



KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

SUKU TAHUN KETIGA 2025
THIRD QUARTER 2025

Pemakluman

Jabatan Perangkaan Malaysia (DOSM) sedang melaksanakan Banci Ekonomi 2026 (BE2026), bertemakan “Data Nadi Ekonomi Rakyat”. Pelaksanaan Banci Ekonomi kali keenam ini berlangsung dari 5 Januari hingga 31 Oktober 2026. BE2026 bertujuan untuk mengumpul data yang menyeluruh dan berstruktur daripada semua pertubuhan perniagaan berdaftar dan tidak berdaftar di Malaysia, bagi menilai prestasi, struktur serta ciri-ciri ekonomi negara secara komprehensif dan berasaskan bukti.

Malaysia buat julung kalinya telah menduduki tangga pertama (1) di peringkat global dalam laporan dwi-tahunan *Open Data Inventory (ODIN)* 2024/25 yang dikeluarkan oleh *Open Data Watch (ODW)*, mengatasi 197 negara lain. Pencapaian ini merupakan lonjakan ketara daripada kedudukan ke-67 dalam penilaian *ODIN* 2022/23.

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

Announcement

The Department of Statistics Malaysia (DOSM) is conducting the Economic Census 2026 (BE2026), themed “Data Nadi Ekonomi Rakyat”. The sixth Economic Census, running from 5th January to 31st October 2026. BE2026 aims to collect comprehensive, structured data from all registered and unregistered business establishments in Malaysia to assess the nation’s economic performance, structure and characteristics in an evidence-based manner.

Malaysia has, for the first time, successfully secured the top position globally in the biennial Open Data Inventory (ODIN) 2024/25 report released by Open Data Watch (ODW), surpassing 197 other countries. This achievement marks a significant leap from its 67th position in the ODIN 2022/23 assessment.

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“Sumber: Jabatan Perangkaan Malaysia”

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Laporan Statistik Upah Pekerja (Sektor Formal) Suku Tahunan diterbitkan oleh Jabatan Perangkaan Malaysia (DOSM) menggunakan sumber data pentadbiran yang diperolehi 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

Januari 2026

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

January 2026

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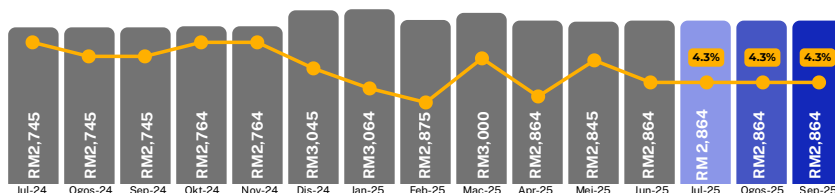
KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

STATISTIK UPAH PEKERJA (SEKTOR FORMAL) SUKU TAHUN KETIGA 2025

“Median upah bulanan pekerja formal warganegara Malaysia meningkat **4.3 peratus** tahun ke tahun kepada **RM2,864** pada September 2025.”

SIRI MASA: MEDIAN UPAH BULANAN

Median Upah Bulanan Peratus perubahan tahun ke tahun (%)



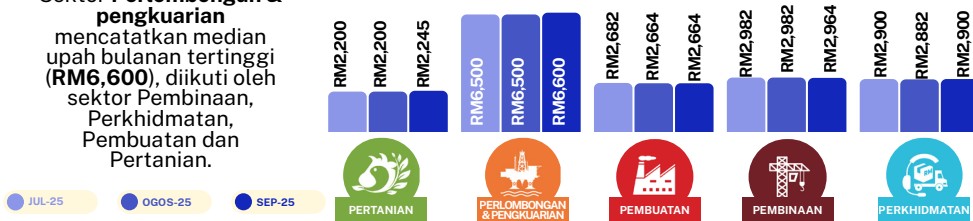
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MENGIKUT JANTINA



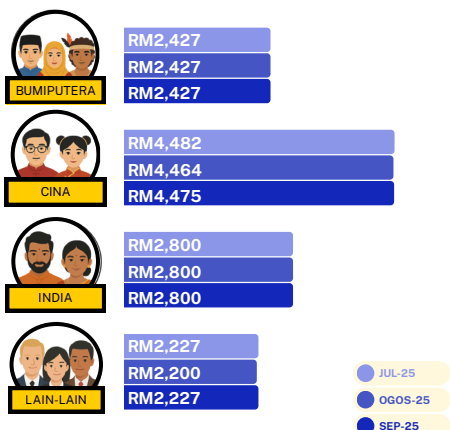
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Sektor **Perlombongan & pengkuarian** mencatatkan median upah bulanan tertinggi (**RM6,600**), diikuti oleh sektor **Pembinaan, Perkhidmatan, Pembuatan dan Pertanian**.

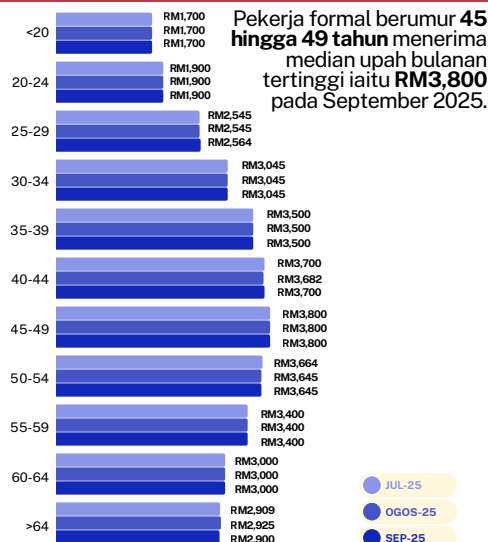


MENGIKUT ETNIK

Pekerja formal Bumiputera mencatatkan median upah bulanan sebanyak **RM2,427**, Cina (**RM4,475**), India (**RM2,800**) pada September 2025.

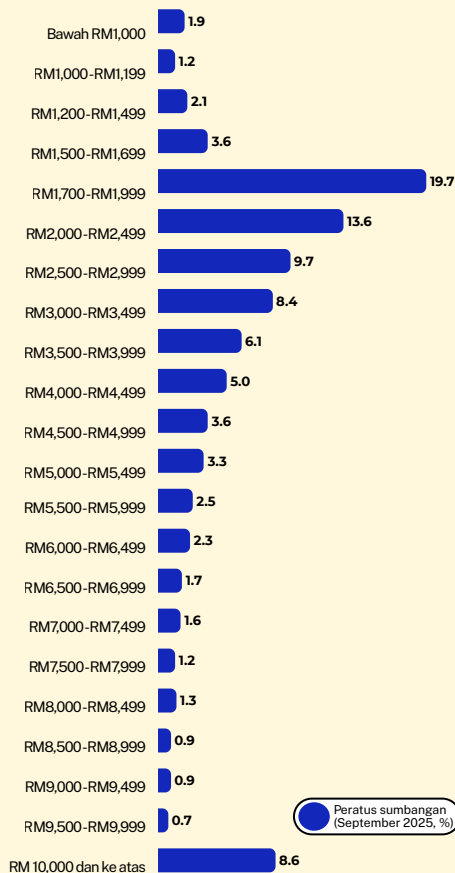


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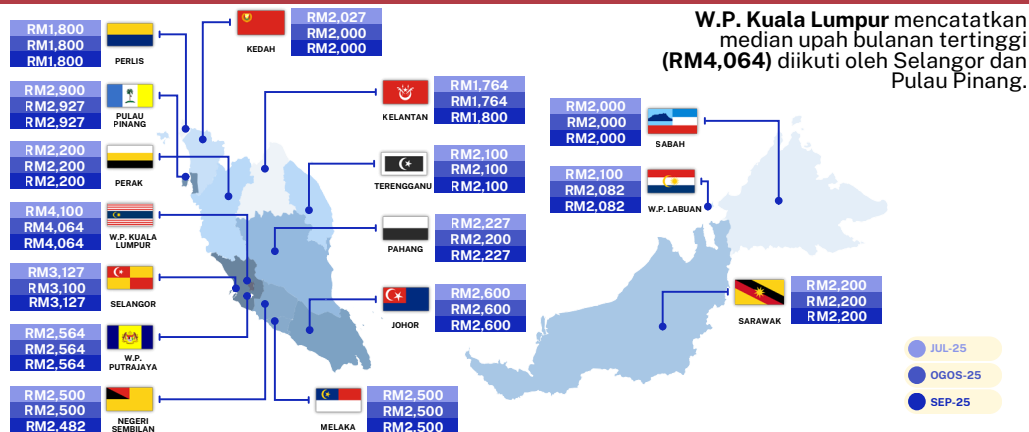
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Peratusan pekerja formal yang menerima upah di bawah RM1,700 menyusut sebanyak **13.5 mata peratus** kepada **8.8 peratus** pada September 2025 (September 2024: 22.2 peratus).



Nota: Hasil tambah mungkin berbeza dengan jumlah kerana pembundaran secara berasingan

MENGIKUT NEGERI DAN WILAYAH



W.P. Kuala Lumpur mencatatkan median upah bulanan tertinggi (**RM4,064**) diikuti oleh Selangor dan Pulau Pinang.

SKOP & LIPUTAN

Statistik ini bersumberkan data pentadbiran meliputi data caruman wajib simpanan pekerja sektor swasta dan pekerja tidak berpuan sektor awam serta data caruman insurans keselamatan sosial pekerja yang diperoleh 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 elauan 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.

SUMBER: LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL), SUKU TAHUN KETIGA 2025, JABATAN PERANGKAAN MALAYSIA (DOSM)



20 Oktober

2016 - 2030



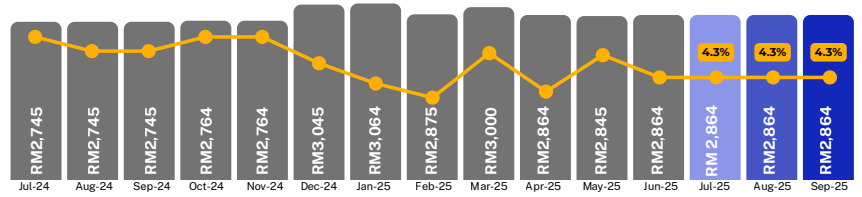
MINISTRY OF ECONOMY
DEPARTMENT OF STATISTICS

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) THIRD QUARTER 2025

“The median monthly wage of Malaysian formal employees increased by **4.3 per cent** year-on-year to **RM2,864** in September 2025.”

TIME SERIES: MEDIAN MONTHLY WAGE

Median Monthly Wages Year-on-year percentage change (%)

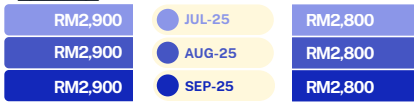


MEDIAN MONTHLY WAGE OF CITIZEN FORMAL EMPLOYEES BY DIMENSIONS

BY SEX

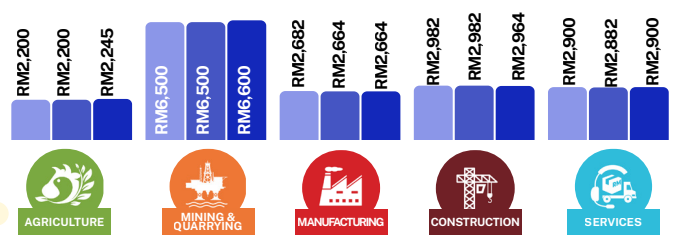


Median monthly wage for **male (RM2,900)** was higher than female (RM2,800) in September 2025.



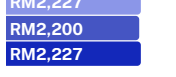
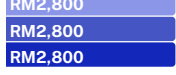
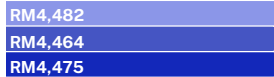
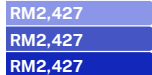
BY ECONOMIC ACTIVITY

The **Mining & quarrying** sector recorded the highest median monthly wage (**RM6,600**), followed by Construction, Services, Manufacturing and Agriculture sectors.

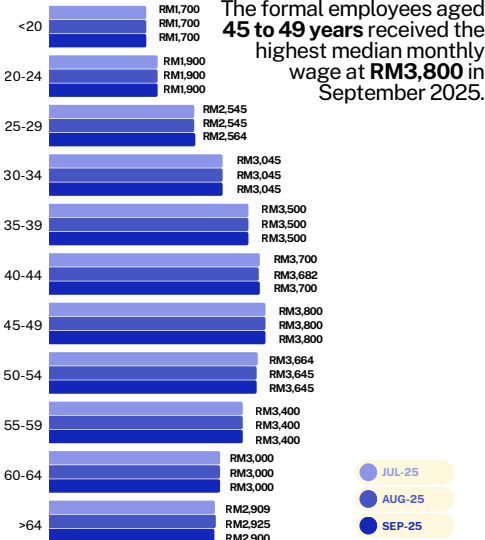


BY ETHNIC

Bumiputera formal employees recorded the median monthly wage of RM2,427, Chinese (RM4,475) and Indian (RM2,800) in September 2025.



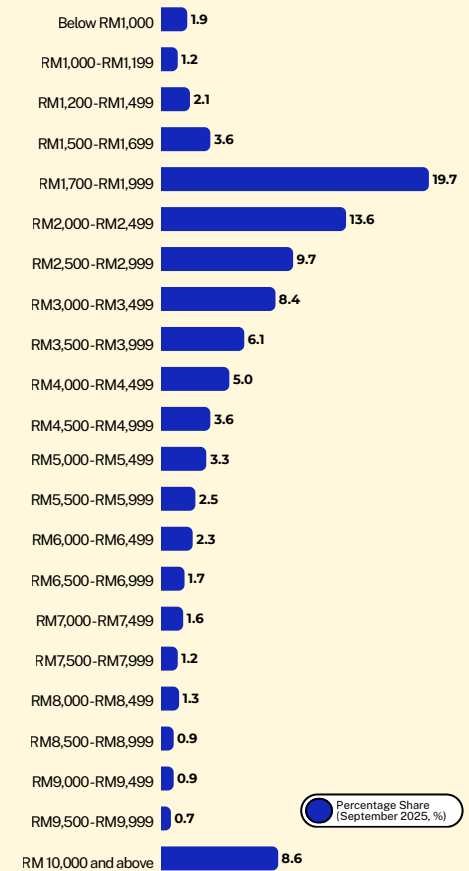
BY AGE GROUP



The formal employees aged **45 to 49 years** received the highest median monthly wage at **RM3,800** in September 2025.

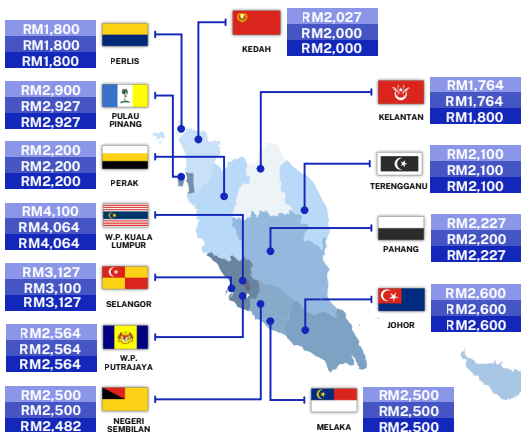
DISTRIBUTION BY WAGE SCALE

The percentage of formal employees earning below RM1,700 declined **13.5 percentage point to 8.8 per cent** in September 2025 (September 2024: 22.2 per cent).

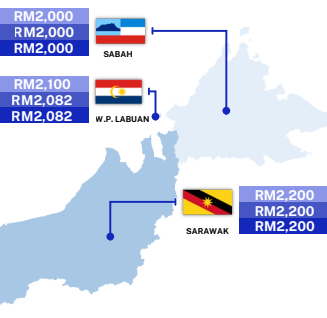


Notes: The sum may differ from the total due to independent rounding

BY STATE AND REGION



W.P. Kuala Lumpur posted the highest median monthly wage (**RM4,064**) 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.

SOURCE: EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT, THIRD QUARTER 2025, DEPARTMENT OF STATISTICS MALAYSIA (DOSM)



20 October

2016 - 2030

RINGKASAN PENEMUAN

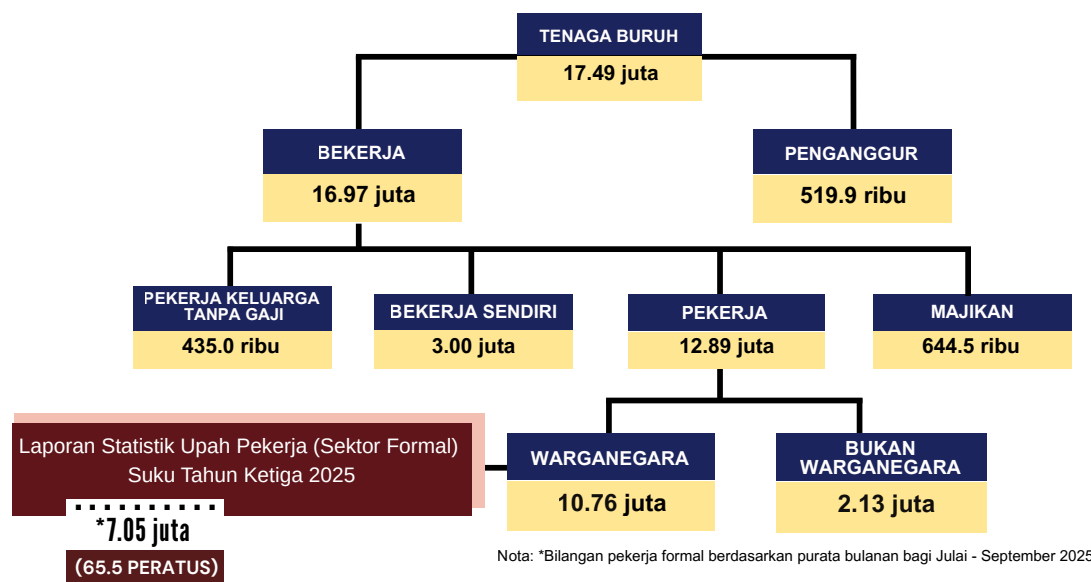
1. PENGENALAN

Laporan Statistik Upah Pekerja (Sektor Formal) Suku Tahunan adalah sebahagian daripada inisiatif Jabatan Perangkaan Malaysia dalam menyediakan statistik upah yang lebih komprehensif, terperinci, dan kerap bagi memenuhi permintaan pengguna yang semakin meningkat. Laporan ini menggunakan data pentadbiran daripada pelbagai agensi dan memberi tumpuan utama kepada pekerja warganegara Malaysia dalam aktiviti ekonomi swasta formal 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 keadaan pasaran buruh, menggubal dasar serta merancang, melaksanakan, dan memantau program pembangunan sumber manusia yang bertujuan untuk mengukuhkan pasaran buruh Malaysia.

2. KEDUDUKAN UPAH PEKERJA FORMAL MALAYSIA

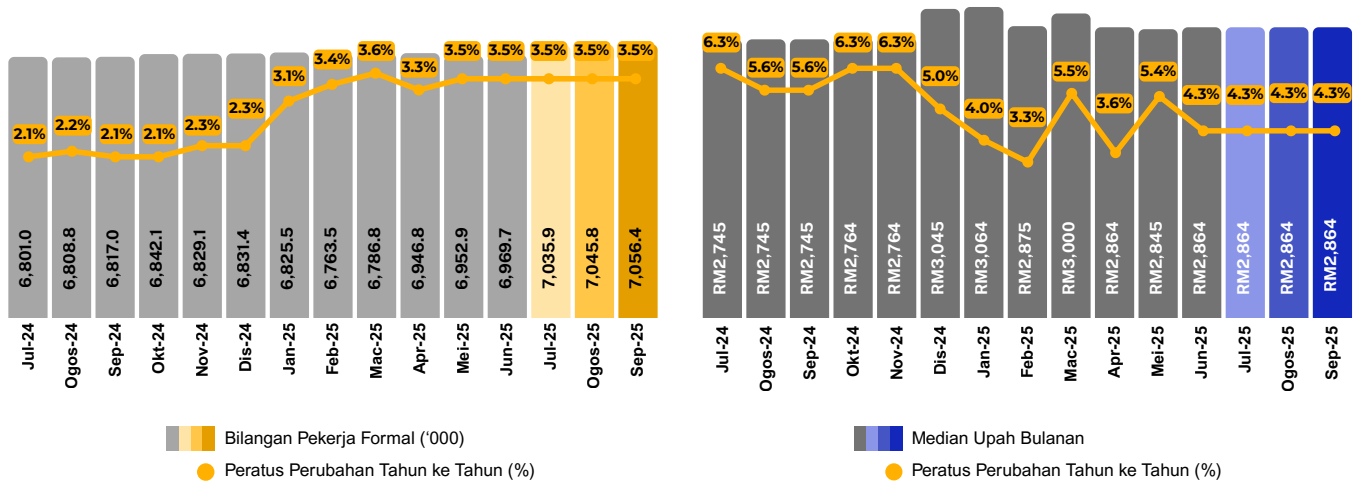
Pasaran buruh Malaysia menunjukkan daya tahan pada suku tahun ketiga 2025, disokong oleh peningkatan berterusan dalam kedua-dua penawaran dan permintaan buruh. Dari segi penawaran, bilangan penduduk bekerja meningkat sebanyak 3.1 peratus tahun ke tahun, mencapai 16.97 juta orang. Pada masa yang sama, bilangan penganggur menurun sebanyak 3.9 peratus secara tahunan atau bersamaan 21.1 ribu orang, menjadikan jumlah keseluruhan seramai 519.9 ribu orang penganggur dalam tempoh tersebut. Sehubungan itu, kadar pengangguran menurun kepada 3.0 peratus, berbanding 3.2 peratus direkodkan pada suku yang sama tahun sebelumnya. (**Paparan 1**)

Paparan 1: Kerangka Analisis Gaji & Upah Bulanan, ST3 2025



Berdasarkan statistik yang disusun menggunakan data pentadbiran, bilangan pekerja formal di Malaysia pada September 2025 adalah seramai 7.06 juta orang (Julai 2025: 7.04 juta orang; Ogos 2025: 7.05 juta orang). Secara tahun ke tahun, guna tenaga formal meningkat sebanyak 3.5 peratus pada setiap bulan dalam suku ketiga, mencerminkan permintaan buruh yang berterusan. Sementara itu, median upah bulanan bagi pekerja formal kekal pada RM2,864 sepanjang tempoh ini, dengan pertumbuhan tahun ke tahun sebanyak 4.3 peratus, mencerminkan pertumbuhan gaji yang berterusan. (**Carta 1**)

Carta 1: Bilangan Pekerja Formal dan Median Upah Bulanan, Julai 2024 - September 2025



3. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT JANTINA

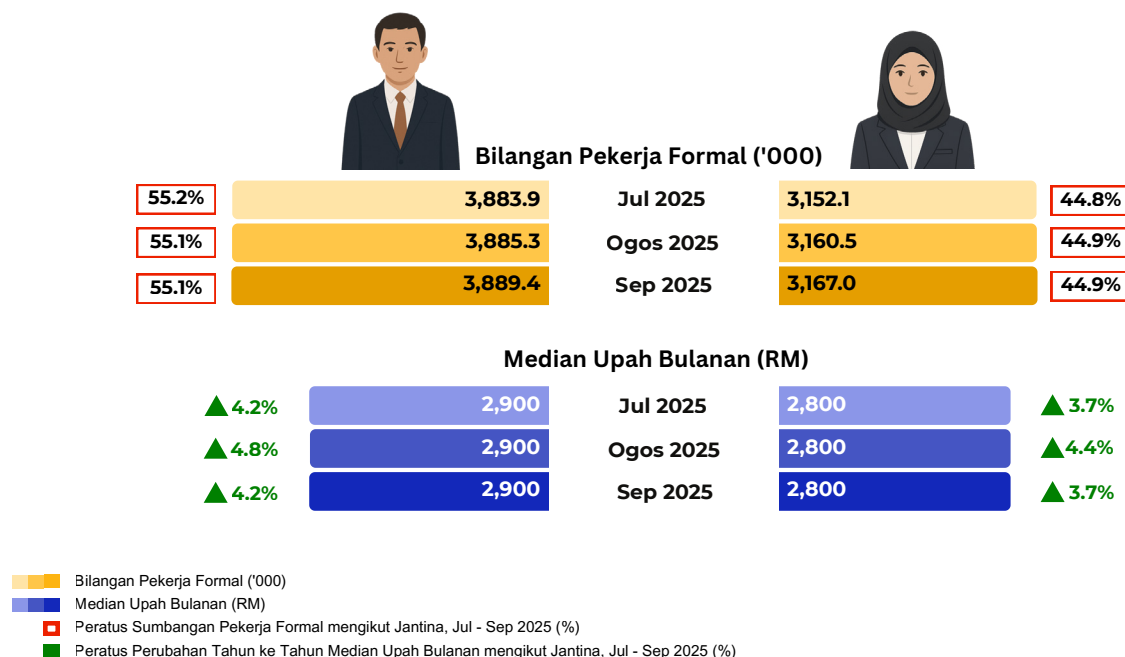
Pada September 2025, bilangan pekerja formal lelaki warganegara mencecah 3.89 juta orang atau bersamaan dengan 55.1 peratus daripada jumlah keseluruhan guna tenaga formal. Angka ini mencerminkan 3.3 peratus peningkatan tahun ke tahun daripada 3.76 juta orang yang direkodkan pada September 2024. Pekerja formal warganegara lelaki mencatatkan median upah bulanan sebanyak RM2,900 pada Julai, Ogos dan September 2025, dengan peningkatan tahun ke tahun masing-masing sebanyak 4.2 peratus, 4.8 peratus, dan 4.2 peratus.

Sementara itu, bilangan pekerja formal warganegara perempuan mewakili 44.9 peratus daripada jumlah keseluruhan guna tenaga formal, berjumlah 3.17 juta orang pada September 2025. Angka ini mencerminkan peningkatan tahun ke tahun sebanyak 3.7 peratus daripada 3.05 juta orang yang direkodkan pada September 2024. Dari segi upah, pekerja formal warganegara perempuan memperoleh median upah bulanan sebanyak RM2,800 pada Julai, Ogos dan September 2025, dengan pertumbuhan tahun ke tahun sebanyak 3.7 peratus pada September 2025 (Julai 2025: 3.7%; Ogos 2025: 4.4%). (**Paparan 2**)

Berdasarkan penemuan ini, analisis jurang upah mengikut jantina mendedahkan bahawa pekerja formal lelaki warganegara secara konsisten menerima median upah bulanan yang lebih tinggi daripada pekerja formal perempuan. Pada September 2025, pekerja formal lelaki warganegara memperoleh RM100 median upah bulanan yang lebih tinggi berbanding pekerja formal perempuan warganegara.

RINGKASAN PENEMUAN

Paparan 2: Bilangan Pekerja Formal dan Median Upah Bulanan mengikut Jantina, Julai - September 2025



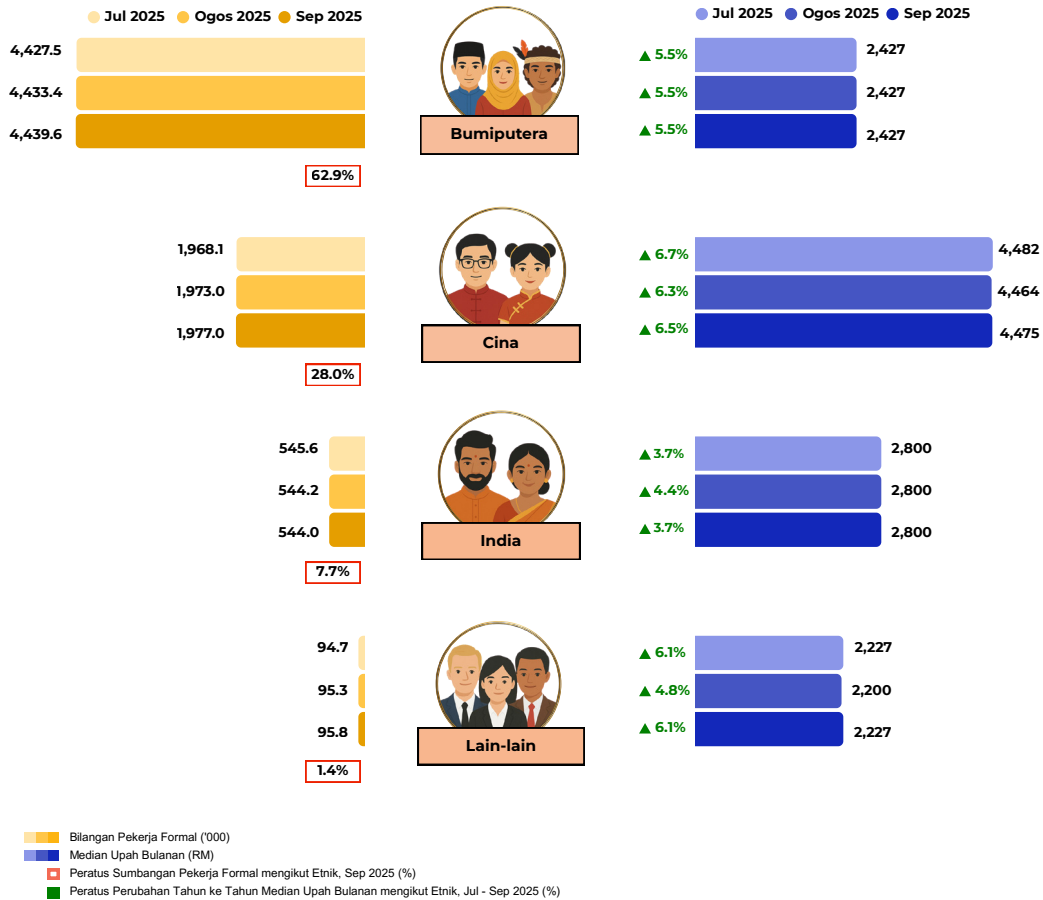
4. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT ETNIK

Pada suku tahun ketiga 2025, semua kumpulan etnik mencatatkan pertumbuhan tahun ke tahun dalam median upah bulanan. Pekerja formal Bumiputera yang merupakan kumpulan etnik terbesar, mewakili 62.9 peratus daripada jumlah pekerja formal di Malaysia (4.44 juta orang), menerima median upah bulanan sebanyak RM2,427 pada September 2025 (Julai 2025: RM2,427; Ogos 2025: RM2,427), meningkat sebanyak 5.5 peratus berbanding tempoh sama tahun sebelumnya (Julai 2025: 5.5%; Ogos 2025: 5.5%).

Pekerja formal Cina, meliputi 28.0 peratus daripada keseluruhan pekerja formal di Malaysia (1.98 juta orang), merekodkan median upah bulanan sebanyak RM4,475 pada September 2025 (Julai 2025: RM4,482; Ogos 2025: RM4,464), menunjukkan 6.5 peratus pertumbuhan tahun ke tahun.

Sementara itu, pekerja formal India, merangkumi 7.7 peratus daripada keseluruhan pekerja formal di Malaysia (544.0 ribu orang) pada September 2025, menerima median upah bulanan sebanyak RM2,800 pada semua bulan dalam suku tahun ketiga 2025, dengan pertumbuhan tahun ke tahun 3.7 peratus pada September 2025 (Julai 2025: 3.7%; Ogos 2025: 4.4%). **(Paparan 3)**

Paparan 3: Bilangan Pekerja Formal dan Median Upah Bulanan mengikut Etnik, Julai - September 2025



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

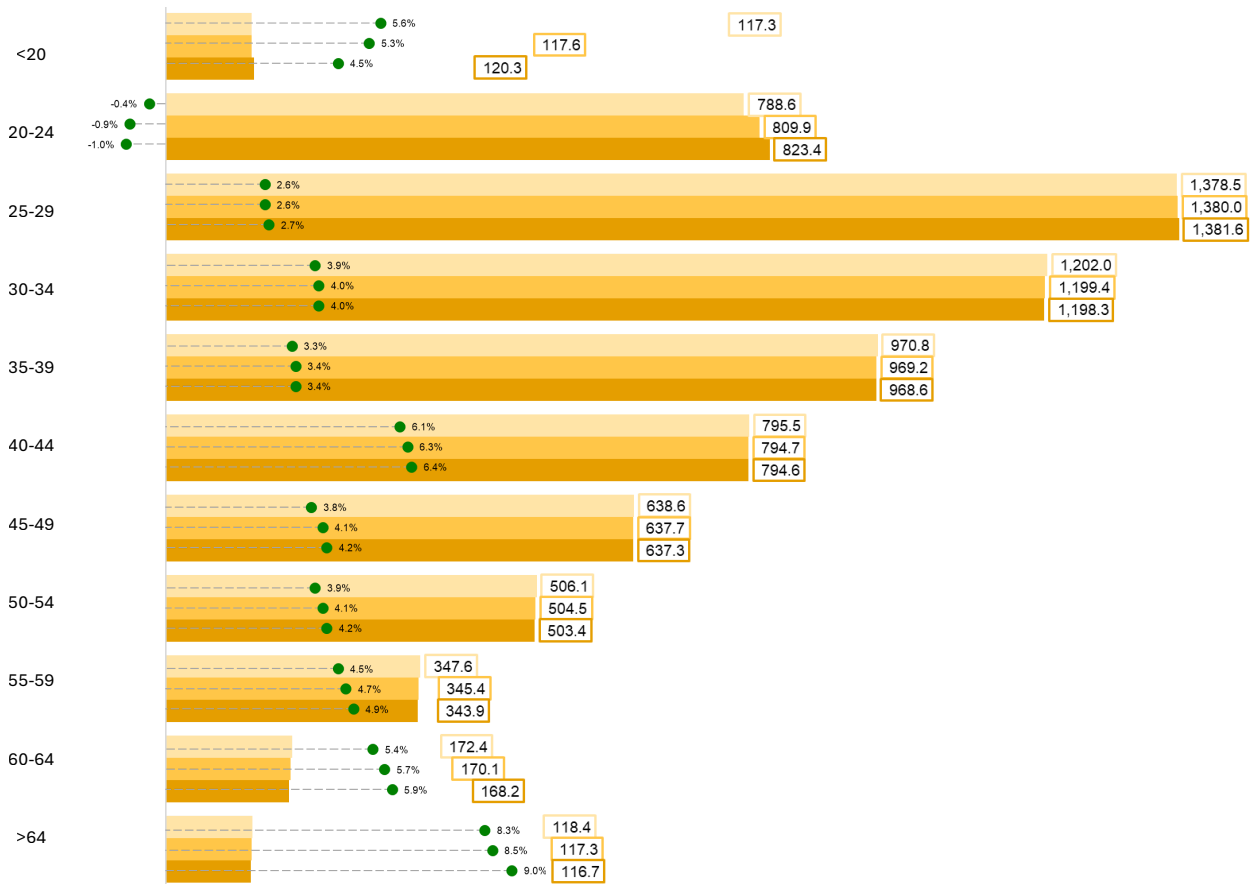
Pada September 2025, semua kumpulan umur merekodkan peningkatan bilangan pekerja formal, kecuali kumpulan umur 20 hingga 24 tahun yang menurun sebanyak 1.0 peratus tahun ke tahun. Sementara itu, pekerja formal berusia 65 tahun dan ke atas mencatatkan peningkatan tertinggi dalam bilangan pekerja formal, meningkat sebanyak 9.0 peratus. (**Paparan 4**)

Pekerja formal berumur 45 hingga 49 tahun menerima median upah bulanan tertinggi sebanyak RM3,800, dengan pertumbuhan tahun ke tahun sebanyak 4.8 peratus pada Julai, Ogos dan September 2025 berbanding tempoh sama pada tahun sebelumnya. (**Paparan 5**)

Sebaliknya, pekerja formal di bawah umur 20 tahun merekodkan median upah bulanan terendah iaitu RM1,700 pada September 2025. Menariknya, kumpulan ini mencatatkan pertumbuhan upah terpanjang dalam tempoh tersebut, dengan median upah bulanan meningkat sebanyak 13.3 peratus tahun ke tahun daripada RM1,500 yang direkodkan pada September 2024.

RINGKASAN PENEMUAN

Paparan 4: Bilangan Pekerja Formal mengikut Kumpulan Umur, Julai - September 2025



- Bilangan Pekerja Formal, Jul 2025 ('000)
- Bilangan Pekerja Formal, Ogos 2025 ('000)
- Bilangan Pekerja Formal, Sep 2025 ('000)
- Peratus Perubahan Tahun ke Tahun Pekerja Formal mengikut Kumpulan Umur, Jul - Sep 2025 (%)

**Paparan 5: Median Upah Bulanan mengikut Kumpulan Umur,
Julai - September 2025**

Kumpulan Umur	Median Upah Bulanan (RM)	Jul 2025	Ogos 2025	Sep 2025
<20	1,700	13.3%	13.3%	13.3%
20-24	1,900	6.6%	5.6%	5.6%
25-29	2,564	3.3%	3.3%	2.5%
30-34	3,045	1.5%	1.5%	1.5%
35-39	3,500	4.6%	4.6%	4.1%
40-44	3,700	4.9%	4.5%	4.9%
45-49	3,800	4.8%	4.8%	4.8%
50-54	3,645	4.7%	4.2%	4.2%
55-59	3,400	6.3%	6.3%	6.3%
60-64	3,000	2.5%	2.6%	3.4%
>64	2,900	7.7%	7.3%	6.4%

▲ Median Upah Bulanan, Jul 2025 (RM)
 ◆ Median Upah Bulanan, Ogos 2025 (RM)
 ● Median Upah Bulanan, Sep 2025 (RM)
 ■ Peratus Perubahan Tahun ke Tahun Median Upah Bulanan mengikut Kumpulan Umur, Jul - Sep 2025 (%)

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

Dari perspektif ekonomi, median upah bulanan mencatatkan pertumbuhan positif merentas semua sektor ekonomi pada suku tahun ketiga 2025. **(Paparan 6)**

Sektor Perkhidmatan mempunyai bilangan pekerja formal yang terbesar (67.9%), dengan 4.79 juta orang pada September 2025. Median upah bulanan bagi sektor Perkhidmatan adalah sebanyak RM2,900 pada September 2025 (Julai 2025: RM2,900; Ogos 2025: RM2,882), mencerminkan peningkatan tahun ke tahun sebanyak 4.2 peratus. Dalam sektor Perkhidmatan, subsektor Kewangan dan insurans merekodkan median upah bulanan tertinggi pada September 2025 sebanyak RM6,000, diikuti subsektor Maklumat dan komunikasi sebanyak RM5,300. Sebaliknya, subsektor Makanan & minuman dan penginapan merekodkan median upah bulanan terendah sebanyak RM2,000 untuk tiga bulan berturut-turut pada suku tahun ketiga 2025.

Sektor Pembuatan menyumbang 17.6 peratus (1.24 juta orang) daripada keseluruhan pekerja formal pada September 2025. Median upah bulanan bagi sektor Pembuatan adalah RM2,664 pada September 2025, 3.9 peratus lebih tinggi berbanding September 2024. Dari sudut subsektor, subsektor Minuman dan produk tembakau merekodkan median upah bulanan tertinggi sebanyak RM3,327 manakala subsektor Produk tekstil, pakaian dan kulit mencatatkan median upah bulanan terendah iaitu RM2,164.

RINGKASAN PENEMUAN

Sektor Pembinaan mempunyai seramai 0.45 juta orang atau 6.3 peratus daripada keseluruhan pekerja formal pada September 2025. Sektor ini merekodkan median upah bulanan sebanyak RM2,964 pada September 2025, meningkat 5.8 peratus pertumbuhan tahun ke tahun daripada September 2024.

Sektor Pertanian merangkumi 0.13 juta pekerja formal atau bersamaan 1.8 peratus daripada jumlah pekerja formal pada September 2025. Sektor ini mencatatkan median upah bulanan terendah iaitu RM2,245, mewakili peningkatan tahun ke tahun sebanyak 10.8 peratus pada September 2025.

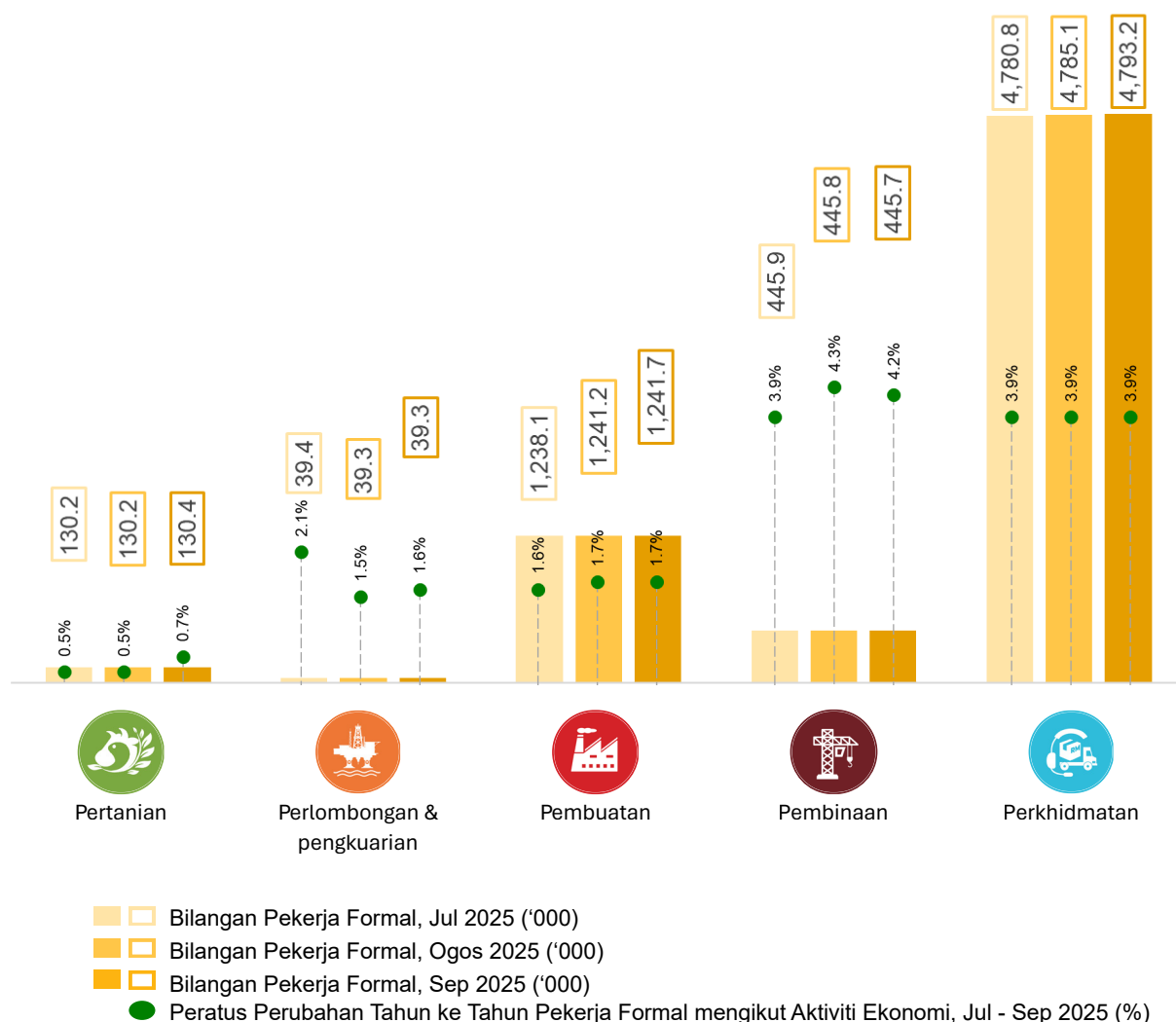
Walaupun hanya menyumbang 0.6 peratus daripada jumlah keseluruhan pekerja formal, sektor Perlombongan & pengkuarian merekodkan median upah bulanan tertinggi iaitu RM6,600 pada September 2025 (Julai 2025: RM6,500; Ogos 2025: RM6,500). (**Paparan 7**)

Paparan 6: Median Upah Bulanan mengikut Aktiviti Ekonomi, Julai - September 2025

Jenis Aktiviti Ekonomi	Median Upah Bulanan (RM)	Jul 2025	Ogos 2025	Sep 2025
Pertanian	2,245	8.5%	8.5%	10.8%
Perlombongan & pengkuarian	6,600	12.1%	10.2%	11.9%
Pembuatan	2,664	4.6%	4.7%	3.9%
Minyak dan lemak daripada sayuran dan haiwan proses makanan		5.2%	6.0%	5.2%
Minuman dan produk tembakau		3.2%	2.3%	1.9%
Produk tekstil, pakaian dan kulit		4.9%	5.8%	6.7%
Produk kayu, perabot, keluaran kertas dan percetakan		4.2%	4.2%	4.2%
Produk petroleum, kimia, getah dan plastik		4.5%	4.9%	3.8%
Produk mineral bukan logam, logam asas dan produk logam yang direka		6.1%	5.4%	4.7%
Produk elektrik, elektronik dan optikal		2.4%	4.4%	2.0%
Peralatan pengangkutan, pembuatan lain dan pembaikan		6.3%	4.9%	3.6%
Pembinaan	2,964	5.5%	4.8%	5.8%
Perkhidmatan	2,900	4.9%	4.3%	4.2%
Utiliti		6.1%	3.2%	7.7%
Perdagangan borong dan runcit		4.2%	4.2%	5.0%
Makanan & minuman dan penginapan		2.8%	3.8%	1.9%
Pengangkutan dan penyimpanan		5.0%	3.4%	2.5%
Maklumat dan komunikasi		3.9%	3.9%	3.9%
Kewangan dan insurans		3.4%	2.4%	1.7%
Hartanah dan perkhidmatan perniagaan		3.4%	4.1%	2.5%
Perkhidmatan lain		5.8%	5.1%	4.4%



Paparan 7: Bilangan Pekerja Formal mengikut Sektor Ekonomi, Julai - September 2025



7. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT NEGERI

Dari segi bilangan, pekerja formal merekodkan pertumbuhan tahun ke tahun yang positif untuk semua negeri pada September 2025. Selangor mencatatkan bilangan pekerja formal tertinggi, yang mewakili 28.2 peratus (1.99 juta orang) daripada keseluruhan pekerja formal, diikuti oleh W.P. Kuala Lumpur, meliputi 20.5 peratus (1.45 juta orang) dan Johor, merangkumi 10.8 peratus (0.76 juta orang).

Median upah bulanan mengikut negeri pada suku tahun ketiga 2025 menunjukkan semua negeri mengalami pertumbuhan tahun ke tahun yang positif. W.P. Kuala Lumpur merekodkan median upah bulanan tertinggi sebanyak RM4,064, diikuti Selangor sebanyak RM3,127 dan Pulau Pinang sebanyak RM2,927. Tiga negeri ini didapati melebihi median upah bulanan nasional sebanyak RM2,864 pada September 2025. Sebaliknya, Kelantan dan Perlis mencatatkan median upah bulanan terendah sebanyak RM1,800, diikuti oleh Sabah dan Kedah masing-masing sebanyak RM2,000. (**Paparan 8**)

RINGKASAN PENEMUAN

Paparan 8: Bilangan Pekerja Formal dan Median Upah Bulanan mengikut Negeri, Julai - September 2025

		Bilangan Pekerja Formal ('000)			Median Upah Bulanan		
		Jul 2025	Ogos 2025	Sep 2025	Jul 2025	Ogos 2025	Sep 2025
	MALAYSIA	7,035.9 100	7,045.8 100	7,056.4 100	RM2,864 4.3	RM2,864 4.3	RM2,864 4.3
	JOHOR	756.0 10.7	759.1 10.8	760.2 10.8	RM2,600 4.0	RM2,600 4.0	RM2,600 4.0
	KEDAH	252.0 3.6	252.1 3.6	251.7 3.6	RM2,027 4.2	RM2,000 5.3	RM2,000 3.8
	KELANTAN	97.1 1.4	96.4 1.4	95.9 1.4	RM1,764 8.4	RM1,764 7.2	RM1,800 7.0
	MELAKA	180.9 2.6	181.4 2.6	181.7 2.6	RM2,500 4.2	RM2,500 4.2	RM2,500 4.2
	NEGERI SEMBILAN	173.7 2.5	173.9 2.5	174.1 2.5	RM2,500 5.0	RM2,500 5.0	RM2,482 5.0
	PAHANG	173.6 2.5	173.6 2.5	173.1 2.5	RM2,227 6.1	RM2,200 5.7	RM2,227 7.0
	PULAU PINANG	562.1 8.0	562.6 8.0	564.6 8.0	RM2,900 3.6	RM2,927 4.5	RM2,927 4.5
	PERAK	319.1 4.5	319.5 4.5	320.4 4.5	RM2,200 7.6	RM2,200 7.6	RM2,200 7.6
	PERLIS	18.9 0.3	18.9 0.3	18.9 0.3	RM1,800 7.0	RM1,800 7.0	RM1,800 7.0
	SELANGOR	1,982.3 28.2	1,986.6 28.2	1,991.2 28.2	RM3,127 4.2	RM3,100 3.3	RM3,127 4.2
	TERENGGANU	149.9 2.1	149.4 2.1	149.9 2.1	RM2,100 5.0	RM2,100 5.0	RM2,100 5.0
	SABAH	355.9 5.1	355.5 5.0	355.1 5.0	RM2,000 6.3	RM2,000 6.3	RM2,000 6.3
	SARAWAK	516.6 7.3	517.2 7.3	518.6 7.3	RM2,200 6.6	RM2,200 7.6	RM2,200 6.6
	W.P. KUALA LUMPUR	1,446.6 20.6	1,448.0 20.6	1,449.5 20.5	RM4,100 2.5	RM4,064 2.5	RM4,064 2.5
	W.P. LABUAN	18.4 0.3	18.5 0.3	18.5 0.3	RM2,100 5.0	RM2,082 4.1	RM2,082 4.1
	W.P. PUTRAJAYA	33.0 0.5	33.1 0.5	33.1 0.5	RM2,564 2.5	RM2,564 2.5	RM2,564 2.5

Penetapan negeri adalah berdasarkan lokasi majikan.

% Peratus Sumbangan Pekerja Formal mengikut Negeri (%)

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

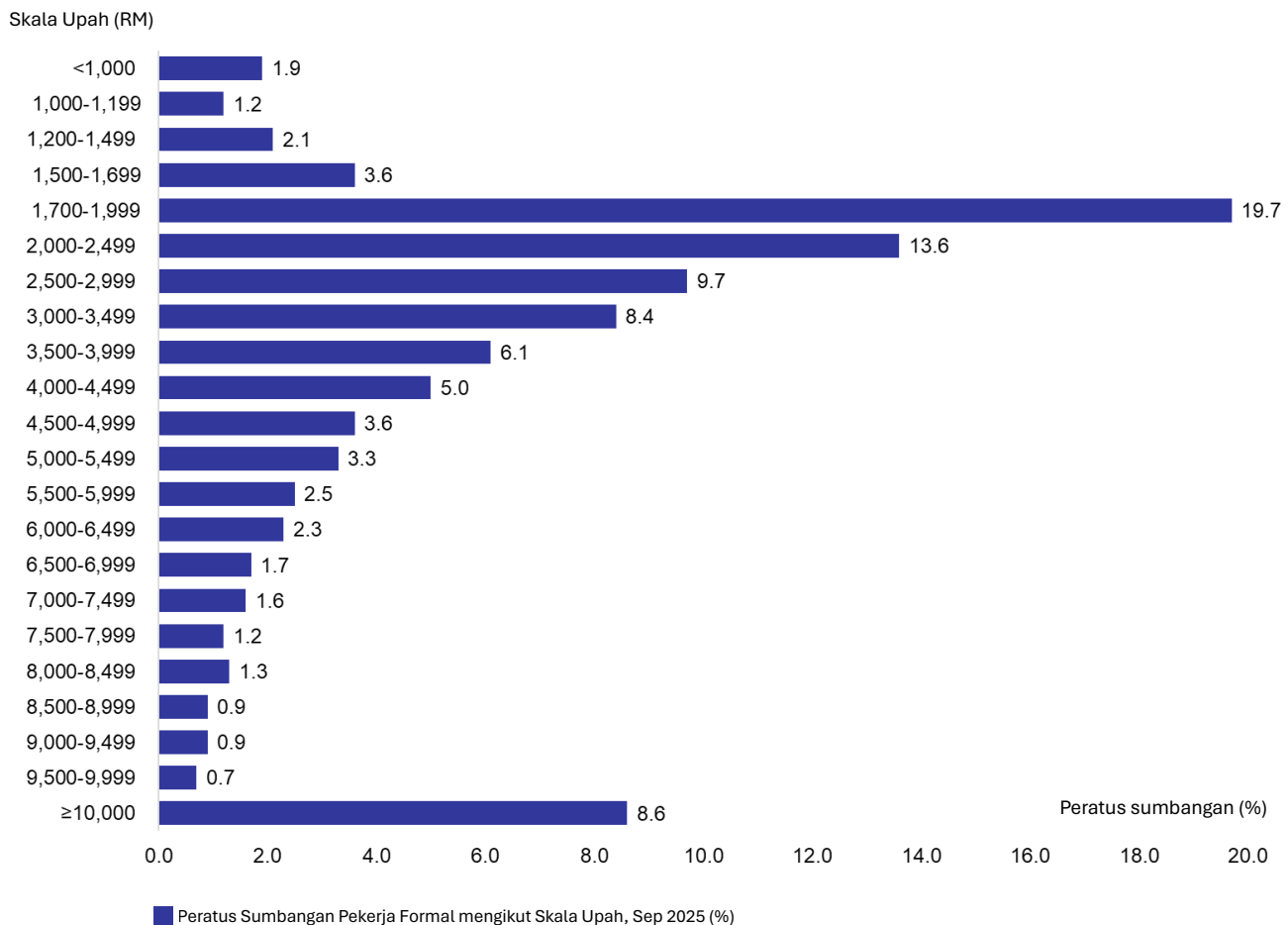
8. TABURAN UPAH BULANAN PEKERJA FORMAL

Analisis taburan pekerja formal mengikut skala upah pada September 2025 menunjukkan, 8.8 peratus pekerja formal warganegara menerima kurang daripada RM1,700 sebulan. Angka ini menunjukkan penurunan yang signifikan iaitu 13.5 mata peratus daripada 22.2 peratus pada tahun sebelumnya. Pada tempoh yang sama, 8.6 peratus daripada pekerja formal warganegara menerima upah bulanan tertinggi (RM10,000 dan ke atas) pada September 2025. (**Paparan 9**)

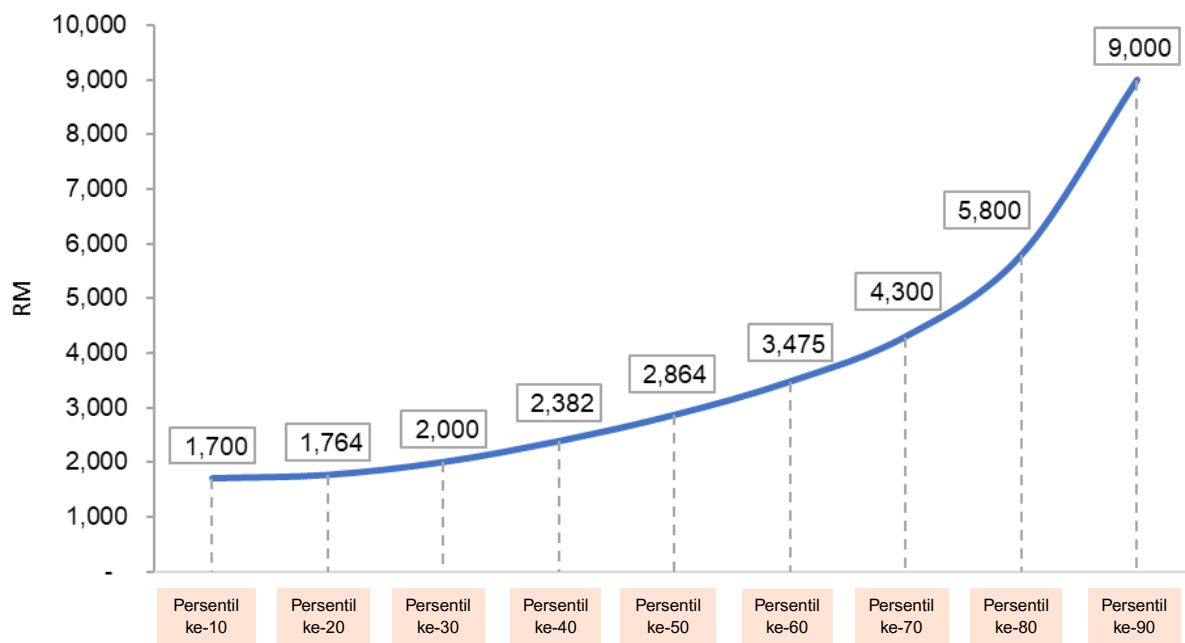
Sementara itu, analisis persentil menunjukkan pekerja formal pada persentil ke-10 menerima upah RM1,700 atau kurang setiap bulan pada September 2025. Tambahan lagi, kumpulan ini mencatatkan peningkatan sebanyak 13.3 peratus berbanding bulan yang sama pada tahun sebelumnya. Sementara itu, pekerja yang berada dalam persentil ke-90 menerima upah RM9,000 atau lebih yang merekodkan peningkatan sebanyak 4.7 peratus berbanding tahun sebelumnya. (**Paparan 10**)

Ini menunjukkan bahawa kumpulan penerima upah tertinggi menerima lebih 5.3 kali ganda daripada mereka pada skala upah terendah.

Paparan 9: Taburan Pekerja Formal mengikut Skala Upah, September 2025



Paparan 10: Taburan Upah Pekerja Formal mengikut Persentil, September 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.

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SUMMARY OF FINDINGS

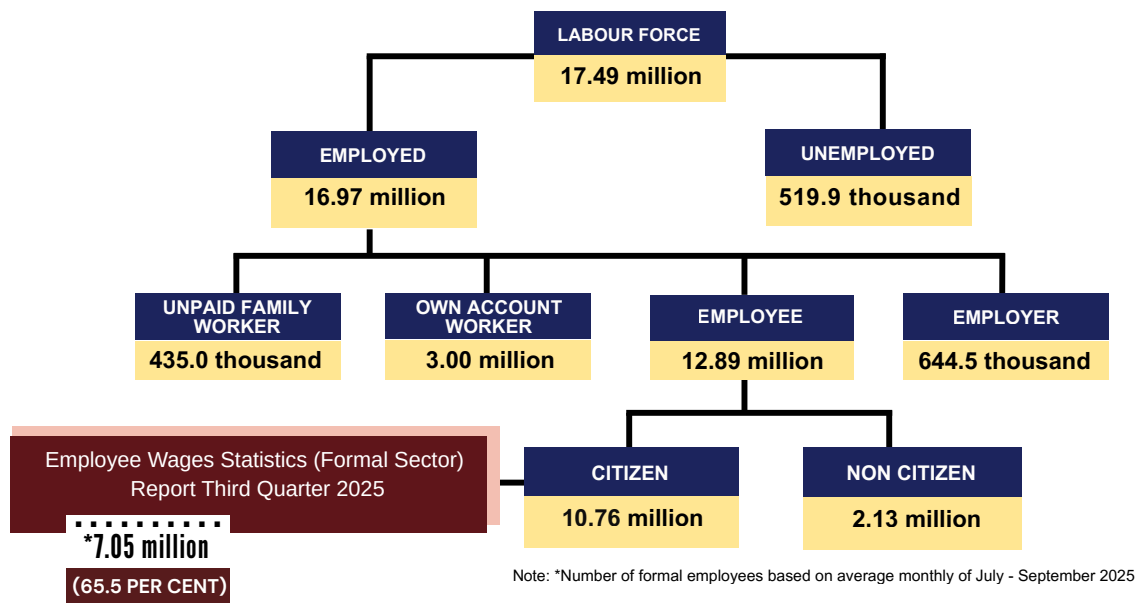
1. INTRODUCTION

The Quarterly Employee Wages Statistics (Formal Sector) Report 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 uses administrative data from multiple agencies and mainly focuses on Malaysian citizen employees in Malaysia's formal private economic activity. The wages estimated in this publication refers 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 human resource development programmes aimed at strengthening Malaysia's labour market.

2. WAGES SITUATION OF FORMAL EMPLOYEES IN MALAYSIA

Malaysia's labour market demonstrated resilience in the third quarter of 2025, supported by sustained improvement in both labour supply and demand. From the supply perspective, the number of employed persons increased by 3.1 per cent year-on-year, reaching 16.97 million persons. Simultaneously, the unemployed persons declined by 3.9 per cent annually or equivalent to 21.1 thousand, resulting in a total of 519.9 thousand unemployed persons during the period. Consequently, the unemployment rate edged down to 3.0 per cent, compared to 3.2 per cent recorded in the corresponding quarter of the previous year. (**Exhibit 1**)

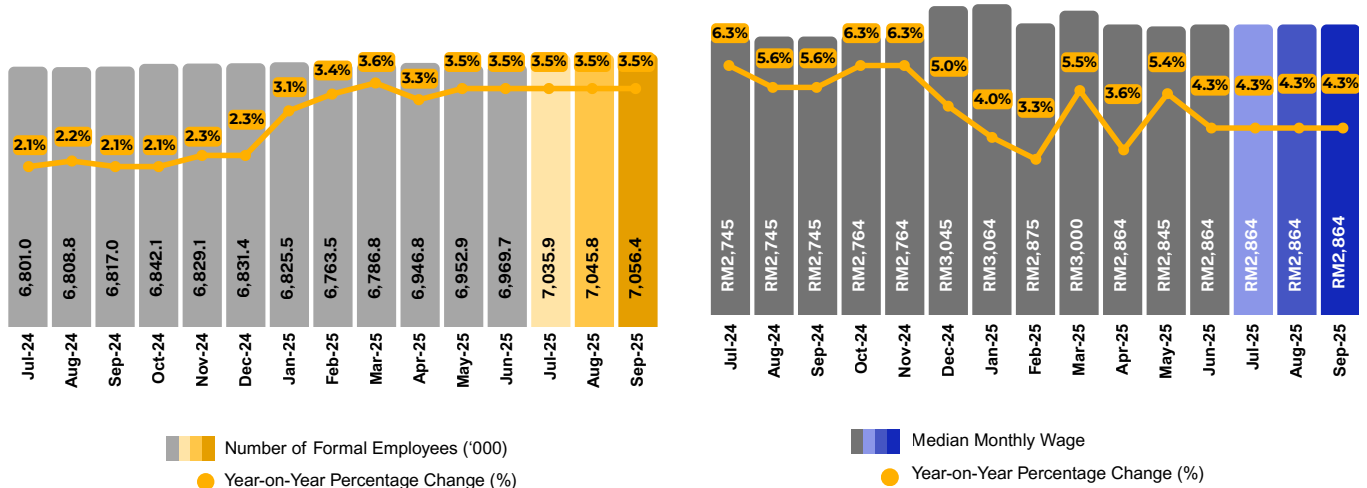
Exhibit 1: Monthly Salaries & Wages Analysis Framework, Q3 2025



SUMMARY OF FINDINGS

Based on statistics derived from administrative data, the number of Malaysian formal employees in September 2025 was 7.06 million persons (July 2025: 7.04 million persons; August 2025: 7.05 million persons). On a year-on-year basis, formal employment expanded by 3.5 per cent in each month of the third quarter, underscoring sustained labour demand. Meanwhile, median monthly wage for formal employees remained stable at RM2,864 throughout the period, with year on year growth of 4.3 per cent, reflecting continued wage growth. (**Chart 1**)

Chart 1: Number of Formal Employees and Median Monthly Wage, July 2024 - September 2025



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

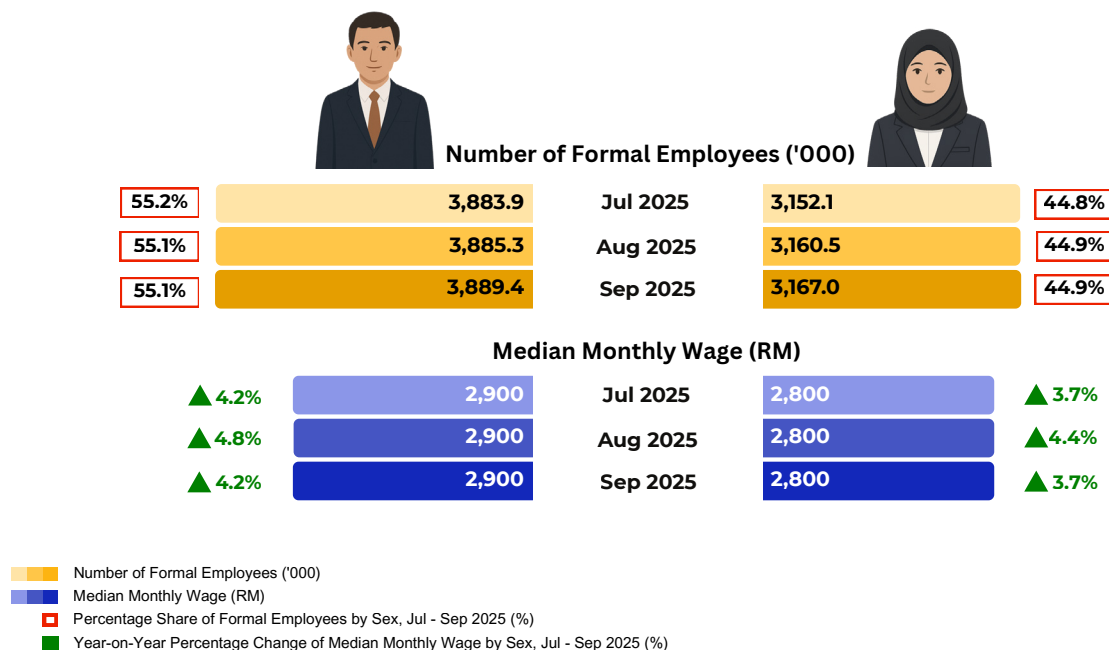
In September 2025, Malaysian male formal employees accounted for 3.89 million persons or equivalent to 55.1 per cent of the total formal employment. This figure reflects a 3.3 per cent year-on-year increase from 3.76 million persons recorded in September 2024. Malaysian male formal employees recorded a median monthly wage of RM2,900 in July, August and September 2025, with year-on-year growth of 4.2 per cent, 4.8 per cent, and 4.2 per cent, respectively.

On the other hand, Malaysian female formal employees represented 44.9 per cent of the total formal employment, amounting to 3.17 million persons in September 2025. This figure reflects a 3.7 per cent year-on-year increase from 3.05 million persons recorded in September 2024. In terms of wages, Malaysian female formal employees earned a median monthly wage of RM2,800 in July, August and September 2025, with a year-on-year growth of 3.7 per cent in September 2025 (July 2025: 3.7%; August 2025: 4.4%). (**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. In September 2025, Malaysian male formal employees received RM100 higher median monthly wage than Malaysian female formal employees.

SUMMARY OF FINDINGS

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



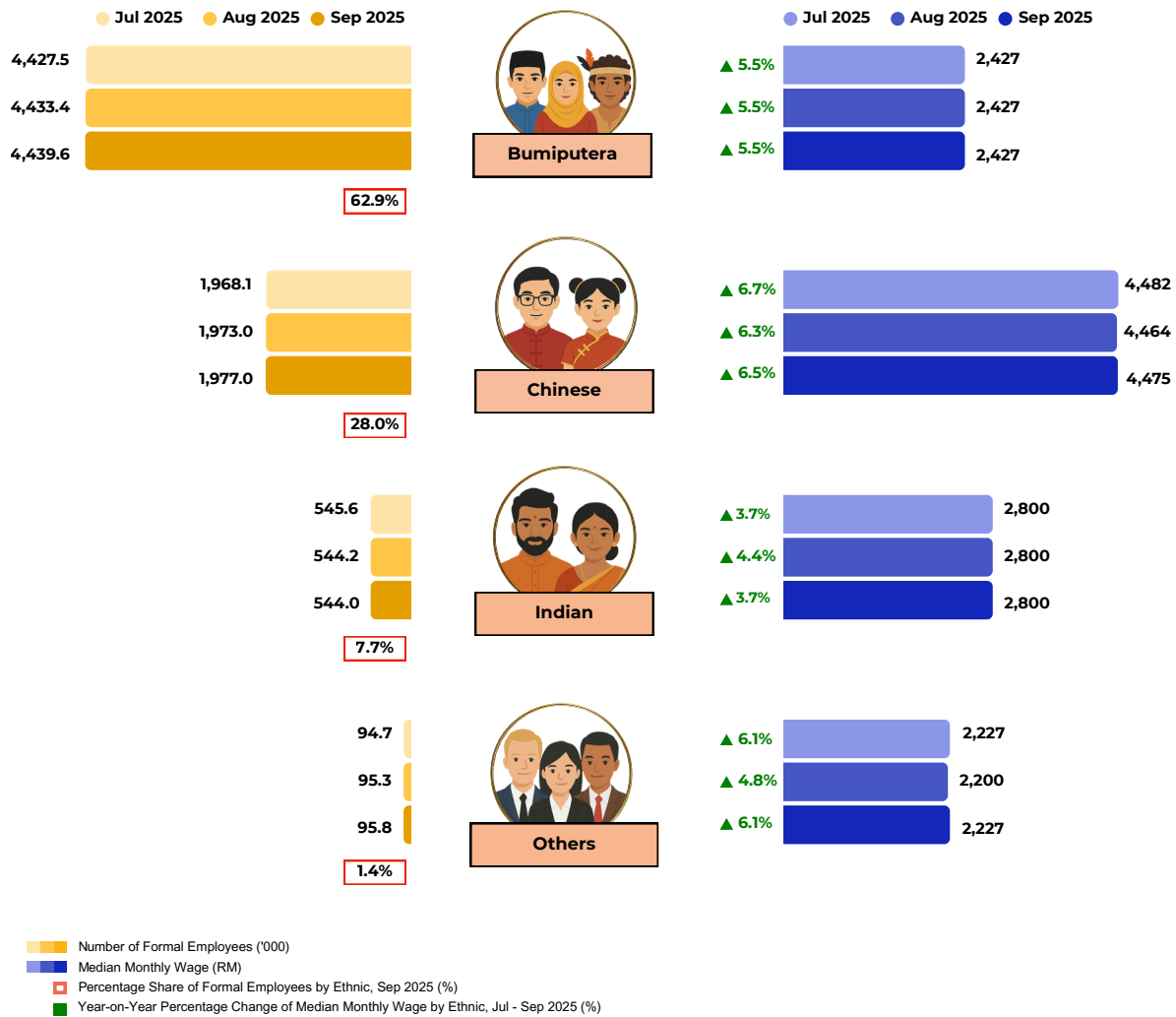
4. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY ETHNIC

In the third quarter of 2025, all ethnic groups recorded year-on-year increases in median monthly wage. Bumiputera formal employees who made up the largest ethnic group, representing 62.9 per cent of the total Malaysian formal employees (4.44 million persons), earned a median monthly wage of RM2,427 in September 2025 (July 2025: RM2,427; August 2025: RM2,427), reflecting a 5.5 per cent increase compared to the same period in the previous year (July 2025: 5.5%; August 2025: 5.5%).

Chinese formal employees, comprising 28.0 per cent of the total Malaysian formal employees (1.98 million persons), recorded a median monthly wage at RM4,475 in September 2025 (July 2025: RM4,482; August 2025: RM4,464), marking a 6.5 per cent year-on-year growth.

Meanwhile, Indian formal employees, accounting for 7.7 per cent of the total Malaysian formal employees (544.0 thousand persons) in September 2025, earned a median monthly wage of RM2,800 in all months of third quarter 2025, with a year-on-year growth of 3.7 per cent in September 2025 (July 2025: 3.7%; August 2025: 4.4%). (**Exhibit 3**)

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



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

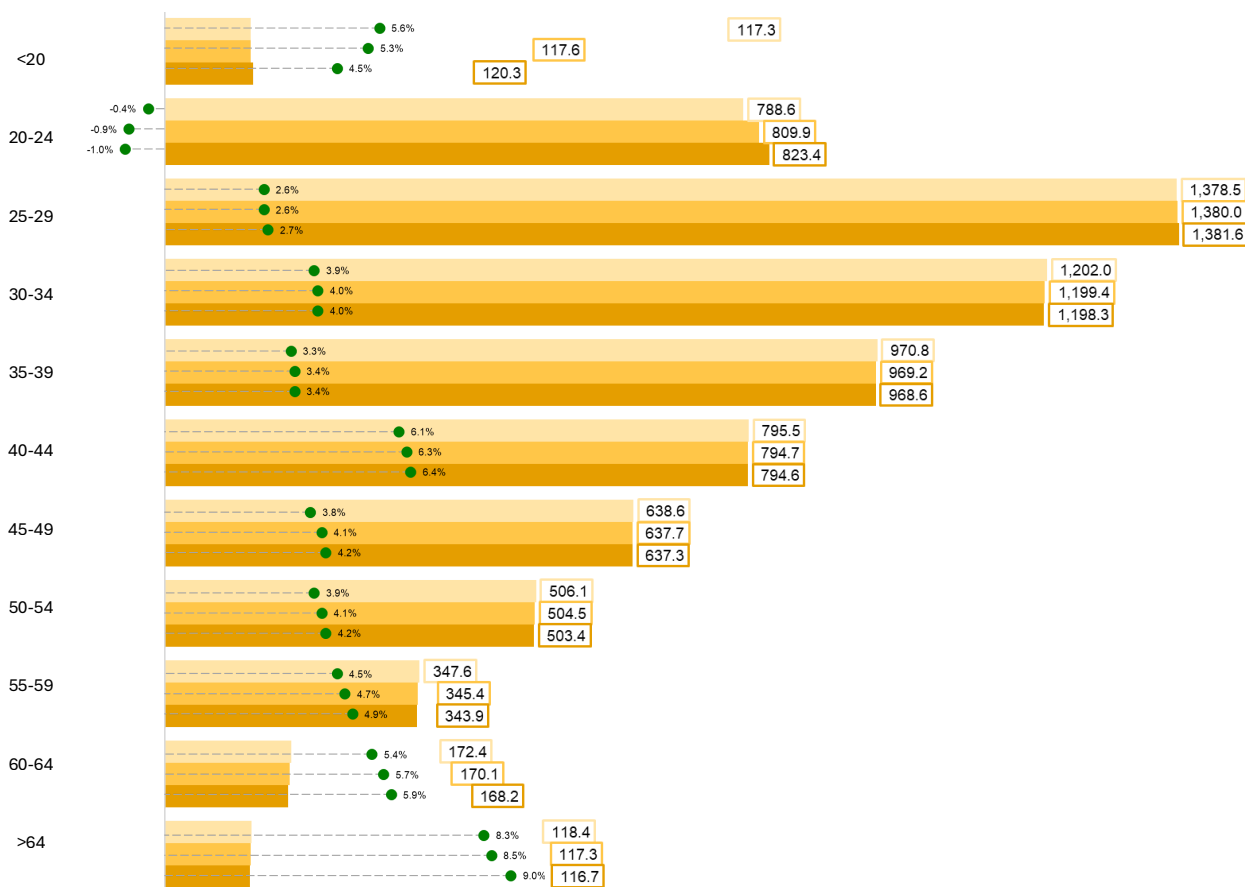
In September 2025, all age groups recorded an increase in the number of formal employees, except for those aged 20 to 24 years which decreased by 1.0 per cent year-on-year. Meanwhile, formal employees aged above 65 recorded the highest increase in the number of formal employees, rising by 9.0 per cent. (**Exhibit 4**)

Formal employees aged 45 to 49 years received the highest median monthly wage of RM3,800, with a year-on-year growth of 4.8 per cent in July, August and September 2025 compared to the same period of the previous year. (**Exhibit 5**)

In contrast, formal employees under 20 years old had the lowest median monthly wage of RM1,700 in September 2025. Notably, this group exhibited the most substantial wage growth within the period, with the median monthly wage increasing by 13.3 per cent year-on-year from RM1,500 recorded in September 2024.

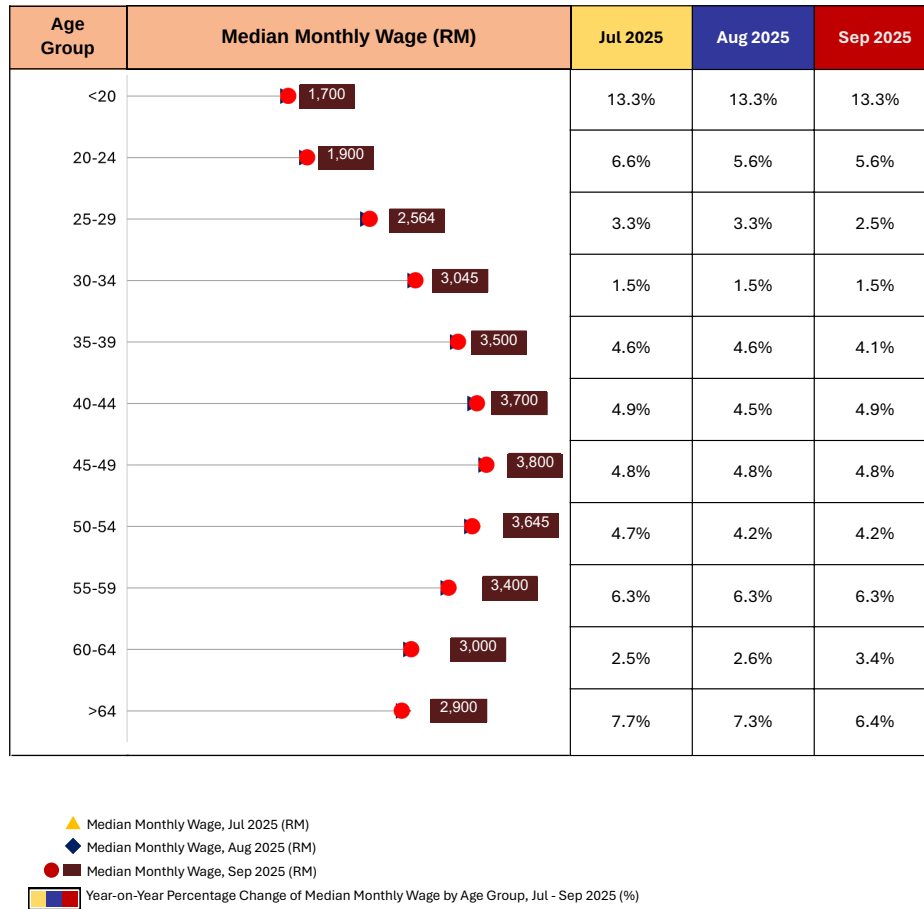
SUMMARY OF FINDINGS

**Exhibit 4: Number of Formal Employees by Age Group,
July - September 2025**



- Number of Formal Employees, Jul 2025 ('000)
- Number of Formal Employees, Aug 2025 ('000)
- Number of Formal Employees, Sep 2025 ('000)
- Year-on-Year Percentage Change of Formal Employees by Age Group, Jul- Sep 2025 (%)

**Exhibit 5: Median Monthly Wage by Age Group,
July - September 2025**



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

From an economic activity perspective, the median monthly wage witnessed a positive growth across all economic sectors in the third quarter of 2025. (**Exhibit 6**)

The Services sector accounted for the largest share of formal employment (67.9%), with 4.79 million persons in September 2025. The median monthly wage in the Services sector was RM2,900 in September 2025 (July 2025: RM2,900; August 2025: RM2,882), reflecting a 4.2 per cent year-on-year increase. Within the Services sector, the Finance and insurance sub-sector recorded the highest median monthly wage in September 2025 at RM6,000, followed by the Information and communication at RM5,300. In contrast, the Food & beverages and accommodation sub-sector registered the lowest median monthly wage of RM2,000 throughout the third quarter of 2025.

The Manufacturing sector accounted for 17.6 per cent (1.24 million persons) of the total formal employees in September 2025. The median monthly wage in Manufacturing were RM2,664 in September 2025, 3.9 per cent higher than in September 2024. In terms of sub-sectors, the Beverage and tobacco products sub-sector had the highest median monthly wage at RM3,327, while the Textiles, wearing apparel and leather products sub-sector had the lowest median monthly wage at RM2,164.

SUMMARY OF FINDINGS

The Construction sector employed 0.45 million persons or 6.3 per cent of the total formal workforce in September 2025. The median monthly wage in this sector were RM2,964 in September 2025, an increase of 5.8 per cent year-on-year growth from September 2024.

The Agriculture sector accounted for 0.13 million formal employees or 1.8 per cent of the total formal employees in September 2025. This sector recorded the lowest median monthly wage at RM2,245, representing a 10.8 per cent year-on-year increase in September 2025.

Although it accounted for only 0.6 per cent of the total formal employees, the Mining & quarrying sector recorded the highest median monthly wage at RM6,600 in September 2025 (July 2025: RM6,500; August 2025: RM6,500). (Exhibit 7)

**Exhibit 6: Median Monthly Wage by Economic Activities,
July - September 2025**

Kind of Economic Activity	Median Monthly Wage (RM)	Jul 2025	Aug 2025	Sep 2025
Agriculture	2,245	8.5%	8.5%	10.8%
Mining & quarrying	6,600	12.1%	10.2%	11.9%
Manufacturing	2,664	4.6%	4.7%	3.9%
Vegetable and animal oils & fats and food processing		5.2%	6.0%	5.2%
Beverages and tobacco products		3.2%	2.3%	1.9%
Textiles, wearing apparel and leather products		4.9%	5.8%	6.7%
Wood products, furniture, paper products and printing		4.2%	4.2%	4.2%
Produk petroleum, kimia, getah dan plastik		4.5%	4.9%	3.8%
Non-metallic mineral products, basic metal and fabricated metal products		6.1%	5.4%	4.7%
Electrical, electronic and optical products		2.4%	4.4%	2.0%
Transport equipment, other manufacturing and repair		6.3%	4.9%	3.6%
Construction	2,964	5.5%	4.8%	5.8%
Services	2,900	4.9%	4.3%	4.2%
Utilities		6.1%	3.2%	7.7%
Wholesale and retail trade		4.2%	4.2%	5.0%
Food & beverages and accommodation		2.8%	3.8%	1.9%
Transportation and storage		5.0%	3.4%	2.5%
Information and communication		3.9%	3.9%	3.9%
Kewangan dan insurans		3.4%	2.4%	1.7%
Real estate and business services		3.4%	4.1%	2.5%
Other services		5.8%	5.1%	4.4%

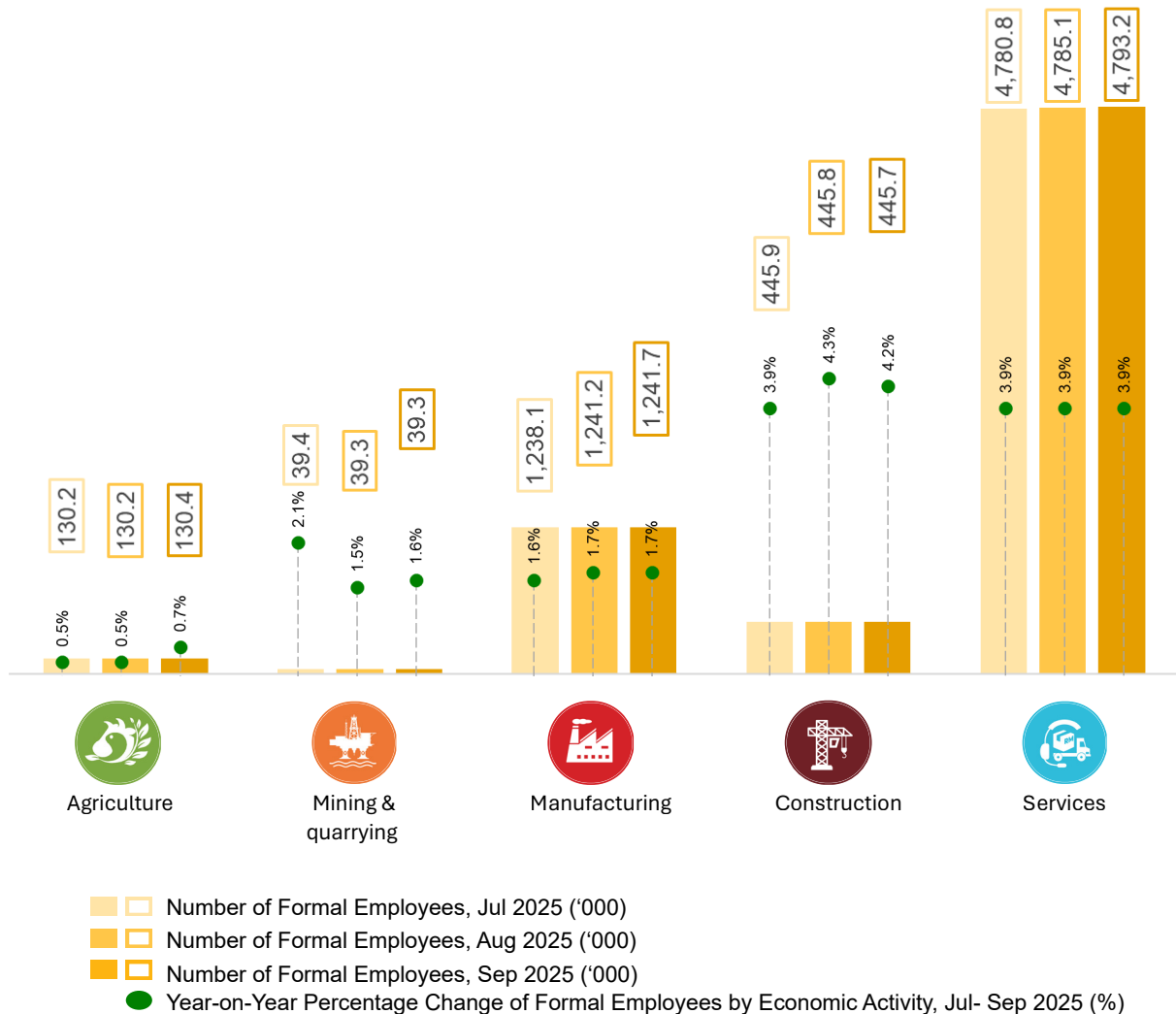
◆ Median Monthly Wage, Jul 2025 (RM)

▲ Median Monthly Wage, Aug 2025 (RM)

● Median Monthly Wage, Sep 2025 (RM)

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

**Exhibit 7: Number of Formal Employees by Economic Sector,
July - September 2025**



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

In terms of numbers, formal employees recorded positive year-on-year growth in all states in September 2025. Selangor recorded the highest number of formal employees, which made up 28.2 per cent (1.99 million persons) of the total formal employees, followed by W.P. Kuala Lumpur, comprising 20.5 per cent (1.45 million persons) and Johor, representing 10.8 per cent (0.76 million persons).

The median monthly wage by state for the third quarter of 2025 showed that all states indicated positive year-on-year growth. W.P. Kuala Lumpur recorded the highest median monthly wage of RM4,064, followed by Selangor at RM3,127 and Pulau Pinang at RM2,927. These three states were found to exceed the national median monthly wage of RM2,864 in September 2025. On the other hand, Kelantan and Perlis recorded the lowest median monthly wage of RM1,800, followed by Sabah and Kedah each at RM2,000. (**Exhibit 8**)

SUMMARY OF FINDINGS

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

		Number of Formal Employees ('000)			Median Monthly Wage		
		Jul 2025	Aug 2025	Sep 2025	Jul 2025	Aug 2025	Sep 2025
	MALAYSIA	7,035.9 100	7,045.8 100	7,056.4 100	RM2,864 4.3	RM2,864 4.3	RM2,864 4.3
	JOHOR	756.0 10.7	759.1 10.8	760.2 10.8	RM2,600 4.0	RM2,600 4.0	RM2,600 4.0
	KEDAH	252.0 3.6	252.1 3.6	251.7 3.6	RM2,027 4.2	RM2,000 5.3	RM2,000 3.8
	KELANTAN	97.1 1.4	96.4 1.4	95.9 1.4	RM1,764 8.4	RM1,764 7.2	RM1,800 7.0
	MELAKA	180.9 2.6	181.4 2.6	181.7 2.6	RM2,500 4.2	RM2,500 4.2	RM2,500 4.2
	NEGERI SEMBILAN	173.7 2.5	173.9 2.5	174.1 2.5	RM2,500 5.0	RM2,500 5.0	RM2,482 5.0
	PAHANG	173.6 2.5	173.6 2.5	173.1 2.5	RM2,227 6.1	RM2,200 5.7	RM2,227 7.0
	PULAU PINANG	562.1 8.0	562.6 8.0	564.6 8.0	RM2,900 3.6	RM2,927 4.5	RM2,927 4.5
	PERAK	319.1 4.5	319.5 4.5	320.4 4.5	RM2,200 7.6	RM2,200 7.6	RM2,200 7.6
	PERLIS	18.9 0.3	18.9 0.3	18.9 0.3	RM1,800 7.0	RM1,800 7.0	RM1,800 7.0
	SELANGOR	1,982.3 28.2	1,986.6 28.2	1,991.2 28.2	RM3,127 4.2	RM3,100 3.3	RM3,127 4.2
	TERENGGANU	149.9 2.1	149.4 2.1	149.9 2.1	RM2,100 5.0	RM2,100 5.0	RM2,100 5.0
	SABAH	355.9 5.1	355.5 5.0	355.1 5.0	RM2,000 6.3	RM2,000 6.3	RM2,000 6.3
	SARAWAK	516.6 7.3	517.2 7.3	518.6 7.3	RM2,200 6.6	RM2,200 7.6	RM2,200 6.6
	W.P. KUALA LUMPUR	1,446.6 20.6	1,448.0 20.6	1,449.5 20.5	RM4,100 2.5	RM4,064 2.5	RM4,064 2.5
	W.P. LABUAN	18.4 0.3	18.5 0.3	18.5 0.3	RM2,100 5.0	RM2,082 4.1	RM2,082 4.1
	W.P. PUTRAJAYA	33.0 0.5	33.1 0.5	33.1 0.5	RM2,564 2.5	RM2,564 2.5	RM2,564 2.5

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 (%)

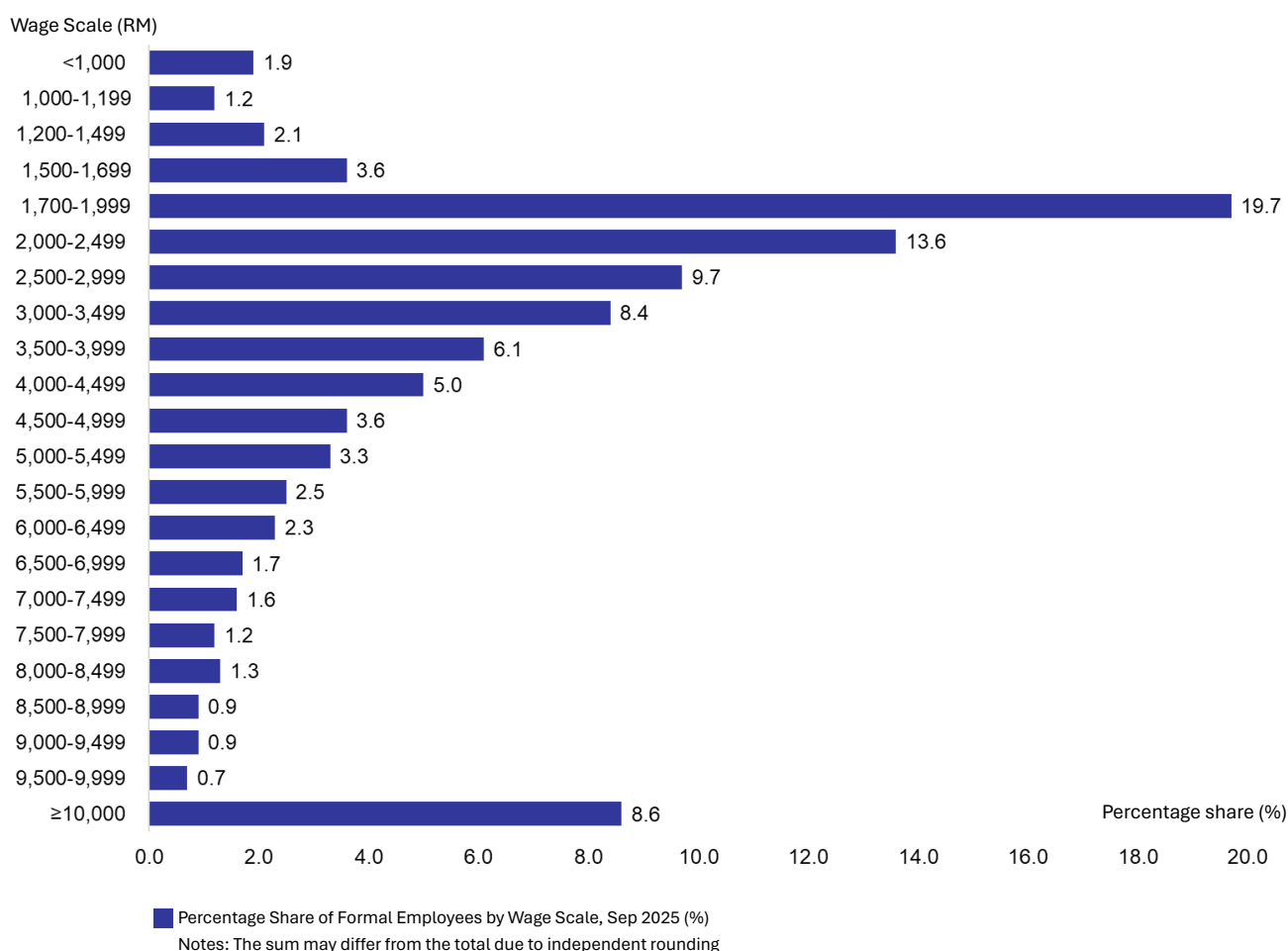
8. DISTRIBUTION OF MONTHLY WAGES OF FORMAL EMPLOYEES

Analysis of the wage distribution shows that in September 2025, 8.8 per cent of Malaysian formal employees earned less than RM1,700 per month. This represents a significant decrease of 13.5 percentage points from 22.2 per cent in the same month of the previous year. Concurrently, about 8.6 per cent of citizen formal employees earned the highest monthly wages (RM10,000 and above) in September 2025. (**Exhibit 9**)

Meanwhile, the percentile analysis indicates that the 10th percentile of formal employees earned wages equal to or less than RM1,700 per month in September 2025. Nevertheless, this group registered an increase of 13.3 per cent from the same month of the previous year. While those in the 90th percentile earned RM9,000 or more, which recorded an increase of 4.7 per cent from the previous year. (**Exhibit 10**)

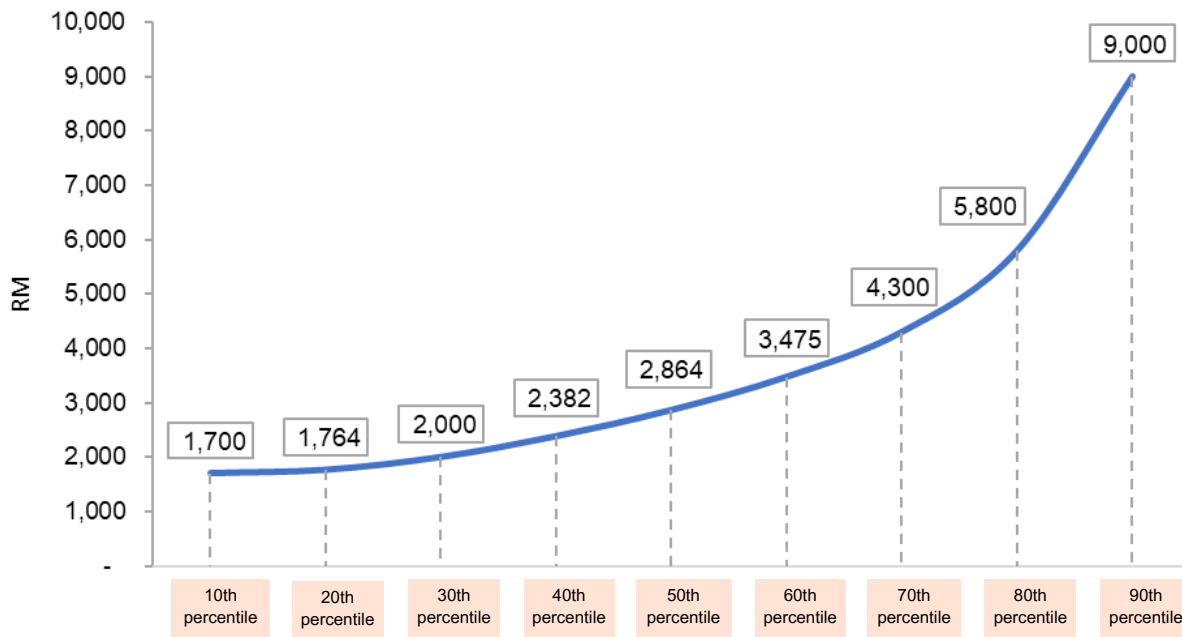
This shows that the top earners group made up to 5.3 times more than employees in the bottom tier group of the wage scale.

Exhibit 9: Distribution of Formal Employees by Wage Scale, September 2025



SUMMARY OF FINDINGS

Exhibit 10: Wage Distribution of Formal Employees by Percentile, September 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.

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,
Julai 2024 - September 2025
Number of formal employees by sex, ethnic and age group,
July 2024 - September 2025

('000)

Dimensi <i>Dimension</i>	Bulan / Month					
	2024					
	07	08	09	10	11	12
Jumlah <i>Total</i>	6,801.0	6,808.8	6,817.0	6,842.1	6,829.1	6,831.4
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	3,761.7	3,761.9	3,764.1	3,780.1	3,771.5	3,771.3
Perempuan <i>Female</i>	3,039.3	3,046.9	3,052.8	3,062.0	3,057.6	3,060.2
Etnik <i>Ethnic</i>						
Bumiputera	4,242.7	4,249.8	4,254.7	4,278.5	4,269.3	4,269.3
Cina <i>Chinese</i>	1,940.6	1,942.6	1,945.7	1,944.4	1,943.7	1,944.9
India <i>Indian</i>	527.7	526.3	526.1	528.4	525.1	526.2
Lain-lain <i>Others</i>	90.0	90.2	90.5	90.8	91.0	91.0
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	111.1	111.7	115.1	116.9	121.0	127.6
20-24	791.9	816.9	831.7	839.6	850.0	860.4
25-29	1,343.7	1,344.6	1,345.9	1,353.0	1,348.4	1,345.5
30-34	1,156.8	1,153.6	1,152.1	1,155.2	1,150.3	1,147.3
35-39	940.1	937.5	936.8	939.5	935.7	933.9
40-44	750.0	747.9	747.0	749.5	746.4	745.5
45-49	615.0	612.8	611.6	613.3	610.5	609.4
50-54	487.0	484.7	483.0	484.0	481.4	480.1
55-59	332.6	330.0	327.9	327.7	325.3	323.9
60-64	163.6	161.0	158.8	157.5	155.1	154.0
65 dan ke atas <i>65 and above</i>	109.3	108.1	107.1	106.1	104.8	104.0

1.1a Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Julai 2024 - September 2025 (samb.)
Number of formal employees by sex, ethnic and age group,
July 2024 - September 2025 (cont.)

('000)

Bulan / Month								
2025								
01	02	03	04	05	06	07	08	09
6,825.5	6,763.5	6,786.8	6,946.8	6,952.9	6,969.7	7,035.9	7,045.8	7,056.4
Jantina Sex								
3,769.1	3,731.8	3,742.6	3,832.4	3,834.6	3,843.0	3,883.9	3,885.3	3,889.4
3,056.3	3,031.7	3,044.2	3,114.4	3,118.3	3,126.6	3,152.1	3,160.5	3,167.0
Etnik Ethnic								
4,271.3	4,227.5	4,241.7	4,351.5	4,358.4	4,370.7	4,427.5	4,433.4	4,439.6
1,937.2	1,924.3	1,931.0	1,961.5	1,962.0	1,965.0	1,968.1	1,973.0	1,977.0
528.0	521.9	523.9	541.7	539.8	540.7	545.6	544.2	544.0
89.0	89.8	90.3	92.1	92.7	93.3	94.7	95.3	95.8
Kumpulan umur Age group								
58.3	69.6	83.0	102.0	108.2	113.6	117.3	117.6	120.3
674.0	674.5	687.7	727.2	742.9	761.6	788.6	809.9	823.4
1,339.4	1,324.3	1,329.2	1,361.8	1,362.9	1,365.3	1,378.5	1,380.0	1,381.6
1,199.7	1,183.2	1,181.6	1,200.8	1,197.6	1,195.6	1,202.0	1,199.4	1,198.3
964.2	953.2	952.7	967.7	965.9	965.1	970.8	969.2	968.6
788.4	780.3	780.2	792.4	791.3	790.7	795.5	794.7	794.6
634.8	628.5	627.9	637.3	635.6	634.9	638.6	637.7	637.3
507.2	501.2	499.9	507.1	505.0	503.7	506.1	504.5	503.4
354.0	348.7	346.8	351.2	348.4	346.6	347.6	345.4	343.9
181.9	178.2	176.7	178.0	175.1	173.3	172.4	170.1	168.2
123.8	121.9	121.0	121.3	120.0	119.1	118.4	117.3	116.7

1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Julai 2024 - September 2025
*Percentage share of formal employees by sex, ethnic and age group,
July 2024 - September 2025*

Dimensi <i>Dimension</i>	Bulan / Month					
	2024					
	07	08	09	10	11	12
Jumlah <i>Total</i>	100	100	100	100	100	100
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	55.3	55.3	55.2	55.2	55.2	55.2
Perempuan <i>Female</i>	44.7	44.7	44.8	44.8	44.8	44.8
Etnik <i>Ethnic</i>						
Bumiputera	62.4	62.4	62.4	62.5	62.5	62.5
Cina <i>Chinese</i>	28.5	28.5	28.5	28.4	28.5	28.5
India <i>Indian</i>	7.8	7.7	7.7	7.7	7.7	7.7
Lain-lain <i>Others</i>	1.3	1.3	1.3	1.3	1.3	1.3
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	1.6	1.6	1.7	1.7	1.8	1.9
20-24	11.6	12.0	12.2	12.3	12.4	12.6
25-29	19.8	19.7	19.7	19.8	19.7	19.7
30-34	17.0	16.9	16.9	16.9	16.8	16.8
35-39	13.8	13.8	13.7	13.7	13.7	13.7
40-44	11.0	11.0	11.0	11.0	10.9	10.9
45-49	9.0	9.0	9.0	9.0	8.9	8.9
50-54	7.2	7.1	7.1	7.1	7.0	7.0
55-59	4.9	4.8	4.8	4.8	4.8	4.7
60-64	2.4	2.4	2.3	2.3	2.3	2.3
65 dan ke atas <i>65 and above</i>	1.6	1.6	1.6	1.6	1.5	1.5

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

(%)

Bulan / Month								
2025								
01	02	03	04	05	06	07	08	09
100	100	100	100	100	100	100	100	100
Jantina Sex								
55.2	55.2	55.1	55.2	55.2	55.1	55.2	55.1	55.1
44.8	44.8	44.9	44.8	44.8	44.9	44.8	44.9	44.9
Etnik Ethnic								
62.6	62.5	62.5	62.6	62.7	62.7	62.9	62.9	62.9
28.4	28.5	28.5	28.2	28.2	28.2	28.0	28.0	28.0
7.7	7.7	7.7	7.8	7.8	7.8	7.8	7.7	7.7
1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.4
Kumpulan umur Age group								
0.9	1.0	1.2	1.5	1.6	1.6	1.7	1.7	1.7
9.9	10.0	10.1	10.5	10.7	10.9	11.2	11.5	11.7
19.6	19.6	19.6	19.6	19.6	19.6	19.6	19.6	19.6
17.6	17.5	17.4	17.3	17.2	17.2	17.1	17.0	17.0
14.1	14.1	14.0	13.9	13.9	13.8	13.8	13.8	13.7
11.6	11.5	11.5	11.4	11.4	11.3	11.3	11.3	11.3
9.3	9.3	9.3	9.2	9.1	9.1	9.1	9.1	9.0
7.4	7.4	7.4	7.3	7.3	7.2	7.2	7.2	7.1
5.2	5.2	5.1	5.1	5.0	5.0	4.9	4.9	4.9
2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.4	2.4
1.8	1.8	1.8	1.7	1.7	1.7	1.7	1.7	1.7

1.1c

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

Dimensi <i>Dimension</i>	Perubahan bulan ke bulan <i>Month-on-month change</i>						(%)
	2024						
	07	08	09	10	11	12	
Jumlah <i>Total</i>	1.0	0.1	0.1	0.4	-0.2	0.0	
Jantina <i>Sex</i>							
Lelaki <i>Male</i>	1.1	0.0	0.1	0.4	-0.2	0.0	
Perempuan <i>Female</i>	1.0	0.2	0.2	0.3	-0.1	0.1	
Etnik <i>Ethnic</i>							
Bumiputera	1.4	0.2	0.1	0.6	-0.2	0.0	
Cina <i>Chinese</i>	0.3	0.1	0.2	-0.1	0.0	0.1	
India <i>Indian</i>	0.9	-0.3	0.0	0.4	-0.6	0.2	
Lain-lain <i>Others</i>	1.5	0.2	0.4	0.3	0.1	0.1	
Kumpulan umur <i>Age group</i>							
Kurang daripada 20 <i>Less than 20</i>	3.7	0.6	3.0	1.6	3.6	5.4	
20-24	3.7	3.2	1.8	0.9	1.2	1.2	
25-29	1.0	0.1	0.1	0.5	-0.3	-0.2	
30-34	0.6	-0.3	-0.1	0.3	-0.4	-0.3	
35-39	0.6	-0.3	-0.1	0.3	-0.4	-0.2	
40-44	0.6	-0.3	-0.1	0.3	-0.4	-0.1	
45-49	0.6	-0.4	-0.2	0.3	-0.5	-0.2	
50-54	0.5	-0.5	-0.4	0.2	-0.5	-0.3	
55-59	0.3	-0.8	-0.6	-0.1	-0.7	-0.5	
60-64	-0.2	-1.6	-1.4	-0.8	-1.5	-0.7	
65 dan ke atas <i>65 and above</i>	-0.4	-1.1	-1.0	-0.9	-1.2	-0.7	

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

Perubahan bulan ke bulan Month-on-month change									(%)
2025									
01	02	03	04	05	06	07	08	09	
-0.1	-0.9	0.3	2.4	0.1	0.2	1.0	0.1	0.2	
Jantina Sex									
-0.1	-1.0	0.3	2.4	0.1	0.2	1.1	0.0	0.1	
-0.1	-0.8	0.4	2.3	0.1	0.3	0.8	0.3	0.2	
Etnik Ethnic									
0.0	-1.0	0.3	2.6	0.2	0.3	1.3	0.1	0.1	
-0.4	-0.7	0.3	1.6	0.0	0.2	0.2	0.2	0.2	
0.3	-1.1	0.4	3.4	-0.3	0.2	0.9	-0.3	0.0	
-2.2	0.9	0.5	2.0	0.7	0.7	1.5	0.6	0.6	
Kumpulan umur Age group									
-54.3	19.3	19.3	22.8	6.1	5.1	3.2	0.3	2.3	
-21.7	0.1	2.0	5.7	2.2	2.5	3.5	2.7	1.7	
-0.5	-1.1	0.4	2.5	0.1	0.2	1.0	0.1	0.1	
4.6	-1.4	-0.1	1.6	-0.3	-0.2	0.5	-0.2	-0.1	
3.2	-1.1	-0.1	1.6	-0.2	-0.1	0.6	-0.2	-0.1	
5.7	-1.0	0.0	1.6	-0.1	-0.1	0.6	-0.1	0.0	
4.2	-1.0	-0.1	1.5	-0.3	-0.1	0.6	-0.1	-0.1	
5.7	-1.2	-0.3	1.4	-0.4	-0.3	0.5	-0.3	-0.2	
9.3	-1.5	-0.5	1.3	-0.8	-0.5	0.3	-0.6	-0.4	
18.1	-2.0	-0.8	0.7	-1.6	-1.0	-0.5	-1.3	-1.1	
19.0	-1.6	-0.7	0.3	-1.1	-0.8	-0.6	-0.9	-0.5	

1.1d

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

Dimensi <i>Dimension</i>	Perubahan tahun ke tahun <i>Year-on-year change</i>						(%)
	2024						
	07	08	09	10	11	12	
Jumlah <i>Total</i>	2.1	2.2	2.1	2.1	2.3	2.3	
Jantina <i>Sex</i>							
Lelaki <i>Male</i>	1.7	1.8	1.7	1.6	1.8	1.9	
Perempuan <i>Female</i>	2.6	2.7	2.6	2.6	2.8	2.9	
Etnik <i>Ethnic</i>							
Bumiputera	2.9	3.0	2.9	2.8	3.0	3.2	
Cina <i>Chinese</i>	0.7	0.7	0.7	0.8	0.9	0.8	
India <i>Indian</i>	0.0	0.1	0.1	0.4	0.9	1.2	
Lain-lain <i>Others</i>	5.9	5.6	5.5	5.3	5.7	4.6	
Kumpulan umur <i>Age group</i>							
Kurang daripada 20 <i>Less than 20</i>	-13.9	-12.1	-9.4	-7.3	-5.2	-3.1	
20-24	-2.7	-2.4	-2.4	-2.1	-1.1	-0.6	
25-29	1.3	1.3	1.1	1.1	1.1	1.1	
30-34	4.8	4.7	4.6	4.6	4.6	4.5	
35-39	2.1	2.1	2.0	1.9	1.9	1.9	
40-44	4.2	4.2	4.1	4.0	4.0	4.1	
45-49	2.8	2.8	2.7	2.5	2.6	2.6	
50-54	3.6	3.7	3.5	3.4	3.5	3.5	
55-59	3.2	3.2	3.0	2.6	2.8	2.9	
60-64	6.0	5.8	5.8	5.0	5.8	6.0	
65 dan ke atas <i>65 and above</i>	5.7	6.1	5.9	6.1	6.1	6.2	

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

Perubahan tahun ke tahun Year-on-year change									(%)
2025									
01	02	03	04	05	06	07	08	09	
3.1	3.4	3.6	3.3	3.5	3.5	3.5	3.5	3.5	3.5
Jantina Sex									
2.6	3.1	3.3	2.9	3.2	3.3	3.2	3.3	3.3	
3.7	3.8	4.1	3.7	3.9	3.9	3.7	3.7	3.7	
Etnik Ethnic									
4.1	4.4	4.6	4.2	4.4	4.4	4.4	4.3	4.3	
1.0	1.6	1.7	1.3	1.6	1.6	1.4	1.6	1.6	
2.5	3.0	3.2	2.8	3.1	3.4	3.4	3.4	3.4	
2.5	4.4	4.8	4.3	5.2	5.3	5.2	5.7	5.9	
Kumpulan umur Age group									
0.9	15.3	8.1	12.6	7.6	6.1	5.6	5.3	4.5	
-4.7	-4.8	-4.2	-1.4	-0.7	-0.3	-0.4	-0.9	-1.0	
2.4	2.2	2.7	2.4	2.6	2.6	2.6	2.6	2.7	
4.4	4.5	4.8	3.8	4.1	4.0	3.9	4.0	4.0	
3.3	3.7	3.9	3.0	3.3	3.3	3.3	3.4	3.4	
6.0	6.6	6.7	5.7	6.1	6.1	6.1	6.3	6.4	
3.7	4.4	4.5	3.5	3.8	3.8	3.8	4.1	4.2	
4.2	4.8	4.8	3.6	4.0	3.9	3.9	4.1	4.2	
4.9	5.6	5.5	4.2	4.5	4.5	4.5	4.7	4.9	
5.7	6.5	6.3	5.2	5.5	5.7	5.4	5.7	5.9	
8.0	9.0	9.4	8.1	8.4	8.4	8.3	8.5	9.0	

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Julai 2024 - September 2025

Number of formal employees by economic activity, July 2024 - September 2025

('000)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			
		07	08	09	10
Jumlah <i>Total</i>		6,801.0	6,808.8	6,817.0	6,842.1
1.	Pertanian <i>Agriculture</i>	129.5	129.5	129.4	129.7
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	38.6	38.7	38.7	38.6
3.	Pembuatan <i>Manufacturing</i>	1,218.7	1,220.8	1,221.0	1,219.3
3.1	Minyak & lemak daripada sayuran dan haiwan dan prosesan makanan <i>Vegetable and animal oils & fats and food processing</i>	176.9	177.3	177.6	176.8
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	11.9	11.7	11.9	11.9
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	24.5	24.5	24.6	24.8
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	97.4	96.6	96.3	96.2
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	200.7	201.6	201.9	200.6
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>	150.4	150.6	150.5	150.5
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	336.3	337.1	335.7	335.5
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	220.6	221.4	222.5	222.9
4.	Pembinaan <i>Construction</i>	429.4	427.4	427.9	432.0
5.	Perkhidmatan <i>Services</i>	4,600.1	4,605.8	4,612.3	4,630.1
5.1	Utiliti <i>Utilities</i>	70.7	70.5	71.1	71.2
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	1,450.4	1,450.1	1,451.3	1,448.8
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	297.4	298.5	299.5	296.9
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	300.9	300.7	300.2	300.5
5.5	Maklumat dan komunikasi <i>Information and communication</i>	223.0	222.8	223.5	223.5
5.6	Kewangan dan insurans <i>Finance and insurance</i>	308.0	308.5	309.4	310.0
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	839.7	839.5	835.7	843.9
5.8	Perkhidmatan lain <i>Other services</i>	1,110.0	1,115.4	1,121.7	1,135.4
6.	Tidak dikelaskan <i>Unclassified</i>	384.7	386.5	387.8	392.5

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Julai 2024 - September 2025 (samb.) Number of formal employees by economic activity, July 2024 - September 2025 (cont.)

('000)

Bulan / Month										
2024		2025								
11	12	01	02	03	04	05	06	07	08	09
6,829.1	6,831.4	6,825.5	6,763.5	6,786.8	6,946.8	6,952.9	6,969.7	7,035.9	7,045.8	7,056.4
129.2	129.2	128.6	128.0	127.7	129.4	129.2	129.5	130.2	130.2	130.4
38.3	38.0	38.2	37.9	38.1	38.5	38.5	38.9	39.4	39.3	39.3
1,216.9	1,217.0	1,212.1	1,204.5	1,192.7	1,224.7	1,225.9	1,229.4	1,238.1	1,241.2	1,241.7
177.0	177.2	177.1	175.9	176.3	178.8	179.1	179.8	181.4	182.2	182.3
11.9	11.9	12.0	11.8	11.8	11.9	12.0	12.1	12.1	12.1	12.2
24.7	24.7	24.5	24.2	24.3	24.9	24.6	24.5	24.7	24.7	24.7
95.7	95.1	94.8	93.6	93.3	94.7	94.2	93.9	94.2	94.1	93.5
200.3	200.1	199.1	197.9	195.4	199.2	198.7	199.2	200.6	201.0	200.4
150.3	150.5	149.8	148.2	148.4	150.5	150.4	150.1	151.2	151.3	151.3
334.0	333.8	331.8	330.4	320.7	336.6	338.4	339.8	340.5	341.2	341.4
222.9	223.7	223.0	222.5	222.5	228.2	228.5	230.1	233.3	234.6	235.9
428.1	427.6	427.7	419.5	406.8	435.8	436.5	436.4	445.9	445.8	445.7
4,625.7	4,628.3	4,617.1	4,566.7	4,618.0	4,713.2	4,714.9	4,725.4	4,780.8	4,785.1	4,793.2
71.5	72.0	72.1	70.7	71.7	75.7	75.7	75.6	75.9	76.0	76.3
1,445.2	1,446.6	1,443.7	1,430.5	1,433.9	1,464.1	1,461.4	1,462.8	1,479.6	1,479.5	1,481.1
296.9	298.0	297.4	295.7	296.4	309.1	309.5	311.0	316.7	318.2	318.1
299.3	298.6	299.6	296.4	296.5	303.1	301.5	301.7	305.5	305.0	304.9
221.9	220.5	215.3	214.0	217.2	224.4	223.9	224.5	226.6	226.3	226.2
310.2	310.5	309.7	309.8	310.1	313.2	313.8	315.1	315.9	316.3	317.0
840.7	840.0	843.3	827.5	827.5	855.5	855.6	857.6	873.2	870.6	869.9
1,140.0	1,142.0	1,136.1	1,122.1	1,164.8	1,168.1	1,173.6	1,177.2	1,187.4	1,193.2	1,199.8
390.8	391.4	401.8	407.0	403.5	405.0	407.9	410.0	401.6	404.2	406.2

1.2b

Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,

Julai 2024 - September 2025

Percentage share of formal employees by economic activity,

July 2024 - September 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			
		07	08	09	10
Jumlah Total		100	100	100	100
1.	Pertanian Agriculture	1.9	1.9	1.9	1.9
2.	Perlombongan dan pengkuarian Mining and quarrying	0.6	0.6	0.6	0.6
3.	Pembuatan Manufacturing	17.9	17.9	17.9	17.8
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan Vegetable and animal oils & fats and food processing	2.6	2.6	2.6	2.6
3.2	Minuman dan produk tembakau Beverages and tobacco products	0.2	0.2	0.2	0.2
3.3	Produk tekstil, pakaian dan kulit Textiles, wearing apparel and leather products	0.4	0.4	0.4	0.4
3.4	Produk kayu, perabot, keluaran kertas dan percetakan Wood products, furniture, paper products and printing	1.4	1.4	1.4	1.4
3.5	Produk petroleum, kimia, getah dan plastik Petroleum, chemical, rubber and plastic products	3.0	3.0	3.0	2.9
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka Non-metallic mineral products, basic metal and fabricated metal products	2.2	2.2	2.2	2.2
3.7	Produk elektrik, elektronik dan optikal Electrical, electronic and optical products	4.9	5.0	4.9	4.9
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan Transport equipment, other manufacturing and repair	3.2	3.3	3.3	3.3
4.	Pembinaan Construction	6.3	6.3	6.3	6.3
5.	Perkhidmatan Services	67.6	67.6	67.7	67.7
5.1	Utiliti Utilities	1.0	1.0	1.0	1.0
5.2	Perdagangan borong dan runcit Wholesale and retail trade	21.3	21.3	21.3	21.2
5.3	Makanan & minuman dan penginapan Food & beverages and accommodation	4.4	4.4	4.4	4.3
5.4	Pengangkutan dan penyimpanan Transportation and storage	4.4	4.4	4.4	4.4
5.5	Maklumat dan komunikasi Information and communication	3.3	3.3	3.3	3.3
5.6	Kewangan dan insurans Finance and insurance	4.5	4.5	4.5	4.5
5.7	Hartanah dan perkhidmatan perniagaan Real estate and business services	12.3	12.3	12.3	12.3
5.8	Perkhidmatan lain Other services	16.3	16.4	16.5	16.6
6.	Tidak dikelaskan Unclassified	5.7	5.7	5.7	5.7

1.2b Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,
Julai 2024 - September 2025 (samb.)
*Percentage share of formal employees by economic activity,
 July 2024 - September 2025 (cont.)*

(%)

Bulan / Month										
2024		2025								
11	12	01	02	03	04	05	06	07	08	09
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	1.8	1.8	1.8
0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
17.8	17.8	17.8	17.8	17.6	17.6	17.6	17.6	17.6	17.6	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	1.3	1.3	1.3	1.3
2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.8
2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.1	2.1
4.9	4.9	4.9	4.9	4.7	4.8	4.9	4.9	4.8	4.8	4.8
3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3
6.3	6.3	6.3	6.2	6.0	6.3	6.3	6.3	6.3	6.3	6.3
67.7	67.7	67.6	67.5	68.0	67.8	67.8	67.8	67.9	67.9	67.9
1.0	1.1	1.1	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1
21.2	21.2	21.2	21.2	21.1	21.1	21.0	21.0	21.0	21.0	21.0
4.3	4.4	4.4	4.4	4.4	4.4	4.5	4.5	4.5	4.5	4.5
4.4	4.4	4.4	4.4	4.4	4.4	4.3	4.3	4.3	4.3	4.3
3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
4.5	4.5	4.5	4.6	4.6	4.5	4.5	4.5	4.5	4.5	4.5
12.3	12.3	12.4	12.2	12.2	12.3	12.3	12.3	12.4	12.4	12.3
16.7	16.7	16.6	16.6	17.2	16.8	16.9	16.9	16.9	16.9	17.0
5.7	5.7	5.9	6.0	5.9	5.8	5.9	5.9	5.7	5.7	5.8

1.2c

Peratus perubahan bulan ke bulan pekerja formal mengikut aktiviti ekonomi,
 Julai 2024 - September 2025
 Month-on-month percentage change of formal employees by economic activity,
 July 2024 - September 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan bulan ke bulan Month-on-month change			
		2024			
		07	08	09	10
Jumlah <i>Total</i>		1.0	0.1	0.1	0.4
1.	Pertanian <i>Agriculture</i>	0.4	0.0	-0.1	0.2
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	0.6	0.4	-0.2	-0.3
3.	Pembuatan <i>Manufacturing</i>	0.8	0.2	0.0	-0.1
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	1.4	0.2	0.1	-0.4
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	1.2	-1.1	1.0	0.5
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	0.8	0.1	0.5	0.8
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	0.4	-0.8	-0.3	-0.1
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	1.0	0.4	0.2	-0.7
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>	0.9	0.1	-0.1	0.1
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	0.3	0.2	-0.4	-0.1
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	1.1	0.4	0.5	0.2
4.	Pembinaan <i>Construction</i>	2.1	-0.5	0.1	1.0
5.	Perkhidmatan <i>Services</i>	1.1	0.1	0.1	0.4
5.1	Utiliti <i>Utilities</i>	1.0	-0.2	0.8	0.1
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	0.7	0.0	0.1	-0.2
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	1.0	0.3	0.4	-0.9
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	1.1	-0.1	-0.2	0.1
5.5	Maklumat dan komunikasi <i>Information and communication</i>	0.5	-0.1	0.3	0.0
5.6	Kewangan dan insurans <i>Finance and insurance</i>	0.2	0.2	0.3	0.2
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	2.0	0.0	-0.5	1.0
5.8	Perkhidmatan lain <i>Other services</i>	1.3	0.5	0.6	1.2

1.2c Peratus perubahan bulan ke bulan pekerja formal mengikut aktiviti ekonomi,
Julai 2024 - September 2025 (samb.)
Month-on-month percentage change of formal employees by economic activity,
July 2024 - September 2025 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change										
2024		2025								
11	12	01	02	03	04	05	06	07	08	09
-0.2	0.0	-0.1	-0.9	0.3	2.4	0.1	0.2	1.0	0.1	0.2
-0.3	0.0	-0.4	-0.5	-0.2	1.4	-0.2	0.2	0.5	0.0	0.1
-0.7	-0.8	0.5	-0.8	0.5	1.2	0.0	1.0	1.2	-0.2	0.0
-0.2	0.0	-0.4	-0.6	-1.0	2.7	0.1	0.3	0.7	0.3	0.0
0.1	0.2	-0.1	-0.7	0.2	1.4	0.2	0.4	0.9	0.4	0.1
0.1	-0.4	0.5	-1.1	-0.3	1.0	0.4	0.9	0.5	0.0	0.3
-0.3	-0.3	-0.7	-1.1	0.4	2.3	-1.1	-0.5	1.0	-0.1	0.1
-0.5	-0.7	-0.3	-1.3	-0.3	1.5	-0.5	-0.3	0.4	-0.1	-0.6
-0.1	-0.1	-0.5	-0.6	-1.3	1.9	-0.2	0.2	0.7	0.2	-0.3
-0.1	0.1	-0.5	-1.0	0.1	1.4	-0.1	-0.2	0.7	0.1	0.0
-0.4	-0.1	-0.6	-0.4	-2.9	4.9	0.5	0.4	0.2	0.2	0.1
0.0	0.4	-0.3	-0.2	0.0	2.6	0.1	0.7	1.4	0.6	0.5
-0.9	-0.1	0.0	-1.9	-3.0	7.1	0.2	0.0	2.2	0.0	0.0
-0.1	0.1	-0.2	-1.1	1.1	2.1	0.0	0.2	1.2	0.1	0.2
0.4	0.7	0.2	-2.0	1.4	5.6	-0.1	-0.1	0.4	0.1	0.3
-0.3	0.1	-0.2	-0.9	0.2	2.1	-0.2	0.1	1.1	0.0	0.1
0.0	0.4	-0.2	-0.6	0.2	4.3	0.1	0.5	1.8	0.5	0.0
-0.4	-0.2	0.3	-1.1	0.0	2.2	-0.5	0.1	1.3	-0.2	0.0
-0.7	-0.6	-2.4	-0.6	1.5	3.3	-0.2	0.3	1.0	-0.1	-0.1
0.1	0.1	-0.3	0.0	0.1	1.0	0.2	0.4	0.3	0.1	0.2
-0.4	-0.1	0.4	-1.9	0.0	3.4	0.0	0.2	1.8	-0.3	-0.1
0.4	0.2	-0.5	-1.2	3.8	0.3	0.5	0.3	0.9	0.5	0.5

1.2d

Peratus perubahan tahun ke tahun pekerja formal mengikut aktiviti ekonomi,

Julai 2024 - September 2025

Year-on-year percentage change of formal employees by economic activity,

July 2024 - September 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan tahun ke tahun Year-on-year change			
		2024			
		07	08	09	10
Jumlah <i>Total</i>		2.1	2.2	2.1	2.1
1.	Pertanian <i>Agriculture</i>	-0.6	-0.3	-0.2	-0.3
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	7.3	7.5	6.6	4.8
3.	Pembuatan <i>Manufacturing</i>	0.2	0.3	0.4	0.0
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	2.6	1.8	1.8	1.3
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	0.1	0.2	0.7	0.7
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	-5.6	-4.1	-3.8	-1.2
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	-3.9	-4.1	-4.0	-4.3
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	0.7	1.2	1.4	0.6
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>	0.3	0.5	0.4	0.1
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	-3.2	-3.0	-3.1	-3.0
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	6.3	6.4	6.5	5.4
4.	Pembinaan <i>Construction</i>	2.3	2.4	2.2	1.2
5.	Perkhidmatan <i>Services</i>	2.7	2.7	2.6	2.6
5.1	Utiliti <i>Utilities</i>	7.9	7.5	8.0	7.8
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	1.3	1.3	1.3	1.1
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	-6.7	-6.4	-5.9	-4.6
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	-1.1	-1.1	-1.2	-1.4
5.5	Maklumat dan komunikasi <i>Information and communication</i>	3.4	3.6	3.5	2.7
5.6	Kewangan dan insurans <i>Finance and insurance</i>	2.4	2.5	2.4	1.7
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	4.2	4.3	3.4	2.4
5.8	Perkhidmatan lain <i>Other services</i>	6.9	6.7	6.9	8.1

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

(%)

Perubahan tahun ke tahun Year-on-year change										
2024		2025								
11	12	01	02	03	04	05	06	07	08	09
2.3	2.3	3.1	3.4	3.6	3.3	3.5	3.5	3.5	3.5	3.5
-0.1	-0.1	0.2	1.0	0.8	0.4	0.3	0.3	0.5	0.5	0.7
4.1	3.3	4.0	3.4	2.8	1.1	1.0	1.5	2.1	1.5	1.6
0.2	0.5	0.8	1.2	2.4	1.1	1.4	1.7	1.6	1.7	1.7
1.7	4.1	2.3	2.8	2.8	2.5	2.5	3.1	2.5	2.7	2.7
1.3	0.0	1.8	1.4	2.5	1.1	2.0	2.8	2.1	3.2	2.6
-0.8	-1.7	-1.1	-0.1	0.3	0.1	1.5	0.7	0.9	0.7	0.3
-4.4	-4.9	-4.2	-3.5	-1.3	-4.1	-3.2	-3.2	-3.2	-2.6	-2.9
0.9	1.0	2.6	2.5	3.6	0.0	0.1	0.2	0.0	-0.3	-0.7
0.1	0.3	1.4	0.7	2.6	0.8	0.8	0.7	0.5	0.5	0.6
-2.7	-2.7	-2.5	-1.8	0.5	0.3	0.6	1.4	1.3	1.2	1.7
5.3	5.3	5.2	6.1	5.8	5.1	5.5	5.4	5.7	6.0	6.0
0.9	0.8	2.6	3.6	4.5	2.9	3.8	3.8	3.9	4.3	4.2
3.0	3.0	3.6	3.8	3.8	3.7	3.9	3.9	3.9	3.9	3.9
8.2	8.7	9.2	9.7	10.7	9.0	8.3	8.1	7.4	7.8	7.3
1.2	1.0	1.3	1.7	3.1	1.6	1.7	1.6	2.0	2.0	2.1
-2.5	-0.6	0.6	2.4	3.6	4.7	5.4	5.6	6.5	6.6	6.2
-1.6	-1.9	-0.3	0.5	1.5	0.5	1.4	1.4	1.5	1.5	1.6
3.4	2.7	1.7	1.8	0.7	0.9	1.0	1.2	1.6	1.6	1.2
1.6	1.5	1.4	1.7	2.1	1.8	2.2	2.5	2.6	2.5	2.5
2.7	2.7	4.3	4.5	5.0	3.5	4.2	4.2	4.0	3.7	4.1
8.4	8.6	8.8	8.3	5.0	8.0	7.6	7.4	7.0	7.0	7.0

1.3a Bilangan pekerja formal mengikut negeri, Julai 2024 - September 2025

Number of formal employees by state, July 2024 - September 2025

('000)

Negeri State	Bulan / Month					
	2024					
	07	08	09	10	11	12
Malaysia	6,801.0	6,808.8	6,817.0	6,842.1	6,829.1	6,831.4
Johor	728.4	730.5	730.2	730.6	730.2	730.8
Kedah	246.4	245.2	244.8	246.4	245.4	244.7
Kelantan	94.6	93.1	92.1	93.7	92.7	92.6
Melaka	177.4	177.3	177.8	178.8	178.3	178.3
Negeri Sembilan	172.3	171.6	172.1	172.5	173.6	173.4
Pahang	171.0	170.5	171.2	171.6	170.9	170.6
Pulau Pinang	536.1	538.9	539.5	539.8	539.6	540.2
Perak	314.3	313.4	313.2	313.9	312.3	312.0
Perlis	18.4	18.2	18.3	18.7	18.4	18.4
Selangor	1,914.2	1,915.5	1,918.7	1,923.7	1,922.8	1,925.6
Terengganu	147.4	146.9	147.1	148.1	144.9	144.8
Sabah	342.8	343.3	344.5	344.6	343.1	342.7
Sarawak	502.9	502.5	502.8	505.4	503.5	501.4
W.P. Kuala Lumpur	1,386.5	1,392.8	1,396.0	1,404.8	1,403.7	1,406.6
W.P. Labuan	17.4	17.5	17.3	17.8	17.9	17.8
W.P. Putrajaya	31.1	31.7	31.4	31.5	31.9	31.8

1.3a Bilangan pekerja formal mengikut negeri, Julai 2024 - September 2025 (samb.) Number of formal employees by state, July 2024 - September 2025 (cont.)

('000)

Bulan / Month								
2025								
01	02	03	04	05	06	07	08	09
6,825.5	6,763.5	6,786.8	6,946.8	6,952.9	6,969.7	7,035.9	7,045.8	7,056.4
729.5	724.1	726.9	744.5	746.5	749.1	756.0	759.1	760.2
244.4	241.0	240.9	248.1	247.7	248.0	252.0	252.1	251.7
93.1	91.2	91.3	95.8	95.2	95.1	97.1	96.4	95.9
177.9	176.1	176.1	179.8	179.5	179.6	180.9	181.4	181.7
172.6	170.1	170.2	173.5	173.0	172.9	173.7	173.9	174.1
169.3	167.4	167.9	172.3	171.7	171.8	173.6	173.6	173.1
541.7	538.7	540.0	551.2	553.9	557.0	562.1	562.6	564.6
312.3	306.0	309.5	317.8	317.6	318.0	319.1	319.5	320.4
18.5	18.0	18.1	19.1	18.7	18.7	18.9	18.9	18.9
1,922.7	1,905.6	1,911.4	1,958.7	1,961.9	1,967.3	1,982.3	1,986.6	1,991.2
144.8	142.3	143.0	147.8	146.8	147.0	149.9	149.4	149.9
342.9	341.0	342.8	349.7	349.9	350.4	355.9	355.5	355.1
498.6	493.7	496.7	509.1	509.7	511.0	516.6	517.2	518.6
1,407.5	1,398.9	1,402.2	1,428.4	1,429.8	1,432.7	1,446.6	1,448.0	1,449.5
17.7	17.6	17.7	18.2	18.2	18.3	18.4	18.5	18.5
31.9	31.9	32.0	32.7	32.8	32.7	33.0	33.1	33.1

1.3b Peratus sumbangan pekerja formal mengikut negeri, Julai 2024 - September 2025

Percentage share of formal employees by state, July 2024 - September 2025

(%)

Negeri State	Bulan / Month					
	2024					
	07	08	09	10	11	12
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	2.5	2.5	2.5	2.5	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	28.1	28.1	28.1	28.1	28.2	28.2
Terengganu	2.2	2.2	2.2	2.2	2.1	2.1
Sabah	5.0	5.0	5.1	5.0	5.0	5.0
Sarawak	7.4	7.4	7.4	7.4	7.4	7.3
W.P. Kuala Lumpur	20.4	20.5	20.5	20.5	20.6	20.6
W.P. Labuan	0.3	0.3	0.3	0.3	0.3	0.3
W.P. Putrajaya	0.5	0.5	0.5	0.5	0.5	0.5

1.3b Peratus sumbangan pekerja formal mengikut negeri, Julai 2024 - September 2025 (samb.)

Percentage share of formal employees by state, July 2024 - September 2025 (cont.)

(%)

Bulan / Month								
2025								
01	02	03	04	05	06	07	08	09
100	100	100	100	100	100	100	100	100
10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.8	10.8
3.6	3.6	3.5	3.6	3.6	3.6	3.6	3.6	3.6
1.4	1.3	1.3	1.4	1.4	1.4	1.4	1.4	1.4
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	8.0	8.0	7.9	8.0	8.0	8.0	8.0	8.0
4.6	4.5	4.6	4.6	4.6	4.6	4.5	4.5	4.5
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
28.2	28.2	28.2	28.2	28.2	28.2	28.2	28.2	28.2
2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1
5.0	5.0	5.1	5.0	5.0	5.0	5.1	5.0	5.0
7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3
20.6	20.7	20.7	20.6	20.6	20.6	20.6	20.6	20.5
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,
Julai 2024 - September 2025
*Month-on-month percentage change of formal employees by state,
 July 2024 - September 2025*

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change					
	2024					
	07	08	09	10	11	12
Malaysia	1.0	0.1	0.1	0.4	-0.2	0.0
Johor	1.0	0.3	0.0	0.1	-0.1	0.1
Kedah	1.5	-0.5	-0.1	0.6	-0.4	-0.3
Kelantan	2.3	-1.6	-1.0	1.7	-1.1	-0.1
Melaka	1.0	-0.1	0.3	0.6	-0.3	0.0
Negeri Sembilan	1.0	-0.4	0.3	0.2	0.6	-0.1
Pahang	1.4	-0.3	0.4	0.3	-0.4	-0.2
Pulau Pinang	1.0	0.5	0.1	0.1	-0.1	0.1
Perak	0.9	-0.3	-0.1	0.2	-0.5	-0.1
Perlis	3.0	-1.4	0.6	2.3	-1.7	0.2
Selangor	0.9	0.1	0.2	0.3	0.0	0.1
Terengganu	2.4	-0.3	0.1	0.7	-2.2	-0.1
Sabah	1.1	0.2	0.4	0.0	-0.4	-0.1
Sarawak	0.9	-0.1	0.1	0.5	-0.4	-0.4
W.P. Kuala Lumpur	0.9	0.5	0.2	0.6	-0.1	0.2
W.P. Labuan	0.5	0.6	-0.8	2.9	0.4	-0.7
W.P. Putrajaya	1.0	1.9	-0.9	0.2	1.3	-0.3

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

(%)

Perubahan bulan ke bulan Month-on-month change								
2025								
01	02	03	04	05	06	07	08	09
-0.1	-0.9	0.3	2.4	0.1	0.2	1.0	0.1	0.2
-0.2	-0.7	0.4	2.4	0.3	0.3	0.9	0.4	0.1
-0.1	-1.4	0.0	3.0	-0.2	0.1	1.6	0.1	-0.2
0.6	-2.1	0.2	4.9	-0.7	-0.1	2.2	-0.7	-0.5
-0.2	-1.1	0.0	2.1	-0.1	0.1	0.7	0.3	0.2
-0.5	-1.4	0.0	1.9	-0.3	0.0	0.4	0.1	0.1
-0.8	-1.1	0.3	2.6	-0.3	0.1	1.0	0.0	-0.3
0.3	-0.6	0.3	2.1	0.5	0.6	0.9	0.1	0.3
0.1	-2.0	1.1	2.7	-0.1	0.1	0.4	0.1	0.3
0.4	-2.7	0.7	5.5	-2.1	0.2	1.0	-0.1	-0.1
-0.1	-0.9	0.3	2.5	0.2	0.3	0.8	0.2	0.2
0.0	-1.7	0.5	3.3	-0.6	0.1	1.9	-0.3	0.3
0.1	-0.5	0.5	2.0	0.1	0.1	1.6	-0.1	-0.1
-0.6	-1.0	0.6	2.5	0.1	0.3	1.1	0.1	0.3
0.1	-0.6	0.2	1.9	0.1	0.2	1.0	0.1	0.1
-0.5	-0.4	0.7	2.4	0.3	0.3	0.6	0.8	-0.1
0.5	-0.1	0.5	2.2	0.1	-0.2	0.9	0.3	-0.2

1.3d Peratus perubahan tahun ke tahun pekerja formal mengikut negeri,
Julai 2024 - September 2025
*Year-on-year percentage change of formal employees by state,
 July 2024 - September 2025*

Negeri State	Perubahan tahun ke tahun Year-on-year change					
	2024					
	07	08	09	10	11	12
Malaysia	2.1	2.2	2.1	2.1	2.3	2.3
Johor	3.1	3.3	3.0	3.2	2.9	2.8
Kedah	2.7	2.5	2.4	2.2	1.9	1.7
Kelantan	0.8	0.0	-0.7	0.3	0.1	0.3
Melaka	0.5	0.8	1.0	0.3	0.4	0.5
Negeri Sembilan	0.2	0.1	0.3	0.2	1.7	1.5
Pahang	1.6	2.1	2.5	1.5	1.6	1.4
Pulau Pinang	0.5	0.9	0.8	0.9	2.0	2.1
Perak	0.7	0.9	0.5	0.5	0.7	0.5
Perlis	-1.8	-2.5	-2.0	-0.3	0.2	0.0
Selangor	1.2	1.3	1.4	1.5	2.0	2.3
Terengganu	3.5	3.9	3.8	3.1	1.5	1.1
Sabah	2.5	2.5	2.8	2.6	1.8	1.7
Sarawak	2.6	2.5	2.4	2.3	2.3	1.9
W.P. Kuala Lumpur	3.8	3.7	3.4	3.3	3.5	3.8
W.P. Labuan	2.7	3.7	4.8	5.5	6.5	5.6
W.P. Putrajaya	3.5	3.8	3.3	3.5	3.3	3.1

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

(%)

Perubahan tahun ke tahun Year-on-year change								
2025								
01	02	03	04	05	06	07	08	09
3.1	3.4	3.6	3.3	3.5	3.5	3.5	3.5	3.5
3.4	3.9	4.0	3.5	3.8	3.9	3.8	3.9	4.1
2.8	2.9	2.5	1.3	1.9	2.1	2.3	2.8	2.8
2.3	3.2	3.1	1.9	2.7	2.9	2.7	3.6	4.1
1.9	2.7	2.4	2.1	2.5	2.3	1.9	2.3	2.2
2.1	2.8	2.7	1.1	1.4	1.4	0.8	1.3	1.1
1.7	2.4	2.7	2.4	2.2	1.9	1.5	1.8	1.1
3.3	3.8	4.1	4.0	4.6	4.9	4.8	4.4	4.7
1.7	1.1	1.8	1.9	1.9	2.0	1.5	1.9	2.3
2.2	4.5	5.9	2.3	4.5	4.8	2.8	4.2	3.4
3.1	3.6	3.8	3.6	3.7	3.7	3.6	3.7	3.8
2.5	3.4	3.4	2.1	2.2	2.2	1.7	1.7	1.9
1.9	1.8	2.5	3.4	3.5	3.3	3.8	3.5	3.1
2.4	2.7	2.4	2.0	2.3	2.6	2.7	2.9	3.2
4.1	4.5	4.8	4.1	4.3	4.3	4.3	4.0	3.8
5.9	7.3	8.1	5.5	5.6	5.8	5.8	6.0	6.8
7.4	6.7	6.0	6.2	6.7	6.4	6.3	4.7	5.4

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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,
Julai 2024 - September 2025**
Median monthly wage by sex, ethnic and age group,
July 2024 - September 2025

(RM)

Dimensi Dimension	Bulan / Month					
	2024					
	07	08	09	10	11	12
Jumlah Total	2,745	2,745	2,745	2,764	2,764	3,045
Jantina Sex						
Lelaki Male	2,782	2,767	2,782	2,800	2,789	3,045
Perempuan Female	2,700	2,682	2,700	2,700	2,700	3,000
Etnik Ethnic						
Bumiputera	2,300	2,300	2,300	2,300	2,300	2,527
Cina Chinese	4,200	4,200	4,200	4,200	4,200	4,545
India Indian	2,700	2,682	2,700	2,764	2,700	3,000
Lain-lain Others	2,100	2,100	2,100	2,100	2,100	2,264
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	1,500	1,500	1,500	1,500	1,500	1,527
20-24	1,782	1,800	1,800	1,800	1,800	1,900
25-29	2,464	2,464	2,500	2,500	2,500	2,727
30-34	3,000	3,000	3,000	3,000	3,000	3,282
35-39	3,345	3,345	3,364	3,378	3,382	3,727
40-44	3,527	3,522	3,527	3,545	3,545	4,000
45-49	3,627	3,627	3,627	3,645	3,664	4,082
50-54	3,500	3,500	3,500	3,500	3,500	3,945
55-59	3,200	3,200	3,200	3,227	3,227	3,500
60-64	2,927	2,925	2,900	2,926	2,900	3,000
65 dan ke atas 65 and above	2,700	2,725	2,725	2,764	2,755	2,982

2.1a

**Median upah bulanan mengikut jantina, etnik dan kumpulan umur,
Julai 2024 - September 2025 (samb.)**
Median monthly wage by sex, ethnic and age group,
July 2024 - September 2025 (cont.)

(RM)

Bulan / Month								
2025								
01	02	03	04	05	06	07	08	09
3,064	2,875	3,000	2,864	2,845	2,864	2,864	2,864	2,864
Jantina Sex								
3,082	2,900	3,000	2,900	2,891	2,900	2,900	2,900	2,900
3,045	2,827	2,982	2,800	2,800	2,800	2,800	2,800	2,800
Etnik Ethnic								
2,564	2,427	2,545	2,427	2,427	2,427	2,427	2,427	2,427
5,200	4,400	4,482	4,400	4,400	4,445	4,482	4,464	4,475
3,000	2,800	2,900	2,800	2,782	2,800	2,800	2,800	2,800
2,364	2,200	2,300	2,200	2,200	2,200	2,227	2,200	2,227
Kumpulan umur Age group								
1,527	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
1,827	1,845	1,900	1,864	1,882	1,891	1,900	1,900	1,900
2,645	2,500	2,600	2,500	2,500	2,527	2,545	2,545	2,564
3,245	3,000	3,200	3,045	3,000	3,045	3,045	3,045	3,045
3,745	3,482	3,700	3,500	3,482	3,500	3,500	3,500	3,500
4,027	3,664	3,964	3,727	3,664	3,700	3,700	3,682	3,700
4,264	3,800	4,000	3,845	3,800	3,800	3,800	3,800	3,800
4,100	3,627	3,845	3,664	3,645	3,664	3,664	3,645	3,645
3,822	3,400	3,500	3,400	3,400	3,400	3,400	3,400	3,400
3,364	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
3,200	2,855	2,900	2,875	2,900	2,900	2,909	2,925	2,900

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

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

(%)

Dimensi Dimension	Perubahan bulan ke bulan Month-on-month change					
	2024					
	07	08	09	10	11	12
Jumlah Total	0.0	0.0	0.0	0.7	0.0	10.2
Jantina Sex						
Lelaki Male	0.0	-0.5	0.5	0.7	-0.4	9.2
Perempuan Female	0.0	-0.7	0.7	0.0	0.0	11.1
Etnik Ethnic						
Bumiputera	0.0	0.0	0.0	0.0	0.0	9.9
Cina Chinese	0.0	0.0	0.0	0.0	0.0	8.2
India Indian	1.4	-0.7	0.7	2.4	-2.3	11.1
Lain-lain Others	0.0	0.0	0.0	0.0	0.0	7.8
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	0.0	0.0	0.0	0.0	0.0	1.8
20-24	0.0	1.0	0.0	0.0	0.0	5.6
25-29	0.0	0.0	1.5	0.0	0.0	9.1
30-34	0.0	0.0	0.0	0.0	0.0	9.4
35-39	-0.5	0.0	0.5	0.4	0.1	10.2
40-44	0.0	-0.1	0.1	0.5	0.0	12.8
45-49	0.0	0.0	0.0	0.5	0.5	11.4
50-54	0.0	0.0	0.0	0.0	0.0	12.7
55-59	0.0	0.0	0.0	0.9	0.0	8.5
60-64	0.9	-0.1	-0.9	0.9	-0.9	3.4
65 dan ke atas 65 and above	0.0	0.9	0.0	1.4	-0.3	8.3

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

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

(%)

Perubahan bulan ke bulan Month-on-month change								
2025								
01	02	03	04	05	06	07	08	09
0.6	-6.2	4.3	-4.5	-0.6	0.6	0.0	0.0	0.0
Jantina Sex								
1.2	-5.9	3.4	-3.3	-0.3	0.3	0.0	0.0	0.0
1.5	-7.2	5.5	-6.1	0.0	0.0	0.0	0.0	0.0
Etnik Ethnic								
1.4	-5.3	4.9	-4.6	0.0	0.0	0.0	0.0	0.0
14.4	-15.4	1.9	-1.8	0.0	1.0	0.8	-0.4	0.3
0.0	-6.7	3.6	-3.4	-0.6	0.7	0.0	0.0	0.0
4.4	-6.9	4.5	-4.3	0.0	0.0	1.2	-1.2	1.2
Kumpulan umur Age group								
0.0	11.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
-3.8	1.0	3.0	-1.9	1.0	0.5	0.5	0.0	0.0
-3.0	-5.5	4.0	-3.8	0.0	1.1	0.7	0.0	0.7
-1.1	-7.6	6.7	-4.8	-1.5	1.5	0.0	0.0	0.0
0.5	-7.0	6.3	-5.4	-0.5	0.5	0.0	0.0	0.0
0.7	-9.0	8.2	-6.0	-1.7	1.0	0.0	-0.5	0.5
4.5	-10.9	5.3	-3.9	-1.2	0.0	0.0	0.0	0.0
3.9	-11.5	6.0	-4.7	-0.5	0.5	0.0	-0.5	0.0
9.2	-11.0	2.9	-2.9	0.0	0.0	0.0	0.0	0.0
12.1	-10.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7.3	-10.8	1.6	-0.9	0.9	0.0	0.3	0.5	-0.9

2.1c

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

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

Dimensi <i>Dimension</i>	Perubahan tahun ke tahun <i>Year-on-year change</i>						(%)
	2024						
	07	08	09	10	11	12	
Jumlah <i>Total</i>	6.3	5.6	5.6	6.3	6.3	5.0	
Jantina <i>Sex</i>							
Lelaki <i>Male</i>	5.9	5.3	5.2	5.1	4.7	3.4	
Perempuan <i>Female</i>	8.0	7.3	7.2	5.3	5.3	5.4	
Etnik <i>Ethnic</i>							
Bumiputera	5.4	4.5	4.5	4.5	4.5	4.1	
Cina <i>Chinese</i>	5.0	5.0	5.0	5.0	5.0	5.7	
India <i>Indian</i>	8.0	7.3	8.0	7.0	5.3	4.8	
Lain-lain <i>Others</i>	5.0	5.0	5.0	4.4	3.6	4.6	
Kumpulan umur <i>Age group</i>							
Kurang daripada 20 <i>Less than 20</i>	0.0	0.0	0.0	0.0	0.0	1.8	
20-24	4.8	4.2	3.1	1.0	1.0	3.0	
25-29	4.2	3.4	4.2	4.2	4.2	4.9	
30-34	4.8	4.1	4.1	3.4	3.4	4.3	
35-39	4.5	3.7	4.2	3.5	4.2	4.6	
40-44	3.7	2.8	2.9	2.4	2.4	4.5	
45-49	4.2	3.6	3.6	4.2	4.7	3.9	
50-54	6.1	6.1	5.2	5.2	5.2	7.2	
55-59	5.5	4.5	4.5	5.3	5.3	3.5	
60-64	7.3	7.3	6.3	8.4	6.3	3.4	
65 dan ke atas <i>65 and above</i>	8.0	9.0	9.0	8.6	7.4	8.3	

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

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

(%)

Perubahan tahun ke tahun Year-on-year change								
2025								
01	02	03	04	05	06	07	08	09
4.0	3.3	5.5	3.6	5.4	4.3	4.3	4.3	4.3
Jantina Sex								
3.4	3.6	3.4	3.6	4.6	4.2	4.2	4.8	4.2
5.0	3.7	6.5	3.7	4.4	3.7	3.7	4.4	3.7
Etnik Ethnic								
5.6	5.5	6.1	5.5	5.5	5.5	5.5	5.5	5.5
6.5	0.8	6.7	5.7	5.7	5.8	6.7	6.3	6.5
3.4	3.7	5.6	5.1	4.4	5.1	3.7	4.4	3.7
6.1	4.8	6.3	4.8	4.8	4.8	6.1	4.8	6.1
Kumpulan umur Age group								
1.8	13.3	13.3	13.3	13.3	13.3	13.3	13.3	13.3
2.6	5.7	7.7	5.7	5.6	6.1	6.6	5.6	5.6
5.8	4.2	4.0	2.2	3.0	2.6	3.3	3.3	2.5
5.3	0.4	5.1	1.5	0.9	1.5	1.5	1.5	1.5
7.0	3.5	5.7	2.9	4.6	4.1	4.6	4.6	4.1
5.2	1.8	5.3	3.5	4.7	4.9	4.9	4.5	4.9
6.6	2.0	4.8	4.4	5.6	4.8	4.8	4.8	4.8
6.1	1.3	5.5	4.7	4.2	4.7	4.7	4.2	4.2
9.2	2.2	4.1	5.4	6.3	6.3	6.3	6.3	6.3
8.5	0.0	0.0	1.9	1.9	3.4	2.5	2.6	3.4
6.7	1.9	5.6	6.5	7.4	7.4	7.7	7.3	6.4

2.2a Median upah bulanan mengikut aktiviti ekonomi, Julai 2024 - September 2025

Median monthly wage by economic activity, July 2024 - September 2025

(RM)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			
		07	08	09	10
Jumlah <i>Total</i>		2,745	2,745	2,745	2,764
1.	Pertanian <i>Agriculture</i>	2,027	2,027	2,027	2,027
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	5,800	5,900	5,900	6,000
3.	Pembuatan <i>Manufacturing</i>	2,564	2,544	2,564	2,582
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	2,264	2,264	2,282	2,264
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	3,100	3,111	3,264	3,127
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	2,045	2,027	2,027	2,045
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	2,400	2,400	2,400	2,400
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	2,645	2,600	2,645	2,645
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>	2,664	2,682	2,700	2,700
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	2,700	2,664	2,700	2,722
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	2,600	2,600	2,627	2,682
4.	Pembinaan <i>Construction</i>	2,827	2,845	2,800	2,864
5.	Perkhidmatan <i>Services</i>	2,764	2,764	2,782	2,800
5.1	Utiliti <i>Utilities</i>	3,027	3,082	3,064	3,000
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	2,400	2,400	2,382	2,400
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	1,945	1,927	1,964	1,982
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	2,900	2,900	2,927	2,911
5.5	Maklumat dan komunikasi <i>Information and communication</i>	5,100	5,100	5,100	5,100
5.6	Kewangan dan insurans <i>Finance and insurance</i>	5,900	5,900	5,900	6,000
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	2,900	2,882	2,927	2,927
5.8	Perkhidmatan lain <i>Other services</i>	2,673	2,664	2,682	2,682

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

Median monthly wage by economic activity, July 2024 - September 2025 (cont.)

(RM)

Bulan / Month										
2024		2025								
11	12	01	02	03	04	05	06	07	08	09
2,764	3,045	3,064	2,875	3,000	2,864	2,845	2,864	2,864	2,864	2,864
2,000	2,382	2,227	2,100	2,200	2,200	2,200	2,200	2,200	2,200	2,245
6,000	7,500	6,800	6,356	8,800	6,600	6,478	6,500	6,500	6,500	6,600
2,600	3,300	3,000	2,664	2,809	2,664	2,645	2,700	2,682	2,664	2,664
2,264	2,500	2,664	2,382	2,544	2,400	2,422	2,382	2,382	2,400	2,400
3,333	4,282	3,540	3,245	3,664	3,278	3,245	3,227	3,200	3,182	3,327
2,027	2,227	2,345	2,127	2,182	2,145	2,100	2,145	2,145	2,145	2,164
2,400	2,664	3,000	2,500	2,564	2,482	2,500	2,500	2,500	2,500	2,500
2,745	3,409	3,180	2,727	2,982	2,745	2,727	2,782	2,764	2,727	2,745
2,700	2,982	3,345	2,827	2,864	2,782	2,800	2,800	2,827	2,827	2,827
2,745	4,100	3,100	2,800	2,827	2,782	2,700	2,845	2,764	2,782	2,755
2,673	3,200	2,900	2,645	3,000	2,700	2,744	2,800	2,764	2,727	2,722
2,864	3,000	3,064	2,964	3,000	2,900	2,982	2,945	2,982	2,982	2,964
2,782	3,000	3,064	2,900	3,000	2,900	2,882	2,900	2,900	2,882	2,900
3,000	3,164	3,627	3,200	4,427	3,464	3,282	3,300	3,211	3,182	3,300
2,400	2,500	2,800	2,500	2,545	2,500	2,500	2,500	2,500	2,500	2,500
1,945	2,000	2,064	2,000	2,045	2,000	2,000	2,000	2,000	2,000	2,000
2,900	3,164	3,082	3,000	3,200	3,064	3,000	3,000	3,045	3,000	3,000
5,100	5,600	5,600	5,356	6,100	5,400	5,300	5,300	5,300	5,300	5,300
6,000	6,500	6,500	6,400	7,700	6,200	6,200	6,200	6,100	6,044	6,000
2,927	3,045	3,127	3,000	3,100	3,000	3,000	3,000	3,000	3,000	3,000
2,682	2,900	2,964	2,827	2,973	2,800	2,811	2,800	2,827	2,800	2,800

2.2b

**Peratus perubahan bulan ke bulan median upah bulanan mengikut aktiviti ekonomi,
Julai 2024 - September 2025**
*Month-on-month percentage change of median monthly wage by economic activity,
July 2024 - September 2025*

Jenis aktiviti ekonomi <i>Kind of economic activity</i>		Perubahan bulan ke bulan <i>Month-on-month change</i>			
		2024			
		07	08	09	10
Jumlah <i>Total</i>		0.0	0.0	0.0	0.7
1.	Pertanian <i>Agriculture</i>	1.4	0.0	0.0	0.0
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	-1.7	1.7	0.0	1.7
3.	Pembuatan <i>Manufacturing</i>	-0.7	-0.7	0.8	0.7
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	0.0	0.0	0.8	-0.8
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	-2.0	0.4	4.9	-4.2
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	-0.9	-0.9	0.0	0.9
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	0.8	0.0	0.0	0.0
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	-2.0	-1.7	1.7	0.0
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>	0.0	0.7	0.7	0.0
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	-1.7	-1.3	1.4	0.8
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	-2.4	0.0	1.0	2.1
4.	Pembinaan <i>Construction</i>	1.0	0.6	-1.6	2.3
5.	Perkhidmatan <i>Services</i>	0.0	0.0	0.7	0.7
5.1	Utiliti <i>Utilities</i>	-1.2	1.8	-0.6	-2.1
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	0.8	0.0	-0.8	0.8
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	-0.9	-0.9	1.9	0.9
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	1.3	0.0	0.9	-0.6
5.5	Maklumat dan komunikasi <i>Information and communication</i>	0.0	0.0	0.0	0.0
5.6	Kewangan dan insurans <i>Finance and insurance</i>	-1.7	0.0	0.0	1.7
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	0.0	-0.6	1.6	0.0
5.8	Perkhidmatan lain <i>Other services</i>	-0.3	-0.3	0.7	0.0

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

(%)

Perubahan bulan ke bulan Month-on-month change										
2024		2025								
11	12	01	02	03	04	05	06	07	08	09
0.0	10.2	0.6	-6.2	4.3	-4.5	-0.6	0.6	0.0	0.0	0.0
-1.3	19.1	-6.5	-5.7	4.8	0.0	0.0	0.0	0.0	0.0	2.1
0.0	25.0	-9.3	-6.5	38.5	-25.0	-1.9	0.3	0.0	0.0	1.5
0.7	26.9	-9.1	-11.2	5.5	-5.2	-0.7	2.1	-0.7	-0.7	0.0
0.0	10.4	6.5	-10.6	6.8	-5.7	0.9	-1.7	0.0	0.8	0.0
6.6	28.5	-17.3	-8.3	12.9	-10.5	-1.0	-0.6	-0.8	-0.6	4.6
-0.9	9.9	5.3	-9.3	2.6	-1.7	-2.1	2.2	0.0	0.0	0.8
0.0	11.0	12.6	-16.7	2.5	-3.2	0.7	0.0	0.0	0.0	0.0
3.8	24.2	-6.7	-14.2	9.3	-7.9	-0.7	2.0	-0.7	-1.3	0.7
0.0	10.4	12.2	-15.5	1.3	-2.9	0.7	0.0	1.0	0.0	0.0
0.9	49.3	-24.4	-9.7	1.0	-1.6	-2.9	5.4	-2.9	0.7	-1.0
-0.3	19.7	-9.4	-8.8	13.4	-10.0	1.6	2.0	-1.3	-1.3	-0.2
0.0	4.8	2.1	-3.3	1.2	-3.3	2.8	-1.2	1.2	0.0	-0.6
-0.6	7.8	2.1	-5.3	3.4	-3.3	-0.6	0.6	0.0	-0.6	0.6
0.0	5.5	14.7	-11.8	38.4	-21.8	-5.2	0.6	-2.7	-0.9	3.7
0.0	4.2	12.0	-10.7	1.8	-1.8	0.0	0.0	0.0	0.0	0.0
-1.8	2.8	3.2	-3.1	2.3	-2.2	0.0	0.0	0.0	0.0	0.0
-0.4	9.1	-2.6	-2.7	6.7	-4.3	-2.1	0.0	1.5	-1.5	0.0
0.0	9.8	0.0	-4.4	13.9	-11.5	-1.9	0.0	0.0	0.0	0.0
0.0	8.3	0.0	-1.5	20.3	-19.5	0.0	0.0	-1.6	-0.9	-0.7
0.0	4.0	2.7	-4.1	3.3	-3.2	0.0	0.0	0.0	0.0	0.0
0.0	8.1	2.2	-4.6	5.1	-5.8	0.4	-0.4	1.0	-1.0	0.0

2.2c

Peratus perubahan tahun ke tahun median upah bulanan mengikut aktiviti ekonomi,
 Julai 2024 - September 2025
 Year-on-year percentage change of median monthly wage by economic activity,
 July 2024 - September 2025

Jenis aktiviti ekonomi Kind of economic activity		Perubahan tahun ke tahun Year-on-year change			
		2024			
		07	08	09	10
Jumlah Total		6.3	5.6	5.6	6.3
1.	Pertanian Agriculture	3.2	3.2	2.3	2.3
2.	Perlombongan dan pengkuarian Mining and quarrying	16.0	13.5	13.5	15.4
3.	Pembuatan Manufacturing	4.8	4.8	5.6	3.3
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan Vegetable and animal oils & fats and food processing	3.9	5.5	6.4	5.5
3.2	Minuman dan produk tembakau Beverages and tobacco products	4.6	3.7	5.7	4.2
3.3	Produk tekstil, pakaian dan kulit Textiles, wearing apparel and leather products	5.1	3.2	2.3	2.3
3.4	Produk kayu, perabot, keluaran kertas dan percetakan Wood products, furniture, paper products and printing	6.4	6.9	6.0	4.3
3.5	Produk petroleum, kimia, getah dan plastik Petroleum, chemical, rubber and plastic products	4.7	2.9	5.8	-1.4
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka Non-metallic mineral products, basic metal and fabricated metal products	4.6	5.4	6.1	5.3
3.7	Produk elektrik, elektronik dan optikal Electrical, electronic and optical products	6.8	5.4	8.0	4.7
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan Transport equipment, other manufacturing and repair	4.0	4.0	5.1	4.6
4.	Pembinaan Construction	4.7	5.4	3.7	6.1
5.	Perkhidmatan Services	6.3	6.3	7.0	6.6
5.1	Utiliti Utilities	8.8	12.3	11.6	9.3
5.2	Perdagangan borong dan runcit Wholesale and retail trade	6.0	5.2	4.4	4.3
5.3	Makanan & minuman dan penginapan Food & beverages and accommodation	8.1	7.1	9.1	10.1
5.4	Pengangkutan dan penyimpanan Transportation and storage	7.4	6.3	5.9	4.4
5.5	Maklumat dan komunikasi Information and communication	2.7	2.7	2.4	4.1
5.6	Kewangan dan insurans Finance and insurance	7.3	6.0	3.5	7.1
5.7	Hartanah dan perkhidmatan perniagaan Real estate and business services	6.3	4.3	5.9	6.6
5.8	Perkhidmatan lain Other services	5.0	4.6	4.6	4.6

2.2c Peratus perubahan tahun ke tahun median upah bulanan mengikut aktiviti ekonomi,
Julai 2024 - September 2025 (samb.)
*Year-on-year percentage change of median monthly wage by economic activity,
 July 2024 - September 2025 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change										
2024		2025								
11	12	01	02	03	04	05	06	07	08	09
6.3	5.0	4.0	3.3	5.5	3.6	5.4	4.3	4.3	4.3	4.3
2.6	3.6	6.1	6.0	10.0	10.0	10.0	10.0	8.5	8.5	10.8
15.4	9.6	9.7	7.7	4.8	11.9	11.7	10.2	12.1	10.2	11.9
4.8	3.1	5.4	3.2	6.2	3.2	4.9	4.6	4.6	4.7	3.9
4.6	2.2	7.5	4.6	10.6	2.3	7.0	5.2	5.2	6.0	5.2
6.0	3.7	5.3	-1.1	10.1	-0.7	2.8	2.0	3.2	2.3	1.9
1.4	6.1	4.5	4.0	6.7	4.0	3.6	4.0	4.9	5.8	6.7
5.2	6.5	7.8	2.2	5.6	5.0	5.0	5.0	4.2	4.2	4.2
7.1	3.9	3.8	1.0	5.5	1.7	4.9	3.0	4.5	4.9	3.8
4.6	3.5	11.5	0.6	6.1	3.0	5.1	5.1	6.1	5.4	4.7
6.3	6.1	4.6	4.4	6.1	3.0	2.8	3.6	2.4	4.4	2.0
5.0	1.7	5.7	3.2	3.8	1.4	7.8	5.1	6.3	4.9	3.6
6.1	6.6	2.1	3.5	1.2	3.6	4.8	5.2	5.5	4.8	5.8
5.2	7.1	3.4	3.6	4.1	3.6	4.3	4.9	4.9	4.3	4.2
9.3	4.3	10.5	2.9	30.2	-3.8	1.1	7.7	6.1	3.2	7.7
4.3	4.2	7.7	3.0	3.3	4.2	5.8	5.0	4.2	4.2	5.0
4.4	5.3	4.1	1.9	4.2	3.8	0.9	1.9	2.8	3.8	1.9
4.2	5.5	2.7	6.1	5.5	2.5	4.7	4.8	5.0	3.4	2.5
2.7	5.7	5.7	3.0	7.0	1.9	3.9	3.9	3.9	3.9	3.9
5.3	3.2	8.3	3.2	11.6	0.0	5.1	3.3	3.4	2.4	1.7
5.2	2.8	4.2	1.2	3.3	3.4	4.1	3.4	3.4	4.1	2.5
4.6	6.3	7.2	4.7	7.6	4.4	5.5	4.4	5.8	5.1	4.4

2.3a Median upah bulanan mengikut negeri, Julai 2024 - September 2025

Median monthly wage by state, July 2024 - September 2025

(RM)

Negeri State	Bulan / Month					
	2024					
	07	08	09	10	11	12
Malaysia	2,745	2,745	2,745	2,764	2,764	3,045
Johor	2,500	2,500	2,500	2,500	2,500	2,827
Kedah	1,945	1,900	1,927	1,930	1,900	2,064
Kelantan	1,627	1,645	1,682	1,664	1,627	1,664
Melaka	2,400	2,400	2,400	2,500	2,500	2,727
Negeri Sembilan	2,382	2,382	2,364	2,382	2,345	2,545
Pahang	2,100	2,082	2,082	2,100	2,082	2,200
Pulau Pinang	2,800	2,800	2,800	2,827	2,882	3,382
Perak	2,045	2,045	2,045	2,064	2,064	2,200
Perlis	1,682	1,682	1,682	1,682	1,682	1,764
Selangor	3,000	3,000	3,000	3,000	3,000	3,300
Terengganu	2,000	2,000	2,000	2,000	2,000	2,100
Sabah	1,882	1,882	1,882	1,900	1,882	2,000
Sarawak	2,064	2,045	2,064	2,064	2,064	2,200
W.P. Kuala Lumpur	4,000	3,964	3,964	4,000	3,967	4,200
W.P. Labuan	2,000	2,000	2,000	2,000	2,000	2,482
W.P. Putrajaya	2,500	2,500	2,500	2,482	2,482	2,527

2.3a Median upah bulanan mengikut negeri, Julai 2024 - September 2025 (samb.)

Median monthly wage by state, July 2024 - September 2025 (cont.)

(RM)

Bulan / Month								
2025								
01	02	03	04	05	06	07	08	09
3,064	2,875	3,000	2,864	2,845	2,864	2,864	2,864	2,864
2,927	2,600	2,745	2,600	2,600	2,600	2,600	2,600	2,600
2,064	2,000	2,100	2,000	2,000	2,000	2,027	2,000	2,000
1,700	1,727	1,800	1,745	1,782	1,764	1,764	1,764	1,800
2,700	2,500	2,600	2,500	2,500	2,545	2,500	2,500	2,500
2,600	2,482	2,600	2,464	2,464	2,500	2,500	2,500	2,482
2,291	2,200	2,327	2,200	2,227	2,245	2,227	2,200	2,227
3,300	2,909	3,000	2,945	2,900	2,927	2,900	2,927	2,927
2,382	2,182	2,200	2,164	2,182	2,175	2,200	2,200	2,200
1,800	1,800	1,800	1,782	1,800	1,800	1,800	1,800	1,800
3,445	3,145	3,300	3,178	3,100	3,145	3,127	3,100	3,127
2,000	2,064	2,200	2,100	2,100	2,100	2,100	2,100	2,100
2,045	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
2,382	2,182	2,227	2,182	2,227	2,200	2,200	2,200	2,200
4,400	4,145	4,445	4,200	4,064	4,064	4,100	4,064	4,064
2,164	2,082	2,100	2,064	2,100	2,100	2,100	2,082	2,082
2,600	2,600	2,900	2,564	2,545	2,564	2,564	2,564	2,564

2.3b

Peratus perubahan bulan ke bulan median upah bulanan mengikut negeri,
Julai 2024 - September 2025
*Month-on-month percentage change of median monthly wage by state,
 July 2024 - September 2025*

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change					
	2024					
	07	08	09	10	11	12
Malaysia	0.0	0.0	0.0	0.7	0.0	10.2
Johor	0.0	0.0	0.0	0.0	0.0	13.1
Kedah	2.4	-2.3	1.4	0.2	-1.6	8.6
Kelantan	-1.1	1.1	2.2	-1.1	-2.2	2.2
Melaka	-2.6	0.0	0.0	4.2	0.0	9.1
Negeri Sembilan	-0.8	0.0	-0.8	0.8	-1.5	8.5
Pahang	0.0	-0.9	0.0	0.9	-0.9	5.7
Pulau Pinang	0.0	0.0	0.0	1.0	1.9	17.4
Perak	0.9	0.0	0.0	0.9	0.0	6.6
Perlis	0.0	0.0	0.0	0.0	0.0	4.9
Selangor	0.0	0.0	0.0	0.0	0.0	10.0
Terengganu	0.0	0.0	0.0	0.0	0.0	5.0
Sabah	1.0	0.0	0.0	1.0	-1.0	6.3
Sarawak	0.9	-0.9	0.9	0.0	0.0	6.6
W.P. Kuala Lumpur	0.5	-0.9	0.0	0.9	-0.8	5.9
W.P. Labuan	0.0	0.0	0.0	0.0	0.0	24.1
W.P. Putrajaya	0.0	0.0	0.0	-0.7	0.0	1.8

2.3b Peratus perubahan bulan ke bulan median upah bulanan mengikut negeri, Julai 2024 - September 2025 (samb.) Month-on-month percentage change of median monthly wage by state, July 2024 - September 2025 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change								
2025								
01	02	03	04	05	06	07	08	09
0.6	-6.2	4.3	-4.5	-0.6	0.6	0.0	0.0	0.0
3.5	-11.2	5.6	-5.3	0.0	0.0	0.0	0.0	0.0
0.0	-3.1	5.0	-4.8	0.0	0.0	1.4	-1.3	0.0
2.2	1.6	4.2	-3.0	2.1	-1.0	0.0	0.0	2.1
-1.0	-7.4	4.0	-3.8	0.0	1.8	-1.8	0.0	0.0
2.1	-4.5	4.8	-5.2	0.0	1.5	0.0	0.0	-0.7
4.1	-4.0	5.8	-5.5	1.2	0.8	-0.8	-1.2	1.2
-2.4	-11.8	3.1	-1.8	-1.5	0.9	-0.9	0.9	0.0
8.3	-8.4	0.8	-1.7	0.8	-0.3	1.1	0.0	0.0
2.1	0.0	0.0	-1.0	1.0	0.0	0.0	0.0	0.0
4.4	-8.7	4.9	-3.7	-2.4	1.5	-0.6	-0.9	0.9
-4.8	3.2	6.6	-4.5	0.0	0.0	0.0	0.0	0.0
2.3	-2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
8.3	-8.4	2.1	-2.0	2.1	-1.2	0.0	0.0	0.0
4.8	-5.8	7.2	-5.5	-3.2	0.0	0.9	-0.9	0.0
-12.8	-3.8	0.9	-1.7	1.8	0.0	0.0	-0.9	0.0
2.9	0.0	11.5	-11.6	-0.7	0.7	0.0	0.0	0.0

2.3c Peratus perubahan tahun ke tahun median upah bulanan mengikut negeri,
Julai 2024 - September 2025
*Year-on-year percentage change of median monthly wage by state,
 July 2024 - September 2025*

(%)

Negeri State	Perubahan tahun ke tahun Year-on-year change					
	2024					
	07	08	09	10	11	12
Malaysia	6.3	5.6	5.6	6.3	6.3	5.0
Johor	4.2	4.2	4.2	3.0	4.2	5.8
Kedah	4.4	4.0	4.4	3.6	4.0	3.2
Kelantan	1.7	1.1	5.1	4.0	1.7	4.0
Melaka	5.2	4.3	5.2	1.9	4.2	1.7
Negeri Sembilan	5.2	5.2	5.3	5.2	3.6	2.6
Pahang	5.0	4.1	4.1	5.0	4.1	5.7
Pulau Pinang	6.6	6.6	5.8	4.7	7.5	4.2
Perak	2.3	2.3	2.3	3.2	3.2	5.7
Perlis	5.1	1.1	3.4	3.4	3.4	3.7
Selangor	3.4	3.4	3.4	1.9	1.2	4.3
Terengganu	5.3	5.3	5.3	5.3	5.3	5.0
Sabah	4.5	4.5	4.5	5.6	4.5	6.3
Sarawak	3.2	2.3	3.2	3.2	3.2	4.8
W.P. Kuala Lumpur	5.3	4.3	4.3	5.3	4.4	3.8
W.P. Labuan	2.8	1.9	1.9	0.0	0.0	6.6
W.P. Putrajaya	0.0	0.0	1.5	0.0	0.0	1.8

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

(%)

Perubahan tahun ke tahun Year-on-year change								
2025								
01	02	03	04	05	06	07	08	09
4.0	3.3	5.5	3.6	5.4	4.3	4.3	4.3	4.3
8.4	4.0	6.3	4.0	4.0	4.0	4.0	4.0	4.0
4.1	1.9	6.9	3.8	5.3	5.3	4.2	5.3	3.8
3.3	6.1	9.4	9.1	8.3	7.2	8.4	7.2	7.0
7.0	4.2	4.0	4.2	5.0	3.3	4.2	4.2	4.2
4.0	6.6	4.0	5.0	5.0	4.2	5.0	5.0	5.0
9.1	5.7	8.5	4.8	7.0	6.9	6.1	5.7	7.0
8.8	1.6	6.1	5.2	3.6	4.5	3.6	4.5	4.5
8.3	5.7	5.7	5.8	6.7	7.3	7.6	7.6	7.6
5.9	7.0	7.0	4.8	7.0	7.0	7.0	7.0	7.0
6.2	3.9	4.3	3.7	3.3	4.8	4.2	3.3	4.2
0.9	3.2	10.0	6.0	5.0	5.0	5.0	5.0	5.0
5.1	6.3	6.3	6.3	6.3	7.3	6.3	6.3	6.3
8.3	5.7	7.9	6.7	7.0	7.6	6.6	7.6	6.6
6.1	3.6	4.5	3.1	2.5	2.1	2.5	2.5	2.5
3.0	4.1	5.0	3.2	5.0	5.0	5.0	4.1	4.1
4.0	4.8	6.3	2.5	1.8	2.5	2.5	2.5	2.5

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JADUAL TABURAN UPAH, WARGANEGARA



TABLE WAGES DISTRIBUTION, CITIZEN



3.1a Taburan bilangan pekerja formal mengikut skala upah, Julai 2024 - September 2025 Number of formal employees distribution by wage scale, July 2024 - September 2025

Skala upah Wage scale	Bulan / Month					
	2024					
	07	08	09	10	11	12
Bilangan pekerja formal Number of formal employees ('000)						
RM2,000 ke bawah Below RM2,000	2,184.0	2,178.8	2,180.3	2,166.5	2,178.6	1,996.4
RM2,000 - RM2,999	1,486.4	1,501.1	1,493.3	1,503.3	1,484.8	1,341.3
RM3,000 - RM3,999	952.0	956.5	963.9	974.2	965.8	947.7
RM4,000 - RM4,999	562.2	568.6	563.5	571.0	572.4	578.5
RM5,000 - RM5,999	383.2	383.3	382.8	384.6	381.9	400.1
RM6,000 - RM6,999	254.9	255.6	254.8	256.9	257.4	283.7
RM7,000 - RM7,999	184.9	183.6	183.6	184.4	181.8	204.3
RM8,000 - RM8,999	146.0	145.3	145.3	147.1	146.6	171.0
RM9,000 - RM9,999	100.1	98.7	99.1	99.8	99.7	123.8
RM10,000 - RM10,999	94.8	93.6	94.4	95.1	95.6	116.3
RM11,000 - RM11,999	59.3	58.6	58.9	59.5	59.6	79.1
RM12,000 - RM12,999	53.9	53.1	53.8	54.1	54.6	71.4
RM13,000 - RM13,999	41.5	41.1	41.6	42.0	41.9	56.5
RM14,000 - RM14,999	32.6	31.8	32.7	33.2	33.0	45.9
RM15,000 dan ke atas RM15,000 and above	265.3	259.3	269.1	270.4	275.2	415.4

3.1a Taburan bilangan pekerja formal mengikut skala upah, Julai 2024 - September 2025 (samb.) Number of formal employees distribution by wage scale, July 2024 - September 2025 (cont.)

Bulan / Month								
2025								
01	02	03	04	05	06	07	08	09
Bilangan pekerja formal Number of formal employees								
('000)								
1,890.6	1,959.4	1,862.5	2,021.5	1,999.7	2,011.1	2,018.7	2,018.7	2,011.6
1,350.6	1,530.4	1,480.4	1,562.3	1,613.2	1,593.4	1,624.9	1,638.6	1,645.1
943.3	971.7	956.5	970.4	1,009.2	1,002.7	1,012.6	1,019.7	1,026.1
596.1	579.6	586.8	589.6	604.6	599.6	608.3	610.4	610.8
409.8	381.2	392.5	396.2	399.6	402.2	410.0	409.4	409.4
298.7	267.7	269.4	276.7	276.0	277.1	285.7	285.0	285.2
216.4	187.8	187.0	193.4	188.3	192.1	196.1	195.8	195.7
179.4	154.2	154.9	159.4	154.3	157.3	159.0	159.2	158.6
131.4	103.6	107.6	113.1	106.8	110.7	111.5	110.1	110.4
120.7	98.0	103.0	105.7	101.2	104.0	104.2	103.3	103.4
82.8	63.3	67.7	68.1	64.5	66.3	66.8	65.7	66.1
75.2	57.1	62.3	62.9	59.0	59.8	59.6	58.8	59.0
59.1	44.3	49.1	47.8	45.1	45.9	45.7	45.3	45.2
48.5	35.2	39.9	38.9	35.7	36.5	36.3	36.0	36.0
423.0	330.0	467.4	340.6	295.6	310.8	296.6	289.9	293.8

3.1b

**Peratus sumbangan taburan pekerja formal mengikut skala upah,
Julai 2024 - September 2025**
*Percentage share of formal employees distribution by wage scale,
July 2024 - September 2025*

Skala upah Wage scale	Bulan / Month					
	2024					
	07	08	09	10	11	12
Peratus sumbangan pekerja formal Percentage share of formal employees (%)						
RM2,000 ke bawah Below RM2,000	32.1	32.0	32.0	31.7	31.9	29.2
RM2,000 - RM2,999	21.9	22.0	21.9	22.0	21.7	19.6
RM3,000 - RM3,999	14.0	14.0	14.1	14.2	14.1	13.9
RM4,000 - RM4,999	8.3	8.4	8.3	8.3	8.4	8.5
RM5,000 - RM5,999	5.6	5.6	5.6	5.6	5.6	5.9
RM6,000 - RM6,999	3.7	3.8	3.7	3.8	3.8	4.2
RM7,000 - RM7,999	2.7	2.7	2.7	2.7	2.7	3.0
RM8,000 - RM8,999	2.1	2.1	2.1	2.1	2.1	2.5
RM9,000 - RM9,999	1.5	1.4	1.5	1.5	1.5	1.8
RM10,000 - RM10,999	1.4	1.4	1.4	1.4	1.4	1.7
RM11,000 - RM11,999	0.9	0.9	0.9	0.9	0.9	1.2
RM12,000 - RM12,999	0.8	0.8	0.8	0.8	0.8	1.0
RM13,000 - RM13,999	0.6	0.6	0.6	0.6	0.6	0.8
RM14,000 - RM14,999	0.5	0.5	0.5	0.5	0.5	0.7
RM15,000 dan ke atas RM15,000 and above	3.9	3.8	3.9	4.0	4.0	6.1

3.1b Peratus sumbangan taburan pekerja formal mengikut skala upah, Julai 2024 - September 2025 (samb.) Percentage share of formal employees distribution by wage scale, July 2024 - September 2025 (cont.)

Bulan / Month								
2025								
01	02	03	04	05	06	07	08	09
Peratus sumbangan pekerja formal Percentage share of formal employees								
								(%)
27.7	29.0	27.4	29.1	28.8	28.9	28.7	28.7	28.5
19.8	22.6	21.8	22.5	23.2	22.9	23.1	23.3	23.3
13.8	14.4	14.1	14.0	14.5	14.4	14.4	14.5	14.5
8.7	8.6	8.6	8.5	8.7	8.6	8.6	8.7	8.7
6.0	5.6	5.8	5.7	5.7	5.8	5.8	5.8	5.8
4.4	4.0	4.0	4.0	4.0	4.0	4.1	4.0	4.0
3.2	2.8	2.8	2.8	2.7	2.8	2.8	2.8	2.8
2.6	2.3	2.3	2.3	2.2	2.3	2.3	2.3	2.2
1.9	1.5	1.6	1.6	1.5	1.6	1.6	1.6	1.6
1.8	1.4	1.5	1.5	1.5	1.5	1.5	1.5	1.5
1.2	0.9	1.0	1.0	0.9	1.0	0.9	0.9	0.9
1.1	0.8	0.9	0.9	0.8	0.9	0.8	0.8	0.8
0.9	0.7	0.7	0.7	0.6	0.7	0.6	0.6	0.6
0.7	0.5	0.6	0.6	0.5	0.5	0.5	0.5	0.5
6.2	4.9	6.9	4.9	4.3	4.5	4.2	4.1	4.2

3.2 Upah bulanan pekerja formal mengikut persentil, Julai 2024 - September 2025

Formal employees monthly wages by percentile, July 2024 - September 2025

(RM)

Persentil Percentile	Bulan / Month					
	2024					
	07	08	09	10	11	12
Persentil ke-10 10th percentile	1,500	1,500	1,500	1,500	1,500	1,500
Persentil ke-20 20th percentile	1,600	1,627	1,627	1,627	1,600	1,664
Persentil ke-30 30th percentile	1,900	1,900	1,900	1,909	1,900	2,000
Persentil ke-40 40th percentile	2,256	2,245	2,264	2,264	2,264	2,464
Persentil ke-50 50th percentile	2,745	2,745	2,745	2,764	2,764	3,045
Persentil ke-60 60th percentile	3,300	3,300	3,300	3,300	3,309	3,700
Persentil ke-70 70th percentile	4,127	4,100	4,111	4,145	4,145	4,782
Persentil ke-80 80th percentile	5,500	5,500	5,500	5,500	5,500	6,600
Persentil ke-90 90th percentile	8,600	8,500	8,600	8,700	8,700	10,800

3.2 Upah bulanan pekerja formal mengikut persentil, Julai 2024 - September 2025 (samb.) Formal employees monthly wages by percentile, July 2024 - September 2025 (cont.)

Bulan / Month									(RM)
2025									
01	02	03	04	05	06	07	08	09	
1,500	1,645	1,700	1,645	1,682	1,664	1,700	1,700	1,700	
1,700	1,745	1,782	1,727	1,764	1,745	1,764	1,764	1,764	
2,027	2,000	2,027	2,000	2,000	2,000	2,000	2,000	2,000	
2,500	2,382	2,482	2,364	2,364	2,382	2,382	2,364	2,382	
3,064	2,875	3,000	2,864	2,845	2,864	2,864	2,864	2,864	
3,845	3,500	3,664	3,500	3,464	3,482	3,482	3,464	3,475	
4,982	4,345	4,664	4,400	4,300	4,327	4,327	4,300	4,300	
6,800	5,900	6,400	6,000	5,700	5,800	5,800	5,778	5,800	
11,000	9,400	11,000	9,600	9,000	9,200	9,000	9,000	9,000	

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

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

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perombongan & 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>						
Kurang daripada 20 <i>Less than 20</i>	1.1	0.1	17.0	3.1	92.4	3.5
20-24	10.3	1.7	144.4	35.1	566.6	30.6
25-29	18.2	5.3	238.6	76.4	953.1	87.0
30-34	20.0	5.9	196.4	74.7	822.0	83.0
35-39	19.5	7.3	158.6	63.9	655.2	66.3
40-44	17.4	7.0	141.6	53.1	530.0	46.4
45-49	13.8	5.0	126.5	45.4	416.9	31.1
50-54	11.8	3.5	103.9	38.4	324.5	23.9
55-59	9.8	2.1	68.4	27.5	222.5	17.3
60-64	4.7	0.9	26.3	17.1	116.3	7.2
65 dan ke atas <i>65 and above</i>	3.6	0.7	16.3	11.2	81.4	5.2
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employees to economic activity</i>						
Kurang daripada 20 <i>Less than 20</i>	0.8	0.3	1.4	0.7	1.9	0.9
20-24	7.9	4.3	11.7	7.9	11.9	7.6
25-29	14.0	13.4	19.3	17.1	19.9	21.7
30-34	15.3	15.0	15.9	16.7	17.2	20.7
35-39	15.0	18.5	12.8	14.3	13.7	16.5
40-44	13.3	17.7	11.4	11.9	11.1	11.6
45-49	10.6	12.6	10.2	10.2	8.7	7.8
50-54	9.1	8.9	8.4	8.6	6.8	6.0
55-59	7.6	5.2	5.5	6.2	4.7	4.3
60-64	3.6	2.4	2.1	3.8	2.4	1.8
65 dan ke atas <i>65 and above</i>	2.8	1.7	1.3	2.5	1.7	1.3

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

Number of formal employees by age group and economic activity, August 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>	1.2	0.1	17.8	3.4	91.4	3.8
20-24	10.5	1.7	147.7	35.9	581.8	32.2
25-29	18.2	5.3	239.1	76.5	953.1	87.9
30-34	20.0	5.8	196.3	74.4	819.8	82.9
35-39	19.5	7.2	158.6	63.6	653.9	66.2
40-44	17.3	7.0	141.7	53.0	529.2	46.5
45-49	13.8	4.9	126.3	45.2	416.2	31.2
50-54	11.8	3.5	103.6	38.3	323.4	24.0
55-59	9.8	2.1	68.0	27.3	221.0	17.2
60-64	4.6	0.9	25.8	17.0	114.7	7.1
65 dan ke atas <i>65 and above</i>	3.6	0.7	16.1	11.1	80.6	5.2
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employees to economic activity</i>						
						(%)
Kurang daripada 20 <i>Less than 20</i>	0.9	0.3	1.4	0.8	1.9	0.9
20-24	8.1	4.4	11.9	8.1	12.2	8.0
25-29	14.0	13.4	19.3	17.2	19.9	21.7
30-34	15.3	14.9	15.8	16.7	17.1	20.5
35-39	15.0	18.4	12.8	14.3	13.7	16.4
40-44	13.3	17.7	11.4	11.9	11.1	11.5
45-49	10.6	12.5	10.2	10.1	8.7	7.7
50-54	9.1	8.9	8.3	8.6	6.8	5.9
55-59	7.5	5.2	5.5	6.1	4.6	4.3
60-64	3.5	2.4	2.1	3.8	2.4	1.8
65 dan ke atas <i>65 and above</i>	2.7	1.7	1.3	2.5	1.7	1.3

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

Number of formal employees by age group and economic activity, September 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>	1.2	0.1	18.5	3.5	92.8	4.0
20-24	10.6	1.8	149.6	36.6	591.4	33.4
25-29	18.2	5.3	239.0	76.5	954.5	88.2
30-34	20.0	5.9	196.1	74.3	819.2	82.8
35-39	19.6	7.2	158.4	63.6	653.5	66.3
40-44	17.3	7.0	141.5	52.9	529.2	46.6
45-49	13.8	4.9	126.1	45.1	416.0	31.4
50-54	11.8	3.5	103.3	38.1	322.7	24.0
55-59	9.7	2.0	67.7	27.2	220.1	17.2
60-64	4.5	0.9	25.5	16.8	113.5	7.0
65 dan ke atas <i>65 and above</i>	3.6	0.7	16.1	11.1	80.2	5.2
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employees to economic activity</i>						
						(%)
Kurang daripada 20 <i>Less than 20</i>	0.9	0.3	1.5	0.8	1.9	1.0
20-24	8.1	4.6	12.0	8.2	12.3	8.2
25-29	14.0	13.5	19.2	17.2	19.9	21.7
30-34	15.3	14.9	15.8	16.7	17.1	20.4
35-39	15.0	18.4	12.8	14.3	13.6	16.3
40-44	13.3	17.7	11.4	11.9	11.0	11.5
45-49	10.6	12.6	10.2	10.1	8.7	7.7
50-54	9.0	8.8	8.3	8.5	6.7	5.9
55-59	7.5	5.2	5.5	6.1	4.6	4.2
60-64	3.5	2.3	2.0	3.8	2.4	1.7
65 dan ke atas <i>65 and above</i>	2.7	1.7	1.3	2.5	1.7	1.3

3.4 Median upah bulanan mengikut kumpulan umur dan aktiviti ekonomi, Julai 2025 - September 2025 Median monthly wage by age group and economic activity, July 2025 - September 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>
Julai 2025 <i>July 2025</i> (RM)					
Kurang daripada 20 <i>Less than 20</i>	1,700	1,700	1,700	1,700	1,700
20-24	1,800	2,000	1,927	1,900	1,882
25-29	2,000	4,000	2,300	2,600	2,600
30-34	2,182	4,382	2,755	3,064	3,127
35-39	2,356	9,400	3,164	3,382	3,564
40-44	2,445	13,583	3,400	3,400	3,827
45-49	2,464	12,027	3,664	3,500	3,964
50-54	2,464	9,200	3,664	3,427	3,700
55-59	2,464	6,000	3,627	3,200	3,345
60-64	2,700	3,850	3,200	3,500	3,000
65 dan ke atas <i>65 and above</i>	3,000	3,500	3,000	3,400	2,800
Ogos 2025 <i>August 2025</i> (RM)					
Kurang daripada 20 <i>Less than 20</i>	1,700	1,700	1,700	1,700	1,700
20-24	1,800	2,000	1,927	1,900	1,882
25-29	2,000	4,000	2,300	2,600	2,600
30-34	2,182	4,400	2,764	3,082	3,100
35-39	2,345	9,517	3,164	3,382	3,545
40-44	2,427	13,700	3,400	3,382	3,800
45-49	2,440	12,200	3,682	3,500	3,945
50-54	2,445	9,100	3,664	3,445	3,700
55-59	2,464	5,900	3,627	3,200	3,345
60-64	2,700	3,927	3,182	3,464	3,000
65 dan ke atas <i>65 and above</i>	3,000	3,514	3,000	3,400	2,800

3.4

**Median upah bulanan mengikut kumpulan umur dan aktiviti ekonomi,
Julai 2025 - September 2025 (samb.)**
*Median monthly wage by age group and economic activity,
July 2025 - September 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>
September 2025 <i>September 2025</i>					
	(RM)				
Kurang daripada 20 <i>Less than 20</i>	1,700	1,700	1,700	1,700	1,700
20-24	1,800	2,000	1,927	1,900	1,900
25-29	2,045	4,082	2,300	2,600	2,600
30-34	2,200	4,560	2,764	3,064	3,133
35-39	2,400	9,700	3,164	3,345	3,564
40-44	2,500	13,600	3,400	3,364	3,822
45-49	2,500	12,077	3,664	3,500	3,964
50-54	2,500	9,000	3,664	3,427	3,700
55-59	2,500	5,900	3,600	3,200	3,345
60-64	2,800	3,782	3,164	3,464	2,982
65 dan ke atas <i>65 and above</i>	3,000	3,500	3,000	3,400	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 diperoleh 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 ini 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

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

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 Commission 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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