



HIGHLIGHTS

- Programmes to Promote Environmental Education Awareness and Information Dissemination 1
- Pertandingan Debat Alam Sekitar Antara Institusi Pengajian Tinggi 1998 3
- Environmental Management System and Environmental Auditing Practices in the United Kingdom 5
- Pendekatan Sumber Manusia Dan Kepentingan Perancangan Awal 6
- Seminar on Environmental Protection Management On Community And Regional Levels 4th - 30th May 1998 in Germany 8
- The Small And Medium Enterprises (SMES) Environmental Consideration And The Way Forward 12
- Launch of the Directory of Environment Services Malaysia 1998 13
- Isu-Isu Alam Sekitar Berkaitan Pencemaran Udara Dari Kilang Kelapa Sawit. 14
- The Voice of the Young 16

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Programmes to Promote Environmental Education Awareness and Information Dissemination

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Creating an environment-conscious society presents an enormous challenge to a country, particularly a developing one. One of the prime functions of the government is to prepare its citizens for the responsibilities they will face through their lives, some of them relating to the way they interact with the environment. In inculcating this environmental awareness among citizens, regularity and visibility of environmental programmes are necessary if such objective is to be effectively achieved.



FROM THE DG'S DESK



Hjh. Rosnani Ibarahim
Director-General, Department of Environment

“Everyone is entitled to experiences which will enable them to understand, analyse and respond to environmental problems they meet ... ”

It is not easy for people who work in offices, or businesses, or students and even housewives to perceive the impact their routine activities have on the environment. Many find it difficult, for example, to link deodorant spray to the ozone layer, or the exhaust fumes from cars to a rise in sea level caused by global warming. We are all tied to ways of living by traditions and social conventions that have evolved over the centuries. These are the things that determine the way we view and use the environment.

If environmental education is to fulfil its complete social role, it must prepare people as environmental decision makers. Everyone needs, and has a right to, an environmental component in the education they receive. Everyone is entitled to experiences which will enable them to understand, analyse and respond to environmental problems they meet and which encourages committed participation through understanding.

In fulfilling these needs, the Department of Environment (DOE), through the Environmental Education and Information Services Section, has formulated both a range of short-term and long-term programmes, activities including the presentation of environmental awards, that will promote public awareness on the environment.

It is only by the actions, commitment and energy of individuals, organisations and government agencies that we can succeed in doing something good for our environment.

cont'd from page 1

To instil environmental awareness among the public, the Department of Environment (DOE) in 1986, established the Environment Education and Information Services Section. This special section served to implement 'green' activities, both immediate and long-term. Government agencies, non-governmental organisations, the mass media and the private sectors are involved in these activities to enhance better cooperation on environmental management and at the same time promote public environmental awareness. Every year, several programmes are planned and implemented at Federal and State level.

Among them is the very successful **Malaysia Environment Week** which is celebrated every year from 21-27 October in commemoration of the Langkawi Declaration on the Environment. A decade ago, at the Commonwealth Heads of Government Meeting (CHOGM) held on 18-24 October 1989, leaders of the Commonwealth countries pledged their commitment to strengthen the framework of the environmental management by adopting the Langkawi Declaration on the Environment. To commemorate this date and to mark the adoption of Langkawi Declaration, the Malaysian Government decided that Malaysia Environment Day be celebrated annually on 21 October. Henceforth, 21-27 October each year is being celebrated nationwide as Malaysia Environment Week [*Minggu Alam Sekitar Malaysia (MASM)*] with talks, seminars as well as fun-based green activities like the 'green run'.

To underline the importance of the Earth as a global village whereby citizens of the world recognise their responsibilities towards the environment, the **World Environment Day** is observed, in Malaysia, as in other parts of the world, every year on 5 June. Through this observance, Malaysians, from students to corporate organisations, are becoming increasingly motivated by the fact that they have a obligatory role to play in the protection and conservation of the environment.

Like the World Environment Day, the **World Ozone Day** observed on 16 September, has, too, brought about greater awareness of human activities and CFC products that harm the ozone layer.

Every year an enormous amount of waste, including sewage, animal waste and silt from earthworks and clearing activities, are released into rivers, polluting the river systems in the country. Equally disturbing is the discharge of heavy metals such as arsenic, cadmium, mercury and lead poisoning into the river ecosystem. In February 1993, the '**Love Our Rivers**' campaign was launched nationwide. In conjunction with the campaign, a number of schemes were drawn up. They included the river watch under which schools were required to monitor the water quality of at least one river in every state. The objective was to educate children on what makes a river dirty and thus, instilling good habits that, it is hoped, will remain throughout their lives.



In greening the country, Malaysia embarked on a **Nationwide Tree-Planting Campaign** and is encouraging the planting of trees particularly in newly-developed housing estates, industrial estates near places of work and fields. Approximately 3 million trees are expected to be planted nationwide by the year 2000.

The recurrent haze episodes also saw a greater urgency for **Cleaner Air Campaign**, resulting in stricter laws against open burning and other forms of air pollution, while at regional level, countries in the ASEAN region got together and came up with ways to prevent such occurrences.

Other local environment awareness programmes include talks and exhibitions on environment, dialogue sessions with NGOs, community-based 'green projects', and fun 'green activities'.

Several '**Green Literature**' materials, too, are published by the Department of Environment and distributed to various levels of the society. They include brochures on sustainable practices, the

quarterly IMPAK and ERA HIJAU magazines, posters, documentary videos, video clips, films, environmental guidelines and environmental quality reports.

To inject fun into what is a serious topic, environmental themes in exciting competitions such as Environment Poetry Competition, Environment Photography Competition, Novel Writing on Environment for Children and Environment Awareness Quiz (via radio and written quiz) are held at intervals.

For students, organisations as well as for the ordinary man-in-the-street a range of information services are easily available. Information on environment can be obtained from the DOE's Information Bank (Info-Kiosk), Homepage, INFOTERRA, DOCUMAS, Enviro Library and Audio Visual Resource Room located at the DOE's office in Kuala Lumpur.

In recognising roles played by individuals as well as organisations in the conservation and protection of the environment, awards are given out, both at

national and international levels. The **Langkawi Award** is an annual event, held on 21st October in conjunction with the Malaysia Environment Week. The **Green Citizen Award** is a newly created award to be given out in 1999 in appreciation of a citizen's awareness in the management of the environment.

The Department of Environment is also the focal point for nominations of several international awards. Among them are, the United Nations' **Sasakawa Award**, the Shuga Prefectural Government's **Biwako Award**, the University of Southern California's **Tyler Award**, the UAE's **Dubai Award** and Ramsar Bureau's **Ramsar Wetland Conservation Award**.

It is hoped that through these programmes and information, the public will play a more active role in the preservation and protection of the environment. The increasing role played by the mass media in promoting and strengthening the environmental awareness is indeed laudable.

PERTANDINGAN DEBAT ALAM SEKITAR ANTARA INSTITUSI PENGAJIAN TINGGI 1998



Johan pertandingan Debat Alam Sekitar 1998 iaitu Universiti Malaya bergambar bersama piala pusingan dan Menteri Sains, Teknologi dan Alam Sekitar, YB Datuk Law Hieng Ding.

Pertandingan Debat Alam Sekitar Antara Institusi Pengajian Tinggi 1998 telah diadakan dari 19-22 Julai 1998 di Universiti Kebangsaan Malaysia. Pertandingan Debat Alam Sekitar Antara Institusi Pengajian Tinggi pada tahun ini merupakan kali kelapan dianjurkan oleh Jabatan Alam Sekitar yang dibiayai melalui peruntukan Pembangunan di bawah Program Promosi Kesedaran Alam Sekitar. Ianya merupakan salah satu aktiviti kesedaran dan pendidikan alam sekitar sebagai memenuhi hasrat kerajaan untuk mempelbagai dan memperbanyakkan aktiviti tersebut sempena meraikan Minggu Alam Sekitar Malaysia.

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Pendebat terbaik - Shazeera (Penuntut Tahun 1, Jurusan Undang-undang) dari Universiti Malaya menerima piala Pendebat Terbaik dari Ketua Pengarah Alam Sekitar, Yg Bhg. Puan Hajjah Rosnani Ibarahim

Pertandingan Debat Alam Sekitar Antara Institusi Pengajian Tinggi telah pertama kalinya diadakan pada tahun 1986 dengan kerjasama Sekretariat Timbalan-Timbalan Naib Canselor Hal Ehwal Pelajar Institusi Pengajian Tinggi (IPT). Walau bagaimanapun, pertandingan ini menjadi aktiviti tahunan Jabatan Alam Sekitar bermula pada tahun 1992, iaitu setelah Kerajaan Malaysia mengisytiharkan Deklarasi Langkawi Mengenai Alam Sekitar yang ditandatangani oleh Ketua-Ketua Kerajaan Komanwel pada tahun 1989.

Bagi memudahkan pengurusan dan penganjuran pertandingan tersebut, salah sebuah pusat pengajian tinggi yang mengambil bahagian akan dipilih untuk menjadi tuan rumah secara bergilir-gilir.

OBJEKTIF

Objektif utama Pertandingan Debat Alam Sekitar Antara Institusi Pengajian Tinggi adalah untuk :-

- Meningkatkan kesedaran dan pengetahuan mengenai isu-isu alam sekitar di kalangan mahasiswa yang bakal menjadi pemimpin negara pada masa hadapan;
- Memberi kesempatan kepada mahasiswa untuk membentangkan buah fikiran yang bernas dan membina supaya pengurusan alam sekitar dapat dipertingkatkan dan diperkembangkan; dan
- Untuk mencungkil bakat berpidato di kalangan mahasiswa.

PELAKSANAAN PERTANDINGAN

Sebagaimana tahun-tahun lepas, sebanyak 10 buah institusi pengajian tinggi mengambil bahagian dan kesemua pasukan bertemu secara undian di pusingan awal pertama dan kemudiannya di pusingan kedua dengan tajuk-tajuk yang telah ditentukan sebelumnya. Berdasarkan "ranking" dan jumlah markah yang diperolehi oleh tiap-tiap pasukan, empat

pasukan yang terbaik akan dipilih ke pusingan separuh akhir yang menyaksikan perjumpaan antara UM dan UKM serta USM dan UIA.

PERTANDINGAN AKHIR DEBAT ALAM SEKITAR ANTARA INSTITUSI PENGAJIAN TINGGI

Pertandingan Akhir Debat Alam Sekitar Antara Institusi Pengajian Tinggi telah diadakan pada 22 Julai 1998 di Dewan Canselor Tun Abdul Razak (DEKTAR) dan dihadiri oleh Menteri Sains, Teknologi dan Alam Sekitar, Yg. Berhormat Datuk Law Hieng Ding, Ketua Pengarah Alam Sekitar, Yg. Bhg. Puan Hajjah Rosnani Ibarahim, Naib Canselor, UKM, Prof. Dato' Anuar Ali, Pengerusi Bersama Jawatankuasa Kerja Debat Alam Sekitar, Tuan Haji Salleh bin Hj. Yusof (Timbalan Pendaftar, Bahagian Hal Ehwal Pelajar UKM) dan En. Patrick Tan Hock Chuan (Pengarah, Perancangan & Pembangunan, Jabatan Alam Sekitar), dan pegawai-pegawai kanan Jabatan Alam Sekitar yang lain.



Pendebat pertama dari pihak pembangkang (Universiti Sains Malaysia) sedang berhujah di pertandingan akhir Debat Alam Sekitar 1998.

Pertandingan Akhir menyaksikan perdebatan hebat mengenai "Pemuliharaan Alam Sekitar Patut Dikendalikan Dalam Masa Kegawatan Ekonomi" di antara Universiti Malaya selaku pencadang dan Universiti Sains Malaysia selaku pembangkang.

Seramai 6 orang hakim terlibat di dalam mengadili pertandingan akhir iaitu yang terdiri daripada wakil dari Jabatan Alam Sekitar, Dewan Bahasa dan Pustaka, Kementerian Pendidikan Malaysia, World Wide Fund For Nature (WWF) (Pertubuhan Bukan Kerajaan) dan dua orang wakil dari pihak swasta.

Johan Pertandingan Debat Alam Sekitar Antara Institusi Pengajian Tinggi 1998 jatuh kepada pasukan dari Universiti Malaya yang diwakili oleh Mohd. Azlin Kamaruzaman, Shazeera Ahmad Zawawi, Zainul Azizi bin Md. Zin serta Hanif bin Osman (simpanan) yang menerima sebuah Piala Pusingan YB Menteri Sains, Teknologi dan Alam Sekitar dan wang tunai RM3,000.00. Pendebat terbaik juga jatuh kepada pelajar tahun 1, Jurusan Undang-Undang dari Universiti Malaya, Shazeera Ahmad Zawawi yang membawa pulang sebuah piala Ketua Pengarah Alam Sekitar dan wang tunai RM300.00.



Environmental Management System and Environmental Auditing Practices in the United Kingdom

Tengku Bakry Shah Tengku Johan

PROGRESS IN CERTIFICATION TO ENVIRONMENTAL MANAGEMENT STANDARDS

The number of UK firms winning certification to ISO 14001 increased sharply during the first quarter of 1997, but the update of EMAS remain slow.

According to ENDS Report 267, April 1997, survey conducted by EAG-Environ shows that 289 certificates to ISO 14001/BS 7750 had been awarded to 209 organisations in the UK by the end of March 1997. The certificates were spread fairly evenly between industrial sectors. Electrical equipment suppliers hold the largest share (12.4%), with chemical, power generation and the paper and printing sectors all holding around 10%.

Internationally, however, the electronic sector has taken a clear lead with 29% of the 584 certificates awarded by United Kingdom Accreditation Services (UKAS). Over half of the certified electronics companies are in Japan.

Business in Asia such as in Japan, have been able to clamour for European management standards. Japan's Audit and Certification Organisation for Environment has been accredited by UKAS to award BS 7750 certificates and claims household names such as Fuji, Hitachi, Mitsubishi, NEC, Sharp, Sony and Toshiba.

The uptakes of EMAS in the UK by end of the first quarter of 1997 was 30 sites. Germany continues to dominate the picture with 516 of the

713 EMAS registered sites. Austria and Sweden hold 56 and 45 registrations, respectively.

The formal launch of the ISO 14000 series of standards in the UK on October 1996 was an important step towards clarifying the role of the various standards. The British firms with BS 7750, are setting out straight forward conversion to ISO 14001. Currently, ISO 14001 is accepted as equivalent to EMAS following the approval by the technical management board of CEN, the European standards body.

It was believed that many companies in the UK are actually preparing management systems in compliance with one or other of the standards, but are waiting for competitors to make the first move before spending money on achieving and maintaining the third party recognition.

ENVIRONMENTAL AUDITING IN INDUSTRY

Environmental auditing has gained considerable momentum in the United Kingdom since it was pioneered by subsidiaries of American companies in the 1970s. Environmental auditing in UK is implemented on voluntary basis, and it remains a minority activity confined to a few large firms. Figures presented at an Institute of Environmental Assessment conference in 1991 (Grayson, 1992) showed that, outside the chemical industry, only 8% had introduced comprehensive audits and only 18% acquisitional or transactional audits of companies they were planning

to acquire or merge with. This is despite the promotional efforts put up by the Department of Trade and Industry, the Confederation of British Industry and a rising number of environmental organisations operating within the business community.

Survey of business attitudes towards environment carried out in 1990 (Grayson, 1992) suggested that less than 50% of companies had formal environmental policies, and even fewer had specific procedures such as audit to monitor their environmental performance.

Small companies may be deterred by the cost involved, and all are likely to take cautious attitude, especially at a time of recession.

Findings from two surveys by Touche Ross suggests that European companies are more environmentally conscious than British counterparts. In 1990, 30% of UK companies surveyed had formal environmental policies compared with 100% of companies in Germany and 70% in Ireland. In 1991, results show an improvement with 69% of UK companies reporting a formal environmental policy.

According to Environmental Policy consultants, the main problem may be one of ignorance. They found that majority of the companies were unaware of requirements imposed by the forthcoming environmental legislation or regulations, that fewer than 20% of respondents had submitted briefings to the government in advance of the 1990 White paper, and less than 10% had approached specialist environmental group or consultant for advice.

PENDEKATAN SUMBER MANUSIA DAN KEPENTINGAN PERANCANGAN AWAL

Hj. ABU HASAN ISA

PENDAHULUAN

Perancangan sumber manusia (Human Resource Planning) (HRM) harus dilihat secara pendekatan yang menyeluruh dari segi merangka Perancangan Tenaga Manusia (Human Resource Planning) dan Pembangunan Tenaga Manusia (Human Resource Development). Semua langkah dalam HRM perlu dilaksanakan memandangkan kakitangan perlu dirancang dan diurus, diselenggara agar membantu organisasi membuat keputusan yang selari dengan matlamat mereka. Disamping itu faktor luaran dan dalaman seperti budaya kerja, dan cara kerja juga memainkan peranan penting sebagai agen penghubung kepada tenaga kerja yang akan menentukan kejayaan atau kegagalan organisasi tersebut.

OBJEKTIF

Matlamat utama HRM dilaksanakan untuk sesebuah organisasi ialah bertujuan mewujudkan sebuah Organisasi Pembelajaran (Learning Organisation) yang mempunyai komponen Hidup (Survival) dan Kecermelangan (Excellence). Oleh itu untuk memastikan sesuatu organisasi tersebut sentiasa 'Hidup' dan berdaya saing, elemen Pembelajaran hendaklah sentiasa lebih atau sekurang-kurangnya sama dengan Perubahan Alam Sekeliling (Environmental Changes). Organisasi Pembelajaran boleh ditakrifkan sebagai organisasi yang sentiasa menuju ke arah kecemerlangan melalui pembaharuan yang berterusan.

Beberapa perubahan telah pun berlaku terhadap organisasi sepanjang abad ini di mana pada peringkat awalnya ia mementingkan Kecekapan iaitu melakukan

dengan betul (Doing things right), seterusnya beralih kepada Keberkesanan iaitu melakukan sesuatu yang betul (Doing the right things), dan untuk meneraju abad ke dua puluh satu ini, ia memerlukan pendekatan yang bersepadu iaitu Pembelajaran dengan mengembangkan keupayaan untuk melakukan perkara yang betul dan mengendali dengan betul (Do the right thing and doing it right).

Kriteria pemilihan kakitangan perlu diubah dari berdasarkan pengetahuan dan pengalaman kepada kebolehannya untuk belajar dan potensi yang ditunjukkan. Perubahan ini telah pun berlaku dalam syarikat antarabangsa dimana sumber tenaga mengalami persaingan yang amat sengit dalam memilih dan melantik kakitangan pelapis organisasi mereka.

STRATEGI

Pengurusan Sumber Manusia adalah satu kaedah yang strategik untuk

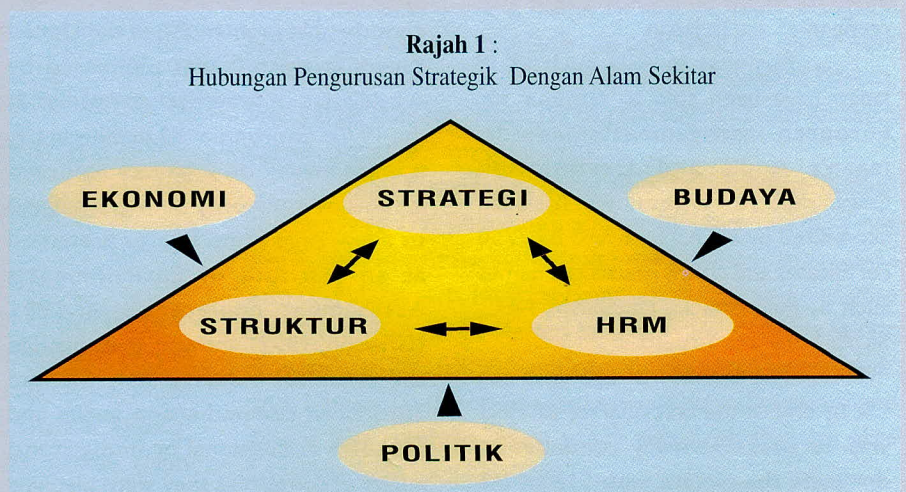
mencapai matlamat organisasi. Interaksinya dengan tekanan-tekanan alam sekitar boleh digambarkan melalui Rajah 1.

Elemen-elemen dalam Pengurusan Sumber Manusia seperti Pemilihan, Penilaian Prestasi, Ganjaran atau imbuhan dan aspek-aspek Pembangunan Sumber Manusia adalah merupakan satu kitaran yang sentiasa dinamik seperti Rajah 2. Ia berkait rapat dengan prestasi individu, produktiviti dan seterusnya prestasi organisasi tersebut. Kitaran tersebut mempunyai hubungan yang amat rapat dengan perubahan peranan kakitangan yang dahulunya dikenali sebagai 'Decisive' telah berubah kepada 'Reactive' dan akan menjadi 'Catalyst' kepada pembangunan organisasi. Pendekatan kakitangan secara perundingan, delegasi dan kumpulan kerja, dan lebih profesional menjadikan keputusan yang dibuat selaras dengan strategi organisasi tersebut. Pekerja diperingkat operasi bertindak memberi maklumbalas, manakala kumpulan pertengahan bertindak sebagai 'Facilitator'. Konsep dan pendekatan ini juga selari dengan perubahan hubungan yang dahulunya ialah antara 'man and nature', beralih kepada 'man and machine' dan untuk masa kini dan akan datang ianya pula bergantung kepada keberkesanan hubungan antara 'man and man' (with and through other people).

Kenyataan tersebut menekankan konsep bahawa kakitangan adalah aset yang paling utama dan kepentingannya hendaklah dijaga sama dengan kepentingan organisasi.

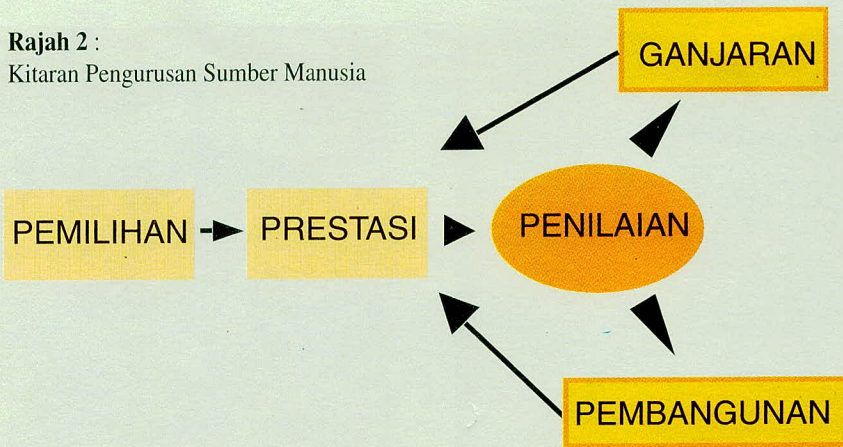
Dalam merangka perancangan kerjaya untuk setiap peringkat iaitu, sekarang,

Rajah 1 : Hubungan Pengurusan Strategik Dengan Alam Sekitar





Rajah 2 :
Kitaran Pengurusan Sumber Manusia



berikut dan masa depan, perbezaan prestasi sebenar dan yang diperlukan adalah amat kritikal. Manakala untuk kerjaya masa depan, kecekapan dan keperluan baru adalah kriteria utama untuk penempatan seseorang. Ini dapat digambarkan melalui Rajah 3.

PEMBANGUNAN SUMBER MANUSIA

Proses Pembangunan Sumber Manusia yang menekankan keperluan kakitangan dilengkapi dengan pengetahuan dan kemahiran adalah berterusan untuk mencapai kecemerlangan. Untuk menyumbang ke arah pembentukan organisasi yang berdaya saing, sekurang-kurangnya tiga pendekatan mesti dilaksanakan iaitu :

Pertama Pembaikan Kerja (Job Improvement) yang bertujuan untuk pembangunan kemahiran dan daya saing,

Kedua Perancangan Kerjaya dengan mengenalpasti Laluan Kerjaya (Career Path) untuk setiap kakitangan yang bertujuan menunjukkan komitmen organisasi terhadap kepentingan kakitangan diambil kira selaras dengan perkembangan organisasi, dan

Ketiga Perancangan Gantian (Succession Plan) bagi memastikan tiada ruang atau kesulitan menjalankan semula tugas berikutan dari persaraan atau lain kejadian sama ada berjadual atau pun tidak.

Untuk memastikan pendekatan tersebut dapat dilaksanakan dengan lancar, elemen-elemen berikut perlu ada di dalam menggubal polisi pembangunan sumber manusia :

- Usaha mengenal pasti dari awal kakitangan yang berpotensi dan menempatkannya ditempat yang sesuai pada masa yang sesuai dengan tujuan pendedahan kepada tanggungjawab yang lebih tinggi;
- Memberikan tanggungjawab atau tugas kepada kakitangan yang bukan hanya layak tetapi boleh diterima oleh sebahagian besar dari kakitangan;
- Ganjaran dan imbuhan yang konsisten;
- Penilaian prestasi yang adil dan dari semua sudut;
- Peluang kepada semua yang menunjukkan kemahiran dan potensi dalam kerjaya;
- Mewujudkan kerjaya yang jelas di setiap peringkat; dan

- Komitmen dari pihak pengurusan tertinggi terhadap penilaian kemajuan dan prestasi kakitangan secara kerap dengan mengujudkan satu sistem pengawasan keperluan untuk pembangunan kakitangan dan organisasi.

Beberapa kaedah yang sering dipraktikkan bagi mengenal pasti kakitangan yang berpotensi antara lainnya ialah meihat dari segi perwatakan dan penonjolan dari kecekapan.

Manakala kriteria lain yang boleh diukur dalam jangka waktu tertentu ialah :

- Prestasi cemerlang dari rekod yang terbukti,
- Kefahaman yang tinggi tentang fungsi organisasi,
- Mempunyai pandangan macro serta berjaya melaksanakan beberapa wawasan dan,
- Perhubungan yang baik di semua peringkat dan terbukti berpengaruh dan penyampai yang berkesan.

Ganjaran yang konsisten akan mendorong kakitangan merasakan dihargai. Antara yang selalu dan boleh dilaksanakan termasuk :

- Kenaikan pangkat sama ada secara mendatar atau menegak,
- Pujian,
- Peluang kerjaya,
- Peluang belajar untuk kemahiran dan pengetahuan,
- Tanggung jawab yang lebih tinggi,
- Penghormatan dan dihormati dan,
- Suasana dan kemudahan kerja yang selesa dan baik.

Penilaian yang adil dan berkesan hendaklah berdasarkan prestasi sebenar dengan menemuduga pegawai atasan, bawahan dan setaraf. Manakala laporannya pula dinilai semula oleh seseorang yang boleh menyuarakan ketidak persetujuannya. Kebanyakan syarikat-syarikat antarabangsa memperkenalkan Jawatankuasa Kerjaya bagi mengawasi kadar pembangunan kakitangan,

Rajah 3 :
Keperluan Perancangan Kerjaya

Pekerjaan sekarang	--- Prestasi sebenar dan yang diperlukan
Pekerjaan berikut	--- Prestasi sebenar dan yang diperlukan
Pekerjaan masa depan	-- Kurang prestasi Kecekapan baru Kecekapan tambahan
Latihan	
Pembangunan organisasi & individu	



Seminar On Environmental Protection Management On Community And Regional Levels

4th - 30th May 1998 in Germany Sponsored By Konrad Adeneur Foundation (KAF)

Rohimah Ayub
DOE, Kelantan

The management of environment is everybody's responsibility. When a community is aware of its environmental responsibility, the burden is lesser on the government of a country, state or district in their implementation and enforcement of environmental protection.

Konrad Adeneur Foundation (KAF) in the Federal Republic of Germany has invited 19 Southeast Asian participants from relevant non-government (NGOs) and government organisations for a study and information seminar which tailored the needs of environmental specialists working mostly at the regional and municipal levels.

Objectives

The increase in problems affecting the environment in Southeast Asia has resulted in governments implementing stringent laws and regulations as measures for environmental protection management. There is deemed urgency to translate theory into practice with emphasis at both community, local and regional levels. However, the application requires following knowledge :-

- determining and analyzing the causes of pollution;

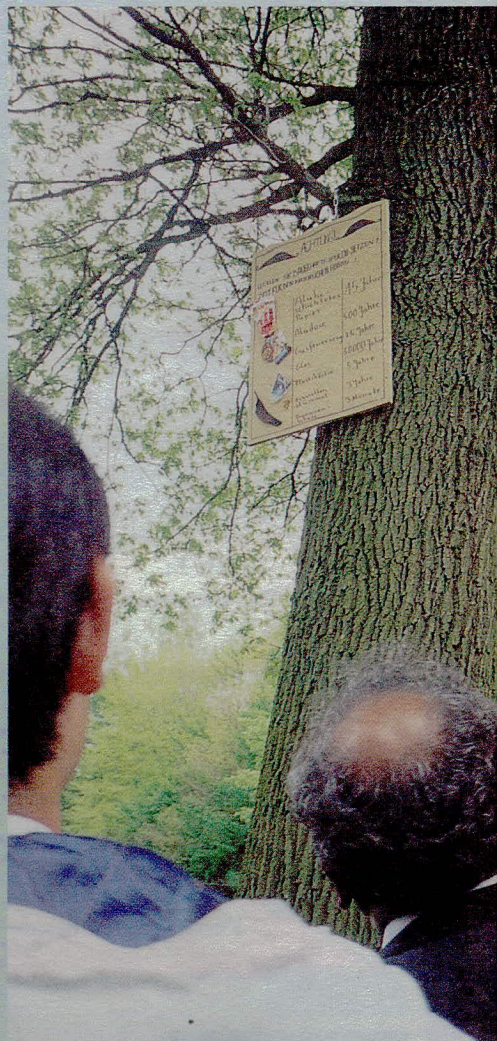
- facilitating the search for alternatives and appropriate solutions;
- allowing for the effective implementation of these solution with consideration to the social and economic aspects; and
- providing techniques in planning and execution of the projects in order to counteract either latent or active opposition groups.

Thus, the objectives of the seminar were aimed at responding to the above requirements and to improve organisation and management capabilities in the participants' field of work.

Course Contents

The seminar, a training course, provided knowledge and skills to solve environmental problems of both community, local and regional levels. The course emphasised preventive measures rather than curative approaches.

The one-month course was divided into 6 sessions of environmental related subjects namely introduction; forest and soil protection; solid waste management; air pollution; water protection; and monitoring programmes.



An environmental education signboard on an oak tree



Damaged trees in Reklinghausen area



Compacted recyclables wastes ready for transporting



A mobile vehicle for hazardous waste collection from small businesses or industries and household



A heap of garden compost

i) Introduction

After a brief introduction, all participants were asked to present overviews of their countries' environmental problems such as air pollution, water pollution, soil degradation and solid waste management. Later, an ecosystem subject was introduced and discussed. An evening walk in the forest plantation nearby demonstrated the environmental awareness program through signboard, educating visitors how certain non- and biodegradable wastes can affect the forest ecosystem. In addition, the participants were shown the ecosystem of a stream.

In Germany, the Federal Government determines the environmental policy and the 16 states (Länder) put it into practice. The Germany Constitution determines the Länder to execute Federal laws. The practical success of environmental policies of the Federal Government depends on the Länder's capacity of cooperation and the energy with which regional administration confront agents damaging the environment.

Within the Federal Länder, the municipalities (villages, towns and districts) are empowered to decide on their own and are responsible for the implementation of environmental protection laws, exclusively or in conjunction with other authorities.

The objective of the environmental policy in Germany is to maintain the state of environment in such a way that:

- existing environmental damages are reduced or repaired;
- damages to humans, animals and plants are avoided;
- risks for humans, animals and plants, nature and the landscape, the ecological media (air, water and soil) and the material goods are minimised; and
- sufficient resources are left for the development of future generations and for the variety of natural species and ecological landscapes.

Participants were introduced to planning process in Germany. There are two levels of planning approval: area plan (landuse) and construction plan (layout). During the planning approval, there are environmental impact assessment (EIA) report to be approved, citizens participation at two phases, and the planning itself has to consider the environmental factor such as wind and air current direction, topography and landscape of the areas. The citizens are highly participative and their strong opinions can change certain plans and sometimes these arguments end up in court.

At the end of the session, it was concluded that the pollution sources has integral relationship with human.

ii) Forest and Soil Protection

In the 19th century, population increased rapidly in Germany and led to depletion of forest land due to demands of sufficient crop fields, charcoal wood and timber. In 1940's, air pollution problems caused forest destruction. Black smoke from industrial chimneys that used coal as fuel had caused smog and acid rain. Some trees were destroyed and soil fertility degraded. One way of maintaining sustainable resources of existing forest lands in Germany was by introducing forest plantations either on government or private land. People, especially farmers were encouraged to landscape

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their land by planting suitable trees. In addition, an approval from local authority is a must before felling a tree and a tree must be planted to replace the felled tree.

The government monitored certain types of soil and introduced suitable species for different types of soil in order to enhance the soil structure and nutrients.

iii) Solid waste management

Increasing urban population also created problems to environment. To overcome the problem, the government of Germany, introduced a recycling programmes. The waste-recycling programmes started in households where housewives separated different types of wastes such as plastic, paper, glass, metals and food in different color plastic bags or dustbins and these were sent to recycling facilities stationed at various locations.

Non-biodegradable items were compacted while food wastes and garden wastes were composted. Some private companies also generated electricity and thermal energy from methane gas produced by fermented food waste.

Non-recyclable wastes were landfilled or incinerated. In future, incinerators would be commonly used in Germany due to lack of land availability for landfill.

iv) Air Pollution

Fuel energy in Germany is mostly generated from coal-fired power stations. There is no nuclear energy. Industries have to comply with air standard emissions. The government has a 24-hour monitoring programmes where at the end of the day, the monitoring data could be used to detect the major air pollution contributors

in certain areas.

Germany does not have haze problem but the ozone layer formation is at the lower atmosphere. The ozone level is high during summer in the rural areas. The government will alert the affected areas through media and the citizens advised to avoid outdoor activities as ozone can irritate the organs of the respiratory tract.

v) Water Protection

In Germany, the water supply resources are from rivers, lakes, reservoirs and groundwater. Wastewater from each household in Germany is treated to a certain quality standard. For example, a household situated on a hill has a wastewater treatment called wastewater lagoon (figure 1). This wastewater treatment system is also being implemented at Paya Indah, wetland sanctuary in Kuala Langat, Selangor, Malaysia.

In Germany, the wastewater treatment systems vary from biological to a combination of mechanical and biological. LINEG (Drainage Cooperative of the Left Lower Rhine), a big sewage treatment plant has a 24-hour monitoring program and a special laboratory. The sludge generated from this treatment plant is treated in biogas digester system to generate electricity and thermal energy. The treated sludge is either incinerated or brought to farms as soil conditioner.

There are also treatment facilities for storm water from heavily populated, commercialised or industrialised areas and sometimes a combination of storm and waste water treatment. Some industries have their own treatment system, treating wastes before discharging it into the

sewage.

vi) Monitoring Programs

Besides the extensive air monitoring programs in Germany, there are also monitoring programs for water, soil and forest. The water and air monitoring programs are 24 hours. Soil and forest are monitored weekly. Other than physicochemical, ecological monitoring is also being practised in Germany for air and water. For example, lichen has been used as biological indicator for phytotoxic effects of ambient air pollutants and variety of aquatic animals have been used as biological indicator for water quality monitoring program.

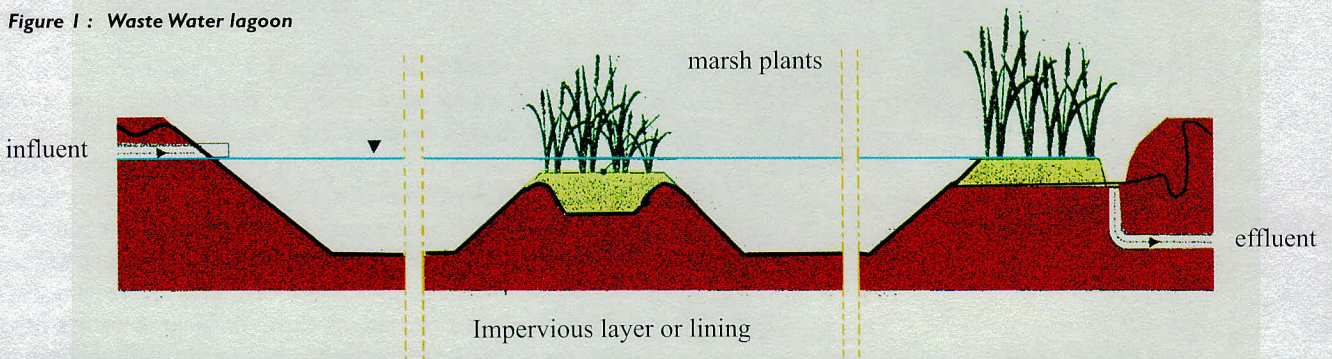
Future Environmental Protection Management In Germany

The Federal Government of Germany has adopted the Agenda 21, the Rio de Janeiro Conference 1992. There are plans for sustainable development in four areas: economic, social, ecology and global cooperation. Most of the local districts and city halls have implemented the Agenda. In the town of Munster, the Local Agenda 21 emphasized on three areas: economic, social and ecology and women have actively participated and organized the Agenda 21 which involved various group of people. In future, the Agenda 21 will be fully implemented by all municipalities.

Conclusion

During the last day of the seminar, all participants agreed that the technology can be bought but to change people's attitude is hard. Each one of us was called upon to include environmental protection into his way of life and in the day-to-day existence

Figure 1 : Waste Water lagoon





cont' d from page 7

sumbangan kerja berdasarkan kemampuan, keberkesanan hasil kerja kakitangan tersebut selaras dengan objektif organisasi serta merancang kedudukan nya di masa depan.

Bagi memberi peluang kerjaya kepada semua peringkat kakitangan, satu 'Career Path' hendaklah diwujudkan dan diistiharkan agar setiap kakitangan boleh merancang kerjaya mereka sesuai dengan kehendak peribadi dan juga kehendak jabatan. Manakala Jabatan pula dapat merangka pelan gantian dan latihan yang sewajarnya untuk setiap kakitangan mereka. Ianya juga bertindak secara tidak langsung sebagai satu kaedah memberi penghargaan, 'promotion' dan ganjaran kerana melibatkan unsur-unsur tanggung jawab yang lebih tinggi dari masa ke semasa untuk setiap kakitangan. Selain itu, strategi pengurusan akan lebih tulus dan kakitangan akan merasakan sama-sama terlibat dengan organisasi kerana kebajikan mereka dirancang dengan teliti.

Salah satu faktor yang amat penting dalam penempatan dan pemilihan yang sering diamalkan ialah kelayakan yang berdasarkan pengetahuan dan pengalaman. Sedangkan faktor potensi dan kebolehan yang mana lebih utama sering diabaikan. Oleh itu dalam proses penempatan mungkin ada baiknya diperkenalkan 'Pre Employment' dimana

seseorang itu diberi percubaan selama 2-4 bulan sebelum dipastikan kedudukan untuk satu-satu tanggungjawab yang lebih besar.

KESIMPULAN

Satu Pelan Tindak Sumber manusia harus di bentuk segera bagi merancang dan seterusnya mengamalkan tindakan-tindakan bersepadu berdasarkan maklumat sedia ada seperti biodata, laporan Prestasi, kursus yang dihadiri dan maklumat perkhidmatan. Memandangkan 'Fail To Plan is Plan To Fail' maka pelan tindakan tersebut harus mengandungi antara lain :

- Pertama** Polisi yang menyentuh aspek-aspek pembangunan kerjaya dan profesionalisma (career path), ganjaran, penilaian prestasi, pelan gantian, peluang kenaikan pangkat dan tanggung jawab, peluang latihan pembangunan dan 'positive retention' program.
- Kedua** Menganalisa maklumat sedia untuk analisa kerja, 'competency profile' dan 'training need analysis'.
- Ketiga** Mengenal pasti kakitangan yang berpotensi berdasarkan rekod prestasi dan kebolehan seta potensi mereka.

Keempat Menempatkan kakitangan yang layak, berkebolehan dan berpotensi di tempat yang sesuai untuk penyediaan ke tahap yang lebih tinggi.

Kelima Melaksanakan program pembentukan dan pembangunan sumber manusia dari segi latihan yang konsisten dan pengawasan prestasi kakitangan melalui Jawatankuasa Khas.

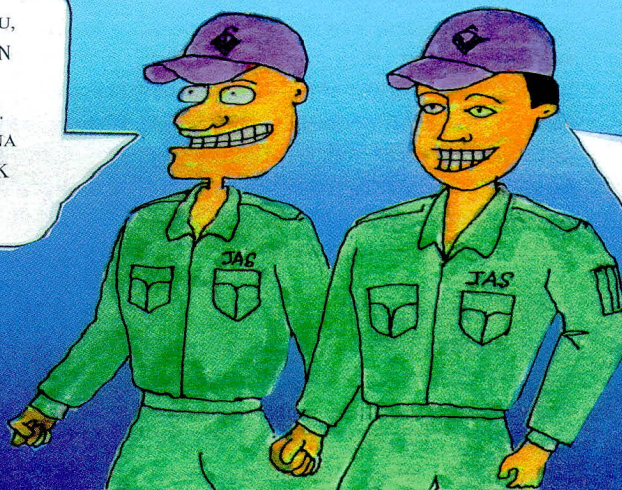
Keenam Kelaksanakan program penyelenggaraan kakitangan yang bertujuan menyekat penghijrahan dan,

Ketujuh Kelaksanakan sistem penilaian yang lebih tulus dan dari semua arah.

Pengurusan Sumber Tenaga Manusia adalah merupakan satu pemangkin ke arah pencapaian kualiti, inovasi dan lain-lain matlamat kecemerlangan bagi menuju objektif dan matlamat Jabatan. Hasil keluaran dari Pengurusan Sumber Manusia hanyalah dapat dilihat dalam jangka panjang dan untuk itu satu permulaan dalam melaksanakan segala pelan yang dirancang adalah merupakan satu kejayaan.

MAT JAS

MASA EL NINO DULU,
BANYAK KES HUTAN
TERBAKAR DAN
MASALAH JEREBU.
NANTI MASA LA NINA
DATANG APA PULAK
BENCANANYA?



HARAP-HARAP MASA
LA NINA TU DATANG, TAKDE LA
LONGKANG YANG TERSUMBAT
DEK SAMPAH YANG DIBUANG
MERATA-RATA DAN TAKDE
TANAH RUNTUH AKIBAT
PEMBINAAN YANG TIDAK
TERKAWAL.

—IZAMI 98.—



THE SMALL AND MEDIUM ENTERPRISES (SMEs)

ENVIRONMENTAL CONSIDERATION AND THE WAY FORWARD

Hj Abu Hasan Isa

CURRENT PRACTICES



he prime concern of the small and medium enterprises (SMEs) is commercial survival. Environmental legislation is seen as more of a burden imposed by the authorities. SMEs feel commercial benefits generated by implementing environmental policies still need to be weighted against the investment needed and the question of remaining competitive.

On the current practices of environmental management among SMEs, the result of surveys show that the majority of respondents were either taking or considering positive steps to improve their environmental performance. A significant number had not only taken the initial step of formulating a policy but were setting targets, introducing training programmes and putting in place other key elements of environmental programmes.

EDUCATION AND TRAINING

Raising awareness through education and training is one of the first steps to improve environmental performance in the business sector. The workforce needs to be trained such that it understands the reasons why certain management decisions are taken on the basis of environmental values. Employees are often a company's best ambassadors. Understanding the issues and being able to inform the community on the environmental performance and progress of the organisation will bring credibility to the organisation.

ENVIRONMENTAL POLICY

Any company aiming to bring about positive environmental improvements should start first and foremost by establishing a realistic policy to minimise the environmental impacts of its operations and implement an effective management system for achieving that policy. It should be a mission which clearly sets out the strategy of the organisation in seeking to minimise or eliminate the overall impacts of its operations on the environment.

The starting point should be a consideration of all aspects of the business operations which have negative impacts on the environment in general, and the immediate area surrounding the site in particular. The policy should be clear and simple, covering the most significant potential impacts on the environment, realistic and practical

ENVIRONMENTAL LEGISLATION

The impact of environmental legislation is weighted higher than the impact the organisation perceives that it has on the environment. In other words, it could be claimed that organisations have responded, consciously or not to the stimulus of regulation either to improve public image or due to the importance of customer demand and pressure.

PUBLIC AWARENESS

Customers, both business and individual, are more discerning and have started to use their purchasing power as a persuasive tool which has created markets where environmental affairs must be taken into

account.

No environmental planning, however well it may be designed, can be completely successful without support from all sectors. This in turn can only be forthcoming from well informed citizens who are aware of the problems, and who are committed and willing to act.

BENEFITS

The environment seems to have become the leading marketing argument of the 1990s. Managers grasp the environment issue as a potential competitive advantage in saturated markets. The prospect of additional new products such as phosphate - free detergents or ozone friendly chemicals increase with consumer awareness and national or international regulations.

The economic and strategic benefits derived from good environmental practices can be summarised as follows:

- Savings due to reduced consumption of energy and other sources
- Savings due to recycling, selling of by-products and wastes, resulting in decreased waste disposal costs
- Reduced environmental charges, pollution penalties, compensations following legal damage suits
- Increased marginal contribution of 'Green Products' which sell at higher prices
- Increased market share due to product innovation and less performative competitors
- Completely new products opening up new markets



- Increased demand for traditional products which contribute to pollution abatement
- Improved public image
- Renovation of product portfolio
- Improved productivity
- Higher staff commitment and better labour relations
- Creativity and openness to new challenges
- Better relations with public authorities, community and Green activist groups
- Ensured access to foreign markets

- Easier compliance with environmental standards

BUSINESSES' ROLE

The company should be able to anticipate and react quickly to changes in the market and environmental legislation. Those organisations that developed environmentally sensitive processes and system first will have an advantage over those slower to react and/or overtaken by the introduction of new legislation. Failure to take up environmental responsibility

will present a serious threat to the companies' long term viability. In other words, good environmental practice will be an added advantage and is an integral part of the company's operations. The cost, however, of a late response and the possible threat of legal action as well as punitive fines could be critical. Organisations must realise that the stakes are high, and that the cost of getting it wrong (e.g. a major incident causing environmental damage) is crucial in terms of company's image, fines, reduce production, lower sales, higher insurance premium and lost of customers' loyalty.

CONCLUSION

Clearly, the SMEs are in need of full support from the authorities in the field of :

- a) Information on the assessment of its impact on their activities
- b) Practical solution which will help them to respond to the immediate problems
- c) Advice on how environment pressures might be turned to their advantage through "environment friendly" cost cutting measures and marketing opportunities

Those needs must be met at the lowest possible cost to the SME's, simply, practically and without jeopardizing their competing ability.

The key challenge for all companies is to realise that environmental pressures should not be regarded as tiresome constraints on business but as one of the key determinants of opportunities.

The approach needs to be threefold requiring understanding, commitment and communication. The challenge for the SME's is how to develop these approaches without placing further financial and organisational burdens on the business and how to translate that awareness into responsible positive action which will improve environmental performance and make the most of any business opportunities. Pro-active initiatives are required not simply as a response to Government encouragement and external social and regulatory pressures, but to maximise the opportunities and to avoid any unnecessary costs and penalties. Although there are many other pressures on businesses of all sizes, those which take the trouble to investigate their environmental performance and then start to make improvements, will gain a significant long term advantage over their less aware competitors in term of product marketing, waste disposal, insurance, finances, security and meeting legal requirements.

Launch of the Directory of Environment Services Malaysia 1998

by YB Datuk Law Hieng Ding
Minister of Science, Technology and the Environment



The Directory of Environment Services Malaysia 1998 is a joint effort between the Department of Environment, the Association of Environmental Consultants and Contractors of Malaysia (AECCOM). It provides a list of bona-fide companies offering consulting, contacting and other services in the environmental field for industry reference. On 22nd April 1998 (Earth Day), this Directory was officially launched by YB Datuk Law Hieng Ding, the Minister of Science, Technology and the Environment at a local hotel in Kuala Lumpur. The event was witnessed by about 100 people comprising the Director-General and senior officers from the Department of Environment, agencies, embassies, business councils, trade and professional associations and members of the environment industry.

The contents of this 120-page directory include:-

- i) Details of listed companies
- ii) Categorisation by specialisations
(Categorisation - Consultant, contractor, equipment supplier, laboratory testing, environmental monitoring, research & development)
(Specialisations - Industrial wastewater, air pollution control, noise abatement, sludge & solid waste treatment and disposal, sewage treatment, EIA, special services)
- iii) Information on the Department of Environment and AECCOM
- iv) regulations

The directory provides the industry with quick access to bona-fide companies that had satisfied the qualifying criteria jointly set up by the Department of Environment and AECCOM.

PENDAHULUAN

Industri kelapa sawit telah memainkan peranan yang penting dalam pembangunan ekonomi negara di mana minyak kelapa sawit merupakan salah satu bahan eksport negara yang utama.

Untuk mendapatkan minyak, tandan buah kelapa sawit hidup (FFB) akan diproses di kilang kelapa sawit

yang kebanyakannya terletak dalam ladang kelapa sawit itu sendiri. Pelepasan dari operasi proses kilang dikaitkan dengan isu pencemaran udara disamping masalah pencemaran air.

Pada permulaannya kedudukan kilang adalah berjauhan dari penempatan/kediaman, namun dengan pembangunan yang pesat di sekitar premis kilang menyebabkan pendudukan menghampiri kilang, menjadikan keadaan kualiti alam sekitar kilang sebagai suatu isu yang perlu diberi perhatian.

PENCEMARAN UDARA

Dandang kilang yang menggunakan bahan api pepejal (sabut dan tempurung)

melepaskan asap dan habuk dari cerobongnya. Peraturan Kualiti Alam Sekeliling (Udara Bersih), 1978 menghadkan pelepasan dari cerobong ini.

Isu berkaitan dengan operasi dandang yang boleh memberi kesan negatif ke atas alam sekitar ialah :

- (i) Penjagaan/penyelenggaraan dandang/alat kawalan habuk

ISU-ISU ALAM SEKITAR BERKAITAN PENCEMARAN UDARA DARI KILANG KELAPA SAWIT

Charanpal Singh
Ruslan Mohamad





yang tidak berkesan

- (ii) Pelepasan asap hitam melebihi Carta Ringelmann Nombor 2 bagi tempoh masa melebihi 15 minit dalam masa 24 jam seperti dinyatakan dalam peraturan udara bersih, 1978
- (iii) Pelepasan habuk melebihi 0.4 gm/Nm³ kerana ketidak-upayaan operasi alat kawalan habuk
- (iv) Sistem penyuaipan bahanapi secara manual
- (v) Lebihan muatan (overloading) dandang
- (vi) Pelepasan asap hitam berlebihan dan habuk kerana 'soot blowing'
- (vii) Kegagalan alat merekod/carta penggera asap dan sistem pemantauan sendiri (self monitoring system); dan
- (viii) Permintaan stim(steam) yang tidak tetap (fluctuating) semasa operasi pemerosesan



Sebagai langkah untuk mengawal pelepasan asap hitam/habuk dan meningkatkan keupayaan operasi dandang, perkara-perkara berikut boleh dilakukan :-

- (i) Pemasangan dandang mestilah berkeupayaan lebih besar supaya dapat membekalkan stim yang tetap (constant) dan mengelakkan lebihan muatan;
- (ii) Sistem penyuaipan bahanapi kedalam dandang mesti dikendalikan dengan alat (stoking devices) yang sesuai;
- (iii) Bekalan udara ke pembakar dandang mesti secara 'induced/forced draft';
- (iv) Jadual penjagaan dan penyelenggaraan dilaksanakan selalu;
- (v) Personel yang berkelayakan ditugaskan untuk mengendali operasi harian dandang;

- (vi) Peralatan kawalan habuk yang efisien dipasang;
- (vii) Dandang dilengkapi dengan 'sootblowers' untuk membersihkan bahagian luar dandang jenis 'water-tube'. Kaedah 'sootblowing' ini hendaklah ditukarkan kepada sistem 'sonic' dimana 'soot' dijatuhkan mengguna wap melalui cerobong. Alternatif lain ialah mengguna sistem baru teknologi dandang dengan mencegah pembentukan 'soot' melalui pembakaran bersuhu rendah di bawah 850°C
- (viii) Mengawal nisbah udara/bahanapi untuk memastikan pembakaran optima; dan
- (ix) Carta/rekod penggera asap dan sistem pemantauan sendiri dilaksanakan dan dijaga setiap masa.

'SELF REGULATORY MEASURES'

Kawalan pencemaran melalui peralatan semata-mata tidak memadai. Ianya juga memerlukan perubahan sikap pekerja melalui bimbingan dan motivasi pengurus. Salah satu konsep yang boleh

ditonjolkan ialah dengan mengamalkan 'Self Regulatory Measures'.

Melalui langkah ini kaedah seperti Sistem Pengurusan Alam Sekitar (EMS), Pengauditan Alam Sekitar dan sebagainya yang mengambilkira pelbagai aspek untuk peningkatan berterusan kualiti alam sekitar termasuk peningkatan tahap kesedaran pekerja yang akan membentuk kumpulan pengilang yang prihatin dan bertanggungjawab kepada penjagaan alam sekitar disamping membantu JAS dalam pengurusan alam sekitar di negara ini.

PENUTUP

Isu mengenai pencemaran udara memerlukan kerjasama semua pihak untuk bersama-sama mengatasinya melalui perancangan yang teliti dengan melihat semua aspek yang berkaitan seperti dalam mencari tapak yang sesuai merekabentuk loji yang efisien, melengkapkan alat kawalan udara pencemaran serta mengambilkira implikasi alam sekitar supaya pembangunan yang dirancang tidak mengancam alam sekitarnya.



Calendar Of Events November - December 1998

Date	Place	Activity
November		
2 - 5	South Africa	14th Session of the Technical Working Group of the Basel Convention.
3	DOE, KL	71st Environmental Quality Council Meeting (EQC)
6 - 7	South Africa	4th Session of the Consultative-Sub-Group of Legal and Technical Experts (Basel Convention)
9 - 10	South Africa	2nd Expanded Bureau of Basel Convention.
9 - 13	Cairo, Egypt	26th EXCOM of the Multilateral Fund to the Montreal Protocol
15	Hanoi (Vietnam)	11th ASOEN HAZE Technical Task Force (HTTF)
16	Hanoi (Vietnam)	6th ASEAN Ministerial Meeting on Haze (AMMH)
17 - 18	Hanoi (Vietnam)	Informal ASEAN Ministerial Meeting on Environment (AMME)
18 - 20	Cairo, Egypt	Open-Ended Working Group of the Parties to the M.P & Preparatory Meeting of Parties.
December		
2 - 6	Bali, Indonesia	5th Programme Steering Committee Meeting of Marine Pollution

THE VOICE OF THE YOUNG

Does Anybody Care?

I have just finished flipping through an article entitled, "The world Around Us" in the magazine. My heart grew cold when I saw those eyesore spots. That can't be true, can they?

Let us see the world around us now, everything keeps changing day after day. Men do everything they can to improve their life style and promote a more scientific and modern society.

In the future, there will be more wonderful achievement in the science field and the world will be more competitive. I suppose we do amaze ourselves with our successes. but in another way, men have forgotten their responsibilities towards Mother Earth.

Men cut trees and destroy beautiful rain forests in such a short time. Troubles come after that and there is no way to escape from them. The landslides, we've had, are such examples.

People burn their wastes without thinking. The continuous burning create environmental pollution. They throw rubbish wherever they like. The rivers, lakes and sea becomes their dumping places. Sludge and poisonous chemical waste spill on seas.

The world is special gift for us from God. So, please, all of you out there, make the world look clean and fresh again.

Catherine Yee
SM Canossa Convent,
Malacca

Stop The Pollution!

Stop the pollution!

In the cities, there is no kore weather
Always benzene, petrol fumes, all or exhaust gas
As over some dense marsh, the foq thickens
The fumes of automobiles thicken in cities
In London, Paris, and now in Kuala Lumpur
People thread heavily through mile of fumes.

Norhayati Mohd Salim
Kolej Tunku Ampuan Mariam,
Johor.

