



# Environment, Social & Governance

## Human Resources for Sustainability

Presented by:

**Dato' Seri Ir. Dr. Zaini Ujang**

Secretary General, Ministry of Human Resources



Session 1: 22<sup>nd</sup> August 2023



MATRADE Hall,  
MATRADE Exhibition & Convention Centre



MALAYSIA MADANI

# Environment, Social & Governance

Human Resources for Sustainability

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Former Vice-Chancellor, and Professor of Environmental Sustainability, UTM

Secretary General, Ministry of Human Resources, Malaysia

12:30pm. 22 August 2023 | **Forum ESG** Kuala Lumpur





# Malaysia's Nationally Determined Contribution (Revised NDC)

(Updated Submission 30.7.2021)

Malaysia intends to reduce its economy-wide carbon intensity (against GDP) of 45% in 2030 compared to 2005 level:

- The 45% of carbon intensity reduction is unconditional;
- This target is an increase of 10% from the earlier submission;
- The GHG coverage is expanded from three (3) to seven (7) GHGs:
  - Carbon dioxide (CO<sub>2</sub>)
  - Methane (CH<sub>4</sub>)
  - Nitrous oxide (N<sub>2</sub>O)
  - Hydrofluorocarbons (HFCs)
  - Perfluorocarbon (PFCs)
  - Sulphur hexafluoride (SF<sub>6</sub>)
  - Nitrogen trifluoride (NF<sub>3</sub>)



United Nations  
Framework Convention on  
Climate Change

[https://www4.unfccc.int/sites/Malaysia First](https://www4.unfccc.int/sites/Malaysia%20First/PDF) PDF

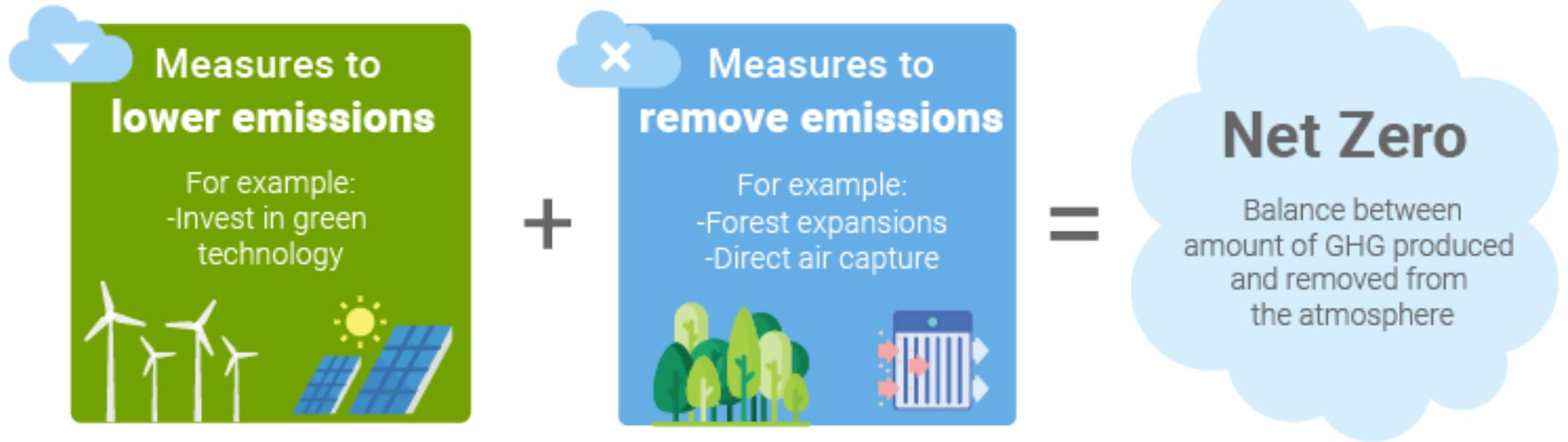
malaysia's update of its first - UNFCCC

Malaysia hereby communicates its updated NDC in accordance with paragraph. 24 of decision 1/CP.21 to contribute to the implementation and achievement of the.

## BUR4 Malaysia



# Net-Zero GHG



**Green Electricity Tariff**

- Energy generation
- Transportation
- Industrial processes
- Waste disposal

80%

- Carbon capture and storage
- Land Use and Land Use Change and Forestry - Removal

**Green Water Tariff**

- Agriculture
- Land Use and Land Use Change and Forestry (LULUCF) - Emission

# Human Resources for Climate Sustainability

## INDIVIDUAL

- Understanding the climate change
- Adop **ECO-SHIFT** and green lifestyle
- Reduce carbon emission
- Increase carbon sinks
- Be climate advocate

## ORGANISATIONAL

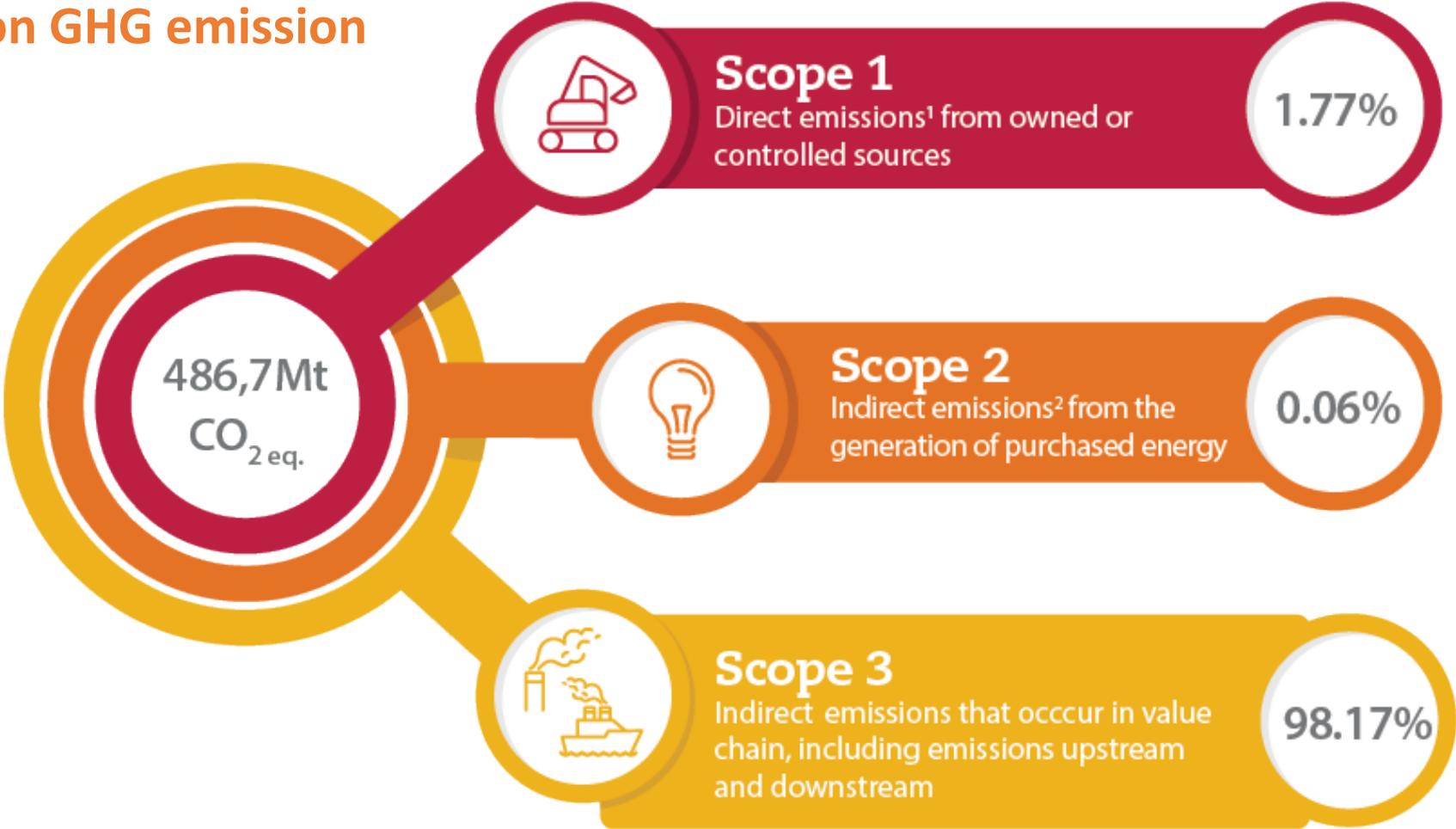
- Climate policy
- Adopt ESG (Environment, Social and Governance) framework
- Reduce carbon emission
- Increase carbon sinks
- Be climate advocate

# Three pillars of ESG



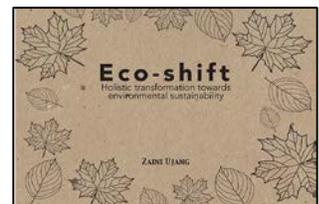
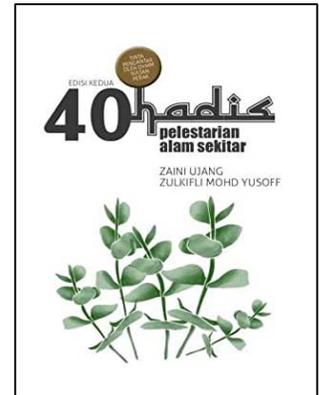
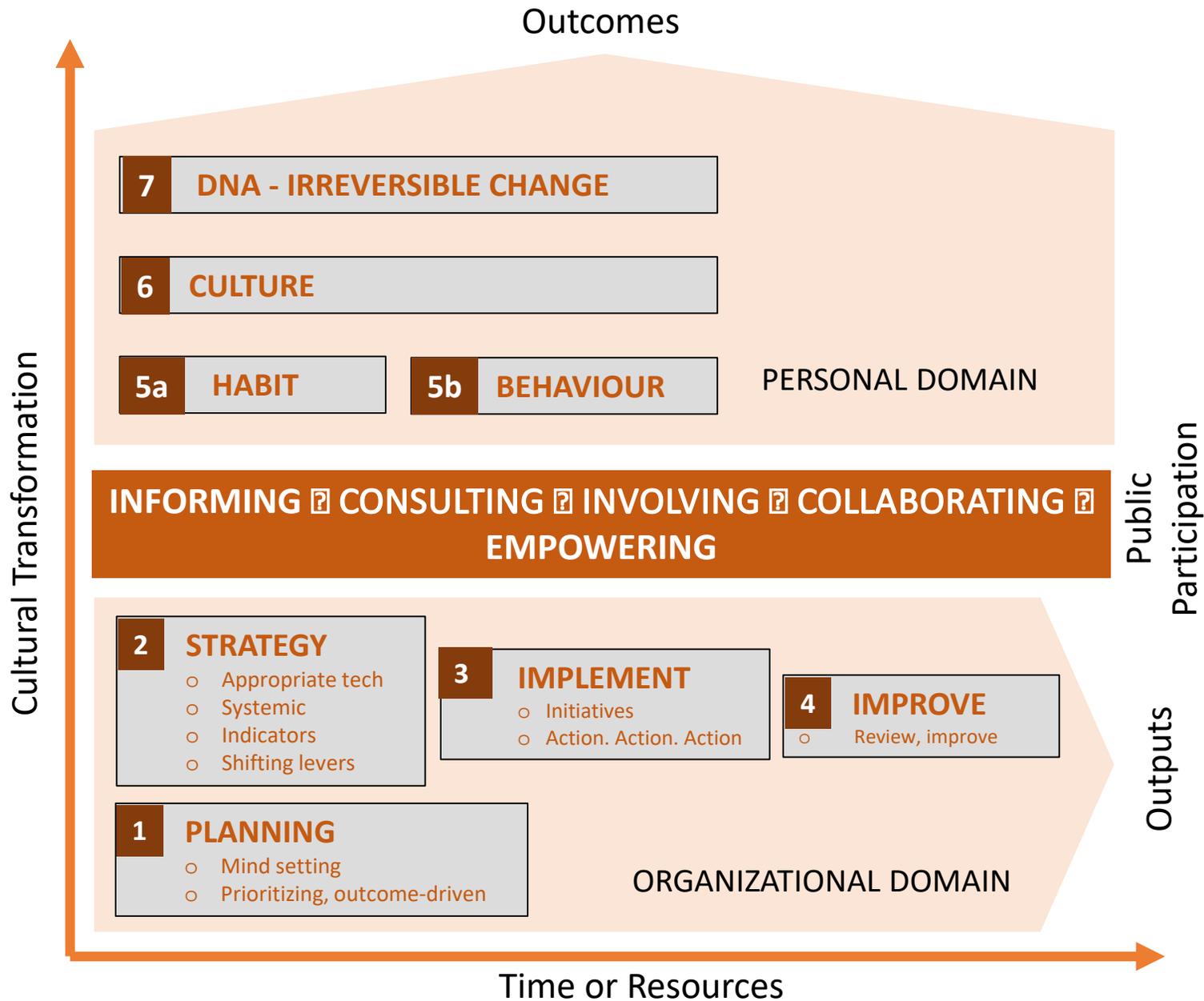
Example:

# ESG of Vale on GHG emission

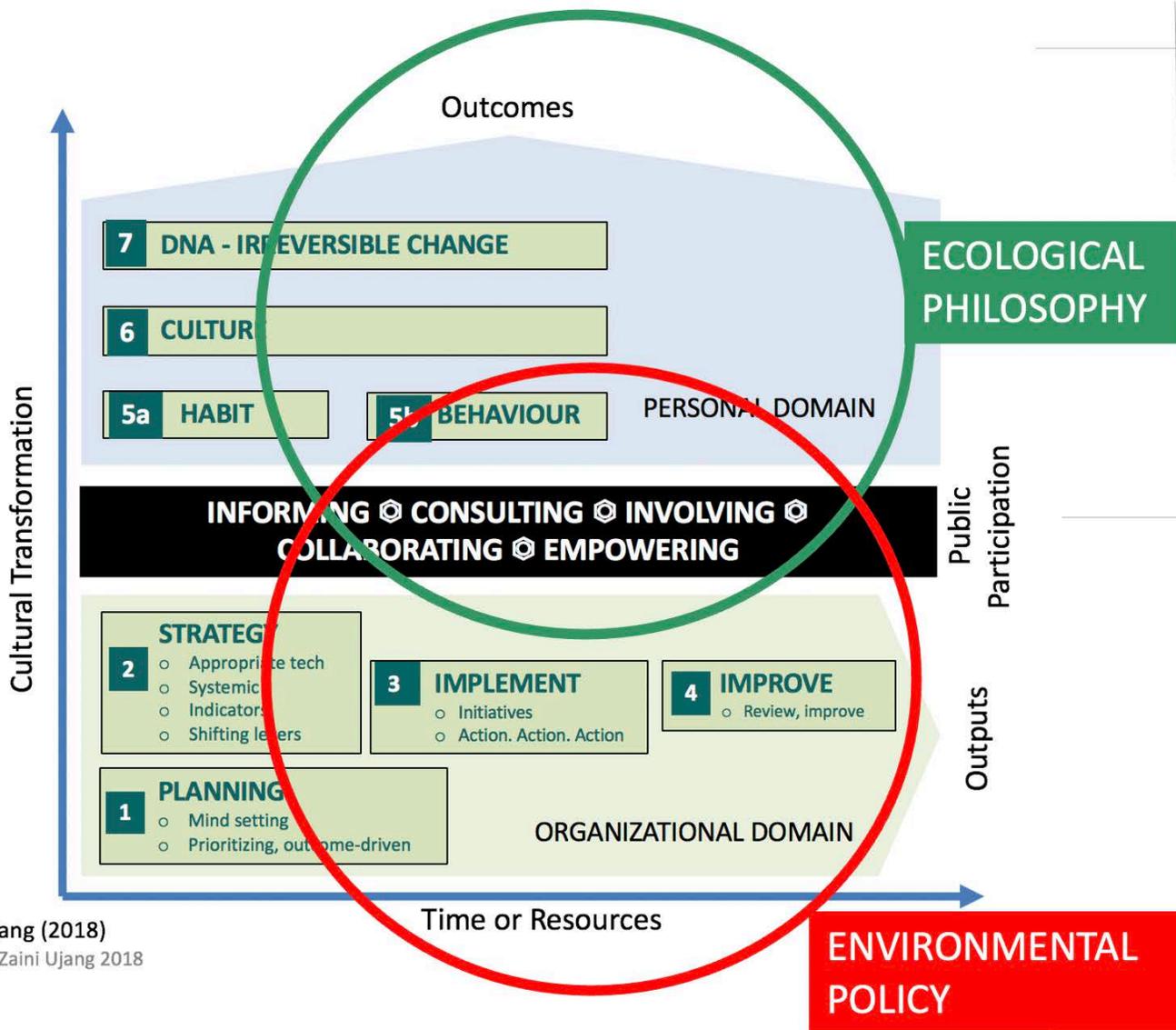


<sup>1</sup> Direct emission from owned or controlled Vale operation.

<sup>2</sup> Indirect emissions from purchased energy.



By Zaini Ujang (2018) pp.103



By Zaini Ujang (2018)  
Eco-Shift by Zaini Ujang 2018

## ECOSHIFT framework

### ECOSOPHY

Western	Islamic	Japanese
Carbon footprint	Halallan tayyibah	Mottainai
Green growth	Khalifah	Kaizen
Lifestyle	Ihsan	Kami
Values	Taqwa	Wa
Holistic	Ibadah	Ikigai

### ENVIRONMENTAL POLICY

#### Performance

KPI  
Budget spending  
Ratings  
Index etc.

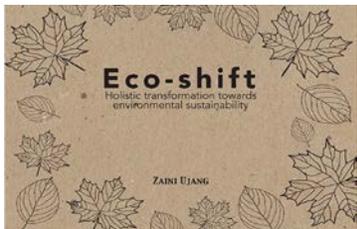
# Progress on sustainability after the World War II

By Zaini Ujang (2018)

	Sustainability.1 <1970	Sustainability.2 1970-90	Sustainability.3 1990-2020	Sustainability.4 >2020
Focus	Pollution episodes	Environmental control	Ecological risks	Carbon footprint
Growth	Development vs Ecosystem	Development >> Ecosystem	Development << Ecosystem	Green growth
Governance	Self-awareness	Regulatory	Systemic	Lifestyle
Infrastructure	Economic-driven	Economic-growth	Socio-economic-driven	Value-driven
Framework	End-of-pipe	Regulated process	Clean technology	Holistic

SDG Index

ESG compliance



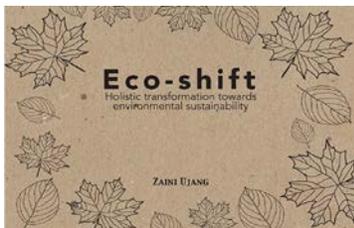
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**ENVIRONMENTAL  
POLICY**

**ENVIRONMENTAL  
PHILOSOPHY**



# France, Netherlands, Belgium: Which European countries have the best cycle to work schemes?



## CYCLING TO WORK?

- Reduce urban air pollution
- Reduce traffic congestion
- Less investment in public transportation
  
- Less GHG emission
- Healthy workforce
  
- Green economy
- ESG

## What's new in Belgium on the employment front, Part 2 – rolling out the biking allowance

By [Marga Caproni](#) on March 10, 2023

POSTED IN [DATA PROTECTION](#), [EMPLOYEE WELFARE](#), [EMPLOYMENT CONTRACTS](#), [MONITORING](#), [TAX](#)

Joint Committee	Allowance	Minimum distance	Maximum distance
200 (Mixed)	0.20 €/km		40 km
118 (Food – blue-collars) 220 (White-collars)	0.24 €/km	/	/
140.3 (Logistics – blue-collars) 226 (White-collars)	0.24 €/km	1 km	/
111 (Metal works – blue-collars) 209 (White collars)	0.18 €/km		7.2 € per day A minimum of 1 € per day applies for a distance of less than 5 km

Although we are not quite at the level of the Dutch (the Dutch will cycle to their own wedding, so to speak), using the bike for the daily commute has become increasingly popular in Belgium in recent years, especially with the rise of e-bikes and speed pedelecs. Employers are already obliged to contribute to their employees' public transport costs and a number of sectors had included travelling by bike in the list of means of transport qualifying for such support.

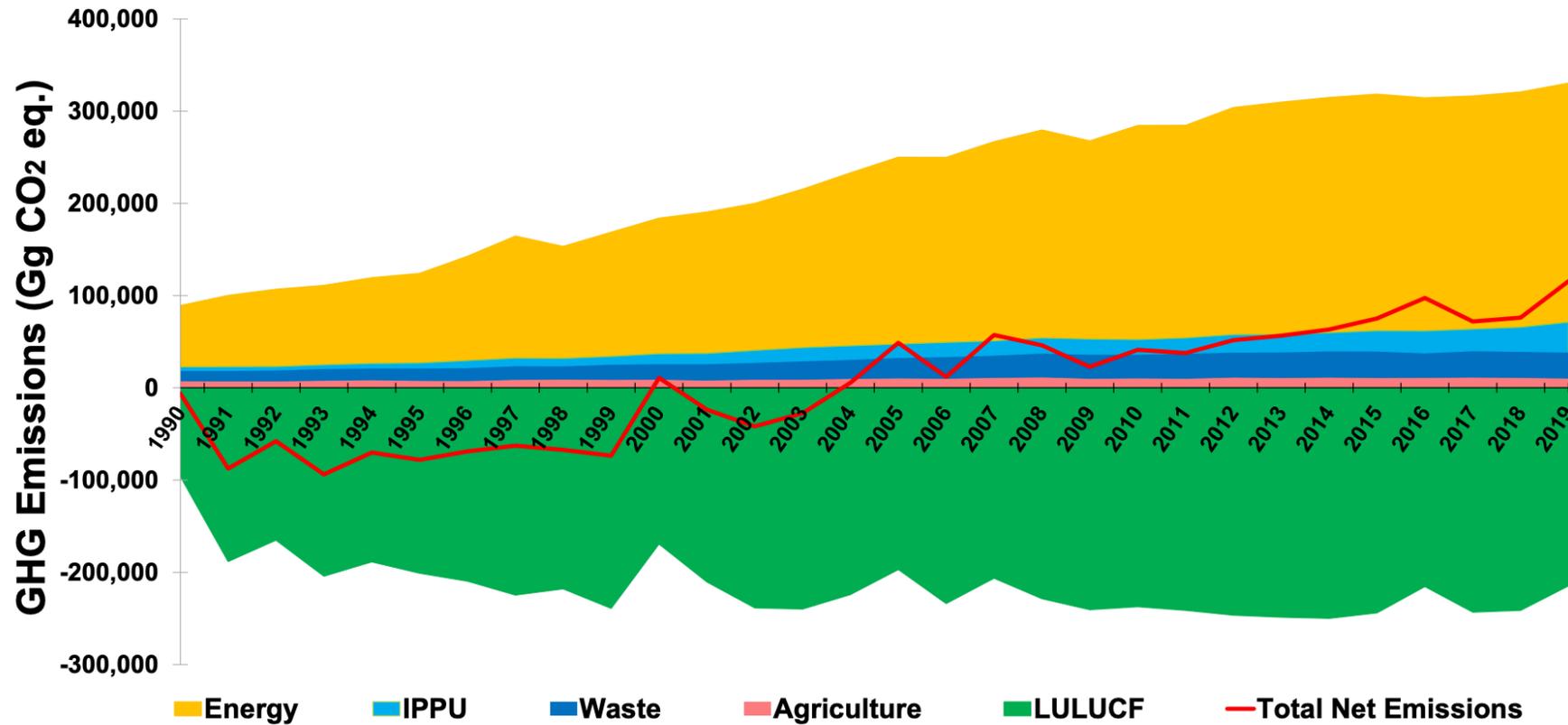
On January 24 this year the social partners of the National Labour Council signed a collective agreement (CLA No. 164 or “**the CLA**”) to extend this provision across all sectors and so to provide a positive cash incentive to take to 2 wheels (and presumably also 1 or 3, depending on your skill level and just how foolish or weird you are prepared to look for the good of the environment). The bicycle allowance is EUR 0.27 per kilometer ridden and is exempt from taxes and social security contributions. This amount will change annually roughly in line with inflation. The compensated distance is limited to 20 kilometers each way. The allowance is paid every month in arrears together with the employees' wages.

## MALAYSIA: GHG Emissions for 1994, 2000, 2005, 2011, 2014, 2016, 2019

Sector	Emissions/Removals (Gg CO <sub>2</sub> eq.)						
	1994	2000	2005	2011	2014	2016	2019
Energy	92,977.76	146,926.37	202,676.41	230,603.00	255,079.75	253,156.64	259,326.11
IPPU	5,678.85	11,531.89	15,101.60	17,042.27	20,235.40	23,746.04	32,853.80
Agriculture	8,184.72	8,752.57	10,265.04	9,906.28	11,095.67	10,711.36	9,921.71
LULUCF	-188,627.10	-169,397.24	-197,076.76	-241,252.18	-249,952.54	-215,375.05	-214,714.54
Waste	12,612.60	16,717.25	22,000.75	27,081.76	28,377.66	26,565.41	28,256.59
<b>Total (Excluding LULUCF)</b>	<b>119,453.92</b>	<b>183,928.08</b>	<b>250,043.80</b>	<b>284,633.31</b>	<b>314,788.47</b>	<b>314,179.45</b>	<b>330,358.21</b>
<b>Total (Including LULUCF)</b>	<b>-69,173.17</b>	<b>14,530.85</b>	<b>52,967.03</b>	<b>43,381.13</b>	<b>64,853.93</b>	<b>98,804.40</b>	<b>115,643.68</b>

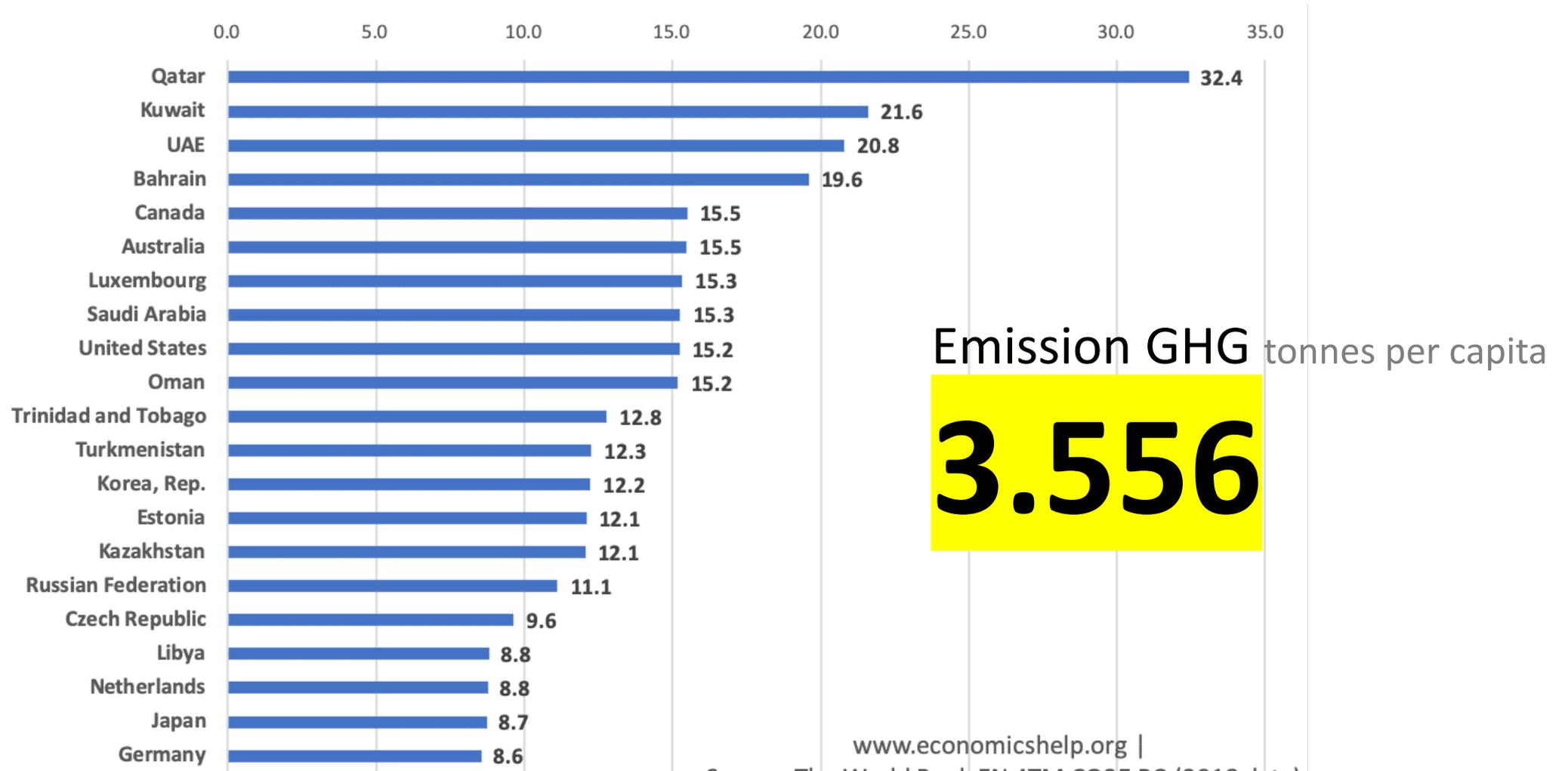
Source: Biennial Update Report No. 4 (BUR4 Malaysia)

# MALAYSIA: GHG Emissions for 1994, 2000, 2005, 2011, 2014, 2016, 2019



Source: Biennial Update Report No. 4 (BUR4 Malaysia)

# Highest emitters per capita 2018



www.economicshelp.org |

Source: The World Bank EN.ATM.CO2E.PC (2018 data)

Accessed 18 August 2021

## Mitigation Actions

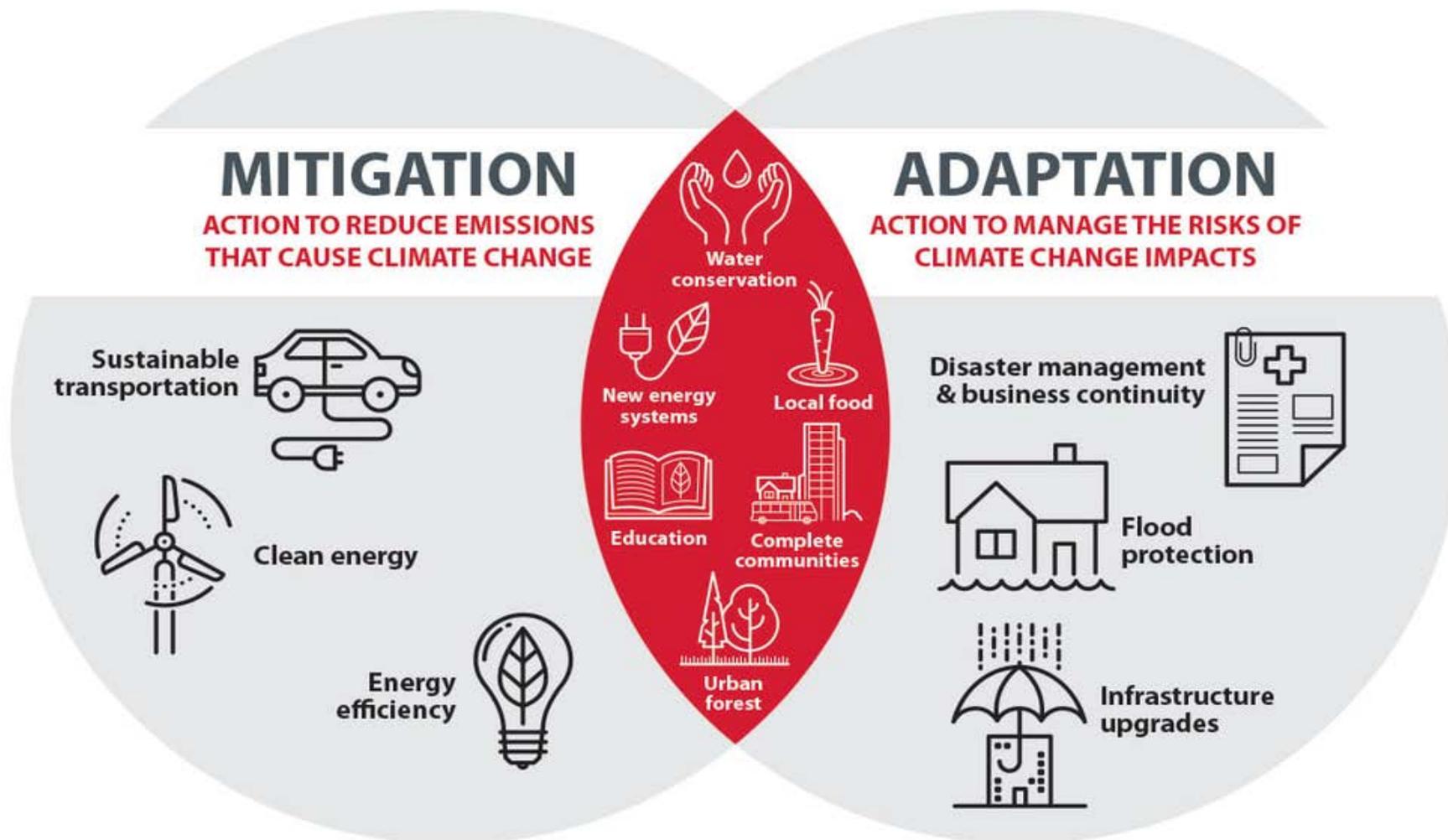
- Renewable Energy & Energy Efficiency
- Transportation
- Recycling activities
- Biogas recovery from palm oil
- Forestry

## Key Adaptation Actions

- Addressing flood
- Coastal protection
- Water and food security
- Public health

Source: Malaysia's BUR-3, 2020

# Building Climate Resilience

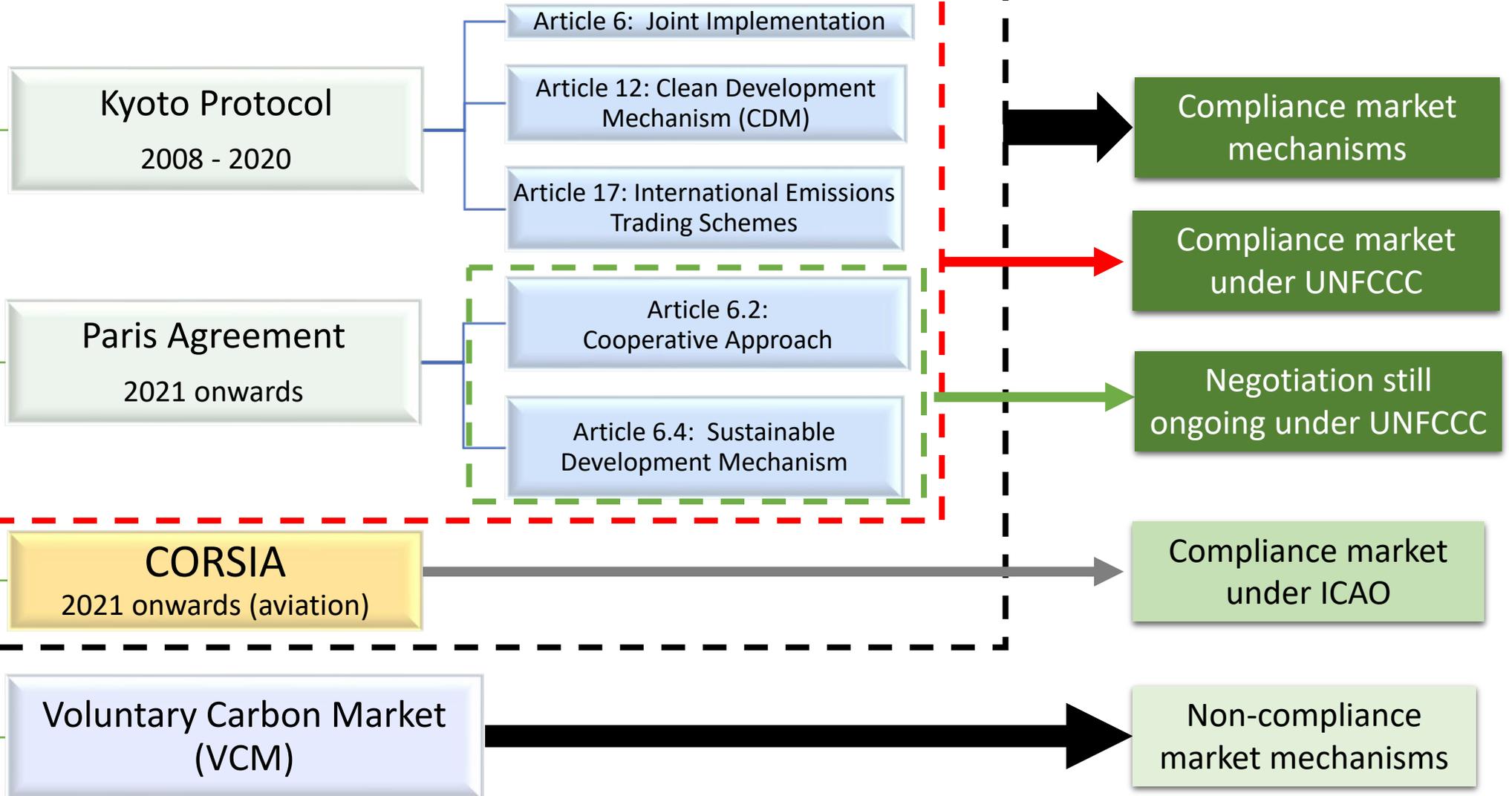


## PRIORITIES

- Water conservation
- New energy system
- Local food
- Education
- Complete communities
- Urban forest

# International Carbon Market Mechanism

## International Carbon Market



# Seven Commandments

1.



PHASE DOWN

Change for green energy, or opt for energy efficiency

2.



Reduce water consumption

3.



Cycling and walking for short destinations

4.



Keep your premises and neighborhoods clean, and green

5.



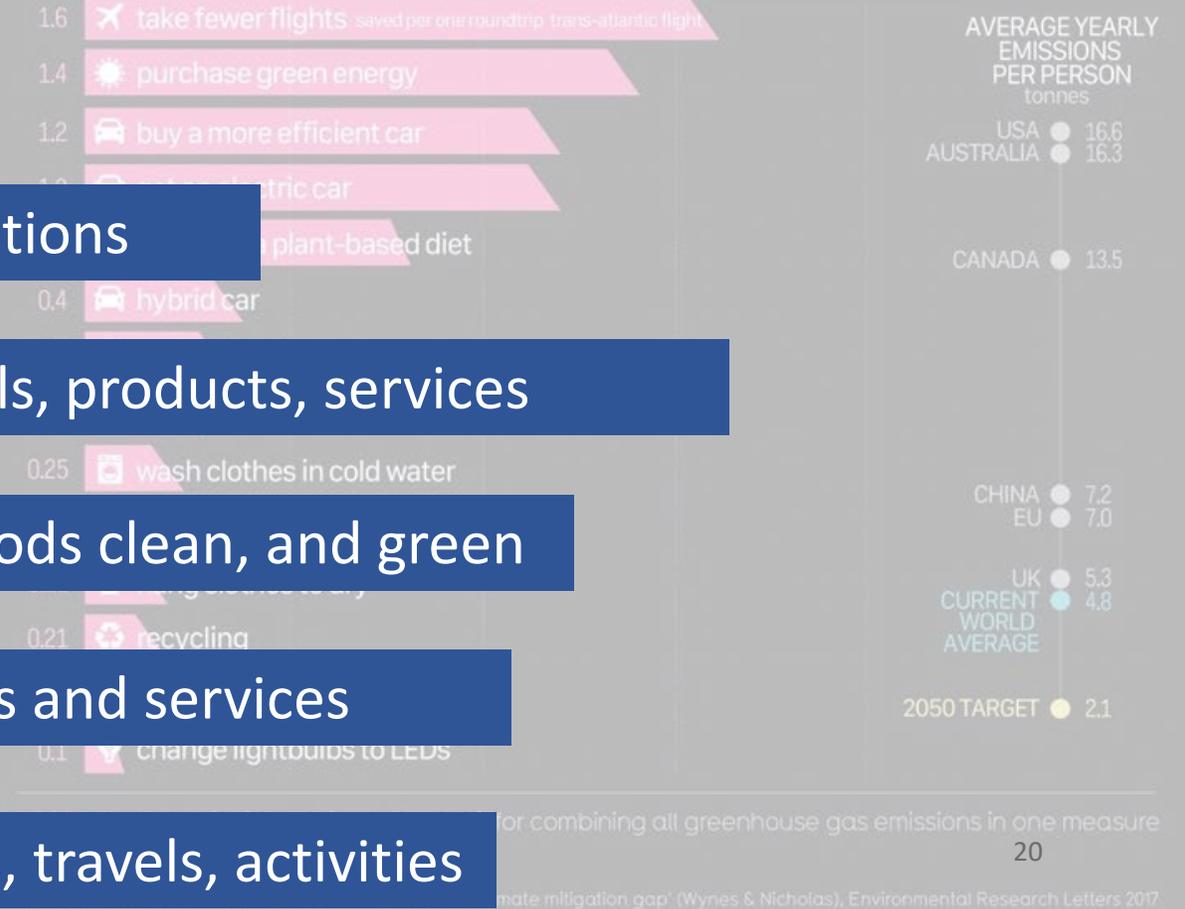
Buy and sell climate-neutral products and services

GHG offsetting after all major events, travels, activities

Source: WRI.

## What can we personally do to reduce emissions?

Genuinely impactful actions, according to data





**GLASGOW, SCOTLAND**

26<sup>TH</sup> CONFERENCE OF THE PARTIES, UNFCCC, 31 OCT-13 NOV 2021

# CYCLING

PUTRAJAYA vs TSUKUBA (JAPAN) vs BOSTON (USA)

	PUTRAJAYA	TSUKUBA	BOSTON
PHYSICAL INFRASTRUCTURES	6/10	9/10	7/10
WEATHER-RELATED FACTORS	7/10	7/10	7/10
SAFETY	6/10	10/10	7/10
INCENTIVES	0/10	6/10	3/10
COMMUNITY SUPPORT	1/10	8/10	5/10

# Budaya Berbasikal

TINGGI

## RIADAH BERBASIKAL

- Riadah mudah
- Fokus kesihatan
- Kurangkan gas rumah kaca

## MOBILITI AKTIF

- Kaedah mobiliti utama
- Gaya hidup lestari
- Kurangkan gas rumah kaca

## ALAM SEKITAR

Kesan positif,  
Impak global



## SUKAN BERBASIKAL

- Menyertai kejohanan
- Profesional
- Mahal

## MOBILITI ASAS

- Mobiliti mampu laksana
- Murah
- Mudah

RENDAH

## BUDAYA LESTARI

Penghayatan, gagasan

TINGGI

## MARI KITA BERBASIKAL

*Puisi oleh Zaini Ujang*

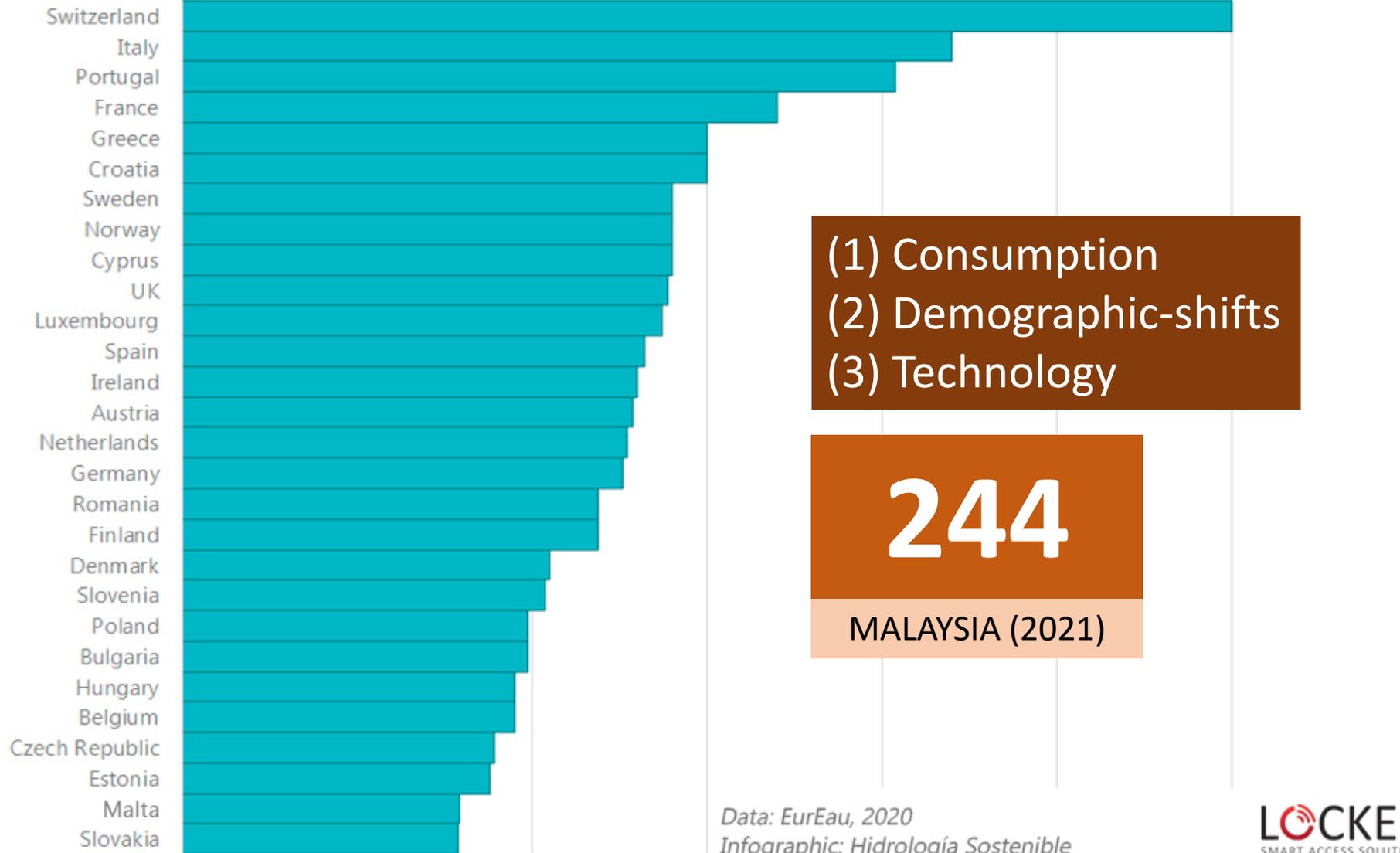
Mari kita berbasikal mengelilingi kota raya permai untuk beriadah, mengalir keringat, memperkuat otot dan menyegar minda. Berbasikal menyihat dan menceriakan seluruh warga kota dan desa.

Mari kita berbasikal ke kedai dan warung kopi, pasaraya dan pasar tani, masjid dan surau, sekolah dan kampus untuk memudahkan perjalanan, menjimatkan, mengurangkan kesesakan lalu lintas dan bersantiaian. Berbasikal merupakan resam bangsa maju dan merdeka. ...

# Household water consumption

Litres per person and day

0 50 100 150 200 250 300 350



Data: EurEau, 2020  
Infographic: Hidrología Sostenible

**LOCKEN**  
SMART ACCESS SOLUTIONS



# Q & A





# THANK YOU



*“Committed To Engineering Excellence”*

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