

CIRCULAR NO. 180/2020

DATE: 13 NOVEMBER 2020

LABOUR RECALIBRATION PLAN FOR UNDOCUMENTED IMMIGRANTS

Reference is made to the [PRESS RELEASE BY THE MINISTRY OF HOME AFFAIRS DATED 12 NOVEMBER 2020](#).

1. The Government has agreed on the following Labour Recalibration Plans for Undocumented Immigrants:
 - i. Repatriation Recalibration Plan
 - ii. Labour Recalibration Plan
2. The Repatriation Recalibration Plan would allow undocumented immigrants to return to their homelands on a voluntary basis, subject to certain conditions.
3. The Labour Recalibration Plan would allow undocumented immigrants to work as legal foreign workers in this country, subject to stringent conditions established by **the Immigration Department** and the **Peninsular Labour Department**.
4. The two plans will be implemented for six months from 16 November 2020 to 30 June 2021.
5. Employers or undocumented immigrants who wish to participate in these plans are advised to liaise directly with the Immigration and Labour Departments - no appointed agents or third party would be involved.
6. Only employers in the following four sectors whose operations are considered “3D” – dangerous, difficult and dirty, would be allowed to employ undocumented immigrants as workers:
 - i. Construction
 - ii. Manufacturing
 - iii. Plantation
 - iv. Agricultural
7. The application for the interview session for the Labour Recalibration Plan will be opened for registration starting 16 November 2020. Employers who wish to participate are advised to contact the Immigration Department and the Labour Department for detailed information on their respective business sectors.
8. The Ministry of Home Affairs and the Ministry of Human Resources would engage with embassies and high commissions as well as industry associations to inform employers and undocumented immigrants on what the two plans entailed.
9. The freeze on intake of foreign workers is still being enforced as to ensure that job priority would be given to Malaysian workers.

10. After the plans expire on 30 June 2021, the Immigration Department would kick off its Undocumented Immigrants Holistic Enforcement Plan which would involve mass enforcement activities.
11. Employers who found guilty of hiring foreigners without valid permits will be given the maximum penalty of RM50,000 fine and jail up to 12 months or both for each undocumented immigrant employed, and those hiring more than five will also be subjected to cane penalty.
12. Employers are urged to make use of this opportunity to legalise the undocumented immigrants and transform them to become legal workers

Thank you.

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