

ABSTRACT

Title: Needs Analysis of OSH for Aged Workforce in Malaysia Manufacturing Sector

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Year: February 2021

Abstract:

The study on the need analysis of OSH for aged workforce in manufacturing industries in Malaysia was initiated based on the current trend of aged workforce in Malaysia. Based on the data from the Department of Statistics on Malaysia's population projections (revised) for 2010-2040, Malaysia is expected to start experience the population aged in 2020, when the percentage of the population aged 65 years and over reaches 7.2 per cent. By the increasing trend of aged population, the labour market must now be prepared to rely on aged workers to ensure that their workforce demand can be fulfil. As an institution that focus on occupational safety and health (OSH), it is our duty to ensure the needs of this aged workforce is identified and well manage. Therefore, an assessment on the current work ability of aged workforce in manufacturing industries in Malaysia was conducted and their OSH needs was identified. Other than that, the readiness of employers amidst aged workforce were also studied and discussed. The OSH needs of this aged workers must be well managed to prevent early exit from workforce due to occupational related diseases and injuries thus prolonging their working life. Other than that, by incorporating health related promotion program and assessment, it could help in improving the health of aged workforce by focusing on healthy lifestyle, diet and exercise. Healthy and active aged is what the OSH management will need to focus as this will help retain the healthy/ dynamic aged population in the workforce