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## ПРИЧИНЫ НЕРАВЕНСТВА В ОПЛАТЕ ТРУДА В МАЛАЙЗИИ

Аннотация: в статье исследуются причины неравенства в оплате труда в Малайзии. Малайзия - одна из стран с самым высоким неравенством в доходах между богатыми и бедными в Юго-Восточной Азии. Неравенство в заработной плате вызвано несколькими факторами, которые будут рассмотрены в этой статье. Предложены пути уменьшения неравенства в доходах населения в Малайзии.

Ключевые слова: неравенство в заработной плате, Малайзия, доход

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## REASONS OF SALARY INEQUALITIES IN MALAYSIA

Abstract: this article outlines the salary inequalities in Malaysia. Malaysia is one of the country that have highest income inequalities between wealthy and the poor in Southeast Asia. Salary inequalities caused by several factors that going to discuss in this article. The ways to decrease income inequalities in Malaysia should also discuss in this article.

**I**  
income

One of the way to calculate the salary inequalities is by using Gini coefficient which also known as Gini index or Gini ratio [1]. The Gini coefficient is a statistical measure economic inequality in a population. This coefficient measures the distribution of rich among the country. Range of Gini coefficient range from 0 to 1 which also can be express in percentage. The lower the Gini coefficient, the more equal distribution of salary among the population. In some case, coefficient able to exceed 1 which means that income of that population is negative. However, this is a every rare case that will occur in real life.



Figure 1- Gini coefficient for Malaysia in 1976-2020

Gini coefficient for Malaysia has an observable decreases from 0.557 in 1976 to 0.404 in 2022 [2]. From above graph, lowest coefficient is in 2016 which is 0.399 while the highest coefficient is in 1976 which is 0.557. Difference between this two years is 0.158. This data is presented based on the distribution of households' gross monthly income. While the data start from 1976 as 1976 was the first year Sabah and Sarawak were involved in the calculation. Data provided only involved Malaysian citizens.

Distributions of salary in Malaysia shows a large different among the three main races in Malaysia which is Malay, Chinese and Indian and between the rural and urban subpopulation [3]. Chinese have larger incomes which mostly have more than average income of Malaysian. However, the income inequalities in Chinese is the largest. More Chinese income received from business which decreases the boarder of income and also decreases the relative difference between Chinese households and Malay and Indian. Chinese households mostly are urban while Malay households are more rural. This confirms that the income will be affected by the area of living.

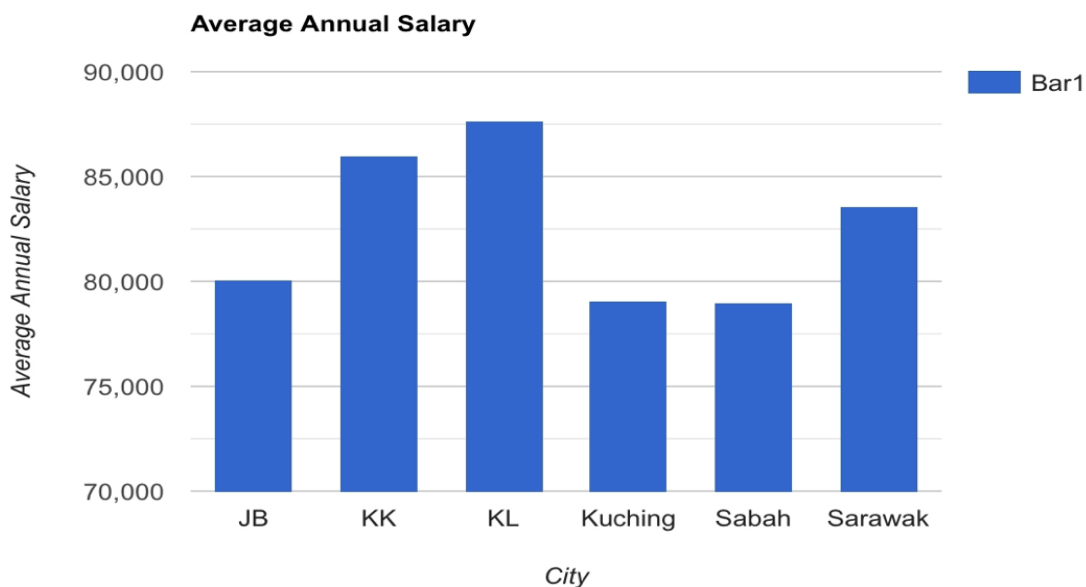


Figure 2- Average annual salary in different cities in Malaysia, RM

Salary inequalities are also shown in different cities in Malaysia. Salary of Johor Bahru is RM 80 125, Kota Kinabalu is RM 86 055, Kuala Lumpur is RM 87 647, Kuching is RM 79 056, Sabah is RM 79 002, Sarawak is RM 83 584 [6]. The differences between the highest and lowest salary is RM 8 645 , which is Kuala Lumpur and Sabah respectively.

Technological advancement is one of the causes of salary inequalities. Rapid development of technology brings a significant shift in the job market [4]. Many of jobs have been replaced by the automation and artificial intelligence as efficiency is more important in current days. However, some of the occupations that need professional skills are unable to be replaced. This create a large barrier among the population with and without specialised skills. Besides, inequalities of educational background will led to inequalities of income. When individuals have limited access to education, they will have limited knowledge which led to limited opportunities for a better-paying jobs.

In order to overcome income inequalities, government can implement a progressive tax system, applying higher rates to the rich and lower rates to the poor. In the meanwhile, the tax received can be used to benefit citizens, for instance, social programs, city facilities, health service and education [5]. Besides, government has to make education more accessible to everyone. For examples, education in Malaysia may be obtained for free for all Malaysians who study in government school. Moreover, investment in job training will be one of the effective ways to decrease the salary inequalities. This kind of programs help employee to adapt to the changes in job market demands.

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