

The Challenges in Providing Adequate Housing for Migrant Workers in Terengganu, Malaysia

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ABSTRACT

Malaysia is one of the popular destinations of migrant workers in Southeast Asia country. Despite these migrant workers contributing greatly to the economy, they often face challenges in obtaining adequate housing which can be harmful to their health and safety. In Malaysia, migrant workers often live in overcrowded and unsanitary conditions, which can increase their risk of infectious diseases. Although the Malaysian Government has enforced Act 446, there are still many employers who disobey and ignore the act. Migrant workers are still seen living in overcrowded and unhygienic housing around Terengganu. This article aims to identify the challenges in providing adequate housing for migrant workers in Terengganu, Malaysia. In completing this article, the qualitative research method is used. The data for this article was collected using both primary and secondary sources. Primary data was gathered through semi-structured interviews using open-ended question with migrant workers, employers, and locals in Terengganu, Malaysia. Secondary data was also collected through library-based research and digital materials on websites. This article indicates that the affordability and availability of adequate housing, and the lack of awareness among employers, migrant workers and locals about the importance of adequate housing for migrant workers have been the challenges for migrant workers to get their proper housing.

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Contribution/Originality: This study contributes to the existing literature on the topic of migrant workers' rights and housing conditions especially in Terengganu and Malaysia. Moreover, this study also provides possible solutions and suggestions to address these challenges, which could be useful for policymakers, employers, and other stakeholders.

1. Introduction

Migrant workers play an important role in the economies of many countries, including Malaysia. This statement is proven when Malaysia is indeed heavily dependent on migrant workers for decades to do dirty, dangerous and demanding (hereafter 3D) jobs. Furthermore, Malaysia has been relying on low-wage migrant workers in six sectors such as construction, agriculture, plantation, manufacturing, services, mining and quarrying sectors. According to International Labour Organization (hereafter ILO), migrant workers can be defined as a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national (ILO, 2015). Datuk Seri M. Saravanan, the Minister of Human Resources stated that as of October 2022, there were about 1.24 million documented migrant workers in Malaysia (Malaysia Employers Federation, 2022). Furthermore, the number of undocumented migrant workers is expected to be more than that. With such a large number, Malaysia has become the biggest migrant workers receiving country in Southeast Asia. Most of the migrant workers came from Bangladesh, Indonesia, Myanmar, Nepal and other Asian countries including Cambodia, Lao PDR and India (International Organization for Migration, 2022). They are often employed in low-wage and low-skilled jobs, such as construction, manufacturing, agriculture, and domestic work. Despite their significance contributions to Malaysia's development, migrant workers face numerous challenges, including discrimination, exploitation, and poor working and living conditions. In particular, the issue of inadequate housing has been a longstanding concern for migrant workers in Malaysia.

Furthermore, the COVID-19 pandemic has highlighted the critical need for safe and hygienic living conditions for migrant workers. The cramped living spaces and lack of proper sanitation facilities make it difficult for them to practice social distancing and other preventative measures, putting both their own health and the broader community at risk. In this regard, The Malaysian government has taken a positive step by amending The Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Amendment 2019) (hereafter Act 446) on June 2020 as an effort to reduce the spread of COVID-19 among migrant workers in Malaysia, in particular, and Malaysians in general.

Although the Malaysian Government has enforced Act 446, there are still many employers who disobey and ignore the act. Migrant workers are still seen living in overcrowded and unhygienic housing around Terengganu in particular, and Malaysia in general. This situation has been the reason for this study being conducted in Terengganu. This article aims to identify the challenges in providing adequate housing for migrant workers in Terengganu, Malaysia. The migrant workers' housing rights issues not only happened in Malaysia but it happened worldwide. For example, the issue also arose in Thailand, Singapore and Qatar. However, this article will focus on migrant workers' housing right issue in Malaysia generally and Terengganu particularly.

2. Literature Review

As stated in the introductory section, migrant workers have been an important element of Malaysia's economy for decades. Despite these migrant workers' great contribution to the economy, they often face challenges in obtaining adequate and proper housing which can be harmful to their health and safety. Moreover, the issue of inadequate housing for migrant workers has been a longstanding challenge, with many workers living in

overcrowded and substandard conditions. To help manage the issue, Malaysia had established the Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446) to protect the migrant and local workers' housing rights.

Moreover, under Act 446, which had been first introduced in 1966, it requires companies to provide migrant workers and local estate workers in plantation, agriculture, and mining sectors with the minimum standards of accommodation and amenities. After that, Act 446 was amended in 1990 to simplify the existing law and to integrate many other employees' accommodation regulations established in other several laws such as Rump Labour Code. In 2019, Act 446 was amended again. Prior to the 2019 amendment, the act was only applicable to the workers and their families in the mining industries, agricultural estates and plantations larger than 20 acres where employers were only required to provide minimum standards of accommodation for those employees (Gee-Weon, 2021). With the 2019 amendment, it has expanded the coverage of Act 446 to cover migrant and local workers in all sectors including the construction sector.

Following that, the most recent amendment established a list of criteria that includes the minimum standards for migrant workers' housing, hygiene, amenities and safety. The employers and centralized accommodation providers must comply with the minimum standard set by Act 446. This act emphasizes that it is the employer's responsibility to provide free and proper running water and power; take essential precautions to protect the safety and well-being of workers; and take precautions to avoid the spread of infectious diseases. Although the Malaysian Government had enforced Act 446, many migrant workers still live in the house that does not meet the required standards. Migrant workers were reported to still be accommodated in overcrowded housing with unhygienic situations which can cause harmful effects on their privacy and health (ILO, 2021).

In Malaysia, migrant workers were reported to often live in overcrowded and unsanitary conditions, which can increase their risk of infectious diseases, such as tuberculosis, hepatitis B, malaria and COVID-19. There are few reported cases regarding the migrant workers' housing in Malaysia. Firstly, there is a case where 30 men shared 2 bathrooms and the water frequently runs out during the peak hours. Plus, in their room, there was no air conditioning, and the fans do not keep them cool on steaming nights (Peter, 2020). Moreover, in Sepang, Selangor most of the houses in the district were found to be rented to migrant workers. Some houses are renovated into four to five rooms to accommodate more than 10 people or several migrant workers' families in each house to save money on rent (M Hifzuddin et al., 2021a). There are also cases where there were 30 Bangladeshi and Myanmar workers at a construction site in Kuala Kedah who lived in a *Kongsi* (a wooden house that was built using planks and wood at the construction site). Besides being overcrowded, that *Kongsi* was also unhygienic and unsafe condition. This situation happened because it is located near the drain with water supply channelled through a large barrel and the electricity drawn from the construction site office.

In another case, 150 migrant workers who worked in a furniture company had to live in cramped and crowded converted containers. Four containers had been converted into a long house which became an accommodation for migrant workers to live in for the past few years (Yaacob, 2021). The same situation also happened in Terengganu. In fact, such things have been happening in Malaysia for a long time and various parties seem to just take it for granted and ignore migrant workers' housing conditions until recently the situation is getting worse. For information, Terengganu is a fast-developing state situated

on the east coast of Peninsular Malaysia. In Terengganu, migrant workers are a vital element for several sectors particularly for construction sector. In 2021, Fariha Che Husin Terengganu Social Security Organisation (hereafter SOCSO) director stated that there are 7, 323 migrant workers in Terengganu who are currently employed by 477 employers in many sectors including construction, agriculture, plantation and forestry (Malaymail, 2021). This statement proved that there are many migrant workers involved in Terengganu's development process, but these migrant workers are arguably not living in a hygienic situation.

Besides, many migrant workers in Terengganu face numerous challenges in obtaining adequate housing, including poor living conditions, overcrowding, and lack of access to basic amenities such as clean water and sanitation facilities. There is a case in Kuala Terengganu, where migrant workers lived in a small bedroom occupied by 8 to 10 people. This crowded condition also causes the surrounding area to be full of trash and their bathroom was also disgusting. This kind of situation is very unhealthy and will invite various infectious diseases if it continues. Employers should provide better accommodation for their migrant workers. Moreover, this kind of situation should be avoided and not allowed to happen because it will invite criticism from human rights groups from all over the world.

Low (2021) in *Legal Reforms in Protecting Migrant Workers' Welfare in Malaysia: Labor Law and Social Security* argues that Malaysia's labor laws have failed to adequately protect the rights of migrant workers, including their access to decent housing. She notes that while employers are required to provide housing for their migrant workers, the quality of the housing can vary widely, with some workers living in overcrowded and unsanitary conditions. Additionally, she also points out that many migrant workers are employed in the informal sector, where there are only a few regulations governing their working conditions and housing arrangements.

In addition, the issue of housing for migrant workers has become even more pressing during the COVID-19 pandemic. Wahab (2020) in *Migrant Workers and Covid-19 Outbreak in Malaysia* notes that the pandemic has exposed the vulnerabilities of migrant workers in Malaysia, including their living conditions. Many migrant workers live in cramped and overcrowded dormitories, making social distancing and quarantine measures difficult to implement. Wahab (2020) argues that the pandemic has highlighted the need for better housing for migrant workers, both to protect their health and to ensure their overall well-being. Moreover, Tham and Omar (2021) in *Covid-19 Lessons: Rethinking Housing Standards for Migrant Workers in Malaysia* argue that the COVID-19 pandemic has highlighted the need for a rethink of housing standards for migrant workers in Malaysia. Many migrant workers live in dormitories that are not designed to promote physical distancing, making them particularly vulnerable to infectious diseases. Tham and Omar (2021) also suggest that a new approach to housing design, including the provision of individual living spaces and access to basic amenities, is needed to ensure the health and well-being of migrant workers in Malaysia. Besides, in 2020, Malaysia's government has been criticized for its slow response to improve the housing conditions of the migrant workers (Sukumaran, 2020). In addition, Sukumaran (2020) in *Coronavirus: Malaysia's Law Delay on Improving Migrant Worker Housing Criticised* also stated that the legal framework for protecting the rights of migrant workers, including their access to decent housing, is inadequate. This situation had resulted from the employers failure to provide adequate housing.

Based on all literature that had been analyzed, the literature suggests that the challenges of providing adequate housing for migrant workers in Malaysia and Terengganu are varied. Several studies also highlighted the challenges faced by migrant workers in Malaysia, particularly related to adequate housing. Firstly, the lack of legal protection for their rights has resulted in many migrant workers being subjected to poor living conditions, overcrowding, and high rental costs. This is further worsened by the limited availability of affordable housing options, as well as the reluctance of some employers to provide adequate accommodation for their workers. In addition, the ongoing COVID-19 pandemic has further highlighted the urgent need to improve living conditions for migrant workers, who are often housed in cramped and unsanitary conditions that increase their risk of infection. Even though the amendment of Act 446 has been made to protect the rights of migrant workers, such as the requirement for employers to provide housing, the implementation and enforcement are still inconsistent. It is clear that urgent action is needed to address these challenges and ensure that migrant workers in Malaysia are provided with safe, decent, and affordable housing options.

3. Methodology

This article aims to identify the challenges in providing adequate housing for migrant workers in Terengganu, Malaysia, and also to suggest possible solutions to this pressing issue. In completing this article, the qualitative research method is used. The qualitative research method can be defined as the investigation of phenomena's characteristics, environments in which they occur, or potential viewing angles. Moreover, the flexibility of qualitative methods is usually greater. It enables more improvisation and flexibility in how the researcher and participant interact. For instance, open-ended questions that are not always phrased the same for each participant are frequently used in qualitative methods. Participants are able to react in whatever they like to open-ended questions, and these responses usually go beyond a simple yes or no ([Family Health International, 2017](#)).

This study had been conducted mainly in Terengganu as it is a significant hub for the construction, plantation and manufacturing sectors which heavily rely on migrant workers. However, the sample size was limited due to time and resource constraints. Last but not least, the study will only cover the period from 2017 until 2022, which may not capture the long-term trends and changes in migrant workers' housing conditions.

The data for this article was collected using both primary and secondary sources. Primary data was gathered through semi-structured interviews using open-ended questions with 5 employers, 10 migrant workers, and 6 locals in Terengganu, Malaysia. The interview sessions were conducted in person and the audio was recorded with the consent of the participants. The interviews focused on the experiences and perceptions of participants related to housing for migrant workers in Terengganu. Furthermore, the participants were selected based on a few criteria such as for the employers and migrant workers, they must work in construction sectors in Terengganu.

For the employers, the criteria may include the number of migrant workers they employed and their willingness to participate in this research. Meanwhile, for migrant workers, the length of stay and language barriers are also considered. There are workers who are just recently arrived while others have lived in the state for several years. Interviewees selected to represent different lengths of stay to understand how housing challenges vary over time. Next, it is also important to consider the language barriers

that may exist and to select interviewees who are proficient in a common language such as Malay. Lastly, for locals, the criteria of selection may include the locations of their houses. For example, local's participants who had been interviewed were among those living near the construction area or near to the area where migrant workers reside. The next criterion would be their willingness to participate in the research. It is important to have participants that willing to share their views and experiences.

In addition to the primary data, secondary data was also collected through various methods such as library-based research and digital materials on websites. The literature review included reports, academic journals, and other relevant sources related to migrant workers' housing issues in Terengganu and Malaysia more broadly. The data collected were analyzed using qualitative analysis techniques. Moreover, the audio recordings from the interviews were transcribed and coded into themes and categories based on the objective. The researcher also used data triangulation to make sure the data and information collected are reliable, consistent and valid.

In qualitative research, ethical concerns are frequently raised. When conducting face-to-face interviews with a vulnerable group of participants, ethical concerns become more prominent. If they show their emotions throughout the interview, they could become uncomfortable. In order to get permission, the following conditions must be met: consent must be provided voluntarily, the subjects must understand the question and the parties involved must be of legal age to consent. To be able to choose whether to join the study or not, participants must be given enough information about it, be able to understand it and to have the willingness and comfort to do so (Arifin, 2018).

This study was conducted in accordance with ethical principles, and the participants were informed of the nature and purpose of the study before providing their consent to participate. Prior to conducting any interviews for this research, the researcher made contact with the potential participants and asked for their consent to speak with them. The researcher then scheduled an appointment based on their available times and locations after gaining verbal confirmation.

4. Results

4.1. The Challenges in Providing Adequate Housing for Migrant Workers in Terengganu, Malaysia.

This discussion is based on researcher fieldworks and observation conducted from 2017 to 2022. After being amended in 2019 and enforced in September 2020, Act 446 is still seen as an act that is very difficult for employers to comply with. This is because, until today, there are still cases where the migrant workers lived in conditions that do not meet the criteria set in Act 446. In 2021, Mohd Hajazy Jusoh, Director of JTKSM Terengganu (Department of Labor Peninsular Malaysia) stated that the recent inspections have revealed 150 migrant workers were placed in accommodations that did not meet the standards set by Act 446. He also added that nine investigation papers will be opened on two employers in Dungun and one in Kuala Terengganu. The employers had been given enough time by the government to submit the applications for accommodation certificates which is mandatory under Act 446 but still, they failed to do so (M Hifzuddin et al., 2021b).

This situation showed that the employers do not take seriously the act that has been enforced and the fines that will be imposed. Moreover, this situation should not happen in Terengganu because the enforcement of Act 446 is important to prove that Malaysia complies with the standards outlined by the International Labour Organization (hereafter ILO) in the aspect of combating elements of forced labour. This matter is significant for the country since the provision of housing, accommodation and facilities for workers is one of the important elements in the criteria of forced labour. Based on several interview sessions that have been made with employers, migrant workers and locals in completing this article, there are several challenges in providing adequate housing for migrant workers in Terengganu have been identified. This study agreed that the challenges include the affordability and availability of adequate housing, lack of legal protection and lack of awareness among employers, migrant workers, and locals about the importance of adequate housing for migrant workers.

4.2. Affordability and Availability of Adequate Housing

Firstly, the affordability of housing can be a challenge for migrant workers. While employers are legally required to provide housing for their workers, the cost of this housing can still be a challenge for some migrant workers because the cost of rent may be deducted from workers' wages. In some cases, employers may provide substandard housing as a means of cutting costs, which can lead to overcrowding and poor living conditions. To ensure that all migrant workers get adequate housing, the Malaysian government through the Construction Industry Development Board (hereafter CIDB) and Department of Occupational Safety and Health (hereafter DOSH), has established Centralized Labor Quarters (hereafter CLQ) for migrant workers (Nur Syaimasyaza et. al, 2020). In addition, employers must follow a few steps in order to place their employees in the CLQ provided by the government. First, the company must register with DOSH, after which it will be allocated the nearest CLQ in the construction site's area. Following that, the company must pay the rent directly to the CLQ house owner (Interviews, employers, 2022). Nonetheless, some employers choose to house their migrant workers in rented houses or converted containers into dormitories because CLQ rent is expensive and they must deduct a large portion of the migrant worker's wage. In addition, the location of CLQ is also far from the construction sites, if CLQ's location is far from construction sites, transportation will also be a problem in the future.

The next challenge is the availability of adequate housing in Terengganu. Many migrant workers in rural areas and some in town areas were found to be housed in overcrowded dormitories, which can result in poor living conditions and health risks. Although companies are required to provide housing for their workers, the quality and availability of the housing may vary widely depending on the employers. Some employers may provide decent housing that meets the standards set by Act 446, while others may provide overcrowded and substandard housing. Based on the researcher's observation, companies with construction sites in the big town frequently comply with Act 446 and always prefer to place their migrant workers at DOSH-provided CLQ. there are not many housing options that can be made CLQ by DOSH and most of the projects in rural areas are the first facility projects of the area. Meanwhile in town, there are many housings option that are suitable to be made as CLQ. In order to ensure compliance with Act 446, DOSH will monitor and conduct spot checks on the DOSH-supervised CLQ every two months (Interviews, employers, 2022).

Indeed, that employers are required to provide housing for migrant workers in Terengganu but the availability and affordability can still be significant challenges that impact the quality of housing and the well-being of migrant workers. It is important for the government and other stakeholders to monitor the quality of employer-provided housing and to ensure that it is both available and affordable for all migrant workers.

4.3. Lack Of Legal Protection for Migrant Workers' Housing Rights

The lack of legal protection for migrant workers' housing rights is also found to be a significant challenge in providing adequate housing for them. Without legal protection, employers may not feel obligated to provide safe and habitable housing for their migrant workers and this situation leads to poor living conditions that may endanger migrant workers' health and well-being. There are a few cases in Terengganu where the employers exploited the vulnerability of migrant workers by placing the migrant workers in overcrowded or substandard housing conditions in exchange for low wages or longer working hours. Moreover, the government of Malaysia had enforced the Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446) to protect the migrant workers' housing rights. Even though Act 446 has been amended to provide greater legal protection for both local and migrant workers in Malaysia, there are still challenges related to their enforcement and implementation. The enforcement of this law has been criticized as inadequate, leading to repeated cases of substandard living conditions for migrant workers. This statement was reflected in employers' failure to provide adequate housing.

Next for the implementation of Act 446, observation conducted found that there is a lack of enforcement of housing standards by local authorities. For example, there may be limited resources to fully enforce Act 446 where the existing officers are unable to carry out regular inspections at all construction sites in Terengganu which are reflected in the cases where there are employers who dare to ignore the requirement imposed by Act 446. From a different perspective, if the same officer performs inspections at CLQ or rented houses for a long period of time, it is feared that there will be cases of corruption between employers and inspection officers. For example, the employer might bribe the inspection officer to approve the CLQ and the rented houses. This will cause, migrant workers to not get proper housing because the approved housing does not meet the standards even though had approved by the inspection officer. There is a case in 2022 where two government officials are suspected receiving bribes from two employers for works related to constructions and maintenance of road slopes ([Free Malaysia Today, 2022](#)). If a bribery case like this has happened, it is not impossible that it will happen again in the construction sector but this time it will involve migrant workers' housing rights.

Lastly, even with legal protections in place, the lack of awareness or understanding of this law among migrant workers themselves may prevent them from fully exercising their housing rights. For example, some migrant workers may not know that they are entitled to housing provided by their employers, or they may be afraid to speak up about poor housing conditions due to the fear of retaliation or loss of employment. Thus, these challenges should be tackled carefully by the government so that migrant workers get their housing rights.

4.4. Lack Of Awareness Among Employers, Migrant Workers, and Locals About the Importance of Providing Adequate Housing for Migrant Workers

In 2017 and even earlier, most employers just chose to ignore their migrant workers' housing rights. During that time, migrant workers were provided or more precisely forced to live in inadequate housing such as *Kongsi* and converted containers at the construction site. The Malaysian law which is Employees' Minimum Standards of Housing, Accommodations, and Amenities Act 1990 (Amendment 1990) (Act 446) requires employers to provide housing to their workers including migrant workers. According to article 6 (1) of Act 446, the housing must be in a good condition and meet all the basic standards set by the Act including water and electrical supply (ILO, 2006). Although Act 446 has been used for a long time, there are still migrant workers who live in unhygienic and overcrowded housing. There was a case where 7 workers lived in a converted container that is hot because there are only 2 fans and no ventilation.

In addition, the migrant workers who work in construction sites generally live in *Kongsi* at the beginning. After the building is completed by 50% and above, they will live in the building, sleeping on mats without mattresses and pillows. Plus, their space is only separated by plywood (Interview, migrant workers, 2022). These situations show that before the COVID-19 pandemic, it can be said that all employers are not aware of the importance of clean, safe, and comfortable housing. Migrant workers also have no choice because the employer is supposed to provide good housing for them. They also have to obey all the instructions given by the employer for fear that their salary will be affected if they speak up. There are a large number of migrant workers who do not know about the existence of Act 446 before the COVID-19 pandemic. This is because, before the 2019 amendment, this act only applies to workers in certain sectors which are the agriculture sector, plantations, and estates of more than 20 acres.

After the COVID-19 pandemic hit Malaysia, the government amended Act 446 as a measure to reduce cases of COVID among migrant workers. This is because migrant workers' accommodation that is crowded and does not meet proper standards is one of the main causes of the spread of COVID-19 among workers in Malaysia. In 2021, there were 82 clusters of COVID-positive cases in the construction sector (Idris et. al, 2021). The COVID-19 pandemic has revealed the true situation of migrant worker housing in Malaysia in general and Terengganu in particular. For a long time, their housing rights have been neglected by their employers and they have to live in overcrowded and unhygienic housing. This situation is very dangerous to their health because they are at high risk of contracting infectious diseases. Apart from that, this 2019 amendment was also done by the Government as a response to the criticism received from human rights groups and international communities about the issue of forced labor and migrant workers' housing rights in Malaysia.

Moreover, after the outbreak of the COVID-19 Pandemic, employers, migrant workers, and locals began to realize the importance of adequate housing for migrant workers. If before, most migrant workers did not know about Act 446 which protect their housing rights, now the number of those who do not know about the act is reduced. If there are still migrant workers who do not know about Act 446, it is because of the language barrier. However, in the first year after the enforcement of Act 446, there are still employers who are not aware of the importance of adequate housing for migrant workers. This can be seen when the Department of Labor Peninsular Malaysia (JTKSM) conducted raids on construction sites, there were still migrant workers living in housing that did not meet the requirements of Act 446. Next, locals also started to realize that

adequate housing for migrant workers is very important because if migrant workers continue to live in unhygienic housing, locals will also be affected by the situation.

As for employers, they now realize that adequate housing is very important to ensure that their migrant workers are always healthy and in compliance with national and international regulations. However, employers also face various challenges in meeting all the standards set in Act 446. The main challenge is financial. This has caused a number of employers to still not be able to provide adequate housing to their migrant workers. But based on interviews with migrant workers who work in rural areas, they stated that their housing conditions are better than before. Even though they still lived in *Kongsi* but the number of workers in a room is less and the employers provide them with mattresses and clean water supply (Interviews, migrant workers, 2022). This situation shows that even though initially, lack of awareness was prevalent among the migrant workers but now, the awareness has grown. had slowly increased in their lives.

5. Conclusion

In conclusion, Malaysia is highly dependent on migrant workers in the 3D jobs sector such as the construction sector, and providing adequate housing for migrant workers in Terengganu particularly, and Malaysia generally, is a pressing issue that requires urgent attention from all stakeholders. There are many cases of migrant workers living in overcrowded and unhygienic living condition happen all over Malaysia even after the enforcement of Act 446. This article identified a few challenges in providing adequate housing for migrant workers in Terengganu, Malaysia such as the affordability and availability of adequate housing, lack of legal protection for migrant workers' housing rights, and lack of awareness among employers, migrant workers, and locals about the importance of providing adequate housing for migrant workers. These migrant workers deserve to be treated equally with the locals and COVID-19 did bring some changes to the migrant workers because since then, their housing conditions started to be looked into highlighted by the government. Moreover, in Terengganu, it is found that JTKSM and DOSH often work together to enforce Act 446 to make sure proper implementation and enforcement of the Act. After the government initiative, the migrant workers' housing situation had improved according to Act 446 in a few places.

Based on interviews that had been carried out, the researcher has a few suggestions as a potential solution to the challenges in providing adequate housing for migrant workers in Terengganu.

1. To improve the affordability of housing for migrant workers, the government should establish measures such as introducing rent control or giving subsidies to help cover the cost of housing.
2. To avoid bribery activities between enforcement agencies officers and the companies or employers, the enforcement agencies should make a rotation of inspection officers so that a particular officer does not task to inspect CLQ or rented houses for a long period of time so that he cannot possibly be bribed to approve the inspection.
3. Finally, there is a need to raise awareness among employers and local authorities about the importance of providing adequate housing for migrant workers. This could include education campaigns to raise awareness about the health and social

benefits of adequate housing, as well as targeted outreach to employers to encourage them to prioritize housing for their workers.

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