



KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

KENYATAAN MEDIA

**LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL),
SUKU TAHUN KEEMPAT 2025**

**Median upah bulanan sektor formal meningkat kepada RM3,167
pada Disember 2025**

PUTRAJAYA, 29 APRIL 2026 – Median upah bulanan pekerja formal adalah RM3,167 pada Disember 2025, meningkat 4.0 peratus daripada RM3,045 pada Disember 2024, menurut Jabatan Perangkaan Malaysia (DOSM).

Laporan Statistik Upah Pekerja (Sektor Formal) pada Suku Tahun Keempat 2025 menunjukkan bahawa pasaran buruh Malaysia terus mencatatkan pertumbuhan yang stabil pada suku tahun ini. Dato' Sri Dr. Mohd Uzir Mahidin, Ketua Perangkawan Malaysia, menyatakan bahawa pertumbuhan guna tenaga yang stabil di mana bilangan pekerja formal warganegara terus menunjukkan peningkatan tahun ke tahun, mencatatkan pertumbuhan sebanyak 3.6 peratus kepada 7.08 juta orang pada Disember 2025. Sementara itu, median upah bulanan juga merekodkan kenaikan tahun ke tahun masing-masing sebanyak 4.3 peratus, 4.3 peratus dan 4.0 peratus pada Oktober, November dan Disember 2025.

Dari segi perbandingan mengikut jantina, pekerja formal lelaki yang menyumbang 55.1 peratus (3.90 juta orang) daripada keseluruhan pekerja formal pada Disember 2025, menerima median upah bulanan lebih tinggi berbanding pekerja formal perempuan. Median upah bulanan pekerja formal lelaki adalah RM3,167 manakala pekerja formal perempuan yang menyumbang 44.9 peratus (3.18 juta orang) daripada jumlah pekerja formal keseluruhan memperoleh median upah bulanan sebanyak RM3,120.

Statistik upah mengikut kumpulan umur menunjukkan bahawa pekerja formal berumur 45 hingga 49 tahun terus merekodkan median upah bulanan tertinggi sepanjang suku tahun keempat 2025 (Oktober 2025: RM3,827; November 2025: RM3,845; Disember 2025: RM4,245). Semua kumpulan umur mencatatkan peningkatan median upah bulanan secara konsisten tahun ke tahun. Pertumbuhan tertinggi direkodkan dalam kalangan pekerja formal berumur bawah 20 tahun dengan median upah bulanan mencapai RM1,700 pada Disember 2025, meningkat 11.3 peratus berbanding tempoh yang sama tahun sebelumnya.

Manakala upah mengikut aktiviti ekonomi juga menunjukkan semua sektor mencatatkan peningkatan median upah bulanan sepanjang ketiga-tiga bulan pada suku tahun keempat 2025. Sektor Perlombongan & pengkuarian, hanya membentuk 0.5 peratus daripada keseluruhan pekerja formal, mencatatkan median upah bulanan tertinggi sebanyak RM7,900 pada Disember 2025. Sebaliknya, sektor Pertanian yang mewakili 1.8 peratus daripada pekerja formal mencatatkan median upah bulanan terendah pada RM2,564, menunjukkan pertumbuhan tahun ke tahun kepada 7.6 peratus dalam tempoh yang sama.

Tiga negeri teratas yang melebihi median upah bulanan nasional RM3,167 ialah Wilayah Persekutuan Kuala Lumpur mencatatkan median upah bulanan tertinggi pada RM4,391, diikuti Pulau Pinang iaitu RM3,500 dan Selangor iaitu RM3,400 pada Disember 2025. Sementara itu, Kelantan, Perlis dan Sabah mencatatkan median upah bulanan terendah masing-masing sebanyak RM1,800, RM1,864 dan RM2,045, pada tempoh yang sama.

Ketua Perangkawan Malaysia turut memaklumkan bahawa 8.4 peratus daripada jumlah pekerja formal warganegara menerima upah bulanan bawah RM1,700 pada Disember 2025, berkurang sebanyak 12.5 mata peratus berbanding Disember 2024. Selain itu, analisis persentil menunjukkan bahawa 10 peratus pekerja formal Malaysia terendah menerima upah bulanan sebanyak RM1,700 atau kurang setiap bulan, manakala pekerja formal dalam persentil ke-90 menerima sekurang-kurangnya RM11,122 setiap bulan. Perbezaan ini menunjukkan pekerja pada persentil ke-90 menerima lebih daripada enam kali ganda upah daripada kumpulan upah terendah, menggambarkan jurang upah antara mereka yang berpendapatan tertinggi dan terendah.

Mengakhiri kenyataannya pada keluaran hari ini, Dato' Sri Dr. Mohd Uzir Mahidin berkata, "Statistik ini adalah berasaskan sumber data pentadbiran daripada agensi yang berkaitan, memberi tumpuan kepada warganegara yang bekerja di sektor formal, khususnya di sektor swasta. Perantaraan hadapan, DOSM akan terus memperkukuh penyebaran statistik upah pekerja dengan mengintegrasikan pelbagai data pentadbiran untuk pengeluaran statistik yang lebih terperinci bagi pemahaman yang lebih mendalam tentang pasaran buruh negara."

Jabatan Perangkaan Malaysia (DOSM) sedang melaksanakan **Banci Ekonomi 2026 (BE2026)** dengan tema "**Data Nadi Ekonomi Rakyat**". Pelaksanaan Banci Ekonomi kali keenam ini berlangsung dari **5 Januari hingga 31 Oktober 2026**. BE2026 bertujuan untuk mengumpul data yang menyeluruh dan berstruktur daripada semua pertubuhan perniagaan berdaftar dan tidak berdaftar di Malaysia, bagi menilai prestasi, struktur serta ciri-ciri ekonomi negara secara komprehensif dan berasaskan bukti.

Malaysia buat julung kalinya telah menduduki **tangga pertama (1)** di peringkat global dalam laporan dwi-tahunan **Open Data Inventory (ODIN) 2024/25** yang dikeluarkan oleh Open Data Watch (ODW), mengatasi 197 negara lain. Pencapaian ini merupakan lonjakan ketara daripada kedudukan ke-67 dalam penilaian ODIN 2022/23.

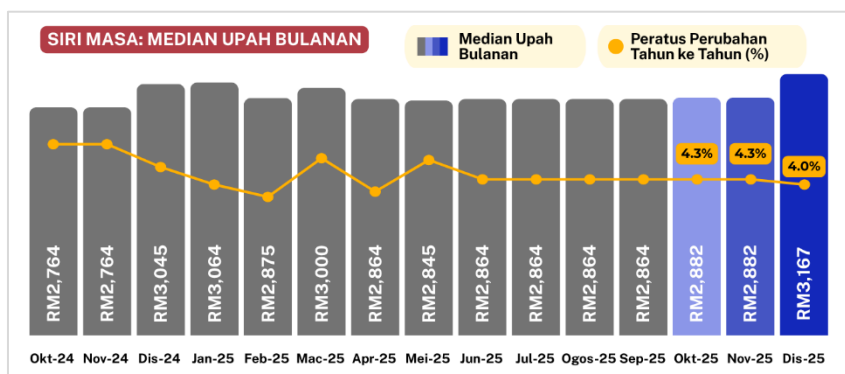
OpenDOSM NextGen adalah medium yang menyediakan katalog data dan visualisasi bagi memudahkan pengguna menganalisis pelbagai data dan boleh diakses melalui portal <https://open.dosm.gov.my>.

MyLabourHub ialah platform komprehensif yang mengintegrasikan institusi, data dan teknologi bagi menyediakan maklumat pasaran buruh yang relevan, tepat dan mudah diakses. Dapatkan data pasaran buruh Malaysia melalui MyLabourHub di <https://mylabourhub.dosm.gov.my>.

Dikeluarkan oleh:

PEJABAT KETUA PERANGKAWAN MALAYSIA
JABATAN PERANGKAAN MALAYSIA
29 APRIL 2026

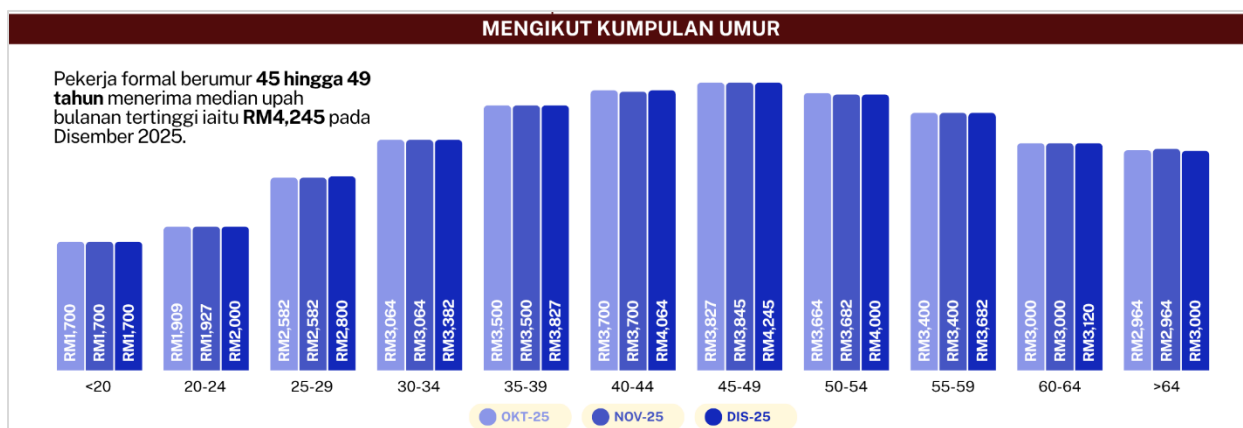
Paparan 1: Median Upah Bulanan, Oktober 2024 – Disember 2025



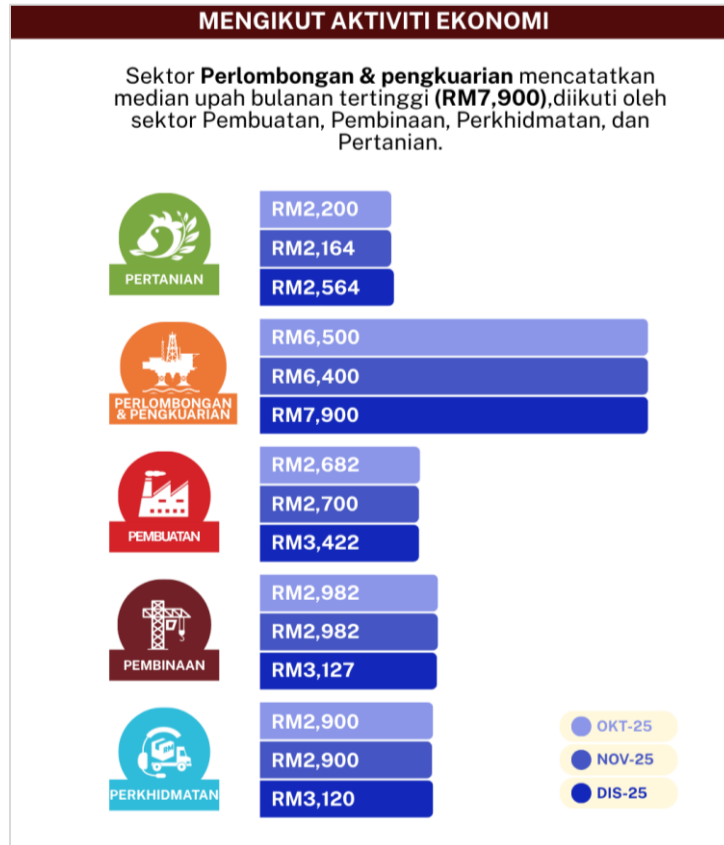
Paparan 2: Median Upah Bulanan mengikut Jantina, Oktober - Disember 2025



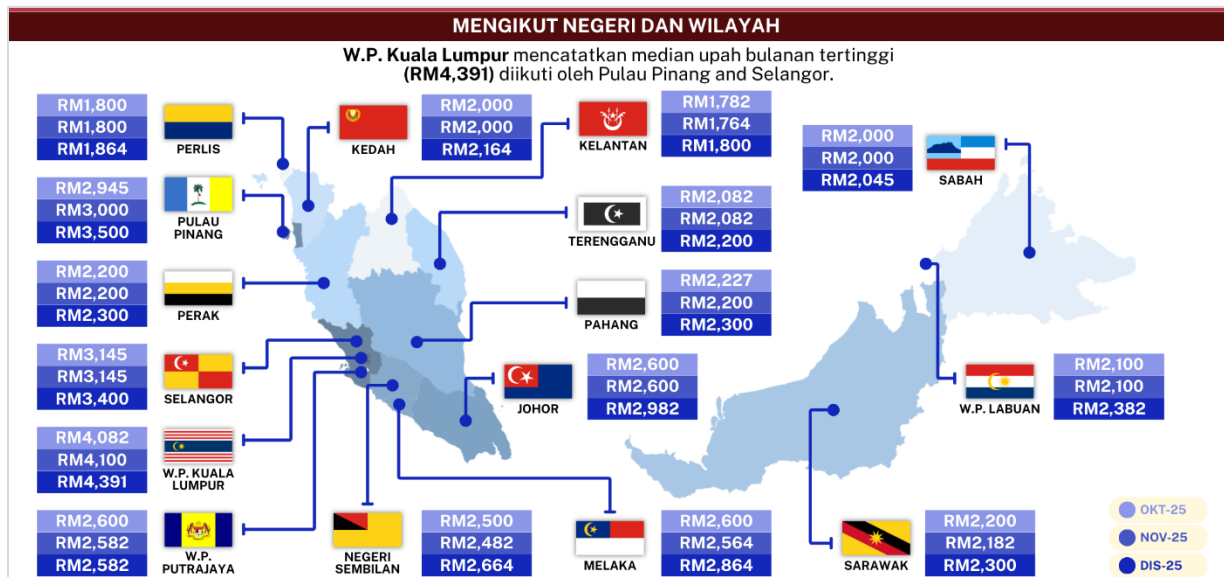
Paparan 3: Median Upah Bulanan mengikut Kumpulan Umur, Oktober - Disember 2025



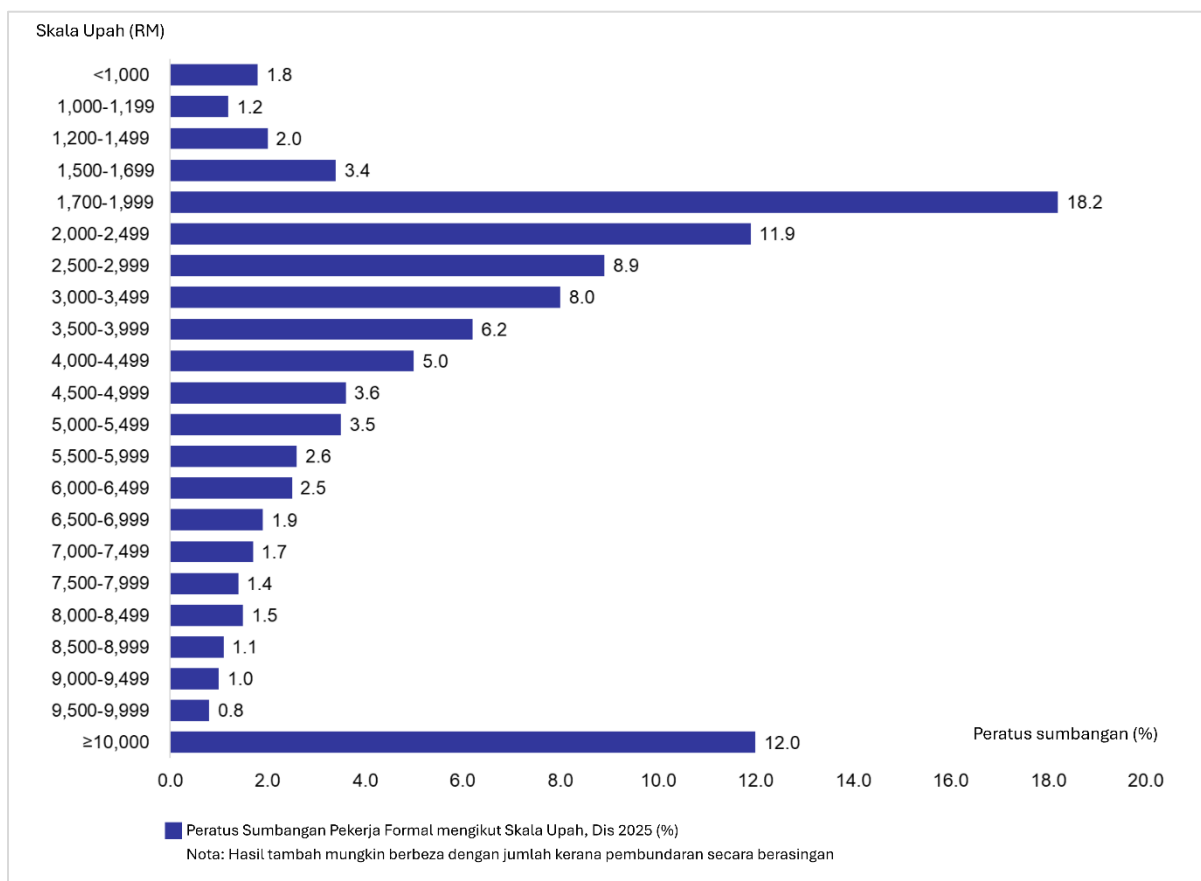
Paparan 4: Median Upah Bulanan mengikut Aktiviti Ekonomi, Oktober - Disember 2025



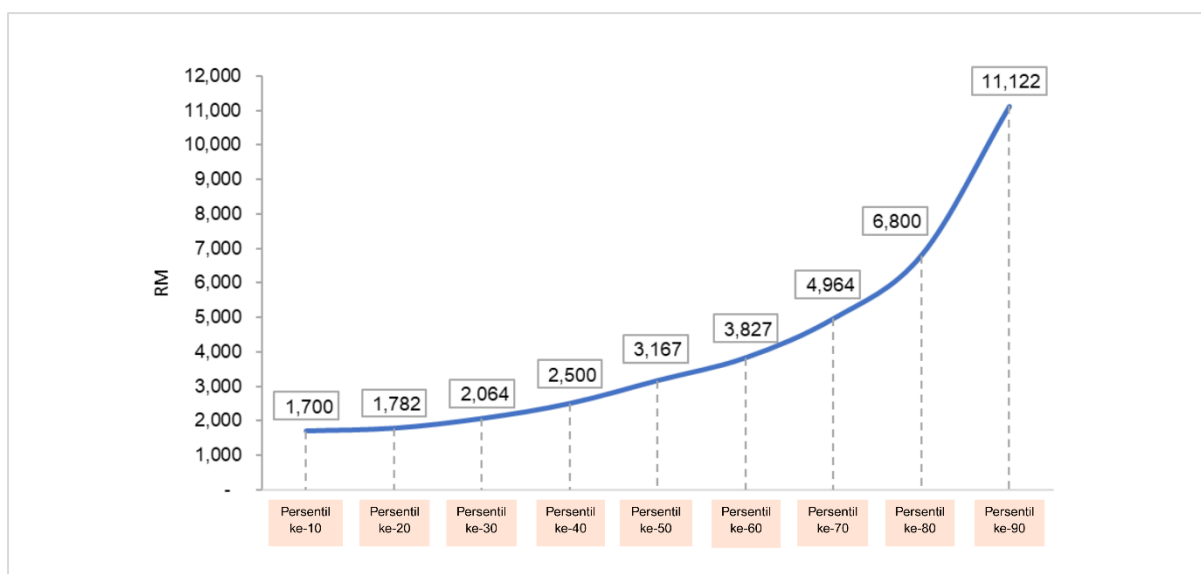
Paparan 5: Median Upah Bulanan mengikut Negeri dan Wilayah, Oktober - Disember 2025



Paparan 6: Taburan Pekerja Formal mengikut Skala Upah, Disember 2025



Paparan 7: Taburan Upah Pekerja Formal mengikut Persentil, Disember 2025





MINISTRY OF ECONOMY
DEPARTMENT OF STATISTICS MALAYSIA

MEDIA STATEMENT

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT, FOURTH QUARTER 2025

Median monthly wage of the formal sector rise to RM3,167 in December 2025

PUTRAJAYA, 29TH APRIL 2026 – The median monthly wage for formal employees were RM3,167 in December 2025, a 4.0 per cent increase from RM3,045 in December 2024, according to the Department of Statistics Malaysia (DOSM).

The Employee Wages Statistics (Formal Sector) Report in the Fourth Quarter 2025 elaborated that Malaysia's labour market continued to strengthen during the quarter under review. Dato' Sri Dr. Mohd Uzir Mahidin, the Chief Statistician of Malaysia stated that a steady employment growth which the number of Malaysian formal employees continued to register a year-on-year increase that recorded a growth of 3.6 per cent to 7.08 million persons in December 2025. Meanwhile, the median monthly wage also recorded year-on-year increases of 4.3 per cent, 4.3 per cent and 4.0 per cent in October, November and December 2025, respectively.

In terms of comparison by sex, male formal employees comprised 55.1 per cent (3.90 million persons) of the total formal employees in December 2025, received higher median monthly wage than female formal employees. The median monthly wage of male formal employees stood at RM3,167 while female formal employees who made up 44.9 per cent (3.18 million persons) of total formal employees earned median monthly wage of RM3,120.

Wage statistics by age group showed that formal employees aged 45 to 49 years continued to register the highest median monthly wages throughout the fourth quarter of 2025 (October 2025: RM3,827; November 2025: RM3,845; December 2025: RM4,245). All age groups experienced steady year-on-year increases in median monthly wage. The highest growth was recorded among employees aged below 20 years, with the median monthly wage reaching RM1,700 in December 2025, an increase of 11.3 per cent compared with the same period of the previous year.

Whilst the wages by economic activity also showed that all sectors recorded an increase in median monthly wages across all three months of the fourth quarter of 2025. The Mining & quarrying sector, which makes up only 0.5 per cent of all formal employees, recorded the highest median monthly wages at RM7,900 in December 2025. In contrast, the Agriculture sector, representing 1.8 per cent of formal employees, reported the lowest median monthly wages at RM2,564, showing a rise to 7.6 per cent year-on-year growth during the same period.

The top three states which exceeded the national median monthly wages of RM3,167 were Wilayah Persekutuan Kuala Lumpur recorded the highest median monthly wage at RM4,391, followed by Pulau Pinang at RM3,500 and Selangor at RM3,400 in December 2025. Meanwhile, Kelantan, Perlis and Sabah recorded the lowest median monthly wages during the same period with RM1,800, RM1,864 and RM2,045 respectively.

The Chief Statistician Malaysia highlighted that 8.4 per cent of Malaysian's formal employees earned monthly wages below RM1,700 in December 2025, which was reduced by 12.5 percentage points as compared to December 2024. Furthermore, percentile analysis revealed that the bottom 10 per cent of Malaysian formal employees received monthly wages of RM1,700 or less, while employees in the 90th percentile earned at least RM11,122 per month. This disparity illustrates that employees in the 90th percentile earned more than six times than those in the lowest wage group, underscoring the prevailing wage gap between the highest and lowest earners.

In conclusion, Dato' Sri Dr. Mohd Uzir Mahidin stated, "These statistics are based on administrative data sources obtained from relevant agencies, which focus on the citizens employed in the formal sector, notably in the private sector. Looking ahead, DOSM will continue to enhance the dissemination of employee wages statistics by integrating various administrative data to produce more comprehensive statistics for an extensive understanding of Malaysia's labour market."

The Department of Statistics Malaysia (DOSM) is conducting the **Economic Census 2026 (BE2026)**, with themed **"Data Nadi Ekonomi Rakyat"**. The sixth Economic Census, will be carried out from **5th January to 31st October 2026**. BE2026 aims to collect comprehensive and structured data from all registered and unregistered business establishments in Malaysia to assess the nation's economic performance, structure and characteristics in an evidence-based manner.

Malaysia has, for the first time, successfully secured the **top position** globally in the biennial **Open Data Inventory (ODIN) 2024/25** report released by Open Data Watch (ODW), surpassing 197 other countries. This achievement marks a significant leap from its 67th position in the ODIN 2022/23 assessment.

OpenDOSM NextGen is a medium that provides data catalogue and visualisations to facilitate users' analysis and can be accessed through <https://open.dosm.gov.my>.

MyLabourHub is a comprehensive platform that integrates institutions, data and technology to deliver relevant, accurate and accessible labour market information. Access the labour market data for Malaysia at <https://mylabourhub.dosm.gov.my>.

Released by:

**THE OFFICE OF CHIEF STATISTICIAN MALAYSIA
DEPARTMENT OF STATISTICS MALAYSIA
29 APRIL 2026**

Exhibit 1: Median Monthly Wage, October 2024 – December 2025

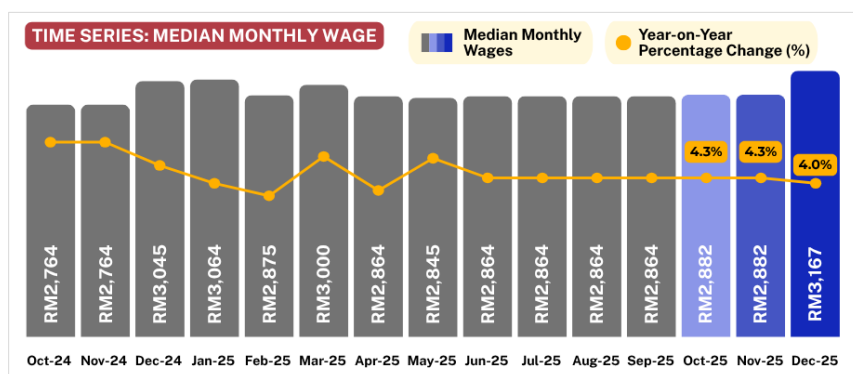


Exhibit 2: Median Monthly Wage by Sex, October – December 2025

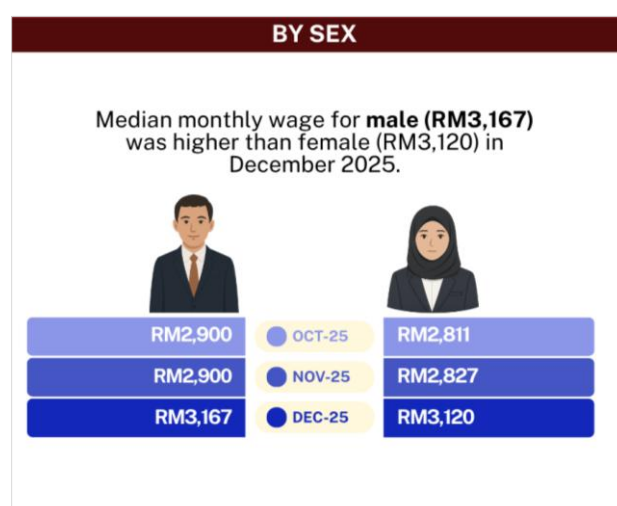


Exhibit 3: Median Monthly Wage by Age Group, October – December 2025

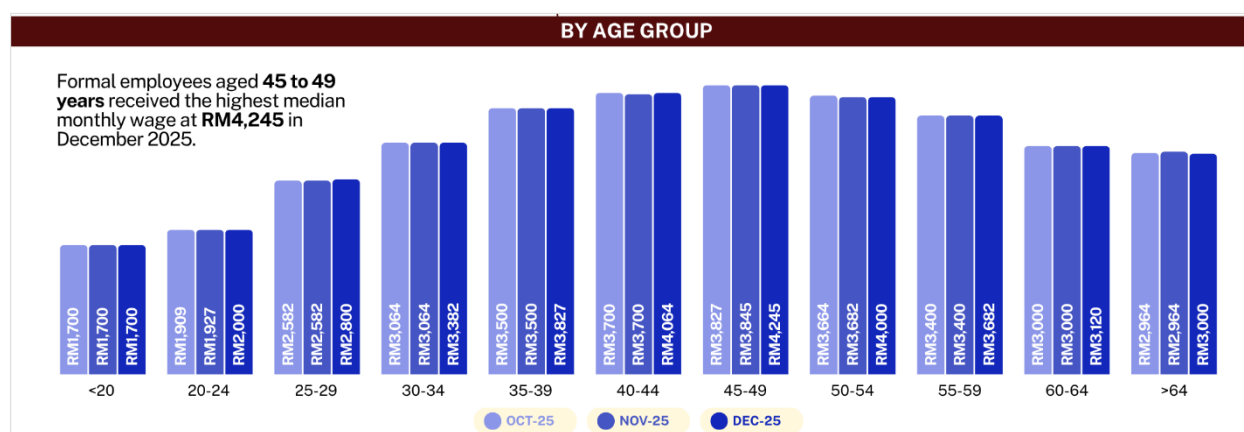


Exhibit 4: Median Monthly Wage by Economic Activity, October – December 2025

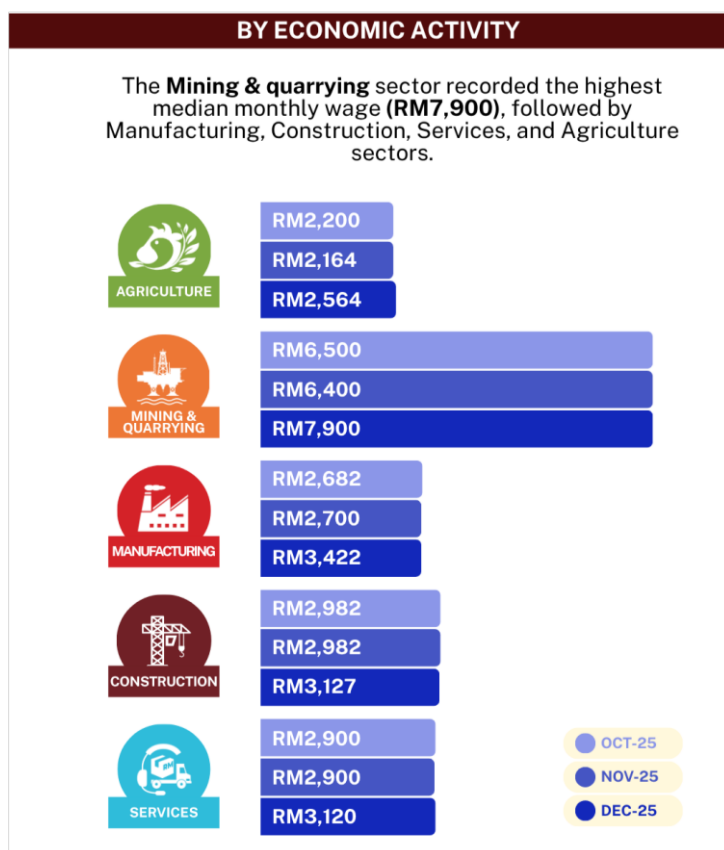


Exhibit 5: Median Monthly Wage by State and Region, October – December 2025

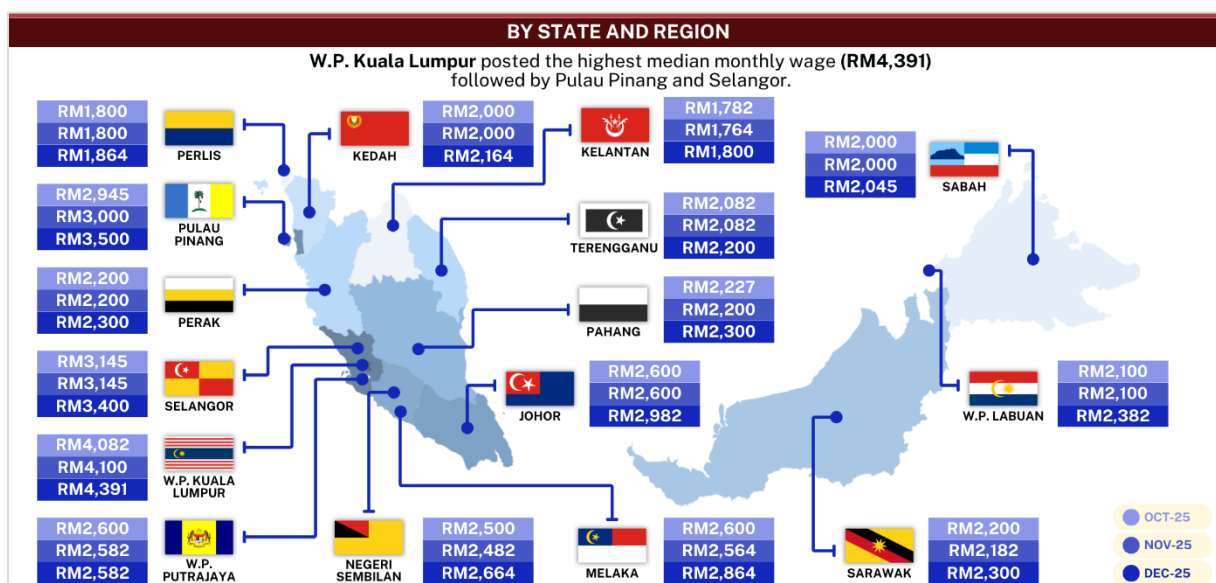


Exhibit 6: Distribution of Formal Employees by Wage Scale, December 2025

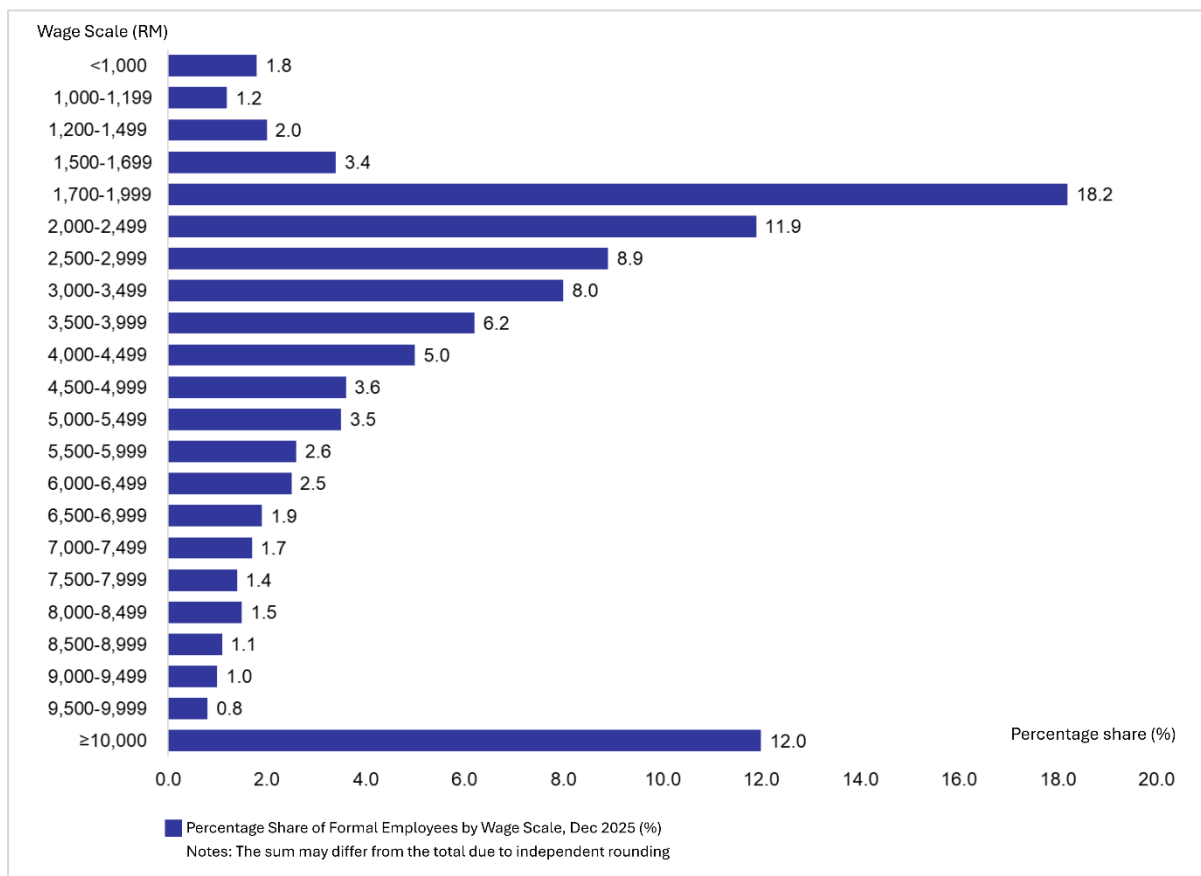


Exhibit 7: Wage Distribution of Formal Employees by Percentile, December 2025

