

PREFACE

Malaysia Standard Classification of Occupations 2008 (MASCO-08) is a national benchmark for occupations which respect to reflect occupational structure and national employment. MASCO was developed in accordance with International Standard Classification of Occupations by International Labour Organization widely used worldwide. The Ministry of Human Resources Malaysia is responsible for developing MASCO-08 to improve the classification of occupational structure and update job titles in current market concordant with economic growth, new technology and organizational changes in Malaysia.

The publication of MASCO-08 supersedes previous edition which was published in year 1998. MASCO-08 consists of 4,257 job titles including 1,024 new job titles and 296 in the public sector. MASCO-08 retains the basic principle of occupational classification, based on type of work and tasks or job performed as well as the concept of skill level and specialization. There are 12 occupations has been dropped since they were redundant, while 138 occupations has to be reclassified, merged or split into several groups to reflect the current economic scenario and complexity of economic activities in certain sectors.

The transition of MASCO-98 to MASCO-08 carried some challenges to the Ministry especially over the past 10 to 15 years, during which Malaysian economy and employment structure has changed significantly as the country evolved from manufacturing to commerce and services industry. As the nation transformed into a more developed economy, occupations in the major group of managerial, professionals and technicians move more rapidly as compared to occupations in other major groups.

The updating of MASCO-08 version involved various approaches including workshops with government agencies and private sectors, establishment surveys, identifying new job titles advertised in newspapers and JobsMalaysia. MASCO should continue to be reviewed and updated periodically to reflect changes and development in the employment structure and the emergence of new occupations in Malaysia.

It is my hope that this publication will serve as a comprehensive guidance and reference to both public and private sectors especially to policy makers, education and training institution as well as human resources planner. MASCO is useful to researchers involved with survey and population census which used as important references on occupations and labour market information.

I would like to express my appreciations and congratulations to all individuals, establishments, professional associations, related ministries and government departments for their comments and contributions towards this publication. Special thanks especially to the MASCO-08 working group of the Ministry of Human Resources for their effort in realizing the publication of MASCO-08.

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