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Labour Market Review

The Labour Market Review (LMR) is a quarterly release by Malaysian Bureau of Labour Statistics (MBLS), 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 one or more article(s) highlighting the most recent labour market issues through statistics; or delving on the methodologies to strengthen labour market statistics.

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.

Q4

Fourth Quarter 2021

MALAYSIAN BUREAU OF LABOUR STATISTICS

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Table A: Labour Supply, Malaysia, Q1 2019 – Q4 2021

Table B: Labour Demand, Malaysia, Q1 2019 – Q4 2021

Table C: Labour Productivity, Malaysia, Q1 2019 – Q4 2021

Glossary

Economic activity	:	Refers to classification of industries according to the Malaysia Standard Industrial Classification (MSIC) 2008 version 1.0 into five main sectors namely Agriculture, Mining & Quarrying, Manufacturing, Construction and Services. In the meantime, Manufacturing and Services are further disaggregated into subsectors.
Educational attainment	:	Refers to the highest level in which a person has completed schooling or is currently attending school in a public or private educational institution that provides formal education.
Employed	:	All persons who, at any time during the reference week worked at least one hour for pay, profit or family gain (as an employer, employee, own account worker or unpaid family worker). They are also considered as employed if they did not work during the reference week because of illness, injury, bad weather, leave, labour dispute and social or religious reasons but had a job, farm, enterprise or other family enterprise to return to and those on temporary lay-off with pay who would definitely be called back to work.
Employment-to-population ratio	:	The proportion of employed population to working-age population, expressed as a percentage.
Filled jobs	:	Paid employee (full-time and part-time); and thus, exclude individual proprietors and business partners, unpaid family workers and employees on unpaid leave.
Category of skills	:	For reporting purpose, the category of occupation is regrouped into three levels of skills based on the Malaysia Standard Classification of Occupation (MASCO) 2013 namely 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.
Jobs	:	Total labour required by establishments to produce goods and services at a given point in time, which comprised of filled jobs and vacancies.
Jobs created	:	Jobs created in an organisation which were not previously available, including newly created service schemes, jobs created for the promotion of existing employees and increase in the number of jobs from the existing structure.
Labour force	:	The population in the working-age group (in completed years at last birthday), either employed or unemployed in the reference week.
Labour force participation rate	:	The ratio of labour force to the working-age population, expressed as a percentage.
Labour productivity	:	Refers to the efficiency and effectiveness of each employee to generate value added or overall output. It is calculated by using the ratio of value added to the total hours worked or employment by sector in Malaysia.

Glossary

Outside labour force	:	All persons not classified as employed or unemployed includes housewives, students (including those going for further studies), retired, disabled persons and those not interested in looking for a job.
Skill-related underemployment	:	Those with tertiary education and working in the semi-skilled and low-skilled categories.
Status in employment	:	Refers to the position or status of an employed person within the establishment or organisation for which he/she worked and is adapted based on the International Classification of Status in Employment (ICSE-93).
Time-related underemployment	:	People employed less than 30 hours during the reference week because of the nature of their work or due to insufficient work and are able and willing to accept additional hours of work.
Total hours worked	:	The aggregate number of hours actually worked for a quarter which is the result of multiplying employment with the average weekly hours times 13 weeks.
Unemployed	:	Those who did not work during the reference week but are interested to work and seeking for a job. Classified into two groups which are actively and inactively unemployed.
Unemployment rate	:	The proportion of the unemployed population to the total population in labour force, expressed as a percentage.
Vacancies	:	Unfilled jobs which are ready to be filled. Employers are actively seeking candidates including advertising vacancies, issuing notices and registering with employment agencies as well as conducting interviews to select candidates to fill in the vacancies.
Value added	:	The difference between output and intermediate consumption. It represents the value added of goods and services by economic activity. Hence, it is approximately equivalent to commercial profit, salaries and wages, depreciation and indirect taxes; plus, interest paid and less interest received.
Working age	:	All persons aged between 15 to 64 years who are either in the labour force or outside the labour force.

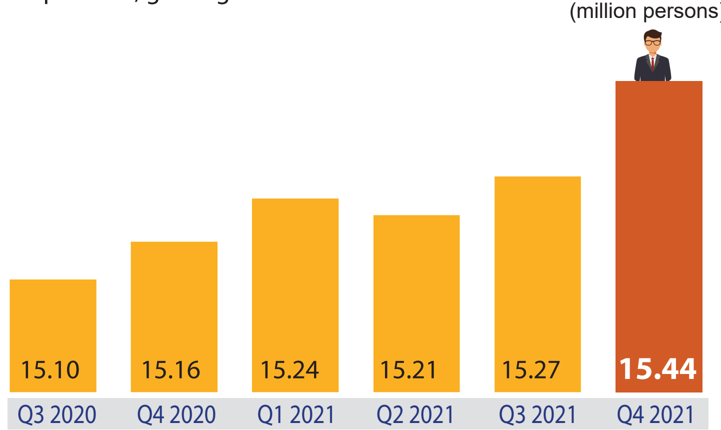
Acronyms

DOSM	:	Department of Statistics, Malaysia
CMCO	:	Conditional Movement Control Order
EMCO	:	Enhanced Movement Control Order
GDP	:	Gross Domestic Product
ILO	:	International Labour Organisation
IMF	:	International Monetary Fund
LFPR	:	Labour force participation rate
LFS	:	Labour Force Survey
MASCO	:	Malaysia Standard Classification of Occupation
MCO	:	Movement Control Order
MSIC	:	Malaysia Standard Industrial Classification
NRP	:	National Recovery Plan
Q	:	Quarter
RM	:	Ringgit Malaysia
RMCO	:	Recovery Movement Control Order
MDEC	:	Malaysia Digital Economy Corporation
MSME	:	Micro Small Medium Enterprise
SOCSO	:	Social Security Organisation
12MP	:	Twelfth Malaysia Plan

LABOUR MARKET REVIEW FOURTH QUARTER 2021

Labour market regained momentum in the fourth quarter of 2021 recording higher labour participation while labour demand picked up

Employed persons posted further year-on-year increase of 1.8 per cent, gaining additional 279 thousand



Unemployment slipped to the lowest rate since the pandemic hit

Total hours worked

rose 2.3 per cent year-on-year

Q4 2021 8.78 billion
Q3 2021 8.21 billion
Q4 2020 8.58 billion

Time-related underemployment

reduced further following the reopening more business activites

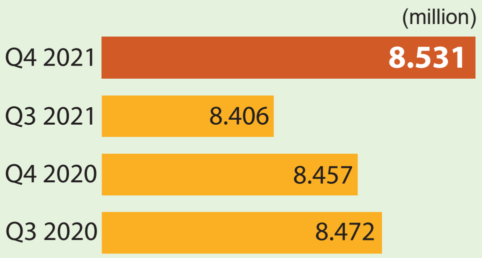
Q4 2021 1.9 per cent
Q3 2021 2.1 per cent
Q4 2020 2.4 per cent

Skill-related underemployment

declined slightly but remained above 37 per cent

Q4 2021 37.5 per cent
Q3 2021 37.7 per cent
Q4 2020 37.4 per cent

The economic sector gained 73.6 thousand **Jobs** compared to Q4 2020



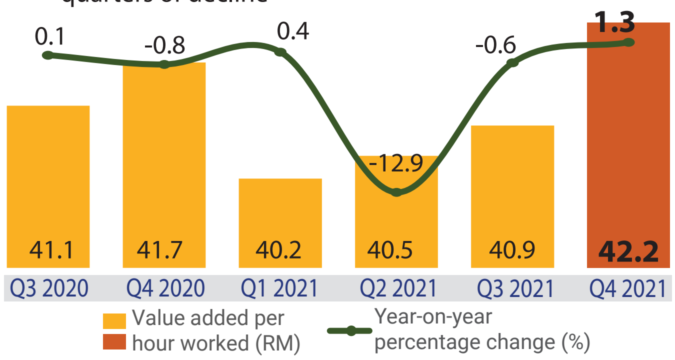
Vacancies went up by 7.7 thousand compared to the same quarter previous year

Q4 2021	**183.6 thousand**
Q3 2021	174.0 thousand
Q4 2020	175.9 thousand
Q3 2020	179.3 thousand

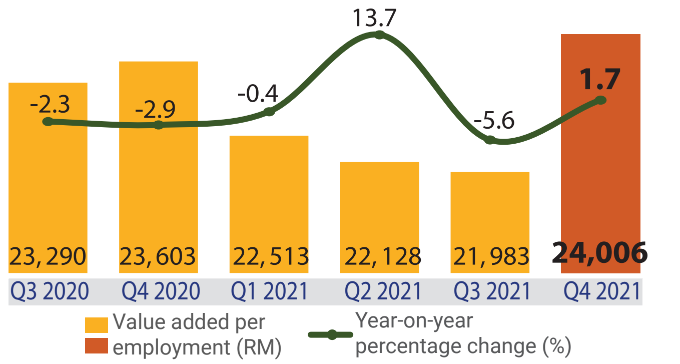
Higher number of **Jobs created** as against Q4 2020

Q4 2021	**20.9 thousand**
Q3 2021	15.0 thousand
Q4 2020	16.7 thousand
Q3 2020	21.0 thousand

Labour productivity per hour worked turned around in Q4 2021 after two consecutive quarters of decline



Labour productivity per employment rebounded after a decrease last quarter



Source: Labour Market Review Fourth Quarter 2021, Department of Statistics Malaysia

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KEY REVIEWS

In overall, Malaysia's labour market regained momentum towards recovery in the fourth quarter of 2021 stimulated by revival of more economic and social activities. Employment continued to trend up as demand for labour surged and attributed to lowest unemployment rate since the arrival of the pandemic in this country.

In Q4 2021, the number of employed persons registered a year-on-year increase of 1.8 per cent to record 15.44 million persons with employment-to-population ratio edged up to 65.7 per cent. The unemployment rate slipped 0.5 percentage points to 4.3 per cent registering the lowest rate since the public health crisis whereby the number of unemployed persons lessened by 66.3 thousand to 694.4 thousand persons.

Almost all states have transitioned to Phase 4 of the National Recovery Plan (NRP) during Q4 2021 which allowed more businesses to operate with higher number of employees at one point of time whilst business hours were also extended. Thus, the number of employed persons working less than 30 hours per week decreased by 26.2 per cent as against the same quarter of previous year to record 393.8 thousand persons. Accordingly, the rate of time-related underemployment dropped 0.5 percentage points to 1.9 per cent. Meanwhile, skill-related underemployment increased marginally to 37.5 per cent.

In terms of labour demand in the economic sector, jobs grew 0.9 per cent compared to the same quarter of the preceding year to record 8.531 million jobs during Q4 2021. Filled jobs which comprised of 97.8 per cent surged 0.8 per cent year-on-year to record 8.347 million. Meanwhile jobs opening as reflected by the number of vacancies rose by 4.4 per cent to 183.6 thousand vacancies during the same quarter.

As Malaysia's economy rebounded to 3.6 per cent in Q4 2021 while employment continued its positive growth, labour productivity per employment turned around by 1.7 per cent, registering the level of RM24,006 per person. During the same period, total hours worked surged 2.3 per cent to 8.78 billion hours following resumption of more businesses. Thus, labour productivity per hour worked grew 1.3 per cent after declining for the last two quarters.

The future of work, which is shifting towards digitalisation has continued to foster the rise in a more flexible working arrangement coined as gig job. Although there is an agreed concept and definition of digital economy, the universally standardised definition on gig work has yet to be established. With low barriers for entry, participation in digital platform employment provides a temporary solution for income generation following losing previous employment and difficulties in securing another one with equal or higher pay. Despite all the flexibilities, the drawbacks of working in this type of job is lack of social safety net. With a better law and employment rights protecting the gig workers, gig job can attract involvement of high skilled personnel and become a sustainable as well as a profitable option in the future.

Moving into 2022, all the states are in Phase 4 of the NRP. However, number of daily COVID-19 cases have started to soar again in February, heightening to five-digit daily. Instead of implementing blanket restrictions, targeted mechanism is designed to keep the situation at bay. Individuals, community and businesses are urged to assume self-responsibility in ensuring protection against the virus. The relentless focus towards stabilising the public health crisis coupled with continuation of various initiatives to ensure economic and labour market sustainability and continuity are expected to provide gradual path towards recovery of the labour market in the forthcoming quarter, notwithstanding the threat of more lethal variant of COVID-19.

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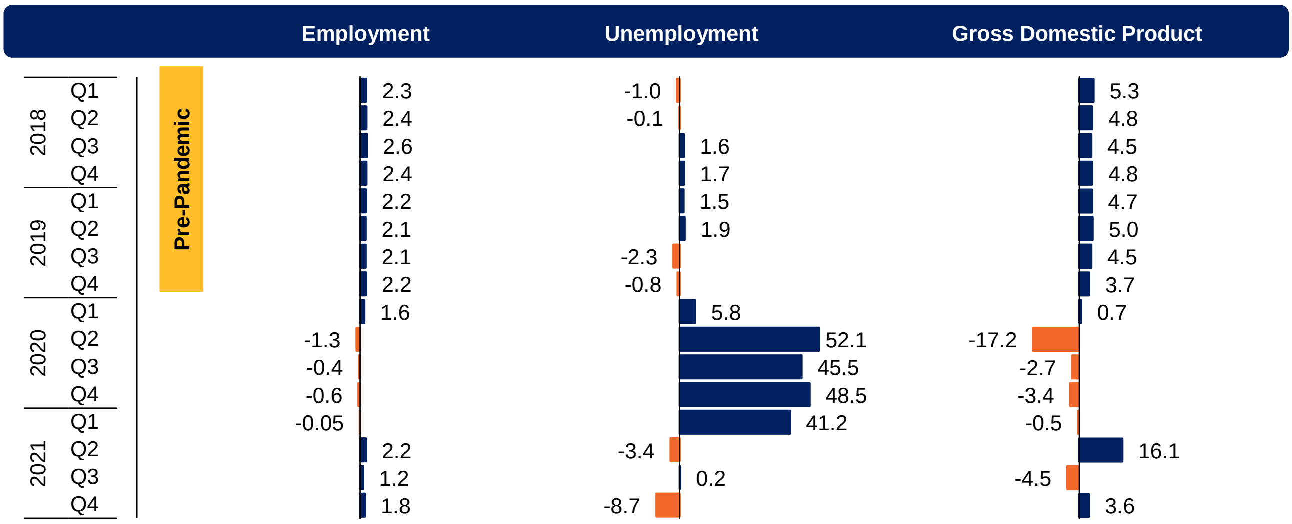
1. Malaysia's Labour Market Regained Momentum in The Fourth Quarter of 2021 Recording Higher Labour Participation While Labour Demand Picked Up

The unprecedented public health crisis faced by the global community in 2020 has prolonged in the year 2021, and subsequently posted challenges towards executions of strategies and initiatives that were initially put forward by countries to restore their respective economic and social circumstances. Since Malaysia too was no exception to this challenging situation, various approaches were undertaken throughout the year to protect lives, reduce the burden of the public health system and guarantee the livelihood of the nation.

As of the first quarter (Q1) of 2021, persistently high number of COVID-19 daily infections had prompted the implementation of Movement Control Order (MCO) 2.0 since 13 January 2021. Unlike the initial stage in March 2020 where efforts to curb the pandemic was mobilised through a nationwide MCO encompassing restrictions of non-essential economic and social activities, the first quarter (Q1) of 2021 saw a systematic and more targeted mechanism to flatten the wave. In this regard, MCO, Conditional MCO (CMCO) and Enhanced MCO (EMCO) were carried out depending upon the risk of further infections in the states, areas and localities throughout the countries. The quarter started off with permission to operate given to only five essential sectors with added restrictions and standard operating procedures (SOPs) in January. This was followed by a low-key Chinese New Year celebration in February with the number of guests for reunion dinner was capped to a maximum of 15 persons per household as inter-state travel ban continued. However, as the public health situation had somewhat eased, in March of the year, pre-schools and primary schools had reopened while social events were permitted in CMCO areas with limited number of guests in line with compliance to the SOPs. Meanwhile, Malaysia kicked-off the National COVID-19 Immunisation Programme (PICK) during the quarter with the aim to ensure at least 80 per cent of Malaysia's adult population receive vaccines by February 2022 to reduce infections, hospitalisations and death. Hence, the economy experienced a marginal decline of 0.5 per cent in Q1 2021 compared to a larger reduction of 3.4 per cent in the previous quarter. Uneven national labour market recovery was observed in Q1 2021 amid targeted health containment measure with slight year-on-year decrease in employment while unemployment remained high as demand for labour by economic sector stood below pre-crisis level [**Chart 1**].

Chart 1: Percentage change of employment, unemployment and gross domestic product (GDP) from corresponding quarter of preceding year (%)



Source: Labour Force Survey Report, Malaysia, Q4 2021 & National Account Q4 2021, DOSM

Entering the second quarter (Q2) of 2021, most states had shifted to Recovery MCO (RMCO) in April. As for resumption of more social and economic activity, the primary education sector had reopened during the month while bazaars, night markets as well as buffet services in restaurants and hotels were allowed in conjunction with the Ramadan fasting month. Although inter-states and inter-districts travel remained prohibited, positive development was observed up until early May with increased consumer activities in preparation for the Eid celebration. However, as the daily COVID-19 incidence surged to a new high of 6,000 with the resulting number of deaths also rising, the MCO was implemented again since 3 May followed by Full MCO (FMCO) which started from 1 June 2021. The FMCO entailed a nationwide total lockdown whereby only essential sectors were allowed to operate namely food and beverages, utilities, security, healthcare, transportation, banking, communication and essential construction activities; with a maximum of 60 workers at the premises. Against the low-base number following the MCO and CMCO during the most parts of the same quarter in 2020, the economy in Q2 2021 recorded a double-digit growth of 16.1 per cent in Q2 2021. Nevertheless, the level of Gross Domestic Product (GDP) remained lower than the level registered during the pre-pandemic period in Q4 2019. Similarly, as labour market situation improved from the low-base in the same quarter of the preceding year, quarter-on-quarter basis had seen lower number of labour demand and employed persons while unemployment remained high.

Consequently, the beginning of the third quarter (Q3) 2021 observed the implementation of a comprehensive and dynamic four-phase National Recovery Plan (NRP) which outlined a systematic and safe exit from the COVID-19 crisis and progressively reopening society and the economy in the new normal. After a nationwide shift to Phase 1 of the NRP in July, eight states were placed under Phase 2 later in the month following reduced number of daily cases, hospitalisation and ICU admission as well as increased vaccination rates in the respective states. More states transitioned to the next and better phases of the NRP throughout Q3 2021 amidst a fast-pace vaccination effort. In fact, reopening of the tourism sector was initiated by Terengganu in September followed by Langkawi. Thus, more economic and social activities gradually resumed during the quarter while certain prior restrictions were also lifted. On the contrary, Selangor and W.P. Kuala Lumpur which made up an average of 30 per cent from national employment and 40 per cent of GDP only moved into Phase 2 by 10 September; hence still subjected to more restrictions especially on the social front. In the meantime, inter-state travel remained prohibited during the quarter with certain exemptions for fully-vaccinated individuals. Following the socioeconomic circumstances during the quarter, GDP dropped 4.5 per cent from the same quarter in 2020. During similar period, employment improved at a moderate pace while unemployment remained unchanged as labour demand by the economic sector continued to trend down.

Moving into the fourth quarter (Q4) of 2021, Malaysia’s overall population vaccination rate had reached 74.9 per cent in October 2021[1] while adult’s rate was 95.5 per cent. The number of COVID-19 daily cases had also lessened to four-digit compared to average daily of five-digit in September. Thus, nine states had changed to Phase 4 of the NRP in October 2021, allowing for resumption of more economic and social activities. In the quarter, spa, wellness and health massage centres had finally been allowed to reopen to fully vaccinated individuals through appointments. In the meantime, schools and educational institutions under the purview of Ministry of Education were opened with admission of students in stages. The long and eagerly awaited removal of inter-state travel ban coupled with permission to organise social and recreational events such as wedding, reunions and other form of gatherings had also stimulated increased domestic tourism activity. Throughout Q4 2021 more states had been placed in Phase 4 except for Kelantan and Sarawak, which would later shift into the phase effective 3 January 2022. This positive scenario was seen to

[1] https://covid-19.moh.gov.my/terkini/2021/10/situasi-terkini-covid-19-di-malaysia-sehingga-31102021

encourage more economic demand, hence resulting in the economy to rebound 3.6 per cent after a contraction in the previous quarter. Consequently, the national labour market regained momentum towards recovery throughout the quarter as employment continued to trend up, demand for labour surged and attributed to lowest unemployment rate since the arrival of the pandemic in this country.

As Malaysia along with the global community aspires to move pass the health crisis, the uncertain COVID-19 situation could to some extent pose challenges to the labour market which has been gradually recovering since the previous quarter supported by the transition to the NRP. The discovery of the Omicron variant has delayed the initial plan to enter the endemic phase considering its ability to rapidly in the community. Undoubtedly, the country is better prepared to deal with the surge of COVID-19 cases considering the high number of vaccinated population. Furthermore, an additional booster dose of vaccination was introduced starting 13 October 2021 to ensure optimal protection against the COVID-19. To date, a total of 13.6 million booster shot has been administered nationwide[2]. Meanwhile, parallel to the new normal, the nation is continuously urged to practice self-awareness and responsibility to comply to multiple SOPs in order to protect those who are most vulnerable.

As a whole, even though Malaysia's labour market strengthened in Q4 2021 anchored by the NRP, continuous supports and interventions are still pertinent to ensure a smooth labour market recovery momentum is maintained. All things considered, sound execution of short-term strategies and initiatives in Budget 2022 together with the careful and calculated undertaking of the medium-term Twelfth Malaysia Plan (12MP) are especially crucial to ensure recovery and subsequent labour market stability and economic growth.

[2] Total Booster as at 17 February 2022, https://covidnow.moh.gov.my/vaccinations

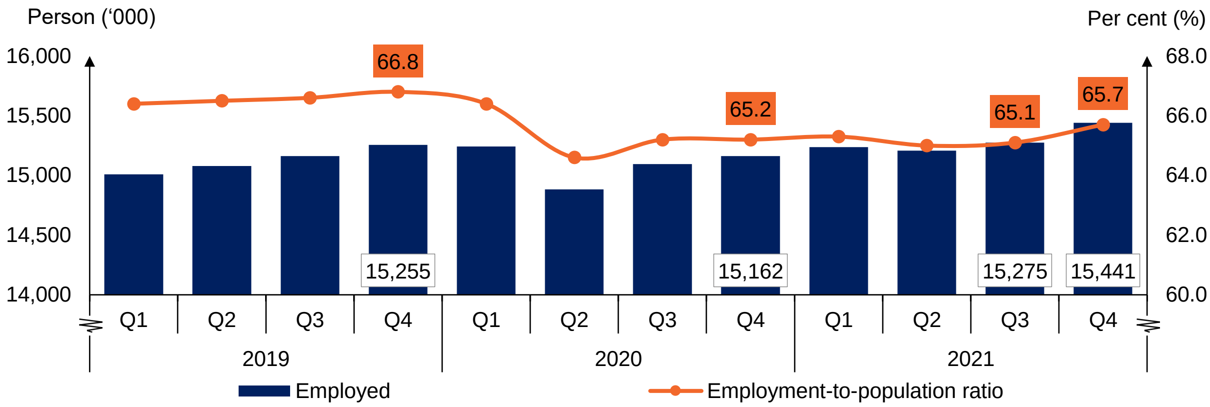
2. Labour Supply

In Q4 2021, economic and social restrictions were being progressively lifted in line with more states changing to better NRP phases together with the rapidly increasing COVID-19 vaccination rate. Hence, the labour force situation in the country continued to improve compared to similar period in 2020 and as against the previous quarter.

During the quarter, the number of employed persons registered a larger year-on-year increase of 1.8 per cent compared to a 1.2 per cent annual rise in the previous quarter. In term of number, an additional of 279 thousand persons was gained to make up 15.44 million employed persons. In the meantime, the employment-to-population ratio which measure the ability of the economy to create employment edged up 0.5 percentage points year-on-year to 65.7 per cent in Q4 2021.

Comparison from the previous quarter showed that the number of employed persons went up by 1.1 per cent which was equivalent to 165.8 thousand persons. Accordingly, the employment-to-population ratio also rose by 0.6 percentage points in Q4 2021 [**Chart 2**].

Chart 2: Employed & employment-to-population ratio, Q1 2019 – Q4 2021



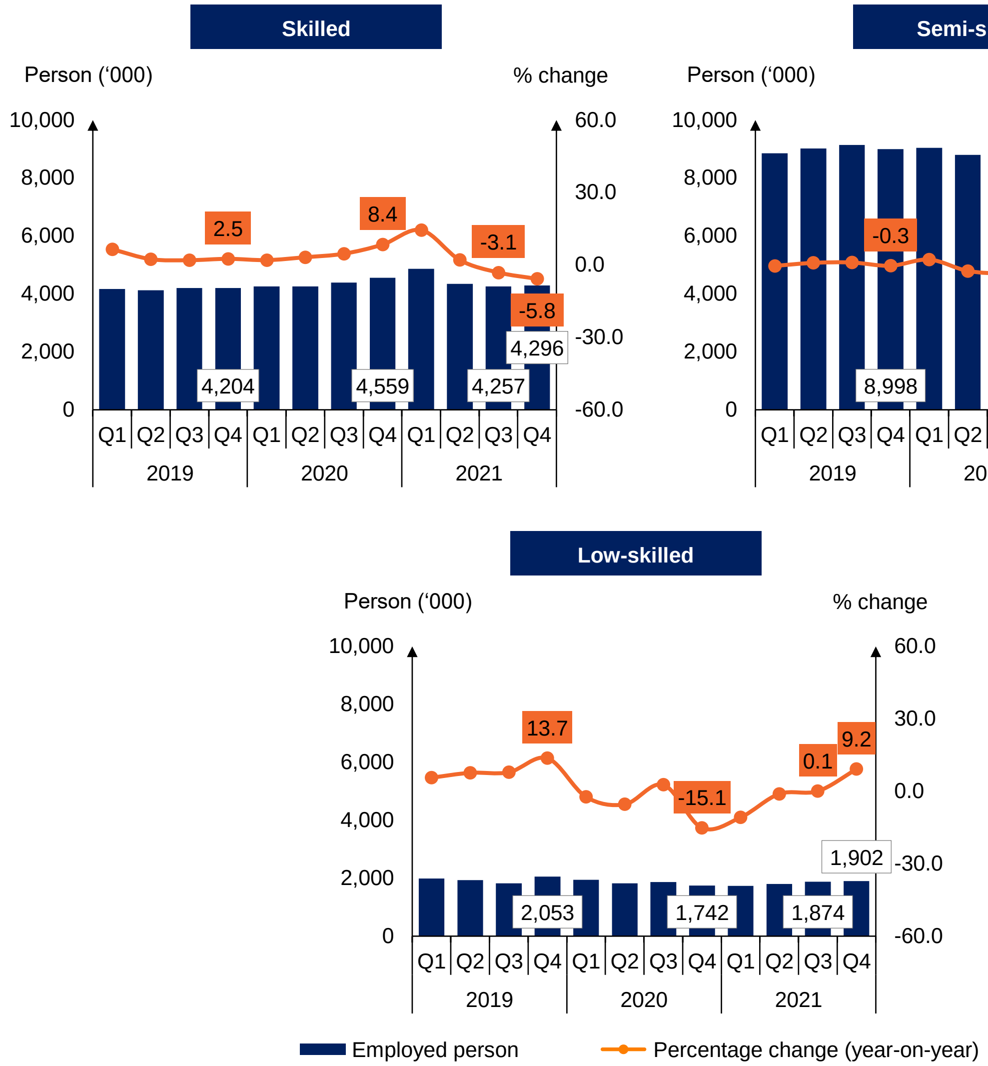
Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

In terms of skill level of employed persons in Q4 2021, the year-on-year increases in employment were observed for semi-skilled and low-skilled occupation categories whereas skilled category continued to register a decline since Q3 2021.

Employment in semi-skilled category made up the largest share at 59.9 per cent. The number of employed persons in this category soared 4.3 per cent (+382.2 thousand) to 9.24 million persons, largely attributed by Clerical support workers. Meanwhile, low-skilled category which encompassed of 12.3 per cent of employment went up by 9.2 per cent (+159.6 thousand) to 1.90 million persons. Employed persons in skilled category which composed of 27.8 per cent dropped 5.8 per cent (-262.8 thousand) as against as the same quarter of preceding year to 4.30 million persons.

Quarter-on-quarter basis, employed persons in all three skill categories increased compared to the previous quarter. Semi-skilled category registered the highest gain in terms of number by 99.1 thousand (1.1%), followed by skilled category with an addition of 39.0 thousand (0.9%) employed persons in Q4 2021. Likewise, employed persons in low-skilled category rose by 27.8 thousand (1.5%) [**Chart 3**].

Chart 3: Employed person by skill level, Q1 2019 – Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

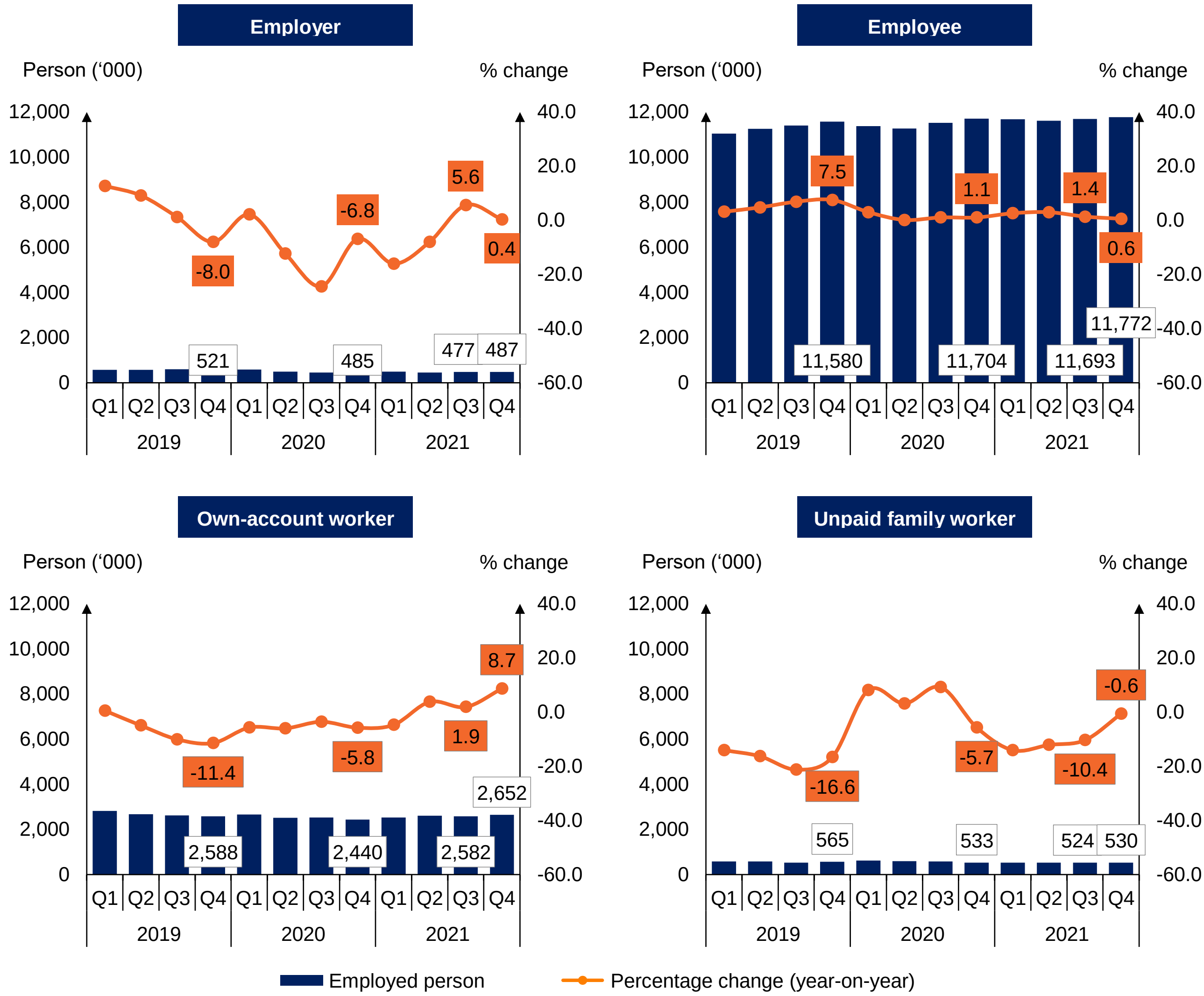
By status in employment, those employed as own account workers surged 8.7 per cent (+212 thousand) to 2.65 million persons corresponding to the gradual ease of multiple SOPs during the quarter. Employed persons in this category who are prevalence in variety of roles, from traditional employment as farmers, retailers and hawkers to professional employment such as consultants and freelancers composed of 17.2 per cent.

Meanwhile, employees' category which comprised of paid employment in public and private sector made up the biggest composition of employed persons. In Q4 2021, this group which encompassed 76.2 per cent experienced a rise of 0.6 per cent or an additional 68.5 thousand employed persons to record 11.77 million persons. In addition, employers' category which covered 3.2 per cent of employed persons registered a marginal increase of 0.4 per cent (+1.8 thousand), thus accounted for 486.9 thousand persons.

On the other hand, unpaid family workers' category which comprised a share of 3.4 per cent of employment, remained on downward trend since Q4 2020. This category posted a decrease of 0.6 per cent (-3.3 thousand) to record 529.9 thousand persons in Q4 2021.

As against Q3 2021, revival of more economic and social activities in Q4 2021 have translated into positive quarterly changes for all status in employment. Both employers and employees' categories continued to increase from the preceding quarter. Even those deemed as being in the most vulnerable segment of employment was observed to show signs of recovery. In fact, own account workers ranked second in terms of contribution to growth after the rise in employees category, gained by 69.9 thousand persons (2.7%) while unpaid family workers rose 1.2 per cent (+6.1 thousand) [**Chart 4**].

Chart 4: Employed person by status in employment, Q1 2019 – Q4 2021



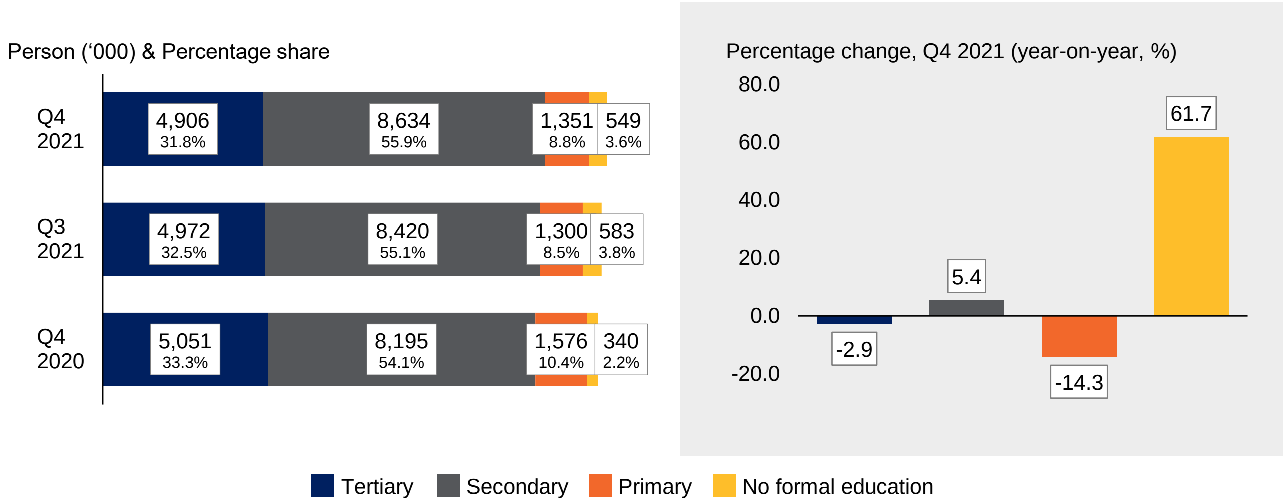
Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Looking at the disaggregation of employed persons by educational attainment, more than half attained secondary education with a share of 55.9 per cent in Q4 2021. The category grew by 5.4 per cent (+439 thousand) to 8.63 million persons as against the same quarter of the previous year. Another category of educational attainment that saw a rise in employed persons was no formal education which edged up by 61.7 per cent (+209.5 thousand). During the quarter, this category accounted for 3.6 per cent or 549.3 thousand persons. On the contrary, employed persons with tertiary education which comprised of 31.8 per cent dropped 2.9 per cent (-144.7 thousand) to record 4.91 million persons. Those with primary education attainment maintained in decreasing trend throughout the quarter of 2021 with a reduction of 14.3 per cent (-224.8 thousand) in Q4 2021.

This category comprised a share of 8.8 per cent of total employment which was equivalent to 1.35 million persons.

The increase in employment compared to the previous quarter was contributed by employed persons with primary and secondary education attainment. In contrast, the number of employed persons with tertiary education and no formal education edged down as against Q3 2021 [**Chart 5**].

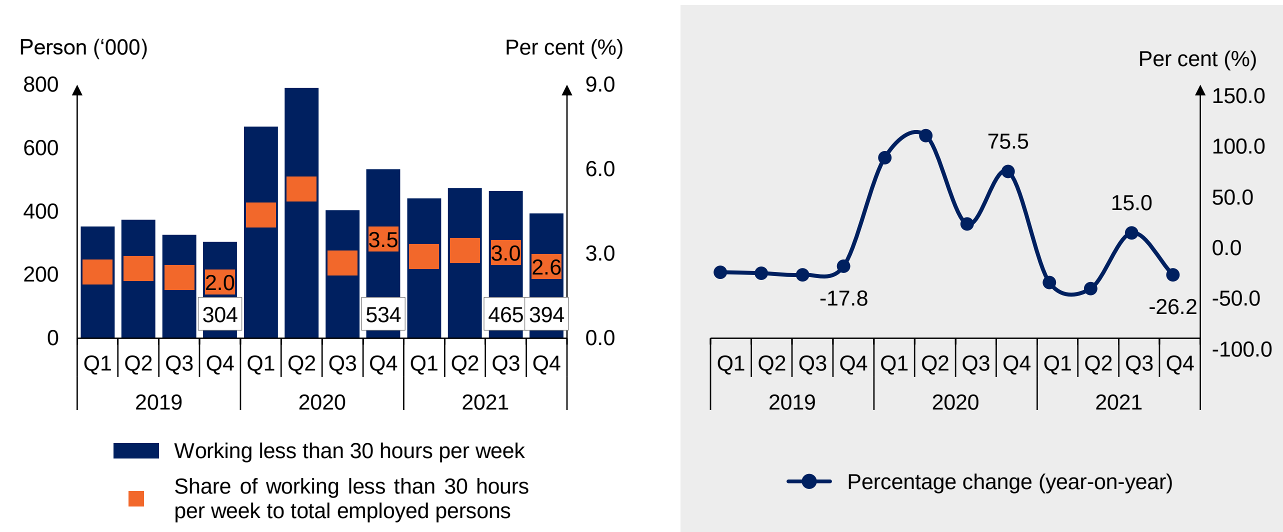
Chart 5: Employed person by education attainment, Q4 2020, Q3 2021 & Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

During Q4 2021, almost all states have transitioned to Phase 4 of the NRP which allowed more businesses to operate with higher number of employees at one point of time whilst business hours were also extended. Thus, the number of employed persons working less than 30 hours per week decreased by 26.2 per cent (-139.9 thousand) as against the same quarter of previous year to record 393.8 thousand persons. Those employed less than 30 hours per week comprised 2.6 per cent of total employment, fell by 0.9 percentage points from Q4 2020. Similar trend was observed quarter-on-quarter basis whereby the number in this group declined by 15.2 per cent (-70.8 thousand) from Q3 2021 [**Chart 6**].

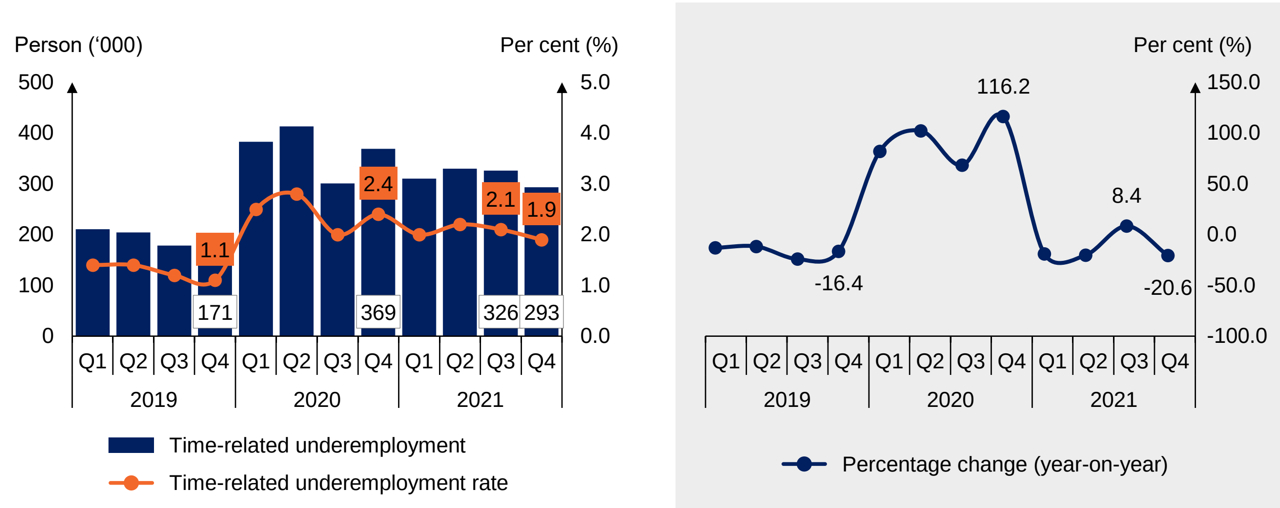
Chart 6: Employed person working less than 30 hours, Q1 2019 – Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Subsequently, the rate of time-related underemployment[3] dropped 0.5 percentage points to 1.9 per cent. In term of number, a reduction of 20.6 per cent (-76.0 thousand) was observed resulting in 293.1 thousand persons in time-related underemployment. The number and rate also declined from the previous quarter, recording a decreased of 33.0 thousand (-10.1%) and 0.2 percentage points respectively [**Chart 7**].

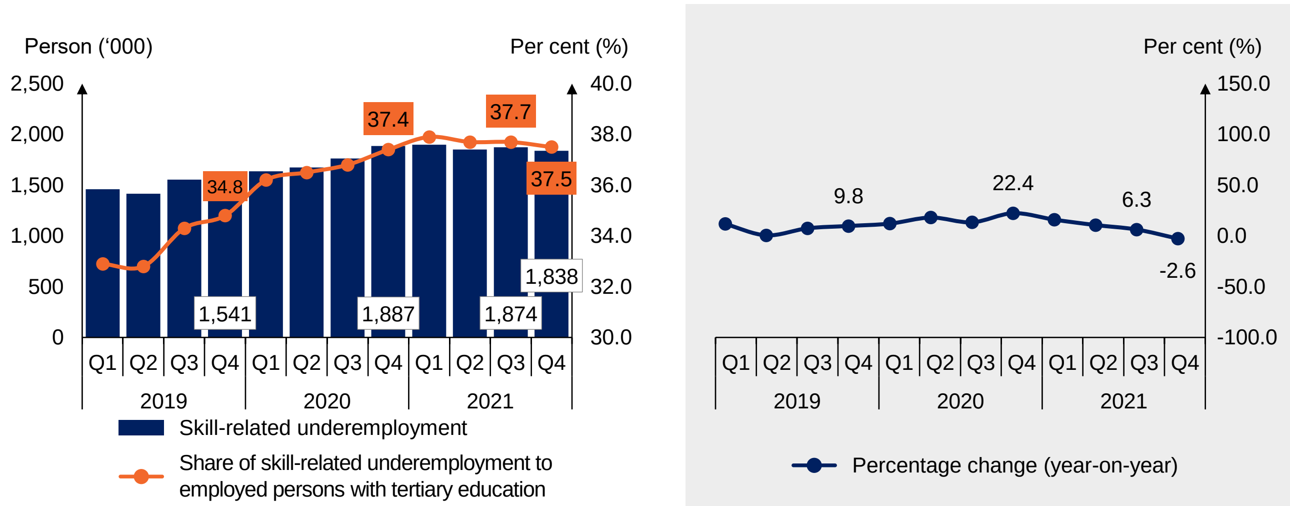
Chart 7: Time-related underemployment, Q1 2019 – Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Observing the skill-related underemployment[4] situation, the number of employed persons who have attained tertiary education but were working in semi-skilled and low-skilled occupation dropped for the first time since 2019 by 2.6 per cent (-48.4 thousand) to record 1.84 million persons. However, the share of employed persons in this category increased marginally by 0.1 percentage point to 37.5 per cent. Similarly, comparison from Q3 2021 observed that those who were in skill-related underemployment declined by 1.9 per cent (-35.5 thousand) while the share reduced by 0.2 percentage points. In spite of these slight reductions in the number, the fact remained that more than one third of employed persons with tertiary education is prevalence in the semi and low-skill occupations [**Chart 8**].

Chart 8: Skill-related underemployment, Q1 2019 – Q4 2021



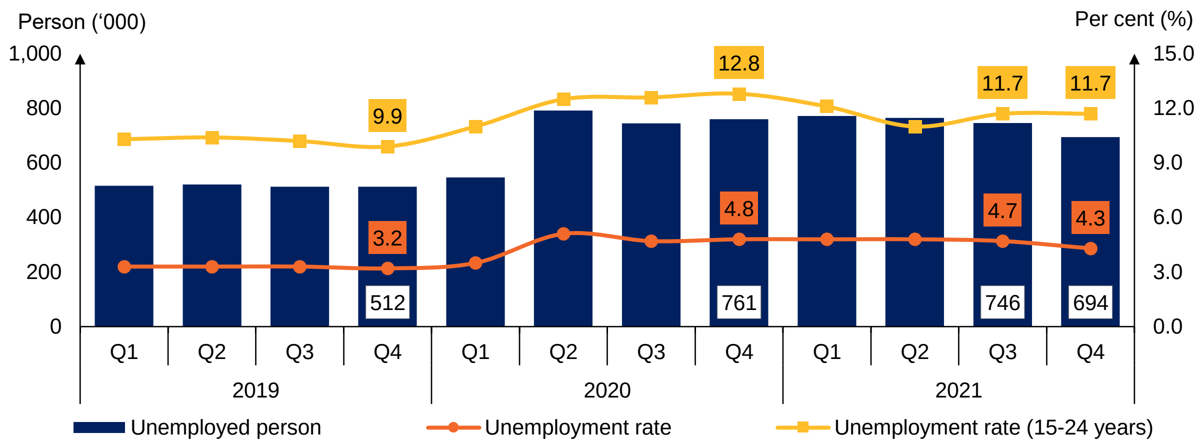
Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

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

After continually challenging unemployment situation since Q2 2020, the national unemployment rate slipped 0.5 percentage points to 4.3 per cent registering the lowest rate since the public health crisis. The number of unemployed persons lessened by 66.3 thousand (-8.7%) to 694.4 thousand persons in Q4 2020. This was also the first time unemployment eased to below 700 thousand since the pandemic. Parallel to the overall unemployment scenario, unemployment rate of youth aged 15 to 24 years also went down considerably by 1.1 percentage points as against Q4 2020 to post 11.7 per cent.

Quarter-on-quarter unemployment situation had also been on a declining trend for three consecutive quarters since Q2 2021. In Q4 2021, unemployment rate reduced by 0.4 percentage points compared to Q3 2021 while the number of unemployed persons lessened by 51.8 thousand (-6.9%) [**Chart 9**].

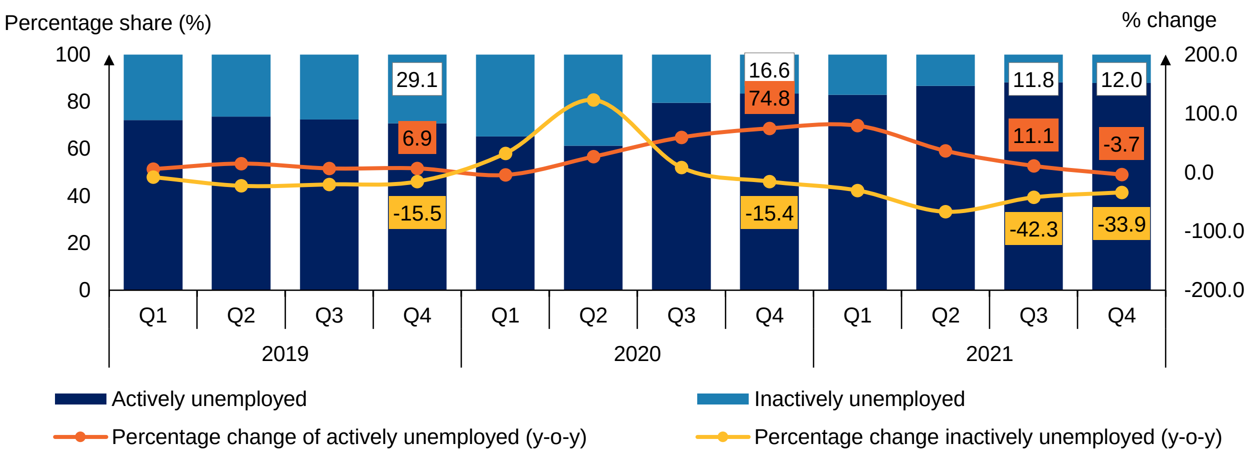
Chart 9: Unemployed and unemployment rate, Q1 2019 – Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Majority of unemployed persons were actively seeking jobs. In Q4 2021, actively unemployed persons encompassed 88.0 per cent or equivalent to 611.0 thousand persons. Reflective of the decline in unemployed persons, the number in this category decreased 3.7 per cent (-23.5 thousand) from the same quarter of the previous year while the number of inactively unemployed persons reduced 33.9 per cent (-42.8 thousand) to 83.4 thousand persons [**Chart 10**].

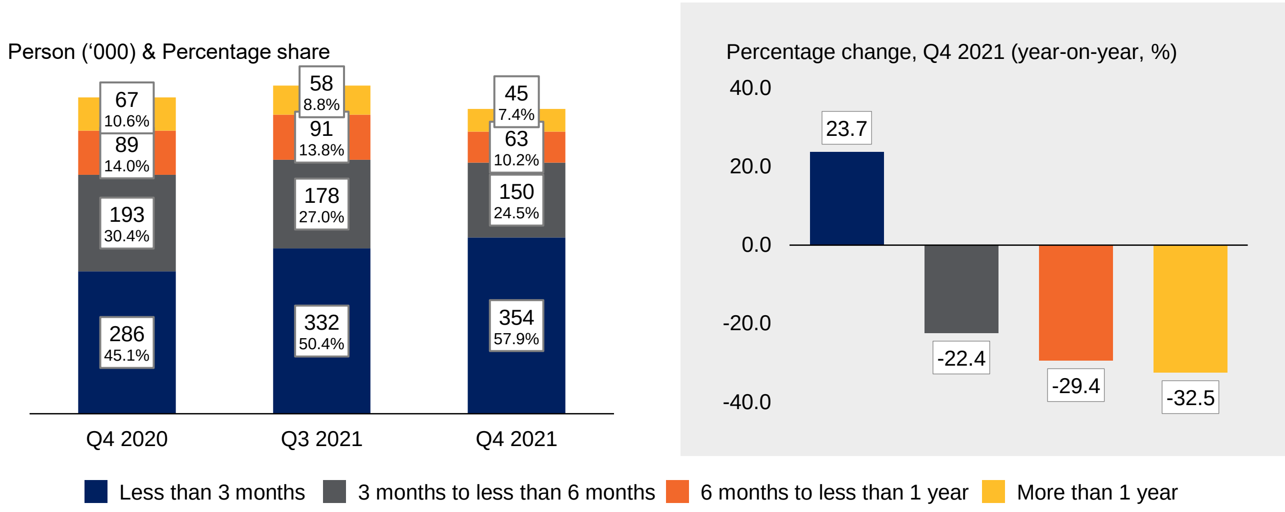
Chart 10: Actively and inactively unemployed, Q1 2019 – Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

In term of unemployment duration, more than half (57.9%) was unemployed for less than three months. This category recorded a gain of 67.7 thousand persons (23.7%) to 353.5 thousand persons, while the other durations of unemployment indicated declines. In the meantime, long-term unemployment[5] which encompassed of 7.4 per cent or equivalent to 45.2 thousand persons went down by 32.5 per cent (-21.8 thousand) [**Chart 11**].

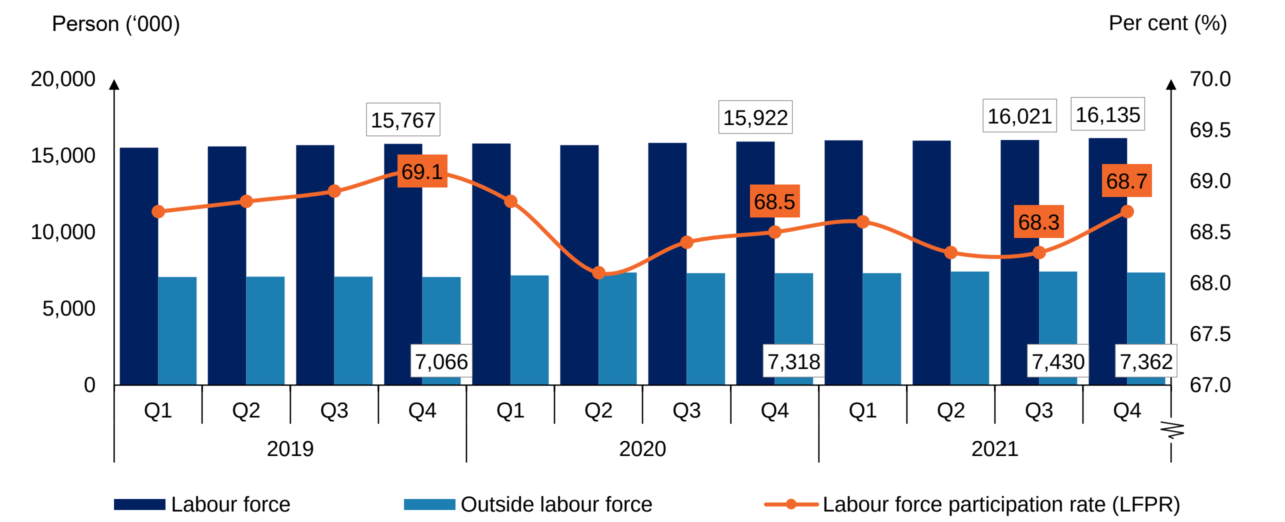
Chart 11: Actively unemployed by duration of unemployment, Q4 2020, Q3 2021 & Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Since employment gain was larger than the unemployment loss, the number of labour force climbed 1.3 per cent (+212.7 thousand) to 16.14 million persons. Thus, the labour force participation rate (LFPR) went up by 0.2 percentage points to 68.7 per cent. Meanwhile, as compared to the previous quarter, the number of labour force also rose by 0.7 per cent (+114.0 thousand) while LFPR edged up by 0.4 percentage points [**Chart 12**].

Chart 12: Labour force, outside labour force and LFPR, Q1 2019 – Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

[5] Long-term unemployment is defined as those who were unemployed for a period of more than a year

As for inactivity, Q4 2021 observed the number of persons outside labour force rising by 0.6 per cent (+43.1 thousand) to record 7.36 million persons. Although the number continued to record year-on-year increase, the growth was slower than 1.4 per cent registered in the previous quarter. In contrast, inactivity declined 0.9 per cent (-68.6 thousand) from the previous quarter indicating more people moving into the labour force.

The largest share of outside labour force at 42.2 per cent was due to schooling or training. This group of persons which has the potential to enter the labour market increased marginally by 0.03 per cent (+0.9 thousand) to record 3.11 million persons. Besides, the share of outside labour force because of housework or family responsibility ranked second at 40.5 per cent or 2.98 million persons. The number in this category reduced by 4.0 per cent (-125.4 thousand) as against Q4 2020 [**Exhibit 1**].

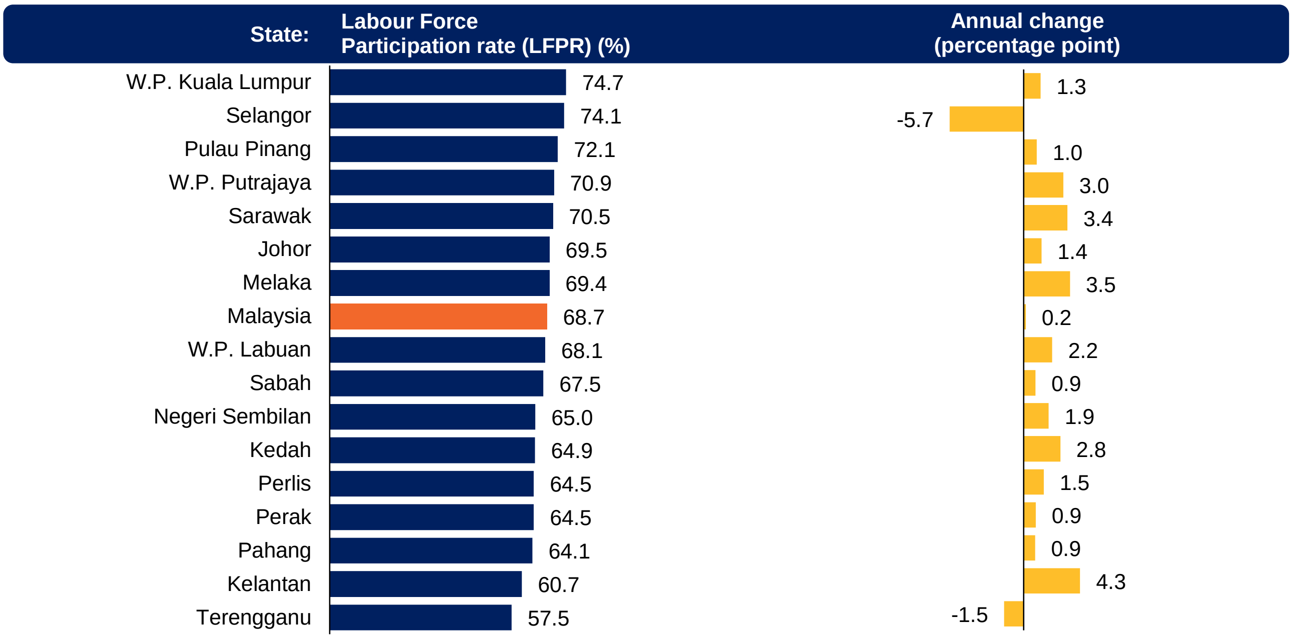
Exhibit 1: Outside labour force by reasons for not seeking work, Q4 2020, Q3 2021 & Q4 2021

	Q4 2021 Person ('000) (Percentage Share)	Percentage change (year-on-year) / Percentage change (quarter-on-quarter)	
Schooling/ training programme	**3,106** (42.2%)	▲ 0.03% / ▲ 0.8%	Q4 2020: **3,105** (42.4%) / Q3 2021: **3,083** (41.5%)
Housework	**2,982** (40.5%)	▼ -4.0% / ▼ -8.9%	Q4 2020: **3,108** (42.5%) / Q3 2021: **3,274** (44.1%)
Going for further studies	**257** (3.5%)	▲ 72.7% / ▲ 61.5%	Q4 2020: **149** (2.0%) / Q3 2021: **159** (2.1%)
Disabled	**185** (2.5%)	▲ 9.2% / ▲ 48.2%	Q4 2020: **170** (2.3%) / Q3 2021: **125** (1.7%)
Not interested/ just completed study	**172** (2.3%)	▲ 35.4% / ▼ -33.2%	Q4 2020: **127** (1.7%) / Q3 2021: **258** (3.5%)
Retired/ Old age	**659** (8.9%)	▼ -0.2% / ▲ 23.9%	Q4 2020: **660** (9.0%) / Q3 2021: **532** (7.2%)

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Concerning the labour force situation at state level, seven states posted LFPR higher than the national rate (68.7%) namely W.P. Kuala Lumpur (74.7%), Selangor (74.1%), Pulau Pinang (72.1%), W.P. Putrajaya (70.9%), Sarawak (70.5%), Johor (69.5%) and Melaka (69.4%). Most of these states are the major contributors to the national economy and thus, have higher participation of labour force. In Q4 2021, all states recorded increases in LFPR except Selangor and Terengganu [**Chart 13**].

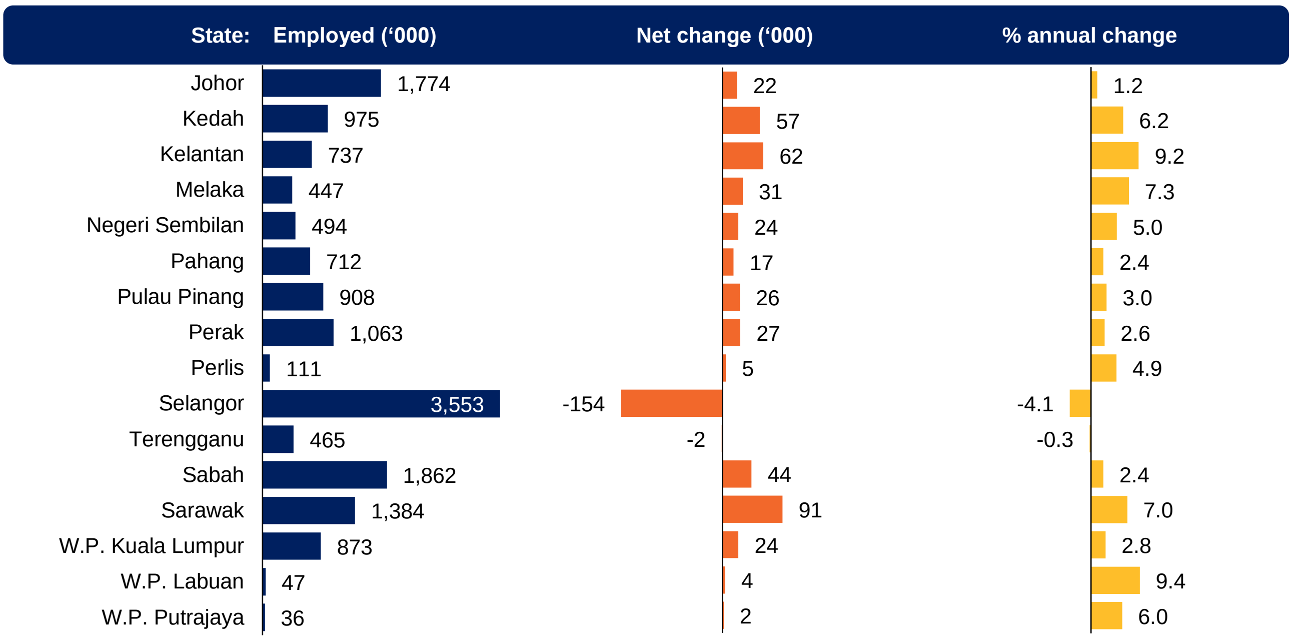
Chart 13: LFPR and annual LFPR change by states, Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

In line with the trend in LFPR by state, Selangor and Terengganu were the only two states with a reduction of employed persons. Selangor which owns nearly a quarter (23.0%) of national employment experienced a year-on-year decline by 4.1 per cent (-153.7 thousand) to 3.55 million persons after four successive quarters of growth since Q4 2020. On the same note, Terengganu posted a reduction of 0.3 per cent (1.5 thousand) to record 464.7 thousand employed persons. On the other hand, Sarawak with 1.38 million employed persons recorded the largest gain by 90.7 thousand (7.0%) [**Chart 14**].

Chart 14: Employed, annual difference & annual percentage change in employed by states, Q4 2021



Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

As for unemployment, W.P. Putrajaya continued to record the lowest rate at 1.6 per cent while Selangor was 2.9 per cent in Q4 2021. Six states posted unemployment rate below 4.0 per cent, ranging from 3.1 per cent to 3.8 per cent, namely Melaka, Negeri Sembilan, Pulau Pinang, Pahang, Johor and Kedah. In the meantime, the highest unemployment rate at 9.0 per cent was in Sabah followed by W.P. Labuan at 7.6 per cent.

Nine states recorded lower number of unemployed persons in Q4 2021 compared to the same quarter in 2020. Selangor experienced the largest reduction of unemployed persons (-69.6 thousand) considering the size of labour force in the state was also the highest. In spite of year-on-year decrease in national unemployment rate, increases in unemployment were seen in seven states. Sabah and Kelantan were among these states with an addition of 17.5 thousand and 7.6 thousand unemployed persons respectively [**Table 1**].

Table 1: Unemployment rate, unemployed, annual difference & annual percentage change in employment states, Q4 2021

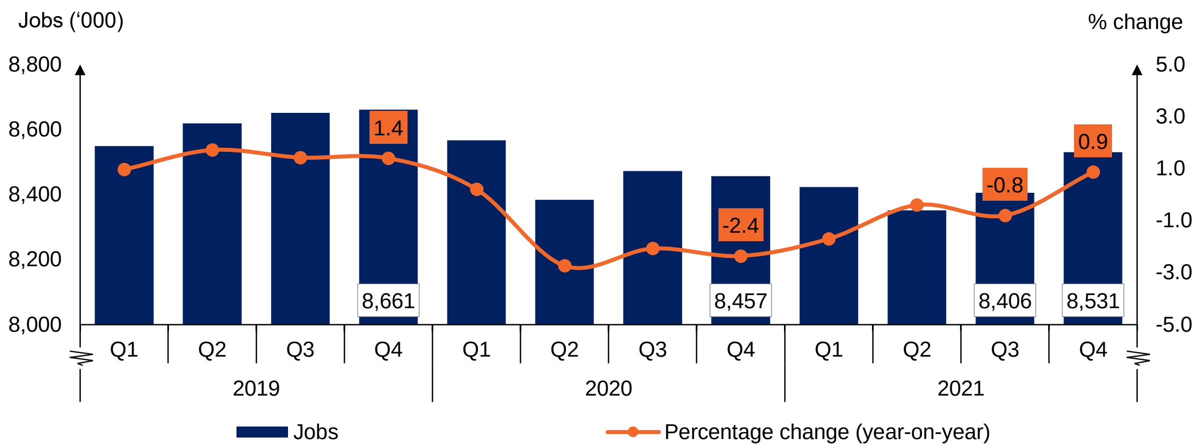
State	Unemployment rate (%)	Unemployed		
		Persons ('000)	Annual difference ('000)	Percentage annual change (%)
Sabah	9.0	184.2	17.5	10.5
W.P. Labuan	7.6	3.9	0.03	0.9
W.P. Kuala Lumpur	5.0	45.6	2.3	5.3
Kelantan	4.7	36.2	7.6	26.5
Perak	4.3	47.9	-5.0	-9.5
Malaysia	**4.3**	**694.4**	**-66.3**	**-8.7**
Perlis	4.2	4.9	-0.8	-14.2
Terengganu	4.1	19.9	0.8	3.9
Sarawak	4.0	57.6	-2.8	-4.6
Kedah	3.8	38.9	0.8	2.0
Johor	3.6	65.3	-6.7	-9.3
Pahang	3.3	24.2	0.5	2.2
Pulau Pinang	3.2	29.9	-3.7	-11.0
Negeri Sembilan	3.1	15.7	-5.1	-24.4
Melaka	3.1	14.2	-1.9	-11.9
Selangor	2.9	105.3	-69.6	-39.8
W.P. Putrajaya	1.6	0.6	-0.1	-20.4

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

3. Labour Demand

The demand for labour in the economic sector picked up for the first time in Q4 2021 after continuous decline for the last six quarters since Q2 2020. The number of jobs grew 0.9 per cent (+73.6 thousand) compared to the same quarter of the preceding year to record 8.531 million jobs. A positive development also occurred in the short term, whereby economic sector gained an additional 125.1 thousand jobs (1.5%) as against the previous quarter [**Chart 15**].

Chart 15: Jobs, Q1 2019 – Q4 2021



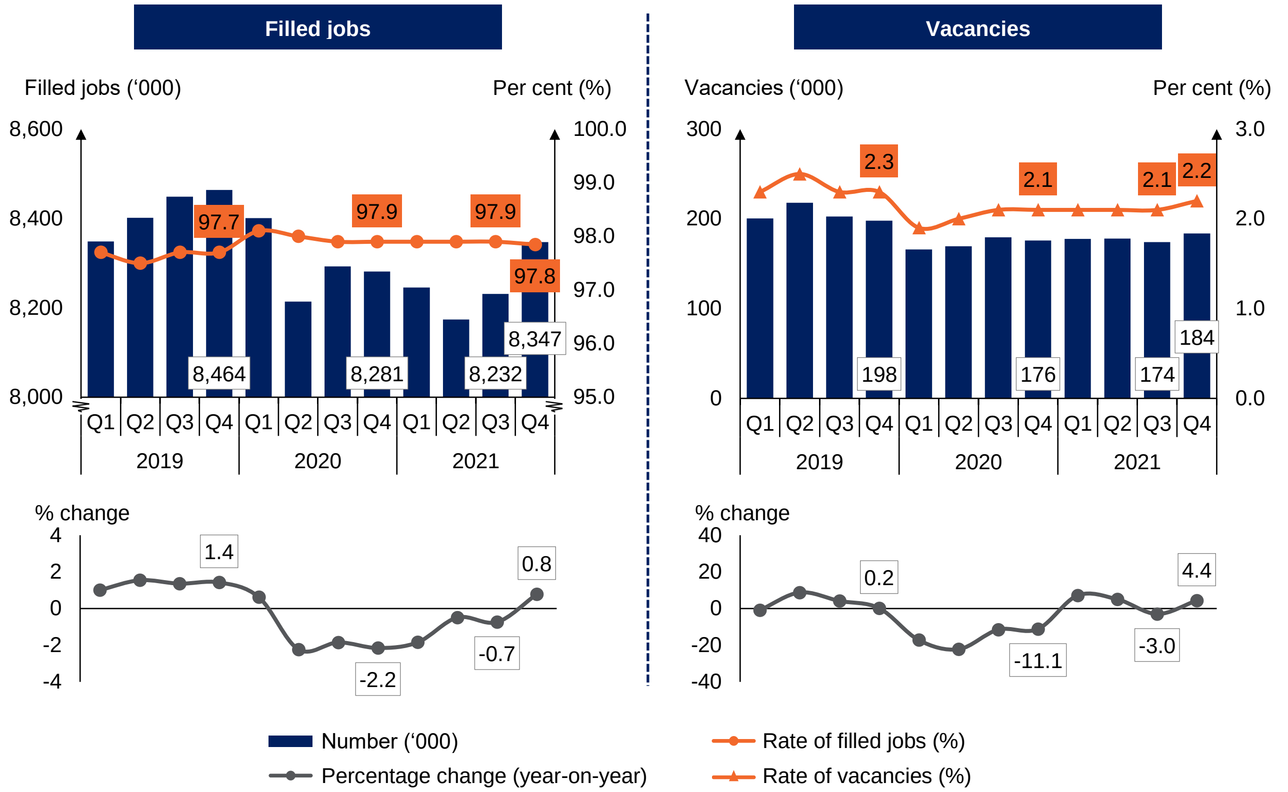
Source: Employment Statistics, Malaysia, Q4 2021, DOSM

The number of filled jobs surged 0.8 per cent (+65.9 thousand) year-on-year to record 8.347 million filled jobs in Q4 2021. In term of quarter-on-quarter comparison, an increment of 115.5 thousand jobs (1.4%) was recorded.

Following revival of more economic and social activities in Q4 2021, the number of vacancies also rose by 4.4 per cent (7.7 thousand) compared to same quarter in the previous year to register 183.6 thousand job vacancies in Q4 2021. A larger increase of 5.5 per cent or equivalent to additional 9.6 thousand job vacancies was observed as compared to Q3 2021.

Looking at the proportion of filled jobs and vacancies in Q4 2021, the rate of filled jobs declined marginally by 0.1 percentage point to 97.8 per cent after registering 97.9 per cent for five successive quarters since Q3 2020. Accordingly, the rate of job vacancies climbed up 0.1 percentage point to 2.2 per cent [**Chart 16**].

Chart 16: Filled job, rate of filled jobs, vacancies & rate of vacancies, Q1 2019 – Q4 2021



Source: Employment Statistics, Malaysia, Q4 2021, DOSM

In terms of demand for jobs by skill level in Q4 2021, the number of jobs went up for skilled and semi-skilled categories while the number of low-skilled jobs dropped against the same quarter in the preceding year. Meanwhile, all three skill categories posted increases compared to the previous quarter.

Skilled category comprised of 24.7 per cent of jobs Q4 2021, equivalent to 2.110 million jobs. This category which encompassed of Managers; Professionals; and Technicians and associates professional occupations edged up by 2.1 per cent (+44.4 thousand) compared to Q4 2020. Correspondingly, the number of filled jobs in skilled category grew 2.1 per cent (+42.0 thousand) registering 2.067 million filled jobs. In addition, the number of skilled job vacancies also surged 5.9 per cent accounting for to 42.9 thousand. Hence, the rate of filled jobs for skilled category was 98.0 per cent with a vacancy rate of 2.0 per cent.

Majority of jobs are in semi-skilled category, comprising a share of 62.3 per cent in Q4 2021. The occupations in this category are Clerical support workers, Service and sales workers; Skilled agricultural, forestry, livestock and fishery workers; Craft and related trades workers; as well as Plant and machine operators and assemblers. During the quarter, the number of semi-skilled jobs rose by 0.6 per cent (+33.0 thousand) compared to Q4 2020 to 5.312 million jobs. The number of filled jobs in the semi-skilled category increased 0.6 per cent year-on-year to 5.209 million jobs; hence encompassing 98.1 per cent of jobs. The category also gained an additional 4.5 thousand (4.6%) vacancies, hence resulting in 102.7 thousand vacancies in Q4 2021 with the vacancy rate of 1.9 per cent.

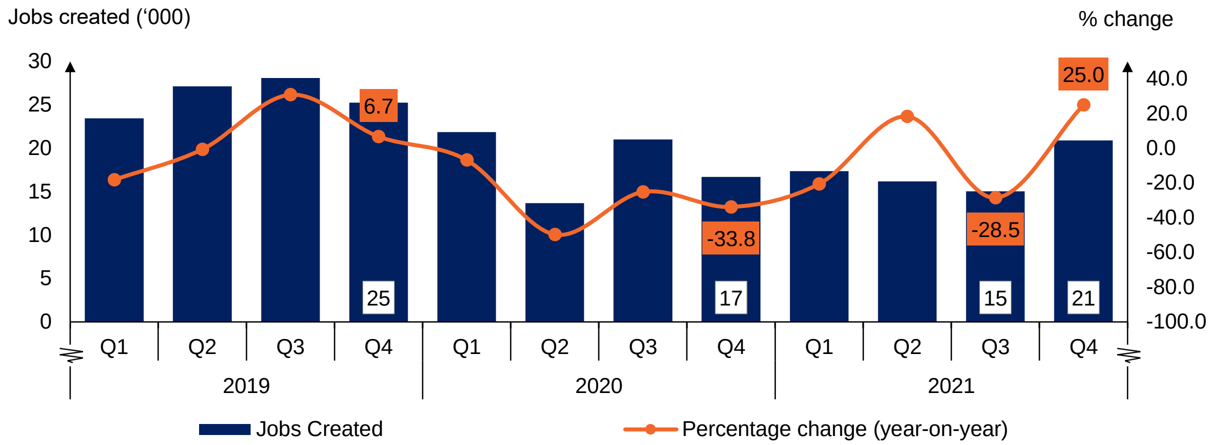
In the meantime, jobs in the low-skilled category encompassing a share of 13.0 per cent was downed by 0.3 per cent year-on-year to 1.109 million jobs in Q4 2021. Low-skilled filled jobs posted a slight decline of 0.4 per cent to 1.071 million, recording a rate of filled jobs at 96.6 per cent. On the contrary, the number of low-skilled job vacancies edged up 2.3 per cent (+0.8 thousand) to 38.0 thousand, with a vacancy rate of 3.4 per cent [**Chart 17**].

Chart 17: Jobs, filled job and vacancies by skill level, Q1 2019 – Q4 2021

Source: Employment Statistics, Malaysia, Q4 2021, DOSM

Most states have moved to Phase 4 of NRP by the end of 2021 thus allowing for reopening of more economic and social activities throughout the quarter. The increased demand for labour was shown from the 25.0 per cent rise in the number of jobs created to 20.9 thousand jobs compared to the same quarter a year ago (Q4 2020: 16.7 thousand). Additionally, the number of jobs created also showed positive trend as the number rose by 38.9 per cent quarter-on-quarter. Evidently, the number of quarterly jobs created in 2021 has yet to return to the level before the COVID-19 crisis hit in 2019. However, it is worth noting that the number was trending up [**Chart 18**].

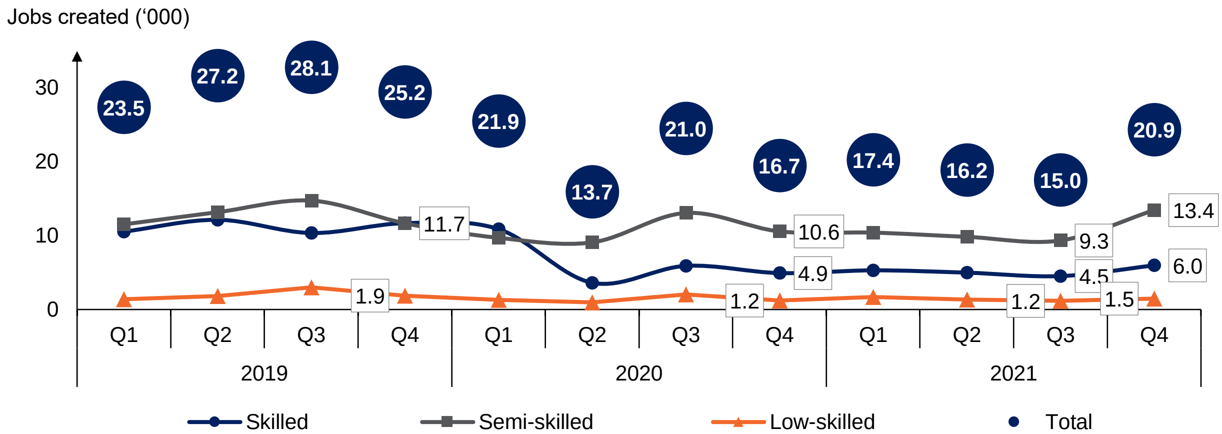
Chart 18: Jobs created, Q1 2019 – Q4 2021



Source: Employment Statistics, Malaysia, Q4 2021, DOSM

The jobs created in all three categories showed positive changes for both year-on-year and quarter-on-quarter comparisons. Semi-skilled category which held the largest share at 64.4 per cent encompassed 13.4 thousand jobs created. The skilled category posted a share of 28.6 per cent or 6.0 thousand jobs created in Q4 2021 while another 7.0 per cent or 1.5 thousand jobs created was in the low-skilled category [**Chart 19**].

Chart 19: Jobs created by skill level, Q1 2019 – Q4 2021



Source: Employment Statistics, Malaysia, Q4 2021, DOSM

The annual growth in jobs for Q4 2021 was attributed by Services and Manufacturing while Agriculture, Construction and Mining & Quarrying continued to decline. Jobs in the Services sector which made up more than half of total jobs comprised a share of 51.7 per cent in Q4 2021. This sector gained 45.9 thousand jobs (1.1%) to 4.414 million jobs following the rise of jobs in three sub-sectors namely Wholesale & retail trade; Transportation and storage; as well as Information and communication. As for the share of jobs by sub-sector, Wholesale & retail trade and Finance, insurance, real estate and business services made up more than half of jobs in the Services sector with a share of 36.3 per cent (1.602 million jobs) and 20.5 per cent (904.7 thousand jobs) respectively.

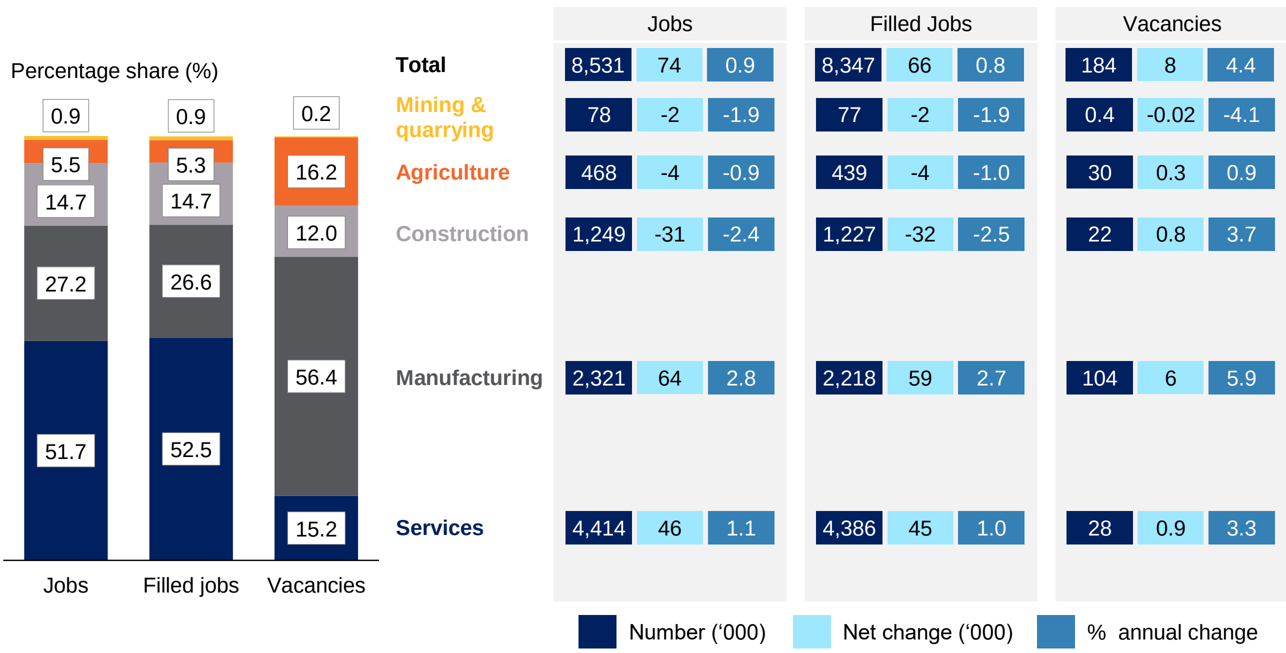
Out of the total jobs in Services sector, filled jobs comprised of 99.4 per cent or 4.386 million jobs. It was observed that the rates of filled jobs in all sub-sectors were more than 99.0 per cent. Information and communication ranked first at 99.7 per cent, followed by Food & beverages and Accommodation and Other services, both at 99.6 per cent. Services sector recorded an increase of 3.3 per cent in job vacancies to 27.9 thousand, registering a rate of vacancies at 0.6 per cent. These vacancies were largely concentrated in the sub-sectors of Wholesale & retail trade (38.9%); and Finance, insurance, real estate and business services (28.0%).

The Manufacturing sector came in second in terms of contribution to total jobs, recording a share of 27.2 per cent or 2.321 million. Nonetheless, the sector gained the most number of jobs year-on-year with an additional 64.3 thousand (2.8%) whereby all sub-sectors indicated increases. The three sub-sectors together which contributed almost two third of jobs in the Manufacturing sector were Electrical, electronic & optical products (26.8%), followed by Petroleum, chemical, rubber and plastic products (19.0%) and Non-metallic mineral products, basic metal and fabricated metal products (15.5%).

In overall, the rate of filled jobs in the Manufacturing sector was 95.5 per cent. The highest rate of filled jobs was in the Textiles, wearing apparel and leather products (96.5%), followed by Non-metallic mineral products, basic metal and fabricated metal products (96.1%). Two sub-sectors ranked third at 95.8 per cent namely Food processing, beverages and tobacco products and Wood products, furniture, paper products and printing. Vacancies in the Manufacturing sector rose 5.9 per cent as compared to the same quarter in 2020 to record 103.6 thousand jobs. A share of 30.8 per cent was concentrated in the sub-sector of Electrical, electronic and optical products while another 19.2 per cent was in the sub-sector of Petroleum, chemical, rubber and plastic products. The top three sub-sectors posting the highest rate of vacancies were Electrical, electronic and optical products (5.1%), Petroleum, chemical, rubber and plastic products (4.5%) and Transport equipment, other manufacturing and repair (4.3%).

Meanwhile, jobs in the Construction sector which made up a share of 14.7 per cent posted a year-on-year decrease of 2.4 per cent to 1.249 million jobs. The rate of filled jobs in this sector was 98.2 per cent while the vacancy rate was 1.8 per cent. Furthermore, the share of jobs in Agriculture and Mining & quarrying sectors consist of 5.5 per cent (468.4 thousand jobs) and 0.9 per cent (77.9 thousand jobs) respectively. Both sectors recorded decrease in jobs compared to Q4 2020. The rated of filled jobs in the Agriculture sector was 93.6 per cent as against the vacancy rate of 6.4 per cent. Since Mining & quarrying sector recorded the highest rate of filled jobs at 99.5 per cent, the vacancy rate was the lowest at 0.5 per cent [**Chart 20**].

Chart 20: Jobs, filled job, vacancies by economic activity, Q4 2021

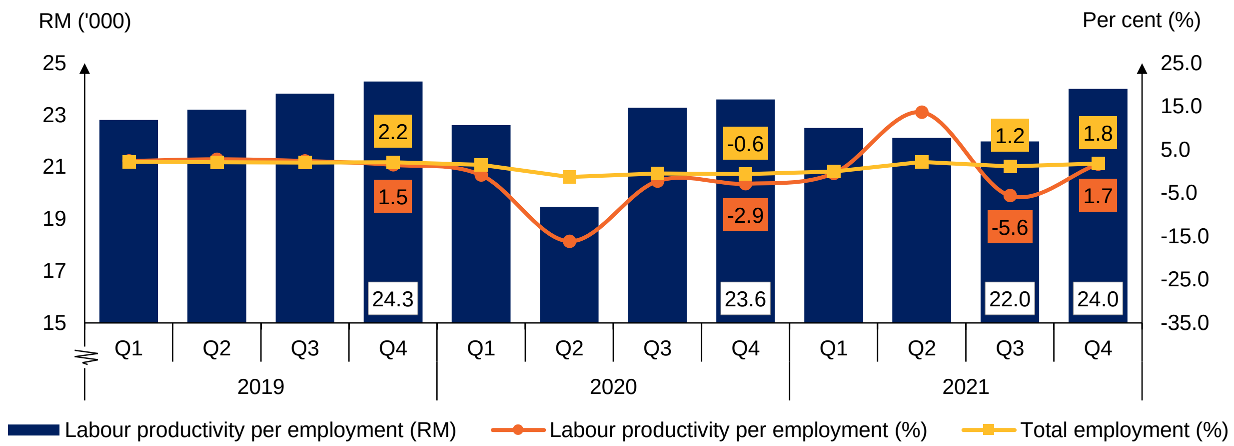


Source: Employment Statistics, Malaysia, Q4 2021, DOSM

4. Labour Productivity

Concomitant with almost all states shifting to Phase 4 of the NRP in Q4 2021, economic and social activities continued to be revived. Further relaxation of SOPs and permission to travel within the country have stimulated more demand. Therefore, Malaysia's economy rebounded to 3.6 per cent in Q4 2021 after a decline of 4.5 per cent in the previous quarter. Employment continued its positive growth, registering a stronger growth of 1.8 per cent year-on-year to record 15.44 million persons. The performance of labour productivity expressed as the ratio of value added per employment turned around by 1.7 per cent in Q4 2021 after diving 5.6 per cent in Q3 2021 registering the level of RM24,006 per person during the quarter (Q3 2021: RM21,983 per person) [**Chart 21**].

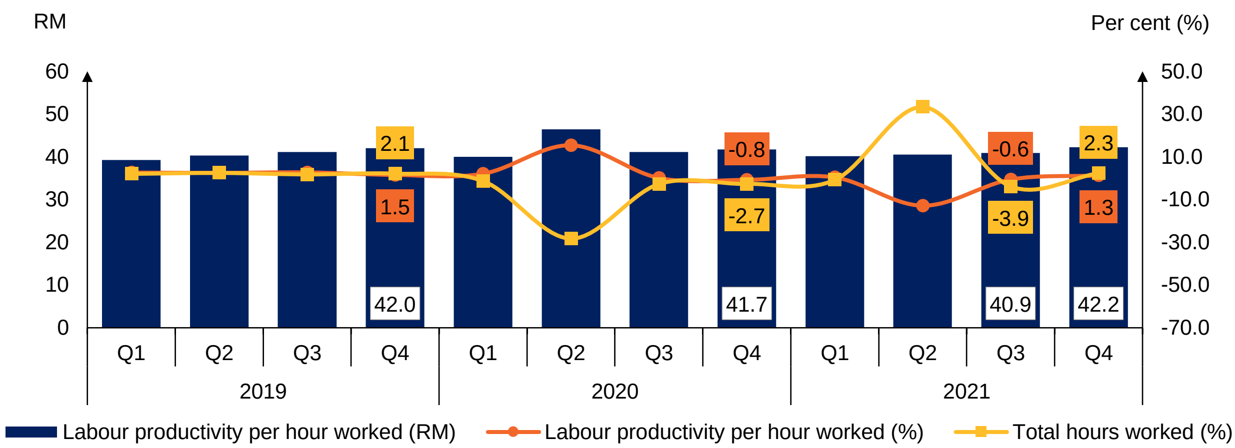
Chart 21: Labour productivity per employment, Q1 2019 – Q4 2021



Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Considering increased in labour demand following resumption of more businesses as well as longer operation total hours worked, surged 2.3 per cent to 8.78 billion hours (Q3 2021: 8.21 billion hours). Thus, labour productivity measured as value added per hour worked grew 1.3 per cent after declining for the last two quarters. In term of level, labour productivity per hour worked in Q4 2021 was RM 42.2 per hour (Q3 2021: RM 40.9 per hour) [**Chart 22**].

Chart 22: Labour productivity per hour worked, Q1 2019 – Q4 2021



Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Breaking down the performance of labour productivity by economic sector in Q4 2021, both measures indicated positive growth of labour productivity for Agriculture, Manufacturing and Services while Construction and Mining & Quarrying sectors registered a decline.

Labour productivity per employment in the Agriculture sector grew 2.9 per cent year-on-year after declining 2.6 per cent in the previous quarter. Likewise, value added per hour worked turned around to 1.7 per cent in Q4 2021 from negative 3.4 per cent in the previous quarter.

Manufacturing sector registered a 5.3 per cent rise in labour productivity per employment during Q4 2021 after contracting 3.5 per cent in the previous quarter. Increases were observed in all sub-sectors except for Textiles, wearing apparel and leather products which dropped 2.1 per cent. The sub-sector with the highest growth of value added per employment was Electrical, electronic and optical products at 11.6 per cent. Meanwhile, value added per hour worked in Manufacturing sector strengthened by 4.6 per cent (Q3 2021: 2.3%) following the positive performance in all the sub-sectors. Similarly, Electrical, electronic and optical products recorded the highest increase of value added per hour work during the quarter at 9.8 per cent.

The performance of labour productivity for the Services sectors rebounded after recording a negative growth for both measures of labour productivity per employment and labour productivity per hour worked in Q3 2021. Value added per employment posted a marginal increase of 1.0 per cent compared to a decline of 6.2 per cent in the previous quarter. Labour productivity measured as value added per hour worked also rose slightly by 0.7 per cent compared to negative 1.8 per cent in the preceding quarter. Transportation and storage sub-sector posted the highest increment in both measures of value added per employment (12.1%) and value added per hour worked (9.4%). In the meantime, two sub-sectors declined namely Wholesale & retail trade and Real estates and business services.

Meanwhile, labour productivity per employment for Mining & Quarrying sector recorded a larger decrease by 10.7 per cent (Q3 2021: -1.3%) while value added per hour worked dropped 9.3 per cent (Q3 2021: 4.1%). In addition, Construction sector continued to decline by recording double-digit year-on-year change for both measures of labour productivity in Q4 2021. Value added per employment improved to a negative 11.2 per cent after a decline of 18.8 per cent in Q3 2021. Value added per hour worked declined further by 11.0 per cent as opposed to negative 5.7 per cent in the previous quarter [**Table 2**].

Table 2: Labour productivity, value added, total employment & total hours worked, Q4 2021, Percentage change from corresponding quarter of preceding year (%)

Economic Activity	Labour productivity per employment	Labour productivity per hour worked	Value added	Total employment	Total hours worked
Agriculture	**2.9**	**1.7**	**2.8**	**-0.1**	**1.1**
Mining & Quarrying	**-10.7**	**-9.3**	**-0.9**	**11.0**	**9.3**
Manufacturing	**5.3**	**4.6**	**9.1**	**3.6**	**4.3**
Vegetable and animal oils & fats and food processing	4.8	3.5	10.7	5.6	7.0
Beverages and tobacco products	7.2	8.6	9.4	2.0	0.7
Textiles, wearing apparel and leather products	-2.1	0.9	4.7	7.0	3.8
Wood products, furniture, paper products and printing	3.2	2.0	5.6	2.3	3.5
Petroleum, chemical, rubber and plastic products	4.7	2.8	6.5	1.8	3.6
Non-metallic mineral products, basic metal and fabricated metal products	3.6	3.5	5.8	2.1	2.2
Electrical, electronic and optical products	11.6	9.8	16.4	4.3	6.0
Transport equipment, other manufacturing and repair	0.1	0.8	2.0	1.9	1.2
Construction	**-11.2**	**-11.0**	**-12.2**	**-1.2**	**-1.4**
Services	**1.0**	**0.7**	**3.2**	**2.1**	**2.5**
Utilities	4.8	2.1	4.8	-0.1	2.6
Wholesale & Retail Trade	-3.0	-1.3	1.3	4.5	2.6
Food & beverages and Accommodation	3.0	0.4	3.9	0.8	3.5
Transportation and storage	12.1	9.4	11.7	-0.4	2.1
Information and communication	4.9	4.8	6.8	1.9	1.9
Finance and insurance	4.1	3.5	4.0	-0.1	0.5
Real estate and business services	-5.8	-5.3	-6.7	-1.0	-1.5
Other services	1.1	0.1	4.0	2.9	3.9
Total	**1.7**	**1.3**	**3.6**	**1.8**	**2.3**

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

5. Digitalisation Efforts Intensify the Rise of Malaysia's Gig Employment

The Fourth Industrial Revolution (IR 4.0) has started to become an important topic of conversation within the business community in recent decades. Schwab (2016) perceived that with digitalisation enabling IR 4.0, the evolution is characterised by connectivity through Internet of Things, Artificial Intelligence and cloud computing[6]. This revolution was anticipated to alter the way we work and play as the world become more interconnected allowing for a seamless business operation and social experience. In this regard, the global community has been adopting IR 4.0 continually through adoption of technology and revision of business model, coupled with the emerging of multiple social media applications and rapid technological changes. With the development of cyber world and digital technology, the labour market landscape is set to transform following the changes in the future of work.

As for Malaysia, the key role of digitalisation was reflected by the uptrend of gross value added for Information and Communication Technology (GVICT) since it was recorded by DOSM in 2010. Between 2015 to 2019, GVICT grew between 12.5 per cent to 12.9 per cent annually. The contribution of ICT to the economy continued to expand from 16.5 per cent in 2010 to 19.2 per cent in 2019. During the same period, employment in the ICT industry also maintained a positive growth from 1.06 million in 2015 to 1.14 million in 2019. These statistics indicated the extend and progress of digitalisation in Malaysia's economy.

Fast forward into the year 2020, the unexpected impact like no other had come upon the global economy due to the COVID-19 public health crisis which had resulted in sharp economic contraction, reduction of hours worked as well as loss of employment. Malaysia too was deeply affected with economic and social restrictions being imposed to contain the fast-spreading virus in the country. As a consequence, certain industries experienced slower or no demand at all pushing them to either opt for business closures or review and reinvent business model. In choosing the former would also cause employees' wage cut or temporary lay-off. As it turned out, the health crisis had presented the opportunity for businesses and individuals to leverage upon technology in ensuring sustainably. In the absence of the traditional consumerism pattern, consumption of digital services surged. At the South-East Asian region, 60 million people started using a digital service for the first time following the pandemic[7]. In Malaysia, this was somewhat reflected by the 10.4 per cent growth in GVICT for 2020 amid the decline in gross value added for most industries. The contribution of GVICT to the economy expanded to 22.6 per cent during the year while employment which made up a share of 7.7 per cent rose 1.2 per cent to 1.16 million in 2020.

The future of work, which is shifting towards digitalisation has continued to foster the rise in a more flexible working arrangement coined as gig job. Although there is an agreed concept and definition of digital economy, the universally standardised definition on gig work has yet to be established. Nevertheless, the common denominator from various interpretations of gig work always come down to flexibility of working arrangement and reliance on digital platform. According to Malaysia Digital Economy Corporation (MDEC), the eRezeki programme which was designed on the Crowdsourcing models to assist income generation opportunities via digital platforms had started off with five local platform partners in 2015 and later expanded to 106 platform partners in 2020[8]. The number of strategic platform partners has further increased to 133 with more than 339,000 participants earning

[6] Schwab, K. (2016). The Fourth Industrial Revolution. Geneva: World Economic Forum.
[7] Think with Google: e-Conomy SEA 2021: Roaring 20s The SEA Digital Decade
[8] The Malaysian Administrative Modernisation and Management Planning Unit. (2022, February 10). MyGovernment: Public Service Delivery and Local Government. Retrieved from MyGovernment: https://www.malaysia.gov.my/portal/content/30641

income as of June 2021[9]. This signalled the growing involvement in flexible and digitally enabled task since the onset of the pandemic.

With low barriers for entry, participation in digital platform employment provides a temporary solution for income generation following losing previous employment and difficulties in securing another one with equal or higher pay. Despite all the flexibilities, the drawbacks of working in this type of job as own-account workers or dependent contractors is lack of social safety net. In relation to this, specific strategy under the Twelfth Malaysia Plan (12MP) i.e. Strengthening the Labour Market Support System outlined the initiatives to introduce social protection for gig workers and increase compliance with labour laws and regulation to improve the efficiency of the labour market. Another initiative under the same strategy is upgrading the skills of gig workers in order to move to a more favourable employment. Concerning this, MDEC with the goal to accelerate digital transformation of the nation, is trying to build a stronger foundation in supporting the gig economy by providing a programme called Global Online Workforce (GLOW) to equip participants with skills and know-how to become successful freelancers. Further to this, Social Security Organisation (SOCSO) as an agency entrusted to protect workers in Malaysia has implemented Employment Insurance System GIG (SIP GIG) as an initiative to protect the gig workers under the allocation of Budget 2022.

While temporary surge in digital economy was observed following the pandemic, Malaysia Digital Economy Blueprint (MyDIGITAL) has been launched to chart the trajectory of digital economy for the country. The increased involvement of private sector that sparked the opportunity to commercialise more contract for service job requires these gig workers to apply their knowledge and skills to generate income in skilled jobs as opposed to current involvement in semi-skilled occupation category. This can act as a catalyst to bring the gig work to a new level which ultimately contribute to increased efficiency and higher economic growth for Malaysia. Moreover, with better law and employment rights protecting the gig workers, this job can attract involvement of high skilled personnel and become a sustainable as well as a profitable option in the future.

[9] MDEC. (2021, June 21). MDEC: MDEC To Accelerate Digitalisation Efforts to Support PEMULIH Recovery Plan. Retrieved from https://mdec.my/news/mdec-to-accelerate-digitalisation-efforts-to-support-pemulih-recovery-plan/

6. Conclusion

As a whole, Malaysia's labour market in Q4 2021 improved considerably amid the NRP compared to the same quarter in 2020 when the country was under Recovery MCO. In terms of quarter-on-quarter performance, after a gradual recovery following the implementation of NRP in Q3 2021, labour market situation in Q4 2021 continued to pick up. Further relaxation of social and economic restrictions in Q4 2021 was observed as COVID-19 vaccination rate increased, hospitalisation slowed down and admission to Intensive Care Units (ICU) reduced. The permissions of inter-state travel and organisation of social events in the new normal could not happen at a sooner time concomitant with the public holidays in conjunction with various festivals in Q4 2021 including Deepavali and Christmas. Many seized the opportunity to frequent attractive local tourism destinations around Malaysia or went to visit the elders in their respective hometowns, resulting in increased consumer demand and domestic tourism activities.

From the supply side, labour force in Q4 2021 registered a larger year-on-year rise compared to Q3 2021 due to strong employment growth resulting to the number of employed persons to surpass the pre-pandemic level in 2019. Accordingly, the number of unemployed persons along with the unemployment rate lessened considerably to the lowest since Q1 2020. Nevertheless, unemployment situation has yet to return to average number and rate recorded prior to the pandemic. Revival of more businesses had resulted in the total hours worked to increase during the quarter as jobs demanded by the economic sector expanded for the first time since COVID-19 crisis. Together with the soaring number of filled jobs in the formal private sector establishment, vacancies also rose indicating more job opportunities awaited to be filled. In relation to this, more jobs were created in Q4 2021 compared to the same quarter a year ago. As for labour market efficiency, both measures of labour productivity in terms of value added per employment and value adder per hour worked registered increases as against the same quarter of the previous year.

Moving into 2022, all the states have graduated to Phase 4 of the NRP with reopening of more activities and further loosening of previous containment measures. However, number of daily COVID-19 cases have started to soar again in February, heightening to five-digit daily following a more infectious variant of Omicron spreading in the community. Instead of implementing blanket restrictions, targeted mechanism is designed to keep the situation at bay. Individuals, community and businesses are urged to assume self-responsibility in ensuring protection against the virus. Further to this, efforts to ensure herd immunity continues through administering of booster shots and inclusion of children aged five to eleven years for COVID-19 vaccinations.

The relentless focus towards stabilising the public health crisis coupled with continuation of various initiatives to ensure economic and labour market sustainability and continuity are expected to provide gradual path towards recovery of the labour market in the forthcoming quarter, notwithstanding the threat of more lethal variant of COVID-19.

PRIME MINISTER'S DEPARTMENT
DEPARTMENT OF STATISTICS MALAYSIA

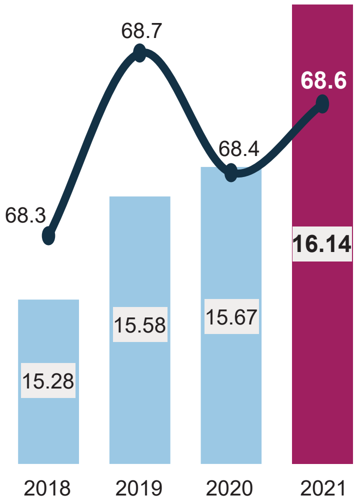
A SNAPSHOT OF MALAYSIA'S LABOUR MARKET IN 2021

Better labour market situation in 2021 as employment edged up surpassing pre-pandemic level. Despite increased in labour demand and total hours worked, unemployment rose marginally following continuous economic and social restrictions to ease the heatlh crisis.

In 2021, **labour force** increased 474 thousand to record **16.14 million** persons. Hence, LFPR rose 0.2pp to **68.6%** as against 2020.

31.4% out of total working age population were categorised as **outside labour force**

2021 7.39 million
2020 7.23 million

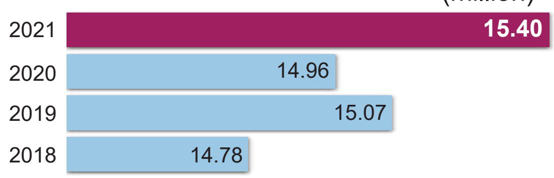


Labour force (million)
Labour force participation rate (%)

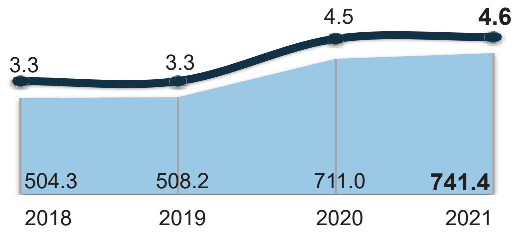
Note: pp = percentage points

Employed persons edged up by 3.0 per cent as against a year ago and has surpassed the pre-pandemic level

(million)



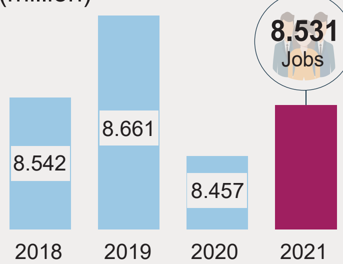
Unemployment rate increased slightly



Unemployment rate (%) Unemployed persons ('000)

(million)

Jobs in economic sector rose 73.6 thousand year-on-year but has not returned to pre-pandemic level

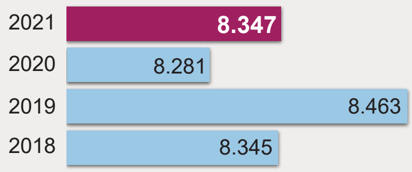


97.8% Rate of filled jobs

2.2 % Rate of vacancies

Filled jobs increased 65.9 thousand against 2020

(million)

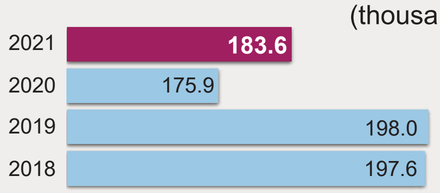


69.5 thousand **jobs created** in 2021 amid the targeted mechanism exercised to contain the health crisis

2018	2019	2020	2021
101.1 thousand	104.0 thousand	73.3 thousand	69.5 thousand

Vacancies went up by 7.7 thousand compared to the previous year

(thousand)

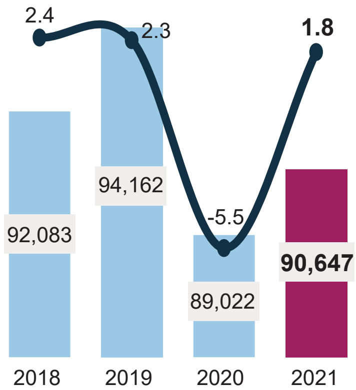


Total hours worked in 2021

increased 5.8 per cent compared to the previous year

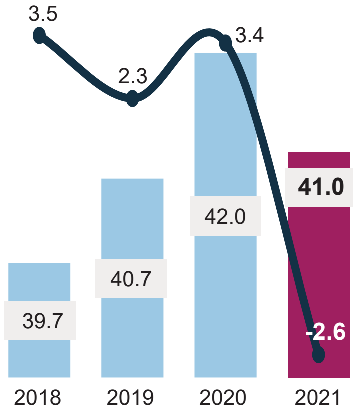
2021 33.8 billion 5.8%
2020 32.0 billion
2019 35.0 billion
2018 34.3 billion

Labour productivity per employment rebounded to 1.8% in 2021



Value added per employment (RM)
Year-on-year percentage change (%)

Labour productivity per hour worked fell 2.6% in 2021



Value added per hour worked (RM)
Year-on-year percentage change (%)

Source: Labour Market Review Fourth Quarter 2021, Department of Statistics Malaysia

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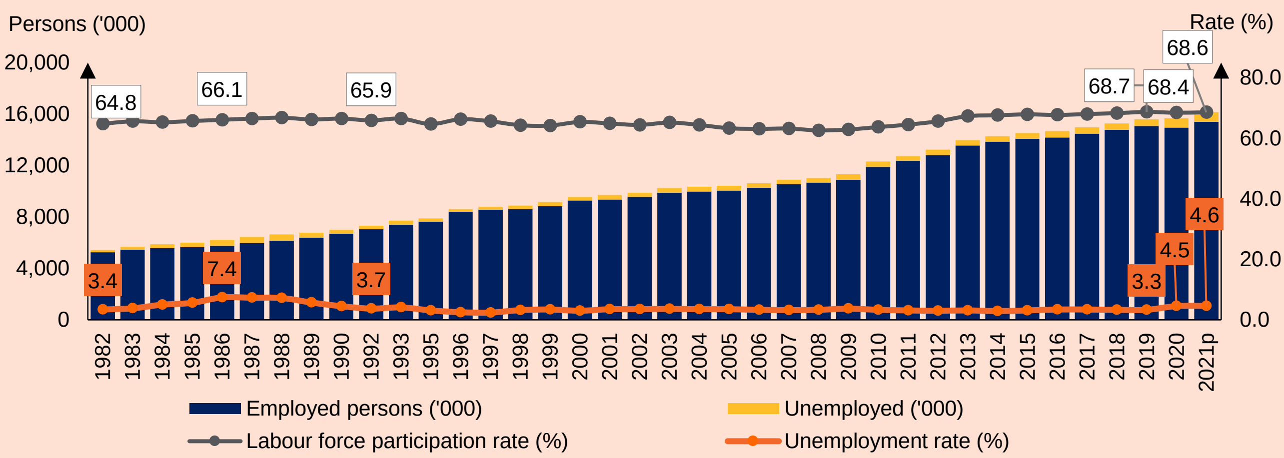
A Snapshot of Labour Market Situation in 2021

The year 2021 started off with a ray of optimism as the end of 2020 saw modest recovery in Malaysia's labour market amidst the battle to flatten the third wave of COVID-19. However, the plan to restore economic and social situation after a challenging 2020 came to a halt as the public health crisis became even more serious early in 2021. Hence, for the most part of 2021, a multipronged approach was exercised to simultaneously protect lives and livelihood including social and economic restrictions, ensuring population immunisation against the virus and continuous injections of fiscal stimulus. Instead of a blanket one size fit all strategies implemented in 2020, a more targeted mechanism was employed throughout 2021 to ensure those at risk and most susceptible either to the public health situation or the socioeconomic consequences was assisted and protected. However, it is worth to note that inter-state travel ban took up a longer part of 2021, running approximately nine months from mid-January to early October. On the contrary, the same restriction was only implemented for around two months in 2020. Although slight improvement was observed at the beginning of 2021, difficult circumstances ahead of the year had resulted in further challenges for the labour market to regain its recovery momentum during the year. This segment briefly touches on the annual labour market performance for the year 2021 as Malaysia muddled through yet another year of the COVID-19 crisis.

In terms of labour supply, preliminary estimates based on monthly average data indicated that the number of employed persons surged 3.0 per cent to 15.4 million persons in 2021 after a decrease of 0.8 per cent last year following the adverse impact of the pandemic. The number of employed persons has exceeded 15.07 million recorded during the pre-pandemic period in 2019. In the meantime, the number of unemployed persons increased further to 741.4 thousand in 2021 after recording 711.0 thousand persons a year ago. Amid continuous containment measures to mitigate the escalating health crisis, the unemployment rate rose 0.1 percentage point to reach a new high of 4.6 per cent in 2021. With the strong employment growth and slight increase in unemployment, the labour force rose by 3.0 per cent to 16.14 million persons. The LFPR in 2021 edged up by 0.2 percentage points to 68.6 per cent indicating more participation in the labour market compared to the preceding year. Correspondingly, another 31.4 per cent of the population in the working age was outside the labour force [**Chart 23**].

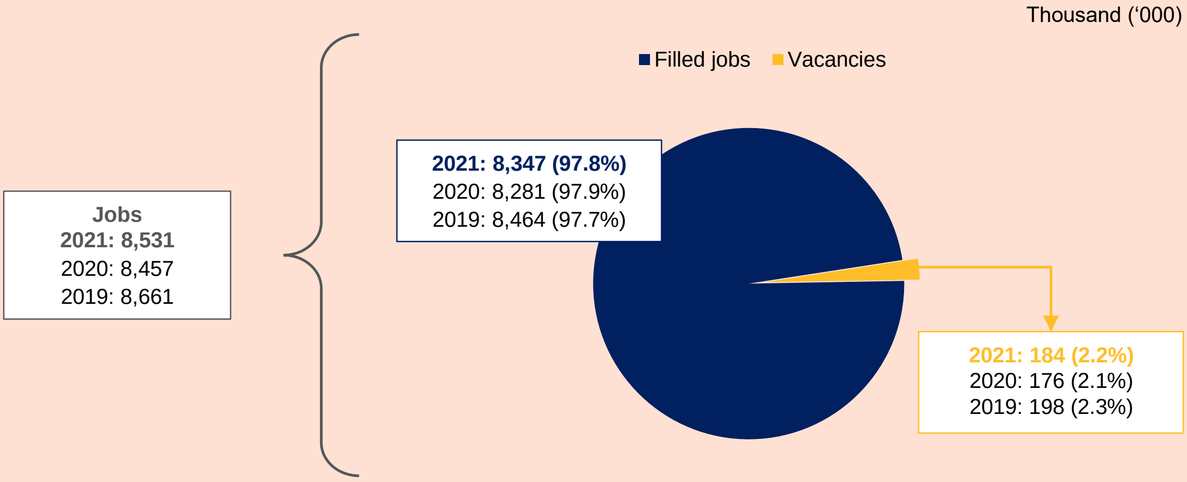
Chart 23: Employed persons, unemployed, labour force participation rate and unemployment rate, 1982-2021^{p}



Source: Labour Force Report, Malaysia, December 2021, DOSM
Note: p - preliminary data based on average of monthly statistics in 2021

Meanwhile, the year 2021 has also observed improvement in the labour demand as jobs grew to 0.9 per cent after declining 2.4 per cent in 2020. Nevertheless, the level of jobs in 2021 which stood at 8.531 million was still lower than 8.661 million jobs recorded in 2019 before the COVID-19 crisis hit. The recovery in demand was attributed to the rise of both the number of vacancies and filled jobs. Filled jobs which comprised 97.8 per cent of jobs in 2021 increased by 65.9 thousand while a higher rate of vacancy was recorded at 2.2 percent in line with the rise in the number of vacancies by 7.7 thousand to 183.6 thousand [**Chart 24**].

Chart 24: Jobs, filled jobs, vacancies, rate of filled jobs and rate of vacancies, 2019 – 2021



Source: Employment Statistics, Malaysia, Q4 2021, DOSM
Notes: 1. The number represents in thousand;
2. ( ) refers to rate

Slower business situation in 2021 resulted in lower number of jobs created during the year at 69.5 thousand as compared to 73.3 thousand jobs created in 2020. By economic sector, the largest share of jobs created in 2021 was in the Manufacturing sector, comprising of more than 40 per cent; particularly in the sub-sectors of Electrical, electronic and optical products as well as Petroleum, chemical, rubber and plastic products. Services sector came in second with a share of 37.2 per cent, largely concentrated in Wholesale and retail trade as well as Finance, insurance, real estate and business services sub-sectors [**Table 3**].

Table 3: Number of jobs created by sector, 2019-2021

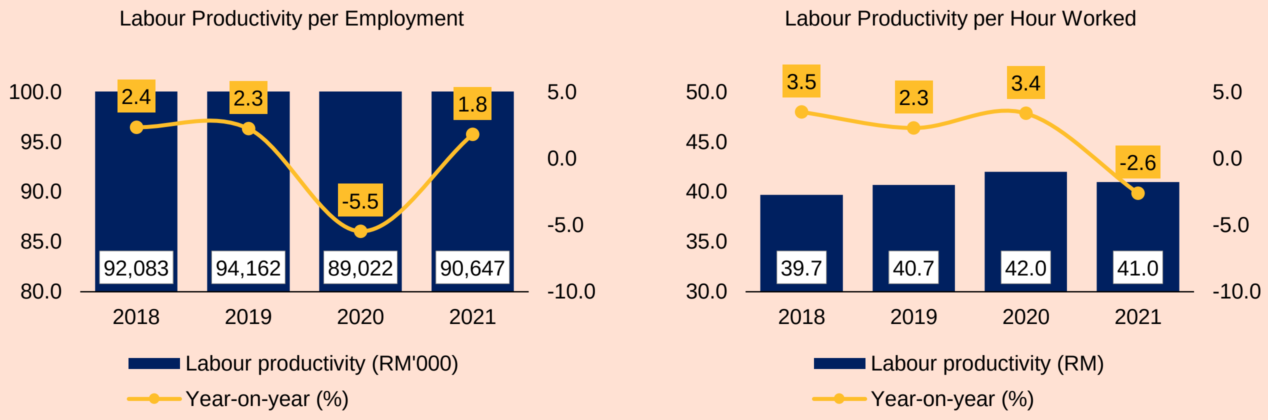
Sector	2019		2020		2021	
	Number ('000)	Share (%)	Number ('000)	Share (%)	Number ('000)	Share (%)
Agriculture	10.8	10.3	3.1	4.3	3.4	4.9
Mining & quarrying	0.6	0.6	0.3	0.4	0.3	0.5
Manufacturing	19.2	18.4	25.6	34.8	29.2	42.0
Construction	22.3	21.4	14.2	19.3	10.8	15.5
Services	51.1	49.2	30.2	41.2	25.8	37.2
Total	**104.0**	**100.0**	**73.3**	**100.0**	**69.5**	**100.0**

Source: Employment Statistics, Malaysia, Q4 2021, DOSM

In line with the rise in employment and GDP turned around by 3.1 per cent in 2021, labour productivity expressed as value added per employment picked up 1.8 per cent from negative 5.5 per cent in 2020 to record RM90,647 per person (2020: RM89,022). In the meantime, total hours worked surged 5.8 per cent to 33.8 billion for the year against a sharp decline of 8.7 per cent in 2020. This was following the permission to reopen the economic and social activities in stages during the NRP phase which offered businesses the opportunity to operate almost as in the pre-pandemic period. As hours worked registered higher growth than value added, labour productivity as measured by valued added per hour worked dropped 2.6 per cent (2020: 3.4%) registering RM41.0 per hour (2020: RM42.0) [**Chart 25**].

Breakdown by economic sector, increase of labour productivity per employment was recorded by Manufacturing and Services sectors. As for value added per hour worked, only the Manufacturing sector recorded positive growth during 2021 while the other sectors declined.

Chart 25: Labour productivity per employment and labour productivity per hour worked, 2018 – 2021



Source: Labour Productivity, Malaysia, Q4 2021, DOSM

One year after PICK was implemented, efforts to achieve herd immunity continues through mobilisation of booster shots and extension of COVID-19 vaccination towards children aged five to eleven years. Although the COVID-19 threat remains with a more infectious variant of Omicron resulting once again in the number of daily cases to reach five-digit, better protection has observed a lower number of hospitalisation and death. Further to this, the NRP which kicked off in July last year have seen gradual ease of restrictions according to the phase, allowing for more economic activities to revive. After inculcating the new normal in the community, more people have started to assume self-responsibility and remain vigilant in fighting COVID-19 through compliance to SOPs, regular testing of COVID-19 virus and other necessary measures. In this regard, a healthier labour market outlooks anticipated for 2022 in line with the projection of Ministry of Finance that employment will rise by 2.3 per cent to 15.5 million in 2022 while unemployment rate is expected to fall to 4.0 per cent[10].

[10] Ministry of Finance Malaysia. (2021). Malaysia Economic Outlook 2022. Putrajaya: Ministry of Finance Malaysia.

Box Article:

Early Assessment of Malaysia's Sectoral Labour Market Recovery Amid COVID-19 Crisis

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Introduction

At the end of 2019, the first case of COVID-19 was confirmed in Wuhan, China. After spreading to 114 countries with more than 118,000 cases and 4,291 deaths, the World Health Organisation (WHO) announced the virus as a global pandemic in March 2020. At the preliminary stage when a lot was still relatively unknown about the virus, countries around the world started off with the immediate movement restrictions encompassing limited social and economic activities as well as international border closures. These unpopular decisions were employed in the interest of protecting valuable lives. Entering the third year of this public health crisis, experts are still tirelessly searching for the safest and most effective treatments as well amid continuous preventive measures and vaccinations.

A fact that is equally important is that the devastating impact of the pandemic towards the world's economy is still evident to this day. The world's major economies such as the European Union and the United States of America were severely hit in 2020 as the Gross Domestic Product (GDP) shrank 6.1 per cent and 3.8 per cent respectively [**Chart 1.1**]. Meanwhile, China's economy registered a slower growth at 2.3 per cent compared to 6.0 per cent in 2019. In the East Asian region, the GDP for Republic of Korea slipped 0.9 per cent as compared to a positive growth of 2.2 per cent in 2019. Singapore's economy was also downed by 5.4 per cent while the Philippines recorded a dive of 9.6 per cent. Following multiple socioeconomic restrictions to contain the fast-spreading virus in the country, Malaysia's economy also contracted by 5.6 per cent in 2020 compared to a 4.4 per cent growth in the previous year, making it the lowest economic performance the country had ever experienced since registering a 7.4 per cent drop in 1998.

Chart 1.1: GDP growth for selected countries, 2019 & 2020

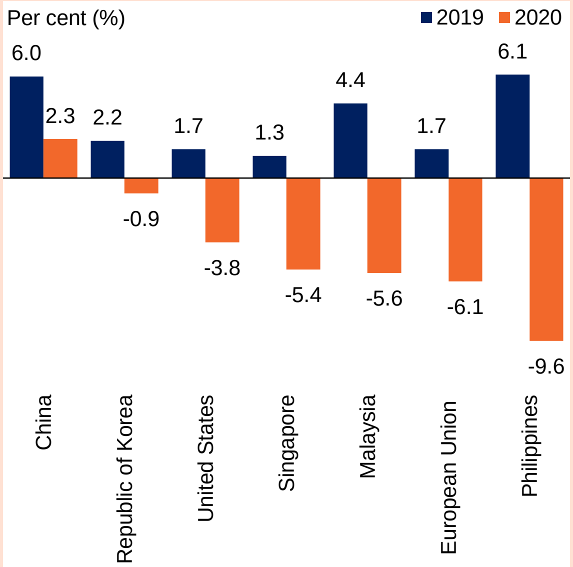
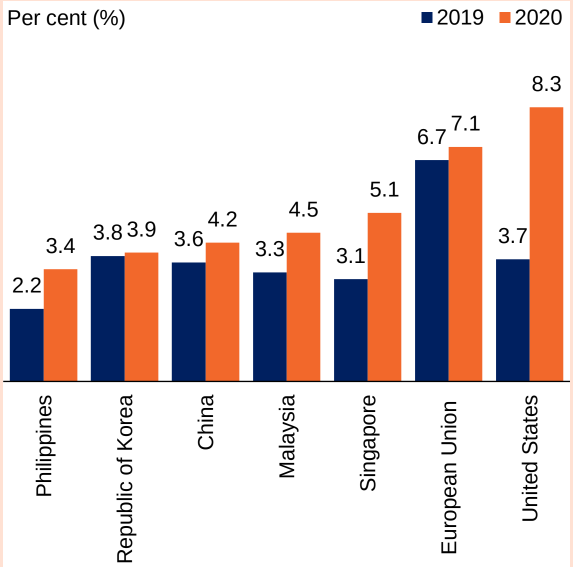


Chart 1.2: Unemployment rate for selected countries, 2019 & 2020



Source: https://www.statista.com/

Ending a decade of economic expansion in 2020, the efforts to contain the public health crisis led businesses to suspend or to close their operations; resulting in an unprecedented number of job losses and temporary layoffs. According to the International Labour Organization (ILO, 2021), the serious impacts of COVID-19 to the world of work included reduced working hours and employment losses far worse than during the Global Financial Crisis. The same ILO report showed that almost 8.8 per cent of global working hours were lost in 2020, which is equivalent to 255 million full-time jobs. Of this number, 114 million people had experienced job losses whereby 28.9 per cent shifted to unemployment as they continue to search for work and the remaining 71.1 per cent turned to inactivity. Comparisons of unemployment rates for selected countries are as in **Chart 1.2**.

In some countries, employers managed to retain employees by reducing operation hours and subsequently applying pay cut. In others, there had been unprecedented leaps in unemployment, but many workers would later return to their jobs as economies re-opened. Additionally, this pandemic also prevented many from looking for employment. The consequences for these more vulnerable groups are potentially dire, as they face income losses and find it challenging to find job opportunities after experiencing unemployment as a result of slower demand for labour by the economy. Even after the pandemic subsides or turns to the endemic phase, some of the effects on the labour market structure may be persistent, with employment in some sectors permanently shrinking and others expanding. Therefore, this article will assess the economic recovery and the subsequent sectoral labour market recovery so far in comparison to the period before COVID-19 health crisis.

Literature Review

Literatures perceived that no industry is left unaffected by the COVID-19 pandemic with relocation and shut down of businesses and supply chains are experienced in almost every sector. The pandemic had brought about not only practical physical distancing but also economic distancing and had placed the world economy at risk. As the pandemic is often claimed as an economic shock, many literatures portrayed the expected recovery in pictorial form. Since employment situation is one of the indicators used to assess recovery, the reviews will discuss the labour market and economic recovery interchangeably. Initially, at the beginning of the crisis in 2020, J.P. Morgan (2020) claimed that there was a debate whether economic recovery would be either V-shaped or U-shaped. Later, when the pandemic continued with multiple waves, economists suggested W-shape or even a pessimistic L-shape (Sharma, Bouchaud, Gualdi, Tarzia, & Zamponi, 2020; De Backer, Dewachter, & Lania, 2021). Additionally, there were a few literatures which forecasted a K-shaped recovery, whereby recovery speed differs by sector (ILO, 2021; Bheemaiah, Esposito, & Tse, 2020).

As depicted from analysis of K-shaped recovery, the inequality of recovery process showed that larger firms with access to government stimulus will recover faster than the smaller firms, typically involving blue-collar workers (Bheemaiah et al, 2020). Moreover, those in accommodation and food services experienced a huge decline in employment following slower demand, as opposed to information and communication and finance and insurance, which posted increases of employment (International Labour Organization, 2021). Parallel to this, Dua, Mahajan, Oyer, & Ramaswamy (2020) reported that the most affected sectors such as arts, entertainment and recreation; accommodation and food services; educational services; transportation and warehousing; and manufacturing could take up more than five years to return to 2019-level of value added, whereas sectors which could recover more quickly are information services and healthcare and social assistance. This is consistent with findings of Szczygielski, Charteris, Bwanya, & Brzeszczyński (2022) that the least profitable sectors from the crisis include airlines; thrift and mortgage finance; energy equipment and services; gage real estate investment trusts; aerospace and defence; consumer finance banks; oil, gas and consumable fuels; as well as transportation infrastructure and distributors. Szczygielski et al. (2022) also found that healthcare technology; internet and direct marketing retailing; software; and biotechnology were only moderately affected. The extent to which these industries are affected are proportional to the recovery pace.

Unequal recovery was also shown between countries where developed economies also observed significant differences depending upon the public health situation, the containment measures as well as the fiscal stimulus administered in the respective countries. According to Francisco (2022), Britain, Germany, Italy and Spain had fared worse in terms of comparison of economic indicators between current and pre-pandemic, whereas Denmark, Slovenia, Norway and Sweden performed comparably well. Looking further into the data, the article also noted that Japan, which was less impacted by the virus, experienced little change in the labour market. As for countries that recorded loss in labour income, such as the United States of America and Canada, the governments' compensation through unemployment benefits and stimulus cheques had somewhat stabilised the economic and labour market situations.

On the other hand, the K-shaped recovery is also seen based on recovery process fluctuating according to country's development level. World Bank (2021) had lowered the growth forecasts for low-income countries with lagged vaccination. Particularly, according to International Monetary Fund (2022), 86 countries did not meet fully vaccinated coverage of at least 40 per cent by end of 2021. This may be due to delivery challenges in countries despite pre-purchases coverage had reached extensively in many regions. Based on economic outlook of 2022, World Bank (2022) predicted emerging market and developing economies (EMDEs) are experiencing weaker recovery than advanced economies, owing to slower vaccination progress, faster pace of policy support withdrawal and more pronounced scarring effects from the pandemic. While many regions in EMDEs are expected to post higher growths in 2022 than in 2019, only half of countries in EMDEs had reached above their 2019 output level in 2021. In addition, more than 75 per cent of tourism-reliant countries had also not reached pre-pandemic output level. However, countries in EMDEs are still anticipated to achieve higher economic growth rates in 2022 as compared to 2019. This includes Malaysia with a forecasted growth of 5.8 per cent (2019: 4.4%). Nevertheless, these economies still face the risks towards regaining recovery momentum with the surges in COVID-19 cases from new variants.

In 2022, Bowman (2022) from Forbes highlighted four key business trends, including cryptocurrency, sustainability, authenticity and artificial intelligence. Whereas according to Standage (2022) from The Economist, among the trends to look out for during the year are contrasts of political systems, moving from pandemic to endemic, inflation worries, the future of work, technological rivalries between countries, climate change and change in travel patterns. Similarly, Financial Times (2021) also mentioned that 2022 trends include more expensive travelling, regulatory risk in aviation due to focus on carbon emissions and recovery in demand for oil, natural gas and electricity. These trends would be helpful in analysing sectoral situation of the economic recovery process. For example, there may be risen investments in sectors related such as information services, finance and insurance and research and development, whereas uncertainty may loom in tourism, air transportation and commodities.

Methodology

The study was carried out using time-series statistics which started prior to the COVID-19 health crisis up until the most recent annual statistics available, that is for the year 2021. Publicly accessible data are used to analyse the ongoing labour market recovery trend based on official statistics published by the Department of Statistics Malaysia (DOSM). The statistics on total employment as well as disaggregation by economic sector were acquired from the Quarterly Labour Productivity Report. Meanwhile, labour demand statistics which includes the number of jobs, filled jobs, vacancies and jobs created were obtained from Quarterly Employment Statistics Report. In addition, the number of persons engaged in specific industries which is equivalent to the definition of filled jobs were compiled from Quarterly Services Survey Report and Monthly Manufacturing Survey Report. In the meantime, the statistics on economic performance are sourced from compilations of National Account Statistics where economic performance is measured based on the year-on-year percentage change in GDP at constant prices.

In line with the study's goal to evaluate the effects of COVID-19 on the employment by economic sector, the authors performed the literature review including reviews of journals, articles and official websites that documented the data for information dissemination. These sources are considered secondary data utilised for analysis published in journals and statistical databases.

Result & Discussion

1. The State of Economy and Labour Market

In 2020, economic and social restrictions had taken place in Malaysia to contain the fast spreading of the COVID-19 pandemic in the country in the form multiple phases of Movement Control Order (MCO) depending upon the health crisis situation at a particular time. This had resulted in Malaysia's economy experiencing a decline of 5.6 per cent, after registering positive growths for the past ten years. Specifically, two sectors recorded double-digit declines, namely Construction and Mining & quarrying sector which contracted 19.4 per cent and 10.6 per cent respectively.

After going through Recovery MCO (RMCO) at the end of 2020, a persistently high number of COVID-19 daily infections at the beginning of 2021 had prompted the implementation of MCO 2.0 since 13 January 2021. This time around was unlike the initial stage in March 2020, where efforts to curb the pandemic was mobilised through a nationwide MCO encompassing restrictions of non-essential economic sectors and social activities. Instead, MCO, Conditional MCO (CMCO) and Enhanced MCO (EMCO) were carried out depending upon the risk of further infections in the states, areas and localities throughout the countries (DOSM, 2021). Consequently, a comprehensive and dynamic four-phase National Recovery Plan (NRP) was launched in the mid of 2021. The plan outlined a systematic and safe exit from the COVID-19 crisis and progressive reopening of society and the economy towards a new normal. Thus, Malaysia's economy was expected to recover in 2021, given the improvement in local and global demand as well as the rolled-out of COVID-19 vaccines boosting consumer and business sentiments.

A more strategic and targeted mechanism to address the country's COVID-19 situation in 2021 had resulted in Malaysia's economic performance to rebound by 3.1 per cent. Although Manufacturing was the major contributor to the growth registering 9.5 per cent, GDP for two other sectors turned around compared to a negative growth in 2020 namely Mining & quarrying (0.7%) and Services (1.9%). However, the level of GDP in 2021 was still lower than what Malaysia had achieved before the COVID-19 health crisis in 2019 as four out of five economic sectors recorded lower GDP level in 2021 as against 2019. On the positive side, the performance of the Manufacturing sector alone with the GDP value of RM337.3 billion had gone beyond 2019 (RM 316.3 billion) [**Table 1.1**].

Table 1.1: GDP by economic sector at constant 2015 prices, Malaysia, 2018 – 2021

Sector	GDP (RM Billion)				Growth (%)			
	2018	2019	2020	2021	2019/ 2018	2020/ 2019	2021/ 2020	2021/ 2019
Total	**1,364**	**1,424**	**1,344**	**1,386**	**4.4**	**-5.6**	**3.1**	**-2.7**
Agriculture	100	102	99	99	**2.0**	**-2.2**	**-0.2**	**-2.3**
Mining & quarrying	104	103	92	93	**-0.6**	**-10.6**	**0.7**	**-10.0**
Manufacturing	305	316	308	337	**3.8**	**-2.6**	**9.5**	**6.6**
Construction	66	66	54	51	**0.4**	**-19.4**	**-5.1**	**-23.6**
Services	773	821	776	790	**6.2**	**-5.5**	**1.9**	**-3.7**

Source: National Account Statistics, DOSM

In terms of the labour market situation, the number of employed persons had been trending upward, averaging a growth of 2.0 per cent between 2017 to 2019. The number stood at 15.13 million persons in 2019 after an annual increase of 2.1 per cent. Major social and economic restrictions coupled with strict standard operating procedures (SOPs) imposed during the various MCO phases in 2020 had resulted in either business closures of reduced operations by the industry and lower demand for goods and services by households. The unfavourable business performance during 2020 had caused cancellation or freezing of new hires and subsequently a reduction in total employment. In this matter, employment posted a marginal decrease of 0.2 per cent to 15.10 million persons in 2020. By economic sector, only employment in the Services sector which contributed 61.0 per cent of employment in 2020 posted positive growth, albeit at a slower rate of 0.5 per cent [**Table 1.2**].

Table 1.2: Employment, Malaysia, 2018 – 2021

Sector	Employment ('000)				Growth (%)			
	2018	2019	2020	2021	2019/ 2018	2020/ 2019	2021/ 2020	2021/ 2019
Total	**14,810**	**15,126**	**15,096**	**15,290**	**2.1**	**-0.2**	**1.3**	**1.1**
Agriculture	1,844	1,873	1,866	1,874	**1.6**	**-0.4**	**0.4**	**0.0**
Mining & quarrying	76	75	74	75	**-0.4**	**-2.3**	**1.7**	**-0.6**
Manufacturing	2,502	2,553	2,552	2,618	**2.1**	**-0.1**	**2.6**	**2.5**
Construction	1,509	1,463	1,399	1,385	**-3.1**	**-4.4**	**-1.0**	**-5.3**
Services	8,880	9,161	9,206	9,338	**3.2**	**0.5**	**1.4**	**1.9**

Source: Labour Productivity, Q4 2021, DOSM

Employment grew 1.3 per cent to record 15.29 million persons in 2021. Although the rise of employment was partially due to the low-based number of employed persons in 2020, progressive reopening of economic and social activities towards the second half of the year also contributed to the growth in employment. This was indicated by a 1.1 per cent growth of employment as compared to the state of employment before the outbreak of COVID-19 in 2019. All economic sectors registered positive employment growth compared to pre-crisis in 2019 except the Construction sector which continued to decline by 5.3 per cent. Employment in the agriculture sector also reduced by 1.0 per cent compared to 2020.

The year 2020 had 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, the number of filled jobs and vacancies. Jobs opening as indicated by the number of vacancies eased by 22 thousand to 176 thousand while filled jobs declined by 182 thousand in 2020. While the year 2021 had seen the jobs in the economic sectors growing 0.9 per cent as against a year ago to 8.53 million, the number was still 1.5 per cent lower than what was recorded in 2019. Sectoral breakdown found that Manufacturing was the only sector with jobs more than pre-pandemic level while the other sectors recorded lower number of jobs.

Slicing further in terms of the jobs opening, the number of vacancies edged up 4.4 per cent as compared to 2020 following the increase for all sectors except for Mining & quarrying. The positive growth for demand of labour in private businesses signalled the labour market in Malaysia is set to trend up further in 2022 [**Table 1.3**].

Table 1.3: Jobs, filled jobs and vacancies, Malaysia, 2018 – 2021

Sector	Labour Demand ('000)				Growth (%)			
	2018	2019	2020	2021	2019/ 2018	2020/ 2019	2021/ 2020	2021/ 2019
Jobs	**8,542**	**8,661**	**8,457**	**8,531**	1.4	-2.4	0.9	-1.5
Agriculture	482	487	473	468	1.1	-3.0	-0.9	-3.8
Mining & quarrying	82	83	79	78	0.6	-3.8	-1.9	-5.6
Manufacturing	2,245	2,284	2,257	2,321	1.7	-1.2	2.8	1.6
Construction	1,313	1,331	1,280	1,249	1.4	-3.8	-2.4	-6.2
Services	4,421	4,477	4,368	4,414	1.3	-2.4	1.1	-1.4
Filled Jobs	**8,345**	**8,464**	**8,281**	**8,347**	1.4	-2.2	0.8	-1.4
Agriculture	456	459	443	439	0.7	-3.4	-1.0	-4.4
Mining & quarrying	82	82	79	77	0.6	-4.0	-1.9	-5.8
Manufacturing	2,132	2,174	2,159	2,218	2.0	-0.7	2.7	2.0
Construction	1,291	1,308	1,259	1,227	1.3	-3.8	-2.5	-6.2
Services	4,384	4,440	4,341	4,386	1.3	-2.2	1.0	-1.2
Vacancies	197.6	198.0	175.9	183.6	0.2	-11.2	4.4	-7.3
Agriculture	25.9	28.4	29.5	29.8	9.7	3.9	1.0	4.9
Mining & quarrying	0.3	0.3	0.4	0.4	0.0	33.3	0.0	33.3
Manufacturing	112.7	109.4	97.8	103.6	-2.9	-10.6	5.9	-5.3
Construction	21.4	22.8	21.2	22.0	6.5	-7.0	3.8	-3.5
Services	37.4	37.1	27.0	27.9	-0.8	-27.2	3.3	-24.8

Source: Employment Statistics, Q4 2021, DOSM

2. Labour Market Sectoral Recovery Analysis

In line with the changes in Malaysia's economic structures since post-independence in 1957 to date, the pattern of sectoral employment can also be observed with the rising proportions of employment in the Manufacturing and Services sector. In contrast, the share of employment in the Agriculture sector declined from 1987 onwards. The changes in the structure of Malaysia's economy is reflected in the changes in the composition of the country's GDP. The Agriculture sector's contribution to the GDP had declined from 20.0 per cent in 1987 to 7.2 per cent in 2020. In the meantime, the Manufacturing sector's share has rapidly expanded from 19.9 per cent to 30.7 per cent; while Services increased from 45.3 per cent to 51.2 per cent over the same period. Under those circumstances, the Service sector is the dominant sector compared to other sectors.

Since 2018, the Services sector has accounted for more than 60 per cent of total employment in Malaysia. Employment in the sector was largely concentrated in Wholesale and retail trade with a share of 17.1 per cent in 2021, followed by the Food & beverages and accommodation sub-sector which accounted for 10.7 per cent. It was observed that the mitigation actions to curb COVID-19 pandemic had affected several Services industries throughout 2020 and 2021. Deep diving for each sub-sector in the Services sector, two sub-sectors experienced lower number of employment namely Food & beverages and accommodation; and Transportation and storage each with a marginal decline of negative 0.4 per cent and negative 0.1 per cent respectively. The reduction can be attributed to the restrictions and limitations of operations for non-essential sector amid implementation of the pandemic containment measures. According to Malaysian Association of Hotels, at least 120 hotels ceased operations either temporarily or permanently in 2020 and 2021 and lost over RM11.3 billion [**Table 1.4**].

Table 1.4: Number of employees in Services sub-sector compared to pre-pandemic

Subsector	Employment ('000)				Growth (%)			
	2018	2019	2020	2021	2019/ 2018	2020/ 2019	2021/ 2020	2021/ 2019
Total Services	**8,880**	**9,161**	**9,206**	**9,338**	**3.2**	**0.5**	**1.4**	**1.9**
Utilities	101	103	104	105	**2.2**	**0.8**	**1.1**	**1.9**
Wholesale & Retail Trade	2,449	2,529	2,557	2,615	**3.3**	**1.1**	**2.2**	**3.4**
Food & beverages and Accommodation	1,516	1,633	1,626	1,641	**7.7**	**-0.4**	**0.9**	**0.5**
Transportation and storage	526	539	539	535	**2.6**	**-0.1**	**-0.7**	**-0.8**
Information and communication	223	236	243	250	**5.6**	**3.1**	**2.5**	**5.8**
Finance and insurance	368	375	376	374	**1.7**	**0.4**	**-0.5**	**-0.1**
Real Estate and business services	1,092	1,126	1,137	1,123	**3.1**	**0.9**	**-1.2**	**-0.2**
Other Services	2,603	2,620	2,623	2,694	**0.6**	**0.1**	**2.7**	**2.8**

Source: Labour Productivity, Q4 2021, DOSM

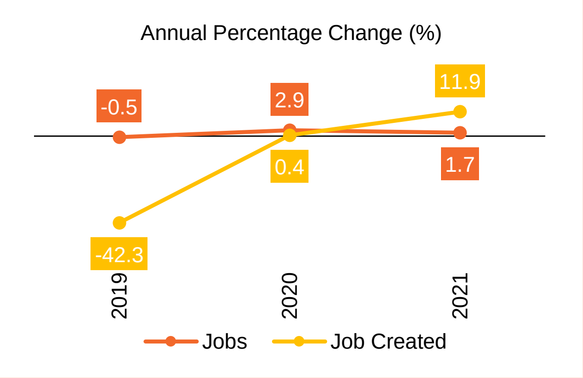
Although more economic activities were allowed to resume operations in 2021, it was found that Finance and insurance; and Real estate and business services recorded a decline in the number of employment by negative 0.5 per cent and negative 1.2 per cent respectively, as compared to 2020. In the meantime, comparing the year 2021 with 2019, Transportation and storage still showed a negative growth (-0.8%), indicating no sign of a full recovery for this industry.

Concomitant to rising consumption of digital services amid physical restrictions brought by the pandemic, one particular sub-sector in the Services sector had indicated significant gain of employment namely Information and communication. The sub-sector gained an additional 3.2 per cent of employment in 2020, followed by 2.5 per cent increase in 2021.

Within two years in the COVID-19 crisis, industries related to the tourism such as Food & beverages and accommodation; as well as Transportation & storage had yet to show signs of recovery for the labour market. Most of this sub-sector still recorded a lower number of employees than before the crisis. As the World Tourism Organization (UNWTO) predicts a long way before the tourism industry will return to pre-pandemic performance, the recovery of industries would depend on tourism activities. As for 2020, the gross value added of tourism industries dropped 17.1 per cent while the share to GDP also shrank to 14.1 per cent against 15.9 per cent recorded in 2019. Employment in the sector fell by 2.9 per cent to 3.46 million (2019: 3.56 million persons) comprising a share of 23.1 per cent of national employment. At this juncture, efforts are being mobilised towards encouraging domestic tourism, where the travel bubble in 2021 is being promoted to ensure a safe tourism experience. Because of these efforts, the number of employees in the Food & beverages and accommodation sub-sector recorded an increase in 2021 over the previous year as the removal of inter-state travel bans coupled with permission to organise social and recreational events in the last quarter of 2021 directly stimulated increased domestic tourism activity.

In terms of demand for labour, the number of jobs in Food & beverages and accommodation sub-sector was still slower. Furthermore, the number of jobs created for this sub-sector also showed a year-on-year decline.

Chart 1.4: Annual percentage change of job and vacancies in information and communication sub-sector, 2019 – 2021



Although most economic activities in the Services sector were affected by the COVID-19 pandemic, demand for labour in the Information and communications sub-sector registered 1.7 per cent growth in 2021 as compared to 2020. On the positive side, this sub-sector also showed an increasing trend in the creation of new jobs albeit by a small number. This indicated that businesses in this sub-sector were able to survive despite the impact of the current crisis [**Chart 1.4**].

In fact, Information, Communication and Technologies (ICT) industry will not only recover from the current economic crisis but will continue to grow with making efforts in strengthening cybersecurity, embracing digital workspaces, developing regional digital hubs and many other digital solutions. Hence, an improvement in the labour structure will be seen with higher number of skilled employed persons.

Conclusion

Despite lower demand and production that resulted in sharp economic contraction, early assessment of the economy and the labour market signalled that employment registered a slower decline or remained upward albeit at a slower pace. From the labour demand side, this could be due to efforts to retain employees but perhaps at the risk of lower salaries and wages throughout the challenging time. As for labour supply, this could also mean that those who had lost employment in one particular industry had actually shifted to secure employment in another industry or move to self-employment job in ensuring their livelihood.

Focusing into the Services sector which dominates both the economy and employment, a large decline in value added was experienced whereby it has yet to rebound to pre-pandemic level, but employment had managed to sustain only a marginal growth. In particular, it was observed that the reductions of employment in the sub-sectors of Food & beverages and Accommodation; and Transportation and storage were offset by the growing number of employments in the Information and Communication sub-sector. Whether or not the positive development will continue remain to be seen in line with future consumption pattern.

Progressive reopening of economic and social activities towards the second half of the year contributed to the growth of employment in 2021. Simultaneously, jobs also increased signalling more demand despite registering lower number than before the crisis. However, Transportation and storage has not shown signs of recovery after recording lower number of employment in 2021 compared to 2019. Another two sub-sectors that fared lower than 2019 were Finance and insurance; and Real estate and business services. Thus, further evaluation is required to examine the decline of employment against other macroeconomic indicators before it can be concluded that these sub-sectors are starting to be impacted by the public health crisis. As aforementioned in the literature review, upcoming business trends around the world had shown some inclinations towards changes in information services, finance and insurance, research and development, tourism and commodities. With various risks other than the virus such as geopolitical, technological changes and inflation, sectoral recovery may be more complex than we expect.

It must be highlighted that the insights from this article can only provide an understanding of the trend of sectoral labour market recovery concerning the economic performance as well as supply and demand for labour. In this context, further in-depth analyses are needed to understand which factors contribute to the sectoral labour market changes while identifying which sectors will recover or vice versa.

Disclaimer

The view expressed in this article are those of the authors and do not necessarily represent the view of DOSM.

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Summary Tables Q4

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Table A: Labour Supply, Malaysia, Q1 2019 - Q4 2021

1. Profile of Labour Force

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Labour force	**('000)**	**15,526.8**	**15,598.8**	**15,674.3**	**15,766.7**	**15,790.1**	**15,675.5**	**15,840.6**	**15,922.3**	**16,008.4**	**15,972.2**	**16,021.0**	**16,135.0**
Sex													
Male	('000)	9,469.5	9,492.5	9,529.1	9,589.2	9,625.5	9,583.0	9,689.3	9,738.4	9,778.9	9,729.1	9,772.6	9,858.4
Female	('000)	6,057.3	6,106.3	6,145.2	6,177.5	6,164.6	6,092.5	6,151.3	6,183.9	6,229.5	6,243.1	6,248.4	6,276.6
Age group													
15-24	('000)	2,725.4	2,756.4	2,825.9	2,820.2	2,648.9	2,622.2	2,566.6	2,588.6	2,624.6	2,580.2	2,595.9	2,685.1
25-34	('000)	5,313.5	5,264.8	5,224.6	5,408.7	5,383.1	5,321.2	5,297.7	5,426.0	5,304.7	5,331.1	5,333.5	5,564.5
35-44	('000)	3,666.2	3,665.0	3,724.5	3,688.7	3,785.7	3,765.6	3,819.4	3,832.0	4,061.6	3,929.6	4,078.3	4,104.1
45-54	('000)	2,591.1	2,669.5	2,640.3	2,641.3	2,624.7	2,643.6	2,711.4	2,676.1	2,664.4	2,707.1	2,690.6	2,608.5
55-64	('000)	1,230.6	1,243.1	1,259.0	1,207.8	1,347.7	1,322.9	1,445.5	1,399.5	1,353.0	1,424.2	1,322.7	1,172.8
Ethnic group													
Citizens	('000)	13,208.6	13,307.6	13,522.6	13,339.1	13,466.8	13,322.1	13,481.7	13,719.8	13,748.8	13,678.4	13,745.3	13,941.8
Bumiputera	('000)	8,765.8	8,814.3	8,908.1	8,939.6	8,958.8	8,818.3	8,926.2	9,077.1	9,057.4	9,243.4	9,302.4	9,297.0
Chinese	('000)	3,342.8	3,385.4	3,506.5	3,313.8	3,385.3	3,387.2	3,460.7	3,454.4	3,492.0	3,414.9	3,321.2	3,453.2
Indians	('000)	982.6	995.9	994.1	972.3	1,002.0	1,006.0	992.3	1,067.8	1,099.4	953.0	1,028.6	1,048.5
Others	('000)	117.4	112.0	114.0	113.4	120.7	110.5	102.6	120.4	99.9	67.1	93.1	143.1
Non-citizens	('000)	2,318.2	2,291.1	2,151.7	2,427.6	2,323.3	2,353.5	2,358.9	2,202.5	2,259.6	2,293.9	2,275.7	2,193.2
Educational attainment													
No formal education	('000)	437.9	472.3	472.5	470.9	448.4	442.5	382.2	358.0	455.0	584.9	624.3	596.8
Primary	('000)	1,948.2	1,835.8	1,795.3	1,919.8	1,809.6	1,618.7	1,655.5	1,641.6	1,650.4	1,526.9	1,360.1	1,389.9
Secondary	('000)	8,519.9	8,807.7	8,680.4	8,777.7	8,834.3	8,783.0	8,771.5	8,595.4	8,667.4	8,675.1	8,834.7	9,019.5
Tertiary	('000)	4,620.8	4,483.0	4,726.1	4,598.3	4,697.9	4,831.3	5,031.5	5,327.3	5,235.5	5,185.3	5,202.0	5,128.9
Labour force participation rate	**(%)**	**68.7**	**68.8**	**68.9**	**69.1**	**68.8**	**68.1**	**68.4**	**68.5**	**68.6**	**68.3**	**68.3**	**68.7**
Sex													
Male	(%)	80.9	80.8	80.9	81.1	80.8	80.2	80.5	80.7	80.9	80.8	80.9	81.0
Female	(%)	55.7	55.8	56.0	56.1	55.8	55.0	55.3	55.3	55.4	55.0	55.0	55.4
Age group													
15-24	(%)	44.6	45.0	46.0	45.9	43.3	42.8	41.8	42.4	43.2	42.8	42.6	43.6
25-34	(%)	86.7	85.2	84.4	86.7	86.0	84.8	84.5	85.5	83.9	85.3	83.7	87.4
35-44	(%)	83.3	83.1	84.0	83.0	83.5	82.8	83.1	83.0	86.1	84.1	85.9	86.6
45-54	(%)	76.3	78.2	77.1	76.9	76.7	76.9	78.3	77.1	76.3	77.0	76.8	74.4
55-64	(%)	48.2	48.5	48.9	46.9	51.4	50.2	53.6	51.8	49.9	48.6	48.4	43.1
Ethnic group													
Citizens	(%)	66.5	66.7	67.6	66.4	66.7	65.8	66.1	67.0	67.2	66.6	66.6	67.3
Bumiputera	(%)	65.3	65.2	65.7	65.6	65.3	64.1	64.4	65.2	64.9	65.8	66.0	65.7
Chinese	(%)	69.9	70.8	73.2	69.1	70.5	70.4	71.4	71.3	72.3	69.6	68.7	71.2
Indians	(%)	66.8	67.6	67.1	65.5	67.0	67.2	66.0	70.8	71.8	63.5	66.4	69.1
Others	(%)	68.5	63.6	67.5	68.5	69.5	62.2	61.7	66.7	65.5	90.2	67.2	68.3
Non-citizens	(%)	84.6	83.4	77.9	88.2	84.2	84.7	84.9	79.3	79.1	80.2	80.6	79.0
Educational attainment													
No formal education	(%)	61.3	62.4	59.7	63.4	63.7	61.7	58.7	55.9	58.7	62.3	61.2	63.4
Primary	(%)	72.0	71.2	69.7	72.4	71.8	70.0	70.7	69.9	69.1	67.2	66.2	68.4
Secondary	(%)	67.8	68.5	68.2	68.4	67.6	67.1	66.9	63.6	64.8	66.2	67.0	67.1
Tertiary	(%)	69.9	68.9	70.8	69.7	70.5	70.0	71.4	79.0	77.3	73.3	72.4	72.4

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Table A: Labour Supply, Malaysia, Q1 2019 - Q4 2021

2. Profile of Employed Persons

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Employed	**('000)**	**15,010.2**	**15,078.2**	**15,162.1**	**15,254.5**	**15,243.5**	**14,883.7**	**15,095.6**	**15,161.6**	**15,236.5**	**15,207.3**	**15,274.8**	**15,440.7**
Sex													
Male	('000)	9,149.6	9,175.5	9,228.7	9,290.8	9,294.5	9,129.1	9,229.8	9,273.1	9,314.1	9,285.0	9,335.9	9,444.3
Female	('000)	5,860.5	5,902.7	5,933.5	5,963.7	5,949.0	5,754.7	5,865.8	5,888.6	5,922.4	5,922.3	5,938.9	5,996.3
Age group													
15-24	('000)	2,445.7	2,469.4	2,537.3	2,541.3	2,357.5	2,295.5	2,244.2	2,257.9	2,307.3	2,297.1	2,291.8	2,372.0
25-34	('000)	5,150.4	5,104.2	5,057.7	5,249.6	5,217.8	5,047.0	5,064.0	5,169.4	5,073.7	5,067.8	5,088.3	5,320.0
35-44	('000)	3,623.7	3,625.2	3,693.3	3,645.1	3,740.2	3,679.6	3,738.6	3,755.8	3,957.3	3,854.6	4,005.0	4,023.9
45-54	('000)	2,567.2	2,644.6	2,619.7	2,617.8	2,590.2	2,576.0	2,664.5	2,624.0	2,605.9	2,624.9	2,620.3	2,566.0
55-64	('000)	1,223.0	1,234.9	1,254.2	1,200.8	1,337.8	1,285.7	1,384.2	1,354.6	1,292.3	1,363.0	1,269.5	1,158.7
Ethnic group													
Citizens	('000)	12,732.7	12,831.4	13,056.4	12,867.1	12,986.9	12,636.2	12,841.6	13,065.0	13,085.2	13,022.6	13,105.8	13,351.0
Bumiputera	('000)	8,438.4	8,481.7	8,572.5	8,605.8	8,617.8	8,356.4	8,528.3	8,649.1	8,610.9	8,785.7	8,852.0	8,880.5
Chinese	('000)	3,249.7	3,295.9	3,429.6	3,238.3	3,303.2	3,242.5	3,288.2	3,306.3	3,334.4	3,274.9	3,199.3	3,328.2
Indians	('000)	934.8	949.8	947.8	913.9	954.4	934.7	932.7	1,004.0	1,047.0	899.0	964.4	1,003.4
Others	('000)	109.8	103.9	106.5	109.1	111.5	102.5	92.3	105.6	92.8	62.9	90.2	138.8
Non-citizens	('000)	2,277.4	2,246.9	2,105.7	2,387.4	2,256.6	2,247.5	2,254.1	2,096.6	2,151.3	2,184.7	2,169.0	2,089.6
Educational attainment													
No formal education	('000)	430.1	457.1	457.3	459.2	423.3	413.9	354.5	339.8	417.6	546.5	582.8	549.3
Primary	('000)	1,916.1	1,801.7	1,755.6	1,894.7	1,759.9	1,556.0	1,582.5	1,576.1	1,567.8	1,473.3	1,300.3	1,351.3
Secondary	('000)	8,220.6	8,504.1	8,418.3	8,470.4	8,532.5	8,326.5	8,367.0	8,194.9	8,239.7	8,271.9	8,419.7	8,633.9
Tertiary	('000)	4,443.4	4,315.3	4,531.1	4,430.2	4,527.8	4,587.3	4,791.7	5,050.9	5,011.4	4,915.6	4,971.9	4,906.2
Status in employment													
Employer	('000)	572.6	569.6	596.7	520.7	585.1	499.6	451.4	485.1	491.4	460.0	476.8	486.9
Employee	('000)	11,043.5	11,253.0	11,404.0	11,580.2	11,378.2	11,270.4	11,526.7	11,703.8	11,677.1	11,610.5	11,692.7	11,772.3
Own account worker	('000)	2,819.3	2,676.8	2,626.7	2,588.3	2,658.8	2,516.3	2,533.3	2,439.5	2,534.0	2,611.8	2,581.5	2,651.5
Unpaid family worker	('000)	574.7	578.9	534.8	565.3	621.4	597.4	584.3	533.3	534.1	525.0	523.8	529.9
Occupation													
Managers	('000)	698.8	736.5	735.3	665.1	683.0	774.8	752.0	845.8	811.2	631.2	594.1	610.1
Professionals	('000)	1,941.6	1,879.5	1,851.8	1,907.2	1,958.6	1,923.9	1,910.5	1,937.6	2,179.4	2,013.0	1,967.0	1,978.0
Technicians and associate professionals	('000)	1,532.1	1,514.6	1,612.7	1,631.5	1,614.1	1,564.2	1,732.4	1,775.1	1,879.3	1,705.7	1,695.6	1,707.5
Clerical support workers	('000)	1,258.8	1,277.3	1,335.9	1,336.1	1,371.6	1,318.8	1,302.4	1,322.5	1,507.8	1,641.6	1,704.6	1,728.4
Service and sales workers	('000)	3,451.5	3,503.4	3,628.3	3,480.2	3,572.1	3,530.9	3,513.5	3,536.7	3,499.4	3,737.5	3,822.8	3,920.8
Skilled agricultural, forestry, livestock and fishery workers	('000)	921.2	919.2	857.3	917.1	945.4	921.3	872.6	900.0	788.9	719.0	695.1	666.9
Craft and related trades workers	('000)	1,552.3	1,512.6	1,443.3	1,381.6	1,385.8	1,384.0	1,426.1	1,302.7	1,221.8	1,304.9	1,284.8	1,285.7
Plant and machine-operators and assemblers	('000)	1,667.1	1,806.3	1,874.0	1,882.7	1,772.2	1,641.2	1,713.7	1,799.3	1,617.9	1,649.5	1,637.1	1,641.4
Elementary occupations	('000)	1,986.7	1,928.9	1,823.5	2,053.0	1,940.5	1,824.7	1,872.4	1,742.0	1,730.9	1,804.8	1,873.8	1,901.6
Skill													
Skilled	('000)	4,172.5	4,130.6	4,199.9	4,203.8	4,255.7	4,262.8	4,394.9	4,558.5	4,869.9	4,350.0	4,256.7	4,295.7
Semi-skilled	('000)	8,850.9	9,018.8	9,138.8	8,997.6	9,047.1	8,796.3	8,828.2	8,861.2	8,635.8	9,052.5	9,144.3	9,243.4
Low-skilled	('000)	1,986.7	1,928.9	1,823.5	2,053.0	1,940.5	1,824.7	1,872.4	1,742.0	1,730.9	1,804.8	1,873.8	1,901.6
Employment to population ratio	**(%)**	**66.4**	**66.5**	**66.6**	**66.8**	**66.4**	**64.6**	**65.2**	**65.2**	**65.3**	**65.0**	**65.1**	**65.7**

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Table A: Labour Supply, Malaysia, Q1 2019 - Q4 2021

3. Profile of Underemployment

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Working less than 30 hours	**('000)**	**352.6**	**374.3**	**326.6**	**304.0**	**667.5**	**789.6**	**403.8**	**533.7**	**441.9**	**474.1**	**464.6**	**393.8**
Sex													
Male	('000)	143.7	171.5	118.9	112.3	320.1	444.0	151.4	345.6	281.3	317.8	282.9	137.6
Female	('000)	209.0	202.8	207.6	191.8	347.4	345.7	252.4	188.0	160.5	156.3	181.6	256.2
Age group													
15-24	('000)	52.2	43.6	42.5	39.1	91.0	134.6	116.1	165.5	57.0	102.2	69.0	87.0
25-34	('000)	90.9	84.1	73.6	62.9	189.1	229.1	118.0	189.5	209.4	110.1	166.4	108.4
35-44	('000)	68.9	87.8	79.7	72.8	146.5	182.0	72.1	71.0	106.3	95.9	123.7	97.5
45 and above	('000)	140.7	158.8	130.8	129.3	240.9	244.0	97.6	107.6	69.2	165.9	105.4	100.9
Time-related underemployment	**('000)**	**210.5**	**204.5**	**178.7**	**170.7**	**383.2**	**413.5**	**300.8**	**369.1**	**310.5**	**329.7**	**326.2**	**293.1**
Sex													
Male	('000)	98.0	107.2	70.4	69.2	183.2	257.6	102.3	267.8	226.7	236.1	232.2	101.2
Female	('000)	112.5	97.2	108.2	101.5	199.9	156.0	198.5	101.3	83.8	93.5	93.9	191.9
Age group													
15-24	('000)	43.6	32.0	28.6	28.7	63.2	76.3	108.4	130.3	46.4	86.6	40.4	80.8
25-34	('000)	61.4	53.8	44.8	44.2	114.1	99.3	97.2	117.4	159.3	82.6	137.0	78.9
35-44	('000)	36.9	45.7	50.9	40.6	82.4	106.1	47.4	53.1	67.2	46.6	87.7	70.2
45 and above	('000)	68.6	73.0	54.4	57.1	123.5	131.9	47.8	68.4	37.6	113.8	61.0	63.2
Skill-related underemployment	**('000)**	**1,460.8**	**1,417.2**	**1,554.5**	**1,540.9**	**1,637.3**	**1,674.1**	**1,762.7**	**1,886.8**	**1,899.9**	**1,852.5**	**1,873.8**	**1,838.3**
Sex													
Male	('000)	673.2	665.3	699.3	746.8	815.1	847.7	865.9	1,066.6	951.5	949.0	931.7	877.1
Female	('000)	787.6	751.9	855.2	794.1	822.2	826.4	896.9	820.2	948.4	903.5	942.2	961.2
Age group													
15-24	('000)	329.5	338.6	393.5	348.4	338.3	393.7	405.1	353.5	437.2	336.9	426.8	309.0
25-34	('000)	696.4	666.0	705.8	732.4	786.3	701.9	811.4	862.6	848.4	776.0	835.3	816.4
35-44	('000)	263.0	259.7	279.1	287.4	310.8	331.6	355.3	443.0	401.7	426.1	392.0	454.6
45 and above	('000)	172.0	152.8	176.0	172.7	201.8	246.9	190.9	227.6	212.5	313.5	219.7	258.3
Rate of time-related underemployment	**(%)**	**1.4**	**1.4**	**1.2**	**1.1**	**2.5**	**2.8**	**2.0**	**2.4**	**2.0**	**2.2**	**2.1**	**1.9**
Rate of skill-related underemployment	**(%)**	**32.9**	**32.8**	**34.3**	**34.8**	**36.2**	**36.5**	**36.8**	**37.4**	**37.9**	**37.7**	**37.7**	**37.5**

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Table A: Labour Supply, Malaysia, Q1 2019 - Q4 2021

4. Profile of Unemployment

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Unemployed	**('000)**	**516.6**	**520.6**	**512.1**	**512.2**	**546.6**	**791.8**	**745.0**	**760.7**	**771.8**	**764.9**	**746.2**	**694.4**
Sex													
Male	('000)	319.9	317.0	300.5	298.4	331.0	453.9	459.5	465.3	464.8	444.1	436.7	414.1
Female	('000)	196.7	203.6	211.7	213.8	215.7	337.9	285.5	295.3	307.0	320.8	309.5	280.2
Age group													
15-24	('000)	279.6	287.0	288.6	278.9	291.4	326.7	322.3	330.8	317.4	283.1	304.1	313.1
25-34	('000)	163.1	160.6	166.9	159.1	165.3	274.3	233.7	256.6	231.0	263.3	245.3	244.5
35-44	('000)	42.5	39.8	31.2	43.6	45.5	86.0	80.7	76.2	104.3	75.0	73.4	80.2
45-54	('000)	23.9	24.9	20.6	23.6	34.6	67.7	46.9	52.1	58.5	82.2	70.3	42.5
55-64	('000)	7.5	8.2	4.8	7.0	9.9	37.2	61.4	45.0	60.7	61.3	53.1	14.1
Ethnic group													
Citizens	('000)	475.9	476.3	466.2	472.1	480.0	685.8	640.2	654.8	663.6	655.8	639.5	590.8
Bumiputera	('000)	327.3	332.6	335.6	333.8	341.0	461.8	397.8	428.0	446.5	457.7	450.5	416.5
Chinese	('000)	93.1	89.5	76.8	75.5	82.2	144.7	172.5	148.1	157.6	140.0	121.9	125.0
Indians	('000)	47.8	46.1	46.3	58.5	47.6	71.3	59.6	63.8	52.4	54.0	64.2	45.0
Others	('000)	7.6	8.1	7.5	4.4	9.2	8.0	10.2	14.8	7.1	4.2	2.9	4.3
Non-citizens	('000)	40.8	44.3	45.9	40.2	66.7	106.0	104.8	105.9	108.3	109.1	106.7	103.6
Unemployed category													
Actively unemployed	('000)	373.1	383.3	371.3	363.0	356.9	485.7	592.2	634.4	640.1	663.4	658.1	611.0
Duration of unemployment													
Less than 3 month	('000)	171.6	172.6	164.1	164.6	159.0	240.7	294.2	285.8	316.1	385.0	331.6	353.5
3 month to less than 6 month	('000)	95.2	123.6	119.5	109.8	94.7	149.9	152.9	193.1	165.3	143.0	177.8	149.8
6 month to less than 1 year	('000)	62.2	54.2	53.9	46.9	57.7	64.2	92.0	88.5	89.9	71.6	90.6	62.5
More than 1 year	('000)	44.2	32.9	33.7	41.7	45.5	30.8	53.1	67.0	68.7	63.8	58.1	45.2
Inactively unemployed	('000)	143.5	137.3	140.8	149.3	189.8	306.1	152.8	126.2	131.7	101.6	88.1	83.4
Unemployment rate	**(%)**	**3.3**	**3.3**	**3.3**	**3.2**	**3.5**	**5.1**	**4.7**	**4.8**	**4.8**	**4.8**	**4.7**	**4.3**
Sex													
Male	(%)	3.4	3.3	3.2	3.1	3.4	4.7	4.7	4.8	4.8	4.6	4.5	4.2
Female	(%)	3.2	3.3	3.4	3.5	3.5	5.5	4.6	4.8	4.9	5.1	5.0	4.5
Age group													
15-24	(%)	10.3	10.4	10.2	9.9	11.0	12.5	12.6	12.8	12.1	11.0	11.7	11.7
25-34	(%)	3.1	3.1	3.2	2.9	3.1	5.2	4.4	4.7	4.4	4.9	4.6	4.4
35-44	(%)	1.2	1.1	0.8	1.2	1.2	2.3	2.1	2.0	2.6	1.9	1.8	2.0
45-54	(%)	0.9	0.9	0.8	0.9	1.3	2.6	1.7	1.9	2.2	3.0	2.6	1.6
55-64	(%)	0.6	0.7	0.4	0.6	0.7	2.8	4.2	3.2	4.5	4.3	4.0	1.2
Ethnic group													
Citizens	(%)	3.6	3.6	3.4	3.5	3.6	5.1	4.7	4.8	4.8	4.8	4.7	4.2
Bumiputera	(%)	3.7	3.8	3.8	3.7	3.8	5.2	4.5	4.7	4.9	5.0	4.8	4.5
Chinese	(%)	2.8	2.6	2.2	2.3	2.4	4.3	5.0	4.3	4.5	4.1	3.7	3.6
Indians	(%)	4.9	4.6	4.7	6.0	4.8	7.1	6.0	6.0	4.8	5.7	6.2	4.3
Others	(%)	6.5	7.2	6.6	3.8	7.6	7.2	10.0	12.3	7.1	6.2	3.1	3.0
Non-citizens	(%)	1.8	1.9	2.1	1.7	2.9	4.5	4.4	4.8	4.8	4.8	4.7	4.7

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Table A: Labour Supply, Malaysia, Q1 2019 - Q4 2021

5. Profile of Outside Labour Force

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Outside labour force	**('000)**	**7,064.2**	**7,088.1**	**7,088.7**	**7,066.1**	**7,163.1**	**7,350.5**	**7,324.6**	**7,318.4**	**7,316.0**	**7,424.9**	**7,430.1**	**7,361.5**
Sex													
Male	('000)	2,241.5	2,255.0	2,252.5	2,233.3	2,280.7	2,364.7	2,342.5	2,325.1	2,303.4	2,314.3	2,311.3	2,306.5
Female	('000)	4,822.7	4,833.0	4,836.2	4,832.8	4,882.5	4,985.8	4,982.1	4,993.2	5,012.6	5,110.6	5,118.8	5,055.0
Age group													
15-24	('000)	3,384.8	3,363.7	3,316.2	3,321.1	3,467.8	3,509.0	3,568.7	3,513.7	3,455.7	3,447.4	3,500.8	3,470.8
25-34	('000)	813.6	913.3	962.8	827.3	873.6	954.3	972.1	922.3	1,018.3	920.2	1,036.4	805.3
35-44	('000)	734.3	746.4	709.8	753.1	746.2	783.5	778.8	783.1	657.8	741.6	667.0	637.0
45-54	('000)	807.0	744.9	786.1	795.6	798.9	792.0	751.8	796.8	826.5	807.8	813.6	899.1
55-64	('000)	1,324.5	1,319.8	1,313.8	1,368.9	1,276.7	1,311.6	1,253.3	1,302.4	1,357.7	1,507.9	1,412.3	1,549.3
Reason for not seeking work													
Schooling/ training program	('000)	2,975.8	2,875.9	2,867.5	3,051.4	3,082.8	3,115.5	2,872.1	3,105.3	3,161.9	3,117.4	3,082.9	3,106.1
Housework/ family	('000)	2,910.6	2,973.3	2,982.0	2,940.8	3,036.4	3,179.1	3,223.0	3,107.6	2,999.7	3,233.4	3,273.7	2,982.1
Going for further studies	('000)	142.9	181.7	72.6	38.4	97.8	159.5	178.7	148.9	72.4	110.6	159.3	257.3
Disabled	('000)	305.4	296.9	385.2	308.8	306.6	283.1	216.2	169.9	189.7	134.7	125.1	185.4
Not interested/ just completed study	('000)	79.9	78.2	72.8	56.3	47.4	55.6	236.2	127.0	270.0	235.7	257.6	172.0
Retired/ old age	('000)	649.6	682.1	708.6	670.4	592.1	557.6	598.3	659.7	622.2	593.2	531.5	658.6

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Table A: Labour Supply, Malaysia, Q1 2019 - Q4 2021

6. Principal Statistics of Labour Force by State

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Malaysia													
Labour force	('000)	15,526.8	15,598.8	15,674.3	15,766.7	15,790.1	15,675.5	15,840.6	15,922.3	16,008.4	15,972.2	16,021.0	16,135.0
Employed	('000)	15,010.2	15,078.2	15,162.1	15,254.5	15,243.5	14,883.7	15,095.6	15,161.6	15,236.5	15,207.3	15,274.8	15,440.7
Unemployed	('000)	516.6	520.6	512.1	512.2	546.6	791.8	745.0	760.7	771.8	764.9	746.2	694.4
Outside labour force	('000)	7,064.2	7,088.1	7,088.7	7,066.1	7,163.1	7,350.5	7,324.6	7,318.4	7,316.0	7,424.9	7,430.1	7,361.5
Labour force participation rate	(%)	68.7	68.8	68.9	69.1	68.8	68.1	68.4	68.5	68.6	68.3	68.3	68.7
Unemployment rate	(%)	3.3	3.3	3.3	3.2	3.5	5.1	4.7	4.8	4.8	4.8	4.7	4.3
Johor													
Labour force	('000)	1,792.4	1,920.9	1,714.6	1,783.5	1,771.9	1,754.1	1,858.7	1,824.4	1,793.4	1,766.4	1,807.6	1,839.5
Employed	('000)	1,743.2	1,869.1	1,666.2	1,736.0	1,714.4	1,673.0	1,792.2	1,752.4	1,722.6	1,698.6	1,735.2	1,774.2
Unemployed	('000)	49.3	51.8	48.4	47.5	57.5	81.2	66.5	72.0	70.8	67.8	72.4	65.3
Outside labour force	('000)	763.4	642.9	858.3	797.9	823.3	857.4	793.9	854.1	846.6	847.6	824.0	807.6
Labour force participation rate	(%)	70.1	74.9	66.6	69.1	68.3	67.2	70.1	68.1	67.9	67.6	68.7	69.5
Unemployment rate	(%)	2.8	2.7	2.8	2.7	3.2	4.6	3.6	3.9	3.9	3.8	4.0	3.6
Kedah													
Labour force	('000)	956.9	963.2	942.3	943.0	982.2	978.2	961.7	956.9	975.5	997.8	1,028.9	1,014.2
Employed	('000)	928.5	936.2	911.9	914.1	946.2	937.9	919.5	918.7	940.3	959.0	990.1	975.3
Unemployed	('000)	28.3	27.0	30.4	28.9	36.0	40.3	42.2	38.2	35.2	38.8	38.8	38.9
Outside labour force	('000)	536.1	542.6	567.6	568.4	540.5	550.4	575.0	584.3	569.1	555.4	528.9	548.5
Labour force participation rate	(%)	64.1	64.0	62.4	62.4	64.5	64.0	62.6	62.1	63.2	64.2	66.1	64.9
Unemployment rate	(%)	3.0	2.8	3.2	3.1	3.7	4.1	4.4	4.0	3.6	3.9	3.8	3.8
Kelantan													
Labour force	('000)	717.1	696.2	716.9	738.6	732.4	723.6	715.8	703.9	698.3	721.9	747.6	773.5
Employed	('000)	685.7	661.9	680.6	701.2	702.0	692.9	683.2	675.3	667.8	687.4	709.7	737.2
Unemployed	('000)	31.4	34.3	36.3	37.4	30.4	30.7	32.7	28.6	30.5	34.5	37.9	36.2
Outside labour force	('000)	478.8	510.7	498.9	488.0	495.0	509.7	525.8	544.8	562.0	542.4	522.4	500.8
Labour force participation rate	(%)	60.0	57.7	59.0	60.2	59.7	58.7	57.7	56.4	55.4	57.1	58.9	60.7
Unemployment rate	(%)	4.4	4.9	5.1	5.1	4.2	4.2	4.6	4.1	4.4	4.8	5.1	4.7
Melaka													
Labour force	('000)	425.7	452.6	433.0	435.9	444.4	439.6	426.1	432.6	436.4	433.4	454.3	461.2
Employed	('000)	418.6	446.9	426.2	428.7	438.9	430.0	415.5	416.5	420.8	417.6	440.5	447.0
Unemployed	('000)	7.1	5.7	6.8	7.1	5.5	9.7	10.6	16.1	15.7	15.7	13.8	14.2
Outside labour force	('000)	212.5	190.6	211.0	208.8	202.4	210.5	220.7	224.5	217.7	220.3	212.0	203.5
Labour force participation rate	(%)	66.7	70.4	67.2	67.6	68.7	67.6	65.9	65.8	66.7	66.3	68.2	69.4
Unemployment rate	(%)	1.7	1.3	1.6	1.6	1.2	2.2	2.5	3.7	3.6	3.6	3.0	3.1
Negeri Sembilan													
Labour force	('000)	503.0	508.4	498.4	513.8	507.8	502.5	500.0	491.2	498.1	505.6	512.0	509.8
Employed	('000)	488.0	495.8	487.7	500.5	491.0	484.3	481.5	470.4	479.5	488.1	493.2	494.0
Unemployed	('000)	15.0	12.6	10.7	13.2	16.8	18.2	18.5	20.8	18.7	17.5	18.8	15.7
Outside labour force	('000)	265.2	263.7	276.6	263.3	269.9	273.3	279.8	287.8	282.3	268.4	276.6	274.8
Labour force participation rate	(%)	65.5	65.8	64.3	66.1	65.3	64.8	64.1	63.1	63.8	65.3	64.9	65.0
Unemployment rate	(%)	3.0	2.5	2.1	2.6	3.3	3.6	3.7	4.2	3.7	3.5	3.7	3.1

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Table A: Labour Supply, Malaysia, Q1 2019 - Q4 2021

6. Principal Statistics of Labour Force by State (cont.)

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q2	Q4
Pahang													
Labour force	('000)	739.4	738.4	742.8	759.1	756.8	750.6	760.9	718.6	733.6	733.4	751.8	735.8
Employed	('000)	717.5	712.8	724.5	742.8	733.7	727.2	739.4	694.9	706.9	707.3	723.6	711.6
Unemployed	('000)	21.9	25.6	18.3	16.3	23.1	23.4	21.5	23.6	26.7	26.1	28.2	24.2
Outside labour force	('000)	371.7	383.7	375.7	360.8	370.7	379.6	371.6	418.0	407.9	397.5	396.8	412.1
Labour force participation rate	(%)	66.5	65.8	66.4	67.8	67.1	66.4	67.2	63.2	64.3	64.9	65.5	64.1
Unemployment rate	(%)	3.0	3.5	2.5	2.2	3.0	3.1	2.8	3.3	3.6	3.6	3.8	3.3
Pulau Pinang													
Labour force	('000)	845.7	867.7	857.7	854.0	868.8	859.9	860.9	915.4	908.5	951.1	915.6	937.9
Employed	('000)	829.4	851.3	841.7	835.0	850.7	822.7	826.0	881.9	876.4	913.9	881.5	908.1
Unemployed	('000)	16.2	16.4	16.0	19.0	18.0	37.2	34.8	33.6	32.1	37.2	34.0	29.9
Outside labour force	('000)	419.7	398.5	413.4	419.5	408.3	419.6	430.2	372.1	375.8	342.9	379.1	363.0
Labour force participation rate	(%)	66.8	68.5	67.5	67.1	68.0	67.2	66.7	71.1	70.7	73.5	70.7	72.1
Unemployment rate	(%)	1.9	1.9	1.9	2.2	2.1	4.3	4.0	3.7	3.5	3.9	3.7	3.2
Perak													
Labour force	('000)	1,088.8	1,065.8	1,095.7	1,103.1	1,110.0	1,094.2	1,115.4	1,088.8	1,088.4	1,124.8	1,113.7	1,110.7
Employed	('000)	1,044.7	1,016.2	1,051.8	1,052.1	1,063.7	1,034.8	1,062.3	1,035.8	1,038.9	1,075.2	1,060.7	1,062.8
Unemployed	('000)	44.1	49.6	43.9	51.0	46.2	59.4	53.1	52.9	49.5	49.7	52.9	47.9
Outside labour force	('000)	605.8	631.8	603.5	595.2	607.9	609.3	598.5	623.9	625.2	585.6	595.8	611.3
Labour force participation rate	(%)	64.3	62.8	64.5	65.0	64.6	64.2	65.1	63.6	63.5	65.8	65.1	64.5
Unemployment rate	(%)	4.1	4.7	4.0	4.6	4.2	5.4	4.8	4.9	4.6	4.4	4.8	4.3
Perlis													
Labour force	('000)	113.8	114.8	111.0	114.7	116.3	114.8	104.2	111.7	110.8	117.4	113.0	116.1
Employed	('000)	108.1	110.5	106.9	112.4	112.0	110.0	99.3	106.0	105.0	111.2	107.5	111.2
Unemployed	('000)	5.7	4.3	4.1	2.3	4.2	4.8	4.9	5.7	5.8	6.2	5.5	4.9
Outside labour force	('000)	59.7	58.8	63.5	60.5	57.4	59.4	71.6	65.7	66.3	62.3	64.2	63.9
Labour force participation rate	(%)	65.6	66.1	63.6	65.5	67.0	65.9	59.3	63.0	62.6	65.3	63.8	64.5
Unemployment rate	(%)	5.0	3.8	3.7	2.0	3.6	4.2	4.7	5.1	5.3	5.3	4.9	4.2
Selangor													
Labour force	('000)	3,514.8	3,494.2	3,728.3	3,648.3	3,523.9	3,529.0	3,689.6	3,881.9	3,881.8	3,715.6	3,715.9	3,658.6
Employed	('000)	3,412.1	3,407.6	3,651.4	3,559.9	3,443.8	3,367.7	3,511.9	3,707.0	3,708.5	3,550.5	3,583.9	3,553.3
Unemployed	('000)	102.7	86.6	76.9	88.3	80.1	161.3	177.7	174.9	173.2	165.0	132.0	105.3
Outside labour force	('000)	1,183.2	1,227.6	1,012.8	1,119.8	1,264.1	1,281.8	1,149.7	984.4	1,047.4	1,244.8	1,261.5	1,279.7
Labour force participation rate	(%)	74.8	74.0	78.6	76.5	73.6	73.4	76.2	79.8	78.8	74.9	74.7	74.1
Unemployment rate	(%)	2.9	2.5	2.1	2.4	2.3	4.6	4.8	4.5	4.5	4.4	3.6	2.9
Terengganu													
Labour force	('000)	483.1	485.1	496.8	495.0	503.8	488.3	458.5	485.4	492.4	480.5	472.7	484.6
Employed	('000)	463.7	465.9	481.0	478.7	487.1	469.8	440.7	466.2	474.2	460.5	451.8	464.7
Unemployed	('000)	19.4	19.2	15.7	16.2	16.7	18.5	17.8	19.2	18.3	20.0	20.9	19.9
Outside labour force	('000)	311.9	312.0	305.9	312.5	309.3	328.3	362.3	337.3	335.8	359.8	362.7	358.2
Labour force participation rate	(%)	60.8	60.9	61.9	61.3	62.0	59.8	55.9	59.0	59.5	57.2	56.6	57.5
Unemployment rate	(%)	4.0	4.0	3.2	3.3	3.3	3.8	3.9	4.0	3.7	4.2	4.4	4.1

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Table A: Labour Supply, Malaysia, Q1 2019 - Q4 2021

6. Principal Statistics of Labour Force by State (cont.)

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Sabah													
Labour force	('000)	2,033.5	2,004.6	2,046.8	2,114.1	2,133.9	2,132.3	2,052.7	1,984.6	2,019.6	2,004.4	1,982.1	2,045.9
Employed	('000)	1,926.2	1,882.4	1,910.2	1,999.8	1,990.9	1,938.1	1,876.9	1,817.8	1,839.4	1,829.3	1,803.5	1,861.7
Unemployed	('000)	107.2	122.2	136.5	114.3	143.0	194.2	175.8	166.7	180.2	175.1	178.6	184.2
Outside labour force	('000)	843.6	887.3	857.3	806.2	799.8	816.2	911.9	995.2	971.8	999.9	1,027.8	985.1
Labour force participation rate	(%)	70.7	69.3	70.5	72.4	72.7	72.3	69.2	66.6	67.5	66.7	65.9	67.5
Unemployment rate	(%)	5.3	6.1	6.7	5.4	6.7	9.1	8.6	8.4	8.9	8.7	9.0	9.0
Sarawak													
Labour force	('000)	1,380.2	1,327.5	1,317.7	1,351.3	1,353.8	1,342.2	1,358.3	1,353.7	1,365.7	1,418.8	1,419.1	1,441.7
Employed	('000)	1,334.1	1,292.7	1,273.1	1,303.1	1,309.1	1,266.2	1,305.6	1,293.4	1,301.5	1,356.1	1,354.3	1,384.1
Unemployed	('000)	46.1	34.8	44.6	48.3	44.7	76.0	52.8	60.3	64.2	62.6	64.7	57.6
Outside labour force	('000)	585.3	641.4	660.0	632.5	633.9	668.3	657.3	662.5	657.9	625.2	615.7	603.3
Labour force participation rate	(%)	70.2	67.4	66.6	68.1	68.1	66.8	67.4	67.1	67.5	69.4	69.7	70.5
Unemployment rate	(%)	3.3	2.6	3.4	3.6	3.3	5.7	3.9	4.5	4.7	4.4	4.6	4.0
W.P Kuala Lumpur													
Labour force	('000)	852.5	876.2	893.4	834.1	900.3	884.0	892.4	892.0	919.6	918.6	900.7	918.2
Employed	('000)	833.1	848.2	871.4	813.6	877.2	850.7	859.5	848.7	874.1	875.0	857.5	872.6
Unemployed	('000)	19.4	28.0	22.0	20.5	23.1	33.2	32.8	43.3	45.5	43.6	43.2	45.6
Outside labour force	('000)	387.7	359.0	341.7	390.3	341.8	346.0	336.8	323.3	310.0	332.2	322.6	311.0
Labour force participation rate	(%)	68.7	70.9	72.3	68.1	72.5	71.9	72.6	73.4	74.8	73.4	73.6	74.7
Unemployment rate	(%)	2.3	3.2	2.5	2.5	2.6	3.8	3.7	4.9	4.9	4.7	4.8	5.0
W.P Labuan													
Labour force	('000)	42.8	45.5	42.4	41.1	45.5	45.5	47.8	47.0	50.0	48.7	51.2	51.1
Employed	('000)	40.7	43.4	41.2	39.4	44.4	42.7	45.1	43.2	45.5	44.4	47.0	47.2
Unemployed	('000)	2.0	2.1	1.1	1.7	1.1	2.9	2.7	3.9	4.5	4.3	4.2	3.9
Outside labour force	('000)	25.9	23.9	27.8	28.1	26.1	26.6	26.2	24.3	24.6	25.2	25.1	24.0
Labour force participation rate	(%)	62.3	65.6	60.4	59.4	63.6	63.1	64.6	65.9	67.0	65.9	67.1	68.1
Unemployment rate	(%)	4.8	4.6	2.6	4.2	2.5	6.4	5.7	8.2	9.0	8.8	8.2	7.6
W.P Putrajaya													
Labour force	('000)	37.2	37.8	36.8	37.2	38.5	36.6	37.6	34.3	36.3	33.8	35.2	36.2
Employed	('000)	36.6	37.4	36.4	37.0	38.5	35.9	37.1	33.6	35.4	33.2	34.8	35.6
Unemployed	('000)	0.6	0.3	0.4	0.2	0.1	0.8	0.4	0.7	0.9	0.6	0.4	0.6
Outside labour force	('000)	13.6	13.6	14.7	14.4	12.6	14.2	13.4	16.3	15.6	15.3	14.9	14.9
Labour force participation rate	(%)	73.2	73.6	71.4	72.1	75.3	72.1	73.7	67.9	70.0	68.8	70.2	70.9
Unemployment rate	(%)	1.5	0.9	1.1	0.4	0.2	2.1	1.2	2.1	2.4	1.7	1.0	1.6

Source: Labour Force Survey Report, Malaysia, Q4 2021, DOSM

Table B: Labour Demand, Malaysia, Q1 2019 - Q4 2021

1. Jobs, Filled Jobs, Vacancies, Jobs Created & Rate of Filled Jobs and Rate of Vacancies by Economic Activity

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total													
Jobs	**('000)**	**8,549.3**	**8,619.3**	**8,651.6**	**8,661.4**	**8,566.5**	**8,383.4**	**8,472.1**	**8,457.1**	**8,423.6**	**8,351.8**	**8,405.6**	**8,530.7**
Filled jobs	**('000)**	**8,348.8**	**8,401.4**	**8,448.9**	**8,463.5**	**8,400.6**	**8,213.9**	**8,292.8**	**8,281.2**	**8,245.7**	**8,173.7**	**8,231.6**	**8,347.1**
Vacancies	**('000)**	**200.5**	**217.9**	**202.6**	**198.0**	**166.0**	**169.5**	**179.3**	**175.9**	**177.9**	**178.0**	**174.0**	**183.6**
Jobs created	**('000)**	**23.47**	**27.15**	**28.10**	**25.24**	**21.87**	**13.67**	**21.03**	**16.72**	**17.38**	**16.18**	**15.04**	**20.89**
Rate of Filled Jobs	**(%)**	**97.7**	**97.5**	**97.7**	**97.7**	**98.1**	**98.0**	**97.9**	**97.9**	**97.9**	**97.9**	**97.9**	**97.8**
Rate of Vacancies	**(%)**	**2.3**	**2.5**	**2.3**	**2.3**	**1.9**	**2.0**	**2.1**	**2.1**	**2.1**	**2.1**	**2.1**	**2.2**
Economic activitiy													
Agriculture													
Jobs	('000)	491.9	505.2	493.8	487.0	483.4	478.2	473.8	472.6	467.6	465.5	468.1	468.4
Filled jobs	('000)	463.3	475.1	468.9	458.7	457.0	450.1	443.7	443.1	439.1	436.3	439.4	438.7
Vacancies	('000)	28.6	30.2	24.9	28.4	26.5	28.2	30.2	29.5	28.5	29.2	28.7	29.8
Jobs created	('000)	2.16	2.31	3.22	3.06	1.12	0.40	0.90	0.73	0.74	0.70	0.74	1.20
Rate of Filled Jobs	(%)	94.2	94.0	95.0	94.2	94.5	94.1	93.6	93.8	93.9	93.7	93.9	93.6
Rate of Vacancies	(%)	5.8	6.0	5.0	5.8	5.5	5.9	6.4	6.2	6.1	6.3	6.1	6.4
Mining & Quarrying													
Jobs	('000)	82.2	84.1	81.3	82.5	80.1	79.0	79.5	79.4	79.5	78.8	78.3	77.9
Filled jobs	('000)	81.7	83.7	80.8	82.2	79.8	78.7	79.1	78.9	79.1	78.4	77.9	77.4
Vacancies	('000)	0.4	0.3	0.5	0.3	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4
Jobs created	('000)	0.20	0.18	0.16	0.11	0.08	0.04	0.08	0.09	0.08	0.09	0.07	0.09
Rate of Filled Jobs	(%)	99.5	99.6	99.4	99.7	99.6	99.6	99.5	99.4	99.5	99.5	99.5	99.5
Rate of Vacancies	(%)	0.5	0.4	0.6	0.3	0.4	0.4	0.5	0.6	0.5	0.5	0.5	0.5
Manufacturing													
Jobs	('000)	2,240.4	2,269.6	2,285.7	2,283.7	2,251.2	2,232.2	2,253.6	2,257.0	2,260.4	2,258.6	2,286.2	2,321.3
Filled jobs	('000)	2,131.5	2,148.4	2,172.8	2,174.3	2,160.8	2,138.7	2,153.3	2,159.2	2,159.5	2,158.4	2,187.0	2,217.7
Vacancies	('000)	109.0	121.2	112.9	109.4	90.3	93.5	100.4	97.8	100.9	100.1	99.2	103.6
Jobs created	('000)	4.11	5.65	5.95	3.44	4.25	5.46	9.02	6.77	7.37	7.21	6.61	8.00
Rate of Filled Jobs	(%)	95.1	94.7	95.1	95.2	96.0	95.8	95.5	95.7	95.5	95.6	95.7	95.5
Rate of Vacancies	(%)	4.9	5.3	4.9	4.8	4.0	4.2	4.5	4.3	4.5	4.4	4.3	4.5
Construction													
Jobs	('000)	1,297.4	1,309.9	1,319.1	1,331.1	1,304.5	1,250.8	1,283.0	1,280.1	1,255.4	1,236.7	1,231.1	1,249.2
Filled jobs	('000)	1,277.7	1,287.6	1,295.8	1,308.3	1,286.1	1,232.6	1,262.4	1,258.9	1,234.2	1,216.0	1,210.7	1,227.3
Vacancies	('000)	19.8	22.3	23.3	22.8	18.4	18.2	20.6	21.2	21.2	20.7	20.5	22.0
Jobs created	('000)	4.75	5.32	5.23	6.98	4.97	3.59	2.86	2.72	2.82	2.73	2.36	2.84
Rate of Filled Jobs	(%)	98.5	98.3	98.2	98.3	98.6	98.5	98.4	98.3	98.3	98.3	98.3	98.2
Rate of Vacancies	(%)	1.5	1.7	1.8	1.7	1.4	1.5	1.6	1.7	1.7	1.7	1.7	1.8
Services													
Jobs	('000)	4,437.4	4,450.5	4,471.7	4,477.1	4,447.4	4,343.2	4,382.1	4,368.0	4,360.6	4,312.1	4,341.9	4,413.9
Filled jobs	('000)	4,394.7	4,406.7	4,430.7	4,440.0	4,416.9	4,313.8	4,354.2	4,341.0	4,333.8	4,284.5	4,316.6	4,386.0
Vacancies	('000)	42.7	43.9	41.1	37.1	30.5	29.4	27.9	27.0	26.8	27.6	25.3	27.9
Jobs created	('000)	12.25	13.69	13.53	11.66	11.46	4.19	8.17	6.41	6.36	5.44	5.25	8.76
Rate of Filled Jobs	(%)	99.0	99.0	99.1	99.2	99.3	99.3	99.4	99.4	99.4	99.4	99.4	99.4
Rate of Vacancies	(%)	1.0	1.0	0.9	0.8	0.7	0.7	0.6	0.6	0.6	0.6	0.6	0.6

Source: Employment Statistics, Malaysia, Q4 2021, DOSM

Table B: Labour Demand, Malaysia, Q1 2019 - Q4 2021

2. Jobs, Filled Jobs, Vacancies, Jobs Created & Rate of Filled Jobs and Rate of Vacancies by Skill Category

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total													
Jobs	**('000)**	**8,549.3**	**8,619.3**	**8,651.6**	**8,661.4**	**8,566.5**	**8,383.4**	**8,472.1**	**8,457.1**	**8,423.6**	**8,351.8**	**8,405.6**	**8,530.7**
Filled jobs	**('000)**	**8,348.8**	**8,401.4**	**8,448.9**	**8,463.5**	**8,400.6**	**8,213.9**	**8,292.8**	**8,281.2**	**8,245.7**	**8,173.7**	**8,231.6**	**8,347.1**
Vacancies	**('000)**	**200.5**	**217.9**	**202.6**	**198.0**	**166.0**	**169.5**	**179.3**	**175.9**	**177.9**	**178.0**	**174.0**	**183.6**
Jobs created	**('000)**	**23.47**	**27.15**	**28.10**	**25.24**	**21.87**	**13.67**	**21.03**	**16.72**	**17.38**	**16.18**	**15.04**	**20.89**
Rate of Filled Jobs	**(%)**	**97.7**	**97.5**	**97.7**	**97.7**	**98.1**	**98.0**	**97.9**	**97.9**	**97.9**	**97.9**	**97.9**	**97.8**
Rate of Vacancies	**(%)**	**2.3**	**2.5**	**2.3**	**2.3**	**1.9**	**2.0**	**2.1**	**2.1**	**2.1**	**2.1**	**2.1**	**2.2**
Skill													
Skilled													
Jobs	('000)	2,080.4	2,105.7	2,117.0	2,100.7	2,081.4	2,058.2	2,069.1	2,065.5	2,062.4	2,064.3	2,075.3	2,109.9
Filled jobs	('000)	2,033.8	2,050.7	2,064.7	2,052.4	2,038.8	2,019.0	2,028.4	2,024.9	2,020.6	2,021.5	2,033.2	2,066.9
Vacancies	('000)	46.6	55.0	52.4	48.3	42.6	39.2	40.7	40.5	41.8	42.8	42.1	42.9
Jobs created	('000)	10.54	12.15	10.36	11.69	10.88	3.62	5.91	4.93	5.30	4.99	4.52	5.97
Rate of Filled Jobs	(%)	97.8	97.4	97.5	97.7	98.0	98.1	98.0	98.0	98.0	97.9	98.0	98.0
Rate of Vacancies	(%)	2.2	2.6	2.5	2.3	2.0	1.9	2.0	2.0	2.0	2.1	2.0	2.0
Semi-skilled													
Jobs	('000)	5,327.8	5,367.0	5,394.7	5,407.7	5,345.9	5,210.3	5,277.6	5,278.7	5,253.3	5,194.8	5,237.6	5,311.7
Filled jobs	('000)	5,212.2	5,244.8	5,286.4	5,299.3	5,259.1	5,117.7	5,177.8	5,180.5	5,154.7	5,096.9	5,142.2	5,209.0
Vacancies	('000)	115.6	122.2	108.3	108.5	86.8	92.6	99.8	98.2	98.7	98.0	95.4	102.7
Jobs created	('000)	11.53	13.17	14.74	11.67	9.71	9.09	13.07	10.57	10.41	9.84	9.34	13.45
Rate of Filled Jobs	(%)	97.8	97.7	98.0	98.0	98.4	98.2	98.1	98.1	98.1	98.1	98.2	98.1
Rate of Vacancies	(%)	2.2	2.3	2.0	2.0	1.6	1.8	1.9	1.9	1.9	1.9	1.8	1.9
Low-skilled													
Jobs	('000)	1,141.2	1,146.6	1,139.9	1,153.0	1,139.2	1,115.0	1,125.4	1,112.9	1,107.9	1,092.7	1,092.7	1,109.1
Filled jobs	('000)	1,102.9	1,105.9	1,097.9	1,111.8	1,102.6	1,077.3	1,086.6	1,075.8	1,070.4	1,055.4	1,056.2	1,071.1
Vacancies	('000)	38.3	40.7	42.0	41.2	36.6	37.8	38.8	37.2	37.4	37.3	36.6	38.0
Jobs created	('000)	1.40	1.83	3.00	1.88	1.29	0.97	2.05	1.21	1.67	1.35	1.17	1.47
Rate of Filled Jobs	(%)	96.6	96.4	96.3	96.4	96.8	96.6	96.6	96.7	96.6	96.6	96.7	96.6
Rate of Vacancies	(%)	3.4	3.6	3.7	3.6	3.2	3.4	3.4	3.3	3.4	3.4	3.3	3.4

Source: Employment Statistics, Malaysia, Q4 2021, DOSM

Table B: Labour Demand, Malaysia, Q1 2019 - Q4 2021

3. Jobs by Economic Activity and Skill Category

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Jobs	**('000)**	**8,549.3**	**8,619.3**	**8,651.6**	**8,661.4**	**8,566.5**	**8,383.4**	**8,472.1**	**8,457.1**	**8,423.6**	**8,351.8**	**8,405.6**	**8,530.7**
Economic activitiy													
Agriculture	('000)	491.9	505.2	493.8	487.0	483.4	478.2	473.8	472.6	467.6	465.5	468.1	468.4
Mining & Quarrying	('000)	82.2	84.1	81.3	82.5	80.1	79.0	79.5	79.4	79.5	78.8	78.3	77.9
Manufacturing	('000)	2,240.4	2,269.6	2,285.7	2,283.7	2,251.2	2,232.2	2,253.6	2,257.0	2,260.4	2,258.6	2,286.2	2,321.3
Food processing, beverages and tobacco products	('000)	276.0	280.1	285.0	283.2	282.8	285.5	287.4	286.1	289.5	287.0	289.5	291.7
Textiles, wearing apparel and leather products	('000)	93.9	95.3	96.5	95.3	90.9	85.1	80.7	81.3	80.1	79.2	79.9	83.6
Wood products, furniture, paper products and printing	('000)	306.3	313.0	313.9	313.8	305.4	294.9	297.4	293.6	295.1	287.7	299.0	302.1
Petroleum, chemical, rubber and plastic products	('000)	409.2	416.1	419.6	416.5	413.6	419.9	428.6	429.4	430.7	437.4	437.3	440.6
Non-metallic mineral products, basic metal and fabricated metal products	('000)	351.0	355.7	356.7	356.6	350.3	350.8	352.1	352.7	354.9	353.9	355.5	359.6
Electrical, electronic and optical products	('000)	585.5	587.4	592.0	596.1	588.8	579.8	590.7	597.3	594.6	597.8	606.3	621.0
Transport equipment, other manufacturing and repair	('000)	218.5	221.9	221.9	222.3	219.4	216.2	216.7	216.5	215.5	215.5	218.6	222.7
Construction	('000)	1,297.4	1,309.9	1,319.1	1,331.1	1,304.5	1,250.8	1,283.0	1,280.1	1,255.4	1,236.7	1,231.1	1,249.2
Services	('000)	4,437.4	4,450.5	4,471.7	4,477.1	4,447.4	4,343.2	4,382.1	4,368.0	4,360.6	4,312.1	4,341.9	4,413.9
Wholesale & retail trade	('000)	1,537.0	1,555.1	1,557.1	1,559.9	1,552.5	1,535.0	1,551.9	1,553.1	1,555.0	1,537.4	1,557.9	1,602.1
Food & beverages and Accommodation	('000)	819.1	831.4	837.0	852.3	836.3	768.1	790.4	792.4	789.3	763.1	774.7	787.9
Transportation and storage	('000)	391.8	389.7	386.2	386.3	387.2	379.8	378.3	374.7	376.7	375.8	374.5	387.7
Information and communication	('000)	222.8	224.2	225.1	217.4	220.8	219.4	221.5	223.6	224.1	224.9	226.3	227.4
Finance, insurance, real estate & business services	('000)	948.7	938.3	947.4	940.7	936.6	935.4	934.6	918.5	911.0	909.0	906.8	904.7
Other services	('000)	518.0	511.7	518.9	520.5	514.0	505.4	505.5	505.7	504.6	501.9	501.6	504.1
Skill													
Skilled	('000)	2,080.4	2,105.7	2,117.0	2,100.7	2,081.4	2,058.2	2,069.1	2,065.5	2,062.4	2,064.3	2,075.3	2,109.9
Semi-skilled	('000)	5,327.8	5,367.0	5,394.7	5,407.7	5,345.9	5,210.3	5,277.6	5,278.7	5,253.3	5,194.8	5,237.6	5,311.7
Low-skilled	('000)	1,141.2	1,146.6	1,139.9	1,153.0	1,139.2	1,115.0	1,125.4	1,112.9	1,107.9	1,092.7	1,092.7	1,109.1

Source: Employment Statistics, Malaysia, Q4 2021, DOSM

Table B: Labour Demand, Malaysia, Q1 2019 - Q4 2021

4. Filled jobs by Economic Activity and Skill

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Filled jobs	**('000)**	**8,348.8**	**8,401.4**	**8,448.9**	**8,463.5**	**8,400.6**	**8,213.9**	**8,292.8**	**8,281.2**	**8,245.7**	**8,173.7**	**8,231.6**	**8,347.1**
Economic activitiy													
Agriculture	('000)	463.3	475.1	468.9	458.7	457.0	450.1	443.7	443.1	439.1	436.3	439.4	438.7
Mining & Quarrying	('000)	81.7	83.7	80.8	82.2	79.8	78.7	79.1	78.9	79.1	78.4	77.9	77.4
Manufacturing	('000)	2,131.5	2,148.4	2,172.8	2,174.3	2,160.8	2,138.7	2,153.3	2,159.2	2,159.5	2,158.4	2,187.0	2,217.7
Food processing, beverages and tobacco products	('000)	264.4	267.9	272.1	270.8	270.5	272.0	274.4	272.8	274.5	274.7	277.3	279.3
Textiles, wearing apparel and leather products	('000)	89.2	90.5	92.0	91.2	87.4	82.0	77.7	78.2	77.6	76.6	77.3	80.7
Wood products, furniture, paper products and printing	('000)	290.6	296.1	297.4	296.6	293.8	284.7	286.6	283.3	283.6	276.4	287.4	289.4
Petroleum, chemical, rubber and plastic products	('000)	387.0	392.2	397.2	395.8	396.0	402.6	409.7	411.0	412.0	418.7	419.1	420.6
Non-metallic mineral products, basic metal and fabricated metal products	('000)	333.7	336.8	341.3	342.1	339.7	339.1	338.6	339.8	341.0	339.5	341.4	345.4
Elektrical, elektronic and optical products	('000)	557.4	553.7	561.0	565.9	563.0	550.9	558.6	566.3	564.0	566.2	574.9	589.1
Transport equipment, other manufacturing and repair	('000)	209.2	211.3	211.8	211.9	210.4	207.4	207.8	207.8	206.9	206.5	209.6	213.2
Construction	('000)	1,277.7	1,287.6	1,295.8	1,308.3	1,286.1	1,232.6	1,262.4	1,258.9	1,234.2	1,216.0	1,210.7	1,227.3
Services	('000)	4,394.7	4,406.7	4,430.7	4,440.0	4,416.9	4,313.8	4,354.2	4,341.0	4,333.8	4,284.5	4,316.6	4,386.0
Wholesale & retail trade	('000)	1,524.7	1,543.7	1,546.2	1,549.9	1,545.8	1,528.7	1,544.2	1,545.5	1,545.5	1,527.8	1,549.9	1,591.3
Food & beverages and Accommodation	('000)	812.7	821.9	826.7	842.3	830.8	762.5	786.4	788.7	786.1	760.0	772.0	784.9
Transportation and storage	('000)	383.9	384.2	381.1	381.5	382.0	374.6	374.4	371.1	372.9	371.9	371.4	384.1
Information and communication	('000)	221.6	222.3	224.2	216.9	220.1	218.9	220.8	223.0	223.5	224.4	225.6	226.7
Finance, insurance, real estate & business services	('000)	939.0	928.4	938.1	932.4	927.5	928.1	926.5	910.0	903.9	901.0	898.3	896.9
Other services	('000)	512.7	506.2	514.2	517.1	510.6	501.0	502.1	502.7	501.9	499.4	499.4	502.1
Skill													
Skilled	('000)	2,033.8	2,050.7	2,064.7	2,052.4	2,038.8	2,019.0	2,028.4	2,024.9	2,020.6	2,021.5	2,033.2	2,066.9
Semi-skilled	('000)	5,212.2	5,244.8	5,286.4	5,299.3	5,259.1	5,117.7	5,177.8	5,180.5	5,154.7	5,096.9	5,142.2	5,209.0
Low-skilled	('000)	1,102.9	1,105.9	1,097.9	1,111.8	1,102.6	1,077.3	1,086.6	1,075.8	1,070.4	1,055.4	1,056.2	1,071.1

Source: Employment Statistics, Malaysia, Q4 2021, DOSM

Table B: Labour Demand, Malaysia, Q1 2019 - Q4 2021

5. Vacancies by Economic Activity and Skill

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Vacancies	**('000)**	**200.5**	**217.9**	**202.6**	**198.0**	**166.0**	**169.5**	**179.3**	**175.9**	**177.9**	**178.0**	**174.0**	**183.6**
Economic activitiy													
Agriculture	('000)	28.6	30.2	24.9	28.4	26.5	28.2	30.2	29.5	28.5	29.2	28.7	29.8
Mining & Quarrying	('000)	0.4	0.3	0.5	0.3	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4
Manufacturing	('000)	109.0	121.2	112.9	109.4	90.3	93.5	100.4	97.8	100.9	100.1	99.2	103.6
Food processing, beverages and tobacco products	('000)	11.6	12.3	12.9	12.3	12.3	13.5	13.0	13.3	15.0	12.4	12.2	12.4
Textiles, wearing apparel and leather products	('000)	4.7	4.8	4.6	4.1	3.4	3.1	3.1	3.1	2.5	2.6	2.6	2.9
Wood products, furniture, paper products and printing	('000)	15.7	16.9	16.6	17.2	11.7	10.2	10.8	10.3	11.6	11.4	11.6	12.8
Petroleum, chemical, rubber and plastic products	('000)	22.2	23.9	22.4	20.7	17.6	17.3	18.9	18.4	18.7	18.8	18.2	19.9
Non-metallic mineral products, basic metal and fabricated metal products	('000)	17.3	19.0	15.4	14.4	10.6	11.7	13.5	12.9	13.9	14.4	14.1	14.1
Elektrical, elektronic and optical products	('000)	28.1	33.7	31.0	30.2	25.8	28.9	32.1	31.0	30.6	31.6	31.4	31.9
Transport equipment, other manufacturing and repair	('000)	9.3	10.6	10.1	10.4	9.0	8.8	8.9	8.7	8.6	9.0	9.0	9.5
Construction	('000)	19.8	22.3	23.3	22.8	18.4	18.2	20.6	21.2	21.2	20.7	20.5	22.0
Services	('000)	42.7	43.9	41.1	37.1	30.5	29.4	27.9	27.0	26.8	27.6	25.3	27.9
Wholesale & retail trade	('000)	12.3	11.4	10.8	10.0	6.7	6.3	7.8	7.6	9.5	9.6	7.9	10.8
Food & beverages and Accommodation	('000)	6.4	9.5	10.3	10.0	5.5	5.6	4.0	3.7	3.2	3.1	2.7	2.9
Transportation and storage	('000)	7.9	5.6	5.0	4.9	5.1	5.3	3.9	3.6	3.8	3.9	3.1	3.6
Information and communication	('000)	1.2	2.0	0.9	0.5	0.7	0.5	0.7	0.6	0.6	0.5	0.7	0.7
Finance, insurance, real estate & business services	('000)	9.7	9.9	9.3	8.4	9.2	7.3	8.0	8.6	7.1	8.0	8.5	7.8
Other services	('000)	5.3	5.5	4.7	3.4	3.3	4.4	3.4	3.0	2.7	2.5	2.3	2.0
Skill													
Skilled	('000)	46.6	55.0	52.4	48.3	42.6	39.2	40.7	40.5	41.8	42.8	42.1	42.9
Semi-skilled	('000)	115.6	122.2	108.3	108.5	86.8	92.6	99.8	98.2	98.7	98.0	95.4	102.7
Low-skilled	('000)	38.3	40.7	42.0	41.2	36.6	37.8	38.8	37.2	37.4	37.3	36.6	38.0

Source: Employment Statistics, Malaysia, Q4 2021, DOSM

Table B: Labour Demand, Malaysia, Q1 2019 - Q4 2021

6. Jobs Created by Economic Activity and Skill

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Jobs created	**('000)**	**23.47**	**27.15**	**28.10**	**25.24**	**21.87**	**13.67**	**21.03**	**16.72**	**17.38**	**16.18**	**15.04**	**20.89**
Economic activitiy													
Agriculture	('000)	2.16	2.31	3.22	3.06	1.12	0.40	0.90	0.73	0.74	0.70	0.74	1.20
Mining & Quarrying	('000)	0.20	0.18	0.16	0.11	0.08	0.04	0.08	0.09	0.08	0.09	0.07	0.09
Manufacturing	('000)	4.11	5.65	5.95	3.44	4.25	5.46	9.02	6.77	7.37	7.21	6.61	8.00
Food processing, beverages and tobacco products	('000)	0.18	0.44	0.52	0.24	0.18	0.41	0.39	0.22	0.24	0.20	0.20	0.37
Textiles, wearing apparel and leather products	('000)	0.14	0.27	0.30	0.10	0.09	0.01	0.18	0.24	0.31	0.33	0.33	0.40
Wood products, furniture, paper products and printing	('000)	0.44	0.55	0.51	0.36	0.32	0.10	0.47	0.36	0.43	0.46	0.46	0.66
Petroleum, chemical, rubber and plastic products	('000)	1.16	1.51	1.47	0.72	1.44	1.73	3.81	1.92	2.05	2.11	1.79	2.17
Non-metallic mineral products, basic metal and fabricated metal products	('000)	0.28	0.53	0.41	0.26	0.22	0.29	0.65	0.99	0.71	0.85	0.83	0.98
Electrical, electronic and optical products	('000)	1.47	1.77	2.11	1.29	1.60	2.61	3.19	2.52	3.20	2.84	2.57	2.85
Transport equipment, other manufacturing and repair	('000)	0.46	0.59	0.63	0.49	0.41	0.32	0.34	0.52	0.44	0.42	0.43	0.57
Construction	('000)	4.75	5.32	5.23	6.98	4.97	3.59	2.86	2.72	2.82	2.73	2.36	2.84
Services	('000)	12.25	13.69	13.53	11.66	11.46	4.19	8.17	6.41	6.36	5.44	5.25	8.76
Wholesale & retail trade	('000)	3.88	4.51	3.77	3.59	3.61	1.63	2.88	2.12	2.30	1.78	1.82	3.12
Food & beverages and Accommodation	('000)	1.14	2.21	1.72	1.01	0.48	0.05	0.40	0.37	0.08	0.09	0.16	0.73
Transportation and storage	('000)	1.61	0.92	1.25	1.13	1.70	0.51	0.78	0.45	0.88	0.79	0.44	0.91
Information and communication	('000)	0.56	0.59	0.64	0.57	0.81	0.20	0.57	0.79	0.46	0.48	0.73	0.98
Finance, insurance, real estate & business services	('000)	2.94	3.01	3.50	3.82	3.15	1.34	2.77	2.09	2.12	1.85	1.61	2.04
Other services	('000)	2.12	2.46	2.65	1.54	1.71	0.46	0.77	0.59	0.53	0.45	0.50	0.98
Skill													
Skilled	('000)	10.54	12.15	10.36	11.69	10.88	3.62	5.91	4.93	5.30	4.99	4.52	5.97
Semi-skilled	('000)	11.53	13.17	14.74	11.67	9.71	9.09	13.07	10.57	10.41	9.84	9.34	13.45
Low-skilled	('000)	1.40	1.83	3.00	1.88	1.29	0.97	2.05	1.21	1.67	1.35	1.17	1.47

Source: Employment Statistics, Malaysia, Q4 2021, DOSM

Table B: Labour Demand, Malaysia, Q1 2020 - Q2 2021

7. Number of Online Job Vacancies Advertisement by Industry

Indicator	2020												2021					
	Q1			Q2			Q3			Q4			Q1			Q2		
Advertised Date	**Jan**	**Feb**	**Mac**	**Apr**	**May**	**June**	**July**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mac**	**Apr**	**May**	**June**
Total	**16,490**	**20,097**	**12,785**	**7,163**	**6,018**	**5,988**	**24,334**	**22,935**	**27,271**	**25,595**	**23,555**	**29,153**	**24,900**	**27,348**	**37,970**	**33,877**	**28,242**	**28,383**
Agriculture, forestry and fishing	30	32	25	11	20	18	58	32	68	64	44	34	96	71	119	65	27	46
Mining and quarrying	24	42	24	6	13	3	11	8	16	25	10	13	11	36	44	18	10	7
Manufacturing	2,360	3,159	1,813	1,126	940	1,091	4,102	4,013	4,923	4,733	3,994	4,430	4,406	4,895	5,951	6,356	5,146	4,845
Construction	199	265	150	51	42	49	261	238	335	227	184	241	461	507	1,320	310	208	179
Electricity, gas, steam and air conditioning supply	41	22	9	103	62	61	73	33	49	32	28	41	39	33	59	35	38	27
Water supply, sewerage, waste management and remediation activities	26	24	13	4	5	4	8	17	12	16	7	10	43	32	64	36	11	12
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,185	3,914	2,358	1,094	963	1,158	5,047	4,959	4,627	4,240	3,932	4,293	4,225	4,479	4,467	5,895	4,950	5,356
Transportation and storage	346	360	193	55	86	71	408	396	464	424	389	408	516	581	774	658	543	518
Accommodation and food service activities	775	1,134	462	82	78	59	609	856	997	743	499	905	915	817	935	1,405	529	1,216
Information and communication	813	791	600	330	280	253	855	919	1,031	952	894	870	1,292	1,299	2,040	898	883	880
Financial and insurance/ takaful activities	1,353	1,651	1,061	771	483	381	1,487	1,499	1,754	1,874	1,632	1,807	2,228	2,175	2,166	2,778	2,057	2,442
Real estate activities	375	488	311	97	118	113	550	463	489	478	474	495	440	482	634	666	480	417
Professional, scientific and technical activities	2,048	2,635	1,742	726	766	677	3,441	4,140	5,005	4,756	4,064	4,964	3,288	3,705	1,582	6,446	5,210	5,131
Administrative and support service activities	1,409	1,512	1,452	790	503	711	569	315	611	355	620	734	2,233	2,186	3,027	784	690	1,052
Public administration and defence; compulsory social security	367	329	236	73	88	108	259	314	381	247	210	245	249	232	158	326	289	199
Education	317	341	188	71	79	71	516	534	673	467	486	437	495	384	404	597	482	429
Human health and social work activities	393	443	225	114	107	97	685	627	657	602	553	604	540	646	402	859	624	617
Arts, entertainment and recreation	46	72	19	5	9	8	41	84	51	25	12	24	26	30	64	49	20	9
Other service activities	728	774	503	321	238	196	524	360	483	528	430	417	441	413	922	558	461	289
Activities of households as employers	-	6	1	-	1	1	4	5	10	4	5	13	17	8	7	4	2	14
Activities of extraterritorial organizations and bodies	8	3	5	-	2	1	8	4	6	16	5	6	7	39	11	15	2	4
Unclassified	1,647	2,100	1,395	1,333	1,135	857	4,818	3,119	4,629	4,787	5,083	8,162	2,932	4,298	12,820	5,119	5,580	4,694

Source: Big Data Analytics, Job Market Insights, DOSM

Table B: Labour Demand, Malaysia, Q1 2020 - Q2 2021

8. Number of Online Job Vacancies Advertisement by Occupation

Indicator	2020												2021					
	Q1			Q2			Q3			Q4			Q1			Q2		
Advertised Date	**Jan**	**Feb**	**Mac**	**Apr**	**May**	**June**	**July**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mac**	**Apr**	**May**	**June**
Total	**16,490**	**20,097**	**12,785**	**7,163**	**6,018**	**5,988**	**24,334**	**22,935**	**27,271**	**25,595**	**23,555**	**29,153**	**24,900**	**27,348**	**37,970**	**33,877**	**28,242**	**28,383**
Managers	3,466	4,191	2,729	1,231	1,017	505	3,994	4,074	4,971	4,430	4,192	4,743	4,331	4,669	6,069	6,381	5,024	5,275
Professionals	9,682	11,462	7,249	4,122	3,500	3,387	12,860	11,107	13,179	12,763	12,047	14,219	12,513	13,668	18,658	16,570	14,718	14,654
Technician and associate professionals	1,676	1,941	1,313	1,360	1,163	1,666	3,823	4,100	4,767	4,250	3,949	5,437	4,345	4,829	6,896	6,908	5,538	4,910
Clerical support workers	762	992	657	212	196	246	1,372	1,316	2,026	1,722	1,734	2,017	1,733	1,928	2,764	2,311	1,933	1,434
Service and sales workers	629	1,063	545	122	59	102	1,307	1,386	1,189	1,302	844	1,739	1,090	1,293	2,028	321	60	765
Skilled agricultural, forestry and fishery workers	7	3	8	9	8	9	44	32	30	10	8	31	44	80	9	10	16	16
Craft and related trades workers	84	138	87	37	11	20	380	372	442	410	275	362	331	341	517	396	303	245
Plant and machine-operators and assemblers	184	307	197	70	64	53	554	548	667	708	506	605	513	540	1,029	980	650	1,084
Unclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Source: Big Data Analytics, Job Market Insights, DOSM

9. Number of Online Job Vacancies Advertisement by State

Indicator	2020												2021					
	Q1			Q2			Q3			Q4			Q1			Q2		
Advertised Date	**Jan**	**Feb**	**Mac**	**Apr**	**May**	**June**	**July**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mac**	**Apr**	**May**	**June**
Total	**16,490**	**20,097**	**12,785**	**7,163**	**6,018**	**5,988**	**24,334**	**22,935**	**27,271**	**25,595**	**23,555**	**29,153**	**24,900**	**27,348**	**37,970**	**33,877**	**28,242**	**28,383**
Johor	1,153	1,403	796	473	427	409	1,834	1,844	1,924	2,083	1,756	2,026	1,602	1,825	2,669	2,518	1,992	1,893
Kedah	227	262	161	108	84	112	243	212	235	303	280	287	215	284	347	311	220	295
Kelantan	145	140	99	59	47	70	110	91	140	129	105	99	87	118	120	114	105	92
Melaka	186	273	161	117	75	81	384	310	375	372	341	458	372	473	454	414	368	322
Negeri Sembilan	133	190	104	53	59	63	177	188	214	260	173	270	189	223	300	227	227	193
Pahang	89	112	68	54	32	37	94	97	148	123	105	130	132	129	156	144	101	125
Pulau Pinang	1,020	1,168	746	391	393	406	1,168	1,074	1,387	1,651	1,234	1,802	1,500	1,521	2,208	1,987	1,798	1,813
Perak	744	890	519	272	227	252	408	385	432	418	386	752	379	502	588	462	411	364
Perlis	5	5	3	2	-	1	4	5	4	4	3	5	5	2	9	9	6	8
Selangor	3,912	5,172	3,226	1,752	1,436	1,467	4,824	4,558	5,469	4,672	4,557	6,327	4,966	5,662	8,007	6,760	5,645	5,291
Terengganu	36	44	27	15	17	15	76	33	76	69	64	55	43	77	74	69	55	86
Sabah	111	191	71	53	42	47	323	205	258	196	149	185	184	208	303	228	186	188
Sarawak	166	218	107	70	71	65	419	219	325	308	238	299	297	257	340	268	278	241
W.P Kuala Lumpur	4,521	5,366	3,513	2,112	1,551	1,568	10,272	10,820	12,504	11,712	10,844	12,882	11,448	12,313	17,260	15,779	12,717	13,667
W.P Labuan	18	25	9	11	11	14	21	15	29	13	15	27	20	24	12	18	16	25
W.P Putrajaya	46	81	28	30	19	23	71	84	106	88	77	89	94	114	110	101	69	71
Unclassified *	3,978	4,557	3,147	1,591	1,527	1,358	3,906	2,795	3,645	3,194	3,228	3,460	3,367	3,616	5,013	4,468	4,048	3,709

Source: Big Data Analytics, Job Market Insights, DOSM

Note:

* Including job vacancies for overseas

Table C: Labour Productivity, Malaysia, Q1 2019 - Q4 2021

1. Labour Productivity per Hour Worked

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Value added per hour worked	**RM**	**39.2**	**40.3**	**41.1**	**42.0**	**40.0**	**46.5**	**41.1**	**41.7**	**40.2**	**40.5**	**40.9**	**42.2**
Economic activitiy													
Agriculture	RM	24.9	24.8	28.3	25.2	23.2	28.8	28.5	25.0	23.0	24.3	27.6	25.4
Mining & Quarrying	RM	551.7	574.0	487.9	619.3	567.5	607.4	460.9	580.9	552.5	564.1	479.6	526.8
Manufacturing	RM	49.8	52.0	52.4	52.6	50.8	59.9	56.0	55.8	55.0	57.4	57.3	58.4
Vegetable and animal oils & fats and food processing	RM	28.3	30.6	30.9	31.8	27.1	41.5	34.2	29.4	27.4	32.8	33.7	30.4
Beverages and tobacco products	RM	156.9	213.0	198.3	181.5	158.2	149.8	219.9	206.1	193.3	208.3	137.5	223.9
Textiles, wearing apparel and leather products	RM	11.2	13.5	12.5	11.5	11.0	9.0	11.4	11.4	11.5	11.2	10.8	11.5
Wood products, furniture, paper products and printing	RM	29.3	28.2	28.1	27.8	30.1	32.5	30.3	30.8	33.9	33.2	30.4	31.4
Petroleum, chemical, rubber and plastic products	RM	86.6	88.1	94.4	93.4	90.3	95.4	97.3	98.3	94.1	97.5	108.1	101.1
Non-metallic mineral products, basic metal and fabricated metal products	RM	37.8	46.0	43.5	39.7	38.7	40.2	42.6	39.9	39.2	40.5	39.4	41.3
Electrical, electronic and optical products	RM	66.5	62.4	61.2	64.2	69.6	84.7	68.8	70.6	77.5	75.5	75.3	77.5
Transport equipment, other manufacturing and repair	RM	55.5	66.0	66.7	70.2	55.3	89.2	74.2	83.2	62.0	71.9	56.8	83.9
Construction	RM	19.0	18.7	19.7	18.6	18.7	18.1	17.9	17.4	17.1	16.7	16.9	15.5
Services	RM	36.9	37.8	38.9	40.6	38.3	44.3	38.4	39.5	37.7	37.3	37.7	39.8
Utilities	RM	153.8	159.6	158.5	155.5	163.3	195.0	158.9	160.8	163.9	160.0	169.5	164.3
Wholesale & retail trade	RM	37.5	37.7	41.0	43.1	38.4	41.1	41.2	43.1	39.1	37.5	37.9	42.5
Food & beverages and Accommodation	RM	12.6	13.1	13.1	13.6	12.7	11.2	10.1	9.6	9.3	8.8	8.1	9.6
Transportation and storage	RM	38.3	41.3	41.7	41.3	37.9	36.4	36.2	34.1	32.2	33.1	33.6	37.3
Information and communication	RM	155.2	156.3	153.4	142.7	160.2	236.7	156.1	151.7	166.2	164.7	167.3	159.0
Finance and insurance	RM	107.7	105.0	107.7	112.0	115.1	126.9	116.0	121.4	126.3	124.9	124.4	125.6
Real estate and business services	RM	24.5	26.1	25.3	26.4	25.2	27.5	21.8	21.2	21.2	20.4	19.6	20.1
Other services	RM	31.4	32.0	33.1	36.7	33.2	40.0	32.5	35.6	32.0	32.3	34.4	35.6

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Table C: Labour Productivity, Malaysia, Q1 2019 - Q4 2021

2. Labour Productivity per Hour Worked - Annual Percentage Change

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Value added per hour worked	**(%)**	**2.6**	**2.5**	**2.7**	**1.5**	**2.1**	**15.4**	**0.1**	**-0.8**	**0.4**	**-12.9**	**-0.6**	**1.3**
Economic activitiy													
Agriculture	(%)	3.3	2.1	1.6	-5.7	-6.9	16.1	0.9	-0.8	-0.7	-15.6	-3.4	1.7
Mining & Quarrying	(%)	1.2	-0.6	-1.9	-0.3	2.9	5.8	-5.5	-6.2	-2.6	-7.1	4.1	-9.3
Manufacturing	(%)	3.4	2.5	2.9	1.2	2.1	15.2	7.0	6.1	8.1	-4.2	2.3	4.6
Vegetable and animal oils & fats and food processing	(%)	-1.3	-1.6	0.0	-2.8	-4.1	35.8	10.8	-7.7	1.1	-20.9	-1.6	3.5
Beverages and tobacco products	(%)	-2.1	0.4	4.1	1.7	0.8	-29.7	10.9	13.6	22.1	39.0	-37.5	8.6
Textiles, wearing apparel and leather products	(%)	4.9	5.7	-1.7	-4.2	-1.4	-33.2	-8.9	-0.5	4.6	24.2	-5.5	0.9
Wood products, furniture, paper products and printing	(%)	9.8	6.9	5.1	3.8	2.7	15.4	7.9	10.7	12.7	2.1	0.4	2.0
Petroleum, chemical, rubber and plastic products	(%)	5.6	1.9	4.0	3.9	4.2	8.3	3.1	5.4	4.3	2.1	11.0	2.8
Non-metallic mineral products, basic metal and fabricated metal products	(%)	1.4	4.2	3.8	1.8	2.4	-12.5	-2.0	0.5	1.3	0.7	-7.6	3.5
Electrical, electronic and optical products	(%)	2.8	1.4	3.8	2.1	4.6	35.8	12.4	9.9	11.4	-10.9	9.4	9.8
Transport equipment, other manufacturing and repair	(%)	7.1	4.9	6.2	4.5	-0.4	35.2	11.3	18.5	12.1	-19.4	-23.5	0.8
Construction	(%)	4.9	3.9	1.7	4.6	-1.6	-3.1	-8.9	-6.7	-8.6	-7.8	-5.7	-11.0
Services	(%)	3.0	2.5	3.0	2.6	3.7	17.1	-1.3	-2.7	-1.5	-15.9	-1.8	0.7
Utilities	(%)	3.3	3.6	3.3	3.2	6.2	22.2	0.3	3.4	0.4	-18.0	6.7	2.1
Wholesale & retail trade	(%)	5.9	3.6	3.4	3.4	2.4	8.9	0.5	-0.1	1.8	-8.8	-8.0	-1.3
Food & beverages and Accommodation	(%)	0.0	0.2	2.7	2.9	0.7	-14.4	-23.0	-29.8	-26.3	-21.2	-20.1	0.4
Transportation and storage	(%)	4.7	3.7	3.8	4.7	-0.9	-11.9	-13.2	-17.5	-15.1	-9.0	-7.3	9.4
Information and communication	(%)	3.7	2.4	1.3	1.3	3.3	51.5	1.8	6.3	3.7	-30.4	7.2	4.8
Finance and insurance	(%)	-0.1	4.7	3.0	3.2	6.9	20.9	7.7	8.3	9.7	-1.6	7.2	3.5
Real estate and business services	(%)	5.5	4.9	6.0	4.5	2.8	5.6	-13.7	-19.5	-15.8	-25.7	-10.2	-5.3
Other services	(%)	2.1	2.5	3.1	2.1	5.8	24.7	-1.7	-3.0	-3.7	-19.2	5.7	0.1

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Table C: Labour Productivity, Malaysia, Q1 2019 - Q4 2021

3. Labour Productivity per Employment

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Value added per employment	**RM**	**22,811**	**23,213**	**23,826**	**24,297**	**22,613**	**19,467**	**23,290**	**23,603**	**22,513**	**22,128**	**21,983**	**24,006**
Economic activitiy													
Agriculture	RM	13,139	13,031	14,840	13,202	11,997	13,224	14,918	13,115	12,104	12,793	14,537	13,498
Mining & Quarrying	RM	345,243	344,414	296,837	382,677	340,807	282,712	280,029	348,371	326,435	322,554	276,330	311,151
Manufacturing	RM	29,834	31,113	31,343	31,576	29,763	25,738	32,497	32,583	31,401	31,700	31,356	34,316
Vegetable and animal oils & fats and food processing	RM	16,063	17,490	17,753	17,991	15,292	18,768	18,750	16,320	14,727	17,537	17,972	17,099
Beverages and tobacco products	RM	98,771	135,055	124,166	111,647	95,922	74,608	134,341	122,558	110,240	116,152	79,029	131,438
Textiles, wearing apparel and leather products	RM	5,659	6,795	6,302	6,020	5,591	4,065	5,823	6,038	5,838	5,404	5,277	5,908
Wood products, furniture, paper products and printing	RM	18,142	17,903	17,479	17,148	18,239	12,573	18,065	18,045	19,328	17,833	15,772	18,622
Petroleum, chemical, rubber and plastic products	RM	53,713	54,795	58,620	59,091	54,624	47,228	58,505	59,151	56,183	57,428	63,853	61,915
Non-metallic mineral products, basic metal and fabricated metal products	RM	23,832	28,328	26,964	24,930	23,715	17,051	25,281	24,278	23,458	22,876	21,662	25,164
Electrical, electronic and optical products	RM	40,948	37,836	37,378	38,958	41,066	34,752	41,030	41,975	45,465	42,589	42,567	46,862
Transport equipment, other manufacturing and repair	RM	33,968	39,964	40,529	43,081	33,406	29,552	44,295	50,345	36,587	41,166	30,683	50,394
Construction	RM	11,406	11,099	11,794	11,132	10,805	6,580	10,591	10,201	9,920	9,057	8,597	9,063
Services	RM	21,561	21,865	22,667	23,485	21,680	18,429	21,779	22,332	21,156	20,481	20,423	22,565
Utilities	RM	90,968	94,159	94,443	90,901	94,018	84,990	92,417	91,127	93,419	89,233	89,679	95,529
Wholesale & retail trade	RM	22,442	22,651	24,779	26,091	22,413	17,418	23,979	25,350	22,383	20,797	20,803	24,585
Food & beverages and Accommodation	RM	7,450	7,463	7,644	7,982	7,115	4,521	5,510	5,318	5,168	4,772	4,459	5,479
Transportation and storage	RM	23,429	25,009	25,582	25,445	22,238	13,906	21,486	19,889	18,911	19,091	19,045	22,300
Information and communication	RM	92,694	91,000	89,735	84,510	94,654	92,376	91,377	89,160	96,315	95,045	96,034	93,486
Finance and insurance	RM	62,482	59,773	61,771	65,092	64,539	56,246	64,965	69,060	71,644	70,090	68,624	71,884
Real estate and business services	RM	14,705	15,565	15,061	15,797	14,848	11,507	12,583	12,377	12,271	11,560	10,759	11,660
Other services	RM	17,329	17,574	18,104	19,439	17,805	16,756	17,962	19,021	17,214	17,250	17,624	19,226

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Table C: Labour Productivity, Malaysia, Q1 2019 - Q4 2021

4. Labour Productivity per Employment - Annual Percentage Change

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Value added per employment	**(%)**	**2.4**	**2.8**	**2.4**	**1.5**	**-0.9**	**-16.1**	**-2.3**	**-2.9**	**-0.4**	**13.7**	**-5.6**	**1.7**
Economic activitiy													
Agriculture	(%)	3.8	2.1	1.9	-6.0	-8.7	1.5	0.5	-0.7	0.9	-3.3	-2.6	2.9
Mining & Quarrying	(%)	4.6	1.4	-3.9	-3.2	-1.3	-17.9	-5.7	-9.0	-4.2	14.1	-1.3	-10.7
Manufacturing	(%)	2.0	2.4	1.5	0.8	-0.2	-17.3	3.7	3.2	5.5	23.2	-3.5	5.3
Vegetable and animal oils & fats and food processing	(%)	2.1	2.3	0.3	-0.9	-4.8	7.3	5.6	-9.3	-3.7	-6.6	-4.1	4.8
Beverages and tobacco products	(%)	1.3	2.0	2.5	0.7	-2.9	-44.8	8.2	9.8	14.9	55.7	-41.2	7.2
Textiles, wearing apparel and leather products	(%)	0.7	0.9	-0.8	-0.9	-1.2	-40.2	-7.6	0.3	4.4	32.9	-9.4	-2.1
Wood products, furniture, paper products and printing	(%)	3.6	4.2	4.3	3.2	0.5	-29.8	3.4	5.2	6.0	41.8	-12.7	3.2
Petroleum, chemical, rubber and plastic products	(%)	1.9	1.4	0.8	0.4	1.7	-13.8	-0.2	0.1	2.9	21.6	9.1	4.7
Non-metallic mineral products, basic metal and fabricated metal products	(%)	4.2	4.2	3.2	2.7	-0.5	-39.8	-6.2	-2.6	-1.1	34.2	-14.3	3.6
Electrical, electronic and optical products	(%)	0.4	1.9	1.3	0.5	0.3	-8.2	9.8	7.7	10.7	22.6	3.7	11.6
Transport equipment, other manufacturing and repair	(%)	5.4	5.7	5.9	4.0	-1.7	-26.1	9.3	16.9	9.5	39.3	-30.7	0.1
Construction	(%)	4.8	3.8	2.2	3.5	-5.3	-40.7	-10.2	-8.4	-8.2	37.6	-18.8	-11.2
Services	(%)	2.9	3.1	2.8	3.0	0.6	-15.7	-3.9	-4.9	-2.4	11.1	-6.2	1.0
Utilities	(%)	4.6	3.8	3.1	3.4	3.4	-9.7	-2.1	0.2	-0.6	5.0	-3.0	4.8
Wholesale & retail trade	(%)	3.9	3.4	3.4	3.2	-0.1	-23.1	-3.2	-2.8	-0.1	19.4	-13.2	-3.0
Food & beverages and Accommodation	(%)	1.2	2.0	1.8	2.3	-4.5	-39.4	-27.9	-33.4	-27.4	5.5	-19.1	3.0
Transportation and storage	(%)	3.9	4.4	4.2	4.2	-5.1	-44.4	-16.0	-21.8	-15.0	37.3	-11.4	12.1
Information and communication	(%)	1.9	0.3	0.5	1.2	2.1	1.5	1.8	5.5	1.8	2.9	5.1	4.9
Finance and insurance	(%)	1.9	3.7	2.9	3.5	3.3	-5.9	5.2	6.1	11.0	24.6	5.6	4.1
Real estate and business services	(%)	4.4	4.7	4.8	5.1	1.0	-26.1	-16.5	-21.7	-17.4	0.5	-14.5	-5.8
Other services	(%)	3.6	4.0	3.2	3.6	2.7	-4.7	-0.8	-2.1	-3.3	3.0	-1.9	1.1

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Table C: Labour Productivity, Malaysia, Q1 2019 - Q4 2021

5. Total Hours Worked

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total hours worked	**Million**	**8,730**	**8,693**	**8,788**	**8,815**	**8,611**	**6,236**	**8,545**	**8,579**	**8,538**	**8,312**	**8,214**	**8,775**
Economic activitiy													
Agriculture	Million	993	977	993	975	975	849	982	972	983	991	997	983
Mining & Quarrying	Million	47	46	48	43	45	35	47	41	44	43	44	45
Manufacturing	Million	1,520	1,518	1,526	1,554	1,509	1,077	1,473	1,510	1,488	1,424	1,430	1,575
Vegetable and animal oils & fats and food processing	Million	248	249	253	251	251	201	245	254	247	248	250	272
Beverages and tobacco products	Million	12	12	12	12	12	9	11	10	10	10	10	10
Textiles, wearing apparel and leather products	Million	130	127	125	134	136	110	125	133	133	125	126	138
Wood products, furniture, paper products and printing	Million	189	194	192	191	186	112	178	177	173	154	156	183
Petroleum, chemical, rubber and plastic products	Million	247	250	250	257	246	200	247	252	253	250	251	261
Non-metallic mineral products, basic metal and fabricated metal products	Million	228	223	225	228	223	152	215	223	223	202	200	228
Electrical, electronic and optical products	Million	349	347	353	354	340	233	343	347	338	330	335	368
Transport equipment, other manufacturing and repair	Million	117	116	117	127	115	60	110	115	111	105	102	116
Construction	Million	880	864	862	891	824	495	830	823	809	754	699	811
Services	Million	5,290	5,287	5,358	5,351	5,257	3,780	5,213	5,232	5,214	5,101	5,046	5,361
Utilities	Million	61	60	61	62	60	45	60	60	60	58	55	62
Wholesale & retail trade	Million	1,488	1,537	1,545	1,522	1,485	1,083	1,501	1,501	1,476	1,436	1,442	1,541
Food & beverages and Accommodation	Million	938	925	952	992	947	639	871	913	902	884	910	945
Transportation and storage	Million	337	319	323	341	331	200	310	318	327	301	294	325
Information and communication	Million	132	136	140	148	136	94	145	149	140	143	144	152
Finance and insurance	Million	214	216	216	217	210	168	212	212	213	211	207	213
Real estate and business services	Million	676	659	676	683	680	466	658	665	651	635	613	655
Other services	Million	1,443	1,435	1,444	1,386	1,408	1,086	1,456	1,412	1,445	1,433	1,381	1,468

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Table C: Labour Productivity, Malaysia, Q1 2019 - Q4 2021

6. Total Employment

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total employment	**('000)**	**15,010**	**15,078**	**15,162**	**15,255**	**15,243**	**14,884**	**15,096**	**15,162**	**15,237**	**15,207**	**15,275**	**15,441**
Economic activitiy													
Agriculture	('000)	1,881	1,862	1,892	1,857	1,883	1,852	1,877	1,851	1,870	1,886	1,889	1,849
Mining & Quarrying	('000)	76	77	79	70	74	75	78	68	74	74	76	76
Manufacturing	('000)	2,535	2,539	2,550	2,588	2,576	2,506	2,540	2,584	2,604	2,577	2,612	2,678
Vegetable and animal oils & fats and food processing	('000)	437	436	440	444	445	443	447	458	461	464	469	483
Beverages and tobacco products	('000)	20	20	19	19	20	17	17	17	18	17	18	18
Textiles, wearing apparel and leather products	('000)	256	252	247	255	267	244	244	250	263	258	256	268
Wood products, furniture, paper products and printing	('000)	305	305	308	310	307	290	298	302	303	286	300	308
Petroleum, chemical, rubber and plastic products	('000)	398	402	402	407	406	404	411	418	424	425	424	426
Non-metallic mineral products, basic metal and fabricated metal products	('000)	362	361	363	364	363	360	362	367	372	358	363	375
Electrical, electronic and optical products	('000)	566	572	578	583	576	568	575	583	576	585	593	608
Transport equipment, other manufacturing and repair	('000)	191	192	192	207	191	180	185	189	189	183	188	193
Construction	('000)	1,464	1,456	1,439	1,493	1,424	1,364	1,404	1,404	1,391	1,390	1,374	1,386
Services	('000)	9,054	9,143	9,202	9,246	9,284	9,087	9,197	9,255	9,298	9,279	9,323	9,451
Utilities	('000)	102	102	103	106	104	103	103	106	106	105	105	106
Wholesale & retail trade	('000)	2,486	2,562	2,554	2,514	2,544	2,557	2,577	2,551	2,578	2,590	2,624	2,666
Food & beverages and Accommodation	('000)	1,585	1,621	1,631	1,694	1,686	1,580	1,593	1,644	1,630	1,634	1,643	1,658
Transportation and storage	('000)	551	526	527	554	564	523	523	546	556	522	518	543
Information and communication	('000)	221	233	240	250	231	240	248	254	241	247	251	259
Finance and insurance	('000)	369	379	377	374	374	379	379	373	375	375	374	373
Real estate and business services	('000)	1,127	1,104	1,135	1,140	1,154	1,113	1,139	1,141	1,126	1,122	1,116	1,130
Other services	('000)	2,614	2,617	2,636	2,614	2,627	2,591	2,634	2,639	2,685	2,683	2,692	2,717

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Table C: Labour Productivity, Malaysia, Q1 2019 - Q4 2021

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

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
GDP at constant 2015 prices	**Million**	**342,398**	**350,017**	**361,257**	**370,638**	**344,699**	**289,745**	**351,576**	**357,860**	**343,014**	**336,503**	**335,789**	**370,672**
Economic activitiy													
Agriculture	Million	24,709	24,267	28,084	24,520	22,595	24,493	28,007	24,273	22,631	24,130	27,464	24,960
Mining & Quarrying	Million	26,151	26,593	23,557	26,597	25,387	21,070	21,711	23,825	24,110	23,992	20,934	23,619
Manufacturing	Million	75,627	79,005	79,922	81,729	76,681	64,508	82,529	84,206	81,779	81,699	81,907	91,910
Vegetable and animal oils & fats and food processing	Million	7,020	7,623	7,807	7,997	6,803	8,322	8,383	7,468	6,783	8,146	8,429	8,265
Beverages and tobacco products	Million	1,946	2,643	2,416	2,177	1,919	1,287	2,349	2,132	2,001	1,994	1,403	2,333
Textiles, wearing apparel and leather products	Million	1,450	1,710	1,558	1,534	1,495	993	1,419	1,511	1,534	1,394	1,353	1,582
Wood products, furniture, paper products and printing	Million	5,530	5,460	5,386	5,308	5,601	3,643	5,389	5,441	5,854	5,104	4,733	5,744
Petroleum, chemical, rubber and plastic products	Million	21,385	22,002	23,570	24,025	22,202	19,067	24,068	24,747	23,821	24,405	27,102	26,363
Non-metallic mineral products, basic metal and fabricated metal products	Million	8,620	10,234	9,793	9,069	8,616	6,134	9,156	8,912	8,723	8,186	7,874	9,428
Electrical, electronic and optical products	Million	23,189	21,648	21,598	22,698	23,662	19,739	23,577	24,459	26,166	24,935	25,245	28,472
Transport equipment, other manufacturing and repair	Million	6,486	7,684	7,795	8,921	6,382	5,323	8,189	9,535	6,897	7,535	5,768	9,722
Construction	Million	16,704	16,161	16,968	16,620	15,391	8,976	14,872	14,318	13,797	12,589	11,815	12,565
Services	Million	195,220	199,918	208,572	217,147	201,291	167,453	200,298	206,674	196,701	190,048	190,409	213,263
Utilities	Million	9,322	9,603	9,705	9,668	9,797	8,746	9,561	9,698	9,875	9,341	9,395	10,161
Wholesale & retail trade	Million	55,781	58,034	63,287	65,603	57,008	44,541	61,799	64,668	57,703	53,872	54,591	65,533
Food & beverages and Accommodation	Million	11,806	12,094	12,464	13,524	11,999	7,146	8,778	8,744	8,424	7,799	7,329	9,082
Transportation and storage	Million	12,902	13,157	13,471	14,101	12,551	7,268	11,232	10,851	10,521	9,972	9,861	12,118
Information and communication	Million	20,492	21,191	21,521	21,123	21,871	22,209	22,670	22,628	23,248	23,522	24,084	24,167
Finance and insurance	Million	23,048	22,675	23,316	24,314	24,169	21,325	24,607	25,757	26,895	26,286	25,699	26,796
Real estate and business services	Million	16,567	17,180	17,089	18,006	17,128	12,809	14,337	14,121	13,819	12,967	12,008	13,174
Other services	Million	45,302	45,985	47,718	50,809	46,768	43,409	47,315	50,206	46,217	46,288	47,442	52,233
plus import duties	Million	3,988	4,072	4,155	4,025	3,355	3,245	4,159	4,565	3,995	4,045	3,260	4,355

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

Table C: Labour Productivity, Malaysia, Q1 2019 - Q4 2021

8. Gross Domestic Product (GDP) at Constant 2015 Prices - Annual Percentage Change

Indicator	Unit	2019				2020				2021			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
GDP at constant 2015 prices	(%)	4.7	5.0	4.5	3.7	0.7	-17.2	-2.7	-3.4	-0.5	16.1	-4.5	3.6
Economic activitiy													
Agriculture	(%)	6.1	4.2	3.7	-5.5	-8.6	0.9	-0.3	-1.0	0.2	-1.5	-1.9	2.8
Mining & Quarrying	(%)	-0.1	2.9	-2.8	-2.5	-2.9	-20.8	-7.8	-10.4	-5.0	13.9	-3.6	-0.9
Manufacturing	(%)	4.1	4.3	3.6	3.0	1.4	-18.3	3.3	3.0	6.6	26.6	-0.8	9.1
Vegetable and animal oils & fats and food processing	(%)	5.1	4.5	2.5	1.6	-3.1	9.2	7.4	-6.6	-0.3	-2.1	0.5	10.7
Beverages and tobacco products	(%)	4.6	4.4	3.7	3.8	-1.4	-51.3	-2.8	-2.1	4.3	54.9	-40.2	9.4
Textiles, wearing apparel and leather products	(%)	4.7	5.8	5.5	5.8	3.1	-41.9	-8.9	-1.5	2.6	40.4	-4.7	4.7
Wood products, furniture, paper products and printing	(%)	5.5	5.5	5.7	5.0	1.3	-33.3	0.1	2.5	4.5	40.1	-12.2	5.6
Petroleum, chemical, rubber and plastic products	(%)	3.1	3.2	2.8	2.6	3.8	-13.3	2.1	3.0	7.3	28.0	12.6	6.5
Non-metallic mineral products, basic metal and fabricated metal products	(%)	4.0	4.3	4.2	3.9	-0.1	-40.1	-6.5	-1.7	1.2	33.5	-14.0	5.8
Electrical, electronic and optical products	(%)	3.7	4.0	3.0	2.4	2.0	-8.8	9.2	7.8	10.6	26.3	7.1	16.4
Transport equipment, other manufacturing and repair	(%)	6.9	6.8	6.6	4.7	-1.6	-30.7	5.0	6.9	8.1	41.6	-29.6	2.0
Construction	(%)	0.6	1.1	-1.4	1.3	-7.9	-44.5	-12.4	-13.9	-10.4	40.3	-20.6	-12.2
Services	(%)	6.5	6.2	5.9	6.2	3.1	-16.2	-4.0	-4.8	-2.3	13.5	-4.9	3.2
Utilities	(%)	7.0	6.4	5.3	5.6	5.1	-8.9	-1.5	0.3	0.8	6.8	-1.7	4.8
Wholesale & retail trade	(%)	7.3	6.8	6.7	6.6	2.2	-23.3	-2.4	-1.4	1.2	21.0	-11.7	1.3
Food & beverages and Accommodation	(%)	9.6	9.5	9.4	10.0	1.6	-40.9	-29.6	-35.3	-29.8	9.1	-16.5	3.9
Transportation and storage	(%)	6.6	7.0	6.8	6.8	-2.7	-44.8	-16.6	-23.0	-16.2	37.2	-12.2	11.7
Information and communication	(%)	7.3	6.3	6.0	6.8	6.7	4.8	5.3	7.1	6.3	5.9	6.2	6.8
Finance and insurance	(%)	4.6	4.8	4.3	5.4	4.9	-6.0	5.5	5.9	11.3	23.3	4.4	4.0
Real estate and business services	(%)	7.7	8.1	7.9	8.3	3.4	-25.4	-16.1	-21.6	-19.3	1.2	-16.2	-6.7
Other services	(%)	4.7	4.2	3.9	4.3	3.2	-5.6	-0.8	-1.2	-1.2	6.6	0.3	4.0
plus import duties	(%)	-20.2	-4.7	35.2	-4.3	-15.9	-20.3	0.1	13.4	19.1	24.6	-21.6	-4.6

Source: Labour Productivity, Malaysia, Q4 2021, DOSM

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LABOUR MARKET REVIEW
FOURTH QUARTER 2021

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