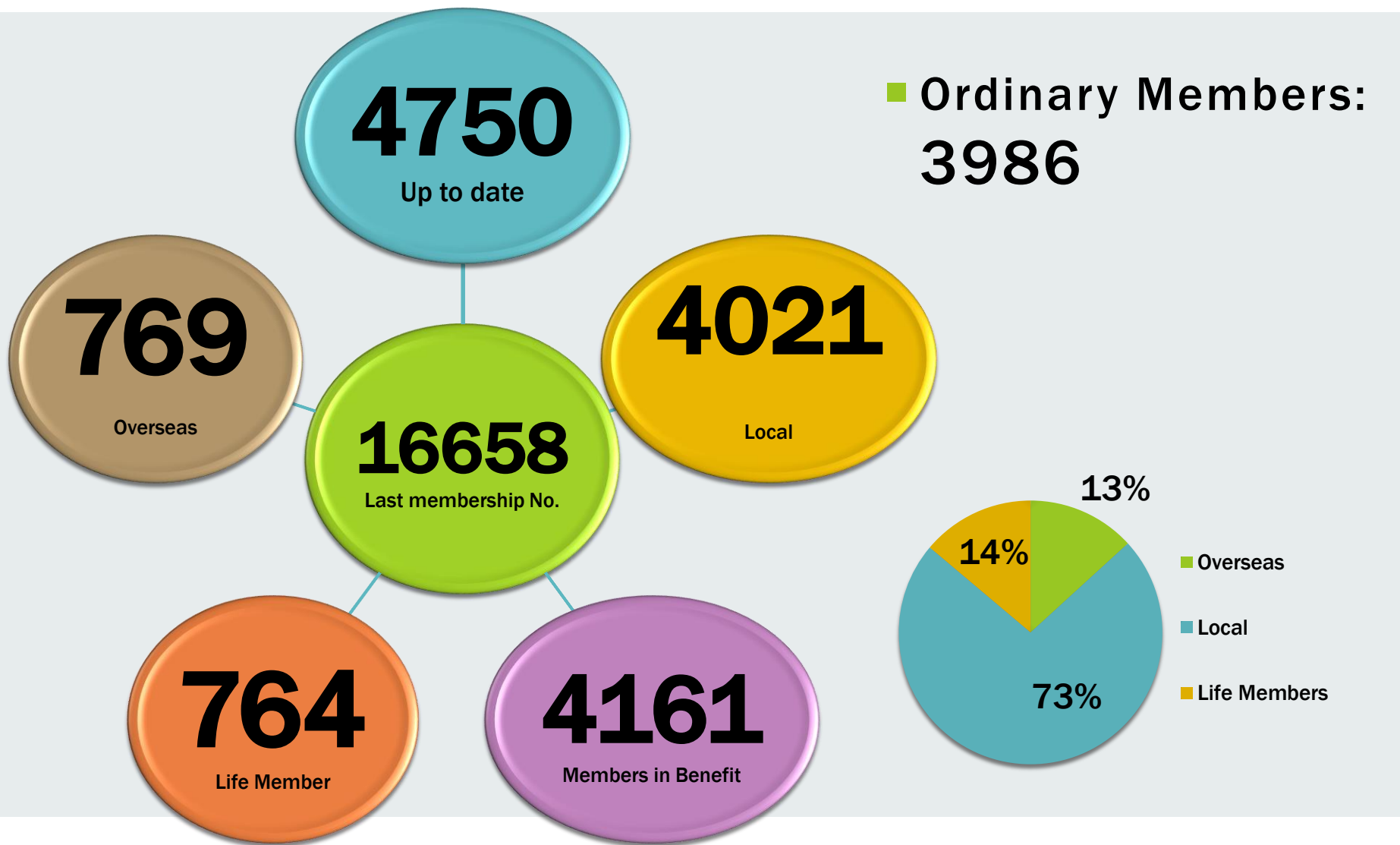# BRAIN CIRCULATION MISMATCH AND OVER-RELIANCE ON GUESTS WORKERS: MALAYSIA DILEMMA

National Plantation Industry Conference & Exhibition (NAPiCEX) 2015
28 - 30 September 2015
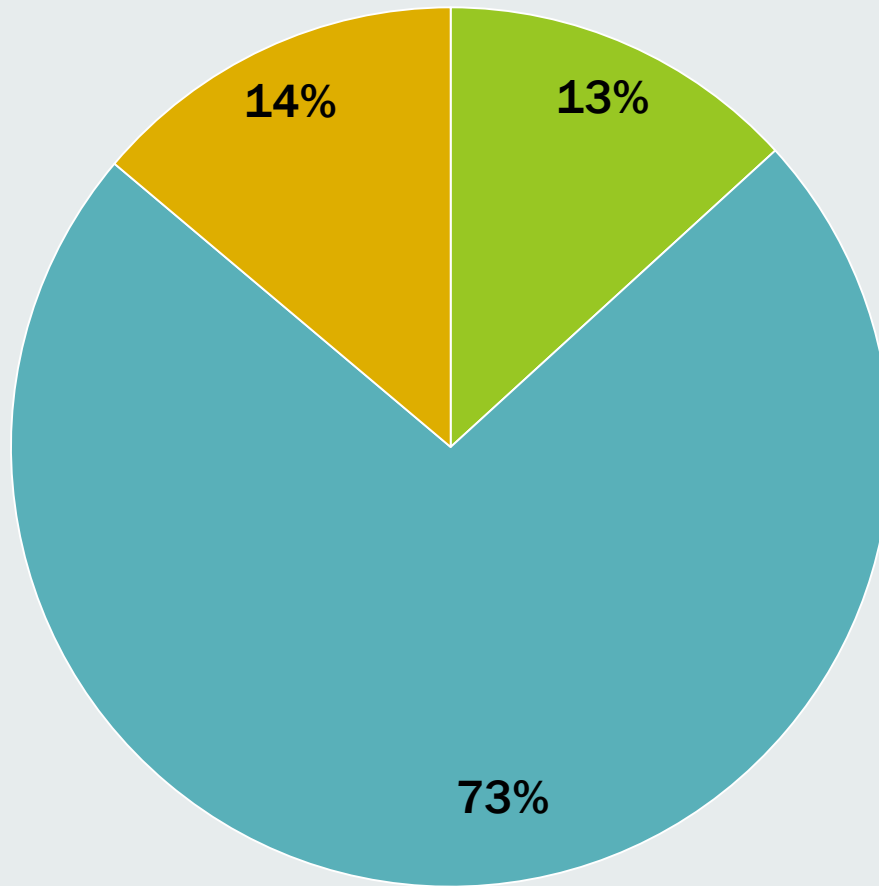**The Pacific Sutera Hotel, Kota Kinabalu, Sabah**

HAJI DAUD HAJI AMATZIN
CHAIRMAN,
THE INCORPORATED SOCIETY OF PLANTERS (ISP)

THE INCORPORATED SOCIETY OF PLANTERS

SENTIASA MAJU

1919

SAMPLE PROFESSIONAL BODY: ISP MEMBERS

4750 Up to date

769 Overseas

16658 Last membership No.

4021 Local

764 Life Member

4161 Members in Benefit

- Ordinary Members: 3986

13% Overseas

14%

73% Local

Life Members

GEOGRAPHICAL DISTRIBUTION

ISP MEMBERS : LOCAL BRANCHES

Branch	Members
CENT. TGANU	31
N. PRK	45
W. PHG	69
L. PRK	70
K'TAN	86
N.JOH/P.T'GARA	148
S. SWK	157
CENT. PRK	166
CENT. JOH.	167
S. JOH/SPORE/RHIO	188
N.W. MSIA	192
S. T'GANU/E. PHG	193
CENT. SWK	228
SBH-TWU	281
SBH-LD	282
N.9	287
SBH-N. EAST	357
N. SWK	392
S'GOR/WP	682
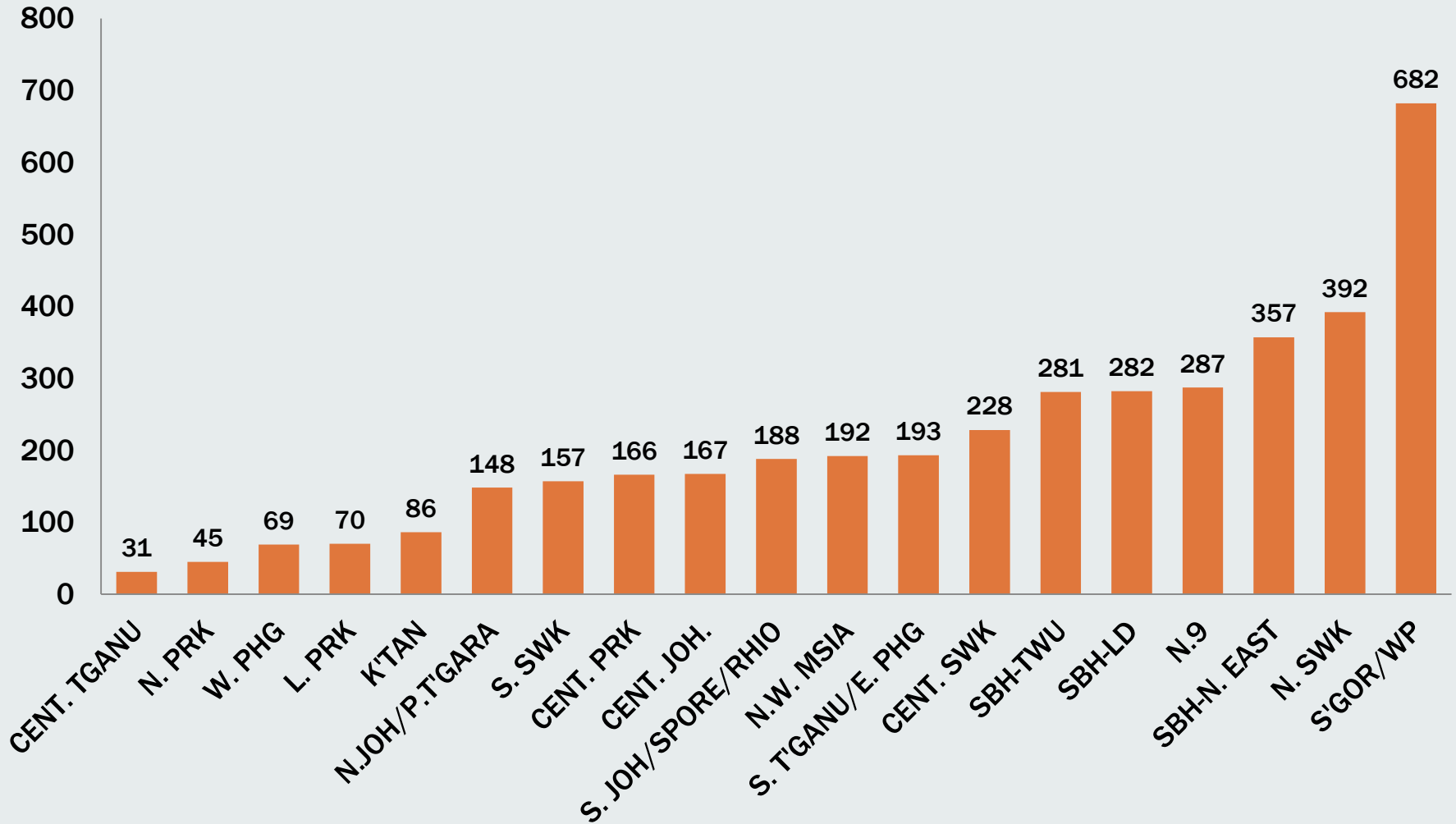
TECHNICAL ENHANCEMENT

- FISP FELLOWS   : 100

- AISP HOLDERS   : 474

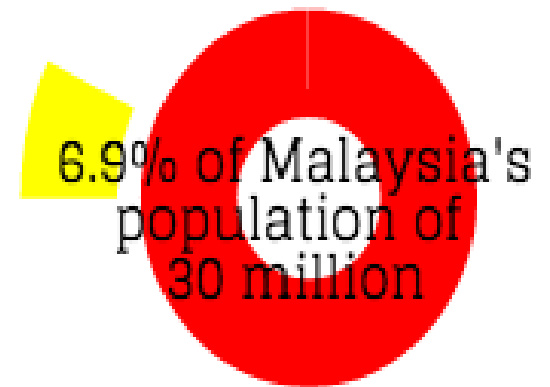- LISP HOLDERS   : 138

PULL & PUSH FACTORS
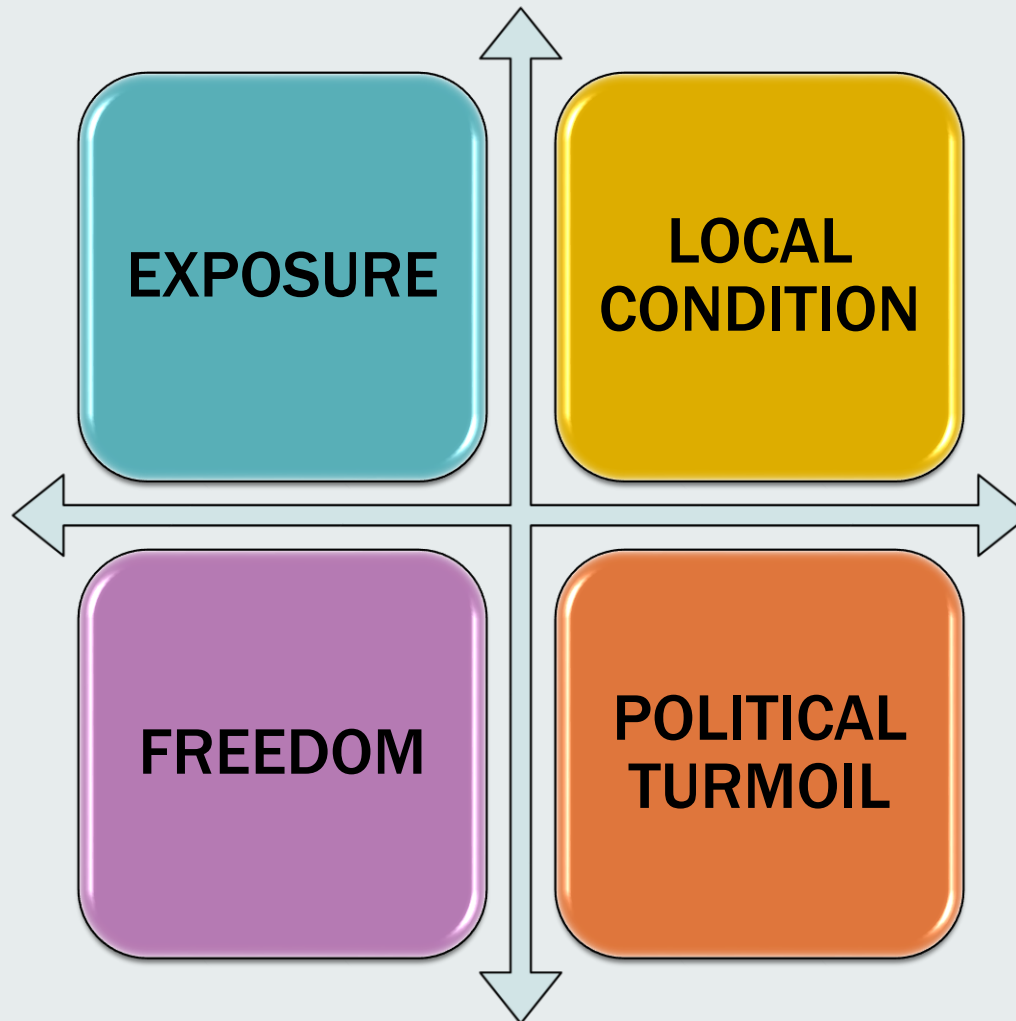
PERENNIAL ISSUE

- Labour Shortage
- Geographical Limitation
- Lack of Mechanisation
- Lack of Incentive from Government
- Inadequate Motivation to Innovate
- Perception

UTILIZATION OF FOREIGN WORKERS

The number of legal foreign workers in Malaysia

2.07 MILLION

6.9% of Malaysia's population of 30 million

NUMBER OF FOREIGN WORKERS IN MALAYSIA

179,000 Agriculture

180,000 Domestic workers

251,000 Service

347,000 Plantation

425,000 Construction

733,000 Manufacturing

Source: Home Ministry
Graphic: themalaymailonline.com

CONTRIBUTION FOREIGN WORKERS IN AGRICULTURE

Sector	2008	2009	2010	2011	2012
Agriculture	186,967.00	181,660.00	231,515.00	152,325.00	143,021.00
Plantation	333,900.00	318,250.00	266,196.00	299,217.00	314,329.00
Manufacturing	728,867.00	663,667.00	672,823.00	580,820.00	605,926.00
Construction	306,873.00	299,575.00	235,010.00	223,688.00	226,554.00
Services	212,630.00	203,639.00	165,258.00	132,919.00	138,823.00
Domestic Help	293,359.00	251,355.00	247,069.00	184,092.00	142,936.00
TOTAL	**2,062,596.00**	**1,918,146.00**	**1,817,871.00**	**1,573,061.00**	**1,571,589.00**

Source: Kementerian Dalam Negeri

LAND LABOUR RATIO

- **OIL PALM**
    - 1995 = 1:8
    - 2005 = 1:10
    - 2015 = 1:12

- **PADDY ???**

ATTRACT MALAYSIAN WORKERS

- **Skill Development**

- **Conducive Salary Scale**

- **Continuous Training / Technical Enhancement**

- **Encourage Malaysian Workers**

INTENSIVE MECHANISATION

- **Precision Agriculture**

Best Agriculture Practices

CONCLUSION

- Optimal Talent Enticement
- Adapt to change
- Suit market demand
- Specialty/Unique Product

   E.g: 'Bario Beras', 'Beras Siam', Basmathi Rice

- Zoning of Paddy Planting
- Protect Natural Calamity