

**THE ACTION PLAN OF FULL EMPLOYMENT FOR PERAK: ACTION, STRATEGIES,
PROGRAMME & PROJECTS**

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One of the main socio-economic problems facing the nation at present is unemployment. Unemployment in Malaysia is becoming increasingly serious. The unemployment rate can be defined as the percentage of the labor force unemployed (McConnell & Brue, 2008). From the unemployment rate, it reflects how businesses are sustaining growth and creating jobs for people and pictured the consumers spending rate on goods and services.

Changes in unemployment depend mostly on inflows made up of non-employed people starting to look for jobs, of employed people who lose their jobs and look for new ones and of people who stop looking for employment. Overall, unemployment appears as a waste of scarce resources. Thus, as one of key determinant in economy development, the study of unemployment is important. Through that, an active and positive result can be inserted into the governmental policy and direction to bring prosperous changes in economy development.

A country's unemployment rate tells more than just the percentage of the population that is without work. As increase in unemployment rate, people are inclined towards social-economic problems and life of crime. Subsequently, these phenomena will affect the economic growth. The unemployed often experience feelings of worthlessness and incompetence, and suffer higher rates of depression and suicide. Therefore full employment should be regarded as both a moral and economic imperative.

The pace of economy growth in Malaysia is increasing. From the perspective of macro-economic, employment policy and its implementation are the main economics tools that can help the country policies and strategies making. Therefore, the formulation of Action Plan of full employment for Perak is one of the serious measures to overcome unemployment problems and indirectly promote for sustainable social well-being in the study area.

Recomendations

Creation and Access to Job

One of the proposed action plans for full employment in Perak is through the creation and access to job. This action consisting of four measures:

High-impact project/ development

Through the introduction of high-impact project in Perak will bring more job opportunities especially to the local people. Based on the reviews on three local plans in Perak, commercial and industrial activities are still at the low rate as compared to the other state, i.e. Selangor.

Integrating regional and state development strategies

In general, regional development is concerned with interaction and function of spatial development towards income, employment and welfare issues (Friedmann and Alonso, 1964). As discussed in the Introduction Chapter, location of Perak is within one of Malaysia regional development i.e NCER and also consisting within the boundary of IMT-GT regional development. Therefore, an allocation of resources and strategies to attract investor should be included in the state development policies and strategies.

Access to Capital for Start-ups

This measure highlights the important of government assistant in generating more job opportunities in Perak. One of the strategies is to provide incentive for start-ups and potential business especially local entrepreneur. This can includes the local business run by single-mother, disabilities and fresh graduate. Businesses that have a high potential growth such as homestay and traditional craft should be included to widen the employment opportunities among the local people.

Reduce dependency on foreign workers

One of the main issues identified from the analysis of data is majority of respondents claimed that there is a high job competition with the foreign workers. Thus, one of the propose measure to increase the involvement of local people is through reducing the number of foreign workers in the market.

The Solid Foundation

Another important action plans for full employment in Perak is through the basic foundation for employment, i.e. education background. This action plan consisting of three measures:

Education

In line with the emerging needs and technology, labour force in Malaysia should be prepared with a solid education background. A measure to provide education opportunity especially to early school leaver to re-entry the education path should be included. This programme is targets to provide unemployed and early school leavers with educational, practical and personal skills training.

Traineeships

Traineeships are targeted the unemployed and fresh graduate group. This measure should be imposed in co-operation with private organisation. In order to attract more participants from the target group, the measure proposed is to provide financial assistant or allowance during the traineeship period. Besides reducing the number of unemployment rate in Perak, this measure also targeted to expose participants with working experience.

Training skill programme

This initiative aims to provide literacy, training and wide range of vocational skills especially to those with no formal education, early school leaver, singlemother and disable group. This measure is important to increase the unemployed opportunity to participate in the labour force and also avoid skills and labour shortages.

Other Significant Matters

This action plan is generally related to the issues and problems rise by respondents during the data collection. There are three measures included in this proposal:

Improvement on the transportation

During the survey, majority of unemployed especially from the rural area identified distance of working place and home as one of the constraint to access employment. Therefore, the improvement of transportation and access to public transportation should be included in the development planning of the state. This will increase the opportunity of labour to access jobs at the potential growth centre.

Easy access to employment

Another important findings is that majority of respondents have lack of information and access to job centres or employment agencies. One of the reasons is the availability of such information is not accessible to all unemployed especially those in the rural area. Thus, the propose measure is to encourage a widen employment promotion to all areas in Perak through the jobs fairs, provision of adequate infrastructure and easy access to information technology (ICT).

Tindakan

- Telah dibentangkan di Seminar Penyelidikan Tahunan IDR Pertama (ke-1) yang telah diadakan pada tahun 2014.