



FROM COLONIAL LEGACY TO MODERN CHALLENGES: THE SOCIO-ECONOMIC AND SECURITY IMPACTS OF FOREIGN WORKERS IN MALAYSIA

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Abstract:

This research examines the effects of Malaysia's influx of foreign workers, with particular emphasis on the socioeconomic and the security implications. The migration of foreign workers to Malaysia, particularly since the British colonial era, has shaped the nation's multi-ethnic society and fuelled its economic growth. However, this migration has not come without challenges. The objective of this paper is to evaluate both the positive contributions and the negative effects of foreign labour on Malaysia's economy, society, and security. While foreign workers have been essential in sectors such as construction, manufacturing, and agriculture, their increasing presence in other sectors, including retail, healthcare, and services, has raised concerns regarding employment opportunities for local workers, cultural assimilation, and national identity. Additionally, security issues such as the rise in crime, health risks, and exploitation have emerged as significant concerns. The research adopts a historical and contemporary analysis approach, utilizing qualitative method including government reports, census data, and case studies. The findings indicate that while foreign workers are vital to Malaysia's economic development, their growing numbers have contributed to rising unemployment among Malaysians, social segregation, and an increase in criminal activities, particularly in urban areas. Furthermore, the outflow of money due to remittances from foreign workers has strained Malaysia's economy. The study concludes that while foreign workers have played a pivotal role in shaping

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Malaysia's growth, a balanced approach is needed to mitigate the adverse effects. This includes stricter immigration policies, promoting local workforce development, and addressing social integration challenges to ensure national cohesion and security in the face of increasing migration.

Keywords:

Colonial, Economic, Foreign Worker, Legacy, Migrant, Multi-Ethnic, Security

Introduction

Malaysia is a multi-ethnic country with a diverse population of different races made up of 69.4 percent Bumiputera (ethnic Malay and other indigenous tribes, particularly those from Sabah and Sarawak), 23.2 percent Chinese, 6.7 percent Indian (these two ethnic groups are commonly referred to as non-Bumiputera or non-Malay), and 0.7 percent "Other" (Noraini, 2024). According to the Department of Statistics Malaysia's (DOSM) Demographic Statistics, First Quarter 2024 report, the country's population is expected to grow by 2.3% to 34.0 million in the first quarter of 2024 from 33.2 million in the first quarter of 2023 (New Straits Times, 2024). Malaysia depicts around 50 ethnic groups, with at least 40% of present Malaysians being first- or second-generation immigrants. In the late 2010s, approximately 30% of Malaysian residents were not born in Malaysia. As a result, the nation is culturally varied and has a rich past woven throughout its society.

Among other things, it is the outcome of hundreds of years of migration, during which various groups of people arrive and depart; some choose to remain, helping to shape the nation into what it is today. The abundance of economic opportunities is one of the reasons that has contributed to this. Some of those who first ventured onto the shores of the country have even become prosperous and prominent. This is not to say that such migration does not cause any problem. It is just that the migration of these people, mostly drawn by economic reasons, have shaped Malaysia into what it is today, with effects ranging across all aspects, be it social, economic, political etc. This article will discuss the social, political, and economic ramifications of the influx of foreign workers into Malaysia from the British era to the present.

Colonial Era: A Legacy of Division and Transformation

During British rule, the influx of Chinese and Indian labourers and the implementation of the "divide and rule" policy led to a highly segmented society in Malaya and Borneo. Ethnic groups were separated by class, occupation, and location. The Malays remained largely rural and divided into elites and commoners, while Chinese and Indians dominated trade, plantations, and manual labour (Ahmad & Ayob, 2021; Lowrie, 2024; Sultan Nazrin Shah, 2017). The British focused economic development on tin and rubber exports, favouring immigrant labour for these industries while limiting education and opportunity for local Malays and indigenous people. In both Malaya and Borneo, economic growth benefitted select groups, while deepening social and ethnic divides that laid the foundation for a plural society with minimal integration.

The Japanese occupation of Malaya and Borneo during World War II disrupted economies and heightened ethnic tensions, particularly between Malays and Chinese (Lim & Diana²⁰⁰⁰). Chinese-led resistance movements emerged, deepening political awareness and challenging colonial rule. After Japan's defeat, the British returned and formed the Federation of Malaya in

1948, guaranteeing Malay rights, which sparked discontent among Chinese communities and led to the Communist-led Malayan Emergency. British counter-insurgency efforts included relocating rural Chinese into New Villages (Mohd. Azzam, 2006; Rönnbäck et al., 2021). Political negotiations followed, leading to independence in 1957 under a Malay-led coalition. Political activity in Borneo surged after Malayan and British authorities proposed a federated state in 1961 that included Malaya, Sarawak, North Borneo, Brunei, and Singapore (Fernando & Rajagopal, 2017). In 1963, Malaysia was formed with the inclusion of Sarawak, Sabah, and briefly Singapore, uniting distinct regions under one federation.

The influx of migration during the colonial era led to the existence of the multiracial, with large numbers of Chinese and Indian immigrants settling permanently by the 1920s. While different ethnic groups lived side by side, they remained socially and culturally separate, forming a plural society (Gullick, 1989). Economic activity was concentrated along the west coast, where immigrants often outnumbered Malays. The Chinese, in particular, dominated trade and owned significant mining and agricultural land, leading to economic divisions tied to race. This imbalance sparked resentment among the bumiputera, who feared marginalisation and loss of ancestral land. Colonial policies like the Malay Reservations Act of 1913 aimed to protect indigenous rights but reinforced ethnic separation (Lim, 1977).

After its formation, Malaysia faced various political challenges, including Indonesia's opposition, communist insurgency in Sarawak, dissatisfaction in East Malaysia, and the 1965 secession of Singapore. Ethnic tensions peaked after the 1969 elections, leading to riots and a national emergency (Malaysian Bar, 2007). Non-Malays grew resentful of government efforts to promote national unity through increased use of the Malay language and economic policies favouring Malays. The New Economic Policy (NEP), launched in 1971 and renewed as the New Development Policy (NDP) in 1991, aimed to increase significantly the wealth and economic potential of the bumiputera (Malays and other indigenous peoples).

The influx of foreign workers during the colonial era has made the country into a multi-racial entity, shaped by colonial-era migration that brought together Malays, Chinese, Indians, and various indigenous groups. While equal rights and opportunities exist in areas like education, politics, and the economy, the legacy of the British "divide and rule" policy still affects national unity. Some ethnic communities have successfully integrated, but others remain culturally and linguistically separate, leading to social friction and job market disparities. Although Malaysia has made progress, challenges around identity and unity persist, as seen in past racial tensions like the 1969 riots, which prompted the introduction of the *Rukunegara* to promote national cohesion.

The Present Day

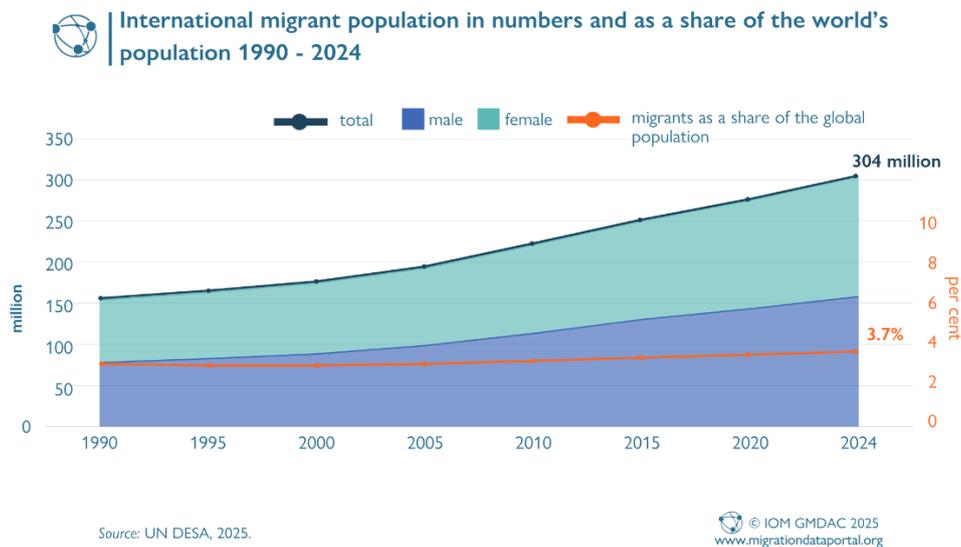
Malaysia's migrants are primarily from Indonesia, Bangladesh, Myanmar, and Nepal, with minor numbers coming from India, Cambodia, and Lao PDR. Many of them work in industries such as manufacturing, plantation, agriculture, services (hospitality and security), and domestic labour. Labour migrants in these corridors make significant contributions to the economy of both Malaysia and their home countries, accounting for an estimated 15.3% of the Malaysian workforce and dominating low- and semi-skilled jobs (International Organization for Migration, 2025). As of the end of 2023, the UNHCR has registered approximately 182,820 refugees and asylum seekers. The most majority (88%) come from Myanmar and include Rohingya, Chin, and other ethnic groups. The Rohingya account for 58%, or 107,520, of

Malaysia's overall refugee population. The remaining refugees are from Pakistan, Yemen, Syria, Somalia, Afghanistan, Iraq, and Sri Lanka, among others (International Organization for Migration, 2025). The presence of regular migrants also forces their employers to contribute to government health and insurance programs that sustain social safety measures, among other benefits to the Malaysian economy. Due to a labour shortage, the recruitment of foreign workers in the source countries listed above has been implemented, to the point where the influx of foreign workers in Malaysia has caused a profound impact on the country and the well-being of its people, whether in terms of economy, social, or environmental (Afira & Fatin, 2024).

Security Threat from Foreign Workers

In recent years, international migration has made its way to the forefront of the security agendas of several states, particularly in Europe and North America. The perception of immigration as a threat to security has developed alongside the rapid increase in the number of immigrants worldwide (International Organization for Migration, 2025). The UN estimates that there will be 304 million international migrants in 2024. This figure has risen from 275 million in 2020. Despite the growth in absolute numbers, the proportion of international migrants in the global population has remained relatively steady over time, at 3.7%, just 0.8% higher than in 1990, when Department of Economic and Social Affairs (DESA) of IOM began collecting estimates.

Figure 1: International Migrant Population 1990 - 2024



Source: UN DESA (2025)

Malaysia continues to have security issues because of the surge of unauthorized and international workers. Such inflows, whether legal or not, are viewed as risks to the country's political, social, and economic stability, demonstrate how, despite their economic contribution, migrant workers in Sabah are frequently securitized in political discourse (Dollah & Abdullah, 2018). Migrants are typically portrayed in the public eye as a substantial threat to national security and public safety, with high crime rates often associated with them. However, this narrative is not supported by empirical data. In Malaysia, although accounting for roughly one-third of the prison population, migrants are predicted to commit just about 2% of crimes each

year (Foley, 2023). This sharp contrast emphasises the disproportionate fear of migrant groups, implying that structural prejudice, media framing, and political rhetoric may contribute more to public anxiety than actual migrant criminality. By correcting these myths, governments may create more balanced and evidence-based approaches to immigration and security. The dangers of smuggling, public health problems, and corruption connected to immigration are also highlighted by Abdul Mutalib (2023).

In the broadest sense, security refers to the absence of threats. The traditional approach to international security has centred on military considerations. According to Krause and Williams (1996), the state is the referent object that requires protection from dangerous forces, particularly war. However, security studies in the post-Cold War era have shifted away from the state-centric approach, extending the definition of security to cover a variety of potential dangers (Krause & Williams, 1996). Buzan argues that security studies should expand beyond the military sector to include sociological, environmental, economic, and political security (Peoples & Vaughan-Williams, 2010). As the concept of security has expanded, a wide range of issues, including the environment, poverty, and international migration, have been labelled as security risks or threats (Lohrmann, 2000). Non-state objects such as humanity, cultural identity, and the individual self are deemed at danger, rather than the state (Huysmans & Buonfino, 2008).

Despite the link between foreign workers and a country's production, one factor that must not be neglected is how the flood of these migrants can have a negative impact on host countries. Malaysia is one of the emerging countries that is affected by such negativity. This section will examine whether immigration poses a threat to security, focussing on societal, economic, internal, and public security aspects.

Social

Foreign workers are largely imported into Malaysia to address labour shortages in sectors such as agriculture, domestic services, and manufacturing, but their presence has spread far beyond these targeted areas, causing social issues among the local people. Foreign nationals are increasingly seen working in customer-facing professions such as cashiers or front desk personnel in cities such as Kuala Lumpur, despite the fact that such employment is prohibited by the Malaysian Immigration Act (Amar Shah & Ashwin, 2019). Some have gone so far as to start and run their own enterprises. In order to get permanent resident (PR) status, some international workers participate into convenience marriages with local locals.

Between 2000 and 2012, almost 20,000 Muslim foreign nationals, primarily from the Philippines and Indonesia, married local Muslims in Sabah. During this 12-year period, more foreign women (10,922) married local men than foreign men (8,859) married local women, with the number of such weddings rising from 222 in 2000 to 1,302 by 2012. This tendency has considerably contributed to Sabah's demographic shifts, raising worries about the legal, social, and cultural implications of such partnerships (Pook, 2016).

Some foreigners in Malaysia confront legal uncertainty, particularly those who do not have permanent residency (PR). When they have children, the youngsters frequently become stateless and are denied access to basic needs such as school and healthcare. Although non-governmental organisations (NGOs) jump in to aid, their efforts frequently come at the price of resources intended for Malaysian children. Another major concern is the abuse of marriage

as a route to citizenship. This issue affects both Muslim and non-Muslim groups, with some foreign women, primarily from China and Vietnam, marrying Malaysian men, frequently through syndicates, in order to obtain visas. These marriages are primarily planned for monetary gain, ranging from RM3,000 to RM20,000, and frequently result in divorce after a short amount of time if residence aspirations are achieved.

Authorities have determined that many of these women later engage in criminal activities like as prostitution, particularly in urban regions such as Kuala Lumpur, Penang, and Ipoh. These "husband-for-hire" agreements have become a well-known strategy, particularly since tightened regulations have curtailed access to student and work visas. Although the Immigration Department is aware of such schemes, they are difficult to identify without specific tips or raids. When confronted, some international women and their local "husbands" are unable to identify one another, showing the fraudulent nature of the marriages. In 2010, approximately 5,700 Chinese nationals were detected working unlawfully, with some abusing marriage visas. Despite having enforcement powers under many legislation, authorities encounter difficulties in addressing these concerns due to the difficulty of distinguishing between legitimate and fraudulent marriages (Hariati Azizan, Ann Tan, & Sylvia Looi, 2011).

Economics

Since its independence, Malaysia's economy has relied heavily on low-skilled immigrant labour to drive growth. The number of foreign workers in Malaysia has steadily increased over the last decade due to labour shortages in key industries such as manufacturing, construction, and agriculture. Millions of workers from Bangladesh, Nepal, Myanmar, and Indonesia fill labour shortages in manufacturing, construction, plantations, and agriculture (Al-Masud et al., 2020). This reliance derives from the necessity for cheap, low-skilled labour, particularly in low-wage, physically demanding jobs that local workers are afraid to accept. In 2024, foreign workers made up around 14.6% of Malaysia's total labour force (Ayman, 2025), illustrating the government's continued reliance on imported labour to maintain economic output.

Foreign workers were initially recruited only for 3D (dangerous, difficult and dirty) jobs as the scarcity of local workers in the plantation and construction sectors adversely affected the nation's economy. It is not fair to say that local workers are choosy. They shun the jobs as the wages offered do not commensurate with the nature of the work, which is tough and demanding. Strangely enough, foreign workers are currently being employed almost everywhere including in sheltered and conducive working environments such as petrol stations, wet markets, provision shops, hospitals and restaurants. These are way off from their supposed employments only in the sectors of agricultural, manufacturing and domestic help. Malaysia is home to roughly 2.2 million officially recognized foreign workers, or 15% of the country's workforce, according to recent estimates. Unofficial estimates place the number of undocumented migrants at between 3.4 and 5.7 million (Malaysian Bar, 2023; International Organization for Migration, 2023; DOSM, 2024). According to official Immigration Department records, there were 2.12 million active foreign workers as of February 2024 (HR Asia, 2024). By September 2024, this number had increased to 2.47 million, spread across several important industries, including manufacturing, construction, services, plantations, agriculture, domestic helpers, and mining (Rahimy et al., 2024; Human Resources Ministry, 2024). These statistics show that despite government efforts to reduce dependency through quota freezes and multi-tier tax systems, migrant workers; both legal and undocumented

continue to widely surpass statutory employment limitations (set at 15% under the 12th Malaysia Plan, 2021–2025).

The modern-day influx of foreign workers in Malaysia began with shortages of workers, particularly in the industrial and construction sectors, during Malaysia's economic growth in the 1990s. This was later expanded to include agricultural and household services in early 2000. While this is happening, the economic downturns of 1997 and 2008 have resulted in the layoff of local people. Foreign labour were brought in to replace local workers, as industries and businesses attempted to stay afloat. Today, many firms and industrial players see workforce shortages as a justified excuse to choose foreign workers over local ones, demonstrating how the missed chance for local employment during the economic downturn has continued.

Over the past decade, Malaysia has become increasingly reliant on foreign workers, with their numbers constantly increasing. In 2011, there were 1.8 million registered foreign workers, with 38.2% employed in manufacturing, 16% in construction, and 14.2% in plantations (Ministry of Finance Malaysia, 2016). The majority of these labourers were from Indonesia (50.9%), followed by Bangladesh (17%), Nepal (9.7%), Myanmar (7.8%), India (6.3%), and Vietnam (4.2%). While international workers have helped to alleviate labour shortages and boosted economic growth, they have also brought drawbacks, such as rivalry with locals for jobs.

In 2012, the government approved the employment of 45,000 foreign workers from India to fill labour shortages in 13 small company sectors, including restaurants, grocery stores, and textiles. This decision was made when business owners, through the Malaysian Associated Indian Chamber of Commerce and Industry (MAICCI), petitioned the Prime Minister. However, the Malaysian Trades Union Congress (MTUC) fiercely opposed the plan, claiming that it would restrict job prospects for Malaysians and impede wage development. The MTUC questioned why foreign workers were needed while many Malaysians, including school leavers, laid-off workers, unemployed graduates, and those living in poverty, were still looking for work.

Among the factors cited by industrial players to the Ministry of Human Resource Malaysia, employers frequently prefer foreign workers over locals because they are perceived as more hard-working, prepared to take on additional responsibilities, and willing to accept lower compensation. Hiring locals also requires firms to pay EPF and SOCSO contributions, which raises costs. As a result, many Malaysians lose their employment chances. Employers frequently neglect the fact that foreign workers typically have no family responsibilities in Malaysia, allowing them to concentrate more on work. Employers who avoid paying specific payments for foreign workers must still pay a substantial levy—and some even hire illegal workers to save money. However, this rising reliance on foreign labour raises unemployment among locals, diminishes their purchasing power, and has a detrimental impact on the country's GDP (Ramesh et al., 2012).

Another issue is that local workers are frequently treated unfairly in terms of compensation and benefits. They must compete with foreign workers who are willing to accept lower salaries and less favourable working conditions. Firms prefer to hire foreign labour because they want to earn as much money as possible in a short period of time. This makes Malaysian workers vulnerable and obliged to tolerate unfair treatment in order to stay working. While firms may gain from lower labour costs, it also demonstrates how foreign workers are exploited.

Unfortunately, in order to compete, local workers may be forced to accept similar forms of exploitation.

Another important issue is the high sum of money being moved out of Malaysia by foreign workers. According to a 2016 inquiry in Parliament, RM119 billion has been repatriated back to workers' home countries since 2011, reducing the value of the Ringgit Malaysia and affecting the economy. Indonesian workers sent the most money (RM21.2 billion), followed by Bangladeshis (RM17 billion), Nepalese (RM13.2 billion), Indians (RM6 billion), and Filipinos (RM3 billion). With around 2.2 million legal and an estimated 2 million undocumented foreign workers in the nation (Nicholas, 2016), a sizable percentage of Malaysia's money is leaving rather than being spent locally. This might cause the Ringgit Malaysia to lose value, jeopardising the country's capacity to sustain an economically strong and stable economy in the future.

Health Risk

The influx of foreign workers in Malaysia has contributed to an increasing public health risk. Infectious diseases such as tuberculosis, malaria, hepatitis B, HIV, and leprosy are frequent among illegal immigrants who do not undergo health checks when they enter the country. Overcrowded living circumstances, inadequate sanitation, poor ventilation in dormitories and urban slums, and limited access to healthcare services have contributed to the prevalence of these diseases among migrant populations. Although legal foreign workers are obliged to go through two stages of health screenings; once in their home country and again upon arrival in Malaysia, many nevertheless fail the second screening, indicating a possible infection during transit or insufficient initial testing. In 2011, 3% of the 1.3 million legal foreign workers were ruled unfit for employment, with infectious disorders accounting for 75% of the cases (Ajis et al., 2014; Galvan, 2025; Mohd Putera et al., 2023; Zarina et al., 2024).

Between 2008 and 2012, tuberculosis was the most prevalent infection among unsuitable workers, followed by Hepatitis B, syphilis, HIV, malaria, and leprosy, with the majority of cases occurring in Indonesia, Nepal, Bangladesh, and Myanmar. According to Abdullah et al. (2015), 84 percent of Nepalese and Indian immigrants were exposed to infectious parasitic parasites (parasites that can cause a variety of diseases, including anaemia). Illegal foreign workers offer an even larger risk because they avoid mandatory health test totally; in 2012, they accounted for an estimated 8% of communicable disease carriers. Sabah, in particular, has recorded disproportionately high TB rates, with 13% of national TB cases and 28% of malaria cases attributed to foreign workers, underscoring the local population's sensitivity to imported health concerns (Asiaone.com, 2012; Mohd. Putera et al., 2023).

Public Security Elements

In the 80s, in Selangor alone, there were about 343,000 foreign worker squatters. In 1988, 23 settlements with sizable Indonesian populations were identified in the Klang Valley. In Kuala Lumpur, immigrants were found in 56 squatter settlements in 1989. Indonesians were 7% of the capital's estimated squatter population of over 180,000 (Migration News, 1996). This shows that the issue influx of foreign workers is not anything new to Malaysia. It is just that over the years, it has become more serious. More foreigners have come and stayed and brought with them threats that are no less dangerous. In the modern-day scenario, where the threat of terrorism is imminent, such influx, particularly that comes in the form of illegal immigrants, brings problems that include terror threats related to the Islamic State in Iraq and Syria terror

group, human trafficking and moral deprivation, among others. Unfortunately, it is next to impossible for Malaysians to go without these people.

Using the excuse of worker shortage, particularly in the 3D sector industrial players have pressured the government in instituting various policies to regulate the employment of foreign workers. Even those who enter illegally were given the chance to legalize themselves through the “Foreign Worker Rationalisation Programme”. In addition, Memorandums of Understanding (MOUs) have been signed with labor exporting countries like Indonesia, Bangladesh, India and Nepal to authorize legal recruitment of foreign workers. Due to these policies, there is a rapid increase in the number of foreign workers in Malaysia which are flooding the market. The consequences of this phenomenon have incurred stress on public amenities and services, such as health and education facilities. Another contribution by this influx is the increase of crime rates.

In 2014 alone, violent crimes involving foreigners in the Malaysian Crime Index rose to 1,780 cases between January and June, compared with 1,524 cases during the corresponding period in 2013. The most committed crime was unarmed gang robbery at 788 cases compared with 780 cases in 2013. Meanwhile, rape cases rose to 92 from 70 cases, gang robbery with firearms rose from 67 cases to 86 cases while robbery with firearms dropped from 13 cases to seven cases (New Straits Times, 2014).

In 2017 meanwhile, 23,000 foreigners were deported in the first five months. Apart from prostitution, foreigners were also found to be involved in other criminal activities such as kidnapping, robbery, human trafficking, and even murder. According to immigration statistics, of the 4,200 Bangladeshis sent home that year, 126 had criminal records including for kidnapping and robbery. Of the 6,849 Indonesians deported, 621 had committed crimes here that included human trafficking and drug trafficking. Such numbers increased the public’s anxiety about the security of the country, as it causes concern of the effectiveness of the enforcement agencies in manning the country’s 137 entry points (The Star Online, 2017).

Foreign workers' ability to move without monitoring from their employers leads to criminality and the possibility of a rise in health problems in the form of contagious diseases. According to data from the Ministry of Home Affairs (KDN), foreign nationals committed 42,451 criminal charges from 2016 to August 2019. According to former Inspector-General of Police Tan Sri Razarudin Husain, between 2021 and 2024 (November), 9,684 foreigners from various nations were detained for violent crimes, robbery, theft, murder, rape, and other offences, and Indonesia, Myanmar, Bangladesh, the Philippines, and Pakistan have some of the highest crime rates in the country (Harian Metro, 18 Mac 2025).

Conclusion

Migration influx caused by the British administration during the colonial era has helped to shape Malaysia into what it is today. The characteristics of multi-racial and multi-ethnicity have added colours to the fabric of society that exists today, along with political stability and economic prosperity. Included into the country’s legal system, these migrants have contributed largely to the national growth. It was this that led to the coordinated efforts that finally brought the country towards achieving its independence. However, it also brought together discriminatory effects, whereby certain quarters of the migrants, even after years living here, still fail to capture the essence of national identity and unity. A sense of animosity still exists,

an effect left by the British's divide and rule legacy. With the advancement of the economy more opportunities open up, and with it, the requirement for labour force. It is a reminiscence of the colonial era - foreign workers are needed to fill the void created for economic demands.

Malaysia employed over 2.47 million low-skilled foreign workers as of September 2024, which is close to the 15% ceiling on the entire workforce required by the 12th Malaysia Plan (2021–2025). But thanks to the presence of a multitude of illegal foreign workers, the ratio would have reached a jaw-dropping 43%, far beyond what the labour market requires. Reality has shown that Malaysians are having no choice but to accept that the entry of foreign workers into the country - both legal and illegal, has come to a saturated point. Though it cannot be denied that these foreign workers have contributed to the country's economy, it also needs to be accepted that the contributions have not come without a steep price. The reduction of reliance on foreign labor, especially in industries like construction and plantations, has been a top priority for the Malaysian government during the 12th Malaysia Plan (2021–2025). The strategy supports the deployment of automation and mechanization as well as increased local labor engagement. The number of registered foreign workers fell from over 1.7 million before to the COVID-19 epidemic to about 1.17 million, indicating a major impact on the foreign labor market. International borders have already been reopened, but workforce shortages, particularly in industry, construction, and agriculture, are predicted to fuel a fresh need for foreign labor.

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