



Daya Kerjaya 2.0 Programme

Job Support Scheme for GLCs, GLICs and, The Private Sector

1 What is the Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- The Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs (Government-Linked Companies), GLICs (Government-Linked Investment Companies), and the Private Sector is a Budget 2024 initiative providing financial incentives to employers who employ individuals from certain vulnerable groups from **1 December 2023** onwards. It is accepting applications from **10 January 2024 to 31 December 2024**.
- The Programme involves placing individuals from vulnerable groups such as ex-convicts, persons with disabilities (PWD), and retirees and senior citizens aged 60 and over, in better-paying jobs.
- Employers who employ such individuals and meet all eligibility conditions will receive an RM1,500 monthly incentive for 6 months.

2 What are the objectives of the Daya Kerjaya 2.0 Programme – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- Encourage GLCs, GLICs, and the private sector to employ individuals from vulnerable groups in high-value professions and pay them higher wages.
- Encourage vulnerable groups to seek salaried employment.

3 What is special about the Daya Kerjaya 2.0 Programme – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- There is no upper limit on the number of new hires each employer can receive incentives for.
- Employers may search for candidates from vulnerable groups on the MYFutureJobs Portal (<https://myfuturejobs.gov.my/ms/utama/>); alternatively, they may inquire at the nearest PERKESO branch.
- Employers may also participate in any career fair or open interview session organised by PERKESO to discover suitable candidates.
- Employers may seek advice from PERKESO on creating a conducive work environment for vulnerable groups. This may include providing work adjustment, psychological support, and job coaching services to new hires from these groups.

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4 What incentives does the Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector provide?

TARGET GROUP	ELIGIBILITY CONDITIONS	UNEMPLOYMENT DURATION	INCENTIVE RATE	PAYMENT DURATION	TERMS OF EMPLOYMENT
Vulnerable Groups	PWDs / PERKESO Return-to-Work (RTW) Programme participants	N/A	RM1,500 monthly per employee	Maximum of 6 months	Minimum monthly salary of RM1,500 Permanent employee / contractual employee with a minimum contract duration of 12 months
	Parolees / Ex convicts released under the Licensed Prisoner Release (OBB) programme / Former Henry Gurney School inmates released under the <i>Pelepasan Berlesan</i> (PBL) programme / Other ex-convicts / Prisoners currently undergoing community rehabilitation (ODS)				
	Senior citizens / Retirees aged 60 and above <i>*As defined by the Department of Social Welfare</i>				

Additional Eligibility Conditions

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- Employers must have registered with or paid contributions to PERKESO under the Employees' Social Security Act 1969 (Act 4) and the Employment Insurance System Act 2017 (Act 800) before submitting their application.
- Employers must have registered with SSM / ROS / ROB / the relevant local authorities before submitting their application.
- Employers must complete their MYFutureJobs profile and advertise their vacancies on MYFutureJobs.

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Additional Eligibility Conditions

4. Employers are encouraged to recruit MYFutureJobs-registered jobseekers. If an employer opts to hire a jobseeker not registered with MYFutureJobs, s/he must ensure the new employee registers with MYFutureJobs as soon as possible
5. New employees must register with MYFutureJobs and complete all mandatory fields in their profile (name, IC number, address, level of education, and work experience). Employers are encouraged to pay new hires the salary advertised on MYFutureJobs; they must pay a minimum monthly salary of RM1,500.
6. Employers must notify PERKESO of any changes to new hires' employment status via the Kerjaya MADANI – Daya Kerjaya Programme 2.0 Job Support Scheme portal or the ASSIST portal by the **15th of the following month**.
7. Employers and employees must follow the working hours stipulated in the Employment Act 1955 and its related regulations.
8. Employers cannot retrench existing employees for the purpose of substituting them with new hires to qualify for incentives under the Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector.

Supporting Documents

PERKESO reserves the right to request any supporting documents if necessary. Employers must retain copies of the supporting documents submitted with this application for at least 3 years for PERKESO's future reference.

Supporting Documents for Each Target Group:

Target Group	Supporting Documents
PWDs / PERKESO RTW Programme participants	PWDs: OKU card number / a scanned copy of their OKU card RTW Programme participants: A scanned copy of their IC
Parolees / Ex-convicts released under the OBB programme / Former Henry Gurney School inmates / released under the PBL programme / Other ex-convicts / Prisoners currently undergoing community rehabilitation (ODS)	Written confirmation from the Prison Department and the Ministry of Home Affairs
Senior citizens / Retirees aged 60 and above	A scanned copy of their IC

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5 When do applications open for the Daya Kerjaya 2.0 Programme – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- The Programme is accepting applications from **10 January 2024 to 31 December 2024** for placements made from **1 December 2023 onwards**.
- Applications close on **31 December 2024**, subject to **fund availability** and **decisions from the Federal Government**.

6 How does PERKESO define parolees, ex-convicts released under the OBB programme, former Henry Gurney School inmates released under the PBL programme, and other ex-convicts?

- **Parolees*** are prisoners released early under the PAROL system who must undergo community rehabilitation.
- **Ex-convicts released under the OBB programme*** are prisoners that have been conditionally released and who must undergo community rehabilitation (involves work) under the constant supervision of a Parole Officer to qualify for an early release.
- **Former Henry Gurney School inmates released under the PBL programme*** are Henry Gurney School inmates released early under the PBL programme who must undergo community rehabilitation (involves work and staying in an employer-provided dormitory) under the constant supervision of a Parole Officer.
- **Other ex-convicts*** are prisoners who have completed their sentences.
- **Prisoners currently undergoing community rehabilitation (ODS)*** are prisoners who currently undergoing community rehabilitation.

**Definitions come from the Prisons Department and the National Anti-Drug Agency (AADK). The Prisons Department and the AADK may revise these definitions from time to time.*

7 How does PERKESO define PERKESO RTW programme participants?

- PERKESO RTW programme participants are PERKESO contributors participating in disability management programmes designed to ensure their health, safety, and return to paid employment.
- PERKESO RTW programme participants must not have an OKU card and must have an impairment rating of at least 20% as determined by PERKESO.

8 Are there employers who are NOT ELIGIBLE for the Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- Private employment agencies and outsourcing agencies are not eligible when they facilitate job placements on behalf of other employers.

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- However, private employment agencies and outsourcing agencies may be eligible when they recruit new workers as a principal employer responsible for all matters relating to wage payments and PERKESO contributions.

9 What must employers do to receive this incentive?

- Employers must ensure that all new hires are registered with MYFutureJobs Portal and complete all mandatory fields in their profile (name, IC number, address, level of education, and work experience).

10 Who is NOT ELIGIBLE for the Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- Employers that have **NOT** registered with or paid contributions to PERKESO under Act 4 and Act 800 as of the time of application.
- Employers that have **NOT** registered with SSM / ROS / ROB / the relevant local authorities as of the time of application.
- Employees currently receiving PERKESO benefits under the Daya Kerjaya Hiring Incentive Programme for Vulnerable Groups, TVET Graduates and School Leavers under Budget 2023.
- Employees who do **NOT** belong to any of the target groups. (refer to Q4)
- Senior citizens aged below 60 years;
- Parents, spouses, siblings, and children of the employer, hired as employees;
- Employees who are **NOT** Malaysian citizens, permanent residents, or temporary residents;
- Employees who were retrenched or who voluntarily resigned after joining this Programme for the express purpose of claiming incentives;
- Employees who were retrenched by, or who voluntarily left, the employer submitting the application before the application was submitted;
- Business proprietors claiming incentives on their own behalf (i.e. not for a new employee);
- All public sector employees in state and federal agencies, including employees of statutory bodies and local authorities; as well as self-employed individuals.



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11 Which supporting documents must employers submit along with their Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector application?

- A copy of the employer's bank account statement, which must display the employer's name and account number in addition to the name of the bank.
- A copy of the employer's **Business Registration Number (BRN), certified by the bank.**
- A copy of the employer's Companies Commission of Malaysia (SSM) registration certificate;
- A copy of the employee's IC (front and back);
- A copy of the employee's employment contract under this Programme;
- The *Borang Pengesahan Pekerja*, signed by both the employer and the employee.
- The Kerjaya MADANI – Daya Kerjaya Programme 2.0 Job Support Scheme portal already contains documentation on employers who previously successfully applied for the Daya Kerjaya Hiring Incentive Programme. However, these employers should be prepared to submit additional supporting documents if requested by PERKESO.

12 How are Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector incentives paid to employers?

- PERKESO will notify successful applicants within 14 days of receiving the completed application (including all supporting documents).
- The first incentive payment will be **credited to the employer's bank account within 14 days after the application is approved.** Subsequent payments will be credited to the employer's bank account by the 15th of each month.
- Payments are credited to the **employer's business account** once the application is approved.

13 Will employers continue to receive Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector incentives if a new hire voluntarily resigns?

- Employers will only receive the incentive during the months the new hire remains employed. Please note contractual employees should be **employed under a contract that is at least 12 months in duration.**

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- Employers do not need to resubmit their application after the first month. However, they must notify PERKESO of **changes to their operation status or employees' employment status** on the Kerjaya MADANI – Daya Kerjaya Programme 2.0 Job Support Scheme portal by the **15th of the following month**.
- Applications with incomplete or inaccurate information will be assigned 'Query' status pending further action. Employers should ensure all information provided is complete and accurate to prevent delays.

14 Can employers retrench new hires before the 12-month employment contract expires?

- **No.** Employers are prohibited from retrenching new hires before the 12-month employment contract expires. If the employer decides to retrench a new hire regardless, s/he must return the **FULL SUM** received in Programme incentives.
- If a new hire resigns voluntarily, the employer must update his / her list of approved employees by the **15th of the following month**. Failure to do so may result in **legal action** against the employer.

15 What action can employees take if their employer refuses to pay wages, pays less than the advertised wage, forces them to take unpaid leave, or terminates their employment?

- Employees may check whether their employer's Daya Kerjaya Programme 2.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector application has been approved at the Kerjaya MADANI – Daya Kerjaya Programme 2.0 Job Support Scheme portal: <https://kerjayamadani.perkeso.gov.my>
- Employees may also submit an inquiry or a complaint regarding this Programme at perkeso@perkeso.gov.my
- Employees may contact the Department of Labour at 03-8890 3404, 03-8886 2409, or jtksm@mohr.gov.my for all other labour-related inquiries.

16 How can employers check their application status?

- Employers and employees may check their application status on the Kerjaya MADANI – Daya Kerjaya Programme 2.0 Job Support Scheme portal via this link: <https://kerjayamadani.perkeso.gov.my>
- PERKESO will also inform applicants of their application status via the phone number or email address provided with the application.



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17 Will PERKESO review successful applications or monitor successful applicants?

- Yes. PERKESO **reserves the right** to review successful applications or monitor successful applicants (employers and employees alike) at any time following the appropriate procedures. PERKESO may then take action based on its findings if necessary.
- PERKESO may monitor employers by requesting additional supporting documentation or via **conducting sudden inspections of employers' business premises**.

18 What action can PERKESO take if it discovers an application contains information that is false, misleading, or included for fraudulent purposes?

PERKESO reserves the right to:

- **Reject all applications, delay payment, or withhold payment** if the employer is found to have provided false or misleading information at any point in time; or if the employer does not fulfil any of the eligibility conditions stated above.
- **Suspend all applications** from employers currently being investigated for providing false or misleading information.
- **Take legal action to recoup the payments** already made to the employer if the employer is found to have provided false or misleading information at any point in time; or if the employer is found to not fulfil eligibility conditions after receiving payment.

19 How do I obtain more information about this Programme?

- Please contact a PERKESO Customer Service Officer at **1-300-22-8000** or perkeso@perkeso.gov.my

SOCIAL SECURITY ORGANISATION (PERKESO)

10 JANUARY 2024

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**DIAGRAM 1 –
APPLICATION PROCEDURE**

