

Becoming a Unionized Workers: Exploring the Benefits and Hidden Challenges

Fadillah Ismail^{1*}, Nesreen Ibrahim Owaida²

¹Faculty of Technology Management and Business
Universiti Tun Hussein Onn, MALAYSIA

²Talent Management Section
Telecommunication & Digital Government Regulatory Authority, UAE

*fadillah@uthm.edu.my

DOI: <https://doi.org/10.30880/hsp.2023.03.01.002>

Received 27 January 2023; Accepted 16 May 2023; Available online 10 July 2023

Abstract: This article discussed about the concept of trade union around the world including Malaysia. In order to gain knowledges about trade union concepts, the author has reviewed the previous articles to support the objectives which to determine the concept of trade union, identifying the types of trade union, and elaborating the pro and cons of trade union. Most part of this article show the current trend of trade union in Malaysia which the number of members trade union has started to grow in a slower pace compared to other countries. There are several main topics being highlighted and being discussed in this study. First, the article explains the definition of trade union. There are a lot of definition that author found and its shows that the definition are the same but the law and regulation are different depending on the country they are established. Other than that, the article also mentions the function and the importance of trade union for workers in Malaysia. The acts being implied are depend on the situation and issues being brought up by the member of the unions. Next, there are several types of trade union in Malaysia being brought up in this article such as the public sector unions, private sector unions and employer union. On the other hand, the pros and cons of trade union also being elaborated in this article. The list of challenges also has discussed on this article where the challenges make the movement of trade union are weak and impact the number of members in the trade union. Lastly, there are also several recommendations being made to ensure that workers are interested to join the unions so that they know their rights when working for the industries. In other word, the recommendation has indirectly promoted the trade union to the people..

Keywords: Trade union, membership, types, function, importance, pros, and cons.

1. Introduction

A trade union is necessary for a worker mainly because of three reasons such as economic motives, social needs, and protecting the rights. A worker needs to exercise his or her collective bargaining right with their employer. The voice of a trade union movement may improve the rights and welfare of members in the workplace, including adequate salaries, job security, appropriate hours, and working conditions. Freedom of association must be recognised as a state's fundamental right before a labour union can exist. The International Labour Organisation ('ILO') recognises freedom of association as one of the four Core Labour Standards on the international level. Moreover, under section 5 of Industrial Relation Act, who are joining the trade union will be protect where the employer cannot prevent an employee to join trade union such as putting a working condition in a contract where an employee cannot join a trade union [30]. Besides that, the employer also cannot discriminate or threaten a worker who is joining the trade union. For example, an employer threatens to fire the worker who are accepted to join a trade union when they are proposed by them.

Referring to [1], the Federal Constitution said that people have the right to join in anything they want in Malaysia. Malaysian workers have been given the permission to start or join the trade unions but it is not true at all. Malaysia has got the experience with the threat of communists which already teach the government that trade union activities needed to be controlled for the safety of the Federation. Most of the country, already put different limits during the movement of trade union. Unfortunately, that limits have made the process of recognising a trade union long and complicated, and they also get in the way of the trade union's right to collective bargaining.

According to [27], a trade union is a way to stop management from putting policy in place that are bad for workers. It also helps the workers communicate with the bosses. It tells workers what policy decisions have been made and what their concerns are. Even though each union is independent, management would not be able to make decisions about workers without a collective bargaining agreement with the union. In other definition, trade union exists to defend and safeguard interests of its members. It exists to safeguard the members' political, social, and economic interests [13]. In addition, trade union also state the main goal is to bargain with the employer on issues like pay, job security, working hours, and others while utilising the members' combined strength to its greatest potential.

In Malaysia, trade union is known as an association of workers that serves as a voice or to speak up to control interactions between workers and employers which aims to fix working conditions, raise both sides' social and economic status, and also identify ways to increase productivity [28]. Besides that, a legal definition according to the Section 2 of Trade Unions Act is a group of workers who are limited to work only in Peninsular Malaysia, Sabah or Sarawak. Other than that, unions cannot have members from a wide range of industries and the employers can form them. As a conclusion of these definition, the precise definition can use for Trade Unions is known as a group of workers that serves the employment voice about social needs, economic motives, and protections of rights to an employer.

According to the figure 1, there are 762 unions in Malaysia, with 948,772 members. However, the government continues to attract criticism for its long-standing regulations affecting employees' rights to organise groups and their freedom to operate. Over five years, the number of people joining trade unions in Malaysia grew by a small amount. According to the Department of Union Affairs (2019), there were only 948,772 union members and 762 registered trade unions in Malaysia.

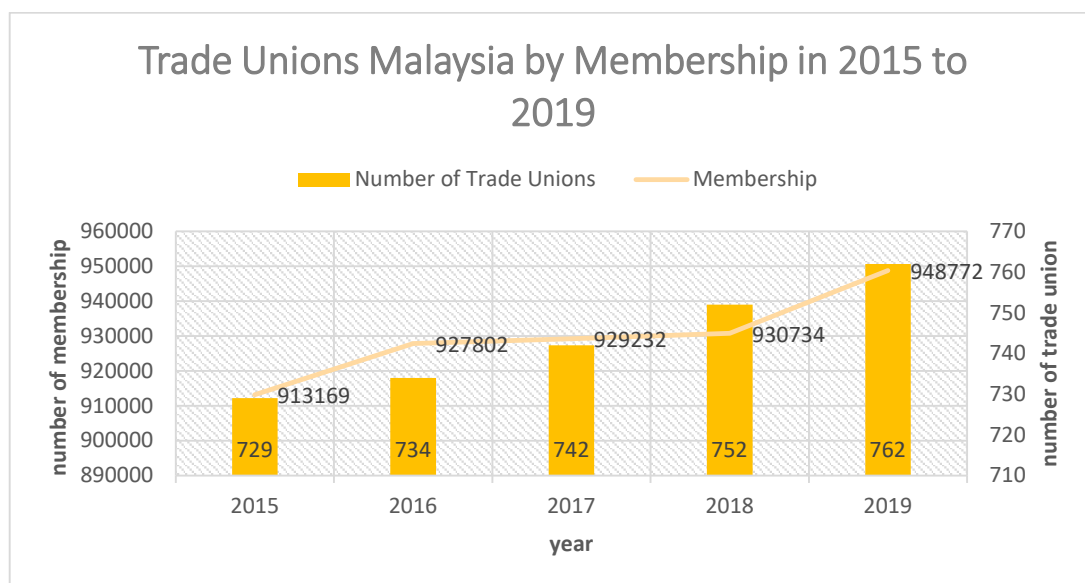


Figure 1: Trade Unions Malaysia by Membership in 2015 to 2019
Sources: Trade Union Statistic in Malaysia (2015-2019)

On the other side, according to the statement made by Young, (2021) trade union function to aim and claim the rights of employee such as making work conditions better and get longer vacations. For example, give more maternity leaves, prepare a good working environment, comfort facilities and equipment. According to article that highlight about maternity leave [9] which is titled Women Trade Union Group in Malaysia Calls For 98 Days of Maternity Leave. According to these issues, it shows how trade union speak up about members rights to have 98days of maternity leave. Besides that, trade union also aim to improve the pays of workers and defend members' job. For example, referring to a case that is named as Malaysian Airline System Bhd versus Ismail Nasaruddin Bin Abdul Wahab [15]. This case is about defending members' job where Ismail Nasaruddin Bin Abdul Wahab is one of members trade union. It is real and happened in Malaysia. As a conclusion, trade union exist to speak up or to make a connector between employee and employer in order to claim the rights of employee.

Trade union are important for both parties [34]. It is because both sides receive the benefits from a trade union. For employee, the union negotiates better working conditions with companies and represents members in legal disputes with employers (especially in cases the employee got fired without a strong excuse or in the unfair situation). Trade unions can arbitrate employee-employer disputes, saving time and money compared to litigation. Mediation often leads to a win-win solution. Trade unions can air members' collective grievances to seek legislative redress or trade practise improvements if certain conditions are met. Meanwhile, for employer, trade unions can assist firms recruit. Mediating workplace conflicts saves companies time and money. Trade unions empower workers by advocating for healthier trade practises and trade-specific training for wage-earners. This may boost industry productivity.

2.0 Discussion

2.1 Types of trade union

Malaysia has three trade union types which are public, private, and employers' union [36]. Within these three types of trade union, there are several classes of employee cannot join the trade union. These classes are known as army, police, public officer under law, public officer under security capacity and public officer holding any post in Management and Professional Group. Each type of trade union in Malaysia has the same aim which is to claim the rights of member. However, there are different ways

according to several aspects on how the right is being implemented. Below are the information of these types of trade union.

Public sector union consist of the civil service, the statutory bodies, and the local authorities. In this type, the worker only can establish a trade union under the same level such as same ministry, same department and same occupational [2]. It is a requirement to establish in the same level because it will easy for the members to discuss any issue in the organization and speak it up to the employer. For example, members in civil services union were structured by grading and the level of teaching unions are presented to primary, secondary, vocational, and university teachers respectively. Other than that, members of the trade union under the Minister of Health such as a nurse cannot join the trade union under the Minister of Education such as a teacher. In public sector union, issues such as wages or other terms will be discussed between the government and Congress of Unions of Employees in the Public and Civil Services (CUEPACS). In other words, any issues that arise will be handled by CUEPACS [18]. In public sector union, there are no any process of collective bargaining involved. Even though CUEPACS have approved to proceed collective bargaining, unfortunately it will not happen because it could involve more minister that might make the administration complicated. A few histories about CUEPACS are it has been registered on 1959 [33]. It is an association of the workers that work under the government. According to Employment Act 1955, Section 72, the workers in the same industry or occupational can establish the union which represents the rights of member to speak up about issues such as management of the working time, rank up position, wages, retirement, and safety working place.

Private sector union is divided into two categories which are national or in-house [25]. Unions of a national nature cover all workers in the same or similar trades, occupations and industries [22]. Larger unions have broader structures such as regional and local branches or factory level committees. National unions aim to protect the worker in the same industry, trade or occupational[31]. For example, the workers in manufacturing industry from different companies are national union. In national unions, the organization is more structured. It is because, there are the involvement of regional branches and level of committees. However, the sizes of union do not necessarily have to be the biggest even though it is involved in the regional branches. In addition, national union do not cover the whole Malaysia workers, but it has classes such as workers in Peninsular Malaysia, Sabah, and Sarawak respectively. It is because, the Employment Act 1995 has stated that it is required by the law.

Next category is in-house. In-house known as the trade union are within the workers on same company or the same employee and employer. An in-house is a union that consists of all employees in the workplace in question [22] For example, Telekom Bhd Employees Union and Tenaga Nasional Berhad Employee Union. In-house union has existed in most of the company but it is usually within a small size. Even though it is a small size, but the number of in-house unions kept growing. It is good as it can attract the investors to invest in Malaysia. The investors will be interested to invest in Malaysia because the relationship between employer and employee are peaceful and it will lead to increase in productivity. However, the employer has their own agenda to support the workers that join in-house union. The agenda is to avoid their worker joining the national union that makes them got influenced by the outsider. Both of it are handled by Malaysian Trades Union Congress (MTUC) but the MTUC focuses more to national union which strengthens the trade union. It is because, the more union exist, the more weakness of communication between them. Even so, MTUC has setup to improve employment information which focuses on minimum wages, minimum retirement age, weekly holidays, and maternity leaves [3].

An employer's trade union is a union represented by the employer's parties [29]. Its function is to prevent the movement of workers who are not satisfied with the terms and conditions of employment that have been set in an organization. They play their own agenda to prevent workers from joining workers' unions. In addition, an employer's union is an association involving an act in which the employer can establish or lead the union. However, they could not join the union that worker sets. In

other words, the employer can establish the union but cannot join the worker union, and the union also can establish the union but cannot join the employer union. Each union has different involvement under Section 2 of Industrial Relation Act. Employers' unions aim to protect the rights of their members and negotiate with the union of workers about the issue that has been spoken up [7]. Usually, this issue will be handled by the Malaysian Employers Federation (MEF). MEF aims to coordinate the decision between employer about the issues that is spoken up by the employee, such as advising the employer about workforce implementation and overcoming the disputes about the law and essential functions of workers. Besides that, MEF also works to secure the organization of all employees and present the opinion to employers about labor.

2.2 Pros and Cons Trade Union

The unions will educate and give the worker information about their rights and defending the rights of the worker so that they are not taken for granted by their employer. The unions have a lot of supports and backers as well as expert's representative behind their back. This will give a lot of benefits for the worker if they have dispute or being taken for granted by their employer. The union also offer protection for the worker that are facing discrimination in their workplace due to worker's background, races, gender, religion, and others [21]. The discrimination also includes the problems that union members faced such as sexual harassment by the co-worker. Gender discrimination happens a lot especially in the high-risk industry such as construction where most of the worker are males. Hence, under the union's act, there are no discrimination can be faced by the workers and the union will make sure that the worker has a healthy working environment when they are working as well as respecting towards one another [35].

According to [39] when employees join a trade union, employees can also increase their bargaining power where employees have the power when joining and the power to negotiate with employers regarding better working conditions such as wages and benefits obtained. For example, the demand for a salary increases by the Congress of Unions of Employees in the Public Service (CUEPACS) which has caused the government to agree to raise the new salary rates for government employees across the country. When they are united, they have the collective power to negotiate and bargain with employers to get better terms and conditions of service.

Furthermore, the unions played a vital role to improve worker's pay especially in manufacturing as well as in the construction industry where back in the days their salaries are under paid [32]. The union rose a lot of effort to fight the rights and correcting the leverage that are imbalance during that time. Now, the effects of their fight not only benefited the union members but also gives effects to the non-members. The collective bargaining not only gives them the leverage but gives them a lot of benefits to the worker such as holidays, health insurance, sick pay, and work-life balance where the workers are only needed to work 8 hours a day and leave on weekend where they can balance their career and personal life. Work life balance also has given the worker chance to spend more of their time with their family members. After the pandemic occur, the integration of technologies makes their working time much more flexible and easier where they can work at home.

In addition, their involvement in legitimate union activities is protected by law. Therefore, the success of the union's struggle to get better terms will directly benefit its members. Indirectly, this situation can help in improving their economic status through the benefits they receive after joining the trade union [11].

In the day before trade union existed, there were no such thing as a weekend or any accommodations for workers. Unions influence trends that are advantaging them and all of the workers, even though the workforce in Malaysia are not completely unionised. For example, issue of maternity leave and paternity leave that is spoken up from the trade union where the maternity leaves for female workers

improved from 60 days into 98 days and the paternity for male workers has been given 7 days leave [14].

Furthermore, workers also join trade unions to obtain protection of their rights from discrimination, exploitation and unfair treatment at the workplace by management or employers such as favouritism, differentiating wages between individual workers in terms of race, religion, gender, and so on [39]. For example, the case that happened at Sea Firebricks where the payment of different wages based on gender for the same amount of work. This situation clearly shows unfair treatment based on gender towards its employees. In order to prevent this problem from happening to them, workers have joined unions to get protection of their rights. In addition, according to [3] employee rights in organizations can also be obtained by employees in an organization. These rights include the right to voice opinions and dissatisfaction through proper channels by joining a trade union and the right to receive certain benefits within the organization. Other rights given to employees by the organization are such as employee involvement in decision making. Therefore, this trade union becomes an observer for them if its members do not receive unfair treatment from the employer. This situation, if they join a trade union, their rights will be preserved and will get help from the trade union in the event of injustice to them from the employer during their working period in the organization concerned.

The trade unions can amplify the political ideas and issues within the working class. This is because the influence of trade union due to their members that join together makes their support vital for the political factors that benefits them. Many politicians used issues being faced by the working class as their agenda and manifesto in order to gain supports from the union members as the union members are many in numbers [8]. A strong centralized unions comes with strong collective bargaining which indicate the decisive moments for macroeconomy throughout the year in the country. When the benefits are being provided to them, it will boost their performance which enables them to work and achieve their goals in effective ways through political factors rather than industrial means. The unions can gain political influence through support from party that sympathized with their demands and needs such as paid leave, extra maternity leave as well as paternity leave, sick pays and many more. Through the unions, they can voice out their needs to the political faction and directing them to get fund raises from many sources.

There are additional dues and fees that need to be paid in order to become members of the trade union. Dues are the cost of membership where it will be collected and funded activities as well as the events being held. The fees being deducted based on the salary of the worker with certain amount monthly. The fees being appointed gives the burden to the worker especially in Malaysia where most of the company paid their worker with the minimum wages. With the rising cost of living as well as high inflation rate makes their salary insufficient to survive for another month. Most of the workers in Malaysia are living pay check to pay check and they think that the fees will become a burden for them. The fact that union dues are taken out of a worker's pay check is another disadvantage. That can amount to a wage cut of 1.5% to 2.5% under normal circumstances. A person's potential salary increase switching jobs may be reduced the amount of money they must pay in relocation costs. Because of this, many workers are not interested to join the unions, resulting the low participation in the unions [35].

When workers are bound with the decision of the unions and everything must follow the union's decision although they are disagreeing with the decision. This happen when they are working in groups [26]. The concept of unions is that they are always working in groups or groupthink to ensure success for their work, different from individuality where it encourages new ideas, creativity, and collaborative action from different perspectives. When decision being made in the union, they will need confirmation from other members and final decision being made with the majority vote or when the higher up discussing with each other. When under the unions, the ideas and works will be stated as 'group work' even though only one person is the one who gives ideas and effort to ensure that the task will success. The action made will limit individual potential to grow and have their own creativity when working

without any restriction from the unions. The unions also will make the workers ignore their ethical and moral consequences in order to avoid fighting with each other [23] The non-union member will also be affected as they will go along with the crowd without any dispute or disagreement among them. For business environment, it is not healthy as the business need creativity and different perspectives from many people to ensure success for their business.

One of the most fundamental issues that occurs in trade unions between union leaders and their members is long-term job stability [6]. Unions believe that companies or organizations have a responsibility to retain hard-working employees and fight for layoffs and termination of employment contracts. In most cases, arguments such as stabilizing jobs in society, planning to reduce the number of jobs in companies are often heard. Employers argued that this would prevent the union from growing.

In addition, the union are more focused on the seniority in an organisation. This means that they are prone to let the senior worker to stay and work until they retire. Due to this action, there are less position for the new worker to start working for the organization and the organization lack advancement for them to strive for a better future.

The unions also make the process of firing employee become hard. Take the case of Malaysian Airline System vs Ismail Nasaruddin Bin Abdul Wahab [15] where the company dismiss the respondent due to his action that breached the terms and condition of employment. The fight took a lot of time in the High Court because the respondent is one of the union members and the president of the National Union of Flight Attendants Malaysia (NUFAM). The union defended their members rightfully and fought the discrimination for the workers. It is a good act for the workers but it gives impact on the employer side or the company where their time is wasted at trials, at some cases they need to pay a lot for terminating their workers legally.

The existing of trade union increases cost of operation where it is because of the collective bargaining driven by the unions [17]. Such as increase in pays, claiming their rights and so on. This will make the cost of labour increase and it is stated that hiring unionized employee can become expensive rather than hiring non-members. There are a lot of consideration and rules to abide in order to hire unionized members. It will drive up the cost of labours making it hard for business operators to roll up their profits and production cost. When the labour cost goes up, many company will cover the cost by increasing their price of goods and services. Some company will fire their workers in order to cover the cost of operation without increase their goods. This will lead to high unemployment rates in the industry due to the union's action.

2.3 Challenges in Trade Union

Trade union is one association in an organization. This association has more than one challenge which is impact on the number of trade unions and the movement of trade union.

Challenge 1: Gender Discrimination

Female workers and unionists experience advancement discrimination despite equal work performance. As a proof, more than 50% women in Malaysia faced the discrimination at a workplace especially when it is including the power [5]. [10] said that this issue occurs because some firms and unions believe women's movement to be confined, as well as family duties and other circumstances that may impede future job performance, especially during mature leave periods. Representing by [26] female unionists also faced sexual harassment and also face workplace discrimination.

Challenge 2: Lack of awareness about trade union

One of the biggest problems with the growth of trade unions in the country has been the lack of educated workers who can run the movement efficiently, with a clear goal in mind, and with skill. The lack of education, divisions based on race, religion, migration, lack of self-awareness, language, and

caste. For example, the employee do not know what is trade union and how it is functional to them [20]. As a result, they do not join the trade union in their company because they do not know the trade union is functional to them. As an impact from that, the number of members for trade union increase only a small amount. So, lack of awareness is one of the challenges that is faced by trade union to make a movement.

Besides that, workers may not be aware of trade unions since the unions have not successfully promoted themselves to this group of workers [40] As a result, the majority of workers were not aware of the union's existence. According to [41] more than one-third of non-members in unionised workplaces said they would prefer to join a union if asked, yet more than half of non-members who are eligible to join the union at their place of employment have never been approached about doing so.

Challenge 3: Lack of engagement between employer and management trade union

The discussion of the previous problem brings us to the next dilemma. The workers frequently juggle their employment with successful labour union participation. In order to build a group or association namely trade union within employee, they need to get the “blessing” from their top management or the employer. It is because, the engagement between them is important due to achieving a goal or objective of trade union. To preserve a healthy work environment, effective communication between the company and the unions is crucial [24].It is very important for businesses to maintain positive connections with trade unions over the long run. By just speaking with the trade union leader (the employees' representative), employers may discover problems that have led to employee unhappiness and quickly and amicably resolve them. If not, the company would need to meet with each employee separately, which will hold down decision-making and corporate growth [37].

For example, if they have a good engagement between them, any issue that is spoken can be solved and their organization will be in harmony. However, if there are lack of engagement, the issue that has been spoken up might be a reason they give a different opinion and did not reach a decision. As a result, employees lack enthusiasm in union work unless the issue is of critical importance[26]. So, lack of engagement is one of the challenges that trade union face due to the growing number of members in trade union.

3.0 Conclusion and Recommendations

To sum up, the trade union has been existed in Malaysia since long time ago where Malaysia has not been freed from the colonial yet. There are many solutions that has been used and discussed by trade union to get better condition and environment working place. Trade union has bargaining collective to claim the right of worker where it is kept on improving the solution due to any issues. The struggle done by trade union give a positive impact to the worker even though they are not member of trade union. So, by today the number of member trade union should be increase due to the belief where the biggest number of members in trade union, the stronger issue be done between employee and employer. In order to increase the number of members of the trade union, there are needs to promote the trade union to the employee where every challenge that are faced by trade union should be eliminated. There are a lot of ways for trade union to ensure that the people are enlightened with the functions of the unions and then it will indirectly promote the trade union to the employee.

Gender discrimination is always an issue especially in the 3D (dirty, dangerous, and demanding) industry. Over the years, men are always in control in that area and are always discriminated and belittle the female workers. Some of them being harassed by their co-workers due to the reason of being a woman in the industry. One of the ways to attract the participation of the female workers, the union must fight the right for them and abolish the discrimination faced by them to ensure their safety and promote a healthy working environment.

Technologies are one of the greatest revolutions towards the human history and it can be used as one of the effective ways to promote the participation as well as to encourage people to join the union. Technologies such as internet and social medias can be used to reach out people through various method such as information, event invitations and so on. The technologies can broaden the distribution and can reach out many people as well as enlighten them to take part as the union members.

It is crucial to engage with the community in order to attract the community to accept and join the unions. This approach can make them feel appreciated and being valued as a person or individual. One of the ways to approach the community is by celebrating festivals, give them positive message, community services and many more. This will attract them and give them the interest about the union.

From this recommendation, unintentionally the trade union has been promoted. It is because, the challenges have been eliminated where by fighting for the non-discrimination of gender, the women worker will volunteer themselves to join the trade union. Besides that, trade union should advertise the benefit of trade union by using the technologies due to creating the awareness. Finally, the trade union should increase the engagement of relation with the local community, it is because the local community will assume that trade union approach them to join the unions. As a result, they will join and surely will eliminate the challenges, the trade union indirectly promote to the worker or people.

Acknowledgement

We would like to thank the journal's editor and the anonymous reviewers for their positive feedback and suggestions for the improvement of this article.

References

- [1] Abd Razak, S. S., & Mahmud, N. A. K. N. (2018). Trade union recognition in Malaysia: Legal issues. *UUM Journal of Legal Studies*, 9(July 2018), 23–37.
- [2] Adăscăliței, D., & Muntean, A. (2019). Trade union strategies in the age of austerity: The Romanian public sector in comparative perspective. *European Journal of Industrial Relations*, 25(2), 113–128. <https://doi.org/10.1177/0959680118783588>
- [3] Ahmad, M., Kee Mohd Yussof, K., Syakirah Zakaria Program Hubungan Industri, N., & Kemanusiaan Seni dan Warisan, F. (2019). Dasar Perburuhan Dan Impaknya Terhadap Pergerakan Kesatuan Sekerja Di Malaysia: Satu Kajian Awal Labour Policy and Its Impact on the Movement of Trade Union in Malaysia: a Preliminary Study. *Journal of Borneo Social Transformation Studies (JOBSTS)*, 5(1), 86–113.
- [4] Ahmad, M., Yussof, K. Y. S. K. M., & Zakaria, N. S. (2019). Dasar Perburuhan Dan Impaknya Terhadap Pergerakan Kesatuan Sekerja di Malaysia: Satu Kajian Awal: Labour Policy and Its Impact on The Movement of Trade Union in Malaysia: A Preliminary Study. *Journal of Borneo Social Transformation Studies*.
- [5] Ames. (27 October, 2020). *Woman's Aid Organization*. Retrieved from <https://wao.org.my/lebih-dari-50-wanita-di-malaysia-mengalami-diskriminasi-gender-di-tempat-kerja/>
- [6] Anuar, S., & Nursyahidah, S. (2021). Kesatuan Sekerja Dan Hubungan Pekerjaan: Artikel Sorotan. *Jebat: Malaysian Journal of History, Politics & Strategy*, 48(3). Bhopal, M. (2019). Ethnicity, state, labour and capital in Malaysia. In *The State and 'Globalization'* (pp. 269-297). Routledge.

- [7] Board, L. R. (2021). *Employment Act 195 (ACT 265)*. Petaling Jaya: Internation Law Book Services.
- [8] Boyle, M. (14 September, 2022). *Investpodia*. Retrieved from <https://www.investopedia.com/terms/l/labor-union.asp>
- [9] Chau, C. (26 March, 2021). *Women trade union group in Malaysia calls for 98 days of maternity leave*. Retrieved from HRMasia: <https://hrmasia.com/women-trade-union-group-in-malaysia-calls-for-98-days-of-maternity-leave/>
- [10] Chung, H., & van der Lippe, T. (2020). Flexible Working, Work–Life Balance, and Gender Equality: Introduction. *Social Indicators Research*, 151(2), 365–381. <https://doi.org/10.1007/s11205-018-2025-x>
- [11] Croke, K., Mohd Yusoff, M. B., Abdullah, Z., Mohd Hanafiah, A. N., Mokhtaruddin, K., Ramli, E. S., ... & Virk, A. K. (2019). The political economy of health financing reform in Malaysia. *Health Policy and Planning*, 34(10), 732-739.
- [12] Dheeraj Vaidya, C. F. (January, 2022). *WallStreet Mojo*. Retrieved from <https://www.wallstreetmojo.com/trade-union/>
- [13] Dipesh, R. (2022). *Bussiness Management Ideas*. Retrieved from <https://www.businessmanagementideas.com/trade-unions/types-of-trade/20341>
- [14] Fadzil, F. (22 March, 2022). *TRP Berita*. Retrieved from <https://www.therakyatpost.com/trpbm/berita/2022/03/22/kerajaan-panjangan-cuti-bersalin-selama-98-hari-kepada-ibu-baru-bersalin/>
- [15] Farikullah, H., Heng, L., & Jjca, G. M. (2021). *MALAYSIAN AIRLINE SYSTEM BHD v ISMAIL NASARUDDIN BIN ABDUL WAHAB Malaysian Airline System Bhd v Ismail Nasaruddin bin Abdul Wahab [2021] MLJU 565 COURT OF APPEAL (PUTRAJAYA)*.
- [16] KC, L. J. (8 June, 2017). *Institute of Employment Rights*. Retrieved from <https://www.ier.org.uk/comments/why-trade-union-rights-are-important-factor-general-election/>
- [17] Livingston, A. (2 November, 2022). *Money Crashers*. Retrieved from <https://www.moneycrashers.com/labor-unions-united-states/>
- [18] Maimunah, A. (2020). *Malaysia Industrial Relations and Employment Law*. Kuala Lumpur: McGraw-Hill Education (Malaysia) Sdn Bhd.
- [19] Mitra, A. (10 December, 2021). *Challenges by trade union*. Retrieved from https://lawcorner.in/challenges-faced-by-trade-unions-in-india/#5_Intra_Union_RivalryA
- [20] Mohamad Nor, C. S., Moona Haji Mohamed, R. K., Ramendran SPR, C., Nadarajan, P. K., & Kadiresan, V. (2018). Trade Unions: Relevant Out of Irrelevant? A Study on Generation’s Perception in Malaysia. *International Journal of Human Resource Studies*, 8(3), 38. <https://doi.org/10.5296/ijhrs.v8i3.11929>
- [21] Mohd Shahril Nizam Md Radzi, Asiah Bidin, Murshamshul Kamariah Musa, & Noor ‘Ashikin Hamid. (2022). Protecting Gig Workers’ Interests in Malaysia Through Registered Association Under Societies Act 1966. *IIUM Law Journal*, 30(S1), 157–179. <https://doi.org/10.31436/iiumlj.v30is1.702>

- [22] Mohamadjid, N. & Morshidi, A. (2019). Perkembangan Kesatuan Sekerja Sektor Awam, Sektor Swasta Dan Majikan di Sabah. 1. 1-5.
- [23] Mundlak, G. (2020). *Organizing matters: Two logics of trade union representation*. Edward Elgar Publishing.
- [24] Nor, C. S. M., Mohamed, R. K. M. H., Charles Ramendran, S. P. R., Nadarajan, P. K., & Kadiresan, V. (2018). Trade Unions: Relevant Out of Irrelevant? A Study on Generation's Perception in Malaysia. *International Journal of Human Resource Studies*, 8(3), 3852-3852.
- [25] Parasuraman, B. (2020). *Article : The Challenges Faced by Trade Unions in Improving Employees ' Rights And Welfare During The COVID-19 Pandemic*. 1958, 1–8.
- [26] Parrinello, M., & Rahman, A. (2018). Diskriminasi Wanita Dalam Sektor Pekerjaan. *Neuroscience*, 1(1), iii–vii. <http://www.pubmedcentral.nih.gov/articlerender.fcgi?artid=2854659&tool=pmcentrez&rendertype=abstract><http://www.pubmedcentral.nih.gov/articlerender.fcgi?artid=3100238&tool=pmcentrez&rendertype=abstract><http://www.ncbi.nlm.nih.gov/pubmed/8423474>
- [27] Prikasetya, G. (2019). *the Implementation of Social Justice in the Industrial Relation Model of Indonesia (a Law Perspective Analysis Based on Industrial Relation Regulations and Practice in Indonesia)*. September.
- [28] Resources, M. o. (21 April, 2018). *Kementerian Sumber Manusia*. Retrieved from Trade Union: <https://www.mohr.gov.my/index.php/en/trade-union>
- [29] Saguna. (2020). Kesatuan Sekerja di Malaysia – Malaysia Trades Union Database. Retrieved January 21, 2023, from <https://tradeunion.org.my/kesatuan-sekerja-di-malaysia/#:~:text=Kesatuan%20sekerja%20majikan%20merupakan%20kesatuan,tela%20ditetapkan%20dalam%20sesbuah%20organisasi>.
- [30] Services, I. L. (2021). *Industrial Relation Acts 1967 (177), Rules and Regulations*. Petaling jaya, Malaysia: Malaysia Law Books.
- [31] Schnabel, C. (2021). Union Membership and Collective Bargaining: Trends and Determinants. *SSRN Electronic Journal*, 113. <https://doi.org/10.2139/ssrn.3648805>
- [32] Syed Muhamad Ubaidillah bin Syed Husin. (2020). Teacher recruitment, selection , and promotion: the role of Teachers' Unions in Malaysia. *Journal of Human Technology and Civilization (IJHTC)*, 1(8), 50–63.
- [33] Shafie, I. (24 Oktober, 2019). *Kesatuan Sekerja Menurut Undang-undang*. Retrieved from <https://www.slideshare.net/IrfanShafie1/kesatuan-sekerja-di-malaysia>
- [34] Shah, F. (2022). *Trade Unions 101: All about Trade Unions in Malaysia*. Retrieved from <https://fareezlaw.com/employment-law/trade-unions-in-malaysia/>
- [35] Stevenson, M. (14 August, 2018). *HR Exchange*. Retrieved from <https://www.hrexchangenetwork.com/hr-compensation-benefits/articles/pros-and-cons-of-labor-unions/amp>
- [36] Teacher, L. (12 August, 2019). *Free Law Study Resources*. Retrieved from <https://www.lawteacher.net/free-law-essays/employment-law/industrial-relations-and-trade-unions-in-malaysia-law-essay.php>

- [37] Uchiyama, Y., Furuoka, F., & Akhir, M. N. M. (2022). Gig Workers, Social Protection and Labour Market Inequality: Lessons from Malaysia. *Jurnal Ekonomi Malaysia*, 56(3), 165-184.
- [38] Young, R. (2021). *9 Trade. iv*, 179–202.
- [39] Yusop, H. M., & Hassan, R. (2020). Determinants Influencing Trade Union Membership Decision: Case Of Civil Servants In Ministry Of Works, Malaysia. *International Journal Of Social Science Research*, 2(1), 48-61.
- [40] John T. Addison (2020) The consequences of trade union power erosion. Declining union power would not be an overwhelming cause for concern if not for rising wage inequality and the loss of worker voice. doi: 10.15185/izawol.68.v2 | John T. Addison © | February 2020 [Previous version May 2014] | wol.iza.org
- [41] Freeman, R. B., and J. L. Medoff. What Do Unions Do? New York: Basic Books, 1984.