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KAJIAN PENGGAJIAN GOLONGAN ORANG KURANG UPAYA (OKU) DI MALAYSIA

Etika Kerja OKU Diiktiraf dengan Hampir 81.0 peratus Majikan Menilai Setanding Dengan Pekerja Lain

PUTRAJAYA, 28 Mei 2026 - Etika Kerja OKU diiktiraf dengan hampir 81.0 peratus majikan menilai standing dengan pekerja lain yang dilaporkan dalam penerbitan Kajian Penggajian Golongan Orang Kurang Upaya (OKU) di Malaysia hari ini. Kajian ini dijalankan pada tahun 2025 dengan penglibatan 1,830 majikan. Laporan ini turut menyatakan 71.9 peratus majikan mengiktiraf pekerja OKU dalam memacu produktiviti dan inovasi.

Ketua Perangkawan Malaysia, Dato' Sri Dr. Mohd Uzir Mahidin memaklumkan hampir 22 peratus majikan menggaji pekerja OKU, sekali gus mencerminkan komitmen terhadap penglibatan golongan tersebut dalam pasaran buruh. Usaha ini bukan sahaja menunjukkan peningkatan kesedaran majikan terhadap kepelbagaian tenaga kerja, malah turut disokong oleh pencapaian hampir 30.0 peratus penggajian dalam kalangan pekerja OKU kategori fizikal.

Hampir 91 peratus majikan yang pernah menggaji OKU telah membuka peluang pekerjaan antara satu hingga lima orang pekerja. Selain itu, hampir separuh

daripada majikan (47.5 peratus) menyatakan hasrat untuk terus menggaji OKU pada masa hadapan, menandakan kesediaan berterusan dalam memperluas peluang pekerjaan bagi golongan ini.

Dalam kalangan majikan yang sedang menggaji OKU, 83.7 peratus menempatkan antara satu hingga lima orang pekerja. Manakala, jawatan pekerja asas kekal sebagai pilihan utama dengan kadar 31.4 peratus menunjukkan bahawa peluang pekerjaan bagi OKU semakin berkembang, khususnya dalam sektor yang memerlukan tenaga kerja asas dan didapati 86.5 peratus pekerja OKU yang digaji memiliki Kad OKU sebagai pengesahan rasmi ketidakupayaan.

Walaupun terdapat cabaran seperti kos pengubahsuaian tempat kerja mesra OKU (63.3%), kesukaran mendapatkan calon yang sesuai (78.6%) serta tahap kesedaran majikan mengenai faedah dan insentif penggajian OKU yang masih perlu dipertingkatkan, dapatan positif menunjukkan majoriti majikan (90.6%) menyokong pewujudan garis panduan khusus berkaitan penggajian OKU dan 77.3 peratus bersetuju bahawa latihan perlu disesuaikan mengikut jenis ketidakupayaan.

Kerjasama holistik antara kerajaan, majikan, organisasi OKU dan semua pemegang taruh adalah penting untuk memperkukuh penyertaan inklusif OKU dalam pasaran buruh serta menyokong pembangunan sosioekonomi 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>.

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PEJABAT KETUA PERANGKAWAN MALAYSIA

JABATAN PERANGKAAN MALAYSIA

28 Mei 2026



SURVEY ON EMPLOYMENT OF PERSONS WITH DISABILITIES (PWD) IN MALAYSIA

"Work Ethics of Persons with Disabilities Recognised: Almost 81.0 per cent of Employers Rate Them Comparable to Other Employees.

PUTRAJAYA, May 28th, 2026 – Almost 81 per cent of employers indicates that the work ethics of employees with disabilities as on par with, or equivalent to, their non-OKU counterparts, as reported in the publication of the *Employment of Persons with Disabilities (PWD) in Malaysia Survey* released today. The survey was conducted in 2025 with the participation of 1,830 employers. The report also highlighted that 71.9 per cent of employers acknowledged PWD employees as contributing to productivity and innovation.

The Chief Statistician of Malaysia, Dato' Sri Dr. Mohd Uzir Mahidin, stated that nearly 22 percent of employers hire PWD workers, reflecting a commitment to their participation in the labor market. This effort not only demonstrates increasing employer awareness of workforce diversity but is also supported by the achievement of nearly 30.0 per cent employment among PWD workers in the physical disability category.

Nearly 91 per cent of employers who have previously hired Persons with Disabilities (PWD) have provided job opportunities for between one to five employees. In addition, almost half of employers (47.5 per cent) expressed their intention to

continue hiring PWD in the future, signaling ongoing readiness to expand employment opportunities for this group.

Among employers currently hiring PWD, 83.7 per cent employ between one to five workers. Meanwhile, basic worker positions remain the primary choice, with a rate of 31.4 per cent, indicating that job opportunities for PWD are steadily growing, particularly in sectors requiring basic labor. It was also found that 86.5 per cent of employed PWD hold a PWD Card as official confirmation of their disability.

Despite challenges such as the cost of workplace modifications to be PWD-friendly (63.3 per cent), difficulties in finding suitable candidates (78.6 per cent), and the need to further raise employer awareness of the benefits and incentives offered by the government for hiring PWD, positive findings show that a majority of employers (90.6 per cent) support the establishment of specific guidelines on PWD employment, and 77.3 per cent agree that training should be tailored according to the type of disability.

Holistic collaboration between the government, employers, PWD organizations, and all stakeholders is essential to strengthen the inclusive participation of persons with disabilities (PWDs) in the labor market and to support the nation's socio-economic development.

The Department of Statistics Malaysia (DOSM) is currently conducting the Economic Census 2026 (BE2026) under the theme "Data as the Pulse of the People's Economy." This sixth Economic Census is being carried out from 5 January to 31 October 2026. BE2026 aims to collect comprehensive and structured data from all registered and unregistered business entities in Malaysia, in order to evaluate the performance, structure, and characteristics of the national economy in a thorough and evidence-based manner.

For the first time, Malaysia has ranked first globally in the Open Data Inventory (ODIN) 2024/25 biennial report released by Open Data Watch (ODW), surpassing 197 other countries. This achievement represents a significant leap from Malaysia's 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>.

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**THE OFFICE OF CHIEF STATISTICIAN
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