

UCAPAN PERDANA MENTERI DI UPACARA  
PELANCARAN RASMI MAJLIS PENASIHAT  
KEBANGSAAN MENGENAI LATIHAN PER-  
USAHAAN DI DEWAN TUNKU ABDUL  
RAHMAN, KUALA LUMPUR PADA 20HB APRIL,  
1972

Tuan Pengerusi, Y.B. Menteri-menteri, Tuan-tuan Yang Terutama,  
Tuan-tuan sekalian,

Saya mengucapkan berbanyak-banyak terimakasih atas kehadiran tuan-tuan hari ini pada Pelancaran Rasmi Majlis Penasihat Perusahaan.

Penubuhan Majlis Penasihat ini, seperti yang dikatakan oleh Tuan Pengerusi tadi, mempunyai sejarah latar belakang yang bermula sejak tujuh belas tahun dulu. Hari ini semasa negara kita sedang melangkah masuk ke peringkat pembangunan perindustrian yang pesat, penubuhan Majlis ini saya rasa sangatlah mustahak kerana Majlis ini mempunyai peranan yang penting bagi memikirkan dasar mengenai latihan tenaga untuk bidang perindustrian yang kian meluas.

Kita semua maklum, setiap tahun sekolah-sekolah dari semua aliran di negara ini mengeluarkan semakin ramai tenaga manusia baru memasuki pasaran buruh atau labour market. Mereka ini bukan saja ingin mendapatkan pekerjaan dengan segera tetapi bagi pihak Kerajaan adalah menjadi tanggungjawabnya yang utama membukakan peluang-peluang pekerjaan untuk mereka itu. Sudah barang tentu kebanyakan mereka masih mentah dalam pengalaman dan oleh kerana itu memerlukan latihan-latihan tertentu untuk melengkapkan mereka dengan kemahiran-kemahiran yang perlu supaya mudah mendapatkan peluang pekerjaan di kilang dan sebagainya.

Majlis inilah yang saya harapkan merancang dan menyusun program latihan yang dikehendaki meliputi semua bidang kegiatan ekonomi.

Mr Chairman and Gentlemen,

I am indeed happy to have been given the honour of inaugurating the National Advisory Council on Industrial Training today.

The formation of this Council is both timely and necessary in view of the various problems of labour and employment that we are now facing. As we all know, the question of employment has an important and significant emphasis in our Second Malaysia Plan and the New Economic Policy. We must therefore gear ourselves to achieve the objectives and targets we have set for ourselves on this matter.

The problem of employment today is serious and will become a more serious one if no positive steps are taken to remedy the situation. In the first place, there was a shortfall in job-creation under the First Malaysia Plan and we now anticipate a more accelerated growth in labour force during the 70's. Our improved education system has also changed the education composition of this labour force; it has more years of education or in other words it is better educated than before. On top of this, there is also the need to provide job opportunities to meet the objectives of eradicating poverty and correcting the racial economic imbalance.

During the First Malaysia Plan period, labour force in West Malaysia increased by 15% between 1966-1970 but the rate of employment increased only by about 14% while unemployment had increased by  $1\frac{1}{2}$ % to about 8% of the labour force. I need not emphasise that an increasing number of educated unemployed youths coupled with a slow rate of employment opportunities is not conducive to developing a strong and stable nation, especially against the background of an improving social and economic situation.

Gentlemen,

We know that employment opportunities cannot be increased to any great extent by activities in the agricultural sector which is characterised by low-productivity jobs and under-employment. The agricultural sector alone cannot absorb the increasing number of unemployed coming into the labour market every year. It is for this reason that we have given incentives to the establishment of various types and levels of industries as a means of diversifying our economy and, simultaneously, to provide more employment opportunities for our growing labour force.

However, with regard to employment in the industrial sector, the basic academic education provided by our schools has been found to be insufficient. This will have to be supplemented with certain

skills that require some period of training. It is in this context that industrial training has become significant and towards this end the Government has taken steps to establish various industrial training institutes and other training schemes.

One example is the Industrial Training Institute in Kuala Lumpur, administered by the Ministry of Labour and Manpower. Another of its kind will be ready in 1972 situated in Prai. At the same time, the Government has decided that vocational education be given an important place in our education system. There are now fifteen vocational schools in the country and six more will be completed before the end of this year.

Government's effort in providing industrial training is also being carried out by MARA. The MARA Vocational Institutes train students in the various skills while on-the-job training is also arranged at local workshops and firms. Advanced courses are given overseas. Courses in industrial skills are also provided by the National Youth Pioneer Corps at Dusun Tua.

However, in this vital field of training, we have to take into account the role of the private sector. In the past, the private sector had played a prominent role in industrial development activities especially in the field of manufacturing. Under the New Economic Policy, both the Government and the private sector have important and complementary roles to play. We expect the private sector to continue its dynamic growth while the Government will increase its participation especially to achieve the aims of creating a Malay commercial and industrial community.

Gentlemen,

It is clear, therefore, that the private sector has a new and more important role to play in industrial development under the Second Malaysia Plan and the New Economic Policy. Its complementary role to the public sector in this respect would require it to have full commitment and co-ordination with the objectives and activities of the Government. The situation, as it is now, is not really a satisfactory one, for while we may be aware of the general progress of private sector industries, there is lack of communication on the more basic and rudimentary working of these industries resulting in a lack of information on the capacity and requirements of the private sector in respect of industrial

activities. Somehow, there is still little co-ordination between the two sectors and after one year of implementation of the Second Malaysia Plan, the lack of progress here is indeed discouraging.

I would like, therefore, that this Council shall be the channel for communication between the public and private sectors. The Council can be the platform for dialogue among representatives of both sectors on the problems and requirements of industrial training and employment so that an integrated and co-ordinated effort can be made so as to achieve our national objectives.

I would expect also this Council to advise the Government on the modus operandi of overcoming the problems faced by both the sectors. There should be an integrated training programme which can provide skilled manpower for both the Government and private sectors. This could lead to an integrated system of employment recruitment and post-employment training. Thus there will be established a more proper system of employment and training which will ensure that the right type of skills are developed based on the requirements of both the sectors.

In short, you must ensure that what is produced by industrial institutes generally are employable skills. It is most undesirable to have a labour force of young men and women with skills which cannot find them employment.

In view of the over-riding objectives of achieving national unity, this Council bears additional responsibilities of correcting the racial imbalance in employment and occupational patterns. The Council should view this matter seriously in the context of industrial training and employment. In order to attain this objective, full commitment and participation will be expected from the private sector.

Gentlemen,

As in many other developing countries, the problem of youth—their education and training—is closely related to employment. Theoretically speaking, if the national objective of restructuring society and elimination of disparities in economic functions was upheld by all, then this problem concerning youths and employment will be of less significance. The Second Malaysia Plan indicates an acute shortage of blue collar workers every year up to 1975. At the moment, the I.T.I. passes out 600 from its

Preparatory Trade Course and 850 from its Apprenticeship Schemes. However, as the apprenticeship scheme is designed for those who are already employed, the demand for trained personnel can be met by other Government vocational training institutions.

I am really disappointed to know that some sections of the private sector have not been willing to employ these trained products. Rather, they have taken others—mostly untrained—into employment. I would like this Council to examine this matter deeply with a view to encouraging private firms to absorb them, not merely for the sake of their economic functions, but more important still, for the achievement of national unity.

To a certain extent private sector in the past has taken advantage of Government training facilities to meet their requirements for skilled manpower without due consideration to the problems of youth or the absorption of the trained products. Some sections of the private sector are known to recruit cheap, unskilled labour and got them trained through the apprenticeship scheme for their own benefit. This situation could be tolerated when Government training institutions were very limited. We simply cannot tolerate this now not only because more skills are needed by industry but also because Government training institutions have been producing more employable products than ever before.

Gentlemen,

Our success in creating a new Malaysian national identity depends on our willingness to accept radical changes and allow new forms of positive human inter-actions to permeate through all levels of the social structure, both in the rural and urban areas. We must cast aside the old concept of compartmentalising our people according to location and vocation. On the other hand, we must fully recognise their new spirit to improve themselves, their willingness to be pioneers and settle in new environments.

In recent years, there has been considerable migration of educated rural youths into the major towns in quest of higher education or to acquire better skills and employment. This has enabled the employment structure to improve slightly in terms of racial proportion and with planning this will accelerate the programme of restructuring the society.

In order to minimise any adverse effects of rural/urban migration, our emphasis must be on education, especially the training to equip our youths with the proper sense of social values and the skills derived from science and technology. Rural youths who aspire to commerce and industry must be given the opportunities to acquire vocational and technical education so that they will become assets to national economic growth and bring us a step nearer to the objective of national unity.

It is for this reason that new institutions such as the vocational institutes of MARA and the Dusun Tua Youth Pioneer Training Centre have been established.

Gentlemen,

I hope there should be no misgivings about the Government's programmes on industrial training by now. We have taken another step to improve the training facilities and standards of all public vocational institutions. The functions and activities of all these institutions are constantly being looked into by a co-ordinating committee of officials to ensure they meet the requirements of modern industrial society. Further, to ensure that sufficient scope and depth would be achieved to meet modern industrial needs, the National Industrial Training and Trade Certification Board (or NITTCB) was inaugurated late last year with representatives from Government Ministries, employers and employees organisations closely connected with industrial training as its members.

The former Central Apprenticeship Board System now operates under the NITTCB with modifications to suit present day requirements in apprenticeship training. At the same time, the NITTCB will also be promoting in-plant training schemes in industry, develop trade-instructor training programmes, establish trade testing and award certificates at various grades on a national basis.

It is also considered necessary for the purpose of advanced training, to insist upon certificates issued by an educational institution of the Government as the basic qualification. Thus, from this year the NITTCB will ensure that this principle will be strictly upheld in its apprenticeship training scheme. I am

sure this will be acceptable to all, in particular the private sector which, I hope, will also follow in respect of their own training schemes.

I am glad and encouraged to see that the membership of this Council consists of eminent representation of both the public and private sectors. I am confident that you will carry out conscientiously your new responsibility and help us to achieve the objectives of industrial development within the context of national unity.

On that note, Gentlemen, I am happy to inaugurate the National Advisory Council on Industrial Training.



Tun Abdul Razak bin Hussein berpakaian adat Bugis kelihatan sedang ikut serta dalam upacara memotong padi di Sulawesi, Indonesia pada 2hb Mei, 1972.

(Gambar Jabatan Penerangan Malaysia)