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**Identifying Employer-Employee Equilibrium
Minimum Wage and Survivability
Amidst Covid-19 Pandemic in Malaysia**



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Faculty of Business and Economics
Universiti Malaya

Tun Ismail Ali Chair (TIAC) Webinar
17 August 2023

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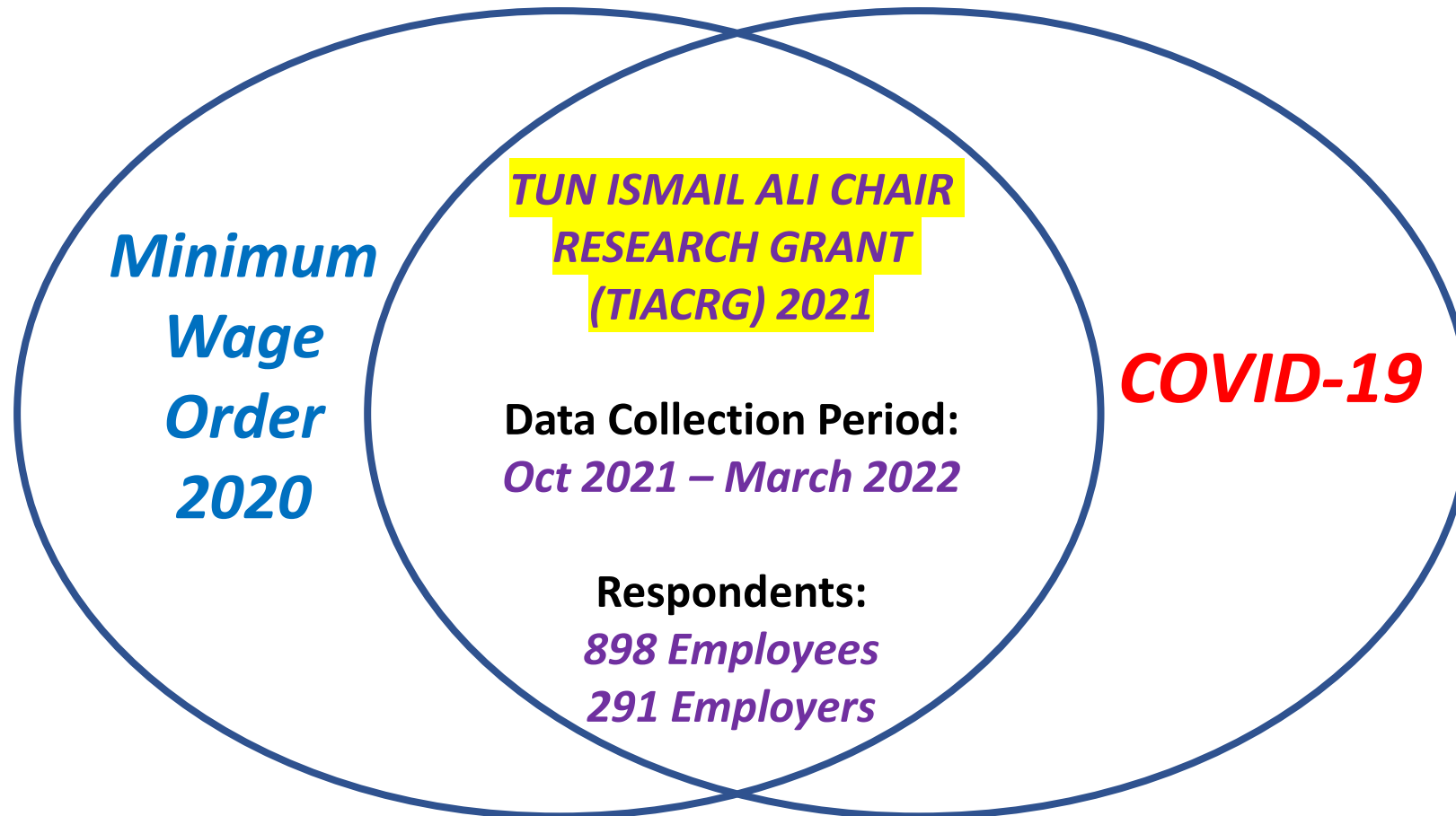


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Minimum Wage Policy and Employer-Employee Survivability Amidst COVID-19-Induced Macroeconomic Uncertainties

Principal Investigator : *Dr. Elya Nabila binti Abdul Bahri* (Universiti Malaya)

Co-Researcher : *Dr. Wye Chung Khain* (Universiti Kebangsaan Malaysia)

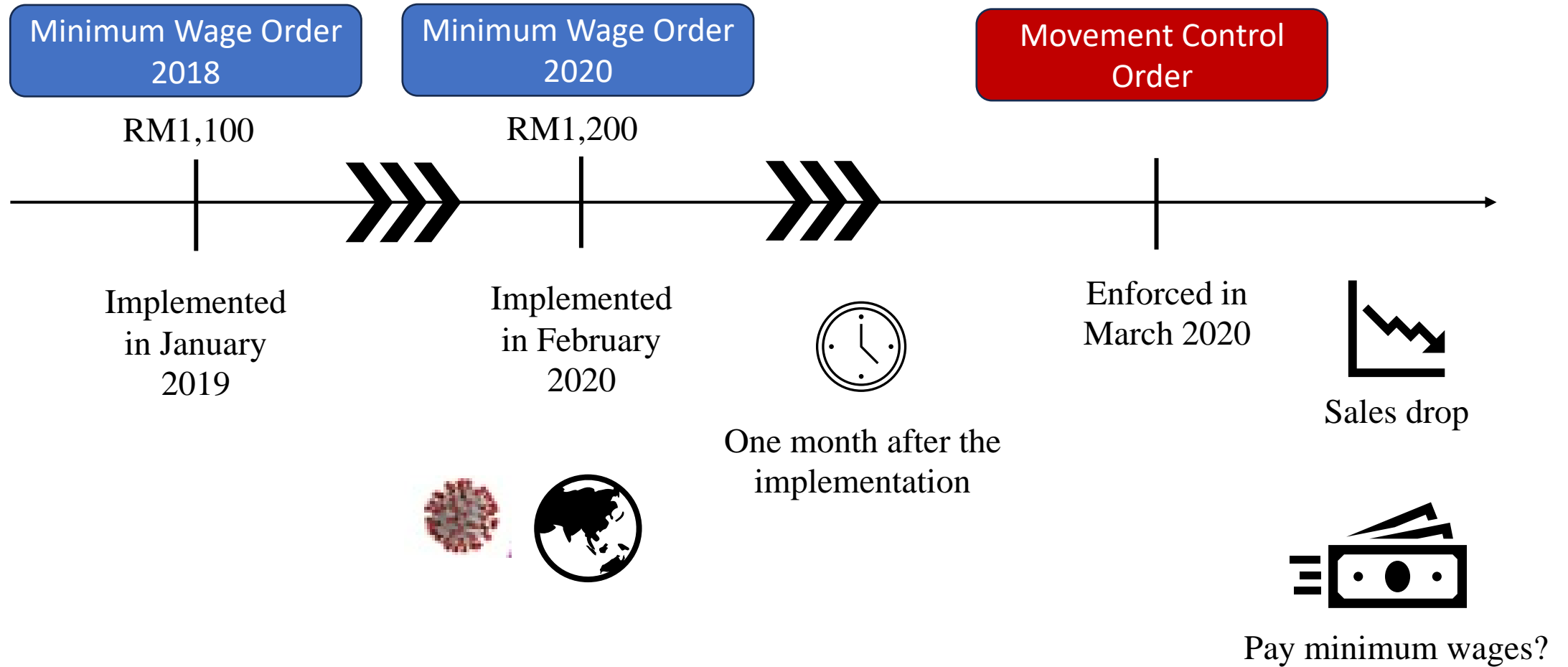


Introduction

- The minimum wage policy aimed to protect the employees' welfare, to reduce burden for the cost of living, to enhance labour productivity, and to reduce the dependence on foreign workers in the economic sectors.
- However, the policy had caused several **impacts to the employers in terms of higher labour costs.**
- While for the **employees, there is a huge gap between the minimum wage and living wage,** which is no longer enough for those living in the big city like Kuala Lumpur.






Introduction



Background of study

Table 1: Provisional Living Wage Estimates in Kuala Lumpur for 2016

In Kuala Lumpur, the provisional estimates of a living wage range between RM2,700 and RM6,500 per month

	 Single adult	 Couple, without child	 Couple, with two children
Estimates of a living wage in Kuala Lumpur (RM/month)	2,700	4,500	6,500
Key assumptions on the representative basket of goods and services	<ul style="list-style-type: none"> • Rents a room • Eats out more often, cooks occasionally • Drives less, uses more public transport 	<ul style="list-style-type: none"> • Rents a one-bedroom apartment • Eats out half of the time • Owns two vehicles (a motorcycle and a car) 	<ul style="list-style-type: none"> • Rents a three-bedroom apartment • Cooks most of the time, eats out during weekends • Owns two vehicles • Pays for private extra classes and childcare

Note: The estimates above are provisional and subject to further revision as the underlying assumptions and cost estimates are refined. Single-adult households include adults who live alone and those who live together with non-related members of a household.

Source: Bank Negara Malaysia estimates using data from Household Expenditure Surveys 2014 and 2016, Department of Statistics, Malaysia, Ministry of Domestic Trade, Co-operatives and Consumerism, and the National Property Information Centre

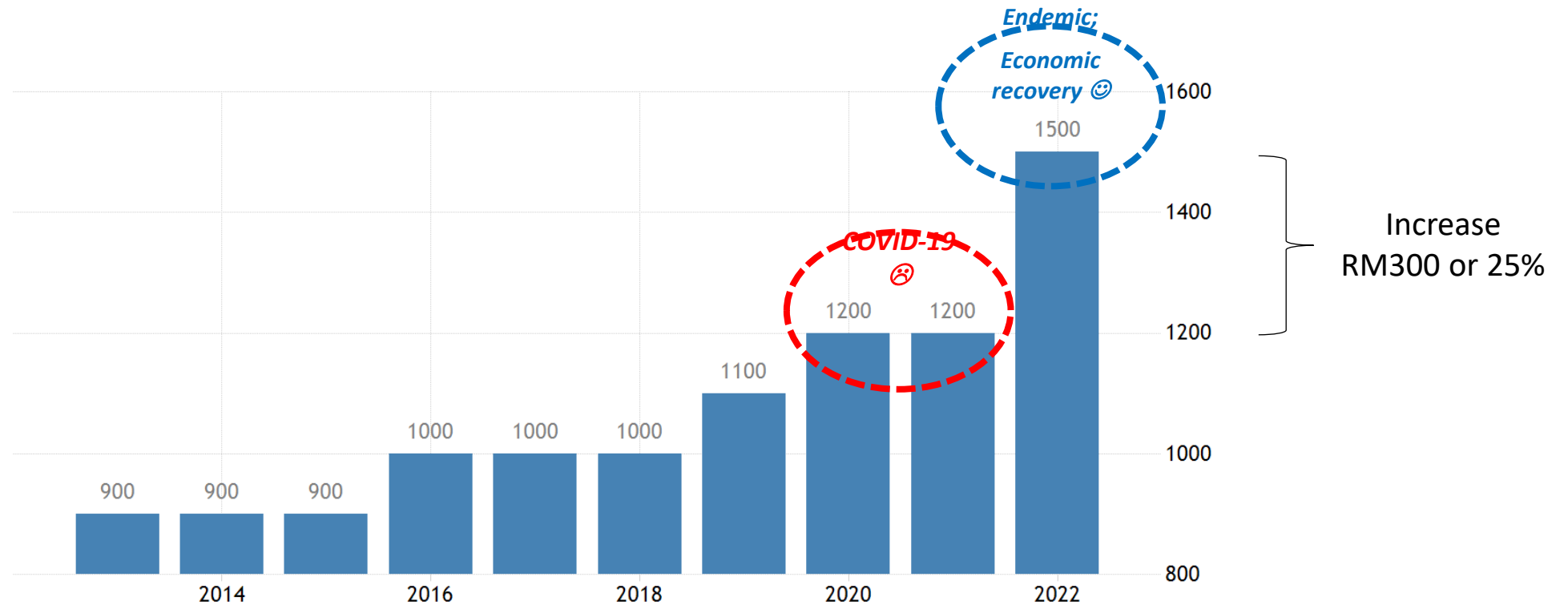
Chong & Khong (2018)

- The former Ministry of Human Resources Malaysia, Datuk Seri M. Saravanan stated that the minimum salary of RM3,000 per month is required for a people to live in the city (Mohamed Basyir, 2021).

Background of study

- The national president of SMEs Malaysia, Datuk Michael Kang, said that the **biggest challenges faced by SMEs is the cash flows** (Lee, 2020). The SMEs still need to pay for high productions and operation costs such as rental and workers' salaries although they have less or no cash inflows.
- Based on the results of the survey that conducted by the FMM, which involved 419 companies, 44% of the companies only can survive for three months, while 34.1% of them can sustain for only one month (Priya Sunil, 2020). Also, based on the data from the MEDAC, there was a total of 32,469 numbers of SMEs shut down since March 2020 because of the MCO (FMT reporter, 2020).

Malaysia Minimum Monthly Wages



TRADINGECONOMICS.COM | MINISTRY OF HUMAN RESOURCES MALAYSIA

Source: *Trading Economics*, <https://tradingeconomics.com/malaysia/minimum-wages>

Current minimum wage in Malaysia

Minimum wage rate				
Monthly (RM)	Daily (RM)			Hourly (RM)
1,500	Number of working day per week			7.21
	6	5	4	
	57.69	69.23	86.54	

Misconception about minimum wage

High-skilled
workers

- Manager
- Professional
- Technicians and associate professional

MW Semi-skilled
workers

- Clerical support workers
- Service and sales workers
- Skilled agricultural, forestry, livestock and fishery workers
- Craft and related trade workers
- Plant and machine-operators and assemblers

Low-skilled
workers

- Elementary workers

Misconception about minimum wage

High-skilled
workers

Degree

Starting salary: RM2,700

- Manager
- Professional
- Technicians and associate professional

Semi-skilled
workers

Diploma

Starting salary: RM2,000

- Clerical support workers
- Service and sales workers
- Skilled agricultural, forestry, livestock and fishery workers
- Craft and related trade workers
- Plant and machine-operators and assemblers

Low-skilled
workers

- Elementary workers

Minimum Wage

Time-based pay

Performance-based pay

Productivity linked-wage

Profitability linked-wage

Skill-based pay

Knowledge-based pay

High-skilled workers

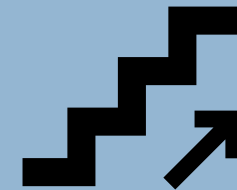
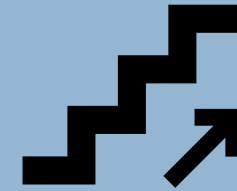
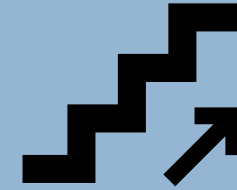
Starting salary: RM2,700

Semi-skilled workers

Starting salary: RM2,000

Low-skilled workers

Minimum Wage RM1,500



Minimum Wages

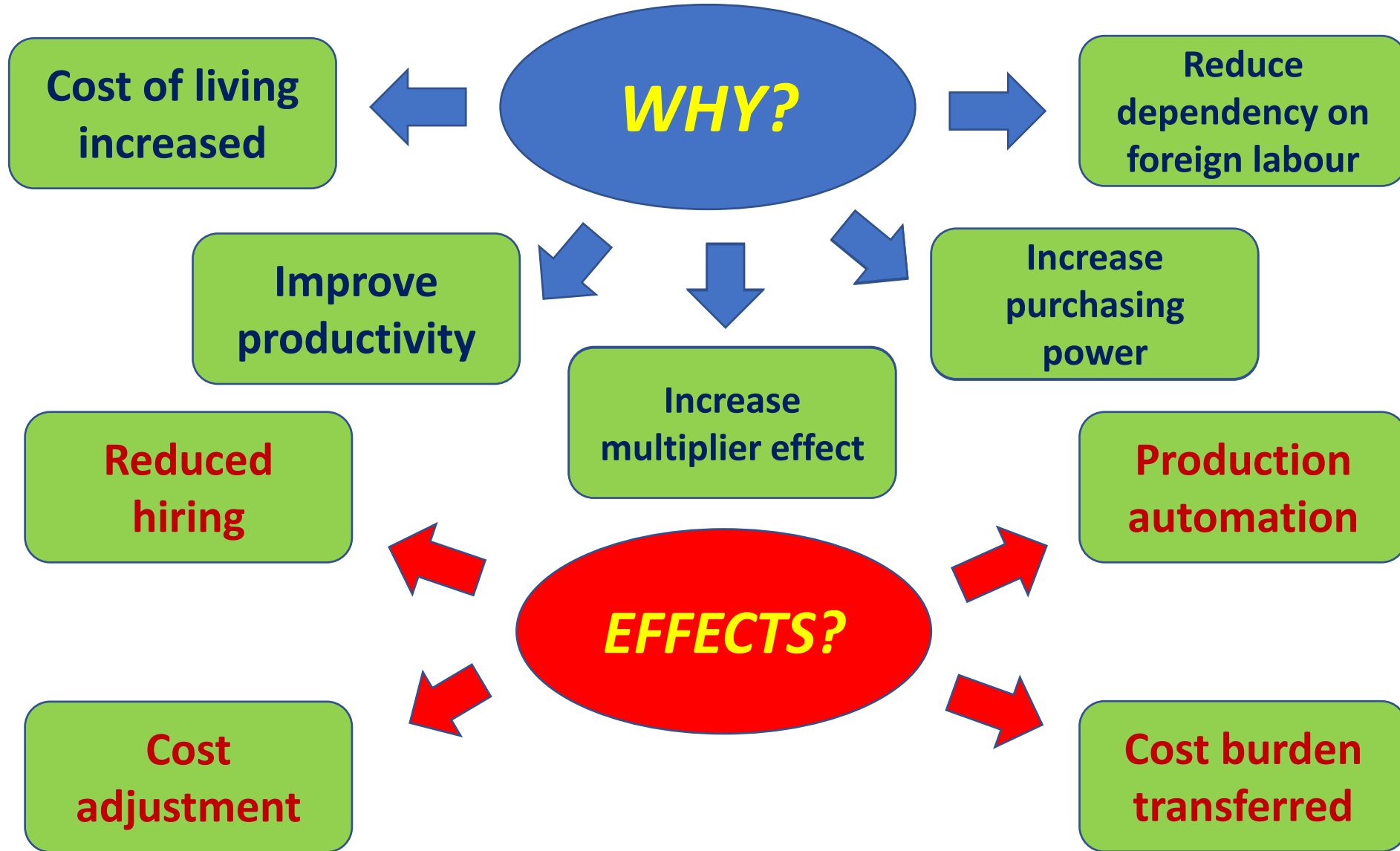





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Source: Bank Negara Malaysia estimates using data from Household Expenditure Surveys 2014 and 2016, Department of Statistics, Malaysia, Ministry of Domestic Trade, Co-operatives and Consumerism, and the National Property Information Centre

- **The amount of minimum wage, however, is unable to fulfil the basic needs** especially for those workers living in urban areas.
- On the other hand, the businesses especially the **micro, small and medium enterprises (MSMEs) are not ready to implement the new minimum wage rate** because they are still in the process of recovery from the economic crisis that caused by the Covid-19 pandemic (Syafiqah, 2022).

Problem statement

Gaji minimum RM1,500: Bukan hanya pekerja, komuniti setempat juga akan terima kesan positif

Ridauddin Daud
Februari 16, 2022 20:44 MYT



Gaji minimum bukan punca gulung tikar

J Solomon - Mei 26, 2016 @ 6:00am



GAJI minimum.

POLEMIK mengenai isu pelaksanaan gaji minimum masih menjadi topik utam pelaksanaannya sudah masuk penggal kedua dan tahun keempat, kewajara diperdebatkan.

KHAZANAH IMPACT INNOVATION KIC CHALLENGE 2023
Tackling the Climate Challenge for Malaysia's Food Security
25 July - 4 September
Find out more at www.khazanah.com.my/kiic

Gaji minimum RM1,500: Majikan akan gulung tikar?

Oleh UTUSAN ONLINE 25 Julai 2018, 8:57 pm



Pembayaran gaji minimum RM1,500 mam kesejahteraan hidup pekerja

Bernama
Julai 2, 2023 08:00 MYT



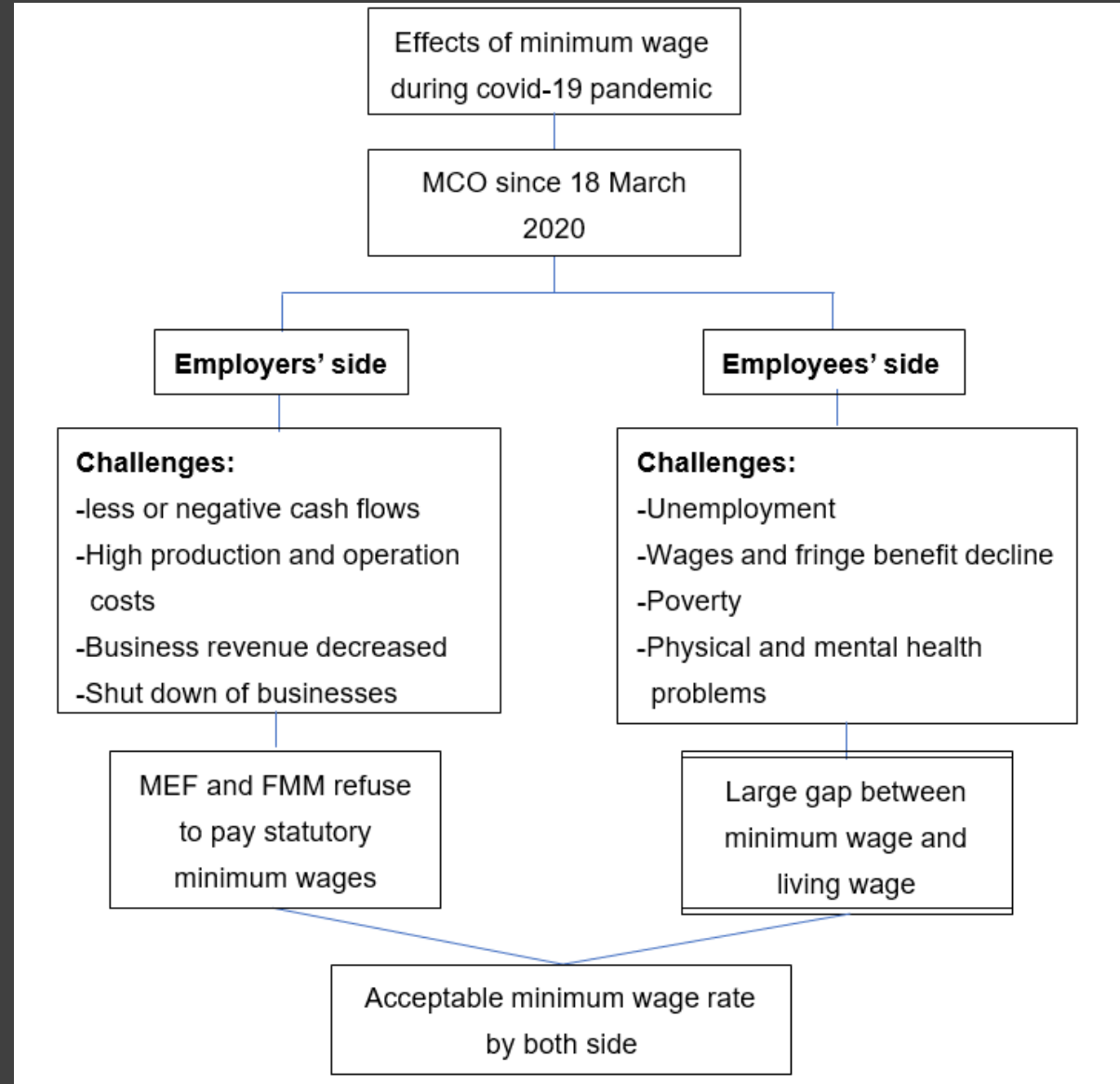
100,000 HOTEL DEALS DAILY
SAVE UP TO 80% BOOK NOW

Cadangan gaji minimum baharu RM1,500 akan jejas pemuliharaan ekonomi - MEF [METROTV]

BERNAMA



SUMMARY OF PROBLEM STATEMENT



Research objectives

To investigate the willingness of employers and employees to pay and to accept the minimum wage, respectively.



To analyse the impacts of current earnings towards the survivability of both parties during the COVID-19 pandemic.

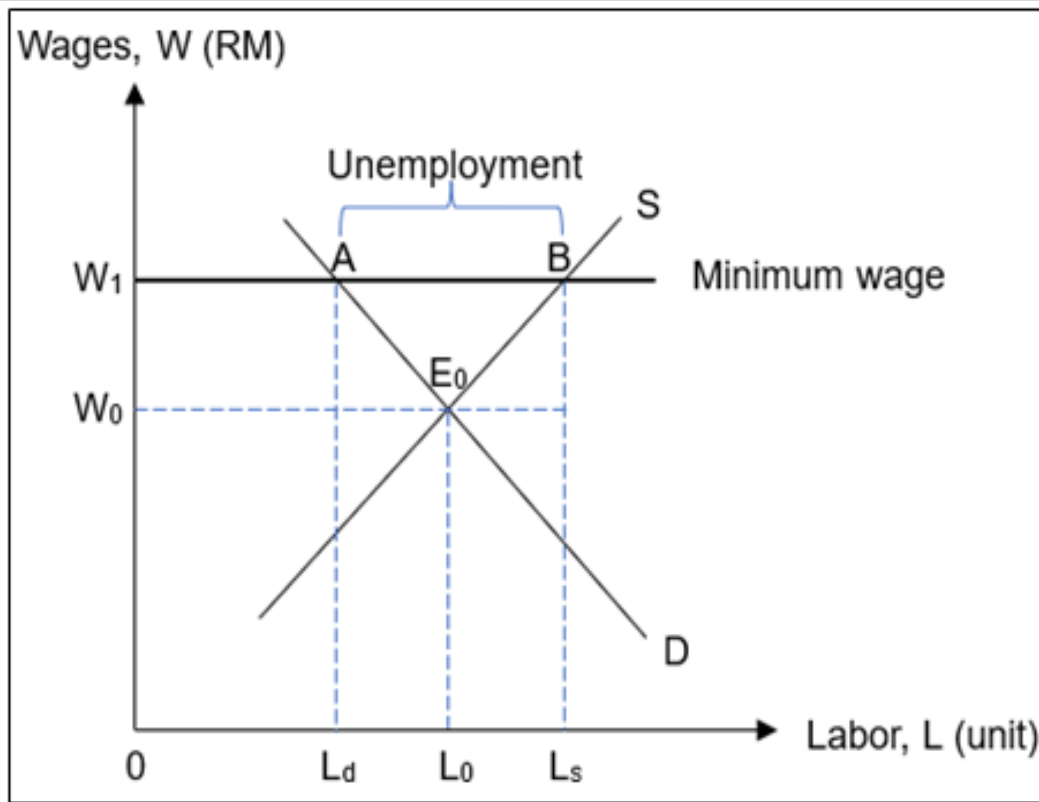


To examine the adjustment actions taken by them towards the statutory minimum wage.

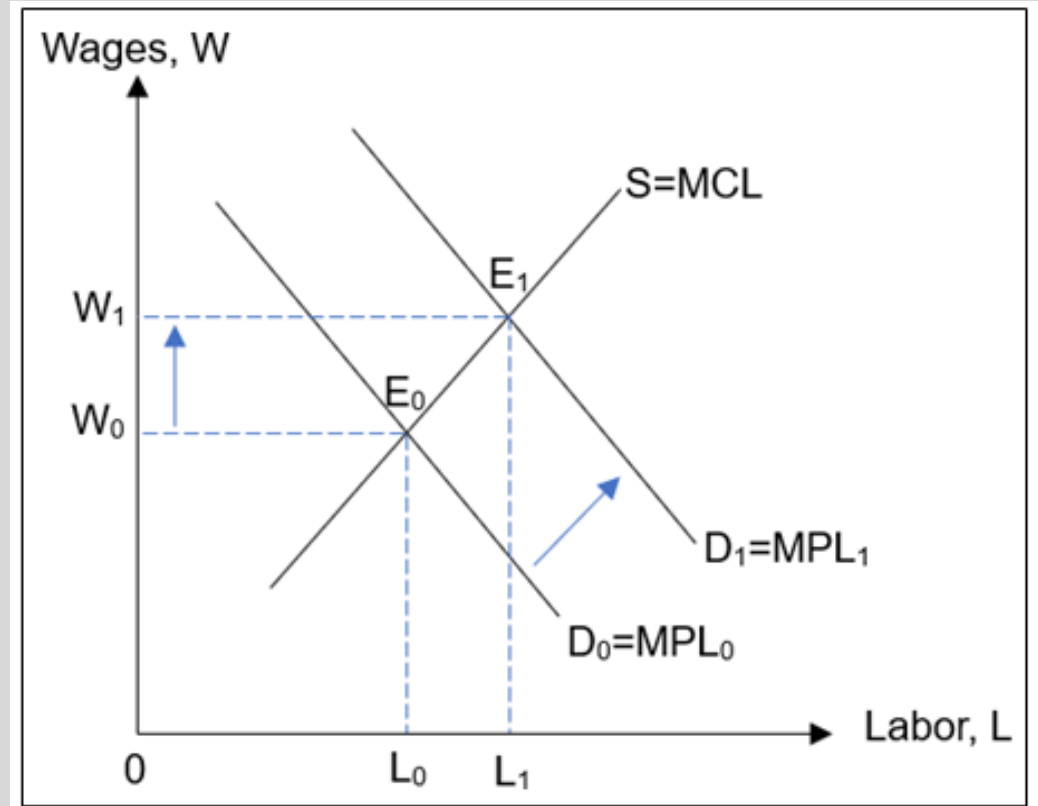


Literature Review - Theoretical background

Implementation of minimum wage

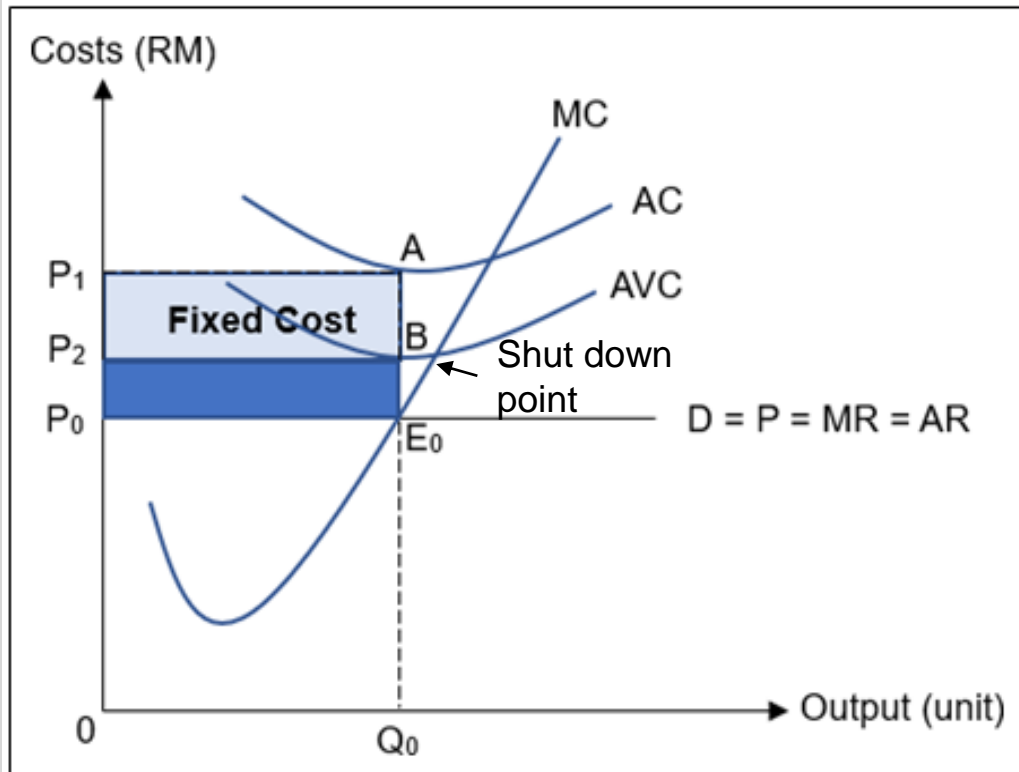


Efficiency wage theory

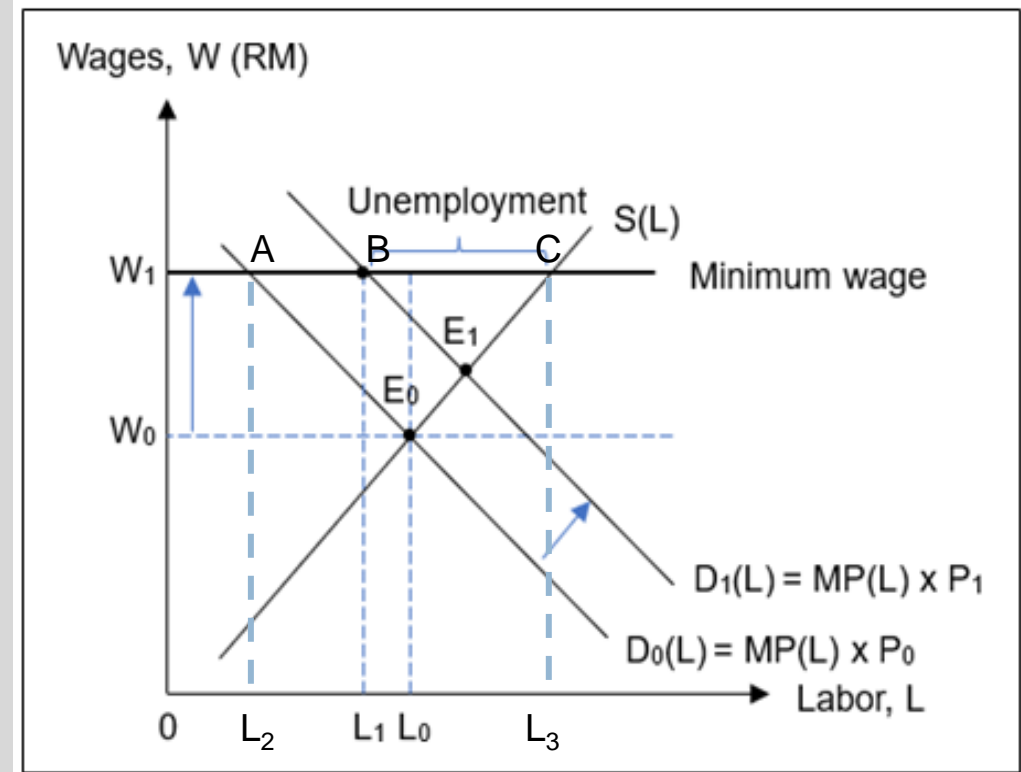


Literature Review - Theoretical background

Shut down of business



Price Pass Through



Firm Size	Employers	Employees
Micro-SME	60 (20.62%)	122 (13.59%)
Small	82 (28.18%)	291 (32.41%)
Medium	47 (16.15%)	105 (11.69%)
Large	102 (35.05%)	380 (42.32%)
Total	291 (100.00%)	898 (100.00%)

Methodology

- Willingness to pay (WTP) and accept (WTA) are measured by using bidding game approach.
- WTP and WTA is reported statistical descriptively and estimation using OLS.
- The equilibrium point using simultaneous equations.

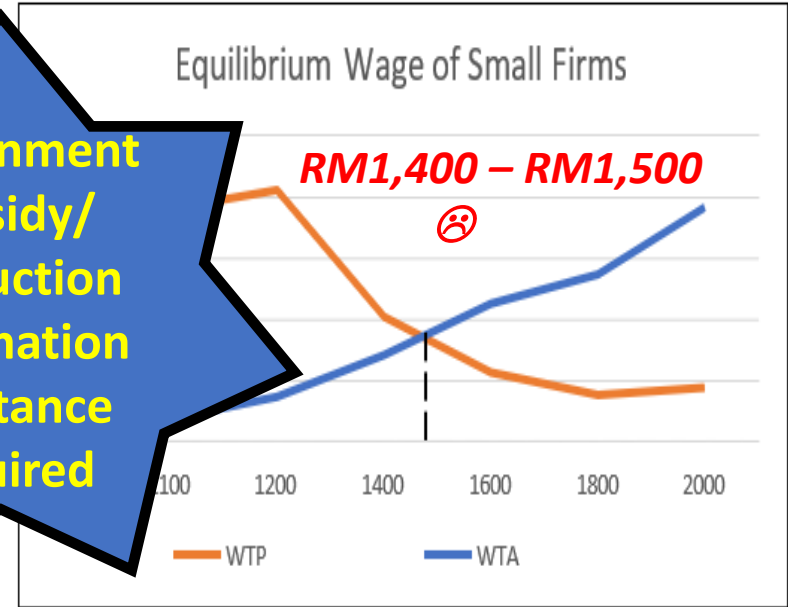
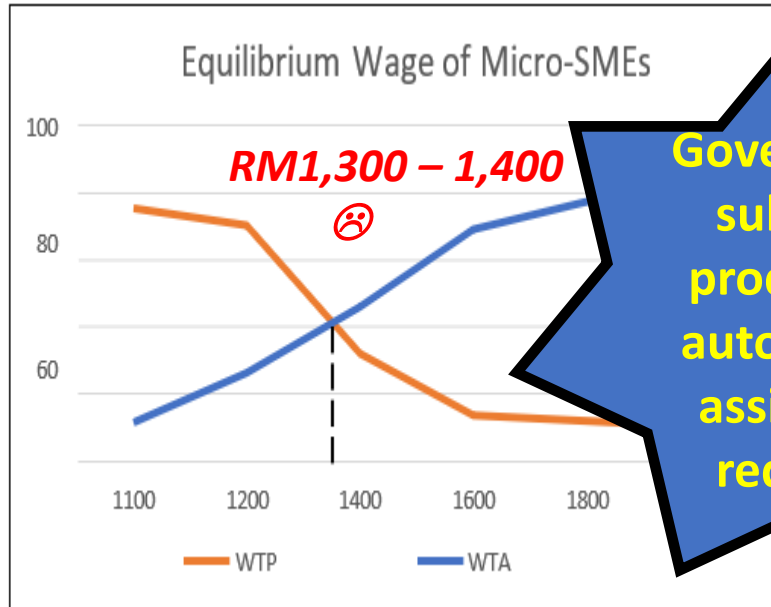
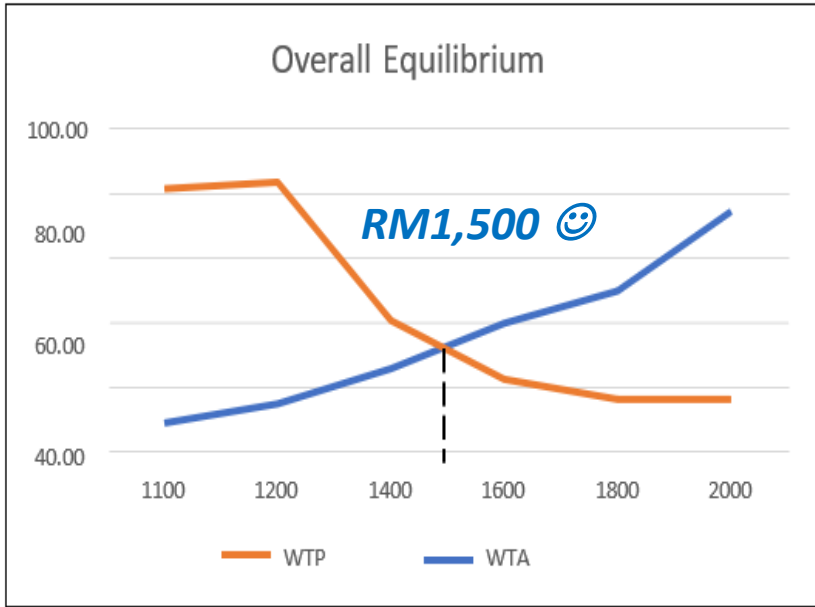
	MicroSME	Small	Medium	Large
High-skilled	7.7%	24.9%	14.3%	53.2%
Semi-skilled	12.7%	33.5%	12.7%	41.2%
Low-skilled	24.2%	43.2%	19.1%	26.3%

Distribution of employees

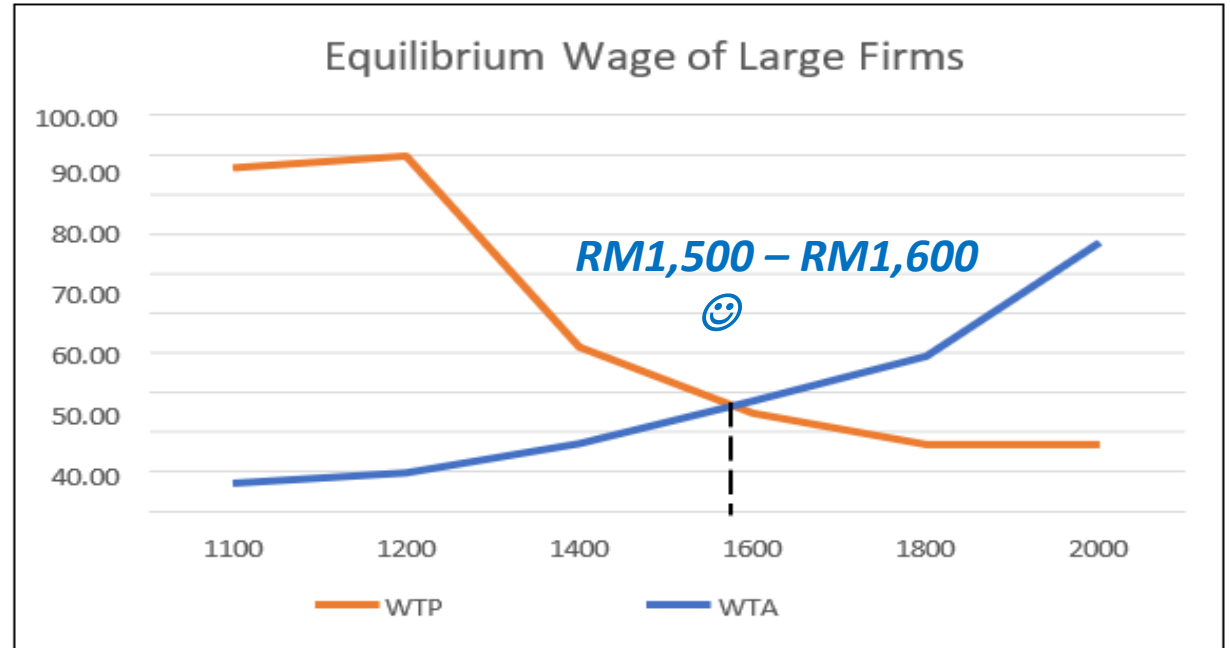
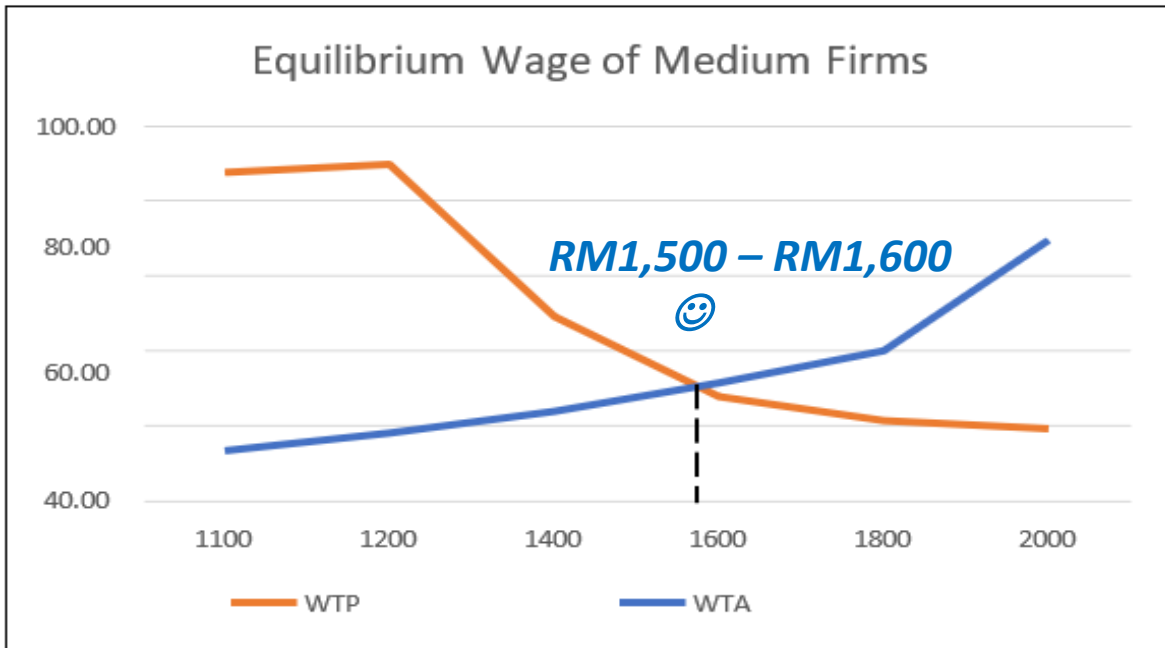
Minimum Wage: Employees' willingness to accept and employers' willingness to pay

Minimum Wages Order 2020		<i>Minimum wage rate (RM)</i>				
Data Collection Period:	1,100	1,200	1,400	1,600	1,800	2,000
Oct 2021 – March 2022	All sizes of firms					Minimum Wages Order 2022: RM1,500!
WTA (employees)	8.35	14.37	25.28	39.31	49.33	74.05
WTP (employers)	81.10	83.16	40.21	21.99	15.81	15.81
<i>Micro-SMEs</i>						
WTA (employees)	11.48	26.23	45.90	68.85	77.05	91.80
WTP (employers)	75.00	70.00	31.67	13.33	11.67	10.00
<i>Small Firms</i>						
WTA (employees)	6.87	14.09	27.84	44.67	54.30	76.29
WTP (employers)	75.61	81.71	40.24	21.95	14.63	17.07
<i>Medium Firms</i>						
WTA (employees)	13.33	18.10	23.81	31.43	40.00	69.52
WTP (employers)	87.23	89.36	48.94	27.66	21.28	19.15
<i>Large Firms</i>						
WTA (employees)	7.11	9.74	17.11	27.89	39.21	67.89
WTP (employers)	86.27	89.22	41.18	24.51	16.67	16.67

Note: The value is the percentage of respondents saying 'Yes' or agreeing to the level of wage as compared to 'No' or disagreeing. However, the percentage of 'No' is not reported here.



Government subsidy/production automation assistance required



The equilibrium wage is determined by using simultaneous equations as follows:

$$Wage_{WTA_i} = \beta_0 + \beta_1 Willingness_{WTA_i} + \varepsilon_{1i} \quad (1)$$

$$Wage_{WTP_i} = \alpha_0 + \alpha_1 Willingness_{WTP_i} + \varepsilon_{2i} \quad (2)$$

When obtain the estimated coefficient as reported in Table 4.2, equate (1) and (2) to get the equilibrium wage where $Wage_{WTA_i} = Wage_{WTP_i}$ is calculated as,

$$\widehat{\beta}_0 + \widehat{\beta}_1 Willingness_{WTA_i} = \widehat{\alpha}_0 + \widehat{\alpha}_1 Willingness_{WTP_i} \quad (3)$$

$$\widehat{\beta}_0 - \widehat{\alpha}_0 = \widehat{\alpha}_1 Willingness_{WTP_i} - \widehat{\beta}_1 Willingness_{WTA_i} \quad (4)$$

Hence, the equilibrium willingness function can be expressed as:

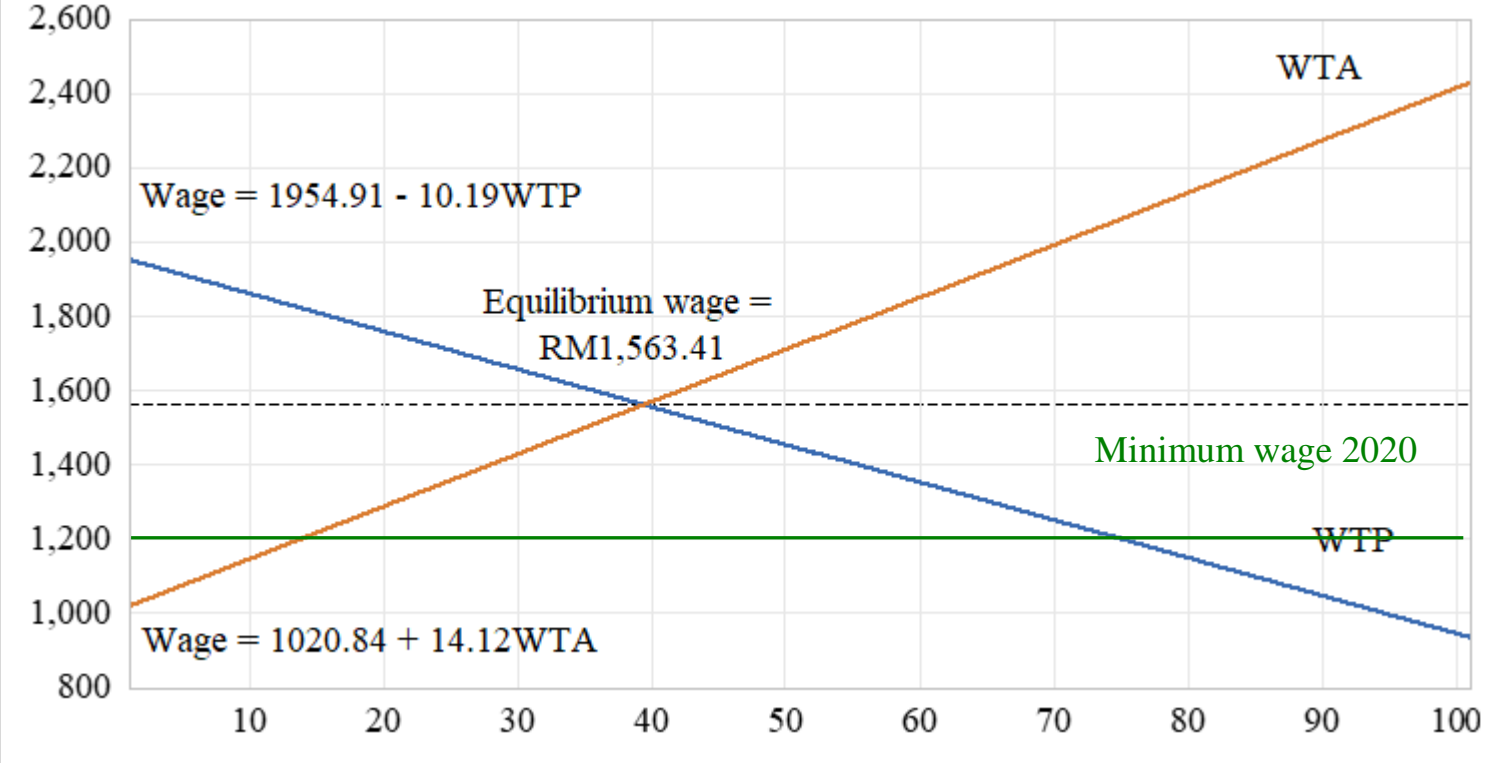
$$Willingness_{equilibrium} = \frac{\widehat{\alpha}_0 - \widehat{\beta}_0}{\widehat{\beta}_1 - \widehat{\alpha}_1} \quad (5)$$

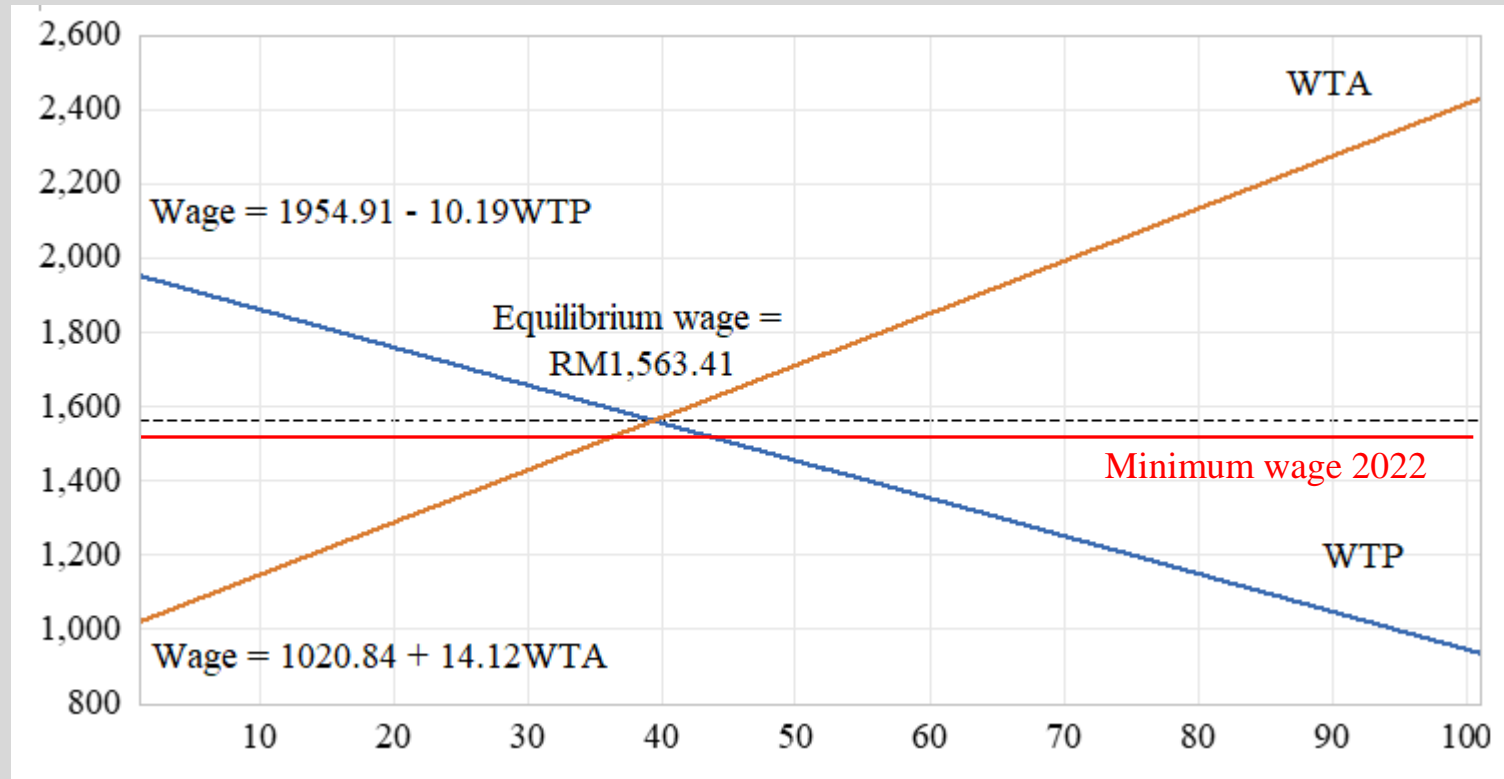
Subsequently, substitute the willingness equilibrium in equation (5) into (1) or (2) to obtain the equilibrium wage.

Table 3: Willingness to accept, willingness to pay and the equilibrium wage

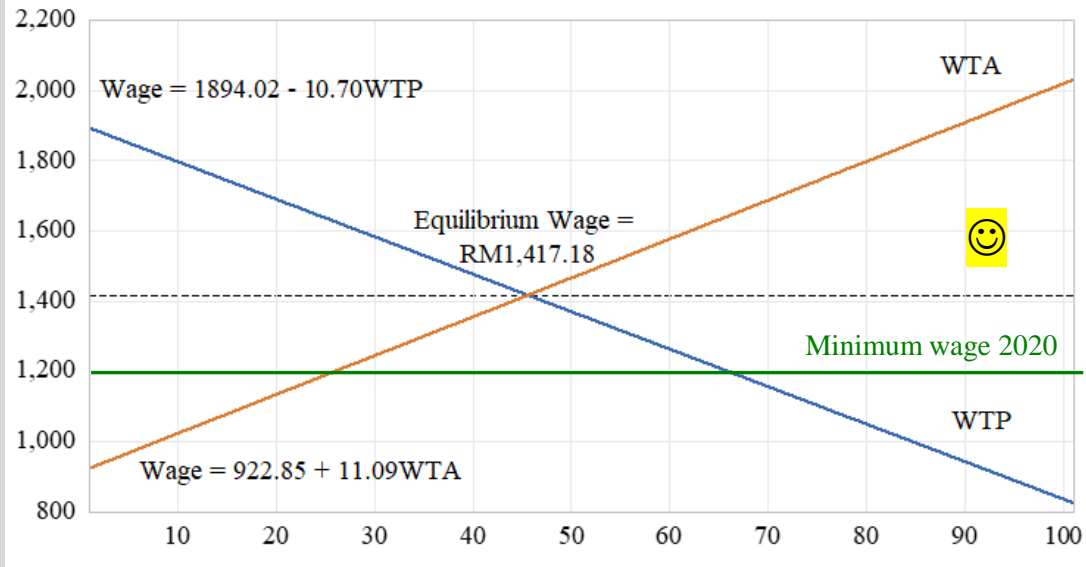
	Overall	Micro-SME	Small	Medium	Large
Willingness to Accept by Employees					
WTA	14.120***	11.089***	13.286***	16.117***	14.665***
Constant	1020.838***	922.850***	1020.512***	989.684***	1103.729***
R-squared	0.976	0.975	0.992	0.887	0.921
Willingness to Accept by Employers					
WTP	-10.189***	-10.696**	-10.675**	-10.136***	-9.514***
Constant	1954.908***	1894.016***	1963.63***	2012.709***	1951.962***
R-squared	0.852	0.842	0.840	0.879	0.847
Equilibrium Wage	RM1,563.41	RM1,417.18	RM1,543.45	RM1,617.71	RM1,618.20

Notes: (i) ** and *** denotes the significant level at 5% and 1%, respectively. (ii) The equilibrium wage is obtained using the simultaneous equation.

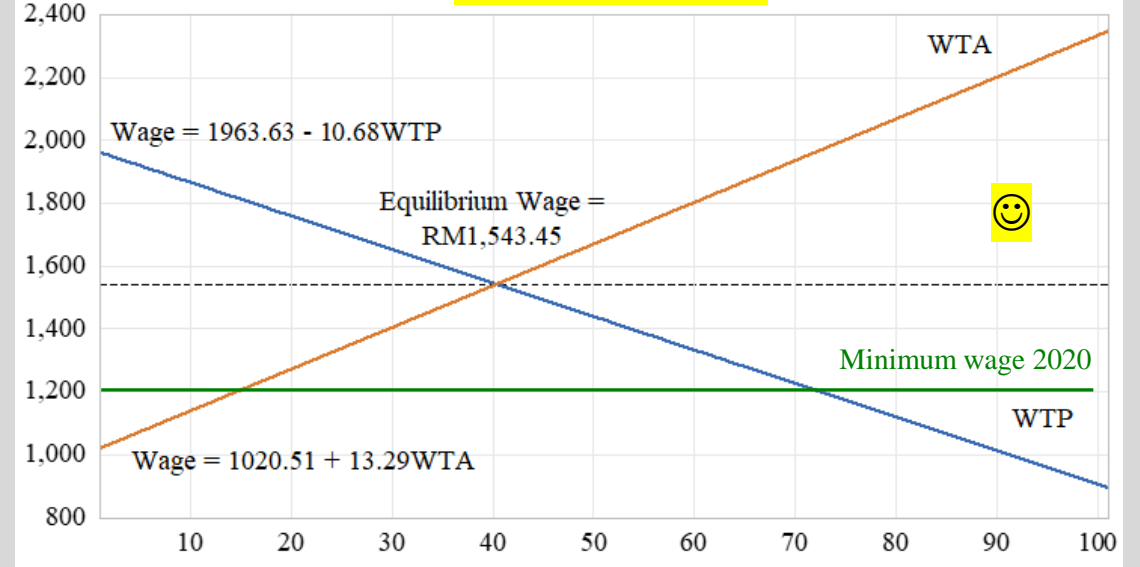




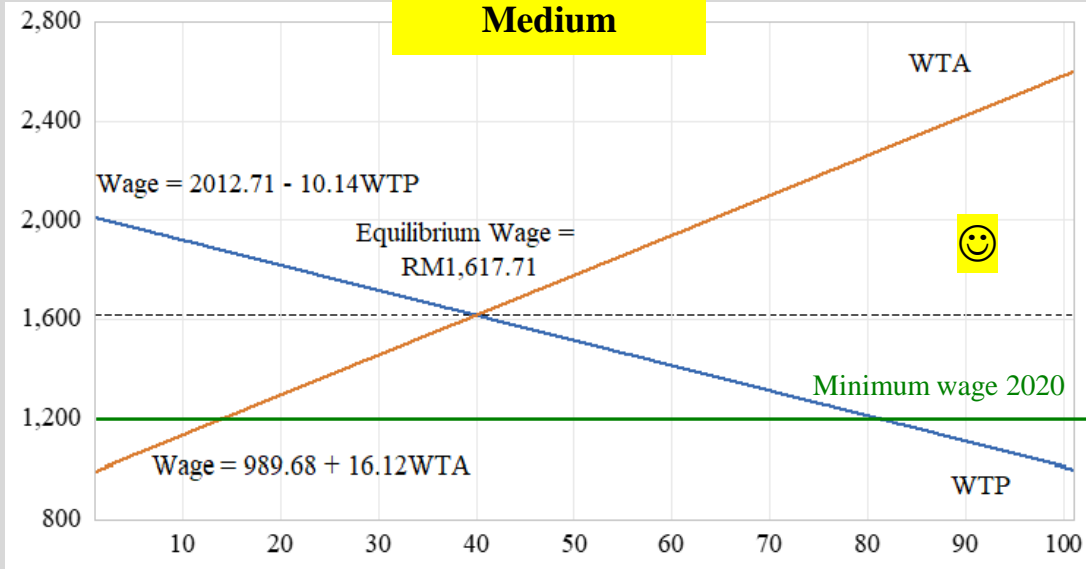
Micro-SME



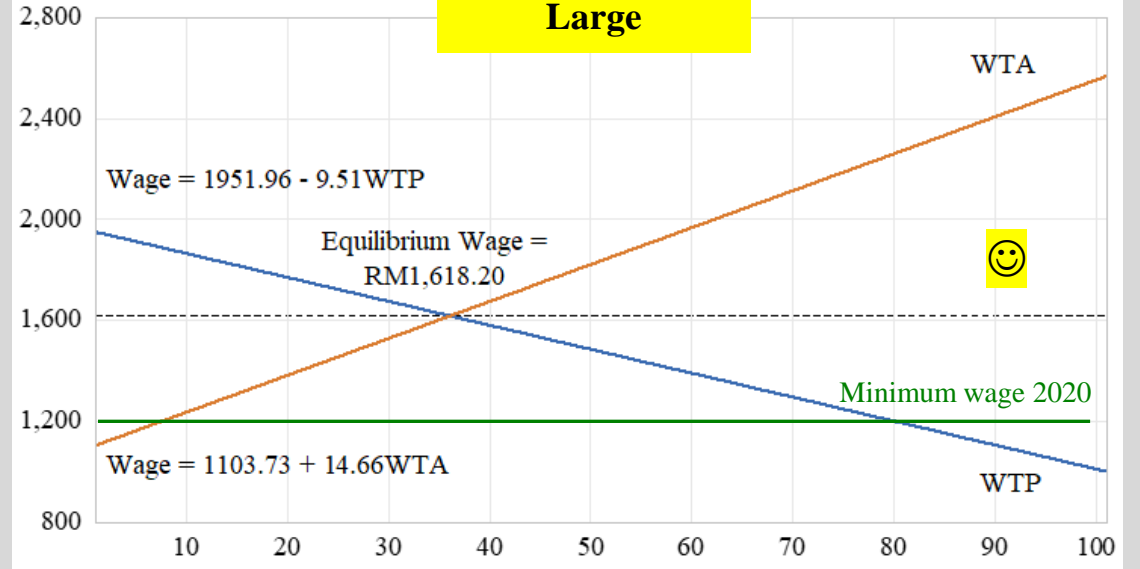
Small



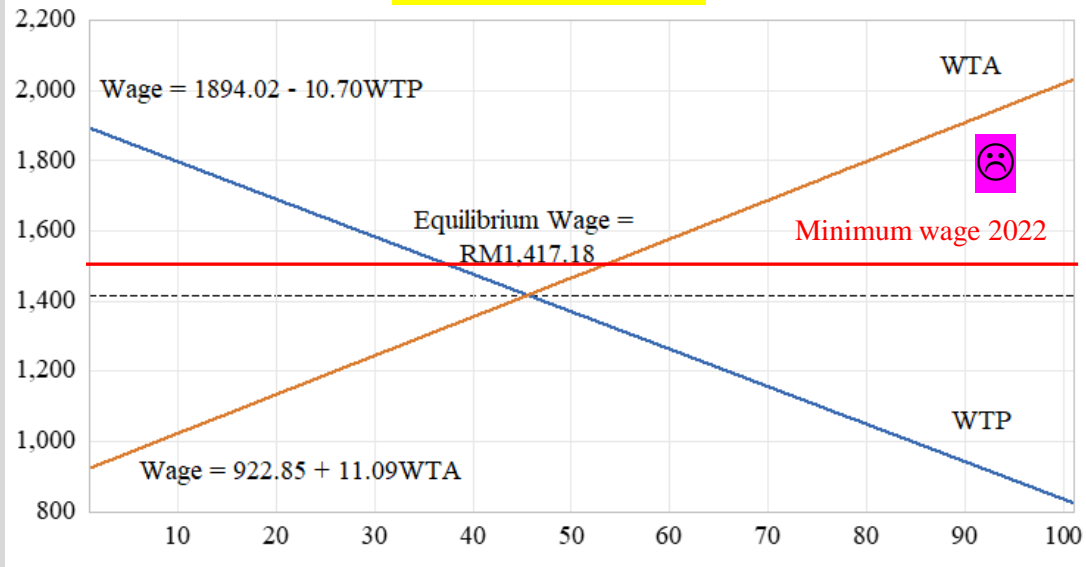
Medium



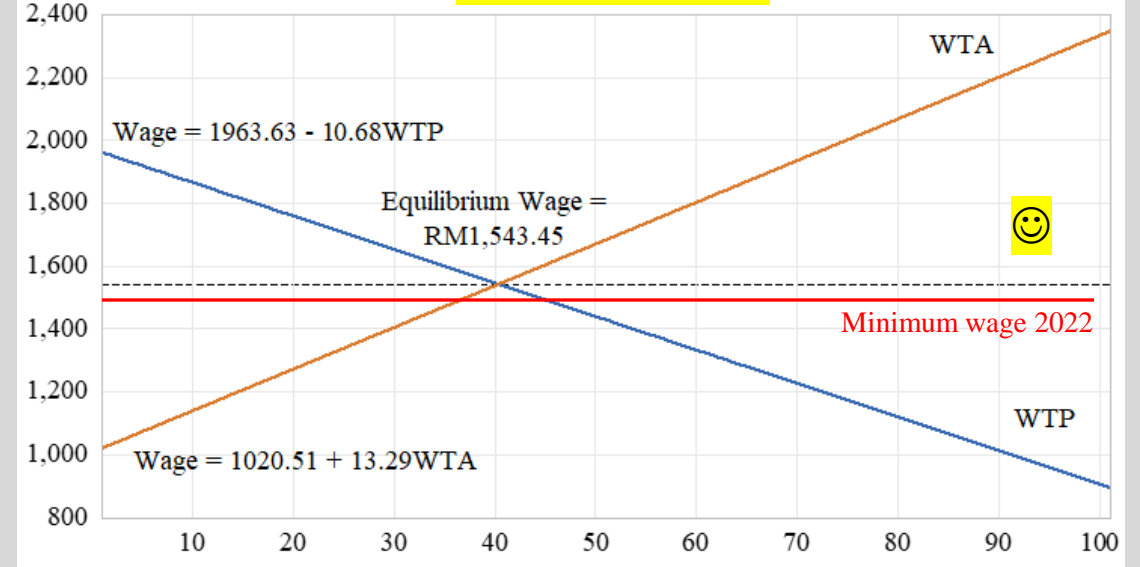
Large



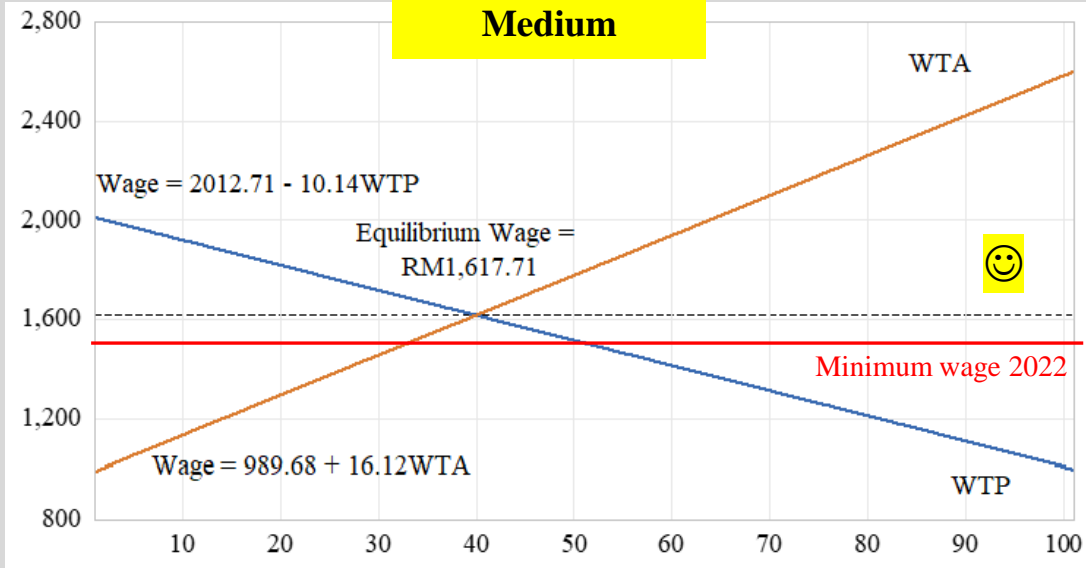
Micro-SME



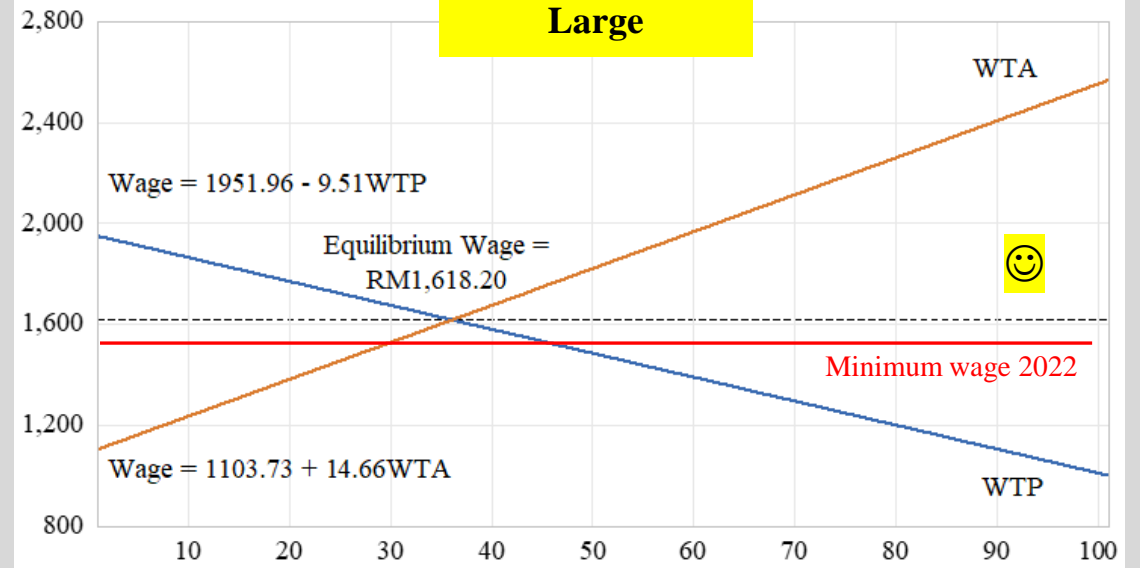
Small



Medium



Large



Employee's survivability			Employer's survivability		
Component	Factor Loading	Weightage	Component	Factor Loading	Weightage
Income	0.460	20.591	Revenue	0.383	14.491
Benefit	0.470	21.039	Cost of Production	-0.384	14.529
Expenses	0.405	18.129	Cost of Operation	-0.376	14.226
Saving	0.449	20.098	Production	0.406	15.361
Investment	0.450	20.143	Profit	0.385	14.567
			Recruitment	0.364	13.772
			Total Labour	0.345	13.053
Total		100.000	Total		100.000

Note: The weightage is based on the factor loading generated from the principal component analysis based on the component value of eigen more than 1.

Measuring survivability

- The threshold regression is used to identify the threshold wage and threshold of total wage changes that impacting survivability.

Threshold wage: Employees

Table 5.1a: Threshold regression (Dependent variable: Employee's survivability)

Number of Bootstrap Replications	5,000
Trimming Percentage	0.15
Threshold Estimate	RM2,300
95% Confidence Interval	[RM1,800, RM12,000]
LM-test for no threshold	29.780***
Bootstrap p-value	0.005

Notes: *** denote significant levels at 1% level.

Table 5.1b: Threshold regression for employees' function

Variables	Overall	Threshold value: RM2,300	
		Below Threshold	Above Threshold
Age	-0.13***	0.003	-0.027
Citizenship	0.062***	0.036***	0.050
Marital status			
Married	0.004	-0.028**	0.032*
Divorced	0.056***	-0.022	0.124***
Education level	0.005	0.002	0.011***
Firm size			
Small	-0.010	0.003	-0.043
Medium	0.005	0.039	-0.041
Large	-0.009	-0.010	-0.037
Skill level	-0.007	-0.016	0.011
Wage	0.191***	0.802	0.200**
Constant	0.397***	0.395***	0.390***

Notes: *, ** and *** denotes significant levels at 10%, 5% and 1% level.

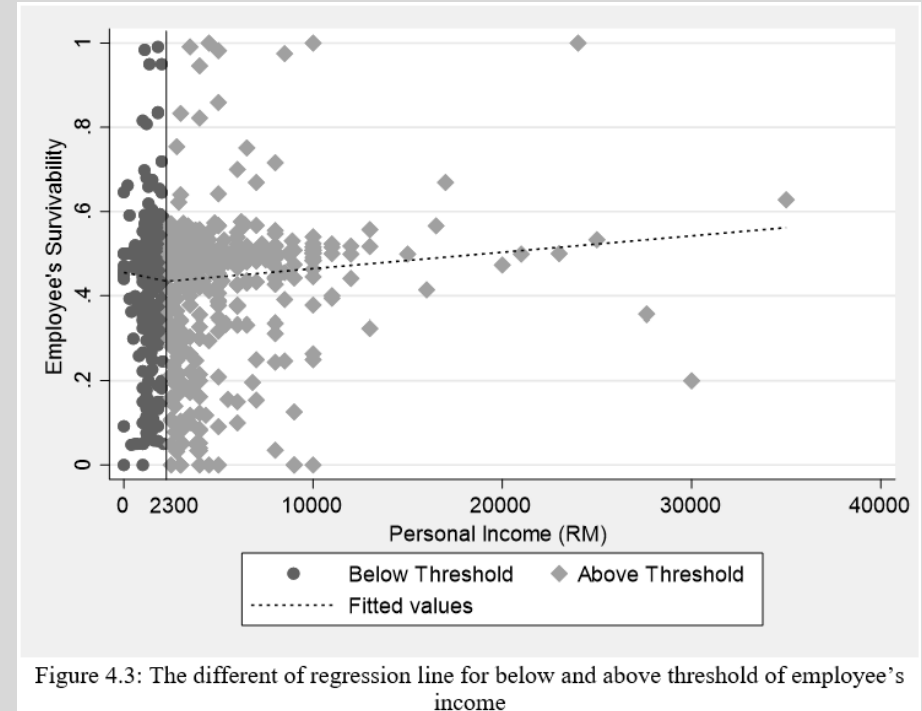
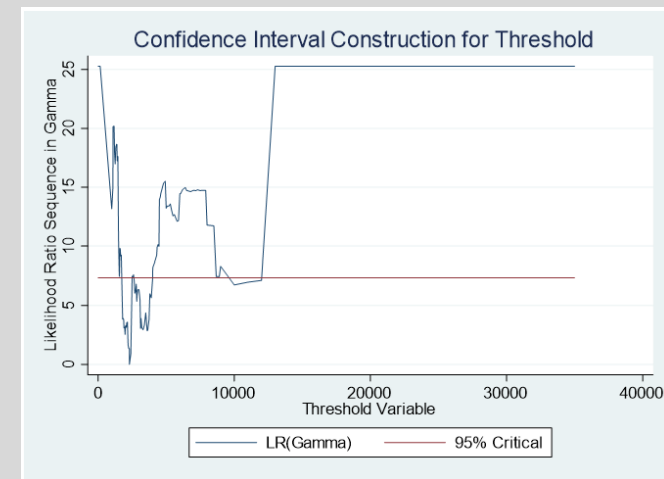


Figure 4.3: The different of regression line for below and above threshold of employee's income



Threshold total wage changes: Employers

Table 6.1: The linear and nonlinear function of employer's survivability

	Linear	Nonlinear
Urban	-0.005	-0.009
Essential	-0.005	-0.005
Firm Size		
Small	-0.020	-0.014
Medium	0.015	0.023
Large	0.041*	0.050**
Firm Age	-0.025***	-0.024***
Total Wage	0.310***	0.911***
Total Wage Square	-	-0.766***
Constant	0.522***	0.405***
R-square	0.199	0.281
Heteroscedasticity (p-value)	0.000	0.088
Multicollinearity (Mean VIF)	1.49	2.85
Ramsey RESET test (p-value)	0.000	0.233

Notes: *, ** and *** denotes significant levels at 10%, 5% and 1% level.

Table 6.2: Sasabuchi-Lind-Mehlum of U-test

Threshold value	0.594 (Increase 20%)
95% Fieller interval for extreme point	[0.523, 0.722]
Overall test of presence of an inverse U-shaped (T-value)	3.66***
Slope before threshold value	0.911***
Slope after threshold value	-0.621***

Notes: *** denote significant levels at 1% level.

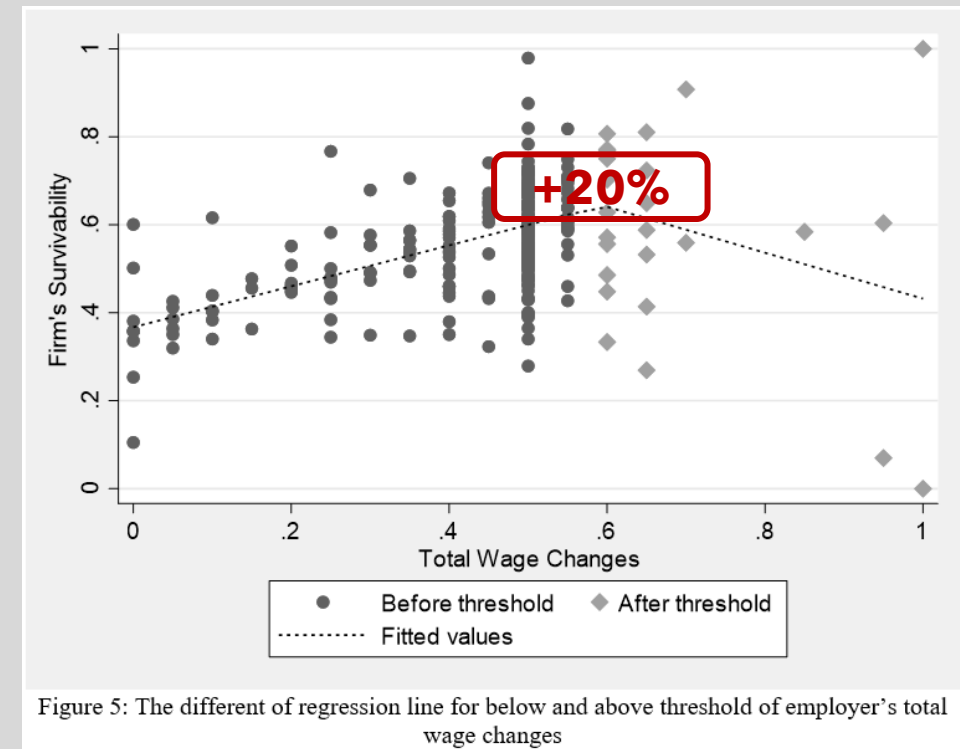


Figure 5: The different of regression line for below and above threshold of employer's total wage changes

Adjustment Measures by **Employees**

When salary is insufficient to support expenses 😞

When salary is increased 😊

Adjustment Measures	Micro-SME	Small	Medium	Large
<i>Money Adjustment</i>				
1. I will borrow money from my family, relatives, or friends.	2.92	2.98	2.54	2.75
2. I will make a bank's personal loan.	2.09	2.56	2.19	2.43
3. I will make a pawn of valuable goods.	2.89	2.93	2.67	2.85
4. I will withdraw my savings or fixed deposit.	3.57	3.52	3.37	3.58
5. I will reduce my expenses.	4.01	3.93	3.98	4.07
6. I will reduce my monthly savings.	3.81	3.83	3.80	3.91
7. I will work additional job as a part-timer.	3.91	3.87	3.71	3.76
8. I will work overtime.	3.71	3.70	3.36	3.66
9. I will do the online business	3.21	3.41	3.02	3.14
<i>Productivity Adjustment</i>				
1. Finishing task in even shorter period	3.84	3.82	3.77	3.87
2. Limiting the use of non-work-related social media during working hours	3.81	3.87	3.71	3.91
3. More multitasking at one time	3.81	3.79	3.52	3.75
4. Be more focused on my job	4.15	4.05	3.99	4.07
5. Be more energetic to complete tasks	4.12	4.05	4.02	4.10
6. Be willing to work extra hours	3.85	3.84	3.71	3.88
7. Be willing to shorten my holiday	3.33	3.49	3.23	3.37
8. Be willing to take extra work responsibilities	3.71	3.78	3.65	3.80
9. Be more strategic in daily job planning	4.00	3.94	3.89	4.01
10. Be more committed to my job	4.14	4.03	4.02	4.08
11. Reduce the frequency of applying for annual leave	3.52	3.63	3.33	3.43

Note: The number in the table is the mean of score value. The highest score value is 5.

Adjustment measures by the elementary workers

	Never	Rarely	Sometimes	Often	Always
Eating out	9.3%	37.7%	33.5%	16.1%	3.4%
Self-cooking	3.0%	6.4%	10.2%	29.7%	50.8%
Using public transport	32.6%	25.4%	22.9%	7.6%	11.4%
Self-driving	25.4%	13.6%	8.9%	8.5%	43.6%
Walking	32.2%	15.3%	21.6%	17.4%	13.6%
Buy clothes	14.0%	38.1%	37.3%	6.4%	4.2%
Go to shopping mall	17.4%	29.7%	39.0%	11.4%	2.5%
Entertainment	20.3%	44.5%	23.3%	8.1%	3.8%

Adjustment Measures by **Employers**

If employers must increase the minimum wage 😞

Adjustment Measures	Micro-SME	Small	Medium	Large
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Cost Adjustment

3.	My company will reduce fringe benefit	3.00	3.06	2.87	2.59
	My company will reduce bonus	2.93	3.01	2.89	2.77
3.	My company will reduce allowance	2.98	3.07	2.94	2.69
4.	My company will reduce the number of hiring	3.30	3.52	3.28	2.87
5.	My company will reduce salaries/wage	2.87	2.70	2.53	2.35
6.	My company will reduce research & development	2.97	2.95	3.00	2.48
7.	My company will reduce the training & development	2.93	2.91	2.85	2.38

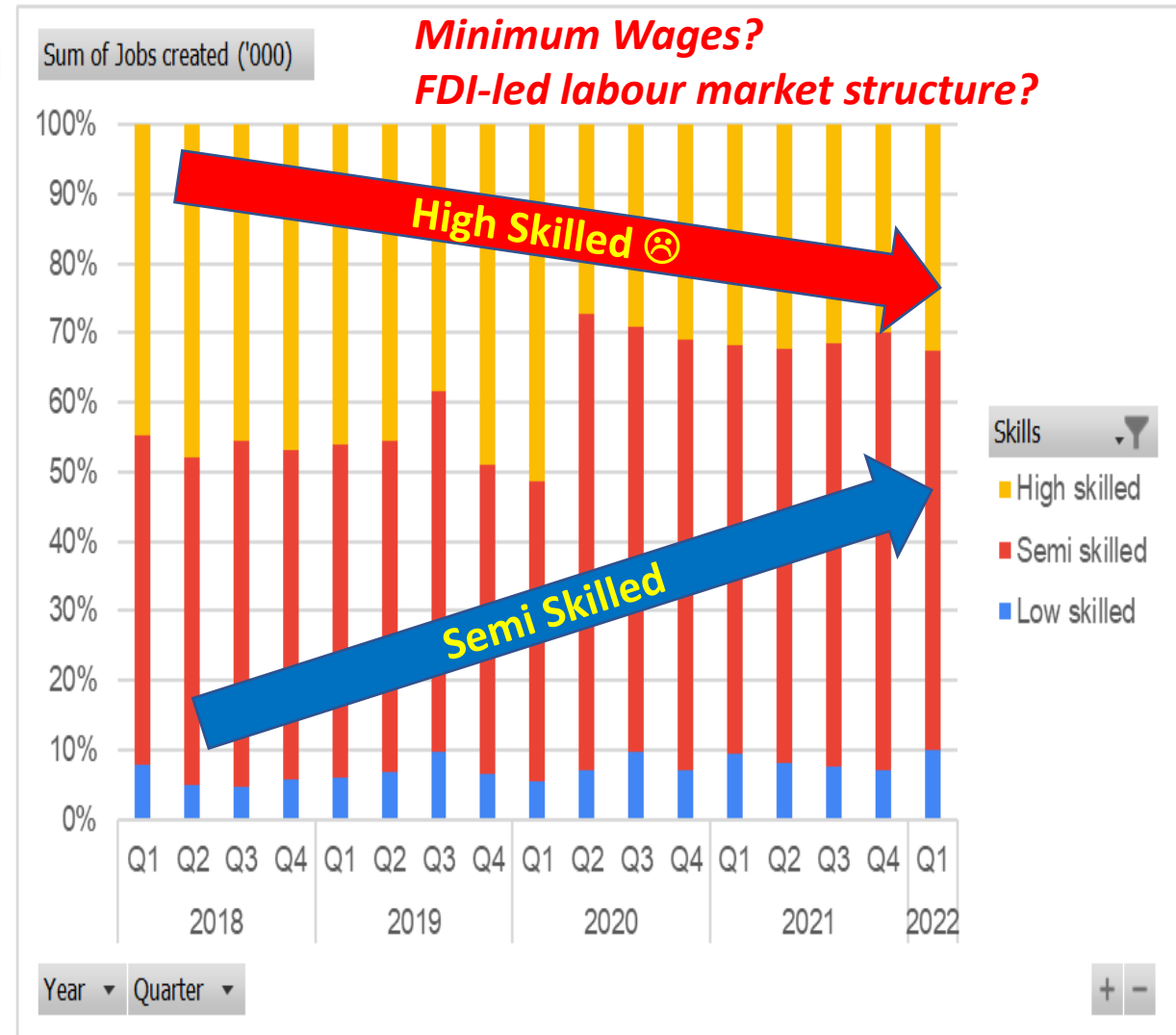
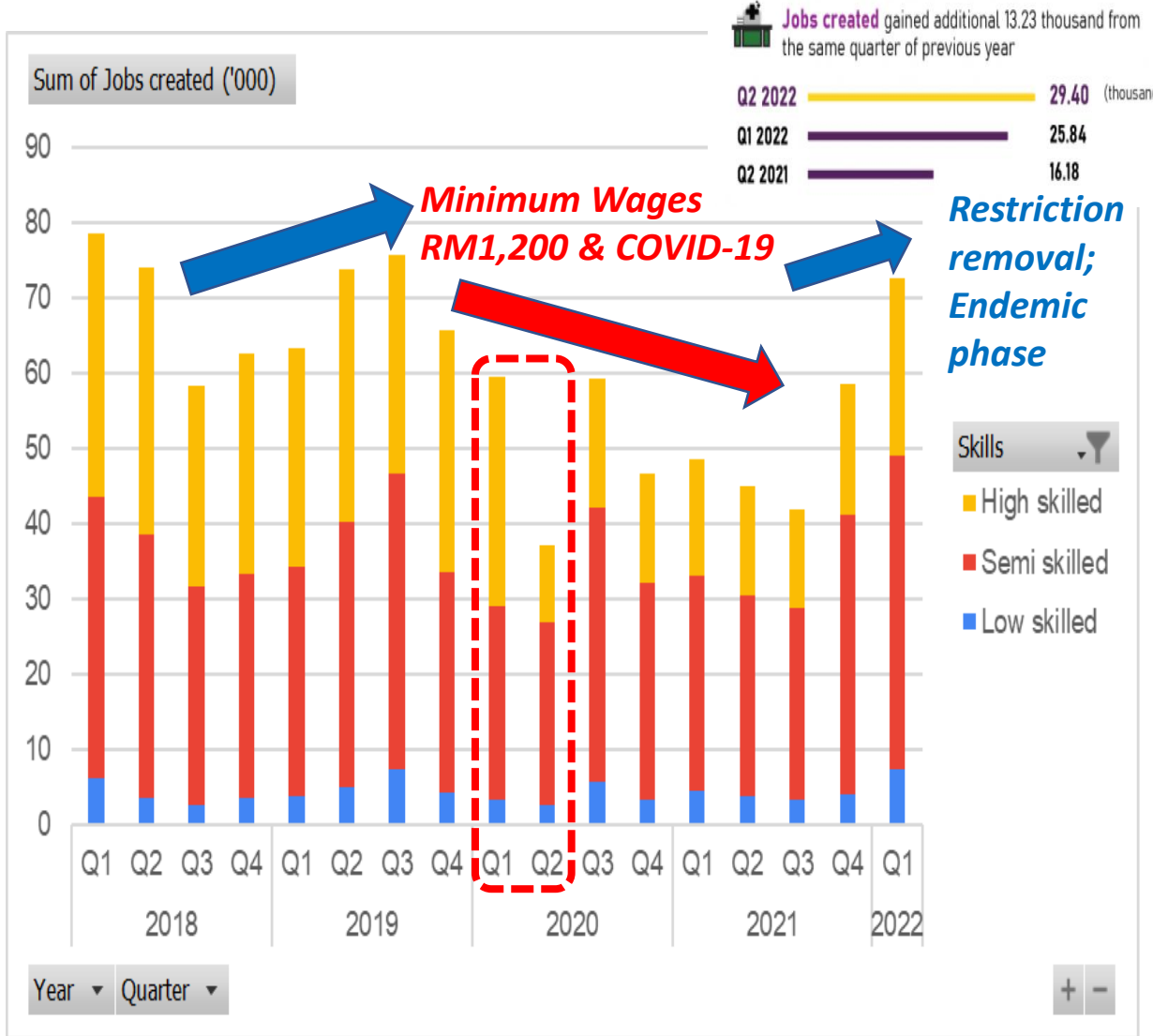
Production Adjustment

	Workers are instructed to increase their productivity	3.53	3.80	3.83	3.75
	Workers are instructed to work overtime or longer hour	3.03	2.77	2.89	2.47
3.	My company can operate the business with work-from-home policy	2.75	2.67	2.91	2.60
4.	My company will use digitalization in daily business operation	3.33	3.17	3.30	3.25

Expectation on employees if wage increases 😊

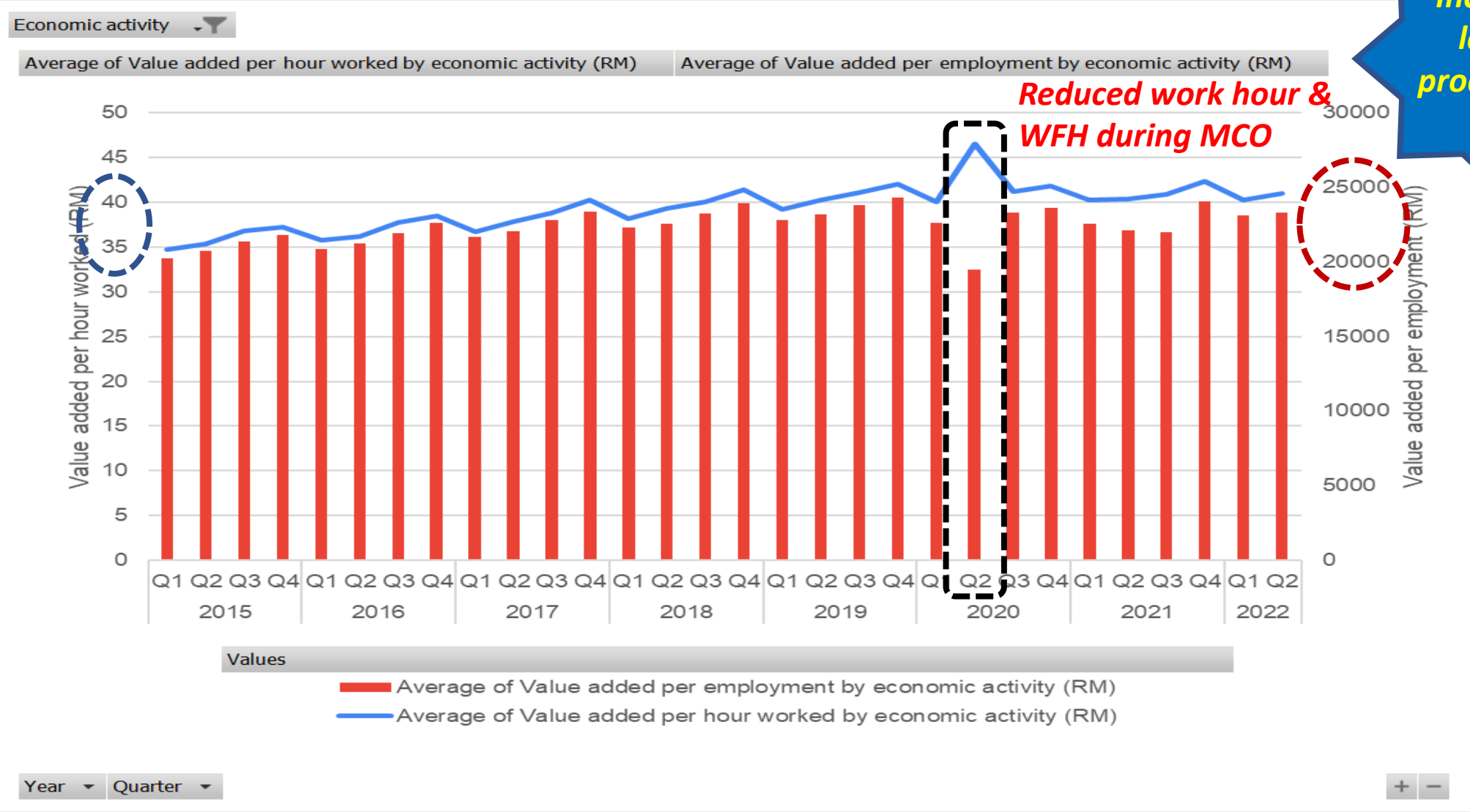
Note: The number in the table is the mean of score value. The highest score value is 5.

Jobs Created by Skill Category, Malaysia, 2018Q1 – 2022Q1



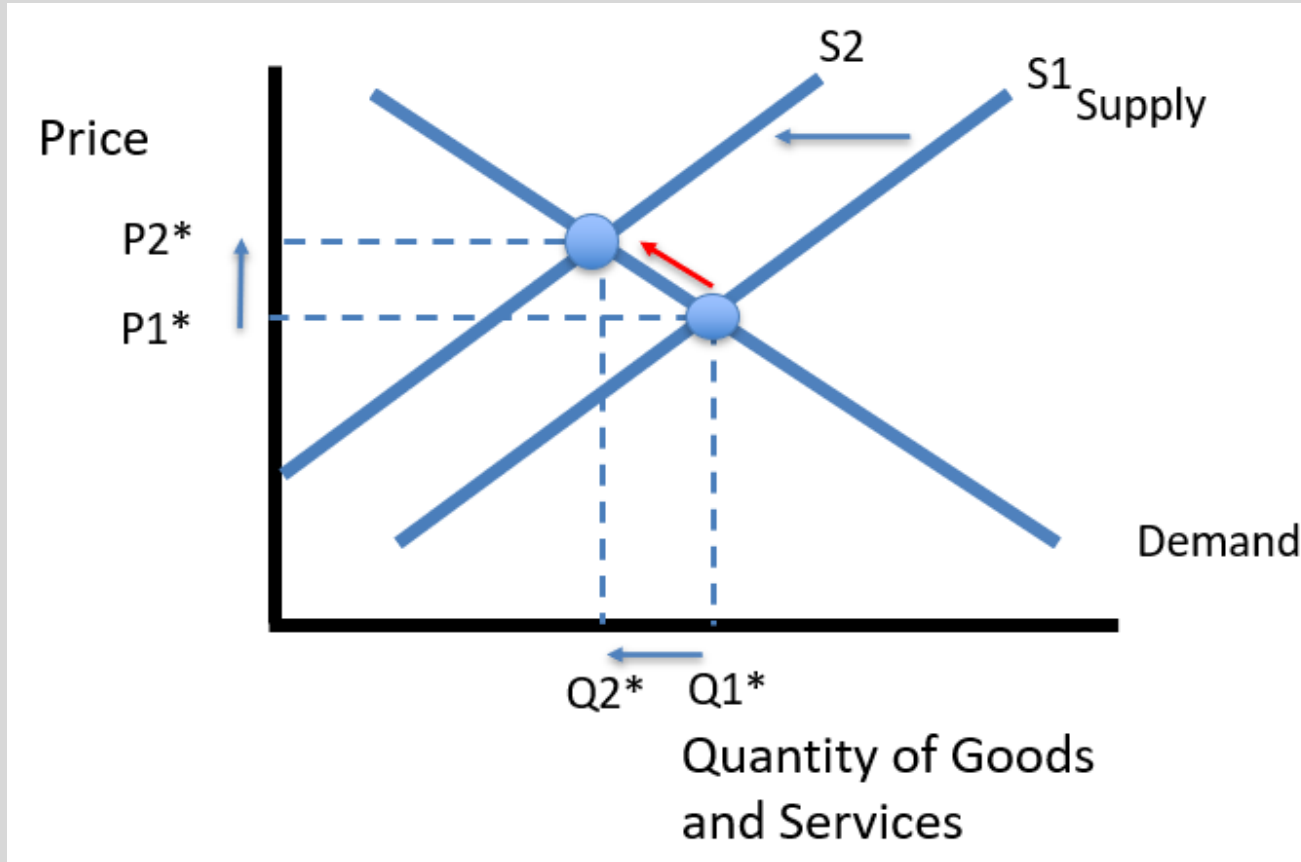
Source: Reproduced from Malaysian Bureau of Labour Statistics, Department of Statistics Malaysia.

Value Added Per Hour Worked & Value Added Per Employment, Malaysia, 2015Q1 – 2022Q2

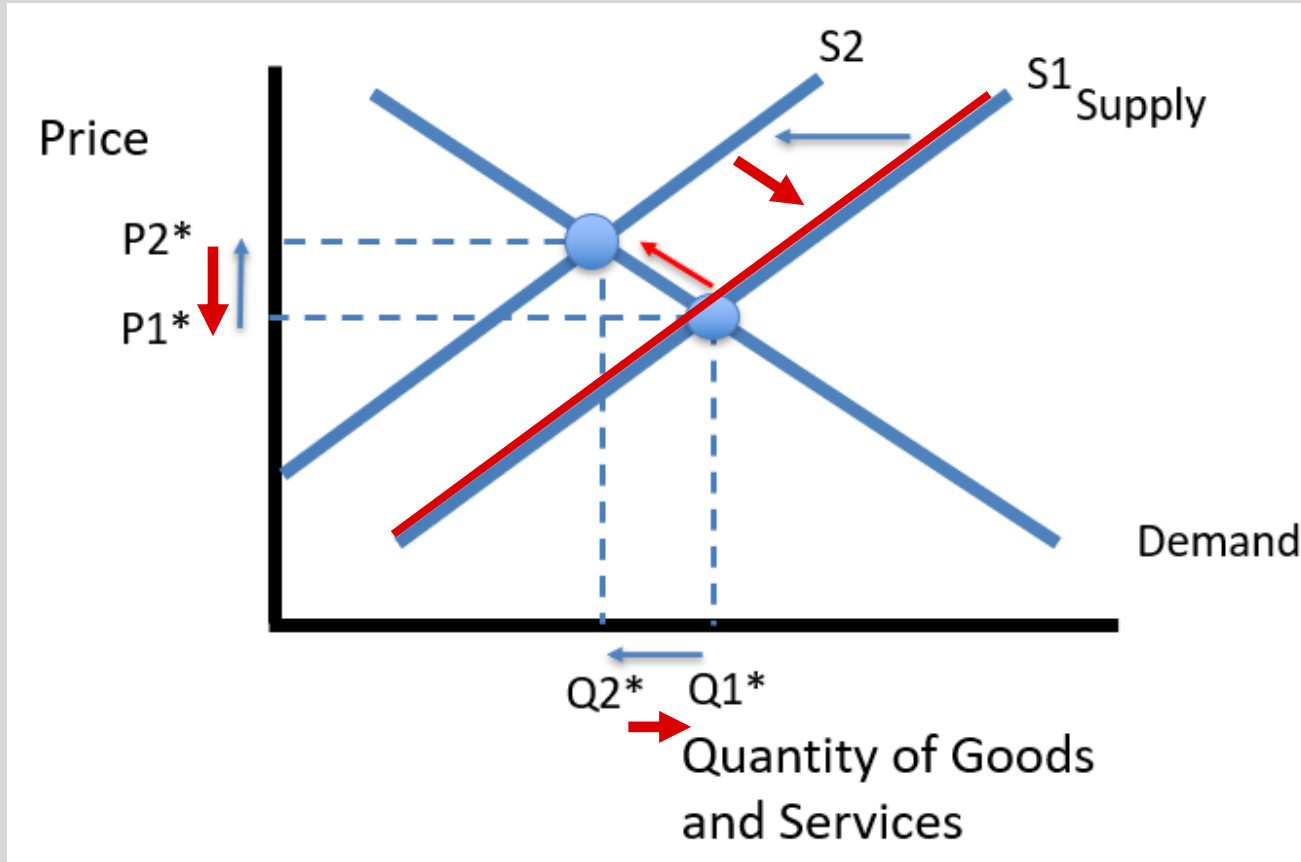


Source: Reproduced from Malaysian Bureau of Labour Statistics, Department of Statistics Malaysia.

Imposing a minimum wage - industry of firm view



If workers able to increase their productivity..



Policy Implications



The government may extend **technical assistance and micro-credit financing service to the micro-SMEs to facilitate broader digital technology adoption** within the business landscape in Malaysia. **Technical training** can be provided to employees from the micro-SMEs **for upskilling and productivity enhancement.**



The recent implementation of the Minimum Wages Order 2022 did not really pose much financial threat to the employers - not even during the implementation of the Minimum Wages Order 2020 amidst COVID-19-triggered economic slowdown - since **employers have been willing to offer higher than the statutory minimum wage even prior to May 2022, on average.**



The estimated equilibrium minimum wage level for firms of all sizes are **at least 25 percent higher than RM1,200 under the 2020 Minimum Wages Order - except for micro-SMEs.**



The threshold regression result implies that the personal income should be **at least RM2,300 in order for workers to survive financially**. It follows that a minimum level of the financial remuneration does exist to sustain the positive association between personal income and employees' survivability.



The **current wage agreed between the employees and employers is at least 30 percent lower than the estimated minimum threshold of living wage** - with the percentage being larger the smaller the firm size. In another words, the negotiated wage is still far from being sufficient to sustain a normal standard of living, especially for workers serving the micro-SMEs in Kuala Lumpur. It follows that any form of financial assistance rendered by the government is crucial for making up the balance.



The recent **25-percent increase in the Malaysian minimum wage from RM1,200 in 2020 to RM1,500 in 2022 is feared to have deteriorated employers' survivability, judging from the 20-percent threshold of total wage changes estimated** in the present study.



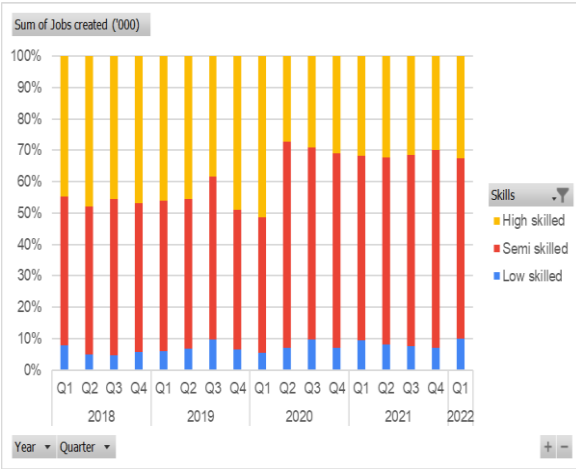
It follows that **the survivability of most of the Malaysian firms is expected to deteriorate if the negotiation and collective bargaining take place, thus warranting further government assistance in the form of wage subsidy**.

Skilled job creation with higher wages

Unskilled labour less likely replaced by skilled labour

Minimum wage rise amidst sluggish economy

Minimum Wage of RM1,500
Points to Ponder...



Shift of hiring for semiskilled labour with median wage slightly higher than RM1,500?

Firms:

- Cost adjustment
- Investment in K & production automation

Government:

- Financial & technical assistance to be rendered

Exacerbated by the rise in skilled gig workers?

Skilled labour's wages & employment to drop?



Source: *Salaries & Wages Survey Report, Malaysia, 2020*



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Kenaikan gaji minimum penjawat awam kepada RM1,800 wajar – Pakar

Oleh: Ain Shafiqah Zaki PETALING JAYA: Kenaikan gaji minimum penjawat awam ...



DEWANEKONOMI.JENDELABP.MY

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Kuala Lumpur – Menurut peruntukan Akta Majlis Perundingan Gaji Negara, majlik...

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Khamis, 12 Mei 2023

Elak gaji minimum jadi alasan sekat peluang pekerja mahir



Pembaruan gaji minimum RM1,200 setahun mula dilaksanakan pada 1 Mei lalu, namun wujud kebimbangan dasar itu akan mempengaruhi perjawatan pekerja berlesen antara lain rimbun dan menyekat peluang kerjaya pekerja mahir.

Selain kebimbangan, peningkatan kos pengangkutan pekerja ini berlaku apabila ekonomi Malaysia sedang menuju ke arah pemulihan selepas dua tahun terperangkap dalam ancaman COVID-19.

Ini dibarengkan pula dengan bencana banjir beberapa bulan lalu serta konflik antara Rusia dengan Ukraine dan pertentangan beberapa bandar utama di China akibat COVID-19 yang menjayakan rantaian bekalan global.

Kajian terkini oleh Jermyn terhadap kesan peningkatan upah minimum antara 1997 hingga 2008 dalam negara berpendapatan tinggi menunjukkan perubahan ini.

Menurut kajian itu, kadar kenaikan upah minimum terlahi tinggi ketika negara dibelenggu kegawatan ekonomi mengakibatkan kejatuhan kadar upah dan gajinya dalam kalangan pekerja mahir.

Matlamat gaji minimum ditingkatkan untuk mempercepatkan pelaburan firma dalam proses pengeluaran, seterusnya diharangkan merangsang penggantian pekerja mahir dengan pekerja mahir.

Namun, penggunaan ekonomi yang berlaku mengahambat peningkatan keluaran negara, selain juga menunjukkan keupayaan firma dalam penciptaan peluang pekerjaan mahir.

Walau bagaimanapun, peningkatan upah minimum ini, manfaat ekonomi di peroleh mungkin kurang memberangsakan pertumbuhan perniagaan mahir.

Kesam negatif ini belum lagi mengambil kira kesan sampingan peningkatan bilangan pekerja yang berkemahiran tinggi dalam era ekonomi digital.

Ajutan, kadar upah dan gajinya tenaga pekerja mahir dikawatirkan akan terus terjejas. Adakah keadaan gajinya tenaga mengikat tahap kemahiran di Malaysia mengikat anak lelaki Jerman sebagai gaji minimum dinaikkan kepada RM1,200 dalam kalangan ekonomi tidak mernanti.

Mengikut statistik terkini Jabatan Perangkaan (DOSM), walaupun kedudukan jawatan diiktirafkan dalam talian pada satu keupat tabung lalu kebanyakannya diiktirafkan untuk kategori profesional dan kategori jurutera dan profesional berkualiti.

Namun, keutuhan berlaku pada satu kelompok dalam kedua-dua kategori pekerjaan mahir ini, dengan jawatan terbesar dicitakan pada kategori profesional, iaitu 14.3 peratus, manakala pengiraan sebanyak 3.4 peratus diiktirafkan pada kategori lain.

Sebaliknya, kekurangan jawatan dalam kategori pekerjaan mahir pula memulakan peningkatan dalam satu kelompok tabung lalu.

Contohnya, peningkatan 32.1 peratus dicatat dalam dalam kategori Pekerja Pendidikan dan Juruan, diikuti dengan 14.2 peratus dalam kategori Pekerja Kemahiran dan Pekerja Perikanan Yang Berkaitan dan 12.5 peratus dalam kategori Pekerja Sediaan Perikanan.

Kalau kadar perubahan kekurangan jawatan di bandingkan antara pekerja mahir dengan pekerja mahir, mungkin ada yang bertanya mengapa kekurangan jawatan pekerja mahir sebagai tenaga pengurusan dalam pelbagai pekerjaan pada satu kelompok tabung lalu.

Namun, kekurangan jawatan ini mungkin berlaku dalam sektor ekonomi yang berkaitan dengan tenaga kerja mahir, dengan tenaga kerja mahir dalam kategori profesional, iaitu 14.3 peratus, manakala pengiraan sebanyak 3.4 peratus diiktirafkan pada kategori lain.

Matlamat gaji minimum ditingkatkan untuk mempercepatkan pelaburan firma dalam proses pengeluaran, seterusnya diharangkan merangsang penggantian pekerja mahir dengan pekerja mahir dengan gaji yang lebih tinggi.

Sekiranya kadar kenaikan gaji dalam dua tahun belakangan ini tidak terlalu besar berkaitan keadaan ekonomi semasa yang lenip akibat ancaman COVID-19, adalah pelbagai sebarang mahir diutamakan dalam lingkup perniagaan mahir di Malaysia.

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GAJI PROGRESIF vs GAJI MINIMUM

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THANK YOU

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