



KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

SUKU TAHUN PERTAMA 2025
FIRST QUARTER 2025

Pemakluman

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>.

Announcement

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>.

JABATAN PERANGKAAN MALAYSIA
DEPARTMENT OF STATISTICS MALAYSIA

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Laporan Statistik Upah Pekerja (Sektor Formal) Suku Tahunan diterbitkan oleh Jabatan Perangkaan Malaysia (DOSM) menggunakan sumber data pentadbiran yang diperoleh daripada agensi berkaitan seperti Kumpulan Wang Simpanan Pekerja (KWSP) dan Pertubuhan Keselamatan Sosial (PERKESO). Inisiatif menerbitkan Laporan Statistik Upah Pekerja (Sektor Formal) Suku Tahunan ini adalah bagi memenuhi permintaan yang semakin meningkat bagi statistik upah yang komprehensif dengan kekerapan yang tinggi. Laporan ini menyediakan statistik upah pekerja warganegara Malaysia mengikut ciri-ciri demografi dan sosioekonomi antaranya jantina, etnik, kumpulan umur, aktiviti ekonomi dan negeri.

Statistik upah pekerja merupakan maklumat penting yang digunakan sebagai input untuk menganalisis pasaran buruh, menggubal dasar serta merancang, melaksana dan memantau program berkaitan pembangunan sumber manusia ke arah pengukuhan pasaran buruh negara. Statistik ini juga menjadi rujukan penting kepada penyelidik, ahli ekonomi, ahli akademik, pihak swasta dan individu dalam kajian berkaitan guna tenaga, gaji & upah dan pasaran buruh.

Penerbitan ini mengandungi tiga bahagian. Bahagian pertama membentangkan ringkasan penemuan bagi bilangan pekerja sektor formal, median upah dan taburan upah. Bahagian kedua memaparkan jadual statistik. Aspek teknikal seperti kaedah pengumpulan data, skop & liputan dan konsep & definisi disediakan di bahagian terakhir bagi memudahkan pengguna memahami statistik yang diterbitkan.

DOSM merakamkan setinggi-tinggi penghargaan kepada semua pihak yang telah menyumbang kepada penghasilan statistik dan penerbitan ini. Pandangan dan cadangan ke arah penambahbaikan penerbitan ini pada masa hadapan amat dihargai.

DATO' SRI DR. MOHD UZIR MAHIDIN

Ketua Perangkawan Malaysia

Julai 2025

PREFACE

The Quarterly Employee Wages Statistics (Formal Sector) Report is published by the Department of Statistics Malaysia (DOSM) using administrative data sources obtained from relevant agencies such as the Employees Provident Fund (EPF) and the Social Security Organization (SOCSO). The initiative to publish this Quarterly Employee Wages Statistics (Formal Sector) Report is to meet the escalating demand for comprehensive wage statistics with high frequency. This report provides wage statistics for Malaysian citizens according to demographic and socioeconomic characteristics encompassing sex, ethnic, age groups, economic activities and state.

Employee wages statistics serves as a crucial source of information which were used as input for labour market analysis, policy formulation as well as planning, implementing and monitoring programmes related to human resource development towards strengthening the national labour market. These statistics also serve as a vital reference for researchers, economists, academicians, private economic activity and individuals in research related to employment, wages and the labour market.

This publication contains three parts. The first part presents a summary of findings of the number of formal economic activity employees, median wage and wage distribution. In the second part, a series of statistics tables are presented. Technical aspects such as the method of data collection, scope & coverage and concept & definitions are provided in the final part to facilitate users' understanding of the published statistics.

DOSM gratefully acknowledges the cooperation and contribution rendered by all parties in making this publication a success. Every feedback and suggestion towards improving future reports are highly appreciated.

DATO' SRI DR. MOHD UZIR MAHIDIN

Chief Statistician Malaysia

July 2025

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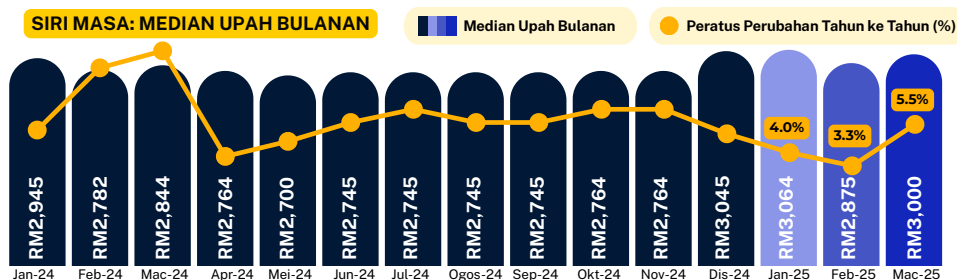
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RINGKASAN PENEMUAN

SUMMARY OF FINDINGS

STATISTIK UPAH PEKERJA (SEKTOR FORMAL) SUKU TAHUN PERTAMA 2025

“ Pada Mac 2025, median upah bulanan bagi pekerja formal Malaysia mencecah **RM3,000**, iaitu **5.5 peratus** lebih tinggi berbanding Mac 2024 (RM2,844). ”



MEDIAN UPAH BULANAN PEKERJA FORMAL WARGANEGARA MENGIKUT DIMENSI

MENGIKUT JANTINA

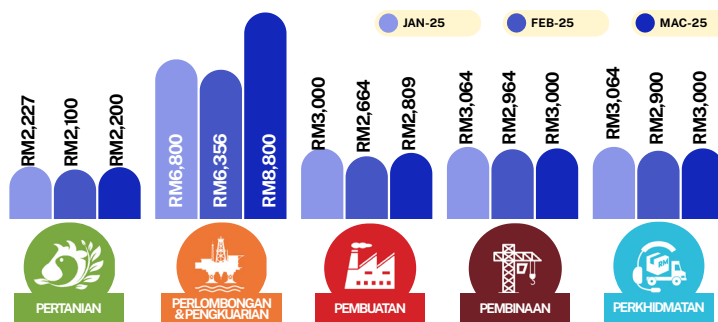


Median upah bulanan bagi lelaki (RM3,000) adalah lebih tinggi berbanding perempuan (RM2,982) pada Mac 2025.



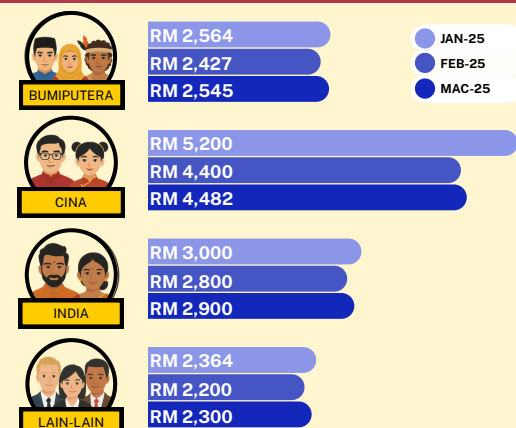
RM3,082	JAN-25	RM3,045
RM2,900	FEB-25	RM2,827
RM3,000	MAC-25	RM2,982

MENGIKUT AKTIVITI EKONOMI



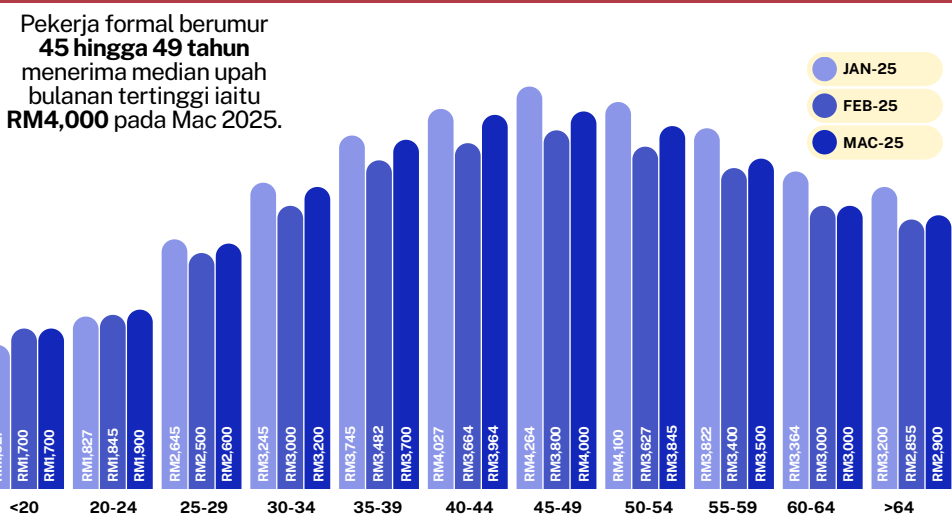
Sektor **Perombongan & pengkuarian** mencatatkan median upah bulanan tertinggi (RM8,800), diikuti oleh sektor Pembinaan, Perkhidmatan, Pembuatan dan Pertanian.

MENGIKUT ETNIK



Pekerja formal etnik Cina mencatatkan median upah bulanan sebanyak RM4,482, India (RM2,900), Bumiputera (RM2,545) pada Mac 2025.

MENGIKUT KUMPULAN UMUR

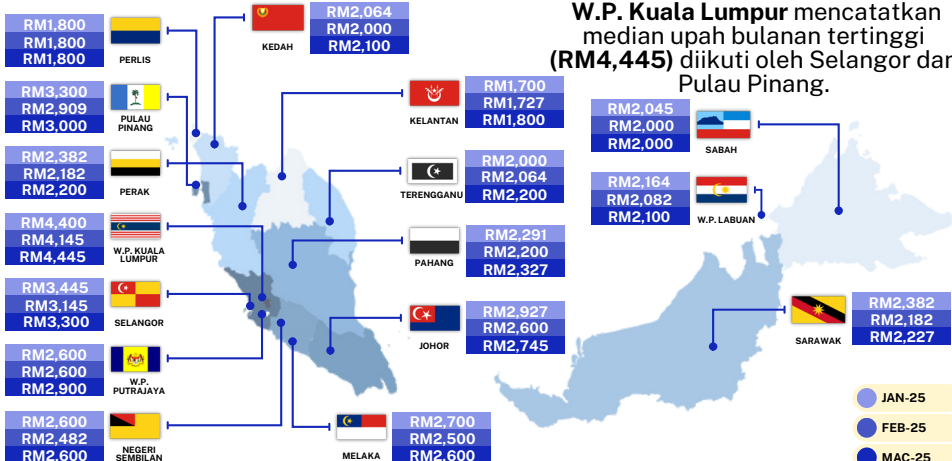


TABURAN MENGIKUT SKALA UPAH



Peratusan pekerja formal yang menerima upah di bawah RM2,000 menyusut sebanyak **3.8 mata peratus** kepada **27.4 peratus** pada Mac 2025 (Mac 2024: 31.2 peratus).

MENGIKUT NEGERI



W.P. Kuala Lumpur mencatatkan median upah bulanan tertinggi (RM4,445) diikuti oleh Selangor dan Pulau Pinang.

SKOP & LIPUTAN

Statistik ini bersumberkan data pentadbiran meliputi data caruman wajib simpanan pekerja sektor swasta dan pekerja tidak berpekerjaan sektor awam serta data caruman insurans keselamatan sosial pekerja yang diperolehi daripada pelbagai agensi. Data ini hanya meliputi pekerja formal warganegara, tidak meliputi orang yang bekerja di bawah pekerjaan bukan standard, termasuk pekerja akaun sendiri dan pekerja keluarga tanpa gaji.

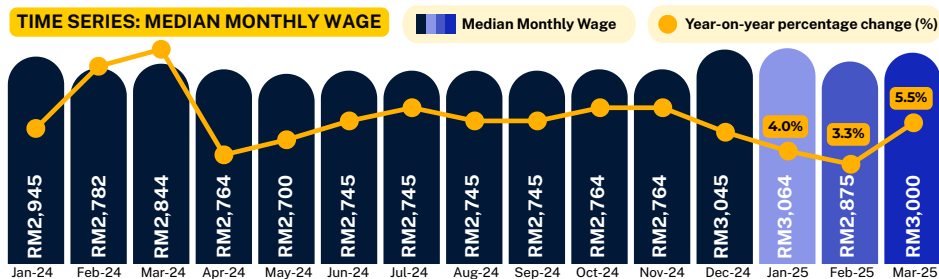
KONSEP & DEFINISI

Upah meliputi semua ganjaran kepada pekerja dalam bentuk wang termasuk bonus, komisen dan elaun dalam tempoh rujukan.

Median merujuk kepada nilai yang terletak di tengah-tengah susunan suatu set nombor yang disusun mengikut tertib. Median upah digunakan untuk memberi gambaran "purata upah" yang lebih tepat kerana tidak terkesan kepada nilai ekstrem.

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) FIRST QUARTER 2025

“ In March 2025, the median monthly wage of Malaysian formal employees reached **RM3,000**, a **5.5 percent** higher than March 2024 (RM2,844). ”



MEDIAN MONTHLY WAGE OF FORMAL EMPLOYEES BY DIMENSIONS

BY SEX

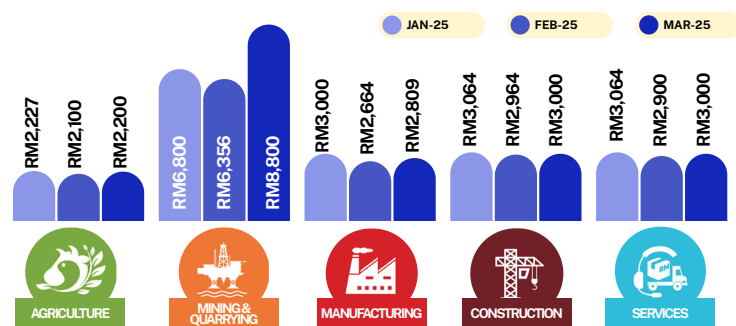


Median monthly wage for **male (RM3,000)** was higher than female (RM2,982) in March 2025.



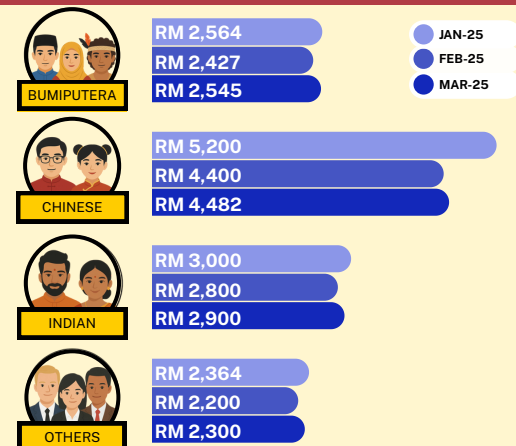
RM3,082	JAN-25	RM3,045
RM2,900	FEB-25	RM2,827
RM3,000	MAR-25	RM2,982

BY ECONOMIC ACTIVITY

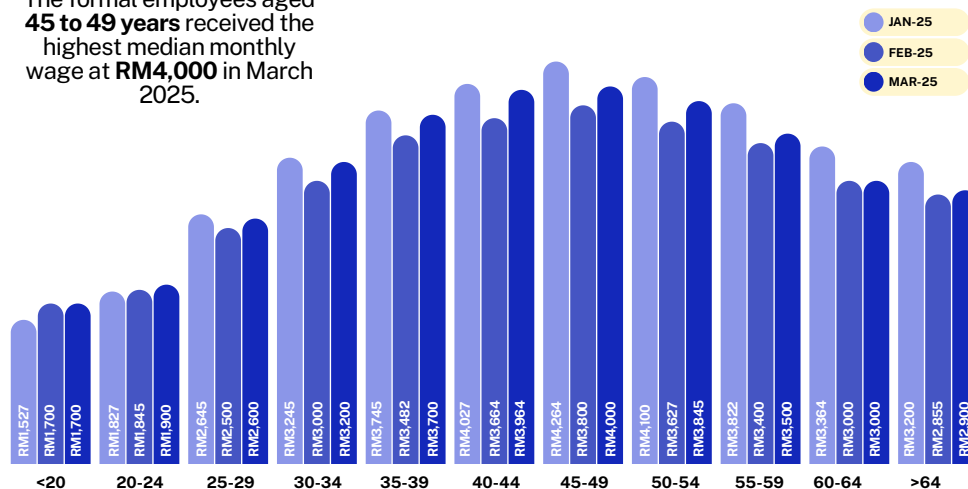


The **Mining & quarrying** sector recorded the highest median monthly wage (**RM8,800**), followed by Construction, Services, Manufacturing and Agriculture.

BY ETHNIC

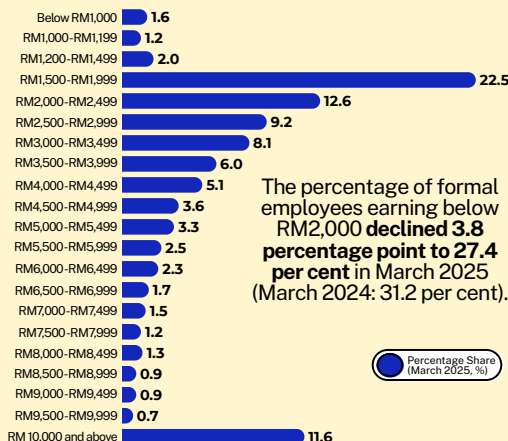


The formal employees aged **45 to 49 years** received the highest median monthly wage at **RM4,000** in March 2025.

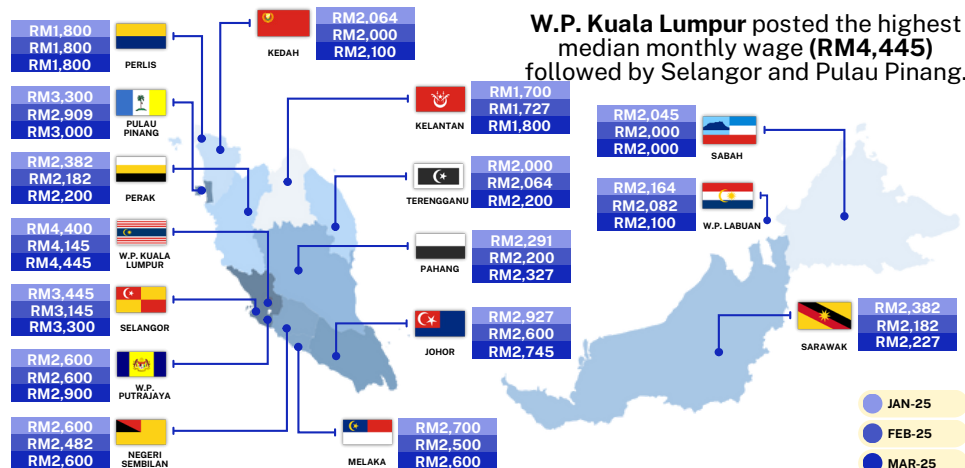


Chinese formal employees recorded the median monthly wage of RM4,482, Indian (RM2,900) and Bumiputera (RM2,545) in March 2025.

DISTRIBUTION BY WAGE SCALE



BY STATE



W.P. Kuala Lumpur posted the highest median monthly wage (**RM4,445**) followed by Selangor and Pulau Pinang.

SCOPE & COVERAGE

These statistics is based on the administrative data, including data on the mandatory contribution of retirement savings by the private and non-pensionable public sectors and data on the contribution of social security insurance from various agencies. The data focus only on the citizen formal employees and does not cover employed persons fall under non-standard employment, including own-account workers and unpaid family workers.

CONCEPT & DEFINITION

Wages refer to all remuneration paid to employees, including bonuses, commissions and allowances, during the reference period.

The **Median** refers to the middle observation in a set of data arranged in a sequence. The median wage is used to give a more accurate picture of the "average wage", as the determination of the median is not affected by extreme values.

RINGKASAN PENEMUAN

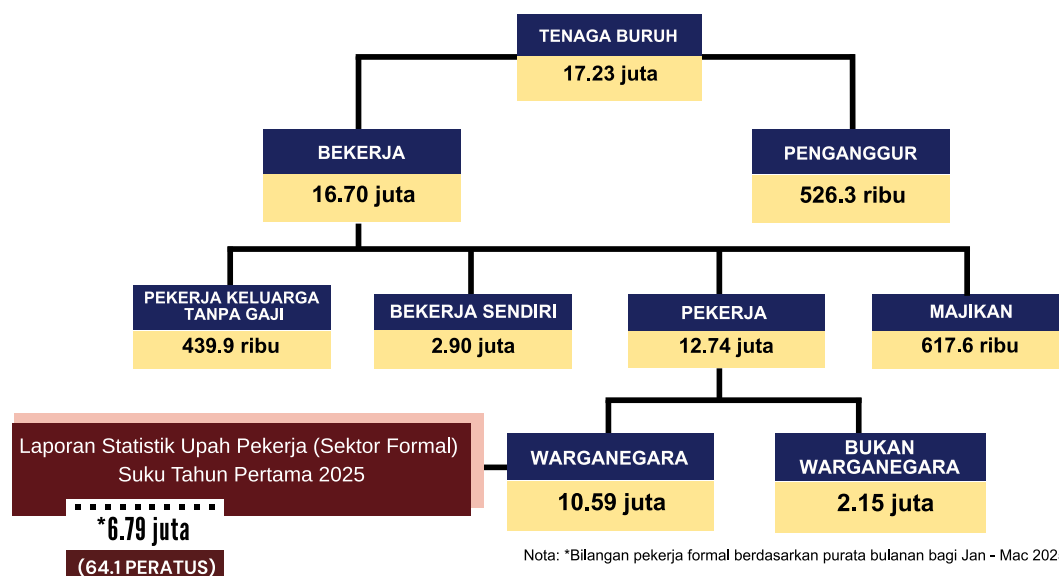
1. PENGENALAN

Penerbitan Statistik Upah Pekerja (Sektor Formal) Suku Tahunan adalah sebahagian daripada inisiatif Jabatan Perangkaan Malaysia untuk menyediakan statistik upah yang lebih komprehensif, terperinci dan bertepatan masa bagi memenuhi permintaan pengguna yang semakin meningkat. Laporan ini adalah berdasarkan data pentadbiran dari pelbagai agensi dan memberi tumpuan kepada pekerja warganegara dalam aktiviti ekonomi formal khususnya swasta di Malaysia. Upah yang dianggarkan dalam penerbitan ini merujuk kepada semua ganjaran kewangan meliputi bonus, komisen, dan elaun yang dibayar kepada pekerja untuk pekerjaan mereka dalam tempoh rujukan. Statistik yang dikeluarkan ini boleh digunakan sebagai input untuk menganalisis kedudukan pasaran buruh, menggubal dasar serta merancang, melaksana dan memantau program berkaitan pembangunan sumber manusia ke arah pengukuhan pasaran buruh negara.

2. KEDUDUKAN UPAH PEKERJA FORMAL MALAYSIA

Pasaran buruh Malaysia mengekalkan momentum positif yang berterusan pada suku pertama 2025, disebalik cabaran global yang berterusan. Menurut Survei Tenaga Buruh, bilangan penduduk bekerja meningkat sebanyak 3.0 peratus tahun ke tahun (+486.3 ribu orang) kepada 16.7 juta orang, mencerminkan peningkatan peluang pekerjaan dalam sektor utama. Pada masa yang sama, bilangan pengangguran berkurangan kepada 526.3 ribu orang, mendorong penurunan 0.2 mata peratus dalam kadar pengangguran nasional kepada 3.1 peratus. (**Paparan 1**)

Paparan 1: Kerangka Analisis Gaji & Upah Bulanan, ST1 2025



Data pentadbiran turut menunjukkan perkembangan berterusan dalam guna tenaga sektor formal, iaitu seramai 6.79 juta orang pada Mac 2025, berbanding 6.77 juta pada Februari 2025 dan 6.83 juta pada Januari 2025. Dari segi tahun ke tahun, guna tenaga sektor formal naik 3.6 peratus pada Mac 2025, meneruskan trend peningkatan 3.4 peratus pada Februari 2025 dan 3.1 peratus pada Januari 2025. Tambahan lagi, median upah bulanan bagi pekerja formal Malaysia mencecah RM3,000 pada Mac 2025, menunjukkan peningkatan 5.5 peratus berbanding bulan sama pada tahun sebelumnya. Pada Januari dan Februari 2025, median upah bulanan masing-masing adalah sebanyak RM3,064 dan RM2,875.

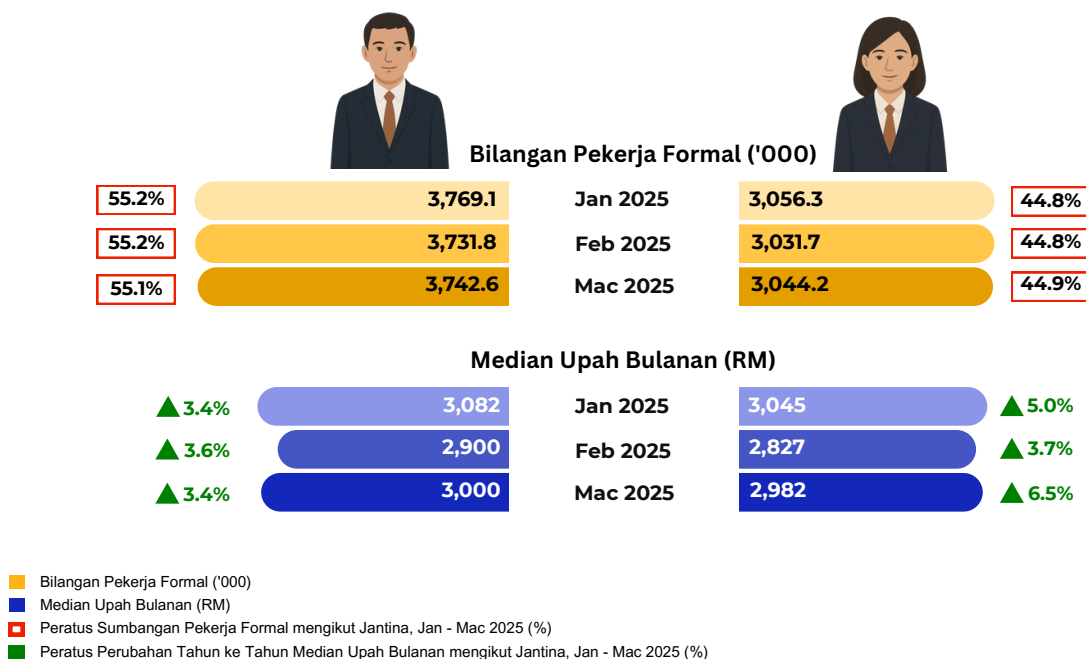
3. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT JANTINA

Pada Mac 2025, bilangan pekerja formal lelaki warganegara menyumbang sebanyak 3.74 juta orang, atau bersamaan dengan 55.1 peratus daripada keseluruhan guna tenaga formal. Ini menunjukkan 3.3 peratus peningkatan tahun ke tahun berbanding 3.62 juta orang pada Mac 2024. Median upah bulanan bagi pekerja formal lelaki warganegara mencapai RM3,000 pada Mac 2025, mencatatkan pertumbuhan tahun ke tahun sebanyak 3.4 peratus daripada RM2,900 pada bulan sama tahun sebelumnya. Selain itu, median upah bulanan pekerja formal lelaki pada Januari dan Februari 2025 meningkat masing-masing sebanyak 3.4 peratus dan 3.6 peratus tahun ke tahun kepada RM3,082 dan RM2,900. (Januari 2024: RM2,982; Februari 2024: RM2,800).

Sementara itu, bilangan pekerja formal perempuan warganegara berjumlah 3.04 juta orang pada Mac 2025, mewakili 44.9 peratus daripada keseluruhan guna tenaga formal. Ini menunjukkan peningkatan tahun ke tahun sebanyak 4.1 peratus daripada 2.92 juta pada Mac 2024. Median upah bulanan bagi pekerja formal perempuan warganegara naik kepada RM2,982 pada Mac 2025, mencerminkan pertumbuhan 6.5 peratus tahun ke tahun daripada RM2,800 pada tahun lepas. Pada Januari dan Februari 2025, median upah bulanan bagi pekerja formal perempuan adalah sebanyak RM3,045 dan RM2,827, menunjukkan peningkatan tahun ke tahun masing-masing sebanyak 5.0 peratus dan 3.7 peratus. (Januari 2024: RM2,900; Februari 2024: RM2,727). (**Paparan 2**)

Analisis jurang upah mengikut jantina menunjukkan bahawa pekerja formal lelaki warganegara secara konsisten menerima median upah bulanan yang lebih tinggi daripada pekerja formal perempuan. Sehingga Mac 2025, pekerja formal lelaki warganegara memperoleh 1.0 peratus median upah bulanan yang lebih tinggi berbanding pekerja formal perempuan warganegara.

Paparan 2: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Jantina, Januari - Mac 2025



RINGKASAN PENEMUAN

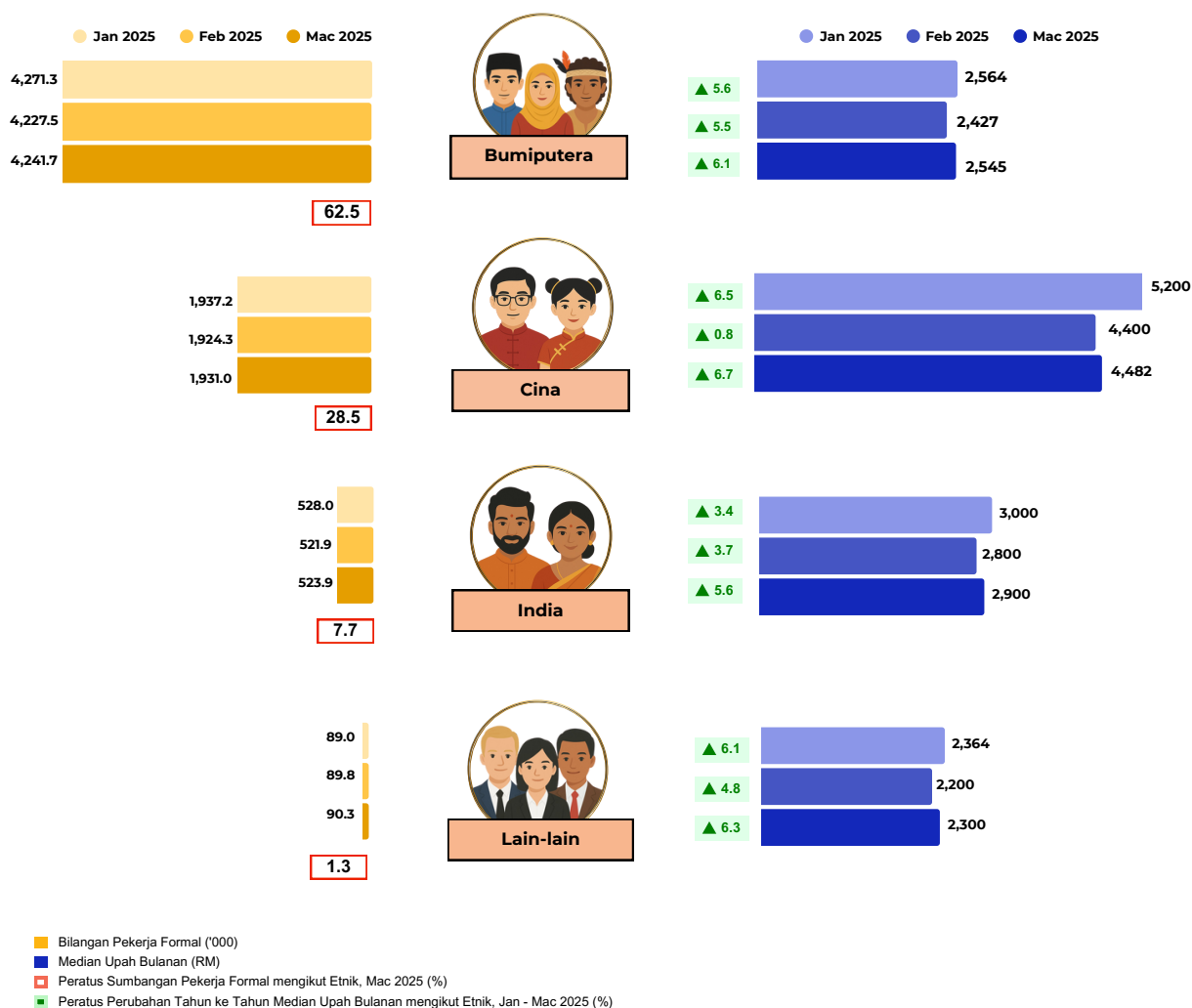
4. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT ETNIK

Semua kumpulan etnik mencatatkan pertumbuhan tahun ke tahun median upah bulanan pada suku tahun pertama 2025. Pekerja formal Bumiputera meliputi 62.5 peratus dari keseluruhan pekerja formal warganegara (4.24 juta orang), menerima median upah bulanan sebanyak RM2,545 pada Mac 2025, menunjukkan peningkatan 6.1 peratus dari RM2,400 pada Mac 2024. (Februari 2025: RM2,427; Januari 2025: RM2,564).

Pekerja formal Cina mewakili 28.5 peratus dari jumlah pekerja formal warganegara atau bersamaan 1.93 juta orang, menunjukkan median upah bulanan tertinggi sebanyak RM4,482 pada Mac 2025, mencatatkan pertumbuhan tahun ke tahun sebanyak 6.7 peratus (Februari 2025: RM4,400; Januari 2025: RM5,200).

Pekerja formal India, merangkumi 7.7 peratus atau 0.52 juta orang menerima median upah bulanan sebanyak RM2,900 pada Mac 2025. Ini menunjukkan peningkatan 5.6 peratus berbanding Mac 2024 (Februari 2025: RM2,800; Januari 2025: RM3,000). (**Paparan 3**)

Paparan 3: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Etnik, Januari - Mac 2025

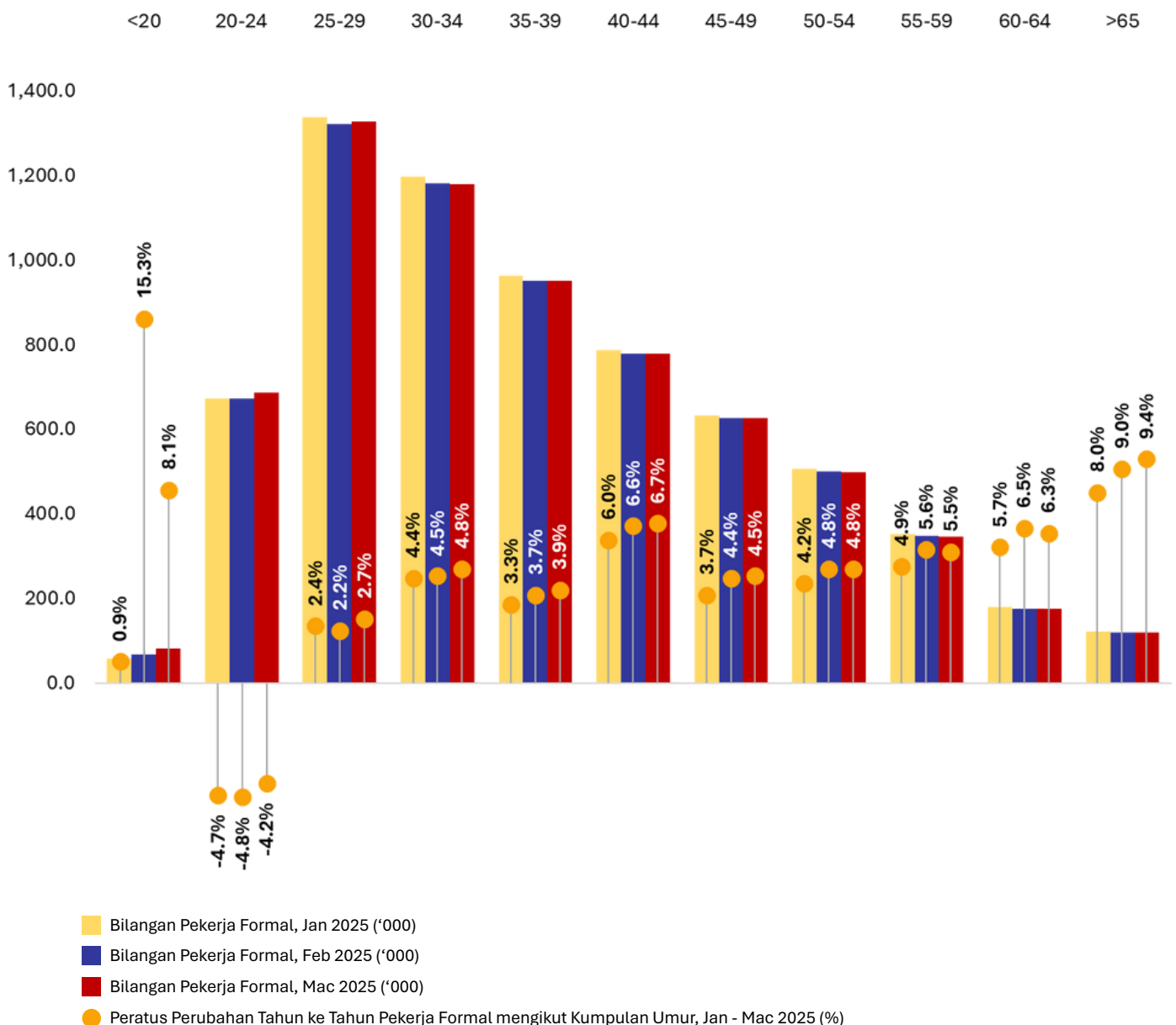


5. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT KUMPULAN UMUR

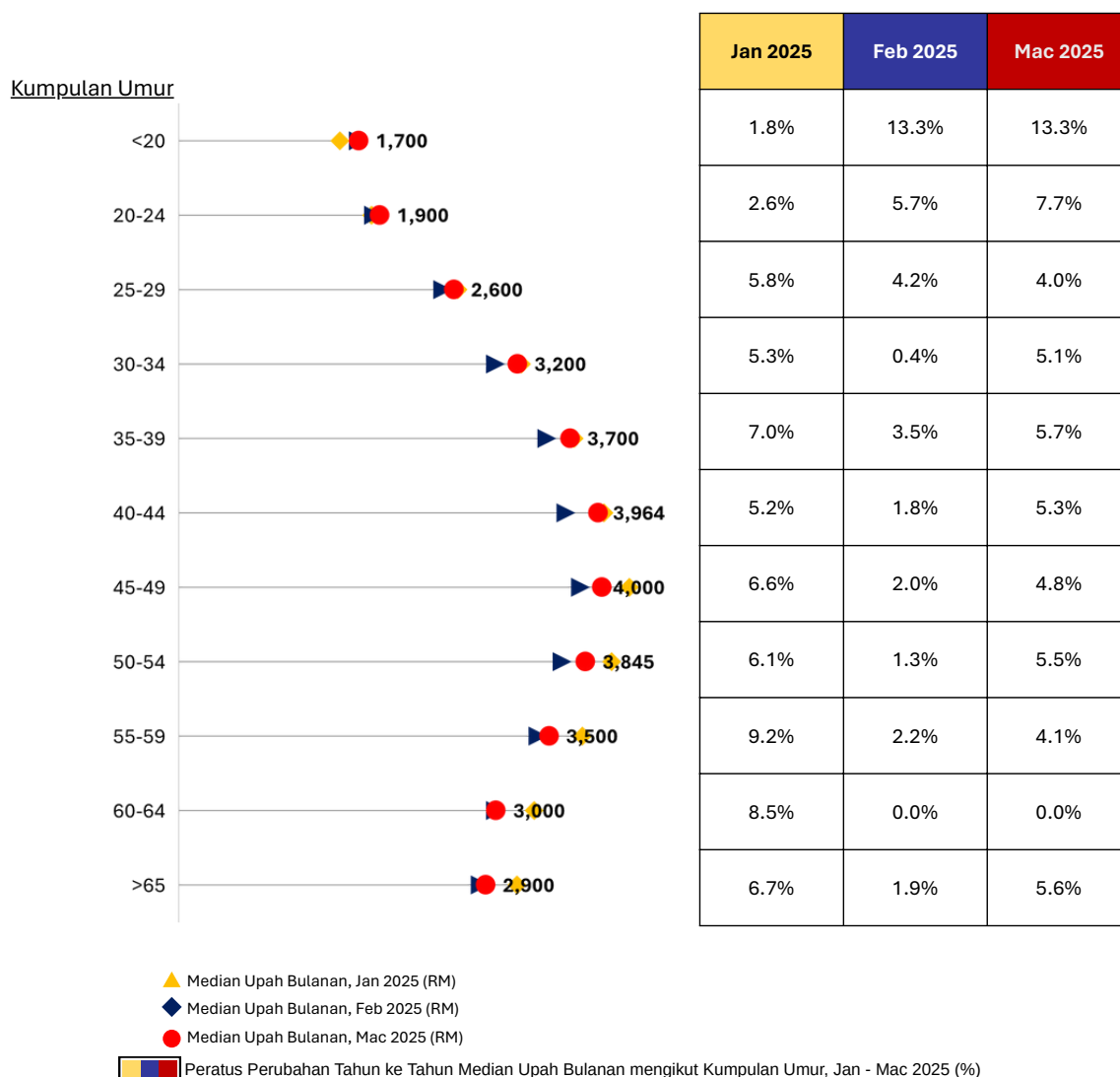
Pada suku pertama 2025, bilangan pekerja formal di Malaysia meningkat dalam hampir semua kumpulan umur, kecuali bagi mereka yang berumur 20 hingga 24 tahun. Kumpulan ini merangkumi 10.1 peratus daripada jumlah keseluruhan pekerja formal di Malaysia, mencatatkan penurunan sebanyak peratus pada Mac 2025. Sementara itu, pekerja formal berumur 65 tahun dan ke atas merekodkan peningkatan tertinggi dalam bilangan pekerja formal, iaitu meningkat sebanyak 9.4 peratus. (**Paparan 4**)

Dari segi median upah bulanan, semua kumpulan umur mencatatkan peningkatan tahunan kecuali kumpulan umur 60 hingga 64 tahun. Median upah bulanan tertinggi dicatatkan dalam kalangan pekerja berumur 45 hingga 49 tahun, iaitu sebanyak RM4,000 pada Mac 2025 (Februari: RM3,800; Januari: RM4,264). Sebaliknya, pekerja formal di bawah umur 20 tahun mencatatkan median upah bulanan terendah sebanyak RM1,700. Menariknya, kumpulan ini juga merekodkan pertumbuhan tahunan tertinggi, meningkat median upah bulanan sebanyak 13.3 peratus daripada RM1,500 pada Mac 2024. (**Paparan 5**)

Paparan 4: Bilangan Pekerja Formal Mengikut Kumpulan Umur, Januari - Mac 2025



Paparan 5: Median Upah Bulanan Mengikut Kumpulan Umur, Januari - Mac 2025



6. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT AKTIVITI EKONOMI

Merentasi semua sektor ekonomi, median upah bulanan menunjukkan pertumbuhan positif dalam suku pertama 2025. Sektor Perlombongan & pengkuarian merekodkan median upah bulanan tertinggi sebanyak RM8,800 pada Mac 2025, walaupun hanya mewakili 0.6 peratus daripada keseluruhan pekerja formal pada Mac 2025 (Januari 2025: RM6,800; Februari 2025: RM6,356). (**Paparan 6**)

Sektor Perkhidmatan mempunyai bilangan pekerja formal yang terbesar, menyumbang 68.0 peratus atau 4.62 juta orang pada Mac 2025. Pekerja dalam sektor ini mengalami pertumbuhan median upah bulanan tahun ke tahun sebanyak 4.1 peratus kepada RM3,000 pada Mac 2025 (Januari 2025: RM3,064; Februari 2025: RM2,900). Dalam sektor ini, subsektor Kewangan dan insurans merekodkan median upah bulanan yang tertinggi iaitu RM7,700 dan diikuti oleh Maklumat & komunikasi iaitu RM6,100. Sebaliknya, subsektor Makanan & minuman dan penginapan merekodkan median upah bulanan yang terendah iaitu RM2,045 (Januari 2025: RM2,064; Februari 2025: RM2,000).

Sektor Pembuatan menyumbang 17.6 peratus atau 1.19 juta orang daripada keseluruhan pekerja formal, merekodkan median upah bulanan sebanyak RM2,809 pada Mac 2025. Sektor ini merekodkan peningkatan tahun ke tahun sebanyak 6.2 peratus bagi median upah bulanan berbanding Mac 2024. Dari sudut subsektor, Minuman dan produk tembakau mencatatkan median upah bulanan tertinggi pada Mac dengan RM3,664 manakala median upah bulanan terendah adalah pada Produk tekstil, pakaian dan kulit dengan RM2,182.

Sektor Pembinaan mempunyai 0.41 juta orang atau 6.0 peratus daripada keseluruhan guna tenaga formal, merekodkan median upah bulanan sebanyak RM3,000 pada Mac 2025, meningkat 1.2 peratus pertumbuhan tahun ke tahun daripada Mac 2024. Sektor Pertanian, yang menyumbang 0.13 juta orang pekerja formal atau 1.9 peratus daripada keseluruhan guna tenaga formal, mencatatkan median upah bulanan terendah sebanyak RM2,200, meningkat sebanyak 10.0 peratus tahun ke tahun pada Mac 2025. **(Paparannya 7)**

Paparannya 6: Median Upah Bulanan Mengikut Aktiviti Ekonomi, Januari - Mac 2025

Jenis Aktiviti Ekonomi	Median Upah Bulanan (RM)	Jan 2025	Feb 2025	Mac 2025
Pertanian	2,200	6.1%	6.0%	10.0%
Perdagangan & pengangkutan	8,800	9.7%	7.7%	4.8%
Pembuatan	2,809	5.4%	3.2%	6.2%
Minyak dan lemak daripada sayuran dan haiwan proses makanan		7.5%	4.6%	10.6%
Minuman dan produk tembakau		5.3%	-1.1%	10.1%
Produk tekstil, pakaian dan kulit		4.5%	4.0%	6.7%
Produk kayu, perabot, keluaran kertas dan percetakan		7.8%	2.2%	5.6%
Produk petroleum, kimia, getah dan plastik		3.8%	1.0%	5.5%
Produk mineral bukan logam, logam asas dan produk logam yang direka		11.5%	0.6%	6.1%
Produk elektrik, elektronik dan optikal		4.6%	4.4%	6.1%
Peralatan pengangkutan, pembuatan lain dan pembaikan		5.7%	3.2%	3.8%
Pembinaan	3,000	2.1%	3.5%	1.2%
Perkhidmatan	3,000	3.4%	3.6%	4.1%
Utiliti		10.5%	2.9%	30.2%
Perdagangan borong dan runcit		7.7%	3.0%	3.3%
Makanan & minuman dan penginapan		4.1%	1.9%	4.2%
Pengangkutan dan penyimpanan		2.7%	6.1%	5.5%
Maklumat dan komunikasi		5.7%	3.0%	7.0%
Kewangan dan insurans		8.3%	3.2%	11.6%
Hartanah dan perkhidmatan perniagaan		4.2%	1.2%	3.3%
Perkhidmatan lain		7.2%	4.7%	7.6%

◆ Median Upah Bulanan, Jan 2025 (RM)

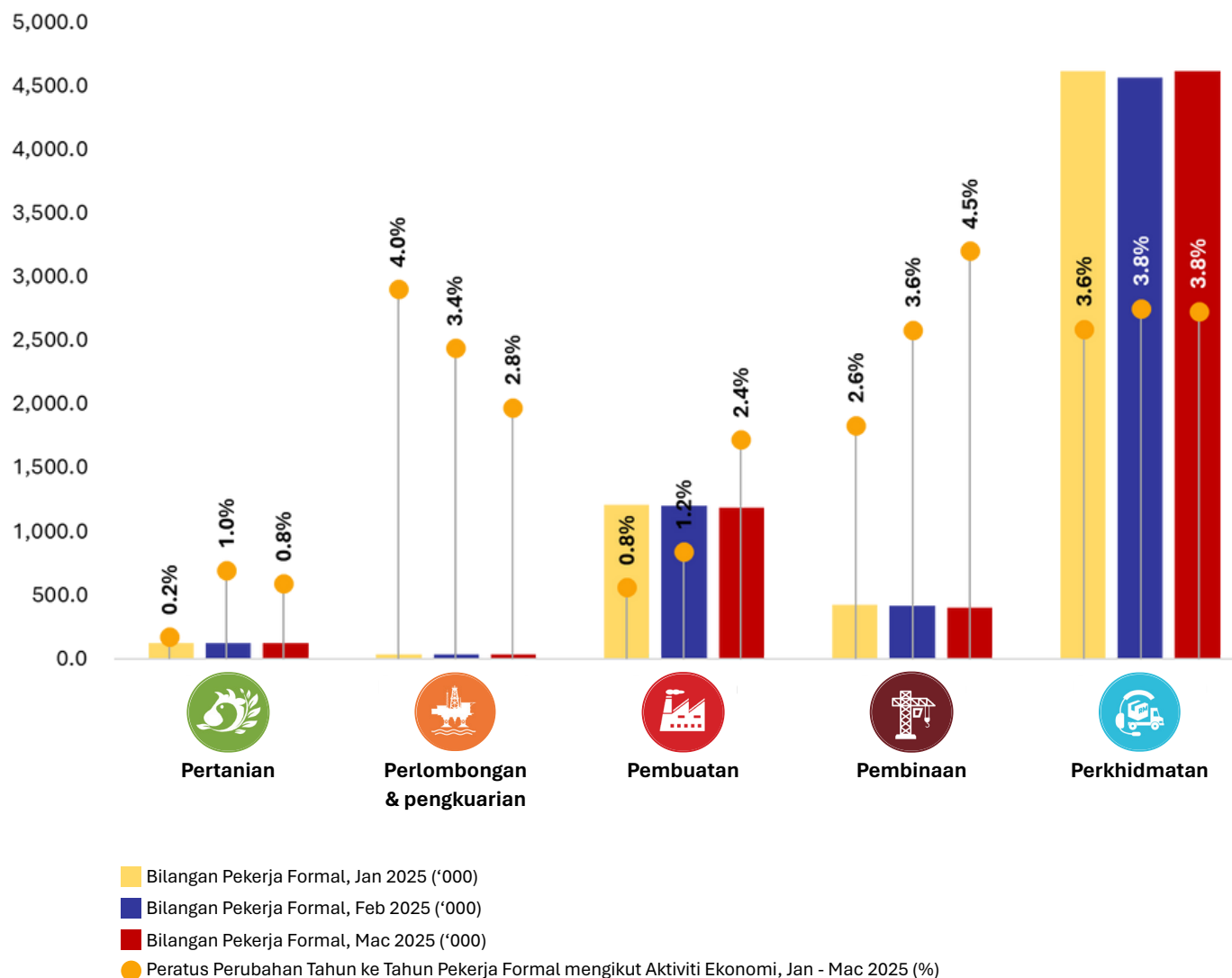
▲ Median Upah Bulanan, Feb 2025 (RM)

● Median Upah Bulanan, Mac 2025 (RM)

■ Peratus Perubahan Tahun ke Tahun Median Upah Bulanan mengikut Aktiviti Ekonomi, Jan - Mac 2025 (%)

RINGKASAN PENEMUAN

Paparan 7: Bilangan Pekerja Formal Mengikut Aktiviti Ekonomi, Januari - Mac 2025



7. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT NEGERI

Pada peringkat negeri, semua negeri merekodkan pertumbuhan tahunan positif dalam median upah bulanan pada suku tahun pertama 2025. W.P. Kuala Lumpur mencatatkan median upah bulanan tertinggi pada RM4,445, diikuti Selangor pada RM3,300, manakala Pulau Pinang menyamai median kebangsaan sebanyak RM3,000. Sebaliknya, median upah bulanan terendah direkodkan di Sabah (RM2,000), Perlis (RM1,800) dan Kelantan (RM1,800).

Bilangan pekerja formal di semua negeri juga mencatatkan pertumbuhan tahun ke tahun dalam tempoh ini. Selangor merekodkan bilangan pekerja formal tertinggi pada Mac 2025, iaitu seramai 1.91 juta pekerja formal atau 28.2 peratus daripada keseluruhan guna tenaga formal. Ini diikuti oleh W.P. Kuala Lumpur dengan 1.40 juta orang (20.7%) dan Johor dengan 0.73 juta orang (10.7%). (**Paparan 8**)

Paparan 8: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Negeri, Januari - Mac 2025

		Bilangan Pekerja Formal ('000)			Median Upah Bulanan		
		Jan 2025	Feb 2025	Mac 2025	Jan 2025	Feb 2025	Mac 2025
	MALAYSIA	6,825.5 100	6,763.5 100	6,786.8 100	RM3,064 4.0	RM2,875 3.3	RM3,000 5.5
	JOHOR	729.5 10.7	724.1 10.7	726.9 10.7	RM2,927 8.4	RM2,600 4.0	RM2,745 6.3
	KEDAH	244.4 3.6	241.0 3.6	240.9 3.5	RM2,064 4.1	RM2,000 1.9	RM2,100 6.9
	KELANTAN	93.1 1.4	91.2 1.3	91.3 1.3	RM1,700 3.3	RM1,727 6.1	RM1,800 9.4
	MELAKA	177.9 2.6	176.1 2.6	176.1 2.6	RM2,700 7.0	RM2,500 4.2	RM2,600 4.0
	NEGERI SEMBILAN	172.6 2.5	170.1 2.5	170.2 2.5	RM2,600 4.0	RM2,482 6.6	RM2,600 4.0
	PAHANG	169.3 2.5	167.4 2.5	167.9 2.5	RM2,291 9.1	RM2,200 5.7	RM2,327 8.5
	PULAU PINANG	541.7 7.9	538.7 8.0	540.0 8.0	RM3,300 8.8	RM2,909 1.6	RM3,000 6.1
	PERAK	312.3 4.6	306.0 4.5	309.5 4.6	RM2,382 8.3	RM2,182 5.7	RM2,200 5.7
	PERLIS	18.5 0.3	18.0 0.3	18.1 0.3	RM1,800 5.9	RM1,800 7.0	RM1,800 7.0
	SELANGOR	1,922.7 28.2	1,905.6 28.2	1,911.4 28.2	RM3,445 6.2	RM3,145 3.9	RM3,300 4.3
	TERENGGANU	144.8 2.1	142.3 2.1	143.0 2.1	RM2,000 0.9	RM2,064 3.2	RM2,200 10.0
	SABAH	342.9 5.0	341.0 5.0	342.8 5.1	RM2,045 5.1	RM2,000 6.3	RM2,000 6.3
	SARAWAK	498.6 7.3	493.7 7.3	496.7 7.3	RM2,382 8.3	RM2,182 5.7	RM2,227 7.9
	W.P. KUALA LUMPUR	1,407.5 20.6	1,398.9 20.7	1,402.2 20.7	RM4,400 6.1	RM4,145 3.6	RM4,445 4.5
	W.P. LABUAN	17.7 0.3	17.6 0.3	17.7 0.3	RM2,164 3.0	RM2,082 4.1	RM2,100 5.0
	W.P. PUTRAJAYA	31.9 0.5	31.9 0.5	32.0 0.5	RM2,600 4.0	RM2,600 4.8	RM2,900 6.3

Penetapan negeri adalah berdasarkan lokasi majikan.

% Peratus Sumbangan Pekerja Formal mengikut Negeri (%)

% Peratus Perubahan Tahun ke Tahun Median Upah Bulanan mengikut Negeri (%)

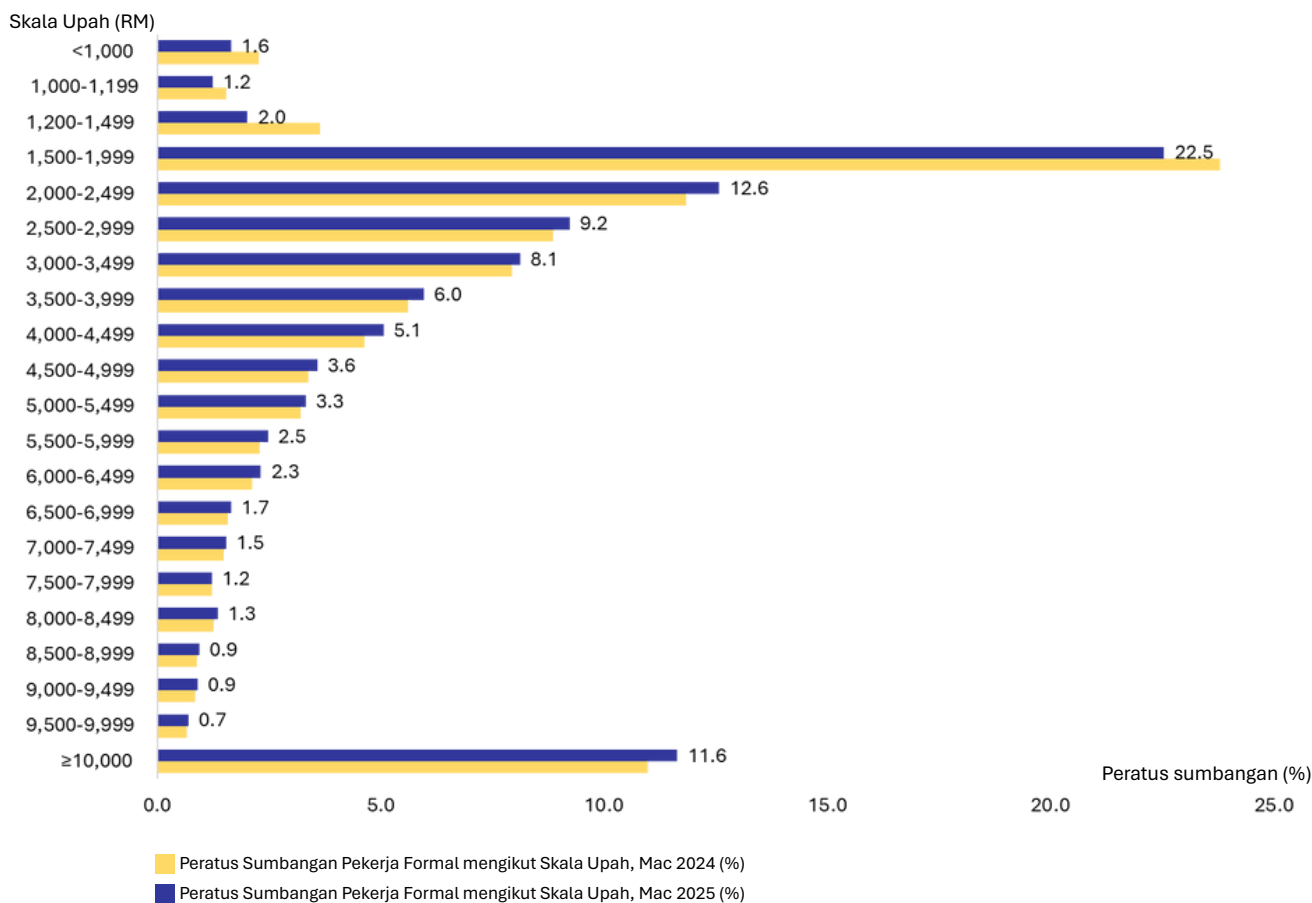
RINGKASAN PENEMUAN

8. TABURAN UPAH BULANAN PEKERJA FORMAL

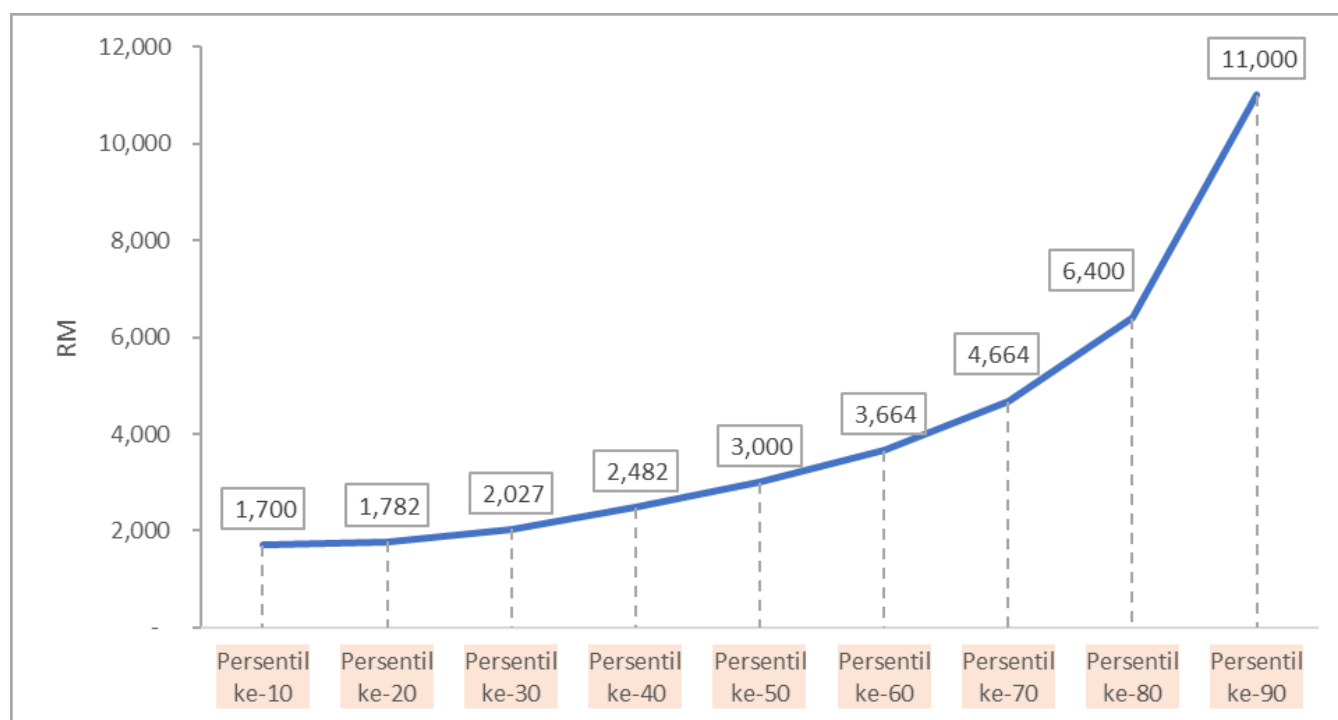
Analisis taburan pekerja formal mengikut skala upah menunjukkan 27.4 peratus pekerja formal warganegara menerima kurang daripada RM2,000 sebulan pada Mac 2025, menurun 3.8 mata peratus daripada 31.2 peratus pada tahun sebelumnya. Pada tempoh yang sama, 11.6 peratus daripada pekerja formal menerima RM10,000 atau lebih sebulan. (**Paparan 9**)

Analisis terperinci mengikut persentil menunjukkan pekerja formal pada persentil ke-10 menerima upah RM1,700 atau kurang setiap bulan, manakala mereka yang berada dalam persentil ke-90 menerima RM11,000 atau lebih. Ini menunjukkan bahawa kumpulan penerima upah tertinggi menerima lebih enam kali ganda daripada mereka pada skala upah terendah. (**Paparan 10**)

**Paparan 9: Taburan Pekerja Formal Mengikut Skala Upah,
Mac 2024 & Mac 2025**



Paparan 10: Taburan Upah Pekerja Formal Mengikut Persentil, Mac 2025



9. PERANTAIAN KE HADAPAN

Perantaian ke hadapan, Jabatan Perangkaan Malaysia (DOSM) beriltizam untuk terus menambah baik data-data ini dalam masa terdekat. Di samping itu, beberapa sumber data lain seperti data emolumen penjawat awam, maklumat pendapatan pembayar cukai dan set data lain yang berkaitan sedang dipertimbangkan untuk diliputi agar statistik ini menjadi lebih komprehensif dan inklusif.

Selain itu, melalui pengintegrasian dengan data pentadbiran lain, DOSM akan menghasilkan maklumat yang lebih dinamik merangkumi trend, pola, min, median dan taburan upah pekerja mengikut saiz pekerja termasuk statistik mengenai bilangan dan upah pekerja formal mengikut saiz pertubuhan, membezakan antara Perusahaan Kecil dan Sederhana (PKS) dan Perusahaan Mikro, Kecil dan Sederhana (PMKS). Data tersebut juga akan dikategorikan berdasarkan jenis intensif industri (intensif modal atau buruh), mengikut tahap kemahiran dan jenis pekerjaan, mengikut status syarikat (seperti Syarikat Multi-Nasional - MNC dan Pelaburan Langsung Asing - FDI), mengikut pemilikan pertubuhan syarikat, mengikut perniagaan berorientasikan eksport atau permintaan domestik, mengikut skala ekonomi perniagaan, mengikut usia perniagaan dan lain-lain.

Di samping itu, penambahbaikan daripada aspek metodologi penyusunan dan sumber data baharu dilaksanakan secara berterusan selaras dengan amalan terbaik Pejabat Statistik Negara (NSO) yang lain. Pada masa yang sama, DOSM menjalankan Survei Gaji & Upah yang menggunakan kaedah persampelan dan pendekatan berasaskan isi rumah. Survei ini digunakan sebagai penanda aras bagi gaji dan upah, min dan median yang diterima oleh penduduk di Malaysia.

SUMMARY OF FINDINGS

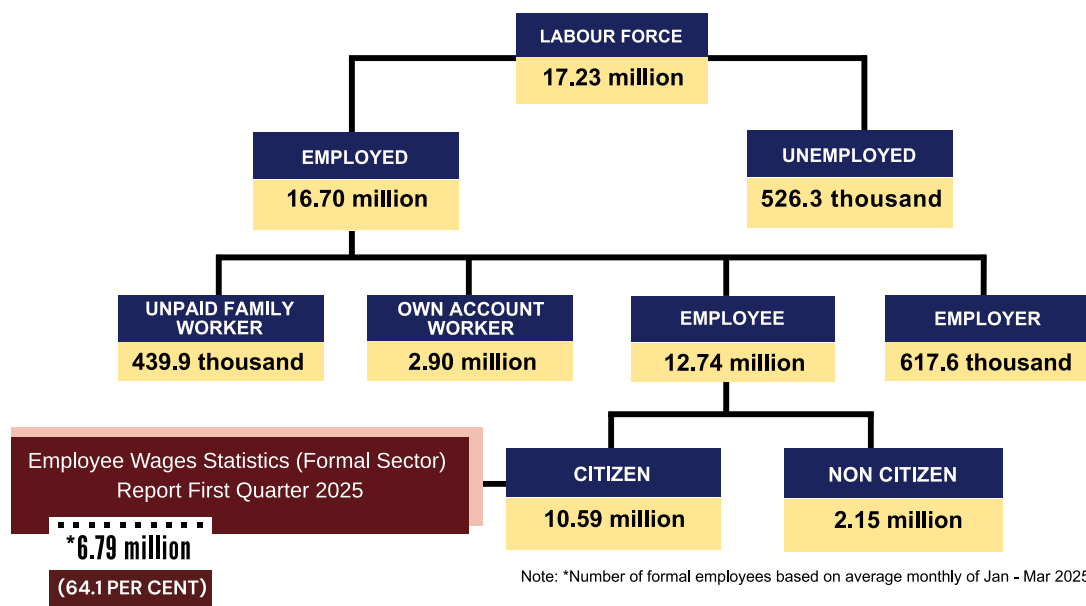
1. INTRODUCTION

The Quarterly Employee Wages Statistics (Formal Sector) Publication is part of the Department of Statistics Malaysia's initiative to provide more comprehensive, granular and frequent wages statistics to meet increasing user demand. This report is based on administrative data from various agencies and primarily focuses on citizen employees in Malaysia's formal private economic activity. The wages estimated in this publication refer to all monetary payables, including bonuses, commissions, and allowances paid to employees for the work done during the reference period. The statistics released can be used as input for analysing the labour market situation, formulating policies, as well as planning, implementing and monitoring programmes related to human resource development to strengthen Malaysia's labour market.

2. WAGES SITUATION OF FORMAL EMPLOYEES IN MALAYSIA

Malaysia's labour market sustained its positive momentum in the first quarter of 2025, despite ongoing global challenges. According to the Labour Force Survey, the number of employed persons rose by 3.0 per cent year-on-year (+486.2 thousand persons) to 16.7 million persons, reflecting increasing job opportunities across key sectors. Meanwhile, unemployment decreased to 526.3 thousand persons, bringing the national unemployment rate down by 0.2 percentage points to 3.1 per cent. (**Exhibit 1**)

Exhibit 1: Monthly Salaries & Wages Analysis Framework, Q1 2025



Administrative data further indicates sustained growth in formal sector employment, which stood at 6.79 million persons in March 2025, following 6.77 million in February 2025 and 6.83 million in January 2025. On a year-on-year basis, formal sector employment grew by 3.6 per cent in March 2025, continuing the upward trend of 3.4 per cent in February 2025 and 3.1 per cent in January 2025. Additionally, the median monthly wage for Malaysian formal employees reached RM3,000 in March 2025, representing a 5.5 per cent increase compared to the same month in the previous year. In January and February 2025, the median monthly wage were RM3,064 and RM2,875, respectively.

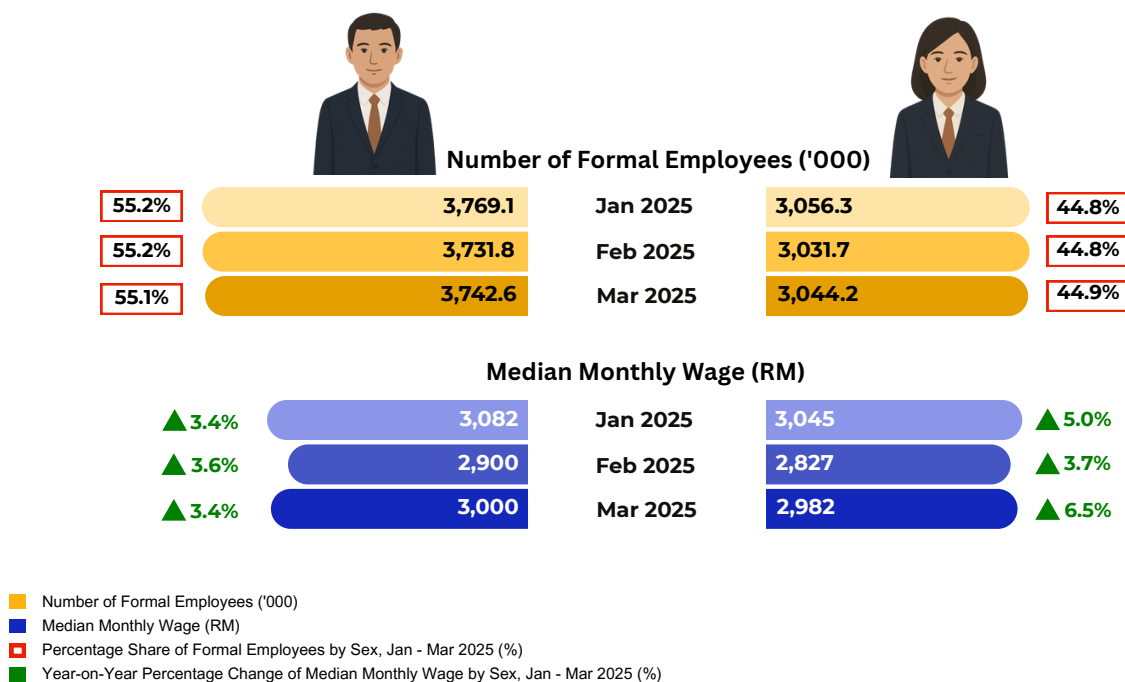
3. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY SEX

In March 2025, Malaysian male formal employees accounted for 3.74 million persons, or equivalent to 55.1 per cent of the total formal workforce. This represented a year-on-year increase of 3.3 percent compared to 3.62 million persons in March 2024. The median monthly wage for Malaysian male formal employees reached RM3,000 in March 2025, recorded a year-on-year growth of 3.4 per cent from RM2,900 in the same month of the preceding year. Moreover, the median monthly wage of male formal employees for January and February 2025 increased by 3.4 per cent and 3.6 per cent year-on-year to RM3,082 and RM2,900, respectively. (January 2024: RM2,982; February 2024: RM2,800).

Meanwhile, the number of Malaysian female formal employees amounted to 3.04 million persons in March 2025, representing 44.9 per cent of the total formal workforce. This marked a year-on-year increase of 4.1 per cent from 2.92 million persons in March 2024. The median monthly wage for Malaysian female formal employees rose to RM2,982 in March 2025, reflecting a 6.5 per cent growth from RM2,800 a year earlier. For January and February 2025, the median monthly wage for female formal employees stood at RM3,045 and RM2,827, representing year-on-year increases of 5.0 per cent and 3.7 per cent, respectively. (January 2024: RM2,900; February 2024: RM2,727). (**Exhibit 2**)

An analysis of wage disparities by sex indicates that Malaysian male formal employees consistently received higher median monthly wage than female formal employees. Until March 2025, Malaysian male formal employees earned 1.0 per cent higher median monthly wage than Malaysian female formal employees.

Exhibit 2: Number of Formal Employees and Median Monthly Wage by Sex, January - March 2025



SUMMARY OF FINDINGS

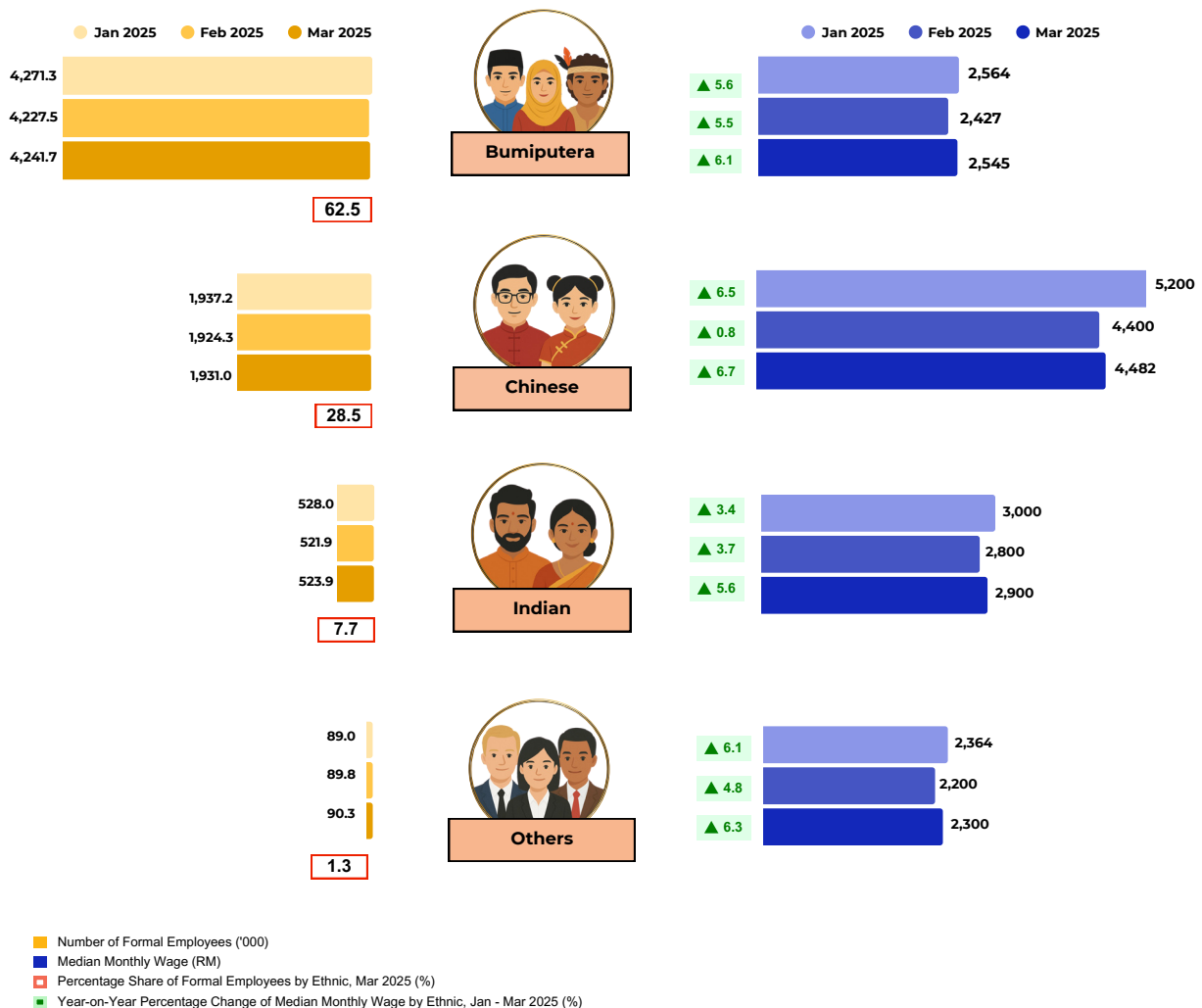
4. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY ETHNIC

All ethnic groups recorded year-on-year growth in median monthly wage in the first quarter of 2025. Bumiputera formal employees, comprising 62.5 per cent of the total Malaysian formal employees (4.24 million persons), earned a median monthly wage of RM2,545 in March 2025, representing a 6.1 per cent increase from RM2,400 in March 2024. (February 2025: RM2,427; January 2025: RM2,564).

Chinese formal employees, who made up 28.5 per cent of the total Malaysian formal employees or approximately 1.93 million persons, recorded the highest median monthly wage at RM4,482 in March 2025, marking a 6.7 per cent year-on-year growth. (February 2025: RM4,400; January 2025: RM5,200).

Indian formal employees, accounted 7.7 per cent of the workforce or 0.52 million persons, recorded a median monthly wage of RM2,900 in March 2025. This represented a 5.6 per cent increase from March 2024 (February 2025: RM2,800; January 2025: RM3,000). (**Exhibit 3**)

Exhibit 3: Number of Formal Employees and Median Monthly Wage by Ethnic, January - March 2025

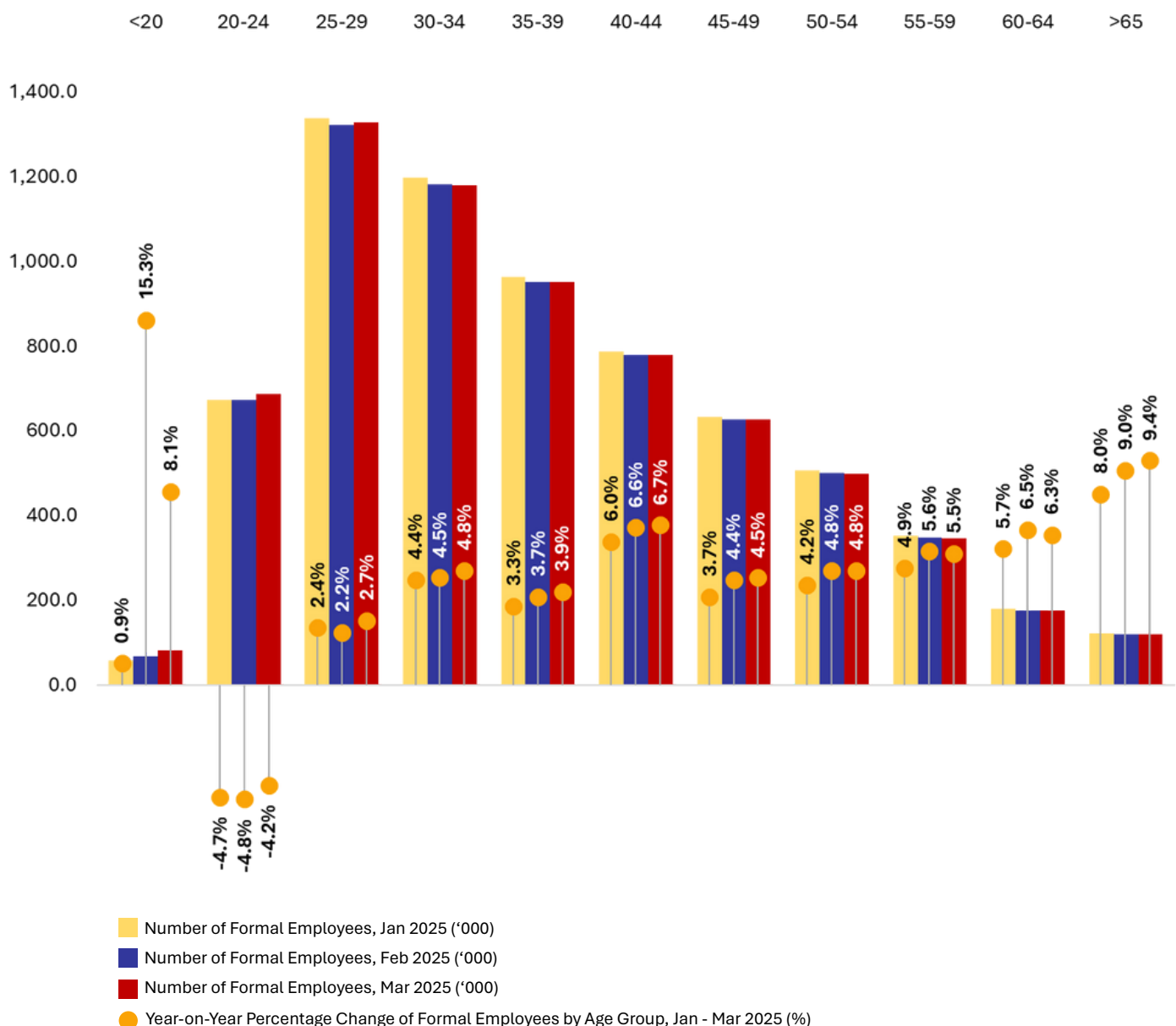


5. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY AGE GROUP

In the first quarter of 2025, the number of formal employees in Malaysia increased across nearly all age groups, except for those aged 20 to 24. This group which made up 10.1 per cent of the total Malaysian formal employees, experienced a 4.2 per cent year-on-year decline in March 2025. Meanwhile, formal employees aged above 65 recorded the largest increase in the number of formal employees, rising by 9.4 per cent. (*Exhibit 4*)

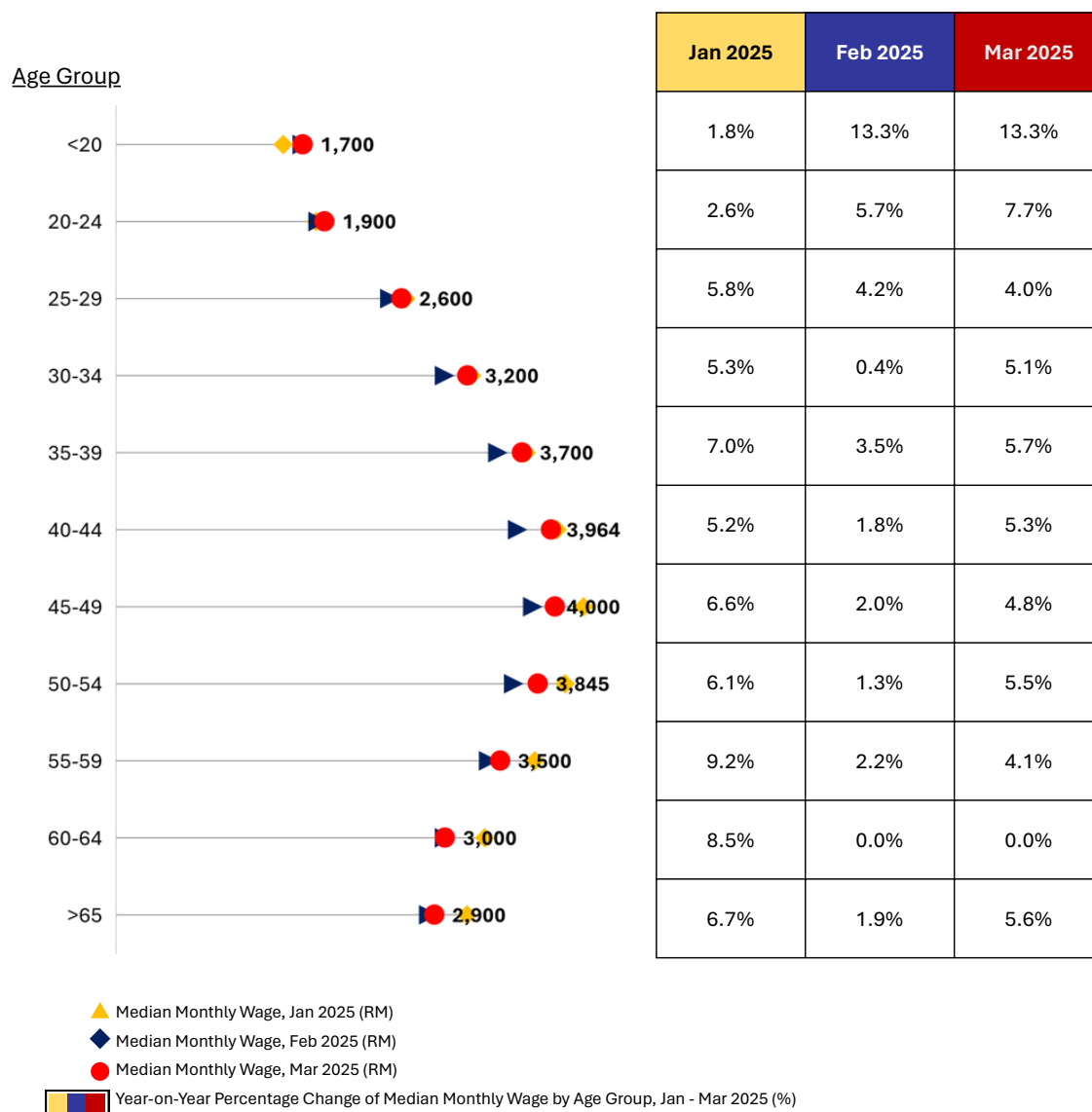
In terms of median monthly wage, all age groups experienced an annual increase except for the 60 to 64-year age group. Employees aged 45 to 49 received the highest median monthly wage, at RM4,000 in March 2025 (February: RM3,800; January: RM4,264). In contrast, formal employees under the age of 20 had the lowest median monthly wage at RM1,700. Notably, this group recorded the largest wage growth, with median monthly wage increasing by 13.3 per cent year-on-year from RM1,500 in March 2024. (*Exhibit 5*)

**Exhibit 4: Number of Formal Employees by Age Group,
January - March 2025**



SUMMARY OF FINDINGS

**Exhibit 5: Median Monthly Wage by Age Group,
January - March 2025**



6. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY ECONOMIC ACTIVITY

Across all economic sectors, median monthly wage showed positive growth in the first quarter of 2025. The Mining & quarrying sector recorded the highest median monthly wage at RM8,800 in March 2025, despite accounting for only 0.6 per cent of all formal employees (January 2025: RM6,800; February 2025: RM6,356). (Exhibit 6)

The Services sector employed the largest number of formal employees, accounting for 68.0 per cent or 4.62 million persons in March 2025. Employees in this sector experienced a 4.1 per cent year-on-year increase in median monthly wage to RM3,000 in March 2025 (January 2025: RM3,064; February 2025: RM2,900). Within this sector, the Finance and insurance sub-sector posted the highest median wage at RM7,700, followed by the Information and communication sub-sector at RM6,100. In contrast, the Food & beverages and accommodation sub-sector registered the lowest median monthly wage of RM2,045 (January 2025: RM2,064; February 2025: RM2,000).

SUMMARY OF FINDINGS

The Manufacturing sector, which accounted for 17.6 per cent or 1.19 million persons of the total formal employees, recorded a median monthly wage of RM2,809 in March 2025. This sector recorded a 6.2 per cent year-on-year increase in median monthly wage compared to March 2024. Among its sub-sector, Beverage and tobacco products reported the highest median monthly wage in March 2025 at RM3,664, while Textiles, wearing apparel and leather products recorded the lowest median monthly wage at RM2,182.

The Construction sector, employing 0.41 million persons or 6.0 per cent of the total formal workforce, recorded a median monthly wage of RM3,000 in March 2025, up 1.2 per cent from March 2024. The Agriculture sector, which accounted for 0.13 million formal employees or 1.9 per cent of the total formal employment, recorded the lowest median monthly wage at RM2,200, an increase of 10.0 per cent year-on-year in March 2025. (Exhibit 7)

**Exhibit 6: Median Monthly Wage by Economic Activities,
January - March 2025**

Kind of Economic Activity	Median Monthly Wage (RM)	Jan 2025	Feb 2025	Mar 2025
Agriculture	2,200	6.1%	6.0%	10.0%
Mining & quarrying	8,800	9.7%	7.7%	4.8%
Manufacturing	2,809	5.4%	3.2%	6.2%
Vegetable and animal oils & fats and food processing		7.5%	4.6%	10.6%
Beverages and tobacco products		5.3%	-1.1%	10.1%
Textiles, wearing apparel and leather products		4.5%	4.0%	6.7%
Wood products, furniture, paper products and printing		7.8%	2.2%	5.6%
Petroleum, chemical, rubber and plastic products		3.8%	1.0%	5.5%
Non-metallic mineral products, basic metal and fabricated metal products		11.5%	0.6%	6.1%
Electrical, electronic and optical products		4.6%	4.4%	6.1%
Transport equipment, other manufacturing and repair		5.7%	3.2%	3.8%
Construction	3,000	2.1%	3.5%	1.2%
Services	3,000	3.4%	3.6%	4.1%
Utilities		10.5%	2.9%	30.2%
Wholesale and retail trade		7.7%	3.0%	3.3%
Food & beverages and accommodation		4.1%	1.9%	4.2%
Transportation and storage		2.7%	6.1%	5.5%
Information and communication		5.7%	3.0%	7.0%
Finance and insurance		8.3%	3.2%	11.6%
Real estate and business services		4.2%	1.2%	3.3%
Other services		7.2%	4.7%	7.6%

◆ Median Monthly Wage, Jan 2025 (RM)

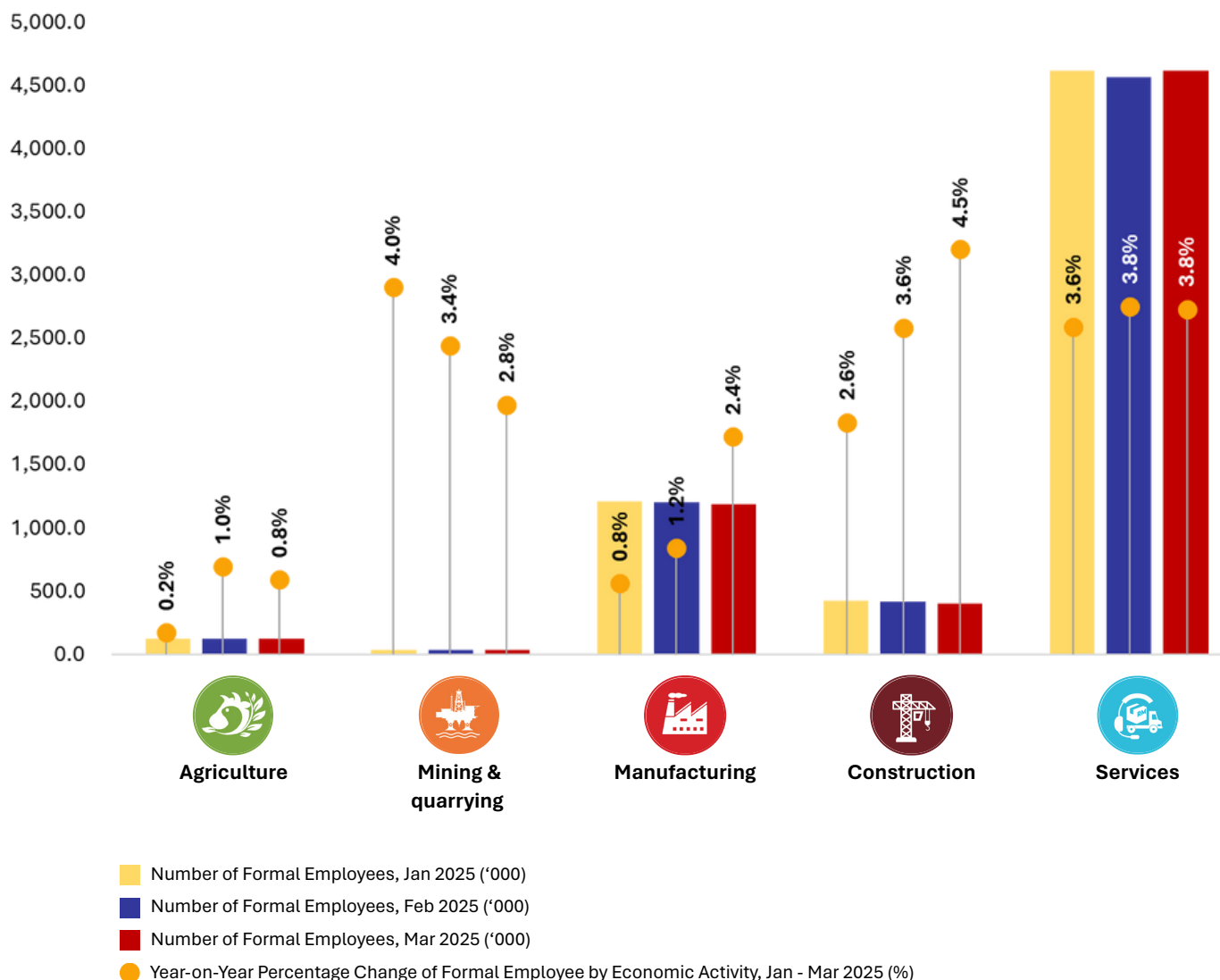
▲ Median Monthly Wage, Feb 2025 (RM)

● Median Monthly Wage, Mar 2025 (RM)

■ Year-on-Year Percentage Change of Median Monthly Wage by Economic Activity, Jan - Mar 2025 (%)

SUMMARY OF FINDINGS

**Exhibit 7: Median Monthly Wage by Economic Activity,
January - March 2025**



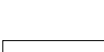
7. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY STATE

At the state level, all states recorded year-on-year growth in median monthly wage during the first quarter of 2025. W.P. Kuala Lumpur posted the highest median wage at RM4,445, followed by Selangor at RM3,300, while Pulau Pinang matched the national median of RM3,000. In contrast, the lowest median monthly wage in March 2025 were observed in Sabah (RM2,000), Perlis (RM1,800) and Kelantan (RM1,800).

The number of formal employees across all states also recorded a year-on-year growth during this period. Selangor recorded the highest number of formal employees in March 2025, amounting to 1.91 million formal employees or 28.2 per cent of the total formal workforce, followed by W.P. Kuala Lumpur with 1.40 million persons (20.7%) and Johor with 0.73 million persons (10.7%). (**Exhibit 8**)

SUMMARY OF FINDINGS

Exhibit 8: Number of Formal Employees and Median Monthly Wage by State, January - March 2025

		Number of Formal Employees ('000)			Median Monthly Wages		
		Jan 2025	Feb 2025	Mar 2025	Jan 2025	Feb 2025	Mar 2025
	MALAYSIA	6,825.5 100	6,763.5 100	6,786.8 100	RM3,064 4.0	RM2,875 3.3	RM3,000 5.5
	JOHOR	729.5 10.7	724.1 10.7	726.9 10.7	RM2,927 8.4	RM2,600 4.0	RM2,745 6.3
	KEDAH	244.4 3.6	241.0 3.6	240.9 3.5	RM2,064 4.1	RM2,000 1.9	RM2,100 6.9
	KELANTAN	93.1 1.4	91.2 1.3	91.3 1.3	RM1,700 3.3	RM1,727 6.1	RM1,800 9.4
	MELAKA	177.9 2.6	176.1 2.6	176.1 2.6	RM2,700 7.0	RM2,500 4.2	RM2,600 4.0
	NEGERI SEMBILAN	172.6 2.5	170.1 2.5	170.2 2.5	RM2,600 4.0	RM2,482 6.6	RM2,600 4.0
	PAHANG	169.3 2.5	167.4 2.5	167.9 2.5	RM2,291 9.1	RM2,200 5.7	RM2,327 8.5
	PULAU PINANG	541.7 7.9	538.7 8.0	540.0 8.0	RM3,300 8.8	RM2,909 1.6	RM3,000 6.1
	PERAK	312.3 4.6	306.0 4.5	309.5 4.6	RM2,382 8.3	RM2,182 5.7	RM2,200 5.7
	PERLIS	18.5 0.3	18.0 0.3	18.1 0.3	RM1,800 5.9	RM1,800 7.0	RM1,800 7.0
	SELANGOR	1,922.7 28.2	1,905.6 28.2	1,911.4 28.2	RM3,445 6.2	RM3,145 3.9	RM3,300 4.3
	TERENGGANU	144.8 2.1	142.3 2.1	143.0 2.1	RM2,000 0.9	RM2,064 3.2	RM2,200 10.0
	SABAH	342.9 5.0	341.0 5.0	342.8 5.1	RM2,045 5.1	RM2,000 6.3	RM2,000 6.3
	SARAWAK	498.6 7.3	493.7 7.3	496.7 7.3	RM2,382 8.3	RM2,182 5.7	RM2,227 7.9
	W.P. KUALA LUMPUR	1,407.5 20.6	1,398.9 20.7	1,402.2 20.7	RM4,400 6.1	RM4,145 3.6	RM4,445 4.5
	W.P. LABUAN	17.7 0.3	17.6 0.3	17.7 0.3	RM2,164 3.0	RM2,082 4.1	RM2,100 5.0
	W.P. PUTRAJAYA	31.9 0.5	31.9 0.5	32.0 0.5	RM2,600 4.0	RM2,600 4.8	RM2,900 6.3

The administrative of each state is based on employers' location.

% Percentage Share of Formal Employees by State (%)
% Year-on-Year Percentage Change of Median Monthly Wage by State (%)

SUMMARY OF FINDINGS

8. DISTRIBUTION OF MONTHLY WAGES OF FORMAL EMPLOYEES

An analysis of employee distribution by wage scale showed that 27.4 per cent of Malaysian formal employees earned less than RM2,000 per month in March 2025, a decrease of 3.8 percentage points from 31.2 per cent in a year earlier. In contrast, 11.6 per cent of formal employees earned RM10,000 or more monthly during the same period, reflecting continued wage growth. (**Exhibit 9**)

A detailed look at the percentile analysis reveals that formal employees in the 10th percentile earned wages equal to or less than RM1,700 per month, whereas those in the 90th percentile earned RM11,000 or more. This indicates that top earners made up to six times more than those at the bottom of the wage scale. (**Exhibit 10**)

**Exhibit 9: Distribution of Formal Employees by Wage Scale,
March 2024 & March 2025**

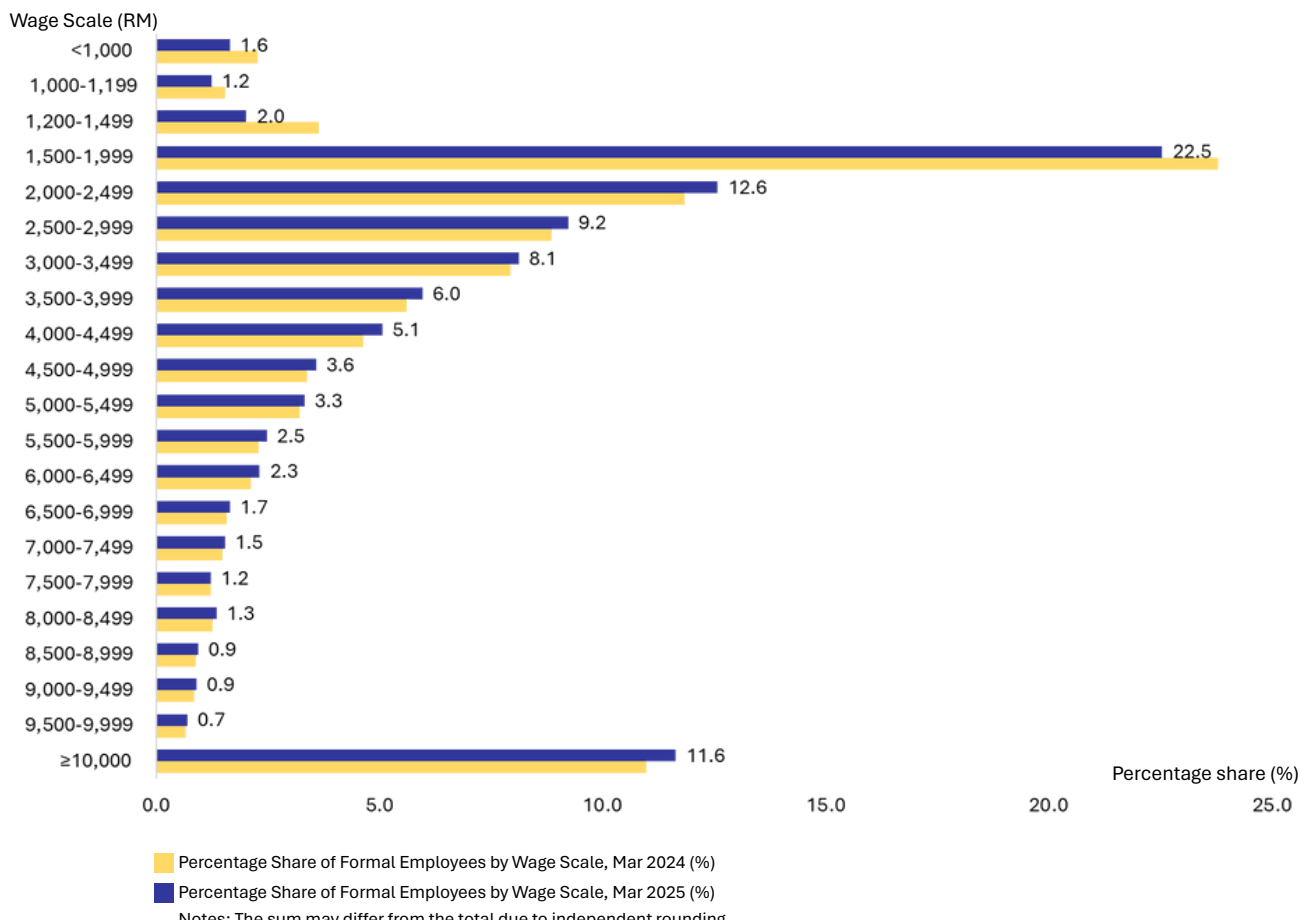
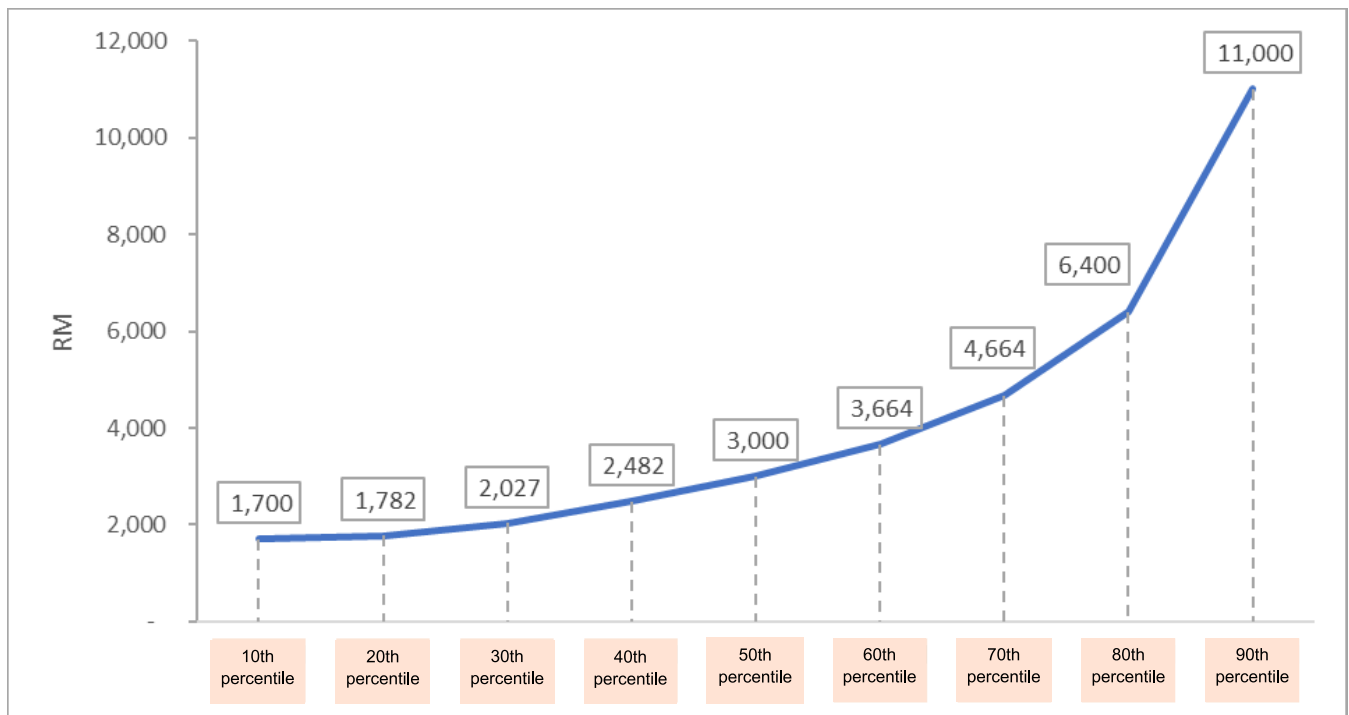


Exhibit 10: Wage Distribution of Formal Employees by Percentile, March 2025

9. MOVING FORWARD

Looking ahead, the Department of Statistics Malaysia (DOSM) is committed to continue to improve these data in the immediate future. In addition, several types of other data sources, such as civil servant emolument data, taxpayer income information, and other relevant datasets are being considered to be used in order for these statistics to become more comprehensive and inclusive.

Moreover, integrating data from various administrative sources, DOSM will yield dynamic information on trends, patterns, mean, median, and distribution of employees' wages by size of the employees, including statistics on the number and wages of formal employees categorized by organization size, distinguishing between Small and Medium Enterprises (SME) and Non-Small and Medium Enterprises (Non-SME). The data will also be categorized based on industry intensity (capital-intensive or labor-intensive), skill and occupation levels, company status (such as Multinational Companies – MNCs and Foreign Direct Investment - FDI), company ownership, business orientation export-oriented or domestic demand-oriented, business economic scale, company establishment period, and other relevant factors.

Besides, the continuous improvement in methodology and the inclusion of new data sources are carried out in line with the best practices of other National Statistical Offices (NSOs). Simultaneously, DOSM conducts the Salaries & Wages Survey, which uses sampling methods and household-based approaches. This survey serves as a benchmark for the mean and median salaries and wages received by the population in Malaysia.

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JADUAL STATISTIK

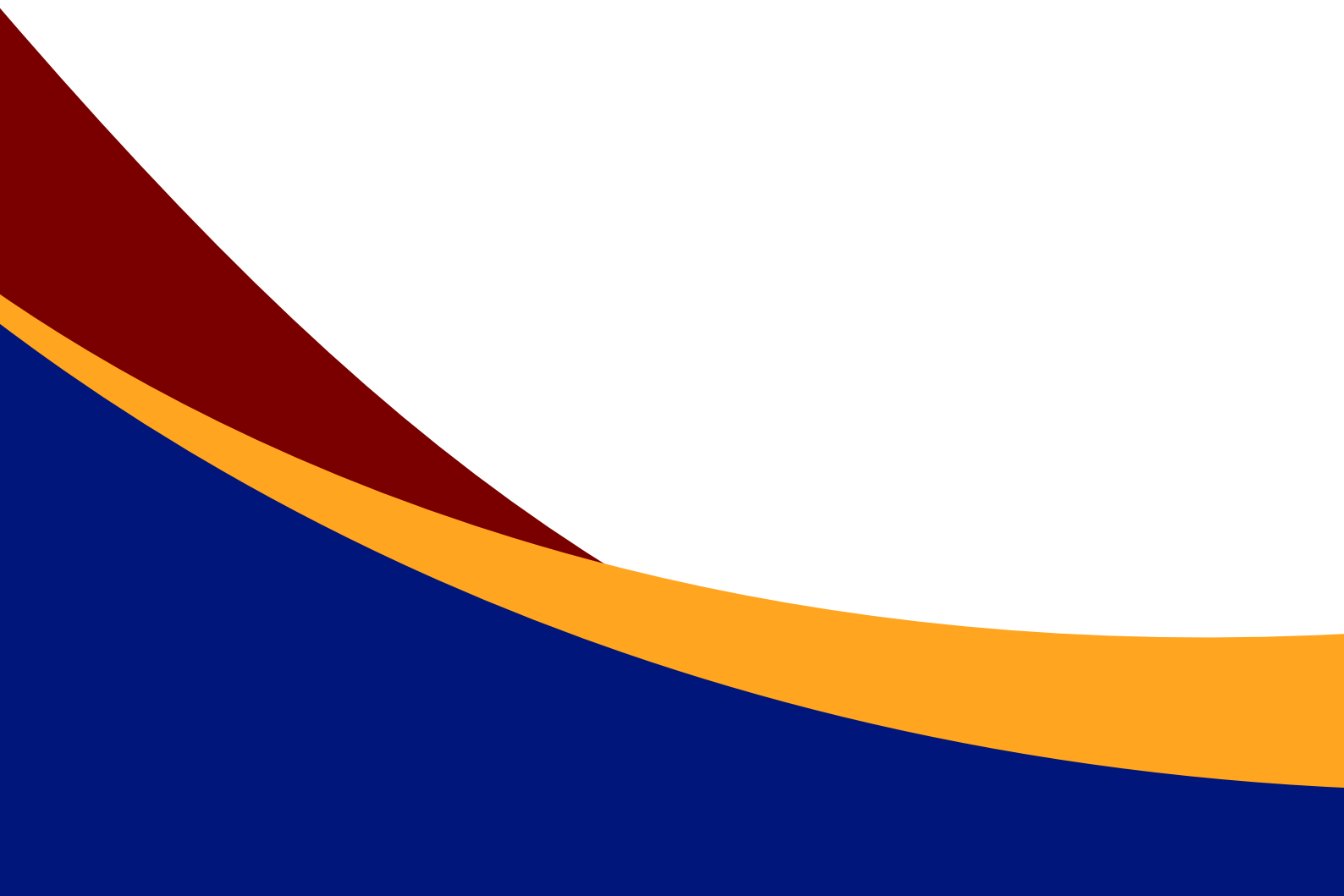
STATISTICAL TABLE

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JADUAL BILANGAN PEKERJA FORMAL, WARGANEGARA



TABLE NUMBER OF FORMAL EMPLOYEES, CITIZEN



1.1a

**Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Januari 2024 - Mac 2025**
*Number of formal employees by sex, ethnic and age group,
January 2024 - March 2025*

('000)

Dimensi Dimension	Bulan / Month					
	2024					
	01	02	03	04	05	06
Jumlah <i>Total</i>	6,622.7	6,538.1	6,547.9	6,728.0	6,717.0	6,731.0
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	3,674.1	3,618.2	3,624.1	3,725.5	3,715.9	3,721.4
Perempuan <i>Female</i>	2,948.6	2,919.8	2,923.8	3,002.6	3,001.2	3,009.6
Etnik <i>Ethnic</i>						
Bumiputera	4,103.6	4,050.3	4,056.4	4,177.4	4,174.1	4,184.6
Cina <i>Chinese</i>	1,917.3	1,894.9	1,897.9	1,935.5	1,931.4	1,934.6
India <i>Indian</i>	514.9	506.8	507.4	526.9	523.3	523.1
Lain-lain <i>Others</i>	86.9	86.0	86.2	88.3	88.2	88.7
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	57.8	60.4	76.8	90.6	100.5	107.1
20-24	707.1	708.7	717.7	737.5	748.0	763.6
25-29	1,307.9	1,295.5	1,293.8	1,330.2	1,328.0	1,330.2
30-34	1,149.5	1,132.3	1,128.0	1,156.5	1,150.8	1,149.4
35-39	933.6	919.4	917.4	939.7	935.5	934.0
40-44	744.0	732.4	730.9	749.8	746.0	745.4
45-49	611.9	601.8	600.9	616.0	612.3	611.4
50-54	486.9	478.2	476.8	489.5	485.8	484.6
55-59	337.4	330.2	328.8	337.0	333.4	331.6
60-64	172.1	167.4	166.3	169.2	166.0	164.0
65 dan ke atas <i>65 and above</i>	114.6	111.8	110.6	112.2	110.8	109.8

1.1a Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Januari 2024 - Mac 2025 (samb.)
*Number of formal employees by sex, ethnic and age group,
January 2024 - March 2025 (cont.)*

('000)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
6,801.0	6,808.8	6,817.0	6,842.1	6,829.1	6,831.4	6,825.5	6,763.5	6,786.8
Jantina Sex								
3,761.7	3,761.9	3,764.1	3,780.1	3,771.5	3,771.3	3,769.1	3,731.8	3,742.6
3,039.3	3,046.9	3,052.8	3,062.0	3,057.6	3,060.2	3,056.3	3,031.7	3,044.2
Etnik Ethnic								
4,242.7	4,249.8	4,254.7	4,278.5	4,269.3	4,269.3	4,271.3	4,227.5	4,241.7
1,940.6	1,942.6	1,945.7	1,944.4	1,943.7	1,944.9	1,937.2	1,924.3	1,931.0
527.7	526.3	526.1	528.4	525.1	526.2	528.0	521.9	523.9
90.0	90.2	90.5	90.8	91.0	91.0	89.0	89.8	90.3
Kumpulan umur Age group								
111.1	111.7	115.1	116.9	121.0	127.6	58.3	69.6	83.0
791.9	816.9	831.7	839.6	850.0	860.4	674.0	674.5	687.7
1,343.7	1,344.6	1,345.9	1,353.0	1,348.4	1,345.5	1,339.4	1,324.3	1,329.2
1,156.8	1,153.6	1,152.1	1,155.2	1,150.3	1,147.3	1,199.7	1,183.2	1,181.6
940.1	937.5	936.8	939.5	935.7	933.9	964.2	953.2	952.7
750.0	747.9	747.0	749.5	746.4	745.5	788.4	780.3	780.2
615.0	612.8	611.6	613.3	610.5	609.4	634.8	628.5	627.9
487.0	484.7	483.0	484.0	481.4	480.1	507.2	501.2	499.9
332.6	330.0	327.9	327.7	325.3	323.9	354.0	348.7	346.8
163.6	161.0	158.8	157.5	155.1	154.0	181.9	178.2	176.7
109.3	108.1	107.1	106.1	104.8	104.0	123.8	121.9	121.0

1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
 Januari 2024 - Mac 2025
 Percentage share of formal employees by sex, ethnic and age group,
 January 2024 - March 2025

(%)

Dimensi Dimension	Bulan / Month					
	2024					
	01	02	03	04	05	06
Jumlah Total	100	100	100	100	100	100
Jantina Sex						
Lelaki Male	55.5	55.3	55.3	55.4	55.3	55.3
Perempuan Female	44.5	44.7	44.7	44.6	44.7	44.7
Etnik Ethnic						
Bumiputera	62.0	61.9	61.9	62.1	62.1	62.2
Cina Chinese	29.0	29.0	29.0	28.8	28.8	28.7
India Indian	7.8	7.8	7.7	7.8	7.8	7.8
Lain-lain Others	1.3	1.3	1.3	1.3	1.3	1.3
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	0.9	0.9	1.2	1.3	1.5	1.6
20-24	10.7	10.8	11.0	11.0	11.1	11.3
25-29	19.7	19.8	19.8	19.8	19.8	19.8
30-34	17.4	17.3	17.2	17.2	17.1	17.1
35-39	14.1	14.1	14.0	14.0	13.9	13.9
40-44	11.2	11.2	11.2	11.1	11.1	11.1
45-49	9.2	9.2	9.2	9.2	9.1	9.1
50-54	7.4	7.3	7.3	7.3	7.2	7.2
55-59	5.1	5.1	5.0	5.0	5.0	4.9
60-64	2.6	2.6	2.5	2.5	2.5	2.4
65 dan ke atas 65 and above	1.7	1.7	1.7	1.7	1.6	1.6

1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
 Januari 2024 - Mac 2025 (samb.)
 Percentage share of formal employees by sex, ethnic and age group,
 January 2024 - March 2025 (cont.)

(%)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
100	100	100	100	100	100	100	100	100
Jantina Sex								
55.3	55.3	55.2	55.2	55.2	55.2	55.2	55.2	55.1
44.7	44.7	44.8	44.8	44.8	44.8	44.8	44.8	44.9
Etnik Ethnic								
62.4	62.4	62.4	62.5	62.5	62.5	62.6	62.5	62.5
28.5	28.5	28.5	28.4	28.5	28.5	28.4	28.5	28.5
7.8	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7
1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3
Kumpulan umur Age group								
1.6	1.6	1.7	1.7	1.8	1.9	0.9	1.0	1.2
11.6	12.0	12.2	12.3	12.4	12.6	9.9	10.0	10.1
19.8	19.7	19.7	19.8	19.7	19.7	19.6	19.6	19.6
17.0	16.9	16.9	16.9	16.8	16.8	17.6	17.5	17.4
13.8	13.8	13.7	13.7	13.7	13.7	14.1	14.1	14.0
11.0	11.0	11.0	11.0	10.9	10.9	11.6	11.5	11.5
9.0	9.0	9.0	9.0	8.9	8.9	9.3	9.3	9.3
7.2	7.1	7.1	7.1	7.0	7.0	7.4	7.4	7.4
4.9	4.8	4.8	4.8	4.8	4.7	5.2	5.2	5.1
2.4	2.4	2.3	2.3	2.3	2.3	2.7	2.6	2.6
1.6	1.6	1.6	1.6	1.5	1.5	1.8	1.8	1.8

1.1c

Peratus perubahan bulan ke bulan pekerja formal mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025
Month-on-month percentage change of formal employees by sex, ethnic and age group, January 2024 - March 2025

(%)

Dimensi <i>Dimension</i>	Perubahan bulan ke bulan <i>Month-on-month change</i>					
	2024					
	01	02	03	04	05	06
Jumlah <i>Total</i>	-0.8	-1.3	0.1	2.8	-0.2	0.2
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	-0.7	-1.5	0.2	2.8	-0.3	0.1
Perempuan <i>Female</i>	-0.8	-1.0	0.1	2.7	0.0	0.3
Etnik <i>Ethnic</i>						
Bumiputera	-0.8	-1.3	0.1	3.0	-0.1	0.3
Cina <i>Chinese</i>	-0.7	-1.2	0.2	2.0	-0.2	0.2
India <i>Indian</i>	-0.9	-1.6	0.1	3.8	-0.7	0.0
Lain-lain <i>Others</i>	-0.2	-1.0	0.2	2.5	-0.1	0.6
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	-56.1	4.5	27.2	17.9	10.9	6.6
20-24	-18.3	0.2	1.3	2.8	1.4	2.1
25-29	-1.7	-0.9	-0.1	2.8	-0.2	0.2
30-34	4.7	-1.5	-0.4	2.5	-0.5	-0.1
35-39	1.9	-1.5	-0.2	2.4	-0.4	-0.2
40-44	3.8	-1.6	-0.2	2.6	-0.5	-0.1
45-49	3.0	-1.6	-0.2	2.5	-0.6	-0.2
50-54	5.0	-1.8	-0.3	2.7	-0.8	-0.2
55-59	7.1	-2.1	-0.4	2.5	-1.1	-0.5
60-64	18.4	-2.8	-0.6	1.7	-1.9	-1.2
65 dan ke atas <i>65 and above</i>	17.0	-2.4	-1.1	1.5	-1.3	-0.9

1.1c Peratus perubahan bulan ke bulan pekerja formal mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025 (samb.)
Month-on-month percentage change of formal employees by sex, ethnic and age group, January 2024 - March 2025 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change								
2024						2025		
07	08	09	10	11	12	01	02	03
1.0	0.1	0.1	0.4	-0.2	0.0	-0.1	-0.9	0.3
Jantina Sex								
1.1	0.0	0.1	0.4	-0.2	0.0	-0.1	-1.0	0.3
1.0	0.2	0.2	0.3	-0.1	0.1	-0.1	-0.8	0.4
Etnik Ethnic								
1.4	0.2	0.1	0.6	-0.2	0.0	0.0	-1.0	0.3
0.3	0.1	0.2	-0.1	0.0	0.1	-0.4	-0.7	0.3
0.9	-0.3	0.0	0.4	-0.6	0.2	0.3	-1.1	0.4
1.5	0.2	0.4	0.3	0.1	0.1	-2.2	0.9	0.5
Kumpulan umur Age group								
3.7	0.6	3.0	1.6	3.6	5.4	-54.3	19.3	19.3
3.7	3.2	1.8	0.9	1.2	1.2	-21.7	0.1	2.0
1.0	0.1	0.1	0.5	-0.3	-0.2	-0.5	-1.1	0.4
0.6	-0.3	-0.1	0.3	-0.4	-0.3	4.6	-1.4	-0.1
0.6	-0.3	-0.1	0.3	-0.4	-0.2	3.2	-1.1	-0.1
0.6	-0.3	-0.1	0.3	-0.4	-0.1	5.7	-1.0	0.0
0.6	-0.4	-0.2	0.3	-0.5	-0.2	4.2	-1.0	-0.1
0.5	-0.5	-0.4	0.2	-0.5	-0.3	5.7	-1.2	-0.3
0.3	-0.8	-0.6	-0.1	-0.7	-0.5	9.3	-1.5	-0.5
-0.2	-1.6	-1.4	-0.8	-1.5	-0.7	18.1	-2.0	-0.8
-0.4	-1.1	-1.0	-0.9	-1.2	-0.7	19.0	-1.6	-0.7

1.1d

Peratus perubahan tahun ke tahun pekerja formal mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025
Year-on-year percentage change of formal employees by sex, ethnic and age group, January 2024 - March 2025

(%)

Dimensi <i>Dimension</i>	Perubahan tahun ke tahun <i>Year-on-year change</i>					
	2024					
	01	02	03	04	05	06
Jumlah <i>Total</i>	1.8	1.6	1.5	1.9	2.0	2.0
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	1.6	1.4	1.1	1.5	1.7	1.6
Perempuan <i>Female</i>	2.1	2.0	2.0	2.4	2.5	2.5
Etnik <i>Ethnic</i>						
Bumiputera	2.7	2.6	2.4	2.8	3.1	2.9
Cina <i>Chinese</i>	0.6	0.2	0.2	0.5	0.4	0.5
India <i>Indian</i>	-1.0	-1.1	-1.2	-0.4	-0.6	-0.3
Lain-lain <i>Others</i>	7.0	6.9	6.3	6.3	6.1	6.0
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	-21.9	-20.2	-14.4	-15.6	-16.5	-14.7
20-24	-4.6	-4.9	-4.9	-4.3	-3.8	-3.4
25-29	0.3	0.3	0.0	0.7	1.1	1.1
30-34	4.8	4.5	4.2	4.7	4.9	4.7
35-39	2.3	2.0	1.8	2.2	2.4	2.1
40-44	4.5	4.2	4.1	4.4	4.6	4.4
45-49	3.3	3.0	3.0	3.2	3.2	3.0
50-54	4.0	3.8	3.6	4.0	4.1	3.9
55-59	3.4	3.3	3.3	3.6	3.6	3.5
60-64	4.7	5.8	6.1	6.3	5.8	5.9
65 dan ke atas <i>65 and above</i>	2.6	2.4	2.0	2.2	2.0	2.8

1.1d Peratus perubahan tahun ke tahun pekerja formal mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025 (samb.)
Year-on-year percentage change of formal employees by sex, ethnic and age group, January 2024 - March 2025 (cont.)

(%)

Perubahan tahun ke tahun Year-on-year change								
2024						2025		
07	08	09	10	11	12	01	02	03
2.1	2.2	2.1	2.1	2.3	2.3	3.1	3.4	3.6
Jantina Sex								
1.7	1.8	1.7	1.6	1.8	1.9	2.6	3.1	3.3
2.6	2.7	2.6	2.6	2.8	2.9	3.7	3.8	4.1
Etnik Ethnic								
2.9	3.0	2.9	2.8	3.0	3.2	4.1	4.4	4.6
0.7	0.7	0.7	0.8	0.9	0.8	1.0	1.6	1.7
0.0	0.1	0.1	0.4	0.9	1.2	2.5	3.0	3.2
5.9	5.6	5.5	5.3	5.7	4.6	2.5	4.4	4.8
Kumpulan umur Age group								
-13.9	-12.1	-9.4	-7.3	-5.2	-3.1	0.9	15.3	8.1
-2.7	-2.4	-2.4	-2.1	-1.1	-0.6	-4.7	-4.8	-4.2
1.3	1.3	1.1	1.1	1.1	1.1	2.4	2.2	2.7
4.8	4.7	4.6	4.6	4.6	4.5	4.4	4.5	4.8
2.1	2.1	2.0	1.9	1.9	1.9	3.3	3.7	3.9
4.2	4.2	4.1	4.0	4.0	4.1	6.0	6.6	6.7
2.8	2.8	2.7	2.5	2.6	2.6	3.7	4.4	4.5
3.6	3.7	3.5	3.4	3.5	3.5	4.2	4.8	4.8
3.2	3.2	3.0	2.6	2.8	2.9	4.9	5.6	5.5
6.0	5.8	5.8	5.0	5.8	6.0	5.7	6.5	6.3
5.7	6.1	5.9	6.1	6.1	6.2	8.0	9.0	9.4

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Januari 2024 - Mac 2025

Number of formal employees by economic activity, January 2024 - March 2025

('000)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			
		01	02	03	04
Jumlah <i>Total</i>		6,622.7	6,538.1	6,547.9	6,728.0
1.	Pertanian <i>Agriculture</i>	128.3	126.7	126.6	129.0
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	36.7	36.6	37.0	38.1
3.	Pembuatan <i>Manufacturing</i>	1,202.6	1,190.5	1,164.4	1,211.1
3.1	Minyak & lemak daripada sayuran dan haiwan dan prosesan makanan <i>Vegetable and animal oils & fats and food processing</i>	173.1	171.1	171.5	174.5
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	11.7	11.7	11.5	11.8
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	24.8	24.3	24.2	24.8
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	98.9	96.9	94.5	98.7
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	194.1	193.1	188.6	199.2
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	147.8	147.2	144.6	149.4
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	340.3	336.6	319.1	335.7
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	211.9	209.7	210.4	217.1
4.	Pembinaan <i>Construction</i>	417.0	404.9	389.5	423.3
5.	Perkhidmatan <i>Services</i>	4,456.4	4,398.1	4,450.4	4,545.8
5.1	Utiliti <i>Utilities</i>	66.1	64.5	64.8	69.5
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	1,424.8	1,406.8	1,390.2	1,441.3
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	295.6	288.8	286.1	295.1
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	300.4	295.0	292.2	301.6
5.5	Maklumat dan komunikasi <i>Information and communication</i>	211.8	210.2	215.7	222.3
5.6	Kewangan dan insurans <i>Finance and insurance</i>	305.5	304.5	303.7	307.6
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	808.1	792.1	788.4	826.6
5.8	Perkhidmatan lain <i>Other services</i>	1,044.1	1,036.3	1,109.3	1,081.8
6.	Tidak dikelaskan <i>Unclassified</i>	381.7	381.2	380.0	380.7

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Januari 2024 - Mac 2025 (samb.) Number of formal employees by economic activity, January 2024 - March 2025 (cont.)

('000)

Bulan / Month										
2024								2025		
05	06	07	08	09	10	11	12	01	02	03
6,717.0	6,731.0	6,801.0	6,808.8	6,817.0	6,842.1	6,829.1	6,831.4	6,825.5	6,763.5	6,786.8
128.7	129.1	129.5	129.5	129.4	129.7	129.2	129.2	128.6	128.0	127.7
38.2	38.3	38.6	38.7	38.7	38.6	38.3	38.0	38.2	37.9	38.1
1,208.6	1,208.6	1,218.7	1,220.8	1,221.0	1,219.3	1,216.9	1,217.0	1,212.1	1,204.5	1,192.7
174.8	174.4	176.9	177.3	177.6	176.8	177.0	177.2	177.1	175.9	176.3
11.7	11.7	11.9	11.7	11.9	11.9	11.9	11.9	12.0	11.8	11.8
24.2	24.3	24.5	24.5	24.6	24.8	24.7	24.7	24.5	24.2	24.3
97.3	96.9	97.4	96.6	96.3	96.2	95.7	95.1	94.8	93.6	93.3
198.6	198.8	200.7	201.6	201.9	200.6	200.3	200.1	199.1	197.9	195.4
149.2	149.1	150.4	150.6	150.5	150.5	150.3	150.5	149.8	148.2	148.4
336.2	335.2	336.3	337.1	335.7	335.5	334.0	333.8	331.8	330.4	320.7
216.6	218.2	220.6	221.4	222.5	222.9	222.9	223.7	223.0	222.5	222.5
420.6	420.5	429.4	427.4	427.9	432.0	428.1	427.6	427.7	419.5	406.8
4,538.3	4,550.1	4,600.1	4,605.8	4,612.3	4,630.1	4,625.7	4,628.3	4,617.1	4,566.7	4,618.0
69.9	70.0	70.7	70.5	71.1	71.2	71.5	72.0	72.1	70.7	71.7
1,437.6	1,439.8	1,450.4	1,450.1	1,451.3	1,448.8	1,445.2	1,446.6	1,443.7	1,430.5	1,433.9
293.6	294.5	297.4	298.5	299.5	296.9	296.9	298.0	297.4	295.7	296.4
297.3	297.6	300.9	300.7	300.2	300.5	299.3	298.6	299.6	296.4	296.5
221.7	221.9	223.0	222.8	223.5	223.5	221.9	220.5	215.3	214.0	217.2
307.0	307.3	308.0	308.5	309.4	310.0	310.2	310.5	309.7	309.8	310.1
820.8	823.2	839.7	839.5	835.7	843.9	840.7	840.0	843.3	827.5	827.5
1,090.3	1,095.8	1,110.0	1,115.4	1,121.7	1,135.4	1,140.0	1,142.0	1,136.1	1,122.1	1,164.8
382.7	384.4	384.7	386.5	387.8	392.5	390.8	391.4	401.8	407.0	403.5

1.2b

Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,

Januari 2024 - Mac 2025

Percentage share of formal employees by economic activity,

January 2024 - March 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			
		01	02	03	04
Jumlah <i>Total</i>		100	100	100	100
1.	Pertanian <i>Agriculture</i>	1.9	1.9	1.9	1.9
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	0.6	0.6	0.6	0.6
3.	Pembuatan <i>Manufacturing</i>	18.2	18.2	17.8	18.0
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	2.6	2.6	2.6	2.6
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	0.2	0.2	0.2	0.2
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	0.4	0.4	0.4	0.4
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	1.5	1.5	1.4	1.5
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	2.9	3.0	2.9	3.0
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	2.2	2.3	2.2	2.2
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	5.1	5.1	4.9	5.0
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	3.2	3.2	3.2	3.2
4.	Pembinaan <i>Construction</i>	6.3	6.2	5.9	6.3
5.	Perkhidmatan <i>Services</i>	67.3	67.3	68.0	67.6
5.1	Utiliti <i>Utilities</i>	1.0	1.0	1.0	1.0
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	21.5	21.5	21.2	21.4
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	4.5	4.4	4.4	4.4
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	4.5	4.5	4.5	4.5
5.5	Maklumat dan komunikasi <i>Information and communication</i>	3.2	3.2	3.3	3.3
5.6	Kewangan dan insurans <i>Finance and insurance</i>	4.6	4.7	4.6	4.6
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	12.2	12.1	12.0	12.3
5.8	Perkhidmatan lain <i>Other services</i>	15.8	15.9	16.9	16.1
6.	Tidak dikelaskan <i>Unclassified</i>	5.8	5.8	5.8	5.7

1.2b Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,
Januari 2024 - Mac 2025 (samb.)
*Percentage share of formal employees by economic activity,
 January 2024 - March 2025 (cont.)*

(%)

Bulan / Month										
2024								2025		
05	06	07	08	09	10	11	12	01	02	03
100	100	100	100	100	100	100	100	100	100	100
1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9
0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
18.0	18.0	17.9	17.9	17.9	17.8	17.8	17.8	17.8	17.8	17.6
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
3.0	3.0	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9
2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2
5.0	5.0	4.9	5.0	4.9	4.9	4.9	4.9	4.9	4.9	4.7
3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3
6.3	6.2	6.3	6.3	6.3	6.3	6.3	6.3	6.3	6.2	6.0
67.6	67.6	67.6	67.6	67.7	67.7	67.7	67.7	67.6	67.5	68.0
1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.1	1.1	1.0	1.1
21.4	21.4	21.3	21.3	21.3	21.2	21.2	21.2	21.2	21.2	21.1
4.4	4.4	4.4	4.4	4.4	4.3	4.3	4.4	4.4	4.4	4.4
4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4
3.3	3.3	3.3	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2
4.6	4.6	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.6	4.6
12.2	12.2	12.3	12.3	12.3	12.3	12.3	12.3	12.4	12.2	12.2
16.2	16.3	16.3	16.4	16.5	16.6	16.7	16.7	16.6	16.6	17.2
5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.9	6.0	5.9

1.2c

Peratus perubahan bulan ke bulan pekerja formal mengikut aktiviti ekonomi,
 Januari 2024 - Mac 2025
 Month-on-month percentage change of formal employees by economic activity,
 January 2024 - March 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan bulan ke bulan Month-on-month change			
		2024			
		01	02	03	04
Jumlah <i>Total</i>		-0.8	-1.3	0.1	2.8
1.	Pertanian <i>Agriculture</i>	-0.7	-1.2	-0.1	1.8
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	-0.1	-0.2	1.1	2.9
3.	Pembuatan <i>Manufacturing</i>	-0.7	-1.0	-2.2	4.0
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	1.7	-1.1	0.2	1.7
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	-1.2	-0.8	-1.3	2.3
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	-1.3	-2.1	0.0	2.4
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	-1.0	-2.0	-2.5	4.4
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	-2.0	-0.6	-2.3	5.6
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	-1.5	-0.4	-1.7	3.3
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	-0.8	-1.1	-5.2	5.2
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	-0.2	-1.0	0.3	3.2
4.	Pembinaan <i>Construction</i>	-1.7	-2.9	-3.8	8.7
5.	Perkhidmatan <i>Services</i>	-0.8	-1.3	1.2	2.1
5.1	Utiliti <i>Utilities</i>	-0.3	-2.4	0.5	7.2
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	-0.6	-1.3	-1.2	3.7
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	-1.4	-2.3	-0.9	3.2
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	-1.3	-1.8	-0.9	3.2
5.5	Maklumat dan komunikasi <i>Information and communication</i>	-1.4	-0.8	2.7	3.1
5.6	Kewangan dan insurans <i>Finance and insurance</i>	-0.2	-0.3	-0.3	1.3
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	-1.2	-2.0	-0.5	4.8
5.8	Perkhidmatan lain <i>Other services</i>	-0.7	-0.8	7.0	-2.5

1.2c Peratus perubahan bulan ke bulan pekerja formal mengikut aktiviti ekonomi,
Januari 2024 - Mac 2025 (samb.)
*Month-on-month percentage change of formal employees by economic activity,
 January 2024 - March 2025 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change										
2024								2025		
05	06	07	08	09	10	11	12	01	02	03
-0.2	0.2	1.0	0.1	0.1	0.4	-0.2	0.0	-0.1	-0.9	0.3
-0.2	0.2	0.4	0.0	-0.1	0.2	-0.3	0.0	-0.4	-0.5	-0.2
0.1	0.5	0.6	0.4	-0.2	-0.3	-0.7	-0.8	0.5	-0.8	0.5
-0.2	0.0	0.8	0.2	0.0	-0.1	-0.2	0.0	-0.4	-0.6	-1.0
0.2	-0.2	1.4	0.2	0.1	-0.4	0.1	0.2	-0.1	-0.7	0.2
-0.4	0.1	1.2	-1.1	1.0	0.5	0.1	-0.4	0.5	-1.1	-0.3
-2.4	0.2	0.8	0.1	0.5	0.8	-0.3	-0.3	-0.7	-1.1	0.4
-1.4	-0.3	0.4	-0.8	-0.3	-0.1	-0.5	-0.7	-0.3	-1.3	-0.3
-0.3	0.1	1.0	0.4	0.2	-0.7	-0.1	-0.1	-0.5	-0.6	-1.3
-0.1	0.0	0.9	0.1	-0.1	0.1	-0.1	0.1	-0.5	-1.0	0.1
0.2	-0.3	0.3	0.2	-0.4	-0.1	-0.4	-0.1	-0.6	-0.4	-2.9
-0.2	0.7	1.1	0.4	0.5	0.2	0.0	0.4	-0.3	-0.2	0.0
-0.7	0.0	2.1	-0.5	0.1	1.0	-0.9	-0.1	0.0	-1.9	-3.0
-0.2	0.3	1.1	0.1	0.1	0.4	-0.1	0.1	-0.2	-1.1	1.1
0.6	0.1	1.0	-0.2	0.8	0.1	0.4	0.7	0.2	-2.0	1.4
-0.3	0.2	0.7	0.0	0.1	-0.2	-0.3	0.1	-0.2	-0.9	0.2
-0.5	0.3	1.0	0.3	0.4	-0.9	0.0	0.4	-0.2	-0.6	0.2
-1.4	0.1	1.1	-0.1	-0.2	0.1	-0.4	-0.2	0.3	-1.1	0.0
-0.3	0.1	0.5	-0.1	0.3	0.0	-0.7	-0.6	-2.4	-0.6	1.5
-0.2	0.1	0.2	0.2	0.3	0.2	0.1	0.1	-0.3	0.0	0.1
-0.7	0.3	2.0	0.0	-0.5	1.0	-0.4	-0.1	0.4	-1.9	0.0
0.8	0.5	1.3	0.5	0.6	1.2	0.4	0.2	-0.5	-1.2	3.8

1.2d

**Peratus perubahan tahun ke tahun pekerja formal mengikut aktiviti ekonomi,
Januari 2024 - Mac 2025**
Year-on-year percentage change of formal employees by economic activity,
January 2024 - March 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan tahun ke tahun Year-on-year change			
		2024			
		01	02	03	04
Jumlah <i>Total</i>		1.8	1.6	1.5	1.9
1.	Pertanian <i>Agriculture</i>	-2.5	-2.7	-2.0	-1.6
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	4.5	4.7	6.5	8.0
3.	Pembuatan <i>Manufacturing</i>	-0.1	-0.4	-0.1	-0.3
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	3.8	3.0	4.3	3.4
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	1.3	1.3	1.6	2.0
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	-7.1	-7.5	-6.1	-7.1
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	-5.9	-6.5	-5.0	-2.4
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	-0.3	-0.1	-0.2	-0.2
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	-0.7	-0.5	-0.1	0.2
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	-5.0	-5.7	-4.9	-4.6
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	10.3	10.4	7.9	5.5
4.	Pembinaan <i>Construction</i>	3.4	4.0	4.4	3.0
5.	Perkhidmatan <i>Services</i>	2.8	2.6	2.3	2.6
5.1	Utiliti <i>Utilities</i>	0.5	0.6	0.7	8.4
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	1.0	0.4	0.9	1.1
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	-1.3	-3.0	-4.1	-4.6
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	1.0	0.2	0.1	0.6
5.5	Maklumat dan komunikasi <i>Information and communication</i>	7.4	7.1	4.3	3.4
5.6	Kewangan dan insurans <i>Finance and insurance</i>	5.4	4.9	4.7	3.0
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	3.9	4.2	4.3	4.2
5.8	Perkhidmatan lain <i>Other services</i>	4.9	5.2	3.9	5.6

1.2d Peratus perubahan tahun ke tahun pekerja formal mengikut aktiviti ekonomi,
Januari 2024 - Mac 2025 (samb.)
*Year-on-year percentage change of formal employees by economic activity,
 January 2024 - March 2025 (cont.)*

Perubahan tahun ke tahun Year-on-year change											(%)
2024								2025			
05	06	07	08	09	10	11	12	01	02	03	
2.0	2.0	2.1	2.2	2.1	2.1	2.3	2.3	3.1	3.4	3.6	
-1.3	-1.1	-0.6	-0.3	-0.2	-0.3	-0.1	-0.1	0.2	1.0	0.8	
7.9	7.4	7.3	7.5	6.6	4.8	4.1	3.3	4.0	3.4	2.8	
0.2	0.2	0.2	0.3	0.4	0.0	0.2	0.5	0.8	1.2	2.4	
4.0	3.3	2.6	1.8	1.8	1.3	1.7	4.1	2.3	2.8	2.8	
1.5	0.4	0.1	0.2	0.7	0.7	1.3	0.0	1.8	1.4	2.5	
-8.4	-7.3	-5.6	-4.1	-3.8	-1.2	-0.8	-1.7	-1.1	-0.1	0.3	
-2.7	-2.9	-3.9	-4.1	-4.0	-4.3	-4.4	-4.9	-4.2	-3.5	-1.3	
-0.1	0.2	0.7	1.2	1.4	0.6	0.9	1.0	2.6	2.5	3.6	
0.6	0.3	0.3	0.5	0.4	0.1	0.1	0.3	1.4	0.7	2.6	
-3.8	-3.6	-3.2	-3.0	-3.1	-3.0	-2.7	-2.7	-2.5	-1.8	0.5	
6.2	6.3	6.3	6.4	6.5	5.4	5.3	5.3	5.2	6.1	5.8	
3.4	3.0	2.3	2.4	2.2	1.2	0.9	0.8	2.6	3.6	4.5	
2.6	2.6	2.7	2.7	2.6	2.6	3.0	3.0	3.6	3.8	3.8	
7.3	6.8	7.9	7.5	8.0	7.8	8.2	8.7	9.2	9.7	10.7	
1.1	1.0	1.3	1.3	1.3	1.1	1.2	1.0	1.3	1.7	3.1	
-7.4	-6.7	-6.7	-6.4	-5.9	-4.6	-2.5	-0.6	0.6	2.4	3.6	
0.0	-0.2	-1.1	-1.1	-1.2	-1.4	-1.6	-1.9	-0.3	0.5	1.5	
3.5	3.2	3.4	3.6	3.5	2.7	3.4	2.7	1.7	1.8	0.7	
2.6	2.6	2.4	2.5	2.4	1.7	1.6	1.5	1.4	1.7	2.1	
4.5	4.7	4.2	4.3	3.4	2.4	2.7	2.7	4.3	4.5	5.0	
6.7	6.3	6.9	6.7	6.9	8.1	8.4	8.6	8.8	8.3	5.0	

1.3a Bilangan pekerja formal mengikut negeri, Januari 2024 - Mac 2025

Number of formal employees by state, January 2024 - March 2025

('000)

Negeri State	Bulan / Month					
	2024					
	01	02	03	04	05	06
Malaysia	6,622.7	6,538.1	6,547.9	6,728.0	6,717.0	6,731.0
Johor	705.6	697.2	699.1	719.3	718.9	721.0
Kedah	237.8	234.2	234.9	244.8	243.0	242.8
Kelantan	91.0	88.4	88.6	94.1	92.6	92.4
Melaka	174.6	171.4	172.0	176.1	175.1	175.6
Negeri Sembilan	169.0	165.5	165.7	171.6	170.7	170.6
Pahang	166.4	163.5	163.5	168.3	168.1	168.6
Pulau Pinang	524.3	518.9	518.9	529.8	529.5	531.1
Perak	307.2	302.7	304.0	311.9	311.5	311.6
Perlis	18.1	17.2	17.1	18.7	17.9	17.9
Selangor	1,865.2	1,840.2	1,842.2	1,891.3	1,891.3	1,896.4
Terengganu	141.3	137.7	138.2	144.8	143.7	143.9
Sabah	336.6	335.1	334.6	338.1	337.9	339.1
Sarawak	486.9	480.8	484.8	499.3	498.4	498.2
W.P. Kuala Lumpur	1,352.3	1,339.2	1,337.4	1,372.0	1,370.4	1,373.6
W.P. Labuan	16.7	16.4	16.4	17.2	17.3	17.3
W.P. Putrajaya	29.7	29.9	30.2	30.8	30.7	30.8

1.3a Bilangan pekerja formal mengikut negeri, Januari 2024 - Mac 2025 (samb.)

Number of formal employees by state, January 2024 - March 2025 (cont.)

('000)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
6,801.0	6,808.8	6,817.0	6,842.1	6,829.1	6,831.4	6,825.5	6,763.5	6,786.8
728.4	730.5	730.2	730.6	730.2	730.8	729.5	724.1	726.9
246.4	245.2	244.8	246.4	245.4	244.7	244.4	241.0	240.9
94.6	93.1	92.1	93.7	92.7	92.6	93.1	91.2	91.3
177.4	177.3	177.8	178.8	178.3	178.3	177.9	176.1	176.1
172.3	171.6	172.1	172.5	173.6	173.4	172.6	170.1	170.2
171.0	170.5	171.2	171.6	170.9	170.6	169.3	167.4	167.9
536.1	538.9	539.5	539.8	539.6	540.2	541.7	538.7	540.0
314.3	313.4	313.2	313.9	312.3	312.0	312.3	306.0	309.5
18.4	18.2	18.3	18.7	18.4	18.4	18.5	18.0	18.1
1,914.2	1,915.5	1,918.7	1,923.7	1,922.8	1,925.6	1,922.7	1,905.6	1,911.4
147.4	146.9	147.1	148.1	144.9	144.8	144.8	142.3	143.0
342.8	343.3	344.5	344.6	343.1	342.7	342.9	341.0	342.8
502.9	502.5	502.8	505.4	503.5	501.4	498.6	493.7	496.7
1,386.5	1,392.8	1,396.0	1,404.8	1,403.7	1,406.6	1,407.5	1,398.9	1,402.2
17.4	17.5	17.3	17.8	17.9	17.8	17.7	17.6	17.7
31.1	31.7	31.4	31.5	31.9	31.8	31.9	31.9	32.0

1.3b Peratus sumbangan pekerja formal mengikut negeri, Januari 2024 - Mac 2025

Percentage share of formal employees by state, January 2024 - March 2025

(%)

Negeri State	Bulan / Month					
	2024					
	01	02	03	04	05	06
Malaysia	100	100	100	100	100	100
Johor	10.7	10.7	10.7	10.7	10.7	10.7
Kedah	3.6	3.6	3.6	3.6	3.6	3.6
Kelantan	1.4	1.4	1.4	1.4	1.4	1.4
Melaka	2.6	2.6	2.6	2.6	2.6	2.6
Negeri Sembilan	2.6	2.5	2.5	2.6	2.5	2.5
Pahang	2.5	2.5	2.5	2.5	2.5	2.5
Pulau Pinang	7.9	7.9	7.9	7.9	7.9	7.9
Perak	4.6	4.6	4.6	4.6	4.6	4.6
Perlis	0.3	0.3	0.3	0.3	0.3	0.3
Selangor	28.2	28.1	28.1	28.1	28.2	28.2
Terengganu	2.1	2.1	2.1	2.2	2.1	2.1
Sabah	5.1	5.1	5.1	5.0	5.0	5.0
Sarawak	7.4	7.4	7.4	7.4	7.4	7.4
W.P. Kuala Lumpur	20.4	20.5	20.4	20.4	20.4	20.4
W.P. Labuan	0.3	0.3	0.3	0.3	0.3	0.3
W.P. Putrajaya	0.4	0.5	0.5	0.5	0.5	0.5

1.3b Peratus sumbangan pekerja formal mengikut negeri, Januari 2024 - Mac 2025 (samb.) Percentage share of formal employees by state, January 2024 - March 2025 (cont.)

(%)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
100	100	100	100	100	100	100	100	100
10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7
3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5
1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.3	1.3
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
7.9	7.9	7.9	7.9	7.9	7.9	7.9	8.0	8.0
4.6	4.6	4.6	4.6	4.6	4.6	4.6	4.5	4.6
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
28.1	28.1	28.1	28.1	28.2	28.2	28.2	28.2	28.2
2.2	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.1
5.0	5.0	5.1	5.0	5.0	5.0	5.0	5.0	5.1
7.4	7.4	7.4	7.4	7.4	7.3	7.3	7.3	7.3
20.4	20.5	20.5	20.5	20.6	20.6	20.6	20.7	20.7
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5

1.3c

Peratus perubahan bulan ke bulan pekerja formal mengikut negeri,
Januari 2024 - Mac 2025
*Month-on-month percentage change of formal employees by state,
 January 2024 - March 2025*

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change					
	2024					
	01	02	03	04	05	06
Malaysia	-0.8	-1.3	0.1	2.8	-0.2	0.2
Johor	-0.7	-1.2	0.3	2.9	-0.1	0.3
Kedah	-1.1	-1.5	0.3	4.2	-0.7	-0.1
Kelantan	-1.4	-2.9	0.3	6.1	-1.5	-0.2
Melaka	-1.6	-1.8	0.4	2.4	-0.6	0.3
Negeri Sembilan	-1.0	-2.1	0.1	3.6	-0.5	0.0
Pahang	-1.1	-1.7	0.0	2.9	-0.1	0.3
Pulau Pinang	-0.9	-1.0	0.0	2.1	-0.1	0.3
Perak	-1.1	-1.5	0.4	2.6	-0.1	0.0
Perlis	-1.7	-4.9	-0.6	9.1	-4.2	0.0
Selangor	-0.9	-1.3	0.1	2.7	0.0	0.3
Terengganu	-1.3	-2.6	0.4	4.7	-0.8	0.1
Sabah	-0.1	-0.4	-0.2	1.1	0.0	0.4
Sarawak	-1.0	-1.3	0.8	3.0	-0.2	0.0
W.P. Kuala Lumpur	-0.2	-1.0	-0.1	2.6	-0.1	0.2
W.P. Labuan	-0.9	-1.6	-0.1	4.9	0.3	0.1
W.P. Putrajaya	-3.5	0.5	1.2	1.9	-0.3	0.1

1.3c Peratus perubahan bulan ke bulan pekerja formal mengikut negeri,
Januari 2024 - Mac 2025 (samb.)
*Month-on-month percentage change of formal employees by state,
January 2024 - March 2025 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change								
2024						2025		
07	08	09	10	11	12	01	02	03
1.0	0.1	0.1	0.4	-0.2	0.04	-0.1	-0.9	0.3
1.0	0.3	0.0	0.1	-0.1	0.1	-0.2	-0.7	0.4
1.5	-0.5	-0.1	0.6	-0.4	-0.3	-0.1	-1.4	0.0
2.3	-1.6	-1.0	1.7	-1.1	-0.1	0.6	-2.1	0.2
1.0	-0.1	0.3	0.6	-0.3	0.0	-0.2	-1.1	0.0
1.0	-0.4	0.3	0.2	0.6	-0.1	-0.5	-1.4	0.0
1.4	-0.3	0.4	0.3	-0.4	-0.2	-0.8	-1.1	0.3
1.0	0.5	0.1	0.1	-0.1	0.1	0.3	-0.6	0.3
0.9	-0.3	-0.1	0.2	-0.5	-0.1	0.1	-2.0	1.1
3.0	-1.4	0.6	2.3	-1.7	0.2	0.4	-2.7	0.7
0.9	0.1	0.2	0.3	0.0	0.1	-0.1	-0.9	0.3
2.4	-0.3	0.1	0.7	-2.2	-0.1	0.0	-1.7	0.5
1.1	0.2	0.4	0.0	-0.4	-0.1	0.1	-0.5	0.5
0.9	-0.1	0.1	0.5	-0.4	-0.4	-0.6	-1.0	0.6
0.9	0.5	0.2	0.6	-0.1	0.2	0.1	-0.6	0.2
0.5	0.6	-0.8	2.9	0.4	-0.7	-0.5	-0.4	0.7
1.0	1.9	-0.9	0.2	1.3	-0.3	0.5	-0.1	0.5

1.3d

Peratus perubahan tahun ke tahun pekerja formal mengikut negeri,
 Januari 2024 - Mac 2025
 Year-on-year percentage change of formal employees by state,
 January 2024 - March 2025

(%)

Negeri State	Perubahan tahun ke tahun Year-on-year change					
	2024					
	01	02	03	04	05	06
Malaysia	1.8	1.6	1.5	1.9	2.0	2.0
Johor	2.3	2.3	1.9	2.5	2.8	2.7
Kedah	1.0	0.9	1.8	3.0	3.2	3.0
Kelantan	1.8	0.6	0.3	1.4	2.1	1.4
Melaka	1.2	0.1	0.1	0.7	0.6	0.6
Negeri Sembilan	0.0	0.4	0.1	0.5	1.0	0.6
Pahang	2.1	1.6	0.8	0.8	1.4	1.3
Pulau Pinang	-1.6	-1.6	-2.2	-0.7	-0.3	0.1
Perak	0.1	0.2	0.1	0.3	1.0	0.6
Perlis	-2.4	-2.8	-1.5	-1.3	-3.2	-3.4
Selangor	2.9	2.4	1.2	1.0	1.1	1.2
Terengganu	4.2	4.4	3.9	3.4	3.7	3.4
Sabah	0.4	0.5	0.2	2.2	1.8	1.7
Sarawak	3.1	2.8	2.9	2.8	2.9	2.6
W.P. Kuala Lumpur	2.1	2.0	3.6	4.0	3.9	3.8
W.P. Labuan	0.5	2.4	2.3	1.9	4.1	4.4
W.P. Putrajaya	4.2	5.5	6.8	5.7	4.6	4.6

1.3d Peratus perubahan tahun ke tahun pekerja formal mengikut negeri,
Januari 2024 - Mac 2025 (samb.)
*Year-on-year percentage change of formal employees by state,
 January 2024 - March 2025 (cont.)*

(%)

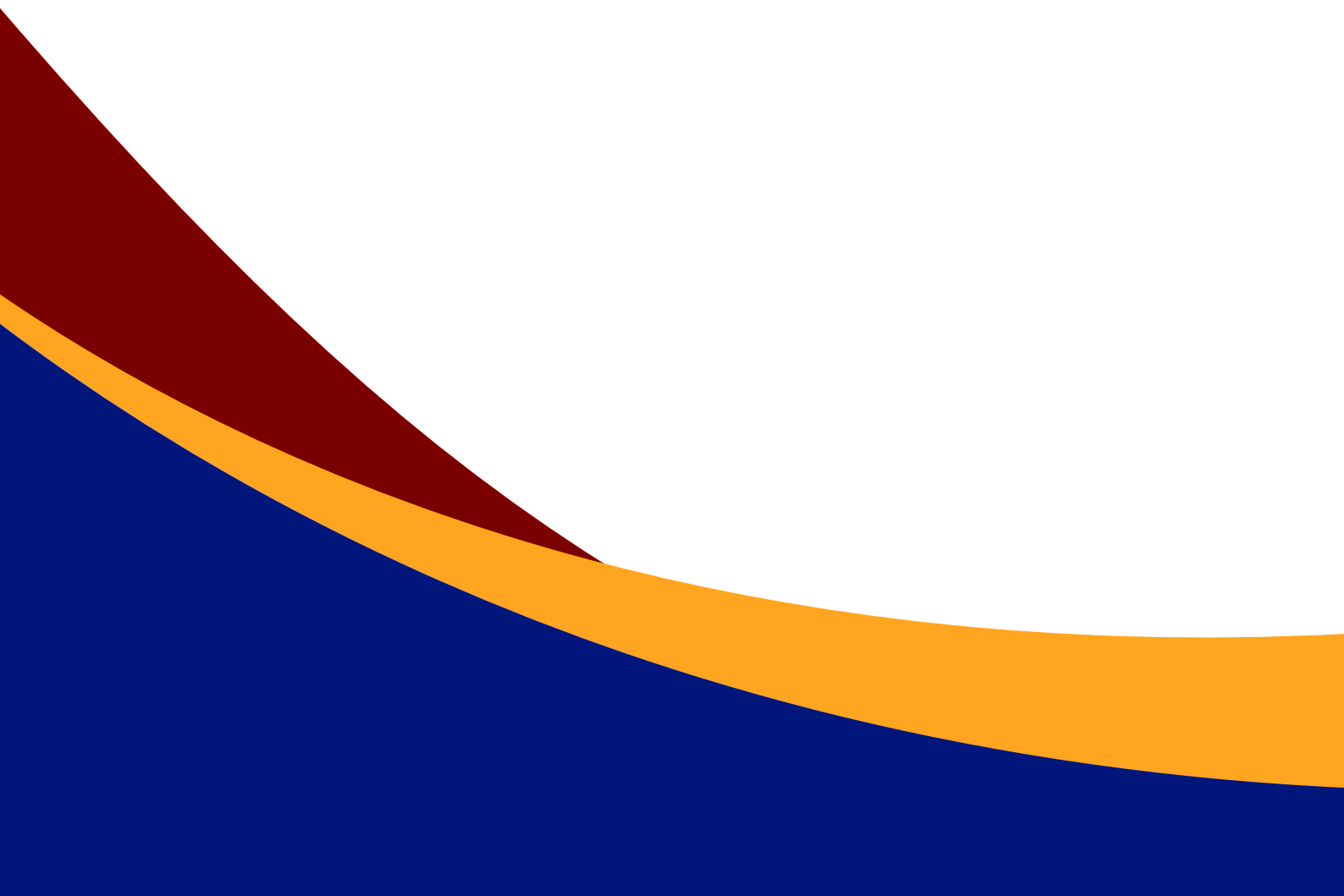
Perubahan tahun ke tahun Year-on-year change								
2024						2025		
07	08	09	10	11	12	01	02	03
2.1	2.2	2.1	2.1	2.3	2.3	3.1	3.4	3.6
3.1	3.3	3.0	3.2	2.9	2.8	3.4	3.9	4.0
2.7	2.5	2.4	2.2	1.9	1.7	2.8	2.9	2.5
0.8	0.0	-0.7	0.3	0.1	0.3	2.3	3.2	3.1
0.5	0.8	1.0	0.3	0.4	0.5	1.9	2.7	2.4
0.2	0.1	0.3	0.2	1.7	1.5	2.1	2.8	2.7
1.6	2.1	2.5	1.5	1.6	1.4	1.7	2.4	2.7
0.5	0.9	0.8	0.9	2.0	2.1	3.3	3.8	4.1
0.7	0.9	0.5	0.5	0.7	0.5	1.7	1.1	1.8
-1.8	-2.5	-2.0	-0.3	0.2	0.0	2.2	4.5	5.9
1.2	1.3	1.4	1.5	2.0	2.3	3.1	3.6	3.8
3.5	3.9	3.8	3.1	1.5	1.1	2.5	3.4	3.4
2.5	2.5	2.8	2.6	1.8	1.7	1.9	1.8	2.5
2.6	2.5	2.4	2.3	2.3	1.9	2.4	2.7	2.4
3.8	3.7	3.4	3.3	3.5	3.8	4.1	4.5	4.8
2.7	3.7	4.8	5.5	6.5	5.6	5.9	7.3	8.1
3.5	3.8	3.3	3.5	3.3	3.1	7.4	6.7	6.0

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JADUAL MEDIAN UPAH BULANAN, WARGANEGARA



TABLE MEDIAN MONTHLY WAGES, CITIZEN



2.1a

**Median upah bulanan mengikut jantina, etnik dan kumpulan umur,
Januari 2024 - Mac 2025**
*Median monthly wage by sex, ethnic and age group,
January 2024 - March 2025*

(RM)

Dimensi Dimension	Bulan / Month					
	2024					
	01	02	03	04	05	06
Jumlah <i>Total</i>	2,945	2,782	2,844	2,764	2,700	2,745
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	2,982	2,800	2,900	2,800	2,764	2,782
Perempuan <i>Female</i>	2,900	2,727	2,800	2,700	2,682	2,700
Etnik <i>Ethnic</i>						
Bumiputera	2,427	2,300	2,400	2,300	2,300	2,300
Cina <i>Chinese</i>	4,882	4,364	4,200	4,164	4,164	4,200
India <i>Indian</i>	2,900	2,700	2,745	2,664	2,664	2,664
Lain-lain <i>Others</i>	2,227	2,100	2,164	2,100	2,100	2,100
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	1,500	1,500	1,500	1,500	1,500	1,500
20-24	1,782	1,745	1,764	1,764	1,782	1,782
25-29	2,500	2,400	2,500	2,445	2,427	2,464
30-34	3,082	2,989	3,045	3,000	2,973	3,000
35-39	3,500	3,364	3,500	3,400	3,327	3,364
40-44	3,827	3,600	3,764	3,600	3,500	3,527
45-49	4,000	3,727	3,818	3,682	3,600	3,627
50-54	3,864	3,582	3,645	3,500	3,500	3,500
55-59	3,500	3,327	3,364	3,227	3,200	3,200
60-64	3,100	3,000	3,000	2,945	2,945	2,900
65 dan ke atas <i>65 and above</i>	3,000	2,800	2,745	2,700	2,700	2,700

2.1a Median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025 (samb.) Median monthly wage by sex, ethnic and age group, January 2024 - March 2025 (cont.)

(RM)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
2,745	2,745	2,745	2,764	2,764	3,045	3,064	2,875	3,000
Jantina Sex								
2,782	2,767	2,782	2,800	2,789	3,045	3,082	2,900	3,000
2,700	2,682	2,700	2,700	2,700	3,000	3,045	2,827	2,982
Etnik Ethnic								
2,300	2,300	2,300	2,300	2,300	2,527	2,564	2,427	2,545
4,200	4,200	4,200	4,200	4,200	4,545	5,200	4,400	4,482
2,700	2,682	2,700	2,764	2,700	3,000	3,000	2,800	2,900
2,100	2,100	2,100	2,100	2,100	2,264	2,364	2,200	2,300
Kumpulan umur Age group								
1,500	1,500	1,500	1,500	1,500	1,527	1,527	1,700	1,700
1,782	1,800	1,800	1,800	1,800	1,900	1,827	1,845	1,900
2,464	2,464	2,500	2,500	2,500	2,727	2,645	2,500	2,600
3,000	3,000	3,000	3,000	3,000	3,282	3,245	3,000	3,200
3,345	3,345	3,364	3,378	3,382	3,727	3,745	3,482	3,700
3,527	3,522	3,527	3,545	3,545	4,000	4,027	3,664	3,964
3,627	3,627	3,627	3,645	3,664	4,082	4,264	3,800	4,000
3,500	3,500	3,500	3,500	3,500	3,945	4,100	3,627	3,845
3,200	3,200	3,200	3,227	3,227	3,500	3,822	3,400	3,500
2,927	2,925	2,900	2,926	2,900	3,000	3,364	3,000	3,000
2,700	2,725	2,725	2,764	2,755	2,982	3,200	2,855	2,900

2.1b Peratus perubahan bulan ke bulan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025

Month-on-month percentage change of median monthly wage by sex, ethnic and age group, January 2024 - March 2025

(%)

Dimensi Dimension	Perubahan bulan ke bulan Month-on-month change					
	2024					
	01	02	03	04	05	06
Jumlah Total	1.6	-5.6	2.3	-2.8	-2.3	1.7
Jantina Sex						
Lelaki Male	1.2	-6.1	3.6	-3.4	-1.3	0.7
Perempuan Female	1.9	-6.0	2.7	-3.6	-0.7	0.7
Etnik Ethnic						
Bumiputera	0.0	-5.2	4.3	-4.2	0.0	0.0
Cina Chinese	13.5	-10.6	-3.8	-0.9	0.0	0.9
India Indian	1.3	-6.9	1.7	-3.0	0.0	0.0
Lain-lain Others	2.9	-5.7	3.0	-2.9	0.0	0.0
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	0.0	0.0	0.0	0.0	0.0	0.0
20-24	-3.4	-2.0	1.0	0.0	1.0	0.0
25-29	-3.8	-4.0	4.2	-2.2	-0.7	1.5
30-34	-2.0	-3.0	1.9	-1.5	-0.9	0.9
35-39	-1.8	-3.9	4.1	-2.9	-2.1	1.1
40-44	0.0	-5.9	4.5	-4.3	-2.8	0.8
45-49	1.9	-6.8	2.4	-3.6	-2.2	0.8
50-54	4.9	-7.3	1.8	-4.0	0.0	0.0
55-59	3.5	-4.9	1.1	-4.1	-0.8	0.0
60-64	6.9	-3.2	0.0	-1.8	0.0	-1.5
65 dan ke atas 65 and above	8.9	-6.7	-1.9	-1.7	0.0	0.0

2.1b Peratus perubahan bulan ke bulan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025 (samb.)

Month-on-month percentage change of median monthly wage by sex, ethnic and age group, January 2024 - March 2025 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change								
2024						2025		
07	08	09	10	11	12	01	02	03
0.0	0.0	0.0	0.7	0.0	10.2	0.6	-6.2	4.3
Jantina Sex								
0.0	-0.5	0.5	0.7	-0.4	9.2	1.2	-5.9	3.4
0.0	-0.7	0.7	0.0	0.0	11.1	1.5	-7.2	5.5
Etnik Ethnic								
0.0	0.0	0.0	0.0	0.0	9.9	1.4	-5.3	4.9
0.0	0.0	0.0	0.0	0.0	8.2	14.4	-15.4	1.9
1.4	-0.7	0.7	2.4	-2.3	11.1	0.0	-6.7	3.6
0.0	0.0	0.0	0.0	0.0	7.8	4.4	-6.9	4.5
Kumpulan umur Age group								
0.0	0.0	0.0	0.0	0.0	1.8	0.0	11.3	0.0
0.0	1.0	0.0	0.0	0.0	5.6	-3.8	1.0	3.0
0.0	0.0	1.5	0.0	0.0	9.1	-3.0	-5.5	4.0
0.0	0.0	0.0	0.0	0.0	9.4	-1.1	-7.6	6.7
-0.5	0.0	0.5	0.4	0.1	10.2	0.5	-7.0	6.3
0.0	-0.1	0.1	0.5	0.0	12.8	0.7	-9.0	8.2
0.0	0.0	0.0	0.5	0.5	11.4	4.5	-10.9	5.3
0.0	0.0	0.0	0.0	0.0	12.7	3.9	-11.5	6.0
0.0	0.0	0.0	0.9	0.0	8.5	9.2	-11.0	2.9
0.9	-0.1	-0.9	0.9	-0.9	3.4	12.1	-10.8	0.0
0.0	0.9	0.0	1.4	-0.3	8.3	7.3	-10.8	1.6

2.1c

Peratus perubahan tahun ke tahun median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025

Year-on-year percentage change of median monthly wage by sex, ethnic and age group, January 2024 - March 2025

(%)

Dimensi <i>Dimension</i>	Perubahan tahun ke tahun <i>Year-on-year change</i>					
	2024					
	01	02	03	04	05	06
Jumlah <i>Total</i>	5.2	8.5	9.4	3.8	4.6	5.6
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	6.5	7.7	8.9	3.7	6.3	5.2
Perempuan <i>Female</i>	4.2	9.1	10.0	3.8	7.3	6.8
Etnik <i>Ethnic</i>						
Bumiputera	5.5	6.3	9.1	2.4	5.4	4.5
Cina <i>Chinese</i>	2.9	9.1	5.0	4.1	4.1	5.0
India <i>Indian</i>	6.3	8.0	9.8	6.5	6.5	6.5
Lain-lain <i>Others</i>	4.7	5.0	8.2	3.6	5.0	5.0
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	0.0	0.0	0.0	0.0	0.0	0.0
20-24	4.8	4.9	4.9	3.7	4.8	4.8
25-29	2.2	4.3	7.4	1.9	4.3	4.2
30-34	2.7	6.7	5.7	0.0	4.5	4.1
35-39	1.0	5.1	6.6	0.0	4.0	3.6
40-44	1.7	5.9	7.5	1.5	2.9	1.8
45-49	2.6	7.0	9.1	2.8	3.4	3.6
50-54	3.2	8.5	7.2	1.6	6.1	4.6
55-59	0.5	8.6	7.6	2.6	4.5	3.8
60-64	3.3	7.1	7.1	5.2	6.1	4.9
65 dan ke atas <i>65 and above</i>	0.0	12.0	9.8	8.0	8.0	8.0

2.1c Peratus perubahan tahun ke tahun median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2024 - Mac 2025 (samb.)

Year-on-year percentage change of median monthly wage by sex, ethnic and age group, January 2024 - March 2025 (cont.)

(%)

Perubahan tahun ke tahun Year-on-year change								
2024						2025		
07	08	09	10	11	12	01	02	03
6.3	5.6	5.6	6.3	6.3	5.0	4.0	3.3	5.5
Jantina Sex								
5.9	5.3	5.2	5.1	4.7	3.4	3.4	3.6	3.4
8.0	7.3	7.2	5.3	5.3	5.4	5.0	3.7	6.5
Etnik Ethnic								
5.4	4.5	4.5	4.5	4.5	4.1	5.6	5.5	6.1
5.0	5.0	5.0	5.0	5.0	5.7	6.5	0.8	6.7
8.0	7.3	8.0	7.0	5.3	4.8	3.4	3.7	5.6
5.0	5.0	5.0	4.4	3.6	4.6	6.1	4.8	6.3
Kumpulan umur Age group								
0.0	0.0	0.0	0.0	0.0	1.8	1.8	13.3	13.3
4.8	4.2	3.1	1.0	1.0	3.0	2.6	5.7	7.7
4.2	3.4	4.2	4.2	4.2	4.9	5.8	4.2	4.0
4.8	4.1	4.1	3.4	3.4	4.3	5.3	0.4	5.1
4.5	3.7	4.2	3.5	4.2	4.6	7.0	3.5	5.7
3.7	2.8	2.9	2.4	2.4	4.5	5.2	1.8	5.3
4.2	3.6	3.6	4.2	4.7	3.9	6.6	2.0	4.8
6.1	6.1	5.2	5.2	5.2	7.2	6.1	1.3	5.5
5.5	4.5	4.5	5.3	5.3	3.5	9.2	2.2	4.1
7.3	7.3	6.3	8.4	6.3	3.4	8.5	0.0	0.0
8.0	9.0	9.0	8.6	7.4	8.3	6.7	1.9	5.6

2.2a Median upah bulanan mengikut aktiviti ekonomi, Januari 2024 - Mac 2025

Median monthly wage by economic activity, January 2024 - March 2025

(RM)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			
		01	02	03	04
Jumlah <i>Total</i>		2,945	2,782	2,844	2,764
1.	Pertanian <i>Agriculture</i>	2,100	1,982	2,000	2,000
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	6,200	5,900	8,400	5,900
3.	Pembuatan <i>Manufacturing</i>	2,845	2,582	2,645	2,582
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	2,478	2,278	2,300	2,345
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	3,364	3,282	3,327	3,300
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	2,245	2,045	2,045	2,064
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	2,782	2,445	2,427	2,364
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	3,064	2,700	2,827	2,700
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	3,000	2,811	2,700	2,700
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	2,964	2,682	2,664	2,700
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	2,744	2,564	2,891	2,664
4.	Pembinaan <i>Construction</i>	3,000	2,864	2,964	2,800
5.	Perkhidmatan <i>Services</i>	2,964	2,800	2,882	2,800
5.1	Utiliti <i>Utilities</i>	3,282	3,111	3,400	3,600
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	2,600	2,427	2,464	2,400
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	1,982	1,964	1,964	1,927
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	3,000	2,827	3,033	2,989
5.5	Maklumat dan komunikasi <i>Information and communication</i>	5,300	5,200	5,700	5,300
5.6	Kewangan dan insurans <i>Finance and insurance</i>	6,000	6,200	6,900	6,200
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	3,000	2,964	3,000	2,900
5.8	Perkhidmatan lain <i>Other services</i>	2,764	2,700	2,764	2,682

2.2a Median upah bulanan mengikut aktiviti ekonomi, Januari 2024 - Mac 2025 (samb.)

Median monthly wage by economic activity, January 2024 - March 2025 (cont.)

(RM)

Bulan / Month										
2024								2025		
05	06	07	08	09	10	11	12	01	02	03
2,700	2,745	2,745	2,745	2,745	2,764	2,764	3,045	3,064	2,875	3,000
2,000	2,000	2,027	2,027	2,027	2,027	2,000	2,382	2,227	2,100	2,200
5,800	5,900	5,800	5,900	5,900	6,000	6,000	7,500	6,800	6,356	8,800
2,522	2,582	2,564	2,544	2,564	2,582	2,600	3,300	3,000	2,664	2,809
2,264	2,264	2,264	2,264	2,282	2,264	2,264	2,500	2,664	2,382	2,544
3,156	3,164	3,100	3,111	3,264	3,127	3,333	4,282	3,540	3,245	3,664
2,027	2,064	2,045	2,027	2,027	2,045	2,027	2,227	2,345	2,127	2,182
2,382	2,382	2,400	2,400	2,400	2,400	2,400	2,664	3,000	2,500	2,564
2,600	2,700	2,645	2,600	2,645	2,645	2,745	3,409	3,180	2,727	2,982
2,664	2,664	2,664	2,682	2,700	2,700	2,700	2,982	3,345	2,827	2,864
2,627	2,745	2,700	2,664	2,700	2,722	2,745	4,100	3,100	2,800	2,827
2,545	2,664	2,600	2,600	2,627	2,682	2,673	3,200	2,900	2,645	3,000
2,845	2,800	2,827	2,845	2,800	2,864	2,864	3,000	3,064	2,964	3,000
2,764	2,764	2,764	2,764	2,782	2,800	2,782	3,000	3,064	2,900	3,000
3,245	3,064	3,027	3,082	3,064	3,000	3,000	3,164	3,627	3,200	4,427
2,364	2,382	2,400	2,400	2,382	2,400	2,400	2,500	2,800	2,500	2,545
1,982	1,964	1,945	1,927	1,964	1,982	1,945	2,000	2,064	2,000	2,045
2,867	2,864	2,900	2,900	2,927	2,911	2,900	3,164	3,082	3,000	3,200
5,100	5,100	5,100	5,100	5,100	5,100	5,100	5,600	5,600	5,356	6,100
5,900	6,000	5,900	5,900	5,900	6,000	6,000	6,500	6,500	6,400	7,700
2,882	2,900	2,900	2,882	2,927	2,927	2,927	3,045	3,127	3,000	3,100
2,664	2,682	2,673	2,664	2,682	2,682	2,682	2,900	2,964	2,827	2,973

2.2b

Peratus perubahan bulan ke bulan median upah bulanan mengikut aktiviti ekonomi, Januari 2024 - Mac 2025
Month-on-month percentage change of median monthly wage by economic activity, January 2024 - March 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan bulan ke bulan Month-on-month change			
		2024			
		01	02	03	04
Jumlah	Total	1.6	-5.6	2.3	-2.8
1.	Pertanian Agriculture	-8.7	-5.6	0.9	0.0
2.	Perlombongan dan pengkuarian Mining and quarrying	-9.4	-4.8	42.4	-29.8
3.	Pembuatan Manufacturing	-11.1	-9.3	2.5	-2.4
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan Vegetable and animal oils & fats and food processing	1.3	-8.1	1.0	2.0
3.2	Minuman dan produk tembakau Beverages and tobacco products	-18.5	-2.4	1.4	-0.8
3.3	Produk tekstil, pakaian dan kulit Textiles, wearing apparel and leather products	6.9	-8.9	0.0	0.9
3.4	Produk kayu, perabot, keluaran kertas dan percetakan Wood products, furniture, paper products and printing	11.3	-12.1	-0.7	-2.6
3.5	Produk petroleum, kimia, getah dan plastik Petroleum, chemical, rubber and plastic products	-6.6	-11.9	4.7	-4.5
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka Non-metallic mineral products, basic metal and fabricated metal products	4.1	-6.3	-4.0	0.0
3.7	Produk elektrik, elektronik dan optikal Electrical, electronic and optical products	-23.3	-9.5	-0.7	1.4
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan Transport equipment, other manufacturing and repair	-12.7	-6.6	12.8	-7.9
4.	Pembinaan Construction	6.6	-4.5	3.5	-5.5
5.	Perkhidmatan Services	5.8	-5.5	2.9	-2.8
5.1	Utiliti Utilities	8.2	-5.2	9.3	5.9
5.2	Perdagangan borong dan runcit Wholesale and retail trade	8.3	-6.6	1.5	-2.6
5.3	Makanan & minuman dan penginapan Food & beverages and accommodation	4.3	-0.9	0.0	-1.9
5.4	Pengangkutan dan penyimpanan Transportation and storage	0.0	-5.8	7.3	-1.5
5.5	Maklumat dan komunikasi Information and communication	0.0	-1.9	9.6	-7.0
5.6	Kewangan dan insurans Finance and insurance	-4.8	3.3	11.3	-10.1
5.7	Hartanah dan perkhidmatan perniagaan Real estate and business services	1.2	-1.2	1.2	-3.3
5.8	Perkhidmatan lain Other services	1.3	-2.3	2.4	-3.0

2.2b Peratus perubahan bulan ke bulan median upah bulanan mengikut aktiviti ekonomi,
Januari 2024 - Mac 2025 (samb.)
*Month-on-month percentage change of median monthly wage by economic activity,
 January 2024 - March 2025 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change										
2024								2025		
05	06	07	08	09	10	11	12	01	02	03
-2.3	1.7	0.0	0.0	0.0	0.7	0.0	10.2	0.6	-6.2	4.3
0.0	0.0	1.4	0.0	0.0	0.0	-1.3	19.1	-6.5	-5.7	4.8
-1.7	1.7	-1.7	1.7	0.0	1.7	0.0	25.0	-9.3	-6.5	38.5
-2.3	2.4	-0.7	-0.7	0.8	0.7	0.7	26.9	-9.1	-11.2	5.5
-3.5	0.0	0.0	0.0	0.8	-0.8	0.0	10.4	6.5	-10.6	6.8
-4.4	0.3	-2.0	0.4	4.9	-4.2	6.6	28.5	-17.3	-8.3	12.9
-1.8	1.8	-0.9	-0.9	0.0	0.9	-0.9	9.9	5.3	-9.3	2.6
0.8	0.0	0.8	0.0	0.0	0.0	0.0	11.0	12.6	-16.7	2.5
-3.7	3.8	-2.0	-1.7	1.7	0.0	3.8	24.2	-6.7	-14.2	9.3
-1.3	0.0	0.0	0.7	0.7	0.0	0.0	10.4	12.2	-15.5	1.3
-2.7	4.5	-1.7	-1.3	1.4	0.8	0.9	49.3	-24.4	-9.7	1.0
-4.4	4.6	-2.4	0.0	1.0	2.1	-0.3	19.7	-9.4	-8.8	13.4
1.6	-1.6	1.0	0.6	-1.6	2.3	0.0	4.8	2.1	-3.3	1.2
-1.3	0.0	0.0	0.0	0.7	0.7	-0.6	7.8	2.1	-5.3	3.4
-9.8	-5.6	-1.2	1.8	-0.6	-2.1	0.0	5.5	14.7	-11.8	38.4
-1.5	0.8	0.8	0.0	-0.8	0.8	0.0	4.2	12.0	-10.7	1.8
2.8	-0.9	-0.9	-0.9	1.9	0.9	-1.8	2.8	3.2	-3.1	2.3
-4.1	-0.1	1.3	0.0	0.9	-0.6	-0.4	9.1	-2.6	-2.7	6.7
-3.8	0.0	0.0	0.0	0.0	0.0	0.0	9.8	0.0	-4.4	13.9
-4.8	1.7	-1.7	0.0	0.0	1.7	0.0	8.3	0.0	-1.5	20.3
-0.6	0.6	0.0	-0.6	1.6	0.0	0.0	4.0	2.7	-4.1	3.3
-0.7	0.7	-0.3	-0.3	0.7	0.0	0.0	8.1	2.2	-4.6	5.1

2.2c

Peratus perubahan tahun ke tahun median upah bulanan mengikut aktiviti ekonomi, Januari 2024 - Mac 2025
Year-on-year percentage change of median monthly wage by economic activity, January 2024 - March 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan tahun ke tahun Year-on-year change			
		2024			
		01	02	03	04
Jumlah	Total	5.2	8.5	9.4	3.8
1.	Pertanian <i>Agriculture</i>	3.8	7.4	5.3	1.9
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	12.7	11.3	12.0	9.3
3.	Pembuatan <i>Manufacturing</i>	5.4	9.2	8.2	3.3
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	3.2	9.4	6.3	4.5
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	-1.1	9.4	10.9	3.1
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	8.8	7.7	5.1	8.6
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	7.0	11.2	10.3	4.4
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	4.7	8.8	8.7	2.8
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	0.0	9.7	8.0	3.8
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	8.7	11.7	8.1	6.1
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	4.5	4.9	13.6	1.4
4.	Pembinaan <i>Construction</i>	0.0	2.3	7.2	3.7
5.	Perkhidmatan <i>Services</i>	5.8	7.7	9.7	4.4
5.1	Utiliti <i>Utilities</i>	14.6	16.0	19.5	0.5
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	4.0	7.2	8.8	4.3
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	8.5	9.1	10.2	7.1
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	11.1	7.6	12.3	5.0
5.5	Maklumat dan komunikasi <i>Information and communication</i>	6.0	9.2	9.6	1.9
5.6	Kewangan dan insurans <i>Finance and insurance</i>	9.1	12.7	15.0	3.3
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	3.4	5.8	7.1	3.6
5.8	Perkhidmatan lain <i>Other services</i>	3.8	6.1	6.3	3.1

2.2c

**Peratus perubahan tahun ke tahun median upah bulanan mengikut aktiviti ekonomi,
Januari 2024 - Mac 2025 (samb.)**
*Year-on-year percentage change of median monthly wage by economic activity,
January 2024 - March 2025 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change										
2024								2025		
05	06	07	08	09	10	11	12	01	02	03
4.6	5.6	6.3	5.6	5.6	6.3	6.3	5.0	4.0	3.3	5.5
1.9	3.8	3.2	3.2	2.3	2.3	2.6	3.6	6.1	6.0	10.0
11.5	13.5	16.0	13.5	13.5	15.4	15.4	9.6	9.7	7.7	4.8
5.1	4.8	4.8	4.8	5.6	3.3	4.8	3.1	5.4	3.2	6.2
4.6	4.2	3.9	5.5	6.4	5.5	4.6	2.2	7.5	4.6	10.6
6.4	6.1	4.6	3.7	5.7	4.2	6.0	3.7	5.3	-1.1	10.1
6.7	6.1	5.1	3.2	2.3	2.3	1.4	6.1	4.5	4.0	6.7
8.3	5.2	6.4	6.9	6.0	4.3	5.2	6.5	7.8	2.2	5.6
5.5	6.1	4.7	2.9	5.8	-1.4	7.1	3.9	3.8	1.0	5.5
4.6	4.6	4.6	5.4	6.1	5.3	4.6	3.5	11.5	0.6	6.1
6.6	7.0	6.8	5.4	8.0	4.7	6.3	6.1	4.6	4.4	6.1
3.3	5.4	4.0	4.0	5.1	4.6	5.0	1.7	5.7	3.2	3.8
5.4	3.7	4.7	5.4	3.7	6.1	6.1	6.6	2.1	3.5	1.2
6.3	6.3	6.3	6.3	7.0	6.6	5.2	7.1	3.4	3.6	4.1
15.9	3.4	8.8	12.3	11.6	9.3	9.3	4.3	10.5	2.9	30.2
4.4	5.2	6.0	5.2	4.4	4.3	4.3	4.2	7.7	3.0	3.3
10.1	9.1	8.1	7.1	9.1	10.1	4.4	5.3	4.1	1.9	4.2
6.2	6.1	7.4	6.3	5.9	4.4	4.2	5.5	2.7	6.1	5.5
2.0	2.7	2.7	2.7	2.4	4.1	2.7	5.7	5.7	3.0	7.0
1.3	5.3	7.3	6.0	3.5	7.1	5.3	3.2	8.3	3.2	11.6
4.3	3.6	6.3	4.3	5.9	6.6	5.2	2.8	4.2	1.2	3.3
4.6	5.4	5.0	4.6	4.6	4.6	4.6	6.3	7.2	4.7	7.6

2.3a Median upah bulanan mengikut negeri, Januari 2024 - Mac 2025

Median monthly wage by state, January 2024 - March 2025

(RM)

Negeri State	Bulan / Month					
	2024					
	01	02	03	04	05	06
Malaysia	2,945	2,782	2,844	2,764	2,700	2,745
Johor	2,700	2,500	2,582	2,500	2,500	2,500
Kedah	1,982	1,964	1,964	1,927	1,900	1,900
Kelantan	1,645	1,627	1,645	1,600	1,645	1,645
Melaka	2,522	2,400	2,500	2,400	2,382	2,464
Negeri Sembilan	2,500	2,327	2,500	2,345	2,345	2,400
Pahang	2,100	2,082	2,145	2,100	2,082	2,100
Pulau Pinang	3,033	2,864	2,827	2,800	2,800	2,800
Perak	2,200	2,064	2,082	2,045	2,045	2,027
Perlis	1,700	1,682	1,682	1,700	1,682	1,682
Selangor	3,245	3,027	3,164	3,064	3,000	3,000
Terengganu	1,982	2,000	2,000	1,982	2,000	2,000
Sabah	1,945	1,882	1,882	1,882	1,882	1,864
Sarawak	2,200	2,064	2,064	2,045	2,082	2,045
W.P. Kuala Lumpur	4,145	4,000	4,256	4,073	3,964	3,982
W.P. Labuan	2,100	2,000	2,000	2,000	2,000	2,000
W.P. Putrajaya	2,500	2,482	2,727	2,500	2,500	2,500

2.3a Median upah bulanan mengikut negeri, Januari 2024 - Mac 2025 (samb.)

Median monthly wage by state, January 2024 - March 2025 (cont.)

(RM)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
2,745	2,745	2,745	2,764	2,764	3,045	3,064	2,875	3,000
2,500	2,500	2,500	2,500	2,500	2,827	2,927	2,600	2,745
1,945	1,900	1,927	1,930	1,900	2,064	2,064	2,000	2,100
1,627	1,645	1,682	1,664	1,627	1,664	1,700	1,727	1,800
2,400	2,400	2,400	2,500	2,500	2,727	2,700	2,500	2,600
2,382	2,382	2,364	2,382	2,345	2,545	2,600	2,482	2,600
2,100	2,082	2,082	2,100	2,082	2,200	2,291	2,200	2,327
2,800	2,800	2,800	2,827	2,882	3,382	3,300	2,909	3,000
2,045	2,045	2,045	2,064	2,064	2,200	2,382	2,182	2,200
1,682	1,682	1,682	1,682	1,682	1,764	1,800	1,800	1,800
3,000	3,000	3,000	3,000	3,000	3,300	3,445	3,145	3,300
2,000	2,000	2,000	2,000	2,000	2,100	2,000	2,064	2,200
1,882	1,882	1,882	1,900	1,882	2,000	2,045	2,000	2,000
2,064	2,045	2,064	2,064	2,064	2,200	2,382	2,182	2,227
4,000	3,964	3,964	4,000	3,967	4,200	4,400	4,145	4,445
2,000	2,000	2,000	2,000	2,000	2,482	2,164	2,082	2,100
2,500	2,500	2,500	2,482	2,482	2,527	2,600	2,600	2,900

2.3b

Peratus perubahan bulan ke bulan median upah bulanan mengikut negeri,
Januari 2024 - Mac 2025
*Month-on-month percentage change of median monthly wage by state,
 January 2024 - March 2025*

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change					
	2024					
	01	02	03	04	05	06
Malaysia	1.6	-5.6	2.3	-2.8	-2.3	1.7
Johor	1.0	-7.4	3.3	-3.2	0.0	0.0
Kedah	-0.9	-0.9	0.0	-1.9	-1.4	0.0
Kelantan	2.8	-1.1	1.1	-2.8	2.8	0.0
Melaka	-6.0	-4.8	4.2	-4.0	-0.8	3.4
Negeri Sembilan	0.7	-6.9	7.4	-6.2	0.0	2.3
Pahang	0.9	-0.9	3.1	-2.1	-0.9	0.9
Pulau Pinang	-6.5	-5.6	-1.3	-1.0	0.0	0.0
Perak	5.7	-6.2	0.9	-1.7	0.0	-0.9
Perlis	0.0	-1.1	0.0	1.1	-1.1	0.0
Selangor	2.6	-6.7	4.5	-3.2	-2.1	0.0
Terengganu	-0.9	0.9	0.0	-0.9	0.9	0.0
Sabah	3.4	-3.3	0.0	0.0	0.0	-1.0
Sarawak	4.8	-6.2	0.0	-0.9	1.8	-1.7
W.P. Kuala Lumpur	2.5	-3.5	6.4	-4.3	-2.7	0.5
W.P. Labuan	-9.8	-4.8	0.0	0.0	0.0	0.0
W.P. Putrajaya	0.7	-0.7	9.9	-8.3	0.0	0.0

2.3b Peratus perubahan bulan ke bulan median upah bulanan mengikut negeri,
Januari 2024 - Mac 2025 (samb.)
*Month-on-month percentage change of median monthly wage by state,
 January 2024 - March 2025 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change								
2024						2025		
07	08	09	10	11	12	01	02	03
0.0	0.0	0.0	0.7	0.0	10.2	0.6	-6.2	4.3
0.0	0.0	0.0	0.0	0.0	13.1	3.5	-11.2	5.6
2.4	-2.3	1.4	0.2	-1.6	8.6	0.0	-3.1	5.0
-1.1	1.1	2.2	-1.1	-2.2	2.2	2.2	1.6	4.2
-2.6	0.0	0.0	4.2	0.0	9.1	-1.0	-7.4	4.0
-0.8	0.0	-0.8	0.8	-1.5	8.5	2.1	-4.5	4.8
0.0	-0.9	0.0	0.9	-0.9	5.7	4.1	-4.0	5.8
0.0	0.0	0.0	1.0	1.9	17.4	-2.4	-11.8	3.1
0.9	0.0	0.0	0.9	0.0	6.6	8.3	-8.4	0.8
0.0	0.0	0.0	0.0	0.0	4.9	2.1	0.0	0.0
0.0	0.0	0.0	0.0	0.0	10.0	4.4	-8.7	4.9
0.0	0.0	0.0	0.0	0.0	5.0	-4.8	3.2	6.6
1.0	0.0	0.0	1.0	-1.0	6.3	2.3	-2.2	0.0
0.9	-0.9	0.9	0.0	0.0	6.6	8.3	-8.4	2.1
0.5	-0.9	0.0	0.9	-0.8	5.9	4.8	-5.8	7.2
0.0	0.0	0.0	0.0	0.0	24.1	-12.8	-3.8	0.9
0.0	0.0	0.0	-0.7	0.0	1.8	2.9	0.0	11.5

2.3c

**Peratus perubahan tahun ke tahun median upah bulanan mengikut negeri,
Januari 2024 - Mac 2025**
*Year-on-year percentage change of median monthly wage by state,
January 2024 - March 2025*

(%)

Negeri State	Perubahan tahun ke tahun Year-on-year change					
	2024					
	01	02	03	04	05	06
Malaysia	5.2	8.5	9.4	3.8	4.6	5.6
Johor	6.8	7.4	7.6	4.2	5.8	5.0
Kedah	4.3	9.1	7.5	3.4	5.0	3.0
Kelantan	2.8	1.7	2.8	0.0	2.8	2.8
Melaka	1.3	7.8	10.4	1.1	4.4	4.2
Negeri Sembilan	6.6	4.5	6.6	2.8	3.6	5.2
Pahang	5.0	6.0	7.3	3.6	4.1	5.0
Pulau Pinang	2.4	11.2	7.6	4.4	7.7	5.8
Perak	2.5	5.1	4.1	2.3	2.3	1.4
Perlis	3.3	3.4	3.4	6.3	5.1	5.1
Selangor	5.8	4.4	6.7	2.1	4.1	1.9
Terengganu	4.3	6.3	5.3	5.3	5.3	5.3
Sabah	4.4	5.6	5.6	4.5	4.5	3.5
Sarawak	4.8	4.1	3.2	2.3	4.1	2.3
W.P. Kuala Lumpur	3.6	4.5	8.4	0.2	4.3	4.2
W.P. Labuan	5.0	3.8	5.3	1.9	3.8	5.3
W.P. Putrajaya	-1.1	-0.7	10.7	-10.1	0.0	0.0

2.3c Peratus perubahan tahun ke tahun median upah bulanan mengikut negeri,
Januari 2024 - Mac 2025 (samb.)
*Year-on-year percentage change of median monthly wage by state,
 January 2024 - March 2025 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change								
2024						2025		
07	08	09	10	11	12	01	02	03
6.3	5.6	5.6	6.3	6.3	5.0	4.0	3.3	5.5
4.2	4.2	4.2	3.0	4.2	5.8	8.4	4.0	6.3
4.4	4.0	4.4	3.6	4.0	3.2	4.1	1.9	6.9
1.7	1.1	5.1	4.0	1.7	4.0	3.3	6.1	9.4
5.2	4.3	5.2	1.9	4.2	1.7	7.0	4.2	4.0
5.2	5.2	5.3	5.2	3.6	2.6	4.0	6.6	4.0
5.0	4.1	4.1	5.0	4.1	5.7	9.1	5.7	8.5
6.6	6.6	5.8	4.7	7.5	4.2	8.8	1.6	6.1
2.3	2.3	2.3	3.2	3.2	5.7	8.3	5.7	5.7
5.1	1.1	3.4	3.4	3.4	3.7	5.9	7.0	7.0
3.4	3.4	3.4	1.9	1.2	4.3	6.2	3.9	4.3
5.3	5.3	5.3	5.3	5.3	5.0	0.9	3.2	10.0
4.5	4.5	4.5	5.6	4.5	6.3	5.1	6.3	6.3
3.2	2.3	3.2	3.2	3.2	4.8	8.3	5.7	7.9
5.3	4.3	4.3	5.3	4.4	3.8	6.1	3.6	4.5
2.8	1.9	1.9	0.0	0.0	6.6	3.0	4.1	5.0
0.0	0.0	1.5	0.0	0.0	1.8	4.0	4.8	6.3

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JADUAL TABURAN UPAH, WARGANEGARA

TABLE WAGES DISTRIBUTION, CITIZEN

3.1a

**Taburan bilangan pekerja formal mengikut skala upah,
Januari 2024 - Mac 2025**
*Number of formal employees distribution by wage scale,
January 2024 - March 2025*

Skala upah Wage scale	Bulan / Month					
	2024					
	01	02	03	04	05	06
Bilangan pekerja formal <i>Number of formal employees</i>						
RM2,000 ke bawah <i>Below RM2,000</i>	2,001.7	2,089.9	2,044.8	2,166.1	2,164.1	2,165.3
RM2,000 - RM2,999	1,342.3	1,396.0	1,356.1	1,428.7	1,476.0	1,459.3
RM3,000 - RM3,999	907.1	899.5	887.5	921.3	940.5	935.1
RM4,000 - RM4,999	549.4	529.1	524.3	544.4	555.1	554.7
RM5,000 - RM5,999	383.1	359.8	360.3	372.3	371.3	375.3
RM6,000 - RM6,999	268.2	246.0	241.2	253.3	247.8	250.1
RM7,000 - RM7,999	200.2	182.0	176.8	182.7	178.5	184.4
RM8,000 - RM8,999	159.2	141.9	139.7	145.6	141.1	144.9
RM9,000 - RM9,999	115.9	95.8	98.1	101.9	96.9	100.7
RM10,000 - RM10,999	106.4	91.0	95.9	97.6	91.9	94.1
RM11,000 - RM11,999	70.9	58.6	62.8	62.0	57.7	59.2
RM12,000 - RM12,999	66.7	54.6	57.6	58.0	53.2	54.1
RM13,000 - RM13,999	51.3	42.1	46.0	44.7	40.5	41.6
RM14,000 - RM14,999	41.5	33.6	37.1	35.7	32.0	33.0
RM15,000 dan ke atas <i>RM15,000 and above</i>	358.7	318.1	419.8	313.8	270.5	279.0

3.1a Taburan bilangan pekerja formal mengikut skala upah, Januari 2024 - Mac 2025 (samb.) Number of formal employees distribution by wage scale, January 2024 - March 2025 (cont.)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
('000)								
2,184.0	2,178.8	2,180.3	2,166.5	2,178.6	1,996.4	1,890.6	1,959.4	1,862.5
1,486.4	1,501.1	1,493.3	1,503.3	1,484.8	1,341.3	1,350.6	1,530.4	1,480.4
952.0	956.5	963.9	974.2	965.8	947.7	943.3	971.7	956.5
562.2	568.6	563.5	571.0	572.4	578.5	596.1	579.6	586.8
383.2	383.3	382.8	384.6	381.9	400.1	409.8	381.2	392.5
254.9	255.6	254.8	256.9	257.4	283.7	298.7	267.7	269.4
184.9	183.6	183.6	184.4	181.8	204.3	216.4	187.8	187.0
146.0	145.3	145.3	147.1	146.6	171.0	179.4	154.2	154.9
100.1	98.7	99.1	99.8	99.7	123.8	131.4	103.6	107.6
94.8	93.6	94.4	95.1	95.6	116.3	120.7	98.0	103.0
59.3	58.6	58.9	59.5	59.6	79.1	82.8	63.3	67.7
53.9	53.1	53.8	54.1	54.6	71.4	75.2	57.1	62.3
41.5	41.1	41.6	42.0	41.9	56.5	59.1	44.3	49.1
32.6	31.8	32.7	33.2	33.0	45.9	48.5	35.2	39.9
265.3	259.3	269.1	270.4	275.2	415.4	423.0	330.0	467.4

3.1b

**Peratus sumbangan taburan pekerja formal mengikut skala upah,
Januari 2024 - Mac 2025**
*Percentage share of formal employees distribution by wage scale,
January 2024 - March 2025*

Skala upah Wage scale	Bulan / Month					
	2024					
	01	02	03	04	05	06
Peratus sumbangan pekerja formal Percentage share of formal employees (%)						
RM2,000 ke bawah Below RM2,000	30.2	32.0	31.2	32.2	32.2	32.2
RM2,000 - RM2,999	20.3	21.4	20.7	21.2	22.0	21.7
RM3,000 - RM3,999	13.7	13.8	13.6	13.7	14.0	13.9
RM4,000 - RM4,999	8.3	8.1	8.0	8.1	8.3	8.2
RM5,000 - RM5,999	5.8	5.5	5.5	5.5	5.5	5.6
RM6,000 - RM6,999	4.1	3.8	3.7	3.8	3.7	3.7
RM7,000 - RM7,999	3.0	2.8	2.7	2.7	2.7	2.7
RM8,000 - RM8,999	2.4	2.2	2.1	2.2	2.1	2.2
RM9,000 - RM9,999	1.7	1.5	1.5	1.5	1.4	1.5
RM10,000 - RM10,999	1.6	1.4	1.5	1.5	1.4	1.4
RM11,000 - RM11,999	1.1	0.9	1.0	0.9	0.9	0.9
RM12,000 - RM12,999	1.0	0.8	0.9	0.9	0.8	0.8
RM13,000 - RM13,999	0.8	0.6	0.7	0.7	0.6	0.6
RM14,000 - RM14,999	0.6	0.5	0.6	0.5	0.5	0.5
RM15,000 dan ke atas RM15,000 and above	5.4	4.9	6.4	4.7	4.0	4.1

3.1b Peratus sumbangan taburan pekerja formal mengikut skala upah, Januari 2024 - Mac 2025 (samb.) Percentage share of formal employees distribution by wage scale, January 2024 - March 2025 (cont.)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
(%)								
32.1	32.0	32.0	31.7	31.9	29.2	27.7	29.0	27.4
21.9	22.0	21.9	22.0	21.7	19.6	19.8	22.6	21.8
14.0	14.0	14.1	14.2	14.1	13.9	13.8	14.4	14.1
8.3	8.4	8.3	8.3	8.4	8.5	8.7	8.6	8.6
5.6	5.6	5.6	5.6	5.6	5.9	6.0	5.6	5.8
3.7	3.8	3.7	3.8	3.8	4.2	4.4	4.0	4.0
2.7	2.7	2.7	2.7	2.7	3.0	3.2	2.8	2.8
2.1	2.1	2.1	2.1	2.1	2.5	2.6	2.3	2.3
1.5	1.4	1.5	1.5	1.5	1.8	1.9	1.5	1.6
1.4	1.4	1.4	1.4	1.4	1.7	1.8	1.4	1.5
0.9	0.9	0.9	0.9	0.9	1.2	1.2	0.9	1.0
0.8	0.8	0.8	0.8	0.8	1.0	1.1	0.8	0.9
0.6	0.6	0.6	0.6	0.6	0.8	0.9	0.7	0.7
0.5	0.5	0.5	0.5	0.5	0.7	0.7	0.5	0.6
3.9	3.8	3.9	4.0	4.0	6.1	6.2	4.9	6.9

3.2 Upah bulanan pekerja formal mengikut persentil, Januari 2024 - Mac 2025

Formal employees monthly wages by percentile, January 2024 - March 2025

(RM)

Persentil Percentile	Bulan / Month					
	2024					
	01	02	03	04	05	06
Persentil ke-10 10th percentile	1,500	1,500	1,500	1,500	1,500	1,500
Persentil ke-20 20th percentile	1,627	1,600	1,622	1,600	1,600	1,600
Persentil ke-30 30th percentile	1,982	1,900	1,927	1,900	1,900	1,900
Persentil ke-40 40th percentile	2,382	2,278	2,300	2,264	2,245	2,264
Persentil ke-50 50th percentile	2,945	2,782	2,844	2,764	2,700	2,745
Persentil ke-60 60th percentile	3,564	3,364	3,500	3,364	3,300	3,300
Persentil ke-70 70th percentile	4,600	4,245	4,464	4,233	4,100	4,164
Persentil ke-80 80th percentile	6,300	5,800	6,100	5,800	5,500	5,600
Persentil ke-90 90th percentile	10,022	9,300	10,500	9,300	8,700	8,800

3.2 Upah bulanan pekerja formal mengikut persentil, Januari 2024 - Mac 2025 (samb.)

Formal employees monthly wages by percentile, January 2024 - March 2025 (cont.)

(RM)

Bulan / Month								
2024						2025		
07	08	09	10	11	12	01	02	03
1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,645	1,700
1,600	1,627	1,627	1,627	1,600	1,664	1,700	1,745	1,782
1,900	1,900	1,900	1,909	1,900	2,000	2,027	2,000	2,027
2,256	2,245	2,264	2,264	2,264	2,464	2,500	2,382	2,482
2,745	2,745	2,745	2,764	2,764	3,045	3,064	2,875	3,000
3,300	3,300	3,300	3,300	3,309	3,700	3,845	3,500	3,664
4,127	4,100	4,111	4,145	4,145	4,782	4,982	4,345	4,664
5,500	5,500	5,500	5,500	5,500	6,600	6,800	5,900	6,400
8,600	8,500	8,600	8,700	8,700	10,800	11,000	9,400	11,000

3.3a Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, Januari 2025

Number of formal employees by age group and economic activity, January 2025

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
Bilangan pekerja formal <i>Number of formal employees</i>						
						('000)
Kurang daripada 20 <i>Less than 20</i>	0.6	0.1	7.7	1.6	46.2	2.0
20-24	9.3	1.4	124.2	28.4	485.1	25.5
25-29	17.9	5.1	234.7	72.5	924.1	85.1
30-34	19.9	5.7	195.9	73.1	817.9	87.2
35-39	19.4	6.9	157.8	62.2	650.0	67.8
40-44	17.1	6.7	141.5	51.7	524.2	47.2
45-49	13.7	4.9	127.1	44.2	413.6	31.3
50-54	12.0	3.5	105.8	37.6	324.2	24.3
55-59	9.9	2.2	71.1	27.4	225.4	18.0
60-64	5.1	1.1	29.0	17.4	121.4	8.0
65 dan ke atas <i>65 and above</i>	3.8	0.7	17.2	11.6	85.0	5.5
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employee to economic activity</i>						
						(%)
Kurang daripada 20 <i>Less than 20</i>	0.5	0.2	0.6	0.4	1.0	0.5
20-24	7.2	3.8	10.2	6.6	10.5	6.4
25-29	13.9	13.4	19.4	17.0	20.0	21.2
30-34	15.4	14.9	16.2	17.1	17.7	21.7
35-39	15.1	18.2	13.0	14.5	14.1	16.9
40-44	13.3	17.4	11.7	12.1	11.4	11.7
45-49	10.7	12.7	10.5	10.3	9.0	7.8
50-54	9.3	9.0	8.7	8.8	7.0	6.0
55-59	7.7	5.7	5.9	6.4	4.9	4.5
60-64	3.9	2.8	2.4	4.1	2.6	2.0
65 dan ke atas <i>65 and above</i>	2.9	1.8	1.4	2.7	1.8	1.4

3.3b Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, Februari 2025

Number of formal employees by age group and economic activity, February 2025

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
Bilangan pekerja formal <i>Number of formal employees</i>						
						(‘000)
Kurang daripada 20 <i>Less than 20</i>	0.7	0.1	9.0	1.8	55.6	2.4
20-24	9.3	1.5	124.7	28.4	483.4	27.2
25-29	17.7	5.1	232.8	71.3	911.2	86.2
30-34	19.7	5.6	194.1	71.5	805.2	87.0
35-39	19.3	6.9	156.6	60.9	640.9	68.5
40-44	17.1	6.6	140.6	50.5	517.8	47.7
45-49	13.6	4.8	126.4	43.2	408.7	31.7
50-54	11.9	3.4	105.0	36.8	319.6	24.5
55-59	9.8	2.1	70.2	26.7	221.7	18.1
60-64	5.0	1.0	28.2	16.9	119.0	8.0
65 dan ke atas <i>65 and above</i>	3.7	0.7	16.9	11.4	83.5	5.6
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employee to economic activity</i>						
						(%)
Kurang daripada 20 <i>Less than 20</i>	0.5	0.2	0.7	0.4	1.2	0.6
20-24	7.3	3.8	10.4	6.8	10.6	6.7
25-29	13.8	13.3	19.3	17.0	20.0	21.2
30-34	15.4	14.9	16.1	17.0	17.6	21.4
35-39	15.1	18.3	13.0	14.5	14.0	16.8
40-44	13.4	17.5	11.7	12.0	11.3	11.7
45-49	10.7	12.8	10.5	10.3	8.9	7.8
50-54	9.3	9.0	8.7	8.8	7.0	6.0
55-59	7.7	5.6	5.8	6.4	4.9	4.4
60-64	3.9	2.7	2.3	4.0	2.6	2.0
65 dan ke atas <i>65 and above</i>	2.9	1.8	1.4	2.7	1.8	1.4

3.3c Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, Mac 2025

Number of formal employees by age group and economic activity, March 2025

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
Bilangan pekerja formal <i>Number of formal employees</i> ('000)						
Kurang daripada 20 <i>Less than 20</i>	0.8	0.1	10.4	2.0	67.0	2.7
20-24	9.5	1.5	126.4	28.0	494.9	27.4
25-29	17.7	5.1	230.8	68.9	920.7	86.1
30-34	19.7	5.6	191.6	68.9	810.1	85.7
35-39	19.2	6.9	154.8	58.9	645.3	67.7
40-44	17.0	6.7	138.7	49.0	521.6	47.2
45-49	13.6	4.8	124.4	42.0	411.7	31.4
50-54	11.8	3.4	103.0	35.8	321.6	24.2
55-59	9.7	2.2	68.8	25.9	222.4	17.9
60-64	4.9	1.0	27.4	16.5	119.0	7.9
65 dan ke atas <i>65 and above</i>	3.7	0.7	16.3	11.1	83.7	5.5
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employee to economic activity</i> (%)						
Kurang daripada 20 <i>Less than 20</i>	0.6	0.2	0.9	0.5	1.5	0.7
20-24	7.5	3.9	10.6	6.9	10.7	6.8
25-29	13.9	13.3	19.4	16.9	19.9	21.3
30-34	15.4	14.8	16.1	16.9	17.5	21.2
35-39	15.1	18.2	13.0	14.5	14.0	16.8
40-44	13.3	17.5	11.6	12.0	11.3	11.7
45-49	10.6	12.7	10.4	10.3	8.9	7.8
50-54	9.3	9.0	8.6	8.8	7.0	6.0
55-59	7.6	5.8	5.8	6.4	4.8	4.4
60-64	3.9	2.7	2.3	4.1	2.6	2.0
65 dan ke atas <i>65 and above</i>	2.9	1.8	1.4	2.7	1.8	1.4

3.4

**Median upah bulanan mengikut kumpulan umur dan aktiviti ekonomi,
Januari 2025 - Mac 2025**
*Median monthly wage by age group and economic activity,
January 2025 - March 2025*

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>				
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>
Januari 2025 <i>January 2025</i> (RM)					
Kurang daripada 20 <i>Less than 20</i>	1,500	1,514	1,564	1,500	1,500
20-24	1,682	2,100	1,864	1,800	1,800
25-29	1,982	4,500	2,400	2,600	2,700
30-34	2,200	5,000	3,000	3,264	3,300
35-39	2,427	9,200	3,527	3,600	3,800
40-44	2,500	13,400	3,864	3,600	4,164
45-49	2,500	13,600	4,200	3,900	4,400
50-54	2,544	11,000	4,227	3,800	4,145
55-59	2,500	8,000	4,233	3,500	3,727
60-64	3,000	5,500	3,850	3,900	3,200
65 dan ke atas <i>65 and above</i>	3,500	4,500	3,600	4,000	3,000
Februari 2025 <i>February 2025</i> (RM)					
Kurang daripada 20 <i>Less than 20</i>	1,682	1,664	1,700	1,700	1,682
20-24	1,727	1,900	1,882	1,800	1,845
25-29	1,945	4,000	2,245	2,500	2,545
30-34	2,064	4,300	2,700	3,027	3,082
35-39	2,245	9,000	3,100	3,364	3,500
40-44	2,318	13,700	3,364	3,364	3,800
45-49	2,300	12,600	3,600	3,500	3,945
50-54	2,332	9,200	3,600	3,400	3,700
55-59	2,327	6,000	3,582	3,164	3,345
60-64	2,509	3,925	3,182	3,400	3,000
65 dan ke atas <i>65 and above</i>	2,917	3,500	3,000	3,375	2,782

3.4

**Median upah bulanan mengikut kumpulan umur dan aktiviti ekonomi,
Januari 2025 - Mac 2025 (samb.)**
*Median monthly wage by age group and economic activity,
January 2025 - March 2025 (cont.)*

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>				
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>
Mac 2025 <i>March 2025</i>					
	(RM)				
Kurang daripada 20 <i>Less than 20</i>	1,700	1,700	1,700	1,700	1,700
20-24	1,782	1,945	1,927	1,900	1,882
25-29	2,000	5,000	2,364	2,645	2,664
30-34	2,164	6,000	2,882	3,200	3,300
35-39	2,373	13,700	3,345	3,500	3,800
40-44	2,482	19,200	3,600	3,500	4,027
45-49	2,482	17,400	3,827	3,700	4,127
50-54	2,500	12,467	3,800	3,527	3,964
55-59	2,500	7,600	3,782	3,364	3,500
60-64	2,645	4,500	3,300	3,500	3,000
65 dan ke atas <i>65 and above</i>	3,000	3,500	3,000	3,464	2,800

NOTA TEKNIKAL

TECHNICAL NOTES

1. PENGENALAN

Statistik Upah Pekerja disusun menggunakan data pentadbiran daripada pelbagai agensi bagi memantau prestasi gaji dan upah negara. Statistik yang dikeluarkan meliputi bilangan pekerja formal dan median upah bulanan. Nota teknikal ini menyediakan penerangan terperinci mengenai konsep, definisi, skop, liputan dan metodologi yang digunakan dalam penyusunan statistik ini bagi membantu pengguna untuk lebih memahami berkaitan maklumat upah pekerja yang dikeluarkan.

2. KONSEP DAN DEFINISI

Majikan : Merujuk kepada entiti ekonomi yang bekerja sama ada melalui kontrak perkhidmatan atau latihan perantisan, dan dilaporkan melalui sistem pekerjaan yang sesuai.

Pekerja Formal : Merujuk kepada individu yang bekerja di bawah kontrak perkhidmatan atau latihan perantisan bermajikan dan menerima ganjaran untuk kerja yang diselesaikan. Pekerja formal tidak termasuk mereka yang tergolong di bawah pekerjaan bukan standard, termasuk individu bekerja sendiri, pekerja gig, pekerja akaun sendiri, pekerja keluarga tanpa gaji, dan sebagainya.

Upah : Merujuk kepada semua ganjaran dalam bentuk wang yang dibayar sepanjang tempoh rujukan kepada pekerja. Anggaran upah termasuk bonus, komisen, dan elaun mengikut definisi sumber data. Tidak termasuk caj perkhidmatan; bayaran kerja lebih masa; ganjaran; faedah persaraan; faedah pengurangan pekerja, pemberhentian atau penamatan; mana-mana elaun perjalanan atau nilai mana-mana konsesi perjalanan; atau mana-mana saraan atau bayaran lain sebagaimana yang dikecualikan oleh Menteri.

Upah tidak termasuk pendapatan dari perniagaan sendiri atau sumber lain.

Aktiviti Ekonomi : Klasifikasi aktiviti ekonomi merujuk kepada Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 yang selaras dengan *International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4*. Pengelasan subaktiviti ekonomi dan aktiviti ekonomi adalah seperti paparan di bawah, dengan aktiviti ekonomi Pembuatan dan Perkhidmatan dapat diperincikan kepada lapan (8) subaktiviti ekonomi:

Sektor	Aktiviti ekonomi
Pertanian	Pertanian
Perlombongan & pengkuarian	Perlombongan & pengkuarian

Sektor	Aktiviti ekonomi
Pembuatan	Minyak & lemak daripada sayuran dan haiwan dan prosesan makanan
	Minuman dan produk tembakau
	Produk tekstil, pakaian dan kulit
	Produk kayu, perabot, keluaran kertas dan percetakan
	Produk petroleum, kimia, getah dan plastik
	Produk mineral bukan logam, logam asas dan produk logam yang direka
	Produk elektrik, elektronik dan optikal
	Peralatan pengangkutan, pembuatan lain dan pembaikan
Pembinaan	Pembinaan
Perkhidmatan	Utiliti
	Perdagangan borong dan runcit
	Makanan & minuman dan penginapan
	Pengangkutan dan penyimpanan
	Maklumat dan komunikasi
	Kewangan dan insurans
	Hartanah dan perkhidmatan perniagaan
	Perkhidmatan lain

Geografi : Lokasi geografi merujuk kepada negeri lokasi majikan. Maklumat majikan mengikut negeri diperolehi daripada pengintegrasian sumber data dengan domain statistik: *Malaysia Statistical Business Register (MSBR)*.

Etnik : Klasifikasi pekerja warganegara mengikut kumpulan etnik adalah seperti berikut:

- Bumiputera;
- Cina;
- India; dan
- Lain-lain.

3. TEMPOH RUJUKAN

Statistik ini berdasarkan kaedah akruan mengikut saranan Sistem Akaun Negara 2008 (SNA), yang mengambil kira bulan ketika kerja dilakukan tanpa mengira bila pembayaran dibuat atau diterima.

4. SKOP DAN LIPUTAN

Pengeluaran statistik upah pekerja aktiviti ekonomi formal adalah bersumberkan data pentadbiran yang meliputi data caruman wajib simpanan pekerja aktiviti ekonomi swasta dan pekerja tidak berpencen dalam aktiviti ekonomi awam serta data caruman insurans keselamatan sosial pekerja yang diperoleh daripada pelbagai agensi dengan tumpuan kepada pekerja warganegara dalam aktiviti ekonomi formal di Malaysia. Data ini tidak meliputi orang yang bekerja di bawah pekerjaan bukan standard, termasuk pekerja akaun sendiri dan pekerja keluarga yang tanpa gaji.

5. SUMBER DATA

Sumber data utama bagi penerbitan ini adalah daripada beberapa rekod pentadbiran yang dibekalkan oleh agensi berkaitan, seperti Kumpulan Wang Simpanan Pekerja (KWSP), Pertubuhan Keselamatan Sosial (PERKESO) dan lain-lain. *Malaysia Statistical Business Register* (MSBR) merupakan kerangka kerja pertubuhan dan perusahaan yang beroperasi di Malaysia turut digunakan sebagai asas penyusunan data. MSBR merangkumi Daftar Syarikat (ROC), Daftar Perniagaan (ROB) dan Perkongsian Liabiliti Terhad (LLP) yang berdaftar dengan Suruhanjaya Syarikat Malaysia (SSM) serta pertubuhan yang berdaftar dengan pihak berkuasa tempatan dan badan profesional.

6. METODOLOGI

Anggaran upah pekerja dalam laporan ini adalah berdasarkan upah dan nilai caruman yang dilaporkan oleh majikan. Oleh kerana data dilaporkan secara tunai (semasa pembayaran dilakukan) dan bukannya asas akruan (masa pembayaran diperoleh), anggaran memerlukan penukaran data daripada asas tunai kepada asas akruan yang dilakukan melalui kaedah "*calendarisation*". Selain itu, untuk menangani sebarang jurang yang berpotensi atau ketidaklengkapan dalam data, kaedah imputasi digunakan.

Bilangan pekerja dikira secara individu, di mana pekerja dengan pelbagai pekerjaan hanya akan dikira sekali gus. Pada masa yang sama, upah bagi individu yang mempunyai pelbagai pekerjaan adalah merujuk kepada jumlah upah yang diperoleh melalui semua pekerjaan yang dilakukan pada bulan rujukan.

Median merujuk kepada nilai yang terletak di tengah-tengah susunan suatu set nombor yang disusun secara tertib. Median upah digunakan untuk memberi gambaran "purata upah" yang lebih tepat kerana penentuan median tidak dipengaruhi nilai ekstrem.

7. PEMBUNDARAN

Hasil tambah bagi sesuatu kategori mungkin berbeza dengan jumlah besar atau sub-jumlah kerana pembundaran.

8. PERINCIAN STATISTIK

Statistik dalam laporan ini diperincikan seperti berikut:

- i. Jantina;
- ii. Etnik;
- iii. Kumpulan umur;
- iv. Aktiviti ekonomi; dan
- v. Negeri.

9. SEMAKAN

Data yang mendasari anggaran ini tertakluk kepada semakan yang berkaitan dengan penerimaan data tambahan atau data yang lebih lengkap dari semasa ke semasa, terutamanya nilai caruman yang digunakan dalam menganggarkan nilai upah.

10. SULIT DAN KERAHSIAAN

Keperluan perundangan yang dinyatakan dalam Akta Perangkaan 1965 [Akta 415] dan Akta Perlindungan Data Peribadi 2010 [Akta 709] untuk memastikan privasi dan kerahsiaan data ini telah diikuti. Selain itu, mengikut Akta Banci 1960 [Akta 16], keputusan telah dirahsiakan bagi memastikan ia tidak dapat membenarkan pengenalpastian seseorang atau organisasi tertentu.

11. SIMBOL DAN AKRONIM

% : peratus

0.0 : kurang dari 0.05 peratus

SSM : Suruhanjaya Syarikat Malaysia

DOSM : Jabatan Perangkaan Malaysia

KWSP : Kumpulan Wang Simpanan Pekerja

FDI : Pelaburan Langsung Asing

MNC : Syarikat Multi-Nasional

MSBR : *Malaysia Statistical Business Register*

MSIC : Piawaian Klasifikasi Industri Malaysia

NSO : Pejabat Statistik Negara

RM : Ringgit Malaysia

PMKS : Perusahaan Mikro, Kecil dan Sederhana

PERKESO : Pertubuhan Keselamatan Sosial

W.P. : Wilayah Persekutuan

1. INTRODUCTION

Employee Wages Statistics are compiled using administrative data from various agencies to monitor the performance of national wages and salaries. The statistics released cover the number of formal workers and median monthly wage. This technical note provides a detailed explanation of the concepts, definitions, scope, coverage and methodology used in the compilation of these statistics to help users better understand the wage information released.

2. CONCEPT AND DEFINITION

Employer : *Refer to an economic entity with whom the employee has a contract of service or apprenticeship, and is reported through the appropriate employment system.*

Formal Employee : *Refer to the person who works under a contract of service or apprenticeship with the employer and receives remuneration for the work completed. Formal employees do not include those who fall under non-standard employment, including self-employed, gig-workers, own-account workers, unpaid family workers, etc.*

Wages : *Refers to all remuneration in money payable made throughout the reference period to employees. The wage estimated includes bonuses, commissions and allowances per the data sources' definition. It does exclude service charges; overtime payments; gratuity; retirement benefits; retrenchment, lay-off or termination benefits; any travelling allowance or the value of any travelling concession; or any other remuneration or payment as may be exempted by the Minister.*

Wages do not include income from own businesses or other sources.

Economic Activity : *Economic activity is classified according to Malaysian Standard Industrial Classification (MSIC) 2008 which is based on the International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4. The classification of sub-economic activities and economic activities is as in exhibit below, with the Manufacturing and Services economic activities can be detailed into eight sub-economic activities:*

Sector	Economic activity
Agriculture	Agriculture
Mining and quarrying	Mining and quarrying

Sector	Economic activity
Manufacturing	Vegetable and animal oils & fats and food processing
	Beverages and tobacco products
	Textiles, wearing apparel and leather products
	Wood products, furniture, paper products and printing
	Petroleum, chemical, rubber and plastic products
	Non-metallic mineral products, basic metal and fabricated metal products
	Electrical, electronic and optical products
	Transport equipment, other manufacturing and repair
Construction	Construction
Services	Utilities
	Wholesale and retail trade
	Food & beverages and accommodation
	Transportation and storage
	Information and communication
	Finance and insurance
	Real estate and business services
	Other services

Geographical : Geographical location refers to the state where the employer is located. Employer information by state is obtained by integrating data sources with the statistical domain: Malaysia Statistical Business Register (MSBR).

Ethnic : The classification of the Malaysian formal employee's ethnic group is as follows:

- Bumiputera;
- Chinese;
- Indian; and
- Others.

3. REFERENCE PERIOD

The statistics are based on the accrual basis in accordance with the 2008 System of National Accounts (SNA) recommendation, which reflects the month when the work is done regardless of when the payment is made or received.

4. SCOPE AND COVERAGE

The release of these statistics is based on administrative data, including data on the mandatory contribution of retirement savings by the private and non-pensionable public economic activities and data on the contribution of social security insurance obtained from various agencies which focus on citizen formal employees in Malaysia. The data does not cover employed persons fall under non-standard employment, including own-account workers and unpaid family workers.

5. DATA SOURCES

The primary data sources for this publication comprise multiple administrative records provided by relevant agencies, i.e., Employees Provident Fund (EPF), Social Security Organisation (SOCSO) and others. Malaysia Statistical Business Register (MBSR), which comprises the list of establishments or enterprises operating in Malaysia gathered from the Register of Companies (ROC), Register of Businesses (ROB) and Limited Liability Partnership (LLP) registered with Companies Commission Malaysia (CCM) as well as establishment that is registered with the local authority and professional bodies also incorporated in the compilation.

6. METHODOLOGY

The estimation of employee wages in this report is based on the wages and value of contributions reported by the employers. As the data are reported on a cash basis (the time when the payment was made) rather than an accrual basis (the time when the payment was earned), the estimates require the conversion of data from a cash basis to an accrual basis done through a "calendarisation" method. Moreover, to address any potential gaps or incompleteness in the data, an imputation method is applied.

The number of employees is calculated on an individual basis, in which the employee with multiple jobs will only be calculated at once. Correspondingly, wage for individual with multiple jobs is refer to the sum of all wages that are earned through all jobs performed in the reference month.

The median refers to the middle observation in a set of data that are arranged in a sequence. The median wage is used to give a more accurate picture of the "average wage", as the determination of the median is not affected by extreme values.

7. ROUNDING

Due to rounding, the sum of component figures may not tally with the sub-total or total statistics.

8. DETAIL OF STATISTICS

The statistics in this report are presented as follows:

- i. Sex;
- ii. Ethnic;
- iii. Age group;
- iv. Economic activity; and
- v. State.

9. REVISION

Data that underlying these estimates are subjected to revision which relates to receiving additional or more complete data over time, particularly the contribution value of which used in estimating the wage values.

10. PRIVACY AND CONFIDENTIALITY

Legislative requirements stated in Statistics Act 1965 [Act 415] and Personal Data Protection Act 2010 [Act 709] to ensure the privacy and secrecy of this data have been followed. Furthermore, in accordance with the Census Act 1960 [Act 16], the results have been confidential to ensure that they are not likely to enable the identification of a particular person or organisation.

11. SYMBOL AND ACRONYM

%	: percentage
0.0	: less than 0.05 per cent
CCM	: Companies Commision Malaysia
DOSM	: Department of Statistics Malaysia
EPF	: Employee Provident Fund
FDI	: Foreign Direct Investment
MNC	: Multinational Companies
MSBR	: Malaysia Statistical Business Register
MSIC	: Malaysia Standard Industrial Classification
NSO	: National Statistical Offices
RM	: Malaysian Ringgit
MSME	: Micro, Small and Medium Enterprise
SOCISO	: Social Security Organization
W.P.	: Wilayah Persekutuan

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