



KEY REVIEWS

- The fight to level the third wave of infection was still ongoing. With the government and private sectors continues working hand-in-hand to strike the equilibrium between life and livelihood, the labour market in fourth quarter 2020 was somewhat stagnant with modest recovery.
- In Q4 2020, employment improved marginally by 0.4 per cent to 15.16 million persons with the employment-to-population ratio remained the same (65.2%). The unemployment rate during the quarter was 4.8 per cent.
- With a stricter standard operating procedures during period of Conditional Movement Control Order (CMCO) since mid-October 2020 had caused businesses to reduce operation hours and exercised job rotations for their workers. Thus, the rate of time-related underemployment increased more than double to 2.4 per cent.
- A total of 8.457 million jobs were recorded in the registered private sector businesses, decreased by 2.4 per cent as compared to Q4 2019. Out of these, filled jobs comprised of 97.9 per cent or 8.281 million.
- Meanwhile, jobs opening which can be reflected by the number of vacancies fell by 22 thousand year-on-year to record 176 thousand vacancies in Q4 2020, recording a rate of 2.1 per cent. Besides, there were 17 thousand jobs created in the private sector during the quarter.
- As Malaysia's economy contracted 3.4 per cent in Q4 2020, labour productivity per hour worked declined 0.8 per cent, total hours worked reduced by 2.7 per cent, meanwhile, labour productivity per employment decreased 2.9 per cent.
- The challenging and unprecedented time had given industries the opportunity to re-examine business models and venture into new areas. Some businesses had increased adoption of digitalisation while others had resolved to flexible working arrangement. Considering certain businesses might have more difficulties to adopt digitalisation, it is pertinent to ensure continuous support for this group to ensure creation of more skilled jobs which will cater for growing number of skilled labour supply.
- In managing the increasing number of COVID-19 cases, the Movement Control Order (MCO) was reintroduced since mid-January 2021. Despite many social restrictions to contain the escalation of infections, most business activities are allowed to continue operation with strict standard operating procedures. Malaysia's labour market in early 2021 will remain in a challenging situation. Thus, continuous collaborations of all parties are required to alleviate this unfavourable circumstance.

INTRODUCTION

The Labour Market Review (LMR) is a quarterly release by Department of Statistics, Malaysia (DOSM) that brings official statistics to life through reviews and features which highlighted the most recent trends in labour market. The quarterly statistics is consolidated in a narrative to provide readers with a comprehensive view on Malaysia's labour market.

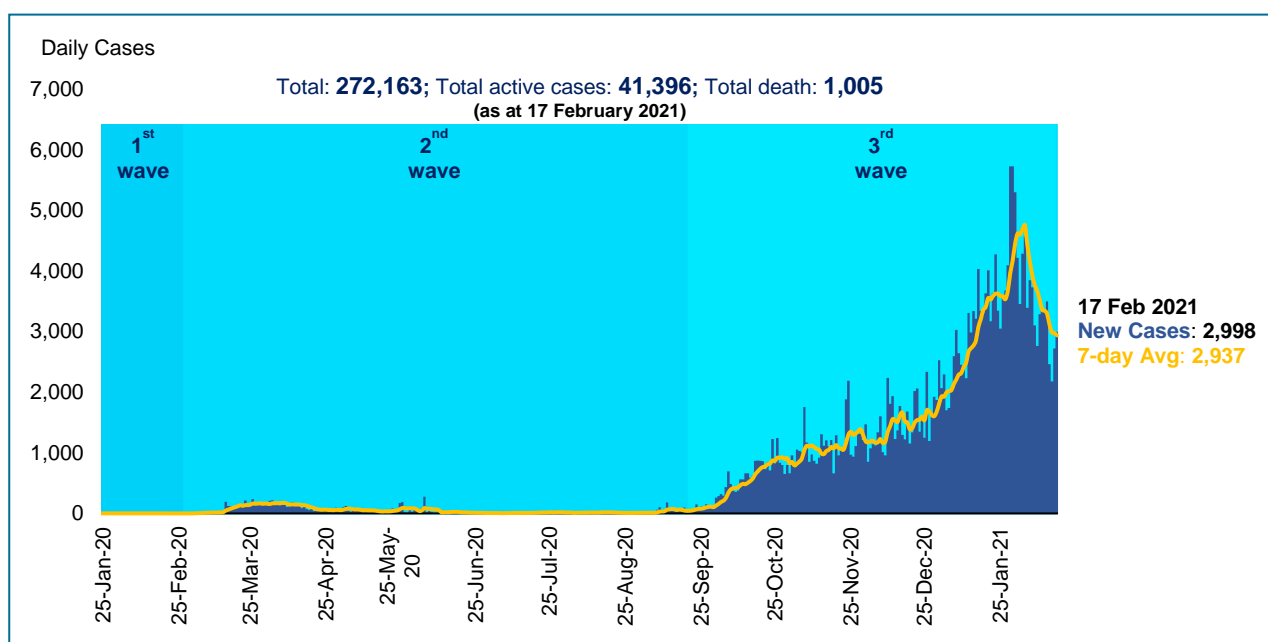
The report is divided into three segments to provide readers the different aspects of labour market information encompassing Labour Supply, Labour Demand and Labour Productivity. The special feature of the report is for every quarter, there is an article highlighting the most recent labour market issues through statistics; or delving on the methodologies to strengthen labour market statistics. LMR fourth quarter (Q4) 2020 presents an article entitled 'Initial Review of Labour Migration in Malaysia'. This edition of LMR also features a snapshot of the labour market situation for the year 2020.

The report will elaborate on the year-on-year changes as well as the short-term changes from the previous quarter to examine the immediate effect of recent events. Users are advised to interpret the quarterly changes with cautions since they are non-seasonally adjusted. The LMR can be used by policy makers, academicians, economists, researchers and other users for studies related to the labour market. It is hoped that this report can facilitate the growing demand for labour market statistics.

MODEST RECOVERY IN MALAYSIA'S LABOUR MARKET TOWARDS THE END OF 2020 AMIDST BATTLE TO FLATTEN THIRD WAVE OF COVID-19

More than a year after the first case of COVID-19 entered our country on 23 January 2020, Malaysia is still on a full-fledged fight against this pandemic. The first wave of infection occurred as the number of cases rose to 22 cases by 16 February 2020. After successfully containing the pandemic from spreading in the community, the emergence of the second wave on 27 February 2020 prompted the implementation of Movement Control Order (MCO) since 18 March 2020. **[Chart 1]**

Chart 1: COVID-19 daily cases from 25 January 2020 – 17 February 2021



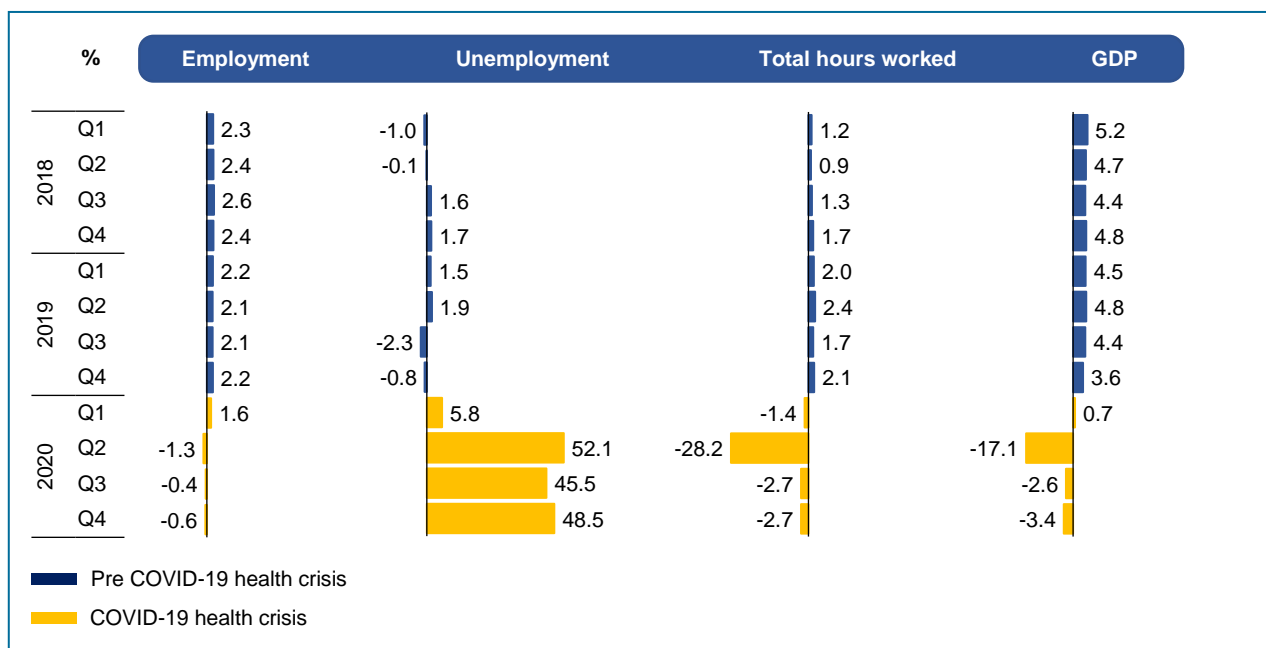
Source: Ministry of Health Malaysia, MOH

*Statistics as at 17 February 2021

One of the restrictions imposed by the government was the closure of non-essential services which comprised the major part of economic sectors including education related activities. The immediate effect of this global health crisis was observed as the economy registered marginal growth of 0.7 per cent in Q1 2020, while number of unemployed increased 5.8 per cent to 547 thousand persons, resulting in unemployment rate of 3.5 per cent. Accordingly, a softer labour demand was also observed as the number of vacancies declined 35 thousand to record 166 thousand vacancies, lower than the quarterly average of 205 thousand vacancies in 2019.

For the first three months, as businesses were no longer able to operate as usual, the labour force was impacted following limited working hours, job rotation, and subsequent reduction in income. Then, with a lower number of new cases recorded daily and the pandemic situation was more in control, economic activities started to resume in line with the implementation of Conditional MCO (CMCO) starting on 4 May 2020. Strict standard operating procedures continued to be imposed to businesses while inter-state and inter-district travel remained prohibited. Bearing the brunt of the health crisis, the country's economic growth experienced a double-digit fall in Q2 2020. The impact was felt by the labour market as employment dropped 1.3 per cent, while unemployed persons increased more than 50 per cent year-on-year to 792 thousand persons, resulting in the unemployment rate to reach 5.1 per cent. Meanwhile, total hours worked plunged by 28.2 per cent to 6.24 billion hours (Q1 2020: 8.55 billion hours). From the labour demand perspective, number of jobs in the private sector declined by 236 thousand to 8.38 million jobs as vacancies decreased by 48 thousand to 170 thousand vacancies. **[Chart 2]**

Chart 2: Percentage change of employment, unemployment, total hours worked and gross domestic product (GDP) from corresponding quarter of preceding year



Source: Labour Force Survey Report, Malaysia, Q4 2020 & Labour Productivity, Malaysia, Q4 2020, DOSM

Since the implementation of Recovery MCO (RMCO) which started on 10 June 2020, most of the economic sectors have gradually resumed. The economy fair better, with a smaller decline of 2.6 per cent during Q3 2020. A favourable labour market condition was observed in Q3 2020 as far as employment was concerned, whereby the number registered a marginal decrease of 0.4 per cent from Q3 2019 to record 15.10 million persons. Although the number of unemployed persons was still above the pre COVID-19 health crisis, the unemployment rate declining to 4.7 per cent also indicated better performance of labour market. Many businesses were still in the period of adjustment and have yet to fully operate at the optimum level during RMCO. Hence, total hours worked was still

posting a year-on-year decline, albeit at a slower pace of 2.7 per cent to record 8.55 billion hours. In the meantime, jobs declined to 8.47 million in Q3 2020, whereby vacancies declined 23 thousand to 179 thousand vacancies.

In addition, the spread of COVID-19 pandemic had also led to much greater rise in inactivity where the number of outside labour force increased more than 3 per cent year-on-year starting from Q2 2020 as against less than one per cent prior the COVID-19 health crisis. This translated into labour force participation rate (LFPR) hovering between 68.1 per cent to 68.5 per cent. For record, LFPR has reached 69.1 per cent in Q4 2019.

With the onset of new cases in Kedah and Sabah, and subsequent rise of cases throughout the country in October 2020 signalled the third and largest wave of COVID-19 cases for Malaysia. On 14 October 2020, CMCO was imposed in Wilayah Persekutuan Kuala Lumpur, Putrajaya and Selangor and was later extended to all states except Perlis, Pahang and Kelantan. Inter-state travels were once again banned, while economic activities continued to operate with adherence to strict standard operating procedures. In December 2020, the CMCO was lifted for almost all states except Wilayah Persekutuan Kuala Lumpur, Selangor and Sabah. Although the number of COVID-19 new cases exceeded an average of 1,500 cases per day, interstate travels was allowed while economic activities continued to operate with adherence to strict standard operating procedure. This provided some window for marginal labour market improvement as people took the opportunity of long weekend public holidays to travel throughout the country's tourism destinations. In spite of this, heavy rain, landslides and floods toward end of 2020 that hit Johor, Pahang, Terengganu, Sabah and Sarawak had affected some businesses.

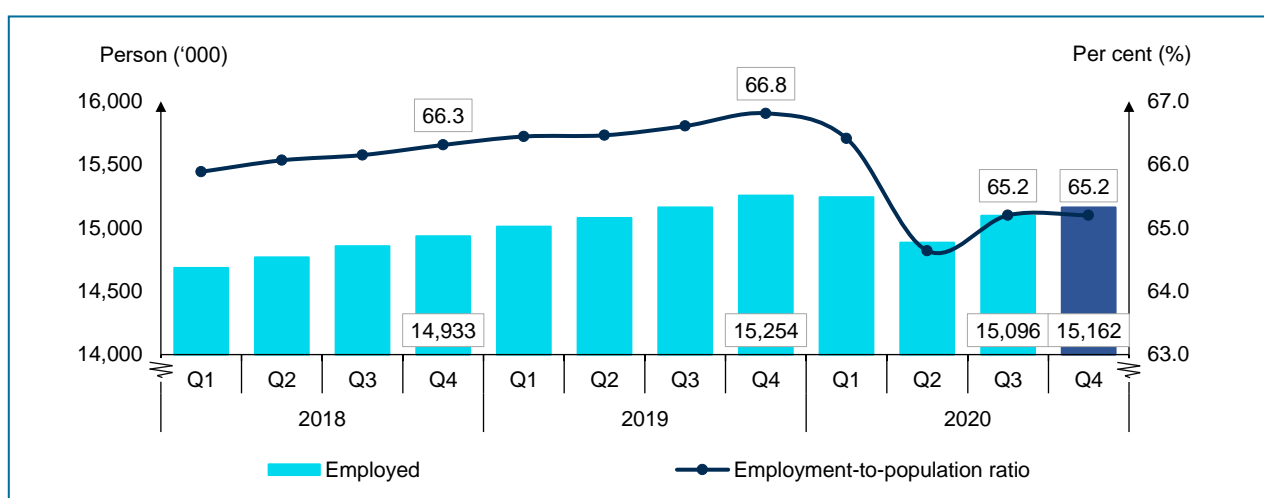
As of the fourth quarter of 2020, the fight to level the third wave of infection was still ongoing. With the government and private sectors continuing to work hand-in-hand to strike the equilibrium between life and livelihood, the labour market in Q4 2020 was somewhat stagnant with modest recovery.

LABOUR SUPPLY

After a drastic fall in Q2 2020 and a gradual improvement in Q3 2020, it was observed that the labour force situation in Q4 2020 changed little as a consequence of reinforcement of targeted MCO, CMCO and Enhanced MCO (EMCO) to flatten the third wave of COVID-19 infection throughout the period of Q4 2020.

In Q4 2020, the number of employed persons declined 0.6 per cent year-on-year to 15.16 million persons. In line with this, employment-to-population ratio dropped 1.6 percentage points from the same quarter of the preceding year to 65.2 per cent. As compared to the previous quarter, the employed persons improved marginally by 0.4 per cent, with the employment-to-population ratio remained the same. **[Chart 3]**

Chart 3: Employed person & employment-to-population ratio, Q1 2018 – Q4 2020



Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

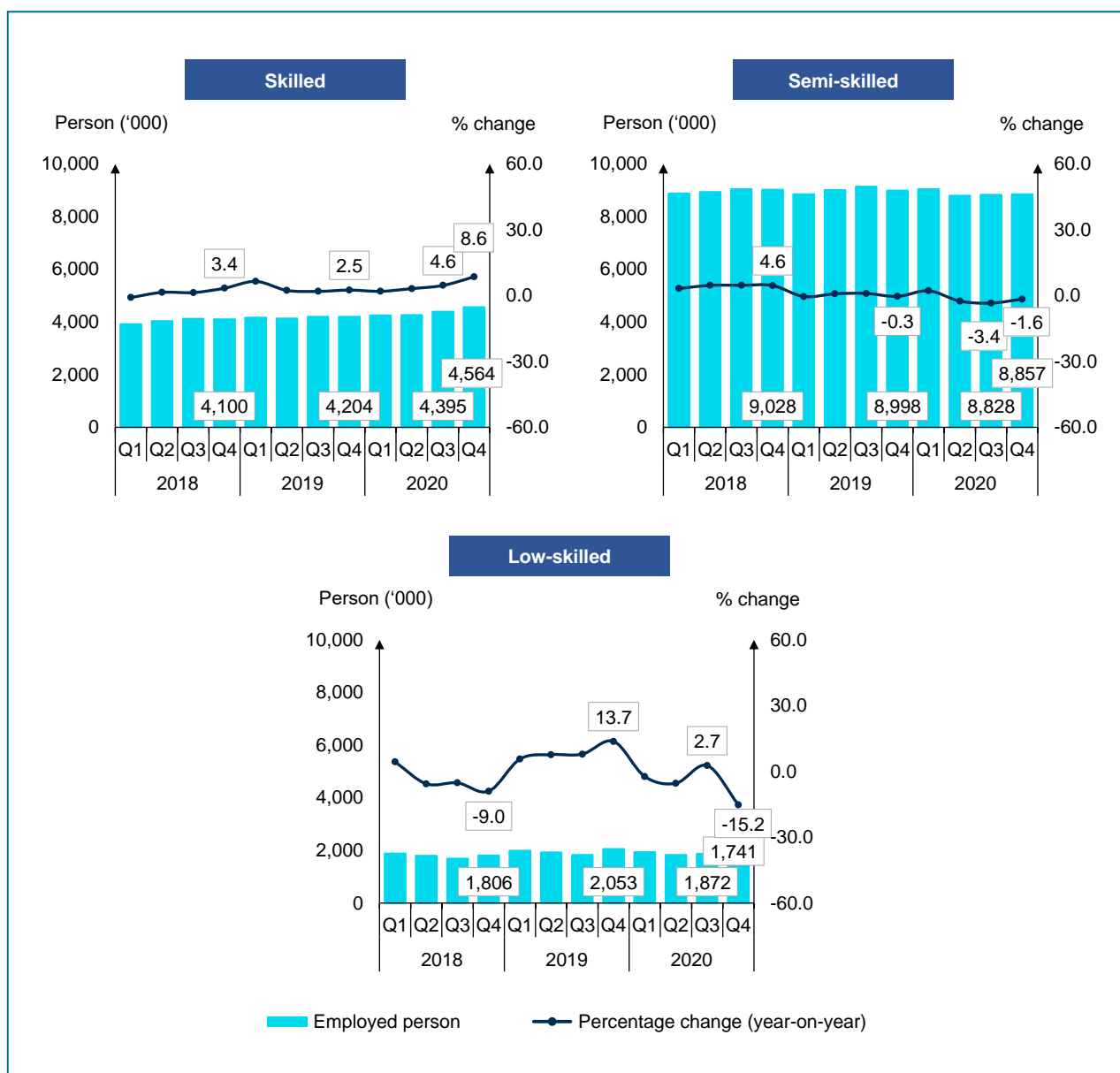
On annual basis, employed persons declined for all economic sectors except Services. Meanwhile, quarter-on-quarter, employed persons continued to increase especially in Services and Manufacturing sectors as the implementation of MCO this time around permitted operating of businesses in most sectors, albeit, with compliance to stringent standard operating procedures.

Increase in employed persons in Services sector was largely observed in Wholesale & retail trade, Human health & social work, Communication & information, Education as well as Food & beverages activities. Employment in both the Agriculture and Mining & quarrying sectors remained on a declining trend. Likewise, the Construction sector also posted a decrease in employed persons during the same period.

In terms of skill level¹, those working in semi-skilled occupations still accounted for more than half of total employed persons (58.4%) in Q4 2020, recording 8.86 million persons. Meanwhile, another 30.1 per cent or 4.56 million persons were in the skilled occupation category. However, employed persons in the semi-skilled category declined by 1.6 per cent while those in low-skilled category recorded a sharp decrease of 15.2 per cent. **[Chart 4]**

¹ Skill levels were classified based on the Malaysia Standard Classification of Occupation (MASCO) 2013 as follows: Skilled workers – 1. Managers; 2. Professionals; 3. Technicians and associate professionals; Semi-skilled workers – 4. Clerical support workers; 5. Service and sales workers; 6. Skilled agricultural, forestry, livestock and fishery workers; 7. Craft and related trades workers; 8. Plant and machine operators and assemblers; Low-skilled workers – 9. Elementary occupations

Chart 4: Employed person by skill level, Q1 2018 – Q4 2020

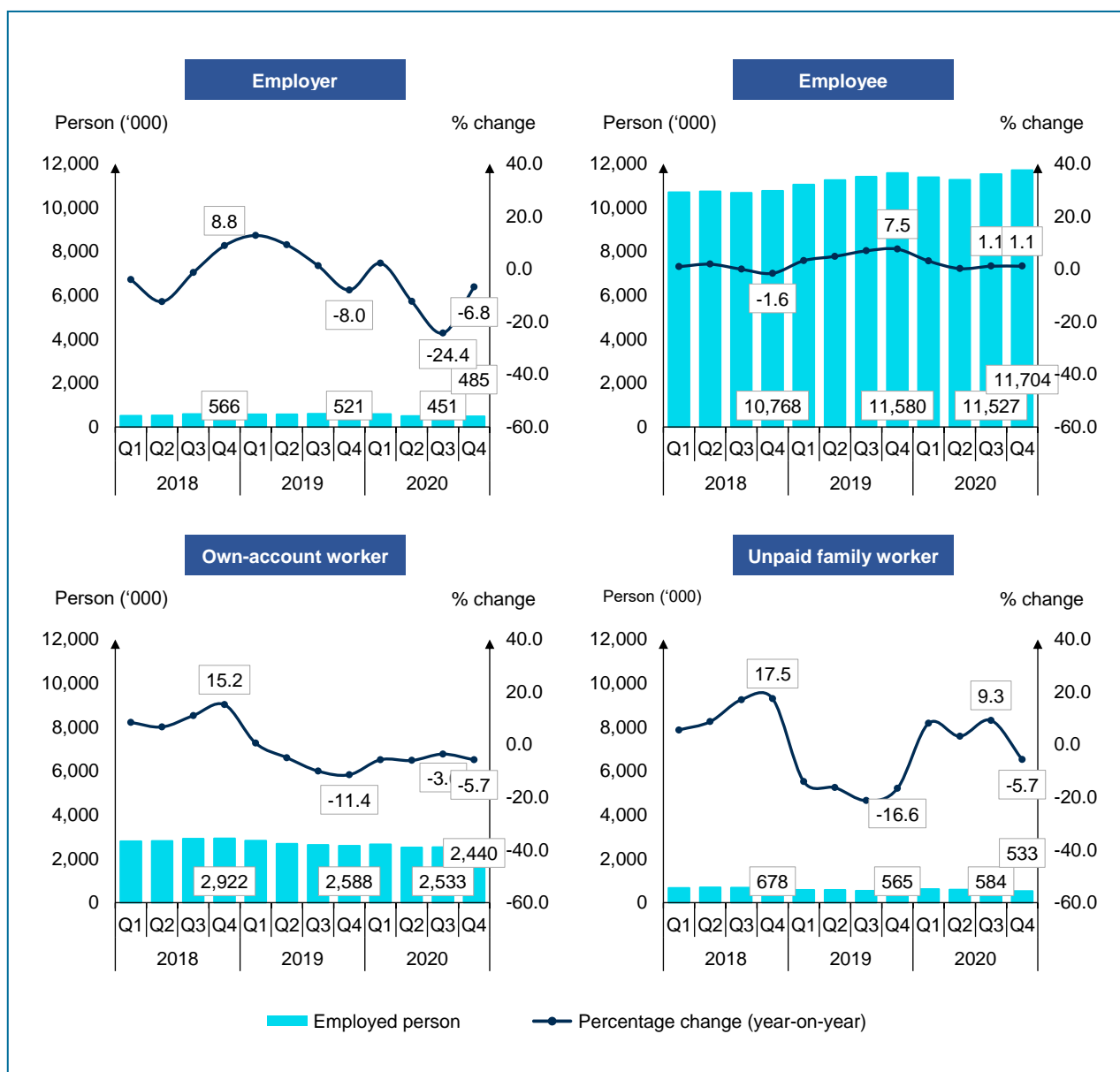


Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

By status in employment, employees made up almost 80 per cent of total employment. As compared to the other categories, the group of employees continued to be on the increasing trend throughout the quarters in 2020, albeit at a slower pace as compared to 2019. In Q4 2020, the number of employees increased 1.1 per cent to record 11.70 million persons as against Q4 2019.

On the contrary, own account workers dropped 5.7 per cent as against Q4 2019. This category of workers also posted a decline as against Q3 2020. As own-account workers are mostly small-scale and unregistered entrepreneurs whom are vulnerable to the changes in the social and economic landscape, the decline of this group can be partly associated with additional standard operating procedures during the period which limited the business hours as well as reduced consumers' demand on their goods and services. [Chart 5]

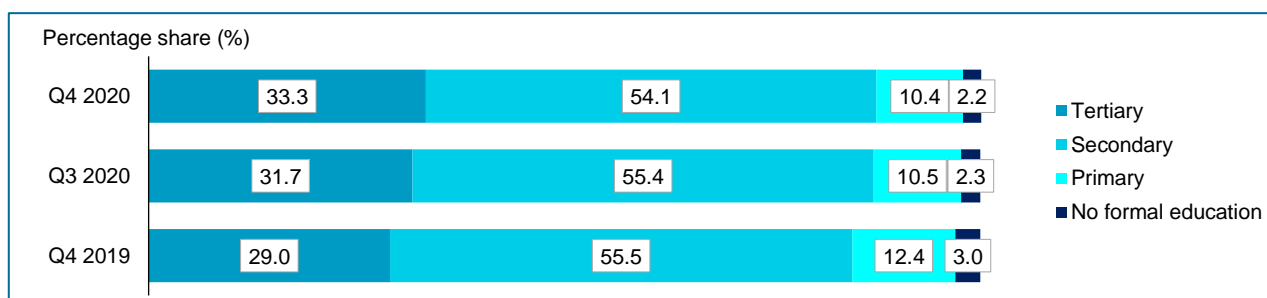
Chart 5: Employed person by status in employment, Q1 2018 – Q4 2020



Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

The biggest share of employed persons had attained secondary education, making up 54.1 per cent of total employed persons in Q4 2020 (8.20 million persons). Meanwhile, those with tertiary education made up one third of employed persons, comprising of 5.05 million persons. As compared to the same quarter in 2019, employed persons by all categories of educational attainment declined except for tertiary education. [Chart 6]

Chart 6: Employed person by education attainment, Q4 2019, Q3 2020 & Q4 2020

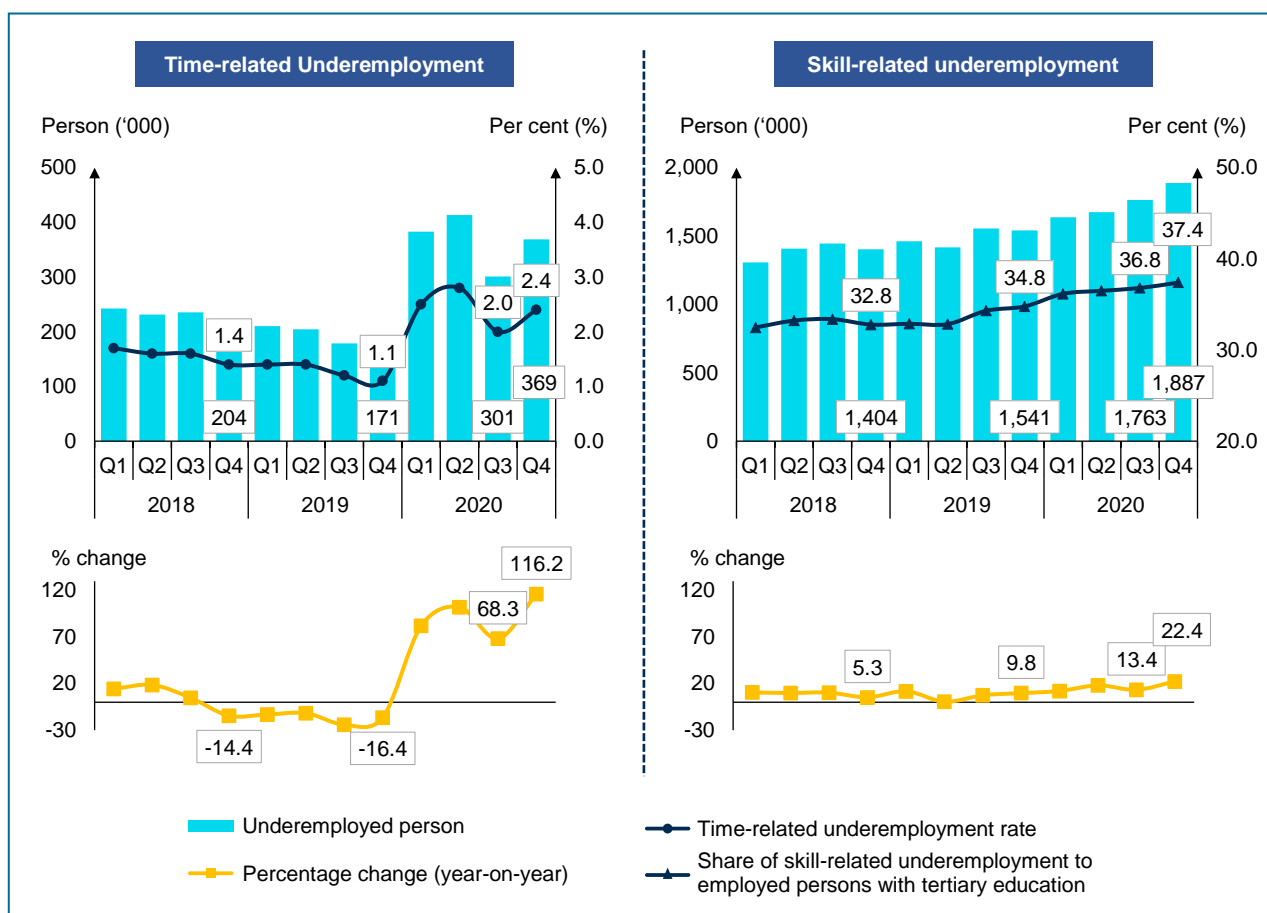


Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

CMCO was imposed since mid-October 2020 in Sabah, Selangor, Wilayah Persekutuan Kuala Lumpur and Wilayah Persekutuan Putrajaya, and later extended to almost all states in Malaysia in November 2020. With a stricter standard operating procedures prescribed to businesses during this period, had also caused businesses to reduced their operation hours and exercised job rotations for their workers. This was reflected with the rate time-related underemployment² increase more than double to 2.4 per cent in Q4 2020, recording an additional 198 thousand employed persons in this category compared to Q4 2019.

The issue of job mismatch and skill-related underemployment³ have been lingering among graduates. More graduates in the country are taking up jobs which do not match their qualification or their field of study as the shortage of skilled jobs is further worsened by the COVID-19 health crisis. This translated to higher risk for non-graduates of being crowded out from semi-skilled and low-skilled occupations. The share of skill-related underemployment to employed persons with tertiary education showed increment from 34.8 per cent in Q4 2019 to 37.4 per cent in Q4 2020 recorded a total of 1.89 million persons. **[Chart 7]**

Chart 7: Time-related and skill-related underemployment, Q1 2018 – Q4 2020



Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

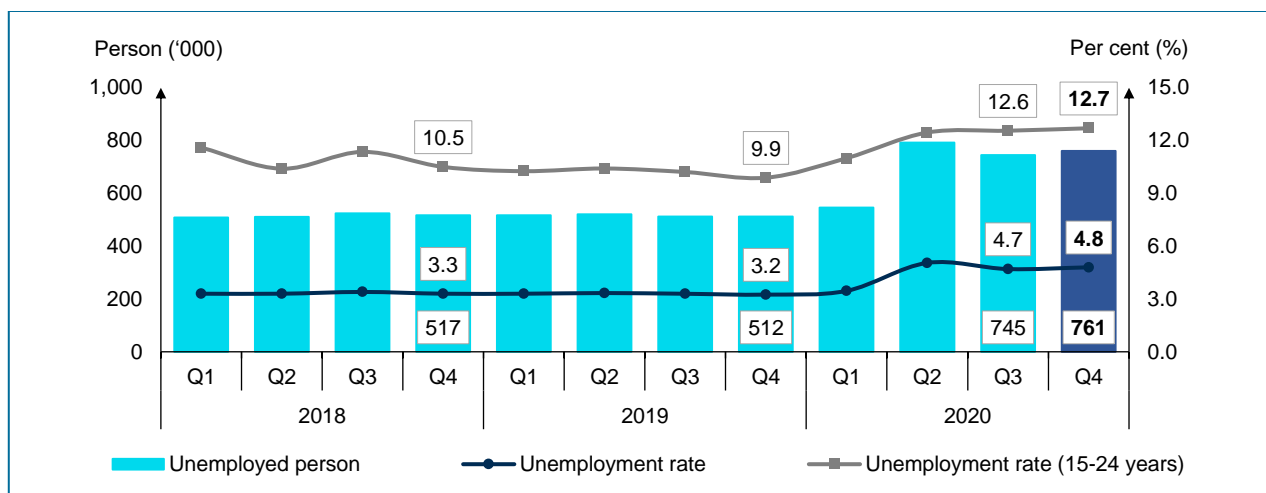
The unemployment rate during Q4 2020 was 4.8 per cent, increased by 1.6 percentage points as compared to Q4 2019 (3.2%). Meanwhile on a quarterly basis, a marginal increase of 0.1 percentage point was recorded from 4.7 per cent in Q3 2020. Accordingly, unemployment rate of youth aged

² Time-related underemployment is defined as those who were employed less than 30 hours per week due to the nature of their work or because of insufficient work; and were able and willing to work additional hours.

³ Skill-related underemployment is generally defined as those who wanted to change their current employment situation in order to fully utilised their occupational skills.

15-24 increased 2.8 percentage points and 0.1 percentage point on annual and quarterly basis respectively to post 12.7 per cent in Q4 2020. **[Chart 8]**

Chart 8: Unemployed and unemployment rate, Q1 2018 – Q4 2020

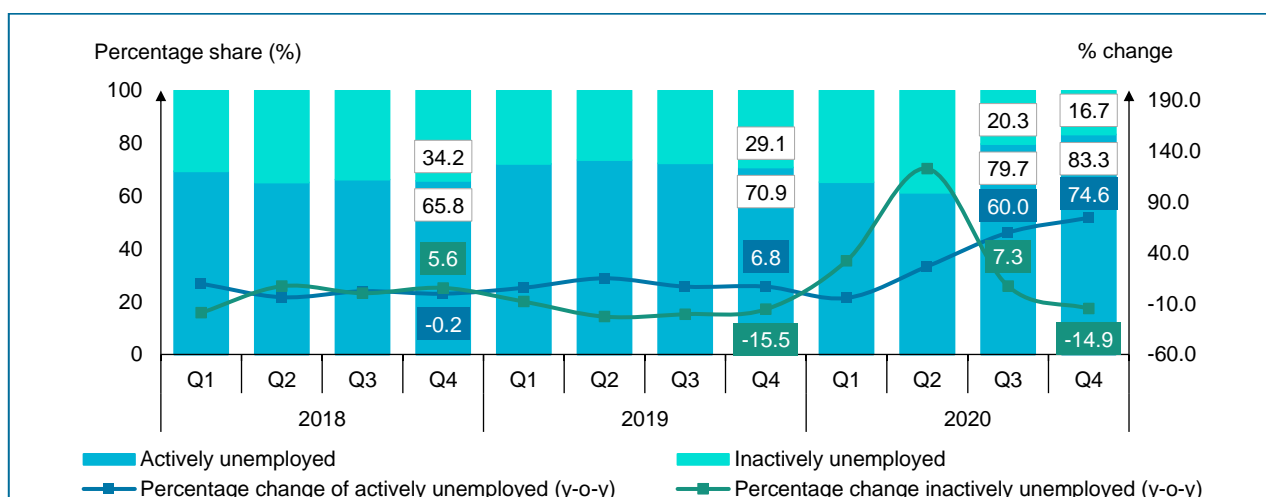


Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

Hence, the number of unemployed persons edged up by 249 thousand year-on-year to register 761 thousand persons (Q4 2019: 512 thousand persons). Meanwhile, a smaller increase of 16 thousand persons were recorded compared to Q3 2020.

Among the unemployed persons, 83.3 per cent or 634 thousand persons were actively unemployed who were seeking jobs and available to work. In line with the large increase in number of unemployed, the number of those in this category grew by 74.6 per cent as against Q4 2019. Among the reasons was due to increase number of job losses because of COVID-19 health crisis. In 2020, Social Security Organisation (SOCSCO) reported that 107,024 persons have lost their jobs, which was three times higher than pre crisis period. **[Chart 9]**

Chart 9: Percentage share of active and inactive unemployed, Q1 2018 – Q4 2020

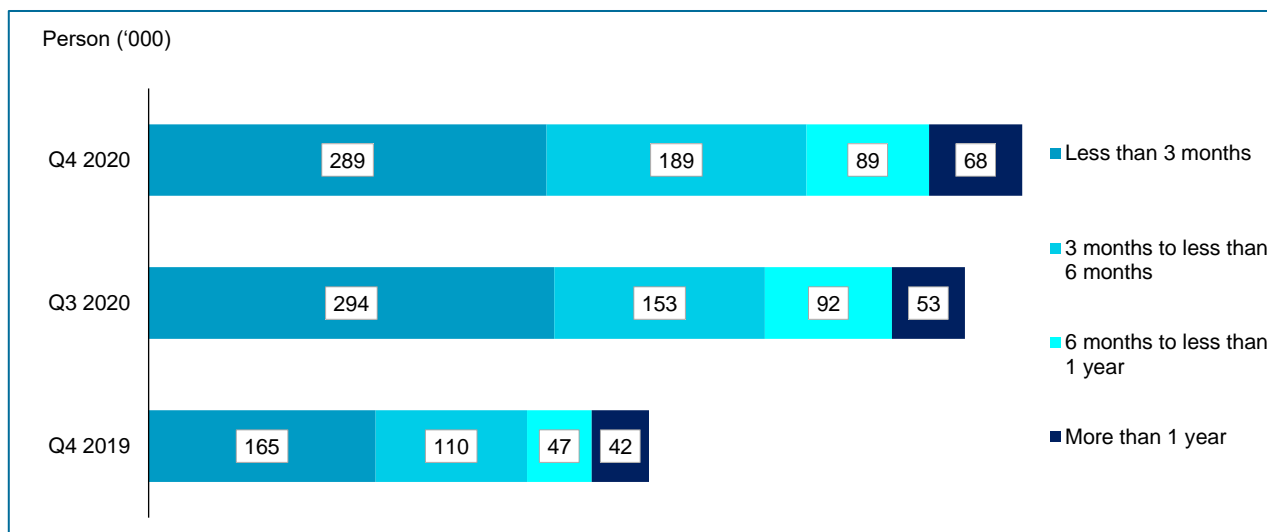


Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

Among the actively unemployed, more than 45.5 per cent (289 thousand persons) was unemployed for less than 3 months while nearly 30 per cent (189 thousand persons) was unemployed for 3 month to less than 6 months. The combined share in both categories was 75.3 per cent, equivalent to 478 thousand persons. Those in long-term unemployment made up 10.7 per cent of total active unemployed persons, increased by 26 thousand from the same quarter last year to record

68 thousand (Q4 2019: 42 thousand persons). Long-term unemployment is defined as those who were unemployed more than a year. **[Chart 10]**

Chart 10: Actively unemployed by duration of unemployment, Q4 2019 & Q3 - Q4 2020

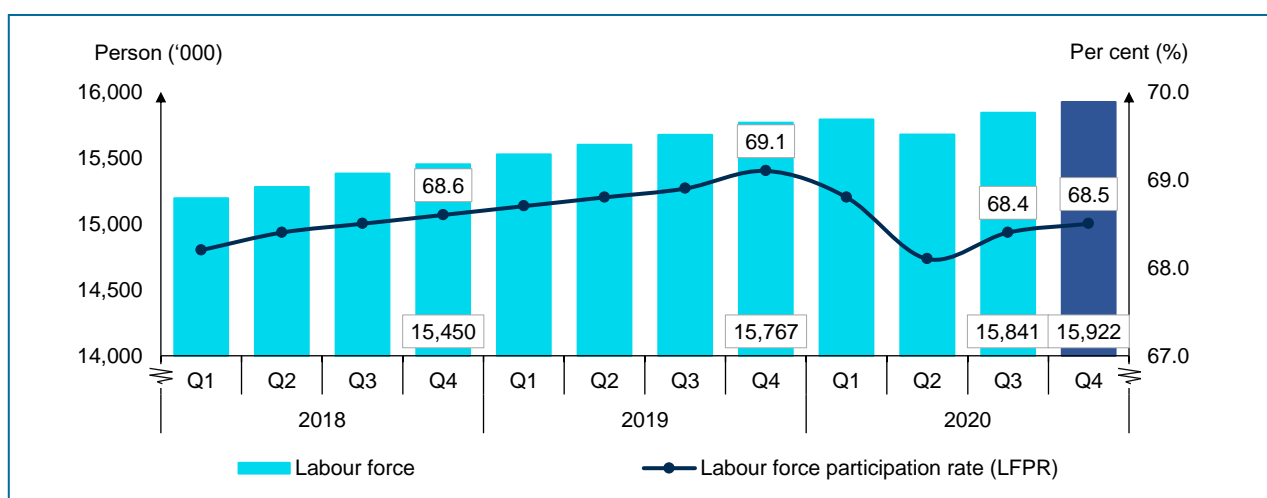


Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

In the meantime, the inactively unemployed whom did not seek jobs because of illness, weather condition or due to beliefs that no jobs were available, comprised of 16.7 per cent (129 thousand persons). The number in this group declined 14.9 per cent as against Q4 2019.

As the number of employed and unemployed rose in Q4 2020, the number of labour force increased by 1.0 per cent year-on-year to 15.92 million persons (Q4 2019: 15.77 million persons). In the meantime, labour force participation rate (LFPR) during the same period declined 0.6 percentage points to 68.5 per cent. For record, the LFPR has reached 69.1 per cent in Q4 2019. **[Chart 11]**

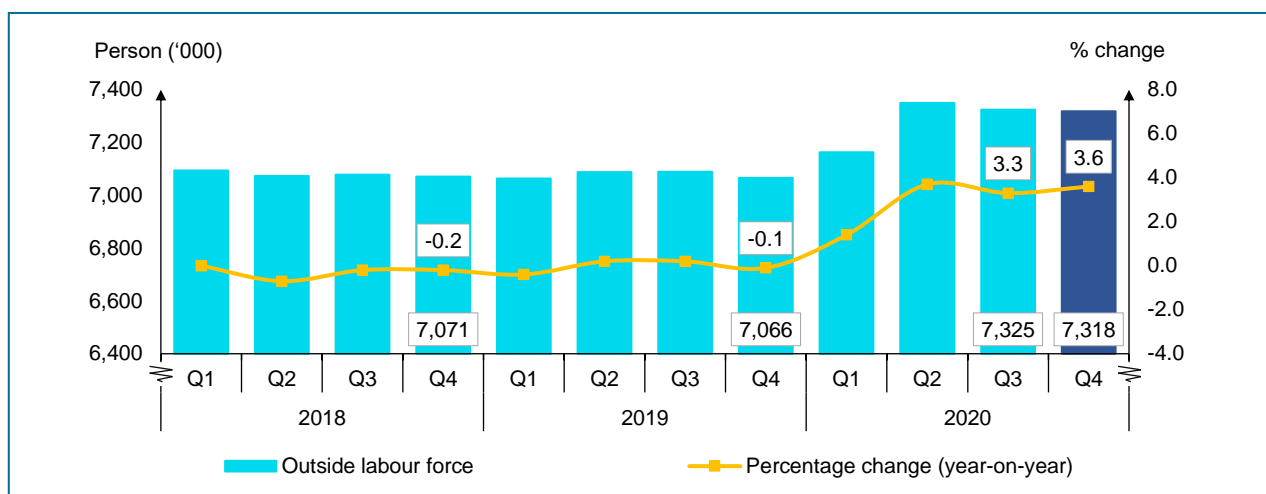
Chart 11: Labour force & labour force participation rate (LFPR), Q1 2019 – Q4 2020



Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

Hence, the share of outside labour force comprised of 31.5 per cent of working aged population in Q4 2020. During the quarter, the number of persons outside labour force grew 3.6 per cent year-on-year to register 7.32 million persons (Q4 2019: 7.01 million persons). More than half was youth aged 15-24 years. **[Chart 12]**

Chart 12: Outside labour force, Q1 2019 – Q4 2020



Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

A total of 42.5 per cent was outside labour force due to schooling or training programme while another 2.0 per cent was going to further studies. Hence, it can be deduced that education and training reasons attributed 44.5 per cent of being outside labour force, signalling potential to enter the labour force upon completion of these activities. Meanwhile, those outside labour force due to housework ranked second with a share of 42.4 per cent. **[Exhibit 1]**

Exhibit 1: Outside labour force by reasons for not seeking work, Q4 2019, Q3 2020 & Q4 2020

	Icon	Q4 2020 Person ('000) (Percentage Share)	Percentage change (year-on-year)	
			Percentage change (year-on-year)	Percentage change (quarter-on-quarter)
Schooling/ training programme		3,109 (42.5%)	▲ 1.9%	Q4 2019: 3,051 (43.2%) Q3 2020: 2,872 (39.2%)
Housework		3,102 (42.4%)	▲ 5.5%	Q4 2019: 2,941 (41.6%) Q3 2020: 3,223 (44.0%)
Going for further studies		149 (2.0%)	▲ 287.8%	Q4 2019: 38 (0.5%) Q3 2020: 179 (2.4%)
Disabled		170 (2.3%)	▼ - 45.0%	Q4 2019: 309 (4.4%) Q3 2020: 216 (3.0%)
Not interested/ just completed study		127 (1.7%)	▲ 125.6%	Q4 2019: 56 (0.8%) Q3 2020: 236 (3.2%)
Retired		661 (9.0%)	▼ - 1.4%	Q4 2019: 670 (9.5%) Q3 2020: 598 (8.2%)

Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

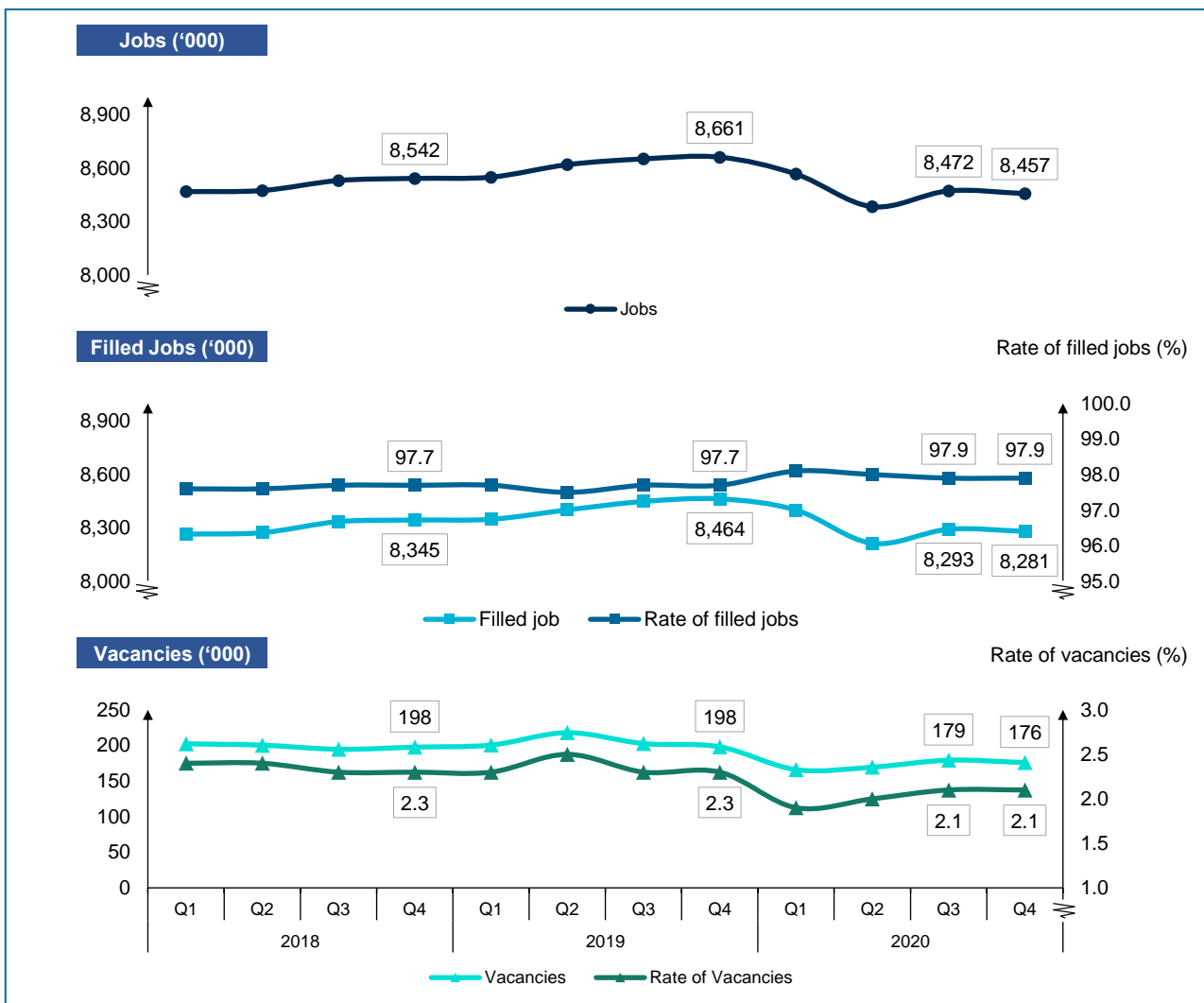
LABOUR DEMAND

During Q4 2020, 8.457 million jobs were recorded in the registered private sector businesses, edged down by 2.4 per cent as compared to 8.661 million in Q4 2019. On a quarterly basis, the number of jobs decreased 0.2 per cent. This resulted in the quarterly average jobs for 2020 at 8.470 million, lower than the average number of jobs for 2019 which was 8.620 million.

Out of the total jobs in Q4 2020, filled jobs comprised of 97.9 per cent or 8.281 million, decreased by 2.2 per cent year-on-year (Q4 2019: 8.463 million). With the overall smaller number of jobs, the average rate of filled jobs for 2020 was higher (98.0%) as against the average rate in 2019 (97.6%).

Meanwhile, jobs opening which can be reflected by the number of vacancies fell by 22 thousand year-on-year to record 176 thousand vacancies in Q4 2020 with a rate of 2.1 per cent. The number of job vacancies was also lower by 3 thousand as against 179 thousand in Q3 2020. The smaller rates of vacancies were recorded throughout the quarters in 2020, averaging 2.0 per cent as against 2.4 per cent in 2019. This indicated a slower labour demand situation with the shrinking number in jobs. Hence, lesser job opportunities were observed for the year 2020 as against 2019. **[Chart 13]**

Chart 13: Jobs, filled job rate of filled jobs and vacancies & rate of vacancies
Q1 2018 – Q4 2020



Source: Employment Statistics, Malaysia, Q4 2020, DOSM

In Q4 2020, labour demand declined year-on-year and quarter-on-quarter. All three categories of skill registered a decline as against Q4 2019, while in comparison to Q3 2020 marginal increase was recorded for semi-skilled category.

The share of skilled jobs has been hovering within the range of 24.3 per cent to 24.6 per cent since the previous 12 quarters. In Q4 2020, skilled jobs accounted for 24.4 per cent, which was equivalent to 2.066 million. The number dropped by 35 thousand as against 2.101 million jobs in Q4 2019. During the same period, the number of filled jobs in this category decreased by 27 thousand to record 2.025 million jobs, with the rate of filled jobs at 98.0 per cent. In the meantime, vacancies dropped by 7 thousand to 41 thousand, recording the rate of 2.0 per cent of the total jobs in skilled category.

Jobs were largely in the semi-skilled category with a share of 62.4 per cent, comprising of 5.279 million jobs. The number of jobs in this category decreased by 129 thousand from 5.408 million jobs in Q4 2019, while filled jobs declined by 118 thousand to post 5.181 million, recording the rate of filled jobs at 98.1 per cent. The number of vacancies also dropped 10 thousand to 98 thousand during the quarter with a rate of 1.9 per cent.

The number of jobs in low-skilled category stood at 1.113 million after a decrease of 40 thousand from Q4 2019, with a share of 13.2 per cent. The number of filled jobs in this category declined by 36 thousand to 1.076 million, recording a rate of filled jobs at 96.7 per cent. Meanwhile, vacancies dropped by 4 thousand to 37 thousand with a vacancies rate of 3.3 per cent. **[Chart 14]**

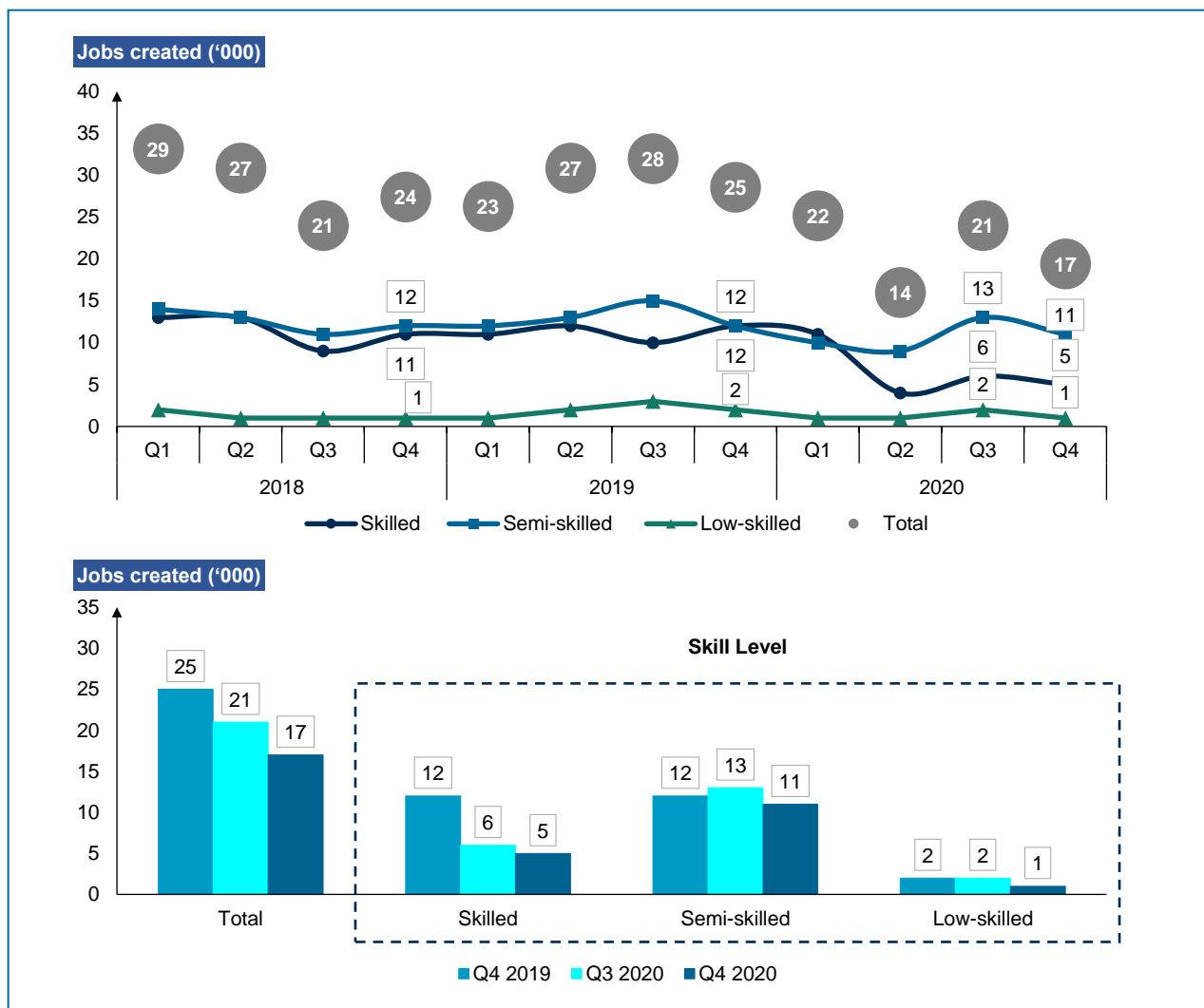
Chart 14: Jobs, filled job and vacancies by skill level, Q1 2018 – Q4 2020



Source: Employment Statistics, Malaysia, Q4 2020, DOSM

As Malaysia's economy declined further in Q4 2020, the number of jobs created decreased year-on-year by 8 thousand to record 17 thousand jobs created during the quarter. Majority of jobs created were in semi-skilled category, encompassing 11 thousand jobs with a share of 63.2 per cent. Skilled category posted a share of 29.5 per cent, equivalent to 5 thousand jobs created. Meanwhile, the remainder of 7.3 per cent jobs created was in low-skilled category. The overall softer labour demand was also reflected by the lower number of jobs created in 2020, whereby a total of 73 thousand jobs were created as compared to 104 thousand jobs created in 2019. [Chart 15]

Chart 15: Jobs created by skill level, Q1 2018 – Q4 2020



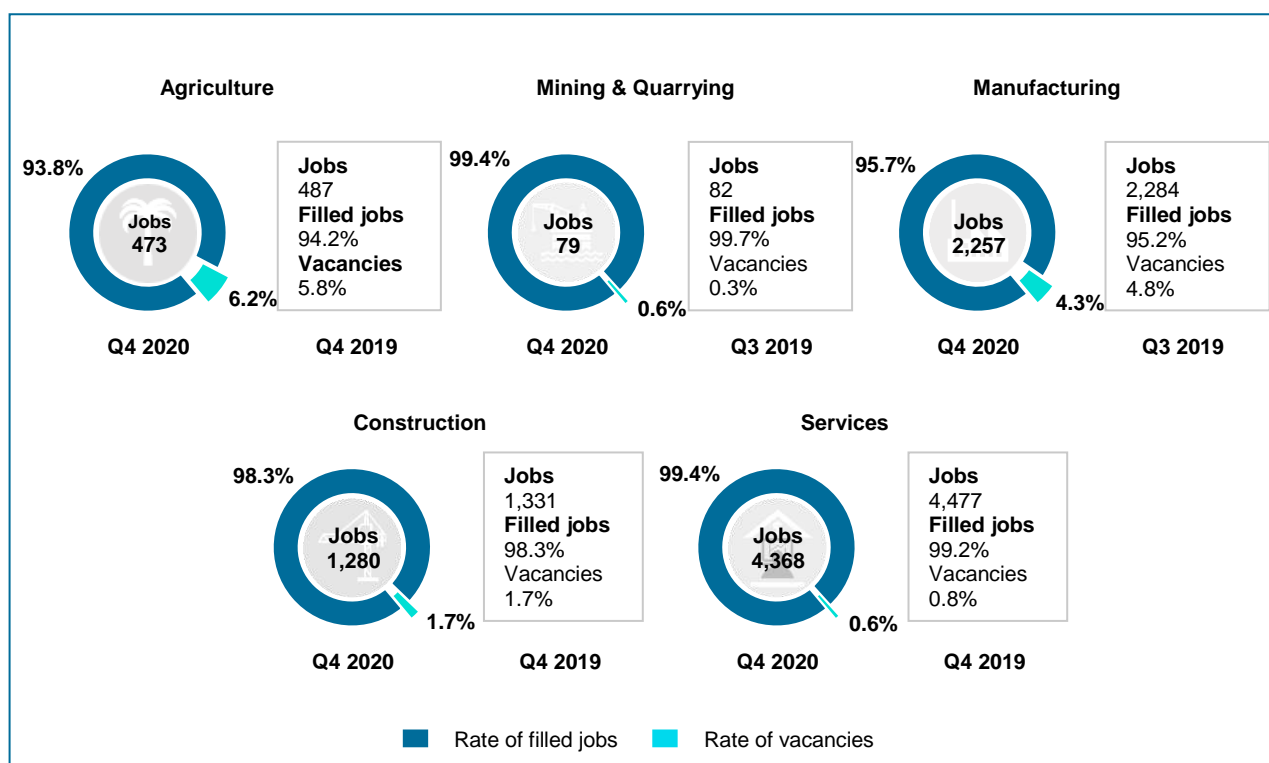
Source: Employment Statistics, Malaysia, Q4 2020, DOSM

In terms of economic activity, 51.6 per cent of total jobs or equivalent to 4.368 million jobs was concentrated in Services sector, dropped 109 thousand from Q4 2019. A total of 1.553 million jobs was recorded by Wholesale & retail trade sub-sector, followed by Finance, insurance, real estate & business services with 919 thousand jobs. These two sub-sectors combined made up more than half of jobs in the Services sector, with a share of 35.6 per cent and 21.0 per cent respectively. The rate of filled jobs for the Services sector was 99.4 per cent, where all sub-sectors posted rates of more than 99.0 per cent. The highest rate of filled jobs was in Information & communication sub-sector (99.7%), followed by Wholesale & retail trade and Food & beverages and accommodation, both at 99.5 per cent. Meanwhile, the rate of vacancies for Services sector was 0.6 per cent, recording 27 thousand vacancies, largely in Finance, insurance, real estate & business services and Wholesale & retail trade sub-sectors.

The Manufacturing sector which ranked second in terms of contribution to Malaysia's economy accounted for 26.7 per cent of total private sector's jobs in Q4 2020. The number of jobs in this sector was down by 27 thousand as against Q4 2019 to record 2.257 million jobs. A share of 26.5 per cent of Manufacturing sector's jobs were in the Electrical, electronic and optical products sub-sector, followed by Petroleum, chemical, rubber, and plastic products (19.0%) and Non-metallic mineral products, basic metal and fabricated metal products (15.6%). The rate of filled jobs for the Manufacturing sector was 95.7 per cent while the rate of vacancies was 4.3 per cent. As for the number of vacancies in this sector, a total of 98 thousand was recorded, mostly in the sub-sectors of Electrical, electronic and optical products and Petroleum, chemical, rubber, and plastic products.

Jobs in the Construction sector which accounted for 15.2 per cent of total jobs declined by 51 thousand year-on-year to 1.280 million. The rate of filled jobs was at 98.3 per cent while vacancies rate was 1.7 per cent. On the other hand, Agriculture and Mining & Quarrying comprised of 5.6 per cent (473 thousand) and 0.9 per cent (79 thousand) of jobs respectively. Number of jobs in both sectors declined as against the same quarter in the previous year. It can be observed that Mining & Quarrying sector recorded a high rate of filled jobs at 99.4 per cent, indicating very low number of vacancies, while the Agriculture sector recorded a rate of filled jobs at 93.8 per cent, signalling more than 6 per cent of vacancies in this sector. **[Chart 16]**

Chart 16: Jobs, filled job and vacancies, rate of filled jobs & vacancies by economic activity
Q1 2018 – Q4 2020

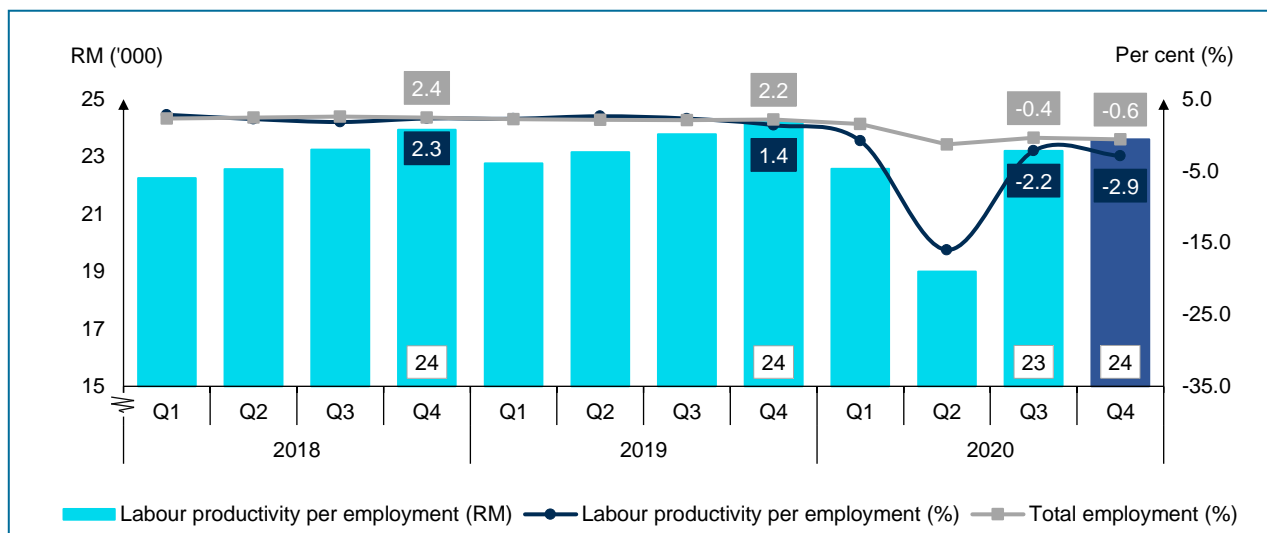


Source: Employment Statistics, Malaysia, Q4 2020, DOSM

LABOUR PRODUCTIVITY

During Q4 2020, labour productivity expressed as the ratio of value added per employment declined 2.9 per cent year-on-year (Q3 2020: -2.2%) with the value added per employment of RM23,570. After a gradual improvement in Q3 2020, employment dropped 0.6 per cent year-on-year to 15.16 million persons. As for value added, the indicator contracted 3.4 per cent in Q4 2020. **[Chart 17]**

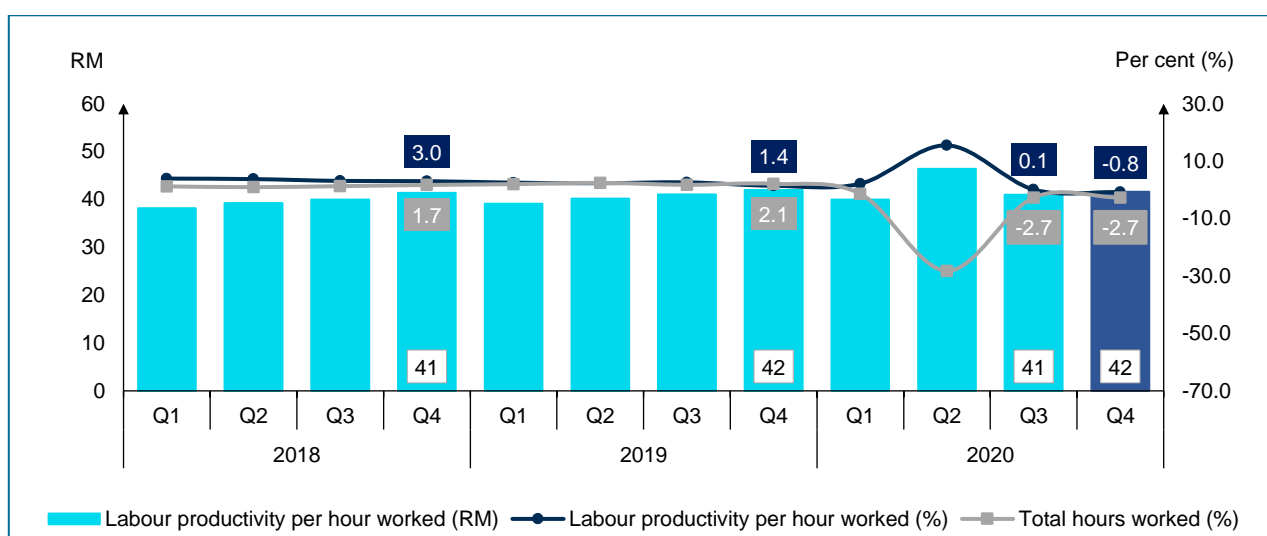
Chart 17: Labour productivity per employment, Q1 2018 – Q4 2020



Source: Labour Productivity, Malaysia, Q4 2020, DOSM

Performance of Malaysia's labour productivity measured by value added per hour worked dropped marginally 0.8 per cent in Q4 2020 compared to 1.4 per cent in the same quarter of the preceding year with value added per hour worked of RM 42 per hour (Q4 2019: RM42 per hour). During this period, total hours worked decreased 2.7 per cent to 8.58 billion hours (Q3 2020: 8.55 billion hours) **[Chart 18]**

Chart 18: Labour productivity per hour worked, Q1 2018 – Q4 2020



Source: Labour Productivity, Malaysia, Q4 2020, DOSM

During Q4 2020, only Manufacturing sector posted a positive growth for measures of labour productivity per employment and labour productivity per hour worked. Meanwhile, the other sectors recorded declines in labour productivity for both measures.

Specifically for Manufacturing sector, the growth of labour productivity based on value added per employment and value added per hour worked increased 3.2 per cent (Q4 2019: 0.8%) and 6.0 per cent (Q4 2019: 1.2%) respectively. During this quarter, three sub-sectors which recorded the highest growth for labour productivity per employment were Transport equipment, other manufacturing & repair (10.6%); Beverages & tobacco products (9.3%) and Electrical, electronic & optical products (8.0%). In the meantime, four sub-sectors recorded a double-digit positive growth for labour productivity per hour worked namely, Beverages & tobacco products (13.1%), followed by Transport equipment, other manufacturing & repair (11.9%), Wood products, furniture, paper products and printing (11.1%) and Electrical, electronic and optical products (10.4%).

As for Agriculture sector, value added per employment registered a smaller decline of 0.3 per cent year-on-year (Q4 2019: -6.1%). In addition, value added per hour worked also dropped by 0.4 per cent as compared Q4 2019 (-5.8%).

Labour productivity per employment for Mining and Quarrying sector dropped 9.1 per cent (Q4 2019: -4.0%) whereas labour productivity per hour worked declined 6.4 per cent (Q4 2019: -1.1%). During the quarter, the annual percentage change of labour productivity per employment and labour productivity per hour worked for Construction sector also decreased 8.4 per cent and 6.7 per cent respectively.

Labour productivity per employment in Services sector registered a decrease of 4.9 per cent during Q4 2020 (Q3 2020: -3.9%). Meanwhile, labour productivity per hour worked also reduced by 2.7 per cent as compared to negative growth of 1.4 per cent in Q3 2020. From the view of sub-sector, three subsectors namely Finance & insurance, Information & communication and Utilities posted positive growth of labour productivity per employment and labour productivity per hour worked.

[Table 1]

Table 1: Labour productivity, value added, total employment & total hours worked, Q4 2020, Percentage change from corresponding quarter of preceding year (%)

Sector	Labour productivity per employment	Labour productivity per hour worked	Value added	Total employment	Total hours worked
Agriculture	-0.3	-0.4	-0.7	-0.4	-0.3
Mining & Quarrying	-9.1	-6.4	-10.6	-1.6	-4.5
Manufacturing	3.2	6.0	3.0	-0.2	-2.8
Construction	-8.4	-6.7	-13.9	-6.0	-7.7
Services	-4.9	-2.7	-4.9	0.1	-2.2
Total	-2.9	-0.8	-3.4	-0.6	-2.7

Source: Labour Productivity, Malaysia, Q4 2020, DOSM

RETHINKING BUSINESS STRATEGY AND ADAPTING THE FUTURE OF WORK

The year 2020 has indeed been a tough and unprecedented year with the prolonged health crisis; causing disruption to the social and economic dynamics of almost every part of the world, including Malaysia. Since the very beginning, the government has been relentless in managing this public health issue; that is, by adopting strict yet necessary containment measures through the various phases of MCOs. Even after more than a year, the fight against the pandemic is still going on strong; with high spike of daily cases still occurring.

Nevertheless, unlike the early days of the pandemic, where almost all economic sectors came to a halt, both the public and private sectors were seen to continuously strategising and reviewing initiatives to strike the right balance between live and livelihood. In doing this, most economic activities have been allowed to reopen, although business operations are still not as in pre-pandemic period due to strict operating procedures imposed. In certain economic sectors, this has resulted in slower or complete absence of consumers' demand; while in others, this posted challenges due to physical distancing requirements.

These circumstances have tested the endurance of businesses and subsequently pushed industries to venture into new areas and to rethink their business models. Retail trade subsector has long resolved in increasing digitalisation since March 2020 and implementing partially remote working arrangements in meeting consumers' demand. This sector relied on digitally mediated platforms to market goods and services and worked closely with courier services to ensure business continuity.

Meanwhile, many businesses have gradually embraced remote working to limit unnecessary physical contact particularly in high value added Services such as subsectors of Computer programming & consultancy, Finance and Business services. In addition, managerial and professional employees across all economic sectors has been encouraged to adopt this new norm. Rapid and sophisticated technological advancement definitely played a frontal role in supporting remote working. In providing sustainable and supportive environment of remote working, employers can rethink reliance on tangible assets while slowly increasing investments in providing for telecommunication and more ergonomic working solutions for flexible working arrangements. In the short-term, government had encouraged flexible working with provisions of PENJANA incentives up to RM800 million to support employees and employers, as well as extending SOCSO's coverage for accidents of workers at home under the Employment Injury Scheme.

However, not all economic sectors can easily transition to such flexible working arrangements although it is deemed as the future of work. The Manufacturing sector, which ranked second in terms of contribution to the economy, is fairly dominated by semi-skilled jobs. As such, the nature of jobs within the sector requires on-site operations and machines handlings. Therefore, another viable solution adopted by many businesses in this sector is partial remote working arrangement, whereby a limited number of technical workers are allowed on site on rotation basis, while managerial and administrative workers are required to work remotely.

Ideally, in such sectors, automation would be an alternative solution to retain the level of productivity, but higher costs of technological investment and possibly lower labour costs would need to be considered, especially in the heart of an uncertain economy. Thus, transformation of business models may still be limited to low-risk ideas, such as digitalising front end business processes or introducing hygiene-related products. Digitalisation of back-end processes remained as a challenge particularly for SMEs due to existing operational structure and lack of technical competencies. The adoption of technology through smart business partnerships is one of the mechanism to escalate SMEs economies of scale considering that SMEs made up more than 97 per cent of businesses in Malaysia involving 48.4 per cent of employment.

Moving forward, in spite of the roll-out of the COVID-19 vaccines soon, the pandemic had brought immense changes in global and national supply and demand dynamics. Thus, in our efforts to revitalise the economy, long-term solutions of ensuring business sustainability must be in place, including gradual yet continuous technological adoption in order to ensure demand creation of skilled jobs commensurate of higher wages to cater for increasing skilled labour supply.

CONCLUSION

Towards the end of the quarter of 2020, the spike of COVID-19 new cases can be seen resulted in declining of economic performance. Nevertheless, the labour market condition indicated modest recovery with the number of employment increased slightly while number of unemployment recorded an increase during Q4 2020. From the demand side, fewer jobs in registered private sector were recorded in Q4 2020 with decreasing number of filled jobs and vacancies. Yet, in the mid of economic downturn, there were 17 thousand jobs were created although it was lower than the previous quarter.

Looking at the 2021 situation, the number of COVID-19 new cases continued to register a spike exceeding an average of 3,200 cases daily in January 2021. Though, to balance the economic and health interest, most economic activities were allowed to operate with the compliance of strict standard operating procedures. Additionally, Government has initiated Perlindungan Ekonomi dan Rakyat Malaysia (PERMAI) to support the survival of businesses. Therefore, it is hope that the various government initiatives introduced may ease the pressure on the labour market especially for the businesses and job seekers. Thus, taking into account the permission to reopen the businesses coupled with various incentives provided, it is foreseen that the Malaysia's labour market in early 2021 will remain in a challenging situation.

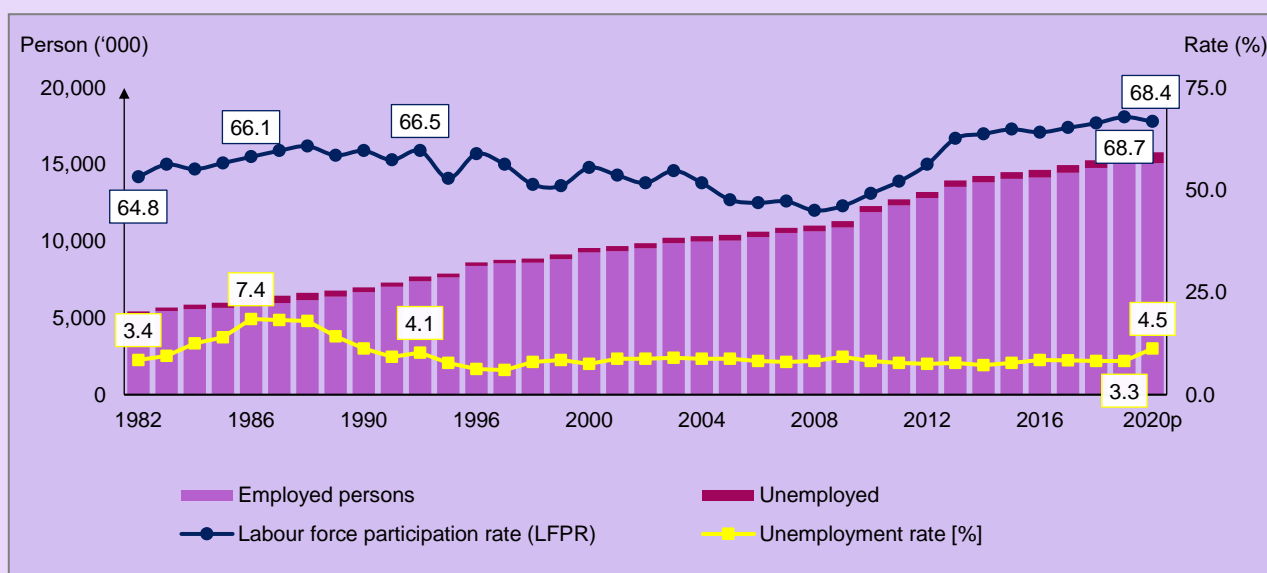
A BRIEF OUTLOOK OF LABOUR MARKET FOR THE YEAR 2020

The year 2020 has been an unprecedented roller coaster ride of high number of COVID-19 cases and a sharp economic downturn which brought adverse consequences to the labour market and subsequently affected the people's livelihood. With effort concentrated to manage the health crisis while mitigating its impact to the economy, short-term labour market statistics has indicated the most unfavourable situation in Q2 2020 with slight improvement thereafter. This segment aims to briefly touch on the annual labour market performance for the year 2020.

From the angle of labour supply, based on the quarterly average of the labour force statistics, number of employed persons posted a slight increase of 0.2 per cent to 15.10 million persons in 2020 following the health crisis and the subsequent economic ramification during the year. Prior to this, employed persons increased by 2.0 to 2.2 per cent for the period of 2017 to 2019. In the meantime, there were 711 thousand unemployed persons in 2020 as compared to an average of 500 thousand persons for the period of 2016 to 2019. The health crisis has affected the labour force which led to the unemployment rate to spike above 4.0 per cent against an average of 3.0 per cent recorded during the pre-crisis period. For the year 2020, the unemployment rate rose to 4.5 per cent. The last time unemployment rate has gone beyond 4.0 per cent was in 1993 at 4.1 per cent.

With the marginal increase in employment and strong growth in unemployment, the labour force rose by 1.4 per cent to 15.81 million persons. The LFPR in 2020 eased by 0.3 percentage points to 68.4 per cent (2019: 68.7%). This shows that 31.6 per cent of the population was outside the labour force. The challenging labour demand situation which had resulted in a very competitive job search situation had partly contributed to higher share of outside labour force as certain segments of the population find temporary solutions of pursuing further studies. **[Chart 19]**

Chart 19: Labour force participation rate and unemployment rate, 1982- 2020



Source: Labour Force Report, Malaysia, December 2020, DOSM

Note: p - preliminary data based on average of four quarters in 2020

The year 2020 has also observed a softer labour demand by private sector businesses, with number of jobs declining by 2.4 per cent to 8.46 million as compared to 8.67 million jobs in 2019. The decrease in jobs was attributed by the reduction of both number of vacancies and filled jobs. Jobs opening, as indicated by the number of vacancies eased by 22 thousand to 176 thousand while filled jobs declined by 182 thousand.

In terms of jobs created, a total of 73 thousand jobs were recorded in 2020, downed by 31 thousand from 104 thousand jobs created in 2019. By economic sector, the largest share of jobs created was in the Services sector, comprising of more than 40 per cent; particularly in the sub-sectors of Finance, insurance, real estates & business services as well as Wholesale & retail trade. Manufacturing sectors came in second, making up a share of nearly 35 per cent, largely concentrated in Manufacture electrical, electronic and optical products as well as Manufacture of petroleum, chemical, rubber & plastic products sub-sectors

In keeping up with the priorities to protect lives, stages of MCOs with different rules and regulations were implemented throughout the year, some were more stringent than the others. As businesses reviewed and re-strategised business model amidst uncertain socioeconomic climate, they might have adopted a wait and see attitude before investing in new hires. With the overall smaller number of jobs, the rate of filled jobs for 2020 was higher (97.9%) as against 2019 (97.7%). This indicated a slower labour demand situation with the shrinking number in jobs. Hence, lesser job opportunities were observed for the year 2020 as against 2019. **[Table 2]**

In 2020, labour productivity expressed as value added per employment fell 5.4 per cent from 2.1 per cent in 2019, recording value added per employment of RM88,899 per person. Employment declined 0.2 per cent to 15.10 million persons as compared to a growth of 2.1 per cent in 2019. As there were various restrictions imposed for business operations in 2020, and in line with lower number of employment, total hours worked for the year fell 8.7 per cent (2019: 2.1%). In the meantime, the value added dropped sharply by 5.6 per cent in 2020 compared to a positive growth of 4.3 per cent in 2019. Hence, labour productivity as measured by valued added per hour worked grew 3.4 per cent compared to 2.2 per cent in 2019. The value added per hour worked stood at RM42 per hour. **[Table 3]**

Table 2: Labour demand statistics,
2018 – 2020

Labour Demand	2018	2019	2020
Jobs	8,542.2	8,661.4	8,457.1
Filled Jobs	8,334.6	8,463.5	8,281.2
Vacancies	197.6	198.0	175.9
Job Created	101.1	104.0	73.3

Source: Quarterly Employment Statistics, Malaysia, Q4 2020, DOSM

Table 3: Labour Productivity,
2018 – 2020

Labour Productivity	2018	2019	2020
Labour Productivity per employment	RM 92,018	RM 93,973	RM 88,899
Annual percentage change	2.3%	2.1%	-5.4%
Labour Productivity per hour worked	RM 39.7	RM 40.6	RM 42.0
Annual percentage change	3.4%	2.2%	3.4%

Source: Labour Productivity, Malaysia, Q4 2020, DOSM

In terms of labour productivity per hour worked, Mining & Quarrying and Construction sectors posted a decline of 0.6 per cent and 5.1 per cent respectively, while the other sectors posted positive growth. Labour productivity as measured by value added per employment decreased in all economic sectors, with the largest fall recorded in the Construction sector (-15.7%).

In managing the increasing number of COVID-19 cases, the MCO was reintroduced since mid-January 2021. Despite many social restrictions to contain the escalation of infections, most business activities were allowed to continue operation with strict standard operating procedures. Malaysia's labour market in early 2021 will remain in a challenging situation. Thus, continuous collaborations of all parties are required to alleviate this unfavourable circumstance.



MALAYSIA'S LABOUR MARKET 2020: A SNAPSHOT

Softer labour market in 2020 amidst health crisis with increase in unemployment rate while total hours worked reduced. Lesser job vacancies indicates slower jobs opportunities during the year.

Labour Supply



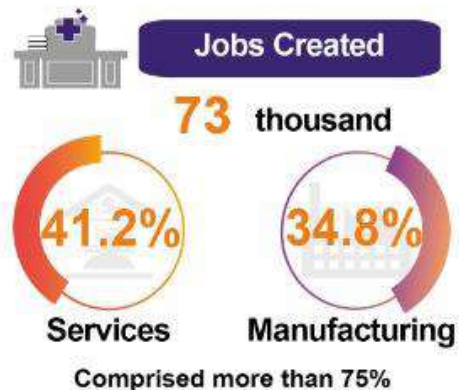
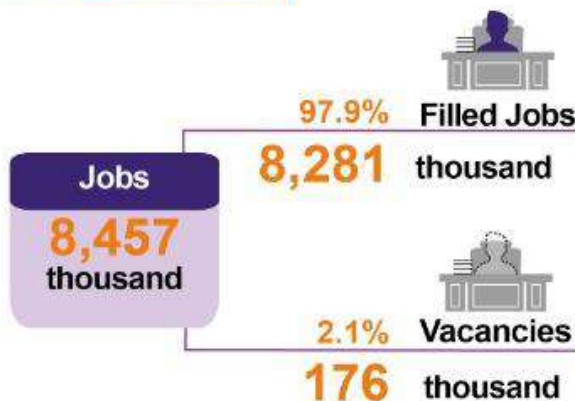
Labour force participation rate (%)
Unemployment rate spiked above 4.0% against the average 3.0%



7.3 mil persons Outside labour force

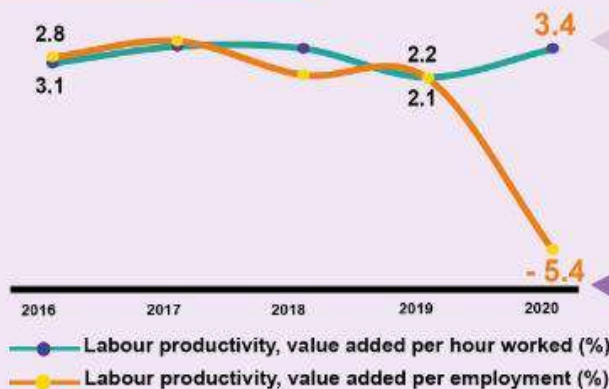
* Data for 2020 is a preliminary data based on average of four quarters

Labour Demand



Labour demand statistics refers to jobs in private sector

Labour Productivity



Total hours worked in 2020

32 billion hours
Total hours worked declined by 8.7% compared to 35.0 billion hours in 2019

Value added per employment declined to RM 88,899 per person in 2020

Value added per hour worked increased to RM 42 per hour

Source : Labour Market Review Fourth Quarter 2020, Department of Statistics Malaysia

BOX ARTICLE: INITIAL REVIEW OF LABOUR MIGRATION IN MALAYSIA

Mohd Ikhwan Abdullah¹; Nurfarahin Harun²; Nur Layali Mohd Ali Khan³; Siti Aisyah Afifah Azman⁴
1, 2, 3, 4 Malaysian Bureau of Labour Statistics (MBLS), Department of Statistics Malaysia (DOSM)

Background

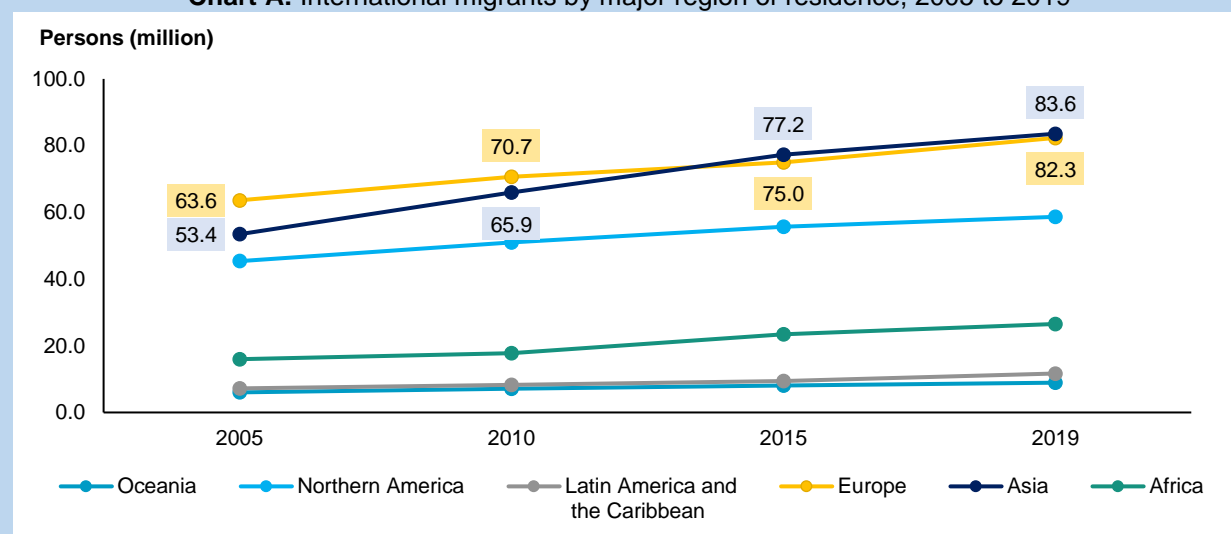
Many countries in the world have opened their international borders to allow immigrations, primarily to support the demand for labours in the countries. However, different countries have different priorities, with certain developed countries employing skilled migrant workers in areas where the countries' local population lack the ability to perform the jobs, while other developing countries employed immigrant from third world countries to perform elementary and semi-skilled tasks due to shortage of local labour supply to fill the demand for these jobs.

International Organization for Migration (IOM, 2011) defined migration as the movement of a person or a group of persons, either across an international border, or within a country. According to International Labour Organization (ILO, 2018a), international migrants are all foreign population and foreign-born population who are usual residents of a given country. ILO (2010) revealed, among the many reasons for migration were prolonged exposures to poverty, wars and famine. In the meantime, World Bank Group (2019) stated the primary motivations for migration encompassed securing higher income through better employment in destination countries; economic and social inequality; demographic imbalances and climate change.

In evaluating the impact of international migration to UK's labour market, Green, Jones & Owen (2007) found that pull-factor of immigration into the country included job opportunities and higher wages. Meanwhile, a study by Darkwah & Verter (2014) found that people migrated out from Nigeria to other countries to seek for better employment opportunities and the economic benefits that ensued.

At the global front, IOM (2019) reported that international migrants made up a share of 3.5 per cent of the global population in 2019, equivalent to 272 million persons, increased by 23 million from 249 million in 2015. Furthermore, United Nations Department of Economic and Social Affairs (UN DESA) through International Migration Report (2019) reported that Europe and Asia hosted the highest number of international migrants, which accounted for 82 million and 83.6 million respectively. This number comprised of 61 per cent of total global international migrants. [Chart A]

Chart A: International migrants by major region of residence, 2005 to 2019

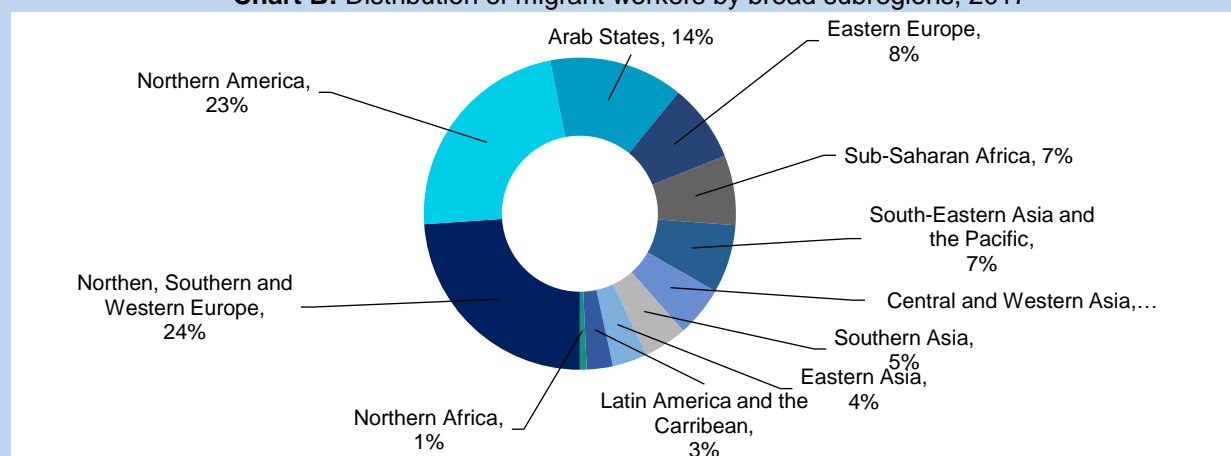


Source: UN DESA, 2019a.

In the meantime, labour migration is defined as the movement of persons from one country to another, or within their own country of residence, for the purpose of employment (IOM, 2011). ILO (2018b) introduced the conceptual definition of international migrant workers to measure the current labour attachment of international migrants in a country, irrespective of the initial purpose of migration, and of others who are not usual residents of the country but have current labour attachment in the country of measurement.

The number of migrant workers as of 2017 were estimated at 164 million worldwide, constituted 4.7 per cent of all workers globally (ILO, 2018b). As illustrated in **Chart B**, the top three sub regions with the highest number of migrant workers were Northern, Southern and Western Europe; Northern America; and the Arab States. These three sub regions made up 61 per cent of the overall migrant workers.

Chart B: Distribution of migrant workers by broad subregions, 2017



Source: ILO Global Estimates on International Migrant Workers, 2017

Demand of migrant workers varied across countries with most developed countries would usually hire skilled migrants. Desjardins (2019) stated that the top five countries that are the best at attracting and retaining high-skilled workers are Switzerland, Singapore, United Kingdom, United States and Sweden. Nevertheless, in relatively newer countries of destinations, migrant workers tend to occupy blue collar jobs as opposed to white collar jobs (OECD, 2001). Blue collar jobs are defined as jobs that requires manual labour and it usually comprises low-skilled and maintenance jobs as well as requiring specific semi-skilled trades (ILO, 1999). ILO Regional Office for Asia and the Pacific (2021) reported that most migrant workers in ASEAN countries were concentrated in semi-skilled occupations.

The study by Green, Jones, & Owen (2007) on the impact of immigration to the West Midlands in UK found that the number of migrant workers posted a stronger increase in Manufacturing sector as well as specific industries within Services sector such as Social work, Hotels & restaurants, Transportation & storage and Private households. As for occupations, growth was significant in the Elementary clerical & administrative workers, Plant & machine operators and Caring personal service occupations. This study also found that employers perceived hiring migrant in semi and low-skilled jobs to be more cost effective as migrants tend to agree to trade-off lower wages in the absence of experiences and opportunities. According to Abdul-Rahman, Wang, Wood, & Low (2012), similar thoughts was echoed by employers in Malaysia's Construction sectors, whereby migrant workers were preferred due to the fact that their wage rates were much lower than local workers.

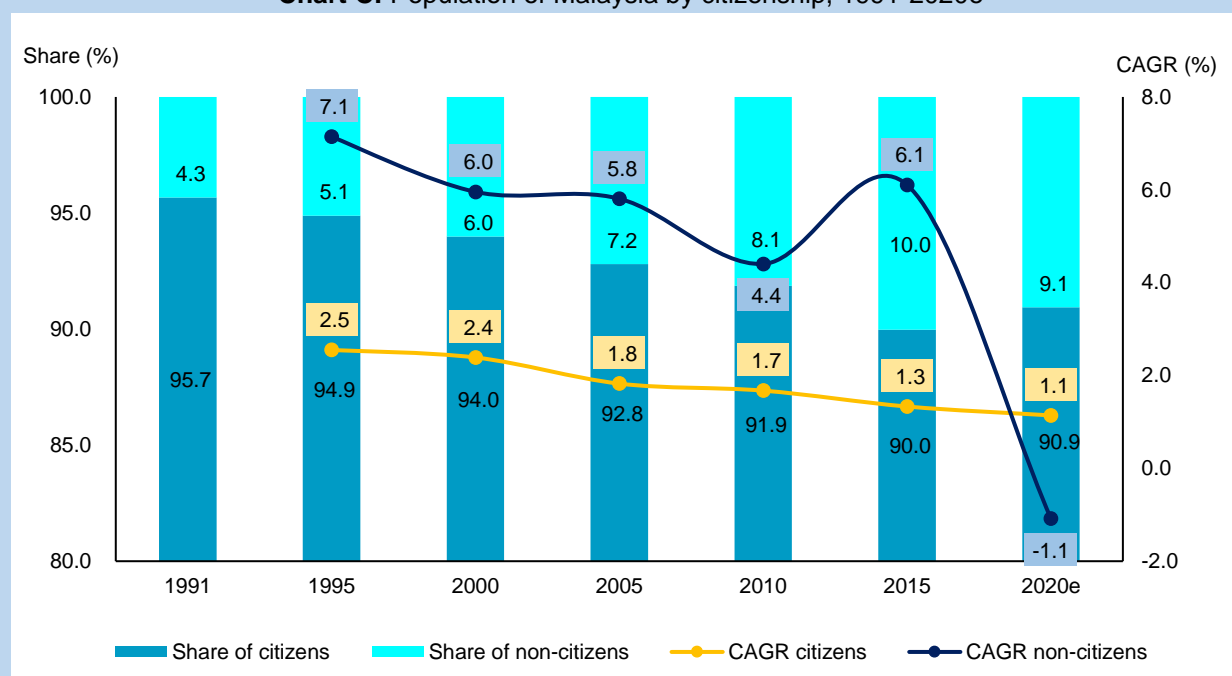
Malaysia as a high middle income nation aspiring to accelerate to a high-income status has been registering an upward economic trend prior to the COVID-19 crisis, primarily driven by the Services and Manufacturing sectors. As more than 97 per cent of the businesses are small, medium and micro enterprises, present labour market structure is still predominantly in semi-

skilled occupations with gradual increase in the skilled segments. From labour migration standpoint, Malaysia is one of the destination countries in Southeast Asia with large numbers of immigrants (ILO, 2017). According to DOSM (2020), noticeable increase was observed in the number of non-citizens' employment in Malaysia in 1996, and since then, the share of non-citizen employments in the country ranged between 10 to 16 per cent. Therefore, this article will review the presence and roles of non-citizen employment in the country's labour market based on the statistics produced by DOSM.

Labour migration in Malaysia

Changes in population structure are influenced by natural increase due to births and deaths, as well as migration. In 1991, Malaysia's population stood at 18.5 million persons, with the share of non-citizens recorded at 4.3 per cent. Over the years, share of non-citizens had expanded, with a significant increase in 2015 with 10 per cent, equivalent to 3.1 million out of 31.2 million populations. In 2020, the share of non-citizens was 9.1 per cent of total population, accounted for 3.0 million from 32.7 million Malaysia's population (DOSM, 2020b). **[Chart C]**

Chart C: Population of Malaysia by citizenship, 1991-2020e

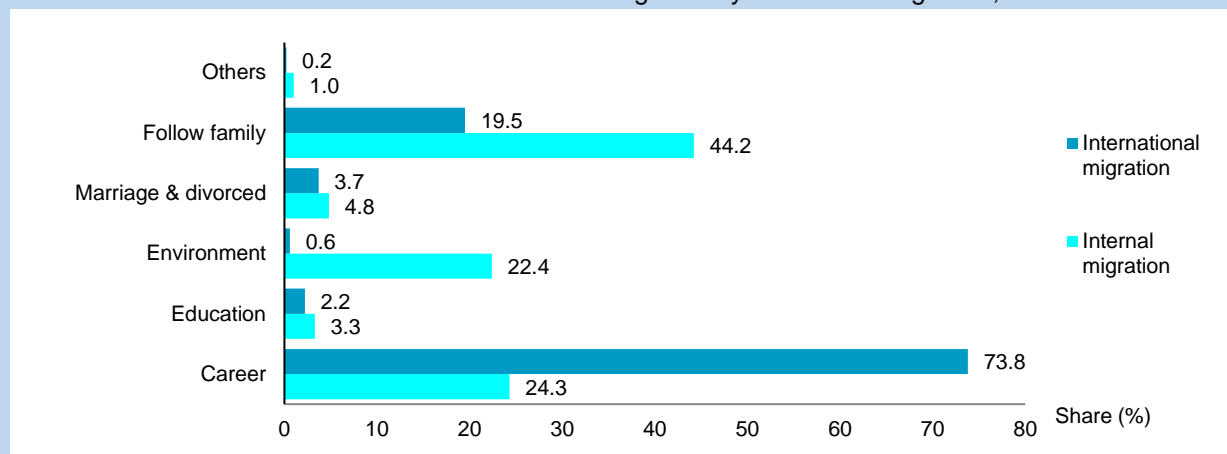


Source: Population Census, DOSM and National Registration Department

Note: e - estimate; CAGR - Compounded Annual Growth Rate

The decline of non-citizens in 2020 could be partly attributed by international border closures due to the global health crisis of COVID-19. Additionally, this was also due to the implementation of Back for Good (B4G) programme from 1 August to 31 December 2020 as part of the initiative to reduce the number of undocumented immigrants to better manage cost of depot management. According to DOSM (2019a), although there were social and economic reasons that caused migration, 73.8 per cent of international migrants came into Malaysia due to work reasons. The international migrants are defined as those who have moved from other countries to Malaysia for a specific period of one year ago. **[Chart D]**

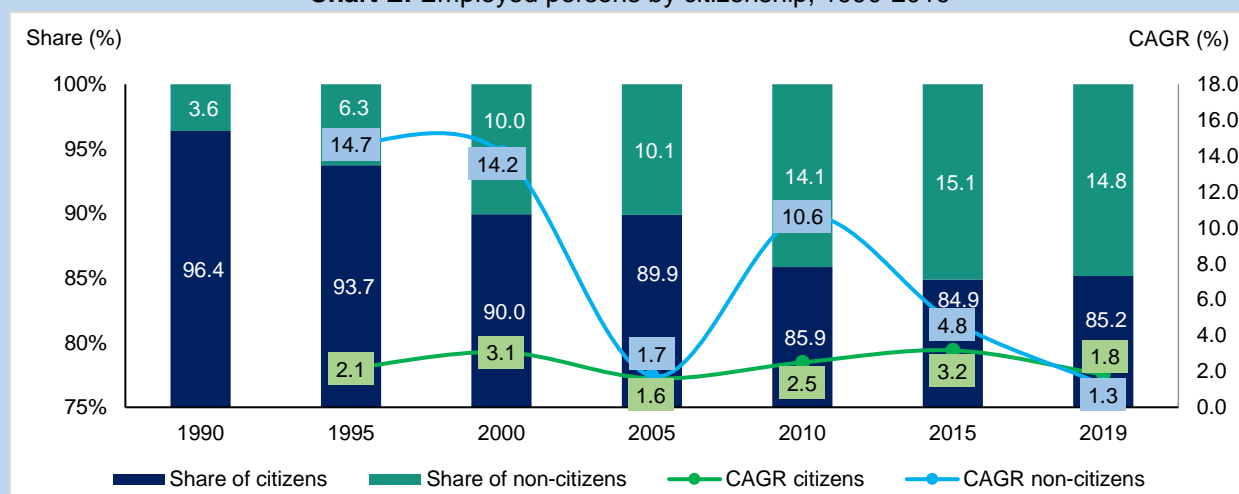
Chart D: Internal and international migrants by reasons of migration, 2018



Source: Migration Survey Report, 2018, DOSM

Observing the employment situation, in 2019, non-citizen employed persons was 2.2 million persons, comprising a share of 14.8 per cent of total employed persons. Since the last five decades, non-citizen employed persons grew by nearly 10 times as compared to 242 thousand comprising a share of 3.6 per cent in 1990. The annual growth rate of non-citizen employed persons were higher compared to citizens, with the highest rate recorded for the period of 1995 to 2000 (DOSM, 2020) as illustrated in **Chart E**. In addition, according to statistics on Temporary Work Visit Pass from Ministry of Home Affairs (MOHA, 2021), the number of foreign workers in the country was 2.0 million as of 30 June 2020. This number increase by 600,000 from 1.4 million workers in 2011.

Chart E: Employed persons by citizenship, 1990-2019

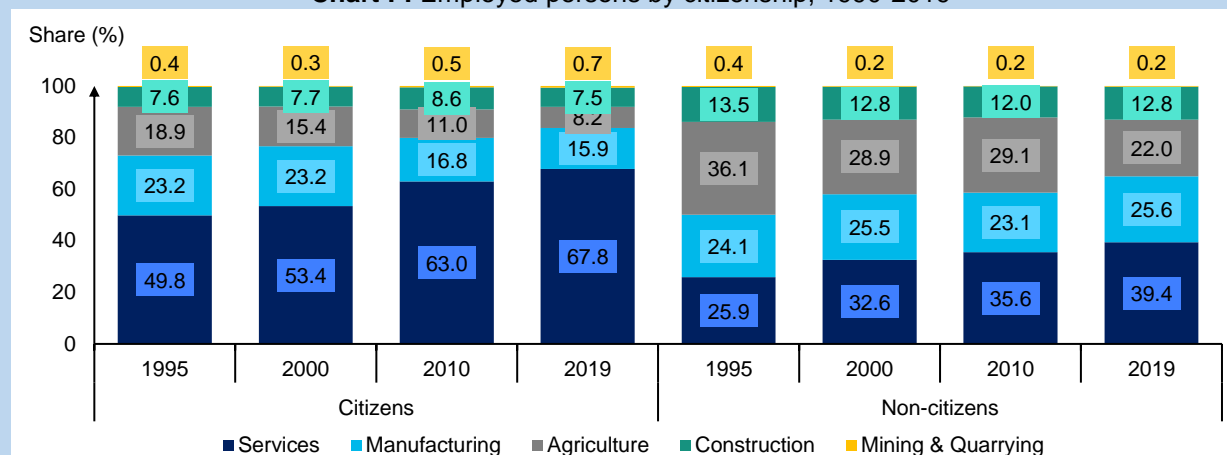


Source: Labour Force Survey, selected years, DOSM

Note: CAGR - Compounded Annual Growth Rate

In 1995, the share of non-citizens employment was concentrated in Agriculture sector, comprising of 36.1 per cent, followed by 25.9 per cent in the Services sector. In line with the changes in the economic structure with more emphasis given to increase the value added of the Services sector, the share of employed non-citizens in the sector overtook the Agriculture sector, accounting for 32.6 percent in the year 2000. In 2019, the share of employed non-citizens in Services sector encompassed 39.4 per cent, followed by Manufacturing sector with 25.6 per cent and Agriculture sector at 22.0 percent. The share of employed non-citizens in Manufacturing and Construction sector remained consistent throughout the years. In the meantime, a gradual decline in the share of employed non-citizens is observed in the Agriculture sector. **[Chart F]**

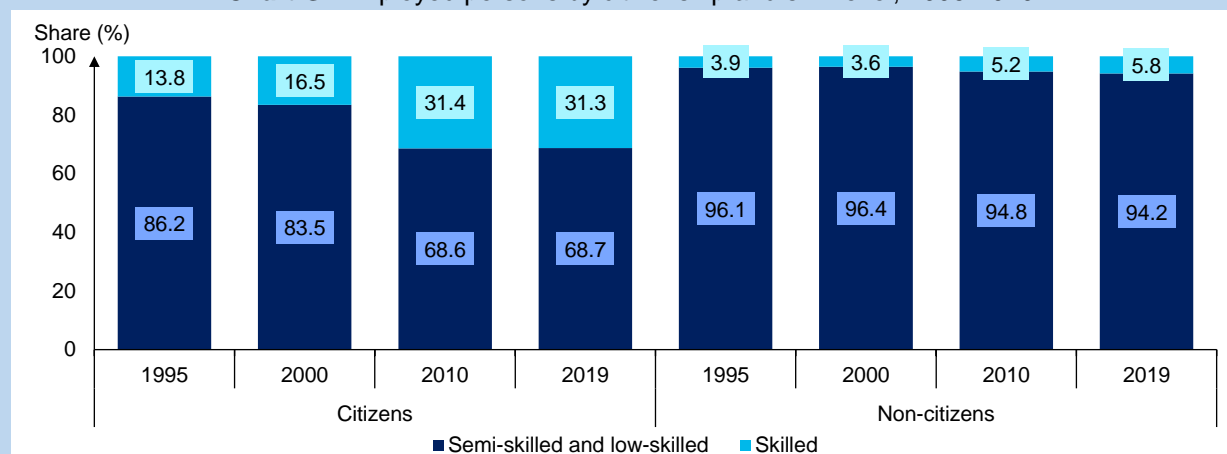
Chart F: Employed persons by citizenship, 1990-2019



Source: Authors' calculations based on Labour Force Survey, selected years, DOSM

In terms of skill category, it was recorded more than 90 per cent of non-citizen workers were in semi-skilled and low-skilled categories since 1995. This share increase gradually until 2010 although there was slight decrease by 0.6 percentage points in 2019. After experiencing economic downturn in 2009, the resumption of economy was mainly driven by the private sector activity (Bank Negara Malaysia, 2011). Thus, this resulted the increase in share of skilled non-citizen workers in 2010 onwards. **[Chart G]** Additionally, based on the number of expatriates by Immigration Department of Malaysia (2021), there were 122,869 of expatriates in 2019.

Chart G: Employed persons by citizenship and skill level, 1995-2019



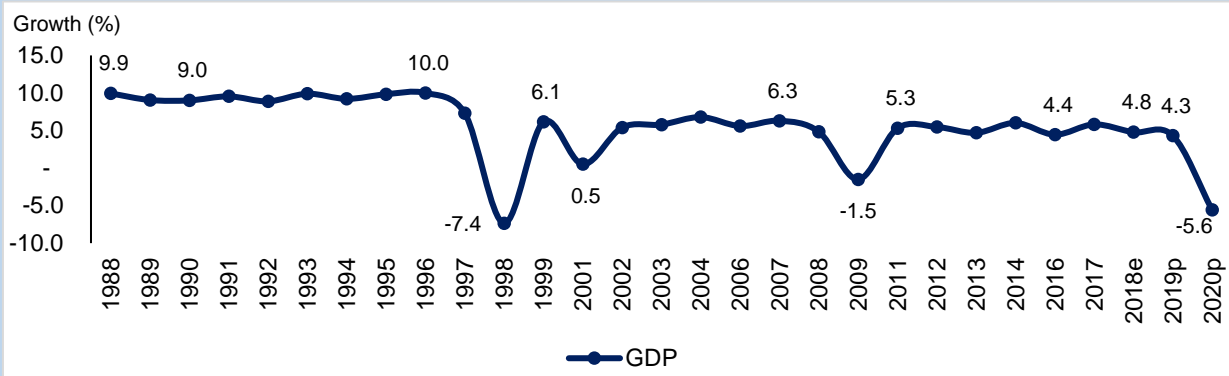
Source: Authors' calculations based on Labour Force Survey, selected years, DOSM

From the perspective of economic activities, referring to Employment and Salaries & Wages Statistics 2016 (DOSM, 2017), most of the Malaysian non-citizen workers were concentrated in Manufacturing sector in 2015 with 38.3 per cent. These workers were largely in manufacture of electrical, electronic and optical products followed by manufacture of petroleum, chemical, rubber and plastic products and manufacture of wood products, furniture, paper products and printing subsectors. Meanwhile, non-citizen workers in Construction and Agriculture sectors comprised of 32.3 and 17.3 per cent respectively.

Looking at the Malaysia's economy performance, within the last six decades, Malaysia has experienced economic transformation from high reliance to primary industry involving commodities throughout 1960s to 1970s, moving to driven by secondary industry encompassing construction, manufacturing and mining & quarrying in 1980's and 1990s; with continuous effort to increase reliance to tertiary industry namely the Services sector, especially in the high value-added sub-sectors. Between 1988 to 1997, Malaysia recorded strong economic growth surpassing 7 per cent, with the highest increase posted in 1996 at 10.0 per cent (DOSM, 2020).

The influx of foreign workers in 1990s and 2000s could be due to the continuous economic reform initiatives. After a sharp downturn in 1998 due to Asian Financial Crisis, gross domestic product rebounded by 6.1 per cent and sustained a positive growth except for decline of 1.5 per cent in 2009 because of the Global Financial Crisis, and a drastic fall of 5.6 per cent in 2020 due to COVID-19. [Chart H]

Chart H: Gross domestic products by sectors at constant price, 1988-2020p

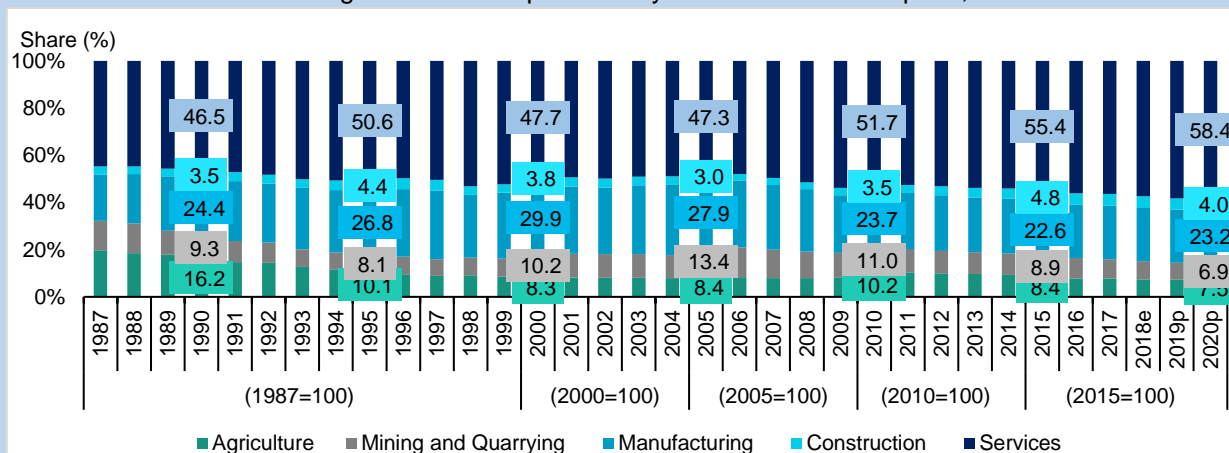


Source: Time Series of National Account, DOSM
Notes: e - estimate; p – preliminary

By economic sector, the value added of the Manufacturing sector consistently posted double digit growth in the 1990s. The share of value added of Manufacturing sector increased from 24.4 per cent in 1990 to 23.2 per cent in 2020. Reform strategies of the Manufacturing sector has shown its effectiveness as foreign investment to the sector increased from RM 2.1 billion in 1987 to RM17.6 billion in 1990, where investment from Japan, Taiwan, South Korea and Hong Kong were expanded as a result of fiscal incentives to promote manufacturing activities (Kanapathy, 2001). In addition, the increase in the share of value added for the sector was also attributed by continuous progress in export-oriented industry coupled with efforts to increase production efficiency.

Strong increase of value added for the Construction sector was also observed due to implementation of numerous mega projects of civil, residential and non-residential construction activities within the period of 1990's to early 2000s (Khan, Liew & Ghazali, 2014). Among the mega projects that were undertaken during this period were Petronas Twin Towers, Kuala Lumpur International Airport; North South Expressway; Maju Express Way; Penang Bridge; Strom Water Management and Road Tunnels; Commonwealth Games Village; Pavilion and Bangsar Apartments; and Prince Court Medical Centre. [Chart I]

Chart I: Share of gross domestic products by sectors at constant price, 1987-2020p



Source: Time Series of National Account, DOSM
Notes: 1. e - estimate; p - preliminary
 2. Calculation of share exclude import duty

With the reform in economic structure as well as concerted efforts to expand the economy, had resulted in rising demand for labour to occupy the available jobs. Subsequently, coupled with rapid improvements in education system, this has caused shortages among citizens to fulfil the demand for low-skilled occupations in agriculture, construction and rudimentary jobs in manufacturing. Thus, the excess demand of low-skilled jobs had been fulfilled by the foreign workers from various countries. Due to the similarities in language, cultural and religion, Indonesian migrant workers were among the first to fill in the labour shortage (Kaur, 2010). Besides, Malaysia also signed agreement with Indonesia, Philippines, Bangladesh and Thailand so that Malaysia's employers could legally recruit workers from these countries (Kaur, 2010; World Bank, 1995).

Discussion and Conclusion

Labour migration is expected to raise competition when migrant workers substitutes local workers. It is also foreseen that the substitutions would lead to the declining wages as migrants are usually willing to accept lower wages. However, should the skills of migrants be complementary to those of local workers, this will increase the efficiency and productivity of industries, and subsequently would benefit workers in terms of higher salaries and wages. Furthermore, local workers in low-skilled occupations might face more competition from migrants because the skills needed for those jobs are easier to acquire and are less specialised. On the other hand, with the increasing number of migrants which translated into the rise of population and subsequently expanding consumer demand for goods and services. Thus, with the increasing demand, it will create more jobs as the businesses may increase production.

Looking at the positive side of migration especially for employment, it gives benefits to both parties, countries of origin and countries of destination. For example, migrant workers contribute to the development of the countries destination while the countries of origin will advantage from the skills and experiences they acquired during the migration period.

Moving forward, there are plans for Malaysia to only allow foreign workers in three sectors namely construction, plantation and agriculture (Idris, 2020). In addition, the other sectors that currently use migrant labours will be required to employ locals instead. Under Budget 2020, government established a program to develop human capital and reduce Malaysia's reliance on low-skilled foreign workers as the country shifts toward a digital economy. The incentives provided through the initiative were expected to help jobless Malaysians become self-reliant workers who could contribute to the labour market (Azmi, 2019).

As of now, under PenjanaKerjaya Incentive (Hiring Incentive), government has provided a special incentive for sectors with a high reliance on foreign workers such as construction and plantations. The incentive consists of providing 60 per cent of monthly wages whereby 40 per cent will be channelled to the employer while 20 per cent will be channelled as a wage top up to the local worker replacing the foreign worker.

Moving forward, adoption of automation and digitalisation were seen to drive the Industrial Revolution 4.0. This will change the workplace and labour market where employees will interact more with the technologies machines such as Artificial Intelligence (AI). This human-machine interaction technology will give benefits in the form of higher productivity and improve the economic performance. Thus, demanded skills such as in technological and digital will raise which required workers to enhance their existing skills or acquire new ones. This may also result to less reliance on low skilled foreign labour and improving local workers' skills.

Disclaimer

The views expressed are those of the authors and do not necessarily represent the view of the DOSM.

Acknowledgements

We would like to express our appreciation to Dato' Sri Dr. Mohd Uzir Mahidin, Chief Statistician Malaysia for his idea and encouragement for the authors to produce this article. The assistance and advice provided by Noraliza Mohamad Ali has been a great help in redrafting this article. The authors are also grateful to fellow colleagues at Malaysian Bureau of Labour Statistics for the contributions in moderating this article and in that line improved this article significantly.

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Table A: Labour Supply, Malaysia, Q1 2018 - Q4 2020

1. Profile of Labour Force

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Labour force	('000)	15,192.4	15,278.3	15,381.3	15,449.9	15,526.8	15,598.8	15,674.3	15,766.7	15,790.1	15,675.5	15,840.6	15,922.3
By sex													
Male	('000)	9,274.6	9,333.0	9,374.6	9,418.8	9,469.5	9,492.5	9,529.1	9,589.2	9,625.5	9,583.0	9,689.3	9,738.4
Female	('000)	5,917.9	5,945.3	6,006.7	6,031.1	6,057.3	6,106.3	6,145.2	6,177.5	6,164.6	6,092.5	6,151.3	6,183.9
By age group													
15-24	('000)	2,671.7	2,721.3	2,725.7	2,795.9	2,725.4	2,756.4	2,825.9	2,820.2	2,648.9	2,622.2	2,566.6	2,585.8
25-34	('000)	5,228.6	5,225.5	5,178.8	5,282.5	5,313.5	5,264.8	5,224.6	5,408.7	5,383.1	5,321.2	5,297.7	5,429.5
35-44	('000)	3,528.7	3,581.8	3,604.3	3,566.3	3,666.2	3,665.0	3,724.5	3,688.7	3,785.7	3,765.6	3,819.4	3,832.0
45-54	('000)	2,563.6	2,572.7	2,648.3	2,598.9	2,591.1	2,669.5	2,640.3	2,641.3	2,624.7	2,643.6	2,711.4	2,675.2
55-64	('000)	1,199.7	1,176.9	1,224.1	1,206.2	1,230.6	1,243.1	1,259.1	1,207.8	1,347.7	1,322.9	1,445.5	1,399.9
By ethnic group													
Citizens	('000)	12,868.0	13,009.6	13,255.7	13,040.4	13,208.6	13,307.7	13,522.6	13,339.1	13,466.8	13,322.1	13,481.7	13,719.8
Bumiputera	('000)	8,566.8	8,674.4	8,804.1	8,702.3	8,765.8	8,814.3	8,908.1	8,939.6	8,958.8	8,818.3	8,926.1	9,072.3
Chinese	('000)	3,245.3	3,290.4	3,367.7	3,282.9	3,342.8	3,385.4	3,506.5	3,313.8	3,385.3	3,387.2	3,460.7	3,461.0
Indians	('000)	938.8	936.3	964.5	942.9	982.6	995.9	994.1	972.3	1,002.0	1,006.0	992.3	1,066.5
Others	('000)	117.1	108.6	119.4	112.4	117.4	112.0	114.0	113.4	120.7	110.5	102.6	120.1
Non-citizens	('000)	2,324.4	2,268.6	2,125.6	2,409.4	2,318.2	2,291.1	2,151.7	2,427.6	2,323.3	2,353.5	2,358.9	2,202.5
By educational attainment													
No formal education	('000)	485.5	409.9	441.3	437.6	437.9	472.3	472.5	470.9	448.4	442.5	382.2	358.0
Primary	('000)	2,073.1	2,069.8	1,865.3	1,934.0	1,948.2	1,835.8	1,795.3	1,919.8	1,809.6	1,618.7	1,655.5	1,642.3
Secondary	('000)	8,436.9	8,372.2	8,577.2	8,604.3	8,519.9	8,807.7	8,680.4	8,777.7	8,834.3	8,783.0	8,771.5	8,591.5
Tertiary	('000)	4,196.9	4,426.3	4,497.5	4,474.0	4,620.8	4,483.0	4,726.1	4,598.3	4,697.9	4,831.3	5,031.5	5,330.4
Labour force participation rate	(%)	68.2	68.4	68.5	68.6	68.7	68.8	68.9	69.1	68.8	68.1	68.4	68.5
By sex													
Male	(%)	80.3	80.5	80.6	80.7	80.9	80.8	80.9	81.1	80.8	80.2	80.5	80.7
Female	(%)	55.1	55.3	55.5	55.6	55.7	55.8	56.0	56.1	55.8	55.0	55.3	55.3
By age group													
15-24	(%)	43.8	44.3	44.2	45.2	44.6	45.0	46.0	45.9	43.3	42.8	41.8	42.4
25-34	(%)	86.1	85.8	84.8	86.2	86.7	85.2	84.4	86.7	86.0	84.7	84.4	85.5
35-44	(%)	82.6	83.8	83.7	82.7	83.3	83.1	84.0	83.0	83.5	82.8	83.1	83.0
45-54	(%)	76.2	76.3	78.0	76.5	76.3	78.2	77.1	76.9	76.7	76.9	78.3	77.0
55-64	(%)	48.6	47.6	49.3	48.3	48.2	48.5	48.9	46.9	51.4	50.2	53.6	51.8
By ethnic group													
Citizens	(%)	65.8	66.3	66.1	65.9	66.5	66.7	67.6	66.4	66.7	65.8	66.1	67.0
Bumiputera	(%)	65.0	65.6	70.7	65.1	65.3	65.3	65.7	65.6	65.3	64.1	64.4	65.1
Chinese	(%)	68.3	68.9	66.0	68.8	69.9	69.9	73.2	69.1	70.5	70.4	71.4	71.4
Indians	(%)	64.5	65.7	66.0	64.0	66.8	66.8	67.1	65.5	67.0	67.2	66.0	70.8
Others	(%)	67.6	82.6	67.2	66.0	68.5	68.5	67.5	68.5	69.5	62.2	61.7	66.5
Non-citizens	(%)	85.5	83.0	77.8	87.8	84.6	83.5	77.9	88.2	84.2	84.7	84.9	79.3
By educational attainment													
No formal education	(%)	62.6	57.3	56.3	60.4	61.3	62.4	59.7	63.4	63.7	61.7	58.7	55.9
Primary	(%)	72.0	71.4	69.3	71.9	72.0	71.2	69.7	72.4	71.8	70.0	70.7	69.9
Secondary	(%)	67.3	68.0	69.1	68.5	67.8	68.5	68.2	68.4	67.6	67.1	66.9	63.6
Tertiary	(%)	68.8	68.8	68.5	68.3	69.9	69.0	70.8	69.7	70.5	70.0	71.4	79.0

Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

Table A: Labour Supply, Malaysia, Q1 2018 - Q4 2020

2. Profile of Employed Persons

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Employed	(’000)	14,683.6	14,767.2	14,856.8	14,933.4	15,010.2	15,078.2	15,162.1	15,254.5	15,243.5	14,883.7	15,095.6	15,161.6
By sex													
Male	(’000)	8,976.4	9,035.6	9,074.1	9,137.4	9,149.6	9,175.5	9,228.7	9,290.8	9,294.5	9,129.1	9,229.8	9,273.1
Female	(’000)	5,707.2	5,731.6	5,782.7	5,796.0	5,860.5	5,902.7	5,933.5	5,963.7	5,949.0	5,754.7	5,865.8	5,888.6
By age group													
15-24	(’000)	2,361.3	2,437.2	2,416.1	2,502.2	2,445.7	2,469.4	2,537.3	2,541.3	2,357.5	2,295.5	2,244.2	2,257.9
25-34	(’000)	5,084.4	5,072.2	5,030.7	5,125.9	5,150.4	5,104.2	5,057.7	5,249.6	5,217.8	5,047.0	5,064.0	5,169.8
35-44	(’000)	3,497.2	3,539.4	3,564.3	3,528.1	3,623.7	3,625.2	3,693.3	3,645.1	3,740.2	3,679.6	3,738.6	3,755.4
45-54	(’000)	2,544.5	2,547.9	2,625.7	2,580.0	2,567.2	2,644.6	2,619.7	2,617.8	2,590.2	2,575.9	2,664.5	2,624.0
55-64	(’000)	1,196.1	1,170.5	1,219.9	1,197.2	1,223.0	1,234.9	1,254.2	1,200.8	1,337.8	1,285.7	1,384.2	1,354.6
By ethnic group													
Citizens	(’000)	12,396.8	12,536.4	12,783.7	12,566.8	12,732.7	12,831.4	13,056.4	12,867.1	12,986.9	12,636.2	12,841.6	13,065.0
Bumiputera	(’000)	8,227.0	8,335.4	8,473.8	8,367.9	8,438.4	8,481.7	8,572.5	8,605.8	8,617.8	8,356.4	8,528.3	8,648.7
Chinese	(’000)	3,171.1	3,212.1	3,285.9	3,198.8	3,249.7	3,295.9	3,429.6	3,238.3	3,303.2	3,242.5	3,288.2	3,306.7
Indians	(’000)	887.3	888.2	912.0	892.1	934.8	949.8	947.8	913.9	954.4	934.7	932.7	1,004.0
Others	(’000)	111.5	100.7	112.0	108.1	109.8	103.9	106.5	109.1	111.5	102.5	92.3	105.6
Non-citizens	(’000)	2,286.7	2,230.8	2,073.1	2,366.5	2,277.4	2,246.9	2,105.7	2,387.4	2,256.6	2,247.5	2,254.1	2,096.6
By educational attainment													
No formal education	(’000)	461.4	396.4	420.8	425.4	430.1	457.1	457.3	459.2	423.3	413.9	354.5	339.8
Primary	(’000)	2,048.0	2,034.9	1,829.1	1,895.4	1,916.1	1,801.7	1,755.6	1,894.7	1,759.9	1,556.0	1,582.5	1,576.1
Secondary	(’000)	8,149.7	8,098.0	8,274.7	8,330.9	8,220.6	8,504.1	8,418.3	8,470.4	8,532.5	8,326.5	8,367.0	8,194.9
Tertiary	(’000)	4,024.4	4,237.8	4,332.1	4,281.6	4,443.4	4,315.3	4,531.1	4,430.2	4,527.8	4,587.3	4,791.7	5,050.9
By status in employment													
Employer	(’000)	507.9	521.8	589.4	565.9	572.6	569.6	596.7	520.7	585.1	499.6	451.4	485.1
Employee	(’000)	10,703.7	10,737.8	10,668.7	10,767.6	11,043.5	11,253.0	11,404.0	11,580.2	11,378.2	11,270.4	11,526.7	11,703.8
Own account worker	(’000)	2,803.4	2,815.8	2,919.6	2,921.9	2,819.3	2,676.8	2,626.7	2,588.3	2,658.8	2,516.3	2,533.3	2,439.5
Unpaid family worker	(’000)	668.6	691.7	679.1	678.0	574.7	578.9	534.8	565.3	621.4	597.4	584.3	533.3
By occupation													
Managers	(’000)	626.4	653.7	705.2	698.8	698.8	736.5	735.3	665.1	683.0	774.8	752.0	846.5
Professionals	(’000)	1,797.2	1,831.2	1,828.7	1,885.0	1,941.6	1,879.5	1,851.8	1,907.2	1,958.6	1,923.9	1,910.5	1,942.2
Technicians and associate professionals	(’000)	1,494.1	1,549.0	1,585.2	1,515.8	1,532.1	1,514.6	1,612.7	1,631.5	1,614.1	1,564.2	1,732.4	1,775.1
Clerical support workers	(’000)	1,260.1	1,246.8	1,211.8	1,229.1	1,258.8	1,277.3	1,335.9	1,336.1	1,371.6	1,318.8	1,302.4	1,322.5
Service and sales workers	(’000)	3,287.4	3,405.2	3,556.9	3,638.1	3,451.9	3,503.6	3,628.3	3,480.2	3,572.9	3,531.1	3,514.1	3,535.1
Skilled agricultural, forestry, livestock and fishery workers	(’000)	922.8	939.7	915.2	897.1	921.2	919.2	857.3	917.1	945.4	921.3	872.6	900.0
Craft and related trades workers	(’000)	1,609.2	1,607.3	1,611.6	1,526.2	1,551.9	1,512.4	1,443.3	1,381.6	1,385.0	1,383.8	1,425.5	1,299.7
Plant and machine-operators and assemblers	(’000)	1,805.7	1,742.6	1,751.7	1,737.5	1,667.1	1,806.3	1,874.0	1,882.7	1,772.2	1,641.2	1,713.7	1,799.3
Elementary occupations	(’000)	1,880.6	1,791.7	1,690.6	1,805.7	1,986.7	1,928.9	1,823.5	2,053.0	1,940.5	1,824.7	1,872.4	1,741.3
By skill													
Skilled	(’000)	3,917.7	4,033.9	4,119.1	4,099.6	4,172.5	4,130.6	4,199.8	4,203.8	4,255.7	4,262.9	4,394.9	4,563.8
Semi-skilled	(’000)	8,885.2	8,941.6	9,047.2	9,028.0	8,850.9	9,018.8	9,138.8	8,997.7	9,047.1	8,796.2	8,828.3	8,856.6
Low-skilled	(’000)	1,880.6	1,791.7	1,690.6	1,805.7	1,986.7	1,928.9	1,823.5	2,053.0	1,940.5	1,824.7	1,872.4	1,741.3
Employment to population ratio	(%)	65.9	66.1	66.2	66.3	66.4	66.5	66.6	66.8	66.4	64.6	65.2	65.2

Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

Table A: Labour Supply, Malaysia, Q1 2018 - Q4 2020

3. Profile of Underemployment

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Working less than 30 hours	(’000)	461.1	497.2	442.4	370.0	352.6	374.3	326.6	304.0	667.5	789.6	403.8	533.7
By sex													
Male	(’000)	172.9	207.7	172.7	140.9	143.7	171.5	118.9	112.3	320.1	444.0	151.4	345.6
Female	(’000)	288.2	289.5	269.7	229.0	209.0	202.8	207.6	191.8	347.4	345.7	252.4	188.0
By age group													
15-24	(’000)	61.2	75.5	56.4	39.2	52.2	43.6	42.5	39.1	91.0	134.6	116.1	165.5
25-34	(’000)	118.4	132.4	96.7	80.4	90.9	84.1	73.6	62.9	189.1	229.1	118.0	189.5
35-44	(’000)	98.7	101.3	98.3	78.9	68.9	87.8	79.7	72.8	146.5	182.0	72.1	71.0
45 and above	(’000)	182.9	188.0	191.0	171.4	140.7	158.8	130.8	129.3	240.9	244.0	97.6	107.6
Time-related underemployment	(’000)	242.3	231.7	235.5	204.1	210.5	204.5	178.7	170.7	383.2	413.5	300.8	369.1
By sex													
Male	(’000)	102.4	108.1	116.5	88.1	98.0	107.2	70.4	69.2	183.2	257.6	102.3	267.8
Female	(’000)	139.9	123.5	119.0	115.9	112.5	97.2	108.2	101.5	199.9	156.0	198.5	101.3
By age group													
15-24	(’000)	37.3	40.2	43.4	30.8	43.6	32.0	28.6	28.7	63.2	76.3	108.4	130.3
25-34	(’000)	72.9	65.8	54.4	47.5	61.4	53.8	44.8	44.2	114.1	99.3	97.2	117.4
35-44	(’000)	52.3	43.2	49.4	44.0	36.9	45.7	50.9	40.6	82.4	106.1	47.4	53.1
45 and above	(’000)	79.7	82.5	88.3	81.7	68.6	73.0	54.4	57.1	123.5	131.9	47.8	68.4
Skill-related underemployment	(’000)	1,306.9	1,408.1	1,446.3	1,404.0	1,460.8	1,417.2	1,554.5	1,540.9	1,637.3	1,674.1	1,762.7	1,886.8
By sex													
Male	(’000)	629.2	647.2	704.1	667.8	673.2	665.3	699.3	746.8	815.1	847.7	865.9	1,039.9
Female	(’000)	677.7	760.9	742.2	736.2	787.6	751.9	855.2	794.1	822.2	826.4	896.9	847.0
By age group													
15-24	(’000)	279.2	314.5	351.3	337.2	329.5	338.6	393.5	348.4	338.3	393.7	405.1	352.9
25-34	(’000)	629.2	687.4	683.3	679.1	696.4	666.0	705.8	732.4	786.3	701.9	811.4	876.7
35-44	(’000)	259.0	257.7	266.9	245.4	263.0	259.7	279.1	287.4	310.8	331.6	355.3	430.4
45 and above	(’000)	139.5	148.4	144.8	142.3	172.0	152.8	176.0	172.7	201.8	246.9	190.9	226.8

Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

Table A: Labour Supply, Malaysia, Q1 2018 - Q4 2020

4. Profile of Unemployment

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Unemployed	(’000)	508.9	511.1	524.4	516.5	516.6	520.6	512.1	512.2	546.6	791.8	745.0	760.7
By unemployed category													
Actively unemployed	(’000)	353.0	333.3	347.7	339.9	373.1	383.3	371.3	363.0	356.9	485.7	592.2	633.7
By duration of unemployment													
Less than 3 month	(’000)	150.6	143.5	171.3	161.6	171.6	172.6	164.1	164.6	159.0	240.7	294.2	288.6
3 month to less than 6 month	(’000)	113.3	119.6	92.2	93.3	95.2	123.6	119.5	109.8	94.7	149.9	152.9	188.5
6 month to less than 1 year	(’000)	47.6	43.8	45.7	45.5	62.2	54.2	53.9	46.9	57.7	64.2	92.0	89.0
More than 1 year	(’000)	41.4	26.4	38.5	39.6	44.2	32.9	33.7	41.7	45.5	30.8	53.1	67.6
Inactively unemployed	(’000)	155.9	177.8	176.7	176.6	143.5	137.3	140.8	149.2	189.7	306.1	152.8	127.0
Unemployment rate	(%)	3.3	3.3	3.4	3.3	3.3	3.3	3.3	3.2	3.5	5.1	4.7	4.8
By sex													
Male	(%)	3.2	3.2	3.2	3.0	3.4	3.3	3.2	3.1	3.4	4.7	4.7	4.8
Female	(%)	3.6	3.6	3.7	3.9	3.2	3.3	3.4	3.5	3.5	5.5	4.6	4.8
By age group													
15-24	(%)	11.6	10.4	11.4	10.5	10.3	10.4	10.2	9.9	11.0	12.5	12.6	12.7
25-34	(%)	2.8	2.9	2.9	3.0	3.1	3.1	3.2	2.9	3.1	5.2	4.4	4.8
35-44	(%)	0.9	1.2	1.1	1.1	1.2	1.1	0.8	1.2	1.2	2.3	2.1	2.0
45-54	(%)	0.7	1.0	0.9	0.7	0.9	0.9	0.8	0.9	1.3	2.6	1.7	1.9
55-64	(%)	0.3	0.5	0.3	0.7	0.6	0.7	0.4	0.6	0.7	2.8	4.2	3.2

Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

5. Profile of Outside Labour Force

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Outside labour force	(’000)	7,093.7	7,073.4	7,077.9	7,070.7	7,064.2	7,088.1	7,088.7	7,066.1	7,163.1	7,350.5	7,324.6	7,318.4
By sex													
Male	(’000)	2,278.7	2,259.3	2,262.5	2,257.6	2,241.5	2,255.0	2,252.5	2,233.3	2,280.7	2,364.7	2,342.5	2,325.1
Female	(’000)	4,815.1	4,814.1	4,815.4	4,813.1	4,822.7	4,833.0	4,836.2	4,832.8	4,882.5	4,985.8	4,982.1	4,993.2
By age group													
15-24	(’000)	3,433.2	3,419.9	3,443.0	3,390.8	3,384.8	3,363.7	3,316.2	3,321.1	3,467.8	3,509.0	3,568.7	3,516.5
25-34	(’000)	844.9	866.7	925.2	847.3	813.6	913.3	962.8	827.3	873.6	954.3	972.1	918.9
35-44	(’000)	745.3	693.1	703.9	745.1	734.3	746.4	709.8	753.1	746.2	783.5	778.8	783.1
45-54	(’000)	799.0	799.7	744.9	798.7	807.0	744.9	786.1	795.6	798.9	792.0	751.8	797.8
55-64	(’000)	1,271.3	1,294.1	1,260.9	1,288.9	1,324.5	1,319.8	1,313.8	1,368.9	1,276.7	1,311.6	1,253.3	1,302.1
By reason for not seeking work													
Schooling/ training program	(’000)	2,869.0	2,876.8	2,995.8	3,088.3	2,975.8	2,875.9	2,867.5	3,051.4	3,082.8	3,115.5	2,872.1	3,109.4
Housework/ family	(’000)	2,982.4	2,945.9	2,941.0	2,900.0	2,910.6	2,973.3	2,982.0	2,940.8	3,036.4	3,179.1	3,223.0	3,102.0
Going for further studies	(’000)	225.2	231.7	96.7	39.4	142.9	181.7	72.6	38.4	97.8	159.5	178.7	148.9
Disabled	(’000)	300.5	301.8	335.8	320.1	305.4	296.9	385.2	308.8	306.6	283.1	216.2	169.9
Not interested/ just completed study	(’000)	92.5	80.1	100.5	89.1	79.9	78.2	72.8	56.3	47.4	55.6	236.2	127.0
Retired/ old age	(’000)	624.1	637.2	608.1	633.2	649.6	682.1	708.6	670.4	592.1	557.6	598.3	661.1

Source: Labour Force Survey Report, Malaysia, Q4 2020, DOSM

Table B: Labour Demand, Malaysia, Q1 2018 - Q4 2020

1. Jobs, Filled Jobs, Vacancies, Jobs Created & Rate of Filled Jobs and Rate of Vacancies

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total													
Jobs	('000)	8,467.8	8,474.1	8,530.2	8,542.2	8,549.3	8,619.3	8,651.6	8,661.4	8,566.5	8,383.4	8,472.1	8,457.1
Filled jobs	('000)	8,265.5	8,273.8	8,335.6	8,344.6	8,348.8	8,401.4	8,448.9	8,463.5	8,400.6	8,213.9	8,292.8	8,281.2
Vacancies	('000)	202.3	200.4	194.6	197.6	200.5	217.9	202.6	198.0	166.0	169.5	179.3	175.9
Jobs created	('000)	28.7	27.3	21.5	23.6	23.5	27.2	28.1	25.2	21.9	13.7	21.0	16.7
Rate of Filled Jobs	(%)	97.6	97.6	97.7	97.7	97.7	97.5	97.7	97.7	98.1	98.0	97.9	97.9
Rate of Vacancies	(%)	2.4	2.4	2.3	2.3	2.3	2.5	2.3	2.3	1.9	2.0	2.1	2.1
By economic activity													
Agriculture													
Jobs	('000)	474.5	486.6	476.4	481.5	491.9	505.2	493.8	487.0	483.4	478.2	473.8	472.6
Filled jobs	('000)	445.0	457.1	452.6	455.6	463.3	475.1	468.9	458.7	457.0	450.1	443.7	443.1
Vacancies	('000)	29.5	29.5	23.7	25.9	28.6	30.2	24.9	28.4	26.5	28.2	30.2	29.5
Jobs created	('000)	2.5	2.6	1.5	2.5	2.2	2.3	3.2	3.1	1.1	0.4	0.9	0.7
Rate of Filled Jobs	(%)	93.8	93.9	95.0	94.6	94.2	94.0	95.0	94.2	94.5	94.1	93.6	93.8
Rate of Vacancies	(%)	6.2	6.1	5.0	5.4	5.8	6.0	5.0	5.8	5.5	5.9	6.4	6.2
Mining & Quarrying													
Jobs	('000)	81.9	82.0	82.0	82.0	82.2	84.1	81.3	82.5	80.1	79.0	79.5	79.4
Filled jobs	('000)	81.6	81.6	81.7	81.7	81.7	83.7	80.8	82.2	79.8	78.7	79.1	78.9
Vacancies	('000)	0.3	0.3	0.4	0.3	0.4	0.3	0.5	0.3	0.3	0.3	0.4	0.4
Jobs created	('000)	0.3	0.2	0.1	0.1	0.2	0.2	0.2	0.1	0.1	0.0	0.1	0.1
Rate of Filled Jobs	(%)	99.6	99.6	99.6	99.7	99.5	99.6	99.4	99.7	99.6	99.6	99.5	99.4
Rate of Vacancies	(%)	0.4	0.4	0.4	0.3	0.5	0.4	0.6	0.3	0.4	0.4	0.5	0.6
Manufacturing													
Jobs	('000)	2,216.0	2,218.7	2,231.5	2,244.6	2,240.4	2,269.6	2,285.7	2,283.7	2,251.2	2,232.2	2,253.6	2,257.0
Filled jobs	('000)	2,107.9	2,110.6	2,123.4	2,132.0	2,131.5	2,148.4	2,172.8	2,174.3	2,160.8	2,138.7	2,153.3	2,159.2
Vacancies	('000)	108.1	108.2	108.1	112.7	109.0	121.2	112.9	109.4	90.3	93.5	100.4	97.8
Jobs created	('000)	7.4	5.7	3.6	3.6	4.1	5.7	6.0	3.4	4.3	5.5	9.0	6.8
Rate of Filled Jobs	(%)	95.1	95.1	95.2	95.0	95.1	94.7	95.1	95.2	96.0	95.8	95.5	95.7
Rate of Vacancies	(%)	4.9	4.9	4.8	5.0	4.9	5.3	4.9	4.8	4.0	4.2	4.5	4.3
Construction													
Jobs	('000)	1,315.2	1,312.4	1,328.8	1,312.9	1,297.4	1,309.9	1,319.1	1,331.1	1,304.5	1,250.8	1,283.0	1,280.1
Filled jobs	('000)	1,294.0	1,290.5	1,306.3	1,291.4	1,277.7	1,287.6	1,295.8	1,308.3	1,286.1	1,232.6	1,262.4	1,258.9
Vacancies	('000)	21.2	21.9	22.5	21.4	19.8	22.3	23.3	22.8	18.4	18.2	20.6	21.2
Jobs created	('000)	4.7	5.1	4.5	5.7	4.7	5.3	5.2	7.0	5.0	3.6	2.9	2.7
Rate of Filled Jobs	(%)	98.4	98.3	98.3	98.4	98.5	98.3	98.2	98.3	98.6	98.5	98.4	98.3
Rate of Vacancies	(%)	1.6	1.7	1.7	1.6	1.5	1.7	1.8	1.7	1.4	1.5	1.6	1.7
Services													
Jobs	('000)	4,380.2	4,374.4	4,411.4	4,421.2	4,437.4	4,450.5	4,471.7	4,477.1	4,447.4	4,343.2	4,382.1	4,368.0
Filled jobs	('000)	4,337.0	4,334.0	4,371.5	4,383.8	4,394.7	4,406.7	4,430.7	4,440.0	4,416.9	4,313.8	4,354.2	4,341.0
Vacancies	('000)	43.1	40.5	39.9	37.4	42.7	43.9	41.1	37.1	30.5	29.4	27.9	27.0
Jobs created	('000)	13.8	13.7	11.7	11.8	12.3	13.7	13.5	11.7	11.5	4.2	8.2	6.4
Rate of Filled Jobs	(%)	99.0	99.1	99.1	99.2	99.0	99.0	99.1	99.2	99.3	99.3	99.4	99.4
Rate of Vacancies	(%)	1.0	0.9	0.9	0.8	1.0	1.0	0.9	0.8	0.7	0.7	0.6	0.6

Source: Employment Statistics, Malaysia, Q4 2020, DOSM

Table B: Labour Demand, Malaysia, Q1 2018 - Q4 2020

2. Skilled, Semi-skilled, Low-Skilled and Rate of Filled Jobs and Rate of Vacancies

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total													
Jobs	('000)	8,467.8	8,474.1	8,530.2	8,542.2	8,549.3	8,619.3	8,651.6	8,661.4	8,566.5	8,383.4	8,472.1	8,457.1
Filled jobs	('000)	8,265.5	8,273.8	8,335.6	8,344.6	8,348.8	8,401.4	8,448.9	8,463.5	8,400.6	8,213.9	8,292.8	8,281.2
Vacancies	('000)	202.3	200.4	194.6	197.6	200.5	217.9	202.6	198.0	166.0	169.5	179.3	175.9
Jobs created	('000)	28.7	27.3	21.5	23.6	23.5	27.2	28.1	25.2	21.9	13.7	21.0	16.7
Rate of Filled Jobs	(%)	97.6	97.6	97.7	97.7	97.7	97.5	97.7	97.7	98.1	98.0	97.9	97.9
Rate of Vacancies	(%)	2.4	2.4	2.3	2.3	2.3	2.5	2.3	2.3	1.9	2.0	2.1	2.1
Skill													
Skilled													
Jobs	('000)	2,054.9	2,059.2	2,075.2	2,082.2	2,080.4	2,105.7	2,117.0	2,100.7	2,081.4	2,058.2	2,069.1	2,065.5
Filled jobs	('000)	2,004.4	2,008.5	2,025.4	2,034.9	2,033.8	2,050.7	2,064.7	2,052.4	2,038.8	2,019.0	2,028.4	2,024.9
Vacancies	('000)	50.5	50.7	49.9	47.2	46.6	55.0	52.4	48.3	42.6	39.2	40.7	40.5
Jobs created	('000)	12.6	12.8	9.4	10.7	10.5	12.1	10.4	11.7	10.9	3.6	5.9	4.9
Rate of Filled Jobs	(%)	97.5	97.5	97.6	97.7	97.8	97.4	97.5	97.7	98.0	98.1	98.0	98.0
Rate of Vacancies	(%)	2.5	2.5	2.4	2.3	2.2	2.6	2.5	2.3	2.0	1.9	2.0	2.0
Semi-skilled													
Jobs	('000)	5,270.1	5,274.9	5,312.0	5,312.0	5,327.8	5,367.0	5,394.7	5,407.7	5,345.9	5,210.3	5,277.6	5,278.7
Filled jobs	('000)	5,160.3	5,167.2	5,208.5	5,203.5	5,212.2	5,244.8	5,286.4	5,299.3	5,259.1	5,117.7	5,177.8	5,180.5
Vacancies	('000)	109.7	107.7	103.5	108.5	115.6	122.2	108.3	108.5	86.8	92.6	99.8	98.2
Jobs created	('000)	13.9	13.3	11.1	11.6	11.5	13.2	14.7	11.7	9.7	9.1	13.1	10.6
Rate of Filled Jobs	(%)	97.9	98.0	98.1	98.0	97.8	97.7	98.0	98.0	98.4	98.2	98.1	98.1
Rate of Vacancies	(%)	2.1	2.0	1.9	2.0	2.2	2.3	2.0	2.0	1.6	1.8	1.9	1.9
Low-skilled													
Jobs	('000)	1,142.8	1,140.0	1,142.9	1,148.0	1,141.2	1,146.6	1,139.9	1,153.0	1,139.2	1,115.0	1,125.4	1,112.9
Filled jobs	('000)	1,100.8	1,098.1	1,101.7	1,106.1	1,102.9	1,105.9	1,097.9	1,111.8	1,102.6	1,077.3	1,086.6	1,075.8
Vacancies	('000)	42.0	41.9	41.2	41.9	38.3	40.7	42.0	41.2	36.6	37.8	38.8	37.2
Jobs created	('000)	2.2	1.3	1.0	1.3	1.4	1.8	3.0	1.9	1.3	1.0	2.1	1.2
Rate of Filled Jobs	(%)	96.3	96.3	96.4	96.4	96.6	96.4	96.3	96.4	96.8	96.6	96.6	96.7
Rate of Vacancies	(%)	3.7	3.7	3.6	3.6	3.4	3.6	3.7	3.6	3.2	3.4	3.4	3.3

Source: Employment Statistics, Malaysia, Q4 2020, DOSM

Table B: Labour Demand, Malaysia, Q1 2018 - Q4 2020

3. Jobs by Economic Activity and Skill

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Jobs		8,467.8	8,474.1	8,530.2	8,542.2	8,549.3	8,619.3	8,651.6	8,661.4	8,566.5	8,383.4	8,472.1	8,457.1
By economic activity													
Agriculture	('000)	474.5	486.6	476.4	481.5	491.9	505.2	493.8	487.0	483.4	478.2	473.8	472.6
Mining & Quarrying	('000)	81.9	82.0	82.0	82.0	82.2	84.1	81.3	82.5	80.1	79.0	79.5	79.4
Manufacturing	('000)	2,216.0	2,218.7	2,231.5	2,244.6	2,240.4	2,269.6	2,285.7	2,283.7	2,251.2	2,232.2	2,253.6	2,257.0
Food processing, beverages and tobacco products	('000)	279.9	278.8	280.2	281.6	276.0	280.1	285.0	283.2	282.8	285.5	287.4	286.1
Textiles, wearing apparel and leather products	('000)	96.7	95.3	92.8	91.2	93.9	95.3	96.5	95.3	90.9	85.1	80.7	81.3
Wood products, furniture, paper products and printing	('000)	304.4	303.5	306.5	306.2	306.3	313.0	313.9	313.8	305.4	294.9	297.4	293.6
Petroleum, chemical, rubber and plastic products		401.6	403.0	408.7	413.5	409.2	416.1	419.6	416.5	413.6	419.9	428.6	429.4
Non-metallic mineral products, basic metal and fabricated metal products	('000)	352.0	351.2	350.0	351.2	351.0	355.7	356.7	356.6	350.3	350.8	352.1	352.7
Electrical, electronic and optical products	('000)	569.0	571.0	577.0	584.4	585.5	587.4	592.0	596.1	588.8	579.8	590.7	597.3
Transport equipment, other manufacturing and repair	('000)	212.5	215.9	216.3	216.7	218.5	221.9	221.9	222.3	219.4	216.2	216.7	216.5
Construction	('000)	1,315.2	1,312.4	1,328.8	1,312.9	1,297.4	1,309.9	1,319.1	1,331.1	1,304.5	1,250.8	1,283.0	1,280.1
Services	('000)	4,380.2	4,374.4	4,411.4	4,421.2	4,437.4	4,450.5	4,471.7	4,477.1	4,447.4	4,343.2	4,382.1	4,368.0
Wholesale & retail trade	('000)	1,503.8	1,518.7	1,522.5	1,525.7	1,537.0	1,555.1	1,557.1	1,559.9	1,552.5	1,535.0	1,551.9	1,553.1
Food & beverages and Accommodation	('000)	802.0	805.6	814.9	832.2	819.1	831.4	837.0	852.3	836.3	768.1	790.4	792.4
Transportation and storage	('000)	393.6	390.8	387.6	389.7	391.8	389.7	386.2	386.3	387.2	379.8	378.3	374.7
Information and communication	('000)	225.8	222.1	224.7	218.5	222.8	224.2	225.1	217.4	220.8	219.4	221.5	223.6
Finance, insurance, real estate & business services	('000)	947.5	936.6	952.1	942.3	948.7	938.3	947.4	940.7	936.6	935.4	934.6	918.5
Other services	('000)	507.4	500.6	509.5	512.7	518.0	511.7	518.9	520.5	514.0	505.4	505.5	505.7
By skill													
Skilled	('000)	2,054.9	2,059.2	2,075.2	2,082.2	2,080.4	2,105.7	2,117.0	2,100.7	2,081.4	2,058.2	2,069.1	2,065.5
Semi-skilled	('000)	5,270.1	5,274.9	5,312.0	5,312.0	5,327.8	5,367.0	5,394.7	5,407.7	5,345.9	5,210.3	5,277.6	5,278.7
Low-skilled	('000)	1,142.8	1,140.0	1,142.9	1,148.0	1,141.2	1,146.6	1,139.9	1,153.0	1,139.2	1,115.0	1,125.4	1,112.9

Source: Employment Statistics, Malaysia, Q4 2020, DOSM

Table B: Labour Demand, Malaysia, Q1 2018 - Q4 2020

4. Filled jobs by Economic Activity and Skill

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Filled jobs		8,265.5	8,273.8	8,335.6	8,344.6	8,348.8	8,401.4	8,448.9	8,463.5	8,400.6	8,213.9	8,292.8	8,281.2
By economic activity													
Agriculture	('000)	445.0	457.1	452.6	455.6	463.3	475.1	468.9	458.7	457.0	450.1	443.7	443.1
Mining & Quarrying	('000)	81.6	81.6	81.7	81.7	81.7	83.7	80.8	82.2	79.8	78.7	79.1	78.9
Manufacturing	('000)	2,107.9	2,110.6	2,123.4	2,132.0	2,131.5	2,148.4	2,172.8	2,174.3	2,160.8	2,138.7	2,153.3	2,159.2
Food processing, beverages and tobacco products	('000)	267.3	266.5	266.4	265.2	264.4	267.9	272.1	270.8	270.5	272.0	274.4	272.8
Textiles, wearing apparel and leather products	('000)	91.0	90.3	88.1	87.4	89.2	90.5	92.0	91.2	87.4	82.0	77.7	78.2
Wood products, furniture, paper products and printing	('000)	288.8	288.5	290.7	290.7	290.6	296.1	297.4	296.6	293.8	284.7	286.6	283.3
Petroleum, chemical, rubber and plastic products		380.3	381.9	387.3	388.9	387.0	392.2	397.2	395.8	396.0	402.6	409.7	411.0
Non-metallic mineral products, basic metal and fabricated metal products	('000)	336.5	335.3	333.6	333.8	333.7	336.8	341.3	342.1	339.7	339.1	338.6	339.8
Elektrikal, elektronik and optical products	('000)	542.0	543.3	552.2	559.7	557.4	553.7	561.0	565.9	563.0	550.9	558.6	566.3
Transport equipment, other manufacturing and repair	('000)	202.0	204.7	205.1	206.3	209.2	211.3	211.8	211.9	210.4	207.4	207.8	207.8
Construction	('000)	1,294.0	1,290.5	1,306.3	1,291.4	1,277.7	1,287.6	1,295.8	1,308.3	1,286.1	1,232.6	1,262.4	1,258.9
Services	('000)	4,337.0	4,334.0	4,371.5	4,383.8	4,394.7	4,406.7	4,430.7	4,440.0	4,416.9	4,313.8	4,354.2	4,341.0
Wholesale & retail trade	('000)	1,488.5	1,504.2	1,509.3	1,513.8	1,524.7	1,543.7	1,546.2	1,549.9	1,545.8	1,528.7	1,544.2	1,545.5
Food & beverages and Accommodation	('000)	791.3	794.9	803.9	820.9	812.7	821.9	826.7	842.3	830.8	762.5	786.4	788.7
Transportation and storage	('000)	390.0	388.2	384.9	386.3	383.9	384.2	381.1	381.5	382.0	374.6	374.4	371.1
Information and communication	('000)	224.5	221.4	223.8	217.8	221.6	222.3	224.2	216.9	220.1	218.9	220.8	223.0
Finance, insurance, real estate & business services	('000)	938.9	928.0	943.2	935.1	939.0	928.4	938.1	932.4	927.5	928.1	926.5	910.0
Other services	('000)	503.8	497.4	506.5	510.0	512.7	506.2	514.2	517.1	510.6	501.0	502.1	502.7
By skill													
Skilled	('000)	2,004.4	2,008.5	2,025.4	2,034.9	2,033.8	2,050.7	2,064.7	2,052.4	2,038.8	2,019.0	2,028.4	2,024.9
Semi-skilled	('000)	5,160.3	5,167.2	5,208.5	5,203.5	5,212.2	5,244.8	5,286.4	5,299.3	5,259.1	5,117.7	5,177.8	5,180.5
Low-skilled	('000)	1,100.8	1,098.1	1,101.7	1,106.1	1,102.9	1,105.9	1,097.9	1,111.8	1,102.6	1,077.3	1,086.6	1,075.8

Source: Employment Statistics, Malaysia, Q4 2020, DOSM

Table B: Labour Demand, Malaysia, Q1 2018 - Q4 2020

5. Vacancies by Economic Activity and Skill

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Vacancies		202.3	200.4	194.6	197.6	200.5	217.9	202.6	198.0	166.0	169.5	179.3	175.9
By economic activity													
Agriculture	('000)	29.5	29.5	23.7	25.9	28.6	30.2	24.9	28.4	26.5	28.2	30.2	29.5
Mining & Quarrying	('000)	0.3	0.3	0.4	0.3	0.4	0.3	0.5	0.3	0.3	0.3	0.4	0.4
Manufacturing	('000)	108.1	108.2	108.1	112.7	109.0	121.2	112.9	109.4	90.3	93.5	100.4	97.8
Food processing, beverages and tobacco products	('000)	12.7	12.3	13.9	16.3	11.6	12.3	12.9	12.3	12.3	13.5	13.0	13.3
Textiles, wearing apparel and leather products	('000)	5.7	4.9	4.7	3.8	4.7	4.8	4.6	4.1	3.4	3.1	3.1	3.1
Wood products, furniture, paper products and printing	('000)	15.6	15.0	15.8	15.5	15.7	16.9	16.6	17.2	11.7	10.2	10.8	10.3
Petroleum, chemical, rubber and plastic products		21.2	21.1	21.4	24.6	22.2	23.9	22.4	20.7	17.6	17.3	18.9	18.4
Non-metallic mineral products, basic metal and fabricated metal products	('000)	15.5	15.9	16.4	17.4	17.3	19.0	15.4	14.4	10.6	11.7	13.5	12.9
Elektrical, elektronik and optical products	('000)	26.9	27.7	24.8	24.7	28.1	33.7	31.0	30.2	25.8	28.9	32.1	31.0
Transport equipment, other manufacturing and repair	('000)	10.5	11.2	11.2	10.4	9.3	10.6	10.1	10.4	9.0	8.8	8.9	8.7
Construction	('000)	21.2	21.9	22.5	21.4	19.8	22.3	23.3	22.8	18.4	18.2	20.6	21.2
Services	('000)	43.1	40.5	39.9	37.4	42.7	43.9	41.1	37.1	30.5	29.4	27.9	27.0
Wholesale & retail trade	('000)	15.3	14.5	13.3	11.9	12.3	11.4	10.8	10.0	6.7	6.3	7.8	7.6
Food & beverages and Accommodation	('000)	10.7	10.7	11.0	11.4	6.4	9.5	10.3	10.0	5.5	5.6	4.0	3.7
Transportation and storage	('000)	3.6	2.6	2.8	3.4	7.9	5.6	5.0	4.9	5.1	5.3	3.9	3.6
Information and communication	('000)	1.3	0.7	0.9	0.8	1.2	2.0	0.9	0.5	0.7	0.5	0.7	0.6
Finance, insurance, real estate & business services	('000)	8.6	8.6	9.0	7.2	9.7	9.9	9.3	8.4	9.2	7.3	8.0	8.6
Other services	('000)	3.6	3.3	3.0	2.7	5.3	5.5	4.7	3.4	3.3	4.4	3.4	3.0
By skill													
Skilled	('000)	50.5	50.7	49.9	47.2	46.6	55.0	52.4	48.3	42.6	39.2	40.7	40.5
Semi-skilled	('000)	109.7	107.7	103.5	108.5	115.6	122.2	108.3	108.5	86.8	92.6	99.8	98.2
Low-skilled	('000)	42.0	41.9	41.2	41.9	38.3	40.7	42.0	41.2	36.6	37.8	38.8	37.2

Source: Employment Statistics, Malaysia, Q4 2020, DOSM

Table B: Labour Demand, Malaysia, Q1 2018 - Q4 2020

6. Jobs Created by Economic Activity and Skill

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Jobs created		28.7	27.3	21.5	23.6	23.5	27.2	28.1	25.2	21.9	13.7	21.0	16.7
By economic activity													
Agriculture	('000)	2.5	2.6	1.5	2.5	2.2	2.3	3.2	3.1	1.1	0.4	0.9	0.7
Mining & Quarrying	('000)	0.3	0.2	0.1	0.1	0.2	0.2	0.2	0.1	0.1	0.0	0.1	0.1
Manufacturing	('000)	7.4	5.7	3.6	3.6	4.1	5.7	6.0	3.4	4.3	5.5	9.0	6.8
Food processing, beverages and tobacco products	('000)	0.4	0.3	0.2	0.2	0.2	0.4	0.5	0.2	0.2	0.4	0.4	0.2
Textiles, wearing apparel and leather products	('000)	0.2	0.2	0.1	0.1	0.1	0.3	0.3	0.1	0.1	0.0	0.2	0.2
Wood products, furniture, paper products and printing	('000)	0.6	0.6	0.3	0.3	0.4	0.5	0.5	0.4	0.3	0.1	0.5	0.4
Petroleum, chemical, rubber and plastic products		1.5	1.1	0.8	1.1	1.2	1.5	1.5	0.7	1.4	1.7	3.8	1.9
Non-metallic mineral products, basic metal and fabricated metal products	('000)	0.6	0.4	0.3	0.3	0.3	0.5	0.4	0.3	0.2	0.3	0.7	1.0
Electrical, electronic and optical products	('000)	3.4	2.9	1.5	1.2	1.5	1.8	2.1	1.3	1.6	2.6	3.2	2.5
Transport equipment, other manufacturing and repair	('000)	0.7	0.3	0.3	0.3	0.5	0.6	0.6	0.5	0.4	0.3	0.3	0.5
Construction	('000)	4.7	5.1	4.5	5.7	4.7	5.3	5.2	7.0	5.0	3.6	2.9	2.7
Services	('000)	13.8	13.7	11.7	11.8	12.3	13.7	13.5	11.7	11.5	4.2	8.2	6.4
Wholesale & retail trade	('000)	6.1	7.5	4.5	4.9	3.9	4.5	3.8	3.6	3.6	1.6	2.9	2.1
Food & beverages and Accommodation	('000)	2.2	1.8	2.1	1.9	1.1	2.2	1.7	1.0	0.5	0.1	0.4	0.4
Transportation and storage	('000)	0.8	0.5	0.8	0.5	1.6	0.9	1.3	1.1	1.7	0.5	0.8	0.4
Information and communication	('000)	1.0	1.0	0.9	1.1	0.6	0.6	0.6	0.6	0.8	0.2	0.6	0.8
Finance, insurance, real estate & business services	('000)	1.9	1.8	2.1	1.9	2.9	3.0	3.5	3.8	3.2	1.3	2.8	2.1
Other services	('000)	1.7	1.1	1.4	1.4	2.1	2.5	2.6	1.5	1.7	0.5	0.8	0.6
By skill													
Skilled	('000)	12.6	12.8	9.4	10.7	10.5	12.1	10.4	11.7	10.9	3.6	5.9	4.9
Semi-skilled	('000)	13.9	13.3	11.1	11.6	11.5	13.2	14.7	11.7	9.7	9.1	13.1	10.6
Low-skilled	('000)	2.2	1.3	1.0	1.3	1.4	1.8	3.0	1.9	1.3	1.0	2.1	1.2

Source: Employment Statistics, Malaysia, Q4 2020, DOSM

Table C: Labour Productivity, Malaysia, Q1 2018 - Q4 2020

1. Labour Productivity per Hour Worked

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Value added per hour worked	RM	38.2	39.2	40.0	41.4	39.1	40.2	41.0	42.0	40.0	46.4	41.1	41.6
By economic activity													
Agriculture	RM	24.0	24.3	27.6	26.7	24.8	24.8	28.2	25.2	23.0	28.8	28.4	25.1
Mining & Quarrying	RM	544.9	577.9	496.2	621.1	543.7	563.5	480.4	614.0	564.6	602.2	459.0	574.8
Manufacturing	RM	48.1	50.8	50.9	52.0	49.8	52.0	52.4	52.6	50.9	59.9	56.0	55.8
Vegetable and animal oils & fats and food processing	RM	28.7	31.1	30.9	32.8	28.3	30.6	30.9	31.8	27.1	41.5	34.2	29.6
Beverages and tobacco products	RM	160.3	212.2	190.5	178.4	157.1	213.2	198.5	181.6	157.8	149.4	219.1	205.5
Textiles, wearing apparel and leather products	RM	10.6	12.8	12.7	12.0	11.2	13.5	12.5	11.5	11.0	9.0	11.4	11.6
Wood products, furniture, paper products and printing	RM	26.7	26.3	26.7	26.8	29.3	28.2	28.1	27.8	30.1	32.5	30.3	30.9
Petroleum, chemical, rubber and plastic products	RM	82.0	86.4	90.8	89.9	86.6	88.1	94.4	93.4	90.4	95.4	97.5	98.4
Non-metallic mineral products, basic metal and fabricated metal products	RM	37.3	44.1	41.9	39.0	37.8	45.9	43.4	39.6	38.7	40.1	42.5	39.7
Electrical, electronic and optical products	RM	64.7	61.5	59.0	62.9	66.5	62.4	61.3	64.2	69.7	84.8	68.9	70.8
Transport equipment, other manufacturing and repair	RM	51.9	63.0	62.9	67.1	55.6	66.1	66.6	70.3	55.3	89.7	74.2	78.6
Construction	RM	18.1	18.0	19.3	17.8	18.9	18.6	19.7	18.6	18.6	18.0	17.9	17.4
Services	RM	35.8	36.9	37.8	39.5	36.9	37.8	38.9	40.5	38.2	44.2	38.3	39.4
Utilities	RM	148.7	153.8	153.3	150.6	153.6	159.4	158.3	155.4	163.0	194.7	158.7	160.6
Wholesale & retail trade	RM	35.4	36.4	39.6	41.7	37.4	37.7	40.9	43.0	38.3	41.1	41.1	43.0
Food & beverages and Accommodation	RM	12.6	13.0	12.7	13.3	12.6	13.1	13.1	13.6	12.7	11.2	10.1	9.6
Transportation and storage	RM	36.5	39.8	40.2	39.4	38.3	41.3	41.7	41.3	37.9	36.4	36.2	34.1
Information and communication	RM	150.0	152.7	151.5	141.0	155.4	156.4	153.5	142.9	160.4	237.0	156.3	151.9
Finance and insurance	RM	107.8	100.3	104.6	108.5	107.6	104.7	107.6	111.9	115.0	126.8	115.7	121.1
Real estate and business services	RM	23.2	24.8	23.8	25.2	24.4	25.9	25.2	26.3	25.1	27.4	21.7	21.2
Other services	RM	30.7	31.1	32.0	35.8	31.3	32.0	33.0	36.6	33.2	39.8	32.4	35.5

Source: Labour Productivity, Malaysia, Q4 2020, DOSM

Table C: Labour Productivity, Malaysia, Q1 2018 - Q4 2020

2. Labour Productivity per Employment

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Value added per employment	(’000)	22,256	22,567	23,244	23,935	22,760	23,158	23,777	24,263	22,577	19,446	23,257	23,570
By economic activity													
Agriculture	(’000)	12,655	12,757	14,482	14,096	13,113	13,041	14,812	13,229	11,948	13,244	14,862	13,183
Mining & Quarrying	(’000)	329,810	339,620	308,255	395,327	340,256	338,084	292,278	379,347	339,032	280,302	278,833	344,767
Manufacturing	(’000)	29,259	30,378	30,867	31,337	29,843	31,114	31,344	31,580	29,788	25,739	32,511	32,592
Vegetable and animal oils & fats and food processing	(’000)	15,735	17,095	17,705	18,150	16,062	17,488	17,751	17,988	15,291	18,765	18,746	16,455
Beverages and tobacco products	(’000)	97,460	132,360	121,122	110,826	98,848	135,160	124,276	111,744	95,628	74,396	133,877	122,181
Textiles, wearing apparel and leather products	(’000)	5,617	6,734	6,356	6,076	5,659	6,795	6,302	6,020	5,585	4,060	5,819	6,156
Wood products, furniture, paper products and printing	(’000)	17,504	17,177	16,765	16,609	18,151	17,912	17,488	17,157	18,246	12,589	18,077	18,118
Petroleum, chemical, rubber and plastic products	(’000)	52,723	54,020	58,176	58,854	53,719	54,788	58,620	59,092	54,673	47,238	58,616	59,181
Non-metallic mineral products, basic metal and fabricated metal products	(’000)	22,865	27,174	26,119	24,273	23,820	28,270	26,920	24,895	23,701	16,985	25,181	24,170
Electrical, electronic and optical products	(’000)	40,765	37,130	36,913	38,754	40,983	37,870	37,413	38,994	41,152	34,786	41,078	42,133
Transport equipment, other manufacturing and repair	(’000)	32,215	37,814	38,275	41,406	33,963	39,980	40,502	43,076	33,441	29,587	44,335	47,623
Construction	(’000)	10,878	10,685	11,542	10,762	11,378	11,033	11,791	11,102	10,776	6,536	10,583	10,173
Services	(’000)	20,939	21,205	22,047	22,801	21,541	21,844	22,642	23,463	21,655	18,413	21,755	22,304
Utilities	(’000)	86,893	90,608	91,518	87,828	90,876	94,055	94,335	90,792	93,895	84,877	92,301	90,997
Wholesale & retail trade	(’000)	21,597	21,914	23,960	25,288	22,408	22,616	24,742	26,053	22,365	17,387	23,932	25,297
Food & beverages and Accommodation	(’000)	7,360	7,316	7,502	7,805	7,448	7,462	7,639	7,983	7,114	4,521	5,510	5,317
Transportation and storage	(’000)	22,544	23,964	24,552	24,431	23,437	25,019	25,592	25,454	22,241	13,909	21,489	19,892
Information and communication	(’000)	91,127	90,791	89,385	83,618	92,820	91,080	89,817	84,642	94,781	92,504	91,485	89,289
Finance and insurance	(’000)	61,312	57,656	60,039	62,895	62,393	59,702	61,657	64,987	64,422	56,201	64,850	68,876
Real estate and business services	(’000)	14,058	14,840	14,340	14,997	14,646	15,501	15,001	15,734	14,784	11,460	12,538	12,336
Other services	(’000)	16,717	16,884	17,510	18,735	17,323	17,569	18,095	19,432	17,799	16,749	17,955	19,012

Source: Labour Productivity, Malaysia, Q4 2020, DOSM

Table C: Labour Productivity, Malaysia, Q1 2018 - Q4 2020

3. Total Hours Worked

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total hours worked	Million	8,563	8,491	8,639	8,636	8,734	8,697	8,789	8,818	8,614	6,241	8,550	8,582
By economic activity													
Agriculture	Million	970	959	975	974	994	978	994	976	977	851	983	973
Mining & Quarrying	Million	48	45	49	44	47	46	48	43	45	35	47	41
Manufacturing	Million	1,509	1,491	1,514	1,526	1,520	1,518	1,526	1,554	1,509	1,076	1,473	1,511
Vegetable and animal oils & fats and food processing	Million	233	235	247	240	248	249	253	251	251	201	245	252
Beverages and tobacco products	Million	12	12	12	12	12	12	12	12	12	9	11	10
Textiles, wearing apparel and leather products	Million	130	127	116	121	130	127	125	134	136	110	125	130
Wood products, furniture, paper products and printing	Million	197	197	191	189	189	194	192	191	186	112	178	176
Petroleum, chemical, rubber and plastic products	Million	253	247	253	261	247	250	250	257	246	200	247	252
Non-metallic mineral products, basic metal and fabricated metal products	Million	222	222	224	224	228	223	225	228	223	152	215	223
Electrical, electronic and optical products	Million	346	338	355	353	349	347	353	354	340	233	343	346
Transport equipment, other manufacturing and repair	Million	117	114	116	127	117	116	117	127	116	59	110	121
Construction	Million	917	888	890	920	880	864	862	891	824	495	830	823
Services	Million	5,119	5,107	5,212	5,171	5,292	5,290	5,359	5,353	5,259	3,783	5,217	5,234
Utilities	Million	59	59	60	61	61	60	61	62	60	45	60	60
Wholesale & retail trade	Million	1,468	1,491	1,497	1,478	1,488	1,537	1,545	1,522	1,485	1,083	1,501	1,501
Food & beverages and Accommodation	Million	856	847	893	928	938	925	952	992	947	639	871	913
Transportation and storage	Million	332	309	314	335	337	319	323	341	331	200	310	318
Information and communication	Million	128	131	134	140	132	136	140	148	136	94	145	149
Finance and insurance	Million	204	216	214	213	214	216	216	217	210	168	212	212
Real estate and business services	Million	663	640	665	659	676	659	676	683	680	466	658	665
Other services	Million	1,410	1,415	1,435	1,359	1,446	1,437	1,445	1,388	1,410	1,089	1,460	1,415

Source: Labour Productivity, Malaysia, Q4 2020, DOSM

Table C: Labour Productivity, Malaysia, Q1 2018 - Q4 2020

4. Total Employment

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total employment	('000)	14,684	14,767	14,857	14,933	15,010	15,078	15,162	15,255	15,243	14,884	15,096	15,162
By economic activity													
Agriculture	('000)	1,841	1,826	1,861	1,848	1,881	1,862	1,892	1,857	1,883	1,852	1,877	1,851
Mining & Quarrying	('000)	79	76	78	69	76	77	79	70	74	75	78	68
Manufacturing	('000)	2,483	2,493	2,499	2,531	2,535	2,539	2,550	2,588	2,576	2,506	2,540	2,584
Vegetable and animal oils & fats and food processing	('000)	425	427	430	434	437	436	440	444	445	443	447	454
Beverages and tobacco products	('000)	19	19	19	19	20	20	19	19	20	17	17	17
Textiles, wearing apparel and leather products	('000)	247	240	232	239	256	252	247	255	267	244	244	245
Wood products, furniture, paper products and printing	('000)	299	301	304	305	305	305	308	310	307	290	298	301
Petroleum, chemical, rubber and plastic products	('000)	394	395	394	398	398	402	402	407	406	404	411	418
Non-metallic mineral products, basic metal and fabricated metal products	('000)	362	361	360	360	362	361	363	364	363	360	362	367
Electrical, electronic and optical products	('000)	549	560	568	572	566	572	578	583	576	568	575	582
Transport equipment, other manufacturing and repair	('000)	188	190	191	206	191	192	192	207	191	180	185	200
Construction	('000)	1,526	1,495	1,491	1,525	1,464	1,456	1,439	1,493	1,424	1,364	1,404	1,404
Services	('000)	8,754	8,876	8,928	8,961	9,054	9,143	9,202	9,246	9,284	9,087	9,197	9,255
Utilities	('000)	100	100	101	104	102	102	103	106	104	103	103	106
Wholesale & retail trade	('000)	2,407	2,479	2,475	2,434	2,486	2,562	2,554	2,514	2,544	2,557	2,577	2,551
Food & beverages and Accommodation	('000)	1,463	1,510	1,517	1,575	1,585	1,621	1,631	1,694	1,686	1,580	1,593	1,644
Transportation and storage	('000)	537	513	514	540	551	526	527	554	564	523	523	546
Information and communication	('000)	210	220	227	237	221	233	240	250	231	240	248	254
Finance and insurance	('000)	359	375	372	367	369	379	377	374	374	379	379	373
Real estate and business services	('000)	1,092	1,069	1,102	1,106	1,127	1,104	1,135	1,140	1,154	1,113	1,139	1,141
Other services	('000)	2,586	2,611	2,620	2,597	2,614	2,617	2,636	2,614	2,627	2,591	2,634	2,639

Source: Labour Productivity, Malaysia, Q4 2020, DOSM

Table C: Labour Productivity, Malaysia, Q1 2018 - Q4 2020

5. Gross Domestic Product (GDP) at Constant 2015 Prices

Indicator	Unit	2018				2019				2020			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
GDP at constant 2015 prices	Million	326,800	333,254	345,329	357,432	341,636	349,177	360,513	370,128	344,142	289,434	351,085	357,365
By economic activity													
Agriculture	Million	23,298	23,292	26,944	26,044	24,660	24,287	28,030	24,572	22,503	24,528	27,901	24,399
Mining & Quarrying	Million	26,177	25,859	24,196	27,279	25,773	26,105	23,195	26,365	25,255	20,891	21,618	23,578
Manufacturing	Million	72,643	75,745	77,131	79,324	75,647	79,008	79,926	81,740	76,745	64,512	82,567	84,229
Vegetable and animal oils & fats and food processing	Million	6,680	7,296	7,619	7,874	7,020	7,622	7,806	7,995	6,802	8,321	8,381	7,464
Beverages and tobacco products	Million	1,860	2,532	2,329	2,098	1,948	2,645	2,418	2,178	1,913	1,283	2,341	2,125
Textiles, wearing apparel and leather products	Million	1,385	1,616	1,476	1,450	1,450	1,710	1,558	1,534	1,493	992	1,418	1,510
Wood products, furniture, paper products and printing	Million	5,242	5,176	5,094	5,057	5,533	5,463	5,389	5,311	5,603	3,648	5,392	5,445
Petroleum, chemical, rubber and plastic products	Million	20,751	21,311	22,932	23,425	21,387	21,999	23,570	24,025	22,222	19,071	24,114	24,760
Non-metallic mineral products, basic metal and fabricated metal products	Million	8,285	9,811	9,400	8,728	8,616	10,213	9,777	9,056	8,610	6,110	9,120	8,872
Electrical, electronic and optical products	Million	22,370	20,810	20,966	22,171	23,209	21,667	21,618	22,719	23,712	19,759	23,605	24,509
Transport equipment, other manufacturing and repair	Million	6,069	7,193	7,315	8,522	6,485	7,687	7,790	8,920	6,389	5,329	8,196	9,544
Construction	Million	16,602	15,979	17,204	16,409	16,663	16,065	16,963	16,575	15,350	8,916	14,861	14,278
Services	Million	183,306	188,219	196,847	204,313	195,040	199,731	208,348	216,950	201,053	167,308	200,077	206,418
Utilities	Million	8,702	9,016	9,210	9,151	9,312	9,592	9,694	9,656	9,784	8,734	9,549	9,685
Wholesale & retail trade	Million	51,979	54,324	59,307	61,556	55,696	57,945	63,193	65,508	56,887	44,463	61,676	64,533
Food & beverages and Accommodation	Million	10,766	11,048	11,384	12,296	11,804	12,092	12,457	13,527	11,997	7,146	8,778	8,743
Transportation and storage	Million	12,105	12,294	12,618	13,202	12,906	13,162	13,476	14,106	12,553	7,269	11,233	10,853
Information and communication	Million	19,138	19,961	20,311	19,801	20,520	21,210	21,541	21,156	21,900	22,240	22,697	22,661
Finance and insurance	Million	22,032	21,634	22,343	23,072	23,015	22,648	23,273	24,274	24,125	21,308	24,563	25,688
Real estate and business services	Million	15,354	15,859	15,806	16,590	16,501	17,110	17,021	17,934	17,054	12,756	14,286	14,075
Other services	Million	43,230	44,084	45,868	48,646	45,286	45,972	47,694	50,789	46,753	43,391	47,295	50,182
plus Import duties	Million	4,774	4,159	3,007	4,062	3,853	3,982	4,051	3,926	3,237	3,278	4,060	4,461

Source: Labour Productivity, Malaysia, Q4 2020, DOSM

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LABOUR MARKET REVIEW, MALAYSIA, FOURTH QUARTER 2020

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For further information:

Malaysian Bureau of Labour Statistics,
Department of Statistics, Malaysia,
Level 2, Block D5, Complex D
Federal Government Administrative Centre
62514 Putrajaya,
MALAYSIA.

Email: mbls@dosm.gov.my
Telephone: 03-88710201



@StatsMalaysia

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