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Dealing with Uncertainties: Unearthing Measures for Recovery

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A STUDY ON TRANSPORTATION EMPLOYMENT STRUCTURE, POST-PANDEMIC

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Introduction

Twelfth Malaysia Plan has summarized Transport (Logistics) activities as one of the important sectors.

Pre-pandemic analysis shows that logistics services face the obstacle of supply chain management of skilled and trained workforce in terms of diversity talent across the scope and field of logistics.

Employers are advised to acknowledge and leverage the vital role of employees to drive innovation in parallel with the improvement of technology and work processes.

Objective

The objective of the study is to determine the structure and employment landscape of logistics service activities along with the development of supply and demand after the transition to the endemic phase.

Methodology

This study takes the approach of highlighting the literature and experience of Malaysia, the World Bank and selected countries that can be used as a guide for the scenario in Malaysia. Descriptive analysis was carried out using employment data (2019-2021), sourced from the Department of Statistics Malaysia, namely the Labor Force Survey, Labor Productivity Statistics, and Gross Domestic Product Statistics.

Results

The findings of the study show that further improvement can be initiated mainly in soft-skill, up-skilling, and competency of employees (**Figure 2**). Human capital development can be harnessed with a well-balanced progressive and dynamic career advancement path (**Figure 3**).

Figure 1: Total Employment of Transportation and storage sector ('000 persons)

566
8.4 %

The Department of Statistics Malaysia (DOSM) findings shows that the total employment in Transportation and storage sector for the second quarter 2022 increased 8.4 per cent (Q2 2021: 0.5%).
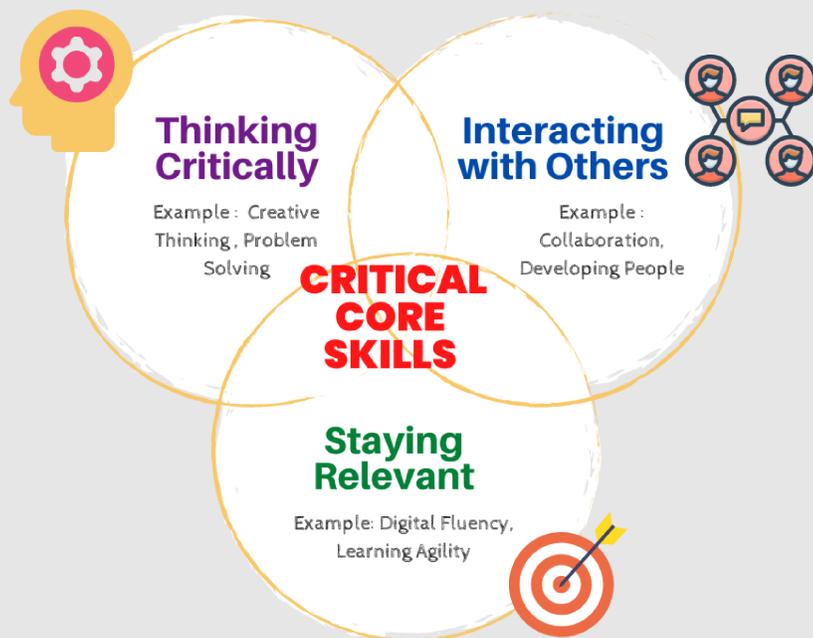

Figure 2: Critical Core Skills

Figure 3: Proposed Logistics Career Map for Malaysia

Discussion

The success of sustainable Logistics activities depends on the collaboration of various parties, namely the Government, industry players and related agencies as well as potential employment. Higher learning institutions and training providers need to provide a progressive and dynamic syllabus of study and skills training. Employers need to harness and leverage the vital role of employees to drive innovation as well as adopt technological advances in the service process. Continued collaboration in the recovery of the labour market landscape is important in the development of highly skilled jobs that allow vertical and horizontal mobility of workers across a wide range of career scopes and areas.

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