

**Symposium On Globalization And The Future Of Youth – Asia
' Toward The Creation Of A Society Where Young People
Participate Actively In The Working Life And Demonstrate Their
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**Country Report by Malaysia
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YOUTH EMPLOYMENT STRATEGY

INTRODUCTION

The youth population is a valuable asset, as they are the successors upon whom a country depends for the continuity of development. The thrust of youth development has been to equip youths with the necessary attitudes, knowledge and skills to enable them to rise to the challenges and cope with the effects of rapid economic development and globalization. Therein, youth development programmes focuses on moulding a generation of youths who are educated, united, tolerant, competitive, ethical and technologically progressive. Furthermore, greater emphasis will be given to strengthening the family institution and the role of parents in inculcating high moral and spiritual values among youths.

YOUTH POPULATION AND EMPLOYMENT

Projection from The 2000 Population and Housing Census of Malaysia conducted by Department of Statistic Malaysia showed the number of population for the year 2001, 2002 and 2003 as 24.0 million, 24.5 million and 25.0 million, respectively¹. It shows an increment of 2.1% per year of the total population. From the total population of 2001 youths at age group 15-24 years are 4.5 million, for the year 2002, 4.6 million and year 2003, 4.7 million. Furthermore the percentage of female youth is larger than male youth with a difference in 0.1% to 0.2%.

¹ The projection number of population for year 2001, 2002 and 2003 are based on Census 2000 which adjusted for the under-enumeration factor and for mid year.

Table 1: Number and Proportion of Youths in Total Population by Gender, 2001, 2002 and 2003 ('000)

Age Group/ Gender	YEAR								
	2001			2002			2003		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15-24	4,527.6 (18.85%)	2,293.8 (18.76%)	2,233.8 (18.95%)	4,628.5 (18.87%)	2,347.0 (18.80%)	2,281.5 (18.95%)	4,726.0 (18.87%)	2,398.5 (18.81%)	2,327.5 (18.93%)
15-19	2,390.1 (9.95%)	1,213.9 (9.93%)	1,176.2 (9.98%)	2,434.3 (9.92%)	1,237.5 (9.91%)	1,196.8 (9.94%)	2,470.3 (9.86%)	1,256.7 (9.86%)	1,213.6 (9.87%)
20-24	2,137.5 (8.90%)	1,079.9 (8.83%)	1,057.6 (8.97%)	2,194.2 (8.95%)	1,109.5 (8.89%)	1,084.7 (9.01%)	2,255.7 (9.01%)	1,141.8 (8.95%)	1,113.9 (9.06%)

Source: The 2000 Population and Housing Census of Malaysia, Department of Statistic Malaysia.

Based on the Labour Force Survey conducted by Department of Statistic Malaysia, the total number of youth in the labour force for year 2001 and 2002 is 2.1 million and for year 2003 is 2.2 million. From that total, the total number of youths employed for year 2001, 2002 and 2003 are 1.9 million (89.5%), 1.8 million (89.3%) and 1.9 million (89.1%), respectively. On the overall, for the last three years there has been consistency among the employed male youths and female youths at 88.6% to 89.7%.

On the other hand, youths who are unemployed total up to 226,200 (10.5%), 228,000 (10.7%) and 240,500 (10.9%) for the year 2001, 2002 and 2003, respectively. Although the average rate of youth unemployment reached 10.0%, the national unemployment rate remains below 4.0%. For the year 2001 and 2002, the unemployment rate was 3.5% and increased to 3.6% in 2003. The percentage of male and female who are unemployed in 2003 is also 3.6%. Kindly refer to Graph 1 to compare the rate of employed and unemployed youth from year 2001 to 2003.

Table 2: Number and Percentage of Youth Employment By Gender, Malaysia: 2001, 2002 and 2003 ('000)

Age Group/ Gender	YEAR								
	2001			2002			2003		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15-24	1,933.1 (89.5%)	1,143.8 (89.7%)	789.3 (89.3%)	1,893.8 (89.3%)	1,118.5 (89.7%)	775.3 (88.6%)	1,971.3 (89.1%)	1,156.2 (89.0%)	815.2 (89.3%)
15-19	509.1 (82.4%)	312.1 (83.0%)	197.0 (81.5%)	480.3 (82.7%)	291.3 (83.4%)	189.0 (81.5%)	499.2 (83.6%)	312.8 (84.0%)	186.5 (83.1%)
20-24	1,424.0 (92.4%)	831.7 (92.5%)	592.3 (92.2%)	1,413.5 (91.7%)	827.2 (92.2%)	586.3 (91.1%)	1,472.1 (91.2%)	843.4 (91.1%)	628.7 (91.3%)

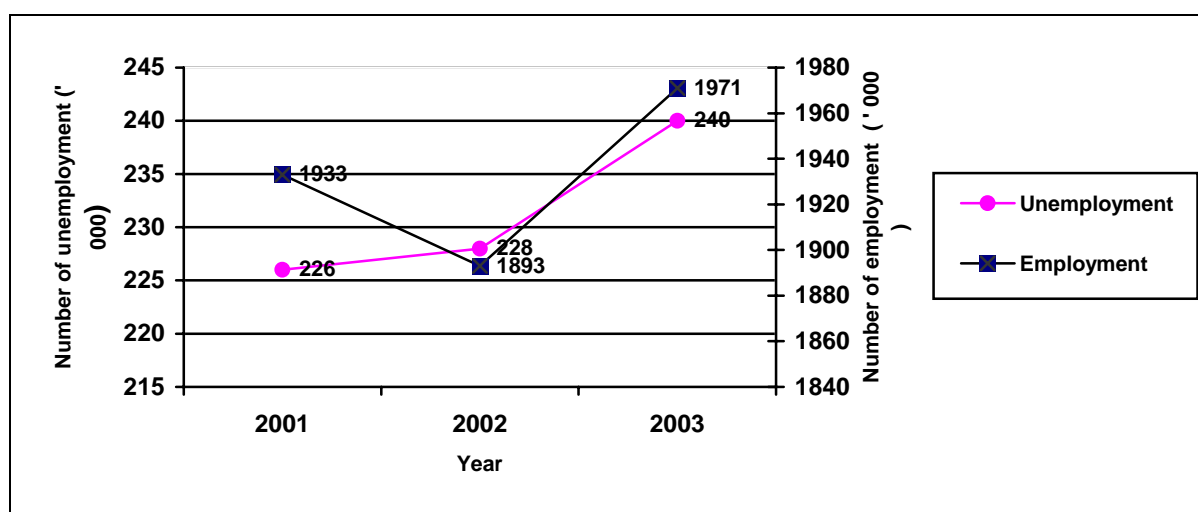
Source: Labour Force Survey (2001 – 2003), Department of Statistic Malaysia.

Table 3: Number and Percentage of Youth Unemployment By Gender, Malaysia: 2001, 2002 and 2003 ('000)

Age Group/ Gender	YEAR								
	2001			2002			2003		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15-24	226.2 (10.5%)	131.2 (10.3%)	95.0 (10.7%)	228.0 (10.7%)	127.9 (10.3%)	100.1 (11.4%)	240.5 (10.9%)	142.6 (11.0%)	98.0 (10.7%)
15-19	108.9 (17.6%)	64.1 (17.0%)	44.8 (18.5%)	100.8 (17.3%)	57.9 (16.6%)	42.8 (18.5%)	97.8 (16.4%)	59.8 (16.0%)	38.0 (16.9%)
20-24	117.3 (7.6%)	67.1 (7.5%)	50.2 (7.8%)	127.2 (8.3%)	69.9 (7.8%)	57.3 (8.9%)	142.8 (8.8%)	82.8 (8.9%)	60.0 (8.7%)

Source : Labour Force Survey (2001-2003), Department of Statistic Malaysia.

Graph 1 : Number of Youth Employment And Unemployment (Age Group 15-24 Years Old), Malaysia : 2001, 2002 and 2003



Source : Labour Force Survey (2001-2003), Department of Statistic Malaysia.

Labour force participation rate for the youth group shows a small decline between year 2001 and year 2003 that is from 25.8% to 24.2% (age group 15-19 years old) and from 72.0% to 71.6% (age group 20-24 years old). The participation rate of male youths is found to be higher than female youths in both age cohorts.

Table 4 : Labour Force Participation Rate By Gender, Malaysia : 2001, 2002 and 2003

Age Group	GENDER / YEAR								
	Male			Female			Total		
	2001	2002	2003	2001	2002	2003	2001	2002	2003
15-19	31.0	28.3	29.7	20.6	19.4	18.5	25.8	23.9	24.2
20-24	83.1	81.0	81.1	60.7	59.4	61.8	72.0	70.3	71.6

Source : Labour Force Survey (2001-2003), Department of Statistic Malaysia.

YOUTH DEVELOPMENT POLICIES AND PROGRAMMES

In an effort to further streamline and mobilize youth potentials, the National Youth Policy, was formulated in 1985 to guide the implementation of the youth programmes and was reviewed in 1997, and replaced with the Youth Development Policy. Although this new policy maintained the definition of youths as those in the 15-40 age group, the development and implementation of strategies and activities for youth development was targeted towards youths between the ages of 18-25 years. Youth development is based on six strategies, namely:

- increasing efforts to broaden knowledge;
- undertaking continuous efforts to instill good values and positive attitudes;
- equipping youths with vocational and entrepreneur values and positive attitudes;
- strengthening appropriate facilities to promote healthy social interaction;
- promoting healthy lifestyle;
- developing the spirit of cooperation and partnership among Government agencies, private sector and non-governmental organizations.

LEADERSHIP TRAINING

Priority has been given to the development of leadership qualities among youths. Leadership courses are conducted at the district, state and national levels. Aspects such as negotiation skills, communication and social interaction techniques, organizational and event management as well as the inculcation of positive character traits are also included in these courses. In 1996, a prime leadership programme was implemented with the objective of instilling effective leadership qualities such as confidence, discipline and ethics as well as nurturing positive values. Under this programme, a total of 296 courses were conducted at the district, state and national levels, benefiting about 46,340 youths. This programme was also restructured and introduced at all national youth skills training institute.

Recognizing the important role of youths in nation building, the National Service Programme aimed at instilling good values such as patriotism, tolerance, discipline,

responsibility and unity among youths was implemented this year. This programme will help deter students from indulging in unhealthy activities. The Government will also conduct a voluntary pre-National Service Programme in schools through *Rakan Muda* and other unity programmes including *Kem Padu Anak Malaysia*.

At the international level, initiatives were undertaken to develop networking with Commonwealth and ASEAN countries as well as Japan and South Korea, whereby youths were given opportunity and exposure to enhance their leadership qualities and skills. Youth exchange programmes such as the Asia Youth Ship programme and bilateral programmes were organized. Up to the year 2000, a total of 550 youth leaders participated in these international networking programmes. In addition, the leadership capabilities of Malaysian youths continued to be given recognition through their appointments in international youth organizations such as the Asian Youth Council, World Assembly of Youth and the World Assembly of Muslim Youth.

With that in hand, efforts will be undertaken to continue to mould a dynamic generation of young leaders who are able to mobilize youths to contribute productively to national development. Through the implementation of leadership training programmes, youths will be provided with skills and techniques to be effective leaders inculcated with positive values and qualities such as discipline, confidence as well as good ethics.

SKILLS TRAINING

To ensure that youths are able to contribute productively to the economy, formal skills training and apprenticeship is undertaken by both the public and private sector. Formal training level is undertaken in various fields at the secondary vocational. In addition, skills' training is also conducted at the national youth skills training institutes and industrial training institutes. Skills training programmes for school leavers are also implemented in various areas, including advanced technology and employability skills (enabling skills), to enhance their employability. Youths are continuously trained in various technical fields such as mechanical, electrical and civil engineering as well as in motor mechanics. As a measure

towards ensuring that youths have basic skills in information technology, computer literacy courses are also conducted.

As at today, Malaysia have produced a total of 166,500 youths certified as skilled workforce. Besides, Ministry of Human Resources through Manpower Department and National Vocational Training Council are involved in providing skilled manpower to meet the Malaysian labour market requirement. Table 5 below shows output of skilled manpower by course, 1995 to 2005.

Table 5: Output Of Skilled Manpower By Course, 1995 – 2005

COURSE	1995			2000			2005*		
	Public	Private	Total	Public	Private	Total	Public	Private	Total
Engineering	10,758	7,496	18,254	17,254	9,730	26,984	28,965	20,837	49,802
Mechanical	6,804	1,679	8,483	9,468	2,232	11,700	18,648	4,866	23,514
Electrical	3,734	5,743	9,477	7,364	7,378	14,742	9,685	15,721	25,406
Civil	220	74	294	422	120	542	632	250	882
Building Trades	1,792	205	1,997	1,966	547	2,513	2,600	1,200	3,800
ICT	450	3,764	4,214	784	7,520	8,304	2,167	9,844	12,011
Others	2,281	601	2,882	2,864	928	3,792	3,674	1,230	4,904
Skill Upgrading	563	n.a	563	2,893	n.a	2,893	4,651	n.a	4,651
TOTAL	15,844	12,066	27,910	25,761	18,725	44,486	42,057	33,111	75,168

Note : n.a Not available; * Forecast
Source : Eight Malaysia Plan, 2001-2005.

In order to enable youths to acquire skills, non-formal training courses and workshops are conducted during weekends and for short duration. These are in areas such as motor mechanics, culinary and fashion designing. In addition, on-the-job training and workshops are organized at the district, state and national levels to enable youths to enhance their skills and improve their employability. To encourage youths to venture into agricultural activities, training in the utilization of

modern technologies of agriculture are provided. On the other hand, the private sector complemented the efforts of the Government in implementing skills training programmes. Private skills training institutes offered a wide range of courses ranging from basic to higher-level skills such as information and manufacturing technologies. The Skills Development Fund Agency under Ministry of Human Resources is entrusted to disburse loans from the Skills Development Fund to students pursuing technical and vocational courses in private training institutions. Since 2001, more than RM500 million loans has been disbursed benefiting a total of 87,538 trainees. In addition, collaboration with private sector entities such as Malaysian Airlines Systems Berhad and hotels was established to provide wider opportunities for youths to gain exposure and training in areas such as the hospitality and tourism industry as well as in food management and catering.

To meet the manpower requirements of the country, a more comprehensive human resources development programme for youths will be implemented. Since skills training programmes are implemented by various agencies, a mechanism to ensure better coordination and utilization of resources will be introduced. Efforts will also be undertaken to diversify the range of skills training programmes so as to expand job opportunities for youths. Emphasis will be given to providing training in various skills such as finance, banking, accounting, hospitality and computer literacy. In addition, existing training programmes will be upgraded to comply with the requirements of rapid development. Special programmes, aimed at enabling youths who are dropouts to gain access into the formal skills training institutes as well as to upgrade their skills will also be implemented.

New facilities will be established by the Government to increase the number of training places. The construction of the main campus of the *Institut Keusahawanan Belia Negara Ipoh, Perak* and three branch campuses at the northern, southern and eastern region will provide additional training places for youths in entrepreneurial development. Community colleges that offer skills training on a full-time and part-time basis as well as branch campuses and centers of excellence in the existing youth skills training centers have been established in every Parliament constituency. Through these initiatives, the Government will provide wider training access to schools leaver in various fields such as electrical and mechanical

engineering, computer-aided design/ computer aided manufacturing, automotive mechanics and plastic technology.

ENTREPRENEURIAL DEVELOPMENT

Entrepreneurial development programmes are undertaken to nurture the entrepreneurial potential of youth and encourage participation in business enterprises as well as to promote self-employment. Towards this end, initiatives are continuously undertaken to develop entrepreneur programmes, conduct research and training as well as to provide advisory services to young entrepreneurs.

Measures have also been taken to facilitate the involvement of youths in business through the provision of easy access to capital. At year-end 2000, soft loans totaling RM44.65 million were provided to 2,668 youths through the Youth Economic Trust Fund to assist young entrepreneurs venturing into business. To further enhance the management of this fund, the Government of Malaysia collaborated with *Bank Simpanan Nasional*, which also provides advisory services.

The Government will continue to provide more business opportunities for existing and new entrepreneurs under the vendor and franchise schemes. The Computer Entrepreneur Program will be implemented with the objective of establishing approximately 700 small-scale youth entrepreneurs in computer-related business. These entrepreneurs will provide computer literacy courses to other youths, particularly those in the rural areas, and is expected to benefit a total of about one million youths.

CONCLUSION

Youth development programmes will continue to focus on developing the right attitudes and nurturing positive values as well as equipping youths with knowledge to ensure continuity of the development process. In addition, youth participation in various programmes so as to ensure greater representation and integration as well as to instill the spirit of solidarity, comradeship and esprit de corps among the various ethnic groups. Towards this end, youths will be equipped with the necessary tools to facilitate their increased involvement and participation in nation building as well as in meeting the challenges of globalization. #

YOUTH EMPLOYMENT STRATEGY SUMMARY

The youth population is a valuable asset to this nation, thus the thrust of youth development has been to equip youths with the necessary attitudes, knowledge and skills to enable them to rise to the challenges and cope with the effects of rapid economic development and globalization.

In an effort to streamline and mobilize youth potential, the National Youth Policy, was formulated in 1985 to guide the implementation of the youth programmes and was reviewed in 1997, and replaced with the Youth Development Policy. Although this new policy maintained the definition of youths as those in the 15-40 age group, the development and implementation of strategies and activities for youth development was targeted towards youths between the ages of 18-25 years.

Youth development is based on six strategies namely, increasing efforts to broaden knowledge; undertaking continuous efforts to instill good values and positive attitudes; equipping youths with vocational and entrepreneur values and positive attitudes; strengthening appropriate facilities to promote healthy social interaction; promoting healthy lifestyle as well as developing the spirit of cooperation and partnership among Government agencies, private sector and non-governmental organizations.

Towards this end, the participation rate of youths in the total labour force had seen an increase from 1.8 million to 1.9 million for the year 2003. In addition, total employment of youths in the labour force has also increased for the last year.

Various youth development programmes were undertaken and are continuous in nature to promote the active participation of youths in nation building. Emphasis was given to strengthening youth capability in leadership, skills training and entrepreneurial development as well as instilling positive traits and right attitudes.

To conclude, youth development programmes will continue to focus on developing the right attitudes and nurturing positive values to equip youths with knowledge to ensure continuity of the development process as well as to instill the spirit of solidarity, comradeship and esprit de corps among the various ethnic groups.