KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

LAPORAN SURVEI GAJI & UPAH

SALARIES & WAGES SURVEY REPORT

MALAYSIA 2025

Pemakluman

Jabatan Perangkaan Malaysia (DOSM) sedang melaksanakan **Banci Ekonomi 2026 (BE2026)** dengan tema **"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.

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),*** *with themed* ***"Data Nadi Ekonomi Rakyat".*** *The sixth Economic Census, will be carried out from* ***5th January to 31st October 2026.*** *BE2026 aims to collect comprehensive and 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.*

OpenDOSM NextGen *is a medium that provides data catalogue and visualisations to facilitate users' analysis and can be accessed through https://open.dosm.gov.my.*

JABATAN PERANGKAAN MALAYSIA
DEPARTMENT OF STATISTICS MALAYSIA

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"Sumber : Jabatan Perangkaan Malaysia"

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Kata Pengantar

Laporan Survei Gaji & Upah memaparkan statistik tahunan gaji & upah bagi warganegara bersumberkan **Survei Gaji & Upah 2025** yang menggunakan pendekatan isi rumah. Laporan ini membekalkan statistik mengikut ciri-ciri demografi dan sosioekonomi iaitu termasuk jantina, kumpulan umur, pencapaian pendidikan, sijil tertinggi diperoleh, strata, negeri, pekerjaan, kategori kemahiran, industri, sektor dan etnik. Penyusunan statistik ini adalah berdasarkan garis panduan dan syor daripada *International Labour Organization (ILO)* dengan merujuk kepada *An Integrated System of Wages Statistics*.

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

Selaras dengan ini, buat kali pertamanya indikator baharu iaitu gaji & upah benar bulanan mengikut negeri telah dimuatkan dalam penerbitan ini bagi memberi gambaran yang lebih mendalam mengenai situasi gaji & upah di Malaysia dari sudut penawaran buruh.

Penerbitan ini mengandungi enam bahagian. Bahagian pertama membentangkan ringkasan penemuan bagi bilangan penerima, penengah dan purata gaji & upah. Bahagian kedua memaparkan statistik utama dan jadual siri masa. Seterusnya, diikuti dengan jadual statistik mengikut etnik di bahagian ketiga. Jadual statistik terpilih bagi bukan warganegara di bahagian keempat dan jadual ralat piawai relatif di bahagian kelima. Aspek teknikal seperti objektif survei, kaedah pengumpulan data, skop & liputan dan konsep & definisi disediakan di bahagian terakhir bagi memudahkan pengguna memahami statistik yang diterbitkan.

Jabatan Perangkaan Malaysia (DOSM) merakamkan setinggi-tinggi penghargaan kepada responden dan semua pihak yang telah menyumbang kepada pelaksanaan survei dan penyediaan penerbitan ini. Pandangan dan cadangan ke arah penambahbaikan penerbitan ini pada masa hadapan amat dihargai.

SITI ASIAH AHMAD
Ketua Perangkawan Malaysia
September 2026

Preface

*The Salaries & Wages Report presents annual salaries & wages statistics for citizens from the **Salaries & Wages Survey 2025** through household approach. This report provides statistics according to demographic and socio economic characteristics which include sex, age group, educational attainment, highest certificate obtained, strata, state, occupation, skills category, industry, sector and ethnicity. The statistics are based on the guidelines and recommendations of the International Labour Organization (ILO) with reference to the An Integrated System of Wages Statistics.*

This publication serves as an important information which are used as an input for labour market analysis, policy formulation as well as planning, implementing and monitoring programme related to human resource development and salaries & wages. These statistics also serve as a reference to researchers, economists, academicians, private sector and individuals in research related to employment, salaries & wages and the labour market.

In line with this, new indicator, namely real salaries & wages by states are included for the first time in this publication to provide deeper insights of the salaries & wages situation in Malaysia from the labour supply perspective.

This publication contains six segment. The first segment presents the summary of findings of number of recipients, median and mean salaries & wages. The second segment displays the main statistics and time series tables. This is followed by statistics by ethnicity in the third segment. Selected statistical tables for non-citizens in the fourth segment and relative standard error tables in the fifth segment. Technical aspects such as objectives of the survey, method of data collection, scope & coverage and concepts & definitions are provided in the last segment to facilitate the users to understand the published statistics.

The Department of Statistics Malaysia (DOSM) gratefully acknowledges the cooperation and contribution rendered by all parties in making this publication a success. Every feedback and suggestion towards improving future report is highly appreciated

SITI ASIAH AHMAD
Chief Statistician Malaysia
September 2026

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RINGKASAN PENEMUAN

SUMMARY OF FINDINGS

KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

STATISTIK GAJI & UPAH 2025

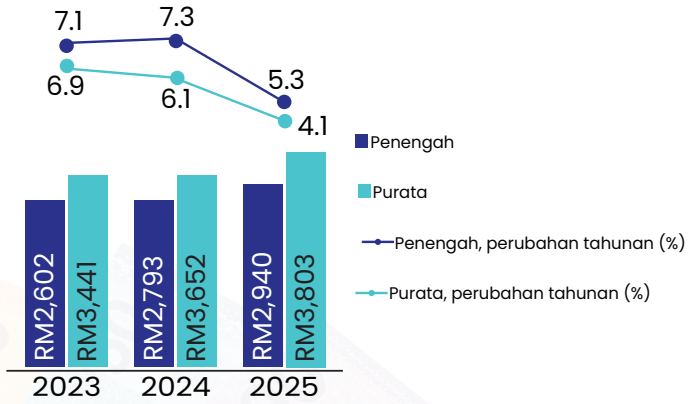


Purata gaji & upah bulanan meningkat

4.1%

kepada **RM3,803**

Penengah dan purata gaji & upah bulanan pekerja bagi warganegara Malaysia, 2023 - 2025



Penengah dan purata gaji & upah bulanan mengikut jantina



LELAKI

RM3,014	RM2,788
RM3,921	RM3,635



PEREMPUAN

Penengah dan purata gaji & upah bulanan mengikut kewarganegaraan

Warganegara	Warganegara & Bukan warganegara
RM2,940 5.3%	RM2,663 7.6%
RM3,803 4.1%	RM3,577 4.8%

Penengah dan purata gaji & upah bulanan mengikut tahap kemahiran



Mahir

RM5,057 8.1% | RM5,799 3.9%



Separuh mahir

RM2,223 8.4% | RM2,714 4.2%



Berkemahiran rendah

RM1,758 6.3% | RM2,184 2.6%

Penengah dan purata gaji & upah bulanan mengikut negeri*

W.P. Putrajaya mencatatkan **penengah** dan **purata** gaji & upah bulanan tertinggi, diikuti **W.P. Kuala Lumpur** dan **Selangor**

	Penengah (RM)	Purata (RM)
W.P. PUTRAJAYA	RM4,828	RM5,417
W.P. KUALA LUMPUR	RM3,938	RM4,955
SELANGOR	RM3,547	RM4,258

Tahun ke Tahun (%) | Penengah (RM) | Purata (RM)

@StatsMalaysia

Nota : 1. Jantina, tahap kemahiran dan negeri merujuk kepada warganegara
2. * merujuk kepada 3 negeri kedudukan teratas penengah dan purata gaji & upah bulanan 2025

Sumber : Survei Gaji & Upah, 2025, Jabatan Perangkaan Malaysia (DOSM)

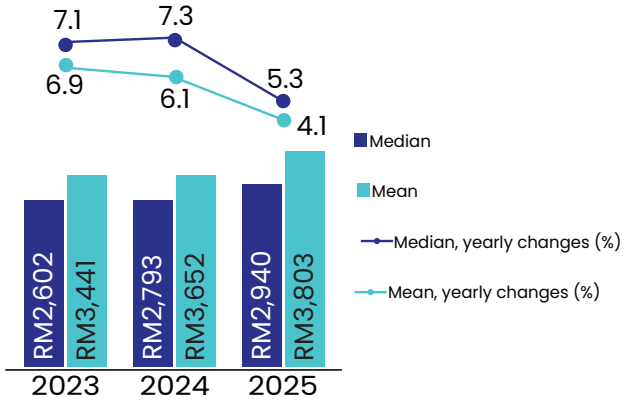
MINISTRY OF ECONOMY
DEPARTMENT OF STATISTICS MALAYSIA

SALARIES & WAGES STATISTICS 2025



Mean monthly salaries & wages rose by **4.1%** to **RM3,803**

Median and mean monthly salaries & wages Malaysian citizens, 2023 - 2025



Median and mean monthly salaries & wages by Sex



MALE

RM3,014
RM3,921



FEMALE

RM2,788
RM3,635

Median and mean monthly salaries & wages by Citizenship

Citizens	Citizen & Non-citizens
RM2,940 5.3%	RM2,663 7.6%
RM3,803 4.1%	RM3,577 4.8%

Median and mean monthly salaries & wages by Skill Level



Skilled

RM5,057 8.1% | RM5,799 3.9%



Semi-skilled

RM2,223 8.4% | RM2,714 4.2%



Low-skilled

RM1,758 6.3% | RM2,184 2.6%

Median and mean monthly salaries & wages by State*

W.P. Putrajaya was the highest **median** and **mean** monthly salaries & wages, followed by **W.P. Kuala Lumpur** and **Selangor**

W.P. PUTRAJAYA — RM4,828 | RM5,417

W.P. KUALA LUMPUR — RM3,938 | RM4,955

SELANGOR — RM3,547 | RM4,258

Year-on-Year (%) | Median (RM) | Mean (RM)

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Note : 1. Sex, skill level and state refer to Malaysian citizens
2. * refers to top 3 states median and mean monthly salaries & wages 2025
Source : Salaries & Wages Survey, 2025, Department of Statistics Malaysia (DOSM)

1. PENGENALAN

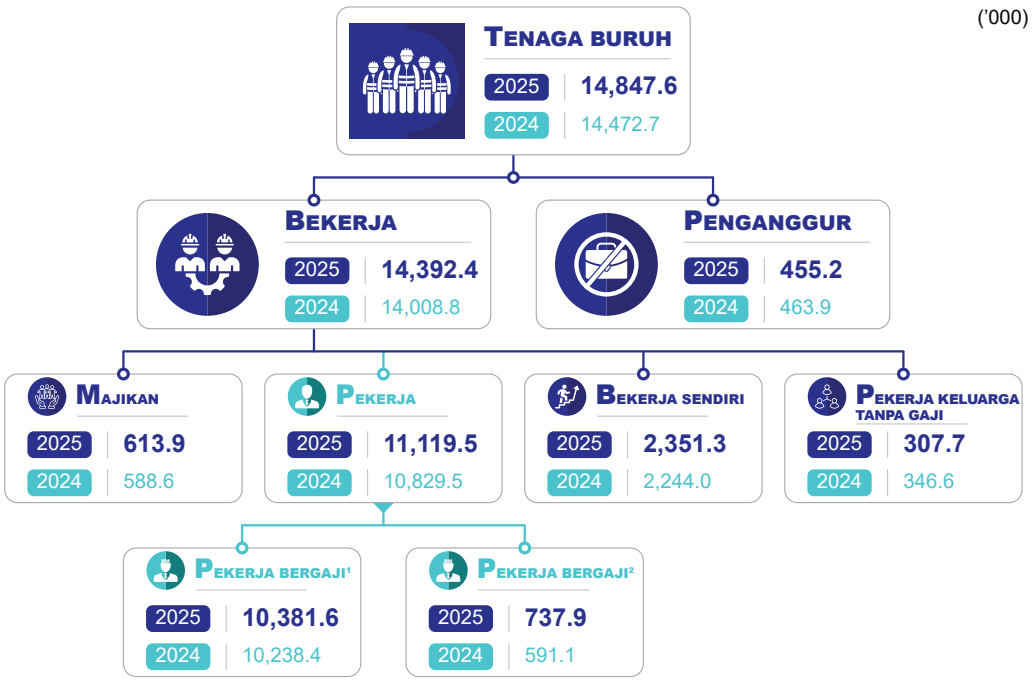
Laporan Survei Gaji & Upah 2025 membentangkan statistik menyeluruh mengenai gaji & upah bulanan berdasarkan survei isi rumah yang dijalankan dari Januari hingga Disember 2025 di seluruh negeri di Malaysia. Statistik yang terkandung memberi tumpuan khusus kepada warganegara Malaysia yang bekerja sebagai pekerja bergaji sepenuh masa daripada pekerjaan utama di sektor awam dan swasta. Bagi memberikan gambaran menyeluruh mengenai gaji & upah bulanan di Malaysia, laporan ini turut merangkumi indikator terpilih berkaitan pekerja bukan warganegara.

2. PENENGAH DAN PURATA GAJI & UPAH BULANAN PEKERJA

Prestasi gaji & upah bulanan pada tahun 2025 terus mencerminkan pengukuhan pasaran buruh dengan bilangan penerima gaji & upah bulanan bagi warganegara Malaysia meningkat 1.4 peratus kepada 10.38 juta orang, berbanding 10.24 juta orang pada tahun sebelumnya. Seiring dengan pertambahan tersebut, penengah gaji & upah bulanan turut meningkat 5.3 peratus kepada RM2,940 pada tahun 2025 (2024: RM2,793).

Purata gaji & upah bulanan terus meningkat pada tahun 2025, selaras dengan pertambahan bilangan penerima gaji & upah bulanan. Purata gaji & upah bulanan meningkat 4.1 peratus kepada RM3,803 berbanding RM3,652 pada tahun sebelumnya. Perkembangan ini mencerminkan peningkatan dalam pendapatan dan bilangan pekerja bergaji, sekali gus menggambarkan pengukuhan berterusan prestasi pasaran buruh Malaysia **[Paparan 1]**.

Paparan 1: Kerangka analisis gaji & upah bulanan, Malaysia, 2024 dan 2025



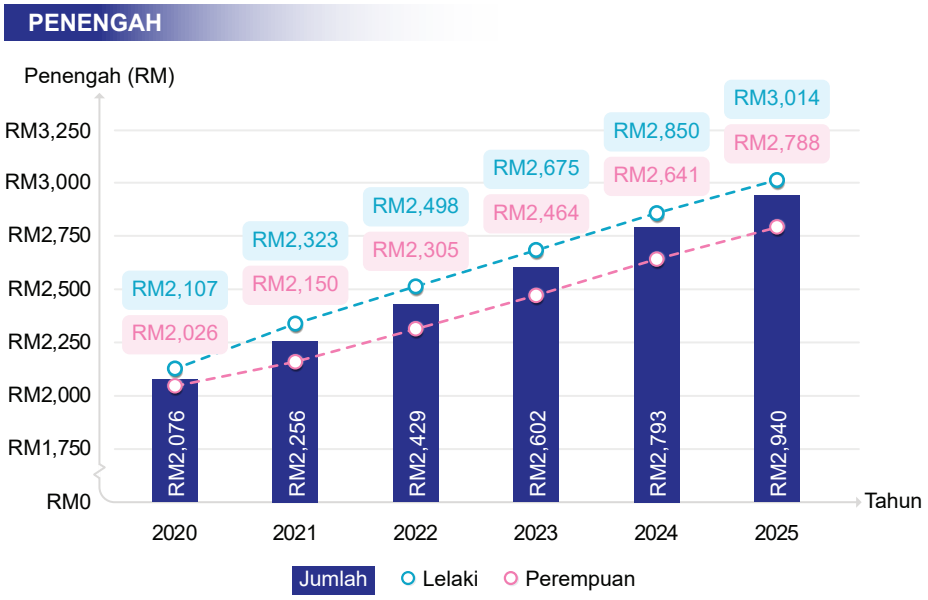
Nota:
[1] Merujuk kepada pekerja yang bekerja sepenuh masa sekurang-kurangnya 6 jam sehari atau sekurang-kurangnya 20 hari sebulan pada bulan rujukan.
[2] Bekerja sekurang-kurangnya 1 jam semasa minggu rujukan dan bekerja kurang daripada 6 jam sehari atau 20 hari sebulan pada bulan rujukan. Data merujuk kepada warganegara sahaja

3. GAJI & UPAH BULANAN PEKERJA MENGIKUT JANTINA

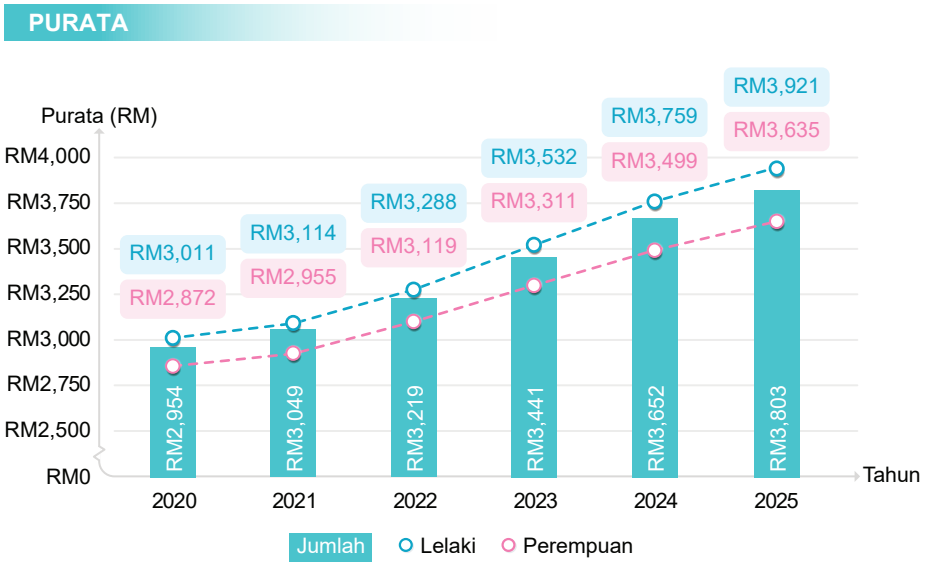
Penengah gaji & upah bulanan bagi pekerja lelaki meningkat 5.8 peratus kepada RM3,014 (2024: RM2,850), manakala pekerja perempuan mencatatkan 5.6 peratus kepada RM2,788 (2024: RM2,641). Peningkatan penengah gaji & upah bulanan tahun ke tahun bagi pekerja lelaki lebih tinggi iaitu RM164 (+5.8%) berbanding perempuan RM147 (+5.6%) seperti pada **Carta 1**.

Purata gaji & upah bulanan pekerja lelaki meningkat 4.3 peratus atau RM162 kepada RM3,921 (2024: RM3,759), manakala pekerja perempuan turut merekodkan pertumbuhan 3.9 peratus atau RM136 kepada RM3,635 (2024: RM3,499) seperti yang ditunjukkan di **Carta 2**.

Carta 1: Penengah gaji & upah bulanan pekerja mengikut jantina, Malaysia, 2020 - 2025



Carta 2: Purata gaji & upah bulanan pekerja mengikut jantina, Malaysia, 2020 - 2025



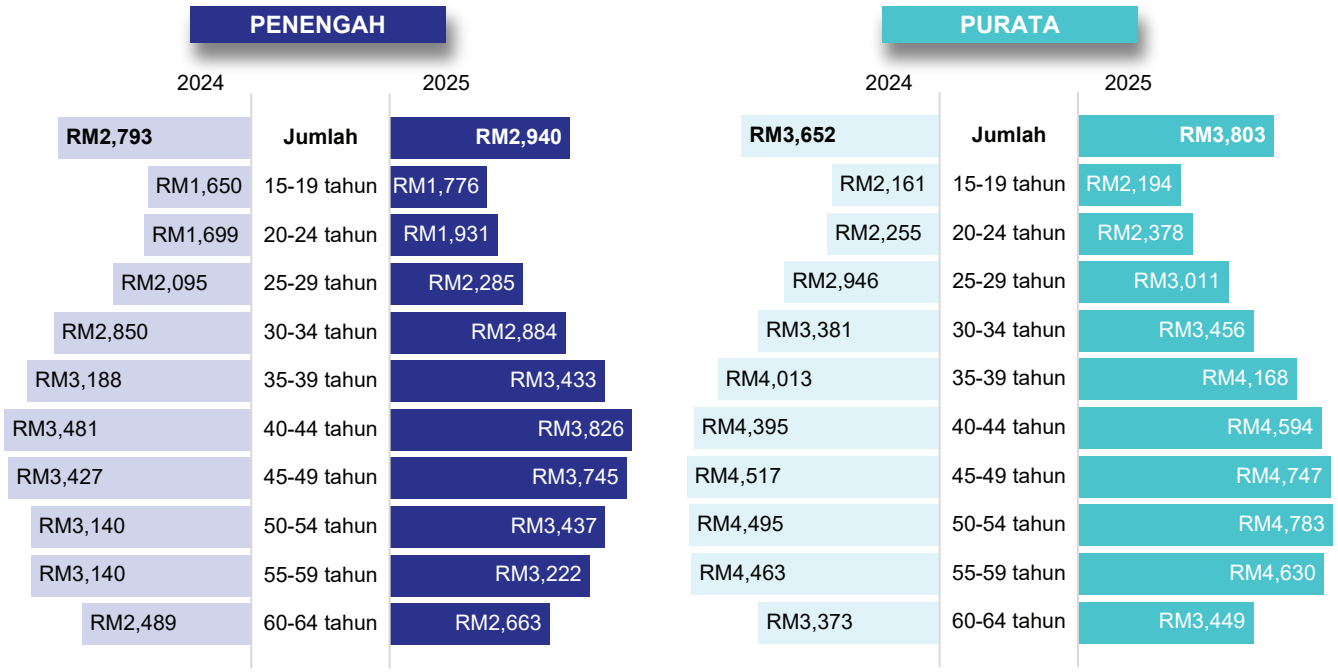
4. GAJI & UPAH BULANAN PEKERJA MENGIKUT KUMPULAN UMUR

Pekerja yang berumur 25 hingga 29 tahun merupakan penyumbang terbesar gaji & upah bulanan, merangkumi 16.4 peratus daripada jumlah keseluruhan. Kumpulan terbesar seterusnya ialah mereka yang berumur 30 hingga 34 tahun pada16.0 peratus, diikuti oleh mereka yang berumur 35 hingga 39 tahun pada 15.7 peratus, dan pekerja berumur 40 hingga 44 tahun pada 14.1 peratus.

Penengah gaji & upah bulanan tertinggi dicatatkan oleh pekerja berumur 40 hingga 44 tahun iaitu RM3,826 manakala yang terendah dicatatkan oleh mereka yang berumur 15 hingga 19 tahun pada RM1,776.

Sementara itu, pekerja berumur 50 hingga 54 tahun mencatatkan purata gaji & upah bulanan tertinggi iaitu RM4,783. Ini diikuti oleh kumpulan umur 45 hingga 49 tahun pada RM4,747 dan lingkungan umur 55 hingga 59 tahun pada RM4,630 **[Carta 3]**.

Carta 3: Penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur, Malaysia, 2024 dan 2025



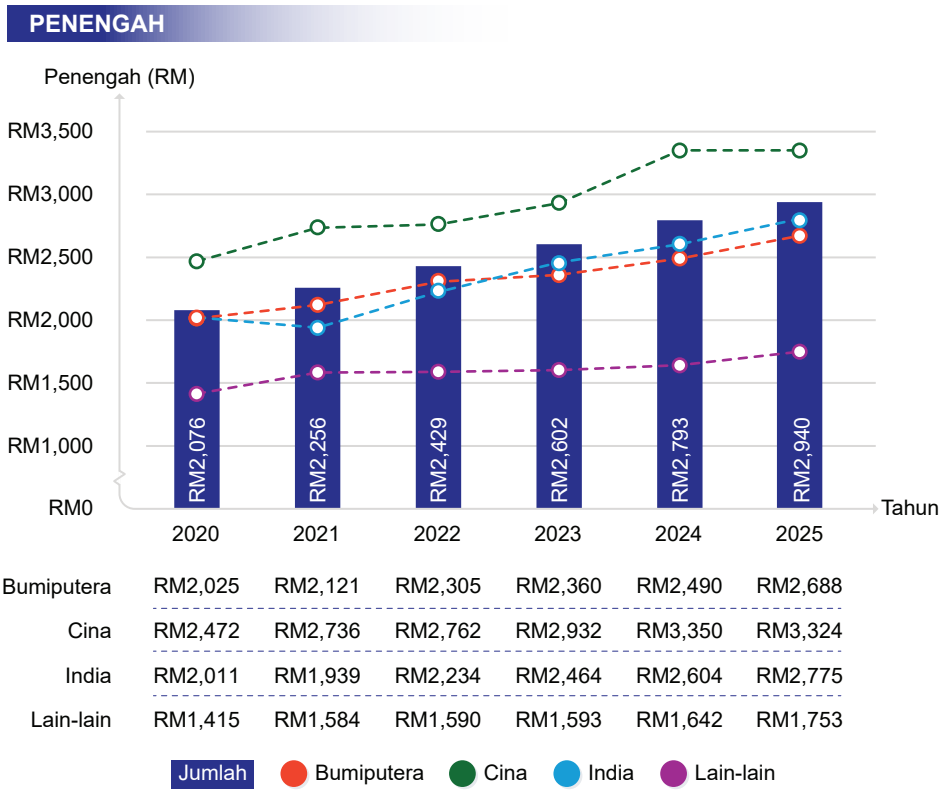
5. GAJI & UPAH BULANAN PEKERJA MENGIKUT ETNIK

Pekerja Cina merekodkan penengah gaji & upah bulanan tertinggi, diikuti oleh India, Bumiputera dan Lain-lain pada tahun 2025.

Analisis tahun ke tahun menunjukkan bahawa penengah gaji & upah bulanan bagi Cina menurun 0.8 peratus kepada RM3,324 (2024: RM3,350). India mencatatkan penengah gaji & upah bulanan kedua tertinggi pada RM2,775
(2024: RM2,604), diikuti oleh Bumiputera pada RM2,688 (2024: RM2,490), dan Lain-lain pada RM1,753 (2024: RM1,642) seperti di **Carta 4**.

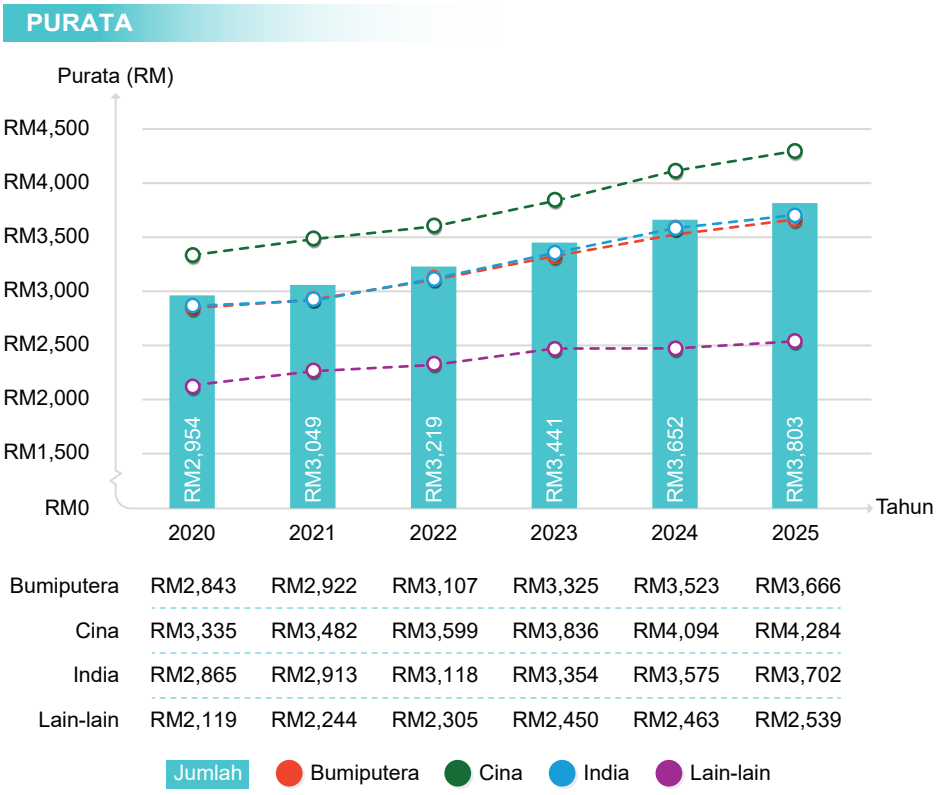
Cina mencatatkan purata gaji & upah bulanan tertinggi, yang meningkat kepada RM4,284 (2024: RM4,094). India mencatatkan purata gaji & upah bulanan kedua tertinggi, pada RM3,702 (2024: RM3,575), diikuti oleh Bumiputera pada RM3,666 (2024: RM3,523) dan Lain-lain pada RM2,539 (2024: RM2,463) seperti yang ditunjukkan di **Carta 5**.

Carta 4: Penengah gaji & upah bulanan pekerja mengikut etnik, Malaysia, 2020 - 2025



	2020	2021	2022	2023	2024	2025
Bumiputera	RM2,025	RM2,121	RM2,305	RM2,360	RM2,490	RM2,688
Cina	RM2,472	RM2,736	RM2,762	RM2,932	RM3,350	RM3,324
India	RM2,011	RM1,939	RM2,234	RM2,464	RM2,604	RM2,775
Lain-lain	RM1,415	RM1,584	RM1,590	RM1,593	RM1,642	RM1,753

Carta 5: Purata gaji & upah bulanan pekerja mengikut etnik, Malaysia, 2020 - 2025



	2020	2021	2022	2023	2024	2025
Bumiputera	RM2,843	RM2,922	RM3,107	RM3,325	RM3,523	RM3,666
Cina	RM3,335	RM3,482	RM3,599	RM3,836	RM4,094	RM4,284
India	RM2,865	RM2,913	RM3,118	RM3,354	RM3,575	RM3,702
Lain-lain	RM2,119	RM2,244	RM2,305	RM2,450	RM2,463	RM2,539

6. GAJI & UPAH BULANAN PEKERJA MENGIKUT PENCAPAIAN PENDIDIKAN

Pekerja yang mempunyai pencapaian pendidikan tertiari mencatatkan penengah gaji & upah bulanan tertinggi iaitu RM4,571, meningkat 10.7 peratus atau RM440 berbanding RM4,131 pada tahun 2024. Ini diikuti oleh pekerja yang mempunyai pencapaian pendidikan menengah dan rendah, dengan penengah gaji & upah bulanan masing-masing RM2,227 (2024: RM2,046) dan RM1,754 (2024: RM1,644). Sementara itu, pekerja yang tiada pendidikan rasmi mencatatkan penengah gaji & upah bulanan RM1,642 (2024: RM1,559) seperti yang ditunjukkan dalam **Paparan 2**.

Pekerja yang mempunyai pencapaian pendidikan tertiari turut mencatatkan purata gaji & upah bulanan tertinggi iaitu RM5,260, meningkat 6.0 peratus atau RM298 berbanding RM4,962 pada tahun sebelumnya. Ini diikuti oleh pekerja yang mempunyai pencapaian pendidikan menengah dan rendah, yang masing-masing mencatatkan purata RM2,729 (2024: RM2,684) dan RM2,123 (2024: RM2,128). Sementara itu, pekerja yang tiada pendidikan rasmi mencatatkan purata RM1,973, naik 3.8 peratus berbanding tahun 2024 **[Paparan 3]**.

Paparan 2: Penengah gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2020 - 2025

PENENGAH

	2020	2021	2022	2023	2024	2025
Jumlah	**RM2,076**	**RM2,256**	**RM2,429**	**RM2,602**	**RM2,793**	**RM2,940**
Tiada pendidikan rasmi	RM1,274	RM1,349	RM1,388	RM1,436	RM1,559	RM1,642
Rendah	RM1,289	RM1,428	RM1,559	RM1,565	RM1,644	RM1,754
Menengah	RM1,647	RM1,678	RM1,865	RM1,916	RM2,046	RM2,227
Tertiari	RM3,477	RM3,877	RM3,881	RM4,024	RM4,131	RM4,571

Paparan 3: Purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2020 - 2025

PURATA

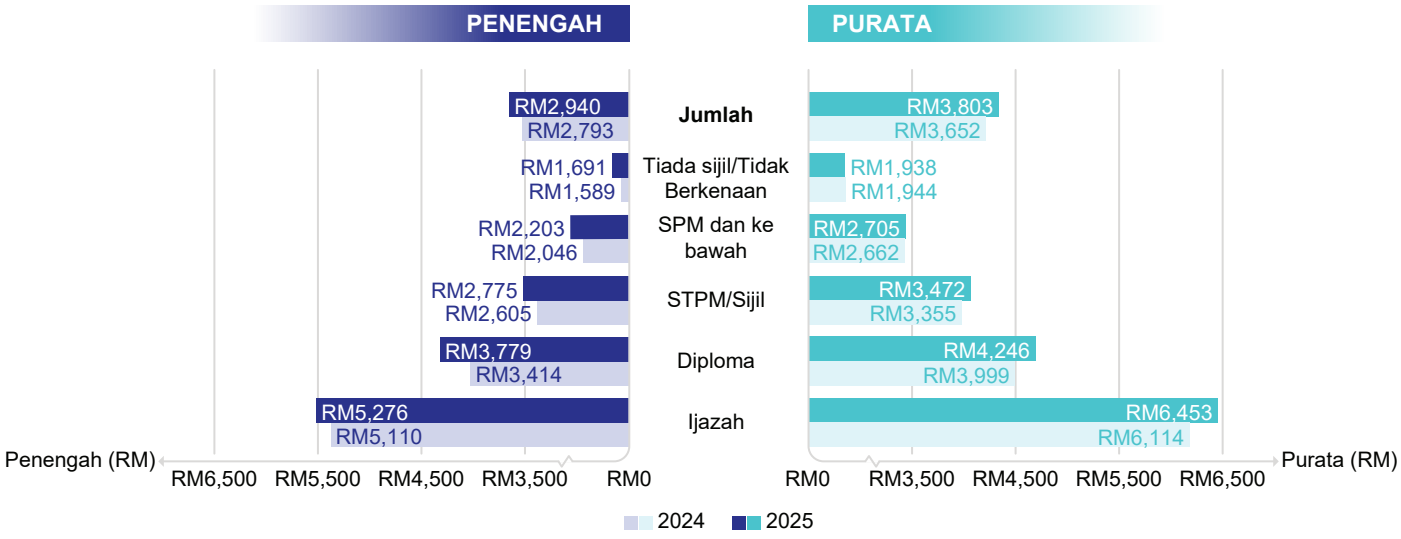
	2020	2021	2022	2023	2024	2025
Jumlah	**RM2,954**	**RM3,049**	**RM3,219**	**RM3,441**	**RM3,652**	**RM3,803**
Tiada pendidikan rasmi	RM1,500	RM1,391	RM1,569	RM1,818	RM1,900	RM1,973
Rendah	RM1,646	RM1,689	RM1,806	RM2,026	RM2,128	RM2,123
Menengah	RM2,144	RM2,191	RM2,360	RM2,536	RM2,684	RM2,729
Tertiari	RM4,212	RM4,271	RM4,430	RM4,702	RM4,962	RM5,260

7. GAJI & UPAH BULANAN PEKERJA MENGIKUT SIJIL TERTINGGI DIPEROLEH

Penengah gaji & upah bulanan tertinggi dicatatkan oleh pemegang ijazah iaitu RM5,276, meningkat RM166 berbanding RM5,110 pada tahun 2024. Ini diikuti oleh pemegang diploma dan STPM/ Sijil, masing-masing dengan penengah RM3,779 (2024: RM3,414) dan RM2,775 (2024: RM2,605).

Pemegang ijazah turut mencatatkan purata gaji & upah bulanan tertinggi iaitu RM6,453, meningkat RM339 berbanding RM6,114 pada tahun 2024. Ini diikuti oleh pemegang diploma dan STPM/Sijil, masing-masing dengan purata RM4,246 (2024: RM3,999) dan RM3,472 (2024: RM3,355) seperti dipaparkan di **Carta 6**.

Carta 6: Penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh, Malaysia, 2024 dan 2025



8. GAJI & UPAH BULANAN PEKERJA MENGIKUT STRATA

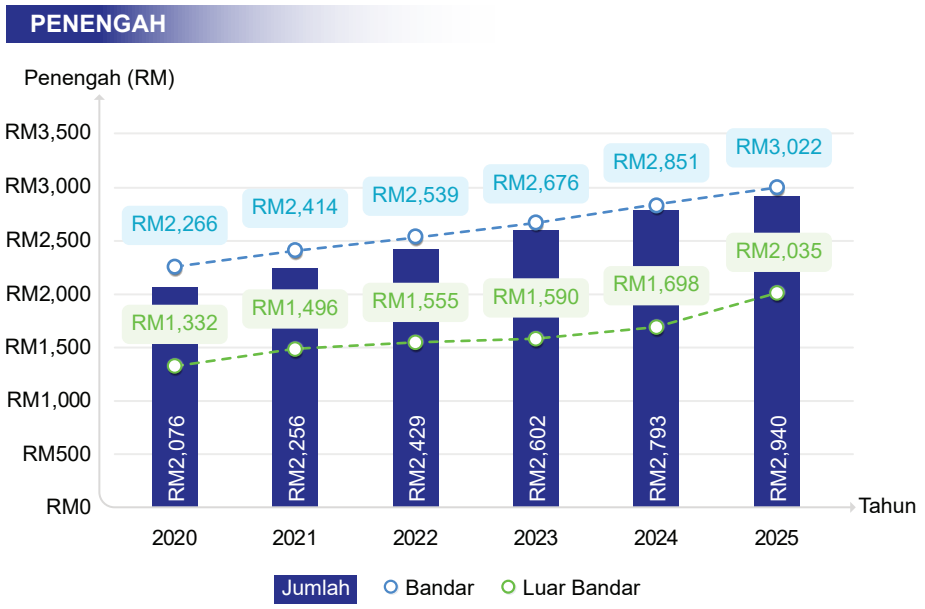
Sebahagian besar bilangan penerima gaji & upah bulanan tinggal di kawasan bandar merangkumi 85.1 peratus daripada jumlah keseluruhan pekerja dan kadar pertumbuhan 1.7 peratus berbanding tahun sebelumnya. Sementara itu, kawasan luar bandar menyumbang 14.9 peratus daripada jumlah pekerja pada tahun 2025.

Bagi penengah gaji & upah bulanan, kawasan bandar merekodkan peningkatan 6.0 peratus kepada RM3,022 (2024: RM2,851). Dalam tempoh yang sama, penengah gaji & upah bulanan di kawasan luar bandar turut meningkat RM337 kepada RM2,035 (2024: RM1,698) seperti yang ditunjukkan di **Carta 7**.

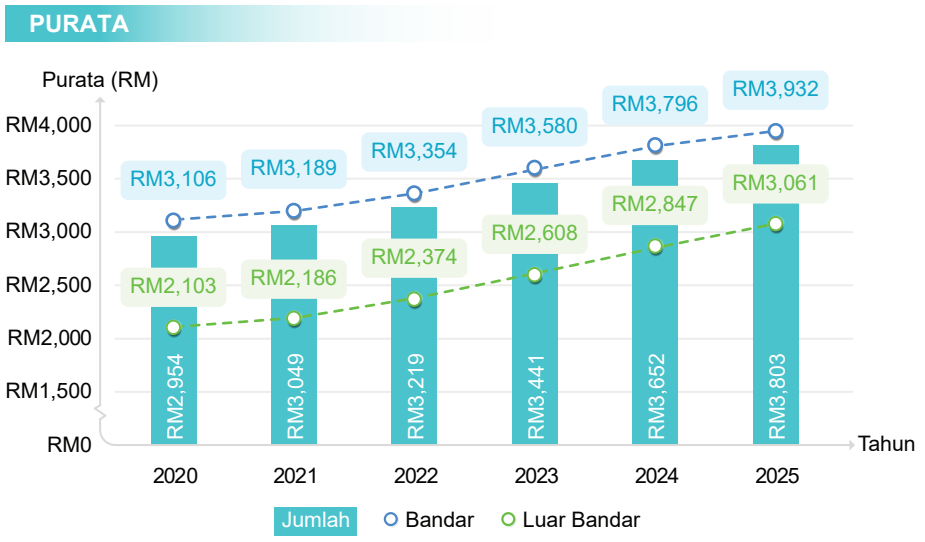
Purata gaji & upah bulanan bagi kedua-dua kawasan turut menunjukkan peningkatan dengan kawasan bandar meningkat 3.6 peratus mencecah kepada RM3,932 pada tahun 2025 (2024: RM3,796). Manakala, kawasan luar bandar pula merekodkan peningkatan

7.5 peratus kepada RM3,061 (2024: RM2,847) seperti di **Carta 8**.

Carta 7: Penengah gaji & upah bulanan pekerja mengikut strata, Malaysia, 2020 - 2025



Carta 8: Purata gaji & upah bulanan pekerja mengikut strata, Malaysia, 2020 - 2025

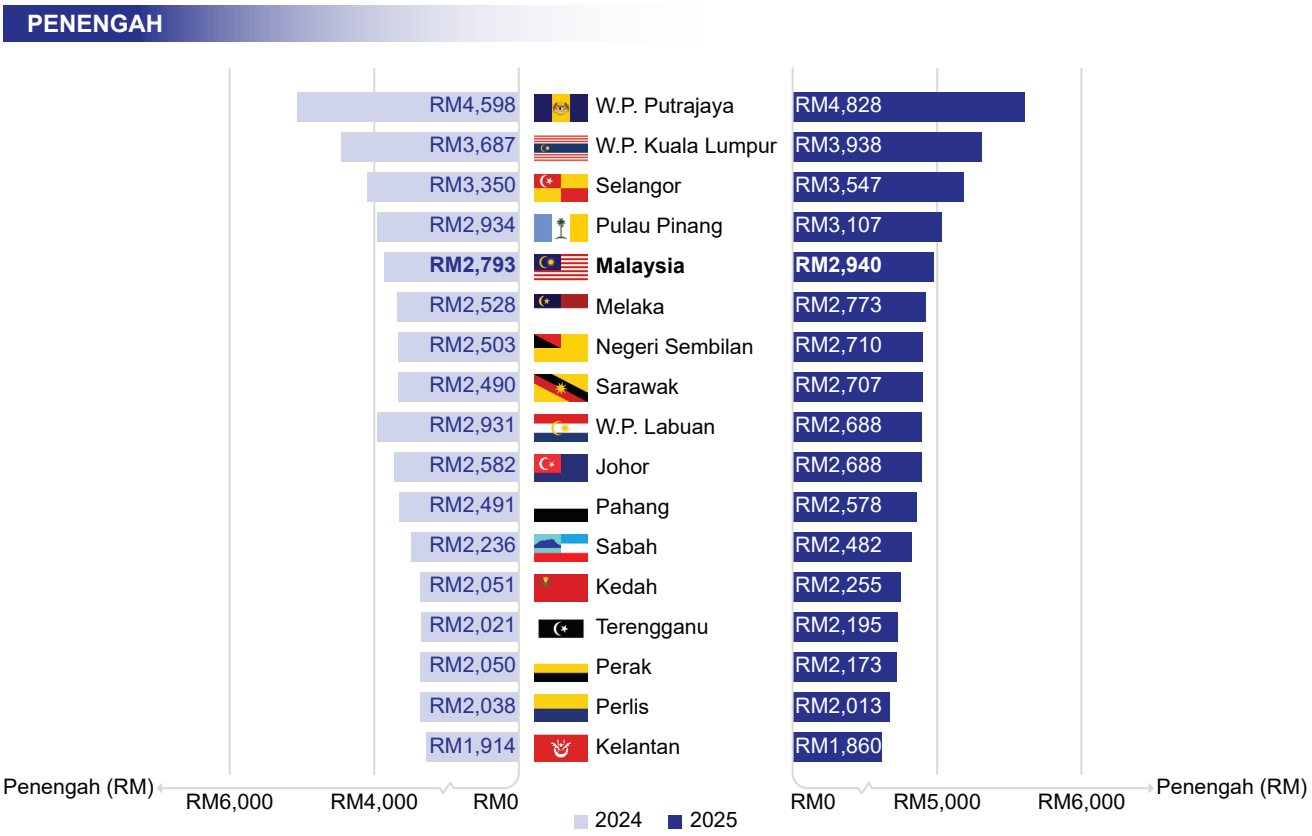


9. GAJI & UPAH BULANAN PEKERJA MENGIKUT NEGERI

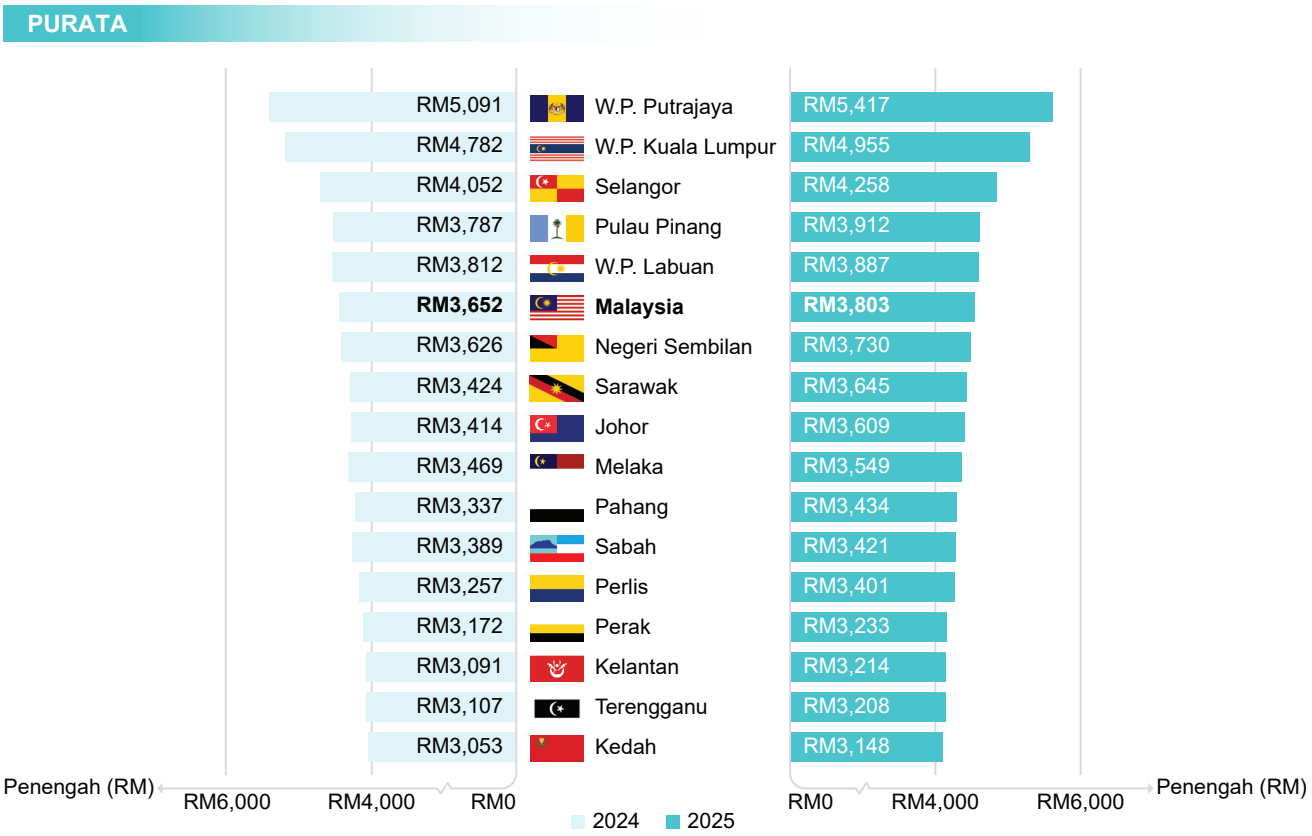
Kesemua negeri mencatatkan pertumbuhan positif dalam penengah gaji & upah bulanan pada tahun 2025. Wilayah Persekutuan Putrajaya merekodkan penengah gaji & upah bulanan tertinggi mencecah RM4,828, diikuti oleh Wilayah Persekutuan Kuala Lumpur (RM3,938), Selangor (RM3,547) dan Pulau Pinang (RM3,107). Keempat-empat negeri ini berada di atas paras penengah nasional iaitu RM2,940 **[Carta 9]**.

Bagi purata gaji & upah bulanan, Wilayah Persekutuan Putrajaya turut merekodkan nilai tertinggi, iaitu RM5,417. Ini diikuti oleh Wilayah Persekutuan Kuala Lumpur (RM4,955), Selangor (RM4,258), Pulau Pinang (RM3,912) dan Wilayah Persekutuan Labuan (RM3,887). Kelima-lima negeri ini melepasi paras purata nasional iaitu RM3,803 **[Carta 10]**.

Carta 9: Penengah gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2024 dan 2025



Carta 10: Purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2024 dan 2025



10. GAJI & UPAH BULANAN PEKERJA MENGIKUT PEKERJAAN

Pengurus merekodkan penengah gaji & upah bulanan tertinggi, iaitu RM6,186 pada tahun 2025 (2024: RM5,990), diikuti oleh Profesional dengan penengah gaji & upah bulanan mencecah RM6,153 (2024: RM5,821) serta Juruteknik dan profesional bersekutu RM3,852 (2024: RM3,536). Ketiga-tiga kategori pekerjaan ini mencatatkan pendapatan melebihi penengah gaji & upah bulanan nasional RM2,940, menunjukkan perbezaan gaji & upah yang ketara mengikut kategori pekerjaan.

Pengurus merekodkan purata gaji & upah bulanan tertinggi iaitu RM7,344, diikuti oleh Profesional (RM6,747) serta Juruteknik dan profesional bersekutu (RM4,256). Ketiga-tiga kategori pekerjaan ini melebihi purata gaji & upah bulanan nasional RM3,803 yang menunjukkan ketidaksamaan upah mengikut pekerjaan **[Paparan 4]**.

Paparan 4: Penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2024 dan 2025

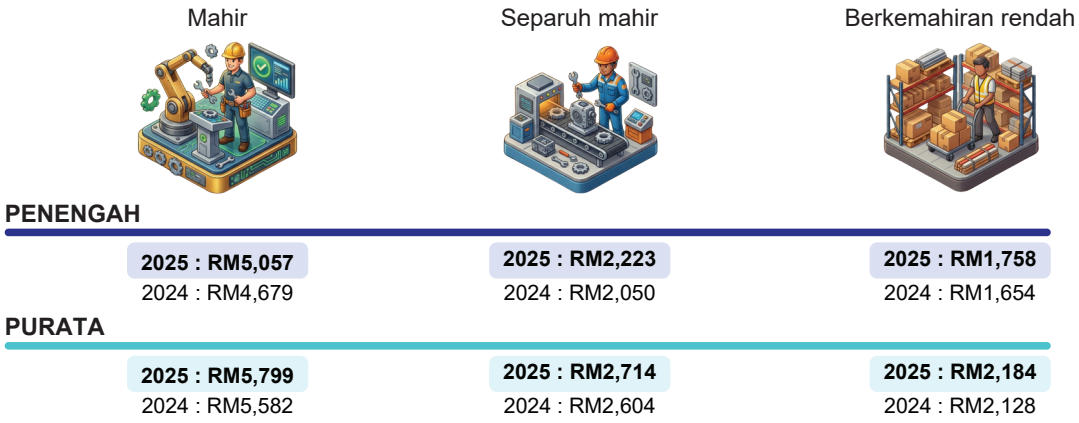
	PENENGAH		PURATA	
	2024	2025	2024	2025
Jumlah	**RM2,793**	**RM2,940**	**RM3,652**	**RM3,803**
Pengurus	RM5,990	RM6,186	RM7,121	RM7,344
Profesional	RM5,821	RM6,124	RM6,524	RM6,747
Juruteknik dan profesional bersekutu	RM3,541	RM3,852	RM4,077	RM4,256
Pekerja sokongan perkeranian	RM2,550	RM2,693	RM2,931	RM3,029
Pekerja perkhidmatan dan jualan	RM1,947	RM2,035	RM2,561	RM2,687
Pekerja mahir pertanian,perhutanan, penternakan & perikanan	RM1,762	RM1,992	RM2,460	RM2,658
Pekerja kemahiran dan pekerja pertukangan yg berkaitan	RM1,959	RM2,173	RM2,510	RM2,619
Operator mesin dan loji dan pemasang	RM1,947	RM2,083	RM2,404	RM2,488
Pekerja asas	RM1,654	RM1,758	RM2,128	RM2,184

11. GAJI & UPAH BULANAN PEKERJA MENGIKUT TAHAP KEMAHIRAN

Pekerja mahir merekodkan penengah gaji & upah bulanan tertinggi, iaitu RM5,057 pada tahun 2025 (2024: RM4,679). Ini diikuti oleh pekerja separuh mahir dengan penengah gaji & upah bulanan mencatatkan RM2,223 (2024: RM2,050) dan pekerja berkemahiran rendah RM1,758 (2024: RM1,654).

Sehubungan itu, purata gaji & upah bulanan menunjukkan trend peningkatan bagi semua kategori kemahiran pada tahun 2025. Pekerja mahir merekodkan purata gaji & upah bulanan tertinggi pada RM5,799 meningkat 3.9 peratus atau RM217 daripada RM5,582 pada tahun 2024. Sementara itu, pekerja separuh mahir meningkat kepada RM2,714 (2024: RM2,604), manakala pekerja berkemahiran rendah merekodkan RM2,184 (2024: RM2,128) seperti yang ditunjukkan di **Paparan 5**.

Paparan 5: Penengah dan purata gaji & upah bulanan pekerja mengikut tahap kemahiran, Malaysia, 2024 dan 2025



12. GAJI & UPAH BULANAN PEKERJA MENGIKUT INDUSTRI/ SEKTOR

Penengah gaji & upah bulanan pada tahun 2025 meningkat di semua sektor ekonomi. Sektor Perlombongan & pengkuarian mencatatkan penengah gaji & upah bulanan tertinggi iaitu RM4,604, diikuti oleh Perkhidmatan (RM3,043) dan Pembuatan (RM2,663). Sementara itu, sektor Pertanian mencatatkan penengah gaji & upah bulanan terendah iaitu RM1,813.

Trend yang sama juga dapat dilihat dalam purata gaji & upah bulanan di setiap sektor pada tahun 2025. Sektor Perlombongan & pengkuarian mencatatkan gaji & upah bulanan tertinggi iaitu RM6,175, diikuti oleh Perkhidmatan (RM3,993), Pembuatan (RM3,357) dan Pembinaan (RM3,188). Manakala, sektor Pertanian mencatatkan purata gaji & upah bulanan terendah iaitu RM2,575 **[Paparan 6]**.

Paparan 6: Penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2024 dan 2025

	PENENGAH		PURATA	
	2024	2025	2024	2025
Jumlah	**RM2,793**	**RM2,940**	**RM3,652**	**RM3,803**
Pertanian	**RM1,698**	**RM1,813**	**RM2,409**	**RM2,575**
Perlombongan dan pengkuarian	**RM4,450**	**RM4,604**	**RM5,904**	**RM6,175**
Pembuatan	**RM2,490**	**RM2,663**	**RM3,278**	**RM3,357**
Pembinaan	**RM2,051**	**RM2,270**	**RM3,035**	**RM3,188**
Perkhidmatan	**RM2,894**	**RM3,043**	**RM3,831**	**RM3,993**
Bekalan elektrik, gas, wap dan pendingin udara	RM3,450	RM3,727	RM3,995	RM4,256
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	RM2,490	RM2,466	RM3,001	RM3,136
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	RM1,947	RM2,063	RM2,737	RM2,739
Pengangkutan dan penyimpanan	RM2,576	RM2,664	RM3,249	RM3,375
Penginapan dan aktiviti perkhidmatan makanan dan minuman	RM1,912	RM2,013	RM2,540	RM2,527
Maklumat dan komunikasi	RM4,231	RM4,723	RM5,288	RM5,511
Aktiviti kewangan dan insurans/takaful	RM3,752	RM4,188	RM4,741	RM4,998
Aktiviti hartanah	RM3,610	RM3,785	RM4,501	RM4,708
Aktiviti profesional, saintifik dan teknikal	RM3,677	RM3,873	RM4,670	RM5,023
Aktiviti pentadbiran dan khidmat sokongan	RM1,947	RM2,151	RM2,648	RM2,663
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	RM4,483	RM4,625	RM4,625	RM4,838
Pendidikan	RM5,721	RM5,990	RM5,814	RM6,367
Aktiviti kesihatan kemanusiaan dan kerja sosial	RM4,698	RM4,976	RM5,009	RM5,262
Kesenian, hiburan dan rekreasi	RM2,643	RM2,688	RM3,323	RM3,399
Aktiviti perkhidmatan lain	RM1,947	RM2,013	RM2,431	RM2,536

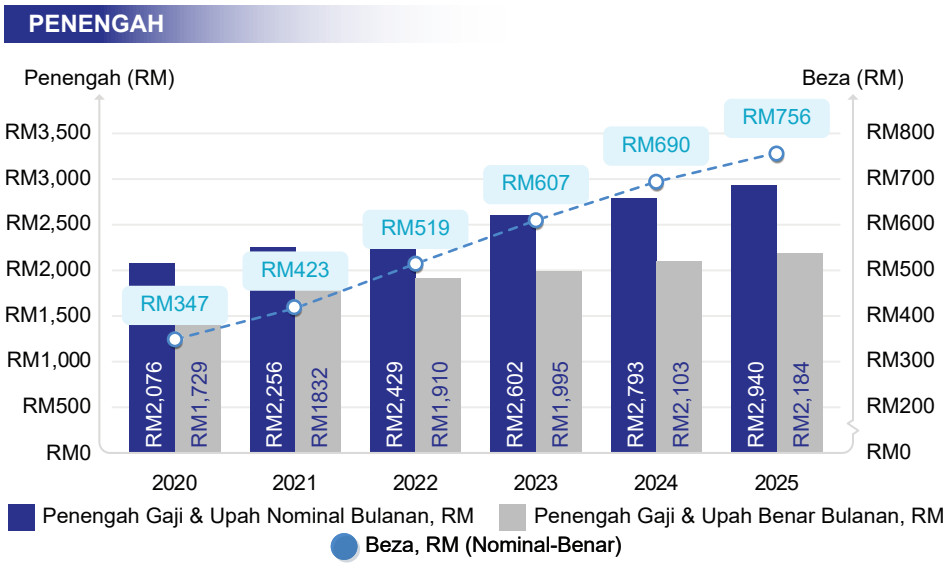
13. GAJI & UPAH BENAR BULANAN

Statistik gaji & upah bagi pekerja warganegara Malaysia digunakan sebagai asas pengiraan Gaji & Upah Benar Bulanan, dengan pelarasan kepada nilai benar berdasarkan Indeks Harga Pengguna (IHP).

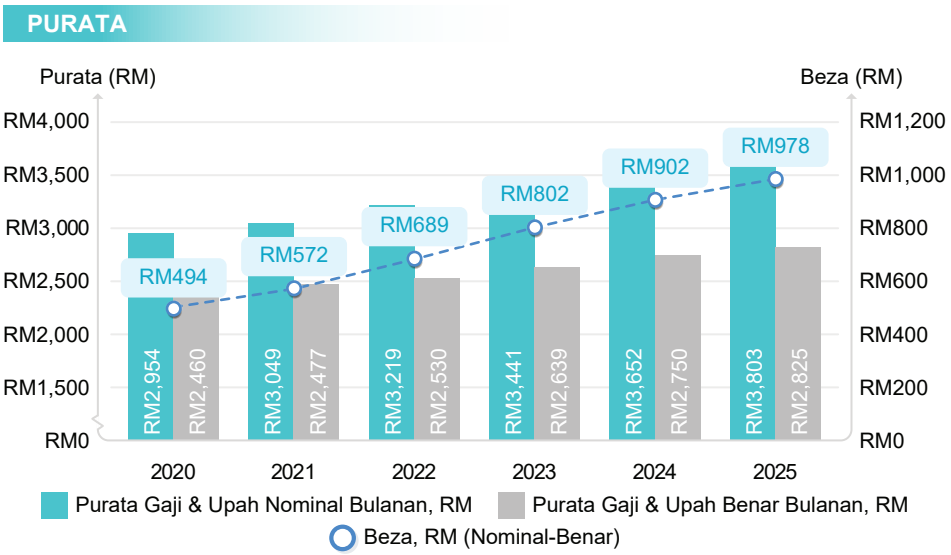
Penengah gaji & upah nominal bulanan bagi pekerja warganegara Malaysia ialah RM2,940, manakala penengah gaji & upah benar bulanan ialah RM2,184 dengan perbezaan RM756, yang menggambarkan bahawa nilai gaji & upah selepas mengambil kira kesan perubahan harga adalah lebih rendah berbanding nilai nominal **[Carta 11]**.

Sementara itu, purata gaji & upah nominal bulanan bagi pekerja warganegara RM3,803, manakala purata gaji & upah benar bulanan ialah RM2,825 dengan perbezaan RM978 menunjukkan bahawa kesan perubahan harga turut mempengaruhi nilai purata gaji & upah bulanan, dengan nilai benar yang lebih rendah berbanding nilai nominal **[Carta 12]**.

Carta 11: Penengah gaji & upah nominal dan benar bulanan bagi warganegara, Malaysia 2020 - 2025



Carta 12: Purata gaji & upah nominal dan benar bulanan bagi warganegara, Malaysia 2020 - 2025



1. *INTRODUCTION*

The Salaries & Wages Survey Report 2025 presents comprehensive statistics on monthly salaries & wages based on a household survey conducted from January to December 2025 across all states in Malaysia. The statistics presented focus specifically on Malaysian citizens working as full-time paid employees from the principal jobs in the public and private sectors. To provide a comprehensive overview of monthly salaries & wages in Malaysia, this report also includes selected indicators related to non-citizen workers.

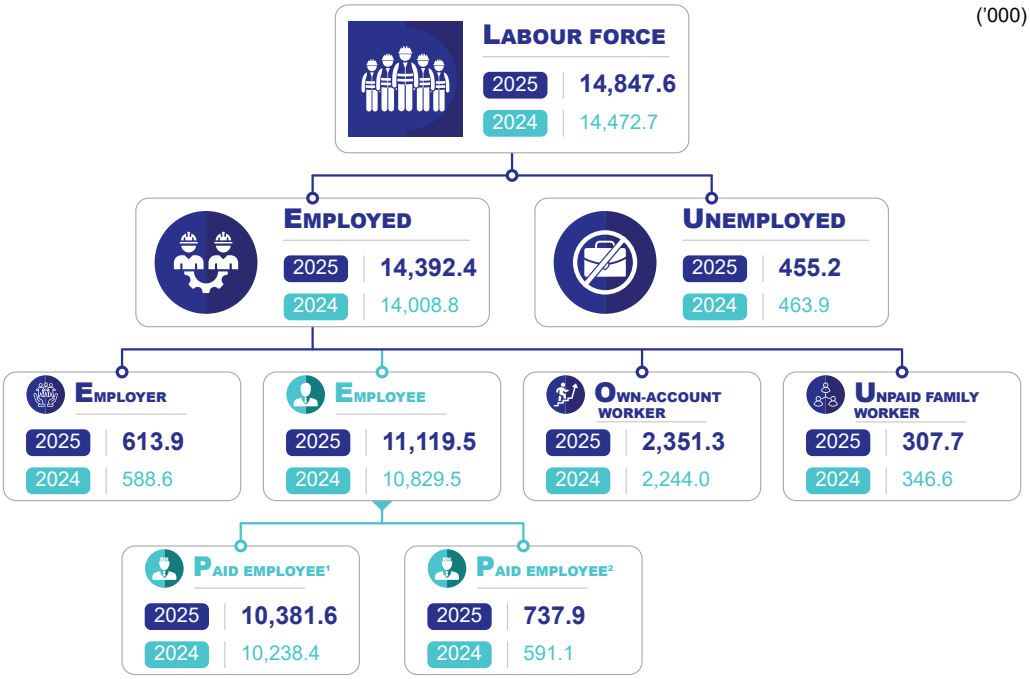
2. *MEDIAN AND MEAN MONTHLY SALARIES & WAGES OF EMPLOYEES*

The monthly salaries & wages performance in 2025 continued to demonstrates a strengthening labour market, with the number monthly salaries & wages recipients among Malaysian citizens increasing by 1.4 per cent to 10.38 million persons, compared with 10.24 million persons in the previous year. Correspondingly, the median monthly salaries & wages rose by 5.3 per cent to RM2,940 in 2025 (2024: RM2,793).

Mean monthly salaries & wages continued to increase in 2025, in line with the growth in the number of monthly salaries & wages recipients. Mean monthly salaries & wages rose by 4.1 per cent to RM3,803, compared with RM3,652 in the previous year. This development reflects an increase in the income and number of paid employees, underscoring the sustained strengthening of Malaysia's labour market performance ***[Exhibit 1]****.*

Exhibit 1: Framework of the monthly salaries & wages analysis, Malaysia, 2024 and 2025

('000)



Notes:
[1] Refer to full time employees working for at least 6 hours a day or at least 20 days a month during the reference month.
[2] Works for at least 1 hour during the reference weeks and works less than 6 hours a day or 20 days a month during the reference month. Data refer to citizen only

3. MONTHLY SALARIES & WAGES OF EMPLOYEES BY SEX

The median monthly salaries & wages for male employees rose 5.8 per cent to RM3,014 (2024: RM2,850), while female employees posted 5.6 per cent to RM2,788 (2024: RM2,641). The year-on-year increment in median monthly salaries & wages for male workers was higher at RM164(+5.8%) while female RM147 (+5.6%) as in ***Chart 1****.*

The mean monthly salaries & wages for male employees rose 4.3 per cent or RM162 to RM3,921 (2024: RM3,759), while female employees also recorded a growth of 3.9 per cent or RM136 to RM3,635 (2024: RM3,499) as shown in ***Chart 2****.*

Chart 1: Median monthly salaries & wages of employees by sex, Malaysia, 2020 - 2025

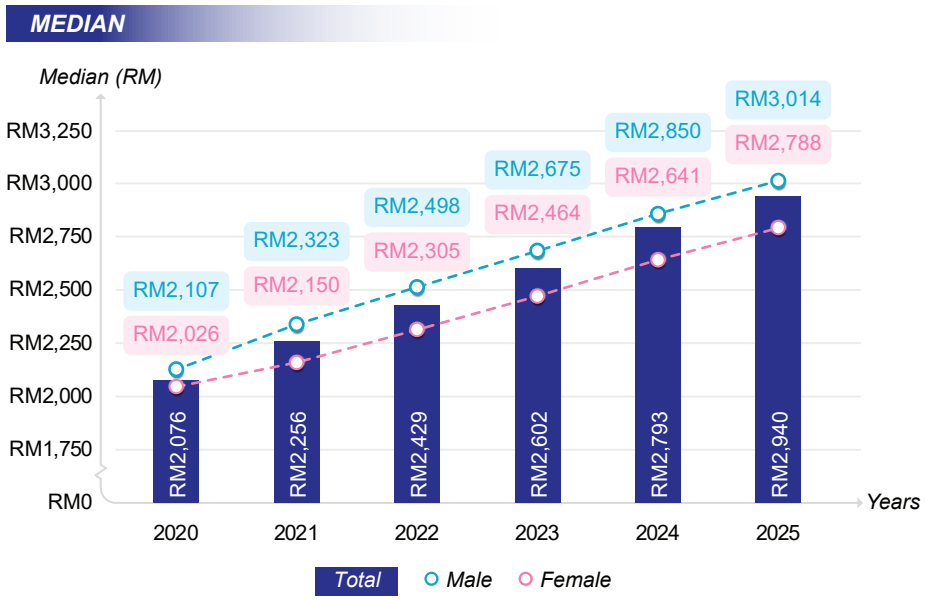
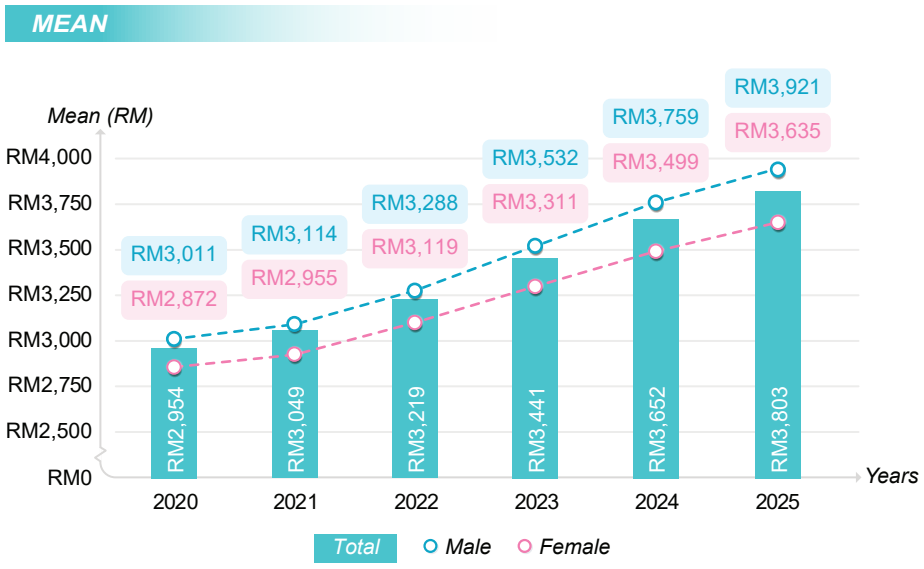


Chart 2: Mean monthly salaries & wages of employees by sex, Malaysia, 2020 - 2025



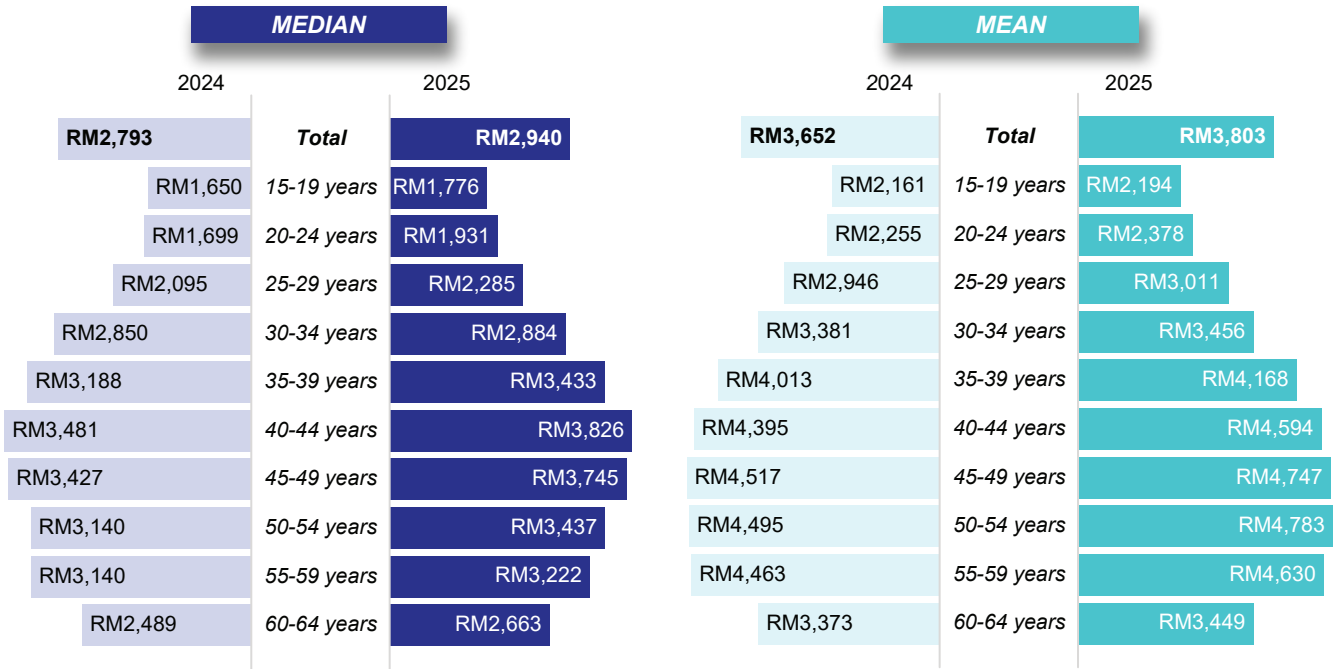
4. MONTHLY SALARIES & WAGES OF EMPLOYEES BY AGE GROUP

Workers aged 25 to 29 years represent the largest share of monthly salaries & wages recipients, accounting for 16.4 per cent of the total. The next largest group comprised those aged 30 to 34 years at 16.0 per cent, followed by those aged 35 to 39 years at 15.7 per cent, and workers aged 40 to 44 years at 14.1 per cent.

The highest median monthly salaries & wages was recorded by workers aged 40 to 44 years at RM3,826, while the lowest was recorded by those aged 15 to 19 years at RM1,776.

Meanwhile, workers aged 50 to 54 years recorded the highest mean monthly salaries & wages at RM4,783. This was followed by those aged 45 to 49 years at RM4,747 and those aged 55 to 59 years at RM4,630 ***[Chart 3]****.*

Chart 3: Median and mean monthly salaries & wages of employees by age group, Malaysia, 2024 and 2025



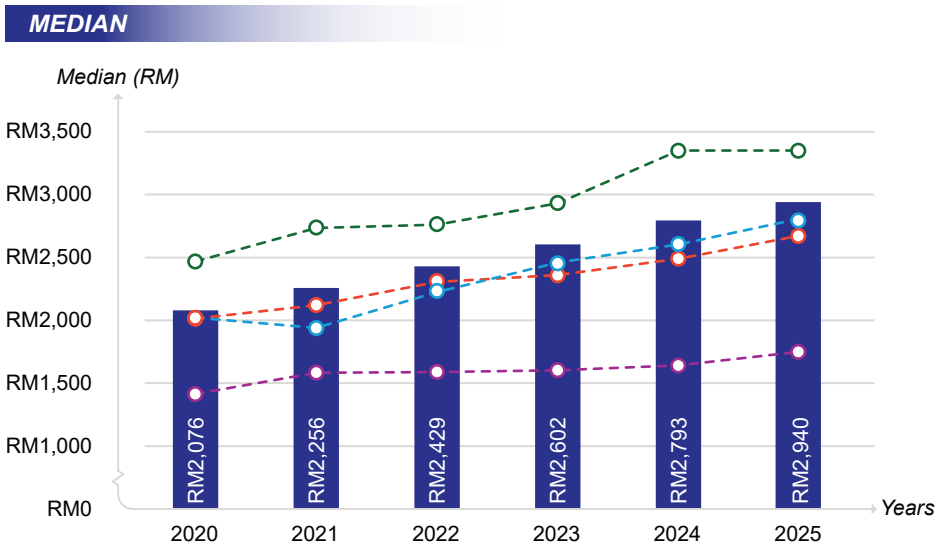
5. MONTHLY SALARIES & WAGES OF EMPLOYEES BY ETHNICITY

The Chinese workers recorded the highest median monthly salaries & wages, followed by the Indian, Bumiputera and Others in 2025.

Year-on-year analysis showed that the median monthly salaries & wages for the Chinese declined 0.8 per cent to RM3,324 (2024: RM3,350). The Indian recorded the second-highest median monthly salaries & wages at RM2,775 (2024: RM2,604), followed by the Bumiputera at RM2,688 (2024: RM2,490), and Others at RM1,753 (2024: RM1,642) as in ***Chart 4****.*

The Chinese registered the highest mean monthly salaries & wages, which increased to RM4,284 (2024: RM4,094). The Indian recorded the second highest, at RM3,702 (2024: RM3,575), followed by the Bumiputera at RM3,666 (2024: RM3,523) and Others at RM2,539 (2024: RM2,463) as depicted in ***Chart 5****.*

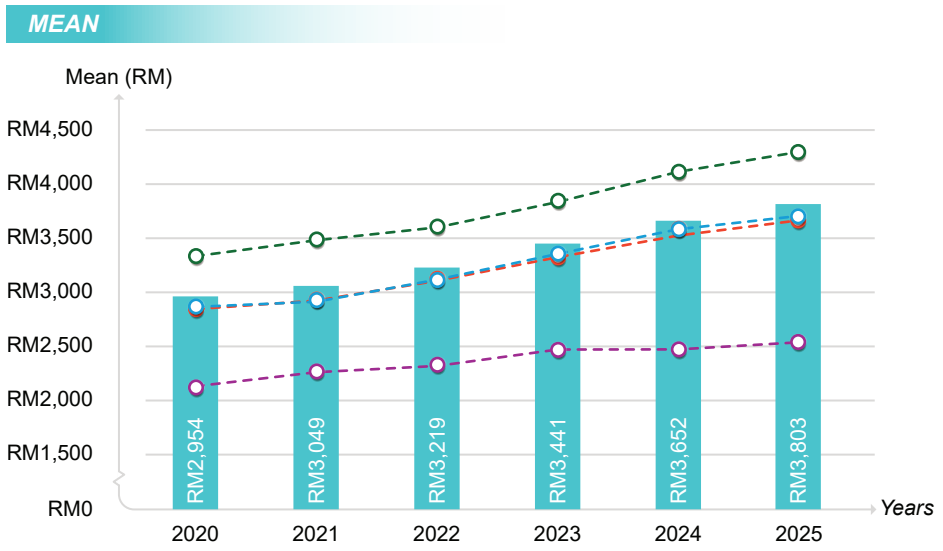
Chart 4: Median monthly salaries & wages of employees by ethnicity, Malaysia, 2020 - 2025



	2020	2021	2022	2023	2024	2025
Bumiputera	RM2,025	RM2,121	RM2,305	RM2,360	RM2,490	RM2,688
Chinese	RM2,472	RM2,736	RM2,762	RM2,932	RM3,350	RM3,324
Indian	RM2,011	RM1,939	RM2,234	RM2,464	RM2,604	RM2,775
Others	RM1,415	RM1,584	RM1,590	RM1,593	RM1,642	RM1,753

Total *Bumiputera* *Chinese* *Indian* *Others*

Chart 5: Mean monthly salaries & wages of employees by ethnicity, Malaysia, 2020 - 2025



	2020	2021	2022	2023	2024	2025
Bumiputera	RM2,843	RM2,922	RM3,107	RM3,325	RM3,523	RM3,666
Chinese	RM3,335	RM3,482	RM3,599	RM3,836	RM4,094	RM4,284
Indian	RM2,865	RM2,913	RM3,118	RM3,354	RM3,575	RM3,702
Others	RM2,119	RM2,244	RM2,305	RM2,450	RM2,463	RM2,539

Total *Bumiputera* *Chinese* *Indian* *Others*

6. *MONTHLY SALARIES & WAGES OF EMPLOYEES BY EDUCATIONAL ATTAINMENT*

Employees with tertiary education attainment recorded the highest median monthly salaries & wages at RM4,571, rising by 10.7 per cent or RM440 as compared to RM4,131 in 2024. This was followed by employees with secondary and primary education attainment, with median monthly salaries & wages of RM2,227 (2024: RM2,046) and RM1,754 (2024: RM1,644) respectively. Meanwhile, employees with no formal education registered median monthly salaries & wages of RM1,642 (2024: RM1,559) as shown in ***Exhibit 2****.*

Employees with tertiary education attainment also showed the highest mean monthly salaries & wages at RM5,260, an increase by 6.0 per cent or RM298 as compared to RM4,962 in the previous year. This was followed by employees with secondary and primary education attainment which posted a mean of RM2,729, (2024: RM2,684) and RM2,123 (2024: RM2,128) respectively. Meanwhile, employees with no formal education registered a mean of RM1,973, rose 3.8 per cent as compared to 2024 ***[Exhibit 3]****.*

Exchibit 2: Median monthly salaries & wages of employees by educational attainment, Malaysia, 2020 - 2025

MEDIAN

	2020	2021	2022	2023	2024	2025
Total	RM2,076	RM2,256	RM2,429	RM2,602	RM2,793	RM2,940
No formal education	RM1,274	RM1,349	RM1,388	RM1,436	RM1,559	RM1,642
Primary	RM1,289	RM1,428	RM1,559	RM1,565	RM1,644	RM1,754
Secondary	RM1,647	RM1,678	RM1,865	RM1,916	RM2,046	RM2,227
Tertiary	RM3,477	RM3,877	RM3,881	RM4,024	RM4,131	RM4,571

Exchibit 3: Mean monthly salaries & wages of employees by educational attainment, Malaysia, 2020 - 2025

MEAN

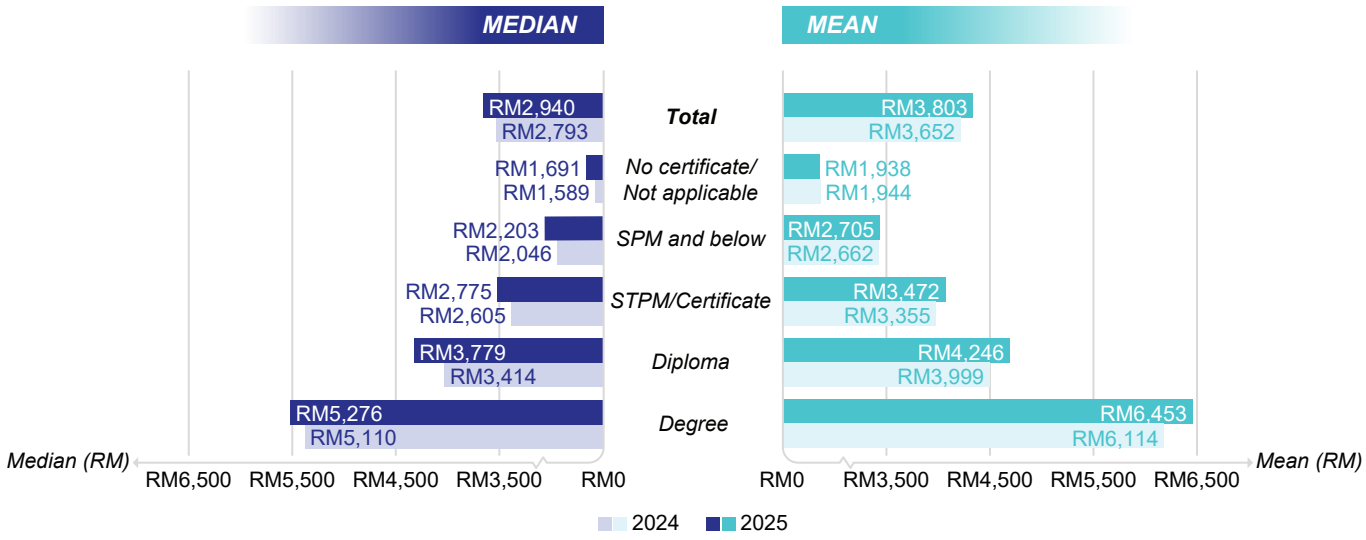
	2020	2021	2022	2023	2024	2025
Jumlah	RM2,954	RM3,049	RM3,219	RM3,441	RM3,652	RM3,803
No formal education	RM1,500	RM1,391	RM1,569	RM1,818	RM1,900	RM1,973
Primary	RM1,646	RM1,689	RM1,806	RM2,026	RM2,128	RM2,123
Secondary	RM2,144	RM2,191	RM2,360	RM2,536	RM2,684	RM2,729
Tertiary	RM4,212	RM4,271	RM4,430	RM4,702	RM4,962	RM5,260

7. *MONTHLY SALARIES & WAGES OF EMPLOYEES BY HIGHEST CERTIFICATE OBTAINED*

The highest median monthly salaries & wages was recorded by degree holders at RM5,276, went up by RM166 as compared to RM5,110 in 2024. This was followed by diploma and STPM/ Certificate holders with a median of RM3,779 (2024: RM3,414) and RM2,775 (2024: RM2,605) respectively.

Degree holders also recorded the highest mean monthly salaries & wages at RM6,453, edged up by RM339 as compared to RM6,114 in 2024. This was followed by diploma and STPM/Certificate holders with a mean of RM4,246 (2024:RM3,999) and RM3,472 (2024: RM3,355) respectively as depicted in ***Chart 6****.*

Chart 6: Median and mean monthly salaries & wages of employees by highest certificate obtained, Malaysia, 2024 and 2025



8. *MONTHLY SALARIES & WAGES OF EMPLOYEES BY STRATA*

The majority of monthly salaries & wages recipients resided in urban areas, accounting for 85.1 per cent of the total number of workers, with a growth rate of 1.7 per cent compared with the previous year. Meanwhile, rural areas accounted for 14.9 per cent of the total number of workers in 2025.

For median monthly salaries & wages, urban areas recorded an increase of 6.0 per cent to RM3,022 (2024: RM2,851). During the same period, median monthly salaries & wages in rural areas also increased by RM337 to RM2,035 (2024: RM1,698) as depicted in ***Chart 7****.*

The mean monthly salaries & wages for both areas also recorded an increase with urban areas increased by 3.6 per cent to RM3,932 in 2025 (2024: RM3,796). Meanwhile, rural areas recorded an increase of 7.5 per cent to RM3,061 (2024: RM2,847) as in ***Chart 8****.*

Chart 7: Median monthly salaries & wages of employees by strata, Malaysia, 2020 - 2025

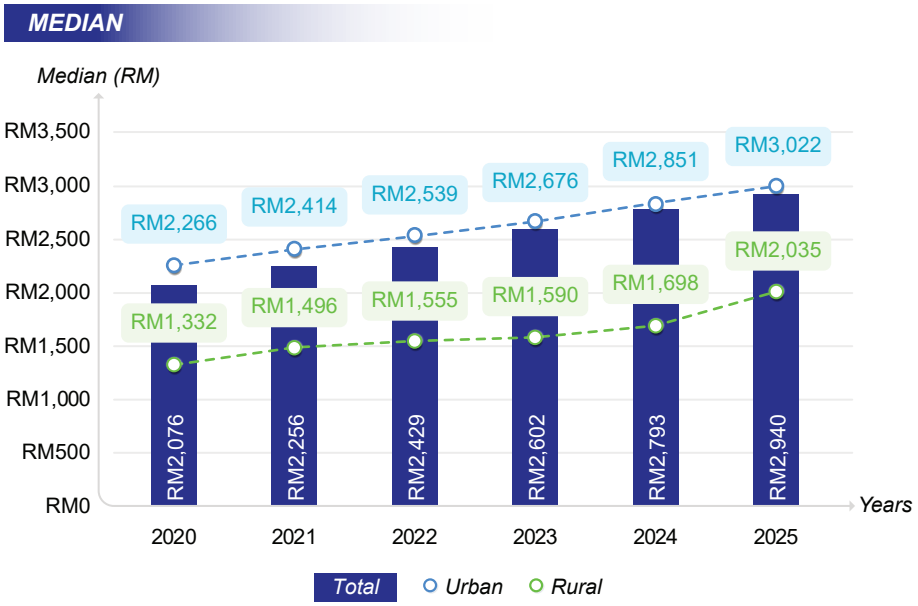
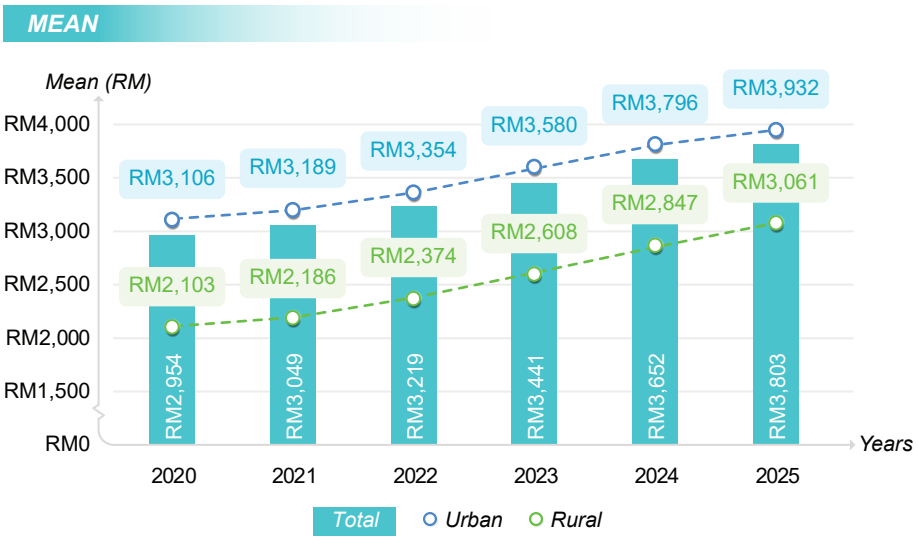


Chart 8: Mean monthly salaries & wages of employees by strata, Malaysia, 2020 - 2025



9. MONTHLY SALARIES & WAGES OF EMPLOYEES BY STATE

All states recorded positive growth in median monthly salaries & wages in 2025. Wilayah Persekutuan Putrajaya registered the highest median monthly salaries & wages reaching RM4,828, followed by Wilayah Persekutuan Kuala Lumpur (RM3,938), Selangor (RM3,547) and Pulau Pinang (RM3,107). These four states were above the national median of RM2,940 ***[Chart 9]****.*

In terms of mean monthly salaries & wages, Wilayah Persekutuan Putrajaya also posted the highest value, at RM5,417. This was followed by Wilayah Persekutuan Kuala Lumpur (RM4,955), Selangor (RM4,258), Pulau Pinang (RM3,912) and Wilayah Persekutuan Labuan (RM3,887). These five states surpassed the national mean of RM3,803 ***[Chart 10]****.*

Chart 9: Median monthly salaries & wages of employees by state, Malaysia, 2024 and 2025

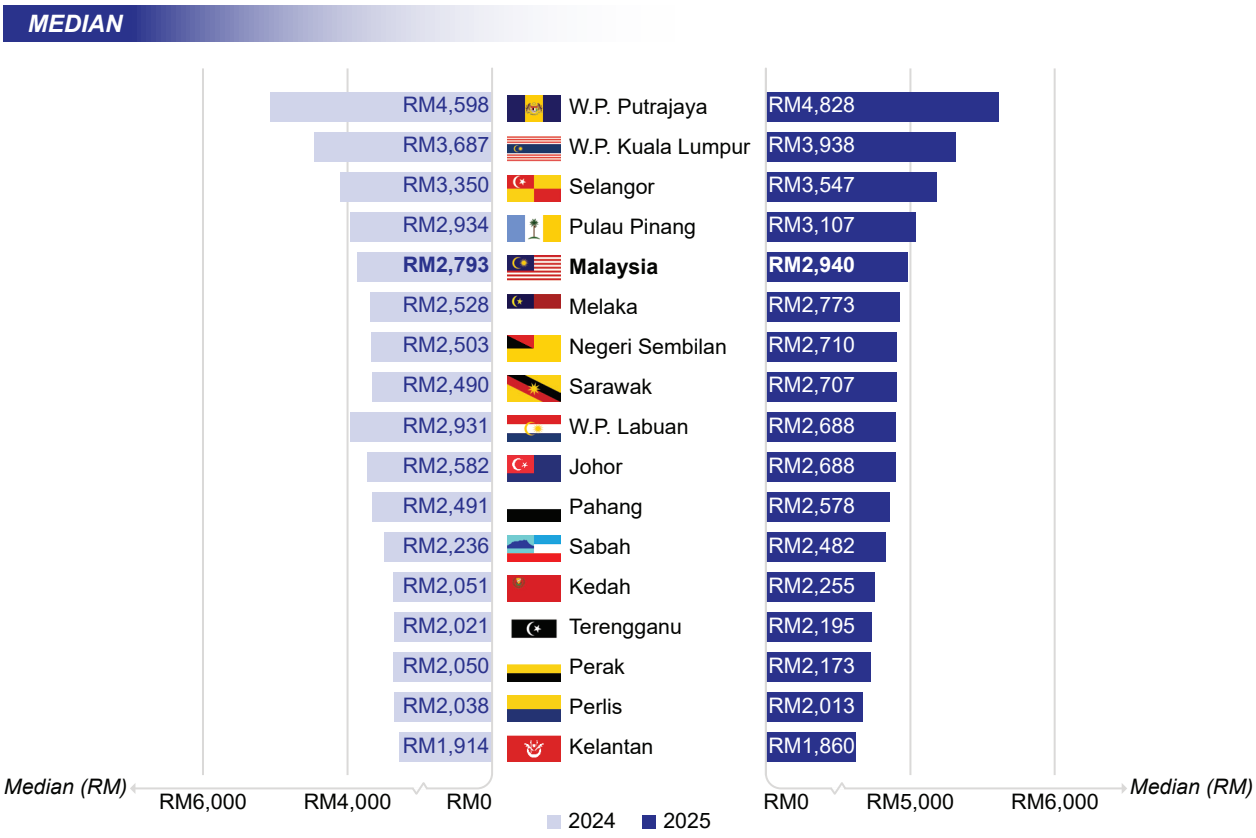
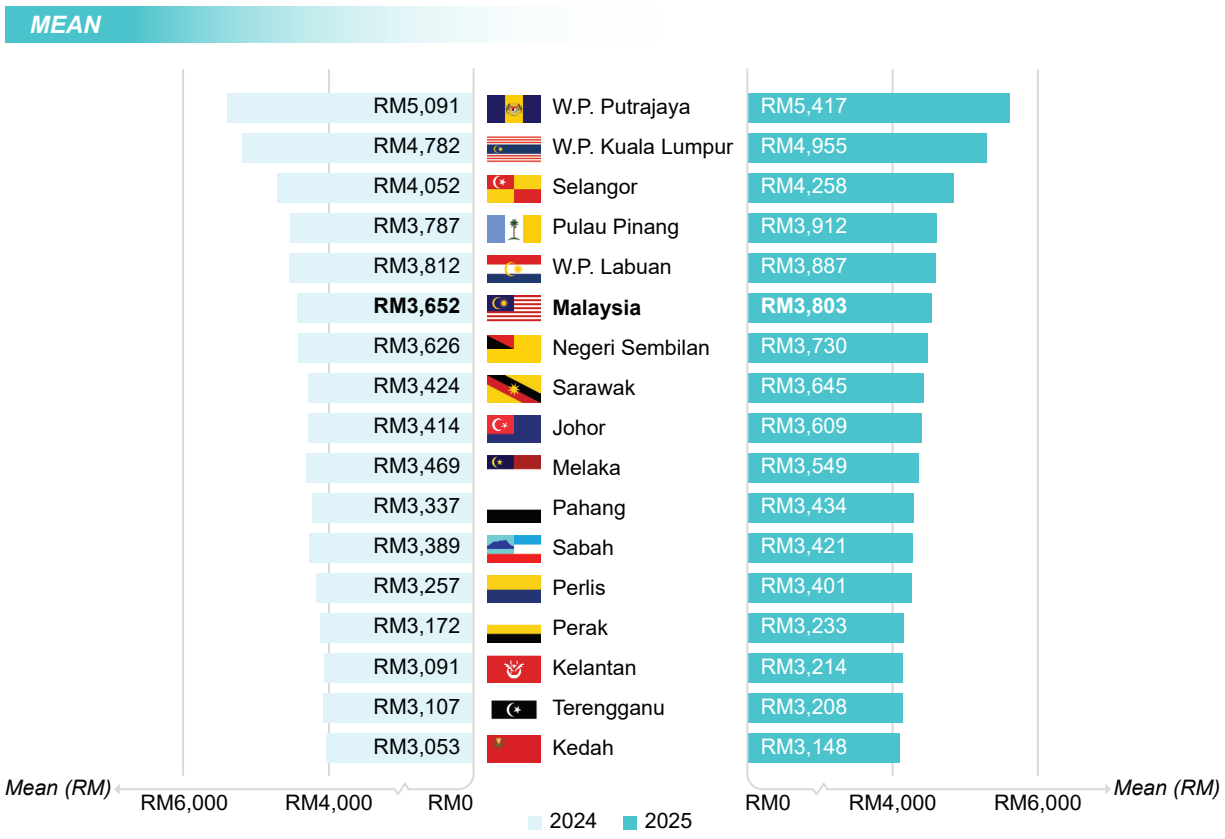


Chart 10: Mean monthly salaries & wages of employees by state, Malaysia, 2024 and 2025



10. MONTHLY SALARIES & WAGES OF EMPLOYEES BY OCCUPATION

Managers posted the highest median monthly salaries & wages, at RM6,186 in 2025 (2024: RM5,990), followed by Professionals with a median monthly salaries & wages of RM6,153 (2024: RM5,821) along with Technicians and associate professionals RM3,852 (2024: RM3,536). These three occupational categories recorded earnings above the national median monthly salaries & wages of RM2,940, shows a significant difference between salaries & wages according to job categories.

Managers registered the highest mean monthly salaries & wages at RM7,344, followed by Professionals (RM6,747) as well as Technicians and associate professionals (RM4,256). These three occupational categories exceeded the national mean monthly salaries & wages of RM3,803, indicating the disparity in wages across occupations ***[Exhibit 4]****.*

Exhibit 4: Median and mean monthly salaries & wages of employees by occupation, Malaysia, 2024 and 2025

	MEDIAN		MEAN	
	2024	2025	2024	2025
Total	**RM2,793**	**RM2,940**	**RM3,652**	**RM3,803**
Managers	RM5,990	RM6,186	RM7,121	RM7,344
Professionals	RM5,821	RM6,124	RM6,524	RM6,747
Technicians and associate professionals	RM3,541	RM3,852	RM4,077	RM4,256
Clerical support workers	RM2,550	RM2,693	RM2,931	RM3,029
Service and sale workers	RM1,947	RM2,035	RM2,561	RM2,687
Skilled agricultural, forestry, livestock and fishery workers	RM1,762	RM1,992	RM2,460	RM2,658
Craft and related trades workers	RM1,959	RM2,173	RM2,510	RM2,619
Plant and machine-operators and assemblers	RM1,947	RM2,083	RM2,404	RM2,488
Elementary occupations	RM1,654	RM1,758	RM2,128	RM2,184

11. MONTHLY SALARIES & WAGES OF EMPLOYEES BY CATEGORY OF SKILL

Skilled workers recorded the highest median monthly salaries & wages, at RM5,057 in 2025 (2024: RM4,679). This was followed by semi-skilled workers with a median monthly salaries & wages amounting to RM2,223 (2024: RM2,050) and low-skilled workers RM1,758 (2024: RM1,654).

Likewise, mean monthly salaries & wages showed an upward trend across all skills category in 2025. Skilled workers posted the highest mean monthly salaries & wages at RM5,799, an increase of 3.9 per cent or RM217 from RM5,582 in 2024. Meanwhile, semi-skilled workers rose to RM2,714 (2024: RM2,604), while low-skilled workers registered RM2,184 (2024: RM2,128) as shown in ***Exhibit 5****.*

Exhibit 5: Median and mean monthly salaries & wages of employees by category of skill, Malaysia, 2024 and 2025

	Skilled	*Semi-skilled*	*Low-skilled*
			
MEDIAN			
	2025 : RM5,057 2024 : RM4,679	**2025 : RM2,223** 2024 : RM2,050	**2025 : RM1,758** 2024 : RM1,654
MEAN			
	2025 : RM5,799 2024 : RM5,582	**2025 : RM2,714** 2024 : RM2,604	**2025 : RM2,184** 2024 : RM2,128

12. MONTHLY SALARIES & WAGES OF EMPLOYEES BY INDUSTRY/ SECTOR

The median monthly salaries & wages in 2025 increased across all economic sectors. The Mining & quarrying sector recorded the highest median monthly salaries & wages at RM4,604, followed by Services (RM3,043) and Manufacturing (RM2,663). While, the Agriculture sector posted the lowest median monthly salaries & wages at RM1,813.

A similar trend was also observed in the mean monthly salaries & wages across all sectors in 2025. The Mining & quarrying sector registered the highest mean monthly salaries & wages at RM6,175, followed by Services (RM3,993), Manufacturing (RM3,357) and Construction (RM3,188). Meanwhile, the Agriculture sector recorded the lowest mean monthly salaries & wages at RM2,575 ***[Exhibit 6]****.*

Exhibit 6: Median and mean monthly salaries & wages of employees by industry, Malaysia, 2024 and 2025

	MEDIAN		MEAN	
	2024	2025	2024	2025
Total	**RM2,793**	**RM2,940**	**RM3,652**	**RM3,803**
Agriculture	**RM1,698**	**RM1,813**	**RM2,409**	**RM2,575**
Mining and quarrying	**RM4,450**	**RM4,604**	**RM5,904**	**RM6,175**
Manufacturing	**RM2,490**	**RM2,663**	**RM3,278**	**RM3,357**
Construction	**RM2,051**	**RM2,270**	**RM3,035**	**RM3,188**
Services	**RM2,894**	**RM3,043**	**RM3,831**	**RM3,993**
Electricity, gas, steam and air conditioning supply	RM3,450	RM3,727	RM3,995	RM4,256
Water supply; sewerage, waste management and remediation activities	RM2,490	RM2,466	RM3,001	RM3,136
Wholesale and retail trade; repair of motor vehicles and motorcycles	RM1,947	RM2,063	RM2,737	RM2,739
Transportation and storage	RM2,576	RM2,664	RM3,249	RM3,375
Accommodation and food and beverage service activities	RM1,912	RM2,013	RM2,540	RM2,527
Information and communication	RM4,231	RM4,723	RM5,288	RM5,511
Financial and insurance/takaful activities	RM3,752	RM4,188	RM4,741	RM4,998
Real estate activities	RM3,610	RM3,785	RM4,501	RM4,708
Professional, scientific and technical activities	RM3,677	RM3,873	RM4,670	RM5,023
Administrative and support service activities	RM1,947	RM2,151	RM2,648	RM2,663
Public administration and defence; compulsory social security	RM4,483	RM4,625	RM4,625	RM4,838
Education	RM5,721	RM5,990	RM5,814	RM6,367
Human health and social work activities	RM4,698	RM4,976	RM5,009	RM5,262
Arts, entertainment and recreation	RM2,643	RM2,688	RM3,323	RM3,399
Other service activities	RM1,947	RM2,013	RM2,431	RM2,536

13. REAL MONTHLY SALARIES & WAGES

Salaries & wages statistics for Malaysian citizens are used as the basis for calculating Real Monthly Salaries & Wages, with the adjustment to real values based on the Consumer Price Index (CPI).

The nominal median monthly salaries & wages for Malaysian citizen workers were RM2,940, while the real median monthly salaries & wages was RM2,184, with a difference of RM756, reflecting that the value of salaries & wages after taking into account the effects of price changes was lower than the nominal value ***[Chart 11]****.*

Meanwhile, the nominal mean monthly salaries & wages for Malaysian citizen workers was RM3,803, while the real mean monthly salaries & wages was RM2,825, with the difference of RM978 indicates that the effects of price changes also influenced the value of mean monthly salaries & wages, with the real value being lower than the nominal value ***[Chart 12]****.*

Chart 11: Nominal and real median monthly salaries & wages for Malaysian citizen, Malaysia, 2020 - 2025

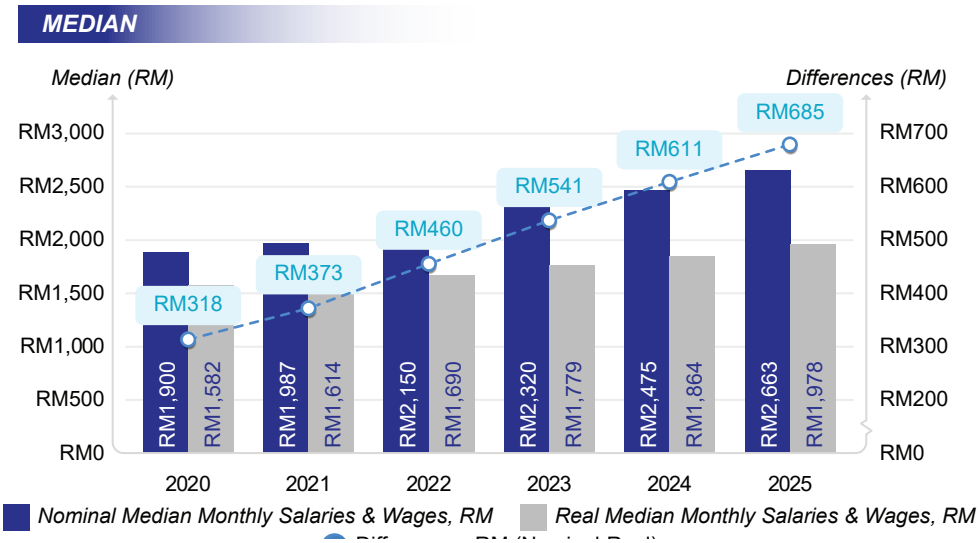
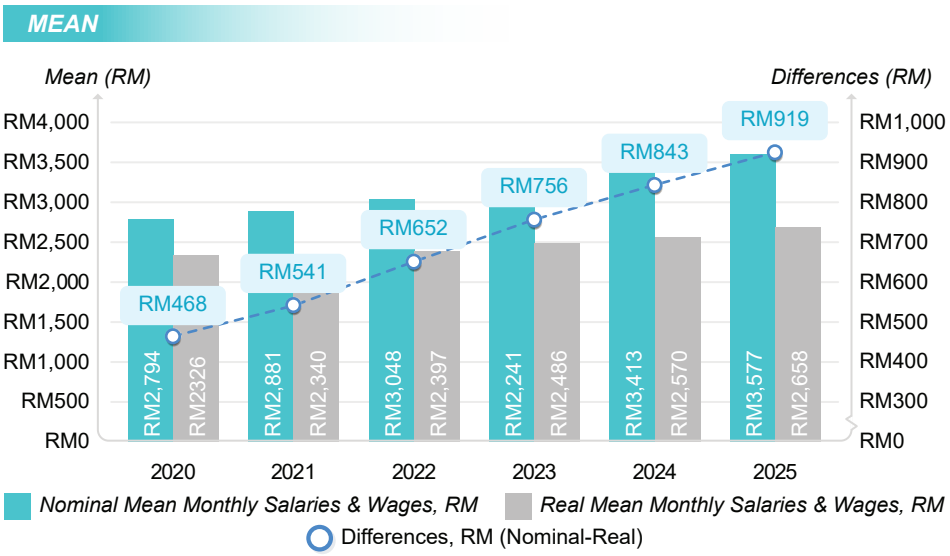


Chart 12: Nominal and real mean monthly salaries & wages for Malaysian citizen, Malaysia, 2020 - 2025



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JADUAL

TABLES

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STATISTIK UTAMA

PRINCIPAL STATISTICS

A1 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by age group, Malaysia, 2020 - 2025

Kumpulan Umur *Age Group*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
15-19	278.5	287.2	293.8	276.9	257.8	262.0
20-24	1,067.0	1,120.7	1,134.8	1,093.8	1,114.5	1,110.9
25-29	1,486.8	1,536.9	1,593.8	1,618.5	1,653.6	1,699.3
30-34	1,548.3	1,549.2	1,619.0	1,643.1	1,670.2	1,660.7
35-39	1,499.4	1,571.8	1,585.8	1,616.7	1,619.9	1,626.2
40-44	1,205.9	1,325.6	1,381.7	1,433.3	1,474.7	1,461.5
45-49	960.7	1,022.5	992.0	1,005.3	1,018.1	1,086.8
50-54	778.6	742.8	762.8	769.3	773.7	808.4
55-59	483.4	482.9	480.2	490.0	490.7	501.6
60-64	147.4	129.2	152.7	158.6	165.2	164.3
Penengah / *Median* **(RM)**	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
15-19	1,213	1,437	1,452	1,529	1,650	1,776
20-24	1,343	1,434	1,491	1,593	1,699	1,931
25-29	1,804	1,656	1,909	2,076	2,095	2,285
30-34	2,349	2,417	2,564	2,702	2,850	2,884
35-39	2,734	2,791	2,956	3,119	3,188	3,433
40-44	3,013	3,154	3,330	3,381	3,481	3,826
45-49	2,733	3,005	3,198	3,387	3,427	3,745
50-54	2,713	3,045	3,132	3,161	3,140	3,437
55-59	2,630	3,002	2,930	2,937	3,140	3,222
60-64	1,733	2,037	2,135	2,320	2,489	2,663
Purata / *Mean* **(RM)**	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
15-19	1,408	1,465	1,638	1,879	2,161	2,194
20-24	1,564	1,640	1,780	2,061	2,255	2,378
25-29	2,212	2,289	2,490	2,746	2,946	3,011
30-34	2,826	2,999	3,123	3,297	3,381	3,456
35-39	3,328	3,424	3,556	3,765	4,013	4,168
40-44	3,755	3,815	4,025	4,241	4,395	4,594
45-49	3,698	3,827	4,107	4,237	4,517	4,747
50-54	3,785	3,776	3,977	4,161	4,495	4,783
55-59	3,716	3,810	3,933	4,098	4,463	4,630
60-64	2,675	2,802	2,967	3,182	3,373	3,449

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by age group and sex, Malaysia, 2020 - 2025

Lelaki / *Male*						
Kumpulan Umur *Age Group*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
15-19	198.6	201.5	206.2	194.1	182.3	179.2
20-24	625.8	673.9	677.2	664.1	650.8	648.4
25-29	838.9	841.6	870.7	878.7	901.1	925.7
30-34	841.1	862.4	914.0	925.1	938.8	909.6
35-39	856.5	896.1	890.5	910.9	942.6	897.2
40-44	714.6	770.2	796.1	822.3	856.7	884.1
45-49	573.2	611.9	609.9	617.2	622.9	677.5
50-54	490.4	477.0	487.3	490.0	490.5	510.7
55-59	344.4	344.8	329.2	330.9	322.7	328.7
60-64	103.4	89.7	111.7	115.6	120.0	123.5
Penengah / *Median* **(RM)**	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
15-19	1,220	1,443	1,452	1,529	1,652	1,939
20-24	1,354	1,540	1,556	1,693	1,831	2,013
25-29	1,870	1,781	2,097	2,077	2,095	2,290
30-34	2,420	2,498	2,539	2,702	2,850	3,014
35-39	2,734	2,787	2,975	3,436	3,441	3,617
40-44	2,859	3,033	3,397	3,483	3,535	3,857
45-49	2,733	2,903	3,295	3,388	3,445	3,923
50-54	2,713	2,985	3,132	3,272	3,286	3,549
55-59	2,673	3,012	3,097	3,220	3,371	3,411
60-64	1,875	2,324	2,342	2,362	2,490	2,856
Purata / *Mean* **(RM)**	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
15-19	1,457	1,551	1,734	1,950	2,272	2,314
20-24	1,611	1,751	1,833	2,053	2,280	2,459
25-29	2,239	2,332	2,567	2,850	3,038	3,102
30-34	2,887	3,035	3,107	3,345	3,480	3,580
35-39	3,360	3,483	3,668	3,948	4,157	4,325
40-44	3,782	3,838	4,085	4,342	4,450	4,620
45-49	3,780	3,874	4,174	4,307	4,622	4,815
50-54	3,796	3,818	3,995	4,192	4,518	4,819
55-59	3,809	3,905	4,044	4,211	4,632	4,806
60-64	2,896	3,064	3,224	3,445	3,655	3,689

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by age group and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Kumpulan Umur *Age Group*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
15-19	79.9	85.7	87.6	82.7	75.5	82.8
20-24	441.2	446.8	457.6	429.7	463.7	462.5
25-29	647.9	695.3	723.1	739.8	752.5	773.6
30-34	707.2	686.8	705.0	717.9	731.4	751.1
35-39	642.9	675.7	695.3	705.8	677.4	728.9
40-44	491.3	555.4	585.6	611.0	618.0	577.4
45-49	387.5	410.6	382.0	388.1	395.2	409.3
50-54	288.2	265.9	275.4	279.2	283.1	297.7
55-59	139.0	138.1	150.9	159.1	168.1	172.9
60-64	44.0	39.6	41.0	43.0	45.2	40.8
Penengah / *Median* **(RM)**	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
15-19	1,198	1,046	1,231	1,206	1,350	1,663
20-24	1,299	1,267	1,320	1,542	1,655	1,753
25-29	1,774	1,644	1,862	1,916	2,095	2,285
30-34	2,349	2,329	2,564	2,659	2,703	2,776
35-39	2,922	2,908	2,956	3,006	3,071	3,268
40-44	3,166	3,335	3,300	3,314	3,481	3,772
45-49	2,943	3,156	3,142	3,150	3,381	3,669
50-54	2,684	3,119	2,694	3,097	3,140	3,278
55-59	2,346	2,828	2,929	2,937	2,940	2,840
60-64	1,326	1,562	1,618	1,661	1,700	1,776
Purata / *Mean* **(RM)**	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
15-19	1,288	1,263	1,413	1,713	1,894	1,934
20-24	1,498	1,472	1,701	2,073	2,221	2,266
25-29	2,178	2,236	2,398	2,623	2,836	2,902
30-34	2,754	2,954	3,144	3,236	3,254	3,307
35-39	3,286	3,345	3,411	3,528	3,812	3,976
40-44	3,714	3,784	3,945	4,106	4,317	4,554
45-49	3,575	3,758	3,998	4,124	4,351	4,634
50-54	3,765	3,700	3,946	4,106	4,455	4,722
55-59	3,485	3,573	3,693	3,864	4,140	4,295
60-64	2,158	2,209	2,267	2,476	2,622	2,722

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A3 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by educational attainment, Malaysia, 2020 - 2025

Pencapaian Pendidikan *Educational Attainment*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
Tiada pendidikan rasmi *No formal education*	59.6	54.2	55.9	55.9	51.2	42.2
Rendah *Primary*	398.3	324.9	333.5	335.1	318.6	327.5
Menengah *Secondary*	5,179.8	5,263.6	5,349.4	5,396.7	5,420.1	5,516.8
Tertiari *Tertiary*	3,818.3	4,126.3	4,257.6	4,317.7	4,448.5	4,495.1
Penengah / *Median* **(RM)**	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
Tiada pendidikan rasmi *No formal education*	1,274	1,349	1,388	1,436	1,559	1,642
Rendah *Primary*	1,289	1,428	1,559	1,565	1,644	1,754
Menengah *Secondary*	1,647	1,678	1,865	1,916	2,046	2,227
Tertiari *Tertiary*	3,477	3,877	3,881	4,024	4,131	4,571
Purata / *Mean* **(RM)**	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
Tiada pendidikan rasmi *No formal education*	1,500	1,391	1,569	1,810	1,900	1,973
Rendah *Primary*	1,646	1,689	1,806	2,026	2,128	2,123
Menengah *Secondary*	2,144	2,191	2,360	2,536	2,684	2,729
Tertiari *Tertiary*	4,212	4,271	4,430	4,703	4,962	5,260

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A4 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by educational attainment and sex, Malaysia, 2020 - 2025

Lelaki / *Male*						
Pencapaian Pendidikan *Educational Attainment*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
Tiada pendidikan rasmi *No formal education*	37.3	36.3	37.6	37.5	35.2	26.4
Rendah *Primary*	275.3	220.6	223.6	224.4	217.2	222.9
Menengah *Secondary*	3,362.6	3,408.9	3,450.9	3,483.3	3,502.8	3,533.2
Tertiari *Tertiary*	1,911.6	2,103.2	2,180.8	2,203.8	2,273.3	2,302.1
Penengah / *Median* **(RM)**	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
Tiada pendidikan rasmi *No formal education*	1,274	1,368	1,433	1,529	1,642	1,642
Rendah *Primary*	1,326	1,408	1,559	1,750	1,770	1,847
Menengah *Secondary*	1,791	1,773	1,953	2,070	2,139	2,473
Tertiari *Tertiary*	3,627	4,210	4,097	4,333	4,406	4,864
Purata / *Mean* **(RM)**	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
Tiada pendidikan rasmi *No formal education*	1,629	1,449	1,679	1,979	2,031	2,163
Rendah *Primary*	1,737	1,739	1,860	2,129	2,244	2,235
Menengah *Secondary*	2,275	2,285	2,469	2,665	2,821	2,889
Tertiari *Tertiary*	4,518	4,629	4,758	5,072	5,376	5,690

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A4 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by educational attainment and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Pencapaian Pendidikan *Educational Attainment*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
Tiada pendidikan rasmi *No formal education*	22.3	17.9	18.3	18.4	16.0	15.8
Rendah *Primary*	123.0	104.2	109.9	110.7	101.4	104.6
Menengah *Secondary*	1,817.2	1,854.8	1,898.6	1,913.4	1,917.4	1,983.6
Tertiari *Tertiary*	1,906.7	2,023.1	2,076.8	2,113.9	2,175.2	2,193.0
Penengah / *Median* **(RM)**	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
Tiada pendidikan rasmi *No formal education*	1,108	1,153	1,210	1,221	1,244	1,302
Rendah *Primary*	1,221	1,545	1,546	1,531	1,589	1,676
Menengah *Secondary*	1,494	1,587	1,752	1,819	1,947	2,026
Tertiari *Tertiary*	3,301	3,523	3,538	3,586	3,686	3,938
Purata / *Mean* **(RM)**	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
Tiada pendidikan rasmi *No formal education*	1,286	1,272	1,345	1,464	1,609	1,657
Rendah *Primary*	1,443	1,582	1,697	1,815	1,881	1,884
Menengah *Secondary*	1,903	2,018	2,162	2,303	2,432	2,445
Tertiari *Tertiary*	3,905	3,900	4,085	4,319	4,529	4,809

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A5 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by highest certificate obtained, Malaysia, 2020 - 2025

Sijil Tertinggi Diperoleh *Highest Certificate Obtained*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	139.7	142.6	140.0	138.4	112.5	159.6
SPM dan ke bawah *SPM and below*	5,529.8	5,566.4	5,702.0	5,740.8	5,733.3	5,739.2
STPM/ Sijil[1] *STPM/ certificate*[1]	687.1	656.8	647.2	639.9	661.9	656.7
Diploma	1,325.0	1,404.9	1,409.6	1,427.7	1,474.9	1,521.2
Ijazah *Degree*	1,774.4	1,998.4	2,097.7	2,158.6	2,255.9	2,304.9
Penengah / *Median* **(RM)**	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	1,246	1,475	1,433	1,529	1,589	1,691
SPM dan ke bawah *SPM and below*	1,608	1,665	1,809	1,916	2,046	2,203
STPM/ Sijil[1] *STPM/ certificate*[1]	2,145	2,266	2,374	2,452	2,605	2,775
Diploma	2,913	3,138	3,156	3,277	3,414	3,779
Ijazah *Degree*	4,849	4,989	5,000	5,046	5,110	5,276
Purata / *Mean* **(RM)**	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	1,529	1,651	1,736	1,899	1,944	1,948
SPM dan ke bawah *SPM and below*	2,114	2,167	2,334	2,516	2,662	2,711
STPM/ Sijil[1] *STPM/ certificate*[1]	2,693	2,656	2,821	3,120	3,355	3,472
Diploma	3,396	3,425	3,572	3,845	3,999	4,246
Ijazah *Degree*	5,455	5,469	5,609	5,829	6,114	6,453

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Merujuk kepada sijil yang diperoleh dari kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi / *[1]Refers to the certificate obtained from college, polytechnic or other institutions which offer formal education*

A6 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by highest certificate obtained and sex, Malaysia, 2020 - 2025

Lelaki / *Male*						
Sijil Tertinggi Diperoleh *Highest Certificate Obtained*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	91.4	96.9	95.1	93.8	76.4	105.6
SPM dan ke bawah *SPM and below*	3,602.7	3,596.9	3,651.3	3,684.6	3,707.1	3,684.7
STPM/ Sijil[1] *STPM/ certificate*[1]	421.9	437.4	430.1	423.6	436.8	438.9
Diploma	673.2	613.3	635.0	641.9	668.3	693.7
Ijazah *Degree*	797.6	1,024.5	1,081.4	1,105.1	1,139.8	1,161.7
Penengah / *Median* **(RM)**	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	1,274	1,536	1,555	1,529	1,627	1,751
SPM dan ke bawah *SPM and below*	1,748	1,773	1,901	2,046	2,139	2,451
STPM/ Sijil[1] *STPM/ certificate*[1]	2,383	2,373	2,552	2,676	2,851	3,308
Diploma	2,995	3,346	3,386	3,587	3,892	4,358
Ijazah *Degree*	5,391	5,292	5,835	5,937	6,000	6,282
Purata / *Mean* **(RM)**	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	1,653	1,780	1,842	2,013	2,031	2,051
SPM dan ke bawah *SPM and below*	2,240	2,258	2,436	2,646	2,795	2,867
STPM/ Sijil[1] *STPM/ certificate*[1]	2,866	2,775	2,979	3,312	3,549	3,670
Diploma	3,605	3,628	3,826	4,264	4,508	4,773
Ijazah *Degree*	6,229	6,080	6,100	6,275	6,653	7,021

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Merujuk kepada sijil yang diperoleh dari kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi / [1]*Refers to the certificate obtained from college, polytechnic or other institutions which offer formal education*

A6 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by highest certificate obtained and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Sijil Tertinggi Diperoleh *Highest Certificate Obtained*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	48.3	45.7	44.8	44.7	36.0	54.0
SPM dan ke bawah *SPM and below*	1,927.1	1,969.5	2,050.7	2,056.1	2,026.1	2,054.5
STPM/ Sijil[1] *STPM/ certificate*[1]	265.2	219.4	217.1	216.3	225.1	217.8
Diploma	651.8	791.5	774.6	785.8	806.7	827.6
Ijazah *Degree*	976.8	973.9	1,016.3	1,053.5	1,116.1	1,143.2
Penengah / *Median* **(RM)**	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	1,138	1,349	1,344	1,343	1,380	1,608
SPM dan ke bawah *SPM and below*	1,494	1,578	1,752	1,794	1,947	2,013
STPM/ Sijil[1] *STPM/ certificate*[1]	1,900	2,032	2,109	2,276	2,444	2,641
Diploma	2,810	2,996	3,015	3,006	3,085	3,386
Ijazah *Degree*	4,507	4,701	4,765	5,043	5,109	5,276
Purata / *Mean* **(RM)**	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
Tiada sijil/ Tidak Berkenaan *No certificate/ Not applicable*	1,294	1,377	1,512	1,661	1,759	1,747
SPM dan ke bawah *SPM and below*	1,880	2,000	2,151	2,283	2,419	2,429
STPM/ Sijil[1] *STPM/ certificate*[1]	2,417	2,420	2,509	2,745	2,980	3,073
Diploma	3,181	3,269	3,363	3,503	3,578	3,804
Ijazah *Degree*	4,823	4,827	5,087	5,362	5,564	5,876

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Merujuk kepada sijil yang diperoleh dari kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi / *[1]Refers to the certificate obtained from college, polytechnic or other institutions which offer formal education*

A7 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut strata dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by strata and sex, Malaysia, 2020 - 2025

Strata	2020	2021	2022	2023	2024	2025
Jumlah / *Total*						
Bilangan Penerima *Number of Recipients* **('000)**	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
Bandar *Urban*	8,024.0	8,405.8	8,618.7	8,665.5	8,686.3	8,838.0
Luar Bandar *Rural*	1,432.0	1,363.3	1,377.7	1,439.9	1,552.2	1,543.6
Penengah / *Median* **(RM)**	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
Bandar *Urban*	2,266	2,414	2,539	2,676	2,851	3,022
Luar Bandar *Rural*	1,332	1,496	1,555	1,590	1,698	2,035
Purata / *Mean* **(RM)**	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
Bandar *Urban*	3,106	3,189	3,354	3,580	3,796	3,932
Luar Bandar *Rural*	2,103	2,186	2,374	2,608	2,847	3,061
Lelaki / *Male*						
Bilangan Penerima *Number of Recipients* **('000)**	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
Bandar *Urban*	4,658.8	4,896.0	4,984.9	5,002.1	5,016.5	5,112.1
Luar Bandar *Rural*	928.0	873.1	908.0	946.9	1,011.9	972.4
Penengah / *Median* **(RM)**	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
Bandar *Urban*	2,383	2,484	2,575	2,712	2,957	3,265
Luar Bandar *Rural*	1,332	1,496	1,666	1,570	1,698	2,035
Purata / *Mean* **(RM)**	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
Bandar *Urban*	3,203	3,284	3,465	3,721	3,959	4,098
Luar Bandar *Rural*	2,048	2,158	2,319	2,534	2,767	2,993
Perempuan / *Female*						
Bilangan Penerima *Number of Recipients* **('000)**	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
Bandar *Urban*	3,365.1	3,509.8	3,633.9	3,663.3	3,669.8	3,725.9
Luar Bandar *Rural*	504.0	490.2	469.7	493.1	540.3	571.1
Penengah / *Median* **(RM)**	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
Bandar *Urban*	2,126	2,265	2,397	2,465	2,703	2,790
Luar Bandar *Rural*	1,326	1,445	1,546	1,590	1,655	1,813
Purata / *Mean* **(RM)**	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
Bandar *Urban*	2,972	3,055	3,202	3,387	3,573	3,705
Luar Bandar *Rural*	2,203	2,236	2,480	2,750	2,996	3,178

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A8 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by state, Malaysia, 2020 - 2025

Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**						
Malaysia	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
Johor	1,244.5	1,266.2	1,351.7	1,367.2	1,388.0	1,412.3
Kedah	552.6	565.4	578.4	567.7	569.3	573.5
Kelantan	373.2	404.9	394.5	389.5	393.8	400.3
Melaka	319.9	337.0	336.5	346.9	350.9	351.9
Negeri Sembilan	344.1	343.5	342.5	350.9	356.6	357.1
Pahang	446.0	445.5	444.0	454.2	465.6	471.8
Pulau Pinang	614.0	604.7	641.6	635.8	642.2	648.8
Perak	700.6	714.0	731.4	729.7	735.7	742.2
Perlis	74.6	78.0	76.7	76.9	80.0	80.6
Selangor	2,461.7	2,526.6	2,560.7	2,596.2	2,610.5	2,653.7
Terengganu	302.3	307.6	307.0	312.0	320.3	326.5
Sabah	647.5	696.7	721.4	726.4	730.0	736.7
Sarawak	691.8	733.9	741.3	758.6	771.7	784.8
W.P. Kuala Lumpur	619.4	678.7	701.8	725.9	752.9	769.7
W.P. Labuan	29.0	30.2	31.3	31.6	32.3	32.8
W.P. Putrajaya	34.8	36.1	35.8	36.0	38.5	39.0

Nota / *Notes*: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A8 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by state, Malaysia, 2020 - 2025 (cont'd)

Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**						
Malaysia	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
Johor	2,076	2,191	2,216	2,450	2,582	2,688
Kedah	1,509	1,621	1,797	1,885	2,051	2,255
Kelantan	1,390	1,568	1,635	1,750	1,914	1,860
Melaka	2,130	2,164	2,280	2,360	2,528	2,773
Negeri Sembilan	2,011	2,321	2,334	2,361	2,503	2,710
Pahang	1,775	1,897	2,013	2,276	2,491	2,578
Pulau Pinang	2,115	2,414	2,477	2,715	2,934	3,107
Perak	1,666	1,898	1,901	2,045	2,050	2,173
Perlis	1,541	1,713	1,781	1,820	2,038	2,013
Selangor	2,713	2,778	3,109	3,235	3,350	3,547
Terengganu	1,537	1,549	1,703	1,845	2,021	2,195
Sabah	1,705	1,899	2,011	2,059	2,236	2,482
Sarawak	1,595	2,036	2,069	2,276	2,490	2,707
W.P. Kuala Lumpur	2,995	2,999	3,301	3,469	3,687	3,938
W.P. Labuan	2,154	2,573	2,657	2,735	2,931	2,688
W.P. Putrajaya	3,682	3,858	3,995	4,443	4,598	4,828

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A8 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by state, Malaysia, 2020 - 2025 (cont'd)

Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**						
Malaysia	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
Johor	2,827	2,850	2,992	3,212	3,414	3,609
Kedah	2,289	2,516	2,627	2,859	3,053	3,148
Kelantan	2,467	2,522	2,604	2,882	3,091	3,214
Melaka	2,925	2,950	3,093	3,311	3,469	3,549
Negeri Sembilan	2,989	3,060	3,177	3,375	3,626	3,730
Pahang	2,690	2,727	2,844	3,124	3,337	3,434
Pulau Pinang	2,881	3,089	3,315	3,557	3,787	3,912
Perak	2,468	2,619	2,742	2,973	3,172	3,233
Perlis	2,605	2,676	2,746	2,968	3,257	3,401
Selangor	3,476	3,475	3,719	3,885	4,052	4,258
Terengganu	2,441	2,544	2,615	2,898	3,107	3,208
Sabah	2,648	2,784	2,871	3,127	3,389	3,421
Sarawak	2,515	2,786	2,937	3,158	3,424	3,645
W.P. Kuala Lumpur	3,849	3,994	4,276	4,521	4,782	4,955
W.P. Labuan	2,931	3,281	3,365	3,636	3,812	3,887
W.P. Putrajaya	4,497	4,602	4,716	4,858	5,091	5,417

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A9 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2020 - 2025

Lelaki / *Male*						
Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**						
Malaysia	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
Johor	803.9	798.9	857.4	867.2	881.6	904.1
Kedah	342.3	340.8	362.1	357.8	358.5	360.0
Kelantan	229.9	257.0	247.6	239.5	240.4	243.0
Melaka	185.4	190.8	198.8	204.7	207.0	202.6
Negeri Sembilan	207.8	205.0	214.5	218.6	219.7	216.7
Pahang	277.8	274.2	278.5	282.8	287.7	288.6
Pulau Pinang	351.4	345.1	361.3	354.4	360.0	357.7
Perak	422.8	416.0	424.3	418.6	423.8	428.6
Perlis	44.1	45.6	44.4	43.8	46.3	45.9
Selangor	1,323.5	1,418.4	1,388.2	1,415.2	1,419.4	1,459.6
Terengganu	199.2	198.0	204.8	207.5	213.1	214.4
Sabah	389.4	423.2	447.3	449.3	450.2	446.8
Sarawak	434.6	456.0	464.9	476.0	488.4	486.4
W.P. Kuala Lumpur	340.9	365.0	363.2	378.6	396.0	393.4
W.P. Labuan	18.7	19.6	20.7	20.7	21.0	21.1
W.P. Putrajaya	15.1	15.5	14.8	14.3	15.5	15.6

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A9 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2020 - 2025 (cont'd)

Lelaki / *Male*						
Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**						
Malaysia	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
Johor	2,199	2,258	2,216	2,603	2,850	2,896
Kedah	1,509	1,733	1,863	1,882	2,051	2,255
Kelantan	1,390	1,536	1,568	1,731	1,831	1,837
Melaka	2,190	2,277	2,314	2,360	2,606	2,773
Negeri Sembilan	2,167	2,323	2,359	2,402	2,606	2,725
Pahang	1,705	1,868	2,013	2,045	2,213	2,526
Pulau Pinang	2,244	2,414	2,558	2,836	3,125	3,334
Perak	1,713	1,947	1,953	2,045	2,200	2,301
Perlis	1,541	1,698	1,781	1,818	1,970	2,067
Selangor	2,874	2,979	3,400	3,667	3,751	3,873
Terengganu	1,635	1,669	1,760	1,849	2,025	2,195
Sabah	1,670	1,878	2,011	1,916	2,094	2,482
Sarawak	1,669	1,927	2,069	1,974	2,140	2,688
W.P. Kuala Lumpur	3,085	3,250	3,636	4,023	4,298	4,325
W.P. Labuan	2,383	2,775	2,657	2,852	3,057	2,688
W.P. Putrajaya	3,682	3,806	3,907	4,095	4,315	4,826

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A9 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2020 - 2025 (cont'd)

Lelaki / *Male*						
Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**						
Malaysia	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
Johor	2,937	2,929	3,073	3,328	3,543	3,790
Kedah	2,236	2,531	2,585	2,806	2,983	3,050
Kelantan	2,358	2,401	2,416	2,695	2,906	3,002
Melaka	2,994	2,973	3,075	3,292	3,448	3,542
Negeri Sembilan	3,062	3,049	3,201	3,368	3,682	3,781
Pahang	2,608	2,672	2,769	3,057	3,314	3,429
Pulau Pinang	3,034	3,164	3,423	3,680	3,938	4,104
Perak	2,466	2,622	2,778	2,993	3,186	3,203
Perlis	2,525	2,657	2,674	2,891	3,170	3,377
Selangor	3,696	3,728	4,063	4,267	4,452	4,692
Terengganu	2,443	2,568	2,620	2,857	3,036	3,069
Sabah	2,604	2,785	2,851	3,133	3,455	3,478
Sarawak	2,508	2,691	2,840	3,110	3,402	3,711
W.P. Kuala Lumpur	4,131	4,321	4,649	4,883	5,132	5,195
W.P. Labuan	3,140	3,341	3,453	3,738	3,955	3,992
W.P. Putrajaya	4,645	4,494	4,892	5,041	5,291	5,733

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A9 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**						
Malaysia	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
Johor	440.6	467.3	494.3	500.0	506.4	508.2
Kedah	210.3	224.7	216.2	209.8	210.9	213.5
Kelantan	143.3	147.9	147.0	150.0	153.4	157.3
Melaka	134.5	146.2	137.7	142.3	143.9	149.3
Negeri Sembilan	136.3	138.5	128.0	132.2	136.9	140.4
Pahang	168.2	171.4	165.5	171.5	177.9	183.2
Pulau Pinang	262.6	259.6	280.3	281.4	282.3	291.1
Perak	277.8	297.9	307.1	311.1	312.0	313.6
Perlis	30.6	32.4	32.4	33.0	33.7	34.7
Selangor	1,138.2	1,108.3	1,172.4	1,181.0	1,191.1	1,194.1
Terengganu	103.1	109.5	102.2	104.5	107.2	112.1
Sabah	258.1	273.5	274.1	277.1	279.8	289.9
Sarawak	257.2	277.9	276.3	282.6	283.2	298.4
W.P. Kuala Lumpur	278.5	313.7	338.5	347.3	356.9	376.3
W.P. Labuan	10.3	10.6	10.6	10.9	11.3	11.7
W.P. Putrajaya	19.7	20.6	21.0	21.7	23.0	23.4

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A9 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**						
Malaysia	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
Johor	1,870	2,003	1,865	2,276	2,444	2,560
Kedah	1,447	1,619	1,760	1,916	2,051	2,151
Kelantan	1,345	1,615	1,699	1,878	2,018	2,003
Melaka	2,025	2,110	2,280	2,465	2,527	2,675
Negeri Sembilan	1,883	2,166	2,218	2,343	2,475	2,693
Pahang	2,011	1,927	2,087	2,439	2,641	2,627
Pulau Pinang	1,965	2,265	2,297	2,715	2,894	2,923
Perak	1,545	1,645	1,677	1,916	1,947	2,053
Perlis	1,395	1,926	1,908	1,978	2,038	1,991
Selangor	2,540	2,303	2,647	2,465	2,641	3,024
Terengganu	1,343	1,549	1,595	1,807	1,946	2,124
Sabah	1,793	1,931	2,115	2,276	2,476	2,562
Sarawak	1,595	2,295	2,397	2,551	2,750	2,747
W.P. Kuala Lumpur	2,993	2,805	2,957	3,077	3,322	3,440
W.P. Labuan	1,785	2,000	2,305	2,464	2,549	2,642
W.P. Putrajaya	3,682	3,858	3,995	4,443	4,709	4,932

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A9 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**						
Malaysia	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
Johor	2,626	2,715	2,854	3,010	3,190	3,287
Kedah	2,375	2,495	2,697	2,948	3,171	3,314
Kelantan	2,642	2,732	2,922	3,180	3,380	3,541
Melaka	2,830	2,920	3,118	3,338	3,498	3,557
Negeri Sembilan	2,876	3,077	3,135	3,386	3,538	3,652
Pahang	2,825	2,816	2,970	3,236	3,375	3,443
Pulau Pinang	2,677	2,990	3,176	3,402	3,594	3,675
Perak	2,471	2,616	2,692	2,945	3,153	3,273
Perlis	2,720	2,703	2,845	3,069	3,375	3,434
Selangor	3,220	3,151	3,313	3,426	3,576	3,727
Terengganu	2,435	2,499	2,603	2,980	3,248	3,472
Sabah	2,716	2,782	2,902	3,118	3,285	3,333
Sarawak	2,528	2,940	3,101	3,237	3,460	3,538
W.P. Kuala Lumpur	3,504	3,613	3,877	4,126	4,395	4,704
W.P. Labuan	2,552	3,170	3,192	3,442	3,547	3,697
W.P. Putrajaya	4,384	4,683	4,592	4,738	4,956	5,207

Nota / ***Notes***: Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A10 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by occupation, Malaysia, 2020 - 2025

Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
Pengurus *Managers*	337.8	323.5	327.4	318.2	323.6	330.5
Profesional *Professionals*	1,724.4	1,772.3	1,833.7	1,842.5	1,895.8	1,945.4
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	1,391.8	1,460.4	1,470.0	1,509.6	1,516.1	1,527.9
Pekerja sokongan perkeranian *Clerical support workers*	1,179.2	1,226.8	1,292.2	1,321.9	1,334.5	1,360.1
Pekerja perkhidmatan dan jualan *Service and sale workers*	2,008.6	2,132.0	2,176.9	2,225.7	2,243.6	2,305.7
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	128.4	78.2	85.2	86.0	88.3	87.7
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	663.2	728.9	735.4	738.7	725.3	723.9
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	1,239.5	1,256.6	1,278.8	1,261.5	1,280.6	1,290.8
Pekerja asas *Elementary occupations*	783.1	790.4	796.8	801.3	830.5	809.7

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A10 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by occupation, Malaysia, 2020 - 2025 (cont'd)

Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
Pengurus *Managers*	5,423	5,413	5,568	5,825	5,990	6,186
Profesional *Professionals*	4,840	5,383	5,486	5,741	5,821	6,124
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	3,017	3,260	3,384	3,472	3,541	3,852
Pekerja sokongan perkeranian *Clerical support workers*	2,066	2,086	2,148	2,360	2,550	2,693
Pekerja perkhidmatan dan jualan *Service and sale workers*	1,494	1,544	1,770	1,818	1,947	2,035
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	1,302	1,552	1,634	1,729	1,762	1,992
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	1,575	1,742	1,760	1,916	1,959	2,173
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	1,618	1,679	1,781	1,845	1,947	2,083
Pekerja asas *Elementary occupations*	1,290	1,533	1,558	1,599	1,654	1,758

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A10 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by occupation, Malaysia, 2020 - 2025 (cont'd)

Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
Pengurus *Managers*	6,555	6,396	6,319	6,640	7,121	7,344
Profesional *Professionals*	5,305	5,667	5,609	6,139	6,524	6,747
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	3,342	3,488	3,644	3,854	4,077	4,256
Pekerja sokongan perkeranian *Clerical support workers*	2,354	2,389	2,617	2,789	2,931	3,029
Pekerja perkhidmatan dan jualan *Service and sale workers*	1,938	1,939	2,270	2,421	2,561	2,687
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	1,629	1,754	2,052	2,259	2,460	2,658
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	1,914	1,999	2,266	2,385	2,510	2,619
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	1,942	2,011	2,219	2,311	2,404	2,488
Pekerja asas *Elementary occupations*	1,744	1,760	1,835	1,982	2,128	2,184

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A11 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2020 - 2025

Lelaki / *Male*						
Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
Pengurus *Managers*	230.6	219.7	227.1	219.1	222.7	228.5
Profesional *Professionals*	710.5	792.2	826.8	848.4	878.3	901.6
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	954.6	1,035.9	1,057.0	1,080.2	1,067.5	1,087.5
Pekerja sokongan perkeranian *Clerical support workers*	359.7	370.4	377.7	370.9	374.0	398.6
Pekerja perkhidmatan dan jualan *Service and sale workers*	1,123.2	1,108.2	1,126.9	1,152.7	1,160.9	1,153.4
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	114.3	68.7	74.7	74.7	77.4	77.4
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	595.8	659.5	663.5	668.3	653.8	661.3
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	943.1	941.0	958.4	948.0	986.3	993.2
Pekerja asas *Elementary occupations*	554.9	573.6	580.8	586.8	607.5	583.0

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A11 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2020 - 2025 (cont'd)

Lelaki / *Male*

Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
Pengurus *Managers*	5,788	5,982	5,871	6,096	6,100	6,383
Profesional *Professionals*	5,319	5,855	5,909	6,201	6,205	6,702
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	3,082	3,300	3,330	3,484	3,564	3,923
Pekerja sokongan perkeranian *Clerical support workers*	2,383	2,484	2,552	2,701	2,947	3,341
Pekerja perkhidmatan dan jualan *Service and sale workers*	1,595	1,696	1,895	2,045	2,142	2,255
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	1,302	1,485	1,821	1,750	1,883	1,992
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	1,635	1,745	1,760	1,974	1,985	2,200
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	1,727	1,823	1,968	1,954	2,043	2,163
Pekerja asas *Elementary occupations*	1,432	1,531	1,556	1,609	1,669	1,778

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A11 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2020 - 2025 (cont'd)

Lelaki / *Male*						
Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
Pengurus *Managers*	6,960	6,889	6,789	7,080	7,516	7,693
Profesional *Professionals*	6,030	6,267	6,094	6,760	7,189	7,336
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	3,410	3,528	3,682	3,916	4,162	4,340
Pekerja sokongan perkeranian *Clerical support workers*	2,661	2,736	2,983	3,198	3,405	3,536
Pekerja perkhidmatan dan jualan *Service and sale workers*	2,177	2,137	2,473	2,665	2,853	2,999
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	1,631	1,755	2,076	2,309	2,523	2,721
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	1,958	2,008	2,261	2,386	2,524	2,651
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	2,025	2,094	2,351	2,404	2,481	2,613
Pekerja asas *Elementary occupations*	1,828	1,801	1,866	2,030	2,227	2,299

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A11 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*

Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
Pengurus *Managers*	107.2	103.8	100.4	99.1	100.9	102.0
Profesional *Professionals*	1,013.9	980.1	1,006.8	994.1	1,017.5	1,043.9
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	437.2	424.5	413.0	429.4	448.6	440.4
Pekerja sokongan perkeranian *Clerical support workers*	819.4	856.5	914.5	951.1	960.5	961.5
Pekerja perkhidmatan dan jualan *Service and sale workers*	885.3	1,023.8	1,050.1	1,073.1	1,082.8	1,152.2
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	14.0	9.5	10.5	11.4	10.9	10.3
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	67.4	69.4	71.9	70.3	71.5	62.5
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	296.4	315.6	320.3	313.5	294.3	297.6
Pekerja asas *Elementary occupations*	228.3	216.8	216.0	214.5	223.0	226.6

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A11 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
Pengurus *Managers*	5,069	4,948	4,695	5,044	5,132	5,307
Profesional *Professionals*	4,540	4,954	4,868	5,046	5,297	5,276
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	2,943	3,161	3,384	3,314	3,393	3,688
Pekerja sokongan perkeranian *Clerical support workers*	1,989	1,927	2,106	2,320	2,476	2,606
Pekerja perkhidmatan dan jualan *Service and sale workers*	1,259	1,491	1,699	1,621	1,700	1,776
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	1,217	1,606	1,553	1,542	1,586	1,663
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	1,266	1,656	1,865	1,529	1,600	1,682
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	1,423	1,629	1,614	1,795	1,945	1,813
Pekerja asas *Elementary occupations*	1,230	1,541	1,578	1,529	1,620	1,753

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A11 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Pekerjaan / *Occupation*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
Pengurus *Managers*	5,684	5,353	5,256	5,668	6,250	6,562
Profesional *Professionals*	4,797	5,182	5,212	5,608	5,950	6,239
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	3,192	3,391	3,547	3,699	3,873	4,050
Pekerja sokongan perkeranian *Clerical support workers*	2,220	2,238	2,465	2,629	2,746	2,819
Pekerja perkhidmatan dan jualan *Service and sale workers*	1,635	1,725	2,053	2,158	2,248	2,375
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	1,609	1,746	1,880	1,927	2,017	2,186
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	1,532	1,913	2,309	2,373	2,379	2,278
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	1,680	1,762	1,824	2,030	2,148	2,071
Pekerja asas *Elementary occupations*	1,541	1,651	1,754	1,849	1,857	1,886

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A12 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kategori kemahiran dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by skill category and sex, Malaysia, 2020 - 2025

Jumlah / *Total*						
Kategori Kemahiran *Skilled Category*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
Mahir / *Skilled*	3,454.0	3,556.2	3,631.1	3,670.2	3,735.6	3,803.8
Separuh Mahir / *Semi-skilled*	5,218.8	5,422.5	5,568.5	5,633.8	5,672.3	5,768.1
Berkemahiran Rendah / *Low-skilled*	783.1	790.4	796.8	801.3	830.5	809.7
Penengah / *Median* **(RM)**	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
Mahir / *Skilled*	3,980	4,583	4,411	4,565	4,679	5,057
Separuh Mahir / *Semi-skilled*	1,605	1,668	1,821	1,916	2,050	2,223
Berkemahiran Rendah / *Low-skilled*	1,290	1,533	1,558	1,599	1,654	1,758
Purata / *Mean* **(RM)**	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
Mahir / *Skilled*	4,636	4,838	4,878	5,242	5,582	5,799
Separuh Mahir / *Semi-skilled*	2,023	2,063	2,335	2,475	2,604	2,714
Berkemahiran Rendah / *Low-skilled*	1,744	1,760	1,835	1,982	2,128	2,184

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A12 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kategori kemahiran dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by skill category and sex, Malaysia, 2020 - 2025 (cont'd)

Lelaki / *Male*						
Kategori Kemahiran *Skilled Category*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
Mahir / *Skilled*	1,895.8	2,047.7	2,110.9	2,147.7	2,168.6	2,217.6
Separuh Mahir / *Semi-skilled*	3,136.2	3,147.7	3,201.2	3,214.5	3,252.3	3,283.9
Berkemahiran Rendah / *Low-skilled*	554.9	573.6	580.8	586.8	607.5	583.0
Penengah / *Median* **(RM)**	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
Mahir / *Skilled*	3,965	4,572	4,361	4,565	4,614	5,083
Separuh Mahir / *Semi-skilled*	1,703	1,773	1,928	2,045	2,139	2,439
Berkemahiran Rendah / *Low-skilled*	1,432	1,531	1,556	1,609	1,669	1,778
Purata / *Mean* **(RM)**	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
Mahir / *Skilled*	4,824	4,948	4,961	5,362	5,733	5,904
Separuh Mahir / *Semi-skilled*	2,125	2,159	2,443	2,583	2,729	2,871
Berkemahiran Rendah / *Low-skilled*	1,828	1,801	1,866	2,030	2,227	2,299

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A12 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kategori kemahiran dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by skill category and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Kategori Kemahiran *Skilled Category*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
Mahir / *Skilled*	1,558.3	1,508.4	1,520.2	1,522.6	1,567.0	1,586.2
Separuh Mahir / *Semi-skilled*	2,082.6	2,274.7	2,367.3	2,419.3	2,420.0	2,484.1
Berkemahiran Rendah / *Low-skilled*	228.3	216.8	216.0	214.5	223.0	226.6
Penengah / *Median* **(RM)**	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
Mahir / *Skilled*	3,995	4,605	4,539	4,784	4,921	5,035
Separuh Mahir / *Semi-skilled*	1,595	1,595	1,764	1,878	1,947	2,063
Berkemahiran Rendah / *Low-skilled*	1,230	1,541	1,578	1,529	1,620	1,753
Purata / *Mean* **(RM)**	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
Mahir / *Skilled*	4,408	4,689	4,762	5,074	5,374	5,652
Separuh Mahir / *Semi-skilled*	1,868	1,929	2,188	2,332	2,437	2,507
Berkemahiran Rendah / *Low-skilled*	1,541	1,651	1,754	1,849	1,857	1,886

Nota / Notes : Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A13 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by industry, Malaysia, 2020 - 2025

Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**						
Jumlah[1] *Total[1]*	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
Pertanian *Agriculture*	267.6	273.1	282.3	284.4	286.3	270.4
Perlombongan dan pengkuarian *Mining and quarrying*	77.9	74.4	76.0	77.2	79.3	80.8
Pembuatan *Manufacturing*	1,786.0	1,919.9	1,945.3	1,944.3	1,950.0	1,965.2
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	72.5	81.3	92.1	94.7	96.1	98.7
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	61.5	63.7	70.6	72.9	76.2	77.8
Pembinaan *Construction*	694.2	683.1	629.4	628.1	634.3	642.9
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	1,515.0	1,624.5	1,678.5	1,695.7	1,723.4	1,760.9
Pengangkutan dan penyimpanan *Transportation and storage*	556.9	538.0	524.6	509.7	523.4	542.4
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	725.1	721.5	740.5	776.4	785.9	804.1
Maklumat dan Komunikasi *Information and Communication*	196.5	206.5	222.9	227.0	234.9	241.8
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	332.8	347.9	375.9	382.2	387.2	419.5
Aktiviti Hartanah *Real estate activities*	74.6	74.0	68.3	72.1	75.0	83.7
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	320.6	326.5	341.1	347.9	349.5	356.3
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	567.2	577.0	570.1	553.8	555.6	559.8
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	740.4	752.0	774.3	795.4	816.8	804.2
Pendidikan *Education*	863.0	902.8	940.2	953.6	961.9	952.3
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	413.6	419.2	460.8	480.9	487.9	500.0
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	41.7	34.2	36.5	38.7	41.0	43.4
Aktiviti perkhidmatan lain *Other service activities*	148.9	149.4	167.2	169.7	173.2	175.9

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / *[1]Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A13 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by industry, Malaysia, 2020 - 2025 ***(cont'd)***

Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**						
Jumlah[1] *Total[1]*	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
Pertanian *Agriculture*	1,326	1,517	1,555	1,593	1,698	1,813
Perlombongan dan pengkuarian *Mining and quarrying*	3,356	4,014	4,237	4,295	4,450	4,604
Pembuatan *Manufacturing*	1,913	1,980	2,150	2,360	2,490	2,663
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	2,774	2,724	3,023	3,274	3,450	3,727
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	2,110	2,093	2,194	2,361	2,490	2,466
Pembinaan *Construction*	1,870	1,797	1,919	2,044	2,051	2,270
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	1,537	1,616	1,752	1,835	1,947	2,063
Pengangkutan dan penyimpanan *Transportation and storage*	2,066	2,000	2,097	2,360	2,576	2,664
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	1,340	1,536	1,635	1,793	1,912	2,013
Maklumat dan Komunikasi *Information and Communication*	3,490	3,686	3,970	4,154	4,231	4,723
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	3,126	3,182	3,330	3,586	3,752	4,188
Aktiviti Hartanah *Real estate activities*	3,029	3,231	3,301	3,411	3,610	3,785
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	3,011	3,112	3,177	3,367	3,677	3,873
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	1,437	1,564	1,770	1,801	1,947	2,151
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	3,780	3,923	4,097	4,285	4,483	4,625
Pendidikan *Education*	5,043	5,416	5,486	5,651	5,721	5,990
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	3,592	4,173	4,319	4,566	4,698	4,976
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	1,891	2,520	2,548	2,550	2,643	2,688
Aktiviti perkhidmatan lain *Other service activities*	1,706	1,685	1,902	1,916	1,947	2,013

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / *[1]Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A13 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by industry, Malaysia, 2020 - 2025 ***(cont'd)***

Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**						
Jumlah[1] *Total*[1]	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
Pertanian *Agriculture*	1,622	1,786	1,948	2,204	2,409	2,575
Perlombongan dan pengkuarian *Mining and quarrying*	4,981	4,976	5,337	5,623	5,904	6,175
Pembuatan *Manufacturing*	2,569	2,635	2,846	3,052	3,278	3,357
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	3,594	3,432	3,591	3,973	3,995	4,256
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	2,623	2,714	2,793	2,933	3,001	3,136
Pembinaan *Construction*	2,584	2,427	2,616	2,903	3,035	3,188
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	2,040	2,067	2,221	2,495	2,737	2,739
Pengangkutan dan penyimpanan *Transportation and storage*	2,504	2,584	2,760	2,987	3,249	3,375
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	1,801	1,933	2,067	2,305	2,540	2,527
Maklumat dan Komunikasi *Information and Communication*	4,306	4,408	4,703	4,954	5,288	5,511
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	4,230	3,952	4,266	4,522	4,741	4,998
Aktiviti Hartanah *Real estate activities*	3,605	3,654	3,843	4,175	4,501	4,708
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	3,918	3,898	4,098	4,463	4,670	5,023
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	2,020	2,082	2,256	2,449	2,648	2,663
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	4,152	4,306	4,441	4,479	4,625	4,838
Pendidikan *Education*	5,107	5,564	5,460	5,623	5,814	6,367
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	4,052	4,554	4,654	4,789	5,009	5,262
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	2,675	2,956	3,037	3,192	3,323	3,399
Aktiviti perkhidmatan lain *Other service activities*	2,159	2,081	2,255	2,388	2,431	2,536

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / [1]*Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2020 - 2025

Lelaki / *Male*

Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**						
Jumlah[1] *Total*[1]	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
Pertanian *Agriculture*	212.3	214.6	221.5	222.2	223.3	211.0
Perlombongan dan pengkuarian *Mining and quarrying*	58.6	54.1	54.8	55.9	57.8	59.0
Pembuatan *Manufacturing*	1,121.7	1,182.4	1,191.1	1,193.6	1,197.1	1,202.9
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	62.2	70.5	81.6	83.4	83.8	86.8
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	50.1	52.4	59.1	61.0	63.9	65.3
Pembinaan *Construction*	580.4	566.0	515.9	516.4	519.1	527.9
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	877.2	911.9	953.3	962.6	978.6	980.8
Pengangkutan dan penyimpanan *Transportation and storage*	458.5	407.9	396.8	391.9	400.1	417.7
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	375.1	349.6	366.7	378.9	386.4	396.9
Maklumat dan Komunikasi *Information and Communication*	109.2	127.2	142.1	145.3	149.0	152.5
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	152.2	159.4	174.1	176.1	178.1	186.6
Aktiviti Hartanah *Real estate activities*	38.0	42.3	38.1	40.0	41.2	45.1
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	146.3	148.2	157.1	162.1	162.2	162.8
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	357.9	356.2	342.0	328.8	329.5	330.4
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	502.4	537.0	547.0	561.8	579.0	587.3
Pendidikan *Education*	272.0	344.1	369.1	374.1	380.2	369.8
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	118.4	143.8	163.9	172.7	174.9	176.1
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	20.2	18.1	19.1	20.3	21.8	22.5
Aktiviti perkhidmatan lain *Other service activities*	74.2	83.3	99.5	100.9	102.3	102.5

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / [1]*Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2020 - 2025 ***(cont'd)***

Lelaki / *Male*						
Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**						
Jumlah[1] *Total*[1]	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
Pertanian *Agriculture*	1,326	1,490	1,555	1,650	1,698	1,853
Perlombongan dan pengkuarian *Mining and quarrying*	3,236	4,014	4,237	4,482	4,746	4,885
Pembuatan *Manufacturing*	2,076	2,121	2,314	2,449	2,775	3,061
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	2,905	2,699	3,195	3,274	3,451	3,814
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	2,110	2,093	2,194	2,361	2,490	2,466
Pembinaan *Construction*	1,851	1,741	1,788	1,845	1,916	2,173
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	1,568	1,735	1,809	2,046	2,284	2,255
Pengangkutan dan penyimpanan *Transportation and storage*	2,066	2,053	2,097	2,360	2,775	2,664
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	1,500	1,572	1,895	1,958	2,046	2,255
Maklumat dan Komunikasi *Information and Communication*	3,822	3,982	4,238	4,406	4,502	4,813
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	3,657	3,879	3,998	4,154	4,200	4,347
Aktiviti Hartanah *Real estate activities*	3,126	3,451	3,478	3,586	3,663	3,785
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	3,480	3,880	4,140	4,374	4,449	4,705
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	1,437	1,549	1,684	1,800	1,880	2,255
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	3,860	3,923	4,130	4,365	4,527	4,708
Pendidikan *Education*	5,870	6,440	6,057	6,543	6,552	6,926
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	3,873	4,438	4,411	4,566	4,698	5,147
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	2,155	2,573	2,748	2,836	2,900	2,688
Aktiviti perkhidmatan lain *Other service activities*	1,828	1,835	1,908	2,045	2,051	2,163

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / [1]*Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2020 - 2025 ***(cont'd)***

Lelaki / *Male*						
Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**						
Jumlah[1] *Total*[1]	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
Pertanian *Agriculture*	1,638	1,773	1,954	2,248	2,482	2,662
Perlombongan dan pengkuarian *Mining and quarrying*	5,231	5,210	5,644	5,871	6,134	6,318
Pembuatan *Manufacturing*	2,775	2,781	3,033	3,267	3,596	3,706
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	3,678	3,457	3,627	4,043	4,049	4,322
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	2,676	2,707	2,803	2,965	2,998	3,101
Pembinaan *Construction*	2,538	2,381	2,581	2,864	2,963	3,103
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	2,199	2,198	2,321	2,624	2,875	2,911
Pengangkutan dan penyimpanan *Transportation and storage*	2,519	2,588	2,766	2,993	3,281	3,388
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	2,073	2,132	2,224	2,529	2,849	2,929
Maklumat dan Komunikasi *Information and Communication*	4,709	4,651	5,037	5,284	5,532	5,800
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	4,765	4,460	4,832	5,034	5,102	5,212
Aktiviti Hartanah *Real estate activities*	4,010	4,014	4,175	4,490	4,811	4,825
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	4,602	4,732	4,899	5,344	5,546	5,831
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	2,055	2,033	2,193	2,399	2,636	2,650
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	4,225	4,324	4,491	4,477	4,574	4,830
Pendidikan *Education*	6,033	6,576	6,114	6,352	6,543	7,161
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	4,798	5,261	5,287	5,406	5,674	6,148
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	2,947	3,183	3,158	3,179	3,221	3,264
Aktiviti perkhidmatan lain *Other service activities*	2,264	2,110	2,282	2,444	2,477	2,687

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / [1]*Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2020 - 2025

Perempuan / *Female*

Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**						
Jumlah[1] *Total*[1]	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
Pertanian *Agriculture*	55.3	58.5	60.7	62.2	63.0	59.4
Perlombongan dan pengkuarian *Mining and quarrying*	19.3	20.3	21.2	21.3	21.5	21.7
Pembuatan *Manufacturing*	664.3	737.6	754.2	750.7	752.9	762.3
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	10.3	10.8	10.5	11.3	12.3	11.9
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	11.5	11.3	11.5	11.8	12.4	12.5
Pembinaan *Construction*	113.8	117.1	113.5	111.6	115.2	115.0
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	637.8	712.6	725.2	733.2	744.8	780.2
Pengangkutan dan penyimpanan *Transportation and storage*	98.4	130.0	127.7	117.8	123.3	124.8
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	350.0	371.9	373.8	397.5	399.4	407.1
Maklumat dan Komunikasi *Information and Communication*	87.3	79.3	80.8	81.6	86.0	89.3
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	180.5	188.5	201.8	206.0	209.0	232.9
Aktiviti Hartanah *Real estate activities*	36.6	31.7	30.2	32.1	33.8	38.6
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	174.3	178.3	184.0	185.8	187.2	193.6
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	209.3	220.8	228.0	225.0	226.2	229.4
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	238.0	214.9	227.4	233.5	237.8	216.9
Pendidikan *Education*	591.0	558.7	571.0	579.5	581.7	582.5
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	295.3	275.4	296.9	308.2	312.9	324.0
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	21.6	16.2	17.4	18.5	19.2	20.9
Aktiviti perkhidmatan lain *Other service activities*	74.7	66.1	67.7	68.7	70.9	73.4

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / [1]*Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2020 - 2025

Perempuan / *Female*

Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**						
Jumlah[1] *Total*[1]	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
Pertanian *Agriculture*	1,217	1,556	1,249	1,270	1,333	1,596
Perlombongan dan pengkuarian *Mining and quarrying*	3,636	3,765	3,876	4,295	4,450	4,604
Pembuatan *Manufacturing*	1,628	1,926	1,809	2,045	2,046	2,151
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	2,608	2,747	2,789	3,171	3,231	3,248
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	2,207	1,926	2,152	3,060	3,140	3,322
Pembinaan *Construction*	2,204	2,150	2,189	2,320	2,476	2,707
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	1,487	1,541	1,548	1,693	1,859	2,003
Pengangkutan dan penyimpanan *Transportation and storage*	2,025	1,927	2,106	2,343	2,476	2,661
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	1,244	1,458	1,546	1,542	1,654	1,776
Maklumat dan Komunikasi *Information and Communication*	3,251	3,279	3,538	3,320	3,322	3,506
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	2,999	2,741	3,015	3,283	3,590	3,774
Aktiviti Hartanah *Real estate activities*	2,831	2,540	3,013	3,255	3,529	3,777
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	2,698	2,543	2,647	2,762	2,899	3,086
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	1,274	1,591	2,034	1,899	1,947	2,124
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	3,611	3,846	3,993	4,108	4,215	4,439
Pendidikan *Education*	4,752	4,863	4,629	5,545	5,720	5,396
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	3,403	3,928	4,017	4,710	4,920	4,832
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	1,774	2,291	2,336	2,276	2,379	2,606
Aktiviti perkhidmatan lain *Other service activities*	1,595	1,645	1,771	1,828	1,947	1,776

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / [1]*Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2020 - 2025

Perempuan / *Female*

Industri / *Industry*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**						
Jumlah[1] *Total*[1]	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
Pertanian *Agriculture*	1,561	1,834	1,926	2,048	2,151	2,268
Perlombongan dan pengkuarian *Mining and quarrying*	4,220	4,350	4,543	4,973	5,285	5,788
Pembuatan *Manufacturing*	2,223	2,400	2,551	2,709	2,771	2,804
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	3,087	3,271	3,310	3,455	3,632	3,770
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management and remediation activities*	2,392	2,742	2,745	2,771	3,015	3,316
Pembinaan *Construction*	2,821	2,647	2,776	3,084	3,359	3,578
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	1,822	1,900	2,089	2,325	2,556	2,524
Pengangkutan dan penyimpanan *Transportation and storage*	2,436	2,570	2,742	2,970	3,148	3,328
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accommodation and food and beverage service activities*	1,510	1,747	1,912	2,092	2,241	2,135
Maklumat dan Komunikasi *Information and Communication*	3,802	4,018	4,115	4,368	4,866	5,017
Aktiviti kewangan dan insurans/takaful *Financial and insurance/takaful activities*	3,779	3,523	3,777	4,084	4,433	4,827
Aktiviti Hartanah *Real estate activities*	3,185	3,173	3,423	3,783	4,121	4,573
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	3,344	3,204	3,416	3,695	3,912	4,343
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	1,960	2,162	2,350	2,523	2,666	2,682
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsory social security*	4,000	4,264	4,320	4,483	4,749	4,861
Pendidikan *Education*	4,681	4,941	5,038	5,153	5,337	5,863
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	3,753	4,185	4,305	4,443	4,637	4,781
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	2,421	2,702	2,905	3,206	3,440	3,545
Aktiviti perkhidmatan lain *Other service activities*	2,054	2,044	2,216	2,306	2,364	2,327

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*
[1]Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah' / [1]*Total includes 'Activities of extraterritorial organizations and bodies'*
Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0 / *Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0*

A15 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sektor, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by sector, Malaysia, 2020 - 2025

Sektor / *Sector*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**9,456.0**	**9,769.0**	**9,996.4**	**10,105.4**	**10,238.4**	**10,381.6**
Pertanian *Agriculture*	267.6	273.1	282.3	284.4	286.3	270.4
Perlombongan & Pengkuarian *Mining & Quarrying*	77.9	74.4	76.0	77.2	79.3	80.8
Pembuatan *Manufacturing*	1,786.0	1,919.9	1,945.3	1,944.3	1,950.0	1,965.2
Pembinaan *Construction*	694.2	683.1	629.4	628.1	634.3	642.9
Perkhidmatan *Services*	6,630.3	6,818.5	7,063.4	7,171.4	7,288.5	7,422.3
Penengah / *Median* **(RM)**	**2,076**	**2,256**	**2,429**	**2,602**	**2,793**	**2,940**
Pertanian *Agriculture*	1,326	1,517	1,555	1,593	1,698	1,813
Perlombongan & Pengkuarian *Mining & Quarrying*	3,356	4,014	4,237	4,295	4,450	4,604
Pembuatan *Manufacturing*	1,913	1,980	2,150	2,360	2,490	2,663
Pembinaan *Construction*	1,870	1,797	1,919	2,044	2,051	2,270
Perkhidmatan *Services*	2,242	2,484	2,552	2,770	2,894	3,043
Purata / *Mean* **(RM)**	**2,954**	**3,049**	**3,219**	**3,441**	**3,652**	**3,803**
Pertanian *Agriculture*	1,622	1,786	1,948	2,204	2,409	2,575
Perlombongan & Pengkuarian *Mining & Quarrying*	4,981	4,976	5,337	5,623	5,904	6,175
Pembuatan *Manufacturing*	2,569	2,635	2,846	3,052	3,278	3,357
Pembinaan *Construction*	2,584	2,427	2,616	2,903	3,035	3,188
Perkhidmatan *Services*	3,126	3,257	3,403	3,619	3,831	3,993

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A16 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sektor dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by sector and sex, Malaysia, 2020 - 2025

Lelaki / *Male*						
Sektor / *Sector*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**5,586.8**	**5,769.1**	**5,892.9**	**5,949.0**	**6,028.4**	**6,084.6**
Pertanian *Agriculture*	212.3	214.6	221.5	222.2	223.3	211.0
Perlombongan & Pengkuarian *Mining & Quarrying*	58.6	54.1	54.8	55.9	57.8	59.0
Pembuatan *Manufacturing*	1,121.7	1,182.4	1,191.1	1,193.6	1,197.1	1,202.9
Pembinaan *Construction*	580.4	566.0	515.9	516.4	519.1	527.9
Perkhidmatan *Services*	3,613.8	3,752.0	3,909.5	3,960.8	4,031.1	4,083.7
Penengah / *Median* **(RM)**	**2,107**	**2,323**	**2,498**	**2,675**	**2,850**	**3,014**
Pertanian *Agriculture*	1,326	1,490	1,555	1,650	1,698	1,853
Perlombongan & Pengkuarian *Mining & Quarrying*	3,236	4,014	4,237	4,482	4,746	4,885
Pembuatan *Manufacturing*	2,076	2,121	2,314	2,449	2,775	3,061
Pembinaan *Construction*	1,851	1,741	1,788	1,845	1,916	2,173
Perkhidmatan *Services*	2,276	2,484	2,655	2,811	2,912	3,268
Purata / *Mean* **(RM)**	**3,011**	**3,114**	**3,288**	**3,532**	**3,759**	**3,921**
Pertanian *Agriculture*	1,638	1,773	1,954	2,248	2,482	2,662
Perlombongan & Pengkuarian *Mining & Quarrying*	5,231	5,210	5,644	5,871	6,134	6,318
Pembuatan *Manufacturing*	2,775	2,781	3,033	3,267	3,596	3,706
Pembinaan *Construction*	2,538	2,381	2,581	2,864	2,963	3,103
Perkhidmatan *Services*	3,206	3,375	3,502	3,738	3,947	4,121

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

A16 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sektor dan jantina, Malaysia, 2020 - 2025 (samb.)

Number of recipients, median and mean monthly salaries & wages of employees by sector and sex, Malaysia, 2020 - 2025 (cont'd)

Perempuan / *Female*						
Sektor / *Sector*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**3,869.2**	**4,000.0**	**4,103.6**	**4,156.4**	**4,210.0**	**4,297.0**
Pertanian *Agriculture*	55.3	58.5	60.7	62.2	63.0	59.4
Perlombongan & Pengkuarian *Mining & Quarrying*	19.3	20.3	21.2	21.3	21.5	21.7
Pembuatan *Manufacturing*	664.3	737.6	754.2	750.7	752.9	762.3
Pembinaan *Construction*	113.8	117.1	113.5	111.6	115.2	115.0
Perkhidmatan *Services*	3,016.5	3,066.5	3,153.9	3,210.6	3,257.4	3,338.6
Penengah / *Median* **(RM)**	**2,026**	**2,150**	**2,305**	**2,464**	**2,641**	**2,788**
Pertanian *Agriculture*	1,217	1,556	1,249	1,270	1,333	1,596
Perlombongan & Pengkuarian *Mining & Quarrying*	3,636	3,765	3,876	4,295	4,450	4,604
Pembuatan *Manufacturing*	1,628	1,926	1,809	2,045	2,046	2,151
Pembinaan *Construction*	2,204	2,150	2,189	2,320	2,476	2,707
Perkhidmatan *Services*	2,170	2,376	2,429	2,704	2,894	2,950
Purata / *Mean* **(RM)**	**2,872**	**2,955**	**3,119**	**3,311**	**3,499**	**3,635**
Pertanian *Agriculture*	1,561	1,834	1,926	2,048	2,151	2,268
Perlombongan & Pengkuarian *Mining & Quarrying*	4,220	4,350	4,543	4,973	5,285	5,788
Pembuatan *Manufacturing*	2,223	2,400	2,551	2,709	2,771	2,804
Pembinaan *Construction*	2,821	2,647	2,776	3,084	3,359	3,578
Perkhidmatan *Services*	3,032	3,113	3,281	3,473	3,687	3,837

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

STATISTIK MENGIKUT ETNIK

STATISTICS BY ETCHNICS

B1 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan etnik, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by ethnic group, Malaysia, 2020 - 2025

Kumpulan Etnik *Ethnic Group*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**10,864.8**	**11,057.1**	**11,298.9**	**11,541.2**	**11,957.6**	**12,009.1**
Warganegara *Citizen*	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	10,381.6
Bumiputera	6,498.7	6,697.8	6,856.0	6,984.1	7,115.3	7,247.5
Cina *Chinese*	2,176.1	2,290.5	2,330.3	2,338.3	2,343.1	2,351.4
India *Indians*	729.0	728.0	761.2	733.5	730.0	732.4
Lain-lain *Others*	52.2	52.8	49.0	49.5	50.0	50.2
Bukan Warganegara *Non-citizen*	1,408.9	1,288.1	1,302.5	1,435.8	1,719.1	1,627.6
Penengah / *Median* **(RM)**	**1,900**	**1,987**	**2,150**	**2,320**	**2,475**	**2,663**
Warganegara *Citizen*	2,076	2,256	2,429	2,602	2,793	2,940
Bumiputera	2,025	2,121	2,305	2,360	2,490	2,688
Cina *Chinese*	2,472	2,736	2,762	2,932	3,350	3,324
India *Indians*	2,011	1,939	2,234	2,464	2,604	2,775
Lain-lain *Others*	1,415	1,584	1,590	1,593	1,642	1,753
Bukan Warganegara *Non-citizen*	1,266	1,345	1,420	1,529	1,630	1,713
Purata / *Mean* **(RM)**	**2,794**	**2,881**	**3,048**	**3,241**	**3,413**	**3,577**
Warganegara *Citizen*	2,954	3,049	3,219	3,441	3,652	3,803
Bumiputera	2,843	2,922	3,107	3,325	3,523	3,666
Cina *Chinese*	3,335	3,482	3,599	3,836	4,094	4,284
India *Indians*	2,865	2,913	3,118	3,354	3,575	3,702
Lain-lain *Others*	2,119	2,244	2,305	2,450	2,463	2,539
Bukan Warganegara *Non-citizen*	1,720	1,608	1,742	1,834	1,986	2,134

B2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan etnik dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by ethnic group and sex, Malaysia, 2020 - 2025

Lelaki / *Male*						
Kumpulan Etnik *Ethnic Group*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**6,720.4**	**6,799.5**	**6,947.7**	**7,104.9**	**7,416.4**	**7,511.7**
Warganegara *Citizen*	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	6,084.6
Bumiputera	3,914.0	4,022.3	4,112.3	4,191.0	4,273.2	4,325.8
Cina *Chinese*	1,203.6	1,282.7	1,306.0	1,307.8	1,309.0	1,312.4
India *Indians*	439.4	431.7	443.2	418.5	414.2	416.7
Lain-lain *Others*	29.8	32.3	31.4	31.7	32.0	29.6
Bukan Warganegara *Non-citizen*	1,133.6	1,030.4	1,054.8	1,155.9	1,388.0	1,427.1
Penengah / *Median* **(RM)**	**1,898**	**2,036**	**2,188**	**2,360**	**2,489**	**2,663**
Warganegara *Citizen*	2,107	2,323	2,498	2,675	2,850	3,014
Bumiputera	2,035	2,161	2,321	2,360	2,564	2,688
Cina *Chinese*	2,713	2,878	2,897	3,216	3,463	3,597
India *Indians*	2,066	2,061	2,379	2,702	2,775	3,014
Lain-lain *Others*	1,415	1,639	1,666	1,769	1,642	1,758
Bukan Warganegara *Non-citizen*	1,354	1,419	1,565	1,598	1,630	1,713
Purata / *Mean* **(RM)**	**2,807**	**2,893**	**3,063**	**3,268**	**3,443**	**3,593**
Warganegara *Citizen*	3,011	3,114	3,288	3,532	3,759	3,921
Bumiputera	2,860	2,960	3,150	3,386	3,595	3,729
Cina *Chinese*	3,519	3,638	3,749	4,014	4,304	4,561
India *Indians*	3,031	3,051	3,280	3,568	3,828	3,999
Lain-lain *Others*	2,092	2,267	2,304	2,451	2,535	2,607
Bukan Warganegara *Non-citizen*	1,799	1,657	1,805	1,907	2,068	2,192

B2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan etnik dan jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of employees by ethnic group and sex, Malaysia, 2020 - 2025

Perempuan / *Female*						
Kumpulan Etnik *Ethnic Group*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima *Number of Recipients* **('000)**	**4,144.4**	**4,257.7**	**4,351.2**	**4,436.3**	**4,541.1**	**4,497.4**
Warganegara *Citizen*	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	4,297.0
Bumiputera	2,584.7	2,675.5	2,743.7	2,793.1	2,842.1	2,921.7
Cina *Chinese*	972.5	1,007.8	1,024.2	1,030.6	1,034.1	1,039.0
India *Indians*	289.7	296.2	318.0	315.0	315.8	315.7
Lain-lain *Others*	22.3	20.5	17.6	17.8	18.0	20.6
Bukan Warganegara *Non-citizen*	275.3	257.7	247.6	279.9	331.1	200.4
Penengah / *Median* **(RM)**	**1,918**	**1,933**	**2,117**	**2,308**	**2,475**	**2,693**
Warganegara *Citizen*	2,026	2,150	2,305	2,464	2,641	2,788
Bumiputera	2,025	2,000	2,149	2,343	2,476	2,691
Cina *Chinese*	2,367	2,506	2,534	2,713	2,941	3,103
India *Indians*	1,816	1,806	2,034	2,276	2,462	2,562
Lain-lain *Others*	1,207	1,332	1,463	1,542	1,660	1,750
Bukan Warganegara *Non-citizen*	1,143	1,224	1,366	1,399	1,470	1,586
Purata / *Mean* **(RM)**	**2,773**	**2,862**	**3,025**	**3,199**	**3,364**	**3,550**
Warganegara *Citizen*	2,872	2,955	3,119	3,311	3,499	3,635
Bumiputera	2,818	2,864	3,043	3,234	3,416	3,573
Cina *Chinese*	3,108	3,283	3,408	3,610	3,828	3,934
India *Indians*	2,613	2,711	2,894	3,069	3,242	3,310
Lain-lain *Others*	2,154	2,208	2,308	2,448	2,337	2,441
Bukan Warganegara *Non-citizen*	1,393	1,414	1,473	1,532	1,641	1,722

STATISTIK TERPILIH BUKAN WARGANEGARA

SELECTED STATISTICS FOR NON-CITIZENS

C1 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut jantina, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of non-citizens employees by sex, Malaysia, 2020 - 2025

Jantina / *Sex*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima / *Number of Recipients* **('000)**						
Jumlah / *Total*	**1,408.9**	**1,288.1**	**1,302.5**	**1,435.8**	**1,719.1**	**1,627.6**
Lelaki / *Male*	1,133.6	1,030.4	1,054.8	1,155.9	1,388.0	1,427.1
Perempuan / *Female*	275.3	257.7	247.6	279.9	331.1	200.4
Penengah / *Median* **(RM)**						
Jumlah / *Total*	**1,266**	**1,345**	**1,420**	**1,529**	**1,630**	**1,713**
Lelaki / *Male*	1,354	1,419	1,565	1,598	1,630	1,713
Perempuan / *Female*	1,143	1,224	1,366	1,399	1,470	1,586
Purata / *Mean* **(RM)**						
Jumlah / *Total*	**1,720**	**1,608**	**1,742**	**1,834**	**1,986**	**2,134**
Lelaki / *Male*	1,799	1,657	1,805	1,907	2,068	2,192
Perempuan / *Female*	1,393	1,414	1,473	1,532	1,641	1,722

C2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut strata, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of non-citizens employees by strata, Malaysia, 2020 - 2025

Strata	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima / *Number of Recipients* **('000)**						
Jumlah / *Total*	**1,408.9**	**1,288.1**	**1,302.5**	**1,435.8**	**1,719.1**	**1,627.6**
Bandar / *Urban*	946.6	816.7	866.9	962.1	1,166.6	1,039.3
Luar Bandar / *Rural*	462.3	471.4	435.6	473.6	552.5	588.3
Penengah / *Median* **(RM)**						
Jumlah / *Total*	**1,266**	**1,345**	**1,420**	**1,529**	**1,630**	**1,713**
Bandar / *Urban*	1,266	1,419	1,539	1,559	1,440	1,680
Luar Bandar / *Rural*	1,266	1,177	1,348	1,399	1,631	1,713
Purata / *Mean* **(RM)**						
Jumlah / *Total*	**1,720**	**1,608**	**1,742**	**1,834**	**1,986**	**2,134**
Bandar / *Urban*	1,884	1,798	1,874	2,043	2,173	2,334
Luar Bandar / *Rural*	1,383	1,279	1,478	1,409	1,591	1,782

C3 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut pencapaian pendidikan, Malaysia, 2020 - 2025

Number of recipients, median and mean monthly salaries & wages of non-citizens employees by educational attainment, Malaysia, 2020 - 2025

Pencapaian Pendidikan *Educational Attainment*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Bilangan Penerima / *Number of Recipients* **('000)**						
Jumlah *Total*	**1,408.9**	**1,288.1**	**1,302.5**	**1,435.8**	**1,719.1**	**1,627.6**
Tiada pendidikan rasmi *No formal education*	113.2	166.1	146.3	164.8	152.4	119.3
Rendah *Primary*	487.4	444.3	465.5	488.2	500.0	449.9
Menengah *Secondary*	655.5	554.7	583.8	676.2	934.2	953.0
Tertiari *Tertiary*	152.8	122.9	106.9	106.4	132.5	105.4
Penengah / *Median* **(RM)**						
Jumlah *Total*	**1,266**	**1,345**	**1,420**	**1,529**	**1,630**	**1,713**
Tiada pendidikan rasmi *No formal education*	1,081	1,180	1,382	1,399	1,632	1,532
Rendah *Primary*	1,265	1,186	1,367	1,338	1,412	1,577
Menengah *Secondary*	1,316	1,248	1,419	1,559	1,481	1,773
Tertiari *Tertiary*	2,512	3,358	3,591	5,070	5,884	6,310
Purata / *Mean* **(RM)**						
Jumlah *Total*	**1,720**	**1,608**	**1,742**	**1,834**	**1,986**	**2,134**
Tiada pendidikan rasmi *No formal education*	1,206	1,276	1,489	1,433	1,555	1,486
Rendah *Primary*	1,274	1,277	1,478	1,370	1,465	1,596
Menengah *Secondary*	1,434	1,363	1,549	1,449	1,602	1,867
Tertiari *Tertiary*	4,748	4,359	4,286	7,027	7,153	7,585

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GAJI & UPAH BENAR BULANAN

REAL MONTHLY SALARIES & WAGES

D1 Penengah dan purata gaji & upah benar bulanan mengikut negeri, Malaysia, 2020 - 2025
Real median and mean monthly salaries & wages by state, Malaysia, 2020 - 2025

Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**						
Malaysia	**1,582**	**1,614**	**1,690**	**1,779**	**1,864**	**1,978**
Johor	1,577	1,573	1,501	1,764	1,796	1,878
Kedah	1,285	1,323	1,419	1,460	1,605	1,678
Kelantan	1,170	1,280	1,299	1,352	1,438	1,398
Melaka	1,609	1,535	1,618	1,632	1,932	2,008
Negeri Sembilan	1,507	1,628	1,602	1,578	1,737	1,855
Pahang	1,412	1,448	1,416	1,498	1,578	1,735
Pulau Pinang	1,590	1,813	1,782	2,030	2,100	2,114
Perak	1,383	1,486	1,426	1,486	1,524	1,594
Perlis	1,307	1,457	1,294	1,480	1,568	1,596
Selangor	2,076	1,935	2,245	2,212	2,135	2,324
Terengganu	1,330	1,292	1,382	1,436	1,513	1,616
Sabah	1,203	1,332	1,328	1,342	1,381	1,619
Sarawak	1,391	1,556	1,507	1,504	1,605	1,954
W.P. Kuala Lumpur	2,271	2,274	2,399	2,540	2,642	2,569
W.P. Labuan	1,666	1,801	1,866	1,858	2,019	2,138
W.P. Putrajaya	2,898	3,322	2,921	2,949	3,165	3,412

D1 Penengah dan purata gaji & upah benar bulanan mengikut negeri, Malaysia, 2020 - 2025
Real median and mean monthly salaries & wages by state, Malaysia, 2020 - 2025

Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**						
Malaysia	**2,326**	**2,340**	**2,397**	**2,486**	**2,570**	**2,657**
Johor	2,158	2,088	2,163	2,230	2,337	2,450
Kedah	1,926	2,056	2,071	2,184	2,297	2,375
Kelantan	2,051	2,040	2,040	2,198	2,323	2,415
Melaka	2,293	2,320	2,366	2,433	2,507	2,521
Negeri Sembilan	2,320	2,336	2,389	2,405	2,535	2,627
Pahang	2,194	2,155	2,156	2,277	2,385	2,437
Pulau Pinang	2,281	2,342	2,440	2,533	2,591	2,678
Perak	2,055	2,116	2,132	2,207	2,323	2,350
Perlis	2,275	2,291	2,237	2,404	2,566	2,622
Selangor	2,697	2,625	2,717	2,769	2,823	2,863
Terengganu	2,084	2,102	2,080	2,251	2,370	2,402
Sabah	1,856	1,999	2,043	2,119	2,184	2,284
Sarawak	2,083	2,247	2,311	2,370	2,494	2,706
W.P. Kuala Lumpur	3,132	3,110	3,207	3,489	3,528	3,578
W.P. Labuan	2,465	2,524	2,648	2,813	2,834	2,931
W.P. Putrajaya	3,833	3,963	3,382	3,504	3,490	3,806

D2 Penengah dan purata gaji & upah benar bulanan warganegara Malaysia mengikut negeri, Malaysia, 2020 - 2025

Real median and mean monthly salaries & wages of Malaysian citizens by state, Malaysia, 2020 - 2025

Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Penengah / *Median* **(RM)**						
Malaysia	**1,729**	**1,832**	**1,910**	**1,995**	**2,103**	**2,184**
Johor	1,684	1,735	1,697	1,831	1,897	1,937
Kedah	1,285	1,346	1,455	1,501	1,612	1,759
Kelantan	1,170	1,280	1,299	1,367	1,480	1,434
Melaka	1,804	1,790	1,836	1,855	1,961	2,120
Negeri Sembilan	1,669	1,878	1,838	1,823	1,909	2,033
Pahang	1,509	1,566	1,614	1,778	1,900	1,943
Pulau Pinang	1,729	1,933	1,922	2,060	2,162	2,263
Perak	1,436	1,594	1,546	1,618	1,605	1,687
Perlis	1,361	1,470	1,482	1,482	1,632	1,596
Selangor	2,197	2,191	2,354	2,380	2,414	2,512
Terengganu	1,330	1,296	1,382	1,471	1,588	1,703
Sabah	1,512	1,657	1,704	1,704	1,828	2,006
Sarawak	1,391	1,739	1,713	1,828	1,953	2,103
W.P. Kuala Lumpur	2,449	2,405	2,569	2,644	2,772	2,924
W.P. Labuan	1,857	2,184	2,203	2,233	2,377	2,163
W.P. Putrajaya	3,068	3,094	2,986	3,213	3,277	3,417

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

D2 Penengah dan purata gaji & upah benar bulanan warganegara Malaysia mengikut negeri, Malaysia, 2020 - 2025

Real median and mean monthly salaries & wages of Malaysian citizens by state, Malaysia, 2020 - 2025

Negeri / *State*	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
Purata / *Mean* **(RM)**						
Malaysia	**2,460**	**2,477**	**2,530**	**2,639**	**2,750**	**2,825**
Johor	2,293	2,256	2,291	2,400	2,509	1,937
Kedah	1,949	2,090	2,127	2,276	2,400	1,759
Kelantan	2,077	2,059	2,069	2,251	2,391	1,434
Melaka	2,476	2,440	2,490	2,603	2,691	2,120
Negeri Sembilan	2,480	2,476	2,501	2,606	2,766	2,033
Pahang	2,287	2,252	2,281	2,441	2,545	1,943
Pulau Pinang	2,356	2,473	2,572	2,699	2,791	2,263
Perak	2,128	2,199	2,229	2,352	2,484	1,687
Perlis	2,301	2,297	2,285	2,417	2,607	1,596
Selangor	2,814	2,741	2,816	2,858	2,919	2,512
Terengganu	2,111	2,128	2,122	2,311	2,441	1,703
Sabah	2,348	2,429	2,433	2,589	2,771	2,006
Sarawak	2,193	2,379	2,431	2,536	2,685	2,103
W.P. Kuala Lumpur	3,147	3,203	3,328	3,446	3,596	2,924
W.P. Labuan	2,527	2,785	2,790	2,969	3,091	2,163
W.P. Putrajaya	3,748	3,690	3,525	3,513	3,629	3,417

Nota / Notes : Data merujuk kepada warganegara sahaja / *Data refer to citizen only*

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RALAT PIAWAI RELATIF

RELATIVE STANDARD ERROR

E1 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2025
Relative standard error for mean monthly salaries & wages of employees by state, Malaysia, 2025

Negeri *State*	Purata gaji & upah bulanan *Mean monthly salaries & wages (RM)*	Ralat piawaian bagi anggaran *Standard error of estimates*		Purata gaji & upah pada 95% selang keyakinan *Mean salaries & wages at 95% confidence interval (RM)*
		Nilai relatif *Relative value (%)*	Ralat piawai *Standard error (RM)*	
Malaysia	**3,803**	**0.42**	**16.13**	**3,771 - 3,835**
Johor	3,609	1.02	36.63	3,537 - 3,681
Kedah	3,148	1.21	38.18	3,074 - 3,223
Kelantan	3,214	1.67	53.70	3,109 - 3,319
Melaka	3,549	1.56	55.25	3,440 - 3,657
Negeri Sembilan	3,730	1.47	54.81	3,622 - 3,837
Pahang	3,434	1.22	41.77	3,353 - 3,516
Pulau Pinang	3,912	1.26	49.42	3,815 - 4,008
Perak	3,233	1.43	46.12	3,143 - 3,323
Perlis	3,401	2.76	93.86	3,217 - 3,585
Selangor	4,258	1.03	44.06	4,171 - 4,344
Terengganu	3,208	1.49	47.75	3,114 - 3,301
Sabah	3,421	1.43	49.02	3,325 - 3,517
Sarawak	3,645	1.18	43.15	3,561 - 3,730
W.P. Kuala Lumpur	4,955	1.75	86.46	4,785 - 5,124
W.P. Labuan	3,887	2.92	113.33	3,665 - 4,109
W.P. Putrajaya	5,417	2.02	109.16	5,203 - 5,631

Nota / Notes : : Data merujuk kepada warganegara sahaja / *The data refer to citizen*

E2 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2025

Relative standard error for mean monthly salaries & wages of employees by occupation, Malaysia, 2025

Pekerjaan *Occupation*	Purata gaji & upah bulanan *Mean monthly salaries & wages (RM)*	Ralat piawaian bagi anggaran *Standard error of estimates*		Purata gaji & upah pada 95% selang keyakinan *Mean salaries & wages at 95% confidence interval (RM)*
		Nilai relatif *Relative value (%)*	Ralat piawai *Standard error (RM)*	
Jumlah *Total*	**3,803**	**0.42**	**16.13**	**3,771 - 3,835**
Pengurus *Managers*	7,344	1.88	137.90	7,074 - 7,614
Profesional *Professionals*	6,747	0.69	46.35	6,657 - 6,838
Juruteknik dan profesional bersekutu *Technicians and associate professionals*	4,256	0.66	27.94	4,202 - 4,311
Pekerja sokongan perkeranian *Clerical support workers*	3,029	0.61	18.49	2,993 - 3,066
Pekerja perkhidmatan dan jualan *Service and sales workers*	2,687	0.60	16.16	2,656 - 2,719
Pekerja mahir pertanian, perhutanan dan perikanan *Skilled agricultural, forestry, livestock and fishery workers*	2,658	2.18	57.85	2,545 - 2,771
Pekerja kemahiran dan pekerja pertukangan yang berkaitan *Craft and related trades workers*	2,619	1.13	29.50	2,561 - 2,677
Operator loji dan mesin serta pemasang *Plant and machine-operators and assemblers*	2,488	0.65	16.28	2,456 - 2,520
Pekerja asas *Elementary occupations*	2,184	0.68	14.93	2,154 - 2,213

Nota / Notes : Data merujuk kepada warganegara sahaja / *The data refer to citizen*
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020 / *Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2020*

E3 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2025
Relative standard error for mean monthly salaries & wages of employees by industry, Malaysia, 2025

Pekerjaan *Occupation*	Purata gaji & upah bulanan *Mean monthly salaries & wages (RM)*	Ralat piawaian bagi anggaran *Standard error of estimates*		Purata gaji & upah pada 95% selang keyakinan *Mean salaries & wages at 95% confidence interval (RM)*
		Nilai relatif *Relative value (%)*	Ralat piawai *Standard error (RM)*	
Jumlah *Total*	**3,803**	**0.42**	**16.13**	**3,771 - 3,835**
Pertanian *Agriculture*	2,575	1.88	48.36	2,480 - 2,670
Perlombongan dan pengkuarian *Mining and quarrying*	6,175	5.64	348.20	5,493 - 6,858
Pembuatan *Manufacturing*	3,357	0.77	25.76	3,306 - 3,407
Bekalan elektrik, gas, wap dan pendingin udara *Electricity, gas, steam and air conditioning supply*	4,256	2.55	108.62	4,043 - 4,468
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan *Water supply; sewerage, waste management*	3,136	4.36	136.70	2,868 - 3,404
Pembinaan *Construction*	3,188	1.68	53.49	3,083 - 3,293
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal *Wholesale and retail trade; repair of motor vehicles and motorcycles*	2,739	0.81	22.29	2,696 - 2,783
Pengangkutan dan penyimpanan *Transportation and storage*	3,375	2.23	75.38	3,227 - 3,522
Penginapan dan aktiviti perkhidmatan makanan dan minuman *Accomodation and food and beverage service activities*	2,527	1.17	29.64	2,469 - 2,585
Maklumat dan Komunikasi *Information and communication*	5,511	2.39	131.58	5,253 5,769

E3 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2025 (samb.)

Relative standard error for mean monthly salaries & wages of employees by industry, Malaysia, 2025 (cont'd.)

Pekerjaan *Occupation*	Purata gaji & upah bulanan *Mean monthly salaries & wages (RM)*	Ralat piawaian bagi anggaran *Standard error of estimates*		Purata gaji & upah pada 95% selang keyakinan *Mean salaries & wages at 95% confidence interval (RM)*
		Nilai relatif *Relative value (%)*	Ralat piawai *Standard error (RM)*	
Aktiviti kewangan dan insurans / takaful *Financial and insurance /takaful activities*	4,998	2.07	103.27	4,796 - 5,200
Aktiviti Hartanah *Real estate activities*	4,708	3.52	165.72	4,384 - 5,033
Aktiviti profesional, saintifik dan teknikal *Professional, scientific and technical activities*	5,023	2.26	113.55	4,800 - 5,245
Aktiviti pentadbiran dan khidmat sokongan *Administrative and support service activities*	2,663	1.31	34.86	2,595 - 2,731
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib *Public administration and defence; compulsary social security*	4,838	0.75	36.37	4,767 - 4,909
Pendidikan *Education*	6,367	0.87	55.49	6,258 - 6,476
Aktiviti kesihatan kemanusiaan dan kerja sosial *Human health and social work activities*	5,262	1.58	83.16	5,099 - 5,425
Kesenian, hiburan dan rekreasi *Arts, entertainment and recreation*	3,399	4.95	168.16	3,069 - 3,729
Aktiviti perkhidmatan lain *Other service activities*	2,536	2.67	67.74	2,404 - 2,669

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NOTA TEKNIKAL

TECHNICAL NOTES

1. PENGENALAN

1.1 Statistik yang diterbitkan dalam laporan ini adalah berdasarkan **Survei Gaji & Upah (SGU)** yang dijalankan oleh Jabatan Perangkaan Malaysia (DOSM). Survei ini dilaksanakan berdasarkan garis panduan dan syor ***International Labour Organization (ILO)*** dengan merujuk kepada ***An Integrated System of Wages Statistics***.

1.2 SGU merupakan salah satu modul dalam Survei Tenaga Buruh (STB) yang dilaksanakan dalam tempoh **Januari hingga Disember** untuk menyediakan statistik gaji & upah di peringkat nasional dan negeri serta kawasan bandar dan luar bandar. Pendekatan yang lengkap dan sistematik dalam pengumpulan dan prosesan data dikekalkan dari semasa ke semasa dengan tujuan untuk mendapatkan perbandingan statistik siri masa.

1.3 Maklumat yang dikumpul melalui SGU adalah mengikut **peruntukan Akta Perangkaan 1965 (Disemak 1989)**. Seksyen 6 di bawah Akta ini menghendaki mana-mana individu memberikan butiran maklumat sebenar atau anggaran terbaik kepada DOSM. Sementara itu, Seksyen 7 Akta yang sama memperuntukkan denda kepada responden yang gagal memberi kerjasama dalam pelaksanaan penyiasatan oleh DOSM. Mengikut Akta ini, maklumat terperinci yang dikumpul adalah sulit dan hanya angka agregat diterbitkan.

1.4 Mulai penerbitan SGU 2017, statistik utama yang dipersembahkan dalam laporan adalah bagi **warganegara**. Manakala statistik gaji & upah terpilih bagi bukan warganegara ditunjukkan dalam jadual berasingan mulai 2018.

1.5 Nota teknikal ini menyediakan penerangan terperinci mengenai konsep, definisi dan metodologi yang digunakan dalam pelaksanaan SGU bagi membantu pengguna untuk memahami dengan lebih mendalam berkaitan maklumat **gaji & upah** yang dipungut melalui **pendekatan isi rumah**.

2. OBJEKTIF SURVEI

2.1 Objektif utama SGU ialah untuk mendapatkan **kadar upah daripada pekerjaan utama** melalui pendekatan isi rumah. Indikator utama gaji & upah bulanan daripada survei ini merupakan maklumat penting pasaran buruh yang dapat digunakan oleh agensi kerajaan sebagai input dalam perancangan dan pembentukan polisi serta pelaksanaan program berkaitan pembangunan sumber manusia dan sosial.

3. KAEDAH PENGUMPULAN DATA

3.1 SGU menggunakan **kaedah temu ramah bersemuka** dengan responden. Dalam tempoh survei, penemuramah terlatih melawat tempat kediaman (TK) terpilih untuk memperoleh maklumat demografi semua ahli isi rumah dan maklumat terperinci berkaitan butir-butir gaji & upah bagi ahli isi rumah yang berumur 15 tahun dan lebih.

3.2 Semakan kerja luar dibuat bagi mengesan kemungkinan maklumat tertinggal serta membetulkan sebarang kesilapan semasa survei ini dijalankan. Di samping itu, isi rumah terpilih juga ditemu ramah semula untuk menyemak kualiti pungutan data.

3.3 Sebanyak 25 peratus daripada sampel terpilih diulang temu ramah menggunakan kaedah *Computer-Assisted Telephone Interview (CATI)*.

3.4 Soal selidik survei telah direka bentuk untuk mengumpul maklumat berkaitan **komponen gaji & upah yang diterima oleh pekerja bergaji** di sektor awam dan swasta daripada pekerjaan utama pada bulan rujukan. Maklumat yang dikumpul bagi pekerja tersebut adalah pekerjaan biasa pada bulan rujukan, bentuk bayaran, bilangan jam dan hari bekerja serta jumlah gaji & upah yang diterima dalam bulan rujukan.

4. TEMPOH RUJUKAN

Tempoh rujukan bagi pengumpulan maklumat SGU adalah bulan sebelum sesi temu ramah atau pungutan data dijalankan. Mulai 2017, SGU dilaksanakan selama 12 bulan berbanding 6 bulan bagi tahun terdahulu di mana tempoh rujukan dan bulan pelaksanaan survei adalah seperti berikut:

Survei Gaji & Upah 2025	
Tempoh rujukan	**Bulan pelaksanaan survei**
Disember 2024	Januari 2025
Januari 2025	Februari 2025
Februari 2025	Mac 2025
Mac 2025	April 2025
April 2025	Mei 2025
Mei 2025	Jun 2025
Jun 2025	Julai 2025
Julai 2025	Ogos 2025
Ogos 2025	September 2025
September 2025	Oktober 2025
Oktober 2025	November 2025
November 2025	Disember 2025

5. SKOP DAN LIPUTAN

5.1 Liputan survei dalam SGU adalah sama dengan Survei Tenaga Buruh (STB) iaitu meliputi kedua-dua **kawasan bandar dan luar bandar** bagi **daerah pentadbiran** di **semua negeri** di Malaysia. Definisi populasi survei meliputi **penduduk** yang tinggal di **TK persendirian** dan **tidak termasuk** mereka yang tinggal di **TK institusi** seperti hotel, asrama, hospital, penjara, rumah tumpangan dan pekerja yang tinggal di rumah kongsi.

5.2 Walaupun SGU tidak meliputi penduduk yang tinggal di TK institusi, tiada pengubahsuaian dilakukan untuk mengasingkan penduduk yang tinggal di TK institusi daripada anggaran penduduk pertengahan tahun selepas banci. Berdasarkan Banci Penduduk dan Perumahan 2020, penduduk yang tinggal di TK institusi adalah kurang daripada empat peratus daripada jumlah penduduk. Peratusan ini adalah kecil dan tidak mempengaruhi anggaran statistik daripada SGU.

5.3 Maklumat gaji & upah dikumpul daripada responden yang berumur **15 tahun dan lebih** yang merupakan **pekerja di sektor awam atau swasta** dan memenuhi sekurang-kurangnya satu daripada kriteria berikut:

i. Pekerja yang bekerja sepenuh masa;

ii. Pekerja yang tidak bekerja dalam bulan rujukan tetapi menerima gaji dan pasti akan dipanggil bekerja semula;

iii. Pekerja yang bekerja sekurang-kurangnya 6 jam sehari atau sekurang kurangnya 20 hari sebulan bagi pekerjaan biasa yang dilakukan secara tetap pada setiap bulan;

iv. Pekerja yang bertaraf kontrak di sektor kerajaan;

v. Individu yang menerima elaun secara tetap dan berkala setiap bulan (contoh: Ketua Kampung, Penghulu, Pemaju Mukim, Penggawa, Siak Nuja, Imam, Bilal dan Tok Empat); atau

vi. Sukarelawan yang menerima elaun secara tetap iaitu Angkatan Pertahanan Awam Malaysia (APM), RELA dan Askar Wataniah.

5.4 Maklumat gaji & upah **tidak diliputi** bagi responden berikut:

i. Majikan;

ii. Bekerja sendiri;

iii. Pekerja keluarga tanpa gaji;

iv. Personel domestik di isi rumah sebagai majikan seperti pembantu rumah, tukang kebun, pemandu, jururawat dan lain-lain di isi rumah persendirian;

v. Pekerja sambilan seperti pelajar yang bekerja di premis perniagaan di luar waktu pembelajaran dan menerima upah mengikut jam bekerja;

vi. Perantis yang menerima elaun dalam bulan rujukan;

vii. Sukarelawan selain daripada APM, RELA dan Askar Wataniah;

viii. Pekerja (kerajaan atau swasta) yang bercuti tanpa gaji dalam bulan rujukan walaupun akan kembali bekerja;

ix. Pekerja yang menerima gaji terlalu rendah daripada biasa disebabkan akan diberhentikan kerja atau ditamatkan kontrak;

x. Pekerja Sambilan Harian (PSH) di sektor kerajaan; dan

xi. Pekerja kasual iaitu merujuk kepada pekerja dengan ciri-ciri berikut:

- Kerja dilakukan secara harian;
- Tiada kontrak atau tidak terikat secara rasmi;
- Tempoh masa kerja singkat;
- Tiada kemahiran;
- Tiada industri yang tetap;
- Melakukan pelbagai jenis kerja dalam satu masa;
- Tempoh masa bekerja adalah tidak menentu; dan
- Pendapatan tidak tetap

5.5 Bagi tujuan analisis, SGU mengambil maklumat **pekerja** yang berumur **15 hingga 64 tahun**. Ini selari dengan analisis STB yang mengguna pakai kumpulan umur tersebut bagi mengukur penduduk yang aktif dalam ekonomi.

6. RANGKA PENSAMPELAN

6.1 Rangka pensampelan yang digunakan bagi pemilihan sampel SGU 2025 adalah berdasarkan **Rangka Pensampelan Isi Rumah** yang terdiri daripada **blok penghitungan (BP)** yang diwujudkan untuk Banci Penduduk dan Perumahan 2020 yang dikemas kini dari semasa ke semasa.

6.2 BP merupakan suatu kawasan muka bumi yang diwujudkan untuk tujuan pelaksanaan operasi yang secara puratanya mengandungi antara **80 hingga 120 TK**. Semua BP dibentuk dalam lingkungan sempadan yang diwartakan iaitu di dalam mukim atau kawasan majlis tempatan.

6.3 BP dalam rangka pensampelan dikelaskan mengikut kawasan bandar dan luar bandar.

i. **Kawasan bandar**

Kawasan yang diwartakan serta kawasan tepu bina yang bersempadan dengannya dan gabungan kedua-dua kawasan ini mempunyai penduduk seramai 10,000 orang atau lebih semasa Banci Penduduk dan Perumahan 2020.

- Kawasan tepu bina

  Kawasan yang terletak bersebelahan kawasan yang diwartakan dan mempunyai sekurang-kurangnya 60 peratus penduduk (berumur 15 tahun dan lebih) yang terlibat dalam aktiviti bukan pertanian.

- Definisi kawasan bandar juga mengambil kira kawasan pembangunan

khusus iaitu kawasan pembangunan yang tidak diwartakan dan boleh dikenal pasti serta terpisah dari kawasan yang diwartakan atau kawasan tepu bina melebihi 5 km dan mempunyai penduduk sekurang-kurangnya 10,000 orang dengan 60 peratus penduduk (berumur 15 tahun dan lebih) terlibat dalam aktiviti bukan pertanian.

ii. **Kawasan luar bandar**

Kawasan selain yang diwartakan dan mempunyai jumlah penduduk kurang daripada 10,000 orang serta kawasan yang tidak diwartakan.

6.4 Pembandaran merupakan proses yang dinamik dan sentiasa berubah mengikut kemajuan dan pembangunan. Oleh itu, kawasan bandar bagi Banci Penduduk dan Perumahan 2000 dan 2010 tidak semestinya merujuk kepada kawasan yang sama kerana kawasan yang memenuhi kriteria bandar akan terus bertambah dan berkembang mengikut masa.

7. REKA BENTUK PENSAMPELAN

7.1 Reka bentuk **pensampelan berstrata dua peringkat** telah digunakan iaitu:

i. **Strata utama:** strata bandar dan luar bandar; dan

ii. **Strata kedua:** negeri dan daerah pentadbiran di dalam strata utama.

7.2 Pemilihan sampel dua peringkat telah dilaksanakan dan sampel telah dipilih **secara rawak**. Unit pensampelan **peringkat pertama** ialah **BP**, sementara unit peringkat **kedua** ialah **TK di dalam BP** tersebut. **TK terpilih** meliputi **semua isi rumah dan ahli** yang tinggal di dalamnya. Di setiap peringkat pemilihan, **unit-unit telah dipilih secara sistematik** dengan kebarangkalian yang sama dalam strata kedua.

8. SAIZ SAMPEL

8.1 Saiz sampel survei perlu mewakili populasi mengikut keperluan peringkat analisis yang ditetapkan. Saiz sampel survei ini telah mengambil kira elemen berikut:

i. **Kadar respons dari penyiasatan yang lepas;**

ii. **Peringkat reka bentuk pensampelan; dan**

iii. **Ralat yang disasarkan.**

Faktor yang dipertimbangkan bagi memuktamadkan saiz sampel adalah kos, masa dan sumber manusia.

8.2 Agihan **saiz sampel** bagi SGU 2025 adalah seperti berikut:

Negeri	Bilangan BP Terpilih	Bilangan TK Terpilih
Johor	1,188	9,504
Kedah	1,044	8,352
Kelantan	798	6,384
Melaka	480	3,840
Negeri Sembilan	744	5,952
Pahang	948	7,584
Pulau Pinang	684	5,472
Perak	1,166	9,328
Perlis	288	2,304
Selangor	1,155	9,240
Terengganu	720	5,760
Sabah	1,526	12,208
Sarawak	1,668	13,344
W.P. Kuala Lumpur	480	3,840
W.P. Labuan	144	1,152
W.P. Putrajaya	180	1,440
Malaysia	**13,163**	**105,304**

9. PROSEDUR PENGANGGARAN

9.1 Statistik penduduk mengikut ciri-ciri kumpulan umur, jantina, etnik dan negeri digunakan sebagai penanda aras dalam penyediaan statistik gaji & upah melalui teknik anggaran nisbah bergabung (*adjusted weight* dan faktor penduduk).

i. ***Adjusted weight***

Adjusted weight digunakan bagi mengambil kira kes tidak respons.

ii. **Faktor penduduk**

Dalam reka bentuk pensampelan berperingkat, saiz sampel adalah pembolehubah rawak dan jumlah agregat yang dianggar daripada survei boleh menghasilkan ralat pensampelan yang tinggi.

Wajaran *external* digunakan untuk memberikan ralat pensampelan yang minimum dan wajaran *external* yang digunakan ialah faktor penduduk.

Faktor penduduk diperoleh melalui anggaran terkini jumlah penduduk yang mana ia digunakan untuk mengubahsuai kadar dan nisbah yang dianggarkan daripada survei.

9.2 Dua jenis statistik penduduk yang disediakan iaitu:

i. **Unjuran penduduk** bagi menunjukkan saiz dan struktur penduduk jangka panjang berasaskan andaian tertentu mengenai trend kesuburan, mortaliti dan migrasi. Statistik ini digunakan sebagai input dalam membuat perancangan dan penggubalan dasar pada masa hadapan; dan

ii. **Anggaran penduduk** semasa bagi menggambarkan saiz populasi pada masa kini dan disediakan secara tahunan berasaskan data semasa kelahiran, kematian dan migrasi.

9.3 Selaras dengan penggunaan anggaran penduduk semasa, statistik siri masa 2010 dan seterusnya dikemas kini berasaskan **anggaran penduduk semasa** tahun berkenaan. **Bermula tahun 2020**, statistik gaji & upah dianggar berasaskan **Banci Penduduk dan Perumahan Malaysia 2020**.

10. KONSEP DAN DEFINISI

10.1 Maklumat gaji & upah yang dikumpul adalah merujuk kepada **pekerjaan utama yang dilakukan** oleh **pekerja** kerajaan atau swasta dalam **bulan rujukan**. Maklumat kadar upah dapat digunakan untuk mengukur perbezaan upah dan juga menilai kaitan gaji & upah dengan mobiliti buruh.

10.2 Statistik gaji & upah yang dipaparkan dalam laporan ini adalah merujuk kepada kadar upah merangkumi **gaji pokok, elaun sara hidup** dan **lain-lain elaun dalam bentuk tunai** atau **benda** seperti makanan dan penginapan percuma atau konsesi yang **dibayar secara tetap** dan **berkala** serta **bayaran kerja lebih masa**. Walau bagaimanapun, ia **tidak termasuk bonus** dan **gratuiti, elaun keluarga** dan lain-lain **bayaran keselamatan sosial oleh majikan**.

10.3 **Isi rumah** ditakrifkan sebagai **seorang** atau **sekumpulan** orang yang **bersaudara** atau **tidak bersaudara** yang **biasanya tinggal bersama** dan **membuat peruntukan** yang **sama** untuk **makanan** dan **keperluan hidup lain**.

10.4 Kumpulan etnik dikategorikan di kalangan warganegara Malaysia setelah mengasingkan bukan warganegara.Pengelasan tersebut adalah seperti berikut:

i. **Warganegara Malaysia**
- Bumiputera;
- Cina;
- India; dan
- Lain-lain

ii. **Bukan warganegara Malaysia**

10.5 Tempat kediaman (TK) merupakan suatu struktur yang dibina berasingan dan bebas yang lazimnya digunakan untuk tempat tinggal.

i. Berasingan

Struktur dianggap berasingan jika ia dikelilingi oleh dinding, pagar dan lain-lain serta ditutupi oleh bumbung.

ii. Bebas

Struktur dikatakan bebas apabila ia mempunyai jalan masuk terus dari laluan umum, tempat lalu lintas atau ruang lapang (iaitu penghuni boleh masuk atau keluar dari tempat kediaman mereka tanpa melalui perkarangan orang lain).

10.6 Pencapaian pendidikan merujuk kepada peringkat tertinggi seseorang itu telah menamatkan atau sedang mengikuti persekolahan di institusi pendidikan awam atau swasta yang menyediakan pendidikan rasmi. Ia dikategorikan seperti berikut:

i. **Tiada pendidikan rasmi**

Merujuk kepada mereka yang tidak pernah menghadiri mana-mana institusi pendidikan yang memberikan pendidikan secara rasmi;

ii. **Rendah**

Merujuk kepada mereka yang telah mencapai pendidikan tertinggi di peringkat Darjah 1 hingga 6 atau yang setaraf dengannya;

iii. **Menengah**

Merujuk kepada mereka yang telah mencapai pendidikan di peringkat Tingkatan 1 (termasuk kelas peralihan) hingga Tingkatan 5, *General Certificate of Secondary Education (GCSE) 'O' Level* atau yang setaraf dengannya. Turut termasuk dalam kategori ini ialah program kemahiran asas di institusi latihan kemahiran khusus dan teknikal yang mana tempoh pengajian adalah sekurang-kurangnya enam bulan seperti GIATMARA; dan

iv. **Tertiari**

Merujuk kepada mereka yang telah mencapai peringkat tertinggi selepas Tingkatan 5.

10.7 Sijil tertinggi diperoleh merujuk kepada sijil tertinggi diperoleh daripada institusi pendidikan awam atau swasta yang menyediakan pendidikan rasmi dan disesuaikan berasaskan ***International Standard Classification of Education (ISCED)*** seperti berikut:

i. SPM dan ke bawah

- UPSR/UPSRA atau yang setaraf

  Merujuk kepada Ujian Penilaian Sekolah Rendah, Ujian Penilaian Sekolah Rendah Agama atau yang setaraf.

- PT3/PMR/SRP/LCE/SRA atau yang setaraf

  Merujuk kepada Pentaksiran Tingkatan 3, Penilaian Menengah Rendah, Sijil Rendah Pelajaran, *Lower Certificate of Education*, Sijil Rendah Agama atau yang setaraf.

- SPM atau yang setaraf

  Merujuk kepada Sijil Pelajaran Malaysia atau yang setaraf *(Senior Cambridge Certificate, General Certificate of Education 'O' Level dan Sijil Pelajaran Vokasional Malaysia)*. Termasuk sijil kemahiran asas yang diperoleh dari institusi latihan kemahiran khusus dan teknikal yang mana tempoh pengajian adalah sekurang kurangnya enam bulan seperti sijil GIATMARA;

ii. STPM atau sijil

- STPM atau yang setaraf

  Merujuk kepada Sijil Tinggi Persekolahan Malaysia, *Higher School Certificate* atau kelulusan yang setaraf (Sijil Tinggi Agama dan *General Certificate of Education 'A' Level*).

- Sijil

  Merujuk kepada sijil yang diperoleh daripada kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi. Tempoh pensijilan adalah tidak kurang daripada enam bulan;

iii. Diploma

Merujuk kepada diploma atau sijil setaraf dengannya dan diperoleh selepas kategori (i) atau (ii) daripada universiti, kolej, maktab atau politeknik sebelum peringkat ijazah;

iv. Ijazah

Merujuk kepada ijazah (Ijazah Sarjana Muda, Sarjana atau Doktor Falsafah) yang diperoleh dari institusi pengajian tinggi awam atau swasta atau yang setaraf; dan

v. Tiada sijil/Tidak berkenaan

- Tiada sijil

  Merujuk kepada mereka yang masih di bangku sekolah atau tamat persekolahan tanpa memperoleh sebarang sijil.

- Tidak berkenaan

  Merujuk kepada mereka yang tiada pendidikan rasmi.

10.8 **Bagi data 2010**, pekerjaan dikelaskan mengikut klasifikasi **Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 1998** berasaskan kepada *International Standard Classification of Occupations (ISCO-88)* seperti berikut:

1. Penggubal undang-undang, pegawai kanan dan pengurus;
2. Profesional;
3. Juruteknik dan profesional bersekutu;
4. Pekerja perkeranian;
5. Pekerja perkhidmatan pekerja kedai dan jurujual;
6. Pekerja mahir pertanian dan perikanan;
7. Pekerja pertukangan dan yang berkaitan;
8. Operator loji dan mesin dan pemasang; dan
9. Pekerjaan asas

Pekerjaan **bagi tahun 2011-2015** dikelaskan mengikut klasifikasi **MASCO 2008** berasaskan kepada *ISCO-08* seperti berikut:

1. Pengurus;
2. Profesional;
3. Juruteknik dan profesional bersekutu;
4. Pekerja sokongan perkeranian;
5. Pekerja perkhidmatan dan jualan;
6. Pekerja mahir pertanian, perhutanan dan perikanan;
7. Pekerja kemahiran dan pekerja pertukangan yang berkaitan;
8. Operator loji dan mesin serta pemasang; dan
9. Pekerjaan asas

Pekerjaan **bagi tahun 2016-2021** dikelaskan mengikut klasifikasi **MASCO 2013** *berasaskan **ISCO-08*** tetapi ditambahbaik selaras dengan transformasi proses kerja, bidang pengkhususan suatu tugasan dan kemahiran yang lebih kompleks dan dinamik. Pengelasan pekerjaan berasaskan MASCO 2013 adalah seperti berikut:

1. Pengurus;
2. Profesional;
3. Juruteknik dan profesional bersekutu;
4. Pekerja sokongan perkeranian;
5. Pekerja perkhidmatan dan jualan;
6. Pekerja mahir pertanian, perhutanan, penternakan dan perikanan;
7. Pekerja kemahiran dan pekerja pertukangan yang berkaitan;
8. Operator mesin dan loji, dan pemasang; dan
9. Pekerja asas

Mulai tahun 2022, pekerjaan dikelaskan mengikut klasifikasi **MASCO 2020** berasaskan ***ISCO-08*** seperti berikut:

0. Angkatan tentera;
1. Pengurus;
2. Profesional;
3. Juruteknik dan profesional bersekutu;
4. Pekerja sokongan perkeranian;
5. Pekerja perkhidmatan dan jualan;
6. Pekerja mahir pertanian, perhutanan dan perikanan;
7. Pekerja kemahiran dan pekerja pertukangan yang berkaitan;
8. Operator loji dan mesin serta pemasang; dan
9. Pekerjaan asas

Bagi seseorang yang mempunyai **lebih daripada satu pekerjaan, hanya pekerjaan** yang mengambil **masa terbanyak** semasa tempoh rujukan dianggap sebagai pekerjaan utamanya. Jika masa bekerja bagi tiap-tiap pekerjaan itu sama, maka pekerjaan yang menghasilkan **pendapatan tertinggi** adalah pekerjaan utamanya. Dalam kes di mana bilangan jam bekerja dan pendapatannya adalah sama bagi setiap pekerjaan, pekerjaan di mana dia telah **bekerja paling lama** dianggap sebagai pekerjaan utamanya.

10.9 **Industri** dikelaskan mengikut **Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 versi 1.0** yang berasaskan kepada *International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4.*

Pengelasan industri seseorang merujuk kepada yang berkaitan dengan pekerjaan utama.

Sektor dalam jadual statistik merupakan klasifikasi semula industri seperti berikut:

Sektor	MSIC 2008
Pertanian	Pertanian, perhutanan dan perikanan
Perlombongan & pengkuarian	Perlombongan dan pengkuarian
Pembuatan	Pembuatan
Pembinaan	Pembinaan
Perkhidmatan	Bekalan elektrik, gas, wap dan pendingin udara
	Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan
	Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal
	Pengangkutan dan penyimpanan
	Penginapan dan aktiviti perkhidmatan makanan dan minuman
	Maklumat dan Komunikasi
	Aktiviti kewangan dan insurans/takaful
	Aktiviti Hartanah
	Aktiviti profesional, saintifik dan teknikal
	Aktiviti pentadbiran dan khidmat sokongan
	Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib
	Pendidikan
	Aktiviti kesihatan kemanusiaan dan kerja sosial

Sektor	MSIC 2008
Perkhidmatan	Keseniaan, hiburan dan rekreasi
	Aktiviti perkhidmatan lain
	Aktiviti badan dan pertubuhan luar wilayah

10.10. Bilangan Penerima Gaji & Upah

- Penerima Penerima gaji & upah adalah merujuk kepada **pekerja kerajaan atau swasta** yang membuat kerja sekurang-kurangnya **6 jam sehari** atau **20 hari sebulan** yang merupakan **pekerjaan biasa** yang dilakukan **secara tetap** serta **menerima gaji & upah atau elaun secara tetap** dan berkala pada **setiap bulan**.
- **Formula**: Bilangan penerima gaji & upah

$$\text{Bilangan penerima gaji \& upah} = \sum_{i=1}^{n} f_i \quad ; \quad f_i = kekerapan/pemberat\ ke\ i$$

Bilangan penerima gaji & upah = Jumlah pemberat semua individu

10.11 Penengah Gaji & Upah Bulanan Pekerja

- Penengah gaji & upah bulanan pekerja memberi gambaran **nilai tengah** dalam taburan gaji & upah semua pekerja yang telah disusun mengikut tertib menaik. Ini bermaksud, **50 peratus pekerja dibayar kurang** dari nilai penengah gaji & upah, manakala **50 peratus lagi dibayar lebih atau sama** dengan nilai penengah gaji & upah.
- **Formula dan cara**: Penengah gaji & upah bulanan pekerja
  - i. Taburan gaji & upah semua pekerja disusun mengikut tertib menaik.
  - ii. Mencari kedudukan nilai tengah gaji & upah bulanan pekerja:

$$Kedudukan\ nilai\ penengah\ gaji\ \&\ upah = \frac{\sum_{i=1}^{n} f_i}{2} \quad ; \quad f_i = kekerapan/pemberat\ ke\ i$$

10.12 Purata Gaji & Upah Bulanan Pekerja

- Purata gaji & upah bulanan pekerja adalah jumlah gaji & upah bulanan yang diperoleh dengan menambah semua gaji & upah dalam taburan taburan gaji & upah semua pekerja dan membahagikan dengan jumlah bilangan penerima gaji & upah tersebut.
- **Formula**: Purata gaji & upah bulanan pekerja

$$Mean = \frac{\sum_{i=1}^{n} f_i\, x_i}{\sum_{i=1}^{n} f_i} \quad ; \quad f_i = kekerapan/pemberat\ ke\ i$$

10.13 **Gaji & Upah Benar Bulanan**

- **Gaji & upah benar bulanan** merujuk kepada imbuhan yang diterima oleh individu yang telah **diselaraskan dengan kadar inflasi**, sekali gus memberikan **gambaran yang lebih tepat** tentang **kuasa beli sebenar gaji & upah pekerja** dari semasa ke semasa. Berbeza dengan gaji nominal, yang mewakili pendapatan dalam nilai wang semasa, gaji & upah benar bulanan mengambil kira perubahan dalam kos sara hidup dan sebaga indikator yang lebih bermakna terhadap kesejahteraan ekonomi.

- **Formula**: Gaji & Upah Benar Bulanan

$$\text{Gaji \& Upah Benar}_x = \frac{\text{Gaji \& Upah Nominal}_x}{\text{IHP}_x} = \text{IHP}_0$$

IHP = Indeks Harga Pengguna

x = 2010, 2011, 2012, …., 2024

0 = Tahun asas (2010)

11. KEBOLEHPERCAYAAN STATISTIK

Statistik yang dijana berdasarkan survei yang dijalankan secara sampel berkebarangkalian ini tertakluk kepada dua jenis ralat iaitu **ralat pensampelan** dan **ralat bukan pensampelan**.

11.1 **Ralat pensampelan** berpunca daripada anggaran data berasaskan survei sampel berkebarangkalian berbanding populasi. Ralat ini boleh diukur dengan menggunakan Ralat Piawai Relatif (Relative Standard Error [RSE]) dan dinyatakan dalam bentuk peratusan. Ia digunakan sebagai penunjuk kepada kepersisan anggaran parameter yang dikaji. Ini memberi gambaran tahap variasi pembolehubah yang dianggarkan melalui survei berbanding dengan parameter populasi.

Anggaran ralat pensampelan telah dikira secara berasingan untuk beberapa pembolehubah penting bagi peringkat nasional dan negeri seperti di Jadual D1 hingga D3. Bagi SGU 2025, purata gaji & upah ialah RM3,652 dengan RSE 0.47 peratus, iaitu ralat piawai (*Standard Error*) ialah RM17.30. Pada 95.0 peratus selang keyakinan ($\alpha = 0.05$), purata gaji & upah bulanan berada di antara RM3,618 hingga RM3,686.

11.2 **Ralat bukan pensampelan** berpunca daripada liputan survei yang tidak lengkap, kelemahan rangka, ralat maklum balas, tiada respon dan kesilapan semasa prosesan sama ada di peringkat penyuntingan, pengekodan atau tangkapan data. Bagi memastikan kualiti data berada pada tahap yang tinggi, beberapa langkah pentadbiran telah diambil supaya ralat bukan pensampelan adalah di tahap minimum. Antaranya melalui latihan intensif kepada penyelia dan penemuramah. Selain daripada itu, penyeliaan yang rapi dan semakan kualiti secara rawak dijalankan ke atas isi rumah yang diliputi untuk memastikan kesahihan maklum balas yang dicatatkan.

Bagi mengatasi kes tiada respon yang berpunca daripada beberapa sebab seperti TK kosong, tiada penghuni dirumah, enggan kerjasama atau TK tidak layak diliputi dalam survei, maka penganggaran saiz sampel survei ini telah mengambil kira semua kemungkinan tersebut

Pengemaskinian rangka pensampelan yang dilaksanakan dari semasa ke semasa telah dapat mengurangkan kadar tiada respon yang berpunca daripada TK kosong. Publisiti yang meluas dilaksanakan melalui media elektronik serta media cetak bagi mengurangkan kes tiada penghuni di rumah dan enggan kerjasama.

Di peringkat prosesan data, semakan konsistensi bagi setiap pembolehubah dan proses validasi telah dilaksanakan secara sistematik bagi meminimumkan kesemua jenis ralat bukan pensampelan.

12. PERSEMBAHAN STATISTIK

Statistik di dalam laporan ini dipersembahkan pada peringkat nasional meliputi tajuk berikut:

i. Jantina;
ii. Kumpulan umur;
iii. Pencapaian pendidikan;
iv. Sijil tertinggi diperoleh;
v. Strata bandar dan luar bandar;
vi. Negeri;
vii. Pekerjaan;
viii. Kategori Kemahiran;
ix. Industri;
x. Sektor;
xi. Etnik; dan
xii. Bukan Warganegara.

13. PEMBUNDARAN ANGGARAN

Hasil tambah bagi sesuatu kategori mungkin tidak sentiasa sama dengan jumlah yang ditunjukkan dalam jadual yang berkaitan kerana pembundaran secara bebas kepada satu titik perpuluhan. Walau bagaimanapun, perbezaan adalah tidak ketara.

14. NOTA, SIMBOL DAN SINGKATAN

-	Kosong/ Tiada kes
0.0	Kurang daripada setengah unit terkecil yang ditunjukkan misalnya kurang daripada 0.05 peratus
*****	Bilangan penerima terlalu kecil untuk dibuat anggaran
n.a	Tidak berkenaan
W.P.	Wilayah Persekutuan

1. INTRODUCTION

*1.1 The statistics published in this report is based on **Salaries & Wages Survey (SWS)** conducted by Department of Statistics Malaysia (DOSM). The implementation of this survey is based on guidelines and recommendations of the **International Labour Organization (ILO)** with reference to **An Integrated System of Wages Statistics**.*

*1.2 SWS is one of the modules in the Labour Force Survey (LFS) which is carried out from **January until December** to provide salaries & wages statistics at the national and state levels as well as urban and rural areas. The comprehensive and systematic approach in data collection and processing have been maintained over a period of time in order to obtain comparable time series statistics.*

*1.3 The information obtained from SWS is gathered under the provisions of the **Statistics Act 1965 (Revised 1989)**. Section 6 of this Act requires any individuals to provide actual information or best estimates to DOSM. Meanwhile, Section 7 of this Act allows respondents whom refuse to cooperate in the undertaking of the survey to be penalised. The Act stipulated that the detailed information gathered is confidential and only aggregated figures are published.*

*1.4 Starting with the SWS Report 2017, the main statistics presented in the report is for the **citizens**. Meanwhile, selected statistics for non citizens are shown in a separate table starting the salaries & wages 2018.*

*1.5 This technical note comprises of detailed explanation on concepts, definitions and methodology applied in conducting SWS is to provided assist users to better understand **salaries & wages** information obtained via **household approach**.*

2. OBJECTIVE OF THE SURVEY

*2.1 The main objective of SWS is to obtain the **wage rate from the principal job** through household approach. Salaries & wages indicators from this survey are important labour market information that can be used by government agencies in policy planning and formulation as well as implementation of programmes related to human resources and social development.*

3. METHOD OF DATA COLLECTION

*3.1 SWS uses the **personal interview method**. During the survey period, trained interviewers visit households at selected living quarters (LQs) to collect demographic information on all household members and salaries & wages particulars of household members aged 15 years and over.*

3.2 Fieldwork verifications are undertaken to identify and correct any possibility of errors or omissions at the time when the survey is conducted. In addition to this, selected households are interviewed again to ensure the quality of data collected.

3.3 A total of 25.0 per cent of the selected sample were collected repeated panel interviewed via phone using Computer-Assisted Telephone Interviewing (CATI).

*3.4 The survey questionnaire is designed to collect information related to the **components of salaries & wages received by the paid employees** in the public and private sectors from the principal occupation in the reference month. Information collected from those employees include usual occupation in the last month, mode of payment, number of working hours & days worked and total salaries & wages received during the reference month.*

4. REFERENCE PERIOD

The reference period for the collection of SWS is one month prior to interview session or data collection. Starting 2017, SWS was conducted for 12 months compared to 6 months in the previous year whereby the reference periods and survey months are as follows:

Salaries & Wages Survey 2025	
Reference period	***Survey month***
December 2024	*January 2025*
January 2025	*February 2025*
February 2025	*March 2025*
March 2025	*April 2025*
April 2025	*May 2025*
May 2025	*June 2025*
June 2025	*July 2025*
July 2025	*August 2025*
August 2025	*September 2025*
September 2025	*October 2025*
October 2025	*November 2025*
November 2025	*December 2025*

5. SCOPE AND COVERAGE

*5.1 The coverage of SWS is similar to LFS which covers both **urban and rural areas** for all **administrative districts** of **all states** in Malaysia. The survey population is defined to cover persons who live in **private LQs**; hence excludes persons residing in **institutional LQs** such as hotels, hostels, hospitals, prisons, boarding houses, and workers residing in construction work site.*

5.2 Although the SWS did not cover the institutional population, no attempt was made to adjust for the exclusion of the population living in institutional LQs from the independent mid-year post census population estimates. Based on the 2020 Population and Housing Census, those living in institutional LQs were less than four per cent of the total population. This percentage was small and did not affect the estimates of salaries & wages statistics.

*5.3 The information on salaries & wages is only collected from respondents aged **15 years and over** who were **employed in the public or private sector** and fulfil at least one of the following criteria:*

- *i. employees who are working full-time;*
- *ii. employees who did not work during the reference month but receiving salaries & wages and will definitely be called for work;*
- *iii. working for at least 6 hours a day or at least 20 days a month for the usual occupation done every month;*
- *iv. contract workers in the government sector;*
- *v. individuals who receive regular and periodic allowances every month (example: Ketua Kampung, Penghulu, Pemaju Mukim, Penggawa, Siak/Nuja, Imam, Bilal and Tok Empat); or*
- *vi. volunteers who receive fixed allowance i.e Malaysian Civil Defence Force (APM), RELA and Territorial Army.*

5.4 *Salaries & wages data does **not cover** for the following respondents:*

i. *employers;*

ii. *own account workers;*

iii. *unpaid family workers;*

iv. *domestic personel of household as employers such as maids,gardeners, drivers and nurses of private households;*

v. *temporary workers such as students working in the business premises outside studying hours and receive wages at hourly rate;*

vi. *an apprentice who receives allowances in the reference month;*

vii. *volunteers other than APM, RELA and Territorial Army;*

viii. *employees (government or private) on unpaid leave in the reference month even though they have work to return to;*

ix. *employees who receive low salaries & wages than usual due to be laid off or termination of contract;*

x. *temporary Daily Workers (PSH) in government sector; and*

xi. *casual workers which refers to workers with the following characteristics:*

- *work done on daily basis;*
- *without any contract or formal binding;*
- *short duration of work;*
- *no skills;*
- *no permanent industry;*
- *perform a variety of job at a time;*
- *duration of working time is uncertain; and*
- *no fix income.*

5.5 *For analysis purposes, the SWS takes into account information of the employees in the working age group of 15 to 64 years. This is in line with the analysis of LFS which defines this group as the economically active population.*

6. SAMPLING FRAME

6.1 *The frame used for the selection of sample for SWS 2025 is based on the **Household Sampling Frame** which consists of **enumeration blocks (EBs)** created for the 2020 Population and Housing Census and are updated from time to time.*

6.2 *EBs are geographically contiguous areas of land with identifiable boundaries created for survey operation purposes, which on average contains about **80 to 120 LQs**. Generally, all EBs are formed within gazetted boundaries, i.e. within mukim or local authority areas.*

6.3 *The EBs in the sampling frame are also classified into urban and rural areas.*

i. ***Urban areas***

Gazetted areas with their adjoining built up areas with a combined population of 10,000 or more at the time of the 2020 Population and Housing Census.

- *Built up areas*

  Areas contiguous to a gazetted area with at least 60 per cent of their population (aged 15 years and over) engaged in non agricultural activities.

- *The definition of urban areas also takes into account the special development area which is not gazetted and can be identified and separated from the gazetted area or built up area of more than 5 km with population of at least 10,000 persons where 60 per cent of the population*

(aged 15 years and over) are involved in non-agricultural activities.

ii. ***Rural areas***

All other gazetted areas with population of less than 10,000 persons and non gazetted areas.

6.4 *Urbanisation is a dynamic process and keeps changing in line with progress and development. Thus, the urban areas for the Population and Housing Census of 2000 and 2010 do not necessarily refer to the same areas, as areas fulfilling the criteria of urban continue to increase or grow with time.*

7. SAMPLE DESIGN

7.1 *A **stratified two-staged sample design** is adopted, as follows:*

i. ***primary strata**: urban and rural strata; and*

ii. ***secondary strata**: states and administrative district within the primary strata.*

7.2 *Two-stage sample selections are implemented and samples are drawn **randomly**. The **first stage** units of sample selection are the **EBs** while the **second stage** units are **the LQs within the EBs**. All households and persons within the selected LQs are canvassed. At every stage of selection, the units are **selected systematically** with equal probability within each level of the secondary strata.*

8. SAMPLE SIZE

8.1 *The sample size for this survey is required to represent overall population following the level of analysis requirement. The sample size has accounted for the following elements:*

i. ***response rate of the previous survey;***

ii. ***level of sampling design; and***

iii. ***specified error.***

Factors that are taken into consideration to finalise the sample size are cost, time and human resources.

*8.2 The **sample size** of the SWS in 2025 are as follows:*

State	Number of selected EBs	Number of selected LQs
Johor	*1,188*	*9,504*
Kedah	*1,044*	*8,352*
Kelantan	*798*	*6,384*
Melaka	*480*	*3,840*
Negeri Sembilan	*744*	*5,952*
Pahang	*948*	*7,584*
Pulau Pinang	*684*	*5,472*
Perak	*1,166*	*9,328*
Perlis	*288*	*2,304*
Selangor	*1,155*	*9,240*
Terengganu	*720*	*5,760*
Sabah	*1,526*	*12,208*
Sarawak	*1,668*	*13,344*
W.P. Kuala Lumpur	*480*	*3,840*
W.P. Labuan	*144*	*1,152*
W.P. Putrajaya	*180*	*1,440*
Malaysia	***13,163***	***105,304***

9. ESTIMATION PROCEDURE

9.1 Current population estimates by age group, sex, citizenship, ethnicity and state were used as the benchmark to produce salaries & wages statistics through combined ratio estimated method (adjusted weight and population factor).

*i. **Adjusted weight***

Adjusted weight is used to take into account the non-response cases.

*ii. **Population factor***

In multi-stage sampling design, the sample size is a random variable and aggregates directly estimated from the survey can have large sampling errors.

External weight is used to minimise sampling error. The external weight used in Labour Force Survey is the population factor.

The population factor is obtained through up-to-date estimates of population totals which is used to inflate the various rates and ratios estimated from the survey.

9.2 Two types of population statistics produced are:

*i. **Population projection** to indicate the size and structure of the population in the long term based on certain assumption on the trend of fertility, mortality and migration. These statistics are used as input to formulate future plans and policies; and*

*ii. **Current population estimates** to illustrate the size of the current population and is prepared annually based on the recent data on birth, death and migration.*

9.3 *In line with the current population estimates, the time series statistics for 2010 onwards were updated based on the **current population estimates**. The salaries & wages statistics **from 2020**, are estimated based on the **Population and Housing Census of Malaysia 2020**.*

10. CONCEPTS AND DEFINITIONS

10.1 *Salaries & wages information collected are based on the **principal occupation** of the public or private employees during the **reference month**. Wage rates information can be used to measure wage differentials as well as the correlation between salaries & wages to labour mobility.*

10.2 *Statistics on salaries & wages presented in this report refer to wage rate consisting of **basic wages, cost-of-living allowances** and **other guaranteed and regularly paid allowances in cash** or in **kind** and **overtime payment**. However, it **excludes bonuses** and **gratuities**, **family allowances** and **social security payments made by employers.***

10.3 ***Household** is defined as a **person** or **group** of **related** or **unrelated** persons who **usually live together** and **make common provision** for **food** and **other living essentials**.*

10.4 *Ethnic group is categorised within Malaysia citizens those who are non-citizens. The classifications are as follows:*

i. ***Malaysian Citizens***
- *Bumiputera;*
- *Chinese;*
- *Indians; and*
- *Others.*

ii. ***Non-Malaysian citizens***

10.5 *Living quarters (LQs) is defined as any separate and independent structures which is constructed and intended as place of abode.*

i. ***Separate***

A structure is considered separate if it is surrounded by walls, fence, etc. and is covered by roof.

ii. ***Independent***

A structure is independent if it has direct access via public path, communal passageway or space(that is occupants can come in or go out of their living quarters without passing through others' premises).

10.6 *Educational attainment refers to the highest level which a person has completed schooling or is currentlyattending school in a public or private educational institution that provides formal education and is categorised as follows:*

i. ***No formal education***

Refers to persons who never attended school in any of the educational institutions that provide formal education;

ii. ***Primary***

Refers to those whose highest level of education attained is from Year 1 to 6 or equivalent;

iii. ***Secondary***

Refers to those whose highest level of education attained is from Form 1 to 5 (including remove class), General Certificate of Education 'O' Level or equivalent. Includes basic skill programmes in specific trades and technical skills institutions where the training period is at least six months e.g. GIATMARA; and

iv. ***Tertiary***

Refers to those whose highest level of education is above Form 5.

10.7 *Highest certificate obtained refers to the highest certificate obtained from public or private educational institution that provides formal education and is adopted from the* ***International Standard Classification of Education (ISCED)****.*

i. ***SPM and below***

- *UPSR/UPSRA or equivalent*

  Refers to Ujian Penilaian Sekolah Rendah, Ujian Penilaian Sekolah Rendah Agama or equivalent.

- *PT3/PMR/SRP/LCE/SRA or equivalent*

  Refers to Pentaksiran Tingkatan 3, Penilaian Menengah Rendah, Sijil Rendah Pelajaran, Lower Certificate of Education, Sijil Rendah Agama or equivalent.

- *SPM or equivalent*

  Refers to Sijil Pelajaran Malaysia or equivalent (Senior Cambridge Certificate, General Certificate of Secondary Education 'O' Level and Malaysia Certificate of Vocational Education). This includes basic skill certificate obtained from specific trades and technical skills institutions where the training period is at least six months e.g. GIATMARA certificate;

ii. ***STPM or certificate***

- *STPM or equivalent*

  Refers to Sijil Tinggi Persekolahan Malaysia, Higher School Certificate or equivalent (Sijil Tinggi Agama and General Certificate of Education 'A' Level).

- *Certificate*

  Refers to certificate obtained from college, polytechnic or other institutions which offers formal education. Duration of certification should not be less than six months;

iii. ***Diploma***

Refers to diploma or equivalent certificate obtained after category (i) or (ii) from university, college or polytechnic prior to a degree qualification;

iv. ***Degree***

Refers to degree (Bachelor, Masters or PhD) obtained from public or private higher institution or equivalent; and

v. ***No certificate/Not applicable***

- *No certificate*

  Refers to those who are currently attending school or who have completed schooling without receiving any certificate.

- *Not applicable*

  Refers to those who have no formal education.

10.8 ***For the 2010 data****, occupation is classified according to the* ***Malaysia Standard Classification of Occupations (MASCO) 1998*** *based on the International Standard Classification of Occupations (ISCO-88) as follow:*

1. *Legislators, senior officials and managers;*
2. *Professionals;*
3. *Technicians and associate professionals;*
4. *Clerical workers;*
5. *Service workers and shop and market sales workers;*
6. *Skilled agricultural and fishery workers;*

7. *Craft and related trades workers;*
8. *Plant and machine-operators and assemblers; and*
9. *Elementary occupations.*

*Occupation **for the 2011-2015** data is classified according to the **MASCO 2008** based on the ISCO-08 as follow:*

1. *Managers;*
2. *Professionals;*
3. *Technicians and associate professionals;*
4. *Clerical support workers;*
5. *Service and sales workers;*
6. *Skilled agricultural, forestry and fishery workers;*
7. *Craft and related trades workers;*
8. *Plant and machine-operators and assemblers; and*
9. *Elementary occupations.*

*Occupation **for the 2016-2021** data is classified according to **MASCO 2013** which was also based on the ISCO-08 but was improved in line with the transformation of work process and areas of specialisation as well as the complexity and dynamics in skills and tasks. The classification of occupation based on MASCO 2013 is as follows:*

1. *Managers;*
2. *Professionals;*
3. *Technicians and associate professionals;*
4. *Clerical support workers;*
5. *Service and sales workers;*
6. *Skilled agricultural, forestry, livestock and fishery workers;*
7. *Craft and related trades workers;*
8. *Plant and machine-operators and assemblers; and*
9. *Elementary occupations.*

*Starting **2022**, occupation is classified according to **MASCO 2020** based on the ISCO-08 as follows:*

0. *Armed forces occupotion;*
1. *Managers;*
2. *Professionals;*
3. *Technicians and associate professionals;*
4. *Clerical support workers;*
5. *Service and sales workers;*
6. *Skilled agricultural, forestry, livestock and fishery workers;*
7. *Craft and related trades workers;*
8. *Plant and machine-operators and assemblers; and*
9. *Elementary occupations.*

*For a person having **more than one job**, **only the job** at which he/she **worked for the longest number of hours** during the reference week is treated as his/her principal occupation. Should the number of hours worked for each job is the same, then the job with the **highest income** is the principal occupation. In cases where the number of hours worked and the income earned from each job are the same, the job at which he/she was working for the **longest period of time** is considered as the principal occupation.*

10.9 *Industry is classified according to the **Malaysia Standard Industrial Classification (MSIC) 2008 version 1.0** based on the International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4.*

A person's industry classification refers to that of his principal occupation.

Sectors for the statistical table are the reclassfication of industry as follows:

Sector	MSIC 2008
Agriculture	Agriculture. forestry and fishing
Mining & quarrying	Mining and quarrying
Manufacturing	Manufacturing
Construction	Construction
Services	Electricity, gas, steam and air conditioning supply
	Water supply; sewerage, waste management and remediation activities
	Wholesale and retail trade, repair of motor vehicles and motorcycles
	Transportation and storage
	Accommodation and food and beverage service activities
	Information and Communication
	Financial and insurance/takaful activities
	Real estate activities
	Profesional,scientific and technical activities
	Administrative and support service activities
	Public administration and defence; compulsory social security
	Education
	Human health and social work activities
	Arts, entertainment and recreation
	Other service activities
	Activities of extraterritorial organization and bodies

10.10. ***Number of recipients salaries & wages***

- *Recipients of salaries and wages refer to **employees in the public or private sector** who work at least **6 hours a day** or **20 days a month** in a **principal occupation**, and who **receive salaries & wages or allowances on a fixed** and periodic basis **every month**.*
- ***Formula**: Number of recipients salaries & wages*

$$\text{Number of recipients salaries \& wages} = \sum_{i=1}^{n} f_i \quad ; \quad f_i = frequency/weight\ i^{th}$$

Number of recipients salaries & wages = Sum of weights of all individuals

*10.11 **Median monthly salaries & wages***

- *The median monthly salary and wages of employees represent the **middle value** in the distribution of salaries & wages for all employees arranged in ascending order. This means that 5**0 percent of employees earn less than** the median salary and wages, while the other 5**0 percent earn more than or equal** to the median value.*

- ***Formula and steps**: Median monthly salaries & wages*

  i. The distribution of salaries & wages of all employees is arranged in ascending order.

  ii. Determine the position of the middle value of employees' monthly salaries & wages.

$$Position\ of\ the\ median\ salary\ and\ wages\ value = \frac{\sum_{i=1}^{n} f_i}{2} \quad ; \quad f_i = frequency/weight\ i^{th}$$

*10.12 **Mean monthly salaries & wages***

- *The mean monthly salary and wages of employees are obtained by summing all the salaries & wages in the distribution of all employees' salaries & wages and dividing the total by the number of salaries & wages recipients.*

- ***Formula**: Mean monthly salaries & wages*

$$Mean = \frac{\sum_{i=1}^{n} f_i\, x_i}{\sum_{i=1}^{n} f_i} \quad ; \quad f_i = frequency/weight\ i^{th}$$

*10.13 **Monthly Real Salaries & Wages***

- ***Real salaries & wages** refer to the compensation received by individuals that **has been adjusted for inflation**, thereby providing a more accurate reflection of the **actual purchasing power of employees' salaries & wages over time**. Unlike nominal wages which represent earnings in current monetary terms, real wages account for changes in the cost of living and thus serve as a more meaningful indicator of economic well-being.*

- ***Formula**: Monthly Real Salaries & Wages*

$$\text{Real Salaries \& Wages}_X = \frac{\text{Nominal Salaries \& Wages}_X}{CPI_x} = CPI_0$$

CPI = Consumer Price Index

x = 2010, 2011, 2012, …., 2024

0 = Base Year (2010)

11. RELIABILITY OF STATISTICS

*The statistics generated based on survey conducted with probability sampling are subject to two types of errors which are **sampling** and **non-sampling errors**.*

11.1 ***Sampling error** is a result of estimating data based on a probability sampling survey compared to the population. Such error in statistics is termed as Relative Standard Error (RSE) and is expressed in percentage. This error is an indication to the precision of the parameter under study. In other words, it reflects the extent of variation of sample-based estimates compared to the parameter of population.*

Sampling errors of estimates on a few important variables at national and state levels are calculated separately as shown in the Tables D1 to D3. For SWS 2025, mean monthly salaries & wages was RM3,652 with an RSE of 0.47 per cent and standard error (SE) of RM17.30. At 95.0 per cent confidence interval (α = 0.05), mean monthly salaries & wages was in the range of RM3,618 to RM3,686.

11.2 ***Non-sampling error** arise through incomplete survey coverage, weaknesses in the frame, response errors, non-response errors and also errors during processing either through editing, coding or data capture. To ensure that data is of high quality, several administrative procedures were taken to minimise non-sampling errors. Intensive training was conducted for the supervisors and enumerators. In addition, close supervision and random checks were carried out on households covered by the enumerators to ensure the validity of the recorded information.*

In order to resolve the case of non-response error due to several reasons such as vacant house, 'no one at home', refusal to co-operate or unqualified LQ, the sample size estimation for this survey has taken into account all those possibilities.

The survey frame is updated regularly to overcome the problem of non-response due to vacant home. Publicity was carried out widely through electronic and printed media to minimise the case of 'no one at home' and refusal to cooperate.

In addition, at the data processing stage, consistency checking and validation process has been systematically implemented for each variable in order to minimise the non-sampling error.

12. PRESENTATION OF STATISTICS

The statistics in this report are presented at the national level comprises the following dimensions:

i. Sex;
ii. Age group;
iii. Educational attainment;
iv. Highest certificate obtained;
v. Urban and rural strata;
vi. State;
vii. Occupation;
viii. Skill Category;
ix. Industry;
x. Sector;
xi. Ethnic; and
xii. Non-citizens

13. ROUNDING OF ESTIMATES

The sum of individual figures may not always equal to the totals shown in related tables because of independent rounding to one decimal place. However, the differences are not obvious.

14. NOTES, SYMBOL AND ABBREVIATION

-	Nil/ No cases
0.0	Less than half the smallest unit shown. For example, less than 0.05 per cent.
*****	Number of recepients is too small to estimates
n.a	Not applicable
W.P.	Wilayah Persekutuan

Muka surat ini sengaja dibiarkan kosong

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