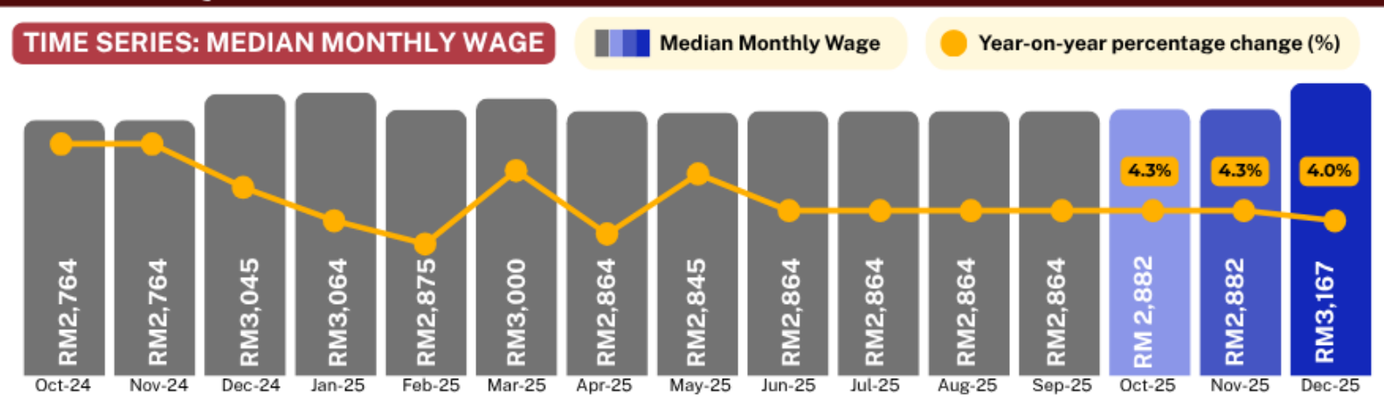
MINISTRY OF ECONOMY
DEPARTMENT OF STATISTICS MALAYSIA

TODAY'S STATISTICS
by DOSM at 12:00 pm

29 APRIL 2026 | #93

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR)
FOURTH QUARTER 2025

> "The median monthly wage of Malaysian formal employees increased by **4.0 per cent** year-on-year to **RM3,167** in December 2025."



MEDIAN MONTHLY WAGE OF CITIZEN FORMAL EMPLOYEES BY DIMENSIONS

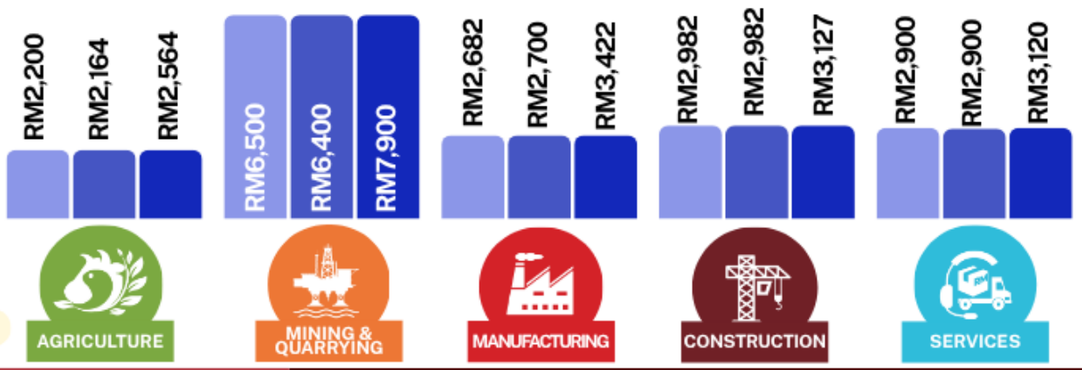
BY SEX

Median monthly wage for **male (RM3,167)** was higher than female (RM3,120) in December 2025.

RM2,900	OCT-25	RM2,811
RM2,900	NOV-25	RM2,827
RM3,167	DEC-25	RM3,120

BY ECONOMIC ACTIVITY

The **Mining & quarrying** sector recorded the highest median monthly wage **(RM7,900)**, followed by Construction, Services, Manufacturing and Agriculture sectors.



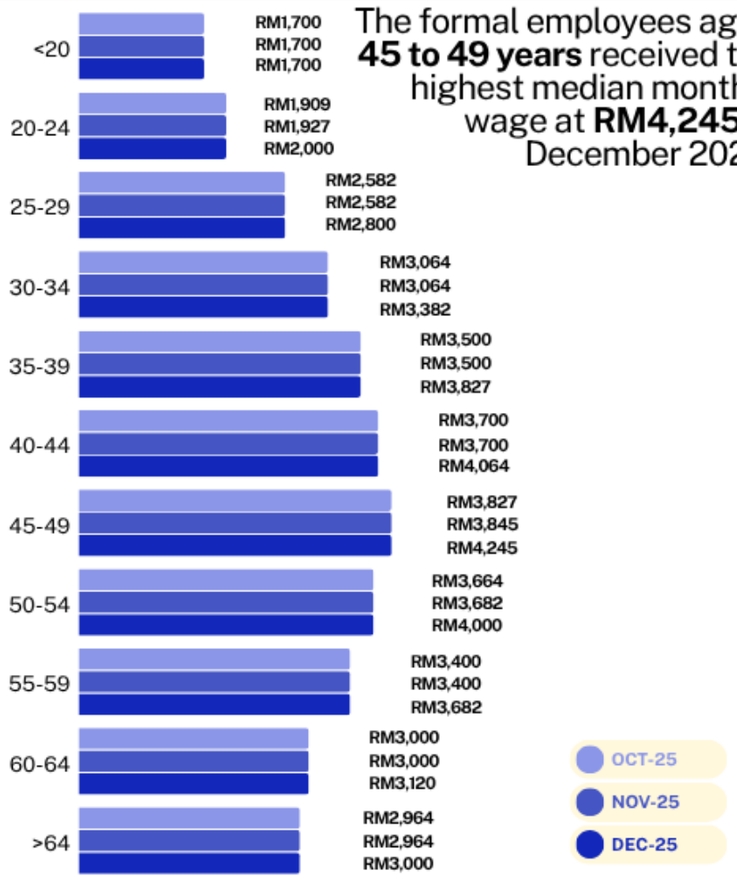
BY ETHNIC

Bumiputera formal employees recorded the median monthly wage of RM2,627, Chinese (RM4,764) and Indian (RM3,120) in December 2025.

	BUMIPUTERA	CHINESE	INDIAN	OTHERS
OCT-25	RM2,445	RM4,500	RM2,827	RM2,227
NOV-25	RM2,445	RM4,500	RM2,800	RM2,200
DEC-25	RM2,627	RM4,767	RM3,120	RM2,364

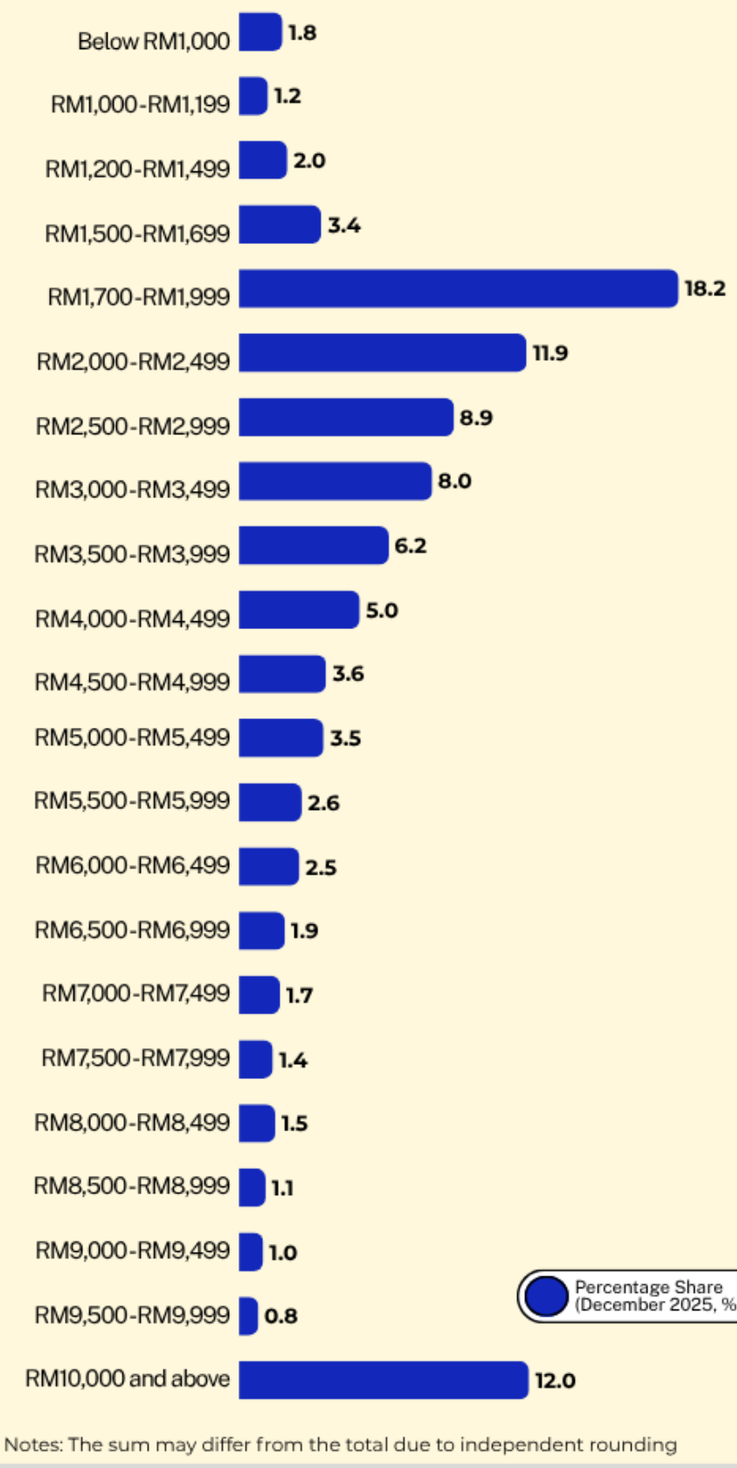
BY AGE GROUP

The formal employees aged **45 to 49 years** received the highest median monthly wage at **RM4,245** in December 2025.



DISTRIBUTION BY WAGE SCALE

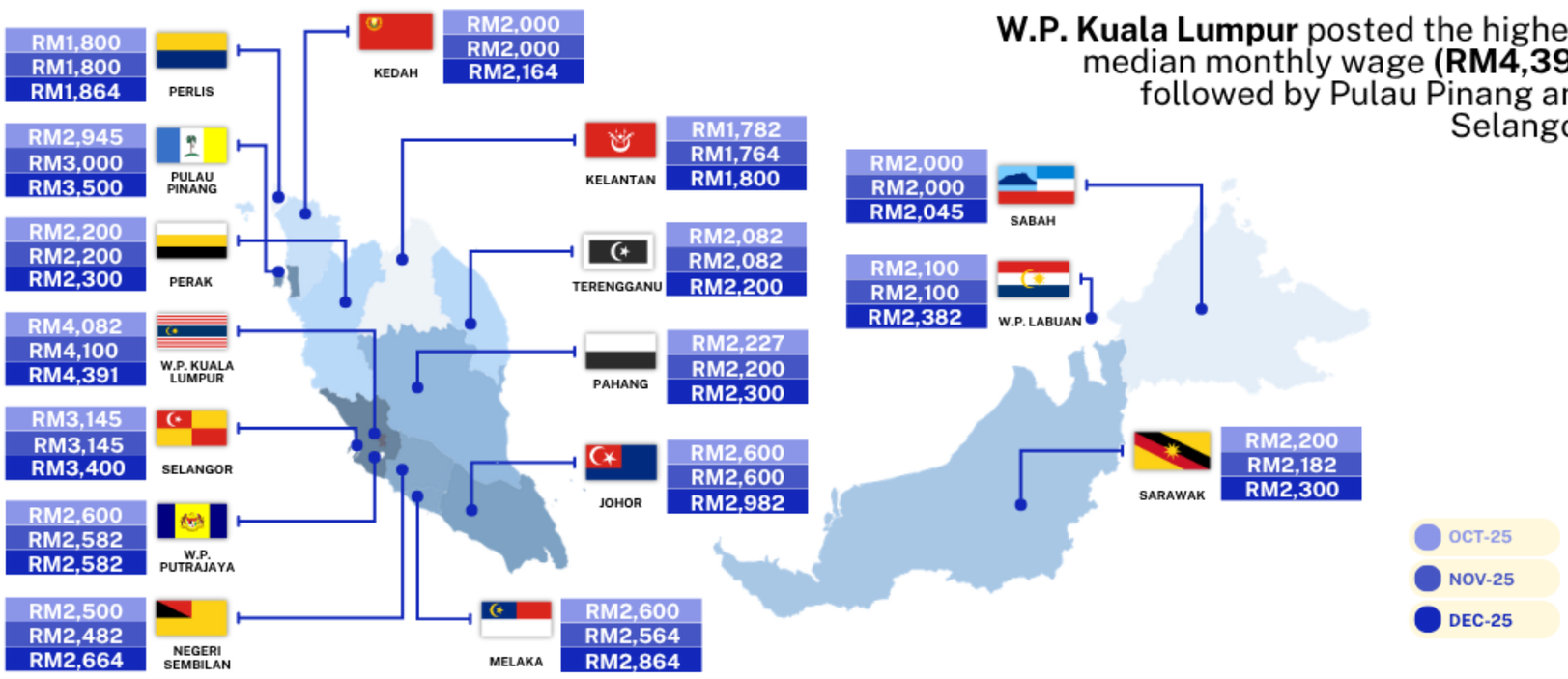
The percentage of formal employees earning below RM1,700 **declined 12.5 percentage point to 8.4 per cent** in December 2025 (December 2024: 21.0 per cent).



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 **(RM4,391)** followed by Pulau Pinang and Selangor.



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

Wage refers 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.

Median monthly wages of the formal sector rise to RM3,167 in December 2025

- The median monthly wage for formal employees were RM3,167 in December 2025, a 4.0 per cent increase from RM3,045 in December 2024. The number of Malaysian formal employees continued to register a year-on-year increase that recorded a growth of 3.6 per cent to 7.08 million persons in December 2025. Meanwhile, the median monthly wage also recorded year-on-year increases of 4.3 per cent, 4.3 per cent and 4.0 per cent in October, November and December 2025, respectively.

- Male formal employees comprised 55.1 per cent (3.90 million persons) of the total formal employees in December 2025, received higher median monthly wage than female formal employees. The median monthly wage of male formal employees stood at RM3,167 while female formal employees who made up 44.9 per cent (3.18 million persons) of total formal employees earned median monthly wage of RM3,120.

- Formal employees aged 45 to 49 years continued to register the highest median monthly wages throughout the fourth quarter of 2025 (October 2025: RM3,827; November 2025: RM3,845; December 2025: RM4,245). All age groups experienced steady year-on-year increases in median monthly wage. The highest growth was recorded among employees aged below 20 years, with the median monthly wage reaching RM1,700 in December 2025, an increase of 11.3 per cent compared with the same period of the previous year.

- All sectors recorded an increases in median monthly wages across all three months of the fourth quarter of 2025. The Mining & quarrying sector, which makes up only 0.5 per cent of all formal employees, recorded the highest median monthly wages at RM7,900 in December 2025. In contrast, the Agriculture sector, representing 1.8 per cent of formal employees, reported the lowest median monthly wages at RM2,564, showing a rise to 7.6 per cent year-on-year growth during the same period.

- Wilayah Persekutuan Kuala Lumpur recorded the highest median monthly wage at RM4,391, followed by Pulau Pinang (RM3,500) and Selangor (RM3,400) in December 2025. Meanwhile, Kelantan, Perlis and Sabah recorded the lowest median monthly wages during the same period with RM1,800, RM1,864 and RM2,045 respectively.

- 8.4 per cent of Malaysian's formal employees earned monthly wages below RM1,700 in December 2025, which was reduced by 12.5 percentage points as compared to December 2024. Furthermore, percentile analysis revealed that the bottom 10 per cent of Malaysian formal employees received monthly wages of RM1,700 or less, while employees in the 90th percentile earned at least RM11,122 per month.