



KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

KENYATAAN MEDIA

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

Median upah bulanan Malaysia bagi pekerja formal meningkat kepada RM2,864 pada September 2025

PUTRAJAYA, 27 JANUARI 2026 – Median upah bulanan bagi 7.06 juta pekerja formal berjumlah RM2,864 pada September 2025, mencatatkan peningkatan 4.3 peratus tahun ke tahun (September 2024: RM2,745), menurut Jabatan Perangkaan Malaysia (DOSM) dalam **Laporan Statistik Upah Pekerja (Sektor Formal), Suku Tahun Ketiga 2025**. Peningkatan upah ini seiring dengan pertumbuhan guna tenaga yang stabil, apabila bilangan pekerja formal meningkat sebanyak 3.5 peratus tahun ke tahun pada Julai, Ogos dan September 2025, sekaligus menunjukkan daya tahan berterusan pasaran buruh formal sepanjang suku tahun ketiga 2025.

Meneliti perbandingan mengikut jantina, pekerja formal lelaki meliputi 55.1 peratus (3.89 juta orang) daripada jumlah keseluruhan pekerja formal pada September 2025, menerima median upah bulanan lebih tinggi berbanding pekerja formal perempuan. Median upah bulanan pekerja formal lelaki direkodkan sebanyak RM2,900, manakala pekerja formal perempuan merangkumi 44.9 peratus (3.17 juta orang) daripada jumlah pekerja formal menerima median upah bulanan sebanyak RM2,800.

Statistik upah mengikut kumpulan umur menunjukkan bahawa pekerja formal berumur 45 hingga 49 tahun terus merekodkan median upah bulanan tertinggi sepanjang suku tahun ketiga 2025 (September 2025: RM3,800; Ogos 2025: RM3,800; Julai 2025: RM3,800). 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 September 2025, meningkat 13.3 peratus berbanding tempoh yang sama tahun sebelumnya.

Analisis upah mengikut aktiviti ekonomi menunjukkan bahawa semua sektor mencatatkan peningkatan median upah bulanan bagi ketiga-tiga bulan pada suku tahun ketiga 2025. Walau hanya menyumbang 0.6 peratus jumlah guna tenaga sektor formal, Sektor Perlombongan & pengkuarian mengekalkan median upah bulanan tertinggi sebanyak RM6,600 pada September 2025 merekodkan peningkatan tahun ke tahun sebanyak 11.9 peratus. Sementara itu, sektor Pertanian yang menyumbang

1.8 peratus daripada pekerja formal warganegara merekodkan median upah bulanan terendah iaitu RM2,245.

Wilayah Persekutuan Kuala Lumpur merekodkan median upah bulanan tertinggi iaitu RM4,064, diikuti oleh Selangor pada RM3,127 dan Pulau Pinang pada RM2,927. Sementara itu, median upah bulanan terendah direkodkan di Kelantan dan Perlis masing-masing mencatatkan RM1,800 serta Sabah dan Kedah iaitu RM2,000 pada tempoh yang sama.

Ketua Perangkawan Malaysia turut memaklumkan bahawa 8.8 peratus daripada jumlah pekerja formal warganegara menerima upah bulanan bawah RM1,700 pada September 2025, berkurang sebanyak 13.5 mata peratus berbanding September 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 RM9,000 setiap bulan. Perbezaan ini menunjukkan pekerja pada persentil ke-90 menerima lima 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 ke 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), bertemakan "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.

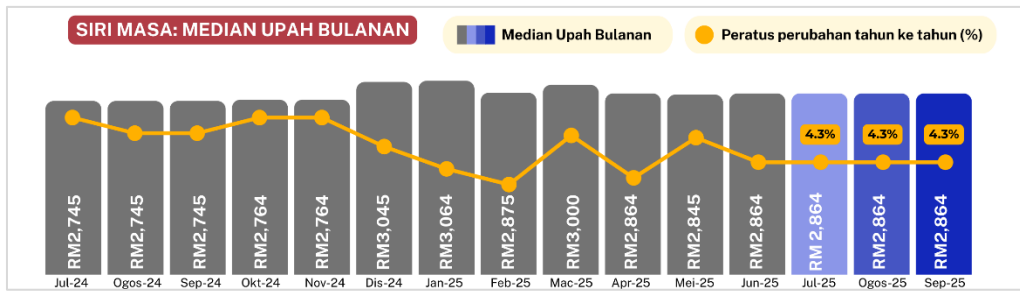
OpenDOSM NextGen adalah medium yang menyediakan katalog data dan visualisasi bagi memudahkan pengguna menganalisis pelbagai data dan boleh diakses melalui portal <https://open.dosm.gov.my>.

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
27 JANUARI 2026

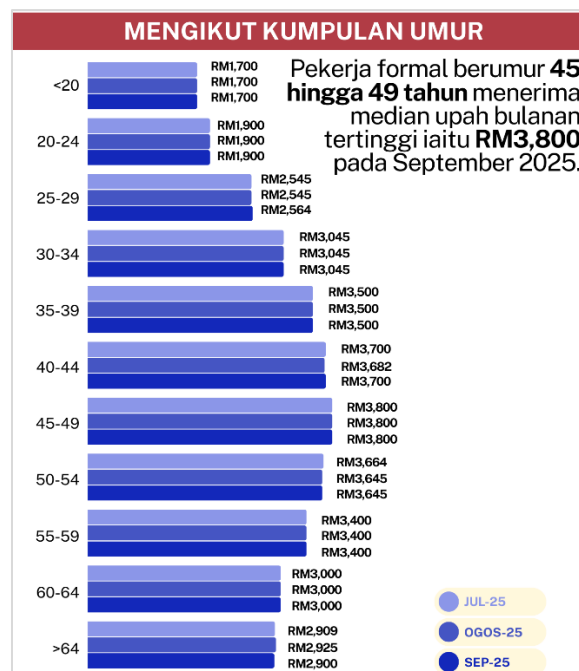
Paparan 1: Median Upah Bulanan, Julai 2024 – September 2025



Paparan 2: Median Upah Bulanan mengikut Jantina, Julai - September 2025



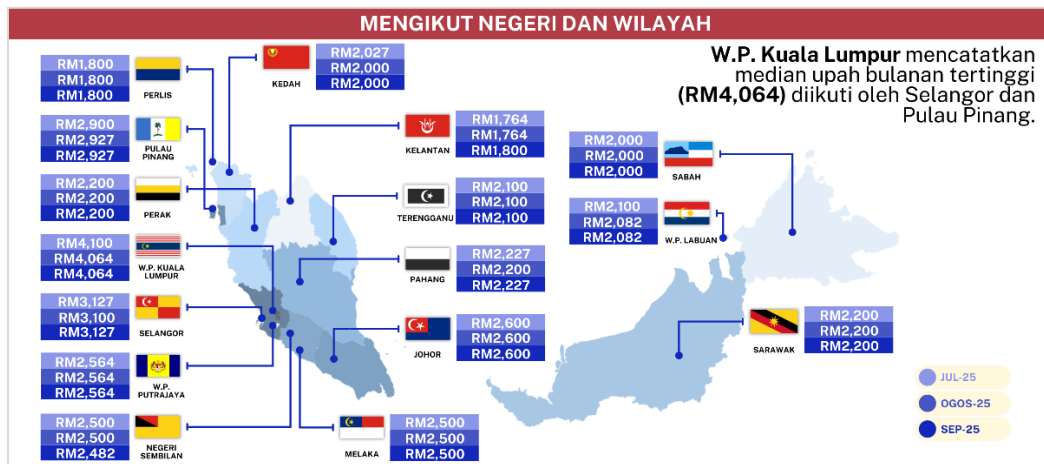
Paparan 3: Median Upah Bulanan mengikut Kumpulan Umur, Julai - September 2025



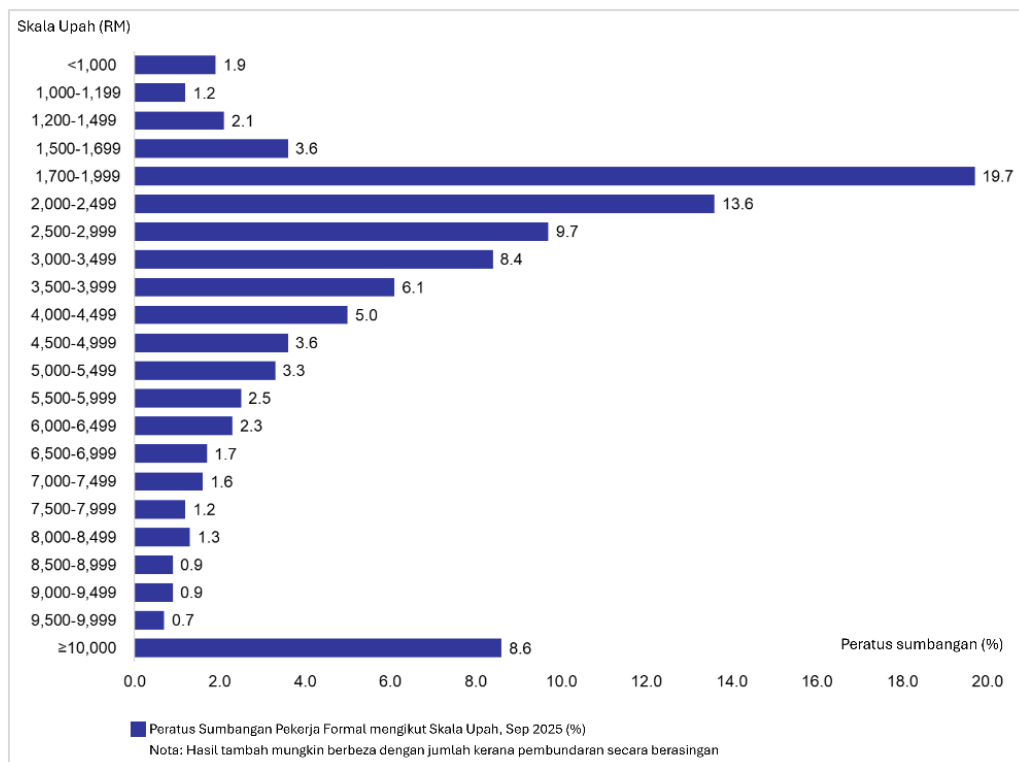
Paparan 4: Median Upah Bulanan mengikut Aktiviti Ekonomi, Julai - September 2025



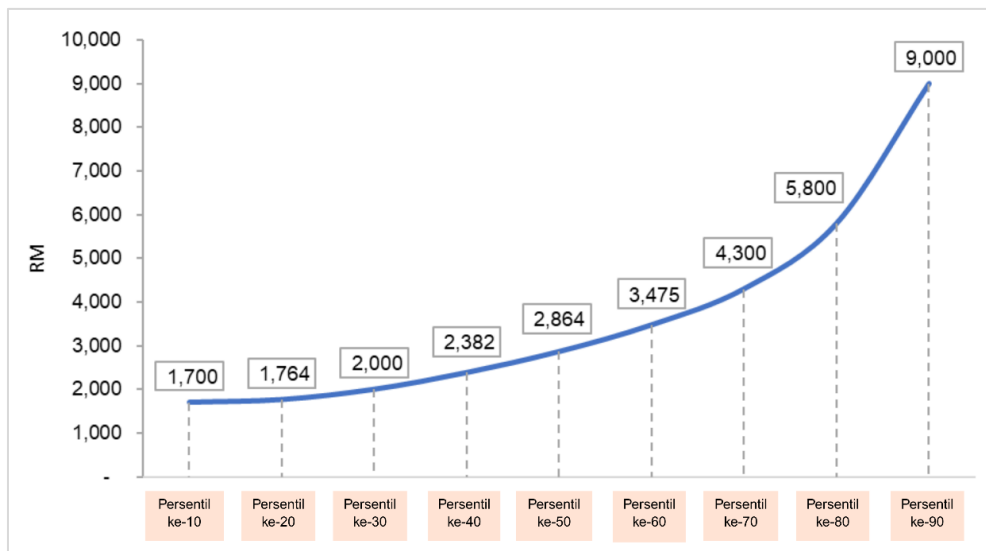
Paparan 5: Median Upah Bulanan mengikut Negeri dan Wilayah, Julai - September 2025



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



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





MINISTRY OF ECONOMY
DEPARTMENT OF STATISTICS MALAYSIA

MEDIA STATEMENT

**EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT,
THIRD QUARTER 2025**

**National median monthly wage of formal employees rose to
RM2,864 in September 2025**

PUTRAJAYA, 27 JANUARY 2026 – The median monthly wage of 7.06 million formal employees stood at RM2,864 in September 2025, an increase of 4.3 per cent year-on-year (September 2024: RM2,745), according to the Department of Statistics Malaysia (DOSM) in its **Third Quarter 2025 Employee Wages Statistics (Formal Sector) Report**. The improvement in wages coincided with steady employment gains, with the number of formal employees increasing 3.5 per cent year-on-year in July, August and September 2025, pointing to continued resilience in the formal labour market through the third quarter 2025.

Looking at the comparison by sex, male formal employees comprised 55.1 per cent (3.89 million persons) of the total formal employees in September 2025, received higher median monthly wage than female formal employees. The median monthly wage for male formal employees recorded at RM 2,900 while female formal employees who made up 44.9 per cent (3.17 million persons) of total formal employees received RM2,800.

Wage statistics by age group showed that formal employees aged 45 to 49 years continued to record the highest median monthly wage throughout the third quarter of 2025 (September 2025: RM3,800; August 2025: RM3,800; July 2025: RM3,800). All age groups experienced consistent 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 September 2025, an increase of 13.3 per cent compared with the same period of the previous year.

An analysis of wages by economic activity showed that all sectors recorded increases in median monthly wage across all three months of the third quarter of 2025. Despite, contributing 0.6 per cent of formal sector employment, the Mining & quarrying sector continued to record the highest median monthly wage at RM6,600 in September 2025, representing an 11.9 per cent year-on-year increase. Meanwhile, the Agriculture sector, accounting for 1.8 per cent of citizen formal employees, recorded the lowest median monthly wage at RM2,245.

Wilayah Persekutuan Kuala Lumpur recorded the highest median monthly wage at RM4,064, followed by Selangor at RM3,127 and Pulau Pinang at RM2,927. Meanwhile, the lowest median monthly wage was recorded in Kelantan and Perlis at RM1,800, as well as Sabah and Kedah at RM2,000 during the same period.

Chief Statistician Malaysia highlighted that 8.8 per cent of Malaysian's formal employees earned monthly wages below RM1,700 in September 2025, which was reduced by 13.5 percentage points as compared to September 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 RM9,000 per month. This disparity illustrates that employees in the 90th percentile earned five 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."

The Department of Statistics Malaysia (DOSM) is conducting the Economic Census 2026 (BE2026), themed "*Data Nadi Ekonomi Rakyat*". The sixth Economic Census, running from 5th January to 31st October 2026. BE2026 aims to collect comprehensive, 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
27 JANUARY 2026

Exhibit 1: Median Monthly Wage, July 2024 – September 2025

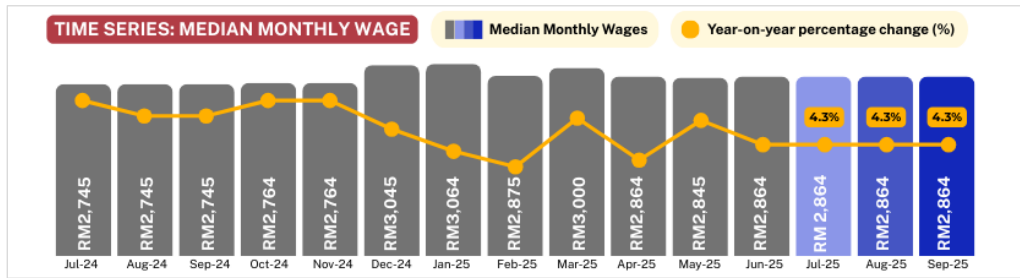


Exhibit 2: Median Monthly Wage by Sex, July – September 2025

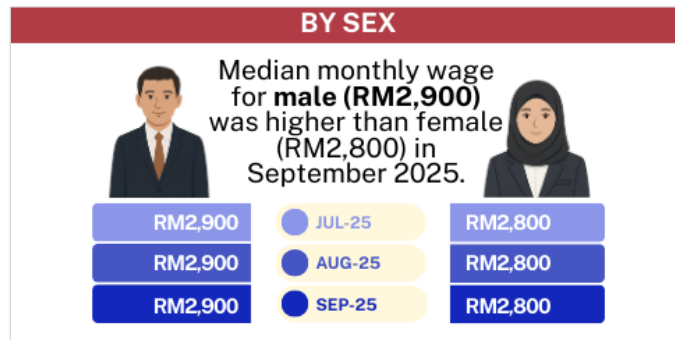


Exhibit 3: Median Monthly Wage by Age Group, July – September 2025

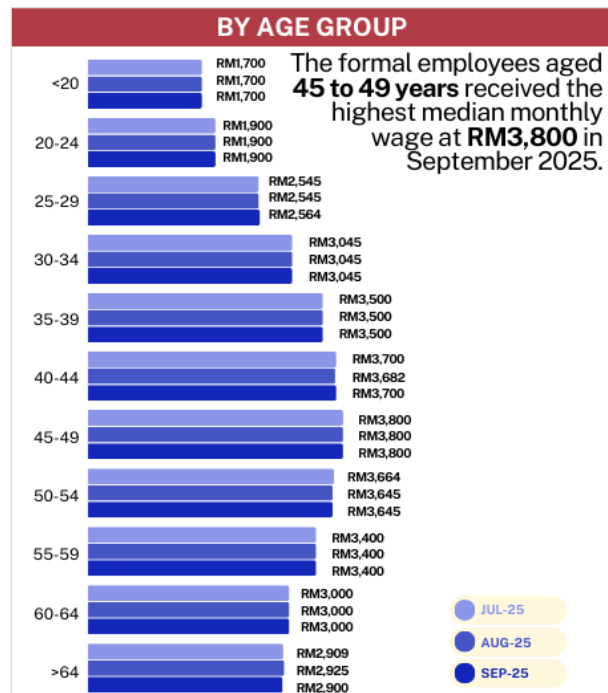


Exhibit 4: Median Monthly Wage by Economic Activity, July – September 2025

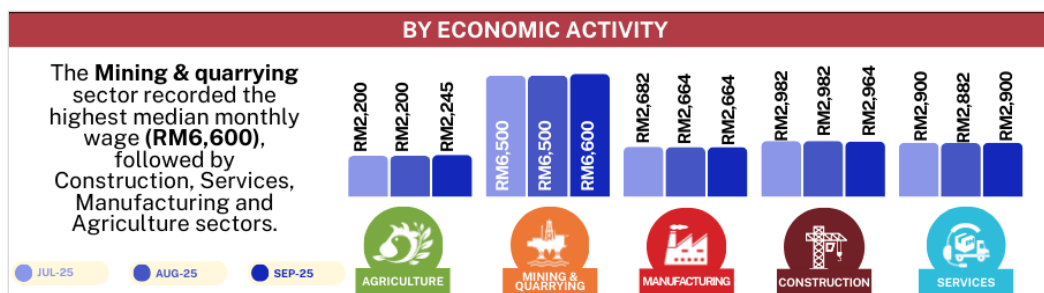


Exhibit 5: Median Monthly Wage by State, July – September 2025

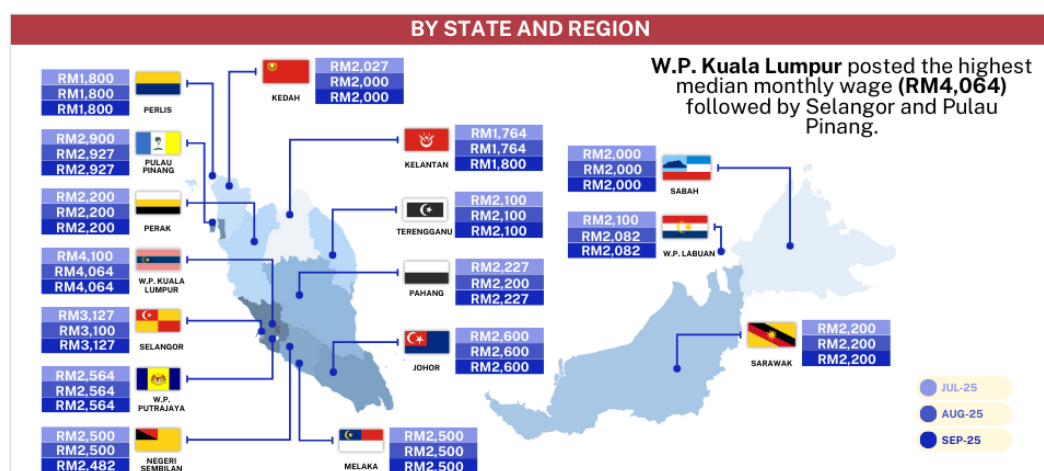


Exhibit 6: Distribution of Formal Employees by Wage Scale, September 2025

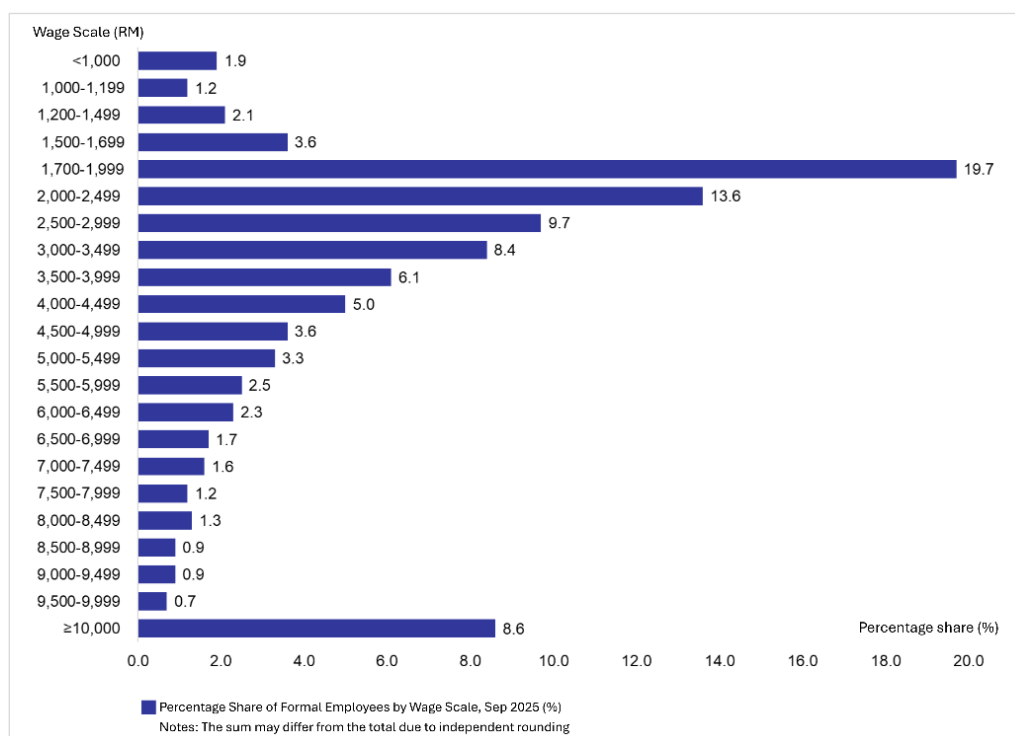


Exhibit 7: Wage Distribution of Formal Employees by Percentile, September 2025

