



KAJIAN ASPIRASI PENCARI KERJA DI SABAH

GAJI YANG SETARA DENGAN PENDIDIKAN MERUPAKAN PILIHAN UTAMA RAKYAT SABAH

KOTA KINABALU, 25 FEBRUARI 2025 – Gaji yang setara dengan pendidikan merupakan dapatan utama Kajian Aspirasi Pencari Kerja di Sabah, yang dijalankan oleh Jabatan Perangkaan Malaysia (DOSM), bagi tempoh Januari hingga Disember 2024. Kajian ini meneliti aspirasi, harapan, serta cabaran yang dihadapi oleh pencari kerja di Sabah. Ia dilaksanakan bagi menangani kebimbangan terhadap kadar pengangguran di negeri ini, khususnya di kalangan belia dan graduan, serta bertujuan memberikan pemahaman yang lebih jelas mengenai keadaan pasaran buruh di Sabah.

Ketua Perangkawan Malaysia Dato Sri Dr. Mohd Uzir Mahidin menyatakan tujuan utama kajian ini adalah untuk menganalisis pasaran buruh di Sabah dengan menyediakan gambaran tentang struktur gaji, sektor pekerjaan utama, dan keperluan kemahiran dalam industri tempatan. Kajian ini turut menumpukan kepada cabaran dalam mencari pekerjaan pilihan seperti ketidakseimbangan antara gaji dan kos sara hidup, serta ketidakpadanan antara kemahiran pencari kerja dengan keperluan pasaran pekerjaan tempatan.

Selain data kuantitatif, kajian ini juga mengintegrasikan data kualitatif dan data pentadbiran bagi memperkukuhkan dapatan kajian menerusi Perbincangan Kumpulan Berfokus (FGD). Perbincangan tersebut melibatkan pelajar universiti, persatuan belia di Sabah, pekerja, kesatuan sekerja, majikan, dan pegawai kerajaan. Responden yang terlibat dalam kajian ini adalah di kalangan rakyat Sabah dari pelbagai kawasan

dan status pekerjaan. Data pentadbiran oleh DOSM dan PERKESO turut digunakan dalam kajian ini.

Dato Sri Dr. Mohd Uzir Mahidin turut menyatakan 96.7 peratus profil responden dalam kajian ini berasal dari Sabah, dengan 71.1 peratus menetap di negeri tersebut dan 25.9 peratus tinggal di Semenanjung Malaysia. Majoriti responden yang terlibat adalah dari Pantai Barat Sabah (64.8%) dan memilih untuk menetap di kawasan yang sama, manakala hampir separuh daripada responden adalah dari Sandakan (48.5%) dan Tawau (45.6%) juga kekal di bahagian masing-masing.

Dari aspek pendidikan, 72.2 peratus responden telah menamatkan pendidikan tinggi, sementara 27.8 peratus hanya memiliki sijil sekolah menengah. Kajian turut mendapati, sebanyak 87.6 peratus responden yang memiliki kelayakan SPM atau setaraf memilih untuk menetap di Sabah, manakala hanya 54.4 peratus daripada responden dengan Ijazah Sarjana Muda memilih untuk kekal menetap di negeri ini.

Ketua Perangkawan juga menyatakan dapatan kajian ini adalah selaras dengan Laporan Sosioekonomi Negeri Sabah 2023, yang menyentuh aspek migrasi dan pendidikan. Mengikut laporan tersebut, peratusan migrasi antara negeri bagi Sabah meningkat daripada 13.1 peratus pada tahun 2020 kepada 41.9 peratus pada tahun 2022. Negeri ini turut mencatatkan pergerakan tertinggi dari bandar ke bandar pada 2022 (95.1%), terutamanya di kawasan pesat membangun seperti Kota Kinabalu, Sandakan dan Tawau. Sementara itu, pergerakan penduduk dari bandar ke luar bandar di Sabah hanya mencatatkan 4.9 peratus dalam tempoh rujukan yang sama. Selain tu, jumlah siswazah di Sabah juga meningkat sebanyak 4.9 peratus, daripada 393.7 ribu pada tahun 2021 kepada 412.9 ribu pada tahun 2022.

Kajian ini menyoroti beberapa aspek utama, termasuk isu gaji dan upah, pola migrasi, serta aspirasi pencari kerja di Sabah. Dapatan kajian menunjukkan bahawa gaji dan upah merupakan topik yang kerap disentuh oleh responden, yang juga menekankan keperluan untuk memperoleh gaji yang setara dengan kelayakan pendidikan dan kemahiran demi mencapai kehidupan yang lebih baik. Kebanyakan responden, tanpa

mengira umur, menyatakan kesediaan untuk berpindah ke negeri lain di Malaysia jika ditawarkan gaji antara RM2,000 hingga RM4,999 sebulan, manakala majoriti

mempertimbangkan untuk berhijrah ke luar negara apabila mendapat tawaran gaji melebihi RM5,000 sebulan. Di samping itu, kajian mendapati 66.2 peratus rakyat Sabah yang bekerja di Semenanjung Malaysia cenderung untuk meneruskan kerjaya di lokasi semasa.

Secara keseluruhan, walaupun terdapat peluang pekerjaan di Sabah, masih terdapat isu ketidakpadanan antara pekerjaan yang tersedia dengan kelayakan akademik atau kemahiran pencari kerja. Beliau turut memaklumkan bahawa aspirasi yang disuarakan oleh pihak responden termasuklah penciptaan lebih banyak peluang pekerjaan dengan gaji yang lebih setimpal dengan tahap pendidikan dan kemahiran pencari kerja di Sabah.

Berdasarkan analisis profil pencari kerja di Sabah dan faktor yang mempengaruhi pilihan pekerjaan, tiga (3) intervensi dicadangkan seperti berikut:

- i. Strategi Pasaran Kerja: Mengharmonikan penawaran dan permintaan buruh dengan menggunakan data pasaran kerja yang tepat, melabur dalam latihan kemahiran untuk meningkatkan kebolehpasaran tenaga kerja, dan memastikan program pendidikan disesuaikan dengan keperluan industri.
- ii. Pengukuhan Sektor Ekonomi: Meningkatkan sektor utama seperti pertanian, perikanan, pelancongan, serta bidang baru seperti Teknologi Maklumat dan Komunikasi (ICT) untuk meningkatkan daya saing dan produktiviti.
- iii. Penambahbaikan Infrastruktur: Memajukan infrastruktur fizikal dan digital, terutama di kawasan luar bandar, bagi memperluas akses kepada peluang pekerjaan dan program latihan, sekaligus merangsang pembangunan ekonomi di seluruh negeri Sabah.

Mengakhiri kenyataan tersebut, kajian ini menyoroti kepentingan memahami aspirasi serta cabaran yang dihadapi oleh pencari kerja di Sabah bagi memastikan langkah-

langkah intervensi yang lebih berkesan dapat dilaksanakan. Melalui kerjasama pelbagai pihak berkepentingan, Sabah berpotensi membangunkan ekosistem

pekerjaan yang lebih mampan dan inklusif, sekaligus membantu mengurangkan kadar pengangguran serta meningkatkan kesejahteraan rakyat.

Jabatan Perangkaan Malaysia (DOSM) telah melancarkan **OpenDOSM NextGen** sebagai medium yang menyediakan katalog data dan visualisasi bagi memudahkan pengguna menganalisis pelbagai data dan boleh diakses melalui portal <https://open.dosm.gov.my>.

Kerajaan Malaysia telah mengisytiharkan **Hari Statistik Negara (MyStats Day)** pada 20 Oktober setiap tahun. Tema sambutan MyStats Day adalah “Statistik Nadi Kehidupan”.

Dikeluarkan oleh:

PEJABAT KETUA PERANGKAWAN
JABATAN PERANGKAAN MALAYSIA
25 FEBRUARI 2025

DAPATAN UTAMA SURVEI



Jumlah Keseluruhan Responden

n = 1,197



Lokality Responden

Sabah: 71.1%

Bahagian Pantai Barat	32.5%
Bahagian Tawau	11.3%
Bahagian Sandakan	8.4%
Bahagian Kudat	5.0%
Bahagian Pedalaman Atas	10.8%
Bahagian Pedalaman Bawah	3.1%
Sarawak	0.3%
Wilayah Persekutuan Labuan	1.1%
Negeri-Negeri Semenanjung Malaysia	25.9%
Luar Negara	1.5%



Jantina

Lelaki 49.1% 50.9% Perempuan



Kaum

Bumiputera Sabah	85.4%	Dusun	27.6%
Melayu	8.8%	Bajau	21.5%
Cina	4.3%	Kadazan	10.9%
Lain-Lain	1.5%	Bugis	9.7%
		Orang Sungai	4.7%
		Kaum-Kaum Lain	25.6%



Status Kerjaya

Sedang Bekerja	Bekerja Sendiri	Tidak Bekerja
39.0%	9.1%	51.9%



Kohort Umur

Bawah 20 Tahun	4.0%
20 - 24 Tahun	43.0%
25 - 29 Tahun	16.0%
30 - 34 Tahun	12.0%
35 - 39 Tahun	9.0%
40 - 44 Tahun	6.0%
45 - 49 Tahun	6.0%
50 Tahun dan ke Atas	4.0%



Tahap Pendidikan

Doktor Falsafah (PhD)	0.4%
Ijazah Sarjana	3.2%
Ijazah Sarjana Muda	33.4%
Diploma Lanjutan Kemahiran Malaysia	0.3%
Diploma	10.6%
Diploma Kemahiran Malaysia	1.7%
Sijil	3.3%
Sijil Kemahiran Malaysia	5.7%
STPM/STAM/atau Setaraf	13.7%
SPM/SVM atau Setaraf	23.1%
Sekolah Menengah Rendah: PT3/PMR atau Setaraf	2.4%
Sekolah Rendah: UPSR atau Setaraf	1.5%
Tiada Pendidikan Formal	0.8%

Sedang Bekerja

 Tahap Kemahiran		 Kategori Pekerjaan (MASCO)			
Pekerja Mahir	49.8%	Pengurus (1)	7.8%	Pekerja Perkhidmatan dan Jualan (5)	22.8%
Pekerja Separa Mahir	43.4%	Profesional (2)	22.4%	Pekerja Kemahiran dan Pertukangan yang Berkaitan (7)	0.4%
Pekerja Berkemahiran Rendah	6.7%	Juruteknik dan Profesional Bersekutu (3)	19.6%	Operator Mesin dan Loji, dan Pemasang (8)	3.2%
		Pekerja Sokongan Perkeranian (4)	17.0%	Pekerja Asas (9)	6.7%

Bekerja Sendiri

Responden Bekerja Sendiri Mengikut Jenis Pekerjaan

Usahawan	78.5%
Pekerjaan Gig	20.6%
Lain-lain	0.9%

Tidak Bekerja

Faktor Responden Tidak Bekerja dan Mempunyai Pengalaman Kerja

Pilihan untuk tidak bekerja pada masa kini	60.8%
Keperluan menjaga ahli keluarga di rumah	18.4%
Diberhentikan kerja	16.0%
Bersara awal	3.5%
Masalah kesihatan	1.0%
Orang kurang upaya (OKU)	0.3%

Faktor Responden Tidak Bekerja dan Tidak Mempunyai Pengalaman Kerja

Belum tamat pengajian/ latihan	74.4%
Baru tamat pengajian	10.2%
Keperluan menjaga ahli keluarga di rumah	9.6%
Berehat selepas tamat belajar	3.9%
Sumber kewangan yang cukup untuk menampung kehidupan	0.6%
Orang kurang upaya (OKU)	0.6%
Tidak berminat bekerja	0.6%



Ciri-ciri Pekerjaan Pilihan

Gaji yang setara dengan pendidikan	12.7%
Laluan Kerjaya yang jelas	12.1%
Budaya kerja yang positif	10.7%
Gaji yang setara dengan kemahiran	10.6%
Pekerjaan yang menjamin masa tua	10.1%
Lokasi yang sesuai dengan keperluan diri dan keluarga	9.7%
Majikan membantu dalam peningkatan kerjaya	8.6%
Majikan yang menjalankan perniagaan yang sah di sisi undang-undang	8.1%
Gaji yang lumayan	7.9%
Faedah kewangan dan bukan kewangan kepada pekerja	4.8%
Budaya kerja syarikat yang sama dengan nilai peribadi	4.6%



Cabaran Mencari Pekerjaan Pilihan

Gaji ditawarkan rendah	23.5%
Tidak banyak pekerjaan di tempat saya	20.2%
Perlu keluar daerah asal untuk mencari pekerjaan	15.7%
Majikan tidak menjaga kebajikan pekerja	12.3%
Majikan mudah untuk mendapatkan pekerja bukan warganegara	10.1%
Waktu bekerja yang tidak sesuai dengan gaya hidup	7.3%
Kemahiran komunikasi yang tidak begitu bagus	5.9%
Tidak mempunyai sebarang kemahiran teknikal	5.1%



Pandangan untuk Bekerja di Sabah

Berada di Semenanjung Malaysia

• Ya	66.2%
• Tidak	33.8%

Berada di Luar Negara

• Ya	9.1%
• Tidak	90.9%



Julat Gaji yang Mendorong Responden Bekerja di Negeri-negeri Lain

Bawah RM2,000	10.2%
RM2,000 - RM4,999	69.2%
RM5,000 - RM9,999	15.8%
RM10,000 dan ke Atas	4.8%



Julat Gaji yang Mendorong Responden Bekerja di Luar Negara

Bawah RM5,000	26.5%
RM5,000 - RM8,999	27.5%
RM9,000 - RM14,999	25.2%
RM15,000 dan ke Atas	20.8%



STUDY ON THE ASPIRATIONS OF JOB SEEKERS IN SABAH

FAIR WAGES ALIGNED WITH EDUCATION ARE A TOP PRIORITY FOR SABAHANS

KOTA KINABALU, 25 FEBRUARY 2025—The key findings of the Study on Job Seekers' Aspirations in Sabah, conducted by the Department of Statistics Malaysia (DOSM) from January to December 2024, highlight the importance of fair wages aligned with educational qualifications. This study examines the aspirations, expectations, and challenges faced by job seekers in Sabah. It addressed concerns regarding the state's unemployment rate, particularly among youth and graduates, and aimed to better understand Sabah's labour market conditions.

Chief Statistician of Malaysia, Dato Sri Dr. Mohd Uzir Mahidin, stated that the primary objective of this study is to analyse Sabah's labour market by offering insights into wage structures, key employment sectors, and skill requirements in local industries. The study also addresses challenges in finding the preferred jobs, such as the imbalance between wages and the cost of living, as well as the mismatch between job seekers' skills and the local job market demands.

In addition to quantitative data, the study incorporates qualitative and administrative data to strengthen its findings through Focus Group Discussions (FGDs). The discussions involved university students, youth associations in Sabah, workers, trade unions, employers, and government officials. The respondents who participated in the study were Sabahans from various regions and employment statuses. Administrative data from DOSM and PERKESO were also utilized in this study.

Dato Sri Dr. Mohd Uzir Mahidin further noted that 96.7 per cent of the respondent's profiles in this study are from Sabah, with 71.1 per cent residing in the state and 25.9 per cent living in Peninsular Malaysia. The majority of respondents involved are from the East Coast of Sabah (64.8%) and prefer to remain in the same area, while nearly half of the respondents from Sandakan (48.5%) and Tawau (45.6%) also choose to stay in their respective regions.

From an educational perspective, 72.2 per cent of respondents had completed higher education, while 27.8 per cent held only a secondary school certificate. The study also revealed that 87.6 per cent of respondents with an SPM qualification or equivalent opted to stay in Sabah, whereas only 54.4 per cent of those with a bachelor's degree chose to remain in the state.

The Chief Statistician also stated that these findings align with the Sabah Socioeconomic Report 2023, which covers aspects of migration and education. According to the report, the percentage of inter-state migration for Sabah increased from 13.1 per cent in 2020 to 41.9 per cent in 2022. The state also recorded the highest movement from urban to urban in 2022 (95.1%), particularly in fast-developing areas such as Kota Kinabalu, Sandakan, and Tawau. Meanwhile, the population movement from urban to rural in Sabah accounted for only 4.9 per cent in the same reference period. Additionally, the number of graduates in Sabah increased by 4.9 per cent, from 393.7 thousand in 2021 to 412.9 thousand in 2022.

This study highlights several key aspects, including wage and salary issues, migration trends, and job seekers' aspirations in Sabah. The findings indicated that discussions on wages and salaries were among the most frequently raised topics by respondents, who also emphasized the need for salaries commensurate with educational qualifications and skills to achieve a better quality of life. Regardless of age, most respondents expressed willingness to relocate to other states in Malaysia if offered a salary between RM2,000 and RM4,999 per month. Meanwhile, the majority considered migrating abroad for job opportunities, offering salaries exceeding RM5,000 per month. Furthermore, 66.2 percent of Sabahans working in Peninsular Malaysia were inclined to continue their careers outside Sabah.

Overall, while there are job opportunities in Sabah, a significant issue remains the mismatch between available jobs and job seekers' academic qualifications or skills. The Chief Statistician also pointed out that respondents expressed aspirations for more job opportunities with salaries commensurate with their education levels and skills in Sabah.

Based on an analysis of job seekers' profiles in Sabah and the factors influencing their job choices, three key interventions are proposed:

- i. Labour Market Strategy: Aligning labour supply and demand using accurate labour market data, investing in skills training to enhance employability, and ensuring educational programmes are tailored to industry needs.*
- ii. Strengthening Economic Sector: Enhancing key sectors such as agriculture, fisheries, and tourism, as well as emerging fields like Information and Communication Technology (ICT), to improve competitiveness and productivity.*
- iii. Infrastructure Development: Advancing physical and digital infrastructure, particularly in rural areas, to expand access to job opportunities and training programmes, thereby stimulating economic development across Sabah.*

To conclude the statement, the study also highlights the importance of understanding the aspirations and challenges faced by job seekers in Sabah to ensure that more effective intervention measures can be implemented. Through the collaboration of various stakeholders, Sabah has the potential to develop a more sustainable and inclusive labour ecosystem, thereby helping to reduce the unemployment rate and improve the well-being of its people.

Embargo: Only can be published or disseminated at 1200 hour, Tuesday, 25th February 2025

*The Department of Statistics Malaysia (DOSM) has launched **OpenDOSM NextGen**, a platform that offers data catalogues and visualizations to help users analyse various data, accessible via the portal <https://open.dosm.gov.my>.*

*The Malaysian government has declared **MyStats Day** on 20 October each year, with the theme “Statistics are the Pulse of Life.”*

Released by:

THE OFFICE OF CHIEF STATISTICIAN MALAYSIA

DEPARTMENT OF STATISTICS MALAYSIA

25th FEBRUARY 2025

KEY FINDINGS OF THE SURVEY



Total Number of Respondents

n = 1,197



Respondent's Locality

Sabah: 71.1%

West Coast Division	32.5%
Tawau Division	11.3%
Sandakan Division	8.4%
Kudat Division	5.0%
Upper Interior Division	10.8%
Lower Interior Division	3.1%
Sarawak	0.3%
Federal Territory of Labuan	1.1%
States in Peninsular Malaysia	25.9%
Overseas	1.5%



Gender

Male 49.1% 50.9% Female



Race

Sabah Natives	85.4%	Dusun	27.6%
Malay	8.8%	Bajau	21.5%
Chinese	4.3%	Kadazan	10.9%
Others	1.5%	Bugis	9.7%
		Orang Sungai	4.7%
		Other Ethnicity	25.6%



Career Status

Employed	Self-employed	Unemployed
39.0%	9.1%	51.9%



Age Cohort

Less Than 20 Years	4.0%
20 - 24 Years	43.0%
25 - 29 Years	16.0%
30 - 34 Years	12.0%
35 - 39 Years	9.0%
40 - 44 Years	6.0%
45 - 49 Years	6.0%
50 Years and Above	4.0%



Education Level

Doctor of Philosophy (PhD)	0.4%
Master's Degree	3.2%
Bachelor's Degree	33.4%
Malaysian Advanced Skills Diploma	0.3%
Diploma	10.6%
Malaysian Skills Diploma	1.7%
Certificate	3.3%
Malaysian Skills Certificate	5.7%
STPM/STAM/or Equivalent	13.7%
SPM/SVM or Equivalent	23.1%
Lower Secondary School: PT3/PMR or Equivalent	2.4%
Primary School: UPSR or Equivalent	1.5%
No Formal Education	0.8%

Employed



Skill Level

Skilled Workers	49.8%
Semi-skilled Workers	43.4%
Low-Skilled Workers	6.7%



Job Category (MASCO)

Managers (1)	7.8%	Service and Sales Workers (5)	22.8%
Professional (2)	22.4%	Craft and Related Trades Workers (7)	0.4%
Technicians and Associate Professionals (3)	19.6%	Plant and Machine Operators and Assemblers (8)	3.2%
Clerical Support Workers (4)	17.0%	Elementary Occupations (9)	6.7%

Self-employed



Self-Employed Respondents Based on Job Type

Entrepreneur/ business owner	78.5%
Gig Jobs	20.6%
Others	0.9%

Unemployed



Factors for Respondents Not Working and Having Work Experience

Choice of not working at this moment	60.8%
Need to take care of family members at home	18.4%
Terminated from work	16.0%
Retired early	3.5%
Health problems	1.0%
People with disabilities	0.3%



Factors for Respondents Not Working and Not Having Work Experience

Not finished with studies/ training	74.4%
Recently Graduated	10.2%
Need to take care of family members at home	9.6%
Taking a break after finishing studies	3.9%
Enough financial resources to cover living expenses	0.6%
People with disabilities	0.6%
not interested in working	0.6%



Preferred Job Characteristics

Salary equivalent to education	12.7%
Clear career path	12.1%
Positive work culture	10.7%
Salary equivalent to skills	10.6%
Jobs that guarantee a secure retirement	10.1%
Location that meets personal and family needs	9.7%
Employer that supports career advancement	8.6%
Employer who conducts business legally	8.1%
High salary	7.9%
Financial and non-financial benefits to employees	4.8%
Company work culture that aligns with personal values	4.6%



Challenges in Finding the Preferred Job

Low salary offered	23.5%
There are not many jobs in my place	20.2%
Need to leave my hometown to find a job	15.7%
The employer fails to support employee welfare	12.3%
Employers easily hire non-citizen workers	10.1%
Working hours that do not fit with lifestyle	7.3%
Poor communication skills	5.9%
Not having any technical skills	5.1%



Opinions on Working in Sabah

Located in Peninsular Malaysia

• Yes	66.2%
• No	33.8%

Located in Other Countries

• Yes	9.1%
• No	90.9%



Salary Range that Encourages Respondents to Work in Other States

Less Than RM2,000	10.2%
RM2,000 - RM4,999	69.2%
RM5,000 - RM9,999	15.8%
RM10,000 and Above	4.8%



Salary Range that Encourages Respondents to Work in Other Countries

Less Than RM5,000	26.5%
RM5,000 - RM8,999	27.5%
RM9,000 - RM14,999	25.2%
RM15,000 and Above	20.8%