

**THE LAW  
MALAYSIA**

Act 800

**EMPLOYMENT INSURANCE SYSTEM ACT 2017**

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**EMPLOYMENT INSURANCE SYSTEM ACT 2017**

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## **MALAYSIAN LAW**

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### **EMPLOYMENT INSURANCE SYSTEM ACT 2017**

An Act to provide for the Insurance System

Jobs administered by the Social Security Administration for

provide certain benefits and placement programs

re-employment to the insured person in the event

job losses that would encourage market policies

active labor, and for matters related thereto.

[ ]

DONE by the Parliament of Malaysia as follows:

Part I

## **BEGINNING**

Short title and commencement of force

1. (1) This Act may be called the Insurance System Act  
Jobs 2017.

(2) This Act comes into force on the specified date  
by the Minister through notification in the Gazette.

Usage

2. (1) This Act shall apply to all enterprises which  
have one or more employees.

(2) This Act does not apply to persons described in  
First Schedule.

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Interpretation

3. In this Act, unless the context requires  
another meaning?

"required number of monthly contributions" means the number  
monthly contribution paid in respect of the insured person  
regardless of whether the contribution was made in a month  
consecutively or not as stated in

Fourth Schedule;

"contribution" means the amount payable to

Organization by an employer in respect of persons  
insured and includes any amount due

by or on behalf of the insured person in accordance with this Act;

"early re-employment allowance" means an incentive paid

at once to the insured for receiving a  
job offer from any employer and start  
the job is in the waiting period or receiving period  
job search allowance at the rate as stated  
in the Third Schedule;

"training allowance" means a monthly payment to a person  
insured for a period not exceeding six  
month for attending any training in Malaysia given  
by the training provider;

"job search allowance" means a monthly payment for  
a period of three to six consecutive months to help  
insured person who has lost his job in  
how long he is looking for a job;

"reduced income allowance" means a one-off payment  
gus to help insured people who have two  
or more jobs and has lost one or more  
his occupation;

"benefit" means a job search allowance, work allowance  
early return, reduced income allowance, training allowance and fees  
training;

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"salary" means all remuneration payable in money  
by an employer to an employee including anything  
payment in respect of holidays, days off, overtime and  
additional work on holidays but not including?

(a) any contribution payable by the employer  
to any pension fund, group



social security money or savings fund;

(b) any travel allowance or the value of any concession travel;

(c) any amount paid to the employee for pay special expenses incurred as a result of his occupation;

(d) any gratuity payable on termination work or retire;

(e) any annual bonus;

(f) any interest under any law other writings administered by the Organization; and

(g) any other remuneration as prescribed;

"Committee" means the Employment Insurance Committee which established under section 8;

"Appellate Panel" means the Social Security Appellate Panel established under section 83 of the Social Security Act Workers 1969 [Act 4];

"Director-General" means the Director-General of the Organization which appointed under subsection 59(1) of the Social Security Act Employee 1969;

"Fund" means the Employment Insurance Fund established under section 46;

"Board" means the Board of Social Security Organizations established under section 59B of the Social Security Act Employee 1969;

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"employer" means the owner of an enterprise or person

with which an employee has entered into a contract

service or apprenticeship and includes?

(a) a manager, agent or responsible person

for the payment of wages to the employee; and

(b) legal representative for the owner of the enterprise or

that person;

"Minister" means the Minister charged with

responsibility for human resources;

"insured person" means a registered employee

under section 16 or deemed to have been registered thereunder

section 17 in respect of which contributions are paid or have been

paid, or payable;

"dependents" means a widow or widower, child, mother

or father, siblings under the age of twenty one

years or grandparents of the deceased insured person;

"officers and servants of the Organization" means officers and

servants of the Organization appointed under section 59I of the Act

Workers' Social Security 1969;

"Employment Service Officer" means an officer

who is appointed under section 67 and includes one person

Inspector;

"employee" means a person employed for wages

under a contract of service or apprenticeship with

an employer, whether the contract is express or implied or

orally or in writing, about or in connection with work

an enterprise to which this Act applies;

"trainer" means any person who has

training facilities to carry out training for the purpose of the program

job placement;

"Inspector" means an Inspector appointed hereunder

section 12 of the Workers' Social Security Act 1969 and includes

Director General and each Deputy Director General;

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"Organization" has the meaning assigned to it in s

Workers' Social Security Act 1969;

"enterprise" includes any business, trade,

enterprise, manufacturing or employer's employment, and includes

any occupation, service, craft or work

employee company;

"replacement program" means a program

which is managed by the Organization for people insured for

the purpose of re-employment of the insured person;

"System" means the established Employment Insurance System

under section 4;

"contribution eligibility requirements" means the number of monthly contributions

which is required throughout a qualifying period as

which is specified in the Fourth Schedule;

"eligibility period" means a period consisting of

a specified number of consecutive months immediately preceding the loss

employment with respect to the insured person as

specified in the Fourth Schedule;

"waiting period" means a period of seven days from the date

approval of a claim for benefits under section 33;

"Deputy Director General" means the Deputy Director General

Organization appointed under subsection 59(2) of the Act  
Employee Social Security 1969 includes those appointed  
in accordance with subsection 5(3);

?minimum retirement age? has the meaning given  
to him in the Minimum Retirement Age Act 2012 [Act 753].

## Part II

### **EMPLOYMENT INSURANCE SYSTEM ADMINISTRATION**

Employment Insurance System Administration

4. (1) There should be a social security plan that  
known as the "Employment Insurance System".

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(2) The system shall be administered by the Organization.

(3) For the purpose of administering the System, the Organization shall  
entrust the Board with any authority and shall  
impose on the Board any obligation as  
determined by the Organization.

Director General

5. (1) The Director General of the Organization shall be the Head  
Director for the purposes of this Act.

(2) The Deputy Director General of the Organization shall be  
Deputy Director General for the purposes of this Act.

(3) Notwithstanding subsection (2), the Minister may appoint  
one or more Deputy Directors General for the purposes of the Act  
this.

(4) If for any period the Director General is temporarily absent  
in Malaysia or become temporarily incapacitated because  
sick, or for any other reason unable to perform

his duties, or if the position of Director General becomes vacant,

The Minister shall appoint one of the Deputy Heads

Director to carry out the duties of the Director General in

that period.

(5) Terms and conditions of service of the Deputy Director General

appointed under subsection (3) shall be determined by

Minister after consultation with the Minister of Finance.

Authority of the Organization to hold property, etc.

6. Organizations may, on any terms and conditions as

as the Society thinks fit for the purposes of this Act?

(a) enter into contracts;

(b) acquire, purchase, take, hold and

enjoy every type of movable property and immovable property;

and

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(c) transfer, assign, hand over,

return, pledge, pledge,

relinquish, lease, reassign,

transfer or otherwise dispose of, or make

any matter concerning, any movable property or property

immovable or any vested interests

Organization.

Execution of functions and powers of the Organization

7. (1) All functions including powers may be exercised by

Organizations under this Act shall be run by the Head

Director.

(2) Notwithstanding subsection (1), the Director General may, in

in writing, delegate any authority and function subject to  
any terms and restrictions as deemed appropriate  
by him to the Deputy Director General, Service Officer  
Employment, or officers and servants of the Organization for the purpose  
This Act.

### Part III

## **JAAUTHORITY**

### Employment Insurance Committee

8. (1) A committee called "Insurance Committee

Jobs? was established.

(2) The function of the Committee is to advise the Board

on all matters related to the System

including contribution rates, benefits and employees who must

insured under this Act, and on matters which

related to the investment of the Fund.

(3) The committee shall consist of members who

the following:

(a) The Chairman of the Board who shall be the Chairman;

(b) Director General who shall be Deputy

Chairman;

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(c) a member representing the Ministry who

responsible for human resources;

(d) a member representing the Ministry who

responsible for finances;

(e) a member representing the Prime Minister's Office

who is responsible for economic planning;

- (f) a member representing the responsible department for the workforce in Peninsular Malaysia;
  - (g) a member representing the department which responsible for the workforce in Sabah;
  - (h) a member representing the department that responsible for the workforce in Sarawak;
  - (i) a member representing the department who responsible for corporate relations;
  - (j) a member representing the department which responsible for skill development;
  - (k) a member representing the Information Institute and Labor Market Analysis;
  - (l) not more than three members of any representative association or union employees to be appointed by the Minister;
  - (m) not more than three members of any representative association or union employers who must be appointed by the Minister;
  - (n) not more than three other members who have reasonable experience, knowledge and expertise in employment insurance, labor and investment matters who must be appointed by the Minister.
- (4) The Minister may revoke the appointment of any member The committee appointed under paragraph (3)(l), (m) and (n).

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- (5) Any member appointed by the Minister below

paragraph (3)(l), (m) or (n) may, at any time, place position as a member of the Committee by giving notice in writing to the Minister.

(6) Committee members shall be paid any allowance and other expenses as determined by the Board.

(7) A member of the Committee shall hold office on any condition and for any period as stated in his appointment letter and eligible to be appointed again for any period as determined by Board.

(8) The committee shall meet at least three times every year.

(9) Quorum for Committee meetings is nine people including the chairman of the meeting.

(10) The Committee may invite any person to attend any Committee meeting for the purpose advise the Committee on any matter that is pending discussed but that person is not entitled to vote on the meeting.

(11) Any person invited under subsection (10) may be paid such allowance as may be determined by Board.

(12) Subject to this Act, the Committee may determine its own procedure.

(13) The organization shall appoint a secretary and assistant secretary to the Committee who shall from among the officers and servants of the Organization.



## Establishment of committees

9. (1) The Board may establish any committee as deemed necessary or expedient by the Board to advise and assist the Board in implementing his functions and in exercising his powers under this Act.

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(2) The Board may delegate its functions and powers to any such committee is subject to any terms and restrictions as deemed appropriate by the Board.

(3) Any committee established under subsection (1)?

(a) shall be chaired by the Chairman of the Board;

(b) shall comply with and act in accordance with any instructions given to the committee by the Board;  
and

(c) may determine its own procedures.

(4) Members of the committee established below subsection (1) may be appointed from among the members of the Board or any other person as deemed appropriate by the Board.

(5) Committee members shall be paid any allowance and other expenses as determined by the Board.

(6) A member of the committee shall hold position on any condition and for any period as which is stated in his appointment letter and is eligible to be appointed again for any period as determined by Board.

(7) The Board may revoke the appointment of any member committee.

(8) A committee member may, at any time, resign with membersfish written notice to Chairman of the committee.

(9) The Board may, at any time, terminate or change the membership of a committee.

(10) A committee shall hold its meeting at any time and in any place as that determined by the chairman of the committee.

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(11) A committee may invite any person to attend any committee meeting for the purpose of advising the committee on any matter which is being discussed but the person is not entitled to vote at the meeting.

(12) Any person invited under subsection (11) may be paid such allowance as the determined by the Board.

Ineligibility for appointment as a member of the Committee

Employment Insurance or committee

10. The following persons are not eligible to be appointed as or be a member of the Committee, or any committee established under section 9:

(a) a person who has been convicted of an offence involving fraud, fraud, criminal breach of trust, embezzlement of criminal property or any other offence

involves cheating or bad morals and  
punishable by imprisonment for a period of no  
less than one year;

(b) a bankrupt; and

(c) a person of unsound mind or otherwise not  
able to perform its functions.

Termination of membership of the Employment Insurance Committee  
or committee

11. A member of the Committee, or any committee  
established under section 9, shall cease to be  
a member if he does not attend three consecutive meetings  
without the permission of the Chairman of the Committee or the committee,  
as the case may be.

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Disclosure of interest

12. If any member of the Committee, or committee  
established under section 9, has nothing  
direct or indirect interest in any matter  
which is being considered by the Committee or committees  
established under section 9, as the case may be  
concerned, he shall immediately declare  
to the Chairman the type and extent of his interest in the matter  
that and the member cannot attend or participate  
in any discussion or decision of the Committee or  
committee established under section 9, according to  
any applicable, about that matter.

Part IV

## REGISTRATION AND CONTRIBUTIONS

Enterprise determination

13. The Organization may, based on any information or information available on the Organization, determine whether any activity carried out by any person belongs in the sense of "enterprise" to which this Act applies.

Company registration

14. (1) Every employer must register his company to whom this Act applies with the Organization in any way period and in any manner as prescribed.

(2) Any person who contravenes subsection (1) commits an offense and may, on conviction, be fined not exceeding ten thousand ringgit or imprisoned for a period not exceeding two years or both.

The employer is deemed to be registered

15. Notwithstanding subsection 14(1), an employer who has register his enterprise with the Organization in accordance with the Act Workers' Social Security 1969 before coming into force This Act shall be deemed to have registered the company under this Act on the date this Act comes into force.

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All employees must be registered and insured

16. (1) All employees in enterprises to whom this Act applies used must be registered and insured by the employer?  
(a) in the case of employees employed on or before the date the company is registered under section 14, on the date the employer's enterprise was registered as such;

and

(b) in the case of employees employed after the date the company is registered under section 14 or 15, within thirty days from the date of the employee starting a job, in any manner as prescribed regardless salary amount.

(2) Notwithstanding subsection (1), if the wages of an employee at any time exceeding four thousand ringgit per month, his salary shall for the purposes of this Act be deemed to be four thousand ringgit a month.

(3) Although an employee in an enterprise for whom the Act this applies not to be registered in accordance with subsection (1), a person workers in the enterprise shall be deemed to have been registered by the employer on the date the contribution is paid the first time by his employer under this Act.

(4) The employer referred to in subsection (3) shall not pay the contribution in respect of the employee for the month before the month the contribution is paid the first time.

(5) Any person who contravenes subsection (1) commits an offense and may, on conviction, be fined no more than ten thousand ringgit or imprisonment during the period not exceeding two years or both.

Employees are considered registered

17. (1) Notwithstanding subsection 16(1), an employee in enterprises for which the Workers' Social Security Act 1969 applicable that has been registered with the Organization according to

The Workers' Social Security Act of 1969 before the commencement of force  
the authority of this Act shall be deemed to have been registered below

This Act on the date this Act comes into force.

(2) Registration of employees referred to in subsection (1)  
shall be subject to the First Schedule.

#### Contribution

18. (1) The contribution payable under this Act is concerned  
with an employee shall consist of a contribution  
which must be paid by the employer and a contribution due  
paid by the employee.

(2) Contributions payable under this Act shall  
paid to the Organization at the rate as stated  
in the Second Schedule based on the employee's monthly salary amount  
insured under this Act.

(3) The Minister may review the contribution rate after  
taking into account the sustainability of the Fund.

(4) Notwithstanding subsection (2), the Minister may, through  
order published in the Gazette and subject to anything  
condition, determine?

(a) the minimum contribution rate to be paid by  
employer in relation to an employee based on  
the insured amount of the employee's monthly salary  
according to the Second Schedule; and

(b) the minimum interest rate to be given by  
Organization based on the assumed monthly salary amount  
the employee who is insured according to the Third Schedule.

Contribution if the employee has more than one employer

19. If an employee has two or more employers,  
every employer shall pay a contribution in respect of  
the employee separately.

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Contribution payment

20. (1) Contribution must be paid in respect of a person  
workers registered under section 16 or deemed  
has been registered under section 17 every month for salary  
payable to the employee for that month in any  
period and in any manner as prescribed.

(2) Contribution payable in respect of a person  
the employee shall cease when the employee reaches the age of majority  
minimum retirement.

Interest on arrears of contributions

21. If the monthly contribution amount to be paid by the employer  
in respect of an employee under section 18 no  
payable in any period as mentioned in  
section 20, the employer shall be liable to pay  
interest on that amount to the Organization at such rate  
prescribed by the Minister in respect of any period  
that amount is still unpaid.

Contribution assessment, contribution arrears and interest  
certain things

22. (1) An Employment Service Officer may  
assess any contribution, arrears of such contribution or interest  
on the arrears of the contribution due to be paid by any

employer based on any information available if the employer  
that?

(a) non-payment of contributions, arrears of such contributions or  
interest on the arrears of the contribution is payable  
in relation to an employee; and

(b) not?

(i) keep or maintain any statement,  
particulars, registers or records regarding  
every employee required to be kept  
or maintained by the employer below

This Act; or

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(ii) submit any statement, details,  
register book or record about each employee  
as required under the Act  
this.

(2) The Employment Service Officer shall convey  
assessment made under subsection (1) to the employer  
either in person or by registered mail.

Recovering arrears of contributions and interest

23. (1) The Society may recover any arrears  
contribution or interest on contribution arrears from the employer  
as a debt to be paid to the Organization.

(2) Contribution amount, contribution arrears or interest  
arrears of contributions due in respect of a person  
an employee as assessed under subsection 22(1)  
shall be conclusive evidence for the amount.



(3) The employer must pay any arrears of contributions in relation to an employee of the Organization and the employer is entitled to recover the due contribution paid by the employee in respect of the arrears from the employee for a period not exceeding six months.

Employers cannot reduce wages, etc.

24. (1) The employer cannot, solely because of his liability for any contribution payable under this Act, in directly or indirectly, reduce any salary employee, or stop or reduce benefits that payable to the employee under the terms of service which are similar to the benefits provided by this Act except as provided in any law writtenthe other.

(2) Any employer who contravenes subsection (1) commit an offense and may, on conviction, be fined not exceeding ten thousand ringgit or imprisonment for period not exceeding two years or both.

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Power to appoint agent

25. (1) An organization may appoint any number of subject agents to any terms and conditions to collect and receive payment of contributions on behalf of the Organization.

(2) The agent appointed under subsection (1) shall, as soon as practicable, inform to

The organization of the actual time and date of payment of contributions is made by employer.

(3) Any agent who contravenes subsection (2) commits an offense and may, on conviction, be fined not exceeding ten thousand ringgit or imprisoned for a period not exceeding two years or both.

Confirmation of contributions paid through agents

26. Any contribution paid to the Society by an employer through any agent appointed below section 25 shall be confirmed by the Organization.

Part V

## **BENEFITS**

Claims for benefits

27. Every claim for benefits under this Act shall be presented in any way to the Organization with any evidence to support the claim as which is set.

Period for making claim for benefits

28. The insured who considers that he has lost his job must submit an application for claims for benefits to the Organization within six ten days from the date he considers that he has lost his job.

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Determination of the period for making a claim for benefits

29. (1) When a claim for interest is received under section 28, The organization must determine the date that the insured person that lost his job.

(2) If a claim for interest is made after the period of six

ten days from the date specified under subsection (1),

The organization shall reject the claim and notify the person insured in writing in any manner as which is set.

(3) If a claim for interest is rejected under subsection (2), the claim for the benefit shall be deemed never made by the insured person.

Losing a job

30. (1) Loss of employment occurs if a service contract the insured person is terminated or becomes invalid due to for any reason other than the following:

(a) voluntary resignation by the insured person

that;

(b) expiry of the service contract period of the insured person

that;

(c) termination of the service contract by mutual agreement

the employer and the insured without terms and conditions;

(d) completion of work in accordance with the terms of the service contract;

(e) retirement of the insured person; or

(f) termination of the service contract of the insured person

due to misconduct.

(2) For the purpose of paragraph (1)(a), "resignation by

voluntary? means an action by the insured to

terminate his service contract with an employer

at any time during the service contract period other than

the following:

(a) resignation under the voluntary separation scheme with

mutual agreement between the employer and the insured person;

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(b) resignation amounting to dismissal

constructive work or a resignation due

by breach of the terms and conditions of the service contract

intentionally by the employer;

(c) resignation due to any threat to

the insured person or the insured person's family

that, or sexual harassment of the insured person

that;

(d) resignation due to an order by

employer to perform work outside the scope of work

which endangers the health and safety of people

insured that; or

(e) resignation due to closure of premises

work or the workplace is not operational due to the disaster

nature, riot, civil disorder, demonstration or situation

like others, or the workplace becomes no

safe due to fire, gas leakage or

other similar dangerous situations.

Determination of the question of job loss

31. (1) Any question or dispute regarding whether

job loss has occurred shall be determined by

Organization.

(2) For the purposes of determination under subsection (1), the Head

Director or any authorized officer of the Organization

by the Director General can refer to any party

authorized under any written law for  
confirmation of loss of employment in relation to anything  
claim for benefits by the insured under this Act.

(3) If the Organization determines that job loss  
does not occur, the claim for the benefit shall be rejected and  
the claim for the benefit shall be deemed never made  
by the insured person.

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Determination of conditions it's a contribution

32. (1) After the Organization determines that the insured person  
has lost his job under section 31, Societies  
shall determine whether?

(a) the insured person meets the contribution eligibility requirements  
in respect of claims for such benefits  
which is specified in the Fourth Schedule; and  
(b) the insured person has not reached retirement age  
minimum,  
on the date he lost his job.

(2) For the purpose of calculating the number of monthly contributions  
required, the contribution to be paid for that month  
the insured losing his job should be taken into account  
regardless of whether the salary for that month is paid to the person  
insured or not.

(3) If before the insured person lost his job  
he receives monthly temporary disability benefits below  
Workers' Social Security Act 1969 and employers do not pay  
any salary to the insured person?

(a) the monthly contribution shall be deemed to have been made

in respect of the insured person during the period

he receives temporary disability benefits; and

(b) the period during which the insured person receives lost benefits

temporary efforts should be counted as part

of the eligibility period.

(4) If the insured has made any claim

for the benefit and the claim for the benefit has been approved by

Organizations under section 33 and thereafter insured persons

that makes a claim for the subsequent interest in question

with another job loss, a contribution

paid by any employer concerned

the related job loss shall be counted for purposes

the subsequent claims are according to the contribution eligibility conditions

as stated in the Fourth Schedule.

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(5) The number of monthly contributions that have been taken into account for

the purpose of determining the contribution eligibility requirements with respect to

a claim for benefits by the insured cannot

taken into account for any claim for subsequent benefits

by the insured person.

Approval of claims for benefits

33. (1) After considering the contribution eligibility requirements

with a claim for benefits by the insured?

(a) in the event that the contribution eligibility conditions are met,

Organizations must approve claims for benefits

that; and

(b) in the event that the contribution eligibility conditions are not met,

The organization shall reject the claim for the benefit

and the claim for that interest shall be deemed no

ever made by the insured person.

(2) The organization shall notify its decision which

made under subsection (1) to the insured person.

(3) After approving the claim for benefits below

paragraph (1)(a), the Organization shall determine the benefits which

related that must be given to the insured person.

Job search allowance

34. (1) Subject to sections 35 and 36, if a claim for

the benefit in respect of the insured person has been approved

under section 33, the insured is entitled to

jobseeker's allowance?

(a) at the rate as specified in the Schedule

Third; and

(b) for the period that must be in accordance with the eligibility conditions

contributions in respect of claims for benefits by

the insured person as stated

in the Fourth Schedule.

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(2) Payment for job search allowance must be made

by the Organization immediately after the waiting period follows

any way as prescribed.

(3) If the insured has reached retirement age

minimum, the payment for the job search allowance shall continue

paid to the insured if he loses his job

that happens before the minimum retirement age.

(4) The insured shall not be in any employment during the period of receiving job search allowance.

(5) If the insured person accepts a job offer by any employer during the period of receiving the search allowance employment, the insured person shall notify the Organization within seven days from the date of acceptance of the offer.

(6) Any person who contravenes subsection (4) or (5) commit an offense and may, on conviction, be fined not exceeding ten thousand ringgit or imprisonment for period not exceeding two years or both.

Early re-employment allowance

35. (1) If the insured person?

(a) accept an offer of employment and report for work during the waiting period;

(b) accept an offer of employment during the waiting period but report to work during the receiving period job search allowance; or

(c) accept an offer of employment and report for work during the period of receiving job search allowance, the insured person is entitled to an early re-employment allowance at the rate as specified in the Third Schedule in any manner as prescribed.

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(2) If the insured person is entitled to work allowance reaminitial a in accordance with paragraph (1)(b) or (c)?

(a) the insured person shall be paid working allowance



again early in the month after the month that person

the insured has reported to work with

an employer; and

(b) the insured person shall be paid a search allowance

employment for the month the insured person reports

yourself to work.

(3) In case the insured person accepts an offer

employment and reporting to work during the waiting period,

he can choose whether to receive the re-employment allowance

early or not.

(4) If the insured person chooses not to receive the allowance

early re-employment under subsection (3), eligibility conditions

the contribution in respect of the insured person will not

affected and the claim for the benefit shall be deemed no

ever made by the insured person.

(5) No early re-employment allowance may be paid by

Organization to the insured person after the expiry of the period

receive a job search allowance.

Reduced income allowance

36. (1) If the insured person has two or more

job at the same time and has lost one or

more than his job, either on the same date

or not, but not lose all those jobs?

(a) the insured person is entitled to income allowance

reduced for each loss of employment?

(i) at the rate as stated in

Third Schedule; and

(ii) for the period that must be in accordance with the conditions  
contribution eligibility in respect of claims for  
benefits by the insured person as

which is specified in the Fourth Schedule; and

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(b) the insured person is not entitled to a search allowance  
employment, training allowance or early re-employment allowance.

(2) Reduced income allowance must be paid once  
gus to the insured person.

(3) If the insured person has two or more  
job at the same time?

(a) has lost one or more of his jobs,  
either on the same date or not, but no  
lose all those jobs; or

(b) has lost all such employment on the date which  
same,

each claim for benefits in respect of each loss

the job should be considered a separate claim

for the purpose of determining eligibility requirements for the contribution  
with the insured person.

(4) If the insured person has two or more  
jobs have lost all those jobs on that date  
same, he is entitled to a job-seeking allowance for  
one job loss and reduced income allowance  
to lose another job.

(5) In relation to his right to earn a search allowance  
employment under subsection (4), the insured may

choosing to lose a job for whom the job search allowance that should be paid.

(6) If the insured person has two or more jobs have lost two or more of those jobs on the same date, or all the jobs on that date equal, the required number of monthly contributions?

(a) shall be calculated based on the number of monthly contributions made by the employer concerned job loss is related; and

(b) cannot be based on the number of monthly contributions made by any or all employers concerned with the insured person.

### Employment Insurance System 33

(7) If the insured person has lost his job which last and before losing that job he was hired employed by two or more employers and have lost all the job, contributions made by two or more employers that can be taken into account in calculating the number of monthly contributions which is required in relation to job loss which first mentioned that provided that the contribution made by two or more employers has not been taken into account for the calculation any reduced income allowance.

### Training allowance and training fee

37. (1) If the insured person has lost his job, he can apply to the Organization to undergo anything training given by a training provider approved by Organization?

(a) during the period the insured person receives the allowance looking for a job;

(b) within a period not exceeding twelve months after the period the insured person receives the search allowance occupation; or

(c) within six months after receiving an offer job and report to work.

(2) The organization can approve the application below subsection (1) subject to such conditions as the determined by the Organization.

(3) An insured person who attends any training which given by a training provider approved by the Organization entitled to a training allowance not exceeding six months from the date determined by the Organization at such rate specified in the Third Schedule and in any manner as prescribed.

(4) Training periodan maximum with respect to people insured must be equal to the payment period for the allowance find the job he deserves.

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(5) Any training fee imposed on the insured person by the training provider under this section shall be borne by the Organization and the amount of the training fee shall be as which is specified in the Third Schedule.

(6) The organization must pay the training fee to the provider training that provides training to the insured.

(7) For the purposes of subsections (5) and (6), "training fee" means

all training-related costs for the insured person  
including food and materials for the training.

Benefits cannot be transferred or withheld

38. (1) Right to receive any benefit under this Act  
may not be transferred or assigned.

(2) No interest is payable under the Act  
this may be withheld by any decree or order  
court.

Interest payments to dependents

39. (1) If the insured person dies, in a coma or  
unsound mind?

(a) after the insured person makes a claim for  
benefits under this Act; or

(b) during the period to which he is entitled or is  
receive job search allowance, re-employment allowance  
early, reduced income allowance or training allowance  
under this Act,

job search allowance, early re-employment allowance, allowance  
the reduced income or the training allowance shall be paid  
to his dependents in any manner as  
determined by the Organization.

(2) If the insured person dies, in a coma or not  
unsound mind in accordance with subsection (1), any training allowance  
which has been overpaid to the insured person for the balance  
his training period after the situation occurred cannot  
recovered by the Organization.

Payment of training fee when the insured person dies

40. When the insured person is undergoing anything dead training, the Organization shall pay the training fee to any training provider for the training that has been attended by the insured person as agreed between Organization with the training provider.

Suspension and termination of benefits

41. (1) The Society may, at any time, suspend any benefits currently being received by the insured if there are reasonable grounds to believe that?

(a) the insured person has submitted the details, documents or statements that are false, untrue or not correct at the time the claim for the benefit is made or while the claim for the benefit is being considered by the Organization under this Act;

(b) the insured person is employed by any employers in the period of receiving job search allowance;

or

(c) the insured person has contravened any provision This Act or the regulations made below This Act.

(2) The Society may suspend the payment of any interest for a period not exceeding sixty days.

(3) If the Organization decides to suspend anything benefits received by the insured person below subsection (1), the Organization shall conduct an investigation regarding the suspension.

(4) After the investigation is completed, if the Director General is satisfied

heart that?

(a) the insured does not do any act

referred to in subsection (1), any payment

interest suspended under subsection (3) shall

immediately resumed; or

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(b) the insured has committed any act

referred to in subsection (1), any payment

interest suspended under subsection (3) shall

terminated.

Refund of improperly received interest

42. (1) Subject to section 39, if the insured person has

receive any benefit under this Act to which he is not entitled

to him, he shall be liable to repay

the amount of the benefit to the Society, or in case of death

the insured person, the administrator of the property of the deceased insured person

it shall be liable to repay the interest amount

that to the Organization from the property of the deceased insured

that.

(2) Amount of interest received under subsection (1)

must be recovered as a debt to be paid

to the Organization.

(3) Notwithstanding subsections (1) and (2), if any

person has received any benefit under this Act who

he was not entitled to it, and then became entitled

get any other benefit under this Act, the Organization

can deduct interest amounts to which he is not entitled  
that of the amount of other benefits to which he is entitled.

Rights of the insured under other written laws

43. (1) Any claim for interest made under the Act

this shall not be an impediment to?

(a) any representation for reinstatement

under the Public Relations Act 1967 [Act 177];

(b) any claim for payment of termination interest or

temporary employment under the Employment Act 1955 [Act 265],

Sabah Labor Ordinance [Sabah Chapter 67] and Labor Ordinance

Sarawak [Sarawak Chapter 76]; and

(c) any complaint relating to early retirement

under the Minimum Retirement Age Act 2012.

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(2) If the insured makes a claim for benefits

to the Organization under this Act and also make a

representations, claims or complaints under paragraph (1)(a),

(b) or (c), as the case may be, the Organization

shall postpone the determination of the question of loss

employment in respect of the claim for that benefit until

representation, claim or complaint of the insured person below

paragraph (1)(a), (b) or (c) is resolved.

Part VI

## **RE-EMPLOYMENT PROGRAM**

Job placement program

44. (1) If the insured makes a claim for benefits

and the Organization has determined that the insured has



loses his job, the insured person shall begin participate in re-employment programs during the waiting period by any means as which is set.

(2) The insured?

(a) shall comply with any instructions given by Organizations concerned with placement programs re-employment;

(b) must be a person who is able and willing to work, and actively seek work; and

(c) shall undergo any training as determined by the Organization.

(3) If there is any job offer from anywhere the employer that suits the insured person, the Organization must inform the insured person of the offer that.

(4) The insured may accept a job offer under subsection (3) and shall inform the Organization on acceptance of the offer.

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(5) The insured person can refuse the job offer under subsection (3) if he has reasonable grounds for the refusal, and he shall inform to Organization regarding its refusal to accept the offer.

(6) The organization shall determine whether rejection to accept an offer of employment under subsection (5) is based on reasonable grounds or otherwise.

(7) If the Organization is satisfied that the refusal to accepting an offer of employment under subsection (5) is on unreasonable grounds?

(a) the insured person shall lose his right to receive any benefit under this Act; and

(b) in case the insured person is receiving any benefit under this Act, the Society shall terminate the interest payment.

Power to establish centers or institutes

45. The organization may establish any center or institute for the purpose of having a job placement program to the insured.

Part VII

## **FINANCIAL ALLOCATION**

Employment Insurance Fund

46. ??(1) A fund known as "Group

Employment Insurance Money? is established and shall be administered and controlled by the Organization.

(2) The Fund shall consist of?

(a) contributions payable by employers and persons insured;

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(b) rent, interest, dividends and any other income which derived from the assets of the Fund;

(c) the amount of money accrued to the Fund under this Act includes repayment of interest;

(d) money borrowed by the Organization under this Act;

(e) fees and any interest on arrears of contributions imposed by or payable to the Organization under this Act;

(f) money earned as income from investment by the Organization under this Act;

(g) money received by the Organization through grants, donations and gifts for the purposes of this Act;

(h) money obtained from the sale, disposal, lease or rental, or any other matter with, any property, mortgage, charge or debenture transferred to, vested in or acquired by the Organization;

(i) money and other property which may, in any manner, become payable to or vested in

The organization is concerned with the implementation of its functions and the exercise of its powers;

(j) any costs paid to or recovered by the Organization in any settlement action or proceedings, civil or criminal; and

(k) all money and other property lawfully received by Organization.

Expenses that must be borne by the Group

Money

47. The Fund shall be spent for the purpose of the following:

(a) interest payments;

(b) payment of training fees to training providers in relation with the training cost provided by the training provider to the insured;

(c) payment of any expenses duly incurred for the job relocation program with insured people including spending that incurred for cooperation with any institution;

(d) expense payments for evaluation and impact studies on the above System;

(e) establishment and maintenance of centers or institutes for the meaning of the job placement program;

(f) expenses or costs incurred by the Organization for the establishment of the Appeal Board for the purposes of this Act;

(g) payment of expenses or money required for satisfy any judgment, decision or award by any court or tribunal against Organization, Chairman of the Board, Director General, Deputy Director General, any member of the Board, Committee or committees established under section 9, Employment Service Officer, and officers and servants of the Organization in respect of any act, omission or default which made or done in the performance of a function or exercise the powers of the Organization under this Act;

(h) payment of allowances and other expenses to members of the Board, Committees and established committees under section 9;

(i) payment of legal fees and related costs

any civil or criminal proceedings brought,  
initiated or maintained by or against the Organization  
under this Act;

(j) repayment of money lent under this Act  
and interest or profit payable on money  
the lent;

(k) establishment or acquisition of a company below  
This Act and its maintenance;

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(l) expenses and other authorized expenses  
by this Act or any regulations which  
made under this Act, or incurred in  
perform the functions or exercise the authority of the Organization.

Expenses for administration

48. (1) Notwithstanding section 47, expenditure may be incurred  
by the Organization from the Fund to the extent of any amount  
which is allowed by the Minister as stipulated, for  
any one year, to carry out the administration of the System  
for the following purposes:

(a) pay salaries, bonuses, leave and exchange expenses, allowances  
travel and compensation, gratuity and courtesy allowance,  
contributions to benefit funds, welfare and  
recreation of officers and servants of the Organization includes  
loans and advances, and expenses  
regarding office and service fees  
other given under this Act or any  
regulations made under this Act;

(b) pay fees and other remuneration to any auditor, actuary, agent, technical advisor, banker, stockbroker, surveyors, consultants or any other person who employed to implement the purpose of this Act;

(c) buy or rent equipment, machinery and anything other things include renting any building or premises in performing its functions and in exercise his powers under this Act or any regulations made under this Act.

(2) The Board may, subject to any conditions, limitations or restrictions that the Board deems appropriate, delegate to Chairman of the Board, Director General, Deputy Director General, any member of the Board, Committee or committee established under section 9, Service Officers Employment, or officers and servants of the Organization, authority to authorize expenditure from the Fund or anything other money vested in and under the control of the Board to the extent of any limit as determined by the Board.

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Power to receive gifts, donations, etc.

49. Organizations can accept gifts, donations, gifts or bequeues made to or on behalf of the Fund.

Power to invest

50. (1) For the purposes of this section?

"debenture" includes debenture shares, bonds, notes or securities or other obligations of a company, whether totaled to a liens on company assets or not and also include rights

to subscribe for any debentures;

"shares" means paid shares whether fully paid

or not in the share capital of a company and includes shares

and the right to subscribe for any stock or shares.

(2) Money in the Fund shall, to the extent that

the money is not immediately needed to be spent by

Organization under this Act or any regulations

made under this Act, is invested subject to nothing

terms and conditions determined by the Minister after consultation

with the Minister of Finance as follows:

(a) in investments or securities permitted for

trust fund investment by any

written law;

(b) in investment in shares and debentures in

any public company that is quoted or is

worked to be quoted on the stock exchange

established in Malaysia;

(c) in any other decided investment or securities

by the Board based on the Committee's recommendation.

(3) Investments made under subsection (2) may

changed, changed or realized from time to time.

(4) The Minister may at any time, after consultation with

The Minister of Finance, ordered the partial vacating or

entire, or prohibit investment, in any securities.

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(5) The power to invest under subsection (2) shall

vested in the Board.

(6) The Organization shall, with the approval of the Board and after consultation with the Minister of Finance, determine procedures for the investment of the Fund including transfers or its realization, the bank in which the Fund can be deposited, income and loan repayment and control and financial procedures.

#### Power to borrow

51. (1) Organizations may, with the permission of the Minister of Finance, borrow any money required by the Society for fulfill any of its obligations or perform anything function at any interest rate and for any period and on any terms and conditions regarding time and method reimbursement and others as approved by the Minister.

(2) No money from any fund which administered by the Organization under any law other written can be used for borrowing purposes under subsection (1).

#### Annual budget

52. (1) The organization shall every year provide a budget that shows expected cash inflows and the estimated expenses of the Organization for the following year which contains any sufficient particulars as determined by the Minister to settle the liability borne by the Organization and to maintain a balance work under this Act.

(2) The budget shall be submitted for approval



Minister before any date fixed by him.

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Accounts and reports

53. The Organization shall cause the Group's account

Proper money and proper record of its activities

stored and shall, as soon as possible

after the end of each financial year, cause that

provided for that financial year?

(a) a statement of accounts of the Organization which shall include

balance sheets and income and expenditure accounts;

and

(b) a report on the work and activities of the Organization.

Audit

54. (1) The Accounts of the Organization shall be audited annually by

Auditor General.

(2) The Auditor General or any authorized person

by him shall at all reasonable times have

access to books, accounts and other documents of the Organization and

may, for audit purposes, require any explanation and

information from, or examine, any officer and

servants of the Organization.

(3) The Board shall submit to the Minister a

a copy of the auditor's report and any observations along with

a copy of the Organization's audited accounts.

(4) The Minister may direct the Board to send

a copy of the auditor's report and any statement of account to

any Government department and any statement of account to

Auditor General as necessary.

Annual report

55. The Board shall submit a report to the Minister

annual report on the work and activities of the Organization before June 30

the following year unless otherwise extended by

Minister.

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Annual reports and audited accounts must be presented

56. The Board shall cause the annual report

and the audited accounts of the Society are presented before each

Parliamentary Council.

Valuation of assets and liabilities

57. (1) The Board shall, every five years, cause

so that an actuarial review is conducted on the implementation

The system under this Act, which involves the valuation of assets and

liability of the Organization, and the report shall be submitted

to the Minister.

(2) Notwithstanding subsection (1), the Minister may direct

so that any actuarial review and asset valuation and

liability is made at any other time as the

thought necessary.

Imposition of surcharge

58. (1) The organization may impose a surcharge on any

people who are currently or have worked with the following Organizations

any way as determined by the Board if

The Board finds that the person?

(a) responsible or has been responsible for

any undue payment of money from

Fund or for any payment whatsoever

money not properly backed;

(b) is responsible or has been responsible for anything

deficiency in, or for the destruction of, any money,

securities, deposits or other property of the Organization;

(c) as or while being an accounting officer, fails

or has failed to keep accounts or records

which should; or

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(d) has failed to make any payment, or is liable

or has been responsible for any delay

in payment of money from the Fund to

any person to whom the payment is due

paid under any contract, agreement or

the arrangement made between the person and Perbody.

(2) The Board shall, before a person is charged

surcharge under subsection (1), convey to him a

a written notice asking him to show the reasons why he

should not be charged a surcharge.

(3) If a satisfactory explanation is not received in

thirty days from the date of delivery of the notice below

subsection (2), the Board may?

(a) in the case of paragraphs (1)(a) and (b), impose a surcharge

against that person an amount of money that does not exceed

uncollected amounts, or payments made

improperly, or deficient in value,

or loss, money, securities, stored goods or

other property of the Organization; and

(b) in the case of paragraphs (1)(c) and (d), impose a surcharge

against that person any sum of money as

which the Board deems appropriate.

(4) The Board shall cause the Director General

be notified of any surcharges made hereunder

subsection (1) and the Director General shall thereafter

notify the person to whom the surcharge applies.

(5) Notwithstanding subsections (3) and (4), the Board may

at any time withdraw any applicable surcharge

by which a satisfactory explanation has been received or if

found otherwise that no surcharge should be made, and the Board

shall cause the Director General to be informed about

the withdrawal and the Director General shall thereafter

notify the person to whom the surcharge applies.

(6) The amount of any surcharge made under subsection (3)

and which is not withdrawn under subsection (5) shall

become a civil debt payable to the Organization

from the person who is charged with the surcharge and can be sued

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against him and recoverable in any court

at the request of the Organization and may also be so directed

by the Board recovered by way of deduction?

(a) from the salary of the person on whom the surcharge is imposed; or

(b) from the pension of the person subject to the surcharge,

with the same amount of monthly installments that do not exceed

one fourth of the person's total monthly salary or pension

that, as the case may be.

## Part VIII

### **SOCIAL SECURITY APPEAL CONGREGATION**

Matters to be decided by the Appellate Body

59. (1) The Appellate Body shall have the power to

decide in respect of any question, dispute,

claims or appeals referred to the Appellate Body

by any person connected with the matter which

the following:

(a) whether any person is an employee pursuant to

the meaning of this Act;

(b) whether an employer or an employee is liable

to pay contributions;

(c) whether any activity carried out by any

person is an enterprise within the meaning of the Act

this;

(d) whether the insured person has lost his job

according to this Act;

(e) salary or assumed monthly salary of the insured person for

the purpose of this Act;

(f) the rate of contribution to be paid by the employer concerned

with its employees;

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(g) whether a person is or has been an employer

in respect of any employee;

(h) the right of any insured person to any benefit

including the amount and duration of the interest;

(i) any claim by the Organization to obtain

return any arrears of contributions from the employer;

(j) any decision, order or direction made or

issued by the Organization under this Act;

(k) any claim by the Organization against any

person to recover any benefits that

has been paid in non-compliance with this Act;

(l) any claim by the Organization against the training provider

for any payment made by the Organization which

was paid to the training provider in error

or fraudulently claimed by the training provider; or

(m) any other matter in dispute?

(i) between the employer and the Organization;

(ii) between the insured and the Organization;

(iii) between the training provider and the Organization;

(iv) between the insured and the employer; or

(v) between the insured person or the employer and

trainer.

(2) Any question, dispute, claim or appeal by

insured person, employer, training provider or any other person

in relation to any matter under this Act shall

be filed with the Appellate Body for decision.

(3) No civil court shall have jurisdiction to

decide or manage any question, dispute,

claim or appeal referred to in subsection (1), or for

make a decision on any liability that shall

decided by the Appellate Body under this Act or any regulations under this Act.

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Commencing proceedings, etc.

60. (1) All proceedings before the Appellate Body shall initiated before the Appellate Body established for the area where the insured person was working at the time in question, disputes, claims or appeals arise.

(2) PengeThe sitting of the Appeals Chamber may, upon application made by the parties to the Appellate Body, transfer any unfinished business in front of him somewhere State or area to any other Appellate Body in another State or area and must give the reason to approve or disapprove the application for the transfer.

(3) The Appellate Body to whom any matter or proceedings transferred under subsection (2) shall proceed to decide the matter or proceeding as it were the matter or proceeding was originally commenced before the Appellate Body.

Commencement of proceedings

61. (1) Proceedings before the Appellate Body in respect of any question, dispute, claim or appeal mentioned in section 59 shall commence with an application in the manner prescribed.

(2) Every application under subsection (1) shall made within sixty days from the date of the cause of action

that arises.

(3) For the purposes of subsection (2)?

(a) the cause of action in respect of a claim for interest

shall be deemed to have arisen from the date of the person

the insured receives a written decision from

Organization regarding the claim; and

(b) the cause of action in respect of any claim by

Organization to recover contributions from

the employer shall be deemed to have arisen from the date

information about the contribution to be paid which

full time to be accepted by the Organization.

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Powers of the Appellate Body

62. (1) The Appellate Body shall have all powers

a Sessions Court Judge for the purpose of issuing

summons and enforce the presence of witnesses, disclosure and

submission of documents and materials, administering oaths and

record information.

(2) All costs incidental to any proceedings

before the Appellate Body is subject to discretion

Congregation of Appeals.

(3) An order of the Appellate Body shall be enforced

as if the order was a Court judgment

Session.

Representation in proceedings before the Appellate Body

63. Any person may, in any proceeding

in front of the Appellate Assembly except for the presence of someone for



the meaning of his examination as a witness, present in person or represented by a legal practitioner, or by any a person authorized in writing by that person, or if no authorization in writing, by any person who allowed by the Appellate Body to appear on that person's behalf.

#### Reference to the High Court

64. The Appellate Body may raise any question law for High Court and Congregation decisions The appeal shall decide the outstanding question before the Appellate Panel according to the decision.

#### Appeal

65. (1) No appeal shall be made to the High Court against the order of the Appellate Body unless the appeal involving legal issues or mixed issues law and fact.

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(2) The appeal referred to in subsection (1) shall made within sixty days from the date of the written order that was made by the Appellate Body.

#### Suspension of payment pending appeal

66. If the Organization has made an appeal against a order of the Appellate Body, the Appellate Body may, and if directed by the High Court shall, pending the decision the appeal, stayed the order against which the appeal was made relating to the payment of any sum of money.

#### Section IX

## **EMPLOYMENT SERVICE OFFICER, ENFORCEMENT**

## AND INVESTIGATION

Appointment and function of Employment Service Officer

67. (1) The Minister may appoint any number of Officers

Employment Services that must have the function that

the following:

(a) to verify the loss of employment;

(b) to carry out re-employment programs

including job search, job counseling, matching

work, job placement, career advice and training

vocational;

(c) to collect, analyze and prepare

labor market information;

(d) to conduct and coordinate studies on

labor and labor market issues, including security

social;

(e) to perform any other function as the

determined by the Organization from time to time.

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(2) The Director General may give any instructions to

any Employment Service Officer as

he thought it necessary to ensure that the function of the Officer

Employment Services are implemented in accordance with this Act.

Power to inspect training

68. Employment Service Officer may inspect

any training given by the training provider includes

the following:

(a) any premises and facilities used for

the exercise is either obeying any instructions which

granted by the Organization under this Act;

(b) any training program and training period either

carried out as agreed by the Organization;

(c) any document and records relating to

the presence of the insured; and

(d) any documents and records relating to

claims for training fees submitted by the provider

training to the Organization.

Enforcement, inspection and investigation powers

69. (1) The Employment Service Officer shall have

all the powers of a police officer of any rank

as provided under the Code of Procedure

Crime [Act 593], except for the power to arrest without warrant,

in relation to enforcement, inspection and investigation,

and that power shall be in addition to the power which

granted by this Act and does not reduce its authority.

(2) The Employment Service Officer may inspect

any person if the Employment Service Officer

have reasonable grounds to believe that

the person has relevant information or documents

related to any company.

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Power to require information and conduct

inspection

70. (1) For the purpose of obtaining information about either

any person has made a contribution payment or anything

other information relating to claims for benefits under this Act, the Director General or any officer Organizations authorized by the Director General may, through notice in writing, requiring any person who he have reasonable grounds to believe that the person has any information or document, or able to provide any relevant information with payment of contributions or claims for benefits under the Act this?

(a) to provide any information to the Chief Directors or any officers of the Organization who authorized by the Director General at any time specified in the notice; or

(b) to appear in person before the Director General or any authorized officer of the Organization by the Director General and to submit for inspection of any books, accounts, records and documents other including electronic records deemed necessary by Director General or any officer of the Organization authorized by the Director General.

(2) If it appears to any Magistrate on information in writing under oath and after such inquiry as he thinks fit it is necessary that there be reasonable grounds to believe that in any place or building there is anything books, accounts, records or other documents including records electronic submission of which has been requested below subsection (1) but not submitted, the Magistrate may

issued a warrant authorizing the Director General  
or any officer of the Organization authorized by  
The Director General, with or without assistance, enters the venue  
or the building, by force if necessary, and check  
that place or building, confiscate, take possession and  
retain any such books, accounts, records or other documents  
including electronic records.

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(3) Any person who fails to comply with subsection (1)  
commit an offense and may, on conviction, be fined  
not exceeding ten thousand ringgit or imprisonment for  
period not exceeding two years or both.

Prevent, etc., Director General, Deputy Director General  
and Employment Service Officer

71. Any person who?

(a) does not comply with any instructions given by the Chief  
Director, or any Deputy Director General or  
Employment Service Officer while conducting  
his authority and perform his functions under the Act  
this or any regulations made  
under this Act; or

(b) by any means of embezzlement, embezzlement or  
prevent the Director General, or any Deputy  
Director General or Employment Service Officer  
while exercising his powers and performing his functions  
under this Act or any regulations  
made under this Act,

commit an offense and may, on conviction, be fined  
not exceeding ten thousand ringgit or imprisonment for  
period not exceeding two years or both.

Fraud or falsification in connection with the payment of contributions  
or claims for benefits

72. Any person who commits or abets to  
commit any related fraud or forgery  
with payment of contributions or claims for the benefit of doing  
an offense and may, on conviction, be fined no  
exceeding ten thousand ringgit or imprisoned for a period  
not exceeding two years or both.

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Providing false or misleading information or documents

73. Any person who?

(a) give or cause any person  
provide any information or documents to  
Organizations he knows or has reason to  
to believe is false or misleading; or

(b) make in writing or sign anything  
statements, forms, reports, certificates or other documents  
required by this Act or any  
regulations made under this Act which  
untrue or incorrect in any particulars  
materials,

commit an offense and may, on conviction, be fined  
not exceeding ten thousand ringgit or imprisonment for  
period not exceeding two years or both.

Court order in respect of contributions or benefits

which is due and payable to the Organization

74. (1) Any person found guilty of anything

an offense under section 72 or 73 and causes any

contributions are not paid to the Organization or cause anything

benefits under this Act are improperly received,

the court before which the person was found guilty

shall order the person to pay to

The organization of the amount of any such contribution or benefit, together

with any interest credited on such amount, which

due and payable to the Organization.

(2) The amount of any contribution or interest mentioned in

subsection (1) shall be certified by an officer of the Society

authorized by the Director General as payable

of the person before the date of conviction and

the certificate of the authorized officer shall be evidence

prima facie about the amount due and payable

that.

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(3) Any contribution or benefit mentioned in

subsection (1) may be recovered in the same manner

as, and may be appealed to as if it were, an order

for the payment of compensation under section 426 of the Code of Procedure

Crime, unless the court orders payment

the amount of money is made in installments, the court shall

ordered that the amount be paid with no more

of six installments within six months.

A copy of the record is prima facie evidence, and  
document submission

75. (1) In any legal proceedings under the Act  
this, a copy of any entry in the accounts of the Organization which  
duly certified by an officer of the Organization who  
authorized by the Director General shall be evidence  
prima facie that the entry was made and on the truth  
the content of the post.

(2) The court may, upon application by the Public Prosecutor,  
require any person to submit anything  
documents in his possession and related to the case, and  
the document must be submitted within the specified time  
by the court.

#### Prosecution

76. No prosecution shall be instituted for any offence  
under this Act or any regulations which  
made under this Act except by or with permission  
written by the Public Prosecutor.

#### Compounding of faults

77. (1) The Minister may, with the approval of the Public Prosecutor, make  
regulations to prescribe?

(a) any offence under this Act or any  
regulations made under this Act as  
a compoundable offence;

#### Employment Insurance System 57

(b) the criteria for compounding the offence; and  
(c) methods and procedures for compounding offences



that.

(2) The Director General or any officer of the Organization authorized in writing by the Director General may, with the written permission of the Public Prosecutor, at any time before the charge begins, compounding any an offense that is designated as an offense that can compounded by making a written offer to the person who is reasonably suspected of having committed an offence that to compound the offense when paid to Director General a sum of money that does not exceed five ten percent of the maximum fine amount that person may be imposed if he is convicted of the offence, in any period as specified in the offer written that.

(3) An offer under subsection (2) may be made on any time after the offense was committed but before any prosecution for him commenced, and if the amount which specified in the offer is not paid within that time specified in the offer, or any extended period as given by the Director General, prosecution for the offense may be commenced at any time after that against the person to whom the offer was made.

(4) If an offense has been compounded under subsection (2), no prosecution can be instituted in respect of the offence that against the person to whom the offer to compound that was made, and any related documents or things seized with that offense can be discharged by the Director General,

subject to any terms deemed appropriate by the Head  
Director.

(5) All sums of money received by the Director General  
under this section shall be paid into and be  
part of the Fund.

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Section X

### **A.M**

Obligation to keep statements, particulars, etc.

78. (1) Every employer shall keep or  
maintain any statement, particulars, register or  
good record with every employee.

(2) The Employment Service Officer may request the employer  
to submit any statements, particulars, register books  
or records referred to in subsection (1).

(3) Any person who contravenes subsection (1) or  
fails to comply with a request under subsection (2) does  
an offense and may, on conviction, be fined no  
exceeding ten thousand ringgit or imprisoned for a period  
not exceeding two years or both.

Appointment of collection agent

79. The Society may appoint any number of collecting agents  
for the purpose of recovering any debt due  
to the Organization.

Using the services of auditors, actuaries, etc.

80. The Society may, subject to any terms and conditions,  
use the services of any auditor, actuary, technical advisor,

bankers, stockbrokers, surveyors, consultants or any other people as the Organization deems fit to assist the Organization in carrying out its functions.

Civil servants

81. Director General, Deputy Director General, all members Boards, Committees or established committees under section 9, Employment Service Officers and officers and servants of the Organization, in the performance of their duties under this Act or any regulations made under this Act, shall be deemed to be public servants according to the meaning of the Penal Code [Act 574].

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Power of the Organization to establish or take over company

82. (1) Organizations may, with the approval of the Minister and the Minister Finance, establish or take over any company under the Companies Act 2016 [Act 777] to carry out, administer, operate and manage any project, joint venture, privatization program, plan, enterprise or any other matter that has been planned or worked on by Organization for the purposes of the System.

(2) The organization may give instructions to the company which mentioned in subsection (1) on related matters with the administration, finance and operations of the company which in accordance with the provisions of this Act, and the company shall execute the command.

Power to exclude

83. The Minister may, by order published in the Gazette and subject to any conditions set forth in the order, excluding?

- (a) any enterprise or class of enterprises; or
  - (b) any employer or employee, or class of employers or employees,
- from any provision of this Act or any regulations made under this Act.

Power to amend schedule

84. The Minister may, by order published in the Gazette, amend the First Schedule.

Power to make regulations

85. (1) The Minister may make any regulations which expedient or necessary to implement the provisions of this Act better.

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(2) Without prejudice to the generality of subsection (1), rules can be made for all or any meaning the following:

- (a) all matters relating to contributions and benefits include how contributions or benefits should be calculated, and the procedure for making a claim for interest;
- (b) procedures for the determination of job loss and conditions contribution eligibility;
- (c) the conditions to be complied with by the insured person who receives any benefits;

(d) all matters relating to the training of persons

insured;

(e) all matters relating to the training provider

including training provider obligations, procedures for

make a claim for training fees and documents

must be given or maintained by the grantor

training;

(f) the procedure for any proceedings before the Appellate Body;

(g) all matters related to the program

job placement;

(h) procedures for registration of enterprises and employees;

(i) any other matter required to be prescribed

under this Act.

(3) Any regulations made under the Act

this can establish an act or omission which

breaking the rules becomes an offense and

may prescribe a fine not exceeding ten

thousand ringgit or imprisonment for a period not exceeding

two years or both for the offence.

Employment Insurance System 61

Disposal of documents after more than three years

86. (1) The Director General may authorize any document

based on paper belonging to the Organization to be copied

in an electronic medium by any means to ensure

that the exact image of the document can be seen, reproduced

and copied.

(2) If a paper-based document has been copied according to

subsection (1), the Director General may authorize disposal of the paper-based document after the expiry of the three-year period from the making of the electronic copy.

(3) Copies of stored paper-based documents

in an electronic medium in accordance with subsection (1) can be accepted as keterangan about any fact that is stated therein in accordance with section 90a of the Evidence Act 1950 [Act 56].

Recommendations to review the System

87. (1) The Board may, when there is a substantial change in the general level of income as a result of substantial changes in the cost of living, examine the situation based on assessment made and make recommendations to the Minister for review of the System under this Act.

(2) The recommendation of the Board referred to in subsection (1)?

(a) must be accompanied by an actuarial report;

(b) shall take into account the Government's social policy; and

(c) may include?

(i) proposals for new contribution rates;

(ii) recommendations for changes in the rate of allowance

job search, early re-employment allowance,

reduced income allowance and training allowance

and training fee amount; and

(iii) proposals for new types of benefits.

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Offenses by corporations, etc.

88. (1) If an employer who is a corporation,

partnership or organization commits an offense below

This Act?

(a) in the case of a body corporate, any person

who at the time of the offense was a person

director, manager, secretary or similar officer

the other for the corporation;

(b) in the case of a partnership, each partner in

the partnership at the time of the commission of the offence; or

(c) in the case of an organization, every office holder

for the organization at the time of the commission of the offence,

may be charged separately or jointly in the proceedings

the same with corporations, partnerships

or the organization.

(2) If the organization is a corporation, partnership or association

found to have committed the offense, director, manager,

secretary or other similar officer of the organization

the corporation, a partner in the partnership or a holder

office for the organization referred to in subsection (1)

shall be deemed to have committed the offense unless

if, taking into account the type of function on that property and

all things considered, he proves?

(a) that the offense was committed without his knowledge,

his consent or omission; and

(b) that he has taken all precautions

which is reasonable and has carried out due diligence

to avoid the commission of the offense.

Organizations can deal with authorized persons

89. (1) In all matters concerning interest under the Act this, Organizations can deal directly with people insured or a given registered trade union official authorization in writing by the insured person or a person the legal practitioner representing the insured person.

#### Employment Insurance System 63

(2) The organization may refuse to serve any representation made by any other person.

#### Electronic submission of documents

90. (1) Subject to subsection (2), the Organization may authorize any statements, particulars, records, notices, reports, register or other documents required to be submitted or granted under this Act or the regulations thereof made under this Act through electronic means or by electronic transmission.

(2) The conditions and specifications under which the statement, details, records, notices, reports, registers or other documents mentioned in subsection (1) presented or given shall as determined by the Organization.

(3) Statements, particulars, records, notices, reports, registers or documents others mentioned in subsection (1) shall be deemed to have presented or given by someone to the Organization on the date of receipt of statements, particulars, records, notices, the report, register or other document is sent electronically by the Organization to that person.

(4) Acceptance by the Organization, statements, details, records, notices, reports, registers or other documents submitted



or given pursuant to subsection (3) may be accepted as evidence in any proceeding.

#### First Schedule

##### [Section 2]

1. Any person whose job is part-time and who employed other than for the purposes of the employer's company.
  2. Any domestic servant, i.e. someone who is employed solely in work or related to work for a house private residence and not for any trade, business or the profession carried out by the employer in the dwelling house and including a cook, housekeeper (including servants bedroom and kitchen), waiter, butler, person looking after children or baby, valet, ladybug, gardener, washerman or washerwoman cloth, guard, sais and driver or washer of any vehicle licensed for private use.
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3. Any person authorized to acquire any kind minerals or produce from or on someone else's land and which, in return for that permission, give a portion of the minerals or the proceeds to that other person or pay to him the value of the part.
  4. Husband or wife of an employer.
  5. Any person detained in any prison, School Henry Gurney, approved school, place of detention, mental hospital or settlement of leprosy.
  6. Any member of the Federal and State public service.
  7. Any employee of a local authority or statutory body.

8. Any employee who has not reached the age of eighteen or who has reached the age of sixty.
9. Any employee who has reached the age of fifty-seven years and in respect of which no contribution has been due under the Act this was before he reached the age of fifty-seven.

## Second Schedule

[Section 18]

### CONTRIBUTION RATE

1. For the purposes of this Schedule?

(a) "monthly salary" means the salary payable to an employee in respect of any salary period ending in the month that; and

(b) "salary period" means the period in respect of which the salary earned by an employee must be paid.

2. The contribution should be calculated based on the monthly salary and should be on the following rates:

Monthly Salary Contribution Contribution Total

Employer of Employees

1 Salary up to RM30 ? ? ? ? 5 sen 5 sen 10 sen

2 When the salary exceeds RM30 but 10 sen 10 sen 20 sen  
not exceeding RM50

3 When the salary exceeds RM50 but 15 sen 15 sen 30 sen  
not exceeding RM70

4 When the salary exceeds RM70 but 20 sen 20 sen 40 sen  
not exceeding RM100

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Monthly Salary Contribution Contribution Total

## Employer of Employees

5 When the salary exceeds RM100 but 25 sen 25 sen 50 sen  
not exceeding RM140

6 When the salary exceeds RM140 but 35 sen 35 sen 70 sen  
not exceeding RM200

7 When the salary exceeds RM200 but 50 sen 50 sen RM1.00  
not exceeding RM300

8 When the salary exceeds RM300 but 70 sen 70 sen RM1.40  
not exceeding RM400

9 When the salary exceeds RM400 but 90 sen 90 sen RM1.80  
not exceeding RM500

10 When the salary exceeds RM500 but RM1.10 RM1.10 RM2.20  
not exceeding RM600

11 When the salary exceeds RM600 but RM1.30 RM1.30 RM2.60  
not exceeding RM700

12 When the salary exceeds RM700 but RM1.50 RM1.50 RM3.00  
not exceeding RM800

13 When the salary exceeds RM800 but RM1.70 RM1.70 RM3.40  
not exceeding RM900

14 When the salary exceeds RM900 but RM1.90 RM1.90 RM3.80  
not exceeding RM1,000

15 When the salary exceeds RM1,000 RM2.10 RM2.10 RM4.20  
but not exceeding RM1,100

16 When the salary exceeds RM1,100 RM2.30 RM2.30 RM4.60  
but not exceeding RM1,200

17 When the salary exceeds RM1,200 RM2.50 RM2.50 RM5.00  
but not exceeding RM1,300

18 When the salary exceeds RM1,300 RM2.70 RM2.70 RM5.40

but not exceeding RM1,400

19 When the salary exceeds RM1,400 RM2.90 RM2.90 RM5.80

but not exceeding RM1,500

20 When the salary exceeds RM1,500 RM3.10 RM3.10 RM6.20

but not exceeding RM1,600

21 When the salary exceeds RM1,600 RM3.30 RM3.30 RM6.60

but not exceeding RM1,700

22 When the salary exceeds RM1,700 RM3.50 RM3.50 RM7.00

but not exceeding RM1,800

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Monthly Salary Contribution Contribution Total

Employer of Employees

23 When the salary exceeds RM1,800 RM3.70 RM3.70 RM7.40

but not exceeding RM1,900

24 When the salary exceeds RM1,900 RM3.90 RM3.90 RM7.80

but not exceeding RM2,000

25 When the salary exceeds RM2,000 RM4.10 RM4.10 RM8.20

but not exceeding RM2,100

26 When the salary exceeds RM2,100 RM4.30 RM4.30 RM8.60

but not exceeding RM2,200

27 When the salary exceeds RM2,200 RM4.50 RM4.50 RM9.00

but not exceeding RM2,300

28 When the salary exceeds RM2,300 RM4.70 RM4.70 RM9.40

but not exceeding RM2,400

29 When the salary exceeds RM2,400 RM4.90 RM4.90 RM9.80

but not exceeding RM2,500

30 When salary exceeds RM2,500 RM5.10 RM5.10 RM10.20

but not exceeding RM2,600

31 When the salary exceeds RM2,600 RM5.30 RM5.30 RM10.60

but not exceeding RM2,700

32 When the salary exceeds RM2,700 RM5.50 RM5.50 RM11.00

but not exceeding RM2,800

33 When the salary exceeds RM2,800 RM5.70 RM5.70 RM11.40

but not exceeding RM2,900

34 When the salary exceeds RM2,900 RM5.90 RM5.90 RM11.80

but not exceeding RM3,000

35 When salary exceeds RM3,000 RM6.10 RM6.10 RM12.20

but not exceeding RM3,100

36 When the salary exceeds RM3,100 RM6.30 RM6.30 RM12.60

but not exceeding RM3,200

37 When the salary exceeds RM3,200 RM6.50 RM6.50 RM13.00

but not exceeding RM3,300

38 When the salary exceeds RM3,300 RM6.70 RM6.70 RM13.40

but not exceeding RM3,400

39 When the salary exceeds RM3,400 RM6.90 RM6.90 RM13.80

but not exceeding RM3,500

40 When salary exceeds RM3,500 RM7.10 RM7.10 RM14.20

but not exceeding RM3,600

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Monthly Salary Contribution Contribution Total

Employer of Employees

41 When salary exceeds RM3,600 RM7.30 RM7.30 RM14.60

but not exceeding RM3,700

42 When salary exceeds RM3,700 RM7.50 RM7.50 RM15.00

but not exceeding RM3,800

43 When salary above RM3,800 RM7.70 RM7.70 RM15.40

but not exceeding RM3,900

44 When the salary exceeds RM3,900 RM7.90 RM7.90 RM15.80

but not exceeding RM4,000

45 When salary exceeds RM4,000 RM7.90 RM7.90 RM15.80

Third Schedule

[Sections 18, 34, 35, 36 and 37]

## **INTEREST RATE**

1. The rate for job search allowance shall be as follows:

(a) eighty percent (80%) of the assumed monthly salary for the month the first;

(b) fifty percent (50%) of the assumed monthly salary for the month the second;

(c) forty percent (40%) of the assumed monthly salary for the month the third and fourth;

(d) thirty percent (30%) of the assumed monthly salary for the month the fifth and sixth.

2. The rate for early re-employment allowance shall be?

(a) in the event that the insured person accepts an offer of employment and report to work during the waiting period, twenty five percent (25%) of the total job search allowance he is entitled to it;

(b) in the event that the insured person accepts an offer of employment in waiting period but reporting to work within the period receive a job search allowance, twenty-five percent (25%)

from the amount of the remaining job search allowance that has not yet been paid paid; or

(c) in the event that the insured person accepts an offer of employment and report to work during the period of receiving the search allowance employment, twenty-five percent (25%) of the total remaining allowance looking for unpaid work.

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3. The rate for reduced income allowance shall be as follows:

(a) eighty percent (80%) of the assumed monthly salary for the month the first;

(b) fifty percent (50%) of the assumed monthly salary for the month the second;

(c) forty percent (40%) of the assumed monthly salary for the month the third and fourth;

(d) thirty percent (30%) of the assumed monthly salary for the month the fifth and sixth.

4. Training allowance?

(a) shall be paid at the rate of twenty-five percent (25%) of presumptive monthly salary calculated on a daily basis but shall subject to a minimum of ten ringgit and a maximum of twenty ringgit per day; and

(b) must be paid monthly according to the number of training days attended by the insured.

5. The maximum amount of the training fee is four thousand ringgit.

6. The assumed monthly salary is an amount equal to the salary amount monthly for each month for which the contribution has been paid or payable within six consecutive months immediately preceding the missing month

the work takes place, divided by the number of months for which the contribution is made has been paid or payable.

7. For the purpose of determining the presumptive monthly salary under paragraph 6?

(a) in case the monthly salary is not paid to the insured person, the salary

the insured person's monthly is an amount equal to

the monthly minimum wage amount according to the Minimum Wage Order

made under the National Wage Consultation Council Act 2011

[Act 732]; and

(b) in case the insured person receives disability benefits

temporary monthly under the Workers' Social Security Act 1969,

the insured person's monthly salary is the actual salary of the insured person

that is before receiving the monthly temporary disability benefits.

8. The assumed monthly salary stated in paragraph 6 for each

month is the amount stated below which should be equivalent to

the contribution rate paid or payable for that month according to the Schedule

Second:

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**ASSUMED MONTHLY SALARY**

Actual monthly salary for the month Total monthly salary

presumptive contribution

which

concurrently

for the month

that

1 Salary up to RM30 ... .. 10 sen RM20

2 When the salary exceeds RM30 but not 20 cents RM40

more than RM50



3 When the salary exceeds RM50 but not 30 cents RM60

more than RM70

4 When the salary exceeds RM70 but not 40 sen RM85

more than RM100

5 When the salary exceeds RM100 but 50 cents of RM120

not exceeding RM140

6 When the salary exceeds RM140 but 70 cents RM170

not exceeding RM200

7 When the salary exceeds RM200 but RM1.00 RM250

not exceeding RM300

8 When the salary exceeds RM300 but RM1.40 RM350

not exceeding RM400

9 When the salary exceeds RM400 but RM1.80 RM450

not exceeding RM500

10 When the salary exceeds RM500 but RM2.20 RM550

not exceeding RM600

11 When the salary exceeds RM600 but RM2.60 RM650

not exceeding RM700

12 When the salary exceeds RM700 but RM3.00 RM750

not exceeding RM800

13 When the salary exceeds RM800 but RM3.40 RM850

not exceeding RM900

14 When the salary exceeds RM900 but RM3.80 RM950

not exceeding RM1,000

15 When the salary exceeds RM1,000 but RM4.20 RM1,050

not exceeding RM1,100

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Actual monthly salary for the month Total monthly salary

presumptive contribution

which

concurrently

for the month

that

16 When the salary exceeds RM1,100 but RM4.60 RM1,150

not exceeding RM1,200

17 When the salary exceeds RM1,200 but RM5.00 RM1,250

not exceeding RM1,300

18 When the salary exceeds RM1,300 but RM5.40 RM1,350

not exceeding RM1,400

19 When the salary exceeds RM1,400 but RM5.80 RM1,450

not exceeding RM1,500

20 When the salary exceeds RM1,500 but RM6.20 RM1,550

not exceeding RM1,600

21 When the salary exceeds RM1,600 but RM6.60 RM1,650

not exceeding RM1,700

22 When the salary exceeds RM1,700 but RM7.00 RM1,750

not exceeding RM1,800

23 When the salary exceeds RM1,800 but RM7.40 RM1,850

not exceeding RM1,900

24 When the salary exceeds RM1,900 but RM7.80 RM1,950

not exceeding RM2,000

25 When the salary exceeds RM2,000 but RM8.20 RM2,050

not exceeding RM2,100

26 When the salary exceeds RM2,100 but RM8.60 RM2,150

not exceeding RM2,200

27 When the salary exceeds RM2,200 but RM9.00 RM2,250

not exceeding RM2,300

28 When the salary exceeds RM2,300 but RM9.40 RM2,350

not exceeding RM2,400

29 When the salary exceeds RM2,400 but RM9.80 RM2,450

not exceeding RM2,500

30 When the salary exceeds RM2,500 but RM10.20 RM2,550

not exceeding RM2,600

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Actual monthly salary for the month Total monthly salary

presumptive contribution

which

concurrently

for the month

that

31 When the salary exceeds RM2,600 but RM10.60 RM2,650

not exceeding RM2,700

32 When the salary exceeds RM2,700 but RM11.00 RM2,750

not exceeding RM2,800

33 When the salary exceeds RM2,800 but RM11.40 RM2,850

not exceeding RM2,900

34 When the salary exceeds RM2,900 but RM11.80 RM2,950

not exceeding RM3,000

35 When the salary exceeds RM3,000 but RM12.20 RM3,050

not exceeding RM3,100

36 When the salary exceeds RM3,100 but RM12.60 RM3,150

not exceeding RM3,200

37 When the salary exceeds RM3,200 but RM13.00 RM3,250

not exceeding RM3,300

38 When the salary exceeds RM3,300 but RM13.40 RM3,350

not exceeding RM3,400

39 When the salary exceeds RM3,400 but RM13.80 RM3,450

not exceeding RM3,500

40 When the salary exceeds RM3,500 but RM14.20 RM3,550

not exceeding RM3,600

41 When the salary exceeds RM3,600 but RM14.60 RM3,650

not exceeding RM3,700

42 When the salary exceeds RM3,700 but RM15.00 RM3,750

not exceeding RM3,800

43 When the salary exceeds RM3,800 but RM15.40 RM3,850

not exceeding RM3,900

44 When the salary exceeds RM3,900 but RM15.80 RM3,950

not exceeding RM4,000

45 When salary exceeds RM4,000 RM15.80 RM3,950

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Schedule KeemPat

[Sections 32, 34 and 36]

## **CONTRIBUTION ELIGIBILITY REQUIREMENTS**

Term contribution eligibility conditions

payment for

search allowance

job

and allowances

income

decreased

(a) First claim

(i) 12 to 15 months of contributions made 3 months

within the 24-hour eligibility period

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(ii) 16 to 19 months of contributions made 4 months

within the 24-hour eligibility period

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iii) 20 to 23 months of contributions made 5 months

within the 24-hour eligibility period

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iv) 24 months of contributions made in 6 months

eligibility period of 24 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.

(b) Second claim

(i) 18 to 23 months contributions made 3 months  
in the qualifying period of 36  
consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

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Term contribution eligibility conditions  
payment for  
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income

decreased

(ii) 24 to 29 months of contributions made 4 months  
in the qualifying period of 36  
consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

(iii) 30 to 35 months of contributions made in 5 months  
in the qualifying period of 36  
consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

(iv) 36 months of contributions made in 6 months

eligibility period for 36 months

in a row immediately before the loss

jobs that should include

the month that he lost

the job happens.

(c) Third claim

(i) 24 to 31 months of contributions made 3 months

in the qualifying period of 48

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(ii) 32 to 39 months of contributions made 4 months

in the qualifying period of 48

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iii) 40 to 47 months of contributions made 5 months

in the qualifying period of 48

consecutive months sewell before

lose the job that should

including the month that he lost

the job happens.

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(iv) 48 months of contributions made in 6 months

qualifying period of 48 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.

(d) Fourth claim

(i) 30 to 39 months of contributions made 3 months

in the qualifying period of 60

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(ii) 40 to 49 months of contributions made 4 months

in the qualifying period of 60

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iii) 50 to 59 months of contributions made 5 months

in the qualifying period of 60



consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iv) 60 months of contributions made in 6 months

eligibility period of 60 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.

(e) Fifth claim

(i) 36 to 47 months contributions made 3 months

in the qualifying period of 72

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

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decreased

(ii) 48 to 59 months of contributions made 4 months

in the qualifying period of 72

consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

(iii) 60 to 71 months of contributions made 5 months  
in the qualifying period of 72  
consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

(iv) 72 months of contributions made in 6 months  
qualifying period of 72 months  
in a row immediately before the loss  
jobs that should include  
the month he lost  
the job happens.

(f) Sixth claim

(i) 42 to 55 months contributions made 3 months  
in the qualifying period of 84  
consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

(ii) 56 to 69 months of contributions made 4 months  
in the qualifying period of 84  
consecutive months immediately before  
lose the job that should

including the month that he lost

the job happens.

(iii) 70 to 83 months of contributions made 5 months

in the qualifying period of 84

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

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Term contribution eligibility conditions

payment for

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income

decreased

(iv) 84 months of contributions made in 6 months

qualifying period of 84 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.

(g) Seventh claim

(i) 48 to 63 months contributions made 3 months

in the qualifying period of 96

consecutive months immediately before

lose the job that should

including the month that he lost  
the job happens.

(ii) 64 to 79 months of contributions made 4 months  
in the qualifying period of 96  
consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

(iii) 80 to 95 months of contributions made 5 months  
in the qualifying period of 96  
consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

(iv) 96 months of contributions made in 6 months  
eligibility period of 96 months  
in a row immediately before the loss  
jobs that should include  
the month he lost  
the job happens.

(h) Eighth claim

(i) 54 to 71 months contributions made 3 months  
in the qualifying period of 108  
consecutive months immediately before  
lose the job that should  
including the month that he lost  
the job happens.

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income

decreased

(ii) 72 to 89 months of contributions made 4 months

in the qualifying period of 108

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iii) 90 to 107 months of contributions made 5 months

in the qualifying period of 108

consecutive months immediately before

lost pework that should

including the month that he lost

the job happens.

(iv) 108 months of contributions made in 6 months

eligibility period for 108 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.

(i) The ninth claim

(i) 60 to 79 months contributions made 3 months

in the qualifying period of 120

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(ii) 80 to 99 months of contributions made 4 months

in the qualifying period of 120

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iii) 100 to 119 months of contribution which is 5 months

made during the qualifying period

120 consecutive months as before

lose the job that should

including the month that he lost

the job happens.

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Term contribution eligibility conditions

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income

decreased

(iv) 120 months of contributions made in 6 months

eligibility period for 120 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.

(j) Tenth claim

(i) 66 to 87 months contributions made 3 months

in the qualifying period of 132

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(ii) 88 to 109 months of contributions made 4 months

in the qualifying period of 132

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iii) 110 to 131 months of contribution which is 5 months

made during the qualifying period

132 months in a row as before

lose the job that should

including the month that he lost

the job happens.

(iv) 132 months of contributions made in 6 months

eligibility period for 132 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.

(k) Eleventh claim

(i) 72 to 95 months of contributions made 3 months

in the qualifying period of 144

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

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(ii) 96 to 119 months of contributions made 4 months

in the qualifying period of 144

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(iii) 120 to 143 months of contribution which is 5 months

made during the qualifying period

144 consecutive months as well as before



lose the job that should

including the month that he lost

the job happens.

(iv) 144 months of contributions made in 6 months

eligibility period for 144 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.

(l) Twelfth claim

(i) 78 to 103 months of contributions made 3 months

in the qualifying period of 156

consecutive months immediately before

lose the job that should

including the month that he lost

the job happens.

(ii) 104 to 129 months of contribution which is 4 months

made during the qualifying period

156 months in a row as before

lose the job that should

including the month that he lost

the job happens.

(iii) 130 to 155 months of contribution which is 5 months

made during the qualifying period

156 months in a row as before

lose the job that should

including the month that he lost

the job happens.

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Term contribution eligibility conditions

payment for

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income

decreased

(iv) 156 months of contributions made in 6 months

eligibility period for 156 months

in a row immediately before the loss

jobs that should include

the month he lost

the job happens.