MINISTRY OF HUMAN RESOURCES

PERKESO

EIS
EMPLOYMENT INSURANCE SYSTEM

THIRD QUARTER 2020

QUARTERLY
LABOUR MARKET PERSPECTIVES

Growth and Labour Market Recovery

ISSN 2735-2951

EIS-UPMCS Centre for Future Labour Market Studies (EU-ERA)
Office of Employment Insurance System, Social Security Organisation

Quarterly Labour Market Perspectives
ISSN: 2735 - 2951

First Edition 2020

The task and responsibilities described in these classifications in the major group, sub-major group, minor group or unit group are not at all times and need not at all time be executed in full by all occupations listed under the respective groups.

Published by:
SOCIAL SECURITY ORGANISATION (SOCSO)
EIS-UPMCS Centre for Future Labour Market Studies (EU-ERA)
Office of Employment Insurance System (EIS)
Menara PERKESO Putrajaya
Level 2, No. 6, Persiaran Perdana
Precinct 2, 62100 Putrajaya

Tel : +603 8091 5113
Fax : +603 8091 5001
Email : eias.sip@perkeso.gov.my
Website : https://eiscentre.perkeso.gov.my

CONTENTS

PURPOSE

The *Quarterly Labour Market Perspectives* highlights the key insights of the Malaysian labour market outlook in connecting to the economic growth for the third quarter 2020. The perspective acts as a guide to policy makers, businesses and the general public through statistical analysis of the labour market information (LMI) that maintained and monitored by the Office of Employment Insurance System, Social Security Organisation (SOCSO). The main focus of this perspective is to examine the quarter-on-quarter nexus between the labour market and economic growth performances in responding to the ramifications of restrictions caused by COVID-19 pandemic. In addition to the LMI-SOCSO database, the report also applies the economic and labour market database published by the Department of Statistics Malaysia.

FOREWORD

"Although the key labour market indicators in the third-quarter of 2020 are showing signs of recovery, there are still uncertainties and inefficiencies which require active interventions. In managing labour market complexities, we need to strengthen two areas.

Firstly, a labour market information database that provides accurate and relevant information in an objective and timely manner. Secondly, the need to consider both demand and supply ecosystems when determining labour policies. It is a given that labour market planning cannot be effectively carried out without these two vital ingredients."

YB Datuk Seri M. Saravanan
Minister
Ministry of Human Resources, Malaysia

"The labour market recovery trend in the most recent quarter has highlighted the importance of active labour market policy in mediating the impact of COVID-19. There is a strong signal towards the need to have an agile and flexible workforce, where the friction in re-entering the labour market shall be further scaled down while the structural issues in the labour market are tackled. The current crisis provides a foundation for building a strong and sustainable future labour market."

YBhg. Dato' Jamil Rakon
Secretary General
Ministry of Human Resources, Malaysia

"The current and future labour markets will be shaped by the post COVID-19 recovery and reform strategies along with the technological change. One of the key challenges for policy makers is to track and measure the labour market dynamics with timely and accurate database. The availability of non-traditional database in the form of administrative data at Social Security Organisation (SOCSO) should be integrated with survey-based data to provide a better measure for timely assessment of the labour market. The data, analyses and forecasts by the EIS-UPMCS Centre for Future Labour Market Studies are of high-value and practical not only for policy makers but also the business sector, academics and the general public."

YBhg. Dato' Sri Dr. Mohammed Azman bin Dato' Aziz Mohammed
Chief Executive
Social Security Organisation (SOCSO), Malaysia

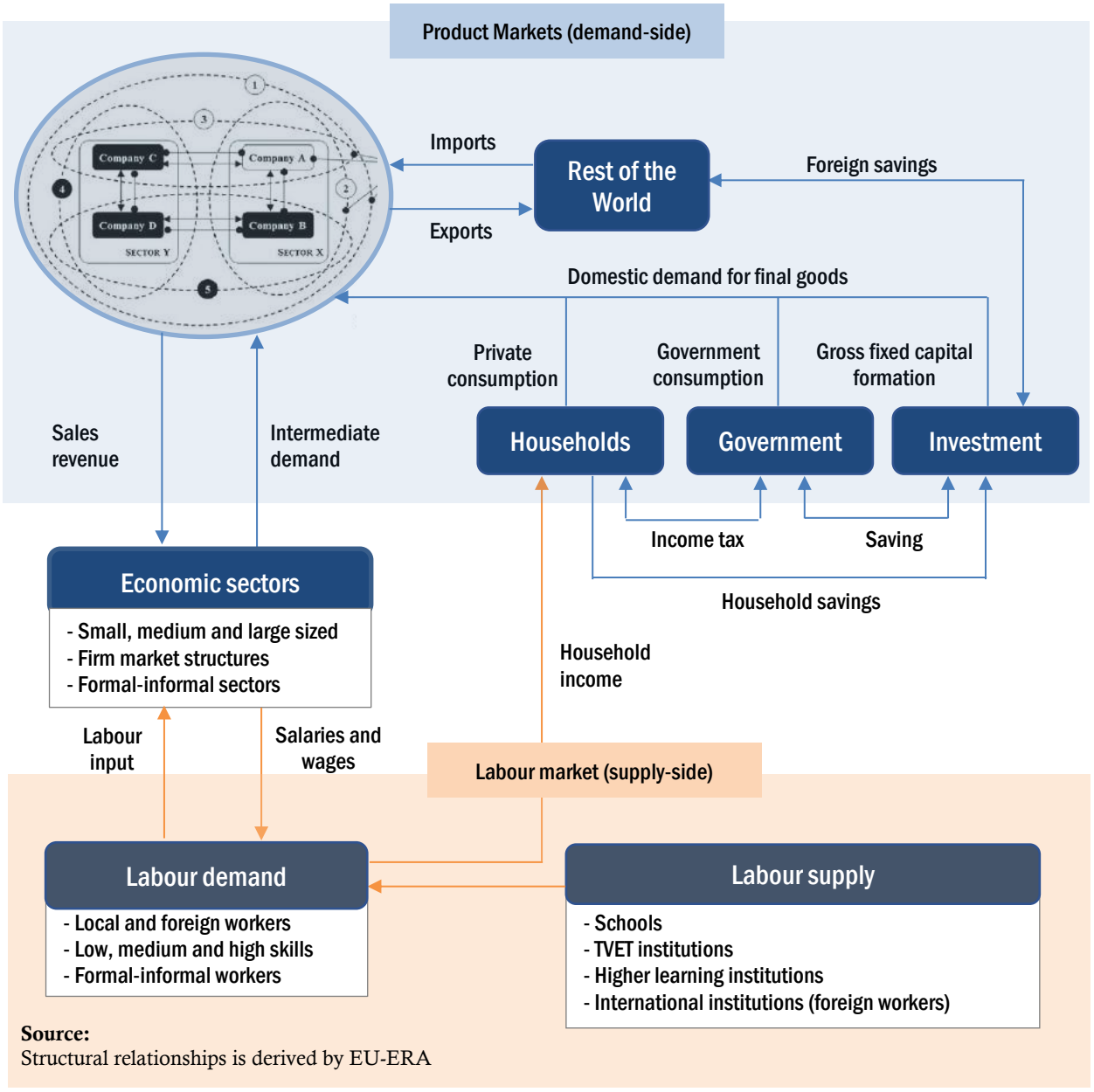
Labour Market Ecosystem

"Understanding the inter-linkages between the demand and supply sides of the economy is essential in the labour market planning"

In economics, labour is the supply-side variable which is determined by the demand-side variables such as domestic demand and exports. A good framework to start is the circular flow diagram depicted in Figure 1. It pictures the inter-linkages between labour and the economic sectors (businesses) and their interactions in the **product market** and **labour market**.

The direction of the arrows indicates that in the product market, households receive goods and services and pay businesses for them. In the labour market, households provide labour and receive salaries and wages from businesses. The economic loop is completed when the salaries and wages received by the households returning back to the economy when they consume goods and services.

Figure 1. Circular Flow Diagram



Source:
Structural relationships is derived by EU-ERA

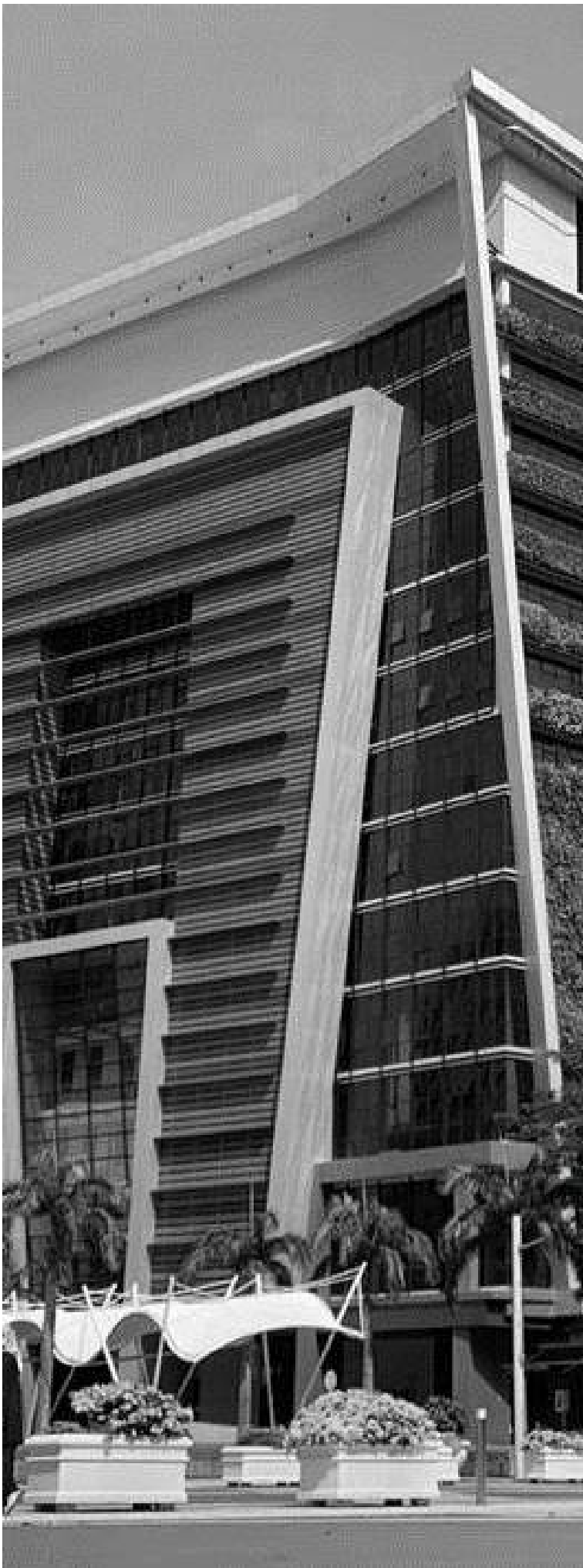
The **product market** is the marketplace where **intermediate** and **final** goods and services are sold to businesses, households and public sectors. Final goods that are consumed by households, government, investment and the rest of the world (exports)—are the expenditure components of Gross Domestic Product (GDP).

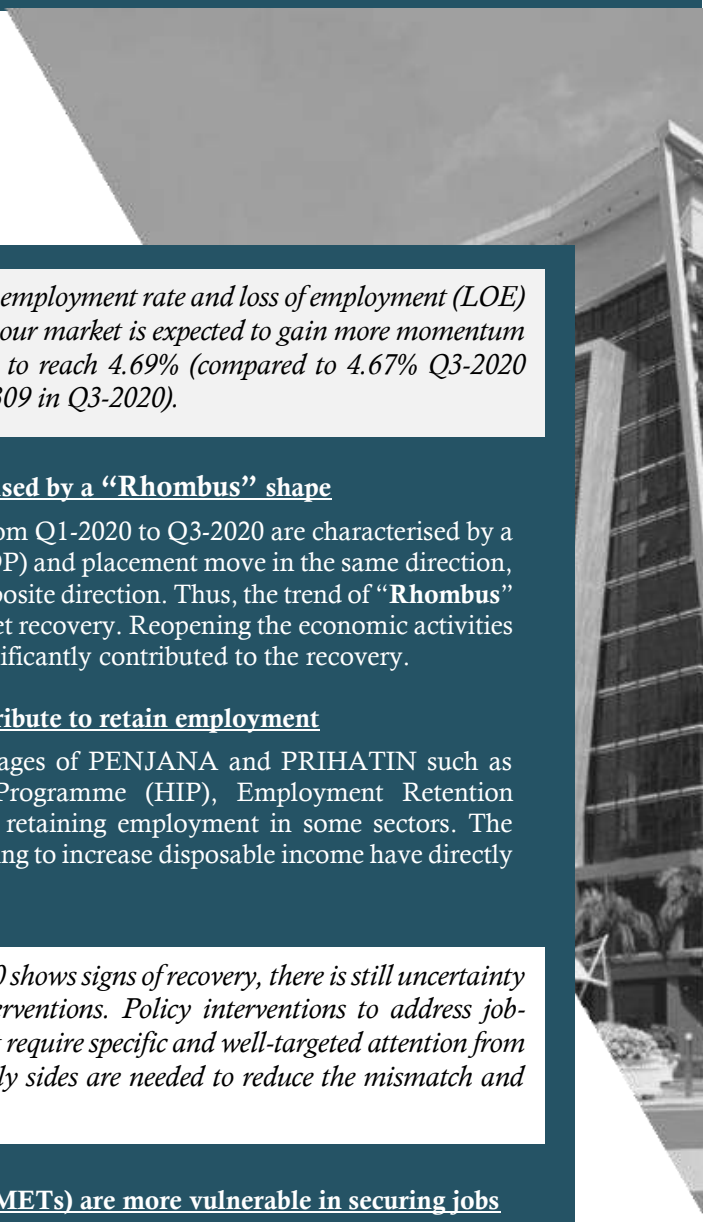
The **labour market**, also known as the job market, refers to the supply of and demand for **labour**, in which workers provide the supply and employers (economic sectors) provide the demand. The supply of workers is determined by the learning institutions that include schools, TVET institutions, higher learning institutions and international learning institutions for foreign workers.

Policy interventions both in the labour and product markets should be expected to have joint effects on the employment level that exceed the separate effects that policy interventions in each market could have when implemented alone. Policy interventions in the product markets commonly are proposed to promote and maximise the economic growth but there are direct and indirect consequences to the labour market.

For example, promotion of investment incentives by relaxing several conditions (i.e. number of high value jobs, number of key positions and annual operating expenditure) may lead to the decrease in the demand for skilled workers by the foreign-owned firms. In addition, increasing value added activities in Free Industrial Zones and Licensed Manufacturing Warehouses from 10% to 40% is likely to increase local content in total production and at the same time will directly and indirectly increase labour requirements.

Therefore, it is essential for policy makers to consider both the demand and supply sides of the economy in the labour market planning. **On one hand, policy interventions to promote economic growth via private consumption, public consumption, investment and exports directly and indirectly affect the labour demand. On the other hands, the size and composition of the labour supply produced by learning institutions must be guided by the current and future labour demand of the economic sectors.**





Key Takeaways

There has been a clear improvement in the labour market with unemployment rate and loss of employment (LOE) decreasing significantly in Q3-2020. The improvement in the labour market is expected to gain more momentum in Q4-2020. The unemployment rate for Q4-2020 is forecasted to reach 4.69% (compared to 4.67% Q3-2020 average) while LOE is forecasted to hit 22,454 (compared to 33,309 in Q3-2020).

Economic growth and labour market condition characterised by a "Rhombus" shape

The economic performance and labour market condition from Q1-2020 to Q3-2020 are characterised by a "**Rhombus**" shape. While the Gross Domestic Product (GDP) and placement move in the same direction, the unemployment rate and LOE are moving toward the opposite direction. Thus, the trend of "**Rhombus**" shape signifies a positive sign of economic and labour market recovery. Reopening the economic activities that complement with active government interventions significantly contributed to the recovery.

Both the supply-side and demand-side interventions contribute to retain employment

Supply-side interventions introduced in the stimulus packages of PENJANA and PRIHATIN such as Wage Subsidy Programme (WSP), Hiring Incentive Programme (HIP), Employment Retention Programme (ERP) and EIS Plus have been successful in retaining employment in some sectors. The demand-side interventions through public expenditures aiming to increase disposable income have directly and indirectly retained and created jobs in some sectors.

While the principal labour market information (LMI) in Q3-2020 shows signs of recovery, there is still uncertainty and inefficiency in the labour market that requires active interventions. Policy interventions to address job-qualification mismatch and surplus of vacancies in the job market require specific and well-targeted attention from the policy makers. Approaches that integrate demand and supply sides are needed to reduce the mismatch and speed-up the matching processes.

Professionals, Managers, Executives and Technicians (PMETs) are more vulnerable in securing jobs

From production perspective, labour is the variable input that can be changed subject to economic conditions. For the case of COVID-19, firms suffer from high production costs due to supply shocks and to minimise the burden, number of labour or working hours is likely to reduce. Workers with PMET jobs are not entirely "immune" to the economic crisis brought by the large-scale COVID-19 pandemic. LOE for PMET job categories is the highest but its return to work (placement) is the lowest compared to non-PMET job categories.

Job-Qualification mismatch remains pervasive in the labour market

The incidence of job-qualification mismatch between demand and supply is pervasive in the labour market. Vacancies (job demand) are concentrated on the non-PMET job categories that constitute 70% of total vacancies in Q3-2020 whereas from the supply-side, 54% of jobseekers hold tertiary education which are relevant for PMET job categories. This demand-supply gap is not a new issue in Malaysia. It has been observed since the past two decades and has become a "hard-to-break" structural issue.

Surplus of vacancies in the job market

The job market shows a surplus in vacancies and it has significantly widened-up in September 2020 as vacancies almost doubles than the jobseekers—58,606 vacancies versus 30,421 jobseekers. In our view, there are three reasons expected to influence the surplus (i) workers' preference to fast and flexible recruitment in non-formal jobs, (ii) lower wages offered for PMET jobseekers, and (iii) location preference matters for job acceptance.

Key Drivers of Economic Growth

Two key contributing factors to the economic recovery

Reopening the economic activities that complement with active government interventions significantly contributed to the economic recovery in Q3-2020. However, in the absence of a medical solution, the strength of the future recovery is highly uncertain. Therefore, finding an appropriate "equilibrium" between the economic and health risks would safeguarding the welfare and livelihood of *Rakyat*.

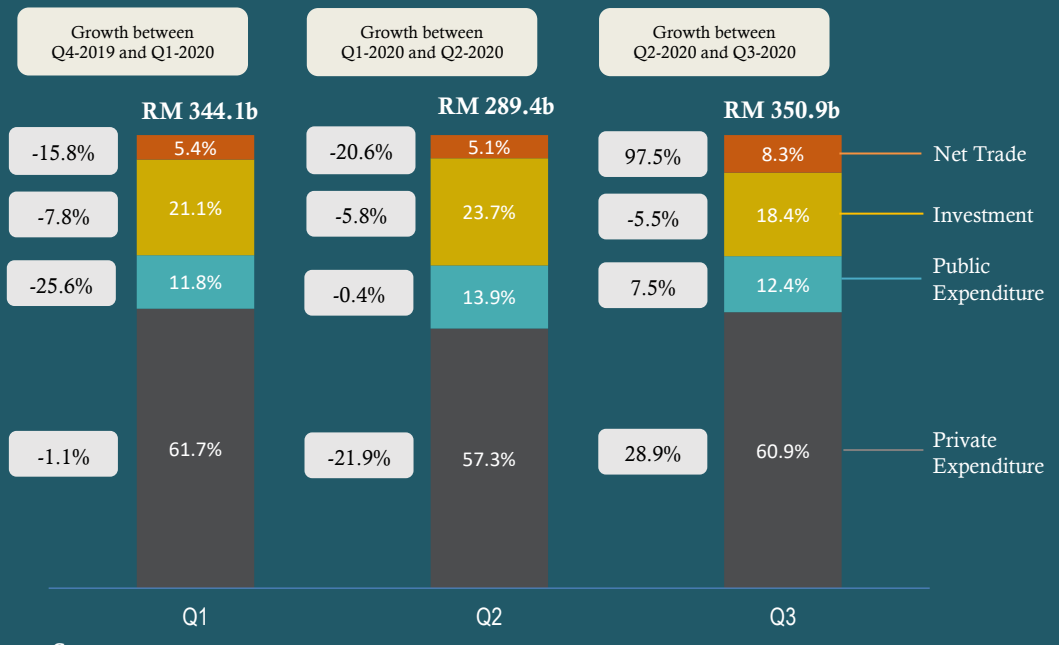
Embarking on large public expenditure to support demand growth and revitalise the economy

The use of conventional policy measure through the increment of public expenditure has becoming a new norm for many countries to support economic growth during the pandemic period. This measure is taken as an immediate response to the consecutive reduction in GDP growth that is contributed by the drastic lockdown measure to contain the spread of COVID-19.

Since Q1-2020, there is a significant increase in the public expenditure through the announcement of various short-term economic stimulus packages (Figure 2). As a consequence, the increase in public expenditure affects the GDP growth in terms of direct and indirect perspectives.

From the direct perspective, public expenditure grew at 7.5% between Q2-2020 and Q3-2020, signalling massive intervention by the government to gain economy recovery. This policy response has been successful in rebounding the economy in Q3-2020. **From the indirect perspective**, the imbursement of financial assistance to the *Rakyat* along with the implementation of a six-month loan moratorium from financial institutions led to an increase in household disposable income, resulting to the improvement in the growth of private consumption, which was recorded at 28.9% in Q3-2020 compared to the negative growth in Q2-2020.

Figure 2. Composition of GDP by Expenditure Types, Q1-2020 to Q3-2020 (% Total GDP)



Source:
GDP data is sourced from Department of Statistics Malaysia (DOSM)

Key Drivers of Economic Growth

External demand recovering to support domestic economy

Net trade (exports *minus* imports) shows a sign of recovery on which it has increased by 97.5% in Q3-2020 compared to Q2-2020. The share of net trade to GDP has also increased from 5.1% in Q2-2020 to 8.3% in Q3-2020. The recovery in the external demand is driven by the expansion in exports of goods to our major trading partners such as China, Singapore and the USA, with 24% overall export increment to these economies.

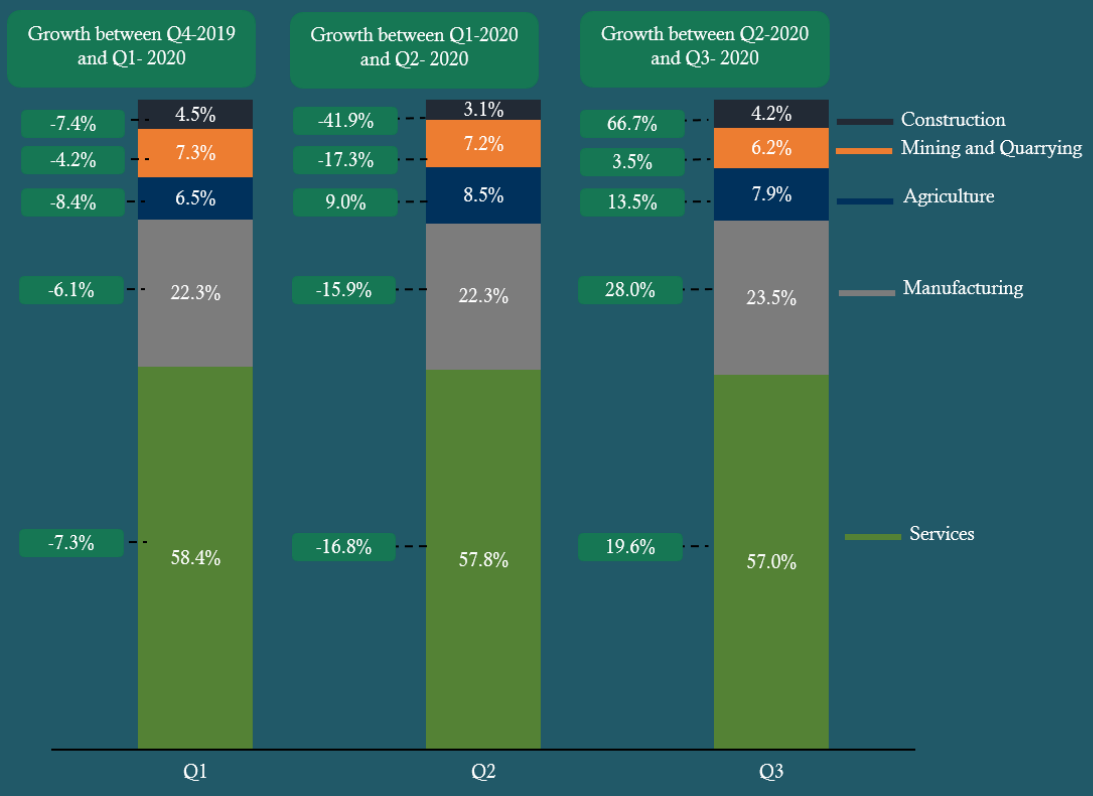
Both resource and non-resource-based sectors contribute to the recovery

Expansion of public expenditure and private consumption benefits the domestic-oriented sectors. Agriculture, Construction, Services sectors and some Manufacturing sub-sectors (e.g. Food and Beverages, Textiles, Motor Vehicles and Transport Equipment) show considerable expansion in Q3-2020 compared to Q2-2020.

Exports of Crude Oil and Natural Gas in the Mining sector; and Tobacco Products, Other Manufacturing and Repair, Non-metallic Mineral Products, Wood Products, and Plastic Products in the Manufacturing sectors record the largest growth in Q3-2020 compared to Q2-2020.

At the sectoral level, Construction and Manufacturing sectors increase their share to GDP to 4.2% and 23.5%, respectively (Figure 3). The expansion of the Construction sector is driven by the Civil Engineering sub-sector while the Manufacturing sector is supported by both resource- and non-resource-based sub-sectors. The share for Services and Agriculture sectors dropped in Q3-2020 because the growth of these two sectors is relatively lower than that of other sectors.

Figure 3. Composition of GDP by Sectors, Q1-2020 to Q3-2020 (% Total GDP)



Source:
GDP data is sourced from Department of Statistics Malaysia (DOSM)

Labour Market Condition

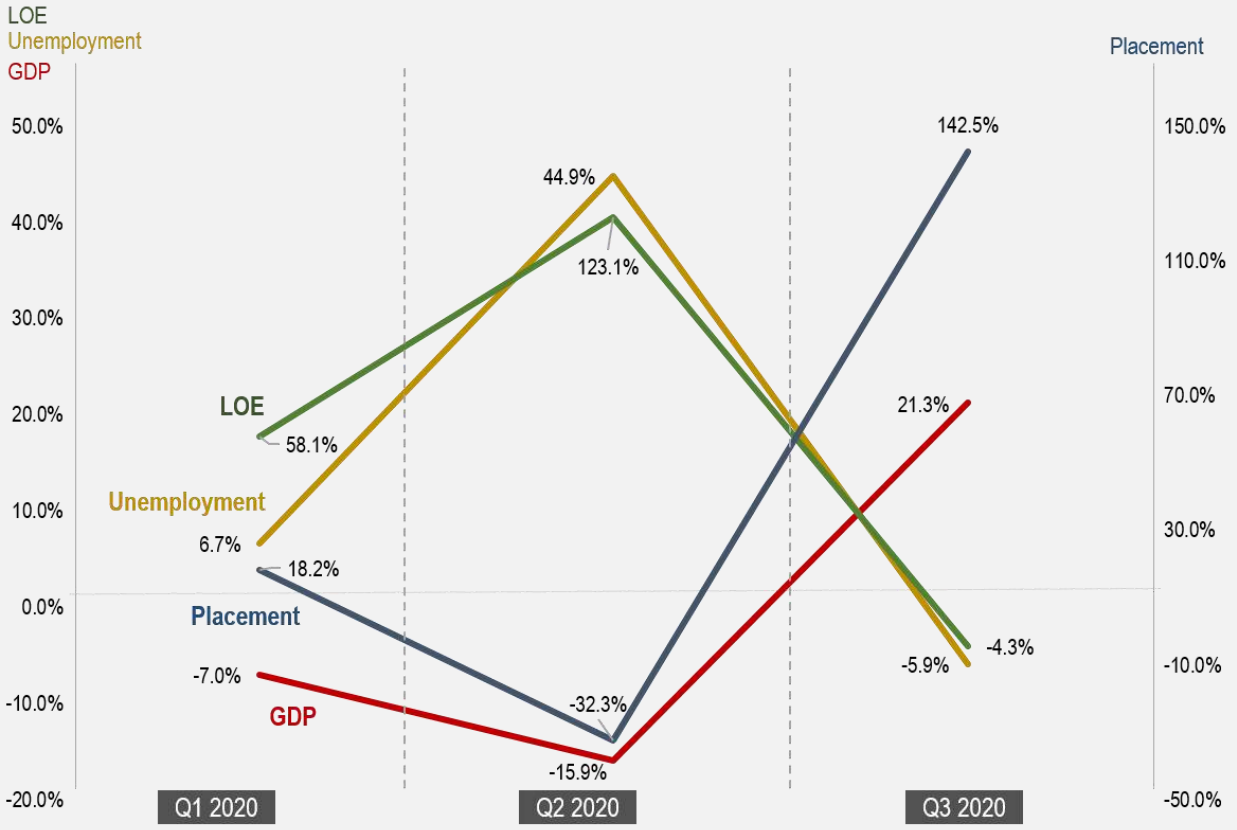
Reopening economic activities improve labour market

The positive recovery of economic sectors in Q3-2020 led to the improvement in the labour market, measured by unemployment rate, loss of employment (LOE) and placements. The unemployment rate and LOE reduced by 5.9% and 4.3%, respectively in Q3-2020 (Figure 4). The number of placements for retrenched workers increased by 142.5% in Q3-2020 compared to -32.3% in Q2-2020.

Economic performance and labour market condition exhibited a "Rhombus" shape

The economic growth and labour market nexus in Q1-Q3 of 2020 is a manifestation of a "**Rhombus"** shape reflecting GDP and placement moving in the same direction whereas the unemployment rate and LOE moving toward the opposite direction (Figure 4). The "**Rhombus"** shape trend reflects a positive sign of economic and labour market recovery.

Figure 4. GDP, Unemployment, Loss of Employment (LOE) and Placement, Q1-2020 to Q3-2020



Note:
% refers to quarter-on-quarter percentage change

Sources:
1. LOE and Placement data are sourced from the Employment Insurance System (EIS), Social Security Organisation
2. Unemployment and GDP data are sourced from Department of Statistics Malaysia (DOSM)
3. Analysis is performed by EU-ERA

Labour Market Condition

Supply-side intervention through economic stimulus packages boost labour market

Employment in Q3-2020 shows a great improvement as the placement is at the peak and LOE decreased significantly (Figure 5). This shows that employment retention programmes in PENJANA and PRIHATIN are successful in retaining and hiring employees. Among the incentives introduced are the implementation of Wage Subsidy Programme (WSP), Hiring Incentive Programme (HIP), Employment Retention Programme (ERP) and EIS plus. These four programmes had benefitted 157,077 employees in Q3-2020.

Services and Manufacturing sectors absorb the most placements

Most of the retrenched workers are distributed into the Services and Manufacturing sectors. The absorption rates are high for these two sectors because they are large in size—23.5% and 57.0% of total GDP in Q3-2020 (Figure 6).

Figure 5. Loss of Employment (LOE) and Placement, Q1-2020 to Q3-2020

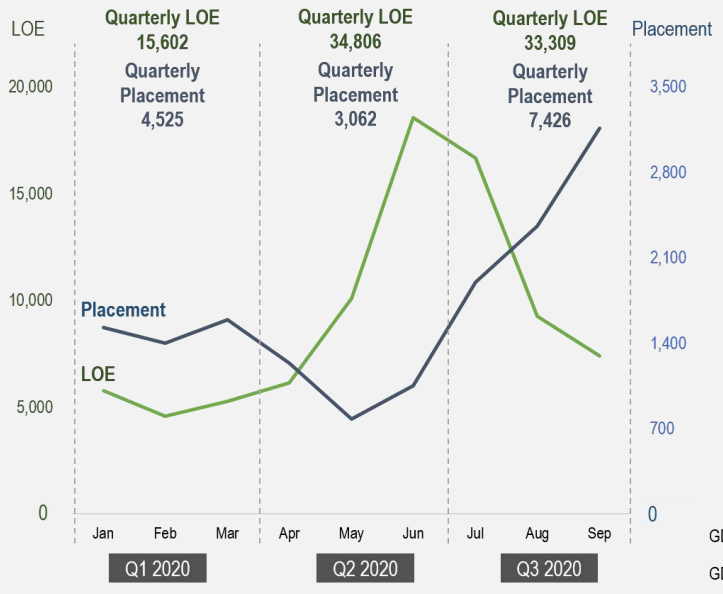
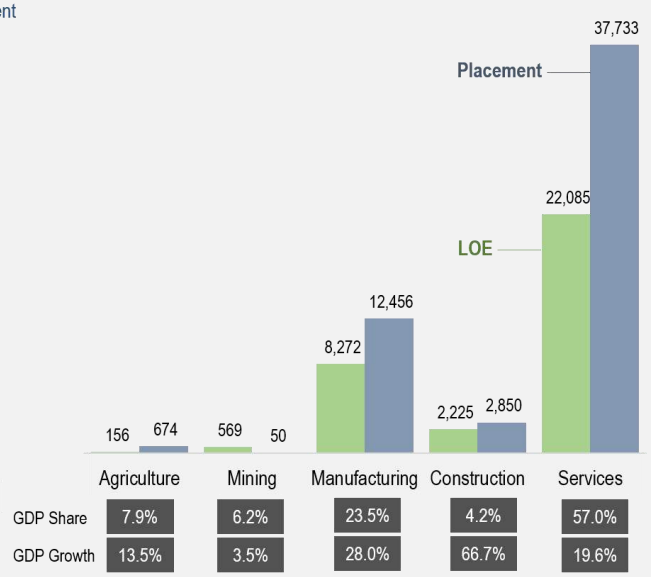


Figure 6. Loss of Employment (LOE) and Placement by Sectors, Q3-2020



Notes:
GDP growth refers to quarter-on-quarter percentage change

Sources:
1. LOE and Placement data are sourced from the Employment Insurance System (EIS), Social Security Organisation
2. GDP data is sourced from Department of Statistics Malaysia (DOSM)
3. Analysis is performed by EU-ERA

Labour Market Condition

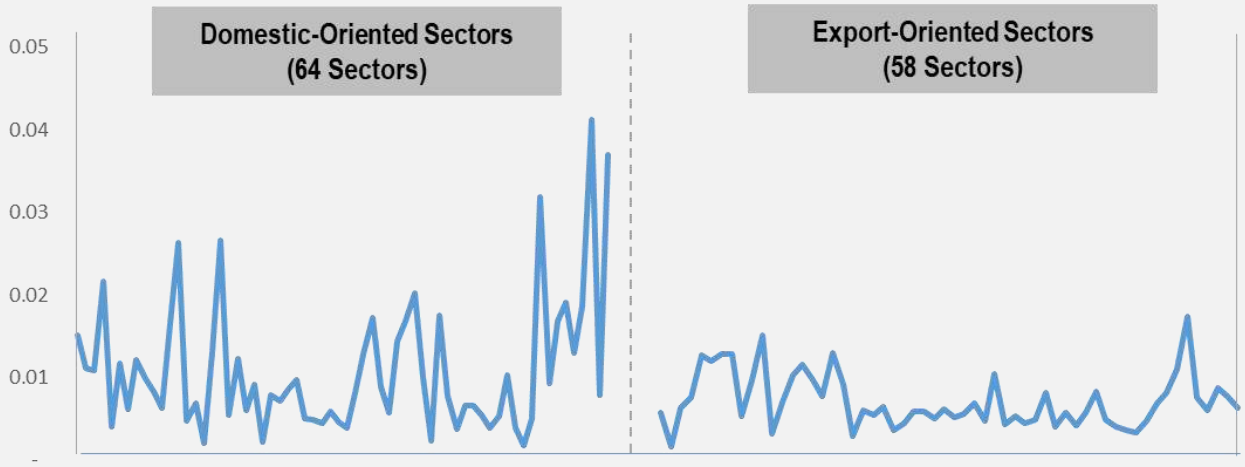
Demand-side stimulus to retain and create jobs

The economic growth in Q3-2020 is mainly driven by the government initiatives to boost public expenditure and private consumption. These two components are domestic-driven expenditures which certainly benefit the workers in the domestic-oriented sectors. As a matter of fact, the employment multiplier generated for every Ringgit for domestic-oriented sectors is higher than that of the export-oriented sectors (Figure 7).

Professionals, Managers, Executives and Technicians (PMETs) are more vulnerable than non-PMETs in securing jobs

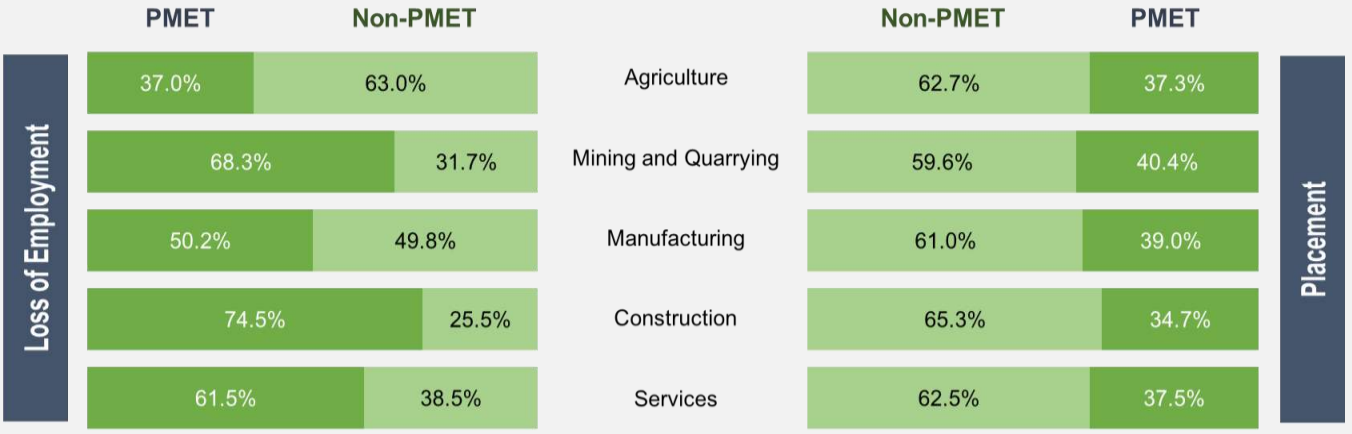
LOE is dominated by PMET job categories with the exception of the Agriculture sector (Figure 8). Despite being the most affected job category, its return to work trend is reported to be the lowest. Non-PMET job categories recorded the highest number of placements, being most dominant in the Construction and Services sectors. Placement is large for non-PMET jobs because vacancies (demand) offered by firms are concentrated to non-PMET compared to PMET categories—122,604 for non-PMET versus 71,864 for PMET (see next section).

Figure 7. Employment Multiplier (Employment per RM'000 of final demand)



Sources:
Analysis is performed by EU-ERA

Figure 8. Loss of Employment (LOE) and Placement by PMET and non-PMET Categories, Q3-2020



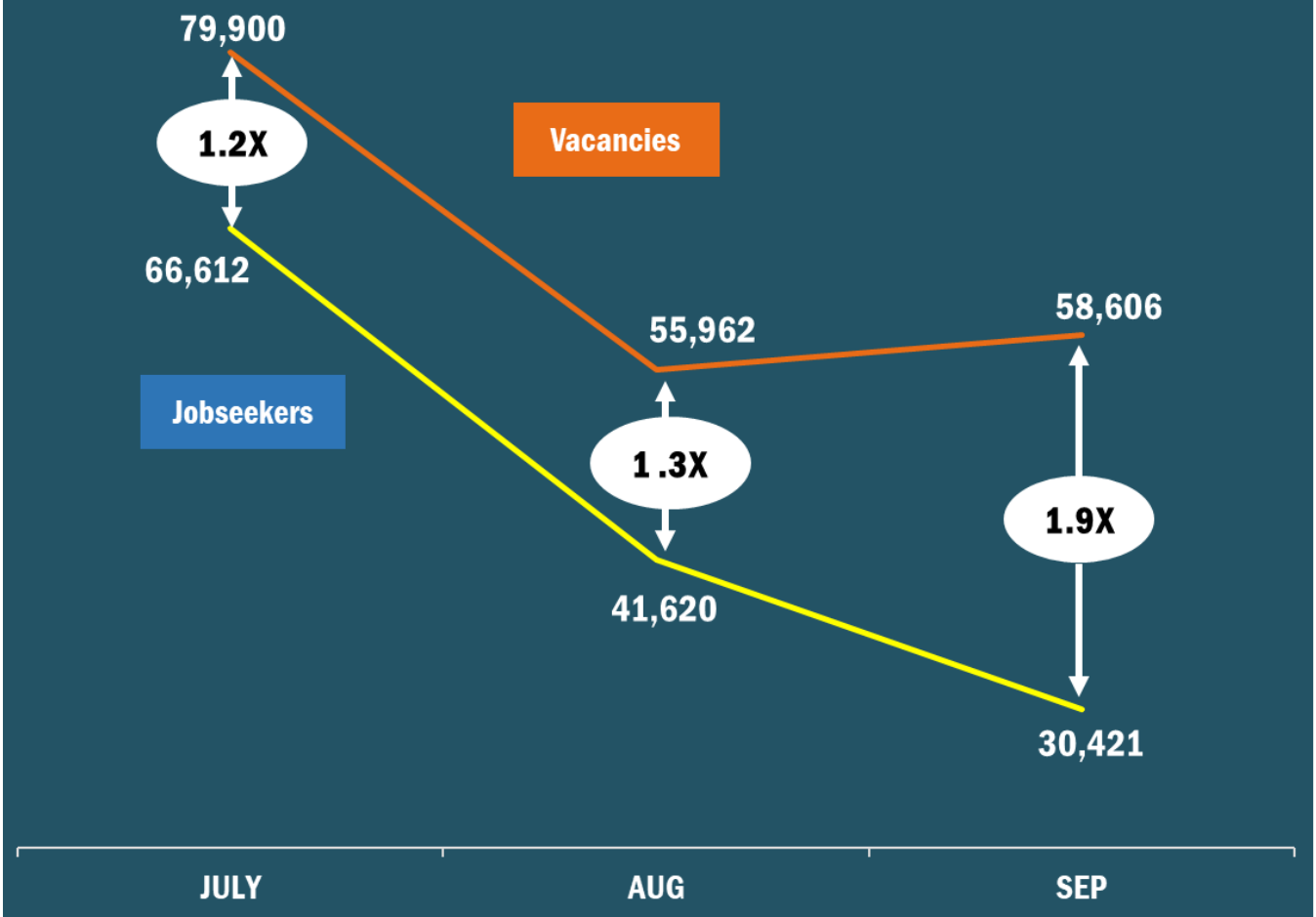
Sources:
1. LOE and Placement data are sourced from the Employment Insurance System (EIS), Social Security Organisation
2. Analysis is performed by EU-ERA

Job Market (Vacancies and Jobseekers)

Growing surplus of vacancies

The job market shows surplus in vacancies and is significantly widening-up in September 2020 as vacancies grew almost double than the jobseekers—58,606 vacancies versus 30,421 jobseekers (Figure 9). As compared to July and August 2020, the surplus in vacancies were around 1.2 to 1.3 times of jobseekers, respectively.

Figure 9. Total Vacancies and Jobseekers, Q3-2020



Sources:

1. Vacancies and jobseekers data are sourced from the Employment Insurance System (EIS), Social Security Organisation
2. Analysis is performed by EU-ERA

Three main reasons can be put forward to explain the surplus of vacancies

1

Fast and flexible recruitment in informal jobs

With the risk of COVID-19 infections and Movement Control Order (MCO), many are now turning towards employment in informal jobs that are not bound to complex hiring procedures. During a crisis period, financial safety net becomes the main priority for the *Rakyat* rather than matching their skills and academic qualification with the available vacancies. In fact, statistics revealed by the head of merchant of GrabFood indicates that more than 20,000 new riders are registered under this employment segment only in September 2020.

2

Low wages being offered for PMET job categories

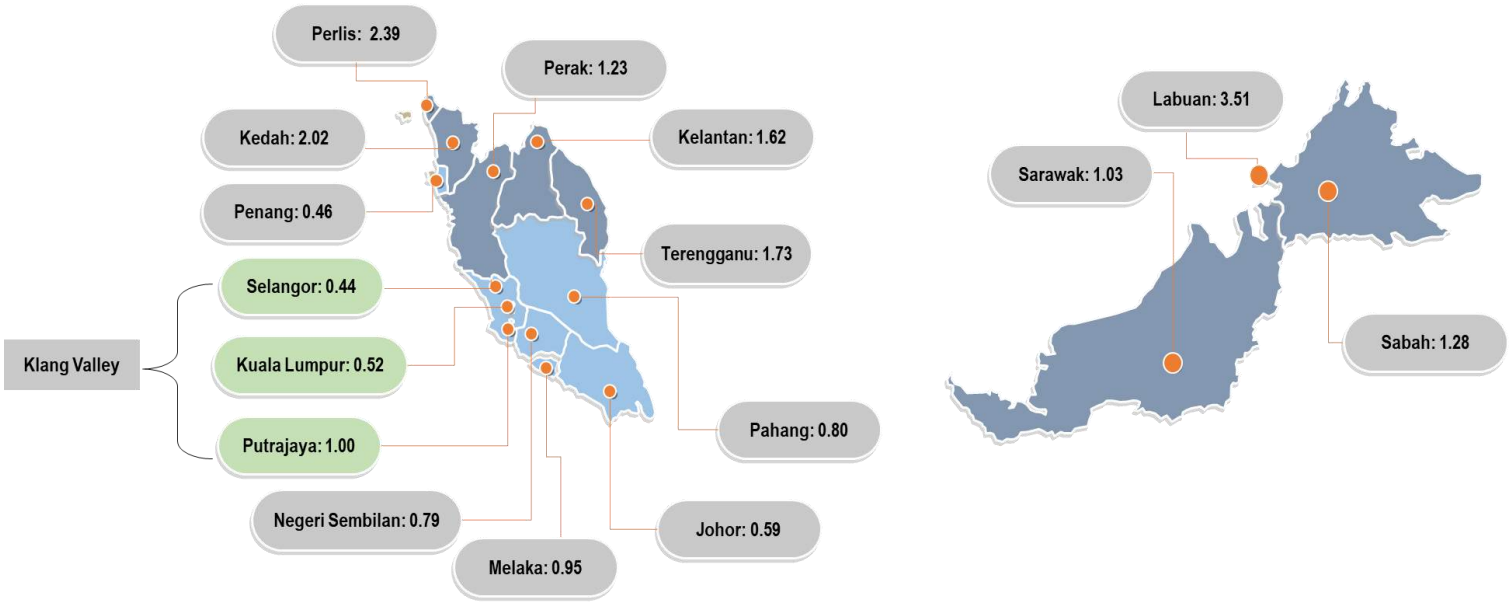
Our database shows that 54.4% of jobseekers hold tertiary education (diploma, bachelor, master and Ph.D.) that qualifies them for PMET jobs but 75.2% of vacancies are available for non-PMET jobs. When there is a large concentration of non-PMET vacancies, the wages offered by firms are lower with 67% ranging between RM2,001 and RM3,000. The low wages may not be attractive for tertiary education holders.

3

Location does mater

Location preference is one of the primary determining factors in job offer acceptance. The residential location, job location and commuting become the core elements that are expected to have large influence on job acceptance rate. Vacancy-to-jobseeker ratio in Figure 10 illustrates the job market gap across states. The ratio below than 1 indicates a surplus of vacancies while greater than 1 signals a shortage. The ratio for Putrajaya is 1.00 implying that there is an equal number of vacancies and jobseekers. Meanwhile Labuan, Kedah, Kelantan, Perlis, Sabah, Sarawak and Terengganu are all having shortage of vacancies.

Figure 10. Ratio of Vacancies-to-Jobseekers by States, Q3-2020



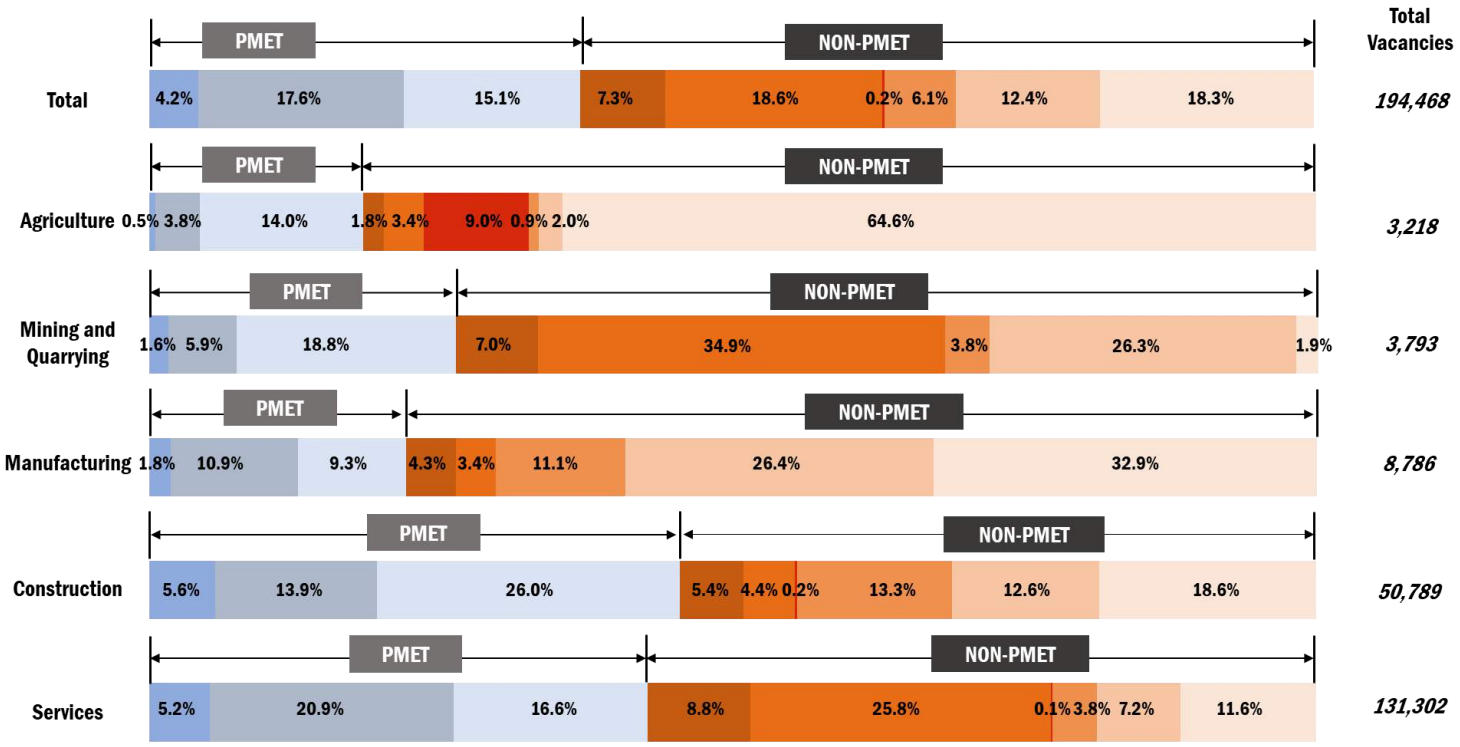
Notes:

1. Jobseekers data is computed as of 24th September 2020
2. Data excludes unknown and unidentified sample
3. Ratio equals to 1 indicates that total vacancies match the number of jobseekers. Ratio lower (higher) than 1 indicates surplus (shortage) of vacancies

Sources:

1. Vacancies and jobseekers data are sourced from the Employment Insurance System (EIS), Social Security Organisation
2. Analysis is performed by EU-ERA

Figure 11. PMET and non-PMET Vacancies by Sectors, Q3-2020



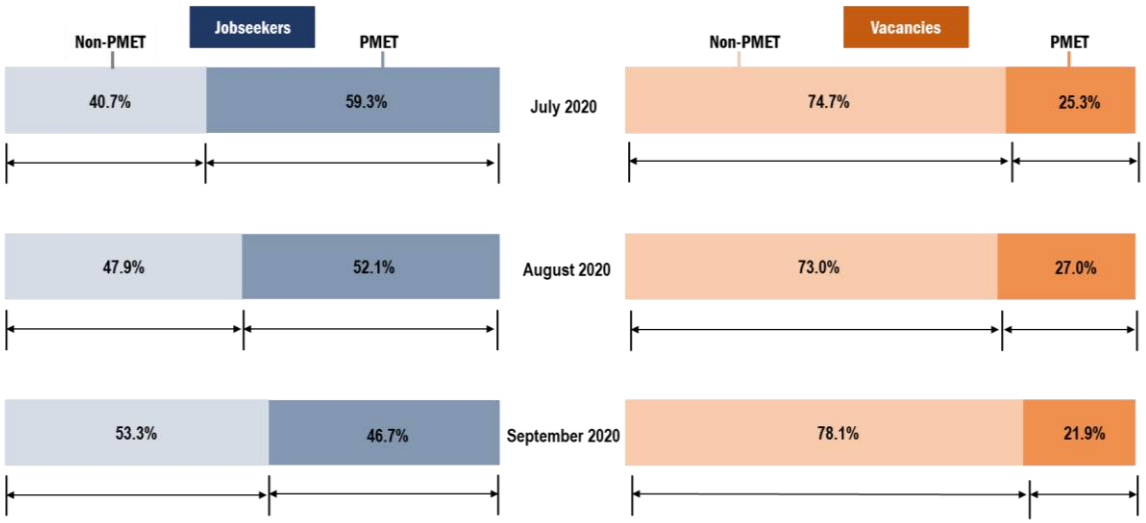
Sources:

1. Vacancies data are sourced from the Employment Insurance System (EIS), Social Security Organisation
2. Analysis is performed by EU-ERA

Non-PMET dominates jobs opening in the labour market

In total, non-PMET job categories represent 70.9% of total vacancies while the remaining 29.1% of total vacancies are dominated by PMET job categories. This pattern holds for all sectors with different percentage distribution. At individual sector, the highest demand for non-PMET categories is found in Agriculture with non-PMET constituting 81.6% of vacancies (Figure 11). The largest source of demand for non-PMET job categories are from the Services and Manufacturing sectors.

Figure 12. Vacancies and Jobseekers by PMET and non-PMET Categories, Q3-2020



Notes:

1. Jobseekers data as of 24th September 2020
2. Data excludes unknown and unidentified sample

Sources:

1. Vacancies data are sourced from the Employment Insurance System (EIS), Social Security Organisation
2. Analysis is performed by EU-ERA

Job-qualification mismatch remains pervasive in the labour market

The incidence of job-qualification mismatch between demand and supply is pervasive in the labour market. This demand-supply gap is not a new issue in Malaysia as it has been observed since the past two decades, becoming a "hard-to-break" structural issue ever since. As illustrated in Figure 12, the Q3-2020 supply of labour is mainly dominated by jobseekers who have tertiary education, searching for PMET jobs. On the other hands, the demand for labour is more concentrated on the non-PMET job category with vacancies of more than 70% of total vacancies. This pattern suggests that our economy creates more non-PMET jobs even though the supply-side institutions are producing more graduates that qualify for PMET jobs. In addition, during the COVID-19 outbreak, many individuals have limited choice and took up jobs that do not match their capabilities and qualifications, eventually creating misalignments in the labour market.

Given the importance of this issue, EU-ERA is currently conducting a study to assess the prevalence and sources of mismatch among graduates in Malaysia.

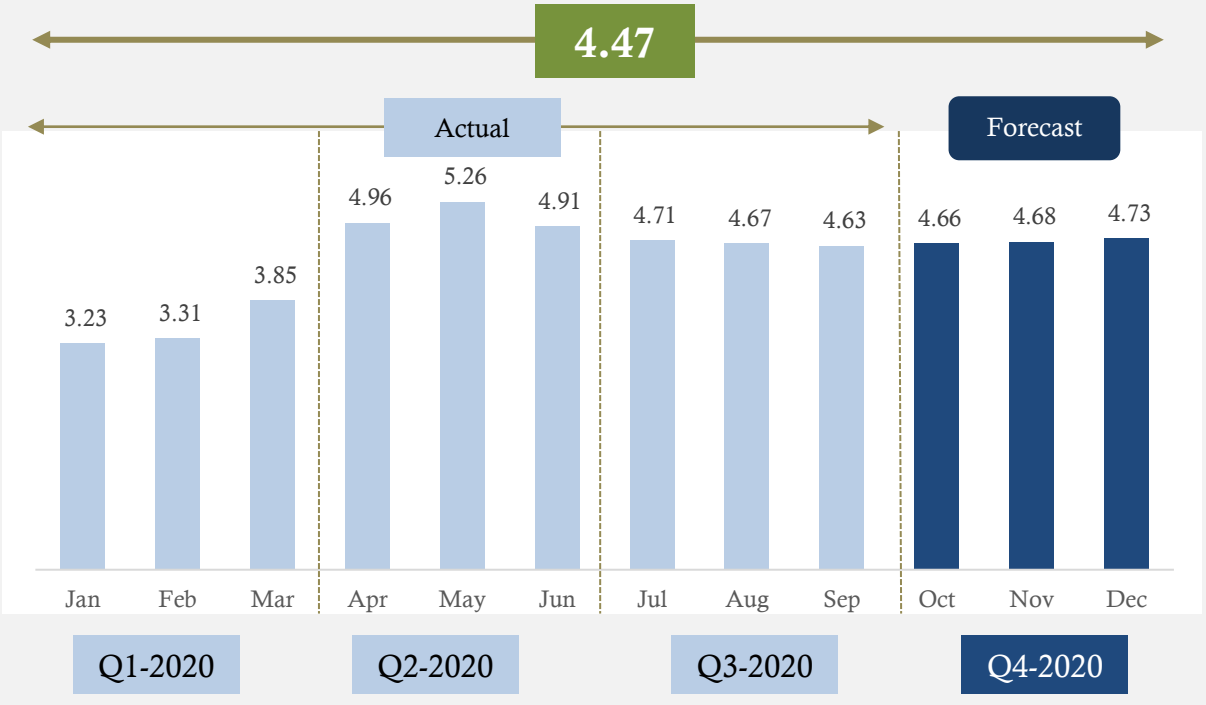
Forecast and Outlook

This section provides the forecast and outlook for unemployment rate, loss of employment (LOE) and placement for Q4-2020. The forecasting is made without considering the impacts of the current Conditional Movement Control Order (CMCO) periods and by assuming the continuation of targeted employment retention and hiring programmes.

The economic recovery started in Q3-2020 due to continued resumption of economic activity that has translated into improvement in the labour market condition. Unemployment rate peaked at 5.26% in May 2020 and has gradually decreased to 4.91% in the subsequent months and stabilised at 4.6% – 4.7% in Q3-2020. Continuous support and interventions from the state and federal governments and financial sectors to ease the impact of COVID-19 to the economy are also expected to improve in the labour market in Q4-2020.

Total unemployment rate forecast by EU-ERA for the year 2020 is 4.47%, considering Q4-2020 unemployment forecast of 4.66% for October, 4.68% and 4.73% in November and December 2020, respectively (Figure 13).

Figure 13. Unemployment Rate (%) Forecast

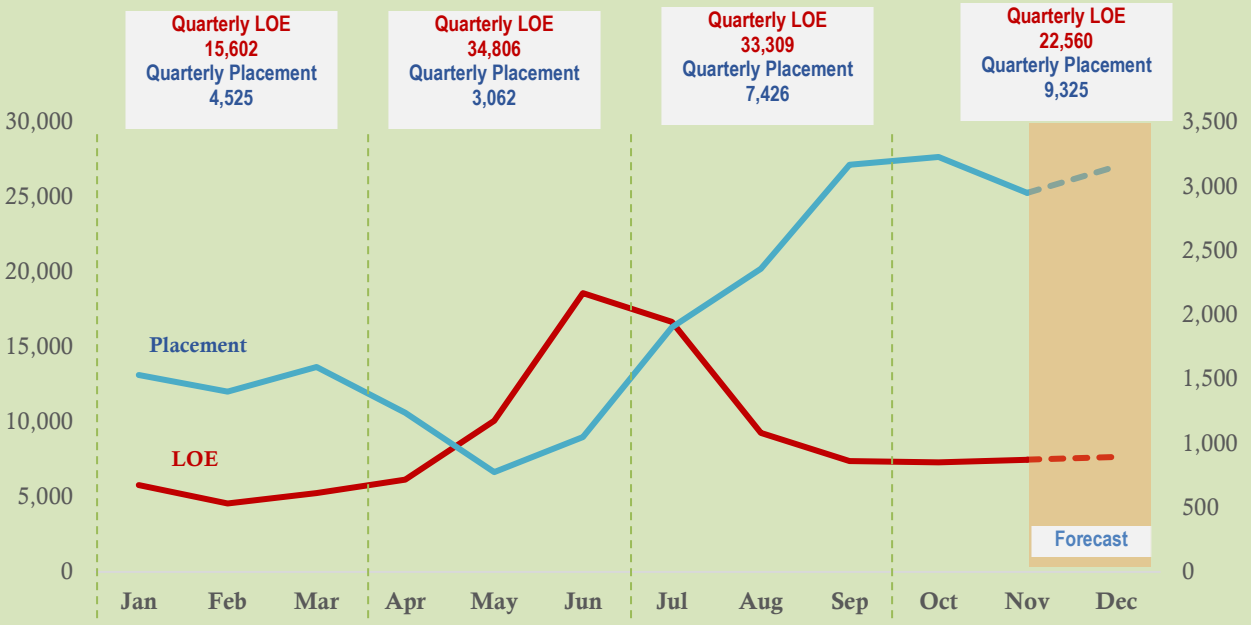


Sources:
1. Unemployment rates from January to September 2020 is sourced from the Department of Statistics Malaysia
2. Unemployment rates from October to December 2020 is forecasted by EU-ERA

Forecast and Outlook

The LOE and placement for Q4-2020 are projected to remain promising, with less retrenchment and more hiring, signalling a job recovery pattern. The LOE is expected to continue decreasing with a total of 22,560 job losses in Q4-2020, while placement is predicted to continue expanding with 9,325 jobs in Q4-2020 (Figure 14). While the year 2020 is seen to be closing with a large gap between LOE and placement, the imbalance can be addressed in 2021, provided that the economic conditions improve.

Figure 14. Loss of Employment and Placement Forecast



Sources:
1. LOE and placement data are sourced from Employment Insurance System (EIS), Social Security Organisation
2. LOE and placement data from November to December 2020 are forecasted by EU-ERA

SOCSO Snap Employer Survey

EU-ERA is conducting a snap employer survey to understand forward looking business situation and potential impacts of ending Wage Subsidy Programme (WSP). Findings from the survey will be released in December 2020.

Glossary

Active Job Seekers	Job seekers who are actively searching for jobs in the MYFutureJobs portal within the period of 12 months.
Active Job Vacancies	Active job vacancies available advertised in MYFutureJobs portal which not yet expired. Normally job vacancies will be advertised within period of 30 to 60 days.
EIS Plus	A temporary EIS benefits for retrenched insured persons who do not fulfil contribution qualifying conditions (CQC) during economic hardship due to pandemic COVID-19.
Employed	All persons who, at any time during the reference week worked at least one hour for pay, profit or family gain either as an employer, employee, own-account worker or unpaid family worker.
Employment Retention Programme	Implemented to financially support workers who were forced to take unpaid leave during the Movement Control Order.
Hiring-Incentive Programme	It offers financial incentives to employers to encourage them to expand hiring. This is done with the aim of reducing unemployment.
Loss of Employment	Any reason(s) by insured person who had lost his employment but does not include compulsory retirement, voluntary resignation, expiry of a fixed-term contract, and retrenchment due to misconduct.
Mobility Assistance	A form of financial support for workers who have to relocate more than 100 km for a new job.
Placement	Successful allocation of a person to a job either permanent, fixed-term or temporary with an employer.
Unemployed	The unemployed are those who did not work during the reference week and are classified into two groups that is the actively unemployed and inactively unemployed.
Unemployment rate	Unemployment rate is the proportion of unemployed population to the total population in labour force. This rate measures the percentage of unemployed population in labour force.
Wage Subsidy Programme	Implemented on 1 April 2020 as part of PRIHATIN Economic Stimulus package to prevent massive layoffs. It subsidises eligible workers' salaries for 6 months.

Appendix

Top 50 PMET Job Vacancies

No.	Occupation	Total Vacancies
1	Administrative Assistant	3,702
2	Commercial Sales Representative	3,555
3	Accounting Assistant	1,762
4	Department Store Manager	1,679
5	Marketeer	1,519
6	Management Assistant	1,445
7	Massage Therapist	1,396
8	Early Years Teacher	1,046
9	Financial Planner	896
10	Graphic Designer	892
11	Marketing Assistant	877
12	Financial Analyst	863
13	Software Developer	816
14	Accountant	726
15	Client Relations Manager	678
16	Call Centre Manager	660
17	Executive Assistant	618
18	Web Content Manager	617
19	After-Sales Service Technician	565
20	Restaurant Manager	561
21	Electrical Supervisor	539
22	Machine Operator Supervisor	525
23	Construction General Supervisor	489
24	ICT Technician	475
25	Human Resources Officer	455
26	Electrical Engineering Technician	442
27	Logistics and Distribution Manager	437
28	Maintenance and Repair Engineer	428
29	Process Engineering Technician	413
30	Purchaser	400
31	Real Estate Surveyor	400
32	Career Guidance Advisor	389
33	Nurse Responsible For General Care	380
34	Production Supervisor	374
35	Building Inspector	373
36	Online Marketer	367
37	Chef	361
38	Mechanical Engineering Technician	345
39	Sales Manager	342
40	Industrial Assembly Supervisor	341
41	Operations Manager	329
42	Bookkeeper	324
43	Electronics Engineer	304
44	Insurance Broker	304
45	Process Engineer	303
46	Advanced Nurse Practitioner	299
47	Interpreter	265
48	Quantity Surveyor	262
49	Tutor	252
50	Call Centre Supervisor	246

Top 50 Non-PMET Job Vacancies

No.	Occupation	Total Vacancies
1	Factory Hand	21,900
2	Sales Assistant	21,649
3	Industrial Machinery Assembler	6,857
4	Security Guard	6,776
5	Cashier	5,451
6	Office Clerk	4,904
7	Waiter/Waitress	3,960
8	Cargo Vehicle Driver	3,686
9	Survey Enumerator	2,997
10	Building Cleaner	2,957
11	Warehouse Worker	2,439
12	Sales Support Assistant	2,300
13	Kitchen Assistant	2,267
14	Call Centre Agent	2,046
15	Motorcycle Delivery Person	2,037
16	Secretary	1,923
17	Cook	1,772
18	Forklift Operator	1,647
19	Promotions Demonstrator	1,644
20	Domestic Cleaner	1,533
21	Inventory Coordinator	1,349
22	Building Construction Worker	1,233
23	Shop Assistant	1,216
24	Garden Labourer	1,208
25	Quick Service Restaurant Crew Member	1,203
26	Travel Agent	1,182
27	Engineering Assistant	1,134
28	Delivery Driver	1,117
29	Customer Service Representative	1,109
30	Product Quality Inspector	1,078
31	Building Caretaker	968
32	Postman/Postwoman	937
33	Billing Clerk	935
34	Filament Winding Operator	900
35	Early Years Teaching Assistant	846
36	Food Production Operator	812
37	Debt Collector	797
38	Data Entry Clerk	776
39	Electrician	733
40	Receptionist	732
41	Welder	714
42	Barista	686
43	Glove Maker	663
44	Advertising Assistant	645
45	Electronic Equipment Assembler	645
46	Property Assistant	619
47	Vehicle Technician	603
48	Crop Production Worker	597
49	Semiconductor Processor	571
50	Plastic Products Assembler	561

Notes:
Vacancies data as of 11 September 2020

Source:
Total Vacancies are sourced from MyFutureJobs (https://www.myfuturejobs.gov.my/), maintained by the Employment Insurance System (EIS), Social Security Organisation.

Authors

Assoc. Prof. Dr. Mohd Yusof Saari
Chief Economist
EIS-UPMCS Centre for Future Labour Market Studies,
Employment Insurance System,
Social Security Organisation

Dr. Muhammad Daaniyall Abd Rahman
Research Associate
EIS-UPMCS Centre for Future Labour Market Studies,
Employment Insurance System,
Social Security Organisation

Muhammad Khalid Ahmad Kamal
Junior Economist
EIS-UPMCS Centre for Future Labour Market Studies,
Employment Insurance System,
Social Security Organisation

Zahira Adila Zahuri
Junior Economist
EIS-UPMCS Centre for Future Labour Market Studies,
Employment Insurance System,
Social Security Organisation

Mazzatul Raudah Abdul Halim
Junior Economist
EIS-UPMCS Centre for Future Labour Market Studies,
Employment Insurance System,
Social Security Organisation

Nur Azreen Mokhyi
Junior Economist
EIS-UPMCS Centre for Future Labour Market Studies,
Employment Insurance System,
Social Security Organisation

Abdifatah Ahmed Hersi
Intern
EIS-UPMCS Centre for Future Labour Market Studies,
Employment Insurance System,
Social Security Organisation

About EU-ERA

EIS-UPMCS Centre for Future Labour Market Studies (EU-ERA) is a collaborative research laboratory between the Employment Insurance System (EIS) at Social Security Organisation (SOCSO) and Universiti Putra Malaysia Consultancy & Services (UPMCS).

The mission of the EU-ERA is to blend the scientific and empirical approaches into the current policy development which cover end-to-end labour market policies ranging from the labour supply to the labour demand issues. In meeting the scopes, the centre focuses on forecasting and modelling; applied policy analysis; and capacity building and structured training programmes for labour market assessment tools.

Our core researchers have strong expertise in quantitative economic tools which include econometrics, input-output (IO), social accounting matrix (SAM), computable general equilibrium (CGE), system dynamics (SD) and data envelopment analysis (DEA). These quantitative tools are not only vital for labour policy assessments but also are able to address the inter-linkages between the labour market and other developmental issues such as investment, trade, income distribution, poverty, social policy, demography and aging, and migration.

Follow us at:

Centre for Future Labour Market Studies

euera.centre@gmail.com

https://eiscentre.perkeso.gov.my

Acknowledgement
The Centre is grateful for the contributions from Mr. Mohd Arif Aziz, Mr. Musalman Ahmad Iskandar Shah, and Ms. Raihan Ashikin Mohd Nor and other members of the Division of Employment Information Analysis Services (EIAS) and their kind support in providing the labour market information (LMI) database.

EIS-UPMCS Centre for Future Labour Market Studies (EU-ERA)
Office of Employment Insurance System, Social Security Organisation