, 2021-2025

ADVISORY SERVICES BY CAUSES, 2021-2025

SEBAB CAUSES	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)
	2021		2022		2023		2024		2025	
Kegagalan mematuhi piawaian perburuhan yang diperuntukkan dalam undang-undang perburuhan berkaitan dengan kemudahan dan lain-lain faedah yang bukan kewangan <i>Non-implementation of labour standards provided in legislation relating to amenities and facilities and other non-monetary benefits</i>	934	19,050	262	7,225	1,470	17,892	1,158	16,796	1,140	18,966
Pelanggaran hak pekerja / Ketidakadilan dalam amalan perburuhan <i>Infringement of worker's rights / Unfair labour practices</i>	1,152	18,900	4,113	65,180	2,514	13,048	3,069	41,201	3,728	43,624
Lain-lain / <i>Others</i>	12,014	165,543	6,199	102,507	5,471	66,081	6,214	89,009	8,563	99,977
Jumlah / <i>Total</i>	46,369	734,786	42,674	559,876	51,012	601,312	55,667	705,933	66,497	845,502

Nota/Notes:

Kes dilaporkan pada tahun semasa
Reported cases on current year

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

KHIDMAT NASIHAT MENGIKUT NEGERI, 2021-2025

ADVISORY SERVICES BY STATE, 2021-2025

NEGERI STATE	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)	BILANGAN PIHAK NUMBER OF PARTIES	MASA (minit) TIME (minutes)
	2021		2022		2023		2024		2025	
Johor	2,516	49,078	2,077	37,870	2,226	44,720	2,142	44,285	2,510	5,1800
Kedah / Perlis	908	27,485	1,151	34,895	1,175	35,515	1,116	33,600	1,372	34,165
Kelantan	1,552	31,200	581	21,270	564	16,312	1,387	29,265	1,233	24,660
Melaka	888	6,860	745	6,880	1,542	15,725	2,595	39,804	3,457	49,350
Negeri Sembilan	1,166	30,580	1,534	31,080	1,957	39,100	1,977	39,175	1,378	37,650
Pahang	661	6,450	524	25,651	1,023	44,538	2,171	56,894	4,103	60,641
Perak	1,354	39,240	1,341	39,861	1,001	12,500	1,387	16,265	2,123	25,365
Pulau Pinang	1,295	16,495	918	10,380	1,386	39,925	1,342	34,251	1,652	57,393
Sabah	637	13,570	576	12,995	1,190	26,488	1,210	26,588	15,173	75,865
Sarawak	1,222	17,553	1,044	21,904	924	19,832	514	4,970	474	12,517
Selangor	11,987	153,290	11,517	50,640	11,721	58,605	12,021	60,105	2,708	6,113
Terengganu	716	20,980	756	21,090	1,337	25,540	1,851	34,358	2,138	40,686
Wilayah Persekutuan Kuala Lumpur	21,467	322,005	19,910	245,360	24,966	222,512	25,954	286,373	27,806	348,767
Jumlah / Total	46,369	734,786	42,674	559,876	51,012	601,312	55,667	705,933	66,497	845,502

LAWATAN INDUSTRI YANG DIJALANKAN MENGIKUT NEGERI, 2021-2025

INDUSTRIAL VISITS CONDUCTED BY STATE, 2021-2025

PEJABAT OFFICE	BILANGAN LAWATAN NUMBER OF VISITS				
	2021	2022	2023	2024	2025
Johor	483	483	486	484	480
Kedah/Perlis	181	180	180	182	181
Kelantan	125	134	121	130	120
Melaka	183	180	182	180	180
Negeri Sembilan	181	180	181	180	171
Pahang	148	181	164	185	187
Perak	375	373	367	365	365
Pulau Pinang	345	367	367	365	360
Sabah	185	167	180	181	182
Sarawak	250	258	249	242	242
Selangor	210	204	175	179	162
Terengganu	140	121	128	132	115
Wilayah Persekutuan Kuala Lumpur	123	120	66	108	43
Jumlah / Total	2,929	2,948	2,846	2,913	2,788

Nota/Notes:

Bilangan lawatan dilaporkan pada tahun semasa
Reported visits on current year

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

CERAMAH DAN DIALOG SOSIAL YANG DIJALANKAN MENGIKUT NEGERI, 2021-2025

TALKS AND SOCIAL DIALOGUES CONDUCTED BY STATE, 2021-2025

NEGERI STATE	BILANGAN CERAMAH NUMBER OF TALKS					BILANGAN DIALOG (DIALOG SOSIAL) NUMBER OF DIALOGUES (SOCIAL DIALOGUES)				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Johor	0	0	0	0	0	102	114	103	100	99
Kedah/Perlis	0	0	0	0	0	45	36	40	36	36
Kelantan	0	0	0	0	0	26	38	24	75	40
Melaka	0	0	0	0	0	38	47	36	36	37
Negeri Sembilan	0	0	0	0	0	37	36	36	40	39
Pahang	0	0	0	0	0	24	30	31	36	36
Perak	0	0	0	0	0	78	86	71	72	76
Pulau Pinang	0	0	0	0	0	82	79	73	77	72
Sabah	0	0	0	0	0	48	36	36	36	36
Sarawak	0	0	0	0	0	58	63	48	62	58
Selangor	0	0	0	0	0	203	223	184	186	175
Terengganu	0	0	0	0	0	31	49	24	24	26
Wilayah Persekutuan Kuala Lumpur	0	0	0	0	0	121	131	128	138	115
Jumlah / Total	0	0	0	0	0	893	968	834	918	845

Nota/Notes:

Bilangan ceramah dan dialog dilaporkan pada tahun semasa
Number of talks and dialogues on current year

Mulai tahun 2017, ceramah dan dialog dijadikan satu aktiviti yang sama dan dinamakan sebagai Dialog Sosial. Maka, bilangan bagi aktiviti ini adalah bersekali.

Starting from 2017, talks and dialogues are incorporated as one activity and converted to Social Dialogue. Thus, number of these activities is interrelated.

Sumber/Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

MAJIKAN YANG TELAH MELAKSANAKAN PLWS DAN PEKERJA YANG MENIKMATI FAEDAH PLWS MENGIKUT SEKTOR, 2021-2025

EMPLOYERS IMPLEMENTING PLWS AND EMPLOYEES BENEFITING FROM PLWS BY SECTOR, 2021-2025

SEKTOR SECTOR	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS
	2021		2022		2023		2024		2025	
Pembuatan / Manufacturing	12,579	1,641,458	13,214	1,787,603	14,108	1,960,445	15,096	2,240,857	16,161	2,439,403
Perkhidmatan / Services	66,993	2,686,249	68,911	2,864,388	70,922	3,082,632	73,186	3,272,929	75,727	3,460,386
Pembinaan / Construction	6,106	211,001	6,233	222,502	6,421	236,970	6,573	256,446	6,777	268,077
Pertanian / Agriculture	4,771	488,774	4,930	523,552	5,072	555,480	5,308	592,383	5,578	631,043
Lain-Lain / Other	1,823	193,915	1,844	204,060	1,844	204,060	1,844	204,060	1,844	204,060
Jumlah / Total	92,272	5,221,397	95,132	5,602,105	98,367	6,039,587	102,007	6,566,675	106,087	7,002,969

Nota/Notes:

Bilangan majikan yang melaksanakan PLWS dan bilangan pekerja yang menikmati PLWS pada tahun semasa

Numbers of employers implementing PLWS and employees benefiting from PLWS on current year

Sumber / Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia

MAJIKAN YANG TELAH MELAKSANAKAN PLWS DAN PEKERJA YANG MENIKMATI FAEDAH PLWS MENGIKUT NEGERI, 2021-2025

EMPLOYERS IMPLEMENTING PLWS AND EMPLOYEES BENEFITING FROM PLWS BY STATE, 2021-2025

NEGERI STATE	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS
	2021		2022		2023		2024		2025	
Johor	14,452	715,393	14,905	769,274	15,471	831,222	16,084	899,988	16,727	969,972
Kedah/Perlis	5,502	253,329	5,703	279,609	5,901	304,223	6,153	356,518	6,416	385,275
Kelantan	2,589	65,688	2,686	102,453	2,845	112,410	3,016	118,518	3,203	137,849
Melaka	4,701	235,442	4,851	252,218	5,046	276,315	5,276	305,151	5,621	351,338
Negeri Sembilan	4,285	183,415	4,461	192,386	4,659	208,566	4,920	244,359	5,191	262,942
Pahang	3,535	142,578	3,660	156,739	3,847	173,516	4,066	190,561	4,337	194,801
Perak	9,618	533,324	10,017	557,261	10,398	600,466	9,317	758,558	9,790	802,153
Pulau Pinang	8,162	620,793	8,503	671,105	8,882	716,276	10,863	731,222	11,344	799,485
Sabah	7,200	315,674	7,385	346,146	7,568	360,828	7,734	379,695	7,992	392,823
Sarawak	6,831	274,554	7,071	292,841	7,370	334,190	7,695	359,839	8,155	408,807
Selangor	9,439	790,120	9,640	828,845	9,873	935,802	10,124	981,606	10,250	1,036,196

MAJIKAN YANG TELAH MELAKSANAKAN PLWS DAN PEKERJA YANG MENIKMATI FAEDAH PLWS MENGIKUT SEKTOR, 2021-2025

EMPLOYERS IMPLEMENTING PLWS AND EMPLOYEES BENEFITING FROM PLWS BY SECTOR, 2021-2025

NEGERI STATE	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS	BILANGAN MAJIKAN YANG MELAKSANAKAN PLWS NUMBER OF EMPLOYERS IMPLEMENTING PLWS	BILANGAN PEKERJA YANG MENIKMATI FAEDAH PLWS NUMBER OF EMPLOYEES BENEFITING FROM PLWS
	2021		2022		2023		2024		2025	
Terengganu	3,407	99,588	3,540	116,038	3,655	124,378	3,815	134,628	4,002	145,929
Wilayah Persekutuan Kuala Lumpur	12,484	978,438	12,643	1,024,129	12,785	1,048,334	12,877	1,092,971	12,992	1,102,338
Wilayah Persekutuan Putrajaya	67	13,061	67	13,061	67	13,061	67	13,061	67	13,061
Jumlah / Total	92,272	5,221,397	95,132	5,602,105	98,367	6,039,587	102,007	6,566,675	106,087	7,002,969

Nota/Notes:

Bilangan majikan yang melaksanakan PLWS dan bilangan pekerja yang menikmati PLWS pada tahun semasa

Numbers of employers implementing PLWS and employees benefiting from PLWS on current year

Sumber / Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia



**INDEKS
KEHARMONIAN
PERUSAHAAN
NASIONAL**
*NATIONAL
INDUSTRIAL
HARMONY INDEX*

INDEKS KEHARMONIAN PERUSAHAAN NASIONAL

NATIONAL INDUSTRIAL HARMONY INDEX

	IHI NASIONAL BAGI TAHUN 2018-2022 IHI NATIONAL, 2018-2024				
	2018	2019	2020	2022	2024
Indeks / Index	75.8	77.3	78.0	78.89	83.6
Tahap Keharmonian Perusahaan / Industrial Harmony Level	Baik / Good	Baik / Good	Baik / Good	Baik / Good	Baik / Good

PETUNJUK TAHAP KEHARMONIAN PERUSAHAAN

INDICATOR OF INDUSTRIAL HARMONY LEVEL

Skor Indeks / Index Score (%)	0-49.90	50.00-69.9	70.00-89.90	90.00-100.00
Tahap Keharmonian Perusahaan / Industrial Harmony Level	Lemah / Weak	Memuaskan Satisfactory	Baik / Good	Cemerlang Excellent

Nota/Notes:

Laporan IHI Nasional mula dikeluarkan pada tahun 2017. Mulai tahun 2020, kajian IHI dilaksanakan dua tahun sekali

IHI National Report was first released in 2017. Starting from year 2020, IHI survey will be implemented every two years

Sumber/ Source:

Jabatan Perhubungan Perusahaan Malaysia
Department of Industrial Relations Malaysia





JABATAN PERHUBUNGAN PERUSAHAAN MALAYSIA

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