

EMPLOYMENT INSURANCE SYSTEM (EIS)

EMPLOYMENT OUTLOOK 2019



VOLUME 3/2020

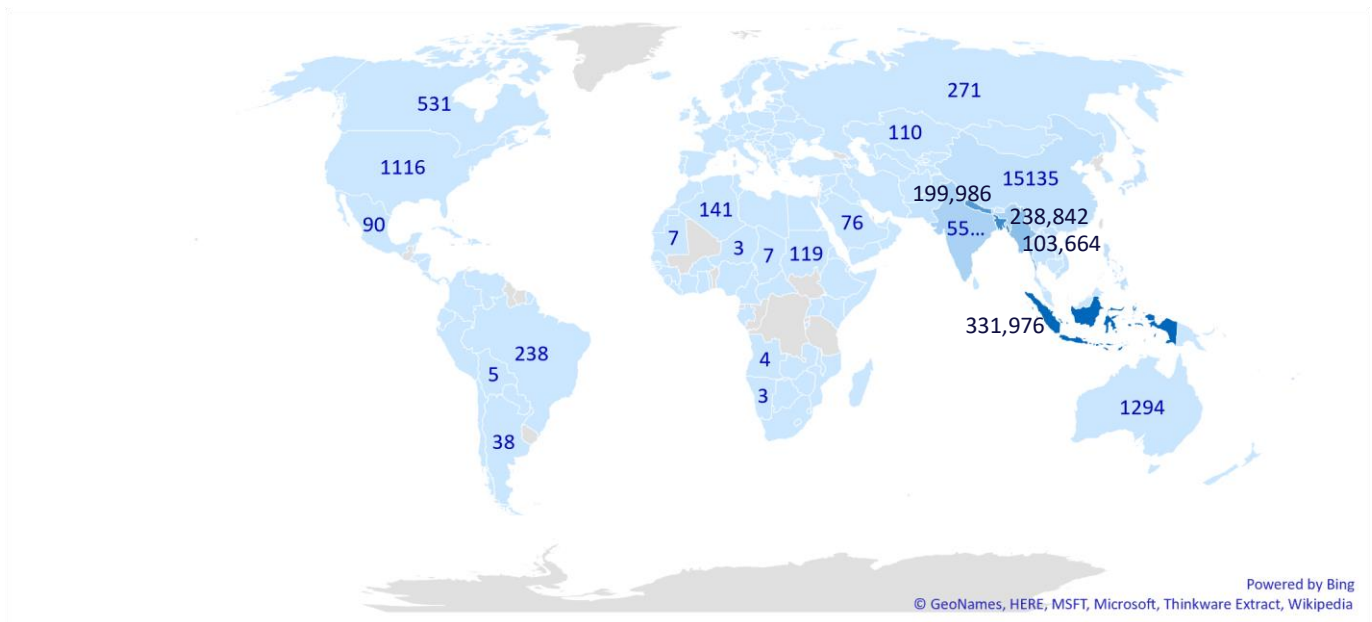
2019

FOREIGN WORKERS

CONTENTS

- EXECUTIVE SUMMARY 3**
- INSIGHTS 4**
- BRIEF ANALYSIS..... 9**
- STATISTICAL TABLES 11**
 - ENTERPRISES 11*
 - FOREIGN WORKERS 13*
 - AVERAGE WAGES..... 15*
 - COUNTRIES OF ORIGIN 17*

The Employment Insurance System (EIS), which is managed by the Social Security Organization (SOCSO), was established under the 2017 EIS Act to provide monetary and job search assistance to retrenched workers in addition to promoting labor market efficiency via data-based policies.



This report was produced using SOCSO data and aims to offer the public an insight into the distribution of foreign workers in the country. While employers who hire foreign workers are categorized using industry type, size, and location, the foreign workers themselves are divided using age, gender, location, salary level, and industry type.

This report should be interpreted with caution as it is still too early to obtain sufficient data to accurately determine demand for foreign workers and expatriates (who were only granted social security protections in 2019). As a rule of thumb, expatriates are highly-skilled workers who belong to MASCO categories 1-3, while foreign workers are low-skilled workers who fall under categories 4-9.

INSIGHTS

FOREIGN WORKERS IN 2019

44,659 ACTIVE EMPLOYERS



HIRED

1,027,382 ACTIVE FOREIGN WORKERS



79%

of employers operated small & micro establishments

76%

of foreign workers work in large & medium establishments

LOCATIONS

258,571 ACTIVE FOREIGN WORKERS



231,981 ACTIVE FOREIGN WORKERS



116,726 ACTIVE FOREIGN WORKERS






30%

of foreign workers were based in Kuala Lumpur, Johor Bahru, Petaling Jaya, Klang, Shah Alam & Sandakan

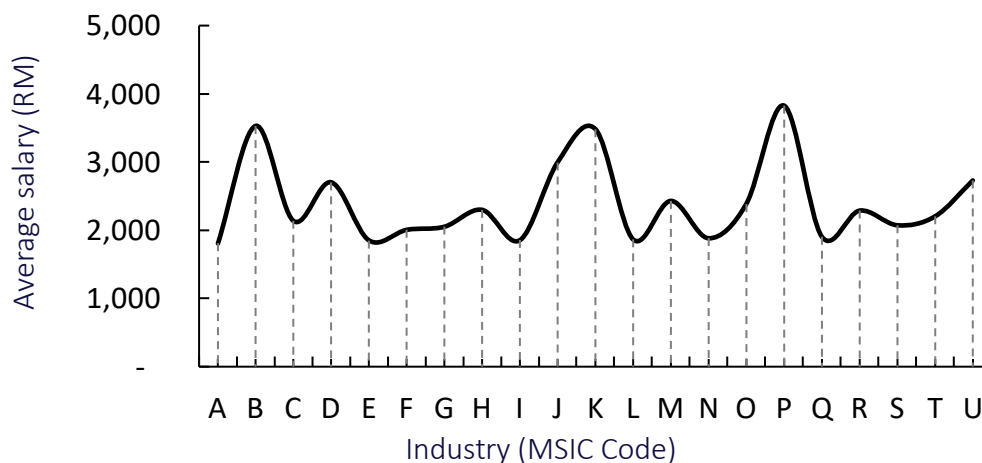
TOP CITIES



INDUSTRIES

<p>MANUFACTURING 364,955</p> <p>AGRICULTURE 136,220</p> <p>CONSTRUCTION 102,080</p>	  	<p>The Finance (K), Mining (B), & Education (P) industries are high-paying industries (>RM3,500) that are less dependent on foreign workers and expatriates.</p> <p style="text-align: right;">INFO</p>
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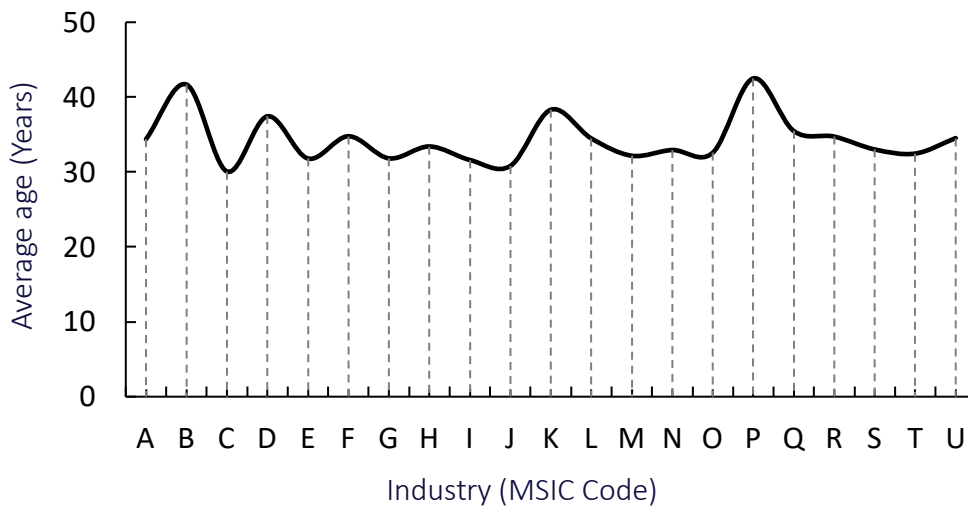
AVERAGE SALARIES



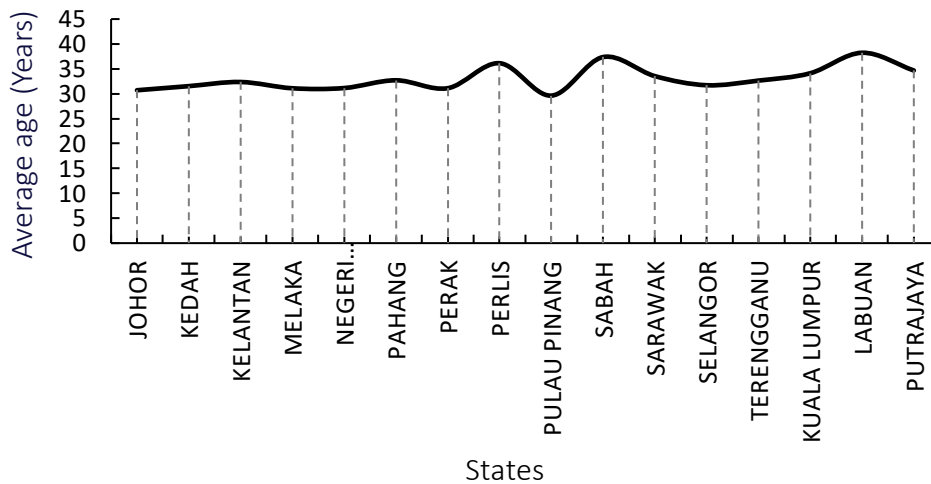
The Financial (K), Mining (B) and Education (P) industries¹ paid the highest average salaries (>RM3,500).

¹ Please refer to the Appendix for Industry MSIC Codes.

DEMOGRAPHICS



In all industries², most workers were between 30-43 years old.



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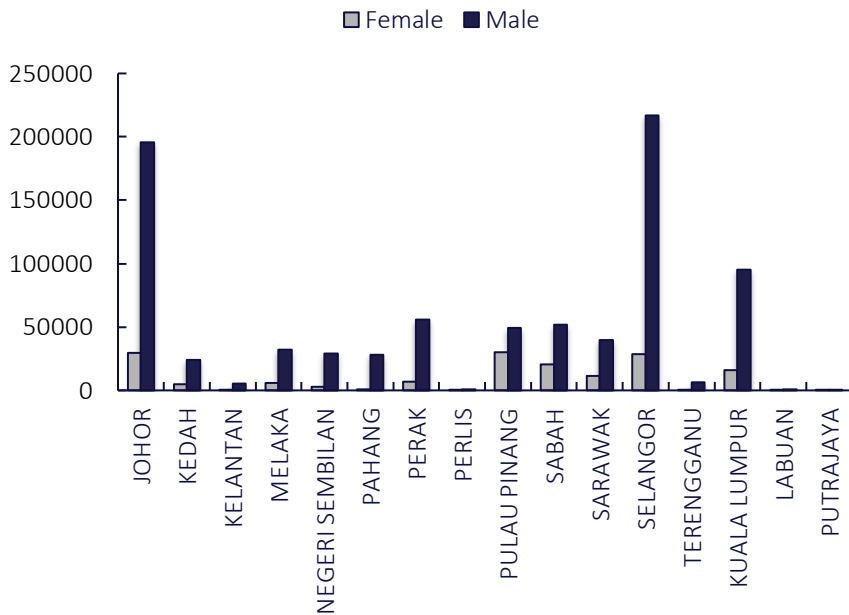
² Please refer to the Appendix for Industry MSIC Codes.



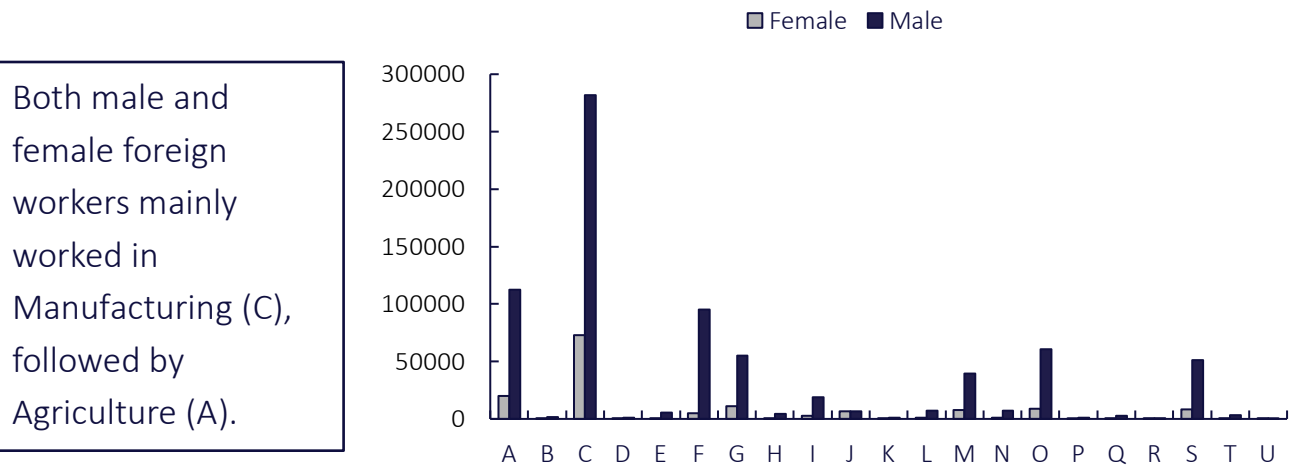
84%
Male



16%
Female

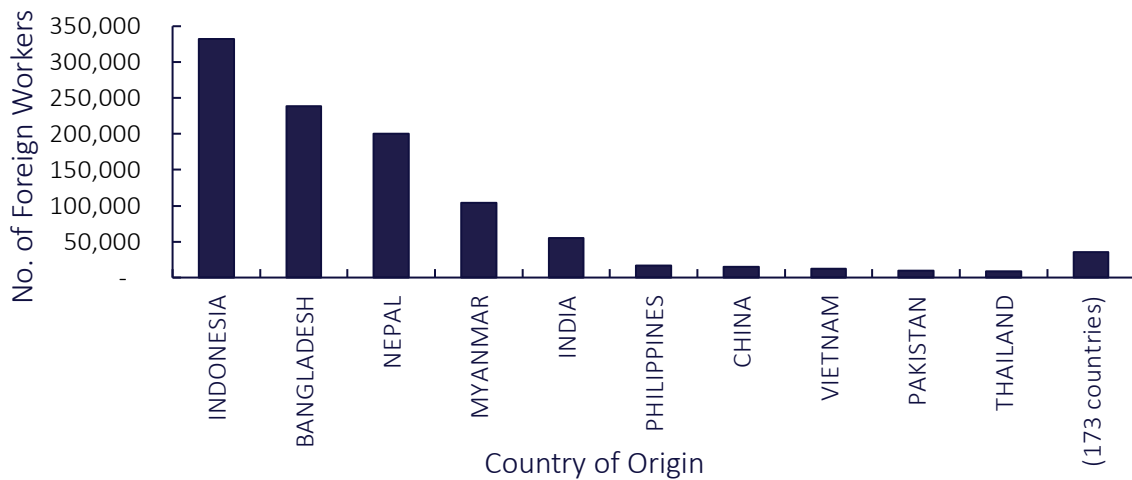


Selangor, Johor and the Federal Territory of Kuala Lumpur had the highest numbers of both male and female foreign workers.

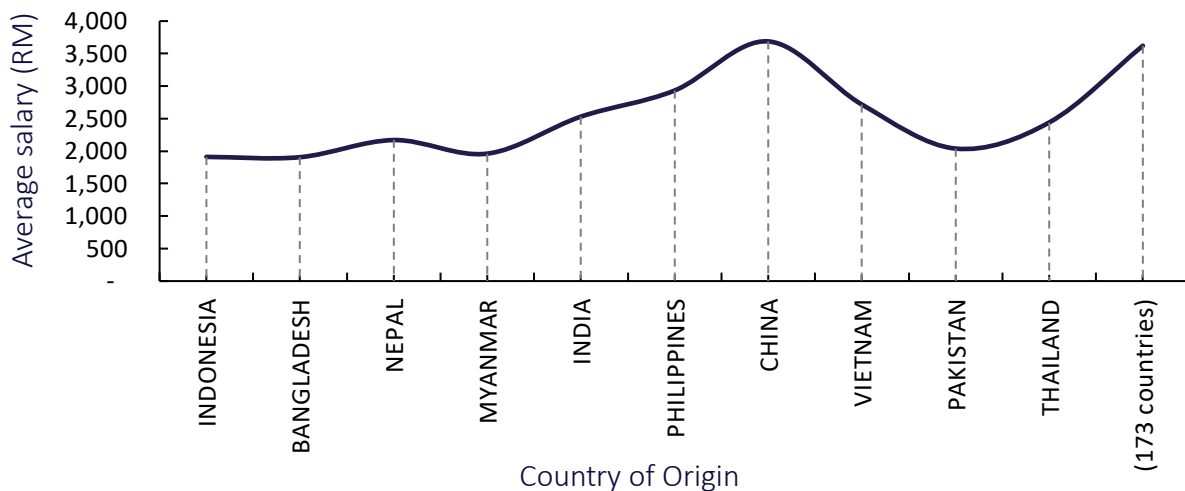


Both male and female foreign workers mainly worked in Manufacturing (C), followed by Agriculture (A).

COUNTRIES OF ORIGIN: NUMBERS AND WAGE LEVELS



Most workers came from Indonesia, Bangladesh, Nepal, Myanmar and India (in that order). Indonesians earned an average wage of RM1,911, while Bangladeshis earned an average wage of RM 1,907



BRIEF ANALYSIS

Employers hiring foreign workers were mandated to pay SOCSO contributions on behalf of their workers in 2019. There were 44,659 active employers who hired 1.03 million active foreign workers in 2019.

50% of employers were involved in service activities while the remaining 50% were involved in non-service activities. 79% of employers operated small (60%) and micro (19%) enterprises that employed just 24% of foreign workers. Meanwhile, the remaining 21% who operated large and medium enterprises employed 76% of foreign workers.

36% of foreign workers worked in Manufacturing, making it the most popular sector among foreigners followed by Agriculture, Forestry and Fishing at 13% and Construction at 10%. Of the large enterprises which hire foreign workers, 38% were in Manufacturing, followed by Agriculture, Forestry and Fishing (10%) and Public Administration and Security (9%). On the other hand, small and micro enterprises that hire foreign workers focused on Manufacturing (24%), followed by Construction (14%) and Agriculture, Forestry and Fishing at 11%.

Most foreign workers were located in Selangor 25%, followed by Johor at 23% and the Federal Territory of Kuala Lumpur at 11%. Perlis, the Federal Territory of Labuan and Putrajaya had the lowest number of foreign workers at less than 1% each. The cities with the most foreign workers were Kuala Lumpur at 11%, followed by Johor Bahru at 5%, Petaling Jaya, Klang and Shah Alam at 4% each, and Sandakan at 3%.

Foreign workers earned an average salary³ of RM2,116. At RM3,826, the Education sector paid the highest average salary, followed by Mining and Quarrying at RM3,529 and Financial, Insurance and Takaful Activities at RM3,483. The industry with the lowest

³ Average wages were calculated using SOCSO contributions. A salary is defined as all remunerations payable in money, including any payment in place of leave or holidays, overtime, and extra work.

BRIEF ANALYSIS

average salary was Agriculture, Forestry and Fishing at RM 1,807, followed by Water Supply; Sewerage, Waste Management and Remediation Activities at RM1,851 and Accommodation and Food Service Activities at RM1,854.

Most foreign workers originated from Indonesia (32%), followed by Bangladesh (23%), Nepal (19%), and Myanmar (10%). On the other hand, St. Kitts and Nevis and Andorra were the countries that sent the fewest foreign workers to Malaysia. These workers also earned the lowest average salary at RM1,050.

ESTABLISHMENTS THAT HIRE FOREIGN WORKERS

BY TYPE, SIZE AND LOCATION

Enterprises		Hire Foreign Workers	Active	Share
Total		44,659	437,556	10%
Economic Activity				
1	Non-Services	20,078	127,827	16%
2	Services	20,227	267,517	8%
Size				
1	Large	5,770	9,306	62%
2	Medium	3,451	4,072	85%
3	Small	26,826	194,138	14%
4	Micro	8,612	230,040	4%
Location				
1	Johor	7,585	59,849	13%
2	Kedah	1,563	17,782	9%
3	Kelantan	236	7,543	3%
4	Melaka	1,409	13,416	11%
5	Negeri Sembilan	1,140	12,964	9%
6	Pahang	2,059	16,319	13%
7	Perak	3,244	34,835	9%
8	Perlis	340	1,768	19%
9	Pulau Pinang	2,776	28,119	10%
10	Sabah	4,635	26,878	17%
11	Sarawak	1,901	37,667	5%
12	Selangor	10,717	109,495	10%
13	Terengganu	300	8,301	4%
14	Wilayah Persekutuan Kuala Lumpur	6,482	60,411	11%
15	Wilayah Persekutuan Labuan	238	1,616	15%
16	Wilayah Persekutuan Putrajaya	30	567	5%

ESTABLISHMENTS THAT HIRE FOREIGN WORKERS

BY INDUSTRY (MSIC)

Industry (MSIC)		Hire Foreign Workers	Active	Share
Total		44,659	437,556	10%
Industry				
A	Agriculture, Forestry & Fishing	4,854	7,536	64%
B	Mining & Quarrying	125	987	13%
C	Manufacturing	10,472	76,372	14%
D	Electricity, Gas, Steam & Air Conditioning Supply	158	2,497	6%
E	Water, Sewerage & Waste	155	1,755	9%
F	Construction	4,314	38,680	11%
G	Wholesale & Retail	4,016	54,487	7%
H	Transportation	457	9,405	5%
I	Accommodation and F&B	2,911	22,332	13%
J	ICT	484	6,529	7%
K	Financial & Insurance Takaful	231	6,768	3%
L	Real Estate	580	3,598	16%
M	Professional & Technical	2,599	34,345	8%
N	Administrative & Support Service	403	5,387	7%
O	Defense & Compulsory Social Security	3,545	37,983	9%
P	Education	78	4,817	2%
Q	Human Health & Social Work	220	10,048	2%
R	Arts, Entertainment & Recreation	122	2,275	5%
S	Other Services Activities	4,273	66,209	6%
T	Activities of Households	255	2,751	9%
U	Activities of Extraterritorial	53	583	9%

FOREIGN WORKERS

BY ESTABLISHMENT TYPE, SIZE AND LOCATION

Demand		Foreign Workers	Active Employees (Total)	Share
Total		1,027,382	7,557,199	12%
Economic Activity				
1	Non-Services	612,478	2,300,651	21%
2	Services	325,956	4,459,370	7%
Size				
1	Large	619,937	3,712,036	14%
2	Medium	165,171	476,170	26%
3	Small	227,934	2,863,221	0%
4	Micro	14,340	505,772	31%
Location				
1	Johor	231,981	811,194	22%
2	Kedah	29,009	264,817	10%
3	Kelantan	6,182	89,861	6%
4	Melaka	38,848	197,941	16%
5	Negeri Sembilan	32,668	177,474	16%
6	Pahang	30,109	163,166	16%
7	Perak	63,941	392,158	14%
8	Perlis	1,498	17,853	8%
9	Pulau Pinang	82,775	525,435	14%
10	Sabah	75,956	336,541	18%
11	Sarawak	51,529	505,381	9%
12	Selangor	258,571	2,267,872	10%
13	Terengganu	6,370	145,728	4%
14	Wilayah Persekutuan Kuala Lumpur	116,726	1,615,572	7%
15	Wilayah Persekutuan Labuan	746	19,767	4%
16	Wilayah Persekutuan Putrajaya	416	21,362	2%

FOREIGN WORKERS

BY INDUSTRY (MSIC)

Demand		Foreign Workers	Active Employees (Total)	Share
Total		1,027,382	7,557,199	12%
Industry (MSIC)				
A	Agriculture, Forestry & Fishing	136,220	153,898	47%
B	Mining & Quarrying	1,828	25,165	7%
C	Manufacturing	364,955	1,456,934	20%
D	Electricity, Gas, Steam & Air Conditioning Supply	1,222	79,249	2%
E	Water, Sewerage & Waste	6,173	76,888	7%
F	Construction	102,080	508,517	17%
G	Wholesale & Retail	69,957	745,545	9%
H	Transportation	5,107	191,243	3%
I	Accommodation and F&B	22,281	389,675	5%
J	ICT	13,767	151,175	8%
K	Financial & Insurance Takaful	1,414	230,110	1%
L	Real Estate	8,589	62,584	12%
M	Professional & Technical	49,445	672,477	7%
N	Administrative & Support Service	8,610	93,298	8%
O	Defense & Compulsory Social Security	73,812	883,535	8%
P	Education	1,549	62,957	2%
Q	Human Health & Social Work	3,497	179,172	2%
R	Arts, Entertainment & Recreation	678	38,728	2%
S	Other Services Activities	62,445	678,646	8%
T	Activities of Households	4,111	55,274	7%
U	Activities of Extraterritorial	694	24,951	3%

AVERAGE WAGE OF FOREIGN WORKERS

BY ESTABLISHMENT TYPE, SIZE AND LOCATION

Wage		Foreign Worker (RM)	Average Employee (RM)	Difference
Total		2,116	2,519	19%
Economic Activity				
1	Non-Services	2,044	2,536	24%
2	Services	2,227	2,529	14%
Size				
1	Large	2,211	2,685	21%
2	Medium	2,004	2,499	25%
3	Small	1,967	2,377	43%
4	Micro	1,660	2,129	8%
Location				
1	Johor	2,102	2,399	14%
2	Kedah	1,909	2,010	5%
3	Kelantan	1,996	1,729	-13%
4	Melaka	1,992	2,356	18%
5	Negeri Sembilan	2,113	2,345	11%
6	Pahang	1,819	2,055	13%
7	Perak	1,996	2,093	5%
8	Perlis	1,015	1,729	70%
9	Pulau Pinang	2,153	2,613	21%
10	Sabah	1,711	1,934	13%
11	Sarawak	1,987	2,122	7%
12	Selangor	2,161	2,679	24%
13	Terengganu	2,011	1,985	-1%
14	Wilayah Persekutuan Kuala Lumpur	2,595	2,941	13%
15	Wilayah Persekutuan Labuan	2,240	2,344	5%
16	Wilayah Persekutuan Putrajaya	2,613	2,789	7%

AVERAGE WAGE OF FOREIGN WORKERS

BY INDUSTRY (MSIC)

Wages		Foreign Worker (RM)	Average Employee (RM)	Difference
Total		44,659	437,556	10%
Industry (MSIC)				
A	Agriculture, Forestry & Fishing	1,807	2,097	16%
B	Mining & Quarrying	3,529	3,131	-11%
C	Manufacturing	2,136	2,565	20%
D	Electricity, Gas, Steam & Air Conditioning Supply	2,703	3,159	17%
E	Water, Sewerage & Waste	1,851	2,700	46%
F	Construction	2,006	2,435	21%
G	Wholesale & Retail	2,051	2,388	16%
H	Transportation	2,299	2,614	14%
I	Accommodation and F&B	1,854	1,896	2%
J	ICT	2,996	3,037	1%
K	Financial & Insurance Takaful	3,483	3,515	1%
L	Real Estate	1,865	2,759	48%
M	Professional & Technical	2,430	2,671	10%
N	Administrative & Support Service	1,883	2,144	14%
O	Defense & Compulsory Social Security	2,387	2,670	12%
P	Education	3,826	2,019	-47%
Q	Human Health & Social Work	1,906	2,506	31%
R	Arts, Entertainment & Recreation	2,287	2,299	1%
S	Other Services Activities	2,073	2,348	13%
T	Activities of Households	2,202	2,375	8%
U	Activities of Extraterritorial	2,729	2,851	4%

COUNTRIES OF ORIGIN

BY ECONOMIC ACTIVITY, GENDER & AVERAGE WAGE

Countries	Economic Activities	Gender	No. of Workers	Average Wage
Afghanistan	Non Services	Male	5	3,150
Afghanistan	Services	Female	2	3,950
Afghanistan	Services	Male	40	3,798
Albania	Non Services	Male	8	2,038
Albania	Services	Female	2	3,950
Albania	Services	Male	8	3,450
Algeria	Non Services	Female	9	3,850
Algeria	Non Services	Male	24	3,950
Algeria	Services	Female	18	3,594
Algeria	Services	Male	73	3,782
American Samoa	Non Services	Female	4	3,950
American Samoa	Non Services	Male	12	3,950
American Samoa	Services	Female	4	3,950
American Samoa	Services	Male	21	3,950
Andorra	Non Services	Male	1	1,050
Angola	Non Services	Male	2	3,950
Angola	Services	Male	2	3,950
Argentina	Non Services	Female	1	3,950
Argentina	Non Services	Male	8	3,950
Argentina	Services	Female	4	3,950
Argentina	Services	Male	22	3,950
Armenia	Non Services	Male	2	3,950
Armenia	Services	Female	3	3,950
Armenia	Services	Male	2	3,950
Australia	Non Services	Female	23	3,950
Australia	Non Services	Male	253	3,950
Australia	Services	Female	147	3,934
Australia	Services	Male	518	3,933
Austria	Non Services	Female	3	3,950
Austria	Non Services	Male	22	3,950
Austria	Services	Female	3	3,950
Austria	Services	Male	33	3,950
Azerbaijan	Non Services	Male	12	2,075
Azerbaijan	Services	Female	1	1,050

Azerbaijan	Services	Male	3	3,950
Bahrain	Non Services	Male	3	2,083
Bahrain	Services	Female	1	3,950
Bahrain	Services	Male	2	3,950
Bangladesh	Non Services	Female	231	1,891
Bangladesh	Non Services	Male	145,859	1,923
Bangladesh	Services	Female	213	2,161
Bangladesh	Services	Male	67,339	1,824
Barbados	Services	Female	1	3,950
Barcelona	Non Services	Male	1	3,950
Belarus	Non Services	Female	1	3,950
Belarus	Services	Female	5	3,650
Belarus	Services	Male	2	3,950
Belgium	Non Services	Female	7	3,950
Belgium	Non Services	Male	19	3,950
Belgium	Services	Female	17	3,891
Belgium	Services	Male	77	3,918
Belize	Services	Male	1	3,950
Bhutan	Non Services	Male	7	3,950
Bhutan	Services	Female	1	3,950
Bhutan	Services	Male	1	3,950
Bolivia	Non Services	Male	1	3,950
Bolivia	Services	Female	1	3,950
Bolivia	Services	Male	2	3,950
Bosnia And Herzegovina	Non Services	Male	5	3,950
Bosnia And Herzegovina	Services	Female	3	3,950
Bosnia And Herzegovina	Services	Male	9	3,950
Botswana	Non Services	Female	1	3,950
Botswana	Services	Female	9	3,928
Botswana	Services	Male	2	3,950
Brazil	Non Services	Female	3	3,950
Brazil	Non Services	Male	30	3,950
Brazil	Services	Female	31	3,950
Brazil	Services	Male	147	3,932
British Indian Ocean Territory	Non Services	Female	7	2,321
British Indian Ocean Territory	Non Services	Male	28	3,046

British Indian Ocean Territory	Services	Female	14	3,771
British Indian Ocean Territory	Services	Male	87	3,671
Brunei Darussalam	Non Services	Female	2	3,950
Brunei Darussalam	Non Services	Male	5	3,950
Brunei Darussalam	Services	Female	4	3,700
Brunei Darussalam	Services	Male	15	3,270
Bulgaria	Non Services	Female	1	3,950
Bulgaria	Non Services	Male	2	3,950
Bulgaria	Services	Female	8	3,738
Bulgaria	Services	Male	9	3,794
Burkina Faso	Non Services	Male	2	1,550
Burkina Faso	Services	Male	4	2,550
Burundi	Services	Male	1	3,950
Cambodia	Non Services	Female	301	1,895
Cambodia	Non Services	Male	182	2,214
Cambodia	Services	Female	181	1,654
Cambodia	Services	Male	115	2,375
Cameroon	Non Services	Female	1	3,950
Cameroon	Non Services	Male	4	3,500
Cameroon	Services	Female	4	2,550
Cameroon	Services	Male	13	3,950
Canada	Non Services	Female	19	3,945
Canada	Non Services	Male	81	3,950
Canada	Services	Female	68	3,946
Canada	Services	Male	158	3,937
Cape Verde	Non Services	Male	1	3,950
Cape Verde	Services	Male	1	3,950
Central African Republic	Services	Female	1	3,950
Central African Republic	Services	Male	3	3,950
Chad	Non Services	Male	3	3,950
Chad	Services	Male	2	3,950
Chile	Non Services	Female	1	3,950
Chile	Non Services	Male	1	3,950
Chile	Services	Female	4	3,950
Chile	Services	Male	15	3,950
China	Non Services	Female	721	3,783
China	Non Services	Male	6,388	3,737
China	Services	Female	1,631	3,431

China	Services	Male	4,619	3,700
Colombia	Non Services	Female	3	3,283
Colombia	Non Services	Male	12	3,950
Colombia	Services	Female	9	3,650
Colombia	Services	Male	20	3,745
Comoros	Services	Male	2	3,950
Congo, The Democratic Republic of the	Non Services	Male	1	3,950
Congo, The Democratic Republic of the	Services	Female	1	3,450
Congo, The Democratic Republic of the	Services	Male	2	3,950
Costa Rica	Non Services	Male	3	3,950
Costa Rica	Services	Female	7	3,950
Costa Rica	Services	Male	9	3,950
Cote D'Ivoire	Non Services	Male	2	3,950
Cote D'Ivoire	Services	Male	1	3,950
Croatia	Non Services	Female	2	3,950
Croatia	Non Services	Male	8	3,950
Croatia	Services	Female	3	3,950
Croatia	Services	Male	24	3,908
Cuba	Non Services	Male	2	3,950
Cyprus	Services	Male	3	3,950
Czechia	Non Services	Female	1	3,950
Czechia	Non Services	Male	1	3,950
Czechia	Services	Female	8	3,950
Czechia	Services	Male	12	3,950
Denmark	Non Services	Female	2	3,950
Denmark	Non Services	Male	25	3,950
Denmark	Services	Female	15	3,950
Denmark	Services	Male	69	3,949
Djibouti	Services	Female	1	3,950
Djibouti	Services	Male	1	3,950
Dominica	Services	Male	1	3,950
Dominican Republic	Non Services	Male	1	3,950
East Timor	Non Services	Female	1	2,250
East Timor	Non Services	Male	1	3,950
East Timor	Services	Male	1	3,950
Ecuador	Non Services	Male	2	3,950
Ecuador	Services	Female	2	2,350
Ecuador	Services	Male	5	3,950

Egypt	Non Services	Female	10	3,940
Egypt	Non Services	Male	76	3,812
Egypt	Services	Female	45	3,868
Egypt	Services	Male	294	3,822
El Salvador	Services	Female	2	3,950
Eritrea	Services	Male	4	3,550
Estonia	Non Services	Female	2	3,950
Estonia	Services	Female	2	3,950
Estonia	Services	Male	1	3,950
Eswatini	Services	Female	3	3,850
Eswatini	Services	Male	2	3,950
Ethiopia	Non Services	Male	1	3,950
Ethiopia	Services	Female	1	3,950
Ethiopia	Services	Male	6	3,950
Fiji	Non Services	Female	1	3,950
Fiji	Non Services	Male	1	3,950
Fiji	Services	Female	2	3,950
Fiji	Services	Male	2	3,950
Finland	Non Services	Male	12	3,950
Finland	Services	Female	3	3,950
Finland	Services	Male	20	3,950
France	Non Services	Female	26	3,950
France	Non Services	Male	201	3,939
France	Services	Female	110	3,920
France	Services	Male	492	3,948
French Guiana	Services	Male	2	3,950
French Polynesia	Non Services	Male	1	3,950
French Polynesia	Services	Female	1	3,950
French Polynesia	Services	Male	3	3,950
French Southern Territories	Non Services	Female	6	3,950
French Southern Territories	Non Services	Male	13	3,950
French Southern Territories	Services	Female	4	3,775
French Southern Territories	Services	Male	8	3,950
Gabon	Non Services	Female	2	3,950
Gambia	Services	Female	2	3,900
Gambia	Services	Male	1	3,950
Germany	Non Services	Female	24	3,950
Germany	Non Services	Male	184	3,935

Germany	Services	Female	58	3,902
Germany	Services	Male	264	3,928
Ghana	Non Services	Female	2	3,950
Ghana	Non Services	Male	7	3,950
Ghana	Services	Male	23	3,854
Greece	Non Services	Female	1	3,950
Greece	Non Services	Male	5	3,950
Greece	Services	Female	1	3,950
Greece	Services	Male	15	3,950
Guinea	Non Services	Female	2	3,950
Guinea	Non Services	Male	1	3,950
Guinea	Services	Female	2	3,850
Guinea	Services	Male	11	3,950
Guinea-Bissau	Non Services	Female	1	3,950
Haiti	Services	Male	1	3,950
Honduras	Non Services	Male	1	3,950
Honduras	Services	Male	1	3,950
Hong Kong	Non Services	Female	3	3,950
Hong Kong	Non Services	Male	37	3,855
Hong Kong	Services	Female	55	3,885
Hong Kong	Services	Male	70	3,917
Hungary	Non Services	Female	5	3,530
Hungary	Non Services	Male	11	3,950
Hungary	Services	Female	7	3,950
Hungary	Services	Male	33	3,877
Iceland	Non Services	Male	1	3,950
Iceland	Services	Female	2	3,950
Iceland	Services	Male	6	3,567
India	Non Services	Female	315	3,561
India	Non Services	Male	20,593	2,149
India	Services	Female	1,700	3,771
India	Services	Male	25,594	2,609
Indonesia	Non Services	Female	71,830	1,796
Indonesia	Non Services	Male	146,134	1,924
Indonesia	Services	Female	28,378	1,902
Indonesia	Services	Male	52,606	1,974
Iran, Islamic Republic of	Non Services	Female	32	3,922
Iran, Islamic Republic of	Non Services	Male	106	3,873

Iran, Islamic Republic of	Services	Female	113	3,864
Iran, Islamic Republic of	Services	Male	332	3,882
Iraq	Non Services	Female	2	3,950
Iraq	Non Services	Male	12	3,417
Iraq	Services	Female	12	3,950
Iraq	Services	Male	60	3,905
Ireland	Non Services	Female	7	3,950
Ireland	Non Services	Male	33	3,935
Ireland	Services	Female	49	3,950
Ireland	Services	Male	108	3,950
Italy	Non Services	Female	10	3,620
Italy	Non Services	Male	91	3,941
Italy	Services	Female	31	3,944
Italy	Services	Male	186	3,946
Japan	Non Services	Female	149	3,879
Japan	Non Services	Male	2,010	3,940
Japan	Services	Female	1,037	3,896
Japan	Services	Male	2,281	3,926
Jordan	Non Services	Male	11	3,950
Jordan	Services	Female	4	3,950
Jordan	Services	Male	36	3,861
Kazakhstan	Non Services	Female	10	3,750
Kazakhstan	Non Services	Male	3	3,950
Kazakhstan	Services	Female	52	3,890
Kazakhstan	Services	Male	30	3,817
Kenya	Non Services	Female	2	3,950
Kenya	Non Services	Male	3	3,683
Kenya	Services	Female	9	3,872
Kenya	Services	Male	28	3,814
Korea, Democratic People's Republic of	Non Services	Female	2	3,950
Korea, Democratic People's Republic of	Non Services	Male	103	3,950
Korea, Democratic People's Republic of	Services	Female	19	3,950
Korea, Democratic People's Republic of	Services	Male	17	3,950
Korea, Republic of	Non Services	Female	98	3,904
Korea, Republic of	Non Services	Male	882	3,946
Korea, Republic of	Services	Female	727	3,904
Korea, Republic of	Services	Male	877	3,935
Kosovo	Services	Male	1	3,950

Kuwait	Services	Male	13	3,950
Kyrgyzstan	Non Services	Female	2	3,950
Kyrgyzstan	Non Services	Male	1	2,950
Kyrgyzstan	Services	Female	17	3,909
Kyrgyzstan	Services	Male	13	3,950
Lao People's Democratic Republic	Non Services	Female	3	1,383
Lao People's Democratic Republic	Non Services	Male	6	2,417
Lao People's Democratic Republic	Services	Female	7	3,536
Lao People's Democratic Republic	Services	Male	5	3,410
Latvia	Non Services	Male	2	3,950
Latvia	Services	Female	1	3,950
Latvia	Services	Male	3	3,950
Lebanon	Non Services	Male	10	3,730
Lebanon	Services	Male	12	3,742
Lesotho	Services	Female	1	3,950
Liberia	Services	Male	1	3,950
Libyan Arab Jamahiriya	Non Services	Male	5	3,950
Libyan Arab Jamahiriya	Services	Male	21	3,721
Liechtenstein	Non Services	Male	1	3,950
Liechtenstein	Services	Male	1	3,950
Lithuania	Non Services	Female	1	3,950
Lithuania	Non Services	Male	2	3,950
Lithuania	Services	Female	6	3,950
Lithuania	Services	Male	5	3,950
Luxembourg	Non Services	Male	3	3,950
Luxembourg	Services	Female	1	3,950
Luxembourg	Services	Male	4	3,950
Macau	Non Services	Male	1	1,550
Macau	Services	Male	1	3,950
Madagascar	Non Services	Male	1	3,950
Madagascar	Services	Male	1	3,950
Malawi	Services	Male	4	3,950
Maldives	Non Services	Female	1	3,950
Maldives	Non Services	Male	7	3,950
Maldives	Services	Female	11	3,795
Maldives	Services	Male	35	3,870
Malta	Non Services	Male	1	3,950
Malta	Services	Male	2	3,950

Mauritania	Non Services	Male	3	3,150
Mauritania	Services	Male	4	3,575
Mauritius	Non Services	Female	4	3,775
Mauritius	Non Services	Male	3	3,950
Mauritius	Services	Female	16	3,756
Mauritius	Services	Male	22	3,895
Mayotte	Non Services	Male	2	2,450
Mayotte	Services	Male	1	2,750
Mexico	Non Services	Female	1	3,950
Mexico	Non Services	Male	19	3,945
Mexico	Services	Female	14	3,950
Mexico	Services	Male	43	3,938
Moldova, Republic Of	Services	Male	1	3,950
Mongolia	Non Services	Female	2	3,950
Mongolia	Non Services	Male	1	1,550
Mongolia	Services	Female	3	3,883
Mongolia	Services	Male	5	3,370
Montserrat	Non Services	Female	1	2,050
Morocco	Non Services	Female	3	3,817
Morocco	Non Services	Male	6	3,950
Morocco	Services	Female	12	3,867
Morocco	Services	Male	22	3,705
Mozambique	Non Services	Male	3	3,950
Mozambique	Services	Female	2	3,950
Mozambique	Services	Male	4	3,950
Myanmar	Non Services	Female	11,866	1,900
Myanmar	Non Services	Male	48,942	1,986
Myanmar	Services	Female	4,409	1,897
Myanmar	Services	Male	24,408	1,930
Namibia	Services	Female	1	3,450
Namibia	Services	Male	1	3,950
Nauru	Non Services	Male	1	1,850
Nauru	Services	Male	1	2,050
Nepal	Non Services	Female	4,896	2,073
Nepal	Non Services	Male	106,240	2,208
Nepal	Services	Female	1,069	1,942
Nepal	Services	Male	59,386	2,060
Netherlands	Non Services	Female	9	3,950

Netherlands	Non Services	Male	58	3,898
Netherlands	Services	Female	26	3,896
Netherlands	Services	Male	113	3,940
Netherlands Antilles	Non Services	Female	4	3,450
Netherlands Antilles	Non Services	Male	17	3,821
Netherlands Antilles	Services	Female	3	3,950
Netherlands Antilles	Services	Male	45	3,950
New Zealand	Non Services	Female	7	3,950
New Zealand	Non Services	Male	29	3,950
New Zealand	Services	Female	38	3,908
New Zealand	Services	Male	116	3,950
Nicaragua	Services	Female	1	3,950
Niger	Services	Male	1	3,950
Nigeria	Non Services	Female	6	3,783
Nigeria	Non Services	Male	26	3,942
Nigeria	Services	Female	32	3,900
Nigeria	Services	Male	160	3,865
North Macedonia	Non Services	Male	2	2,900
North Macedonia	Services	Female	4	3,700
North Macedonia	Services	Male	3	3,950
Norway	Non Services	Female	6	3,950
Norway	Non Services	Male	10	3,740
Norway	Services	Female	12	3,950
Norway	Services	Male	38	3,900
Oman	Services	Female	1	3,950
Oman	Services	Male	2	3,950
Pakistan	Non Services	Female	21	2,945
Pakistan	Non Services	Male	4,268	1,828
Pakistan	Services	Female	100	3,737
Pakistan	Services	Male	4,112	2,097
Palestinian Territory	Non Services	Female	2	2,650
Palestinian Territory	Non Services	Male	5	3,950
Palestinian Territory	Services	Female	2	3,950
Palestinian Territory	Services	Male	22	3,841
Panama	Non Services	Female	1	3,950
Panama	Non Services	Male	1	2,450
Panama	Services	Male	1	1,050
Papua New Guinea	Non Services	Female	1	3,950

Paraguay	Non Services	Male	1	3,950
Paraguay	Services	Female	2	3,950
Peru	Non Services	Female	1	3,950
Peru	Non Services	Male	3	3,950
Peru	Services	Female	1	3,950
Peru	Services	Male	1	3,950
Philippines	Non Services	Female	1,104	2,268
Philippines	Non Services	Male	5,208	2,730
Philippines	Services	Female	2,770	3,317
Philippines	Services	Male	5,164	3,114
Poland	Non Services	Female	4	3,950
Poland	Non Services	Male	19	3,950
Poland	Services	Female	22	3,827
Poland	Services	Male	29	3,950
Portugal	Non Services	Female	4	3,950
Portugal	Non Services	Male	20	3,880
Portugal	Services	Female	15	3,950
Portugal	Services	Male	38	3,950
Republic of Serbia	Services	Female	1	3,950
Republic of Serbia	Services	Male	4	3,950
Romania	Non Services	Female	12	3,950
Romania	Non Services	Male	11	3,950
Romania	Services	Female	31	3,950
Romania	Services	Male	27	3,950
Russian Federation	Non Services	Female	20	3,950
Russian Federation	Non Services	Male	43	3,876
Russian Federation	Services	Female	60	3,898
Russian Federation	Services	Male	111	3,918
Saint Kitts And Nevis	Non Services	Male	1	950
Saudi Arabia	Non Services	Female	2	3,950
Saudi Arabia	Non Services	Male	61	3,950
Saudi Arabia	Services	Female	4	3,325
Saudi Arabia	Services	Male	7	3,950
Senegal	Services	Male	3	3,950
Serbia	Services	Female	2	3,950
Serbia	Services	Male	3	3,950
Sierra Leone	Non Services	Male	1	3,950
Sierra Leone	Services	Male	1	3,950

Singapore	Non Services	Female	83	3,877
Singapore	Non Services	Male	490	3,932
Singapore	Services	Female	149	3,809
Singapore	Services	Male	558	3,902
Slovakia	Non Services	Female	1	3,950
Slovakia	Non Services	Male	2	3,950
Slovakia	Services	Female	6	3,950
Slovakia	Services	Male	13	3,950
Slovenia	Services	Female	1	3,950
Slovenia	Services	Male	6	3,950
Somalia	Non Services	Female	1	3,950
Somalia	Non Services	Male	1	3,950
Somalia	Services	Female	4	3,950
Somalia	Services	Male	18	3,950
South Africa	Non Services	Female	12	3,950
South Africa	Non Services	Male	75	3,902
South Africa	Services	Female	42	3,879
South Africa	Services	Male	105	3,940
Spain	Non Services	Female	9	3,950
Spain	Non Services	Male	44	3,932
Spain	Services	Female	30	3,927
Spain	Services	Male	112	3,950
Sri Lanka	Non Services	Female	851	2,178
Sri Lanka	Non Services	Male	2,389	2,208
Sri Lanka	Services	Female	133	2,686
Sri Lanka	Services	Male	816	2,501
Sudan	Non Services	Female	3	3,083
Sudan	Non Services	Male	34	3,950
Sudan	Services	Female	16	3,919
Sudan	Services	Male	40	3,900
Sweden	Non Services	Female	7	3,950
Sweden	Non Services	Male	36	3,936
Sweden	Services	Female	10	3,950
Sweden	Services	Male	60	3,950
Switzerland	Non Services	Female	6	3,950
Switzerland	Non Services	Male	28	3,914
Switzerland	Services	Female	9	3,950
Switzerland	Services	Male	44	3,950

Syrian Arab Republic	Non Services	Female	6	3,083
Syrian Arab Republic	Non Services	Male	39	3,781
Syrian Arab Republic	Services	Female	11	3,950
Syrian Arab Republic	Services	Male	154	3,869
Taiwan, Province of China	Non Services	Female	61	3,894
Taiwan, Province of China	Non Services	Male	371	3,943
Taiwan, Province of China	Services	Female	103	3,857
Taiwan, Province of China	Services	Male	198	3,916
Tajikistan	Services	Male	12	3,717
Tanzania, United Republic of	Non Services	Male	2	3,950
Tanzania, United Republic of	Services	Female	9	3,617
Tanzania, United Republic of	Services	Male	10	3,630
Thailand	Non Services	Female	722	1,666
Thailand	Non Services	Male	1,706	2,213
Thailand	Services	Female	2,803	2,680
Thailand	Services	Male	2,305	2,344
Togo	Non Services	Male	1	3,950
Togo	Services	Male	1	3,550
Tonga	Non Services	Male	1	3,950
Trinidad And Tobago	Non Services	Female	2	2,850
Trinidad And Tobago	Non Services	Male	4	3,450
Trinidad And Tobago	Services	Female	2	3,950
Trinidad And Tobago	Services	Male	3	3,950
Tunisia	Non Services	Female	3	3,950
Tunisia	Non Services	Male	10	3,940
Tunisia	Services	Female	10	3,760
Tunisia	Services	Male	20	3,945
Turkey	Non Services	Female	2	3,950
Turkey	Non Services	Male	20	3,950
Turkey	Services	Female	11	3,859
Turkey	Services	Male	48	3,950
Turkmenistan	Non Services	Female	2	3,950
Turkmenistan	Non Services	Male	6	3,683
Turkmenistan	Services	Female	5	3,450
Turkmenistan	Services	Male	7	3,879
Uganda	Non Services	Female	1	3,950
Uganda	Services	Female	6	3,917
Uganda	Services	Male	8	3,638

Ukraine	Non Services	Female	10	3,950
Ukraine	Non Services	Male	27	3,950
Ukraine	Services	Female	28	3,850
Ukraine	Services	Male	39	3,937
United Arab Emirates	Non Services	Female	1	3,950
United Arab Emirates	Non Services	Male	2	2,950
United Arab Emirates	Services	Female	1	3,950
United Arab Emirates	Services	Male	4	3,950
United Kingdom	Non Services	Female	78	3950
United Kingdom	Non Services	Male	527	3947
United Kingdom	Services	Female	444	3943
United Kingdom	Services	Male	1,184	3943
United States	Non Services	Female	53	3,950
United States	Non Services	Male	167	3,915
United States	Services	Female	193	3,929
United States	Services	Male	384	3,921
United States Minor Outlying Islands	Services	Male	7	3,950
Uzbekistan	Non Services	Female	6	3,950
Uzbekistan	Non Services	Male	24	3,950
Uzbekistan	Services	Female	13	3,896
Uzbekistan	Services	Male	35	3,813
Venezuela	Non Services	Female	1	3,950
Venezuela	Non Services	Male	5	3,950
Venezuela	Services	Female	9	3,950
Venezuela	Services	Male	12	3,950
Vietnam	Non Services	Female	4,294	2,342
Vietnam	Non Services	Male	2,540	2,608
Vietnam	Services	Female	2,165	3,015
Vietnam	Services	Male	1,836	3,267
Virgin Islands, British	Non Services	Female	2	3,950
Virgin Islands, British	Non Services	Male	13	3,950
Virgin Islands, British	Services	Female	2	3,950
Virgin Islands, British	Services	Male	41	3,950
Yemen	Non Services	Female	8	3,950
Yemen	Non Services	Male	39	3,937
Yemen	Services	Female	32	3,928
Yemen	Services	Male	197	3,851
Zambia	Services	Female	2	3,650

Zambia	Services	Male	4	3,675
Zimbabwe	Non Services	Female	2	3,950
Zimbabwe	Non Services	Male	5	3,950
Zimbabwe	Services	Female	26	3,551
Zimbabwe	Services	Male	25	3,806

REFERENCES

INDUSTRY CLASSIFICATION

BY MSIC CODE

MSIC CODE	DETAILS
A	Agriculture, forestry and fishing
B	Mining and quarrying
C	Manufacturing
D	Electricity, gas, steam and air conditioning supply
E	Water supply; sewerage, waste management and remediation activities
F	Construction
G	Wholesale and retail trade; repair of motor vehicles and motorcycles
H	Transportation and storage
I	Accommodation and food service activities
J	Information and communication
K	Financial and insurance/takaful activities
L	Real estate activities
M	Professional, scientific and technical activities
N	Administrative and support service activities
O	Public administration and defense; compulsory social security
P	Education
Q	Human health and social work activities
R	Arts, entertainment and recreation
S	Other service activities
T	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
U	Activities of extraterritorial organizations and bodies

REFERENCES

Foreign workers were defined using the 1969 Employees' Social Security Act (Act 4). All analysis was based on ASSIST administrative data.

All conclusions and opinions expressed in this publication are solely the author's and do not necessarily represent SOCSO's official viewpoint. We do not necessarily endorse referenced sources or reject sources that were not included.

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