



MINISTRY OF ECONOMY  
DEPARTMENT OF STATISTICS MALAYSIA

# LABOUR MARKET REVIEW

FOURTH QUARTER 2023

Q4  
2023



MINISTRY OF ECONOMY  
DEPARTMENT OF STATISTICS MALAYSIA

# LABOUR MARKET REVIEW

## FOURTH QUARTER 2023

### Announcement:

The Department of Statistics Malaysia (DOSM) has launched OpenDOSM NextGen as a medium that provides a catalog of data and visualisations to facilitate users' analysis of various data and can be accessed through <https://open.dosm.gov.my>.

DOSM will conduct the Agricultural Census in 2024. Please visit <https://www.myagricensus.gov.my> for more information. The theme is "Agriculture Census, Key to Agricultural Development".

The Government of Malaysia has declared National Statistics Day (MyStats Day) on October 20<sup>th</sup> each year. MyStats Day theme is "Statistics is the Essence of Life".

The Central Database (PADU) was launched on 2 January 2024. PADU contains individual and household profiles covering citizens and permanent residents of Malaysia. The main goal of PADU is to ensure that Malaysians are not left behind from citizen centric initiatives implemented by the Government. Your kind cooperation is requested to register and update PADU by 31 March 2024. Please visit <https://www.padu.gov.my> for more information related to PADU or contact the following hotlines:

- i) Department of Statistics Malaysia: 1-800-88-7720/ 1-800-88-7721
- ii) Online Enquiries through SISPAA: <https://padu.spab.gov.my>.

Published and printed by:

**Department of Statistics Malaysia**  
Block C6 & C7, Complex C,  
Federal Government Administrative Centre  
62514 Putrajaya,  
**MALAYSIA**

Tel. : 03-8885 7000  
Faks : 03-8888 9248  
Portal : <https://www.dosm.gov.my>  
Facebook / X / Instagram / Youtube : StatsMalaysia  
Email : [info@dosm.gov.my](mailto:info@dosm.gov.my) (general enquiries)  
[data@dosm.gov.my](mailto:data@dosm.gov.my) (data request & enquiries)

Published on 23 February 2024

**All rights reserved.**

No part of this publication may be reproduced or distributed in any form or by any means or stored in data base without the prior written permission from Department of Statistics, Malaysia. Users reproducing content of this publication with or without adaptation should quote the following:

“Source: Department of Statistics, Malaysia.”

**eISSN 2735 – 0592**

# Preface

The Labour Market Review (LMR) is a quarterly release by Malaysian Bureau of Labour Statistics (MBLS), Department of Statistics, Malaysia (DOSM). This report aims to bring official statistics to life through reviews and features which highlighted the most recent trends in the labour market. Thus, the quarterly statistics are consolidated in a narrative to provide readers with a comprehensive view of Malaysia's labour market.

The first part of the LMR presents the state of Malaysia's labour market in the fourth quarter of 2023 by bringing into context its linkages to the country's economic performance and social circumstances during the period. The review covered three main aspects of the national labour market information encompassing labour supply, demand, productivity and employee wages. A dedicated segment to a selected issue or theme with respect to global and national labour market circumstances is also included in this report. The special feature of LMR is that for every quarter, there is one or more article(s) highlighting the labour market issues through statistics; or delving on the methodologies to strengthen labour market statistics. The quarterly detailed time series statistical tables pertaining to the three topics are also included.

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.

DOSM gratefully acknowledges the cooperation and contribution rendered by all parties in making this report a success. Every feedback and suggestion towards improving future reports are highly appreciated. It is hoped that this report can facilitate the growing demand for labour market statistics.

**DATO' SRI DR. MOHD UZIR MAHIDIN**  
Chief Statistician Malaysia

February 2024

**This page is deliberately left blank**

# Contents

Preface	i
Contents	iii
Glossary	iv
Acronyms	vii
Infographic Q4 2023	ix

<b>Key Review</b>	<b>1</b>
-------------------	----------

<b>Introduction</b>	<b>3</b>
Favourable labour market situation in the fourth quarter of 2023, as the unemployment rate back to the pre-pandemic level at 3.3 per cent	

<b>Labour Supply</b>	<b>5</b>
----------------------	----------

<b>Labour Demand</b>	<b>26</b>
----------------------	-----------

<b>Labour Productivity</b>	<b>33</b>
----------------------------	-----------

<b>Employee Wages</b>	<b>39</b>
-----------------------	-----------

<b>Way Forward</b>	<b>46</b>
Potential of PADU for empowering Malaysia's labour market	

<b>Conclusion</b>	<b>48</b>
-------------------	-----------

<b>Snapshot Labour Market 2023</b>	<b>49</b>
------------------------------------	-----------

<b>Box Article</b>	<b>53</b>
--------------------	-----------

Exploring the Labour Productivity Trends in Malaysia's Micro, Small and Medium Enterprises (MSMEs)

## Statistics Tables

Labour Supply, Malaysia, Q1 2021 - Q4 2023	<b>A1-A10</b>
Labour Demand, Malaysia, Q1 2021 - Q4 2023	<b>B1-B8</b>
Labour Productivity, Malaysia, Q1 2021 - Q4 2023	<b>C1-C8</b>
Employee Wages, Malaysia, Q3 2022 - Q3 2023	<b>D1-D4</b>

## Glossary

---

- 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; and Low-skilled workers - 9. Elementary occupations
- 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 sub-sectors.
- 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.
- Employees : Refers to any person who is employed under a contract of service or apprenticeship, whether written or oral and whether expressed or implied, to work for an employer.
- Employer : Refer to the person with whom an employee has entered into a contract of service or apprenticeship and includes; (i) a manager, agent or person responsible for the payment of salary or wages to an “employee”; (ii) any body of persons, whether or not statutory or incorporated; and (iii) any Government, Department of Government, statutory bodies, local authorities or other bodies specified in the Second Schedule and, where an employee is employed with any such Government, department, authority or body or with any officer on behalf of any such Government, department, authority or body, the officer under whom such employee is working shall be deemed to be an employer: Provided that no such officer shall be personally liable under this Act for anything done or omitted to be done in good faith by him as an officer of the such employer.
- Employment-to-population ratio : The proportion of employed population to working-age population, expressed as a percentage.

## Glossary

---

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.
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.
Outside labour force	: All persons not classified as employed or unemployed which 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 hour 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.



## Glossary

---

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.
Wages	: All remuneration in money payable to the employees due to his contract of service or apprenticeship, whether agreed to be paid monthly, weekly, daily or otherwise and includes any bonus, commission or allowance payable by the employer to the employee whether such bonus, commission or allowance is payable under his contract of service, apprenticeship or otherwise, but does not include: (i) service charge; (ii) overtime payment; (iii) gratuity; (iv) retirement benefit; (v) retrenchment, lay-off or termination benefits; (vi) any travelling allowance or the value of any travelling concession; or (vii) any other remuneration or payment as may be exempted by the Minister.
Working age	: All persons aged between 15 to 64 years who are either in the labour force or outside labour force
Youth	: All persons between the aged of 15 and 24 years

## Acronyms

---

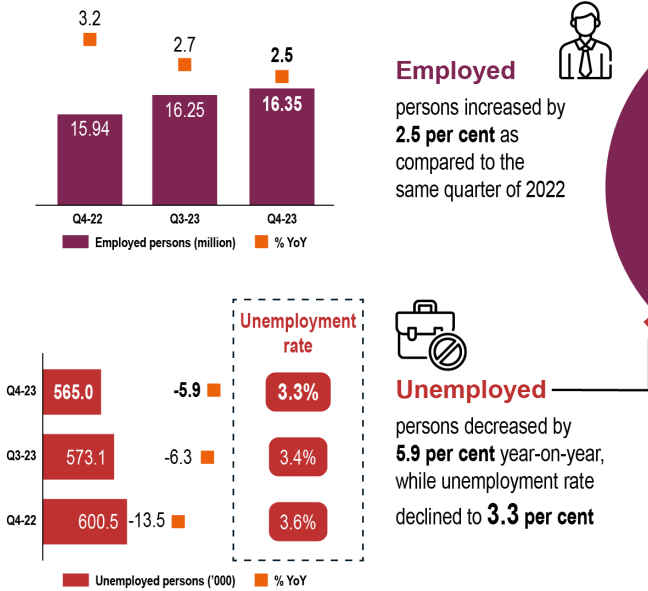
DOSM	:	Department of Statistics Malaysia
GDP	:	Gross Domestic Product
IMF	:	International Monetary Fund
LFPR	:	Labour Force Participation Rate
LFS	:	Labour Force Survey
MASCO	:	Malaysia Standard Classification of Occupation
MSIC	:	Malaysia Standard Industrial Classification
Q	:	Quarter
RM	:	Ringgit Malaysia

**This page is deliberately left blank**



# LABOUR MARKET REVIEW, FOURTH QUARTER 2023

Favourable labour market situation in the fourth quarter of 2023, as the unemployment rate back to the pre-pandemic level at 3.3 per cent



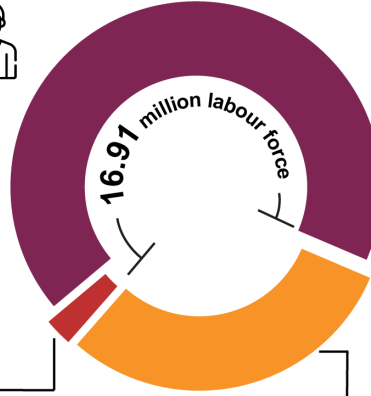
## Employed

persons increased by **2.5 per cent** as compared to the same quarter of 2022



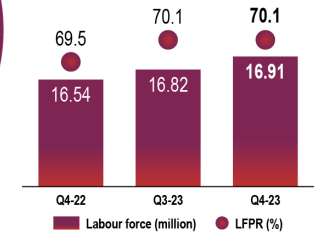
## Unemployed

persons decreased by **5.9 per cent** year-on-year, while unemployment rate declined to **3.3 per cent**



## Labour Force Participation Rate (LFPR)

rose **0.6 percentage point** as against Q4 2022 to record **70.1 per cent**



## Outside Labour Force

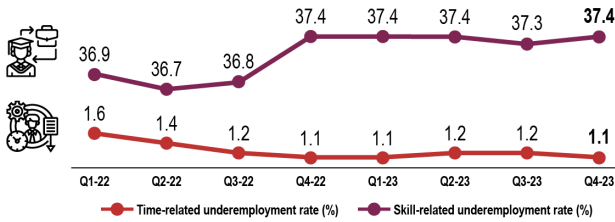
**7.20 million persons** in Q4 2023  
% YoY: **-0.7%**

More than **85 per cent** did not seek for work due to schooling and housework



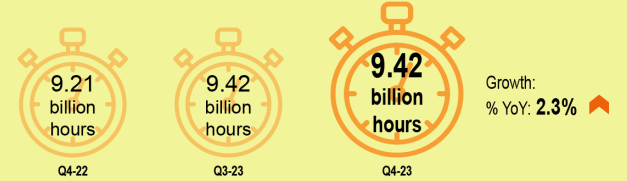
\*refer to people who are going for further study, disabled, not interested/just completed study and retired/old age

**Time-related underemployment** recorded a rate of 1.1 per cent, while the rate of **skill-related underemployment** remained unchanged as in Q4 2022



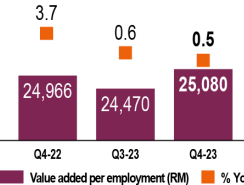
## Total Hours Worked

increased by **2.3 per cent** as against Q4 2022



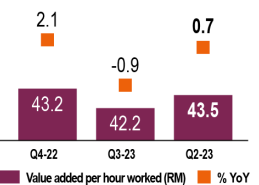
## Labour Productivity per Employment

posted marginal increase of **0.5 per cent**



## Labour Productivity per Hour Worked

increased **0.7 per cent** in Q4 2023



### Q4 2023

**8.94 million jobs**

### Jobs in economic sector

increased by **2.1 per cent** compared to Q4 2022

**97.9%**  
Rate of filled job

### Filled jobs

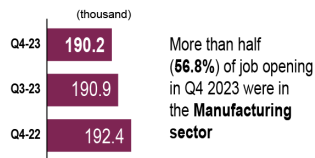
Growth: **2.1%**



**2.1%**  
Rate of vacancies

### Vacancies

Growth: **-1.1%**



**47.9**

**30.9**

**4.8**

**32.0**

**0.6**

**31.1**

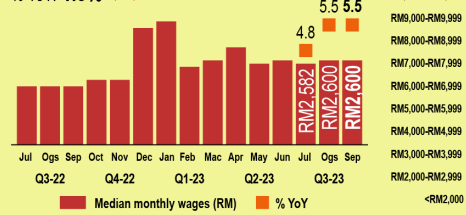
### Job Created

gained additional **0.2 thousand jobs** from Q4 2022

## Employee Wages Statistics (Formal Sector)

In September 2023, **6.68 million** citizen formal employees

Growth: **1.3%**



## Distribution of monthly wages

**34.6%** (2.31 million) of Malaysian formal sector employees earned below RM2,000 in Sept. 2023



**This page is deliberately left blank**

## Key Reviews for Q4 2023

---

- Favourable labour market situation in the fourth quarter of 2023, as the unemployment rate back to the pre-pandemic level at 3.3 per cent.
  - In Q4 2023, labour supply continued to expand, with the number of labour force increasing by 2.2 per cent year-on-year to record 16.91 million persons. Thus, the labour force participation rate edged up 0.6 percentage points to 70.1 per cent. The number of employed persons continued to increase, albeit at a slightly slower rate of 2.5 per cent to 16.35 million persons during the quarter, with the employment-to-population ratio went up to 67.8 per cent. In the meantime, the number of unemployed decreased by 5.9 per cent to 565.0 thousand persons, registering the unemployment rate at 3.3 per cent.
  - The number of employed persons working less than 30 hours per week posted an addition of 6.6 per cent from the same quarter of the preceding year to 286.1 thousand persons in Q4 2023. Accordingly, time-related underemployment recorded a rate of 1.1 per cent. Meanwhile, skill-related underemployment which comprised more than one-third of employed persons with tertiary education remained at 37.4 per cent as a year ago.
  - Looking at labour demand in the economic sector, the number of jobs grew by 2.1 per cent year-on-year to record a total of 8.94 million jobs. Filled jobs comprised 97.9 per cent, increased by 2.1 per cent over the same quarter of the preceding year to 8.74 million filled jobs. However, job openings in the economy which was indicated by the number of vacancies decreased by 1.1 per cent to 190.2 thousand vacancies in Q4 2023. Besides, there were 31.1 thousand jobs created in the private sector during the quarter.
  - As Malaysia's economy grew by 3.0 per cent, labour productivity as measured by value added per employment posted an increase of 0.5 per cent, registering the level of RM25,080 per person in Q4 2023. During the same period, total hours worked surged 2.3 per cent to 9.42 billion hours. Thus, labour productivity per hour worked grew marginally by 0.7 per cent to bring the level of productivity at RM43.5 per hour.
  - Malaysia's labour market continued to improve in Q4 2023 despite a challenging environment. Moving into 2024, Malaysia's economy is foreseen to improve driven by resilient domestic expenditure and recovery in external demand. Under those circumstances, the labour market is expected to remain stable in the upcoming quarter, corresponding to the current economic developments and technological advances resulting from high-value investments supported by ongoing government initiatives. With a proactive approach to addressing challenges and capitalising on opportunities, Malaysia is well-positioned to sustain its momentum and foster inclusive growth for all segments of society. Nevertheless, the outlook is subject to potential global and domestic challenges and changing market trends deriving from unprecedented situations that may arise in the future.
-

**This page is deliberately left blank**

## 1. Introduction

# Favourable labour market situation in the fourth quarter of 2023, as the unemployment rate back to the pre-pandemic level at 3.3 per cent

Over the past four years, global dynamics have been profoundly moulded by a potent combination of health crises, economic fluctuations, and geopolitical unrest, alongside escalating social and environmental pressures. These ongoing changes actively reshape the global economic landscape and labour market, impacting job demand and the requisite skills. This transformation sets in motion diverse economic trajectories across countries, affecting both developing and developed economies. Furthermore, the global economy is still contending with the persistent impacts of overlapping shocks, subsequently leading to a substantial tightening of global monetary conditions. According to the International Monetary Fund's (IMF) latest World Economic Outlook report published in January 2024, the global economic growth estimated at 3.1 per cent in 2023 is projected to remain at 3.1 per cent in 2024. This is partly due to heightened geopolitical risks and elevated uncertainty in commodity markets, stemming from the recent conflict in the Middle East. Projections indicate that global growth is rising modestly to 3.2 per cent in 2025, driven by a continued slowdown in inflation, declining interest rates, and a strengthening of trade growth. Nevertheless, the projection for global growth in 2024 and 2025 is below the historical annual average of 3.8 per cent reflecting restrictive monetary policies and withdrawal of fiscal support, as well as low underlying productivity growth. Advanced economies are expected to see growth decline marginally in 2024 before increasing in 2025 while emerging market and developing economies are expected to experience stable growth through 2024 and 2025<sup>1</sup>.

Malaysia's economy has sustained a positive growth trend throughout the first three quarters of 2023. Looking at the first quarter economic performance, Malaysia's Gross Domestic Product (GDP) further expanded by 5.6 per cent. Although the growth rate was moderate in the second quarter at 2.9 per cent, a substantial increase was observed in the third quarter with a noteworthy growth of 3.3 per cent. This positive trajectory continued into the fourth quarter of 2023, with the Malaysia's economy expanding by 3.0 per cent, supported by continued expansion in household spending, stronger growth of inbound tourism and higher investment growth. In fact, the investment activity was boosted by the progressive realisation of multi-year projects and capacity expansion by firms. From January until September 2023, Malaysia has attracted approved investments worth RM225 billion, reflecting a growth of 6.6 per cent from RM211.0 billion investments approved in the same period last year. Foreign direct investment (FDI) represented a significant portion of the total, accounting for 55.9 per cent or RM125.7 billion, while domestic direct investment (DDI) contributed 44.1 per cent or RM99.3 billion after a year-on-year surge of 45.2 per cent<sup>2</sup>. On the supply side, the Services sector remained the main impetus for economic growth in Q4 2023 (4.2%), with all other sectors experiencing positive growth except for the Manufacturing sector (-0.3%) due to continued weakness in the electrical and electronic (E&E) cluster amid tech downcycle, offsetting resilient growth in domestic-oriented clusters. These factors reflect the economic challenges faced in 2023, including weak global demand and low commodity prices. Malaysia's overall economic growth in 2023 eased at 3.7 per cent, falling short of the government's projected growth of 4.0 per cent and significantly lower than the 8.7 per cent growth rate achieved in 2022. Nonetheless, gross national income per capita decreased by 0.02 per cent to RM52,955 from a growth of 14.5 per cent (RM52,968) in the preceding year.

1 International Monetary Fund (2023). World Economic Outlook: Moderating Inflation and Steady Growth Open Path to Soft Landing. Retrieved from <https://www.imf.org/en/Publications/WEO/Issues/2024/01/30/world-economic-outlook-update-january-2024>

2 Malaysian Investment Development Authority (Dec 2023).



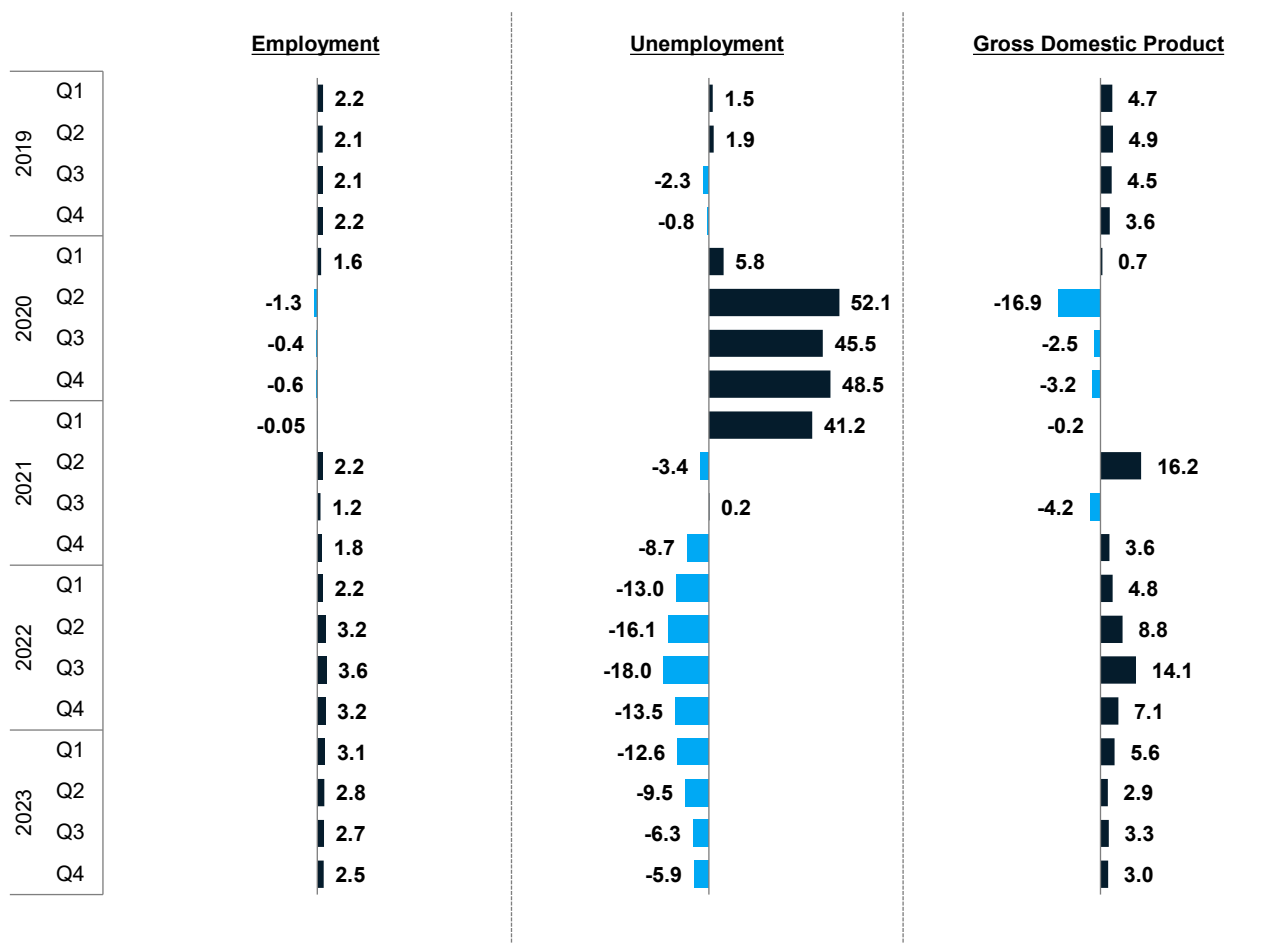
Amidst these economic developments, Malaysia's labour market displayed improvement in Q4 2023, with the unemployment rate lowering to 3.3 per cent, almost returning to the pre-pandemic level, while the number of unemployed declined by 5.9 per cent during the quarter. The gradual decrease in unemployment was driven mainly by continued expansion in employment, with an increase of 2.5 per cent year-on-year, besides maintaining a historically high labour force participation rate of 70.1 per cent. On the labour demand side, jobs grew by 2.1 per cent in Q4 2023, totalling 8.94 million jobs despite a decline of 1.1 per cent in vacancies, indicating fewer job opportunities in the market. Notably, 31.1 thousand new jobs were created during the quarter, contributing to an annual peak of 126.5 thousand jobs in 2023. This positive trend is attributed to robust domestic demand, aligning with the industry's needs.

However, the share of compensation of employees has remained low, hovering around 35 per cent of GDP, compared to the 45 per cent target by 2025, reflecting a persistent structure of a low-wage labour market. Malaysia's Progressive Wage Policy is a crucial aspect of the Ekonomi MADANI initiative, which addresses labour market challenges. It complements the minimum wage policy and includes guidelines for annual progressive wage adjustments based on experience, skills and performance. The overarching objective is to enhance employee compensation, stimulate job market recovery and ensure fair and consistent wage increases. Beyond economic goals, the policy serves as a reform to alleviate the cost of living burden, advocating for decent salaries and wages, thereby contributing to overall well-being and the upliftment of the national economy.

Chart 1.1:

### Employment, unemployment and gross domestic product, Q1 2019 - Q4 2023

■ Percentage change, year-on-year (%)



Source: Labour Force Report and National Account, Malaysia, Q4 2023, DOSM

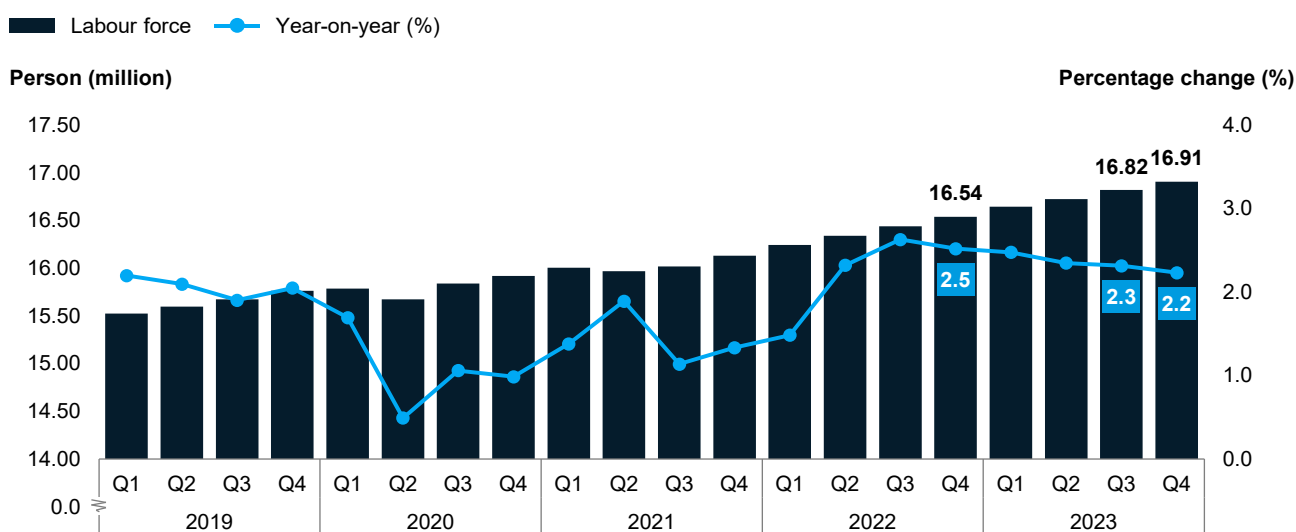
## 2. Labour Supply

### 2.1 Labour force in the fourth quarter of 2023

Malaysia's labour supply continued to expand in Q4 2023 with the number of labour force increasing, albeit at a slower rate of 2.2 per cent (+369.5 thousand) year-on-year compared to 2.3 per cent in previous quarters to record 16.91 million persons [Chart 2.1]. Consequently, the labour force participation rate (LFPR) edged up 0.6 percentage points to 70.1 per cent [Chart 2.2].

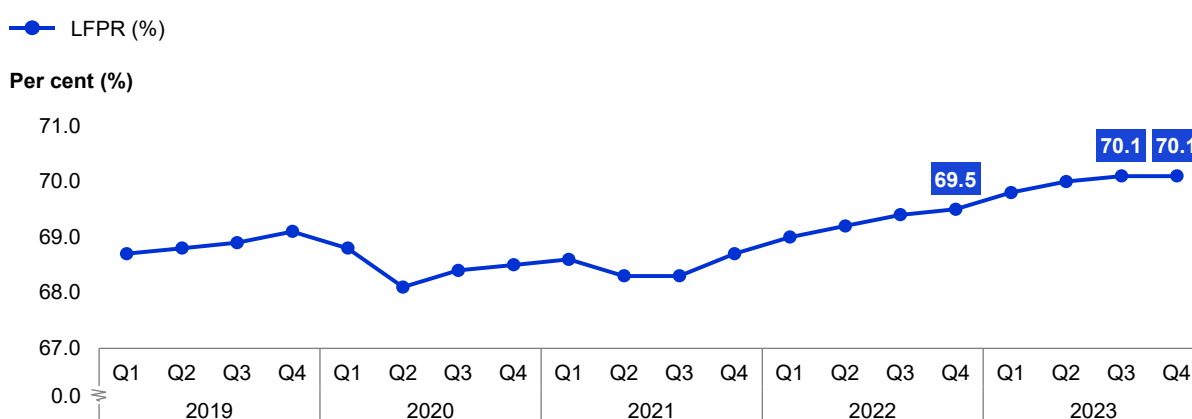
In the meantime, the number of labour force grew marginally by 0.5 per cent (+87.7 thousand), while LFPR remained the same as in the previous quarter.

Chart 2.1:  
Labour force, Q1 2019 - Q4 2023



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Chart 2.2:  
Labour force participation rate, Q1 2019 - Q4 2023



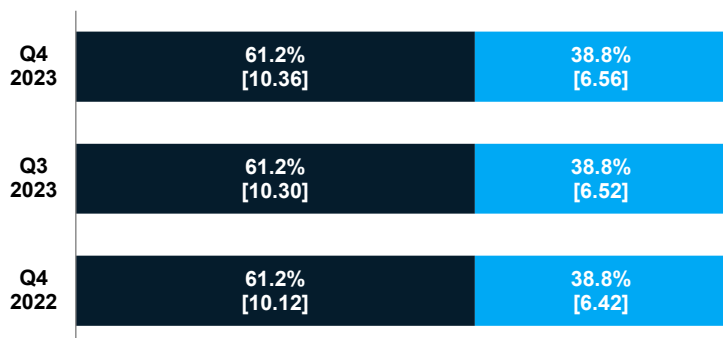
Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Further disaggregation by sex, the male population comprised more than half of the country's labour force, accounting for 61.2 per cent in Q4 2023. The male labour force increased by 2.3 per cent (+236.6 thousand) year-on-year to register 10.36 million persons. Meanwhile, the female labour force which composed of 38.8 per cent recorded a rise of 2.1 per cent (+133.0 thousand) to 6.56 million persons during the quarter. On a quarterly basis, both male and female grew by 0.5 per cent compared to the preceding quarter [Chart 2.3].

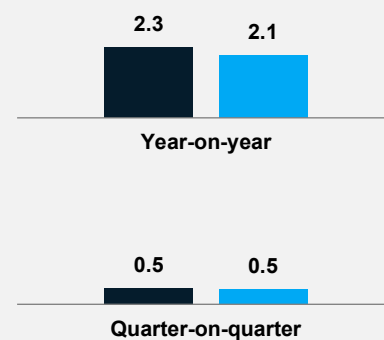
Chart 2.3:  
Labour force by sex, Q4 2022, Q3 2023 & Q4 2023

■ Male ■ Female

Percentage share (%)  
[Person (million)]



Percentage change (%)



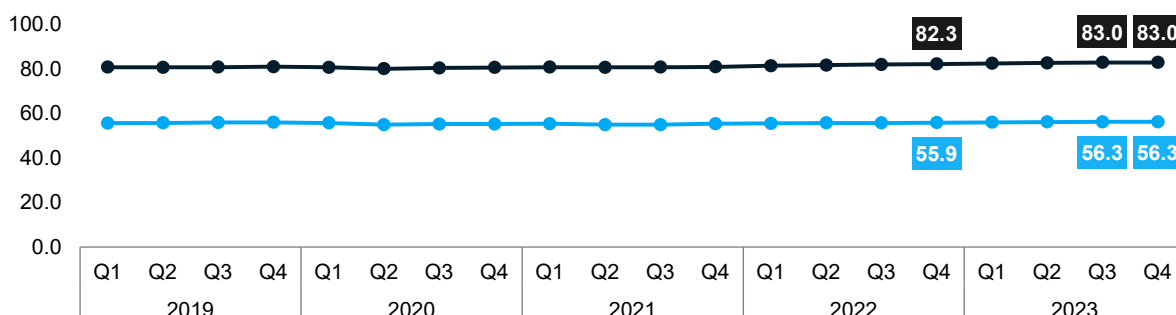
Source: Labour Force Report, Malaysia, Q4 2023, DOSM

In line with the increase in the number of labour force in Q4 2023, male LFPR increased by 0.7 percentage points from the same quarter of the previous year to record 83.0 per cent. During the same period, female LFPR grew by 0.4 percentage points, reaching 56.3 per cent. As against Q3 2023, the male and female LFPR remained unchanged. In fact, the data also indicates that the male LFPR maintained an average above 80 per cent, which is almost twice that of the female LFPR [Chart 2.4].

Chart 2.4:  
Labour force participation rate by sex, Q1 2019 - Q4 2023

● Male LFPR (%) ● Female LFPR (%)

Per cent (%)



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

By age group, more than one-third (33.7%) or 5.70 million persons of labour force in Q4 2023 concentrated in the age group of 25 to 34 years, followed by 24.8 per cent (4.20 million) in the age group of 35 to 44 years. In the meantime, youth aged 15 to 24 years made up a share of 17.2 per cent (2.90 million), followed by 16.6 per cent (2.80 million) aged 45 to 54 years and 7.7 per cent (1.31 million) aged 55 to 64 years.

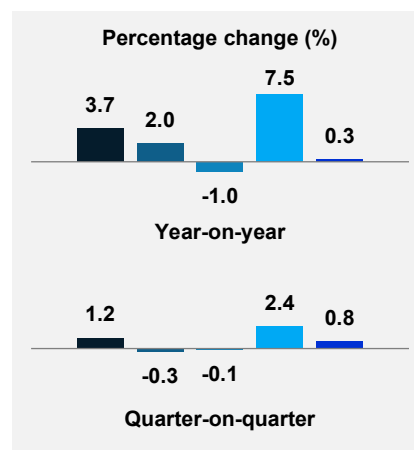
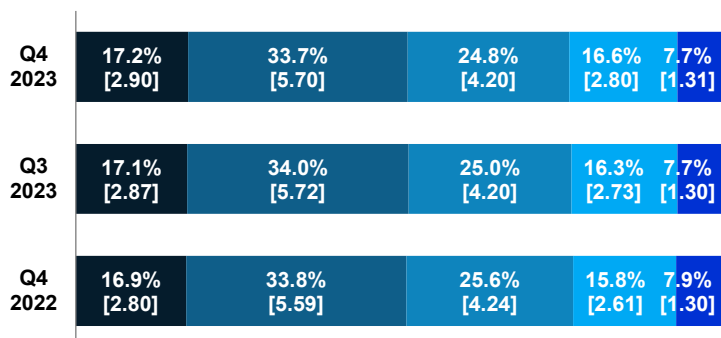
On a year-on-year basis, all age groups recorded positive year-on-year growth in labour force, except those aged 35 to 44 years decreased by 1.0 per cent (-44.1 thousand) in Q4 2023. The age group of 45 to 54 years registered the largest gain of 7.5 per cent (+194.1 thousand) in labour force, followed by the youth aged 15 to 24 years, which went up by 3.7 per cent (+102.5 thousand). Similarly, other age groups that had significant growth in labour force during the quarter were those aged 25 to 34 years and 55 to 64 years, which increased by 2.0 per cent (+113.1 thousand) and 0.3 per cent (+3.9 thousand) respectively.

However, a marginal decline was observed in labour force for the age group of 25 to 34 years and 35 to 44 years compared to Q3 2023. Meanwhile, three other age groups posted positive quarter-on-quarter growth [Chart 2.5].

Chart 2.5:  
**Labour force by age group, Q4 2022, Q3 2023 & Q4 2023**

■ 15-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64

Percentage share (%)  
[Person (million)]



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Meanwhile, labour force participation for the age group of 25 to 34 years registering the highest LFPR at 87.6 per cent, followed by the age group of 35 to 44 years at a rate of 85.1 per cent. The age group of 55 to 64 years recorded the lowest rate at 46.0 per cent. The rise in LFPR in Q4 2023 was mainly driven by an increase in LFPR for those aged 15 to 24 years (+0.9 percentage points), 25 to 34 years (+0.7 percentage points) and 45 to 54 years (+4.0 percentage points).

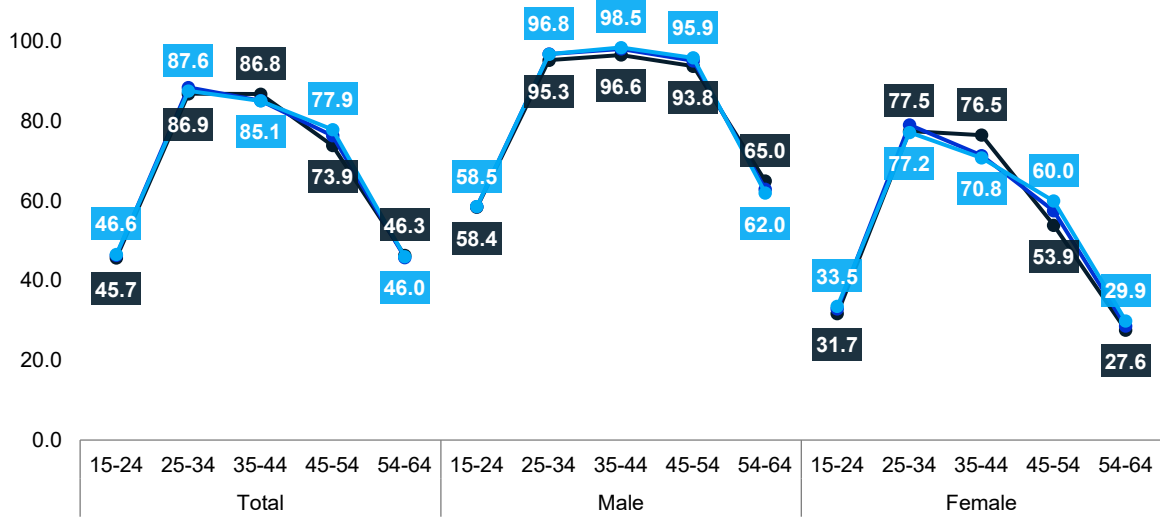
Interestingly, further disaggregation of participation in labour force by sex and age group depicted different peaks of LFPR between male and female. As can be seen, male LFPR surged to more than 90 per cent for the age group of 25 to 34 years and remained high up to the age group of 45 to 54 years before declining for the oldest age group of 55 to 64 years. In Q4 2023, the highest LFPR was recorded for male aged 35 to 44 years at 98.5 per cent. Whereas for female, LFPR peaked for aged 25 to 34 years, registering 77.2 per cent during the quarter. However, female LFPR declined for a younger age group compared to male and continued to drop in line with the increase in age [Chart 2.6].

Chart 2.6:

**Labour force participation rate by sex & age group, Q4 2022, Q3 2023 & Q4 2023**

—●— Q4 2022 —●— Q3 2023 —●— Q4 2023

Per cent (%)



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

## 2. Labour Supply

### 2.2 Employment in the fourth quarter of 2023

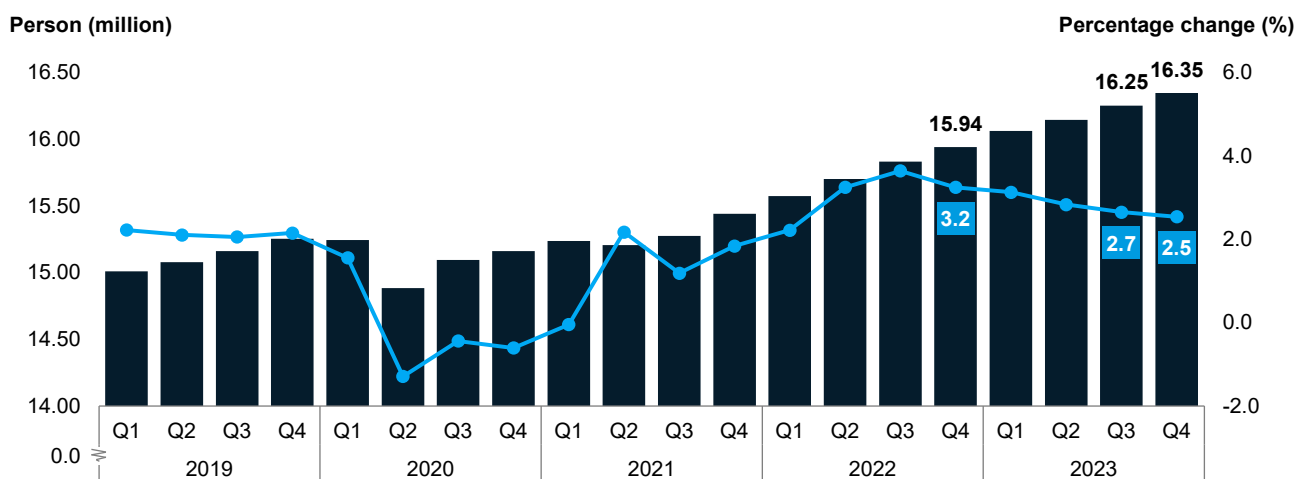
In Q4 2023, the number of employed persons registered a growth of 2.5 per cent (+405.0 thousand) to 16.35 million persons [Chart 2.7]. In line with this, the employment-to-population ratio which denotes the ability of the economy to create employment continued to trend up by 0.8 percentage points compared to the same quarter of the preceding year to record 67.8 per cent [Chart 2.8].

Quarter-on-quarter basis, the number of employed persons increased slightly by 0.6 per cent (+95.8 thousand). At the same time, the employment-to-population ratio also edged up by 0.1 percentage points as against the previous quarter.

Chart 2.7:

#### Employed persons, Q1 2019 - Q4 2023

■ Employed persons    ● Year-on-year (%)

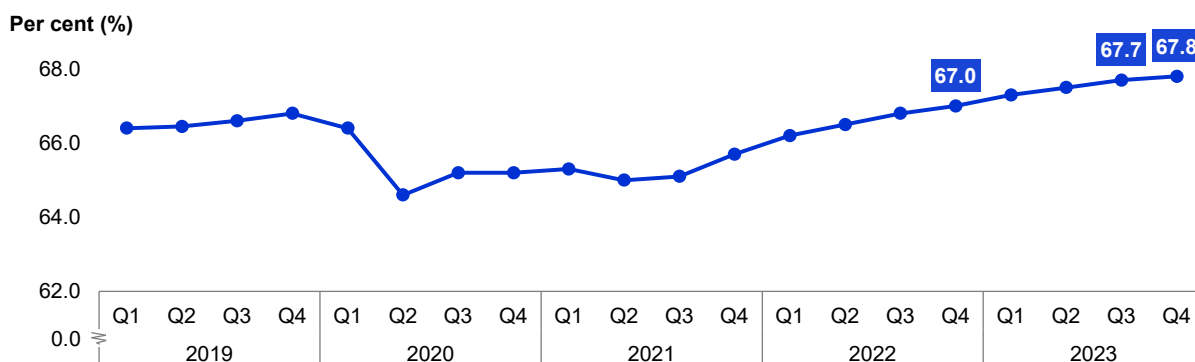


Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Chart 2.8:

#### Employment-to-population ratio, Q1 2019 - Q4 2023

● Employment to-population ratio (%)



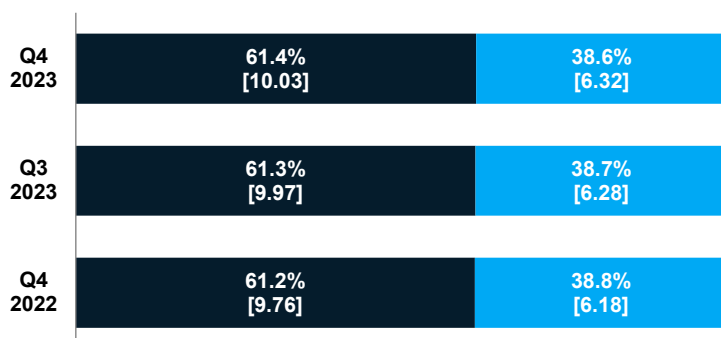
Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Male comprised more than half of employed persons with a share of 61.4 per cent (10.03 million), while female made up 38.6 per cent (6.32 million) in Q4 2023. The rising number of employment from the same quarter in 2022 was attributed to the rise of male and female employed persons by 2.7 per cent (+266.4 thousand) and 2.2 per cent (+138.6 thousand) respectively. Both categories also registered quarter-on-quarter gains by 0.6 per cent, whereby the number of male and female employed persons recorded an additional 61.0 thousand and 34.8 thousand respectively [Chart 2.9].

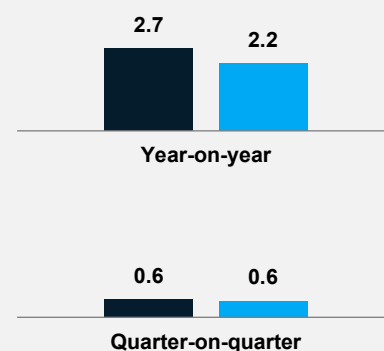
Chart 2.9:  
**Employed persons by sex, Q4 2022, Q3 2023 & Q4 2023**

■ Male ■ Female

Percentage share (%)  
 [Person (million)]



Percentage change (%)



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

In terms of employed persons by age group, the category of 25 to 34 years contributed the largest share of 33.9 per cent, representing 5.55 million persons in Q4 2023. This was followed by 25.4 per cent (4.15 million) aged 35 to 44 years and 16.9 per cent (2.76 million) aged 45 to 54 years. In the meantime, youth employed persons aged 15 to 24 years accounted for 16.0 per cent or equivalent to 2.61 million persons while the oldest age group of 55 to 64 years comprised 7.8 per cent or equivalent to 1.27 million persons.

Based on year-on-year comparison, an increase in the number of employed persons were observed across all age groups except for those aged 35 to 44 and the oldest age group of 55 to 64 years, which reported a decline of 0.6 per cent and 0.5 per cent in Q4 2023 respectively. The age group of 45 to 54 years registered the largest gain of 7.1 per cent (+181.9 thousand) in employed persons, followed by the youth aged 15 to 24 years, which grew by 4.3 per cent (+107.5 thousand). Similarly, another age group that had significant growth in employed persons during the quarter was those aged 25 to 34 years, which increased by 2.8 per cent (+148.5 thousand) year-on-year.

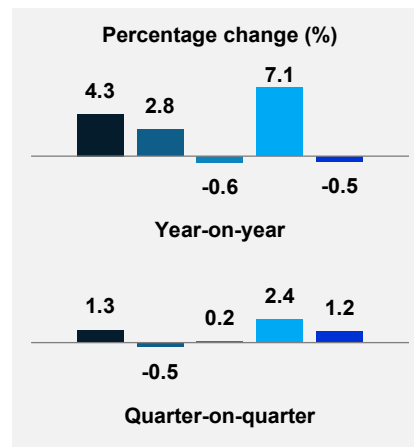
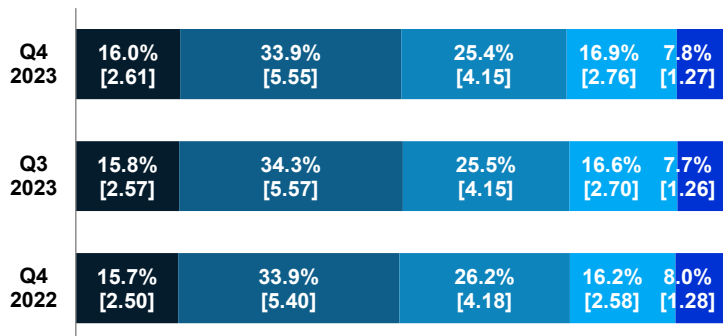
In comparison to the previous quarter, all age groups posted increases in the number of employed persons except for those aged 25 to 34 years, which dropped marginally by 0.5 per cent in Q4 2023 [Chart 2.10].

Chart 2.10:

### Employed persons by age group, Q4 2022, Q3 2023 & Q4 2023

■ 15-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64

Percentage share (%)  
[Person (million)]



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

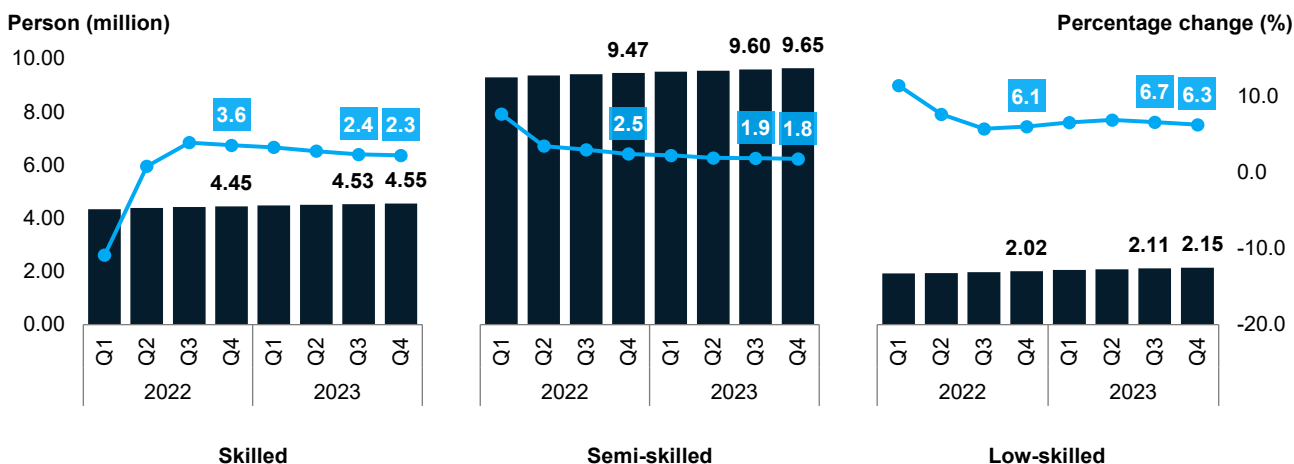
Most of employed persons were in the semi-skilled occupations category, making up a share of 59.0 per cent or 9.65 million persons. This category increased 1.8 per cent (+174.6 thousand) compared to the same quarter a year ago. Furthermore, the skilled occupations category which comprised 27.9 per cent of the total employed persons, grew by 2.3 per cent (+102.3 thousand) year-on-year, registered 4.55 million persons, while the remaining 13.1 per cent was in the low-skilled occupations category rose by 6.3 per cent (+127.8 thousand), accounted 2.15 million persons [Chart 2.11].

Similarly, quarter-on-quarter comparison observed that the number of employed persons in the skilled occupation category increased by 0.4 per cent (+20.2 thousand) from Q3 2023. Meanwhile, employed persons in semi-skilled and low-skilled occupations went up by 0.5 per cent (+44.7 thousand) and 1.5 per cent (+30.7 thousand) respectively.

Chart 2.11:

### Employed persons by skill level, Q1 2022 - Q4 2023

■ Employed persons ● Year-on-year (%)



Source: Labour Force Report, Malaysia, Q4 2023, DOSM



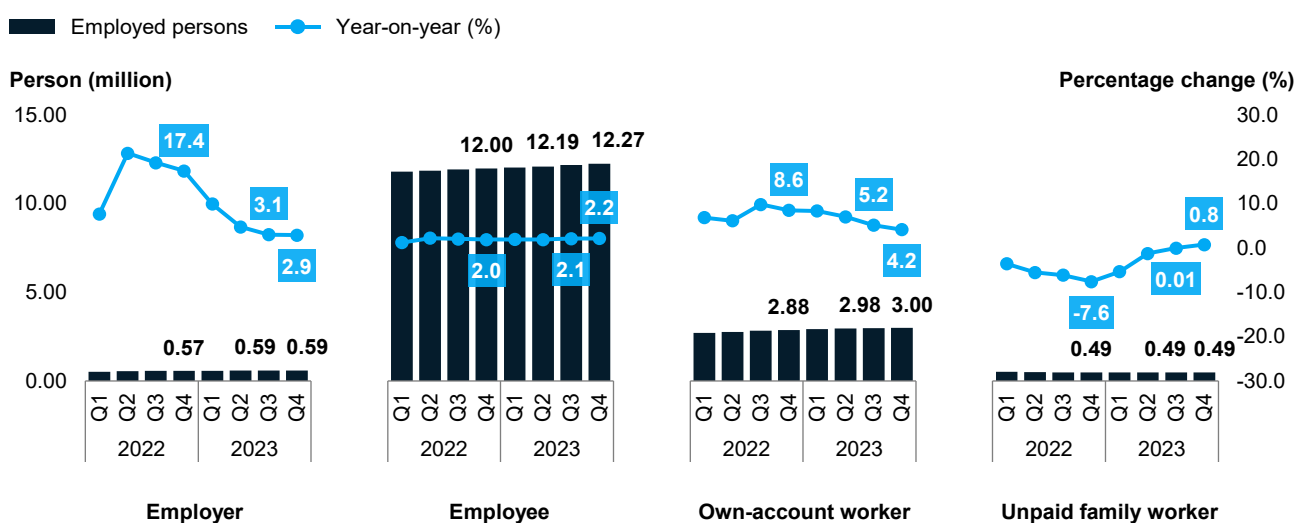
Further disaggregation by status in employment, all categories recorded year-on-year and quarter-on-quarter increases in Q4 2023. As compared to a year ago, the employers' category, which composed 3.6 per cent of total employed persons, increased by 2.9 per cent (+16.8 thousand), thus accounting for 588.6 thousand persons. Meanwhile, the employees' category which made up the most significant percentage contribution, recorded 75.0 per cent in Q4 2023. Employed persons in this category comprising paid employment in the public and private sectors experienced a rise of 2.2 per cent (+263.6 thousand), bringing the number to 12.27 million employed persons.

Those employed as own-account workers who were involved in various roles, from traditional employment as farmers, retailers and hawkers to professional employment such as consultants and freelancers, encompassed 18.3 per cent or 3.00 million persons. This category continued to record positive growth, albeit at a slower rate of 4.2 per cent (+120.7 thousand) year-on-year compared to 5.2 per cent registered in Q3 2023. On the other hand, the unpaid family workers which covered 3.0 per cent of total employment, with 493.7 thousand persons in this category. This represents an increase of 0.8 per cent (+3.9 thousand) from the same quarter of the previous year [Chart 2.12].

Quarter-on-quarter basis, the employees' category grew 0.6 per cent, followed by own-account workers with an increase of 0.5 per cent. In the meantime, both employer and unpaid family worker categories improved marginally by 0.4 per cent in Q4 2023.

Chart 2.12:

### Employed persons by status in employment, Q1 2022 - Q4 2023



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

As for distribution by education attainment, the majority of employed persons had or were pursuing secondary education (57.5%), followed by tertiary education (31.7%). Meanwhile, employed persons with primary and no formal education represented 8.3 per cent and 2.5 per cent in Q4 2023 respectively.

In terms of numbers during the quarter, employed persons with secondary education increased by 3.8 per cent (+343.0 thousand) from Q4 2022 to 9.41 million persons. Besides, those with tertiary education also recorded a rise of 2.4 per cent (+119.8 thousand) to 5.18 million persons. On the contrary, employed persons with primary education decreased by 3.0 per cent (-42.0 thousand) year-on-year, while those with no formal education declined by 3.7 per cent (-15.7 thousand), recording 1.35 million and 404.8 thousand persons respectively.

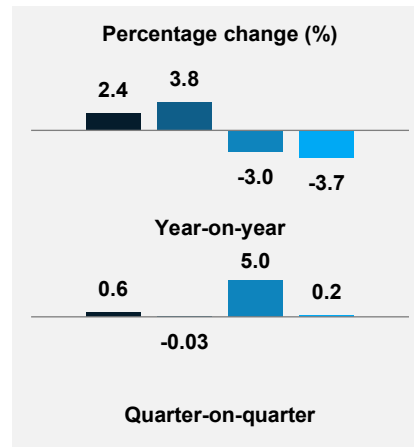
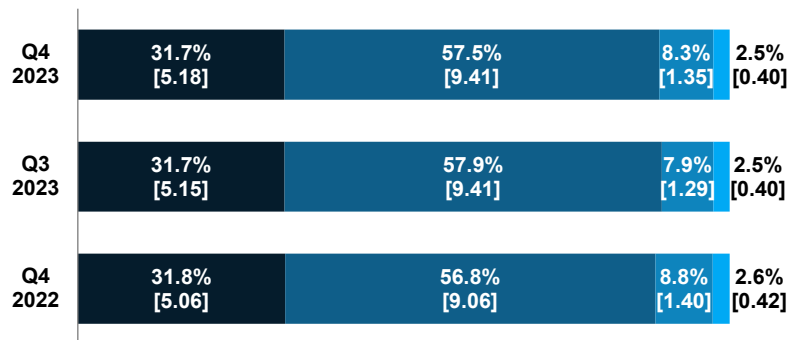
Similarly, the quarterly increase in employed persons was due to the positive growth in three categories of education attainment, namely tertiary, primary and no formal education. Meanwhile, employed persons with secondary education edged down by 0.03 per cent as against the previous quarter [Chart 2.13].

Chart 2.13:

**Employed persons by education attainment, Q4 2022, Q3 2023 & Q4 2023**

■ Tertiary ■ Secondary ■ Primary ■ No formal education

Percentage share (%)  
[Person (million)]



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

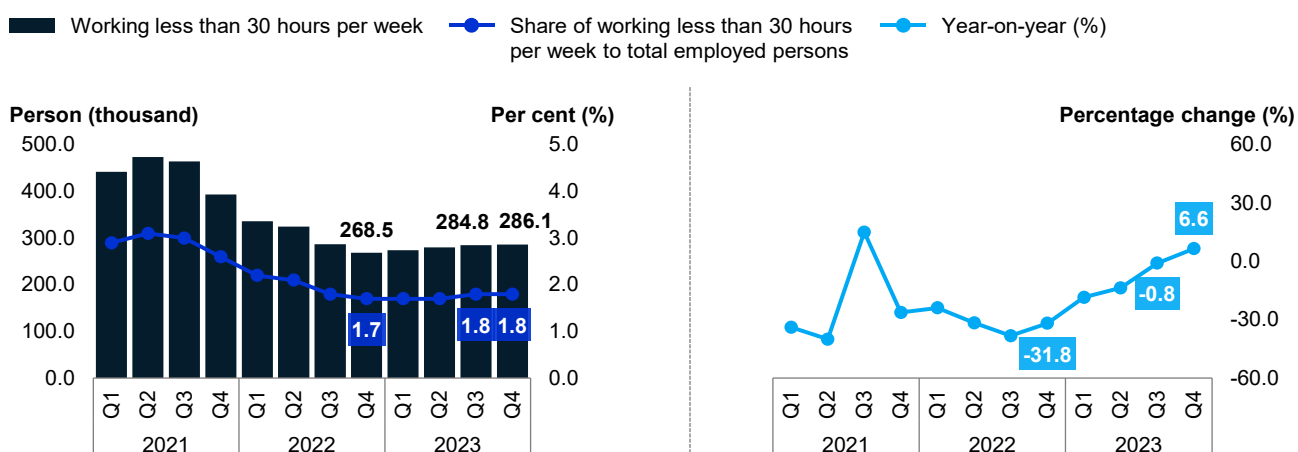
## 2. Labour Supply

### 2.3 Underemployment in the fourth quarter of 2023

In Q4 2023, the number of persons who worked less than 30 hours per week posted an addition of 6.6 per cent (+17.6 thousand) from the same quarter of the previous year to 286.1 thousand persons, which accounted for 1.8 per cent of total employment. A similar trend was also observed on a quarterly basis as the number of employed persons working less than 30 hours per week increased by 0.5 per cent (+1.3 thousand), while the percentage share to total employed persons remained the same as in the previous quarter [Chart 2.14].

Chart 2.14:

#### Employed persons working less than 30 hours, Q1 2021 - Q4 2023

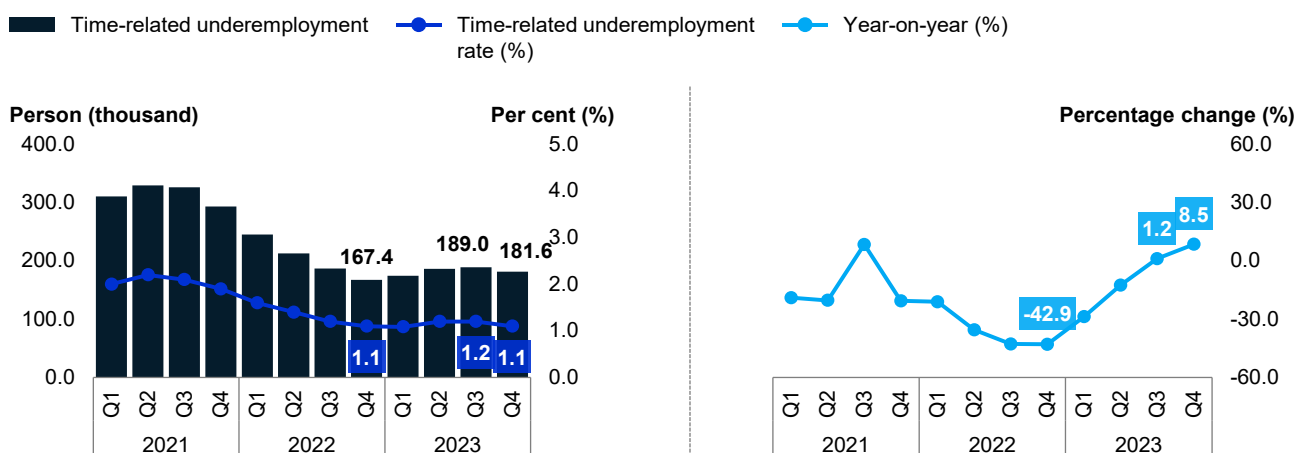


Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Accordingly, the number of persons in time-related underemployment in Q4 2023 grew by 8.5 per cent (+14.2 thousand) as against the same quarter in 2022, registering 181.6 thousand persons. During the same period, the rate of time-related underemployment remained at 1.1 per cent. On quarterly basis, this group decreased by 3.9 per cent (-7.4 thousand) while the rate reduced by 0.1 percentage points as the previous quarter [Chart 2.15].

Chart 2.15:

#### Time-related underemployment, Q1 2021 - Q4 2023

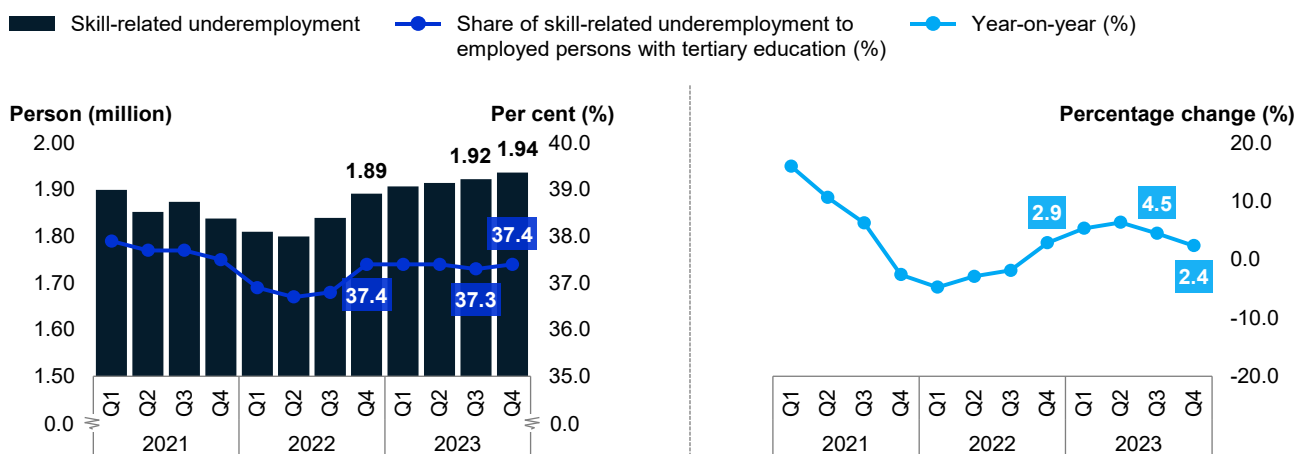


Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Another dimension of underemployment is associated with skill or generally defined as those who wanted to change their current employment situation in order to fully utilised their occupational skills. In view of data availability from the Labour Force Survey (LFS), this indicator is measured using proxy variables of occupation and educational attainment. In Q4 2023, the number of persons in skill-related underemployment escalated by 2.4 per cent or gained another 45.7 thousand, albeit at a slower rate as against the same quarter in the preceding year, to record 1.94 million persons. During the period, the share of tertiary educated employed persons working in semi-skilled and low-skilled occupations remained 37.4 per cent as a year ago [Chart 2.16].

In comparison to Q3 2023, those who were in skill-related underemployment also posted an increase by 0.7 per cent (+14.4 thousand) while the rate edged up 0.1 percentage point. Despite the slight increase in number, the fact remained that more than one-third of tertiary-educated employed persons are prevalent in semi-skilled and low-skilled occupations.

**Chart 2.16:**  
**Skill-related underemployment, Q1 2021 - Q4 2023**



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

## 2. Labour Supply

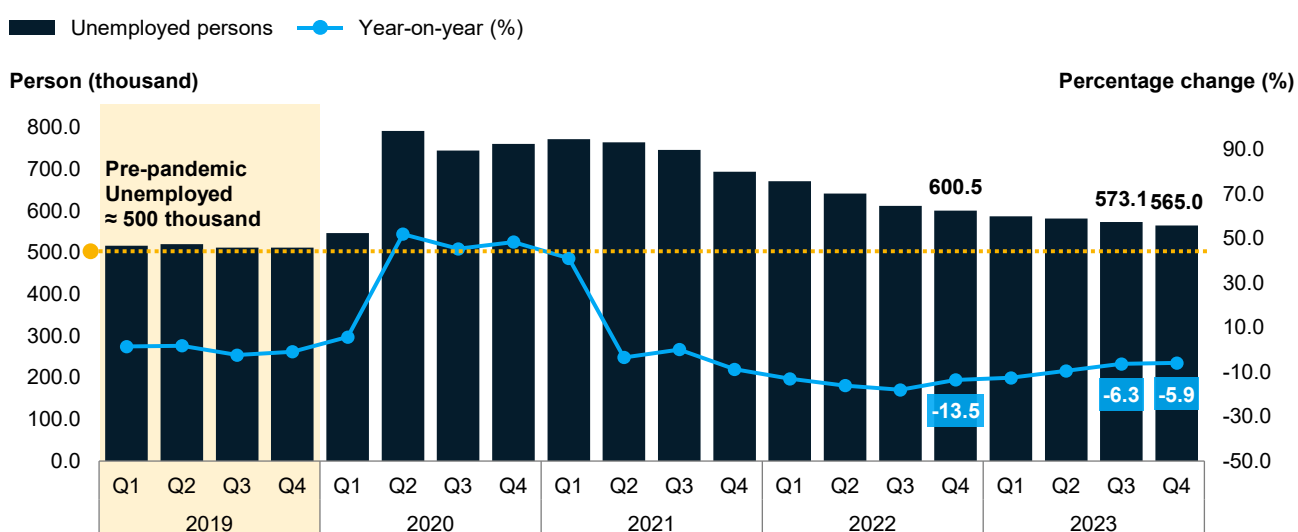
### 2.4 Unemployment in the fourth quarter of 2023

In Q4 2023, the number of unemployed decreased by 5.9 per cent (-35.5 thousand) compared to the same quarter in the preceding year, which recorded 565.0 thousand persons [Chart 2.17]. Therefore, the national unemployment rate stood at 3.3 per cent during the quarter after registering a year-on-year decline of 0.3 percentage points. According to the situation, the number and rate of unemployment were almost returning to the pre-pandemic level [Chart 2.18].

The same trend persisted from the previous quarter, whereby the number of unemployed lowered by 1.4 per cent (-8.1 thousand), while the unemployment rate slipped by 0.1 percentage points from the previous quarter.

Chart 2.17:

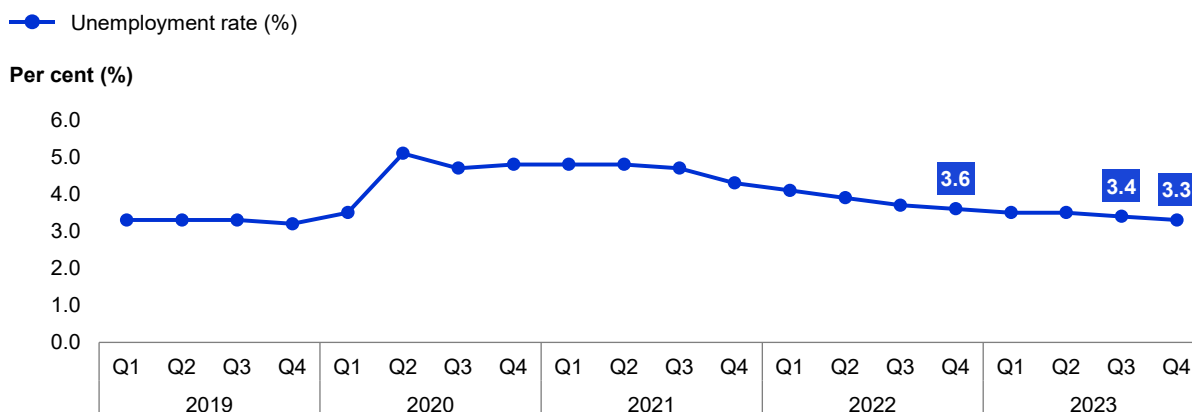
#### Unemployment, Q1 2019 - Q4 2023



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Chart 2.18:

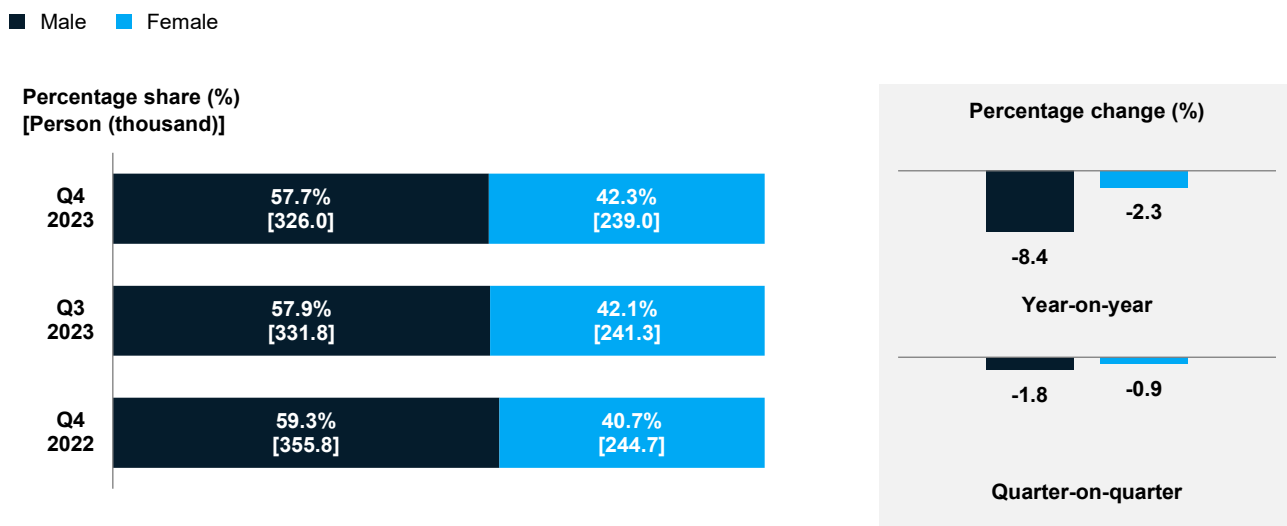
#### Unemployment rate, Q1 2019 - Q4 2023



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Male unemployed made up more than half (57.7%) of total unemployment as opposed to 42.3 per cent of female unemployed. In Q4 2023, the number of male unemployed decreased by 8.4 per cent (-29.8 thousand) compared to the same quarter of 2022, which accounted for 326.0 thousand persons. Female unemployed experienced a loss of 2.3 per cent (-5.7 thousand) year-on-year to record 239.0 thousand persons. There was a consistent trend of declining unemployment among male and female in terms of numbers. Besides, both male and female unemployed indicated a decline of 1.8 per cent (-5.8 thousand) and 0.9 per cent (-2.3 thousand) as compared to the preceding quarter respectively [Chart 2.19].

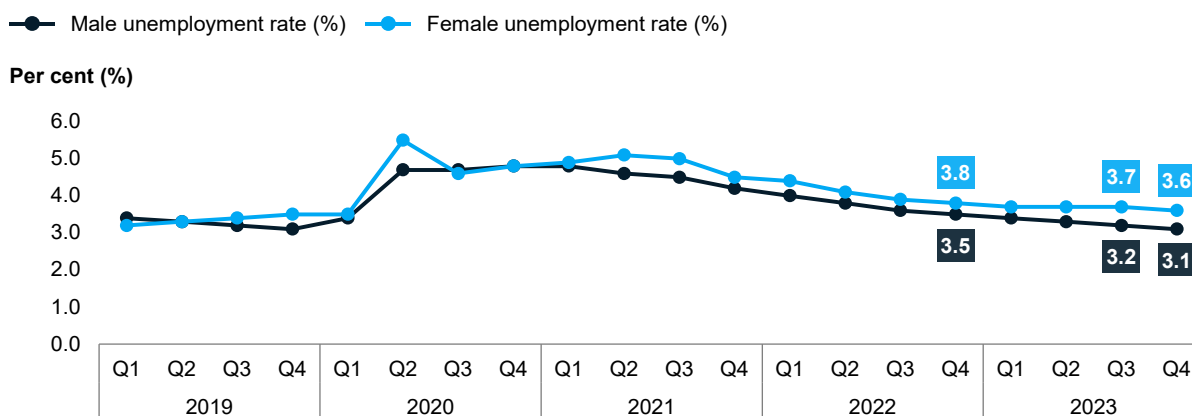
Chart 2.19:  
Unemployed by sex, Q4 2022, Q3 2023 & Q4 2023



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Although there was more unemployed male compared to female, the unemployment rate of female was higher than male. In Q4 2023, the female unemployment rate stood at 3.6 per cent, 0.5 percentage points higher than the male unemployment rate at 3.1 per cent. Both registered lower rates as against the same quarter in the previous year, whereby male unemployment rate fell 0.4 percentage points while the female unemployment rate dropped 0.2 percentage points. Smaller quarter-on-quarter decrease was recorded for both male and female unemployment rate by 0.1 percentage points [Chart 2.20].

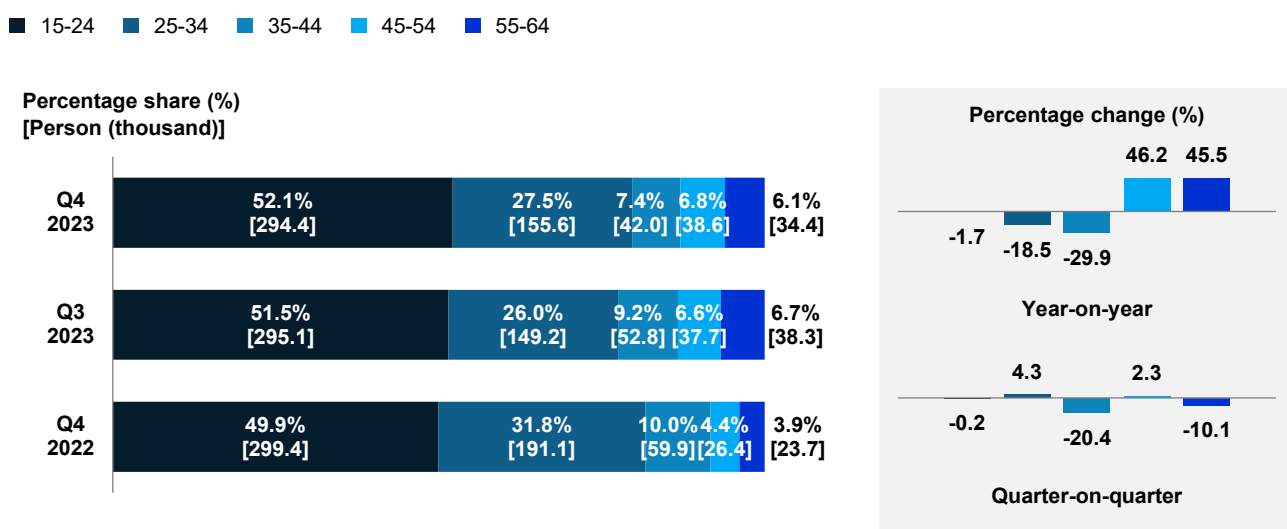
Chart 2.20:  
Unemployment rate by sex, Q1 2019 - Q4 2023



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

More than half of unemployed were youth aged 15 to 24 years (52.1%), encompassing 294.4 thousand persons in Q4 2023. This was followed by 27.5 per cent (155.6 thousand) aged 25 to 34 years and 7.4 per cent (42.0 thousand) aged 35 to 44 years. Meanwhile, unemployed aged 55 to 64 years recorded the lowest share of 6.1 per cent (34.4 thousand) during the quarter. It was observed that the number of unemployed registered a year-on-year reduction for three age groups from 15 to 44 years. The youth unemployed aged 15 to 24 years saw a decrease of 1.7 per cent (-5.0 thousand), and those aged 25 to 34 years declined by 18.5 per cent (-35.5 thousand). Besides, the number of unemployed aged 35 to 44 years reduced by 29.9 per cent (-17.9 thousand) in Q4 2023. As compared to the previous quarter, the number of unemployed in all age groups decreased except for two age groups, 25 to 34 years and 45 to 54 years [Chart 2.21].

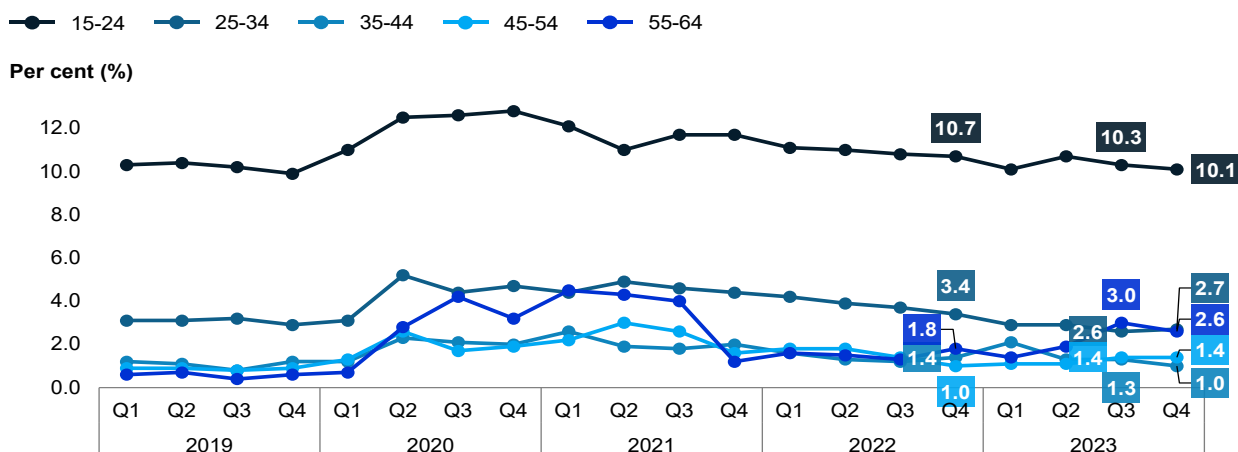
Chart 2.21:  
Unemployed by age group, Q4 2022, Q3 2022 & Q4 2023



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Across all age groups, the unemployment rate in Q4 2023 decreased except for those aged 45 to 54 years and 55 to 64 years, which increased 0.4 and 0.8 percentage points respectively compared to the same quarter in 2022. The age group of 25 to 34 years has experienced the largest drop from 3.4 per cent in Q4 2022 to 2.7 per cent during this quarter. In the meantime, the unemployment rate for youth aged 15 to 24 years was 10.1 per cent, consistently posting a double-digit unemployment rate after falling to 9.9 per cent during the pre-pandemic period in Q4 2019 [Chart 2.22].

Chart 2.22:  
Unemployment rate by age group, Q1 2019 - Q4 2023

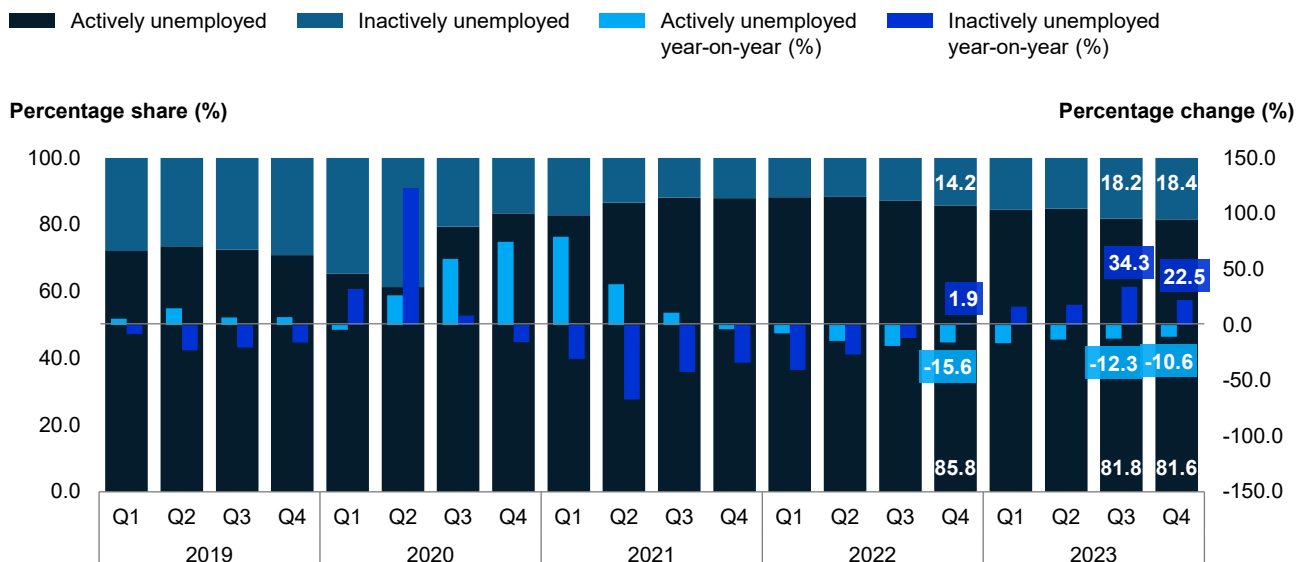


Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Since Q3 2021, actively unemployed made up nearly 90 per cent of total unemployment in Malaysia. In Q4 2023, the share was 81.6 per cent which was equivalent to 460.9 thousand persons. This category experienced a decline of 10.6 per cent (-54.5 thousand) as against the same quarter of the previous year. Meanwhile, the number of inactively unemployed recorded an increase of 22.5 per cent (+19.0 thousand) to 104.1 thousand persons [Chart 2.23].

Chart 2.23:

### Actively and inactively unemployed, Q1 2019 - Q4 2023



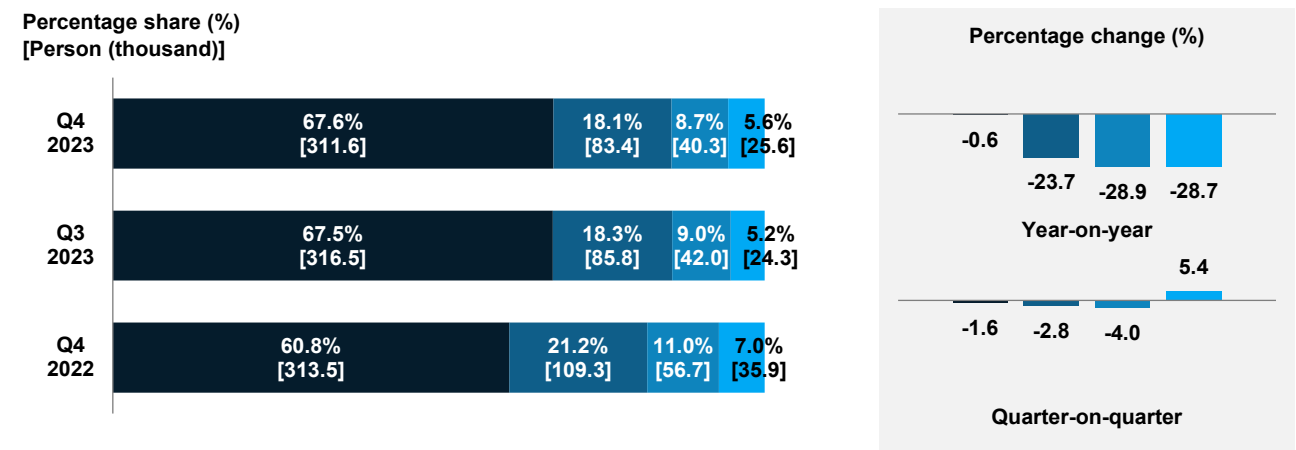
Source: Labour Force Report, Malaysia, Q4 2023, DOSM

As for the duration of unemployment among actively unemployed, more than two-thirds (67.6%) or 311.6 thousand were unemployed for less than three months. Those in long-term unemployment or those who were unemployed for more than a year, which comprised 5.6 per cent (25.6 thousand), had posted a decrease of 28.7 per cent (-10.3 thousand) from Q4 2022. Overall, the number of actively unemployed by duration of unemployment recorded a year-on-year decrease for all categories. However, on a quarterly basis, only the actively unemployed in the category of unemployed for one year and above recorded an increase of 5.4 per cent [Chart 2.24].

Chart 2.24:

### Actively unemployed by duration of unemployment, Q4 2022, Q3 2023 & Q4 2023

Legend: Less than 3 months, 3 months to less than 6 months, 6 months to less than 1 year, 1 year and above



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

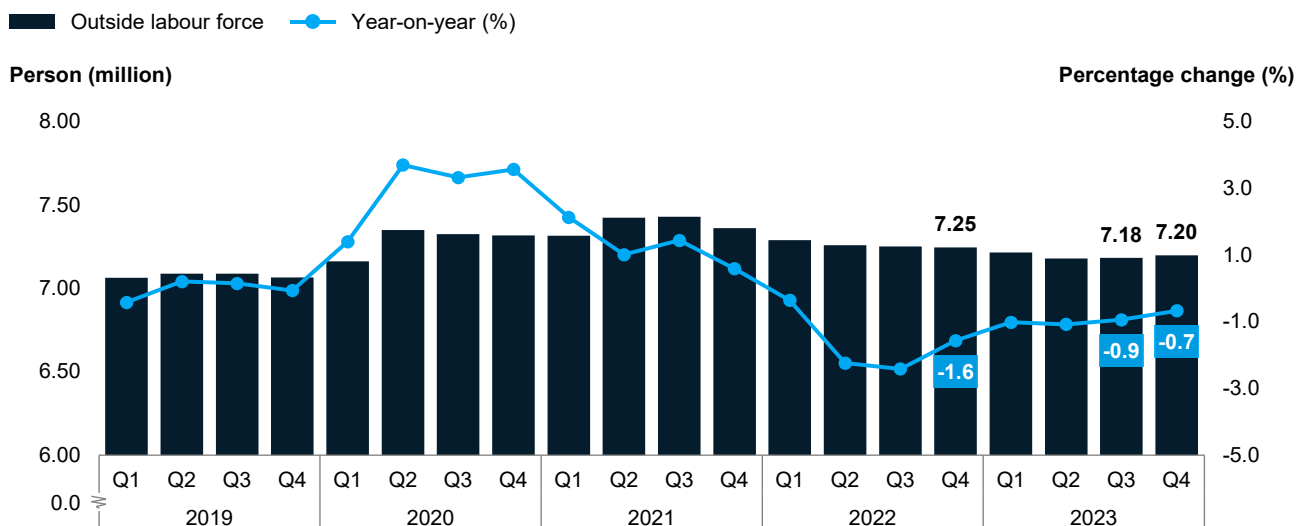


## 2. Labour Supply

### 2.5 Outside labour force in the fourth quarter of 2023

In Q4 2023, the number of outside labour force decreased marginally by 0.7 per cent (-48.5 thousand) year-on-year to register 7.20 million persons. As this decline occurred together with the rise in the number of labour force, so it signalled that more people were moving into the labour market [Chart 2.25].

Chart 2.25:  
Outside labour force, Q1 2019 - Q4 2023



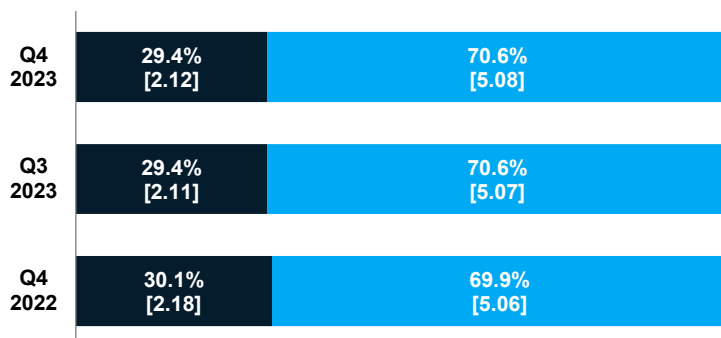
Source: Labour Force Report, Malaysia, Q4 2023, DOSM

More than two-third of the persons outside labour force were female. In Q4 2023, the share of female outside labour force was 70.6 per cent or equivalent to 5.08 million persons. Meanwhile, male accounted as 2.12 million persons or equivalent to 29.4 per cent from the total outside labour force. As compared to the same quarter of the preceding year, the number of male outside labour force declined 3.0 per cent (-64.9 thousand), while female slightly increased by 0.3 per cent (+16.4 thousand) during the same period [Chart 2.26].

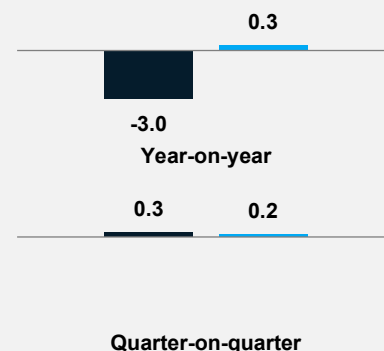
Chart 2.26:  
Outside labour force by sex, Q4 2022, Q3 2023 & Q4 2023

■ Male ■ Female

Percentage share (%)  
[Person (million)]



Percentage change (%)



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Looking at the distribution of outside labour force by age group in Q4 2023, nearly half were youth aged 15 to 24 years. This group encompassed a share of 46.1 per cent or 3.32 million persons from the total of outside labour force. This group could be primarily associated with those of people who had not yet completed their education or having the training programme. Meanwhile, the oldest age group of 55 to 64 years, which may be outside labour force due to retirement or were in the old age, ranked second in terms of composition, also was another significantly large share that made up to 21.3 per cent or 1.54 million persons.

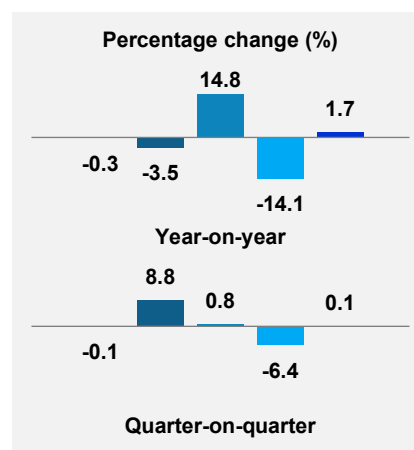
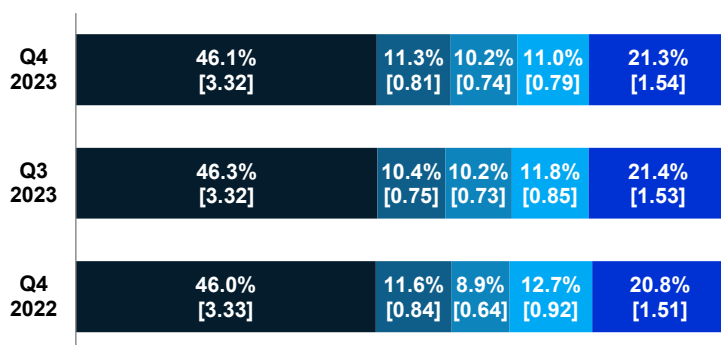
Based on a year-on-year basis, three age groups posted a decline in the number of outside labour force, namely a reduction of 14.1 per cent (-129.8 thousand) in the age group of 45 to 54 years, followed by a decrease of 3.5 per cent (-29.4 thousand) in the age group of 25 to 34 years and 0.3 per cent (-10.3 thousand) in the youth age group of 15 to 24 years. As compared to Q3 2023, three age groups saw some increases in the number of outside labour force except for the two age groups of 45 to 54 years and the youth age group of 15 to 24 years, which fell by 6.4 per cent (-54.1 thousand) and 0.1 per cent (-3.1 thousand) respectively [Chart 2.27].

Chart 2.27:

### Outside labour force by age group, Q4 2022, Q3 2023 & Q4 2023

■ 15-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64

Percentage share (%)  
[Person (million)]



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Additional analysis of male and female outside labour force exposed different patterns between these two groups. It was interesting to observe that youth aged 15 to 24 years made up more than half (63.8%) of the male outside labour force in Q4 2023, followed by nearly a quarter (25.6%) in the oldest age group of 55 to 64 years. Indications suggest that educational factors influenced male entering the labour force at a young age, whereas male departures from the labour market were primarily driven by retirement.

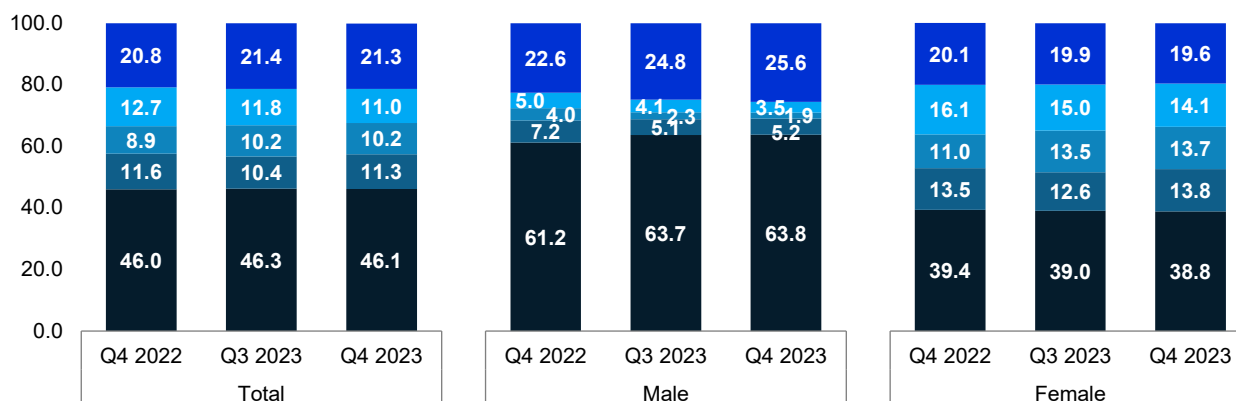
In contrast, the youth age group exhibited the highest proportion of female outside labour force at 38.8 per cent, followed by the oldest age group of 55 to 64 years at 19.6 per cent. Nonetheless, the combined share of both at 58.4 per cent was notably lower compared to the share of male in the same age groups (89.4%). This resulted in a significant share of female outside labour force across the other age groups, ranging from 13.8 per cent to 14.1 per cent, indicating the tendency for female to leave the labour market earlier as opposed to male [Chart 2.28].

Chart 2.28:

### Outside labour force by sex and age group, Q4 2022, Q3 2023 & Q4 2023

15-24 25-34 35-44 45-54 55-64

Percentage share (%)



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Among outside labour force, the largest composition of 44.0 per cent did not seek work in Q4 2023 primarily due to housework or family responsibility. The number in this category experienced a slight decrease of 0.1 per cent (-2.0 thousand) compared to Q4 2022, recording 3.17 million persons. Following closely, schooling or training programs came in second position with a share of 41.6 per cent or equivalent to 2.99 million persons. As compared to the same quarter in 2022, the number in this category declined by 1.7 per cent (-50.6 thousand). Additionally, a share of 1.7 per cent of outside labour force who did not seek work because they were going to further studies increased by 0.5 per cent (+0.7 thousand) year-on-year to 124.2 thousand persons, indicating this group's potential to enter the labour force upon completing their education. The lowest proportion of reasons for not seeking work was due to not interested or just completing study, which accounted for 0.5 per cent or 33.7 thousand persons in Q4 2023 [Exhibit 2.1].

Exhibit 2.1:

### Outside labour force by reason not seeking work, Q4 2022, Q3 2023 & Q4 2023

	Q4 2023 Person ('000) (Percentage share)	Percentage change (year-on-year)		Percentage change (quarter-on-quarter)	
		Q4 2023 vs Q4 2022	Q3 2023 vs Q4 2022	Q4 2023 vs Q3 2023	Q4 2022 vs Q3 2023
Schooling/ training program	2,993.0 (41.6%)	▼ -1.7%	▲ 2.3%	▲ 2.3%	Q4 2022: 3,043.6 (42.0%) Q3 2023: 2,926.9 (40.8%)
Housework/ family responsibility	3,167.8 (44.0%)	▼ -0.1%	▼ -1.0%	▼ -1.0%	Q4 2022: 3,169.8 (43.7%) Q3 2023: 3,200.8 (44.6%)
Going for further study	124.2 (1.7%)	▲ 0.5%	▼ -11.8%	▼ -11.8%	Q4 2022: 123.5 (1.7%) Q3 2023: 140.8 (2.0%)
Disabled	194.8 (2.7%)	▲ 11.6%	▼ -0.7%	▼ -0.7%	Q4 2022: 174.7 (2.4%) Q3 2023: 196.1 (2.7%)
Not interested/ just completed study	33.7 (0.5%)	▼ -55.6%	▼ -17.5%	▼ -17.5%	Q4 2022: 75.9 (1.0%) Q3 2023: 40.9 (0.6%)
Retired/ old age	684.1 (9.5%)	▲ 3.9%	▲ 1.1%	▲ 1.1%	Q4 2022: 658.6 (9.1%) Q3 2023: 676.8 (9.4%)

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

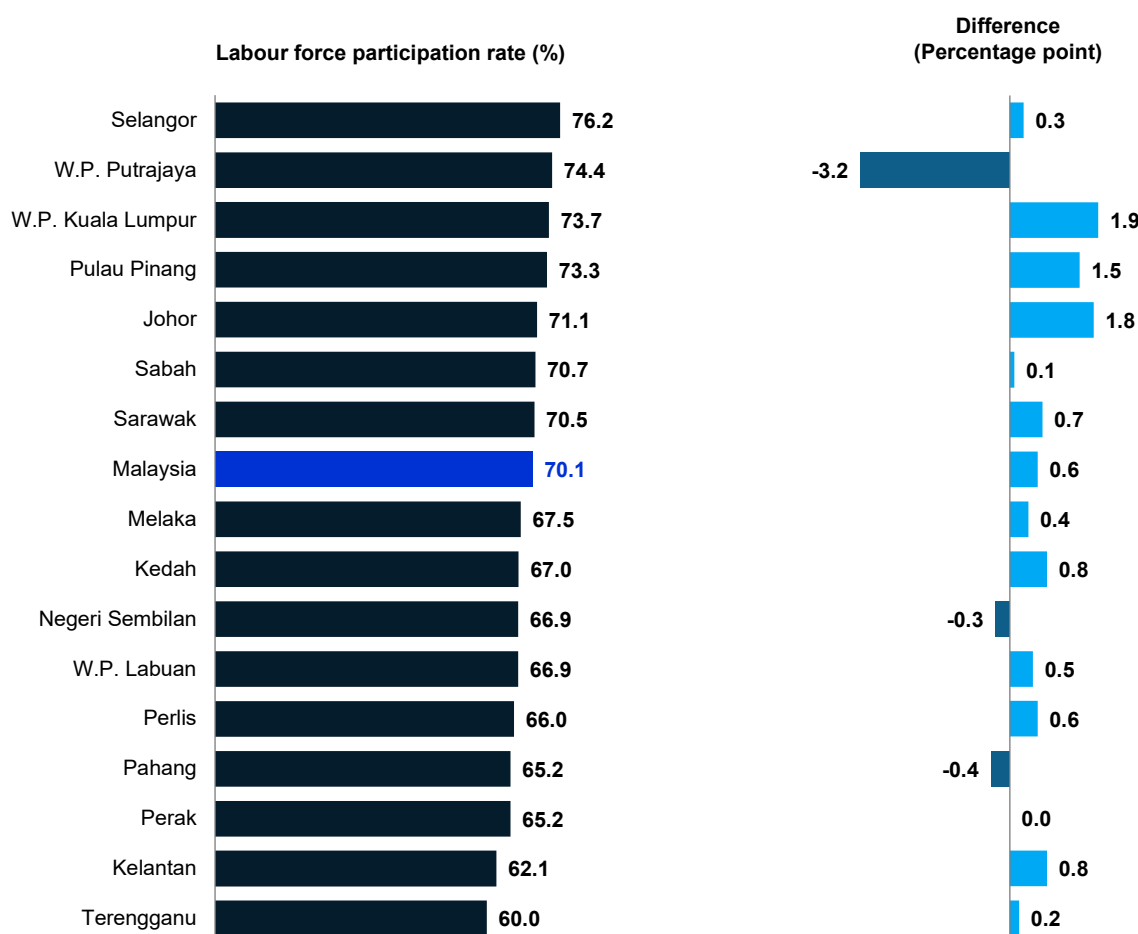
## 2. Labour Supply

### 2.6 Labour force situation at state level in the fourth quarter of 2023

Regarding the labour force situation at the state level in Q4 2023, seven states registered LFPR higher than 70.1 per cent recorded at the national level, namely Selangor (76.2%), W.P. Putrajaya (74.4%), W.P. Kuala Lumpur (73.7%), Pulau Pinang (73.3%), Johor (71.1%), Sabah (70.7%) and Sarawak (70.5%).

As compared to the same quarter of the preceding year, most states posted increases in LFPR except for W.P. Putrajaya, Pahang and Negeri Sembilan. In Q4 2023, W.P. Kuala Lumpur recorded the highest positive change of 1.9 percentage points to 73.7 per cent, while the remaining of twelve states displayed an increment in LFPR ranging between 0.1 and 1.8 percentage points. This trend indicated higher participation of working-age population in the respective states in the labour market, whether in employment or seeking jobs [Chart 2.29].

Chart 2.29:  
Labour force participation rate by state, Q4 2023

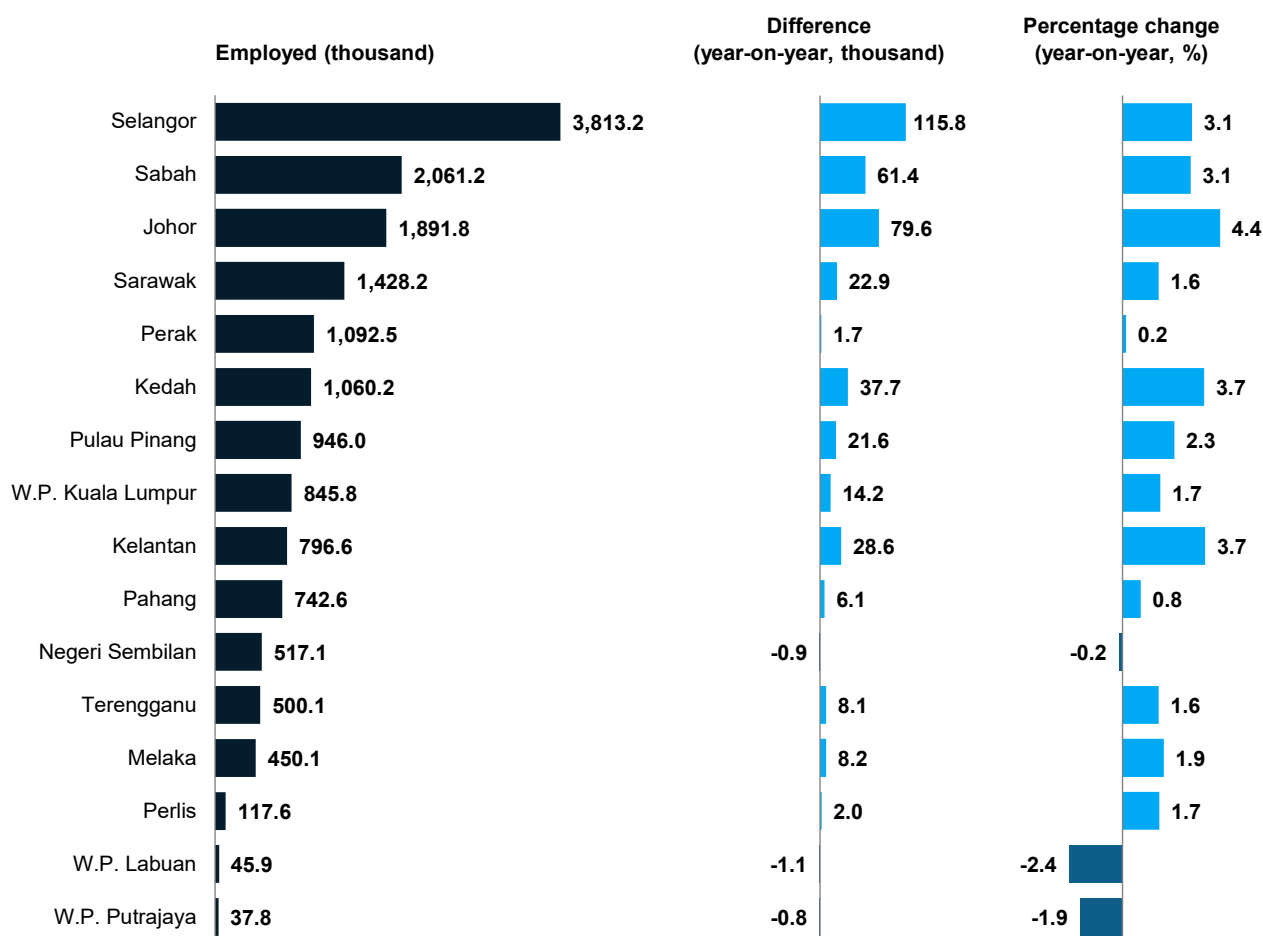


Source: Labour Force Report, Malaysia, Q4 2023, DOSM

In Q4 2023, total employment in Malaysia grew by 2.5 per cent. The increase in the number of employed persons during the quarter contributed to the positive year-on-year growth recorded by most states except Negeri Sembilan, W.P. Labuan and W.P. Putrajaya. Selangor which comprised 23.3 per cent of the total employment, gained the most significant number of employed persons by 3.1 per cent (+115.8 thousand) to 3.81 million persons. This was followed by Sabah with a share of 12.6 per cent or 2.06 million employed persons after an increase of 3.1 per cent (+61.4 thousand) year-on-year.

In contrast, the number of employed persons in Negeri Sembilan which made up 3.2 per cent of the national employment, experienced a 0.2 per cent reduction (-0.9 thousand) to record 517.1 thousand persons. Meanwhile, employed persons in W.P. Labuan and W.P. Putrajaya registered a decrease of 2.4 per cent (-1.1 thousand) and 1.9 per cent (-0.8 thousand) in Q4 2023 respectively [Chart 2.30].

Chart 2.30:  
**Employment by state, Q4 2023**



Source: Labour Force Report, Malaysia, Q4 2023, DOSM

Looking at the unemployment situation by the state in Q4 2023, the lowest unemployment rate was posted in W.P. Putrajaya at 1.5 per cent. Eight other states recorded lower unemployment rates compared to the national unemployment rate of 3.3 per cent, ranging between 2.0 per cent to 2.6 per cent. In Q4 2023, Sabah continued to register the highest unemployment rate (7.4%) despite recording a year-on-year decline of 0.7 percentage points. Additionally, W.P. Labuan, Terengganu, Kelantan and Sarawak were among the four states that reported unemployment rates exceeding the national level.

Nine states recorded a decrease in the number of unemployed compared to the same quarter in 2022. Selangor experienced the most significant reduction of unemployed, dropping by 21.6 per cent (-24.2 thousand). Despite the decline in overall unemployment, seven states registered increases in the number of unemployed compared to the same quarter of the preceding year. Among the highest addition was in Sarawak, which grew by 14.0 per cent (+6.3 thousand) to 50.8 thousand persons, followed by Perak with an increase by 18.5 per cent (+5.9 thousand) to record 37.8 thousand unemployed in Q4 2023 [Table 2.1].

Table 2.1:  
**Unemployment by state, Q4 2023**

State	Unemployment rate (%)	Unemployed persons		
		Number ('000)	Annual difference ('000)	Annual percentage change (%)
Sabah	7.4	165.6	-11.1	-6.3
W.P. Labuan	7.0	3.5	1.3	55.2
Terengganu	4.6	24.2	1.8	8.4
Kelantan	4.0	33.1	0.3	1.0
<b>Sarawak</b>	<b>3.4</b>	<b>50.8</b>	<b>6.3</b>	<b>14.0</b>
<b>Malaysia</b>	<b>3.3</b>	<b>565.0</b>	<b>-35.5</b>	<b>-5.9</b>
W.P. Kuala Lumpur	3.3	28.8	1.4	5.1
Perak	3.3	37.8	5.9	18.5
Melaka	2.6	11.8	-0.5	-4.1
Pahang	2.5	19.2	-1.5	-7.4
Negeri Sembilan	2.4	12.5	-1.5	-10.8
Johor	2.3	44.6	0.9	1.8
Selangor	2.3	88.0	-24.2	-21.6
Kedah	2.1	22.5	-12.3	-35.1
Perlis	2.0	2.4	-0.2	-5.8
Pulau Pinang	2.0	19.7	-2.0	-9.0
W.P. Putrajaya	1.5	0.6	-0.0	-5.0

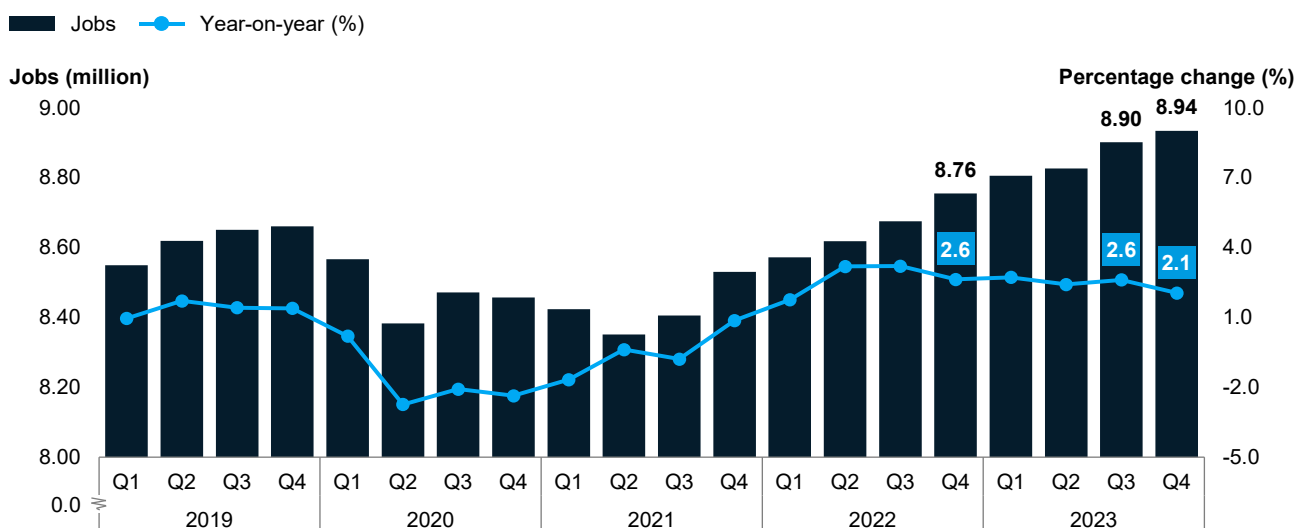
Source: Labour Force Report, Malaysia, Q4 2023, DOSM

### 3. Labour Demand

## 3.1 Jobs in economic sector in the fourth quarter of 2023

The number of jobs in the economic sector showed a gain of 2.1 per cent (+179.5 thousand) in Q4 2023 compared to the same quarter of the preceding year, which brought the total number of jobs to 8.94 million. On a quarterly basis, the number of jobs recorded a slight increase of 0.4 per cent (+32.6 thousand) [Chart 3.1].

Chart 3.1:  
Jobs, Q1 2019 - Q4 2023



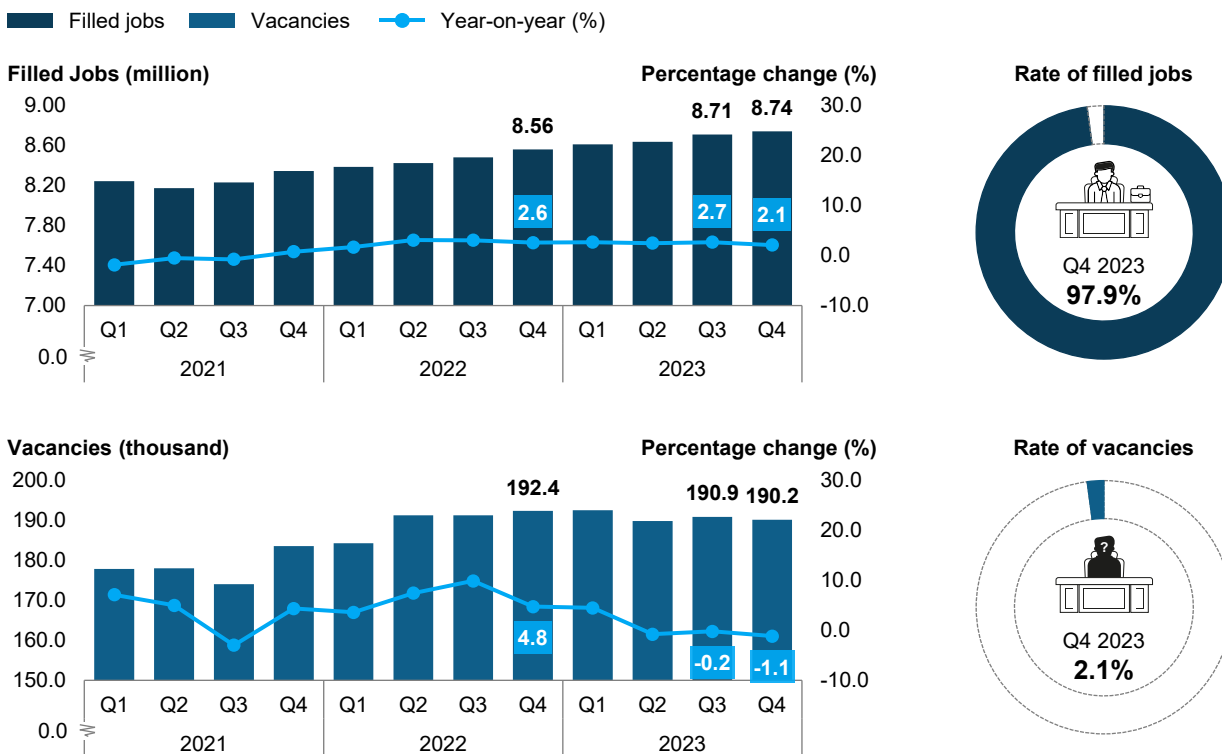
Source: Employment Statistics, Malaysia, Q4 2023, DOSM

In Q4 2023, the number of filled jobs grew by 2.1 per cent (+181.7 thousand) year-on-year, registering a total of 8.74 million jobs. As compared to the previous quarter, the number of filled jobs increased by 0.4 per cent (+33.3 thousand).

During the quarter, job openings which indicated by the number of job vacancies decreased by 1.1 per cent (-2.2 thousand) from the same quarter of 2022, to record 190.2 thousand vacancies. Similarly, a marginal decline of 0.4 per cent (-0.7 thousand) was observed compared to previous quarter.

In terms of the rate of filled jobs, the rate improved by 0.1 percentage point year-on-year, which stood at 97.9 per cent in Q4 2023. Consequently, the rate of vacancies to total jobs went down 0.1 percentage points during the quarters to post the rate at 2.1 per cent. Both the rate of filled jobs and vacancies remained the same compared to Q3 2023 [Chart 3.2].

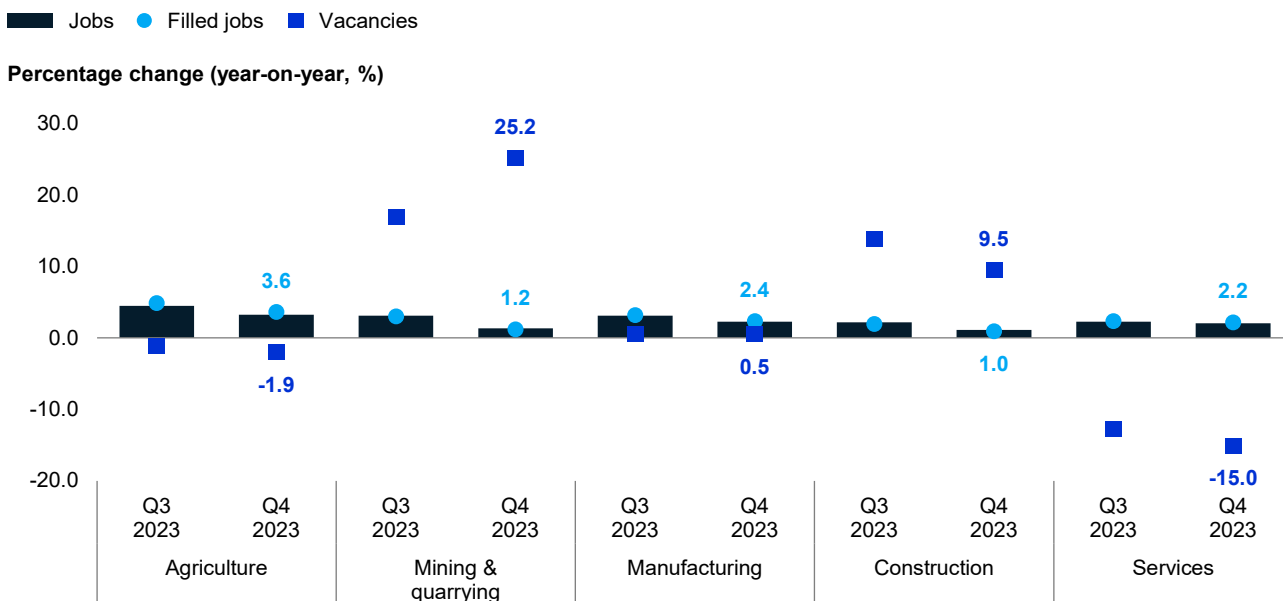
**Chart 3.2:**  
**Filled jobs and vacancies, Q1 2021 - Q4 2023**



Source: Employment Statistics, Malaysia, Q4 2023, DOSM

Further analysis of labour demand by economic activity reveals that the positive year-on-year growth in jobs was due to the increase in the number of jobs in all sectors. It is apparent that the labour demand has continued its positive growth, as all economic sectors have posted a rise in the number of filled jobs despite a reduction in vacancies for the Agriculture and Services sectors compared to the same quarter of the previous year [Chart 3.3].

**Chart 3.3:**  
**Jobs, filled jobs and vacancies by economic sector, Q3 2023 & Q4 2023**



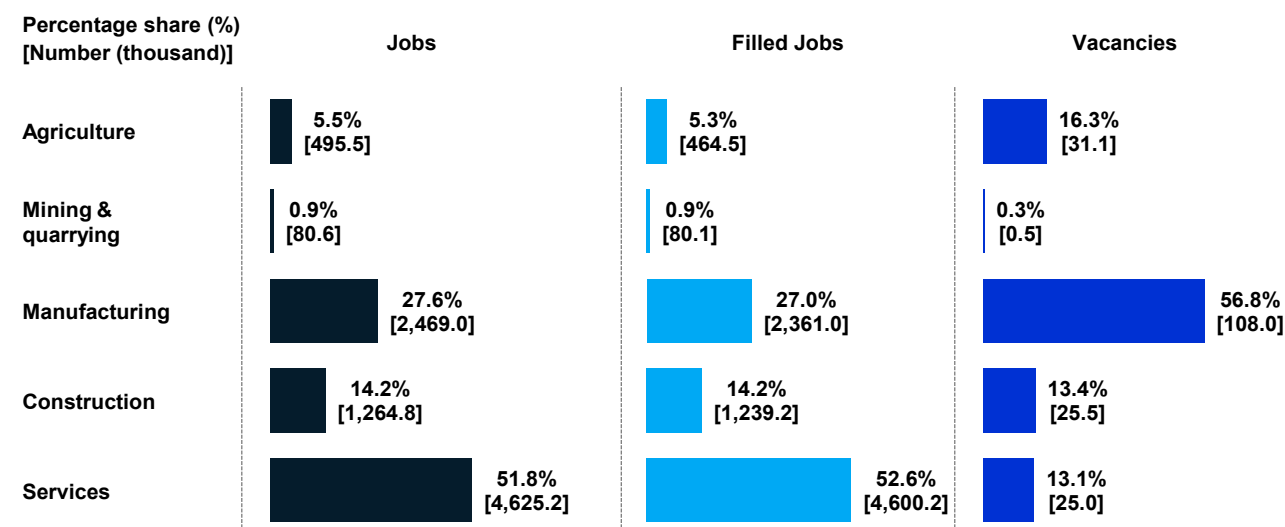
Source: Employment Statistics, Malaysia, Q4 2023, DOSM



Chart 3.4:

**Percentage share of jobs, filled jobs & vacancies by economic sector, Q4 2023**

■ Jobs ■ Filled jobs ■ Vacancies



Source: Employment Statistics, Malaysia, Q4 2023, DOSM

In Q4 2023, the majority of jobs were concentrated in the Services sector, comprising of 51.8 per cent or 4.63 million jobs, which grew by 2.1 per cent (+93.8 thousand) year-on-year. The growth was contributed by the rise of jobs across all sub-sectors, particularly in Transportation & storage (2.9%), Wholesale & retail trade (2.4%) and Food & beverages and accommodation (2.1%) sub-sectors. Based on the distribution of jobs by the Services sub-sector, more than one-third of jobs in this sector were in Wholesale & retail trade (36.9%) sub-sectors.

Out of total jobs in the Services sector, 99.5 per cent or 4.60 million were filled jobs, registering an increase of 2.2 per cent (+98.3 thousand) in Q4 2023. All sub-sectors recorded rates exceeding 99.0 per cent, with the highest filled jobs rate posted in Food & beverages and accommodation sub-sector (99.8%), while the lowest rate was in Finance, insurance, real estate & business services sub-sector (99.0%). During the same period, job vacancies in the Services sector comprised 0.5 per cent of total jobs in this sector or equivalent to 25.0 thousand vacancies, indicating a year-on-year reduction of 15.0 per cent (-4.4 thousand). These job vacancies were largely concentrated in Wholesale & retail trade (38.6%), Finance, insurance, real estate & business services (37.7%) and Other services (8.5%) sub-sectors.

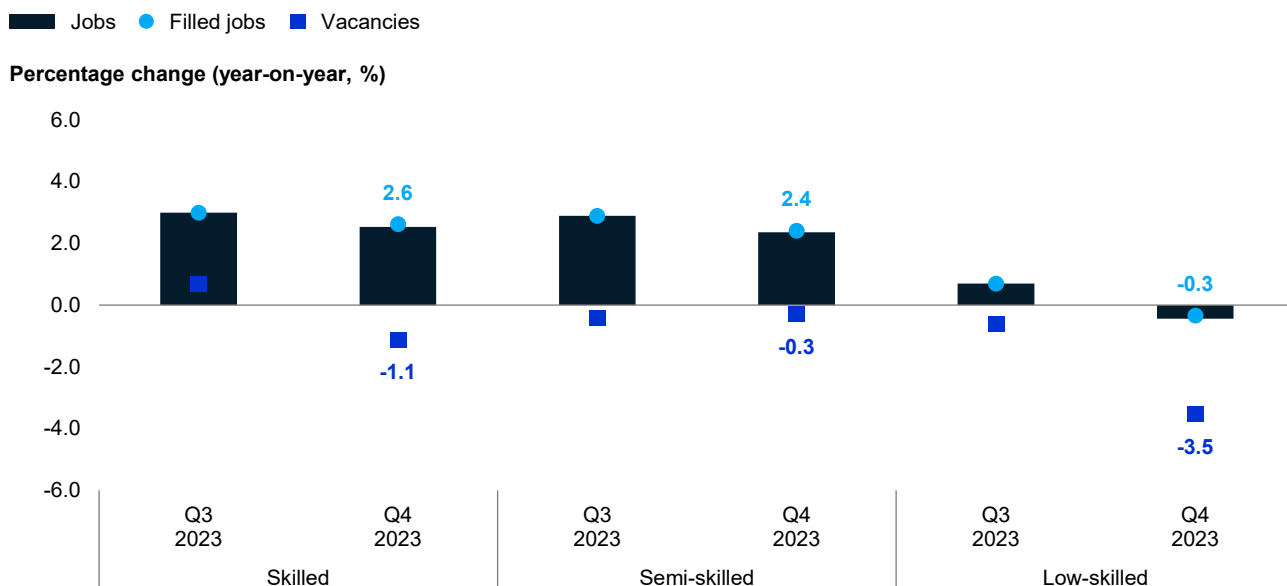
In the meantime, the Manufacturing sector which encompassed 27.6 per cent of total jobs or equivalent to 2.47 million, ranked second after the Services sector. This sector posted a year-on-year growth of 2.3 per cent (+54.9 thousand) supported by positive growth in all sub-sectors except for Electrical, electronic & optical products sub-sector with a marginal decline of 0.1 per cent compared to the same quarter of last year. The highest number of jobs in this sector was gained by Food processing, beverages & tobacco products (8.1%), followed by Textiles, wearing apparel & leather products (3.5%) and Non-metallic mineral products, basic metal & fabricated metal products (3.2%). Besides that, jobs in the Manufacturing sector were largely concentrated in Electrical, electronic & optical products (26.3%), followed by Petroleum, chemical, rubber & plastic products (18.7%) and Non-metallic mineral products, basic metal & fabricated metal products (15.3%). These three sub-sectors collectively contributed to nearly two-thirds of jobs in the Manufacturing sector.

The rate of filled jobs for the Manufacturing sector increased by 0.1 percentage point compared to the same quarter of the preceding year to 95.6 per cent in Q4 2023. Furthermore, the number of filled jobs rose by 2.4 per cent (+54.4 thousand) year-on-year to record 2.36 million filled jobs. Textiles, wearing apparel & leather products sub-sector registered the highest rate of filled jobs (96.6%), while the lowest rate was in Electrical, electronic & optical products sub-sector at 94.9 per cent. Comprising 4.4 per cent (108.0 thousand vacancies) of the Manufacturing sector's jobs, the number of vacancies in this sector increased by 0.5 per cent (+0.5 thousand) year-on-year. In addition, nearly half of job vacancies were in Electrical, electronic & optical products (30.6%) and Petroleum, chemical, rubber & plastic products (18.5%) sub-sectors.

Besides that, jobs in the Construction sector were 1.26 million, which made up 14.2 per cent of the total jobs in Q4 2023. The number of jobs in this sector increased by 1.1 per cent (+14.0 thousand) compared to the same quarter in the previous year. The rate of filled jobs in this sector was 98.0 per cent, while the rate of vacancies was 2.0 per cent. On the other hand, jobs in the Agriculture sector ascended by 3.3 per cent (+15.7 thousand) to 495.5 thousand jobs, composed of 5.5 per cent of total jobs in Q4 2023. Filled jobs in this sector comprised 93.7 per cent as opposed to 6.3 per cent or 31.1 thousand vacancies. In addition, the Mining & quarrying sector accounted for only 0.9 per cent of total jobs, equivalent to 80.6 thousand jobs, and experienced a 1.4 per cent increase (+1.1 thousand) during the quarter. The rate of filled jobs for this sector was 99.3 per cent, while the vacancies rate was 0.7 per cent [Chart 3.4].

In relation to labour demand by skill level in Q4 2023, the number of jobs went up for skilled and semi-skilled categories while the number of low-skilled jobs dropped against the same quarters in the preceding year. During the same period, there was a decrease in the number of vacancies in all three skill levels [Chart 3.5].

**Chart 3.5:**  
**Jobs, filled jobs & vacancies by skill level, Q3 2023 & Q4 2023**

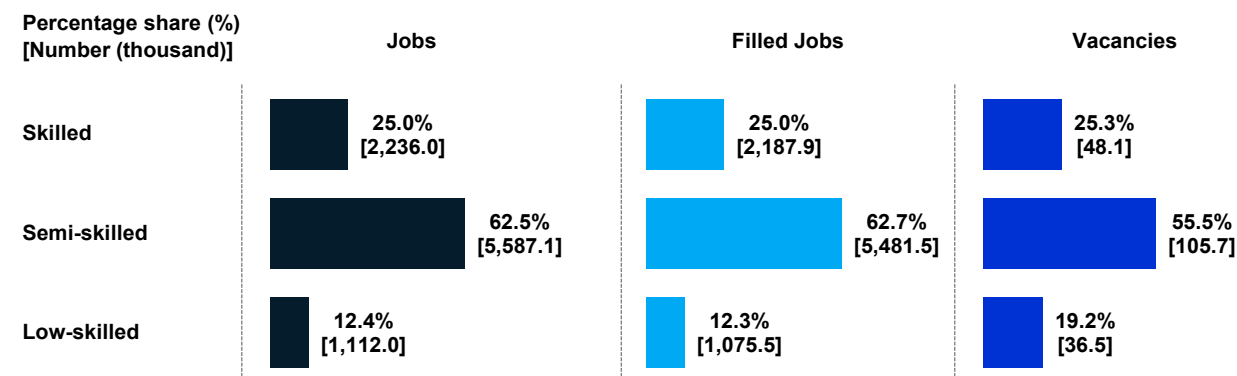


Source: Employment Statistics, Malaysia, Q4 2023, DOSM

Chart 3.6:

**Percentage share of jobs, filled jobs & vacancies by skill level, Q4 2023**

■ Jobs ■ Filled jobs ■ Vacancies



Source: Employment Statistics, Malaysia, Q4 2023, DOSM

The skilled jobs encompass three occupation categories, namely Managers; Professionals; and Technicians and associates professionals. The number of skilled jobs increased 2.5 per cent (+55.4 thousand) year-on-year to 2.24 million in Q4 2023, making up a share of 25.0 per cent. Therefore, the number of filled jobs in skilled category grew by 2.6 per cent (+56.0 thousand) to record 2.19 million. Skilled job vacancies decreased by 1.1 per cent (-0.5 thousand), registering 48.1 thousand vacancies. The rate of filled jobs in the skilled category was 97.8 per cent, while the rate of vacancies was 2.2 per cent.

The majority of jobs in the economic sector were in the semi-skilled category, accounting for 62.5 per cent to record 5.59 million jobs in Q4 2023. Five occupations in this category consist of Clerical support workers; Service and sales workers; Skilled agricultural, forestry, livestock and fisheries workers; Craft and related trades workers; and Plant and machine operators and assemblers. As compared with the same quarter of the previous year, jobs in this category rose by 2.4 per cent (+129.0 thousand). The rate of filled jobs in semi-skilled category was 98.1 per cent or 5.48 million filled jobs, which edged up by 2.4 per cent (+129.4 thousand). During the same period, the number of job vacancies in semi-skilled category fell 0.3 per cent (-0.3 thousand) to 105.7 thousand vacancies with a rate of 1.9 per cent.

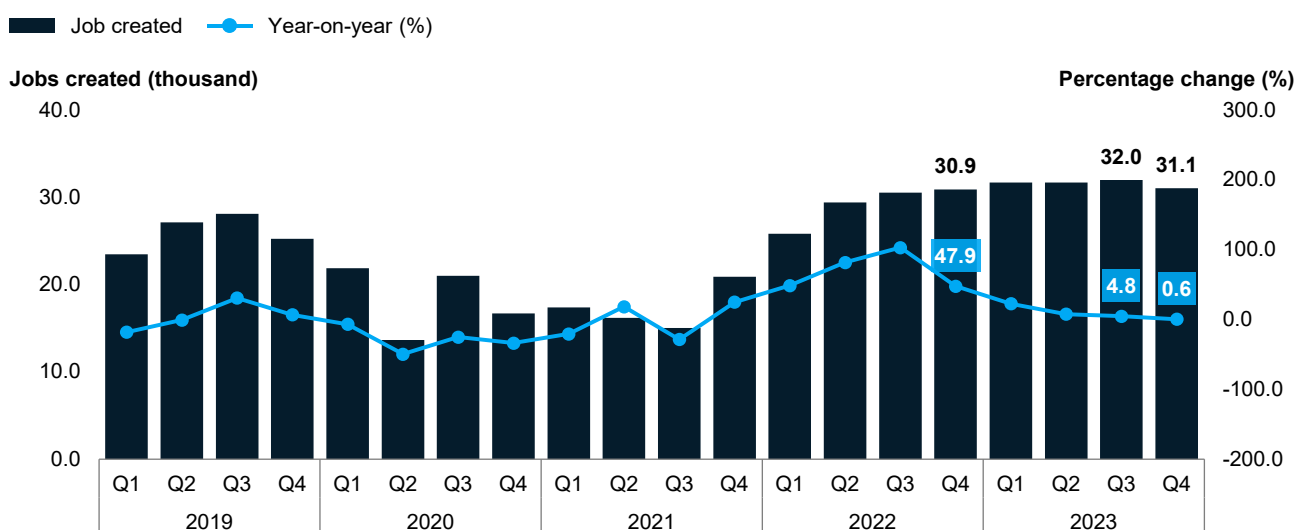
Nevertheless, jobs in low-skilled category which comprised the remaining share of 12.4 per cent of jobs by skills level, declined by 0.4 per cent (-5.0 thousand) to 1.11 million jobs. In line with this, the number of low-skilled filled jobs slightly decreased by 0.3 per cent (-3.6 thousand) to 1.08 million, posting a rate of filled jobs at 96.7 per cent. Besides that, low-skilled job vacancies also declined by 3.5 per cent (-1.3 thousand) to 36.5 thousand, hence registering a vacancies rate of 3.3 per cent [Chart 3.6].

### 3. Labour Demand

## 3.2 Jobs creation in the fourth quarter of 2023

In Q4 2023, the number of jobs created in the economic sector increased marginally by 0.6 per cent (+0.2 thousand) year-on-year compared to 4.8 per cent in the previous quarter to record 31.1 thousand jobs. Nevertheless, in terms of level, it had surpassed the average number of new jobs created before the pandemic, which ranged from 21.5 thousand to 28.7 thousand new jobs created between Q1 2018 and Q4 2019. However, the number of jobs created lower by 2.9 per cent (-0.9 thousand) from 32.0 thousand in Q3 2023 [Chart 3.7].

Chart 3.7:  
Jobs created, Q1 2019 - Q4 2023

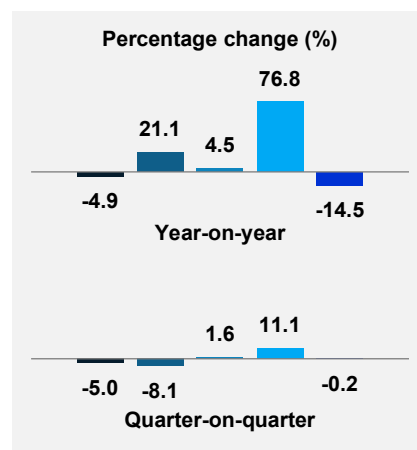
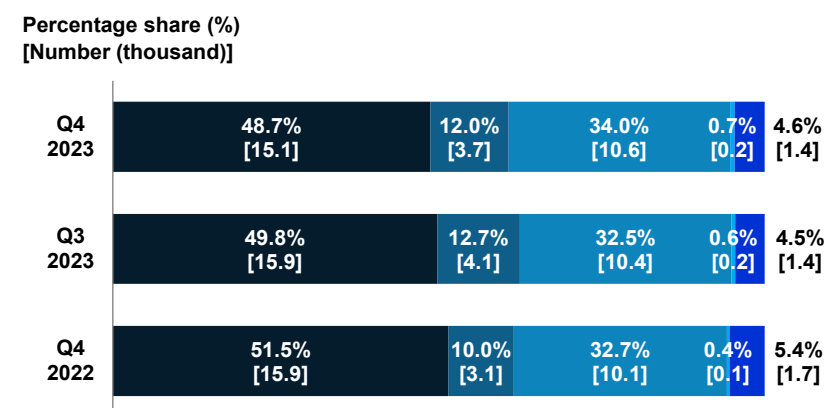


Source: Employment Statistics, Malaysia, Q4 2023, DOSM

By economic activity, all sectors posted positive year-on-year growth in Q4 2023 except for the Agriculture and Services sectors. However, the quarterly comparison observed a decline in the number of jobs created also for the Agriculture and Services sectors as well as the Construction sector [Chart 3.8].

Chart 3.8:  
Jobs created by economic sector, Q4 2022, Q3 2023 & Q4 2023

■ Services ■ Construction ■ Manufacturing ■ Mining & quarrying ■ Agriculture



Source: Employment Statistics, Malaysia, Q4 2023, DOSM

Job creation was largely in the Services sector, encompassing 48.7 per cent or equivalent to 15.1 thousand jobs, recording a decrease of 4.9 per cent (-0.8 thousand) in Q4 2023. Within this sector, Wholesale & retail trade sub-sector played a significant role by contributing 8.9 thousand jobs created, followed by Finance, insurance, real estate & business services sub-sector with 2.5 thousand jobs created.

The Manufacturing sector ranked second with a share of 34.0 per cent of total jobs created in Q4 2023, increased by 4.5 per cent (+0.5 thousand) to register 10.6 thousand jobs created. A combined share of two sub-sectors comprised over half of jobs created in the Manufacturing sector were Electrical, electronic & optical products and Petroleum, chemical, rubber & plastic products sub-sectors.

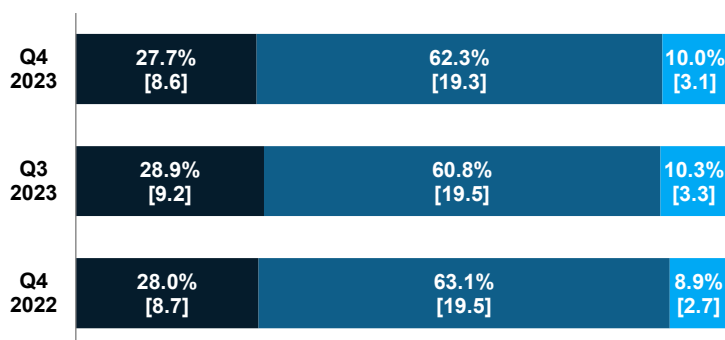
Furthermore, there was an increase in jobs created for the Mining & quarrying and Construction sectors in Q4 2023 to record 0.2 thousand and 3.7 thousand jobs created respectively. However, the Agriculture sector comprised 4.6 per cent of jobs created in Q4 2023, equivalent to 1.4 thousand jobs, registering a decline of 14.5 per cent (-0.2 thousand) as against the same quarter of the previous year.

Looking at the job created by skill level, more than half or 62.3 per cent of total jobs created in Q4 2023 were concentrated in the semi-skilled category, which accounted for 19.3 thousand jobs. In term of year-on-year change, the number of jobs created in this category decreased 0.8 per cent. The skilled category ranked second with a composition of nearly one-third (27.7%) of total job creation, registering a negative growth of 0.7 per cent to 8.6 thousand jobs created. Meanwhile, jobs created in the low-skilled category which comprised 10.1 per cent of all jobs created during the quarter, grew by 14.3 per cent to 3.1 thousand jobs [Chart 3.9].

Chart 3.9:  
Jobs created by skill level, Q4 2022, Q3 2023 & Q4 2023

■ Skilled ■ Semi-skilled ■ Low-skilled

Percentage share (%)  
[Number (thousand)]



Percentage change (%)



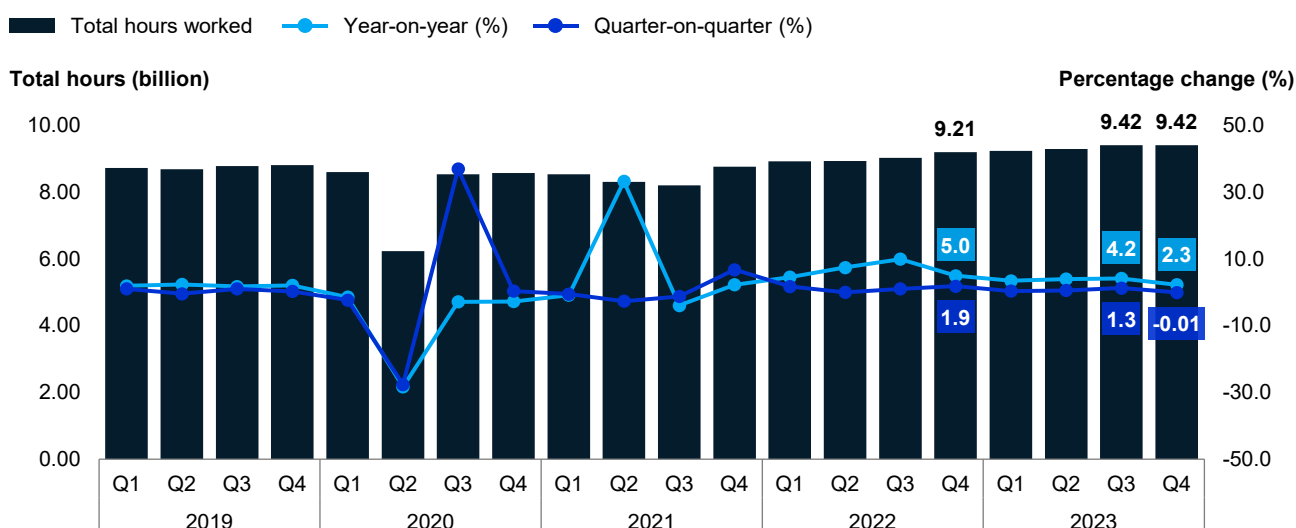
Source: Employment Statistics, Malaysia, Q4 2023, DOSM

## 4. Labour Productivity

### 4.1 Labour productivity per hour worked in the fourth quarter of 2023

By the end of 2023, Malaysia's economy maintained its positive momentum throughout the year recording a year-on-year growth of 3.0 per cent during Q4 2023. In line with the economic performance, the total hour worked grew by 2.3 per cent to register 9.42 billion hours. On a quarterly basis, Q4 2023 posted a marginal decline of 0.01 per cent as compared to the growth of 1.3 per cent in the preceding quarter [Chart 4.1].

Chart 4.1:  
Total hours worked, Q1 2019 - Q4 2023



Source: Labour Productivity, Malaysia, Q4 2023, DOSM

The rise in total hours worked during Q4 2023 was attributed to the increase of hours worked in all economic sectors.

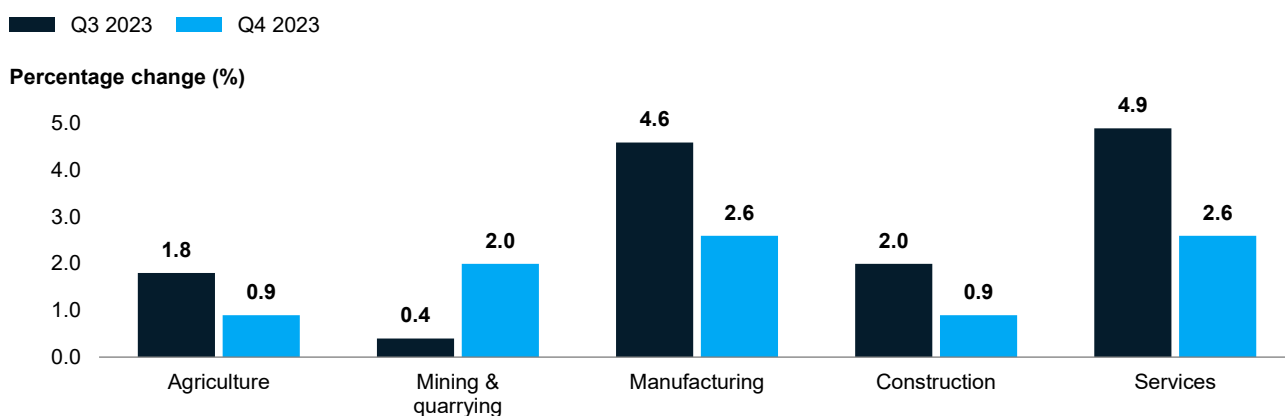
The Services sector is the largest contributor to the economy, comprising 62.2 per cent of total hours worked in Q4 2023. This was followed by the Manufacturing sector with a contribution of 17.8 per cent and the Agriculture sector had a share of 10.7 per cent in Q4 2023. The other two sectors, which were the Construction and Mining & quarrying sectors composed of total hours worked of 8.9 per cent and 0.5 per cent respectively.

Further disaggregating the total hours worked by economic activity, all sectors posted positive year-on-year growth during Q4 2023. In particular, the Services sector which observed the most significant gain in total hours worked, with a rise of 2.6 per cent (+148 million hours) compared to same quarters of the previous year. This increase was primarily driven by Food & beverages and accommodation sub-sector, which recorded a growth of 10.0 per cent year-on-year, followed by Finance & insurance with 9.8 per cent and Other services with 2.1 per cent.

Aside from that, total hours worked in the Manufacturing sector improved further by 2.6 per cent, with the highest increase in Beverages & tobacco products (9.1%), followed by Vegetable and animal oils & fats and food processing (4.2%) and Wood products, furniture, paper products & printing (3.7%) sub-sectors.

Moreover, total hours worked in the Construction sector grew by 0.9 per cent during Q4 2023, while the other two sector, namely the Agriculture and Mining & quarrying sectors also maintained a positive growth trend, with the growth of 0.9 per cent and 2.0 per cent respectively [Chart 4.2].

**Chart 4.2:**  
**Total hours worked by economic sector, Q3 2023 & Q4 2023**



Source: Labour Productivity, Malaysia, Q4 2023, DOSM

In overall the labour productivity as measured by value added per hour worked improved 0.7 per cent as compared to the same quarter of the previous year to record RM43.5 per hour, after registering a drop of 0.9 per cent in Q3 2023 [Chart 4.3].

**Chart 4.3:**  
**Labour productivity per hour worked, Q1 2019 - Q4 2023**



Source: Labour Productivity, Malaysia, Q4 2023, DOSM

Looking at the labour productivity per hour worked by economic sector in Q4 2023, all sectors recorded a positive growth of labour productivity per hour worked except for the Manufacturing sector which registered a decrease of 2.8 per cent.

The Services sector maintained its upward trend, with labour productivity per hour worked increased by 1.5 per cent during the quarter after registering a positive growth for eight consecutive quarters. The highest growth was recorded in Transportation & storage (10.5%), followed by Real estate & business services (7.3%) and Utilities (5.1%) sub-sectors.

In the meantime, the Construction sector posted a slower year-on-year growth of 2.6 per cent in labour productivity per hour worked, following a 5.2 per cent increase during previous quarter. While the value added per hour worked in the Mining & quarrying sector improved by 1.8 per cent and the Agriculture sector increased by 1.0 per cent in labour productivity per hour worked in Q4 2023.

On the contrary, the Manufacturing sector's value added per hour worked declined by 2.8 per cent after registering a drop of 4.5 per cent during previous quarter. Despite a dip in overall performance of Manufacturing sector, most sub-sectors posted positive growth, particularly in Vegetable and animal oils & fats and food processing (2.9%), Non-metallic mineral products, basic metal & fabricated metal products (2.7%) and Textiles, wearing apparel & leather products (1.5%) sub-sectors [Table 4.1].

Table 4.1:

**Labour productivity per hour worked, value added & total hour worked, Q4 2023, - percentage change (year-on-year)**

Economic Activity	Labour productivity per hour worked	Value added	Total hours worked
<b>Agriculture</b>	<b>1.0</b>	<b>1.9</b>	<b>0.9</b>
<b>Mining &amp; Quarrying</b>	<b>1.8</b>	<b>3.8</b>	<b>2.0</b>
<b>Manufacturing</b>	<b>-2.8</b>	<b>-0.3</b>	<b>2.6</b>
Vegetable and animal oils & fats and food processing	2.9	7.2	4.2
Beverages & tobacco products	-3.4	5.4	9.1
Textiles, wearing apparel & leather products	1.5	-0.1	-1.6
Wood products, furniture, paper products & printing	0.1	3.8	3.7
Petroleum, chemical, rubber & plastic products	-3.0	-0.6	2.4
Non-metallic mineral products, basic metal & fabricated metal products	2.7	6.2	3.4
Electrical, electronic & optical products	-8.2	-6.0	2.4
Transport equipment, other manufacturing & repair	1.2	2.3	1.1
<b>Construction</b>	<b>2.6</b>	<b>3.6</b>	<b>0.9</b>
<b>Services</b>	<b>1.5</b>	<b>4.2</b>	<b>2.6</b>
Utilities	5.1	4.3	-0.8
Wholesale & retail trade	5.1	4.4	-0.7
Food & beverages and accommodation	-5.3	4.2	10.0
Transportation & storage	10.5	12.2	1.6
Information & communication	3.1	3.2	0.1
Finance & insurance	-13.2	-4.7	9.8
Real estate & business services	7.3	7.7	0.4
Other services	3.4	5.5	2.1
<b>Total</b>	<b>0.7</b>	<b>3.0</b>	<b>2.3</b>

Source: Labour Productivity, Malaysia, Q4 2023, DOSM

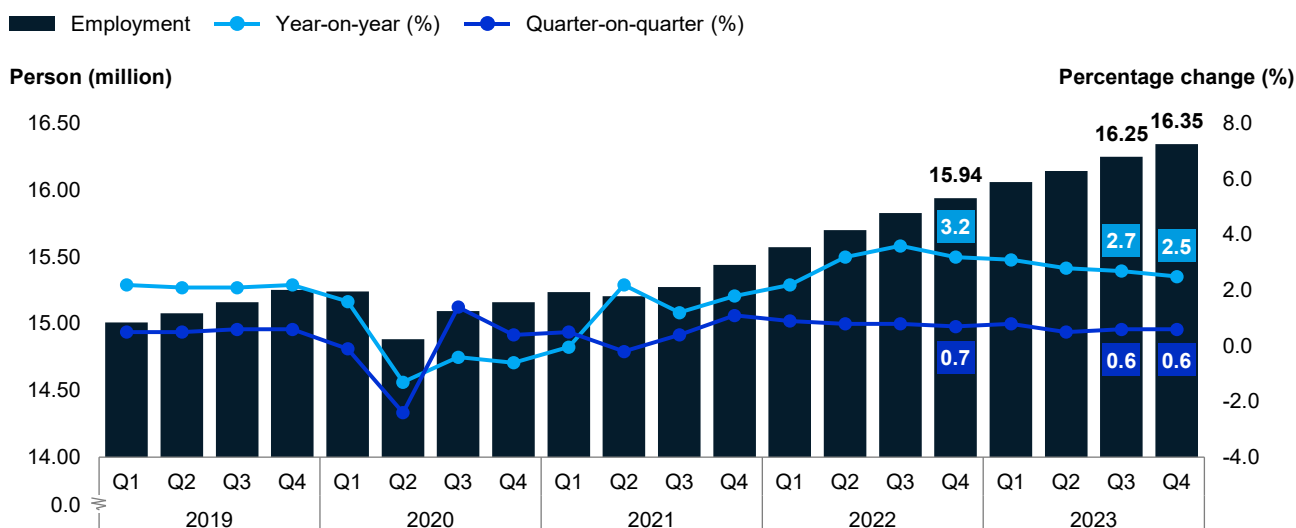


## 4. Labour Productivity

### 4.2 Labour productivity per employment in the fourth quarter of 2023

With improvements in the Malaysian labour market in Q4 2023, employment rose by 2.5 per cent year-on-year to register a total of 16.35 million persons. On a quarterly basis, employment saw a marginal growth of 0.6 per cent during the quarter [Chart 4.4].

Chart 4.4:  
Employment, Q1 2019 - Q4 2023



Source: Labour Productivity, Malaysia, Q4 2023, DOSM

In Q4 2023, the employment landscape continued to evolve, reflecting varied performances across different sectors.

In the Services sector, employment increased by 2.9 per cent during Q4 2023 to record 10.19 million persons, with most sub-sectors improved as compared to the previous quarter. The highest gain was in Food & beverages and accommodation (8.5%) sub-sector, followed by Wholesale & retail trade (1.8%) and Other Services (1.4%) sub-sectors.

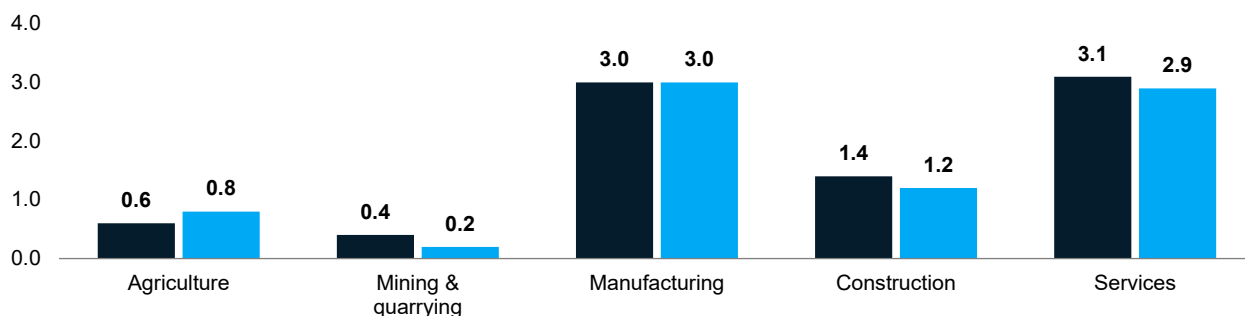
As for the Manufacturing sector, employment remained stable with a growth rate of 3.0 per cent to register a total of 2.82 million persons during Q4 2023. Compared to the same quarter of the previous year, employment grew across all Manufacturing sub-sectors. The most significant gain was recorded in Vegetable and animal oils & fats and food processing products (5.4%) sub-sector, followed by Wood products, furniture, paper products & printing (5.8%) and Non-metallic mineral products, basic metal & fabricated metal products (3.4%) sub-sectors.

In addition, employment in the Agriculture sector grew by 0.8 per cent to 1.85 million persons in Q4 2023. Meanwhile, employment in the Construction and Mining & quarrying sectors rose by 1.2 per cent and 0.2 per cent respectively [Chart 4.5].

**Chart 4.5:**  
**Employment by economic sector, Q3 2023 & Q4 2023**

■ Q3 2023 ■ Q4 2023

Percentage change (%)

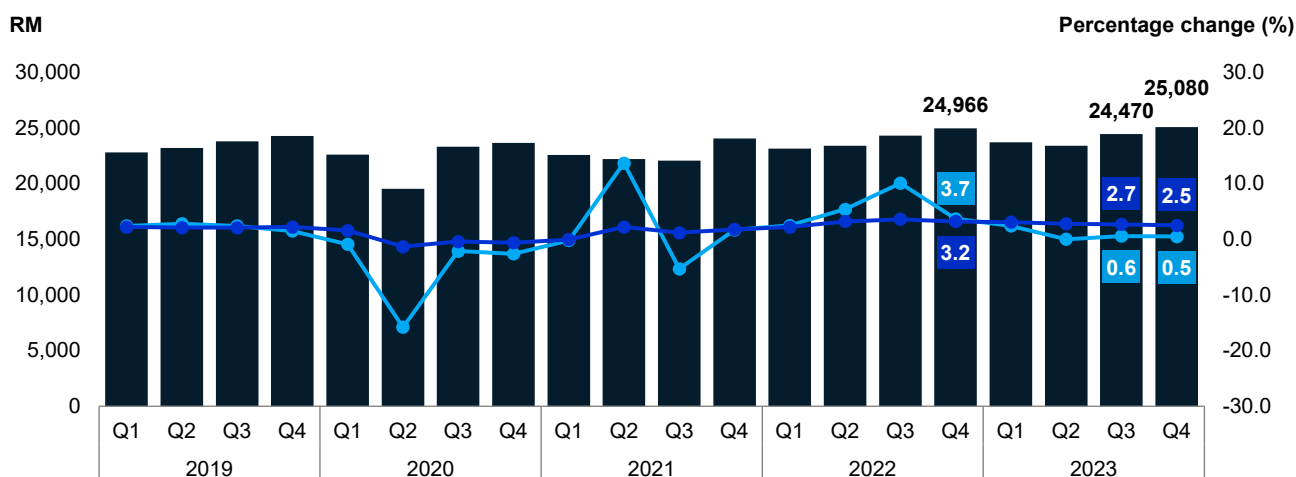


Source: Labour Productivity, Malaysia, Q4 2023, DOSM

The growth in employment by 2.5 per cent has resulted in a comparatively modest rise in labour productivity per employment. Therefore, labour productivity measured as value added per employment expanded 0.5 per cent to record RM25,080 per person in Q4 2023 [Chart 4.6].

**Chart 4.6:**  
**Labour productivity per employment, Q1 2019 - Q4 2023**

■ Labour productivity per employment - (RM) ● Labour productivity per employment - Year-on-year (%) ● Employment - Year-on-year (%)



Source: Labour Productivity, Malaysia, Q4 2023, DOSM

The Services sector continued to demonstrate resilience in labour productivity in Q4 2023. Year-on-year, this sector witnessed a 1.2 per cent increase in labour productivity per employment. Notably, several sub-sectors stood out with positive growth performances, namely Transportation & storage (9.5%), Real estate & business services (5.7%) and Other Services (4.1%). Additionally, Wholesale & retail trade (2.5%) and Utilities (2.6%) also contributed to the sector's overall productivity growth.

Meanwhile, the Construction sector sustained its positive trajectory with a 2.4 per cent increase year-on-year in labour productivity per employment. Furthermore, the Agriculture sector improved by 1.1 per cent in labour productivity per employment following a 0.3 per cent increase in previous quarter.

On the other hand, the Manufacturing sector's labour productivity per employment recorded a year-on-year decrease of 3.2 per cent in Q4 2023. Although majority of sub-sectors experienced a decline, four sub-sectors posted a growth in their performance, namely Non-metallic mineral products, basic metal & fabricated metal products (2.8%), Beverages & tobacco products (2.1%), Transport equipment, other manufacturing & repair (1.9%) and Vegetable and animal oils & fats and food processing (1.7%) sub-sectors.

In contrast, the Mining & quarrying sector experienced a significant recovery from the previous quarter with a year-on-year increase of 3.6 per cent in labour productivity per employment in Q4 2023 [Table 4.2].

Table 4.2:

**Labour productivity per employment, value added and employment, Q4 2023, - percentage change (year-on-year)**

Economic Activity	Labour productivity per employment	Value added	Employment
<b>Agriculture</b>	1.1	1.9	0.8
<b>Mining &amp; Quarrying</b>	3.6	3.8	0.2
<b>Manufacturing</b>	-3.2	-0.3	3.0
Vegetable and animal oils & fats and food processing	1.7	7.2	5.4
Beverages & tobacco products	2.1	5.4	3.2
Textiles, wearing apparel & leather products	-1.3	-0.1	1.3
Wood products, furniture, paper products & printing	-1.9	3.8	5.8
Petroleum, chemical, rubber & plastic products	-3.1	-0.6	2.6
Non-metallic mineral products, basic metal & fabricated metal products	2.8	6.2	3.4
Electrical, electronic & optical products	-7.3	-6.0	1.4
Transport equipment, other manufacturing & repair	1.9	2.3	0.4
<b>Construction</b>	2.4	3.6	1.2
<b>Services</b>	1.2	4.2	2.9
Utilities	2.6	4.3	1.7
Wholesale & retail trade	2.5	4.4	1.8
Food & beverages and accommodation	-4.0	4.2	8.5
Transportation & storage	9.5	12.2	2.4
Information & communication	-0.01	3.2	3.2
Finance & insurance	-6.3	-4.7	1.7
Real estate & business services	5.7	7.7	1.8
Other services	4.1	5.5	1.4
<b>Total</b>	<b>0.5</b>	<b>3.0</b>	<b>2.5</b>

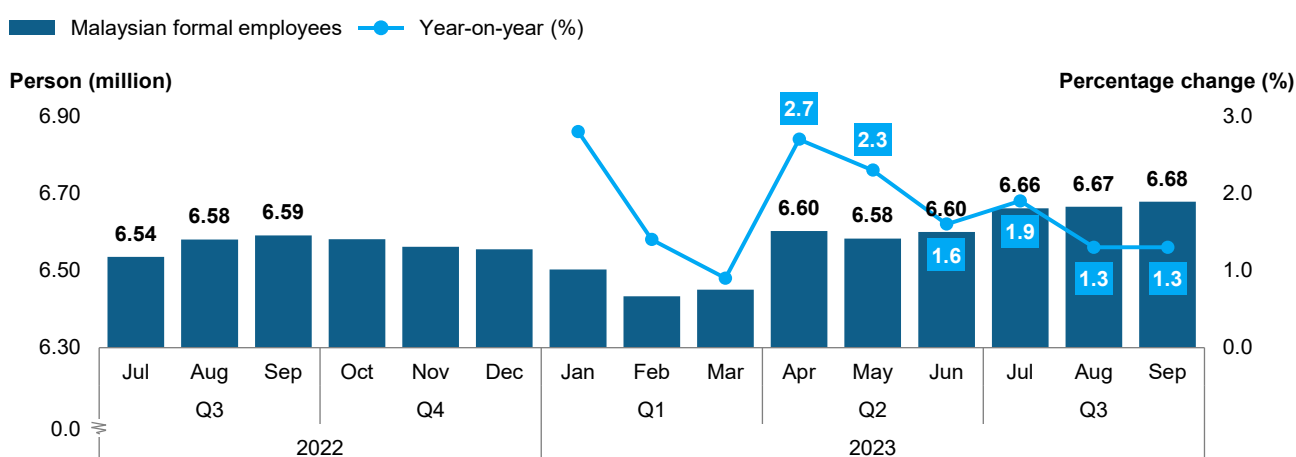
Source: Labour Productivity, Malaysia, Q4 2023, DOSM

## 5. Employee Wages

### 5.1 Median monthly wages of formal employees

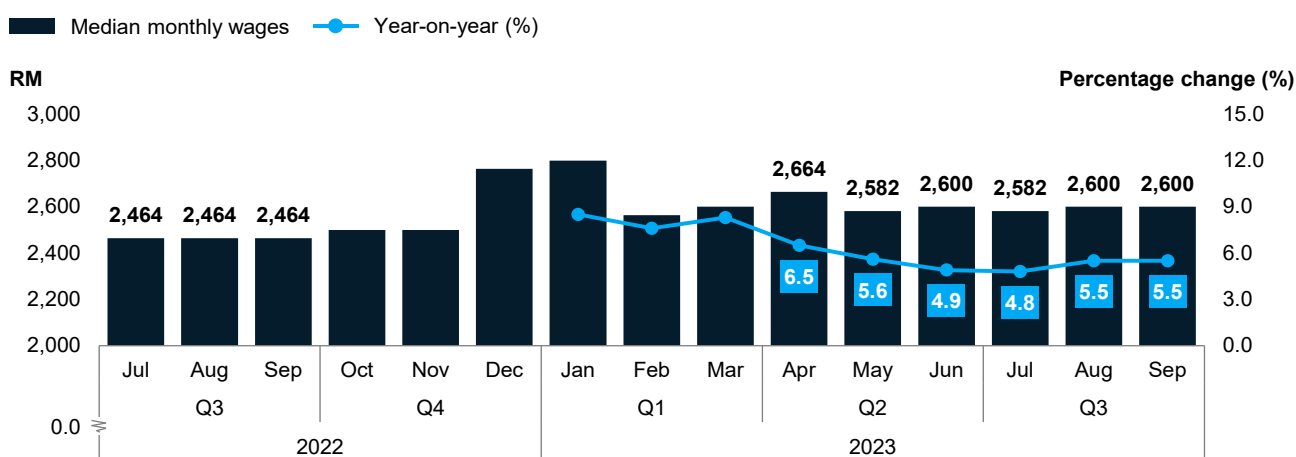
Based on the Employee Wages Statistics compiled using administrative data sources, the number of Malaysian formal employees reached 6.68 million persons in September 2023, which increased by 1.3 per cent (+87.0 thousand) compared to the corresponding month in the preceding year [Chart 5.1]. Consequently, this number accounted for 64.7 per cent of total Malaysian paid employees in both private and public sectors. As of September 2023, the median monthly wages rose by 5.5 per cent year-on-year, reaching RM2,600 [Chart 5.2].

Chart 5.1:  
Formal employees, July 2022 - September 2023



Source: Employees Wages Statistics (Formal Sector) Report, Q3 2023, DOSM

Chart 5.2:  
Median monthly wages, July 2022 - September 2023

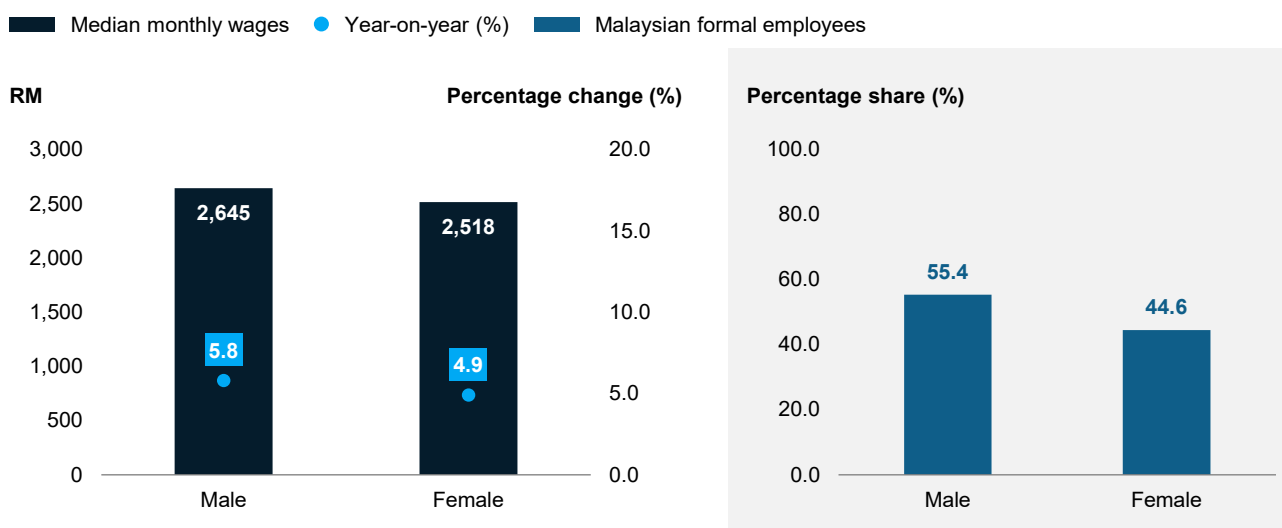


Source: Employees Wages Statistics (Formal Sector) Report, Q3 2023, DOSM

Regarding the median monthly wages by sex, male formal employees recorded a higher median than female. On average, male formal employees earned around five per cent more than their female counterparts. During September 2023, the median monthly wages for male increased by 5.8 per cent to register RM2,645, representing 55.4 per cent of the total Malaysian formal employees, equivalent to 3.70 million persons. In contrast, female comprised 44.6 per cent of Malaysian formal employees, with a 4.9 per cent year-on-year growth for median monthly wages to RM2,518 [Chart 5.3].

However, the median monthly wages for both male and female formal employees exhibited month-on-month decreases, with the median value decreasing by 0.7 per cent for both male and female.

**Chart 5.3:**  
**Median monthly wages by sex, September 2023**



**Source:** Employees Wages Statistics (Formal Sector) Report, Q3 2023, DOSM

Further disaggregation by age group, Malaysian formal employees aged 45 to 49 years recorded the highest median monthly wages, which was RM3,500 in September 2023. This category constituted 8.9 per cent of total Malaysian formal employees. Meanwhile, the age group below 20 years registered the least outstanding median monthly wages with RM1,500. This pattern is consistent with previous months, indicating that the wage distribution of formal employees influenced by the age group, which is related to the level of education and also work experience.

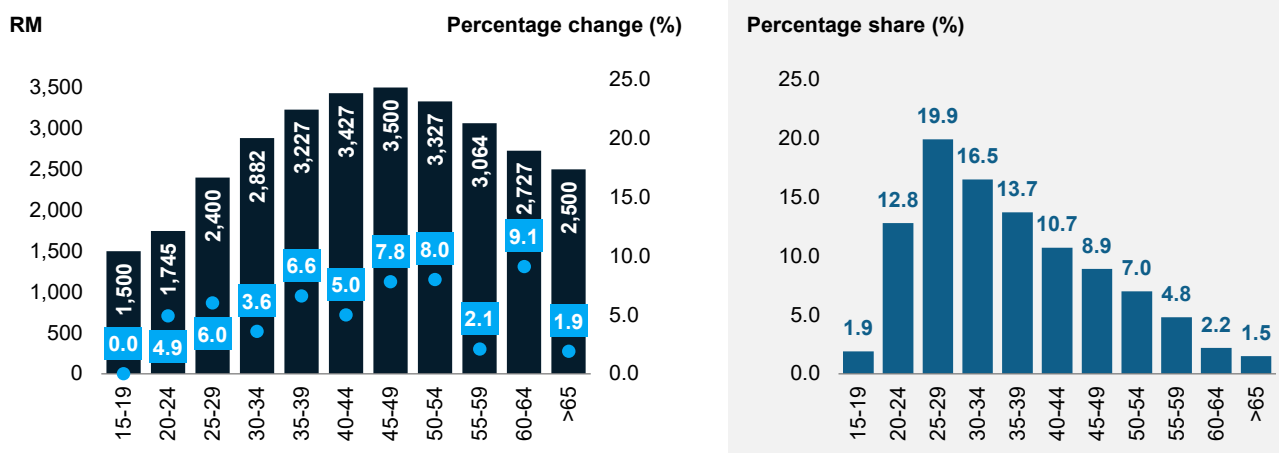
In September 2023, the median monthly wages for Malaysian formal employees in all age groups recorded a positive growth except those aged below 20 years with remained the same as in the same month in the preceding year. Among these age groups, formal employees aged 60 to 64 years posted the most significant increase of 9.1 per cent year-on-year [Chart 5.4].

As compared to previous month, the median monthly wages grew marginally by 0.8 per cent for age group of 25 to 29 years and 50 to 54 years, and by 1.0 per cent for age group of 20 to 24 years. Meanwhile, the median monthly wages for other age groups remained unchanged.

Chart 5.4:

### Median monthly wages by age group, September 2023

■ Median monthly wages ● Year-on-year (%) ■ Malaysian formal employees



Source: Employees Wages Statistics (Formal Sector) Report, Q3 2023, DOSM

In terms of economic activity, the median monthly wages witnessed positive growth for all sectors in September 2023 compared to the same month in the previous year. The Mining & quarrying sector continued to record the highest median monthly wages of RM5,200 in September 2023, despite only accounting for 0.5 per cent of the Malaysian formal employees. In comparison to a year ago, the median monthly wages for the Mining & quarrying sector went up by 16.5 per cent. Meanwhile, the Construction sector registered the second highest median monthly wages at RM2,700 during the period, reflecting a 1.4 per cent year-on-year increase.

As the primary contributor to the economy, Malaysian formal employees in the Services sector contributed more than two-thirds (67.3%), equivalent to 4.50 million persons. These formal employees received median monthly wages of RM2,600 in September 2023, with an increase of 4.0 per cent compared to the same month of the preceding year. Among the Services sub-sector, Finance & insurance recorded the highest median monthly wages at RM5,700, followed by Information & communication at RM4,982. In contrast, the median monthly wages for other sub-sectors remained below RM3,000, with the lowest registered by formal employees in the Food & beverage and accommodation sub-sector (RM1,800). In terms of annual changes, Information & communication sub-sector posted the highest year-on-year growth in median monthly wages of 10.7 per cent in September 2023.

At the same time, the median monthly wages for Malaysian formal employees in the Manufacturing sector rose by 8.1 per cent year-on-year to RM2,427 in September 2023. Beverage & tobacco products sub-sector recorded the highest median monthly wages, registering an increase of 11.0 per cent to RM3,089 during the month. As of September 2023, the Agriculture sector posted the lowest median monthly wages among all other sectors at RM1,982. However, it is important to highlight that the median monthly wages during the period reflect a significant increase of 6.3 per cent compared to the same month in the previous year [Table 5.1].

Table 5.1:

**Median monthly wages by economic activity, September 2023**

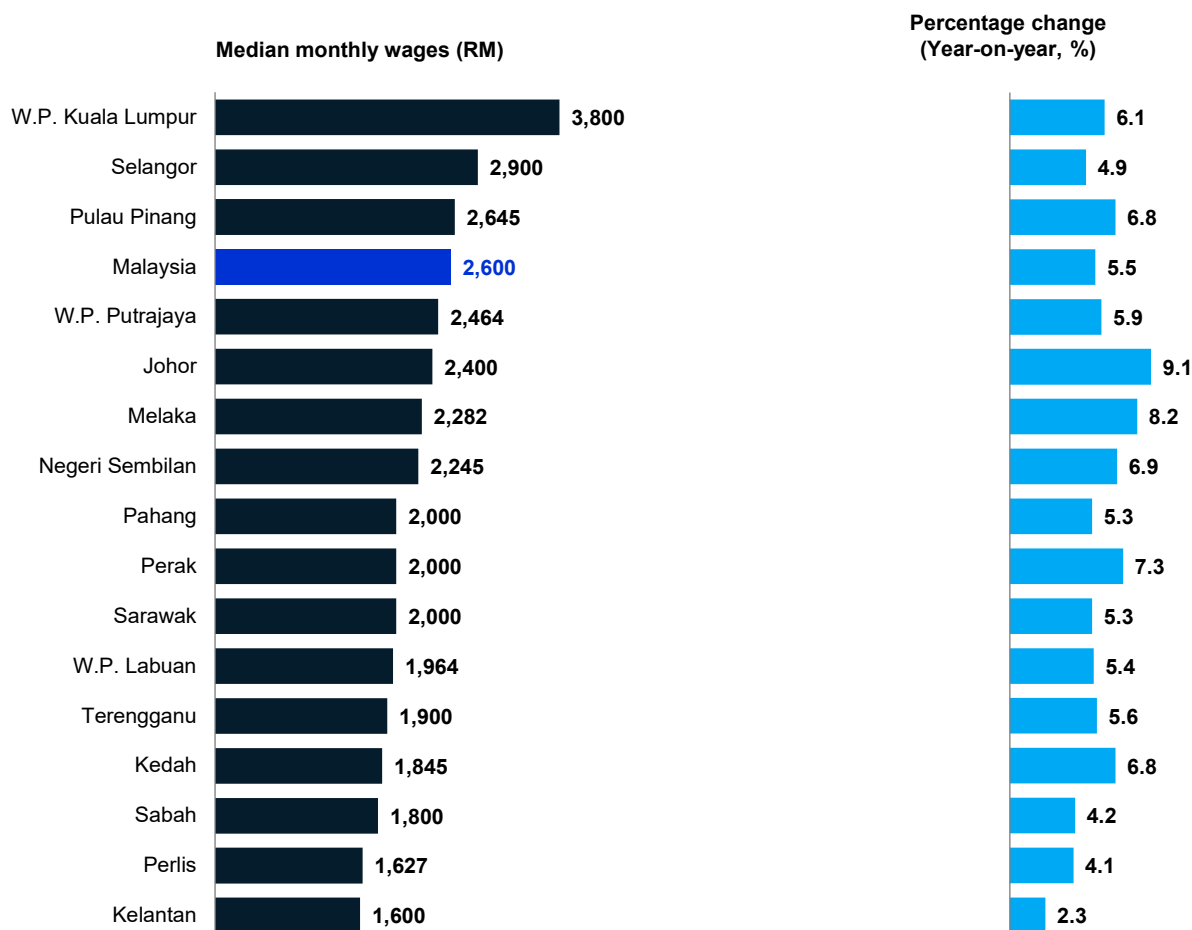
Economic Activity	Monthly Wages		Formal employee
	Median (RM)	Percentage change (year-on-year, %)	Percentage share (%)
<b>Agriculture</b>	1,982	6.3	1.9
<b>Mining &amp; Quarrying</b>	5,200	16.5	0.5
<b>Manufacturing</b>	2,427	8.1	18.2
Vegetable and animal oils & fats and food processing	2,145	5.8	2.6
Beverages & tobacco products	3,089	11.0	0.2
Textiles, wearing apparel & leather products	1,982	10.1	0.4
Wood products, furniture, paper products & printing	2,264	9.7	1.5
Petroleum, chemical, rubber & plastic products	2,500	8.7	3.0
Non-metallic mineral products, basic metal & fabricated metal products	2,545	6.1	2.2
Electrical, electronic & optical products	2,500	7.7	5.2
Transport equipment, other manufacturing and repair	2,500	7.4	.31
<b>Construction</b>	2,700	1.4	6.3
<b>Services</b>	2,600	4.0	67.3
Utilities	2,745	5.6	1.0
Wholesale & retail trade	2,282	5.5	21.4
Food & beverages and accommodation	1,800	3.1	4.8
Transportation & storage	2,764	10.5	4.5
Information & communication	4,982	10.7	3.2
Finance & insurance	5,700	9.6	4.5
Real estate & business services	2,764	10.5	12.1
Other services	2,564	4.1	15.7
<b>Unclassified</b>		-	5.7
<b>Total</b>	2,600	5.5	100.0

Source: Employees Wages Statistics (Formal Sector) Report, Q3 2023, DOSM

Regarding the wages of Malaysian formal employees at the state level in September 2023, three states exceeded the national median monthly wage of RM2,600. Leading the chart was W.P. Kuala Lumpur, recording the highest median monthly wages at RM3,800, followed closely by Selangor, which registered median monthly wages of RM2,900 in September 2023. During the same period, Pulau Pinang secured the third spot with median monthly wages of RM2,645.

However, Kelantan, Perlis and Sabah showed the lowest median monthly wages, with each state reporting values of RM1,600, RM1,627 and RM1,800 respectively [Chart 5.5].

**Chart 5.5:**  
**Median monthly wages by state, September 2023**



**Source:** Employees Wages Statistics (Formal Sector) Report, Q3 2023, DOSM



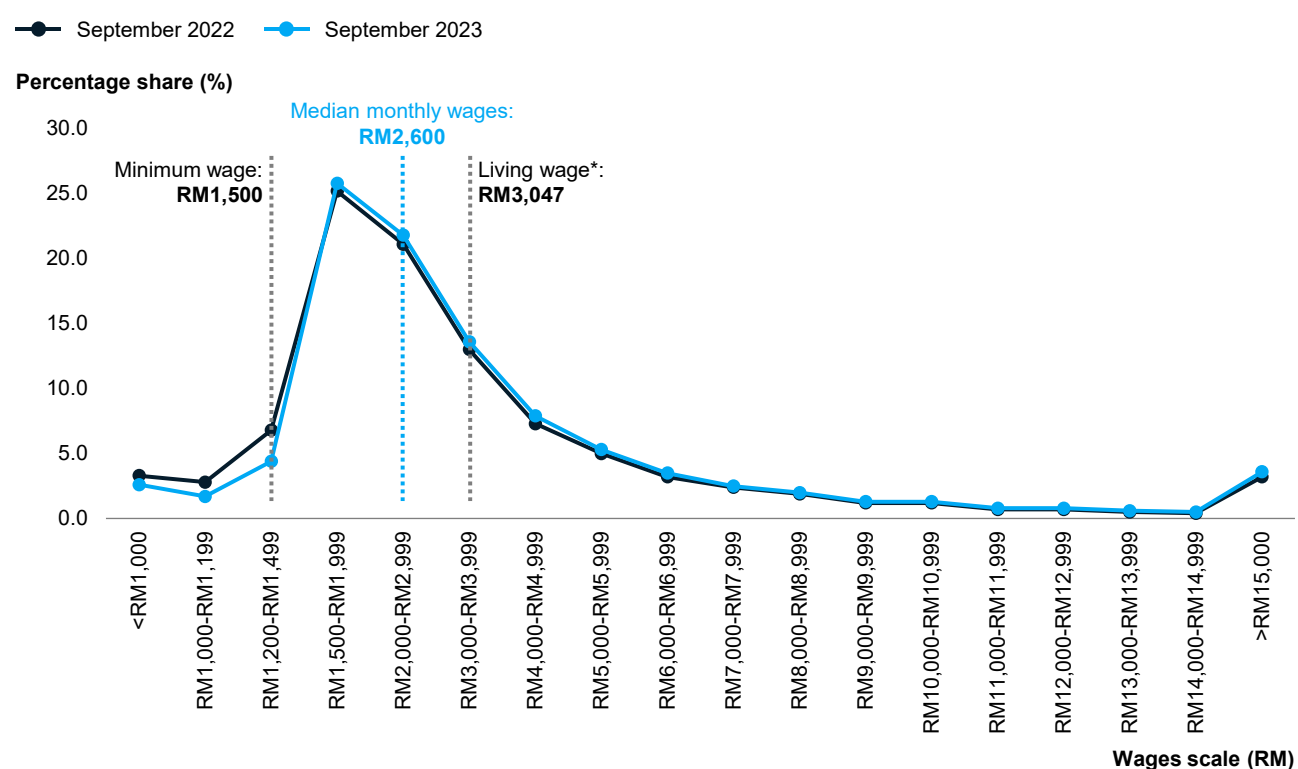
## 5. Employee Wages

### 5.2 Distribution of monthly wages

In September 2023, the wage distribution showed that 2.31 million citizens formal employees earned monthly wages below RM2,000. This group which represented 34.6 per cent of total Malaysian formal employees was lowered by 3.5 percentage points compared to September 2022, due to minimum wage increase implemented in May 2022. During the period, only 8.7 per cent of formal employees in Malaysia received wages below the RM1,500 minimum wage. In the meantime, approximately 3.6 per cent of Malaysian formal employees earned the highest monthly wages of RM15,000 and above in September 2023 [Chart 5.6].

Chart 5.6:

#### Distribution of monthly wages of formal employees by wages scale, September 2022 & September 2023



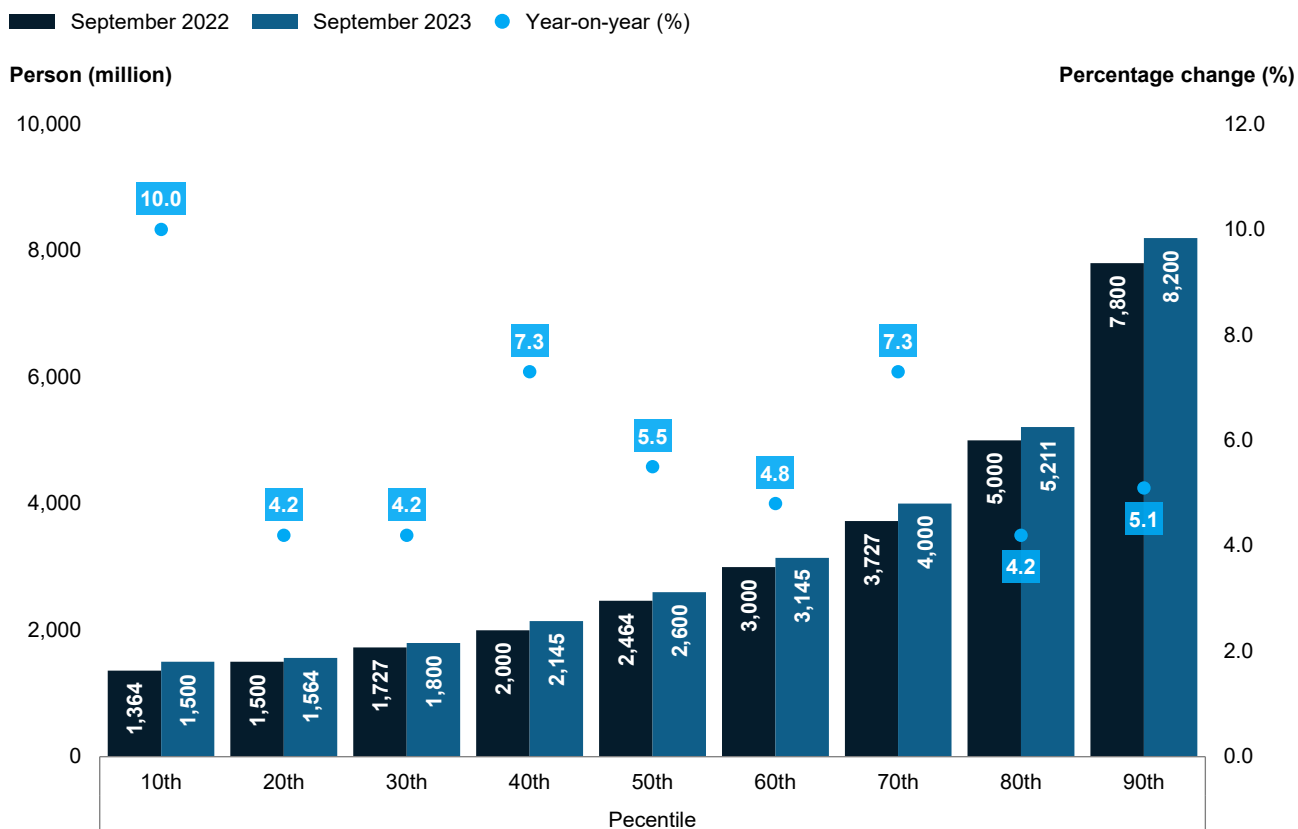
	<RM1,000	RM1,000-RM1,199	RM1,200-RM1,499	RM1,500-RM1,999	RM2,000-RM2,999	RM3,000-RM3,999	RM4,000-RM4,999	RM5,000-RM5,999	RM6,000-RM6,999	RM7,000-RM7,999	RM8,000-RM8,999	RM9,000-RM9,999	RM10,000-RM10,999	RM11,000-RM11,999	RM12,000-RM12,999	RM13,000-RM13,999	RM14,000-RM14,999	>RM15,000
Sep-23	2.6	1.7	4.4	25.8	21.8	13.6	7.9	5.3	3.5	2.5	2.0	1.3	1.3	0.8	0.8	0.6	0.5	3.6
Sep-22	3.3	2.8	6.8	25.2	21.1	13.0	7.3	5.0	3.2	2.4	1.9	1.2	1.2	0.7	0.7	0.5	0.4	3.2

Source: Employees Wages Statistics (Formal Sector) Report, Q3 2023, DOSM

According to the percentile analysis, it has been observed that the 10<sup>th</sup> percentile of formal employees earned monthly wages of RM1,500 or less. However, this group experienced a significant increase of 10.0 per cent in September 2023 compared to the same month in the previous year. At the 90<sup>th</sup> percentile, the monthly wages for Malaysian formal employees edge up by 5.1 per cent year-on-year, reaching RM8,200 per month. At these points, the wage ratio between the highest wage earner group (90<sup>th</sup> percentile) and the lowest wage earner group (10<sup>th</sup> percentile) explains that the highest wage earner group receive the monthly wage more than five times compared to the lowest wage earner group [Chart 5.7].

Chart 5.7:

**Distribution of monthly wages of formal employees by percentile, September 2022 & September 2023**



Source: Employees Wages Statistics (Formal Sector) Report, Q3 2023, DOSM

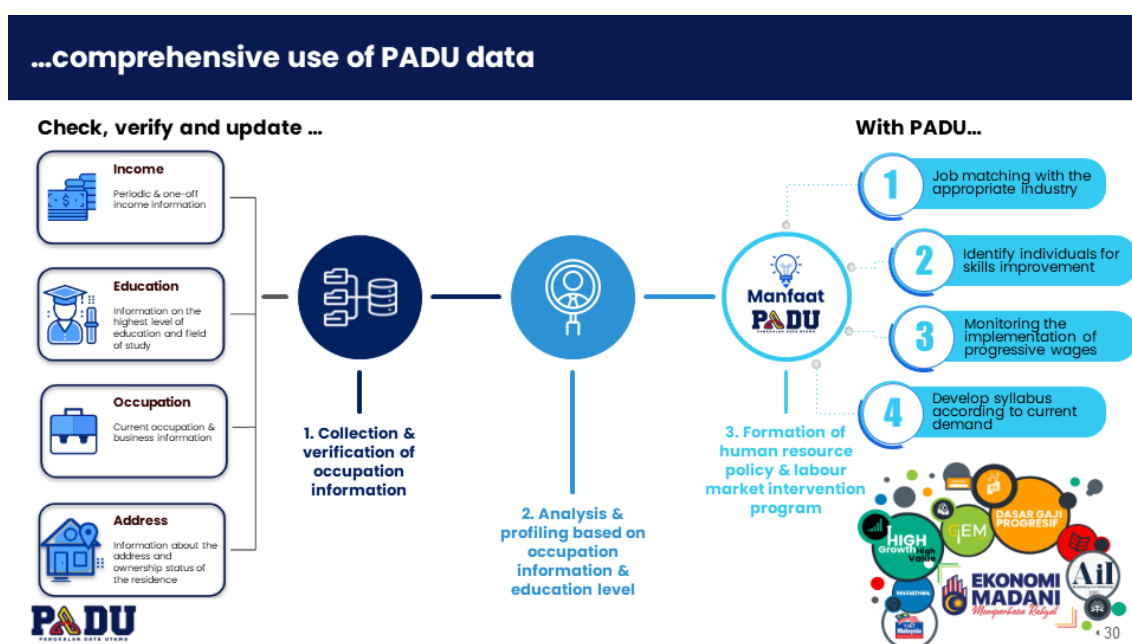
## 6. Way Forward

### Potential of PADU for empowering Malaysia's labour market

In the era of data-driven governance, Malaysia has launched Pangkalan Data Utama (PADU), aligning with the country's digital transformation approach. PADU aims to enhance the efficiency of policy planning and resource distribution, mainly focusing on targeted government subsidies and assistance for deserving individuals. This centralised database includes profiles of individuals and households, encompassing citizens and permanent residents of Malaysia. Specifically, PADU consolidates information from over 400 government departments and agencies, functioning as an integrated socioeconomic database. Therefore, it provides an equitable representation of each individual and household's socioeconomic status, with the potential to catalyse transformative changes in Malaysia's labour market landscape.

Over the years, Malaysia's labour market has been subject to various structural impediments, including significant job mismatches between the skills demanded by industries and those possessed by workers. These issues have hindered the national aspirations of becoming a high-income economy even prior to the COVID-19 pandemic.

According to the Department of Statistics Malaysia (DOSM), the number of tertiary-educated employed persons working in semi-skilled and low-skilled occupations increased from 1.16 million in 2015 to 2.02 million persons in 2022, of which more than 80 per cent were graduates. This job mismatch not only discourages productivity enhancements but also contributes to the problem of low and inadequately commensurate wages, which directly intensifies the overall burden of the cost of living pressures on workers. Currently, the compensation of employees has remained low, hovering around 35 per cent of GDP, compared to the 45 per cent target by 2025, reflecting a persistent structure of a low-wage labour market. These structural issues have led to weak labour market outcomes, especially for youth<sup>3</sup> and graduates. Historically, the youth unemployment rate is thrice the overall rate. In 2022, the graduate unemployment rate for youth remained high at 13.3 per cent, with the overall youth unemployment rate at 11.7 per cent.



**Source:** Slide presentation on PADU by Dato' Seri Dr. Mohd Uzir Mahidin, Chief Statistician Malaysia; PADU Launching Ceremony, 2 January 2024

<sup>3</sup> Refer to individual aged 15-24 years

With the implementation of PADU, Malaysia will have an excellent opportunity to leverage a comprehensive and near-real-time national database that will allow for more accurate data analytics as well as policy formulation and data-driven decision-making processes, in addition to enabling targeted policy implementation to balance the budget. Effective labour market interventions, such as the Progressive Wage Policy, which is strategically aligned with the Ekonomi MADANI framework, can be developed by analysing specific PADU data such as employment trends, skill and educational background distribution, income levels and demographic patterns. This data-driven approach is crucial in developing solutions that favourably impact the Malaysian labour market in rising economic sectors. More high-quality and high-paying jobs will be created in parallel with efforts to achieve a decent standard of living.

Although PADU has the potential to offer significant benefits, prioritising data security and privacy is crucial. Robust measures must be implemented to protect sensitive information and ensure that individuals' privacy is respected. Transparent communication about data usage, storage and security protocols is essential to establish and maintain public trust in the initiative.

In conclusion, implementing PADU presents a promising avenue for Malaysia to revolutionise its labour market through data-driven governance. By leveraging a centralised database and employing advanced analytics, the nation can formulate targeted policies that address longstanding structural issues, foster economic growth, and create a more equitable and prosperous future. Nevertheless, the success of this transformative initiative hinges on the meticulous safeguarding of data security and privacy, underscoring the imperative need for transparent communication and robust protective measures to uphold public trust in the advancement of Malaysia's digital transformation journey.

## 7. Conclusion

---

Overall, Malaysia's labour market continued to improve in Q4 2023, supported by resilient domestic demand despite a challenging external environment. Looking at the labour supply situation, the year-on-year growth in employment maintained its upward trend, with the number and rate of unemployment nearly returning to pre-pandemic level. As measured by the number of jobs, the demand for labour by industry continues to expand year-on-year. The increase in jobs was primarily attributed to a significant rise in the number of filled jobs, while concurrently, there was a decrease in job vacancies during the quarter. Between January and September 2023, Malaysia successfully made investments across important sectors, such as Manufacturing and Services as well as the primary sector. This influx of investment has not only fueled economic growth but has also led to the creation of numerous high-skilled job opportunities. Consequently, Q4 2023 saw the creation of more new jobs compared to the same quarter last year, aligning with the industry's growing needs. As for labour market efficiency, both measures of labour productivity in terms of value added per employment and value added per hour worked registered increases against the same quarter of the previous year.

The Ekonomi MADANI framework emphasizes the significance of reforming Malaysia's economy to address longstanding systemic challenges while emphasizing new areas of sustainable growth and resilience. Budget 2024 highlights the government's unwavering commitment to responsible fiscal management and subsidy rationalization. By streamlining these processes, the resulting savings will be directed towards addressing the needs of vulnerable communities and the rakyat, as well as improving public infrastructure and services. In addition, strategies and measures under the National Energy Transition Roadmap, New Industrial Master Plan 2030 and Mid-Term Review of the Twelfth Malaysia Plan aim to propel quality investments in high-value-added industries, especially in the energy transition, digital and high-technology industries, ultimately creating more high-income job opportunities besides enhancing the quality of the workforce and mitigate underemployment. Additionally, an initiative within the tourism industry, exemplified by the Indonesia-Malaysia-Thailand-Growth Triangle (IMT-GT) visiting year 2023 - 2025, is anticipated to boost employment opportunities, especially through seasonal employment, thereby fostering the industry's growth.

Moving into 2024, Malaysia's economy is foreseen to improve driven by resilient domestic expenditure and recovery in external demand. Under those circumstances, the labour market is expected to remain stable in the upcoming quarter, corresponding to the current economic developments and technological advances resulting from high-value investments supported by ongoing government initiatives. With a proactive approach to addressing challenges and capitalising on opportunities, Malaysia is well-positioned to sustain its momentum and foster inclusive growth for all segments of society. Nevertheless, the outlook is subject to potential global and domestic challenges and changing market trends deriving from unprecedented situations that may arise in the future.

## A brief outlook of Malaysia labour market for the year 2023

The preliminary assessment of labour supply in 2023, based on the monthly average statistics, indicated that the number of employed persons continued to record a larger year-on-year increase with a growth of 6.0 per cent to 16.31 million persons. Favourable economic conditions that persisted throughout 2023 have led to an increase in demand for labour, resulting in a rise in job opportunities. This has helped to stabilise the labour force situation, gradually bringing the unemployment rate back to pre-pandemic levels. In 2023, the unemployment rate declined by 0.5 percentage points, registering at 3.4 per cent compared to the preceding year. With the substantial growth in employment and a decrease in unemployment, the labour force grew by 5.4 per cent to 16.89 million persons, improving the LFPR to 70.0 per cent, which increased by 0.7 percentage points. At the same time, the other 30.0 per cent of the working-age population was outside labour force.

The year 2023 has also observed an improvement in labour demand as the number of jobs in the economic sector posted an increase of 2.1 per cent to 8.94 million as compared to 8.76 million jobs in previous year. Filled jobs which comprised 97.9 per cent of jobs in 2023 increased by 2.1 per cent while a lower rate of vacancy was recorded at 2.1 per cent in line with the decrease in the number of vacancies by 1.1 per cent to 190.2 thousand vacancies. In terms of jobs creation, a total of 126.5 thousand jobs were registered in 2023, increased by 8.4 per cent or equivalent to 9.8 thousand from 116.7 thousand jobs created in 2022. By economic sector, the largest share of jobs created was in the Services sector, which comprised more than half of overall job creation (50.2%), particularly in the sub-sectors of Wholesale & retail trade and Finance, insurance, real estates & business services. Besides, the Manufacturing sector came in second, making up a share of 32.8 per cent, largely concentrated in sub-sectors of Electrical, electronic & optical products as well as Petroleum, chemical, rubber & plastic products. In the meantime, most of job created in 2023 were concentrated in the semi-skilled occupation, accounting for 62.1 per cent.

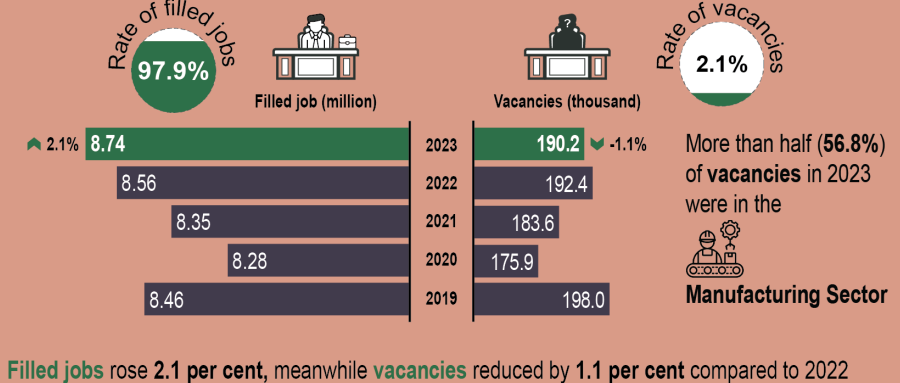
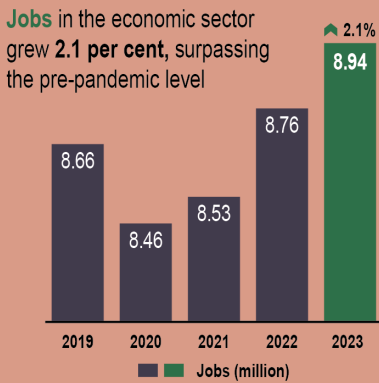
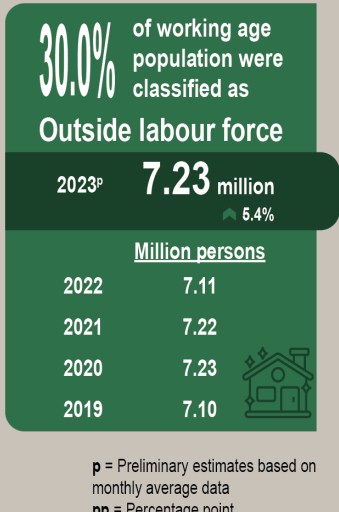
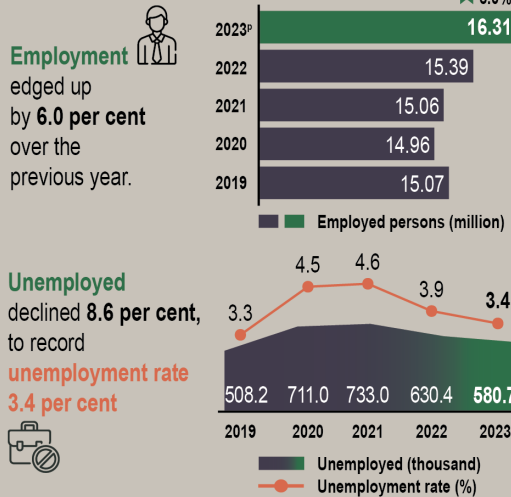
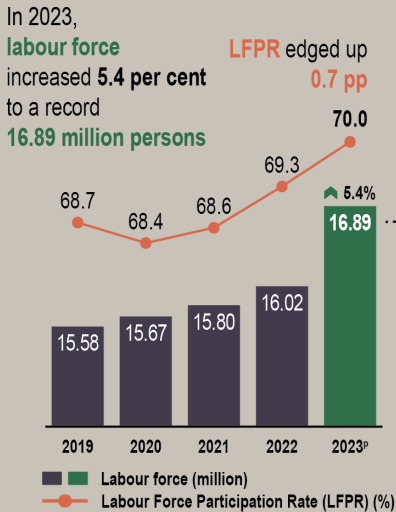
As Malaysian economy moderate to 3.7 per cent in 2023, following a strong growth registered in the previous year amid a challenging external environment, labour productivity which is expressed as value added per employment increased by 0.9 per cent from 5.4 per cent in 2022 to record RM96,692 per person. In the meantime, total hours worked surged 3.5 per cent to 37.38 billion hours during the year. Thus, labour productivity per hour worked for the year 2023 showed a positive growth of 0.2 per cent with a value of RM41.9 per hour.

In 2023, the national labour market experienced significant expansion, driven by resilient domestic demand despite the challenging external environment. The year 2024 is expected to witness a remarkable increase in Malaysia's economy, bolstered by the sustained growth in domestic expenditure and recovery in external demand. Despite the ongoing technological advancements and high-value investments supported by government initiatives, the labour market is anticipated to remain stable, consistent with the current economic developments. Moreover, the demand for the economic sector is predicted to continue its upward trend, supported by the global recovery, increased consumer spending, and greater business activity, leading to a noteworthy surge in productivity.

**This page is deliberately left blank**

# A SNAPSHOT OF MALAYSIA'S LABOUR MARKET IN 2023

National labour market further expanded in 2023, recording a historically high 70.0 per cent labour force participation rate.



Job created in 2023 expanded by 8.4 per cent

Year	2019	2020	2021	2022	2023 <sup>p</sup>
thousand	104.0	73.3	69.5	116.7	126.5

Most of job created in semi-skilled occupations

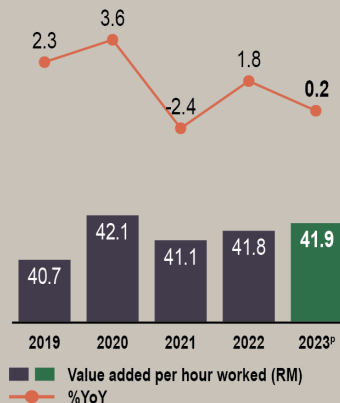
Occupation	Percentage
Skilled	28.2%
Semi-skilled	62.1%
Low-skilled	9.7%

Total hours worked in 2023

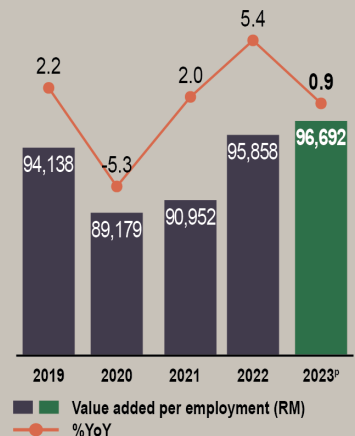
37.38 billion hours

Year	Billion hours
2023	37.38
2022	36.12
2021	33.84
2020	31.97
2019	35.03

Labour productivity per hour worked increased by 0.2 per cent



Labour productivity per employment improved marginally by 0.9 per cent



Note: ▲ ▼ Percentage change year-on-year (%YoY)

Source: Labour Market Review, Fourth Quarter 2023, Department of Statistics Malaysia



**This page is deliberately left blank**

## Exploring the Labour Productivity Trends in Malaysia’s Micro, Small and Medium Enterprises (MSMEs)

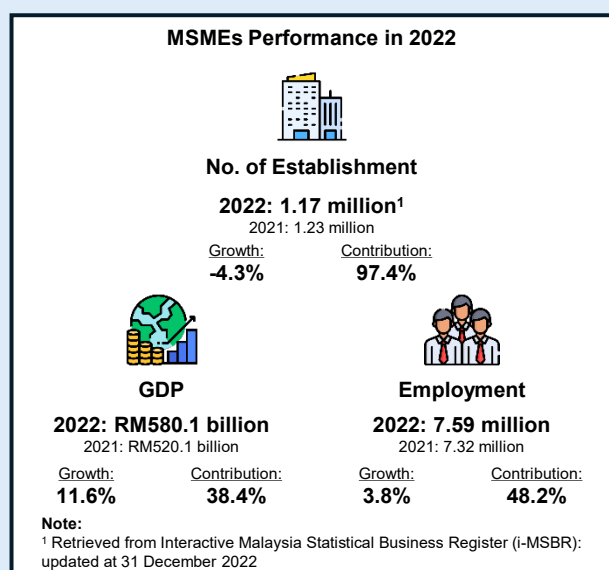
Muhammad Shafiq Harun<sup>1</sup>;

<sup>1</sup>Malaysian Bureau of Labour Statistics (MBLS), Department of Statistics Malaysia

### Introduction

Labour productivity is a vital driver of economic growth as it measures the efficiency and output of workers. A high level of labour productivity indicates that workers are producing more goods or services within a given period, resulting in cost savings, increased competitiveness and improved living standards. It allows businesses to maximize their output with the same amount of resources, leading to higher profits and economic efficiency. Moreover, countries with higher labour productivity are more competitive in global markets, attracting foreign investment and driving export growth. Technological advancements often accompany improvements in labour productivity, fostering innovation, job creation and long-term sustainability.

Micro, small and medium enterprises (MSMEs) play a pivotal role in shaping Malaysia’s vibrant and dynamic economy. These enterprises which form the backbone of the business landscape, encompass a diverse range of industries, contributing significantly to economic growth, employment generation and innovation. Despite their relatively small scale, the collective impact of MSMEs is substantial, making them crucial drivers of economic development and social progress in Malaysia.



Comprising 97.4 per cent of total business entities in Malaysia, the number of MSMEs declined 4.3 per cent to a record 1.17 million establishments in 2022. In the meantime, the gross domestic product (GDP) for MSMEs grew 11.6 per cent, higher than the national’s GDP. Its contribution to GDP increased to 38.4 per cent compared to 37.4 per cent in the previous year. MSMEs owned 48.2 per cent of total employment in the country, equivalent to 7.59 million persons. The number of MSMEs’ employment rose 3.8 per cent compared to Non-MSMEs which continued to trend up at a higher rate than the previous year (DOSM, 2023).

In light of the crucial role played by MSMEs in Malaysia’s economy, this article focuses on comparing the labour productivity trends between MSMEs and Non-MSMEs. By examining the productivity growth in these segments and identifying any significant variations, the article aims to provide valuable insights into their respective performances. This comparative analysis contributes to the ongoing discourse on productivity enhancement and economic development, offering policymakers, stakeholders and researchers valuable information to foster a more efficient and competitive business environment.

### Methodology and Data Sources

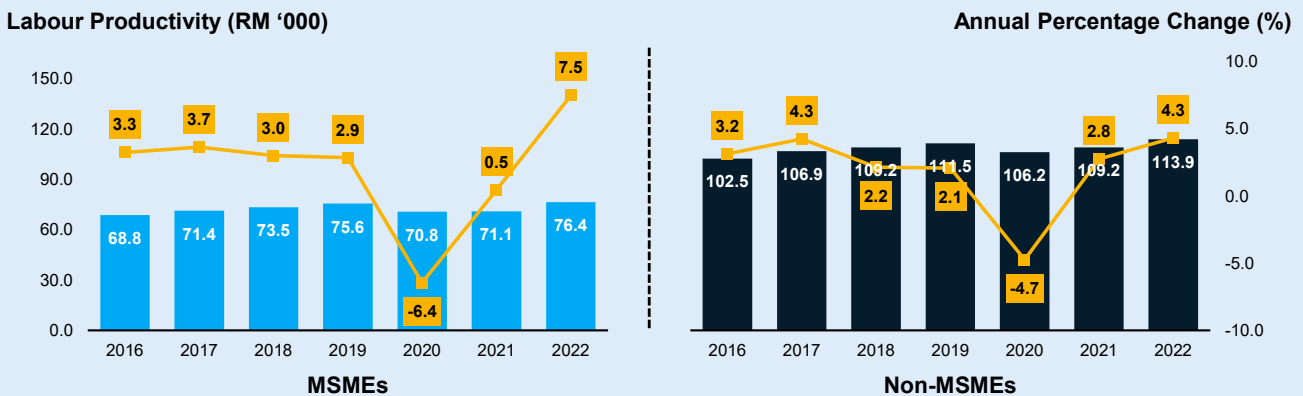
This study used a mixed-methods approach to analyse the labour productivity trends in both MSMEs and Non-MSMEs. The initial step involved gathering quantitative data from the Department of Statistics Malaysia (DOSM), which published official annual time-series statistics from 2016 to 2022. Labour productivity can be defined as the amount of goods and services or output produced in the economy for every unit of labour. Specifically, the labour productivity indicator refers to the efficiency and effectiveness of each employee to generate value added measured based on the ratio of value added at a constant price to employment. The study collected data on value added and total employment by economic sector from the Micro, Small and Medium Enterprises Report published annually by DOSM. Additionally, a comprehensive review of literature from articles, journals and reports provided valuable secondary data to gain insights into the factors influencing productivity trends.

### Comparison of Labour Productivity Trends: Findings & Discussion

For the period from 2016 to 2019, the labour productivity trends for MSMEs showed a steady but modest growth between 2.9 per cent and 3.7 per cent. In contrast, Non-MSMEs’ labour productivity in Malaysia had been trending upward, averaging a growth of 3.0 per cent between 2016 to 2019. Major social and economic restrictions coupled with strict standard operating procedures (SOPs) imposed during the various Movement Control Order (MCO) phases in 2020 had resulted in either business closures or 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 employment.

In this regard, MSMEs’ labour productivity experienced a decrease of 6.4 per cent in 2020 due to the decline in economic performance. Interestingly, in the same year, MSMEs observed a larger decline in labour productivity compared to Non-MSMEs, which dropped by 4.7 per cent. However, implementing more strategic and targeted mechanism to address Malaysia’s COVID-19 situation in 2021 positively impacted the country’s economy and labour market, which regained recovery momentum during that year. MSMEs’ labour productivity rebounded in 2021 to record 0.5 per cent but in terms of productivity level was still lower compared to 2019, hence indicating that it has yet to return to the pre-pandemic level. Meanwhile, productivity for Non-MSMEs grew 2.8 per cent, which was higher than the growth of MSMEs [Chart 1].

Chart 1: MSMEs’ and Non-MSMEs’ Labour Productivity, 2016 - 2022



Source: Author’s calculation based on Micro, Small and Medium Enterprises Report, 2022, DOSM

## Box Article

In 2022, both MSMEs and Non-MSMEs witnessed an upward trend in labour productivity. However, MSMEs demonstrated a higher growth rate compared to Non-MSMEs, which can be attributed to their focused recovery efforts and adaptability in response to the post-pandemic economic landscape. While this indicates a positive trajectory, it is important to note that MSMEs have faced several challenges in improving productivity, such as limited access to capital, lower levels of technology adoption and skills mismatches within their workforce.

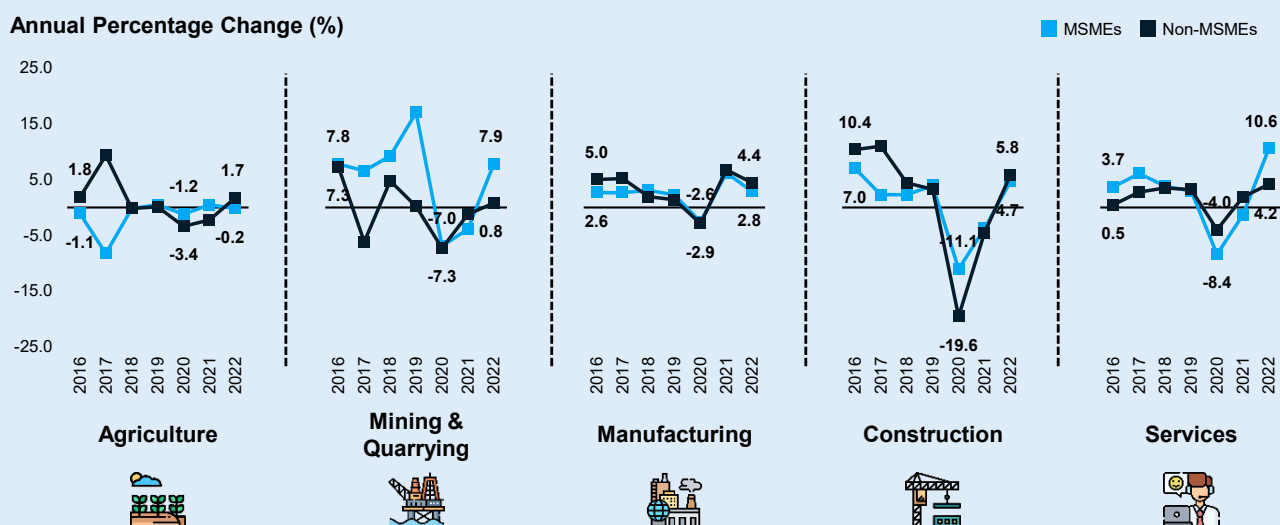
When comparing the overall performance of MSMEs and Non-MSMEs regarding labour productivity, the data indicates a productivity gap between the two groups. The average labour productivity for Non-MSMEs was consistently higher than MSMEs throughout the period of analysis. On average, Non-MSMEs outperformed MSMEs by approximately 33 per cent in terms of level of labour productivity. This higher level of productivity can be attributed to several factors, including economies of scale, larger investment in technology & automation and access to skilled workers. Non-MSMEs have generally benefited from larger resources and the ability to implement efficiency-enhancing strategies effectively. This gap highlights the need for targeted efforts to address the specific challenges faced by MSMEs and to narrow the productivity disparity between the two segments of businesses in Malaysia.

Examining the labour productivity trends in more detail, it becomes apparent that there were certain patterns worth noting. While both MSMEs and Non-MSMEs experienced a temporary dip in labour productivity growth during the economic downturn in 2020 due to the COVID-19 pandemic, the subsequent recovery for Non-MSMEs was faster and more pronounced. Non-MSMEs were able to adapt more swiftly to the changing business landscape, leverage digital technologies and capitalize on the opportunities arising from remote work arrangements. This divergence in recovery rates further emphasizes the importance of addressing the challenges faced by MSMEs in order to improve their labour productivity.

In general, Non-MSMEs consistently outperformed MSMEs in terms of labour productivity across the economic sectors in Malaysia from 2016 to 2022 [Chart 2].

Chart 2:

### MSMEs' and Non-MSMEs' Labour Productivity by Economic Sector, 2016 - 2022



Source: Author's calculation based on Micro, Small and Medium Enterprises Report, 2022, DOSM

When analysing the Agriculture sector, it was evident that labour productivity growth varied significantly. Non-MSMEs displayed an average annual growth rate of approximately 1.0 per cent, while MSMEs experienced a negative growth rate of around 1.4 per cent. However, in the Manufacturing and Construction sector, both MSMEs and Non-MSMEs demonstrated positive average annual growth rate from 2016 to 2022. Specifically, Non-MSMEs exhibited higher average annual growth rate in labour productivity for the Manufacturing and Construction sectors, reaching around 3.1 per cent and 1.5 per cent respectively, compared to MSMEs with approximately 2.5 per cent and 0.8 per cent.

Nonetheless, MSMEs in the Services sector exhibited a higher average annual growth rate of approximately 2.5 per cent in labour productivity, outperforming Non-MSMEs who recorded an average growth rate of 1.7 per cent. This higher growth can be attributed to the inherent agility, adaptability and quick response of MSMEs to market changes. Moreover, their proactive approach towards embracing innovation and technology adoption enables them to streamline processes, enhance operational efficiency and drive productivity. These combined factors contribute to the notable productivity growth of MSMEs in the Services sector compared to their larger counterparts.

### Factors Contributing to Labour Productivity

Factors that impact labour productivity have a significant influence on the performance of both MSMEs and Non-MSMEs. Among these factors are efficient resource allocation, effective management practices, access to financing, market competitiveness and quality infrastructure, all of which contribute to productivity in both segments. Additionally, technology adoption, skills development and innovation are key drivers of productivity improvement (Abdul Kadir et al., 2005; Kazaz et al., 2016; Damanhoury & Rana, 2017; Radło & Tomczek, 2022;). By embracing technology, businesses can streamline their processes, automate tasks and increase overall efficiency. Investing in skill development enables the workforce to acquire new capabilities, ultimately leading to increased productivity. Moreover, fostering a culture of innovation and embracing creative solutions empower businesses to overcome challenges and drive productivity improvements.

In Malaysia, addressing the specific challenges faced by MSMEs, such as limited financial resources, difficulties in technology adoption, skills gaps, regulatory burdens and market limitations, has been a priority. To this end, the Malaysia Productivity Blueprint, which emphasises strategic trust, provides a foundation for targeted policies and interventions that create an enabling environment for MSMEs to enhance their labour productivity. Through implementing Blueprint’s strategies and fostering trust among stakeholders, Malaysia aims to boost economic growth and enhance competitiveness through improved labour productivity.

**5 Key Strategic Thrusts to Address Productivity Challenges**

- 1. Building workforce of future
- 2. Driving digitalization and innovation
- 3. Making industry accountable for productivity
- 4. Forging a robust ecosystem
- 5. Securing a strong implementation mechanism

**Source:** Malaysia Productivity Blueprint

### Conclusion

In conclusion, comparing labour productivity trends between MSMEs and Non-MSMEs in Malaysia highlights the need for targeted efforts to support MSMEs in improving their productivity. The Twelfth Malaysia Plan sets a target of achieving an average annual growth rate of 3.5 per cent in MSMEs' labour productivity in the period of 2021 to 2025. It is crucial to address challenges such as limited financial resources, technology adoption difficulties, skills gaps and regulatory burdens to achieve this. In addition, it is recommended to adopt a multifactor approach in measuring productivity, considering the combination of inputs used to produce the output. The combination of inputs includes labour, capital, energy, materials and purchased services. This will provide more comprehensive insights into the drivers of productivity and guide the development of effective policies and interventions to enhance productivity in MSMEs. By creating an enabling environment and implementing targeted strategies, Malaysia can empower MSMEs and drive sustainable economic growth and development.

### Disclaimer

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

### Acknowledgements

The author would like to thank Jamaliah Jaafar and Zainol Jamil from the Malaysian Bureau of Labour Statistics for their valuable insights, expert guidance and assistance to improve this article.

### References

- Abdul Kadir, M. R., Lee, W. P., Jaafar, M. S., Sapuan, S. M., & Ali, A. A. A. (2005). Factors affecting construction labour productivity for Malaysian residential projects. *Structural survey*, 23(1), 42-54.
- Damanhour, A.M., & Rana, D. (2017). Factors influencing labour productivity - an applied study of non-oil manufacturing sectors in the kingdom of Saudi Arabia. *Global Journal of Commerce & Management Perspective*, 6 (6), 60-71.
- Department of Statistics Malaysia. (2023). *Micro, Small & Medium Enterprises*. Putrajaya: DOSM.
- Economic Planning Unit. (2017). *Malaysia Productivity Blueprint*. Putrajaya: EPU.
- Kazaz, A., Ulubeyli, S., Acikara, T., & Er, B. (2016). Factors affecting labor productivity: perspectives of craft workers. *Procedia engineering*, 164, 28-34.
- Radło, M. J., & Tomeczek, A. F. (2022). Factors Influencing Labor Productivity in Modern Economies: A Review and Qualitative Text Analysis. *WSEAS Transactions on Environment and Development*, 18.

**This page is deliberately left blank**

**STATISTICS TABLES**

**Q4**

**2023**



**This page is deliberately left blank**

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**1. Profile of Labour Force Participation Rate**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Labour force participation rate</b>	(%)	68.6	68.3	68.3	68.7	69.0	69.2	69.4	69.5	69.8	70.0	70.1	70.1
<b>Sex</b>													
Male	(%)	80.9	80.8	80.9	81.0	81.5	81.8	82.1	82.3	82.6	82.8	83.0	83.0
Female	(%)	55.4	55.0	55.0	55.4	55.6	55.8	55.8	55.9	56.1	56.2	56.3	56.3
<b>Age group</b>													
15-24	(%)	43.2	42.8	42.6	43.6	45.2	45.4	45.7	45.7	46.5	46.1	46.3	46.6
25-34	(%)	83.9	85.3	83.7	87.4	87.4	87.9	87.1	86.9	87.3	88.1	88.5	87.6
35-44	(%)	86.1	84.1	85.9	86.6	84.6	84.6	85.2	86.8	86.2	86.0	85.2	85.1
45-54	(%)	76.3	77.0	76.8	74.4	75.2	75.5	75.1	73.9	76.2	76.0	76.4	77.9
55-64	(%)	49.9	48.6	48.4	43.1	44.0	44.2	46.3	46.3	44.2	45.6	45.8	46.0
<b>Sex and Age group</b>													
<b>Male</b>	(%)	80.9	80.8	80.9	81.0	81.5	81.8	82.1	82.3	82.6	82.8	83.0	83.0
15-24	(%)	52.1	48.5	51.8	56.5	57.9	56.7	56.7	58.4	60.5	58.8	58.5	58.5
25-34	(%)	92.4	93.8	93.5	92.8	93.5	95.8	94.7	95.3	94.0	96.2	96.8	96.8
35-44	(%)	97.4	97.1	97.3	96.5	97.3	95.3	97.7	96.6	97.7	97.9	98.1	98.5
45-54	(%)	95.4	95.6	94.4	96.6	95.0	95.3	95.1	93.8	95.4	93.4	95.2	95.9
55-64	(%)	72.7	76.9	70.7	62.4	61.5	64.2	65.7	65.0	62.5	65.4	63.0	62.0
<b>Female</b>	(%)	55.4	55.0	55.0	55.4	55.6	55.8	55.8	55.9	56.1	56.2	56.3	56.3
15-24	(%)	33.3	36.4	32.4	29.4	31.2	33.0	33.7	31.7	31.1	32.1	32.9	33.5
25-34	(%)	74.4	75.6	72.8	81.3	80.6	79.1	78.6	77.5	79.7	79.1	79.1	77.2
35-44	(%)	74.0	70.5	73.8	75.9	71.2	73.2	72.0	76.5	74.0	73.2	71.4	70.8
45-54	(%)	57.3	59.2	59.3	52.0	55.3	55.6	55.2	53.9	57.0	58.5	57.5	60.0
55-64	(%)	27.0	21.7	27.3	23.6	26.5	24.2	26.6	27.6	25.8	25.7	28.6	29.9
<b>Ethnic group</b>													
Citizens	(%)	67.2	66.6	66.6	67.3	67.6	67.8	67.9	68.0	68.2	68.4	68.5	68.5
Bumiputera	(%)	64.9	65.8	66.0	65.7	65.9	66.1	66.1	66.1	66.2	66.8	66.9	66.9
Chinese	(%)	72.3	69.6	68.7	71.2	72.5	73.0	72.6	73.2	73.3	72.9	73.0	72.8
Indians	(%)	71.8	63.5	66.4	69.1	67.7	65.9	68.8	69.9	70.5	69.1	69.2	69.7
Others	(%)	65.5	90.2	67.2	68.3	68.9	77.4	81.5	73.0	75.2	70.5	67.3	73.2
Non-citizens	(%)	79.1	80.2	80.6	79.0	79.5	80.4	80.6	80.8	81.2	82.0	82.4	82.4
<b>Educational attainment</b>													
No formal education	(%)	58.7	62.3	61.2	63.4	62.7	67.4	65.2	61.7	63.5	61.7	57.9	62.7
Primary	(%)	69.1	67.2	66.2	68.4	66.9	68.6	69.5	69.2	68.8	68.1	65.0	68.2
Secondary	(%)	64.8	66.2	67.0	67.1	67.0	66.8	67.4	67.5	67.7	67.4	68.7	68.4
Tertiary	(%)	77.3	73.3	72.4	72.4	74.4	74.6	73.8	74.5	74.8	76.8	75.6	74.8

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**2. Profile of Labour Force**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Labour force</b>	('000)	16,008.4	15,972.2	16,021.0	16,135.0	16,246.1	16,343.3	16,442.9	16,542.2	16,648.9	16,727.4	16,824.0	16,911.7
<b>Sex</b>													
Male	('000)	9,778.9	9,729.1	9,772.6	9,858.4	9,929.2	9,979.6	10,057.6	10,118.8	10,186.3	10,240.7	10,300.2	10,355.4
Female	('000)	6,229.5	6,243.1	6,248.4	6,276.6	6,316.9	6,363.7	6,385.3	6,423.3	6,462.5	6,486.7	6,523.8	6,556.3
<b>Age group</b>													
15-24	('000)	2,624.6	2,580.2	2,595.9	2,685.1	2,737.8	2,767.4	2,800.8	2,801.3	2,859.3	2,850.6	2,869.9	2,903.8
25-34	('000)	5,304.7	5,331.1	5,333.5	5,564.5	5,555.4	5,590.8	5,553.2	5,590.9	5,612.4	5,678.5	5,722.7	5,704.0
35-44	('000)	4,061.6	3,929.6	4,078.3	4,104.1	4,089.3	4,095.1	4,131.2	4,239.9	4,208.0	4,201.3	4,200.1	4,195.8
45-54	('000)	2,664.4	2,707.1	2,690.6	2,608.5	2,637.7	2,657.5	2,655.4	2,606.0	2,711.4	2,710.9	2,733.9	2,800.1
55-64	('000)	1,353.0	1,424.2	1,322.7	1,172.8	1,225.9	1,232.5	1,302.3	1,304.1	1,257.8	1,286.1	1,297.4	1,308.0
<b>Sex and Age group</b>													
<b>Male</b>	('000)	9,778.9	9,729.1	9,772.6	9,858.4	9,929.2	9,979.6	10,057.6	10,118.8	10,186.3	10,240.7	10,300.2	10,355.4
15-24	('000)	1,664.0	1,542.0	1,655.5	1,825.5	1,840.1	1,806.3	1,819.0	1,876.9	1,946.0	1,903.9	1,898.8	1,910.3
25-34	('000)	3,091.6	3,119.8	3,146.2	3,118.4	3,140.8	3,222.3	3,193.2	3,240.6	3,195.1	3,273.1	3,307.4	3,334.8
35-44	('000)	2,372.8	2,323.3	2,383.7	2,363.5	2,420.1	2,373.5	2,434.0	2,428.0	2,456.7	2,471.9	2,494.1	2,504.9
45-54	('000)	1,662.0	1,645.6	1,648.3	1,698.1	1,669.9	1,681.2	1,678.9	1,656.6	1,696.2	1,668.8	1,707.2	1,721.6
55-64	('000)	988.4	1,098.5	938.8	852.9	858.4	896.2	932.5	916.7	892.4	922.9	892.7	883.8
<b>Female</b>	('000)	6,229.5	6,243.1	6,248.4	6,276.6	6,316.9	6,363.7	6,385.3	6,423.3	6,462.5	6,486.7	6,523.8	6,556.3
15-24	('000)	960.6	1,038.2	940.4	859.6	897.7	961.1	981.8	924.4	913.3	946.7	971.1	993.5
25-34	('000)	2,213.1	2,211.3	2,187.3	2,446.1	2,414.6	2,368.5	2,360.1	2,350.2	2,417.2	2,405.3	2,415.3	2,369.2
35-44	('000)	1,688.8	1,606.4	1,694.6	1,740.6	1,669.3	1,721.5	1,697.2	1,811.9	1,751.4	1,729.4	1,706.0	1,691.0
45-54	('000)	1,002.4	1,061.5	1,042.3	910.4	967.8	976.3	976.5	949.4	1,015.1	1,042.1	1,026.7	1,078.5
55-64	('000)	364.6	325.7	383.8	319.9	367.6	336.2	369.8	387.4	365.5	363.2	404.7	424.2
<b>Ethnic group</b>													
Citizens	('000)	13,748.8	13,678.4	13,745.3	13,941.8	14,038.0	14,119.4	14,195.0	14,296.1	14,387.6	14,457.6	14,532.4	14,605.5
Bumiputera	('000)	9,057.4	9,243.4	9,302.4	9,297.0	9,369.6	9,435.1	9,478.8	9,511.3	9,599.1	9,722.1	9,780.9	9,821.7
Chinese	('000)	3,492.0	3,414.9	3,321.2	3,453.2	3,515.7	3,543.2	3,525.8	3,557.8	3,567.5	3,549.1	3,557.1	3,554.2
Indians	('000)	1,099.4	953.0	1,028.6	1,048.5	1,042.5	1,006.8	1,052.8	1,093.9	1,075.6	1,060.2	1,066.8	1,075.5
Others	('000)	99.9	67.1	93.1	143.1	110.3	134.4	137.5	133.0	145.4	126.2	127.6	154.1
Non-citizens	('000)	2,259.6	2,293.9	2,275.7	2,193.2	2,208.1	2,223.8	2,247.9	2,246.1	2,261.3	2,269.9	2,291.6	2,306.2
<b>Educational attainment</b>													
No formal education	('000)	455.0	584.9	624.3	596.8	554.0	505.2	518.4	438.4	464.8	502.4	428.3	431.2
Primary	('000)	1,650.4	1,526.9	1,360.1	1,389.9	1,461.7	1,501.8	1,452.4	1,450.6	1,487.2	1,443.8	1,333.1	1,406.9
Secondary	('000)	8,667.4	8,675.1	8,834.7	9,019.5	9,109.6	9,250.0	9,280.5	9,428.9	9,438.1	9,503.4	9,749.2	9,736.0
Tertiary	('000)	5,235.5	5,185.3	5,202.0	5,128.9	5,120.8	5,086.3	5,191.6	5,224.3	5,258.8	5,277.9	5,313.3	5,337.7

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**3. Profile of Employed Person**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Employed</b>	('000)	15,236.5	15,207.3	15,274.8	15,440.7	15,574.9	15,701.2	15,831.1	15,941.7	16,062.0	16,146.1	16,250.9	16,346.7
<b>Employment to population ratio</b>	(%)	65.3	65.0	65.1	65.7	66.2	66.5	66.8	67.0	67.3	67.5	67.7	67.8
<b>Sex</b>													
Male	('000)	9,314.1	9,285.0	9,335.9	9,444.3	9,534.2	9,596.3	9,692.0	9,763.0	9,840.8	9,901.6	9,968.4	10,029.4
Female	('000)	5,922.4	5,922.3	5,938.9	5,996.3	6,040.6	6,104.9	6,139.1	6,178.7	6,221.2	6,244.5	6,282.5	6,317.3
<b>Age group</b>													
15-24	('000)	2,307.3	2,297.1	2,291.8	2,372.0	2,434.6	2,464.0	2,499.5	2,501.9	2,570.9	2,544.9	2,574.8	2,609.4
25-34	('000)	5,073.7	5,067.8	5,088.3	5,320.0	5,320.8	5,371.6	5,347.1	5,399.8	5,452.0	5,512.7	5,573.5	5,548.3
35-44	('000)	3,957.3	3,854.6	4,005.0	4,023.9	4,022.3	4,040.7	4,079.9	4,180.0	4,118.4	4,144.8	4,147.3	4,153.8
45-54	('000)	2,605.9	2,624.9	2,620.3	2,566.0	2,591.4	2,610.9	2,619.1	2,579.6	2,680.8	2,681.7	2,696.2	2,761.5
55-64	('000)	1,292.3	1,363.0	1,269.5	1,158.7	1,205.7	1,214.0	1,285.4	1,280.4	1,240.0	1,262.0	1,259.1	1,273.6
<b>Sex and Age group</b>													
<b>Male</b>	('000)	9,314.1	9,285.0	9,335.9	9,444.3	9,534.2	9,596.3	9,692.0	9,763.0	9,840.8	9,901.6	9,968.4	10,029.4
15-24	('000)	1,465.7	1,397.3	1,475.8	1,628.3	1,595.3	1,622.0	1,590.8	1,667.4	1,762.9	1,718.3	1,741.1	1,720.8
25-34	('000)	2,968.6	2,980.3	3,024.6	2,991.4	3,050.7	3,103.6	3,120.2	3,157.4	3,092.7	3,184.0	3,226.6	3,261.8
35-44	('000)	2,320.0	2,270.6	2,344.6	2,315.5	2,388.4	2,338.1	2,409.1	2,402.2	2,423.8	2,442.8	2,463.2	2,483.6
45-54	('000)	1,619.6	1,589.5	1,592.4	1,667.0	1,648.7	1,651.2	1,652.4	1,637.2	1,679.5	1,652.1	1,678.2	1,702.1
55-64	('000)	940.2	1,047.4	898.6	842.1	851.2	881.4	919.4	898.9	881.8	904.4	859.3	861.1
<b>Female</b>	('000)	5,922.4	5,922.3	5,938.9	5,996.3	6,040.6	6,104.9	6,139.1	6,178.7	6,221.2	6,244.5	6,282.5	6,317.3
15-24	('000)	841.6	899.8	816.0	743.8	839.3	842.0	908.7	834.5	807.9	826.6	833.6	888.6
25-34	('000)	2,105.2	2,087.5	2,063.7	2,328.6	2,270.2	2,267.9	2,226.9	2,242.5	2,359.2	2,328.7	2,346.9	2,286.5
35-44	('000)	1,637.3	1,584.0	1,660.3	1,708.4	1,633.9	1,702.6	1,670.7	1,777.8	1,694.6	1,702.0	1,684.2	1,670.3
45-54	('000)	986.3	1,035.4	1,027.9	899.0	942.8	959.7	966.8	942.3	1,001.3	1,029.5	1,018.0	1,059.4
55-64	('000)	352.1	315.6	371.0	316.6	354.5	332.6	366.0	381.5	358.2	357.6	399.8	412.4
<b>Ethnic group</b>													
Citizens	('000)	13,085.2	13,022.6	13,105.8	13,351.0	13,468.2	13,575.9	13,676.9	13,783.9	13,883.8	13,958.8	14,040.4	14,123.4
Bumiputera	('000)	8,610.9	8,785.7	8,852.0	8,880.5	8,999.9	9,047.8	9,093.1	9,147.9	9,233.7	9,349.5	9,433.4	9,477.4
Chinese	('000)	3,334.4	3,274.9	3,199.3	3,328.2	3,368.4	3,423.1	3,429.2	3,462.3	3,468.1	3,466.6	3,470.3	3,474.7
Indians	('000)	1,047.0	899.0	964.4	1,003.4	997.2	974.1	1,023.3	1,048.6	1,039.2	1,020.5	1,017.9	1,031.7
Others	('000)	92.8	62.9	90.2	138.8	102.8	131.0	131.3	125.2	142.8	122.2	118.8	139.6
Non-citizens	('000)	2,151.3	2,184.7	2,169.0	2,089.6	2,106.7	2,125.3	2,154.2	2,157.8	2,178.2	2,187.3	2,210.4	2,223.2
<b>Educational attainment</b>													
No formal education	('000)	417.6	546.5	582.8	549.3	517.4	470.6	485.5	420.5	436.6	474.2	404.0	404.8
Primary	('000)	1,567.8	1,473.3	1,300.3	1,351.3	1,416.4	1,430.4	1,392.9	1,395.8	1,439.9	1,397.6	1,289.2	1,353.8
Secondary	('000)	8,239.7	8,271.9	8,419.7	8,633.9	8,736.2	8,901.5	8,957.7	9,062.6	9,091.8	9,156.3	9,408.0	9,405.6
Tertiary	('000)	5,011.4	4,915.6	4,971.9	4,906.2	4,904.8	4,898.7	4,995.0	5,062.8	5,093.7	5,117.9	5,149.6	5,182.6

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**3. Profile of Employed Person (cont.)**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Status in employment</b>													
Employer	('000)	491.4	460.0	476.8	486.9	529.1	558.5	568.7	571.8	581.7	585.2	586.1	588.6
Employee	('000)	11,677.1	11,610.5	11,692.7	11,772.3	11,822.1	11,873.6	11,934.4	12,001.9	12,056.5	12,102.0	12,190.1	12,265.5
Own account worker	('000)	2,534.0	2,611.8	2,581.5	2,651.5	2,708.4	2,772.9	2,836.1	2,878.2	2,935.9	2,968.6	2,982.8	2,998.9
Unpaid family worker	('000)	534.1	525.0	523.8	529.9	515.3	496.3	491.8	489.8	487.9	490.3	491.9	493.7
<b>Occupation</b>													
Managers	('000)	811.2	631.2	594.1	610.1	623.7	635.6	642.6	648.1	655.0	659.5	663.3	669.3
Professionals	('000)	2,179.4	2,013.0	1,967.0	1,978.0	1,998.9	2,023.0	2,046.2	2,057.9	2,078.8	2,090.0	2,099.6	2,105.7
Technicians and associate professionals	('000)	1,879.3	1,705.7	1,695.6	1,707.5	1,718.7	1,728.2	1,737.3	1,745.1	1,753.1	1,762.9	1,770.2	1,778.4
Clerical support workers	('000)	1,507.8	1,641.6	1,704.6	1,728.4	1,742.1	1,755.5	1,762.2	1,769.8	1,774.3	1,781.2	1,789.5	1,793.4
Service and sales workers	('000)	3,499.4	3,737.5	3,822.8	3,920.8	3,984.4	4,042.5	4,061.7	4,079.2	4,094.1	4,103.5	4,135.5	4,162.9
Skilled agricultural, forestry, livestock and fishery workers	('000)	788.9	719.0	695.1	666.9	641.5	627.8	626.7	628.1	641.5	645.8	650.9	650.5
Craft and related trades workers	('000)	1,221.8	1,304.9	1,284.8	1,285.7	1,290.6	1,296.3	1,305.8	1,312.9	1,318.0	1,326.1	1,329.0	1,334.7
Plant and machine-operators and assemblers	('000)	1,617.9	1,649.5	1,637.1	1,641.4	1,645.3	1,648.6	1,666.1	1,683.2	1,689.7	1,698.2	1,698.3	1,706.3
Elementary occupations	('000)	1,730.9	1,804.8	1,873.8	1,901.6	1,929.7	1,943.7	1,982.4	2,017.5	2,057.5	2,079.0	2,114.6	2,145.3
<b>Skill</b>													
Skilled	('000)	4,869.9	4,349.9	4,256.7	4,295.6	4,341.3	4,386.8	4,426.1	4,451.1	4,486.9	4,512.4	4,533.2	4,553.5
Semi-skilled	('000)	8,635.8	9,052.5	9,144.4	9,243.2	9,303.9	9,370.7	9,422.5	9,473.2	9,517.6	9,554.8	9,603.1	9,647.9
Low-skilled	('000)	1,730.9	1,804.8	1,873.8	1,901.6	1,929.7	1,943.7	1,982.4	2,017.5	2,057.5	2,079.0	2,114.6	2,145.3

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**4. Profile of Underemployment**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Working less than 30 hours</b>	('000)	441.9	474.1	464.6	393.8	336.3	324.5	287.2	268.5	274.2	280.4	284.8	286.1
<b>Sex</b>													
Male	('000)	281.3	317.8	282.9	137.6	112.1	154.5	132.9	115.4	114.2	120.2	122.0	113.6
Female	('000)	160.5	156.3	181.6	256.2	224.1	170.0	154.3	153.0	160.0	160.2	162.8	172.5
<b>Age group</b>													
15-24	('000)	57.0	102.2	69.0	87.0	39.1	76.4	35.3	46.1	37.4	54.0	41.5	49.1
25-34	('000)	209.4	110.1	166.4	108.4	103.6	94.3	99.5	88.0	94.4	85.3	113.2	108.7
35-44	('000)	106.3	95.9	123.7	97.5	77.8	63.0	68.4	56.2	46.5	58.6	49.6	43.3
45 and above	('000)	69.2	165.9	105.4	100.9	115.8	90.8	84.0	78.3	95.8	82.5	80.4	85.1
<b>Time-related underemployment</b>	('000)	310.5	329.7	326.2	293.1	245.1	212.8	186.8	167.4	174.6	186.3	189.0	181.6
<b>Sex</b>													
Male	('000)	226.7	236.1	232.2	101.2	71.3	111.6	92.3	79.3	78.7	86.4	88.1	82.7
Female	('000)	83.8	93.5	93.9	191.9	173.8	101.3	94.5	88.1	95.9	99.9	100.8	98.9
<b>Age group</b>													
15-24	('000)	46.4	86.6	40.4	80.8	21.8	64.5	16.7	29.9	30.2	39.5	34.4	26.5
25-34	('000)	159.3	82.6	137.0	78.9	76.1	59.8	67.4	63.8	66.4	62.6	79.0	81.1
35-44	('000)	67.2	46.6	87.7	70.2	62.6	37.0	49.0	32.5	25.2	34.4	32.6	28.4
45 and above	('000)	37.6	113.8	61.0	63.2	84.5	51.5	53.7	41.2	52.8	49.8	42.9	45.6
<b>Skill-related underemployment</b>	('000)	1,899.9	1,852.5	1,873.8	1,838.3	1,810.1	1,799.6	1,839.6	1,891.4	1,907.2	1,914.6	1,922.7	1,937.1
<b>Sex</b>													
Male	('000)	951.5	949.0	931.7	877.1	874.4	892.3	857.9	1,022.0	944.0	873.1	941.3	996.2
Female	('000)	948.4	903.5	942.2	961.2	935.6	907.3	981.7	869.5	963.3	1,041.5	981.4	940.9
<b>Age group</b>													
15-24	('000)	437.2	336.9	426.8	309.0	364.9	356.3	344.1	326.3	373.9	421.3	425.5	400.2
25-34	('000)	848.4	776.0	835.3	816.4	821.3	799.4	861.4	894.9	879.1	867.5	816.1	815.3
35-44	('000)	401.7	426.1	392.0	454.6	428.2	433.3	432.2	476.0	447.4	421.0	457.8	493.7
45 and above	('000)	212.5	313.5	219.7	258.3	195.7	210.6	201.9	194.2	206.8	204.8	223.3	227.9
<b>Rate of time-related underemployment</b>	(%)	2.0	2.2	2.1	1.9	1.6	1.4	1.2	1.1	1.1	1.2	1.2	1.1
<b>Rate of skill-related underemployment</b>	(%)	37.9	37.7	37.7	37.5	36.9	36.7	36.8	37.4	37.4	37.4	37.3	37.4

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**5. Profile of Unemployment**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Unemployed</b>	('000)	771.8	764.9	746.2	694.4	671.2	642.0	611.8	600.5	586.9	581.4	573.1	565.0
<b>Sex</b>													
Male	('000)	464.8	444.1	436.7	414.1	395.0	383.3	365.7	355.8	345.5	339.1	331.8	326.0
Female	('000)	307.0	320.8	309.5	280.2	276.2	258.8	246.2	244.7	241.3	242.2	241.3	239.0
<b>Age group</b>													
15-24	('000)	317.4	283.1	304.1	313.1	303.2	303.4	301.3	299.4	288.4	305.7	295.1	294.4
25-34	('000)	231.0	263.3	245.3	244.5	234.6	219.2	206.1	191.1	160.4	165.7	149.2	155.6
35-44	('000)	104.3	75.0	73.4	80.2	67.1	54.3	51.4	59.9	89.7	56.5	52.8	42.0
45-54	('000)	58.5	82.2	70.3	42.5	46.3	46.6	36.2	26.4	30.6	29.3	37.7	38.6
55-64	('000)	60.7	61.3	53.1	14.1	20.2	18.5	16.9	23.7	17.8	24.1	38.3	34.4
<b>Ethnic group</b>													
Citizens	('000)	663.6	655.8	639.5	590.8	569.8	543.5	518.1	512.2	503.8	498.8	491.9	482.1
Bumiputera	('000)	446.5	457.7	450.5	416.5	369.7	387.3	385.7	363.4	365.4	372.6	347.5	344.3
Chinese	('000)	157.6	140.0	121.9	125.0	147.3	120.1	96.7	95.5	99.4	82.5	86.7	79.5
Indians	('000)	52.4	54.0	64.2	45.0	45.3	32.7	29.5	45.4	36.3	39.7	48.9	43.8
Others	('000)	7.1	4.2	2.9	4.3	7.5	3.4	6.2	7.9	2.6	4.0	8.8	14.5
Non-citizens	('000)	108.3	109.1	106.7	103.6	101.4	98.5	93.7	88.3	83.1	82.6	81.2	83.0
<b>Unemployed category</b>													
Actively unemployed	('000)	640.1	663.4	658.1	611.0	593.0	567.5	534.0	515.4	495.8	493.4	468.6	460.9
<b>Duration of unemployment</b>													
Less than 3 month	('000)	316.1	385.0	331.6	353.5	353.4	336.9	321.0	313.5	312.4	318.1	316.5	311.6
3 month to less than 6 month	('000)	165.3	143.0	177.8	149.8	141.3	128.9	114.7	109.3	100.4	94.9	85.8	83.4
6 month to less than 1 year	('000)	89.9	71.6	90.6	62.5	58.9	65.2	61.0	56.7	47.6	45.7	42.0	40.3
More than 1 year	('000)	68.7	63.8	58.1	45.2	39.4	36.5	37.3	35.9	35.4	34.7	24.3	25.6
Inactively unemployed	('000)	131.7	101.6	88.1	83.4	78.2	74.5	77.8	85.0	91.1	88.0	104.5	104.1
<b>Unemployment rate</b>	(%)	4.8	4.8	4.7	4.3	4.1	3.9	3.7	3.6	3.5	3.5	3.4	3.3
<b>Sex</b>													
Male	(%)	4.8	4.6	4.5	4.2	4.0	3.8	3.6	3.5	3.4	3.3	3.2	3.1
Female	(%)	4.9	5.1	5.0	4.5	4.4	4.1	3.9	3.8	3.7	3.7	3.7	3.6
<b>Age group</b>													
15-24	(%)	12.1	11.0	11.7	11.7	11.1	11.0	10.8	10.7	10.1	10.7	10.3	10.1
25-34	(%)	4.4	4.9	4.6	4.4	4.2	3.9	3.7	3.4	2.9	2.9	2.6	2.7
35-44	(%)	2.6	1.9	1.8	2.0	1.6	1.3	1.2	1.4	2.1	1.3	1.3	1.0
45-54	(%)	2.2	3.0	2.6	1.6	1.8	1.8	1.4	1.0	1.1	1.1	1.4	1.4
55-64	(%)	4.5	4.3	4.0	1.2	1.6	1.5	1.3	1.8	1.4	1.9	3.0	2.6
<b>Ethnic group</b>													
Citizens	(%)	4.8	4.8	4.7	4.2	4.1	3.8	3.7	3.6	3.5	3.5	3.4	3.3
Bumiputera	(%)	4.9	5.0	4.8	4.5	3.9	4.1	4.1	3.8	3.8	3.8	3.6	3.5
Chinese	(%)	4.5	4.1	3.7	3.6	4.2	3.4	2.7	2.7	2.8	2.3	2.4	2.2
Indians	(%)	4.8	5.7	6.2	4.3	4.3	3.2	2.8	4.1	3.4	3.7	4.6	4.1
Others	(%)	7.1	6.2	3.1	3.0	6.8	2.5	4.5	5.9	1.8	3.2	6.9	9.4
Non-citizens	(%)	4.8	4.8	4.7	4.7	4.6	4.4	4.2	3.9	3.7	3.6	3.5	3.6

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**6. Profile of Outside Labour Force**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Outside labour force</b>	('000)	7,316.0	7,424.9	7,430.1	7,361.5	7,289.9	7,258.5	7,250.6	7,246.1	7,215.7	7,180.2	7,182.3	7,197.6
<b>Sex</b>													
Male	('000)	2,303.4	2,314.3	2,311.3	2,306.5	2,252.2	2,218.9	2,198.3	2,183.6	2,149.9	2,120.7	2,112.9	2,118.7
Female	('000)	5,012.6	5,110.6	5,118.8	5,055.0	5,037.7	5,039.7	5,052.2	5,062.5	5,065.7	5,059.5	5,069.3	5,078.9
<b>Age group</b>													
15-24	('000)	3,455.7	3,447.4	3,500.8	3,470.8	3,321.4	3,324.5	3,321.3	3,331.2	3,289.8	3,334.7	3,324.0	3,320.9
25-34	('000)	1,018.3	920.2	1,036.4	805.3	798.1	768.7	822.4	840.5	819.1	766.1	745.6	811.1
35-44	('000)	657.8	741.6	667.0	637.0	742.0	747.9	719.1	642.0	673.4	686.5	731.3	736.9
45-54	('000)	826.5	807.8	813.6	899.1	870.7	862.1	878.1	922.3	846.4	855.8	846.6	792.5
55-64	('000)	1,357.7	1,507.9	1,412.3	1,549.3	1,557.8	1,555.4	1,509.7	1,510.1	1,586.9	1,537.1	1,534.8	1,536.2
<b>Sex and Age group</b>													
<b>Male</b>	('000)	2,303.4	2,314.3	2,311.3	2,306.5	2,252.2	2,218.9	2,198.3	2,183.6	2,149.9	2,120.7	2,112.9	2,118.7
15-24	('000)	1,531.5	1,634.7	1,541.4	1,404.8	1,340.6	1,377.3	1,386.7	1,336.0	1,269.4	1,331.5	1,345.9	1,352.7
25-34	('000)	255.5	205.3	217.8	242.2	217.3	142.9	180.3	158.2	204.9	130.2	107.7	110.1
35-44	('000)	64.0	68.9	66.4	85.1	67.7	117.1	57.5	86.3	58.3	51.9	47.6	39.4
45-54	('000)	80.6	76.0	96.9	59.5	88.6	82.2	87.1	109.7	81.9	118.0	86.9	74.0
55-64	('000)	371.7	329.4	388.8	514.9	538.0	499.3	486.7	493.5	535.4	489.1	524.9	542.6
<b>Female</b>	('000)	5,012.6	5,110.6	5,118.8	5,055.0	5,037.7	5,039.7	5,052.2	5,062.5	5,065.7	5,059.5	5,069.3	5,078.9
15-24	('000)	1,924.1	1,812.7	1,959.5	2,066.0	1,980.8	1,947.1	1,934.6	1,995.2	2,020.4	2,003.2	1,978.1	1,968.2
25-34	('000)	762.8	714.9	818.6	563.1	580.8	625.8	642.0	682.2	614.3	635.9	637.9	701.0
35-44	('000)	593.8	672.7	600.6	551.8	674.3	630.8	661.6	555.8	615.1	634.6	683.7	697.6
45-54	('000)	745.9	731.8	716.7	839.6	782.1	779.9	791.0	812.6	764.5	737.8	759.7	718.5
55-64	('000)	986.0	1,178.5	1,023.5	1,034.4	1,019.7	1,056.0	1,023.0	1,016.7	1,051.5	1,048.0	1,009.9	993.7
<b>Reason for not seeking work</b>													
Schooling/ training program	('000)	3,161.9	3,117.4	3,082.9	3,106.1	3,020.8	2,989.8	2,989.0	3,043.6	3,006.8	2,955.5	2,926.9	2,993.0
Housework/ family responsibility	('000)	2,999.7	3,233.4	3,273.7	2,982.1	3,033.4	3,059.8	3,126.0	3,169.8	3,171.2	3,195.1	3,200.8	3,167.8
Going for further Studies	('000)	72.4	110.6	159.3	257.3	219.2	150.3	161.6	123.5	128.3	134.2	140.8	124.2
Disabled	('000)	189.7	134.7	125.1	185.4	220.8	245.1	199.2	174.7	174.4	191.9	196.1	194.8
Not interested/ just completed study	('000)	270.0	235.7	257.6	172.0	90.5	86.5	90.5	75.9	66.8	50.7	40.9	33.7
Retired/ old age	('000)	622.2	593.2	531.5	658.6	705.3	727.1	684.3	658.6	668.3	652.8	676.8	684.1

Source: Labour Force Report, Malaysia, Q4 2023, DOSM



**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**7. Principal Statistics of Labour Force by State**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Malaysia</b>													
Labour force	('000)	16,008.4	15,972.2	16,021.0	16,135.0	16,246.1	16,343.3	16,442.9	16,542.2	16,648.9	16,727.4	16,824.0	16,911.7
Employed	('000)	15,236.5	15,207.3	15,274.8	15,440.7	15,574.9	15,701.2	15,831.1	15,941.7	16,062.0	16,146.1	16,250.9	16,346.7
Unemployed	('000)	771.8	764.9	746.2	694.4	671.2	642.0	611.8	600.5	586.9	581.4	573.1	565.0
Outside labour force	('000)	7,316.0	7,424.9	7,430.1	7,361.5	7,289.9	7,258.5	7,250.6	7,246.1	7,215.7	7,180.2	7,182.3	7,197.6
Labour force participation rate	(%)	68.6	68.3	68.3	68.7	69.0	69.2	69.4	69.5	69.8	70.0	70.1	70.1
Unemployment rate	(%)	4.8	4.8	4.7	4.3	4.1	3.9	3.7	3.6	3.5	3.5	3.4	3.3
<b>Johor</b>													
Labour force	('000)	1,793.4	1,766.4	1,807.6	1,839.5	1,839.3	1,848.4	1,864.4	1,856.0	1,878.7	1,884.6	1,910.2	1,936.4
Employed	('000)	1,722.6	1,698.6	1,735.2	1,774.2	1,780.7	1,795.0	1,818.1	1,812.2	1,830.1	1,838.7	1,863.2	1,891.8
Unemployed	('000)	70.8	67.8	72.4	65.3	58.6	53.4	46.3	43.7	48.6	46.0	47.0	44.6
Outside labour force	('000)	846.6	847.6	824.0	807.6	834.1	813.2	810.7	823.7	812.8	811.5	795.5	788.5
Labour force participation rate	(%)	67.9	67.6	68.7	69.5	68.8	69.4	69.7	69.3	69.8	69.9	70.6	71.1
Unemployment rate	(%)	3.9	3.8	4.0	3.6	3.2	2.9	2.5	2.4	2.6	2.4	2.5	2.3
<b>Kedah</b>													
Labour force	('000)	975.5	997.8	1,028.9	1,014.2	1,032.5	1,034.1	1,048.5	1,057.3	1,057.1	1,064.7	1,068.4	1,082.7
Employed	('000)	940.3	959.0	990.1	975.3	997.3	999.8	1,017.3	1,022.5	1,027.3	1,036.7	1,043.8	1,060.2
Unemployed	('000)	35.2	38.8	38.8	38.9	35.2	34.3	31.2	34.8	29.8	28.0	24.6	22.5
Outside labour force	('000)	569.1	555.4	528.9	548.5	536.7	539.7	533.7	539.7	537.4	536.4	540.0	533.6
Labour force participation rate	(%)	63.2	64.2	66.1	64.9	65.8	65.7	66.3	66.2	66.3	66.5	66.4	67.0
Unemployment rate	(%)	3.6	3.9	3.8	3.8	3.4	3.3	3.0	3.3	2.8	2.6	2.3	2.1
<b>Kelantan</b>													
Labour force	('000)	698.3	721.9	747.6	773.5	787.9	791.0	792.0	800.7	805.2	808.2	818.6	829.7
Employed	('000)	667.8	687.4	709.7	737.2	757.3	760.8	763.1	768.0	773.8	776.4	784.7	796.6
Unemployed	('000)	30.5	34.5	37.9	36.2	30.6	30.3	28.9	32.8	31.3	31.8	33.9	33.1
Outside labour force	('000)	562.0	542.4	522.4	500.8	493.2	498.4	504.3	505.5	506.2	510.2	508.1	507.3
Labour force participation rate	(%)	55.4	57.1	58.9	60.7	61.5	61.3	61.1	61.3	61.4	61.3	61.7	62.1
Unemployment rate	(%)	4.4	4.8	5.1	4.7	3.9	3.8	3.6	4.1	3.9	3.9	4.1	4.0
<b>Melaka</b>													
Labour force	('000)	436.4	433.4	454.3	461.2	453.1	463.0	463.2	454.2	453.7	452.1	458.0	461.9
Employed	('000)	420.8	417.6	440.5	447.0	439.5	448.0	451.1	441.9	440.5	440.0	445.4	450.1
Unemployed	('000)	15.7	15.7	13.8	14.2	13.6	15.0	12.1	12.3	13.2	12.1	12.6	11.8
Outside labour force	('000)	217.7	220.3	212.0	203.5	210.6	211.2	207.3	222.7	226.1	227.7	224.6	222.8
Labour force participation rate	(%)	66.7	66.3	68.2	69.4	68.3	68.7	69.1	67.1	66.7	66.5	67.1	67.5
Unemployment rate	(%)	3.6	3.6	3.0	3.1	3.0	3.2	2.6	2.7	2.9	2.7	2.8	2.6
<b>Negeri Sembilan</b>													
Labour force	('000)	498.1	505.6	512.0	509.8	510.0	511.5	525.0	532.0	530.4	530.4	535.7	529.6
Employed	('000)	479.5	488.1	493.2	494.0	493.3	494.7	509.2	518.0	517.2	518.5	522.7	517.1
Unemployed	('000)	18.7	17.5	18.8	15.7	16.7	16.9	15.8	14.0	13.2	11.9	13.0	12.5
Outside labour force	('000)	282.3	268.4	276.6	274.8	273.7	271.8	266.4	259.9	257.1	261.2	255.6	262.5
Labour force participation rate	(%)	63.8	65.3	64.9	65.0	65.1	65.3	66.3	67.2	67.3	67.0	67.7	66.9
Unemployment rate	(%)	3.7	3.5	3.7	3.1	3.3	3.3	3.0	2.6	2.5	2.3	2.4	2.4

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**7. Principal Statistics of Labour Force by State (cont.)**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Pahang</b>													
Labour force	('000)	733.6	733.4	751.8	735.8	750.7	745.8	744.5	757.2	760.6	766.9	763.9	761.8
Employed	('000)	706.9	707.3	723.6	711.6	732.4	725.6	722.9	736.5	741.1	745.3	743.4	742.6
Unemployed	('000)	26.7	26.1 (r)	28.2	24.2	18.4	20.2	21.6	20.7	19.4	21.6	20.6	19.2
Outside labour force	('000)	407.9	397.5	396.8	412.1	397.2	405.6	406.7	397.7	395.3	395.1	402.4	407.2
Labour force participation rate	(%)	64.3	64.9	65.5	64.1	65.4	64.8	64.7	65.6	65.8	66.0	65.5	65.2
Unemployment rate	(%)	3.6	3.6	3.8	3.3	2.4	2.7	2.9	2.7	2.6	2.8	2.7	2.5
<b>Pulau Pinang</b>													
Labour force	('000)	908.5	951.1	915.6	937.9	924.7	926.6	926.4	946.1	937.4	943.6	959.8	965.7
Employed	('000)	876.4	913.9	881.5	908.1	894.6	900.1	902.3	924.4	916.0	923.5	939.4	946.0
Unemployed	('000)	32.1	37.2	34.0	29.9	30.1	26.5	24.1	21.7	21.5	20.1	20.4	19.7
Outside labour force	('000)	375.8	342.9	379.1	363.0	375.9	374.6	380.4	371.2	375.9	372.5	364.1	352.5
Labour force participation rate	(%)	70.7	73.5	70.7	72.1	71.1	71.2	70.9	71.8	71.4	71.7	72.5	73.3
Unemployment rate	(%)	3.5	3.9	3.7	3.2	3.3	2.9	2.6	2.3	2.3	2.1	2.1	2.0
<b>Perak</b>													
Labour force	('000)	1,088.4	1,124.8	1,113.7	1,110.7	1,128.3	1,143.7	1,149.4	1,122.7	1,121.2	1,120.5	1,121.8	1,130.3
Employed	('000)	1,038.9	1,075.2	1,060.7	1,062.8	1,085.6	1,103.0	1,114.2	1,090.8	1,085.7	1,084.3	1,085.2	1,092.5
Unemployed	('000)	49.5	49.7	52.9	47.9	42.7	40.7	35.3	31.9	35.5	36.2	36.6	37.8
Outside labour force	('000)	625.2	585.6	595.8	611.3	591.7	585.6	579.2	599.1	603.3	605.9	610.0	604.3
Labour force participation rate	(%)	63.5	65.8	65.1	64.5	65.6	66.1	66.5	65.2	65.0	64.9	64.8	65.2
Unemployment rate	(%)	4.6	4.4	4.8	4.3	3.8	3.6	3.1	2.8	3.2	3.2	3.3	3.3
<b>Perlis</b>													
Labour force	('000)	110.8	117.4	113.0	116.1	115.3	116.0	119.0	118.2	118.3	119.7	121.2	120.0
Employed	('000)	105.0	111.2	107.5	111.2	111.4	112.3	116.0	115.6	115.8	117.0	118.4	117.6
Unemployed	('000)	5.8	6.2	5.5	4.9	3.9	3.8	3.0	2.6	2.5	2.7	2.9	2.4
Outside labour force	('000)	66.3	62.3	64.2	63.9	62.9	62.8	60.6	62.6	61.5	62.2	61.4	61.9
Labour force participation rate	(%)	62.6	65.3	63.8	64.5	64.7	64.9	66.3	65.4	65.8	65.8	66.4	66.0
Unemployment rate	(%)	5.3	5.3	4.9	4.2	3.4	3.3	2.5	2.2	2.1	2.2	2.4	2.0
<b>Selangor</b>													
Labour force	('000)	3,881.8	3,715.6	3,715.9	3,658.6	3,715.6	3,760.5	3,766.9	3,809.6	3,850.6	3,886.6	3,904.1	3,901.2
Employed	('000)	3,708.5	3,550.5	3,583.9	3,553.3	3,597.5	3,649.7	3,647.1	3,697.4	3,750.9	3,791.3	3,814.4	3,813.2
Unemployed	('000)	173.2	165.0	132.0	105.3	118.1	110.8	119.7	112.2	99.7	95.3	89.7	88.0
Outside labour force	('000)	1,047.4	1,244.8	1,261.5	1,279.7	1,231.9	1,208.0	1,220.1	1,209.9	1,181.7	1,155.6	1,167.3	1,216.1
Labour force participation rate	(%)	78.8	74.9	74.7	74.1	75.1	75.7	75.5	75.9	76.5	77.1	77.0	76.2
Unemployment rate	(%)	4.5	4.4	3.6	2.9	3.2	2.9	3.2	2.9	2.6	2.5	2.3	2.3
<b>Terengganu</b>													
Labour force	('000)	492.4	480.5	472.7	484.6	498.8	501.6	504.0	514.4	521.0	525.9	523.3	524.3
Employed	('000)	474.2	460.5	451.8	464.7	476.3	479.4	482.1	492.0	499.4	502.3	500.1	500.1
Unemployed	('000)	18.3	20.0	20.9	19.9	22.6	22.2	21.9	22.4	21.7	23.6	23.2	24.2
Outside labour force	('000)	335.8	359.8	362.7	358.2	348.1	347.9	352.4	345.3	343.7	343.4	347.4	350.0
Labour force participation rate	(%)	59.5	57.2	56.6	57.5	58.9	59.0	58.8	59.8	60.3	60.5	60.1	60.0
Unemployment rate	(%)	3.7	4.2	4.4	4.1	4.5	4.4	4.3	4.3	4.2	4.5	4.4	4.6

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table A: Labour Supply, Malaysia, Q1 2021 - Q4 2023**

**7. Principal Statistics of Labour Force by State (cont.)**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Sabah</b>													
Labour force	('000)	2,019.6	2,004.4	1,982.1	2,045.9	2,059.5	2,062.9	2,122.4	2,176.5	2,198.0	2,203.7	2,211.5	2,226.9
Employed	('000)	1,839.4	1,829.3	1,803.5	1,861.7	1,871.1	1,885.9	1,948.2	1,999.8	2,028.2	2,038.1	2,045.2	2,061.2
Unemployed	('000)	180.2	175.1	178.6	184.2	188.3	177.0	174.2	176.7	169.8	165.6	166.3	165.6
Outside labour force	('000)	971.8	999.9	1,027.8	985.1	983.5	993.9	951.8	907.6	914.2	908.9	921.9	921.3
Labour force participation rate	(%)	67.5	66.7	65.9	67.5	67.7	67.5	69.0	70.6	70.6	70.8	70.6	70.7
Unemployment rate	(%)	8.9	8.7	9.0	9.0	9.1	8.6	8.2	8.1	7.7	7.5	7.5	7.4
<b>Sarawak</b>													
Labour force	('000)	1,365.7	1,418.8	1,419.1	1,441.7	1,440.8	1,453.1	1,443.0	1,449.8	1,442.5	1,456.3	1,464.0	1,479.0
Employed	('000)	1,301.5	1,356.1	1,354.3	1,384.1	1,395.0	1,404.9	1,400.1	1,405.3	1,393.5	1,403.1	1,414.9	1,428.2
Unemployed	('000)	64.2	62.6	64.7	57.6	45.7	48.2	42.9	44.5	49.0	53.1	49.1	50.8
Outside labour force	('000)	657.9	625.2	615.7	603.3	602.9	598.6	622.9	627.8	636.8	630.1	630.4	620.0
Labour force participation rate	(%)	67.5	69.4	69.7	70.5	70.5	70.8	69.8	69.8	69.4	69.8	69.9	70.5
Unemployment rate	(%)	4.7	4.4	4.6	4.0	3.2	3.3	3.0	3.1	3.4	3.6	3.4	3.4
<b>W.P Kuala Lumpur</b>													
Labour force	('000)	919.6	918.6	900.7	918.2	902.4	898.8	888.6	859.0	886.0	873.7	875.5	874.6
Employed	('000)	874.1	875.0	857.5	872.6	859.5	859.9	857.2	831.6	857.3	844.4	846.0	845.8
Unemployed	('000)	45.5	43.6	43.2	45.6	42.9	38.9	31.3	27.4	28.7	29.4	29.5	28.8
Outside labour force	('000)	310.0	332.2	322.6	311.0	308.2	308.7	314.7	337.2	326.6	321.5	316.7	312.1
Labour force participation rate	(%)	74.8	73.4	73.6	74.7	74.5	74.4	73.8	71.8	73.1	73.1	73.4	73.7
Unemployment rate	(%)	4.9	4.7	4.8	5.0	4.8	4.3	3.5	3.2	3.2	3.4	3.4	3.3
<b>W.P Labuan</b>													
Labour force	('000)	50.0	48.7	51.2	51.1	50.5	49.8	49.3	49.3	49.4	51.7	49.4	49.4
Employed	('000)	45.5	44.4	47.0	47.2	47.0	46.2	45.9	47.0	46.7	48.0	45.8	45.9
Unemployed	('000)	4.5	4.3	4.2	3.9	3.5	3.6	3.4	2.2	2.7	3.8	3.6	3.5
Outside labour force	('000)	24.6	25.2	25.1	24.0	24.0	23.6	25.1	24.9	25.3	26.3	24.6	24.5
Labour force participation rate	(%)	67.0	65.9	67.1	68.1	67.8	67.9	66.3	66.4	66.1	66.3	66.8	66.9
Unemployment rate	(%)	9.0	8.8	8.2	7.6	6.9	7.2	6.9	4.5	5.4	7.3	7.3	7.0
<b>W.P Putrajaya</b>													
Labour force	('000)	36.3	33.8	35.2	36.2	36.5	36.3	36.4	39.2	38.9	38.7	38.5	38.4
Employed	('000)	35.4	33.2	34.8	35.6	36.2	36.0	36.1	38.6	38.6	38.5	38.3	37.8
Unemployed	('000)	0.9	0.6	0.4	0.6	0.3	0.3	0.3	0.6	0.3	0.2	0.2	0.6
Outside labour force	('000)	15.6	15.3	14.9	14.9	15.4	15.1	14.4	11.3	11.9	11.7	12.4	13.2
Labour force participation rate	(%)	70.0	68.8	70.2	70.9	70.3	70.7	71.7	77.6	76.5	76.8	75.6	74.4
Unemployment rate	(%)	2.4	1.7	1.0	1.6	1.0	0.9	1.0	1.6	0.8	0.5	0.5	1.5

Source: Labour Force Report, Malaysia, Q4 2023, DOSM

**Table B: Labour Demand, Malaysia, Q1 2021 - Q4 2023**

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

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Total</b>													
<b>Jobs</b>	('000)	8,423.6	8,351.8	8,405.6	8,530.7	8,572.0	8,618.7	8,675.4	8,755.6	8,805.7	8,827.1	8,902.5	8,935.1
<b>Filled jobs</b>	('000)	8,245.7	8,173.7	8,231.6	8,347.1	8,387.7	8,427.4	8,484.2	8,563.2	8,613.1	8,637.3	8,711.6	8,744.9
<b>Vacancies</b>	('000)	177.9	178.0	174.0	183.6	184.3	191.3	191.3	192.4	192.6	189.8	190.9	190.2
<b>Jobs created</b>	('000)	17.38	16.18	15.04	20.89	25.84	29.40	30.53	30.89	31.71	31.70	31.99	31.06
<b>Rate of Filled Jobs</b>	(%)	97.9	97.9	97.9	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.9	97.9
<b>Rate of Vacancies</b>	(%)	2.1	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.1
<b>Economic activity</b>													
<b>Agriculture</b>													
Jobs	('000)	467.6	465.5	468.1	468.4	466.8	468.9	470.0	479.8	481.1	482.0	491.3	495.5
Filled jobs	('000)	439.1	436.3	439.4	438.7	436.7	438.2	439.2	448.1	449.3	451.3	460.8	464.5
Vacancies	('000)	28.5	29.2	28.7	29.8	30.1	30.7	30.8	31.7	31.8	30.7	30.5	31.1
Jobs created	('000)	0.74	0.70	0.74	1.20	1.51	1.41	1.39	1.67	1.67	1.65	1.43	1.42
Rate of Filled Jobs	(%)	93.9	93.7	93.9	93.6	93.5	93.4	93.4	93.4	93.4	93.6	93.8	93.7
Rate of Vacancies	(%)	6.1	6.3	6.1	6.4	6.5	6.6	6.6	6.6	6.6	6.4	6.2	6.3
<b>Mining &amp; quarrying</b>													
Jobs	('000)	79.5	78.8	78.3	77.9	77.6	77.6	78.4	79.5	80.1	80.3	80.8	80.6
Filled jobs	('000)	79.1	78.4	77.9	77.4	77.1	77.2	77.9	79.1	79.7	79.9	80.3	80.1
Vacancies	('000)	0.4	0.4	0.4	0.4	0.5	0.4	0.4	0.4	0.5	0.4	0.5	0.5
Jobs created	('000)	0.08	0.09	0.07	0.09	0.10	0.10	0.11	0.13	0.13	0.12	0.20	0.22
Rate of Filled Jobs	(%)	99.5	99.5	99.5	99.5	99.4	99.4	99.4	99.5	99.4	99.5	99.4	99.3
Rate of Vacancies	(%)	0.5	0.5	0.5	0.5	0.6	0.6	0.6	0.5	0.6	0.5	0.6	0.7
<b>Manufacturing</b>													
Jobs	('000)	2,260.4	2,258.6	2,286.2	2,321.3	2,343.5	2,358.2	2,390.5	2,414.1	2,429.9	2,428.6	2,464.7	2,469.0
Filled jobs	('000)	2,159.5	2,158.4	2,187.0	2,217.7	2,237.3	2,251.3	2,283.2	2,306.5	2,322.2	2,320.7	2,356.8	2,361.0
Vacancies	('000)	100.9	100.1	99.2	103.6	106.2	106.9	107.3	107.5	107.7	108.0	107.9	108.0
Jobs created	('000)	7.37	7.21	6.61	8.00	8.60	9.00	9.80	10.10	10.54	10.05	10.38	10.55
Rate of Filled Jobs	(%)	95.5	95.6	95.7	95.5	95.5	95.5	95.5	95.5	95.6	95.6	95.6	95.6
Rate of Vacancies	(%)	4.5	4.4	4.3	4.5	4.5	4.5	4.5	4.5	4.4	4.4	4.4	4.4
<b>Construction</b>													
Jobs	('000)	1,255.4	1,236.7	1,231.1	1,249.2	1,241.9	1,238.4	1,237.1	1,250.8	1,256.5	1,259.1	1,264.4	1,264.8
Filled jobs	('000)	1,234.2	1,216.0	1,210.7	1,227.3	1,219.7	1,215.7	1,214.4	1,227.5	1,233.2	1,235.3	1,238.5	1,239.2
Vacancies	('000)	21.2	20.7	20.5	22.0	22.2	22.6	22.7	23.3	23.3	23.7	25.9	25.5
Jobs created	('000)	2.82	2.73	2.36	2.84	3.34	3.45	3.50	3.08	3.25	3.62	4.06	3.74
Rate of Filled Jobs	(%)	98.3	98.3	98.3	98.2	98.2	98.2	98.2	98.1	98.1	98.1	98.0	98.0
Rate of Vacancies	(%)	1.7	1.7	1.7	1.8	1.8	1.8	1.8	1.9	1.9	1.9	2.0	2.0
<b>Services</b>													
Jobs	('000)	4,360.6	4,312.1	4,341.9	4,413.9	4,442.2	4,475.7	4,499.4	4,531.4	4,558.1	4,577.1	4,601.4	4,625.2
Filled jobs	('000)	4,333.8	4,284.5	4,316.6	4,386.0	4,416.9	4,445.1	4,469.4	4,501.9	4,528.7	4,550.1	4,575.3	4,600.2
Vacancies	('000)	26.8	27.6	25.3	27.9	25.3	30.6	30.0	29.4	29.4	27.1	26.1	25.0
Jobs created	('000)	6.36	5.44	5.25	8.76	12.29	15.45	15.73	15.91	16.12	16.25	15.92	15.13
Rate of Filled Jobs	(%)	99.4	99.4	99.4	99.4	99.4	99.3	99.3	99.4	99.4	99.4	99.4	99.5
Rate of Vacancies	(%)	0.6	0.6	0.6	0.6	0.6	0.7	0.7	0.6	0.6	0.6	0.6	0.5

Source: Employment Statistics, Malaysia, Q4 2023, DOSM

**Table B: Labour Demand, Malaysia, Q1 2021 - Q4 2023**

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

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Total</b>													
<b>Jobs</b>	('000)	8,423.6	8,351.8	8,405.6	8,530.7	8,572.0	8,618.7	8,675.4	8,755.6	8,805.7	8,827.1	8,902.5	8,935.1
<b>Filled jobs</b>	('000)	8,245.7	8,173.7	8,231.6	8,347.1	8,387.7	8,427.4	8,484.2	8,563.2	8,613.1	8,637.3	8,711.6	8,744.9
<b>Vacancies</b>	('000)	177.9	178.0	174.0	183.6	184.3	191.3	191.3	192.4	192.6	189.8	190.9	190.2
<b>Jobs created</b>	('000)	17.38	16.18	15.04	20.89	25.84	29.40	30.53	30.89	31.71	31.70	31.99	31.06
<b>Rate of Filled Jobs</b>	(%)	97.9	97.9	97.9	97.8	97.8	97.8	97.8	97.8	97.8	97.8	97.9	97.9
<b>Rate of Vacancies</b>	(%)	2.1	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.1
<b>Skill</b>													
<b>Skilled</b>													
Jobs	('000)	2,062.4	2,064.3	2,075.3	2,109.9	2,116.9	2,143.7	2,157.4	2,180.6	2,195.7	2,204.9	2,221.8	2,236.0
Filled jobs	('000)	2,020.6	2,021.5	2,033.2	2,066.9	2,072.0	2,094.4	2,109.1	2,131.9	2,146.4	2,156.1	2,173.2	2,187.9
Vacancies	('000)	41.8	42.8	42.1	42.9	44.9	49.3	48.2	48.6	49.3	48.8	48.6	48.1
Jobs created	('000)	5.30	4.99	4.52	5.97	8.04	9.27	8.51	8.65	8.62	9.17	9.23	8.59
Rate of Filled Jobs	(%)	98.0	97.9	98.0	98.0	97.9	97.7	97.8	97.8	97.8	97.8	97.8	97.8
Rate of Vacancies	(%)	2.0	2.1	2.0	2.0	2.1	2.3	2.2	2.2	2.2	2.2	2.2	2.2
<b>Semi-skilled</b>													
Jobs	('000)	5,253.3	5,194.8	5,237.6	5,311.7	5,344.1	5,364.2	5,405.5	5,458.1	5,494.8	5,506.7	5,560.9	5,587.1
Filled jobs	('000)	5,154.7	5,096.9	5,142.2	5,209.0	5,242.0	5,259.0	5,299.5	5,352.1	5,388.7	5,401.4	5,455.4	5,481.5
Vacancies	('000)	98.7	98.0	95.4	102.7	102.2	105.1	106.0	105.9	106.2	105.2	105.5	105.6
Jobs created	('000)	10.41	9.84	9.34	13.45	15.23	17.56	18.70	19.50	20.23	19.60	19.45	19.34
Rate of Filled Jobs	(%)	98.1	98.1	98.2	98.1	98.1	98.0	98.0	98.1	98.1	98.1	98.1	98.1
Rate of Vacancies	(%)	1.9	1.9	1.8	1.9	1.9	2.0	2.0	1.9	1.9	1.9	1.9	1.9
<b>Low-skilled</b>													
Jobs	('000)	1,107.9	1,092.7	1,092.7	1,109.1	1,111.0	1,110.8	1,112.5	1,117.0	1,115.1	1,115.5	1,119.8	1,112.0
Filled jobs	('000)	1,070.4	1,055.4	1,056.2	1,071.1	1,073.7	1,074.0	1,075.5	1,079.1	1,078.0	1,079.7	1,083.0	1,075.5
Vacancies	('000)	37.4	37.3	36.6	38.0	37.3	36.9	37.0	37.8	37.1	35.8	36.8	36.5
Jobs created	('000)	1.67	1.35	1.17	1.47	2.57	2.58	3.32	2.74	2.86	2.94	3.31	3.13
Rate of Filled Jobs	(%)	96.6	96.6	96.7	96.6	96.6	96.7	96.7	96.6	96.7	96.8	96.7	96.7
Rate of Vacancies	(%)	3.4	3.4	3.3	3.4	3.4	3.3	3.3	3.4	3.3	3.2	3.3	3.3

Source: Employment Statistics, Malaysia, Q4 2023, DOSM

**Table B: Labour Demand, Malaysia, Q1 2021 - Q4 2023**

**3. Jobs by Economic Activity and Skill Category**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Jobs</b>	<b>('000)</b>	<b>8,423.6</b>	<b>8,351.8</b>	<b>8,405.6</b>	<b>8,530.7</b>	<b>8,572.0</b>	<b>8,618.7</b>	<b>8,675.4</b>	<b>8,755.6</b>	<b>8,805.7</b>	<b>8,826.1</b>	<b>8,902.5</b>	<b>8,935.1</b>
<b>Economic activity</b>													
Agriculture	('000)	467.6	465.5	468.1	468.4	466.8	468.9	470.0	479.8	481.1	482.0	491.3	495.5
Mining & quarrying	('000)	79.5	78.8	78.3	77.9	77.6	77.6	78.4	79.5	80.1	80.3	80.8	80.6
Manufacturing	('000)	2,260.4	2,258.6	2,286.2	2,321.3	2,343.5	2,358.2	2,390.5	2,414.1	2,429.9	2,428.6	2,464.7	2,469.0
Food processing, beverages & tobacco products	('000)	289.5	287.0	289.5	291.7	296.4	299.6	305.3	312.8	320.8	324.6	336.0	338.1
Textiles, wearing apparel & leather products	('000)	80.1	79.2	79.9	83.6	84.2	83.9	84.1	86.0	87.2	87.9	87.7	89.0
Wood products, furniture, paper products & printing	('000)	295.1	287.7	299.0	302.1	303.3	303.2	306.1	308.2	309.6	308.2	311.0	313.1
Petroleum, chemical, rubber & plastic products	('000)	430.7	437.4	437.3	440.6	445.9	450.0	457.4	456.9	457.3	448.8	456.6	461.0
Non-metallic, mineral products, basic metal & fabricated metal products	('000)	354.9	353.9	355.5	359.6	361.8	361.1	363.5	365.9	367.2	367.1	375.2	377.6
Electrical, electronic & optical products	('000)	594.6	597.8	606.3	621.0	623.9	630.1	641.2	650.4	650.4	655.3	658.4	649.9
Transport equipment, other manufacturing & repair	('000)	215.5	215.5	218.6	222.7	228.0	230.3	232.8	233.9	237.4	236.8	239.7	240.3
Construction	('000)	1,255.4	1,236.7	1,231.1	1,249.2	1,241.9	1,238.4	1,237.1	1,250.8	1,256.5	1,259.1	1,264.4	1,264.8
Services	('000)	4,360.6	4,312.1	4,341.9	4,413.9	4,442.2	4,475.7	4,499.4	4,531.4	4,558.1	4,577.1	4,601.4	4,625.2
Wholesale & retail trade	('000)	1,555.0	1,537.4	1,557.9	1,602.1	1,615.5	1,647.0	1,657.1	1,668.7	1,671.1	1,681.8	1,696.0	1,708.1
Food & beverages and Accommodation	('000)	789.3	763.1	774.7	787.9	790.6	780.5	782.9	793.8	804.2	805.9	808.4	810.6
Transportation & Storage	('000)	376.7	375.8	374.5	387.7	395.1	402.5	406.0	411.0	416.5	419.6	420.5	423.0
Information & communication	('000)	224.1	224.9	226.3	227.4	229.2	230.1	231.4	231.9	232.4	232.9	233.4	233.6
Finance, insurance, real estate & business services	('000)	911.0	909.0	906.8	904.7	904.7	905.9	912.8	916.1	922.1	923.1	927.0	930.8
Other services	('000)	504.6	501.9	501.6	504.1	507.2	509.6	509.2	509.8	511.7	514.1	516.2	519.1
<b>Skill</b>													
Skilled	('000)	2,062.4	2,064.3	2,075.3	2,109.9	2,116.9	2,143.7	2,157.4	2,180.6	2,195.7	2,204.9	2,221.8	2,236.0
Semi-skilled	('000)	5,253.3	5,194.8	5,237.6	5,311.7	5,344.1	5,364.2	5,405.5	5,458.1	5,494.8	5,506.7	5,560.9	5,587.1
Low-skilled	('000)	1,107.9	1,092.7	1,092.7	1,109.1	1,111.0	1,110.8	1,112.5	1,117.0	1,115.1	1,115.5	1,119.8	1,112.0

Source: Employment Statistics, Malaysia, Q4 2023, DOSM

**Table B: Labour Demand, Malaysia, Q1 2021 - Q4 2023**

**4. Filled Jobs by Economic Activity and Skill Category**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Filled Jobs</b>	<b>('000)</b>	<b>8,245.7</b>	<b>8,173.7</b>	<b>8,231.6</b>	<b>8,347.1</b>	<b>8,387.7</b>	<b>8,427.4</b>	<b>8,484.2</b>	<b>8,563.2</b>	<b>8,613.1</b>	<b>8,637.3</b>	<b>8,711.6</b>	<b>8,744.9</b>
<b>Economic activity</b>													
Agriculture	('000)	439.1	436.3	439.4	438.7	436.7	438.2	439.2	448.1	449.3	451.3	460.8	464.5
Mining & quarrying	('000)	79.1	78.4	77.9	77.4	77.1	77.2	77.9	79.1	79.7	79.9	80.3	80.1
Manufacturing	('000)	2,159.5	2,158.4	2,187.0	2,217.7	2,237.3	2,251.3	2,283.2	2,306.5	2,322.2	2,320.7	2,356.8	2,361.0
Food processing, beverages & tobacco products	('000)	274.5	274.7	277.3	279.3	283.5	286.2	291.8	299.3	307.2	310.6	321.9	324.3
Textiles, wearing apparel & leather products	('000)	77.6	76.6	77.3	80.7	81.2	80.8	81.0	82.9	84.1	84.8	84.7	86.0
Wood products, furniture, paper products & printing	('000)	283.6	276.4	287.4	289.4	290.3	290.1	292.7	294.7	296.0	294.6	297.4	299.3
Petroleum, chemical, rubber & plastic products	('000)	412.0	418.7	419.1	420.6	425.3	429.4	436.9	436.3	437.0	429.2	436.9	441.0
Non-metallic, mineral products, basic metal & fabricated metal products	('000)	341.0	339.5	341.4	345.4	347.1	346.9	349.6	352.1	353.3	353.2	361.2	363.0
Electrical, electronic & optical products	('000)	564.0	566.2	574.9	589.1	591.6	597.6	608.3	617.2	617.2	621.2	624.6	616.8
Transport equipment, other manufacturing & repair	('000)	206.9	206.5	209.6	213.2	218.2	220.3	222.9	224.1	227.4	227.1	230.1	230.5
Construction	('000)	1,234.2	1,216.0	1,210.7	1,227.3	1,219.7	1,215.7	1,214.4	1,227.5	1,233.2	1,235.3	1,238.5	1,239.2
Services	('000)	4,333.8	4,284.5	4,316.6	4,386.0	4,416.9	4,445.1	4,469.4	4,501.9	4,528.7	4,550.1	4,575.3	4,600.2
Wholesale & retail trade	('000)	1,545.5	1,527.8	1,549.9	1,591.3	1,607.8	1,636.0	1,646.4	1,657.7	1,660.7	1,671.6	1,686.3	1,698.4
Food & beverages and Accommodation	('000)	786.1	760.0	772.0	784.9	788.4	778.2	780.3	790.8	801.4	803.8	806.8	809.0
Transportation & Storage	('000)	372.9	371.9	371.4	384.1	392.5	400.7	404.3	409.4	415.0	417.7	419.0	421.6
Information & communication	('000)	223.5	224.4	225.6	226.7	228.1	228.8	230.2	230.9	231.4	232.0	232.5	232.8
Finance, insurance, real estate & business services	('000)	903.9	901.0	898.3	896.9	895.3	895.1	901.5	905.8	910.7	912.9	916.7	921.3
Other services	('000)	501.9	499.4	499.4	502.1	504.9	506.2	506.7	507.3	509.5	512.0	513.9	517.0
<b>Skill</b>													
Skilled	('000)	2,020.6	2,021.5	2,033.2	2,066.9	2,072.0	2,094.4	2,109.1	2,131.9	2,146.4	2,156.1	2,173.2	2,187.9
Semi-skilled	('000)	5,154.7	5,096.9	5,142.2	5,209.0	5,242.0	5,259.0	5,299.5	5,352.1	5,388.7	5,401.4	5,455.4	5,481.5
Low-skilled	('000)	1,070.4	1,055.4	1,056.2	1,071.1	1,073.7	1,074.0	1,075.5	1,079.1	1,078.0	1,079.7	1,083.0	1,075.5

Source: Employment Statistics, Malaysia, Q4 2023, DOSM

**Table B: Labour Demand, Malaysia, Q1 2021 - Q4 2023**

**5. Vacancies by Economic Activity and Skill Category**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Vacancies</b>	<b>('000)</b>	<b>177.9</b>	<b>178.0</b>	<b>174.0</b>	<b>183.6</b>	<b>184.3</b>	<b>191.3</b>	<b>191.3</b>	<b>192.4</b>	<b>192.6</b>	<b>189.6</b>	<b>190.9</b>	<b>190.2</b>
<b>Economic activity</b>													
Agriculture	('000)	28.5	29.2	28.7	29.8	30.1	30.7	30.8	31.7	31.8	30.7	30.5	31.1
Mining & quarrying	('000)	0.4	0.4	0.4	0.4	0.5	0.4	0.4	0.4	0.5	0.4	0.5	0.5
Manufacturing	('000)	100.9	100.1	99.2	103.6	106.2	106.9	107.3	107.5	107.7	108.0	107.9	108.0
Food processing, beverages & tobacco products	('000)	15.0	12.4	12.2	12.4	12.9	13.4	13.5	13.5	13.5	14.0	14.1	13.8
Textiles, wearing apparel & leather products	('000)	2.5	2.6	2.6	2.9	3.0	3.1	3.2	3.2	3.1	3.1	3.0	3.1
Wood products, furniture, paper products & printing	('000)	11.6	11.4	11.6	12.8	13.0	13.1	13.4	13.5	13.6	13.5	13.6	13.8
Petroleum, chemical, rubber & plastic products	('000)	18.7	18.8	18.2	19.9	20.6	20.6	20.5	20.6	20.4	19.6	19.7	20.0
Non-metallic, mineral products, basic metal & fabricated metal products	('000)	13.9	14.4	14.1	14.1	14.7	14.2	13.9	13.8	13.9	13.9	14.0	14.5
Electrical, electronic & optical products	('000)	30.6	31.6	31.4	31.9	32.2	32.5	32.9	33.1	33.2	34.2	33.8	33.1
Transport equipment, other manufacturing & repair	('000)	8.6	9.0	9.0	9.5	9.8	10.0	9.9	9.8	9.9	9.7	9.6	9.8
Construction	('000)	21.2	20.7	20.5	22.0	22.2	22.6	22.7	23.3	23.3	23.7	25.9	25.5
Services	('000)	26.8	27.6	25.3	27.9	25.3	30.6	30.0	29.4	29.4	27.1	26.1	25.0
Wholesale & retail trade	('000)	9.5	9.6	7.9	10.8	7.7	10.9	10.7	11.0	10.4	10.2	9.6	9.7
Food & beverages and Accommodation	('000)	3.2	3.1	2.7	2.9	2.1	2.3	2.6	3.1	2.8	2.1	1.6	1.6
Transportation & Storage	('000)	3.8	3.9	3.1	3.6	2.6	1.8	1.7	1.6	1.5	1.5	1.5	1.4
Information & communication	('000)	0.6	0.5	0.7	0.7	1.1	1.4	1.2	1.0	1.0	0.9	0.9	0.8
Finance, insurance, real estate & business services	('000)	7.1	8.0	8.5	7.8	9.4	10.8	11.3	10.3	11.4	10.3	10.3	9.4
Other services	('000)	2.7	2.5	2.3	2.0	2.3	3.4	2.5	2.5	2.3	2.1	2.2	2.1
<b>Skill</b>													
Skilled	('000)	41.8	42.8	42.1	42.9	44.9	49.3	48.2	48.6	49.3	48.8	48.6	48.1
Semi-skilled	('000)	98.7	98.0	95.4	102.7	102.2	105.1	106.0	105.9	106.2	105.2	105.5	105.6
Low-skilled	('000)	37.4	37.3	36.6	38.0	37.3	36.9	37.0	37.8	37.1	35.8	36.8	36.5

Source: Employment Statistics, Malaysia, Q4 2023, DOSM



**Table B: Labour Demand, Malaysia, Q1 2021 - Q4 2023**
**6. Job Created by Economic Activity and Skill Category**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Jobs created</b>	<b>('000)</b>	<b>17.38</b>	<b>16.18</b>	<b>15.04</b>	<b>20.89</b>	<b>25.84</b>	<b>29.40</b>	<b>30.53</b>	<b>30.89</b>	<b>31.71</b>	<b>31.70</b>	<b>31.99</b>	<b>31.06</b>
<b>Economic activity</b>													
Agriculture	('000)	0.74	0.70	0.74	1.20	1.51	1.41	1.39	1.67	1.67	1.65	1.43	1.42
Mining & quarrying	('000)	0.08	0.09	0.07	0.09	0.10	0.10	0.11	0.13	0.13	0.12	0.20	0.22
Manufacturing	('000)	7.37	7.21	6.61	8.00	8.60	9.00	9.80	10.10	10.54	10.05	10.38	10.55
Food processing, beverages & tobacco products	('000)	0.24	0.20	0.20	0.37	0.49	0.52	0.58	0.65	0.72	0.67	0.76	0.67
Textiles, wearing apparel & leather products	('000)	0.31	0.33	0.33	0.40	0.43	0.42	0.43	0.44	0.44	0.41	0.41	0.43
Wood products, furniture, paper products & printing	('000)	0.43	0.46	0.46	0.66	0.73	0.77	0.84	0.89	0.92	0.85	0.90	0.75
Petroleum, chemical, rubber & plastic products	('000)	2.05	2.11	1.79	2.17	2.30	2.33	2.48	2.60	2.76	2.50	2.67	2.72
Non-metallic, mineral products, basic metal & fabricated metal products	('000)	0.71	0.85	0.83	0.98	1.04	1.06	1.18	1.22	1.27	1.14	1.29	1.36
Electrical, electronic & optical products	('000)	3.20	2.84	2.57	2.85	2.97	3.22	3.52	3.48	3.49	3.53	3.50	3.71
Transport equipment, other manufacturing & repair	('000)	0.44	0.42	0.43	0.57	0.64	0.68	0.77	0.81	0.94	0.95	0.85	0.91
Construction	('000)	2.82	2.73	2.36	2.84	3.34	3.45	3.50	3.08	3.25	3.62	4.06	3.74
Services	('000)	6.36	5.44	5.25	8.76	12.29	15.45	15.73	15.91	16.12	16.25	15.92	15.13
Wholesale & retail trade	('000)	2.30	1.78	1.82	3.12	4.73	6.66	6.79	8.39	8.65	8.82	8.55	8.89
Food & beverages and Accommodation	('000)	0.08	0.09	0.16	0.73	0.71	0.52	0.88	1.00	0.95	1.19	1.10	1.04
Transportation & Storage	('000)	0.88	0.79	0.44	0.91	1.94	1.74	2.01	1.26	1.36	1.51	1.40	1.18
Information & communication	('000)	0.46	0.48	0.73	0.98	1.19	1.35	1.35	0.76	0.81	0.57	0.58	0.36
Finance, insurance, real estate & business services	('000)	2.12	1.85	1.61	2.04	2.43	3.27	2.85	2.72	2.85	2.84	2.79	2.52
Other services	('000)	0.53	0.45	0.50	0.98	1.30	1.91	1.85	1.79	1.50	1.33	1.50	1.15
<b>Skill</b>													
Skilled	('000)	5.30	4.99	4.52	5.97	8.04	9.27	8.51	8.65	8.62	9.17	9.23	8.59
Semi-skilled	('000)	10.41	9.84	9.34	13.45	15.23	17.56	18.70	19.50	20.23	19.60	19.45	19.34
Low-skilled	('000)	1.67	1.35	1.17	1.47	2.57	2.58	3.32	2.74	2.86	2.94	3.31	3.13

**Source:** Employment Statistics, Malaysia, Q4 2023, DOSM

**Table B: Labour Demand, Malaysia, Q1 2022 - Q1 2023**

**7. Number of Online Job Vacancies Advertisement by Industry**

Indicator	2022									2023					
	Q2			Q3			Q4			Q1			Q2		
Advertised Date	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
<b>Total</b>	<b>93,637</b>	<b>41,817</b>	<b>66,648</b>	<b>54,086</b>	<b>66,093</b>	<b>69,991</b>	<b>63,743</b>	<b>81,784</b>	<b>58,893</b>	<b>49,524</b>	<b>65,297</b>	<b>96,688</b>	<b>48,143</b>	<b>109,262</b>	<b>103,826</b>
Agriculture, forestry & fishing	149	43	99	121	173	179	312	606	302	193	274	362	181	450	307
Mining & quarrying	24	7	39	40	56	57	101	215	176	165	201	215	92	264	134
Manufacturing	20,669	8,052	13,467	11,884	12,409	16,610	7,866	12,880	6,228	6,117	6,761	8,621	5,933	11,837	9,659
Construction	592	247	456	824	1,146	1,168	3,745	6,389	3,906	2,868	3,959	5,050	2,882	6,786	5,173
Electricity, gas, Steam & air conditioning supply	26	7	52	36	58	66	52	53	40	33	45	50	26	39	49
Water supply, sewerage, waste management & remediation activities	42	18	33	45	70	102	126	199	115	116	125	170	99	181	130
Wholesale and retail trade; repair of motor vehicles and motorcycles	17,769	7,652	12,815	13,063	13,871	18,216	19,671	20,809	21,633	8,671	11,950	15,335	9,937	20,008	17,652
Transportation & Storage	1,740	909	1,323	1,415	1,375	1,821	1,896	2,667	1,419	983	1,124	1,445	1,036	2,235	1,616
Accommodation & food service activities	6,834	3,617	5,493	3,484	4,521	5,156	6,784	7,414	3,063	3,125	2,745	4,441	2,839	5,118	6,116
Information & communication	2,021	997	1,420	1,540	1,897	2,168	2,872	4,427	2,435	2,702	2,708	3,899	2,388	4,599	4,085
Financial & insurance/ takaful activities	5,577	2,659	3,979	3,985	3,993	5,163	4,364	4,427	4,115	3,468	4,159	5,699	4,194	7,766	6,705
Real estate activities	1,632	596	1,205	1,106	1,361	1,673	1,213	1,799	989	808	987	1,567	971	1,747	1,534
Professional, scientific & technical activities	9,254	3,026	6,731	5,539	7,090	8,521	4,607	6,114	4,531	3,356	3,942	6,554	3,938	7,845	6,884
Administrative & support service activities	901	513	624	1,110	1,057	1,364	4,954	5,288	3,276	2,965	3,321	4,740	3,488	7,250	6,556
Public administration & defence; compulsory social security	906	372	724	185	304	113	249	302	399	146	201	225	238	455	391
Education	2,409	939	1,863	1,764	1,963	2,430	1,593	2,632	1,929	1,517	1,571	2,262	1,103	2,768	2,072
Human health & social work activities	2,571	1,145	2,050	1,924	1,994	2,754	1,035	1,519	1,218	897	1,243	1,452	1,092	2,024	1,709
Arts, entertainment & recreation	130	38	86	115	197	216	502	835	410	272	276	330	153	323	278
Other service activities	1,484	545	1,095	1,021	1,199	1,499	1,745	2,731	1,945	955	1,322	2,240	811	2,199	1,438
Activities of households as employers	6	1	4	5	6	1	6	6	6	4	8	9	9	11	29
Activities of extraterritorial organizations & bodies	17	2	9	6	11	2	-	-	-	-	-	-	-	-	-
Unclassified	18,884	10,432	13,081	4,874	11,342	712	50	472	758	10,163	18,375	32,022	6,733	25,357	31,309

Source: Big Data Analytics, Job Market Insights, DOSM

**Table B: Labour Demand, Malaysia, Q1 2022 - Q1 2023**

**8. Number of Online Job Vacancies Advertisement by Occupation**

Indicator	2022									2023					
	Q2			Q3			Q4			Q1			Q2		
Advertised Date	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mac	Apr	May	June
<b>Total</b>	<b>93,637</b>	<b>41,817</b>	<b>66,648</b>	<b>54,086</b>	<b>66,093</b>	<b>69,991</b>	<b>63,743</b>	<b>81,784</b>	<b>58,893</b>	<b>49,524</b>	<b>65,297</b>	<b>96,688</b>	<b>48,143</b>	<b>109,262</b>	<b>103,826</b>
Managers	9,643	5,201	7,839	6,439	9,155	8,823	8,105	8,460	9,021	6,332	8,775	14,096	7,318	15,703	16,546
Professionals	39,901	17,938	28,656	24,939	30,273	32,375	27,033	33,852	26,609	22,992	31,550	46,672	22,845	52,341	50,439
Technician and associate professionals	17,140	7,733	11,938	9,462	12,191	12,781	11,356	15,521	10,189	9,197	11,397	16,514	9,139	20,411	18,310
Clerical support workers	9,955	3,821	6,292	4,807	5,629	5,998	4,709	7,488	4,364	3,955	5,777	8,622	3,456	8,298	6,130
Service and sales workers	8,991	3,948	6,544	4,377	5,021	5,259	8,426	8,719	4,431	4,062	4,487	6,613	3,097	6,777	8,274
Skilled agricultural, forestry and fishery workers	123	51	143	91	87	99	288	538	598	93	55	64	23	80	49
Craft and related trades workers	2,234	900	1,694	1,247	1,321	1,484	1,110	2,316	1,361	905	1,375	1,680	772	1,865	1,314
Plant and machine operators and assemblers	5,650	2,225	3,542	2,724	2,416	3,172	2,716	4,890	2,320	1,988	1,881	2,427	1,493	3,787	2,764
Unclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

**9. Number of Online Job Vacancies Advertisement by State**

Indicator	2022									2023					
	Q2			Q3			Q4			Q1			Q2		
Advertised Date	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mac	Apr	May	June
<b>Total</b>	<b>93,637</b>	<b>41,817</b>	<b>66,648</b>	<b>54,086</b>	<b>66,093</b>	<b>69,991</b>	<b>63,743</b>	<b>81,784</b>	<b>58,893</b>	<b>49,524</b>	<b>65,297</b>	<b>96,688</b>	<b>48,143</b>	<b>109,262</b>	<b>103,826</b>
Johor	7,296	3,107	5,643	4,339	4,719	5,757	5,624	7,359	3,414	3,603	4,166	4,381	2,784	3,901	4,751
Kedah	899	452	622	599	615	645	668	1,179	555	1,185	1,106	1,238	400	579	567
Kelantan	590	267	472	386	364	417	335	607	411	286	392	342	185	403	250
Melaka	1,742	714	1,159	911	1,043	1,184	1,139	1,868	890	924	1,047	1,072	591	986	765
Negeri Sembilan	583	262	402	291	316	362	408	601	246	317	304	341	192	212	288
Pahang	804	291	472	279	482	446	431	798	314	464	414	629	155	451	284
Pulau Pinang	3,435	1,675	2,497	1,898	2,093	2,349	2,204	2,380	1,260	2,152	2,398	2,728	1,474	1,916	1,893
Perak	1,121	531	759	652	627	721	762	1,386	733	923	959	1,105	448	836	728
Perlis	327	38	21	16	35	17	53	98	43	79	76	67	13	19	59
Selangor	13,974	6,101	9,958	8,353	8,867	10,204	9,641	14,062	6,473	11,389	13,167	15,434	5,384	7,491	7,563
Terengganu	497	233	473	319	305	341	369	638	401	370	419	413	151	360	273
Sabah	1,479	584	1,125	874	1,015	1,145	908	1,836	888	1,164	1,318	1,614	778	1,115	764
Sarawak	1,530	619	1,169	859	1,051	1,212	1,065	2,055	1,155	1,171	1,590	1,733	703	1,129	667
W.P Kuala Lumpur	40,879	18,393	29,228	23,248	25,522	30,413	26,454	32,935	17,937	18,789	19,761	24,177	16,592	20,927	21,703
W.P Labuan	61	33	60	47	59	52	37	80	36	37	50	38	25	43	31
W.P Putrajaya	341	122	246	193	222	274	282	400	183	173	196	221	129	189	128
Unclassified *	18,079	8,395	12,342	10,822	18,758	14,452	13,363	13,502	23,954	6,498	17,934	41,155	15,427	56,555	43,364

**Source:** Big Data Analytics, Job Market Insights, DOSM

**Note:** \* Including job vacancies for overseas

**Table C: Labour Productivity, Malaysia, Q1 2021 - Q4 2023**

**1. Labour Productivity per Hour Worked**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Value added per hour worked</b>	<b>RM</b>	<b>40.3</b>	<b>40.6</b>	<b>41.1</b>	<b>42.3</b>	<b>40.4</b>	<b>41.1</b>	<b>42.6</b>	<b>43.2</b>	<b>41.2</b>	<b>40.6</b>	<b>42.2</b>	<b>43.5</b>
<b>Economic activity</b>													
Agriculture	RM	23.0	24.3	27.5	25.4	22.9	23.5	27.2	25.2	22.7	22.8	27.0	25.5
Mining & quarrying	RM	564.4	566.0	485.9	531.0	531.3	530.9	505.6	553.3	539.5	495.4	503.3	563.5
Manufacturing	RM	54.9	57.3	57.2	58.3	54.9	56.2	57.9	58.5	55.0	54.0	55.3	56.9
Vegetable and animal oils & fats and food processing	RM	27.3	32.7	33.6	30.3	25.5	30.3	31.9	30.2	26.1	29.4	30.7	31.1
Beverages & tobacco products	RM	193.6	209.4	137.7	224.7	193.1	253.1	200.2	212.7	203.9	246.0	211.4	205.4
Textiles, wearing apparel & leather products	RM	11.5	11.1	10.7	11.5	11.0	10.3	10.9	11.6	11.5	10.7	11.2	11.8
Wood products, furniture, paper products printing	RM	33.7	33.2	30.2	31.3	34.0	31.2	29.2	29.0	31.8	29.3	27.4	29.0
Petroleum, chemical, rubber & plastic products	RM	94.3	97.7	108.3	101.2	89.9	92.3	106.7	99.7	89.7	88.1	101.6	96.7
Non-metallic, mineral products, basic metal & fabricated metal products	RM	39.1	40.5	39.3	41.2	40.4	40.1	39.3	41.8	41.2	41.6	40.2	42.9
Electrical, electronic & optical products	RM	77.4	75.4	75.3	77.4	83.6	78.2	79.6	80.2	82.8	72.4	73.5	73.6
Transport equipment, other manufacturing & repair	RM	61.9	70.5	55.2	84.2	59.0	75.7	65.7	82.4	59.0	72.3	64.4	83.4
Construction	RM	17.1	16.8	16.9	15.6	15.7	15.9	16.6	16.8	16.7	16.5	17.5	17.2
Services	RM	37.8	37.5	38.0	39.9	38.3	39.0	40.3	40.9	39.4	39.0	40.3	41.6
Utilities	RM	157.9	165.7	172.9	165.7	154.3	163.5	163.0	151.4	151.1	161.2	158.8	159.1
Wholesale & retail trade	RM	39.2	37.7	38.2	42.8	38.2	39.8	42.3	43.5	40.1	40.2	43.6	45.7
Food & beverages and Accommodation	RM	9.3	8.8	8.0	9.8	10.7	11.0	11.2	11.6	11.2	11.0	10.6	11.0
Transportation & Storage	RM	32.4	33.2	33.7	37.4	39.3	40.1	40.5	40.9	42.8	42.3	43.3	45.2
Information & communication	RM	165.6	163.9	166.6	158.5	165.3	166.3	159.6	153.1	164.5	162.3	161.9	157.9
Finance & insurance	RM	126.5	125.0	124.5	125.9	124.2	120.8	128.4	133.8	132.4	111.5	122.1	116.1
Real estate & business services	RM	21.7	20.9	20.0	20.6	23.0	24.0	24.7	24.0	24.1	24.7	24.9	25.7
Other services	RM	32.3	32.7	34.7	35.4	33.2	32.8	34.1	35.7	34.1	34.3	34.9	37.0

Source: Labour Productivity, Malaysia Q4 2023, DOSM

**Table C: Labour Productivity, Malaysia, Q1 2021 - Q4 2023**

**2. Labour Productivity per Hour Worked - Annual Percentage Change**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Value added per hour worked	(%)	0.6	-12.8	-0.4	1.3	0.2	1.2	3.7	2.1	2.1	-1.1	-0.9	0.7
<b>Economic activity</b>													
Agriculture	(%)	-0.5	-15.5	-3.5	1.9	-0.3	-3.4	-0.8	-0.6	-0.8	-2.8	-0.9	1.0
Mining & quarrying	(%)	-0.8	-8.2	4.0	-9.3	-5.9	-6.2	4.1	4.2	1.6	-6.7	-0.4	1.8
Manufacturing	(%)	8.1	-4.2	2.1	4.6	-0.1	-1.9	1.4	0.3	0.2	-3.9	-4.5	-2.8
Vegetable and animal oils & fats and food processing	(%)	1.1	-20.9	-1.6	3.3	-6.6	-7.4	-5	-0.4	2.2	-3.0	-3.5	2.9
Beverages & tobacco products	(%)	22.3	39.0	-37.6	8.8	-0.3	20.9	45.4	-5.4	5.6	-2.8	5.6	-3.4
Textiles, wearing apparel & leather products	(%)	3.8	22.5	-6.4	0.2	-3.7	-7.0	1.5	1.2	4.4	3.8	2.8	1.5
Wood products, furniture, paper products printing	(%)	12.1	1.1	-0.1	1.8	0.7	-6.1	-3.1	-7.3	-6.4	-6.2	-6.4	0.1
Petroleum, chemical, rubber & plastic products	(%)	4.4	2.4	11.2	2.9	-4.6	-5.5	-1.5	-1.5	-0.3	-4.6	-4.8	-3.0
Non-metallic, mineral products, basic metal & fabricated metal products	(%)	1.1	0.6	-7.7	3.4	3.4	-1.0	-0.2	1.3	1.9	3.9	2.5	2.7
Electrical, electronic & optical products	(%)	11.4	-10.9	9.5	9.8	8.0	3.7	5.8	3.6	-0.9	-7.5	-7.7	-8.2
Transport equipment, other manufacturing & repair	(%)	12.1	-18.5	-25.4	1.0	-4.6	7.4	18.9	-2.2	0.0	-4.5	-2.0	1.2
Construction	(%)	-8.6	-7.7	-5.6	-10.8	-8.2	-5.1	-2.0	8.0	6.5	3.5	5.2	2.6
Services	(%)	-1.2	-15.6	-1.4	0.8	1.1	3.9	5.9	2.5	2.8	0.1	0.1	1.5
Utilities	(%)	1.4	-17.8	6.9	1.8	-2.3	-1.3	-5.8	-8.7	-2.1	-1.4	-2.6	5.1
Wholesale & retail trade	(%)	2.2	-8.7	-7.3	-1.0	-2.6	5.7	10.6	1.6	4.9	0.8	3.2	5.1
Food & beverages and Accommodation	(%)	-26.5	-20.9	-20.1	2.8	14.5	25.3	40.1	18.9	5.2	-0.1	-5.2	-5.3
Transportation & Storage	(%)	-15.6	-8.6	-6.9	9.6	21.4	20.5	20.0	9.5	8.8	5.6	6.9	10.5
Information & communication	(%)	3.5	-30.5	6.9	4.7	-0.1	1.5	-4.2	-3.4	-0.5	-2.4	1.4	3.1
Finance & insurance	(%)	9.6	-1.8	7.1	3.4	-1.8	-3.3	3.1	6.3	6.7	-7.8	-4.9	-13.2
Real estate & business services	(%)	-14.1	-25.1	-9.1	-3.5	6.0	15.2	23.7	16.7	4.9	2.8	0.9	7.3
Other services	(%)	-3.4	-18.3	6.1	-0.5	2.5	0.4	-1.8	0.9	3.0	4.5	2.5	3.4

Source: Labour Productivity, Malaysia Q4 2023, DOSM

**Table C: Labour Productivity, Malaysia, Q1 2021 - Q4 2023**

**3. Labour Productivity per Employment**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Value added per employment</b>	<b>RM</b>	<b>22,578</b>	<b>22,211</b>	<b>22,081</b>	<b>24,065</b>	<b>23,153</b>	<b>23,402</b>	<b>24,312</b>	<b>24,966</b>	<b>23,718</b>	<b>23,408</b>	<b>24,470</b>	<b>25,080</b>
<b>Economic activity</b>													
Agriculture	RM	12,085	12,772	14,480	13,497	12,195	12,566	14,749	13,721	12,182	12,413	14,792	13,871
Mining & quarrying	RM	333,475	323,649	279,934	313,635	317,764	312,671	304,286	332,521	323,940	303,180	302,703	344,483
Manufacturing	RM	31,375	31,640	31,275	34,309	32,266	32,921	33,838	34,854	32,477	32,074	32,801	33,746
Vegetable and animal oils & fats and food processing	RM	14,678	17,476	17,916	17,040	14,604	17,014	17,831	17,121	14,924	16,467	17,381	17,416
Beverages & tobacco products	RM	110,450	116,777	79,123	131,919	115,193	146,336	118,093	124,337	119,031	151,452	118,582	126,998
Textiles, wearing apparel & leather products	RM	5,825	5,351	5,251	5,897	5,770	5,386	5,584	6,061	6,196	5,843	5,801	5,980
Wood products, furniture, paper products printing	RM	19,221	17,850	15,644	18,532	20,131	18,841	17,575	18,062	19,154	17,780	16,895	17,720
Petroleum, chemical, rubber & plastic products	RM	56,258	57,546	63,951	61,991	54,587	55,665	64,334	61,351	54,923	54,528	62,399	59,432
Non-metallic, mineral products, basic metal & fabricated metal products	RM	23,408	22,835	21,622	25,108	24,195	24,121	23,735	25,307	24,798	25,071	24,260	26,010
Electrical, electronic & optical products	RM	45,429	42,560	42,547	46,821	50,249	46,825	47,455	49,128	49,124	44,256	44,984	45,536
Transport equipment, other manufacturing & repair	RM	36,546	40,360	29,854	50,621	36,018	45,485	39,016	49,547	36,275	43,125	38,620	50,476
Construction	RM	9,912	9,092	8,618	9,103	9,368	9,368	9,906	10,015	9,995	9,852	10,474	10,251
Services	RM	21,221	20,621	20,574	22,651	21,961	22,142	22,914	23,586	22,650	22,372	23,339	23,871
Utilities	RM	89,995	92,414	91,508	96,382	91,266	93,093	93,636	92,524	91,609	95,846	95,467	94,899
Wholesale & retail trade	RM	22,446	20,891	21,016	24,765	22,253	23,112	24,746	25,942	23,647	23,739	25,610	26,603
Food & beverages and Accommodation	RM	5,145	4,768	4,440	5,583	6,147	6,165	6,369	6,497	6,384	6,196	6,162	6,239
Transportation & Storage	RM	19,025	19,165	19,133	22,360	23,761	23,975	24,278	25,132	25,879	25,555	26,120	27,523
Information & communication	RM	95,962	94,564	95,637	93,184	97,607	96,343	96,201	93,833	95,465	95,083	95,264	93,826
Finance & insurance	RM	71,786	70,161	68,706	72,026	71,511	69,443	71,421	72,019	71,247	64,881	69,849	67,448
Real estate & business services	RM	12,542	11,811	10,978	11,916	13,607	13,985	14,166	14,494	14,569	14,665	15,029	15,325
Other services	RM	17,403	17,440	17,799	19,141	18,125	18,002	18,558	19,626	18,749	18,706	19,360	20,438

Source: Labour Productivity, Malaysia Q4 2023, DOSM

**Table C: Labour Productivity, Malaysia, Q1 2021 - Q4 2023**

**4. Labour Productivity per Employment - Annual Percentage Change**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Value added per employment	(%)	-0.2	13.7	-5.3	1.7	2.5	5.4	10.1	3.7	2.4	0.0	0.6	0.5
<b>Economic activity</b>													
Agriculture	(%)	1.0	-3.1	-2.7	3.1	0.9	-1.6	1.9	1.7	-0.1	-1.2	0.3	1.1
Mining & quarrying	(%)	-2.4	12.8	-1.4	-10.7	-4.7	-3.4	8.7	6.0	1.9	-3.0	-0.5	3.6
Manufacturing	(%)	5.5	23.2	-3.7	5.3	2.8	4.0	8.2	1.6	0.7	-2.6	-3.1	-3.2
Vegetable and animal oils & fats and food processing	(%)	-3.7	-6.5	-4.1	4.6	-0.5	-2.6	-0.5	0.5	2.2	-3.2	-2.5	1.7
Beverages & tobacco products	(%)	15.1	55.6	-41.3	7.4	4.3	25.3	49.3	-5.7	3.3	3.5	0.4	2.1
Textiles, wearing apparel & leather products	(%)	3.7	31.1	-10.2	-2.8	-0.9	0.7	6.3	2.8	7.4	8.5	3.9	-1.3
Wood products, furniture, paper products printing	(%)	5.4	40.4	-13.1	3.0	4.7	5.6	12.3	-2.5	-4.8	-5.6	-3.9	-1.9
Petroleum, chemical, rubber & plastic products	(%)	3.0	21.8	9.3	4.8	-3.0	-3.3	0.6	-1.0	0.6	-2.0	-3.0	-3.1
Non-metallic, mineral products, basic metal & fabricated metal products	(%)	-1.3	34.0	-14.4	3.6	3.4	5.6	9.8	0.8	2.5	3.9	2.2	2.8
Electrical, electronic & optical products	(%)	10.7	22.6	3.8	11.6	10.6	10.0	11.5	4.9	-2.2	-5.5	-5.2	-7.3
Transport equipment, other manufacturing & repair	(%)	9.5	41.0	-32.4	0.3	-1.4	12.7	30.7	-2.1	0.7	-5.2	-1.0	1.9
Construction	(%)	-8.2	37.8	-18.7	-10.9	-5.5	3.0	14.9	10.0	6.7	5.2	5.7	2.4
Services	(%)	-2.1	11.5	-5.9	1.1	3.5	7.4	11.4	4.1	3.1	1.0	1.9	1.2
Utilities	(%)	0.3	5.2	-2.8	4.4	1.4	0.7	2.3	-4.0	0.4	3.0	2.0	2.6
Wholesale & retail trade	(%)	0.2	19.5	-12.5	-2.8	-0.9	10.6	17.7	4.8	6.3	2.7	3.5	2.5
Food & beverages and Accommodation	(%)	-27.6	5.9	-19.1	5.5	19.5	29.3	43.4	16.4	3.9	0.5	-3.2	-4.0
Transportation & Storage	(%)	-15.5	37.8	-11.0	12.3	24.9	25.1	26.9	12.4	8.9	6.6	7.6	9.5
Information & communication	(%)	1.6	2.6	4.9	4.7	1.7	1.9	0.6	0.7	-2.2	-1.3	-1.0	0.0
Finance & insurance	(%)	10.9	24.4	5.5	4.0	-0.4	-1.0	4.0	0.0	-0.4	-6.6	-2.2	-6.3
Real estate & business services	(%)	-15.7	1.3	-13.5	-4.0	8.5	18.4	29.0	21.6	7.1	4.9	6.1	5.7
Other services	(%)	-3.0	4.0	-1.6	0.4	4.1	3.2	4.3	2.5	3.4	3.9	4.3	4.1

Source: Labour Productivity, Malaysia Q4 2023, DOSM

**Table C: Labour Productivity, Malaysia, Q1 2021 - Q4 2023**

**5. Total hours worked**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Total hours worked</b>	<b>Million</b>	<b>8,538</b>	<b>8,312</b>	<b>8,214</b>	<b>8,775</b>	<b>8,935</b>	<b>8,939</b>	<b>9,039</b>	<b>9,210</b>	<b>9,247</b>	<b>9,299</b>	<b>9,419</b>	<b>9,418</b>
<b>Economic activity</b>													
Agriculture	Million	983	991	997	983	987	1,002	1,017	1,000	1,005	1,021	1,035	1,009
Mining & quarrying	Million	44	43	44	45	45	45	46	46	46	47	46	47
Manufacturing	Million	1,488	1,424	1,430	1,575	1,589	1,585	1,595	1,631	1,637	1,652	1,669	1,674
Vegetable and animal oils & fats and food processing	Million	247	248	250	272	278	275	278	285	291	289	299	297
Beverages & tobacco products	Million	10	10	10	10	11	10	11	11	11	11	10	12
Textiles, wearing apparel & leather products	Million	133	125	126	138	145	144	139	136	140	143	136	134
Wood products, furniture, paper products printing	Million	173	154	156	183	183	184	186	192	188	193	200	199
Petroleum, chemical, rubber & plastic products	Million	253	250	251	261	264	263	265	267	269	271	272	274
Non-metallic, mineral products, basic metal & fabricated metal products	Million	223	202	200	228	227	225	227	230	230	228	234	238
Electrical, electronic & optical products	Million	338	330	335	368	361	368	372	387	378	392	393	396
Transport equipment, other manufacturing & repair	Million	111	105	102	116	120	117	117	124	129	124	125	126
Construction	Million	809	754	699	811	827	814	823	827	834	836	839	835
Services	Million	5,214	5,101	5,046	5,361	5,487	5,493	5,558	5,706	5,725	5,744	5,830	5,854
Utilities	Million	60	58	55	62	63	62	63	67	65	65	66	67
Wholesale & retail trade	Million	1,476	1,436	1,442	1,541	1,576	1,592	1,618	1,665	1,644	1,653	1,653	1,653
Food & beverages and Accommodation	Million	902	884	910	945	977	954	981	995	1,041	1,045	1,088	1,094
Transportation & Storage	Million	327	301	294	325	338	339	346	365	363	364	365	371
Information & communication	Million	140	143	144	152	149	149	157	164	156	158	160	164
Finance & insurance	Million	213	211	207	213	215	214	209	204	205	222	219	224
Real estate & business services	Million	651	635	613	655	672	670	670	711	715	704	717	713
Other services	Million	1,445	1,433	1,381	1,468	1,497	1,512	1,514	1,536	1,536	1,533	1,562	1,568

Source: Labour Productivity, Malaysia Q4 2023, DOSM



**Table C: Labour Productivity, Malaysia, Q1 2021 - Q4 2023**
**6. Total Employment**

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Total Employment</b>	<b>('000)</b>	<b>15,237</b>	<b>15,207</b>	<b>15,275</b>	<b>15,441</b>	<b>15,575</b>	<b>15,701</b>	<b>15,831</b>	<b>15,942</b>	<b>16,062</b>	<b>16,146</b>	<b>16,251</b>	<b>16,347</b>
<b>Economic activity</b>													
Agriculture	('000)	1,870	1,886	1,889	1,849	1,854	1,872	1,878	1,840	1,874	1,877	1,889	1,854
Mining & quarrying	('000)	74	74	76	76	76	76	76	76	76	76	76	76
Manufacturing	('000)	2,604	2,577	2,612	2,678	2,702	2,705	2,731	2,740	2,771	2,780	2,814	2,823
Vegetable and animal oils & fats and food processing	('000)	461	464	469	483	486	489	496	502	510	516	530	529
Beverages & tobacco products	('000)	18	17	18	18	18	18	18	18	19	19	19	19
Textiles, wearing apparel & leather products	('000)	263	258	256	268	278	274	271	260	261	262	262	263
Wood products, furniture, paper products printing	('000)	303	286	300	308	309	304	309	308	312	318	324	326
Petroleum, chemical, rubber & plastic products	('000)	424	425	424	426	435	435	439	434	440	437	442	445
Non-metallic, mineral products, basic metal & fabricated metal products	('000)	372	358	363	375	379	374	376	379	383	379	388	392
Electrical, electronic & optical products	('000)	576	585	593	608	600	615	624	632	637	641	642	641
Transport equipment, other manufacturing & repair	('000)	189	183	188	193	196	195	197	207	210	207	208	208
Construction	('000)	1,391	1,390	1,374	1,386	1,382	1,383	1,378	1,387	1,391	1,397	1,398	1,403
Services	('000)	9,298	9,279	9,323	9,451	9,561	9,666	9,768	9,899	9,949	10,017	10,074	10,190
Utilities	('000)	106	105	105	106	107	108	110	110	108	109	110	112
Wholesale & retail trade	('000)	2,578	2,590	2,624	2,666	2,704	2,745	2,766	2,793	2,785	2,798	2,817	2,842
Food & beverages and Accommodation	('000)	1,630	1,634	1,643	1,658	1,694	1,709	1,730	1,782	1,826	1,861	1,880	1,933
Transportation & Storage	('000)	556	522	518	543	559	566	576	595	600	603	604	610
Information & communication	('000)	241	247	251	259	252	257	261	267	268	270	272	276
Finance & insurance	('000)	375	375	374	373	373	373	376	378	381	381	382	385
Real estate & business services	('000)	1,126	1,122	1,116	1,130	1,134	1,152	1,169	1,176	1,183	1,187	1,190	1,197
Other services	('000)	2,685	2,683	2,692	2,717	2,738	2,756	2,781	2,797	2,797	2,809	2,818	2,835

**Source:** Labour Productivity, Malaysia Q4 2023, DOSM

**Table C: Labour Productivity, Malaysia, Q1 2021 - Q4 2023**

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

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>GDP at constant 2015 prices</b>	<b>Million</b>	<b>344,005</b>	<b>337,770</b>	<b>337,286</b>	<b>371,583</b>	<b>360,603</b>	<b>367,444</b>	<b>384,884</b>	<b>398,008</b>	<b>380,966</b>	<b>377,949</b>	<b>397,655</b>	<b>409,977</b>
<b>Economic activity</b>													
Agriculture	Million	22,596	24,090	27,356	24,958	22,610	23,526	27,697	25,240	22,834	23,295	27,938	25,723
Mining & quarrying	Million	24,630	24,073	21,207	23,807	24,087	23,666	23,133	25,314	24,675	23,128	23,113	26,283
Manufacturing	Million	81,710	81,543	81,697	91,889	87,181	89,039	92,399	95,513	89,996	89,151	92,291	95,264
Vegetable and animal oils & fats and food processing	Million	6,760	8,117	8,402	8,236	7,097	8,319	8,845	8,595	7,604	8,497	9,206	9,218
Beverages & tobacco products	Million	2,005	2,004	1,405	2,342	2,122	2,584	2,107	2,249	2,239	2,812	2,203	2,371
Textiles, wearing apparel & leather products	Million	1,531	1,381	1,346	1,579	1,605	1,478	1,513	1,574	1,619	1,533	1,519	1,573
Wood products, furniture, paper products printing	Million	5,822	5,109	4,694	5,716	6,225	5,731	5,437	5,568	5,977	5,649	5,475	5,779
Petroleum, chemical, rubber & plastic products	Million	23,852	24,455	27,144	26,396	23,742	24,240	28,269	26,621	24,164	23,843	27,585	26,457
Non-metallic, mineral products, basic metal & fabricated metal products	Million	8,704	8,171	7,860	9,407	9,167	9,017	8,920	9,600	9,484	9,507	9,407	10,200
Electrical, electronic & optical products	Million	26,146	24,918	25,233	28,448	30,160	28,781	29,613	31,061	31,300	28,362	28,858	29,188
Transport equipment, other manufacturing & repair	Million	6,889	7,388	5,612	9,766	7,062	8,888	7,695	10,244	7,609	8,948	8,038	10,479
Construction	Million	13,786	12,639	11,843	12,620	12,945	12,953	13,655	13,889	13,906	13,759	14,641	14,382
Services	Million	197,305	191,355	191,818	214,074	209,973	214,034	223,829	233,475	225,342	224,105	235,131	243,248
Utilities	Million	9,513	9,674	9,586	10,251	9,749	10,064	10,307	10,217	9,854	10,419	10,533	10,654
Wholesale & retail trade	Million	57,864	54,116	55,149	66,015	60,178	63,436	68,444	72,452	65,864	66,419	72,154	75,604
Food & beverages and Accommodation	Million	8,387	7,793	7,297	9,254	10,411	10,535	11,020	11,580	11,659	11,532	11,586	12,064
Transportation & Storage	Million	10,584	10,011	9,907	12,150	13,282	13,579	13,983	14,956	15,539	15,412	15,773	16,776
Information & communication	Million	23,163	23,403	23,985	24,089	24,632	24,782	25,073	25,090	25,574	25,686	25,952	25,903
Finance & insurance	Million	26,948	26,313	25,730	26,849	26,662	25,913	26,841	27,252	27,176	24,698	26,692	25,965
Real estate & business services	Million	14,123	13,249	12,252	13,464	15,436	16,109	16,560	17,038	17,229	17,403	17,882	18,346
Other services	Million	46,724	46,796	47,911	52,002	49,623	49,615	51,601	54,891	52,447	52,536	54,560	57,935
plus Import duties	Million	3,978	4,068	3,365	4,235	3,808	4,228	4,171	4,577	4,211	4,510	4,540	5,077

Source: Labour Productivity, Malaysia Q4 2023, DOSM

**Table C: Labour Productivity, Malaysia, Q1 2021 - Q4 2023**

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

Indicator	Unit	2021				2022				2023			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>GDP at constant 2015 prices</b>	(%)	-0.2	16.2	-4.2	3.6	4.8	8.8	14.1	7.1	5.6	2.9	3.3	3.0
<b>Economic activity</b>													
Agriculture	(%)	0.3	-1.4	-2.1	3.1	0.1	-2.3	1.2	1.1	1.0	-1.0	0.9	1.9
Mining & quarrying	(%)	-3.3	12.6	-3.6	-0.9	-2.2	-1.7	9.1	6.3	2.4	-2.3	-0.1	3.8
Manufacturing	(%)	6.6	26.7	-0.9	9.2	6.7	9.2	13.1	3.9	3.2	0.1	-0.1	-0.3
Vegetable and animal oils & fats and food processing	(%)	-0.3	-2.1	0.6	10.5	5.0	2.5	5.3	4.4	7.2	2.1	4.1	7.2
Beverages & tobacco products	(%)	4.4	54.9	-40.4	9.5	5.9	28.9	49.9	-4.0	5.5	8.8	4.6	5.4
Textiles, wearing apparel & leather products	(%)	1.9	38.4	-5.6	4.0	4.9	7.1	12.3	-0.3	0.8	3.7	0.4	-0.1
Wood products, furniture, paper products printing	(%)	4.0	38.7	-12.6	5.4	6.9	12.2	15.8	-2.6	-4.0	-1.4	0.7	3.8
Petroleum, chemical, rubber & plastic products	(%)	7.4	28.3	12.8	6.7	-0.5	-0.9	4.1	0.9	1.8	-1.6	-2.4	-0.6
Non-metallic, mineral products, basic metal & fabricated metal products	(%)	1.0	33.3	-14.1	5.7	5.3	10.4	13.5	2.1	3.5	5.4	5.5	6.2
Electrical, electronic & optical products	(%)	10.6	26.3	7.1	16.4	15.4	15.5	17.4	9.2	3.8	-1.5	-2.5	-6.0
Transport equipment, other manufacturing & repair	(%)	8.1	43.2	-31.3	2.2	2.5	20.3	37.1	4.9	7.7	0.7	4.5	2.3
Construction	(%)	-10.3	40.4	-20.5	-12.0	-6.1	2.5	15.3	10.1	7.4	6.2	7.2	3.6
Services	(%)	-2.0	13.8	-4.6	3.3	6.4	11.9	16.7	9.1	7.3	4.7	5.0	4.2
Utilities	(%)	1.7	7.0	-1.5	4.4	2.5	4.0	7.5	-0.3	1.1	3.5	2.2	4.3
Wholesale & retail trade	(%)	1.6	21.1	-11.0	1.6	4.0	17.2	24.1	9.8	9.4	4.7	5.4	4.4
Food & beverages and Accommodation	(%)	-30.0	9.5	-16.5	6.4	24.1	35.2	51.0	25.1	12.0	9.5	5.1	4.2
Transportation & Storage	(%)	-16.7	37.7	-11.8	11.8	25.5	35.6	41.1	23.1	17.0	13.5	12.8	12.2
Information & communication	(%)	6.1	5.6	6.0	6.6	6.3	5.9	4.5	4.2	3.8	3.6	3.5	3.2
Finance & insurance	(%)	11.2	23.1	4.3	3.9	-1.1	-1.5	4.3	1.5	1.9	-4.7	-0.6	-4.7
Real estate & business services	(%)	-17.7	2.1	-15.2	-4.9	9.3	21.6	35.2	26.5	11.6	8.0	8.0	7.7
Other services	(%)	-0.8	7.7	0.6	3.4	6.2	6.0	7.7	5.6	5.7	5.9	5.7	5.5
plus Import duties	(%)	18.9	18.4	-12.5	-10.3	-4.3	3.9	24.0	8.1	10.6	6.7	8.9	10.9

Source: Labour Productivity, Malaysia Q4 2023, DOSM

**Table D: Employee Wages, Malaysia, Q3 2022 - Q3 2023**

**1. Number of Formal Employee**

Indicator	Unit	2022						2023								
		Q3			Q4			Q1			Q2			Q3		
Months	('000)	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mac	Apr	May	June	July	Aug	Sep
<b>Total</b>	<b>('000)</b>	<b>6,535.4</b>	<b>6,580.0</b>	<b>6,591.0</b>	<b>6,581.1</b>	<b>6,561.3</b>	<b>6,555.1</b>	<b>6,502.5</b>	<b>6,432.8</b>	<b>6,450.6</b>	<b>6,602.5</b>	<b>6,582.8</b>	<b>6,599.8</b>	<b>6,661.4</b>	<b>6,665.0</b>	<b>6,678.0</b>
<b>Sex</b>																
Male	('000)	3,645.0	3,666.8	3,670.4	3,663.8	3,652.3	3,648.6	3,614.9	3,569.3	3,583.0	3,669.1	3,655.3	3,662.7	3,699.4	3,697.0	3,701.7
Female	('000)	2,890.5	2,913.2	2,920.6	2,917.4	2,909.1	2,906.6	2,887.6	2,863.5	2,867.6	2,933.4	2,927.5	2,937.1	2,962.1	2,967.9	2,976.3
<b>Age group</b>																
Less than 20	('000)	146.0	144.9	143.0	143.4	148.8	153.3	73.9	75.7	89.7	107.3	120.3	125.5	129.0	127.0	127.1
20-24	('000)	836.7	875.3	892.5	894.4	893.6	897.5	740.8	745.0	754.4	771.0	777.9	790.5	813.5	836.6	852.3
25-29	('000)	1,317.6	1,324.4	1,327.0	1,327.5	1,322.5	1,319.3	1,303.9	1,292.2	1,293.5	1,320.7	1,313.2	1,315.9	1,326.3	1,327.1	1,330.6
30-34	('000)	1,070.7	1,072.6	1,071.4	1,070.3	1,066.0	1,064.0	1,097.3	1,083.9	1,082.6	1,104.1	1,096.9	1,097.4	1,103.9	1,101.4	1,100.9
35-39	('000)	874.5	875.8	875.7	874.6	871.2	869.9	912.6	901.6	901.0	919.5	914.0	914.6	920.7	918.2	918.0
40-44	('000)	695.6	696.3	696.1	694.8	692.7	691.2	711.6	702.8	702.2	718.0	713.5	714.1	719.6	717.5	717.5
45-49	('000)	581.2	581.3	581.0	579.1	577.2	575.6	592.1	584.1	583.6	597.0	593.1	593.4	598.4	595.9	595.5
50-54	('000)	458.1	457.6	456.6	454.6	452.1	450.3	468.0	460.6	460.2	470.7	466.7	466.3	469.9	467.3	466.5
55-59	('000)	310.5	309.1	307.5	305.1	303.0	301.5	326.2	319.5	318.3	325.2	321.8	320.4	322.4	319.9	318.4
60-64	('000)	146.4	145.2	143.2	141.3	139.2	138.0	164.4	158.2	156.7	159.2	156.9	154.8	154.3	152.1	150.1
65 and above	('000)	98.2	97.5	96.8	96.0	95.1	94.5	111.7	109.2	108.4	109.8	108.6	106.9	103.4	101.9	101.1
<b>State</b>																
Johor	('000)	697.1	702.5	703.5	700.4	698.5	697.1	690.1	681.3	686.3	701.7	699.4	702.1	706.4	707.4	708.8
Kedah	('000)	242.4	244.9	244.9	243.7	241.6	240.6	235.4	232.0	230.8	237.6	235.5	235.8	239.8	239.2	239.0
Kelantan	('000)	93.6	93.6	93.2	93.1	92.1	91.8	89.4	87.9	88.3	92.7	90.7	91.1	93.8	93.0	92.8
Melaka	('000)	174.8	175.8	176.1	176.0	175.3	174.6	172.5	171.3	171.9	175.0	174.0	174.6	176.5	175.9	176.0
Negeri Sembilan	('000)	172.9	173.9	173.5	172.8	171.7	170.5	169.0	164.8	165.6	170.7	169.0	169.7	172.0	171.5	171.6
Pahang	('000)	166.3	167.1	166.9	166.6	166.2	165.3	163.0	160.9	162.2	166.9	165.8	166.5	168.2	167.0	167.0
Pulau Pinang	('000)	534.4	539.1	541.9	541.6	540.4	538.7	532.5	527.2	530.8	533.4	531.0	530.8	533.5	534.0	535.0
Perak	('000)	314.8	316.0	315.8	311.8	310.2	310.0	306.8	302.1	303.8	311.0	308.4	309.7	312.1	310.6	311.6
Perlis	('000)	19.3	19.4	19.3	19.0	18.9	18.8	18.5	17.7	17.4	18.9	18.5	18.5	18.8	18.6	18.6
Selangor	('000)	1,815.0	1,827.9	1,829.5	1,829.3	1,818.6	1,823.5	1,812.5	1,796.8	1,820.1	1,872.7	1,871.0	1,873.4	1,891.0	1,890.0	1,892.6
Terengganu	('000)	140.8	141.3	141.0	140.2	139.0	137.3	135.6	131.9	133.0	140.1	138.5	139.1	142.4	141.4	141.7
Sabah	('000)	327.9	329.3	330.7	331.6	335.3	335.1	335.2	333.5	333.9	330.7	331.9	333.4	334.5	335.0	335.0
Sarawak	('000)	477.0	480.4	481.7	481.4	479.8	477.6	472.2	467.8	471.4	485.6	484.1	485.4	490.1	490.5	490.9
W.P Kuala Lumpur	('000)	1,312.8	1,322.1	1,326.0	1,326.6	1,327.3	1,328.4	1,324.6	1,313.3	1,290.9	1,319.4	1,318.8	1,323.8	1,335.3	1,343.4	1,350.5
W.P Labuan	('000)	16.6	16.6	16.7	16.8	16.7	16.7	16.6	16.0	16.0	16.9	16.6	16.6	16.9	16.9	16.5
W.P Putrajaya	('000)	29.9	30.1	30.2	30.1	29.8	29.4	28.5	28.3	28.3	29.2	29.4	29.4	30.0	30.5	30.4

Source: Employment Wages Statistics (Formal Sector) Report, Malaysia, Q3 2023, DOSM

**Table D: Employee Wages, Malaysia, Q3 2022 - Q3 2023**

**1. Number of Formal Employee (cont.)**

Indicator	Unit	2022						2023								
		Q3			Q4			Q1			Q2			Q3		
Months	('000)	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep
<b>Total</b>	<b>('000)</b>	<b>6,535.4</b>	<b>6,580.0</b>	<b>6,591.0</b>	<b>6,581.1</b>	<b>6,561.3</b>	<b>6,555.1</b>	<b>6,502.5</b>	<b>6,432.8</b>	<b>6,450.6</b>	<b>6,602.5</b>	<b>6,582.8</b>	<b>6,599.8</b>	<b>6,661.4</b>	<b>6,665.0</b>	<b>6,678.0</b>
<b>Economic activity</b>																
Agriculture	('000)	131.7	132.7	132.7	132.4	132.1	131.7	131.7	130.2	129.2	131.1	130.5	130.5	130.3	129.9	129.6
Mining & quarrying	('000)	35.2	35.5	35.6	35.6	35.5	35.3	35.1	35.0	34.8	35.3	35.4	35.7	35.9	36.0	36.3
Manufacturing	('000)	1,217.2	1,226.3	1,228.1	1,224.8	1,219.0	1,216.1	1,204.0	1,195.4	1,165.0	1,214.7	1,206.4	1,206.6	1,215.9	1,216.7	1,216.4
Vegetable and animal oils & fats and food processing	('000)	165.9	166.7	167.2	166.9	166.9	167.1	166.7	166.1	164.4	168.8	168.1	168.9	172.4	174.3	174.4
Beverages & tobacco products	('000)	11.6	11.7	11.8	11.8	11.8	11.8	11.6	11.5	11.3	11.5	11.6	11.7	11.9	11.7	11.8
Textiles, wearing apparel & leather products	('000)	27.8	27.8	27.6	27.3	27.2	27.2	26.7	26.2	25.8	26.7	26.5	26.2	25.9	25.6	25.6
Wood products, furniture, paper products and printing	('000)	109.2	109.0	108.4	107.8	106.9	106.4	105.1	103.7	99.5	101.1	99.9	99.8	101.3	100.7	100.4
Petroleum, chemical, rubber & plastic products	('000)	203.1	203.3	202.5	200.6	198.7	197.5	194.8	193.2	188.9	199.5	198.7	198.4	199.3	199.1	199.1
Non-metallic, mineral products, basic metal & fabricated metal products	('000)	151.8	152.3	151.8	151.5	150.7	150.5	148.8	147.9	144.7	149.0	148.3	148.7	150.1	149.8	149.8
Electrical, electronic & optical products	('000)	359.8	365.1	366.5	366.3	364.3	362.5	358.2	356.8	335.4	352.0	349.3	347.7	347.4	347.4	346.4
Transport equipment, other manufacturing and repair	('000)	187.9	190.3	192.3	192.8	192.6	193.1	192.1	190.0	194.9	205.9	204.1	205.3	207.6	208.0	208.9
Construction	('000)	411.8	413.7	413.1	413.3	411.2	410.4	403.4	389.4	373.2	411.1	406.7	408.4	419.9	417.3	418.8
Services	('000)	4,347.1	4,378.2	4,387.0	4,379.3	4,368.4	4,367.2	4,334.6	4,288.6	4,352.1	4,429.4	4,421.7	4,436.1	4,481.2	4,485.7	4,496.0
Utilities	('000)	65.3	65.7	65.6	65.6	65.6	65.7	65.7	64.1	64.4	64.1	65.1	65.5	65.5	65.6	65.8
Wholesale & retail trade	('000)	1,417.4	1,426.1	1,426.2	1,421.5	1,417.1	1,418.2	1,411.3	1,401.1	1,377.6	1,425.2	1,422.1	1,426.1	1,432.1	1,431.4	1,432.0
Food & beverages and Accommodation	('000)	293.4	299.5	299.6	297.9	298.8	300.7	299.5	297.7	298.2	309.4	317.2	315.7	318.6	318.9	318.2
Transportation & storage	('000)	304.6	305.5	305.6	305.4	303.4	302.4	297.5	294.6	291.9	299.9	297.4	298.1	304.2	303.9	303.8
Information & communication	('000)	196.4	197.6	198.2	199.0	198.7	199.2	197.1	196.3	206.9	215.0	214.2	214.9	215.7	215.0	216.0
Finance & insurance	('000)	284.8	286.1	286.5	287.7	288.4	289.0	289.7	290.1	290.0	298.6	299.1	299.3	300.7	300.9	302.1
Real estate & business services	('000)	801.9	806.6	808.4	800.9	798.6	794.4	778.1	760.1	755.6	793.0	785.3	786.1	806.2	805.0	808.3
Other services	('000)	983.3	991.1	996.9	1,001.3	997.9	997.5	995.6	984.7	1,067.7	1,024.2	1,021.3	1,030.4	1,038.1	1,044.9	1,049.8
Unclassified	('000)	392.4	393.5	394.6	395.6	395.2	394.5	393.8	394.1	396.4	380.9	382.1	382.5	378.2	379.4	380.9

Source: Employment Wages Statistics (Formal Sector) Report, Malaysia, Q3 2023, DOSM

**Table D: Employee Wages, Malaysia, Q3 2022 - Q3 2023**

**2. Median Monthly Wages of Formal Employee**

Indicator	Unit	2022						2023								
		Q3			Q4			Q1			Q2			Q3		
Months		July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mac	Apr	May	June	July	Aug	Sep
<b>Total</b>	<b>(RM)</b>	<b>2,464</b>	<b>2,464</b>	<b>2,464</b>	<b>2,500</b>	<b>2,500</b>	<b>2,764</b>	<b>2,800</b>	<b>2,564</b>	<b>2,600</b>	<b>2,664</b>	<b>2,582</b>	<b>2,600</b>	<b>2,582</b>	<b>2,600</b>	<b>2,600</b>
<b>Sex</b>																
Male	(RM)	2,500	2,500	2,500	2,500	2,500	2,800	2,800	2,600	2,664	2,700	2,600	2,645	2,627	2,627	2,645
Female	(RM)	2,400	2,382	2,400	2,427	2,445	2,700	2,782	2,500	2,545	2,600	2,500	2,527	2,500	2,500	2,518
<b>Age group</b>																
Less than 20	(RM)	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
20-24	(RM)	1,627	1,645	1,664	1,682	1,700	1,782	1,700	1,664	1,682	1,700	1,700	1,700	1,700	1,727	1,745
25-29	(RM)	2,233	2,245	2,264	2,300	2,300	2,500	2,445	2,300	2,327	2,400	2,327	2,364	2,364	2,382	2,400
30-34	(RM)	2,764	2,764	2,782	2,800	2,800	3,045	3,000	2,800	2,882	3,000	2,845	2,882	2,864	2,882	2,882
35-39	(RM)	3,027	3,027	3,027	3,064	3,082	3,482	3,464	3,200	3,282	3,400	3,200	3,245	3,200	3,227	3,227
40-44	(RM)	3,264	3,264	3,264	3,300	3,300	3,764	3,764	3,400	3,500	3,545	3,400	3,464	3,400	3,427	3,427
45-49	(RM)	3,245	3,264	3,245	3,282	3,300	3,782	3,900	3,482	3,500	3,582	3,482	3,500	3,482	3,500	3,500
50-54	(RM)	3,064	3,082	3,082	3,100	3,111	3,500	3,745	3,300	3,400	3,445	3,300	3,345	3,300	3,300	3,327
55-59	(RM)	3,000	3,000	3,000	3,000	3,000	3,282	3,482	3,064	3,127	3,145	3,064	3,082	3,033	3,064	3,064
60-64	(RM)	2,500	2,500	2,500	2,500	2,500	2,700	3,000	2,800	2,800	2,800	2,775	2,764	2,727	2,727	2,727
65 and above	(RM)	2,445	2,455	2,455	2,500	2,500	2,575	3,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
<b>State</b>																
Johor	(RM)	2,200	2,200	2,200	2,227	2,245	2,500	2,527	2,327	2,400	2,400	2,364	2,382	2,400	2,400	2,400
Kedah	(RM)	1,745	1,727	1,727	1,745	1,764	1,882	1,900	1,800	1,827	1,864	1,809	1,845	1,864	1,827	1,845
Kelantan	(RM)	1,500	1,545	1,564	1,555	1,564	1,564	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,627	1,600
Melaka	(RM)	2,127	2,127	2,109	2,264	2,245	2,527	2,491	2,227	2,264	2,375	2,282	2,364	2,282	2,300	2,282
Negeri Sembilan	(RM)	2,100	2,127	2,100	2,127	2,145	2,400	2,345	2,227	2,345	2,282	2,264	2,282	2,264	2,264	2,245
Pahang	(RM)	1,900	1,927	1,900	1,909	1,927	2,000	2,000	1,964	2,000	2,027	2,000	2,000	2,000	2,000	2,000
Pulau Pinang	(RM)	2,445	2,427	2,478	2,500	2,500	3,000	2,964	2,575	2,627	2,682	2,600	2,645	2,627	2,627	2,645
Perak	(RM)	1,845	1,864	1,864	1,882	1,900	2,000	2,145	1,964	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Perlis	(RM)	1,545	1,564	1,564	1,564	1,564	1,627	1,645	1,627	1,627	1,600	1,600	1,600	1,600	1,664	1,627
Selangor	(RM)	2,727	2,745	2,764	2,800	2,800	3,000	3,067	2,900	2,964	3,000	2,882	2,945	2,900	2,900	2,900
Terengganu	(RM)	1,782	1,800	1,800	1,800	1,800	1,900	1,900	1,882	1,900	1,882	1,900	1,900	1,900	1,900	1,900
Sabah	(RM)	1,727	1,700	1,727	1,764	1,727	1,800	1,864	1,782	1,782	1,800	1,800	1,800	1,800	1,800	1,800
Sarawak	(RM)	1,900	1,900	1,900	1,900	1,900	2,000	2,100	1,982	2,000	2,000	2,000	2,000	2,000	2,000	2,000
W.P Kuala Lumpur	(RM)	3,600	3,582	3,582	3,627	3,622	3,945	4,000	3,827	3,927	4,064	3,800	3,822	3,800	3,800	3,800
W.P Labuan	(RM)	1,867	1,864	1,864	1,864	1,864	2,200	2,000	1,927	1,900	1,964	1,927	1,900	1,945	1,964	1,964
W.P Putrajaya	(RM)	2,327	2,327	2,327	2,327	2,364	2,400	2,527	2,500	2,464	2,782	2,500	2,500	2,500	2,500	2,464

Source: Employment Wages Statistics (Formal Sector) Report, Malaysia, Q3 2023, DOSM

**Table D: Employee Wages, Malaysia, Q3 2022 - Q3 2023**

**2. Median Monthly Wages of Formal Employee (cont.)**

Indicator	Unit	2022						2023								
		Q3			Q4			Q1			Q2			Q3		
Months	('000)	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep
<b>Total</b>	<b>(RM)</b>	<b>2,464</b>	<b>2,464</b>	<b>2,464</b>	<b>2,500</b>	<b>2,500</b>	<b>2,764</b>	<b>2,800</b>	<b>2,564</b>	<b>2,600</b>	<b>2,664</b>	<b>2,582</b>	<b>2,600</b>	<b>2,582</b>	<b>2,600</b>	<b>2,600</b>
<b>Economic activity</b>																
Agriculture	(RM)	1,867	1,900	1,864	1,900	1,900	2,227	2,022	1,845	1,900	1,964	1,964	1,927	1,964	1,964	1,982
Mining & quarrying	(RM)	4,464	4,500	4,464	4,500	4,500	6,356	5,500	5,300	7,500	5,400	5,200	5,200	5,000	5,200	5,200
Manufacturing	(RM)	2,264	2,227	2,245	2,282	2,300	3,000	2,700	2,364	2,444	2,500	2,400	2,464	2,445	2,427	2,427
Vegetable and animal oils & fats and food processing	(RM)	2,027	2,045	2,027	2,056	2,064	2,345	2,400	2,082	2,164	2,245	2,164	2,173	2,178	2,145	2,145
Beverages & tobacco products	(RM)	2,682	2,722	2,782	2,727	2,845	3,800	3,400	3,000	3,000	3,200	2,967	2,982	2,964	3,000	3,089
Textiles, wearing apparel & leather products	(RM)	1,800	1,800	1,800	1,800	1,800	1,982	2,064	1,900	1,945	1,900	1,900	1,945	1,945	1,964	1,982
Wood products, furniture, paper products & printing	(RM)	2,045	2,082	2,064	2,100	2,082	2,364	2,600	2,200	2,200	2,264	2,200	2,264	2,256	2,245	2,264
Petroleum, chemical, rubber & plastic products	(RM)	2,327	2,327	2,300	2,364	2,391	3,064	2,927	2,482	2,600	2,627	2,464	2,545	2,527	2,527	2,500
Non-metallic, mineral products, basic metal & fabricated metal products	(RM)	2,400	2,400	2,400	2,400	2,445	2,700	3,000	2,564	2,500	2,600	2,545	2,545	2,545	2,545	2,545
Electrical, electronic & optical products	(RM)	2,327	2,264	2,322	2,327	2,345	3,627	2,727	2,400	2,464	2,545	2,464	2,567	2,527	2,527	2,500
Transport equipment, other manufacturing & repair	(RM)	2,345	2,282	2,327	2,400	2,464	3,027	2,627	2,444	2,545	2,627	2,464	2,527	2,500	2,500	2,500
Construction	(RM)	2,645	2,682	2,664	2,664	2,664	2,800	3,000	2,800	2,764	2,700	2,700	2,700	2,700	2,700	2,700
Services	(RM)	2,482	2,482	2,500	2,500	2,500	2,655	2,800	2,600	2,627	2,682	2,600	2,600	2,600	2,600	2,600
Utilities	(RM)	2,582	2,582	2,600	2,582	2,622	3,100	2,864	2,682	2,845	3,582	2,800	2,964	2,782	2,745	2,745
Wholesale & retail trade	(RM)	2,164	2,164	2,164	2,200	2,200	2,300	2,500	2,264	2,264	2,300	2,264	2,264	2,264	2,282	2,282
Food & beverages and Accommodation	(RM)	1,727	1,700	1,745	1,782	1,764	1,800	1,827	1,800	1,782	1,800	1,800	1,800	1,800	1,800	1,800
Transportation & storage	(RM)	2,482	2,500	2,500	2,500	2,500	2,800	2,700	2,627	2,700	2,845	2,700	2,700	2,700	2,727	2,764
Information & communication	(RM)	4,500	4,500	4,500	4,500	4,564	4,882	5,000	4,764	5,200	5,200	5,000	4,964	4,964	4,964	4,982
Finance & insurance	(RM)	5,209	5,200	5,200	5,200	5,300	6,100	5,500	5,500	6,000	6,000	5,822	5,700	5,500	5,564	5,700
Real estate & business services	(RM)	2,500	2,500	2,500	2,527	2,564	2,782	2,900	2,800	2,800	2,800	2,764	2,800	2,727	2,764	2,764
Other services	(RM)	2,427	2,445	2,464	2,500	2,500	2,600	2,664	2,545	2,600	2,600	2,545	2,545	2,545	2,545	2,564

Source: Employment Wages Statistics (Formal Sector) Report, Malaysia, Q3 2023, DOSM

# LABOUR MARKET REVIEW

## FOURTH QUARTER 2023

For further information:

Malaysian Bureau of Labour Statistics,  
Department of Statistics Malaysia,  
Level 2, Setia Perkasa 5, Complex Setia Perkasa,  
Federal Government Administrative Centre,  
62514 Putrajaya,  
MALAYSIA

Email: [mbls@dosm.gov.my](mailto:mbls@dosm.gov.my)  
Telephone: 03-88710200

