Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

ASSESSING THE CRITICAL FACTORS CONTRIBUTING TO THE SHORTAGE OF LOCAL UNSKILLED LABOUR IN MALAYSIA'S CONSTRUCTION INDUSTRY FROM THE PERSPECTIVE OF GRADE G7 CONTRACTORS

Nurhanis Iryani Binti Haris[1*]
Fairiz Miza Yop Zain[2]
Mohamad Tajudin Saidin[3]
Mohd Firdaus Zainuddin[4]

[1]Department of Built Environment Studies Environment Studies and Technology, Faculty of Built Environment Universiti Teknologi MARA, Perak Branch, Seri Iskandar Campus, 32610, Seri Iskandar, Perak, Malaysia. (E-mail: hanisiryani28@gmail.com)
[2]Department of Built Environment Studies Environment Studies and Technology, Faculty of Built Environment Universiti Teknologi MARA, Perak Branch, Seri Iskandar Campus, 32610, Seri Iskandar, Perak, Malaysia. (E-mail: fairiz@uitm.edu.my)
[3]Department of Built Environment Studies Environment Studies and Technology, Faculty of Built Environment Universiti Teknologi MARA, Perak Branch, Seri Iskandar Campus, 32610, Seri Iskandar, Perak, Malaysia. (E-mail: tajudinsaidin@uitm.edu.my)
[4]Department of Built Environment Studies Environment Studies and Technology, Faculty of Built Environment Universiti Teknologi MARA, Perak Branch, Seri Iskandar Campus, 32610, Seri Iskandar, Perak, Malaysia. (E-mail: firdausz@uitm.edu.my)

Article history
Received date : 9-9-2026
Revised date : 10-9-2026
Accepted date : 29-10-2026
Published date : 30-10-2026

To cite this document:
Haris, N. I., Yop Zain, F. M., Saidin, M. T., & Zainuddin, M. F. (2026). Assessing the critical factors contributing to the shortage of local unskilled labour in Malaysia's construction industry from the perspective of Grade G7 contractors. *Journal of Islamic, Social, Economics and Development (JISED),* 11 (87), 1374-1384.

Abstract: *Malaysian construction industry is an important sector of the national economic development, but it still experiences the constant lack of local unskilled labour. This has created a high dependency on foreign labour, which evokes issues of sustainability of the work force, social inclusion, labour stability, and long-term industry stability. This study investigates the critical factors contributing to the shortage of local unskilled labour in Malaysia's construction industry. The research employed a quantitative methodology, involving a questionnaire survey distributed to 92 respondents from Contractor G7 in Kuala Lumpur. Results show that new generation interest, reliability to foreign worker, and availability of alternative job opportunities with better lifestyle are major contributors to Shortage of Local Unskilled Labour. This research concludes that the lack of local unskilled labour in the construction industry of Malaysia is a complex problem which is preconditioned by economic, social and structural. The determine solutions include is stakeholders in the industry and policymakers will need to collaborate to make the construction sector more appealing as a career choice, develop the workforce better, and lessen reliance on foreign labour to help the construction workforce sustain itself in the future and become more resilient. These findings offer practical insights for developer, contractor and policymakers to enhance cost control in the construction sector.*

Copyright © Academic Inspired Network - All rights reserved

This work is licensed under CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

Keywords: *Shortage of Local Unskilled, labour, construction industry, Malaysia*

Introduction

The rise of foreign labour in Malaysia over the last couple of decades has dramatically changed the makeup of the Malaysian labour market, particularly within unskilled labourers in the construction industry. As stated in DOSM 2010, approximately 21% of the total workforce within Malaysia consists of migrants (Athukorala & Devadason, 2012) and this has created many questions around social integration, oxytocin growth and various concerns regarding the rates of crime. The high number of foreign labours in unskilled positions within the Malaysian Construction Industry adds to the growing divide between these two groups (Lasimbang, Tong, & Low, 2016; Athukorala & Devadason, 2012; Saari et al., 2024).

Previous Malaysian studies have examined local labour participation, the recruitment of foreign workers and the challenges associated with employing local construction workers. For example, Abdul-Rahman et al. (2012) investigated the negative impacts associated with foreign workers in the Malaysian construction sector and found he roles of employer recruitment practices and the perceived attractiveness of construction employment in shaping the industry's workforce composition. Similarly, Anuar and Mohd Sukur (2018) examined the causes of the shortage of local general workers and strategies for attracting local workers into the construction industry. Their questionnaire survey involved 28 industry stakeholders in Klang, Selangor. The study focused directly on the shortage of local general workers and the measures that could encourage greater local participation. Mohd Najib et al. (2020) investigated factors influencing local labour participation in the Malaysian construction industry using survey data from 45 industry stakeholders in Petaling District, Selangor. The study addressed the industry's recruitment difficulties and the preference of some industry players for foreign workers over local labour. Its findings contribute to understanding the challenges associated with local workforce participation and the need to improve the industry's ability to attract domestic workers.

Taken together, these studies have examined several dimensions of Malaysia's construction labour shortage, including employer preferences, working conditions, career attractiveness, remuneration, local workers' employment preferences and recruitment difficulties. However, the studies differ in their research objectives, respondent populations, geographical coverage and analytical focus. Some investigated the broader implications of foreign labour dependency, whereas others focused on local labour participation or the shortage of general construction workers. Consequently, the findings cannot automatically be treated as representing the same workforce problem or as being directly transferable across all contractor grades.

The vast presence of foreign labour in Malaysia has created social tensions between communities which is foreign labour often struggle to integrate, as they are hindered by cultural and language barriers and as a result, this can lead to social isolation and misunderstandings between foreign labour and the native population (Barionoa, 2025).

This phenomenon is not new, but its persistence in the Malaysian construction sector calls for a deeper understanding of its causes and consequences. Identifying these critical factors and implementing effective control mechanisms is crucial to enhancing the efficiency and reliability of construction projects. Despite prior studies, limited empirical research has focused on Malaysian G7 contractors.

Copyright © Academic Inspired Network - All rights reserved

This work is licensed under CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

The perspective of Grade G7 contractors is practically distinctive because these contractors may manage projects with substantial workforce requirements, complex construction activities and demanding programme schedules. Their experiences in workforce planning, recruitment, labour allocation and project delivery may shape how they assess the consequences of labour shortages and the feasibility of attracting local workers. Their perceptions may also reflect organisational considerations, such as labour costs, productivity, recruitment preferences and the continuity of site operations. These considerations provide a practical basis for examining the shortage from the contractor's perspective rather than relying solely on general assessments of local workers' willingness to enter the industry.

Accordingly, this study aims to identify and evaluate the critical factors contributing to the shortage of local unskilled labour in Malaysia's construction industry from the perspective of CIDB Grade G7 contractors. By focusing specifically on this contractor grade, the study seeks to establish the relative importance of the identified factors within the defined respondent population and provide evidence to support more targeted recruitment and workforce-management strategies. The findings are expected to contribute to a more context-specific understanding of local unskilled labour shortages and inform practical measures to improve local workforce participation in Malaysia's construction industry.

Literature Review

Definition of shortage of local unskilled labour

In this study, shortage of local unskilled labour is defined as the inadequate availability and participation of Malaysian workers to fulfil the demand for unskilled and labour-intensive activities in construction projects. The shortage is associated with the construction industry's reliance on foreign workers to fulfil labour requirements, particularly for low-skilled work, as local workers have shown relatively low participation in the sector (Abdul-Rahman et al., 2012; Mohd Fateh et al., 2022).

A labour shortage occurs when the demand for labour exceeds the available supply at prevailing wages and employment conditions. In other words, employers are unable to find enough workers to fill available positions at the current wage level (Ruhs & Anderson, 2021). In labour economics, unskilled labourers are people employed in jobs where little specialized knowledge, formal education or training is required. Such professions often involve manual work and are essential for the daily functioning of a range of different sectors, including construction (Zulkeflee, 2025). Moreover, unskilled labour in construction usually means labourers performing the general tasks of such as moving materials, cleaning up the site, and helping craftsmen. While the jobs themselves do not require any specific training, they are very exhausting and very important to the overall process and keeping up with the project timelines (Zulkeflee, 2025; Yotwilai, 2025). This study focusing toward to shortage of local unskilled labour in construction project in Malaysia.

Copyright © Academic Inspired Network
- All rights reserved

This work is licensed under
CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

Factors contributing to shortage of local unskilled labour

The high proportion of foreign workers employed in these occupations highlights and confirms the critical role of unskilled labour in Malaysia's construction industry. According to Hisyam (2015), as cited in Abdullah et al. (2022) states that 93% of foreign labourers registered with the Construction Industry Development Board (CIDB) are considered unskilled which is a trend that consistent in recent Malaysian labour research (Zulkeflee, 2025). The reliance on unskilled foreign workers also indicates the reluctance of local workers to take up these jobs because of factors such as low wages, limited opportunities for career advancement, and demanding working conditions, as noted by Yotwilai (2025).

Table 1: Summary of Factors contributing to the Shortage Local Unskilled Labour

Item	Description	Mean	Perception Level	Rank
1	Younger generations prefer office-based or technology-related jobs rather than physical labour in construction.	4.51	Strongly Agree	1
2	Construction industry relies too heavily on foreign labour	4.36	Strongly Agree	2
3	Availability of alternative job opportunities with better lifestyle	4.22	Strongly Agree	3
4	Government incentives for local labor in construction are insufficient.	4.17	Strongly Agree	4
5	Social media and peer influence discourage young locals from pursuing construction careers.	4.17	Strongly Agree	4
6	The long and physically demanding work hours in construction do not suit the lifestyle preferences of today's workforce.	4.16	Strongly Agree	6
7	Unpredictable weather patterns	4.14	Strongly Agree	7
8	Insufficient training program	4.09	Strongly Agree	9
9	Poor working conditions	4.07	Strongly Agree	11
10	Modern construction technologies are not widely used, making the job less appealing.	4.05	Strongly Agree	12

Table 1, are the summary of factors contributing to the shortage local unskilled labour. There are many factor contribute to the shortage local unskilled labour in construction project like younger generations prefer office-based or technology-related jobs rather than physical labour in construction as the highest and modern construction technologies are not widely used, making the job less appealing is the lowest.

Copyright © Academic Inspired Network - All rights reserved

This work is licensed under CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

Impact of shortage of local unskilled labour

The shortage of local unskilled labour has implications for labour availability, operating costs and productivity in labour-intensive industries. In Malaysia, one response to insufficient domestic labour supply has been greater reliance on foreign workers, particularly in sectors such as manufacturing and construction. However, existing research suggests that foreign labour dependency should not be viewed solely as a solution to labour shortages, as its implications may extend to workforce development and productivity. Devadason (2021) highlighted the overdependence of Malaysia's manufacturing sector on unskilled foreign workers, while Khalid, Alam and Said (2018) reported an association between the inflow of low-skilled migrant workers and a marginal decline in long-run manufacturing output growth. Similarly, Ismail (2015) found a significant negative relationship between the employment of unskilled and semi-skilled foreign workers and labour productivity among the firms examined. Taken together, these studies suggest that the relationship between foreign labour dependency and economic performance is complex. Nevertheless, because these findings are primarily based on manufacturing-sector evidence, they cannot be directly generalised to construction projects without further investigation.

A comparison of these studies also reveals an important distinction between the shortage of local workers and the consequences of employing foreign labour. The shortage concerns the availability of domestic workers to meet employers' requirements, whereas the productivity findings concern the relationship between workforce composition and firm performance. These issues may be related, but they are not equivalent. For example, lower productivity cannot automatically be attributed to the employment of foreign workers because other factors, including skills, technology, management practices and the organisation of work, may also influence productivity. Accordingly, the impact of local unskilled labour shortages on Malaysian construction contractors requires examination within the industry's specific operational context.

From a construction-management perspective, insufficient labour availability may also create recruitment difficulties, disrupt work sequencing and place pressure on project costs and completion schedules. Contractors may need to increase recruitment efforts, provide additional incentives or reorganise site activities to maintain progress. Although Ashaari et al. (2018) discussed cost-related concerns associated with labour shortages, the actual financial consequences may vary according to wage arrangements, project requirements and contractors' workforce-management practices. This suggests that the effects of labour shortages should not be assumed to be uniform across the construction industry. In particular, contractors managing projects with substantial labour requirements may experience different challenges from those undertaking smaller projects.

Overall, previous Malaysian research has contributed to understanding foreign labour dependency, output growth and productivity. However, the available evidence does not sufficiently establish how the shortage of local unskilled labour affects construction contractors' recruitment practices, cost management and project delivery, particularly when considered from the perspective of individual contractor grades. This limitation provides a basis for examining the implications of labour shortages among CIDB Grade G7 contractors, whose workforce requirements and project-management responsibilities may influence how these challenges are experienced.

Copyright © Academic Inspired Network - All rights reserved

This work is licensed under CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

Global Challenges of Shortage of Local Unskilled Labour

The shortage of local labour and dependence on foreign workers are challenges faced by many countries. However, the causes and approaches to managing these challenges differ according to labour-market conditions and government policies. The experiences of the United Arab Emirates (UAE) and Singapore show that employing foreign workers can help meet labour demand, but increasing local workforce participation remains a challenge.

In the UAE, Emiratisation policies aim to increase the participation of local workers in private-sector employment. However, differences in employment preferences, wages and recruitment practices can make this difficult (Ahmed & Alfaki, 2013). Similarly, Singapore relies on foreign workers in sectors such as construction while using foreign-worker levies and promoting technology to improve productivity. Although both countries use different approaches, their experiences suggest that controlling foreign labour alone may not solve labour shortages if local workers consider wages, working conditions and career opportunities unattractive.

Besides government policies, human-capital development is also important. Wang and Chen (2024) highlighted the role of human capital in improving productivity and helping countries benefit from investment and technology transfer. Compared with the UAE and Singapore studies, which focus more on labour policies and workforce participation, this study highlights the importance of skills development and productivity. Together, these studies suggest that addressing labour shortages requires a combination of appropriate policies, attractive employment conditions and workforce development.

Nevertheless, these international studies do not directly explain the factors contributing to the shortage of local unskilled labour in Malaysia's construction industry. Their findings may not fully reflect the challenges faced by Malaysian contractors because labour-market conditions and project requirements differ between countries. In particular, further investigation is needed to determine the relative importance of these factors from the perspective of CIDB Grade G7 contractors. Therefore, this study examines the critical factors contributing to the shortage of local unskilled labour in Malaysia's construction industry, focusing specifically on Grade G7 contractors.

Copyright © Academic Inspired Network - All rights reserved

This work is licensed under CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

Methodology

This study adopts a quantitative research methodology to analyze the prevalence and underlying causes of shortage of local unskilled labour in Malaysian construction projects. The primary data was collected using a structured questionnaire distributed to 317 contractors classified as G7 under the Construction Industry Development Board (CIDB) registry. G7 contractors are significant players in the industry, eligible to undertake projects with unlimited contract values.

Table 2 shown the contractor G7 in Kuala Lumpur based on Construction Industry Development Board (CIDB) Malaysia. It is suitable to get enough data and information for this research in Kuala Lumpur. The minimal sample size for these studies, under the provided criteria, is 317 contractors out of 1868 Kuala Lumpur contractors based on Krejci and Morgan, 1970, Determination of sampling size.

Table 2: Contractor G7 in Kuala Lumpur

Construction Personnel	District	Number of Firms
Contractor G7	Wilayah Persekutuan Kuala Lumpur	1868

Sources: Construction Industry Development Board (CIDB) Malaysia

The required sample size was determined using the sample size table developed by Krejcie and Morgan (1970). Based on a population of 1,868 contractors, a minimum sample size of 317 contractors was required.

Table 3: Sample size of Contractor G7 in Kuala Lumpur

Construction Personnel	Numbers of Firms	Sample Size
Contractor G7	1868	317

A total of 317 questionnaires were distributed to the contractor firm, and 92 valid responses from contractors were obtained, resulting in a response rate of 29.0%. Although the achieved sample was lower than the required sample size, the response rate is considered reasonable for a web-based survey. Previous studies have reported that response rates for online surveys can vary considerably depending on the research context and target population (Nulty, 2008; Medway & Fulton, 2012). Response rates for web-based and mail-based surveys fall somewhere in the range of 10–20 percentage points. The lowest rates of online response surveys from educational institutions ranged from 20% to 23% (Nulty, D.D, 2008). Given the challenges of obtaining responses from construction industry professionals, the 29.0% response rate was considered acceptable for the purposes of this study.

The questionnaire was designed to assess contractors' experiences with shortage of local unskilled labour in Malaysian construction projects. The questionnaire was developed based on an extensive review of previous literature relevant to shortage of local unskilled labour in Malaysian construction projects. A preliminary draft of the questionnaire was reviewed by academic experts and industry practitioners to establish face validity and ensure that the questions were clear, relevant, and appropriate for the target respondents. Feedback obtained

Copyright © Academic Inspired Network
- All rights reserved

This work is licensed under
CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

during this review was incorporated to improve the clarity and suitability of the questionnaire prior to the actual data collection.

This study complied with the relevant ethical guidelines governing research involving human participants. Ethical approval was obtained from the Department of Quantity Surveying, Universiti Teknologi MARA (UiTM), Seri Iskandar, Perak. Prior to participation, all respondents were provided with information regarding the purpose and nature of the study. Participation was entirely voluntary, and informed consent was obtained from each respondent.

Findings and Discussion

The survey results reveal several recurring themes among respondents. The continued dependence on unskilled foreign labour may, in part, be attributed to the reluctance of local workers to pursue such occupations due to relatively low wages, limited career advancement opportunities, and challenging working conditions. (Yotwilai, 2025). The reluctance of local workers to engage in unskilled construction employment is commonly associated with low wages, limited career advancement opportunities, demanding working conditions, and the perceived lack of attractiveness and status of such occupations as mentioned in Yotwilai 2025. These factors may discourage local workers, particularly younger workers, from pursuing labour-intensive construction jobs, thereby contributing to the industry's continued dependence on foreign labour. The result found another interesting critical factor that led to the shortage of local to work as unskilled labour in construction project in Malaysia.

Table 4: Critical factor Shortage of Local Unskilled Labour

Item	Description	Mean	Perception Level	Rank
1	Younger generations prefer office-based or technology-related jobs rather than physical labour in construction.	4.51	Strongly Agree	1
2	Construction industry relies too heavily on foreign labour	4.36	Strongly Agree	2
3	Availability of alternative job opportunities with better lifestyle	4.22	Strongly Agree	3

The most cited cause of shortage was younger generation prefer office based or technology related jobs, rather than physical labour in construction (mean= 4.51). The limited participation of local workers in labour-intensive construction activities may be attributed to changing employment preferences among younger workers. Young people increasingly prefer professional and technology-oriented careers that offer better working environments and opportunities for career development, while manual construction work is often perceived as physically demanding, less attractive, and associated with limited career prospects. This perception, together with the construction industry's "dirty, dangerous and difficult" image, may discourage local youth from pursuing construction employment (Ibrahim et al., 2018). Consequently, the shortage of younger local workers in labour-intensive construction activities may contribute to contractors' continued reliance on foreign labour (mean=4.36).

Availability of alternate job opportunities with better lifestyle (mean=4.22) become the third critical factor in contributing toward shortage of local unskilled labour in Malaysian construction industry. Construction employment is often perceived as less attractive due to its demanding working environment, temporary or project-based nature, and limited career

Copyright © Academic Inspired Network
- All rights reserved

This work is licensed under
CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

progression, leading some local workers to seek alternative occupations that provide greater employment security and improved quality of working life (Abdul-Rahman et al., 2012; Mohd Fateh et al., 2022).

Conclusion

In conclusion, the shortage of local unskilled labour in the Malaysian construction industry is influenced by a combination of economic, occupational, and employment-related factors. Younger generations preferences, limited career advancement opportunities, demanding working conditions, and the physically intensive nature of construction work reduce the attractiveness of unskilled construction occupations among local workers. In addition, the availability of alternative employment opportunities offering better working conditions, greater job stability, and improved career prospects may further discourage local workers from entering the construction sector. These factors, together with changing employment preferences among younger workers, have contributed to the difficulty of attracting and retaining local labour for labour-intensive construction activities. Consequently, the persistent shortage of local unskilled workers has increased contractors' dependence on foreign labour to meet workforce requirements and maintain construction project operations.

As to control the situation, the government need take action by strengthening regulatory mechanisms that require contractors to prioritise the employment of local workers as a prerequisite for project approval or licensing may be an effective policy measure for increasing local workforce participation and reducing dependence on foreign labour in the construction industry.

Copyright © Academic Inspired Network - All rights reserved

This work is licensed under CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

References

Athukorala, P.-C., & Devadason, E. S. (2012). The impact of foreign labor on host country wages: The experience of a southern host, Malaysia. World Development, 40(8), 1497–1510. https://doi.org/10.1016/j.worlddev.2012.04.025

Department of Statistics Malaysia. (2025). Construction statistics, second quarter 2025. Ministry of Economy, Government of Malaysia.
https://www.dosm.gov.my

Lasimbang, H. B., Tong, W. T., & Low, W. Y. (2016). Migrant workers in Sabah, East Malaysia: The importance of legislation and policy to uphold equity on sexual and reproductive health and rights. Best Practice & Research Clinical Obstetrics & Gynaecology, 32, 113–123. https://doi.org/10.1016/j.bpobgyn.2015.08.015

Saari, M. N., Shuib, M. S., & Ajis, M. N. (2024). Navigating policy challenges in Malaysia's construction sector: The governmental dilemma on the issue of foreign labour shortage in Malaysia. International Journal of Asian Social Science, 14(12), 437–444. https://doi.org/10.55493/5007.v14i12.5266

Barionoa, N. S. E., & Kamaruding, M. (2025). Initiatives to overcome the issues and negative impacts on the involvement of foreign laborers in the Malaysian construction industry. Jurnal Kejuruteraan, 37(2), 855–867. https://doi.org/10.17576/jkukm-2025-37(2)-24

Abdul-Rahman, H., Wang, C., Wood, L. C., & Low, S. F. (2012). Negative impact induced by foreign workers: Evidence in Malaysian construction sector. Habitat International, 36(4), 433–443. https://doi.org/10.1016/j.habitatint.2012.03.002

Mohd Fateh, M. A., Mohamed, M. R., & Omar, S. A. (2022). The involvement of local skilled labour in Malaysia's construction industry. Frontiers in Built Environment, 8, 861018. https://doi.org/10.3389/fbuil.2022.861018

Zulkeflee, A. A. (2025). Factors influencing the employment of illegal foreign labourers in the construction industry: A review. Journal of Construction in Developing Countries, 30(1), 1–24. https://doi.org/10.21315/jcdc.2025.30.1.1

Yotwilai, N. (2025). Migrant workers in Malaysia: Human rights issues in the workplace. SAGE Open, 15(2), 1–14. https://doi.org/10.1177/21582440251337546

Deschamps, P., & Wilemme, G. (2025). Local labor market dynamics and agglomeration effects. European Economic Review, 180, 105146. https://doi.org/10.1016/j.euroecorev.2025.105146

Ruhs, M., & Anderson, B. (2021). Rethinking labour migration: Covid-19, essential work, and systemic resilience. Comparative Migration Studies, 9, 45. https://doi.org/10.1186/s40878-021-00263-7

Abdullah, A., et al. (2022). The involvement of local skilled labour in Malaysia's construction industry. Frontiers in Built Environment, 8, 861018. https://doi.org/10.3389/fbuil.2022.861018

Khalid, M. W., Alam, M. M., & Said, J. (2018). Output growth of the Malaysia's manufacturing sector – do foreign workers matter? Journal of Economic Studies, 45(4), 876–895. https://doi.org/10.1108/JES-09-2016-0183

Devadason, E. S. (2021). Foreign labour policy and employment in manufacturing: The case of Malaysia. Journal of Contemporary Asia, 51(3), 398–418. https://doi.org/10.1080/00472336.2020.1759675

Ashaari, N. I. M., Abdul Razak, N., & Siow, F. C. E. (2018). Impacts in restricting the employment of foreign labours in Malaysian construction industry. Journal of BIMP-EAGA Regional Development, 4(1). https://doi.org/10.51200/jbimpeagard.v4i1.3109

Copyright © Academic Inspired Network - All rights reserved

This work is licensed under CC BY 4.0

Volume: 11 Issues: 87 Special Issue [October, 2026] pp 1374-1384
Journal of Islamic, Social, Economics and Development (JISED)
eISSN: 0128-1755
Journal website: academicinspired.com/jised
DOI: 10.55573/JISED.118794

Ismail, R. (2015). Impact of foreign workers on labour productivity: Analysis of firm level data. *International Journal of Productivity and Quality Management, 16*(1), 36–53. https://doi.org/10.1504/IJPQM.2015.070191

Ahmed, A., & Alfaki, I. M. A. (2013). Transforming the United Arab Emirates into a knowledge-based economy: The role of science, technology and innovation. World Journal of Science, Technology and Sustainable Development, 10(2), 84–102. https://doi.org/10.1108/20425941311323109

Zhan, C., Lim, W. M., & Tan, S. Y. (2023). Foreign labour dependence and digital transformation in Singapore's built environment sector. Built Environment Project and Asset Management, 13(4), 512–528.

Wang, Y.-C., & Chen, M.-W. (2024). The role of foreign direct investment in East and Southeast Asia: Evidence before and after 2009 global financial crisis. International Review of Economics & Finance, 92, 1405–1415. https://doi.org/10.1016/j.iref.2024.02.083

ISEAS – Yusof Ishak Institute. (2025). Labour migration, workforce transformation and policy responses in Southeast Asia. ISEAS Perspective No. 37.

Nulty, D. D. (2008). The adequacy of response rates to online and paper surveys: What can be done? Assessment and Evaluation in Higher Education, 33(3), 301–314.

Medway, R. L., & Fulton, J. (2012). When more gets you less: A meta-analysis of the effect of concurrent web options on mail survey response rates. Public Opinion Quarterly, 76(4), 733–746. https://doi.org/10.1093/poq/nfs047

Ibrahim, N., Zulkiflee, Z. Y., & Zainuddin, A. N. (2018). Sustainable strategies for high local youth employment in the construction workforce in Malaysia. Journal of Academia, 6(1), 53–66.

Copyright © Academic Inspired Network - All rights reserved

This work is licensed under CC BY 4.0