

# Bibliography

## Project Documents

- Barnett, Tony and Harriss, John. "Labour Absorption in the 'Small-Scale' Private Sector Services," 1989.
- Behrman, Jere R. "Sectoral and Intersectoral Studies," 1989.
- Bhalla, Surjit S. "Restructuring the Malaysian Economy: An Evaluation," 1989.
- Birks, Stace and Ismail, Hamzah. "An Evaluation of the Employment Potential of Modern Sector Services," 1989.
- Chesher, Andrew. "Labour Force Participation in Peninsular Malaysia," 1989.
- Demery, David and Harrigan, Frank. "General Equilibrium Policy Simulations," 1989.
- Dougherty, Christopher R.S. "Training in Malaysia: Issues and Options," 1989.
- Gan, Wee Beng and Krause, Lawrence. "Issues of Macro Adjustment Affecting Human Resource Development in Malaysia: Basis for a New Strategy," 1990.
- Hart, Gillian. "Employment, Income and Growth Linkages from Agriculture," 1990.
- Hollister, Robinson and Wong, Poh Kam. "Analysis of Markets for Critical Skills in Malaysia," 1989.
- Hopkins, Michael. "The Malaysian Manpower Model," 1989.
- Hugo, Graeme; Lim, Lin Lean and Narayan, Suresh. "Labour Mobility," 1990.
- Lee, Kiong Hock. "Report on the Reverse Tracer Study of Workers," 1989.
- Lim, David and Ali, Anuwar. "Manufacturing," 1989.
- Lim, Lin Lean. "Female Migration and International Migration," 1989.
- Lim, Teck Ghee. "Malaysia: Employment and Income in Agriculture," 1989.
- Marsidi, I.H. Arshad H. "Training in Malaysia: Issues and Options," 1990.
- Mazumdar, Dipak. "Labor Markets in Structural Adjustment in Malaysia," 1989.
- Narayan, Suresh. "Migration and the Urban Labour Market Process," 1989.
- Nigam, Shyam B.L.; Ismail, Hamzah; Salih, Kamal; Yusof, Zainal A. and Yassin, Sulaiman. "The Action Plan," 1990.
- Richardson, Ray and Soon, Lee Ying. "Wage Trends and Structures in Malaysia," 1990.
- Robinson, Derek. "The Public Sector," 1989.
- Salleh, Ismail. "The Public Sector," 1989.
- Siwar, Chamhuri. "Employment, Income and Linkages from Agriculture," 1989.
- Standing, Guy. "Adjustment and Labour Market Flexibility in Malaysian Manufacturing," 1989.
- Tzannatos, Zafiris. "Education," 1989.
- Yahya, Siti Rohani. "Regional Aspects of Labour Markets in Malaysia," 1989.
- Yassin, Sulaiman M.; Rahman, Azizah A.; Salleh, Mohamad H.; Nor, Sharifah M. and Zainal, Tengku A.A.T. "Report on Education," 1990.

### **Malaysian Official Publications**

- Government of Malaysia. *Fifth Malaysia Plan: 1986-1990*, 1986.  
——. *Mid-Term Review of the Fifth Malaysia Plan: 1986-1990*, 1989.  
——. *Sixth Malaysia Plan: 1991-1995*, 1991.  
Bank Negara Malaysia. *Annual Report*.  
Department of Statistics. *Industrial Surveys*.  
——. *Report of the Financial Survey of Limited Companies*.  
——. *Monthly Survey of Manufacturing*.  
——. *Rubber Statistics Handbook*.  
——. *Oil Palm, Coconut, Tea and Cocoa Statistics*.  
——. *Report of the Labour Force Survey*.  
Malaysian Industrial Development Authority. *Investment in the Manufacturing Sector: Policies, Incentives and Procedures*, 1988.  
Ministry of Agriculture. *Statistical Handbook, Agriculture*.  
Ministry of Education. *Education in Malaysia*, 1985.  
——. *Educational Statistics*.  
Ministry of Finance. *Economic Report*.  
Ministry of Labour. *Labour and Manpower Report: 1985-86*.

### **Other Publications**

- Agell, J.N. "Subsidy to Capital Through Tax Incentives," in *Fiscal Issues in Southeast Asia*. Ed.: P. Shome. Singapore: Oxford University Press, 1986.  
Anand, Sudhir. *Inequality and Poverty in Malaysia*. New York: Oxford University Press, 1983.  
Aoki, Masahiko. "Towards an Economic Model of the Japanese Firm," *Journal of Economic Literature*, 28, March 1990, 1-27.  
Arrow, Kenneth J. "Higher Education as a Filter," *Journal of Public Economics*, 2, July 1973, 193-216.  
Askari, Hossein and Cummings, John Thomas. *Agricultural Supply Responses*. New York: Praeger, 1976.  
Becker, Gary. *Human Capital*. New York: NBER-Columbia University Press, 1964.  
Behrman, Jere R. and Birdsall, Nancy. "The Quality of Schooling: Quantity Alone is Misleading," *American Economic Review*, 73, December 1983, 928-946.  
Bell, C.; Hazell, P. and Slade, R. *Project Evaluation in Regional Perspective*. Baltimore: Johns Hopkins University Press, 1982.  
Binswanger, Hans. "How Agricultural Producers Respond to Prices and Government," mimeo, World Bank, 1989.  
Blinder, Alan S. (Ed.). *Paying for Productivity*. Washington: The Brookings Institution, 1990.  
Bruton, Henry. "Import Substitution," in *Handbook of Development Economics*. Eds.: Hollis Chenery and T.N. Srinivasan. Amsterdam: North Holland, 1989.  
Calmfors, Lars and Driffill, John. "Centralization of Wage Bargaining and Macroeconomic Performance," *Economic Policy*, 3, April 1988, 13-61.

- Chee, Peng Lim. *Small Industry in Malaysia*. Kuala Lumpur: Berita Publishing, 1986.
- . *Industrial Development: An Introduction to the Malaysian industrial Master Plan*. Selangor: Pelanduk Publications, 1987.
- Demery, David and Lionel Demery. *Adjustment and Equity in Malaysia*. Paris: Development Centre of the Organisation for Economic Cooperation and Development, 1992.
- Dougherty, Christopher R.S. *Cost-Effectiveness of National Training Systems in Developing Countries: Issues and Experience*. Washington: World Bank, 1989b.
- Edgren, Gus. *The Growing Sector*, New Delhi: ILO-ARTEP, 1988.
- . *Restructuring, Employment and Industrial Relations*, New Delhi: ILO-ARTEP, 1989.
- Fallon, Peter and Verry, Donald. *The Economics of Labour Markets*. Oxford: Philip Allan, 1988.
- Fischer, Stanley "The role of macroeconomic factors in growth", *Journal of Monetary Economics*, 1993.
- Freeman, Richard B. "Labour Market Institutions and Economic Performance," *Economic Policy*, 3, April 1988, 64-80.
- Harris, John R. and Todaro, Michael P. "Migration, Unemployment and Development: A Two-Sector Analysis," *American Economic Review*, 60, March 1970, 126-42.
- Hazell, P. and Roell, A. "Rural Growth Linkages: Household Expenditure Patterns in Malaysia and Nigeria." *IFPRI Research Report*, No. 41. Washington: IFPRI, 1983.
- Heller, Peter and Tait, A. "Government Employment and Pay", *IMF Occasional Papers*, 1984.
- HMSO-Training Agency. *Training in Britain: A Study of Funding, Activity and Attitudes*. London: HMSO, 1989.
- Hoffman, Lutz and Tan, Siew Ee. *Industrial Growth, Employment, and Foreign Investment in Peninsular Malaysia*. Kuala Lumpur: Oxford University Press, 1980.
- Horowitz, M.A.; Zymelman, M. and Hernstadt, I.L. *Manpower Requirements for Planning: An International Comparison Approach*. Boston: Northeastern University, 1966.
- ILO-ARTEP. *Employment Challenges for the 1990s*. New Delhi: ILO-ARTEP, 1990.
- Islam, Iyanatul. "Industrial Restructuring and Industrial Relations in ASEAN," in *Restructuring, Employment and Industrial Relations*. Ed.: Gus Edgren. New Delhi: ILO-ARTEP, 1989.
- Jose, A.V. "Employment Opportunities for Women in Asian Countries: Progress and Prospects," in *Employment Challenges for the 1990s*. New Delhi: ILO-ARTEP, 1990.
- Lee, Kiong Hock. "The Structure and Causes of Malaysian Manufacturing Sector Protection," in *The Political Economy of Manufacturing Protection*. Eds.: C. Findlay and R. Garnet. Sydney: Allen and Unwin, 1986.
- Levine, R. and D. Renelt, "A sensitivity analysis of cross-country growth regressions", *American Economic Review*, September 1992.
- Lindbeck, Assar and Snower, Dennis J. *The Insider-Outsider Theory of Employment and Unemployment*. Cambridge: MIT Press, 1988.

- Lynch, Lisa M., *Strategies for Workplace Training: Lessons from Abroad*. Economic Policy Institute: Washington DC. 1993.
- Lockheed, Marlaine E.; Jamison, Dean T. and Lau, Lawrence J. "Farmer Education and Farm Efficiency: A Survey", *Economic Development and Cultural Change*, 29, October 1980, 37-76.
- Lucas, Robert E.B. "On the Determinants of Direct Foreign Investment: Evidence from East and Southeast Asia", *World Development*, March 1993.
- Martin, Philip L. "Augmenting the Labor Force: The Role of Migration", mimeo, World Bank, May 1994.
- Mazumdar, Dipak. "Labor Supply in Early Industrialization: The Case of the Bombay Textile Industry," *Economic History Review*, 26, August 1973, 477-96.
- . *The Urban Labour Market and Income Distribution: A Study of Malaysia*. Washington: World Bank-Oxford University Press, 1981.
- McCarthy, Eugene. "The Wage and Salary System in Malaysia," mimeo, ILO, 1988.
- McGee, T.G.; Salih, Kamal; Young, Mei Ling and Chan, Lean Heng. "Industrial Development, Ethnic Cleavages, and Employment Patterns: Penang State, Malaysia," in *The Informal Economy*. Eds.: Alejandro Portes, Manuel Castells and Lauren A. Benton. Baltimore: Johns Hopkins University Press, 1989.
- Mehmet, Ozay. "The Malaysian Experience in Manpower Planning and Labour Market Policies," in *Human Resource Planning: The Asian Experience*. Ed.: Rashid Amjad. New Delhi: ILO-ARTEP, 1987.
- Navamukundan, A. "Structural Changes and Policy Options for the Plantation Industry in Malaysia", in *Structural Changes and Policy Options for the Malaysian Plantation Industry*. Report of the ILO-NUPW Seminar, October 27-30, 1993, Kuala Lumpur.
- Nickell, Stephen J. "Dynamic Models of Labour Demand," in *Handbook of Labour Economics*. Eds.: Orley Ashenfelter and Richard Layard. Amsterdam: North-Holland, 1986.
- Parsons, Donald O. "Specific Human Capital: An Application to Quit Rates and Lay-Off Rates," *Journal of Political Economy*, 80, November 1972, 1120-1143.
- . "The Employment Relationship: Job Attachment, Work Effort, and the Nature of Contracts," in *Handbook of Labour Economics*. Eds.: Orley Ashenfelter and Richard Layard. Amsterdam: North-Holland, 1986.
- Pillai, Patrick. "People on the Move: An Overview of Recent Immigration and Emigration in Malaysia", ISIS Issue Paper, Institute of Strategic and International Studies, Kuala Lumpur, 1992.
- Ranis, Gus and Stewart, Frances. "Rural Linkages in the Philippines and Taiwan," in *Macro Policies for Appropriate Technology in Developing Countries*. Ed.: Frances Stewart. Boulder: Westview Press, 1987.
- Rosen, Sherwin. "Implicit Contracts: A Survey," *Journal of Economic Literature*, 23, September 1985, 1144-1175.
- Saith, A. "Location, Linkage and Leakage: Malaysian Rural Industrialization Strategies in National and International Perspective," *National Plan Study*, Vol. II, Part A, Kuala Lumpur, 1986.

- Salih, Kamal and Mei, Ling Young. "Economic Recovery and Employment Growth: Why is Unemployment So Persistent?" mimeo, MEIR, 1989.
- Schultz, T. Paul. "Education Investments and Returns," in *Handbook of Development Economics*. Eds.: Hollis Chenery and T.N. Srinivasan. Amsterdam: North Holland, 1988.
- Smith, Jim. "Income and Growth in Malaysia," Report No. R-2941-AID. Santa Monica: Rand Corporation, 1983.
- Snodgrass, Donald R. *Inequality and Economic Development in Malaysia*. Kuala Lumpur: Oxford University Press, 1980.
- Solow, Robert M. *The Labour Market as a Social Institution*. Oxford: Basil Blackwell, 1990.
- Spence, Michael. "Job Market Signaling," *Quarterly Journal of Economics*, 87, August 1973, 355-374.
- Standing, Guy. *Migration in Peninsular Malaysia*. Geneva: ILO, 1983.
- . "Do Unions Impede or Accelerate Structural Adjustment? Industrial versus Company Unions in an Industrialising Labour Market." *Cambridge Journal of Economics*, 16, September 1992, 327-354.
- UNESCO, *Statistical Yearbook*. Paris: UNESCO, 1989 and 1995.
- UNIDO, *Medium and Long Term Industrial Master Plan for Malaysia*. Vienna: UNIDO, 1985.
- Universiti Teknologi Malaysia. *Tracer Study on Graduates of Polytechnics, Technical and Vocational Schools*. Report prepared by the Tracer Study Team and UTM under the Educational Research and Evaluation Activities of the Eighth World Bank Loan, 1986-1990, 1989.
- Weiss, Andrew. *Efficiency Wages: Models of Unemployment, Layoffs and Wage Dispersion*. New York: Harwood Academic Press, 1990.
- Welch, Finis. "Education in Production," *Journal of Political Economy*, 78, January 1970, 35-59.
- Wheeler, David. "Human Resource Development and Economic Growth in Developing Countries: A Simultaneous Model." *World Bank Staff Working Paper*, No. 407, 1989.
- Wong, Poh Kam. "Economic Development and Labour Market Changes in Peninsular Malaysia." *ASEAN-Australia Working Paper*, No. 12. Australian National University, 1985.
- Wong, Poh Kam and Ali, Anuwar. "Economic Base Study: Draft Final Report." Kuala Lumpur: Majlis Pebandaran Kota Setar, 1987.
- Woo, Jennie Hay. "Education and Industrial Growth in Taiwan: A Case of Planning." *EAPA Discussion Paper*, No. 18. Washington DC: USAID, 1988.
- World Bank. "Malaysia: Industrializing a Primary Producer," 1986.
- . *World Development Report*. New York: Oxford University Press, 1989 and 1995.
- . *Malaysia: Matching Risks and Rewards in a Mixed Economy*. Washington: World Bank, 1990.
- Young, Alwyn "Lessons from the East Asian NICs: A contrarian view", *European Economic Review*, 1994.

# Index

- age
  - and employment in manufacturing 192-3
  - and labour force participation 26-7, 29-30, 33-5, 38
  - and unemployment 67-8, 69-70, 72-4, 92
- aggregate demand, management of 8-20, 241-2, 251
- agriculture
  - education and 159-61, 173-4
  - employment in 29, 49, 50-2, 54, 55n, 90-1, 146-51, 159-61, 170-1, 176, 205
  - estates 161-5, 171, 174-5
  - growth in 170-1
  - in perspective 146-51
  - income from 87-9, 145, 165-6, 170-1
  - labour shortages 85, 160-1, 171
  - land use 149-52, 172-3
  - migration and 39, 40-1, 43, 48
  - production 146-51
  - smallholders 150-61, 171, 173
  - subsidies 153-9, 161
  - wages 58
  - see also* plantations; specific crops
- apprenticeships 122-3, 133, 139, 306
- aquaculture 166-9
- Asia xiv, 94, 173, 229, 265, 270, 276, 288, 294, 314
- Australia 44, 45, 110n
  
- balance of payments 13-20
- Bangladesh 36, 48
- borrowing 12-23, 274-6, 311
- Britain 26n, 68
- budget deficit 10-20, 23, 228-9, 242, 272
- Bumiputera
  - education 121, 298-300, 306, 314
  - employment 56-7, 81, 91, 233-4
  - income 6-8, 23
  - interests in manufacturing 183, 187-8, 203, 313-14
  
- labour force participation 28-9, 34-5, 89, 90
- land and 172
- loans to 278
- location of 145
- migration 38, 85
- NEP and xiii
  
- Canada 45, 110n
- capital, subsidies on 197, 198-9, 278-81
- capital costs
  - and international competitiveness 273-6, 278-83
- capital intensity 196-202, 312
- China 286
- Chinese
  - education 297-301
  - employment 31, 54-5, 56-7, 91, 162, 191-3, 218-22
  - firms 133, 134
  - income 6-8, 87-9, 91-2
  - labour force participation 28, 34
  - migration 38, 39, 41, 43, 90
  - training 131, 133
  - unemployment 53, 72-4
  - wages 62-4, 308-9
- Civilian Public Services (CPS) 225-34, 259
- cocoa 148, 153n, 158, 162
- collective agreements 74-8, 248-9
- Colombia 265
- commodity prices 10, 246, 283-5
- competitiveness, international
  - capital costs and 273-6, 278-83
  - diversification 283-5
  - infant industry promotion 203-4, 253, 286, 312
  - labour costs and 267-73, 276-8, 281-3
  - material costs 280-1
- construction
  - employment 48-52, 54, 221
  - household income from 88-9, 166
  - migrant workers 36, 43, 48

- construction *continued*  
     wages 58-9  
 contracting-out 79-80, 82
- Development Programme for The Poorest 176
- development strategy  
     and equality 1, 5-8, 313-14  
     and human resource strategy 287-91  
     economic growth and 311-13  
     industrial training and 300-5  
     role of education in 292-300, 305-7
- East Malaysia *see* Sabah; Sarawak  
     economic growth  
     and development strategy 311-13  
     and economic stability 311-12  
     and education 94-5, 292-6  
     and equality 1, 5-8, 23  
     and investment 20-1, 312-13  
     and labour force 26-7  
     and terms of trade 9-13, 23, 180, 311  
     and training 94-5  
     and unemployment 21-2, 23  
 economic stability 311-12, 314  
 education  
     and development strategy 292-300, 305-7  
     and economic growth 94-5, 292-6  
     and employment 191-2, 217-18  
     and household income 296-300, 307  
     and human resource strategy 292-300  
     and income inequality 296-300, 307  
     and labour force participation 27-35, 89, 107-10  
     and migration 38-9  
     and occupation 56  
     and unemployment 66-7, 68-74, 92, 258, 277-8  
     Bumiputera 121, 298-300, 306, 314  
     Chinese 297-301  
     curriculum 110-11, 113-16  
     enrolments 97-8, 100-1, 103-5, 107, 121, 122, 135  
     examination performance 111-13, 115-18, 138, 305  
     expenditure on 97-8, 100-3  
     female xiv, 95  
     illiteracy xiv, 95-9, 138  
     Indians and 297-301  
     institutional structure of 140-2  
     Malays and 297-301  
     male 95  
     NEP and xv, 120-1, 159, 298  
     rural areas 159-61, 173-4, 177, 298-9, 301, 313, 314  
     teachers 103-7, 111, 230-2, 237, 305  
     technical and scientific orientation 107-8  
     tertiary 100-2, 104-5, 119-22, 138-9, 305, 314  
     universities xv, 102-4, 138-9, 306, 314  
     urban areas 298-9, 301  
     vocational 99-103, 106, 108, 123-4, 131, 137, 306-7  
     wages and 61-4, 293-4, 308-9  
     *see also* training
- Egypt 286
- electronics industry  
     apprenticeships 133  
     employment in 36, 165, 188-90, 202, 255  
     expansion 265, 267, 278, 286, 312  
     skill shortage 85  
     skill usage 288-9  
     women in 133
- emigration 27n, 43-4  
     *see also* migration
- Employees' Provident Fund (EPF) 77, 80-1, 221-2, 250-1, 281-2
- Employees' Social Security 250-1
- employment  
     Bumiputera and 56-7, 81, 91, 233-4  
     Chinese and 31, 54-5, 56-7, 91, 162, 191-3, 218-22  
     demographic patterns 51-7  
     education and 191-2, 217-18  
     ethnicity and 52-7, 91, 217-22  
     female 51-2, 67, 91, 162, 191-3, 217-22, 232-3  
     growth 25-6  
     in agriculture 29, 49, 50-2, 54, 55n, 90-1, 146-51, 159-61, 170-1, 173-4, 176, 205  
     in financial services 49, 50-2, 54, 207, 214-23

- in manufacturing 49, 50–2, 54, 90–1, 109, 110, 179–83, 187–93, 203, 205, 219–22
- in non-government services 205, 207, 213–22
- in public sector 65, 91, 120, 225–34, 311
- in rubber production 45, 162–5, 189–90, 202
- in trade 51, 54, 205, 207, 217–22
- in transport 50–2, 54, 205, 207, 214–22
- Indians and 56–7, 91, 162, 191–3, 218–22
- Malays and 31, 33, 54–5, 56–7, 91, 162, 165, 191–3, 203, 218–22
- occupational patterns 49–52, 55–6
- plantations 49, 55n, 161–5, 171, 174–5
- sectoral patterns 49–50, 54
- equality, development with 1, 5–8, 44–5, 313–14
- ethnicity
  - and employment 52–7, 91, 217–22
  - and unemployment 52–3
  - see also* specific races
- European Economic Community (EEC) 156
- exchange rate 13–20, 242, 282
- exports 17–20, 201, 203–4, 263–9, 276–8, 312
- Federal Emolument Expenditure 10–11, 228–9
- financial services
  - employment in 49, 50–2, 54, 207, 214–23
  - growth in 206–9
  - household income from 88–9
- fiscal policy 8–23, 242, 267
- fishing 49, 145, 146–7, 152, 162, 165, 166–9, 176
- food industry 85, 188–90, 194, 198, 201, 285
- foreign investment 10–21, 183–8, 202, 311–12
- forestry 43, 49, 145, 146–7, 152, 162, 165, 166–9
- Free Trade Zones 204
- Germany 45, 306
- government regulation
  - in the labour market 78–81, 92, 250–1, 273
- Greece 265
- gross domestic product (GDP) xiv, 5–6, 9–11, 94
- health care 94, 223, 226, 230
- Heavy Industrial Corporation of Malaysia (HICOM) 201
- Hong Kong 99, 101, 265–6, 274, 276, 292
- household income
  - and education 296–300, 307
  - and levels of unemployment 74
  - Bumiputera 6–8, 23
  - Chinese 6–8, 87–9, 91–2
  - earned and unearned income 86–7
  - from manufacturing 88–9, 91, 166
  - from trade 88–9
  - growth in 6–8
  - in rural areas 87–9, 91–2, 145, 165–70, 255–6
  - in urban areas 87, 88–9
  - Indian 6–8, 87–9, 91–2
  - industrial origins of earned income 87–9
  - Malay 6–8, 87–9, 91–2, 233
  - NEP and 6–8
- HRD Project xiii, 28, 36n
- human resource strategy
  - and development strategy xiv, 287–91
  - and equality 1, 5–8, 313–14
  - industrial training and 300–7
  - role of education in 292–300
- illegal immigrants 43, 44, 45, 47–8, 165, 175
- illiteracy xiv, 95–9, 138
- immigration 27n, 36, 43–6, 47–8, 90, 246
  - see also* migrant labour; migration
- import protection 203–4
- import substitution 222, 267, 280–1
- imports 263–7
- income inequality 6–8, 86–7, 93
  - education and 296–300, 307
- India 229, 273, 274, 286
- Indians
  - education 297–301
  - employment 56–7, 91, 162, 191–3, 218–22



- Indians *continued*  
 household incomes 6–8, 87–9,  
 91–2  
 labour force participation 28, 311  
 migration 38, 39  
 training 131, 133  
 unemployment 53, 72–4  
 wages 62–4, 308–9
- Indonesia 36, 45, 48, 101, 229, 265–6,  
 270–2, 273, 274, 276
- Industrial Coordination Act 204
- Industrial Master Plan (IMP–1985)  
 xiii, xiv, 302–3
- infant industries protection 203–4,  
 283, 286, 312
- inflation 14–16, 27, 236, 246–7, 311
- interest rate 13–14, 18–20, 242, 274–6,  
 282
- investment  
 and growth 20–1, 312–13  
 foreign 10–21, 183–8, 202, 311–12  
 in manufacturing xiv, 196–204  
 private 18–20, 23
- Japan  
 agriculture 156  
 education 95–9, 101, 111, 128, 292  
 exports 265–6  
 labour costs 276  
 protectionism 286  
 skills 302
- job mobility 252–8
- Johore Baru 46
- Johore State 46, 152
- Kedah 33, 155, 156
- Kelantan 107, 155
- Klang Valley 46, 131
- Korea, Republic of (South Korea)  
 education 95–9, 101, 111, 128, 292  
 exports 265  
 interest rates 275–6  
 labour costs 269, 270–2, 276  
 protection 286  
 public employment 229  
 skills 302  
 strikes 274
- Kuala Lumpur 36, 223
- labour costs  
 and international competitiveness  
 267–73, 276–8, 281–3
- and unemployment 242–51
- labour force  
 ethnicity and 52–7, 91, 217–22  
 migrant labour 26, 36, 45–8, 90,  
 165, 174–5  
 projection 33–5, 90  
 recent trends 25–7  
*see also* labour force participation
- labour force participation  
 age and 26–7, 29–30, 33, 34–5, 38  
 Bumiputera and 28–9, 34–5, 89, 90  
 Chinese and 28, 34  
 education and 27–35, 89, 107–10  
 Indians and 28, 34  
 Malays and 34  
 males 27–35, 38, 89  
 rural 28–9, 32–3, 89  
 urban 28–9, 32–3, 89, 257  
 women 26–35, 36, 38, 46, 47, 89–90
- labour markets  
 flexibility 81–5, 90  
 institutions 74–81  
 labour shortages 85, 160–1, 171  
 legislation and regulation 78–81,  
 92, 250–1, 273  
 migration and 35–48, 85, 90  
 sources of household income 86–9  
 trade unions and 61–4, 75–8, 92  
*see also* labour force; labour force  
 participation
- land 46–7, 149–53, 172–3
- languages 105, 111–13, 129, 299
- Latin America 229, 286
- living standards 287–8
- Malays  
 education 297–9, 301  
 employment 31, 33, 54–5, 56–7, 91,  
 162, 165, 191–3, 203, 218–22,  
 income 6–8, 87–9, 91–2, 233  
 labour force participation 34  
 migration 38, 39, 41, 43, 46, 90  
 smallholders 152  
 training 131, 133  
 unemployment 52–3, 72–4  
 wages 62–4, 308–9
- males  
 and employment in manufacturing  
 191–3  
 apprenticeships 133  
 education 95  
 illiteracy 96

- labour force participation 27–35, 38, 89
- training 133
- unemployment 69–71, 72–4
- wages 62–4
- manufacturing
  - Bumiputera interests in 183, 187–8, 203, 313–14
  - employment in 49, 50–2, 54, 90–1, 109, 110, 179–83, 187–93, 203, 205, 219–22
  - enterprise training 132, 201
  - export orientation 203–4
  - household income from 88–9, 91, 166
  - immigrant workers 43, 46, 48
  - increasing capital intensity 196–202
  - investment in 196–204
  - size of establishments 180–3
  - small-scale 202–3
  - strikes 273–4
  - structure of ownership 183–8
  - technical transfer 202
  - trade unions 247–8
  - wages 58–61, 162, 194–6, 234–5, 242–3, 246–9, 252–4, 261, 267–72, 276
- Middle East 44
- migrant labour 26, 36, 45–8, 90, 165, 174–5
- migration
  - and agriculture 39, 40–1, 43, 48
  - and labour markets 35–48, 85, 90
  - Bumiputera and 38, 85
  - Chinese and 38, 39, 41, 43, 90
  - education and 38–9
  - from rural areas 159–61
  - Indians and 38, 39
  - international 27n, 36, 43–6, 47–8, 90
  - Malays and 38, 39, 41, 43, 46, 90
  - occupation and 39
  - policy approach to 45–8
  - rural–urban 31, 35–6, 40–2, 46, 90, 255–6
  - unemployment and 40, 85
  - urbanisation 42–3, 255
- mining 51, 54, 58–9
- national unity 1, 45, 46, 113
- New Development Policy (NDP)
  - 53n, 113
- New Economic Policy
  - and Bumiputera xiii
  - and cost of capital 278–9
  - and economic development 311, 314
  - and education system xv, 120–1, 159, 298
  - and household income 6–8
  - and inequality 1, 6–8, 23, 311
  - and manufacturing 204
  - and openness to trade 312
  - and plantation ownership 161
  - and poverty 1, 159, 166–9, 313
  - and public sector 187, 227, 237
  - and race and location 38, 42–3, 46, 56
  - goals of 1, 78, 81, 113, 314
  - training policy 306
  - wages 81
- New Zealand 45
- Non-Financial Public Enterprises (NFPE) 183, 185–8, 196, 201, 204, 225, 226, 237–8, 280, 283
- non-regular workers 79–80, 82
- Northern States 155
- Norway 110n
- nutrition 94
- occupational patterns 49–52, 55–6
- OECD 25n, 34n
- oil 10, 14, 23, 267, 283–4, 311
- oil palm production
  - employment 45, 162–5
  - expansion 156–9
  - exports 266
  - GDP 147, 148–9
  - land use 150, 152–3
  - prices 171–2, 283–5
  - wages 58–60, 91, 174
- Pahang 152
- Pakistan 229
- pay agreements 78–9
- Peninsular Malaysia
  - agriculture 149–55, 158, 162
  - education 119, 293
  - fishing 166–8
  - household income 6–8, 86–9, 148, 165–6
  - labour force 34, 257
  - labour turnover 82–5, 257

- manufacturing 180, 203, 219–22
- migration 37–8, 41, 46, 90, 256
- population of 145
- service sector 219–22
- tiny enterprises in 219–20
- underemployment 67
- unemployment 69, 71–3, 260
- urbanisation 42–3
- wages in 62–4, 258–9, 293, 308–9
- Perlis 33, 107, 155
- Peru 265
- Philippines 229, 265–6, 270–2, 273, 274
- Pinang State 259–60
- plantations
  - employment on 49, 55n, 161–5, 171, 174–5
  - immigrant labour 165, 174–5
  - labour shortages 46, 85
  - ownership 161
  - trade unions 247
  - wages 162–5, 174, 242–3, 246, 247n, 254, 267–9
  - see also* specific crops
- Portugal 265
- poverty 92, 94, 152
  - in rural areas 36, 145, 159, 171, 173, 176–7, 254, 313
  - NEP and 1, 159, 166–9, 313
- privatization 222, 227–8
- Promotion of Investments Act (1986) 203–4
- protection 203–4, 280–1, 283, 286
- public sector
  - Civilian Public Services (CPS) 225–34, 259
  - employment in 65, 91, 120, 225–34, 311
  - growth in 226–9, 311
  - hiring 10, 312, 313
  - investments 203–4
  - NEP and 187, 227, 237
  - Security Public Services 225–6
  - trade unions 75–6, 246–7
  - training 139
  - wages 60–4, 76–7, 78, 91, 232, 234–7, 249–50, 258–9
- recession
  - and terms of trade shocks 311
  - employment in 26, 166, 179–80
  - migration and 37
  - service industries in 209, 216
  - unemployment 66–8, 71, 75, 76, 79, 241–2, 251, 311
  - wages during 58, 242–3, 247–51
- refugees 44
- rice production 147, 148, 150, 153–6, 158, 159, 161, 171–2, 173, 176, 280–1
- Ringgit, appreciation of 14–16
- rubber production
  - employment in 45, 162–5, 189–90, 202
  - expansion 156–8, 159, 198, 201
  - exports 266–7
  - GDP 147, 148–9
  - land use 150, 151, 152–3
  - prices 171–2, 283–5
  - wages 58–60, 171, 174–5, 194, 246
- rural areas
  - access to credit 173
  - education in 159–61, 173–4, 177, 298–9, 301, 313, 314
  - household incomes 87–9, 91–2, 145, 165–70, 255–6
  - idle land 172
  - labour force participation 28–9, 32–3, 89
  - labour shortages 171
  - land clearing 172–3
  - migration from 159–61
  - non-agricultural activities 165–70, 176
  - policy options in 170–7
  - population of 145
  - poverty in 36, 145, 159, 171, 173, 176–7, 254, 313
  - unemployment 71, 72–4
  - wages in 61–4, 254, 309
  - see also* agriculture
- rural-urban
  - employment patterns 56–7
  - migration 31, 35–6, 40–2, 46, 90, 255–6
- Sabah 25n, 34, 35, 37, 46, 90, 107, 149–51, 158
- Sarawak 34, 35, 37, 46, 90, 149–51, 158, 169
- savings 10–13, 23
- Scandinavia 25n
- Security Public Services 225–6
- Selangor 107

- self employment 86–9, 145, 219–22
- services, government  
 employment in 49, 50, 54, 90, 166, 225–34  
*see also* public sector
- services, non-government  
 employment in 43, 205, 207, 213–22  
 expansion of 205–13, 222  
 informal jobs 220–2, 223  
 tiny-scale services 218–20
- Singapore  
 education 95–9, 101  
 exports 265–6  
 interest rates 275–6  
 labour costs 269, 270–2, 276  
 migrant workers in 44  
 public sector employment 229  
 strikes 273–4
- Sixth Plan xiii, 1, 26, 35, 152, 187, 306, 314
- skills xiv–xv, 288–91, 302, 312–13
- social services 88–9, 92, 206, 232–3
- South Africa 265
- Sri Lanka 229
- students abroad 44–5
- subsidies, agricultural 153–9, 161
- subsistence agriculture 29
- Sweden 110n
- Switzerland 45
- Taiwan 270–2, 276, 302, 306
- tax 10, 197, 250–1, 278–80
- temporary labour 79–80, 82
- Terengganu 107, 155
- terms of trade  
 and economic growth 9–13, 23, 180, 311  
 and unemployment 241–2
- Thailand 44, 48, 96–9, 173, 229, 265–6, 270–2, 274
- trade  
 and employment in 51, 54, 205, 207, 217–22  
 growth in 206–9  
 household income from 88–9
- trade, international 263–7, 311
- trade unions  
 and collective agreements 74–8, 248–9  
 and wages 61–4, 75–7, 195, 246–9  
 in manufacturing 247–8  
 plantations 247  
 public sector 75–6, 246–7  
 wages and 61–4, 75–7, 195, 246–9
- training  
 and economic growth 94–5  
 and wages 61–4  
 apprenticeships 122–3, 133, 139, 306  
 earning enhancement and 133–8, 139  
 engineering 124–9, 139  
 enterprise based 131–3, 138  
 industrial 121–39, 300–7, 313  
 institutional 130–1, 139, 140–2  
 women and 133, 137
- transport  
 employment in 50–2, 54, 205, 207, 214–22  
 growth in 206–13  
 household income from 88–9  
 tree crops 147, 148, 150
- underemployment 66–7
- unemployment  
 age and 67–8, 69–70, 72–4, 92  
 aggregate demand management and 241–2, 251  
 and growth 21–2, 23  
 duration 71, 256, 277–8  
 education and 66–7, 68–74, 92, 258, 277–8  
 ethnicity and 52–3  
 graduate 64–5, 67, 69–71, 92, 100, 120, 258, 260–1, 277–8, 296, 305  
 household income and 74  
 increase in 26–7, 64–6  
 job mobility and 252–8  
 job search and 258–61  
 labour costs and 242–51  
 labour shortages and 171  
 male 69–71, 72–4  
 measures of 66–7  
 migration and 40, 85  
 patterns of 67–74  
 recession and 66–8, 71, 75, 76, 79, 241–2, 251, 311  
 rural areas 71, 72–4  
 terms of trade and 241–2  
 wages and 242–51  
 women 69–71, 72–4
- United States  
 agriculture 156

United States *continued*

- economy of 25n
- education 97
- employment in 110n
- illiteracy 94-6
- migration to 45, 47
- unemployment 68
- urban areas
  - education 298-9, 301
  - household incomes 87, 88-9
  - labour force participation 28-9, 32-3, 89, 257
  - population of 145
  - unemployment 72-4
  - wages in 61-4, 308
- urbanisation 42-3, 255
- utilities
  - employment in 51, 54, 90
- wages
  - and recession 58, 242-3, 247-51
  - collective agreements 74-8, 248-9
  - education and 61-4, 293-4, 308-9
  - Employees' Provident Fund 77, 80-1, 221-2, 250-1, 281-2
  - in manufacturing 58-61, 162, 194-6, 234-5, 242-3, 246-9, 252-4, 261, 267-72, 276
  - male 62-4
  - NEP provisions 81
  - patterns in earnings of individuals 61-4

- pay agreements 78-9
- plantations 162-5, 174, 242-3, 246, 247n, 254, 267-9
- public sector 60-4, 76-7, 78, 91, 232, 234-7, 249-50, 258-9
- rising 18, 27
- rural areas 61-4, 254, 309
- sectoral and regional trends 57-61
- termination and lay-off provisions 79-80
- trade unions and 61-4, 75-7, 195, 246-9
- training and 61-4
- unemployment and 242-51
- women 62-4, 196
- West Germany 99
  - see also* Germany
- women
  - apprenticeships for 133
  - education xiv, 95
  - employment 51-2, 67, 91, 162, 191-3, 217-22, 232-3
  - illiteracy 95-6
  - labour force participation 26-35, 36, 38, 46, 47, 89-90
  - migration 47
  - retrenchment 244
  - training 133, 137
  - unemployment 69-71, 72-4
  - wages 62-4, 196
- World Bank 5-6, 67, 77, 80, 93n, 94, 122, 155, 179-80