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KENYATAAN MEDIA

KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

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LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL) SUKU TAHUN KEEMPAT 2024

**Median upah bulanan dalam sektor formal meningkat kepada RM3,045
dengan pertumbuhan 5.0 peratus pada Disember 2024**

PUTRAJAYA, 29 April 2025 – Menurut **Jabatan Perangkaan Malaysia** dalam **LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL), SUKU TAHUN KEEMPAT 2024** yang dilaporkan hari ini, median upah bulanan dalam sektor formal meningkat kepada RM3,045 dengan pertumbuhan 5.0 peratus pada Disember 2024. Median upah bulanan pada bulan Disember 2024 adalah sebanyak RM3,045 berbanding RM2,764 pada November dan Oktober 2024. Secara purata, median upah tahunan pada 2024 meningkat sebanyak 6.0 peratus berbanding 2023.

Mengulas mengenai penemuan statistik yang diperoleh daripada data pentadbiran, Dato' Sri Dr. Mohd Uzir Mahidin, Ketua Perangkawan Malaysia, menyatakan bahawa peningkatan median upah bulanan menandakan landskap pasaran buruh yang lebih baik, sejajar dengan pengembangan ekonomi yang semakin meningkat pada suku tahun keempat 2024. Bilangan pekerja dalam sektor formal juga terus menunjukkan peningkatan tahun ke tahun, dengan pertumbuhan sebanyak 2.3 peratus (+156.6 ribu) kepada 6.83 juta orang pada Disember 2024.

Dari segi pekerja formal mengikut jantina, pada Disember 2024, bilangan pekerja formal lelaki Malaysia mencapai 3.77 juta orang, menyumbang 55.2 peratus dengan median upah bulanan RM3,045. Sementara itu, pekerja formal perempuan menyumbang 44.8 peratus, bersamaan dengan 3.06 juta orang dengan median upah bulanan RM3,000. Berbanding Disember 2023, median upah bulanan bagi kedua-dua pekerja formal lelaki dan perempuan menunjukkan trend peningkatan masing-masing sebanyak 3.4 peratus dan 5.4 peratus.

Melihat kepada statistik upah terperinci mengikut kumpulan umur menunjukkan bahawa semua kumpulan umur mengalami peningkatan tahun ke tahun yang stabil. Pertumbuhan tertinggi dicatatkan oleh kumpulan umur 65 tahun ke atas dengan median upah bulanan RM2,982 meningkat sebanyak 8.3 peratus pada Disember 2024. Di samping itu, kumpulan umur ini juga mencatatkan peningkatan dalam bilangan pekerja pada Disember 2024, mencerminkan peningkatan penyertaan kumpulan ini dalam sektor formal. Sementara itu, pekerja formal berumur di bawah 20 tahun yang mengekalkan median upah bulanan RM1,500 sejak Jun 2022, mencatatkan peningkatan sebanyak 1.8 peratus kepada RM1,527 pada Disember 2024. Dalam tempoh ini, pekerja formal berumur 45 hingga 49 tahun memperoleh median upah bulanan tertinggi iaitu RM4,082 (Disember 2024).

Meneliti statistik mengikut aktiviti ekonomi juga menunjukkan bahawa semua sektor mencatatkan peningkatan median upah bulanan pada ketiga-tiga bulan pada suku tahun keempat 2024. Sektor Perlombongan & pengkuarian, yang hanya membentuk 0.6 peratus daripada semua pekerja formal, mencatatkan peningkatan tahun ke tahun tertinggi sebanyak 9.6 peratus dalam median upah bulanan, mencecah RM7,500 pada Disember 2024. Sebaliknya, sektor Pertanian, yang mewakili 1.9 peratus daripada pekerja formal, merekodkan median upah bulanan terendah iaitu RM2,382, menunjukkan peningkatan 3.6 peratus tahun ke tahun dalam tempoh yang sama.

Perincian situasi upah mengikut negeri pada Disember 2024, Dato' Sri Dr. Mohd Uzir Mahidin berkata, "Median upah bulanan menunjukkan pertumbuhan positif tahun ke tahun bagi semua negeri pada suku tahun keempat 2024. Tiga negeri melepasi median upah bulanan nasional RM3,045 dengan Wilayah Persekutuan Kuala Lumpur mencatatkan median upah bulanan tertinggi sebanyak RM4,200, diikuti oleh Pulau Pinang pada RM3,382 dan Selangor sebanyak RM3,300. Sementara itu, median upah bulanan terendah direkodkan oleh Sabah, Perlis dan Kelantan pada tempoh yang sama dengan masing-masing sebanyak RM2,000, RM1,764 dan RM1,664."

Melihat kepada taburan upah, Ketua Perangkawan Malaysia menyatakan bahawa 29.2 peratus pekerja formal warganegara menerima median upah bulanan di bawah RM2,000 pada Disember 2024, berkurang sebanyak 2.0 mata peratus berbanding Disember 2023. Selain itu, analisis persentil menunjukkan kumpulan 10 peratus terendah pekerja formal warganegara menerima median upah bulanan sebanyak RM1,500 atau kurang setiap bulan, manakala pekerja formal dalam persentil ke-90 menerima sekurang-kurangnya RM10,800 sebulan, menunjukkan peningkatan 5.9 peratus daripada Disember 2023. Perbezaan ini menggambarkan bahawa pekerja dalam persentil ke-90 menerima lebih tujuh kali ganda upah daripada kumpulan penerima upah terendah, menunjukkan jurang upah antara penerima upah 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."

Data siri masa dan maklumat lanjut berkaitan pasaran buruh boleh diperolehi dari portal Malaysia Labour Market Interactive Data (MyLMID). Untuk maklumat lanjut, sila layari <https://mbls.dosm.gov.my/mylmid/> atau imbas kod QR di bawah.



Kepengerusian ASEAN-Malaysia 2025: Jabatan Perangkaan Malaysia (DOSM) akan mempengerusikan Jawatankuasa Sistem Statistik Komuniti ASEAN Ke-15 (ACSS15) yang bertujuan untuk memperkukuh kerjasama statistik ke arah pembangunan serantau yang mampan.

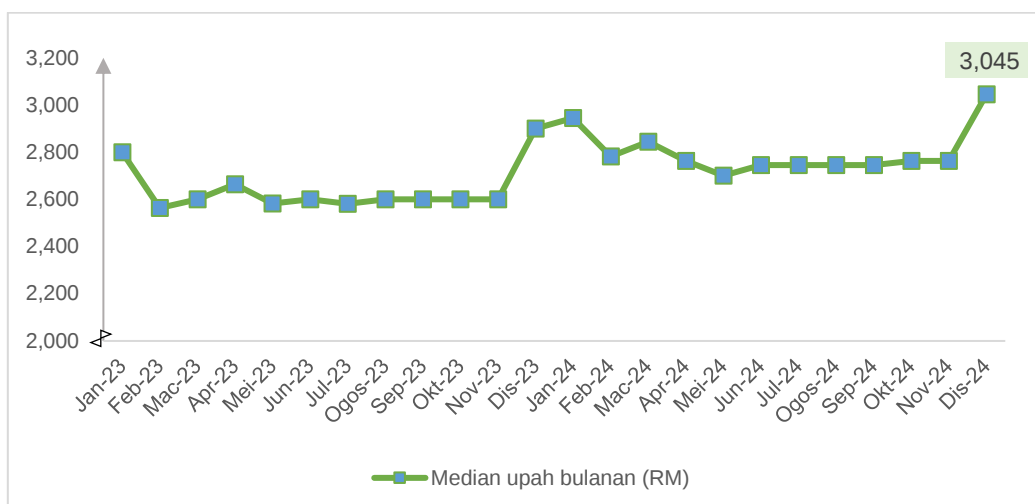
Kerajaan Malaysia telah mengisytiharkan 20 Oktober sebagai Hari Statistik Negara (MyStats Day), dengan tema 'Statistik Nadi Kehidupan.' Sementara itu, Hari Statistik Dunia Keempat akan disambut pada 20 Oktober 2025 dengan tema 'Driving Change with Quality Statistics and Data for Everyone'.

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>.

Dikeluarkan oleh:

PEJABAT KETUA PERANGKAWAN MALAYSIA
JABATAN PERANGKAAN MALAYSIA
29 APRIL 2025

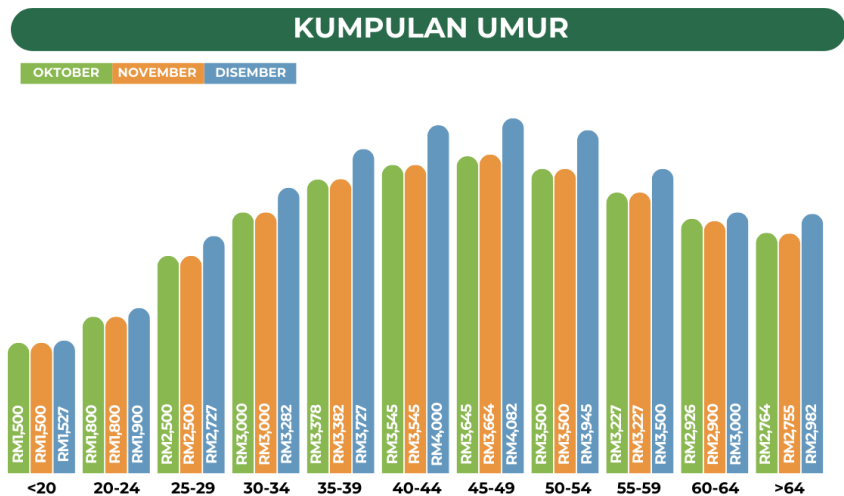
Paparan 1: Median Upah Bulanan, Januari 2023 – Disember 2024



Paparan 2: Median Upah Bulanan mengikut Jantina, Oktober 2024 – Disember 2024



Paparan 3: Median Upah Bulanan mengikut Kumpulan Umur, Oktober 2024 – Disember 2024



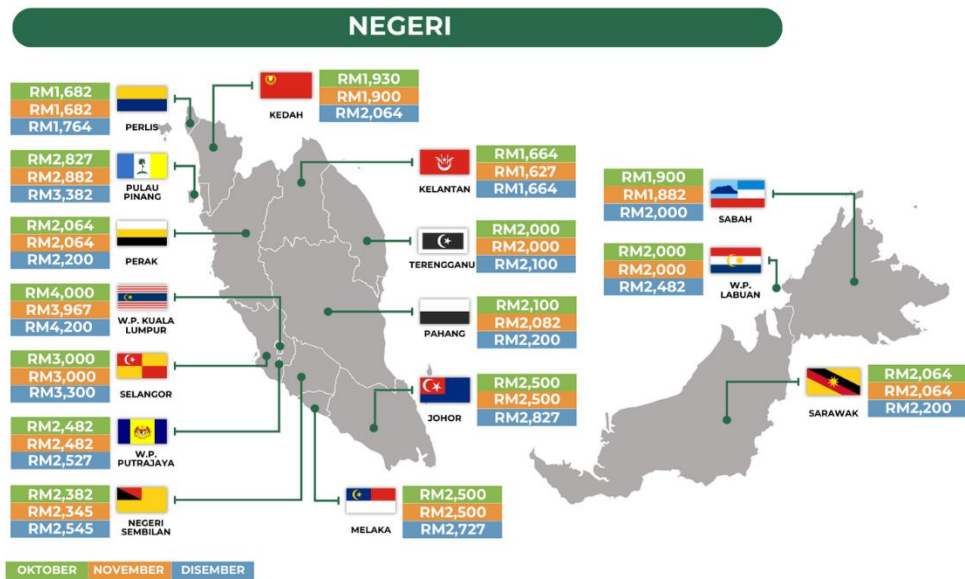
Kumpulan umur **45 hingga 49 tahun** mencatatkan median upah bulanan tertinggi iaitu **RM4,082** pada Disember 2024.

Paparan 4: Median Upah Bulanan mengikut Aktiviti Ekonomi, Oktober 2024 – Disember 2024



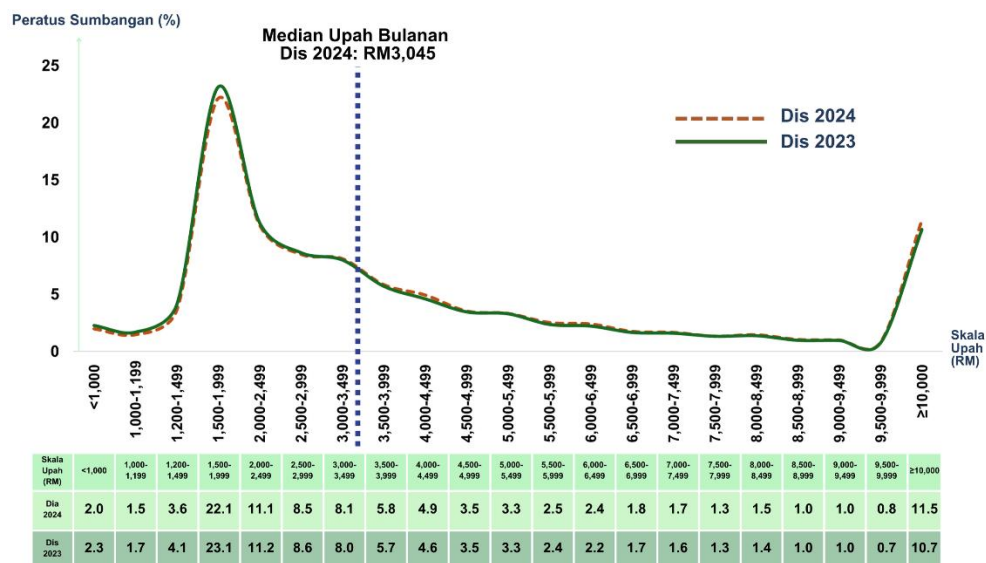
Median upah bulanan paling tinggi pada Disember 2024 direkodkan dalam sektor **Perdagangan & pengkuarian (RM7,500)**, diikuti Pembuatan, Pembinaan, Perkhidmatan, dan Pertanian.

Paparan 5: Median Upah Bulanan mengikut Negeri, Oktober 2024 – Disember 2024



Median upah bulanan tertinggi pada Disember 2024 direkodkan bagi **W.P. Kuala Lumpur (RM4,200)** diikuti Pulau Pinang dan Selangor.

Paparan 6: Taburan Pekerja Formal mengikut Skala Upah, Disember 2024



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EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT FOURTH QUARTER 2024

The median monthly wages in formal sector rise to RM3,045 with 5.0 per cent growth in December 2024

PUTRAJAYA, 29 April 2025 – According to the Department of Statistics Malaysia in its **EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT, FOURTH QUARTER 2024** that was reported today, the median monthly wages in formal sector rise to RM3,045 with 5.0 per cent growth in December 2024. The median monthly wages in December 2024 was RM3,045, compared to RM2,764 in both November and October 2024. On average, the annual median wages in 2024 increased by 6.0 per cent as compared to 2023.

Commenting on the findings of statistics derived from administrative data, Dato' Sri Dr. Mohd Uzir Mahidin, the Chief Statistician of Malaysia, stated that the increase in median monthly wages denotes a better labour market landscape, in line with the growing economic expansion in the fourth quarter of 2024. The number of citizens in the formal sector also continued to show a year-on-year increase, with a growth of 2.3 per cent (+156.6 thousand) to 6.83 million persons in December 2024.

In terms of formal employees by sex, in December 2024, the number of Malaysian male formal employees reached 3.77 million persons, contributing 55.2 per cent with median monthly wages of RM3,045. Meanwhile, female formal employees accounted for 44.8 per cent, equivalent to 3.06 million persons with median monthly wages of RM3,000. As compared to December 2023, the median monthly wages for both male and female

formal employees showed an increasing trend of 3.4 per cent and 5.4 per cent, respectively.

Looking at detailed wage statistics by age group indicates that all age groups experienced steady year-on-year increases. The highest growth was recorded by the age group of 65 and above with median monthly wages at RM2,982 which increased by 8.3 per cent in December 2024. In addition, this age group also recorded an increase in terms of number of employees in December 2024, reflecting a rising participation of this group in the formal sector. Meanwhile, the formal employees aged below 20 years, who had maintained a median monthly wages of RM1,500 since June 2022, registered an increase by 1.8 per cent to RM1,527 in December 2024. During this period, formal employees aged 45 to 49 years earned the highest median monthly wages at RM4,082 (December 2024).

Delving into the statistics by economic activity also showed that all sectors recorded an increase in median monthly wages in all three months of the fourth quarter of 2024. The Mining & quarrying sector, which makes up only 0.6 per cent of all formal employees, recorded the highest year-on-year growth of 9.6 per cent in its median monthly wages, reaching RM7,500 in December 2024. In contrast, the Agriculture sector, representing 1.9 per cent of formal employees, reported the lowest median monthly wages at RM2,382, showing a 3.6 per cent year-on-year increase during the same period.

Further elaborating on the wage distribution by state as of December 2024, Dato' Sri Dr. Mohd Uzir Mahidin stated, "The median monthly wages recorded positive year-on-year growth across all states in the fourth quarter of 2024. Three states exceeded the national median monthly wages of RM3,045, with Wilayah Persekutuan Kuala Lumpur registering the highest at RM4,200, followed by Pulau Pinang at RM3,382 and Selangor at RM3,300. However, the lowest median monthly wages were observed in Sabah, Perlis and Kelantan, at RM2,000, RM1,764, and RM1,664 respectively during the same period."

Regarding wage distribution, the Chief Statistician Malaysia highlighted that 29.2 per cent of total Malaysian formal employees earned monthly wages below RM2,000 in December 2024, marking a reduction of 2.0 percentage points compared to December 2023. Furthermore, percentile analysis revealed that the bottom 10 per cent of Malaysian formal employees received monthly wages of RM1,500 or less, while employees in the 90th percentile earned at least RM10,800 per month, reflecting a 5.9 per cent increase from December 2023. This disparity illustrates that employee in the 90th percentile earned seven times more than those in the lowest wage group, underscoring the prevailing wage gap between the highest and lowest earners.

Concluding his statement on today's release, 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."

Time series statistics and more information on the labour market can be obtained from the Malaysia Labour Market Interactive Data (MyLMID) portal. For more information, please visit <https://mbls.dosm.gov.my/mylmid/> or scan the QR code below.



ASEAN-Malaysia 2025 Chairmanship: the Department of Statistics Malaysia (DOSM) will chair the 15th ASEAN Community Statistical System Committee (ACSS15) which aim to strengthen the statistical cooperation towards sustainable regional development.

The Government of Malaysia has declared October 20th as National Statistics Day (MyStats Day), with the theme 'Statistics is the Essence of Life.' Meanwhile, the Fourth World Statistics Day will be celebrated on 20 October 2025, with the theme 'Driving Change with Quality Statistics and Data for Everyone'.

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>.

Released by:

**THE OFFICE OF CHIEF STATISTICIAN MALAYSIA
DEPARTMENT OF STATISTICS MALAYSIA
29 APRIL 2025**

Exhibit 1: Median Monthly Wages, January 2023 – December 2024

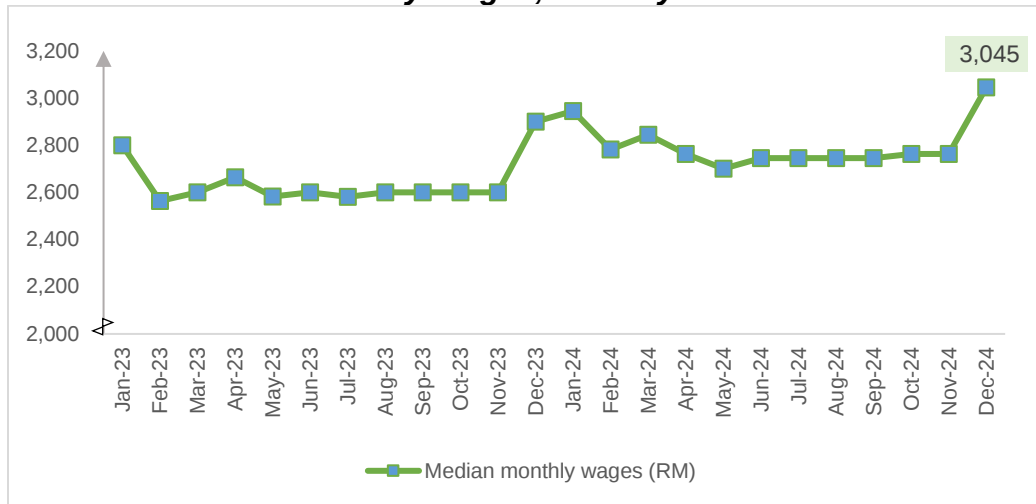


Exhibit 2: Median Monthly Wages by Sex, October - December 2024

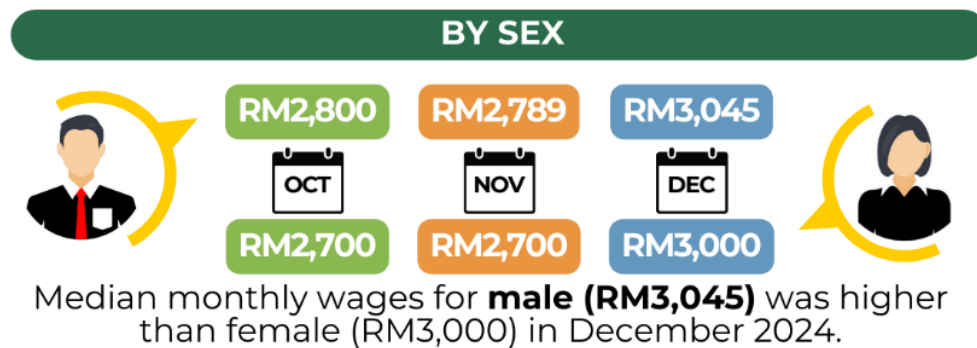
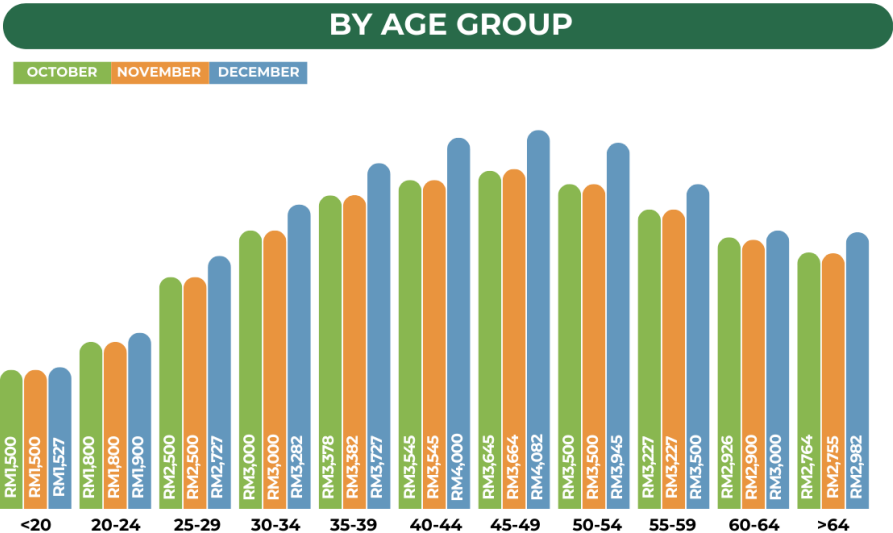
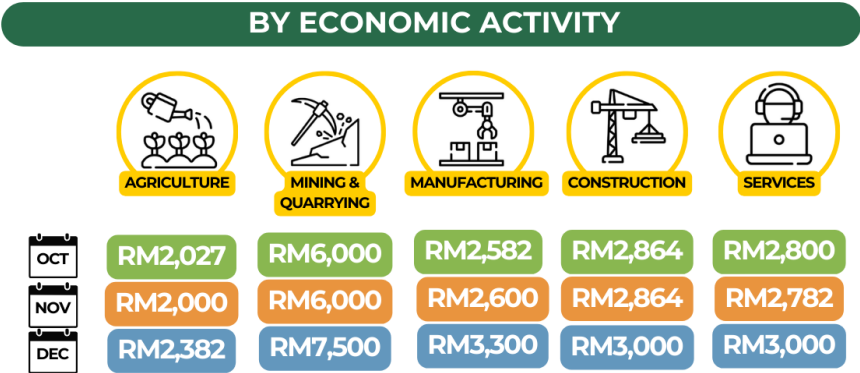


Exhibit 3: Median Monthly Wages by Age Group, October - December 2024



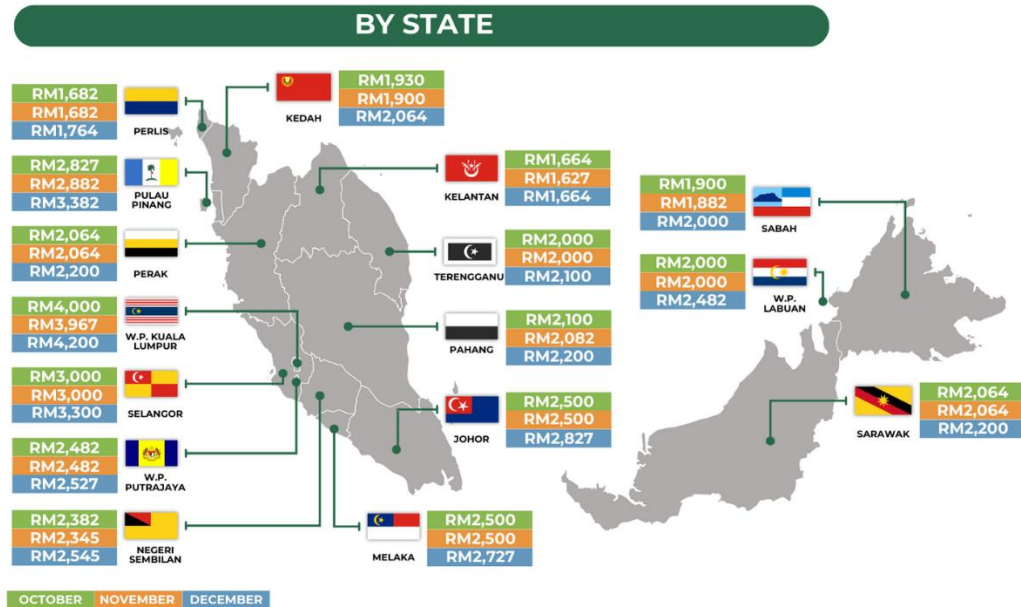
The age group of **45 to 49 years** posted the highest median monthly wages of **RM4,082** in December 2024.

Exhibit 4: Median Monthly Wages by Economic Activity, October - December 2024



The highest median monthly wages in December 2024 was recorded in **Mining & quarrying** sector (**RM7,500**), followed by Manufacturing, Construction, Services, and Agriculture.

Exhibit 5: Median Monthly Wages by State, October - December 2024



The highest median monthly wages in December 2024 was recorded in **W.P. Kuala Lumpur (RM4,200)** followed by Pulau Pinang and Selangor.

Exhibit 6: Distribution of Formal Employees by Wage Scale, December 2024

