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KEMENTERIAN EKONOMI
JABATAN PERANGKAAAN MALAYSIA

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STATISTIK PEKERJA DAN GAJI & UPAH BANCI EKONOMI 2023

JUN 2025

Firma di Malaysia Mengambil 10 Juta Pekerja pada 2022, Kos Buruh Mencecah RM471.8 Bilion - Banci Ekonomi 2023

PUTRAJAYA, 29 Jun 2025 – Pertubuhan perniagaan di Malaysia telah mengambil sejumlah 10 juta pekerja pada 2022 menurut **Statistik Pekerja dan Gaji & Upah** terkini yang dikeluarkan oleh Jabatan Perangkaan Malaysia (DOSM) menerusi Banci Ekonomi 2023. Angka ini menandakan purata peningkatan tahunan 1.8 peratus daripada 8.9 juta orang yang dicatatkan dalam Banci Ekonomi terdahulu bagi tahun rujukan 2015.

Analisis mengikut aktiviti ekonomi menunjukkan sektor Perkhidmatan terus mendominasi guna tenaga pada 2022, melibatkan 5.8 juta orang atau bersamaan dengan 58.3 peratus daripada keseluruhan pekerja, diikuti sektor Pembuatan dengan 2.3 juta orang. Kedua-dua sektor mencatat pertumbuhan tahunan positif dalam guna tenaga berbanding tahun 2015. Sebaliknya, sektor Pembinaan, Pertanian serta Perlombongan & pengkuarian mencatatkan penurunan bilangan pekerja pada 2022.

Mengulas dapatan tersebut, Ketua Perangkawan Malaysia, Dato' Sri Dr. Mohd Uzir Mahidin, memaklumkan bahawa perubahan bilangan pekerja pada 2022 mencerminkan anjakan landskap pasaran buruh negara, khususnya selepas tempoh pandemik COVID-19.

Sementara itu, jumlah kos buruh yang merangkumi semua perbelanjaan majikan bagi penggajian pekerja adalah sebanyak RM471.8 bilion pada tahun 2022. Kos buruh langsung seperti gaji dan upah, bonus serta imbuhan lain merupakan bahagian terbesar, iaitu 85.4 peratus daripada keseluruhan kos buruh atau bersamaan RM402.8 bilion. Manakala kos buruh tidak langsung seperti latihan, caruman sosial majikan, levi pekerja dan lain-lain berjumlah RM69.0 bilion. Mengikut aktiviti ekonomi, sektor Perkhidmatan dan Pembuatan menyumbang bahagian terbesar kepada jumlah kos buruh, iaitu sebanyak RM407.5 bilion atau 86.4 peratus daripada keseluruhan. Ini diikuti oleh sektor Pembinaan, Pertanian dan Perlombongan & pengkuarian, yang merekodkan masing-masing sebanyak RM43.4 bilion, RM11.3 bilion dan RM9.7 bilion. Kos buruh tahunan per pekerja direkodkan pada RM47,155. Meskipun sektor Perlombongan & pengkuarian mencatat jumlah kos buruh keseluruhan terendah, sektor ini merekodkan kos buruh tahunan per pekerja tertinggi iaitu RM145,739. Antara semua sektor, sektor Pertanian mencatatkan kos buruh per pekerja paling rendah, iaitu RM21,718.

Seiring dengan pertumbuhan bilangan pekerja, jumlah gaji & upah dibayar yang merupakan komponen terbesar dalam kos buruh, mencatat pertumbuhan tahunan yang kukuh sebanyak 5.4 peratus, meningkat daripada RM245.8 bilion pada 2015 kepada RM354.9 bilion pada 2022. Demikian, purata gaji & upah bulanan pekerja pada 2022 adalah sebanyak RM3,332, mencerminkan kadar pertumbuhan tahunan sebanyak 3.7 peratus berbanding RM2,590 pada tahun 2015. Semua sektor mencatat peningkatan pada 2022 kecuali sektor Perlombongan & pengkuarian yang merekodkan jumlah sebanyak RM7.4 bilion dengan kadar pertumbuhan tahunan -0.9 peratus. Walaupun mencatatkan pertumbuhan negative dalam jumlah gaji & upah dibayar, pekerja dalam sektor Perlombongan & pengkuarian memperoleh purata gaji bulanan tertinggi iaitu RM9,422 sebulan pada 2022. Sementara itu, pekerja dalam sektor Pembuatan, Perkhidmatan dan Pembinaan masing-masing memperoleh RM3,513, RM3,493 dan RM2,536 sebulan. Pekerja dalam sektor Pertanian mencatatkan purata gaji & upah bulanan paling rendah iaitu RM1,827.

Melihat kepada kategori pekerja dan kemahiran, pekerja bergaji sepenuh masa membentuk komposisi terbesar guna tenaga pada 2022, iaitu seramai 8.6 juta orang atau 86.1 peratus daripada jumlah guna tenaga. Perincian mengikut kemahiran, pekerja separuh mahir merupakan segmen terbesar pekerja, meliputi 59.8 peratus daripada jumlah pekerja bergaji sepenuh masa atau bersamaan 5.2 juta orang. Sementara itu, pekerja mahir dan pekerja berkemahiran rendah masing-masing merangkumi 22.3 peratus dan 17.9 peratus daripada jumlah pekerja bergaji sepenuh masa. Jurang purata gaji & upah bulanan antara kemahiran masih ketara, mencerminkan kewujudan struktur premium kemahiran dalam pasaran buruh negara. Pekerja mahir menerima purata gaji

bulanan tertinggi sebanyak RM6,967 pada 2022, mencerminkan kadar pertumbuhan tahunan 1.5 peratus berbanding RM6,277 pada 2015. Manakala, secara purata, pekerja separuh mahir dan pekerja berkemahiran rendah masing-masing menerima sebanyak RM2,548 dan RM1,798 sebulan.

Berkaitan statistik mengikut negeri, Ketua Perangkawan Malaysia menjelaskan bahawa "Dari segi komposisi bilangan pekerja mengikut negeri pada tahun 2022, Selangor mencatat bilangan pekerja tertinggi iaitu seramai 2.7 juta orang atau 26.8 peratus. Ini diikuti oleh Wilayah Persekutuan dengan 1.7 juta orang (sumbangan: 16.6%) dan Johor sebanyak 1.3 juta orang (sumbangan: 12.6%). Majoriti pekerja di Selangor dan Wilayah Persekutuan adalah dalam sektor Perkhidmatan, manakala pekerja di Johor tertumpu dalam sektor Perkhidmatan dan Pembuatan. Sebaliknya, Perlis mencatat peratusan terendah iaitu 0.4 peratus dengan 40.2 ribu pekerja pada tahun 2022. Bagi tempoh antara 2015 hingga 2022, Pulau Pinang merekodkan kadar pertumbuhan tahunan guna tenaga paling pantas, iaitu meningkat sebanyak 3.5 peratus setahun kepada 819.3 ribu orang pada 2022 (2015: 641.9 ribu orang). Peningkatan ini didorong terutamanya oleh sektor Pembuatan." Tambah beliau lagi, "Dari segi jumlah gaji & upah dibayar, Selangor mencatat jumlah tertinggi pada tahun 2022 iaitu sebanyak RM106.0 bilion, diikuti oleh Wilayah Persekutuan dengan RM78.4 bilion dan Johor dengan RM39.3 bilion. Ketiga-tiga negeri ini secara keseluruhan menyumbang sebanyak 62.6 peratus daripada jumlah keseluruhan gaji & upah di peringkat negara."

Mengulas lanjut lanskap buruh mengikut saiz pertumbuhan bagi tahun 2022, Dato' Sri Dr. Mohd Uzir Mahidin menyatakan bahawa, "Jumlah pekerja yang terlibat dalam Perusahaan Mikro, Kecil dan Sederhana (PMKS) mencecah 6.5 juta orang, iaitu bersamaan 65.2 peratus daripada keseluruhan guna tenaga. Sebaliknya, perusahaan besar mempunyai seramai 3.5 juta orang, atau bersamaan dengan 34.8 peratus daripada jumlah keseluruhan. Jurang gaji & upah antara PMKS dan perusahaan besar di Malaysia kekal ketara, mencerminkan peredaran positif antara imbuhan pekerja dengan saiz dan produktiviti pertumbuhan. Pada tahun 2022, pekerja di perusahaan besar memperoleh secara purata gaji dan upah 47.5 peratus lebih tinggi berbanding pekerja di PMKS. Purata gaji dan upah bulanan bagi pekerja di perusahaan besar ialah RM4,145 berbanding RM2,810 di PMKS."

Perincian pekerja mengikut kelayakan pendidikan menunjukkan bahawa pekerja yang memiliki SPM/SPM(V) atau setaraf membentuk kumpulan terbesar pekerja, iaitu sebanyak 46.2 peratus atau bersamaan 4.6 juta orang pada tahun 2022. Pekerja dengan kelayakan akademik ini paling ketara dalam sektor Pertanian, di mana 81.0 peratus daripada keseluruhan pekerja memiliki SPM/SPM(V) atau setaraf. Sementara itu, sebanyak 31.3 peratus daripada keseluruhan pekerja memiliki kelayakan pendidikan

tertiari. Daripada jumlah ini, pemegang Diploma merangkumi 14.1 peratus atau 1.4 juta orang, manakala pemegang Ijazah Sarjana Muda/ Diploma Lanjutan atau setaraf adalah sebanyak 11.2 peratus atau 1.1 juta orang. Sementara itu, pekerja yang memiliki kelayakan Pascasiswazah pula mencatatkan peratusan terkecil, iaitu 1.3 peratus atau bersamaan 128.8 ribu orang.

Mengakhiri kenyataan beliau terhadap penerbitan statistik ini, Dato' Sri Dr. Mohd Uzir Mahidin berkata, "Statistik Pekerja dan Gaji & Upah daripada Banci Ekonomi 2023 memberikan gambaran yang amat bermakna terhadap landskap pasaran buruh negara. Statistik ini menjadi rujukan penting kepada penggubal dasar, ahli-ahli ekonomi dan pihak industri dalam merangka strategi berkaitan dasar gaji, perancangan guna tenaga dan produktiviti mengikut sektor. Pemahaman yang lebih mendalam terhadap corak kos buruh dan pekerjaan adalah kunci kepada pertumbuhan yang inklusif serta peningkatan daya saing negara."

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.

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 198 negara lain. Pencapaian ini merupakan lonjakan ketara daripada kedudukan ke-67 dalam penilaian ODIN 2022/23.

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>.

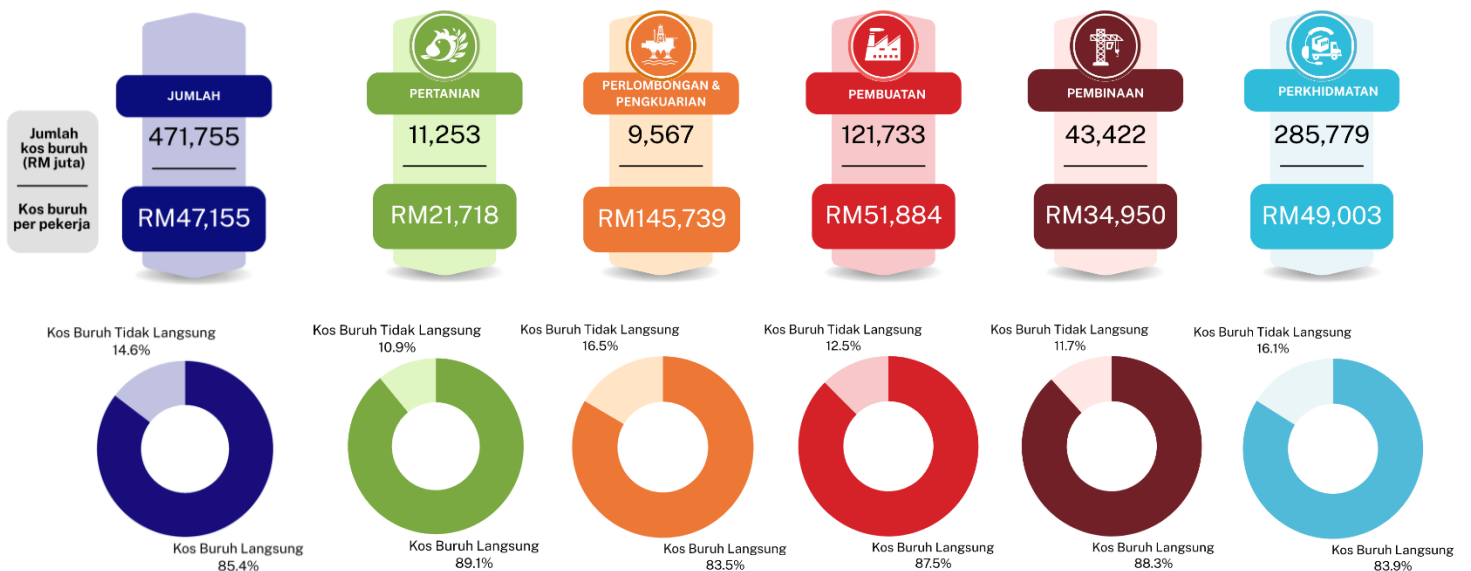
Dikeluarkan oleh:

PEJABAT KETUA PERANGKAWAN MALAYSIA
JABATAN PERANGKAAN MALAYSIA
19 JUN 2025

Paparan 1: Bilangan Pekerja dan Gaji & Upah Mengikut Aktiviti Ekonomi, 2015 dan 2022.



Paparan 2: Kos Buruh mengikut Aktiviti Ekonomi, 2022.

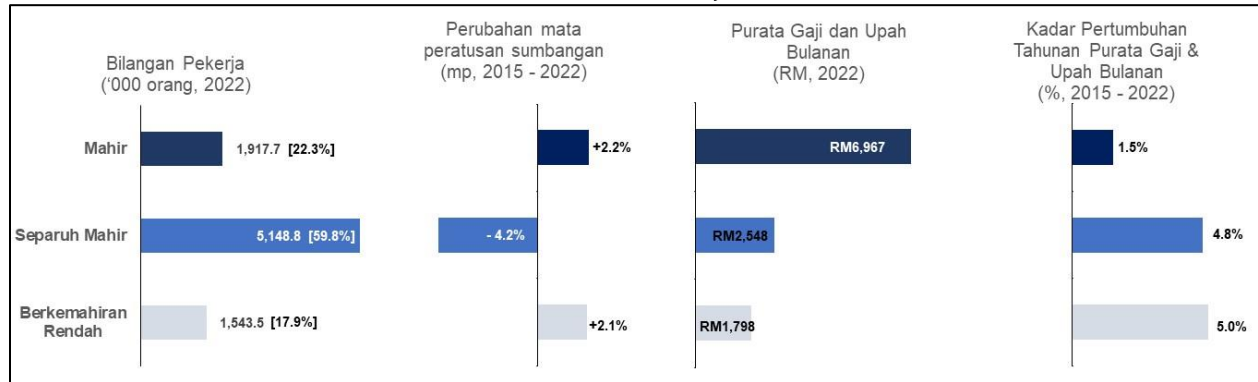


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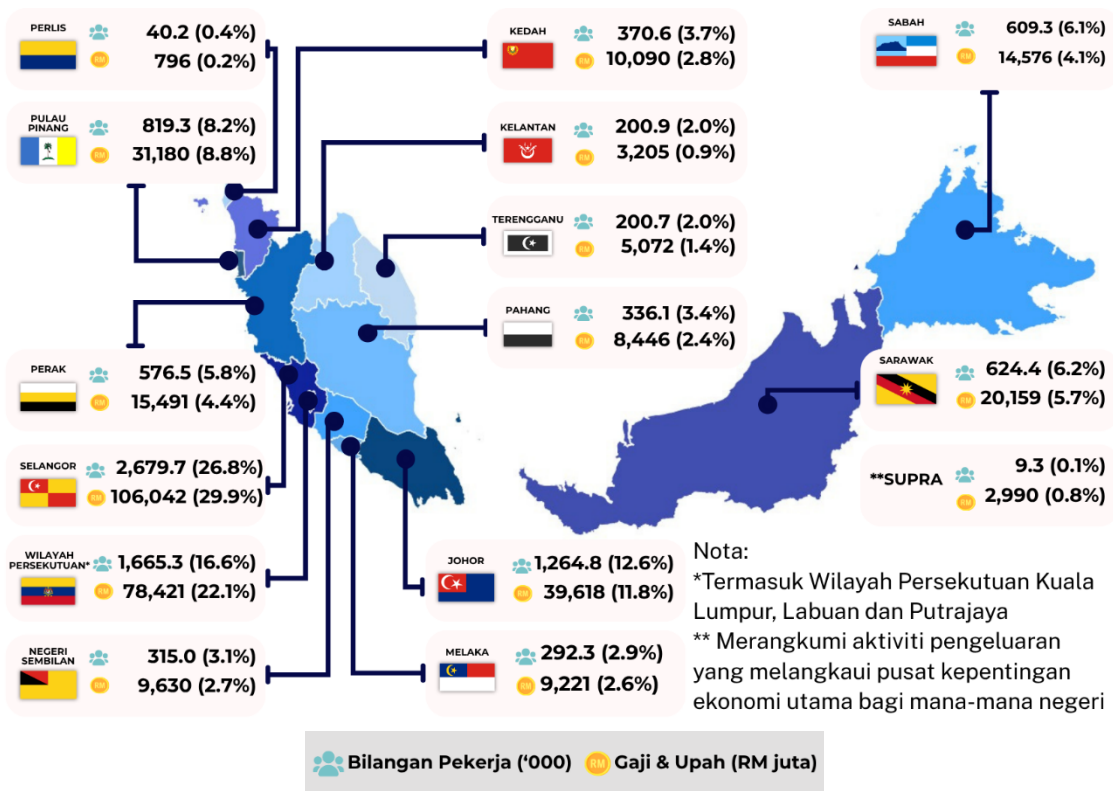
Kos Buruh Langsung merangkumi Gaji & upah dibayar, Bayaran pampasan, persaraan / pemberhentian kepada pekerja, Bayaran berbentuk manfaat kepada pekerja bergaji, Bayaran kepada pengarah tidak bekerja kerana kehadiran mereka dalam mesyuarat Lembaga Pengarah dan Perbelanjaan pembayaran berasaskan saham kepada pekerja.

Kos Buruh Tidak Langsung merangkumi Caruman majikan, Nilai pakaian percuma yang disediakan, Kos latihan kepada pekerja, Kos pengangkutan pekerja (pergi dan balik dari tempat kerja), Bayaran levi pekerja dan Kos pekerja lain.

Paparan 3: Bilangan Pekerja dan Purata Gaji & Upah Bulanan Mengikut Aktiviti Ekonomi dan Kemahiran, 2015 & 2022.



Paparan 4: Bilangan Pekerja dan Gaji & Upah Mengikut Aktiviti Ekonomi dan Negeri, 2022.



Paparan 5: Bilangan Pekerja mengikut aktiviti ekonomi dan kelayakan, 2022.

						
	JUMLAH	PERTANIAN	PERLOMBONGAN & PENGKUARIAN	PEMBUATAN	PEMBINAAN	PERKHIDMATAN
JUMLAH	10,004.3	518.1	65.6	2,346.3	1,242.4	5,831.9
	(100%)	(100%)	(100%)	(100%)	(100%)	(100%)
 PASCASISWAZAH	128.8	0.8	2.2	13.7	8.6	103.4
	(1.3%)	(0.2%)	(3.3%)	(0.6%)	(0.7%)	(1.8%)
 IJAZAH SARJANA MUDA/ DIPLOMA LANJUTAN ATAU SETARAF	1,119.0	13.4	12.6	190.5	124.1	778.5
	(11.2%)	(2.6%)	(19.2%)	(8.1%)	(10.0%)	(13.3%)
 DIPLOMA	1,406.2	17.9	12.5	289.6	148.7	937.5
	(14.1%)	(3.5%)	(19.0%)	(12.3%)	(12.0%)	(16.1%)
 STPM ATAU SETARAF	474.2	8.5	2.5	48.3	42.1	372.8
	(4.7%)	(1.6%)	(3.7%)	(2.1%)	(3.4%)	(6.4%)
 SIJIL	715.5	13.8	6.3	124.9	136.1	434.5
	(7.2%)	(2.7%)	(9.5%)	(5.3%)	(11.0%)	(7.5%)
 SPM/ SPM (V) ATAU SETARAF	4,622.9	419.6	19.3	1,144.1	459.6	2,580.4
	(46.2%)	(81.0%)	(29.3%)	(48.8%)	(37.0%)	(44.2%)
 DI BAWAH SPM	1,537.6	44.2	10.4	535.1	323.2	624.7
	(15.4%)	(8.5%)	(15.9%)	(22.8%)	(26.0%)	(10.7%)

■ Bilangan pekerja ('000)
 ■ Peratus sumbangan

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EMPLOYMENT AND SALARIES & WAGES STATISTICS ECONOMIC CENSUS 2022 JUNE 2025

Malaysia's Firms Employed 10 Million in 2022, with Labour Cost Reaching RM471.8 Billion - Economic Census 2023

PUTRAJAYA, 19 June 2025: Business establishments in Malaysia employed a total of 10 million person in 2022 according to the latest **Employment and Salaries & Wages Statistics** releasing by the Department of Statistics Malaysia (DOSM) through the Economic Census 2023. This figure marks an average annual growth rate of 1.8 per cent from 8.9 million persons recorded in previous Economic Census of reference year 2015.

Looking into the employment by economic activity showed that the Services sector continued to dominate the workforce in 2022, with 5.8 million persons or equivalent to 58.3 per cent of total persons engaged, followed by the Manufacturing sector, 2.3 million persons. Both sectors recorded positive annual growth in employment compared to 2015. In contrast, the Construction, Agriculture, and Mining & quarrying sectors experienced a decline in employment in 2022.

Commenting on the findings, Dato' Sri Dr. Mohd Uzir Mahidin, the Chief Statistician of Malaysia, noted that changes in the number of employed persons in 2022 reflect the shift in the labour market landscape, particularly in the aftermath of the COVID-19 pandemic.

Meanwhile, total labour cost, including all employer expenditures for employing staff, stood at RM471.8 billion in 2022. Direct labour costs such as salaries and wages, bonuses and other labour remuneration comprise a significant portion of 85.4 per cent of the total labour cost or equivalent to RM402.8 billion, while indirect labour costs such as cost of training, employers' social contribution, levy on labour and others was RM69.0 billion. By economic activity, the Services and Manufacturing sectors collectively accounted for the largest share of total labour cost, amounting to RM407.5 billion or 86.4 per cent of the overall figure. These were followed by the Construction, Agriculture and Mining & quarrying sectors' labour costs, which were recorded at RM43.4 billion, RM11.3 billion and RM9.7 billion, respectively. The annual labour cost per employment was recorded at RM47,155 per person. Despite having the least amount of total labour cost, Mining & quarrying recorded the highest labour cost per employment, amounting to RM145,739 per person annually. Among all sectors, the Agriculture sector registered the lowest labour cost per employment, at RM21,718.

In tandem with the growth in employment, total salaries & wages paid, the biggest element in the total labour cost, registered a steady annual growth of 5.4 per cent, increasing from RM245.8 billion in 2015 to RM354.9 billion in 2022. Consequently, the average monthly salary and wages for employees in 2022 amounted to RM3,332, reflecting an annual growth rate of 3.7 per cent when compared to RM2,590 in 2015. All sectors registered an increment in 2022 except for the Mining & quarrying sector, which recorded RM7.4 billion with an annual growth rate of -0.9 per cent. Despite having negative growth in total salaries & wages paid, workers in the Mining & quarrying sector earned the highest average monthly salaries & wages at RM9,422 per month in 2022. Meanwhile, employees in the Manufacturing, Services, and Construction sectors earned RM3,513, RM3,493, and RM2,536 per month, respectively. Employee in the Agriculture sector earned the lowest average monthly salaries & wages at RM1,827.

Delving into category of employment and skills, paid full-time employees comprised the largest workforce composition in 2022, totalling 8.6 million persons or equivalent to 86.1 per cent of the total workforce. Disaggregating the employment by skills, semi-skilled workers formed the largest segment of the workforce, comprising 59.8 per cent of total paid full-time employees or 5.2 million persons. Meanwhile, skilled workers and low-skilled workers made up 22.3 per cent and 17.9 per cent of total paid full-time employees, respectively. The gap in average monthly salaries and wages across skills remains significant, reflecting the presence of a skills premium structure in the national labour market. Skilled workers earned the highest at RM6,967 in 2022, reflecting an annual growth rate of 1.5 per cent from RM6,277 in 2015. While, on average the semi-skilled workers and low-skilled workers earned RM2,548 and RM1,798 monthly.

Concerning statistics by state, the Chief Statistician Malaysia highlighted that, "The composition of the workforce by the state in 2022, Selangor recorded the highest number of persons engaged at 2.7 million persons or 26.8 per cent. Wilayah Persekutuan followed this with 1.7 million persons (share: 16.6%) and Johor with 1.3 million persons (share: 12.6%). The majority of employees in Selangor and Wilayah Persekutuan were engaged in the Services sector, while workers in Johor were primarily in the Services and Manufacturing sector. On the other hand, Perlis recorded the lowest percentage share of 0.4 per cent with 40.2 thousand persons in 2022. Between 2015 and 2022, Pulau Pinang experienced the fastest annual growth in employment, increasing by 3.5 per cent annually to 819.3 thousand persons in 2022 (2015: 641.9 thousand persons). The increase was driven mainly by the Manufacturing sector." He added, "In terms of total salaries & wages paid, Selangor led in 2022 with a total of RM106.0 billion, followed by Wilayah Persekutuan with RM78.4 billion and Johor with RM39.3 billion. These three states collectively accounted for 62.6 per cent of total national salaries & wages."

Further elaborating on the workforce by the size of establishment in 2022, Dato' Sri Dr. Mohd Uzir Mahidin stated, "The number of persons engaged in Micro, Small, and Medium Enterprises (MSMEs) reached 6.5 million persons, which represents 65.2 per cent of the total workforce. In contrast, large enterprises employed 3.5 million persons, or equivalent to 34.8 per cent of the total workforce. The salaries & wages gap between MSMEs and large enterprises in Malaysia remains substantial, indicating a positive relationship between employee compensation, company size, and productivity. In 2022, workers in large enterprises earned, on average, 47.5 per cent more than those in MSMEs. Average monthly salaries & wages of employees in large enterprises stood at RM4,145, compared with RM2,810 in MSMEs."

The breakdown of the number of persons engaged by education qualification indicates that workers with SPM/ SPM (V) or equivalent made up the largest share of the workforce, with 46.2 per cent or equivalent to 4.6 million persons in 2022. This qualification was particularly prevalent in the Agriculture sector, where 81.0 per cent of workers held SPM/SPM(V) or equivalent. Meanwhile, 31.3 per cent of the total workforce holds tertiary education qualifications. Among them, Diploma holders accounted for 14.1 per cent or 1.4 million persons, while Bachelor/ Advanced Diploma or equivalent comprise 11.2 per cent or 1.1 million persons. Meanwhile, workers with Postgraduate qualifications represented the smallest share, at 1.3 per cent or 128.8 thousand persons.

Concluding his statement on today's release, Dato' Sri Dr. Mohd Uzir Mahidin stated, "The Employment and Salaries & Wages Statistics from the Economic Census 2023 offer valuable insights into the labour market landscape. These statistics serve as an essential reference for policymakers, economists, and businesses in shaping strategies related to

wage policy, workforce planning, and sectoral productivity. A deeper understanding of labour cost trends and employment patterns is key to fostering inclusive growth and enhancing national competitiveness."

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

Malaysia, for the first time, ranked as number one (1) globally in the biennial Open Data Inventory (ODIN) 2024/25 report released by Open Data Watch (ODW), surpassing 198 other countries. This achievement marks a significant leap from its 67th position in the ODIN 2022/23 assessment.

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 20th 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>.

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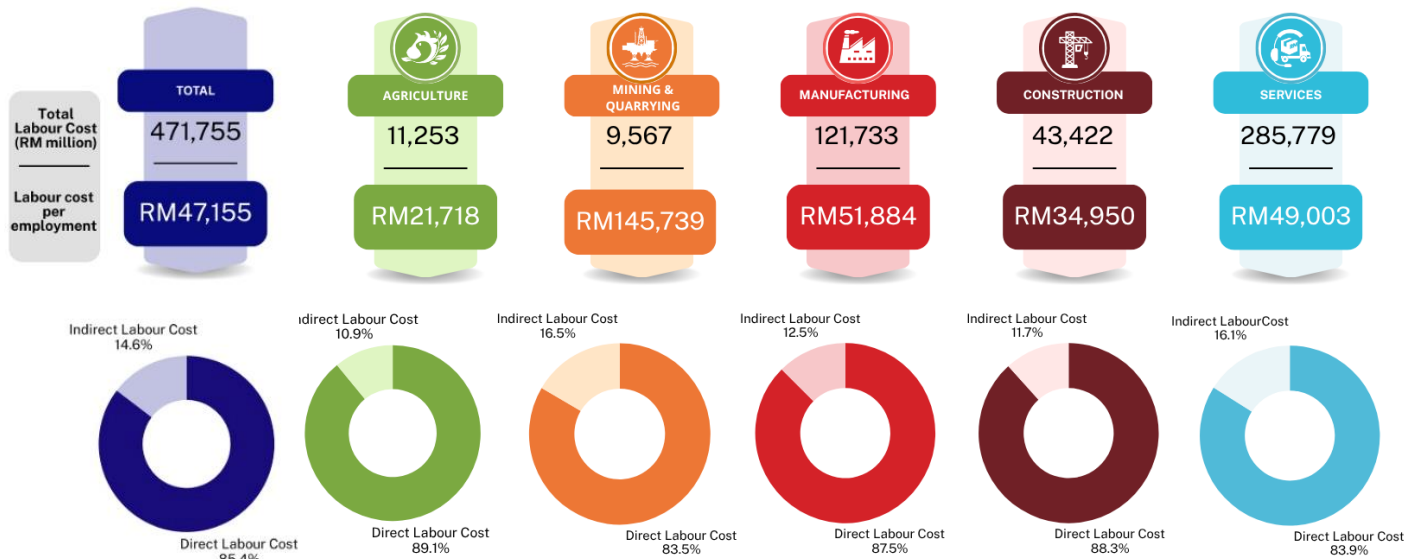
**THE OFFICE OF CHIEF STATISTICIAN MALAYSIA
DEPARTMENT OF STATISTICS MALAYSIA
19 JUNE 2025**

Exhibit 1: Number of persons engaged and Salaries & Wages by Economic Activity, 2015 and 2022.

		TOTAL	AGRICULTURE	MINING & QUARRYING	MANUFACTURING	CONSTRUCTION	SERVICES
Number of Persons Engaged ('000)	2022	10,004.3 (100%)	518.1 (5.2%)	65.6 (0.7%)	2,346.3 (23.5%)	1,242.4 (12.4%)	5,831.9 (58.3%)
	2015	8,857.5 (100%)	567.5 (6.4%)	82.4 (0.9%)	2,119.2 (23.9%)	1,290.5 (14.6%)	4,798.1 (54.2%)
		1.8% ▲	-1.3% ▼	-3.2% ▼	1.5% ▲	-0.5% ▼	2.8% ▲
Salaries & Wages (RM million)	2022	354,935 (100%)	9,480 (2.7%)	7,395 (2.1%)	97,219 (27.4%)	36,426 (10.3%)	204,415 (57.6%)
	2015	245,830 (100%)	7,949 (3.2%)	7,870 (3.2%)	65,495 (26.6%)	32,899 (13.4%)	131,617 (53.5%)
		5.4% ▲	2.5% ▲	-0.9% ▼	5.8% ▲	1.5% ▲	6.5% ▲
Average Monthly Salaries & Wages	2022	RM3,332	RM1,827	RM9,422	RM3,513	RM2,536	RM3,493
	2015	RM2,590	RM1,463	RM7,980	RM2,614	RM2,162	RM2,729
		3.7% ▲	3.2% ▲	2.4% ▲	4.3% ▲	2.3% ▲	3.6% ▲

() Percentage Share ▲ ▼ Compound Annual Growth Rate

Exhibit 2: Labour Cost by Economic Activity, 2022.



Note:

Direct labour costs include Salaries and wages paid, Compensation payments, retirement/termination benefits to employees, Benefits in kind paid to salaried employees, Payments to non-executive directors for their attendance at Board meetings, and Share-based payment expenses to employees.

Indirect labour costs include Employer contributions, Value of free uniforms provided, Training costs for employees, Employee transportation costs (to and from the workplace), Employee levy payments, and Other employee-related costs.

Exhibit 3: Employment and Average Monthly Salaries & Wages by Skills, 2015 - 2022

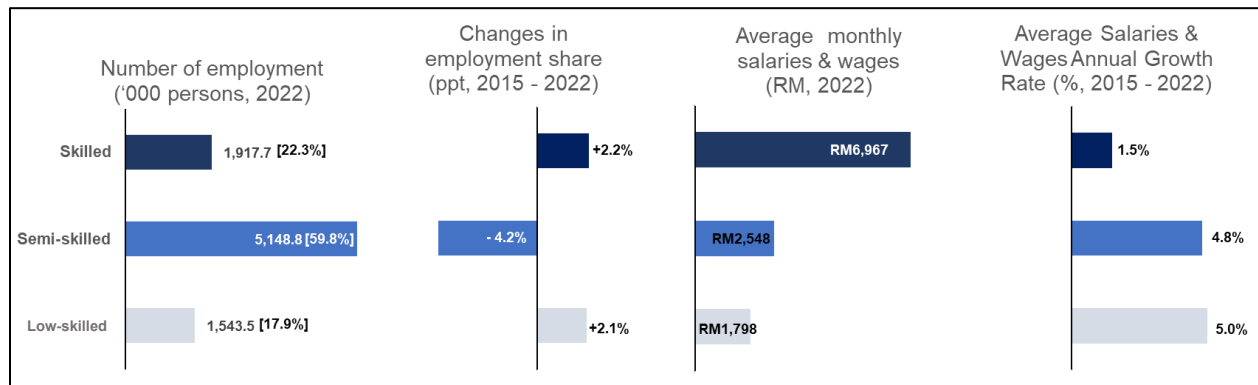


Exhibit 4: Number of Persons Engaged and Salaries & Wages by Economic Activity and State, 2022.

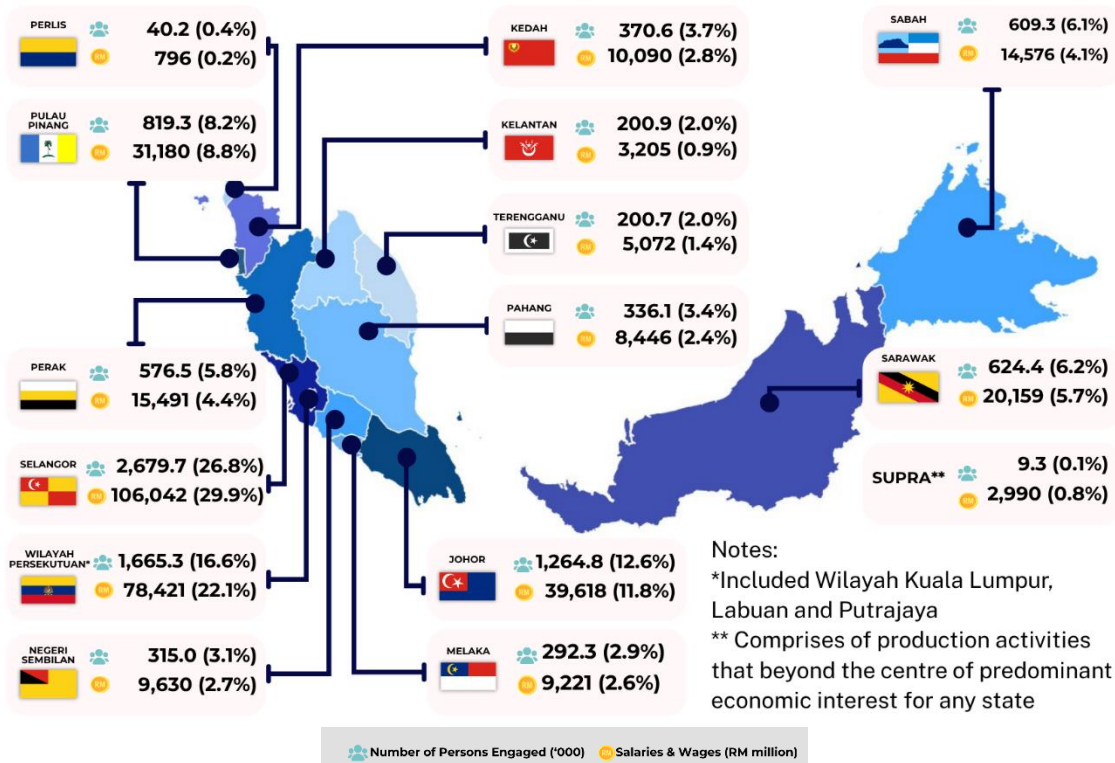


Exhibit 5: Number of Persons Engaged by Economic Activity and Qualification, 2022

						
	TOTAL	AGRICULTURE	MINING & QUARRYING	MANUFACTURING	CONSTRUCTION	SERVICES
TOTAL	10,004.3	518.1	65.6	2,346.3	1,242.4	5,831.9
	(100%)	(100%)	(100%)	(100%)	(100%)	(100%)
 POSTGRADUATE	128.8	0.8	2.2	13.7	8.6	103.4
	(1.3%)	(0.2%)	(3.3%)	(0.6%)	(0.7%)	(1.8%)
 BACHELOR/ ADVANCED DIPLOMA OR EQUIVALENT	1,119.0	13.4	12.6	190.5	124.1	778.5
	(11.2%)	(2.6%)	(19.2%)	(8.1%)	(10.0%)	(13.3%)
 DIPLOMA	1,406.2	17.9	12.5	289.6	148.7	937.5
	(14.1%)	(3.5%)	(19.0%)	(12.3%)	(12.0%)	(16.1%)
 STPM OR EQUIVALENT	474.2	8.5	2.5	48.3	42.1	372.8
	(4.7%)	(1.6%)	(3.7%)	(2.1%)	(3.4%)	(6.4%)
 CERTIFICATE	715.5	13.8	6.3	124.9	136.1	434.5
	(7.2%)	(2.7%)	(9.5%)	(5.3%)	(11.0%)	(7.5%)
 SPM/SPM (V) OR EQUIVALENT	4,622.9	419.6	19.3	1,144.1	459.6	2,580.4
	(46.2%)	(81.0%)	(29.3%)	(48.8%)	(37.0%)	(44.2%)
 BELOW SPM	1,537.6	44.2	10.4	535.1	323.2	624.7
	(15.4%)	(8.5%)	(15.9%)	(22.8%)	(26.0%)	(10.7%)

■ Number of persons engaged ('000)
■ Percentage share