



KEMENTERIAN EKONOMI  
JABATAN PERANGKAAAN MALAYSIA

# LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

## EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

**SUKU TAHUN PERTAMA 2024**  
*FIRST QUARTER 2024*

### **Pemakluman**

Jabatan Perangkaan Malaysia (DOSM) telah melancarkan OpenDOSM NextGen sebagai medium yang menyediakan katalog data dan visualisasi bagi memudahkan pengguna menganalisis pelbagai data dan boleh diakses melalui portal <https://open.dosm.gov.my>.

DOSM akan menjalankan Banci Pertanian pada tahun 2024. Mohon layari <https://www.myagricensus.gov.my> untuk maklumat lanjut. Tema adalah "Banci Pertanian, Kunci Kemajuan Pertanian".

Kerajaan Malaysia telah mengisytiharkan Hari Statistik Negara (MyStats Day) pada 20 Oktober setiap tahun. Tema sambutan MyStats Day adalah "Statistik Nadi Kehidupan". DOSM menyambut ulang tahun ke-75 Jubli Intan pada tahun 2024.

### **Announcement**

*The Department of Statistics Malaysia (DOSM) has launched OpenDOSM NextGen as a medium that provides a catalog of data and visualisations to facilitate users' analysis of various data and can be accessed through <https://open.dosm.gov.my>.*

*DOSM will conduct the Agricultural Census in 2024. Please visit <https://www.myagricensus.gov.my> for more information. The Theme is "Agriculture Census, Key to Agricultural Development".*

*The Government of Malaysia has declared National Statistics Day (MyStats Day) on October 20th each year. MyStats Day theme is "Statistics is the Essence of Life". DOSM commemorates its 75<sup>th</sup> Diamond Jubilee in 2024.*

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**ISSN 3009-0490**

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

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

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

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

**DATO' SRI DR. MOHD UZIR MAHIDIN**

Ketua Perangkawan Malaysia

Julai 2024

## PREFACE

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

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

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

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

**DATO' SRI DR. MOHD UZIR MAHIDIN**

*Chief Statistician Malaysia*

*July 2024*

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# RINGKASAN PENEMUAN

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SUMMARY OF FINDINGS

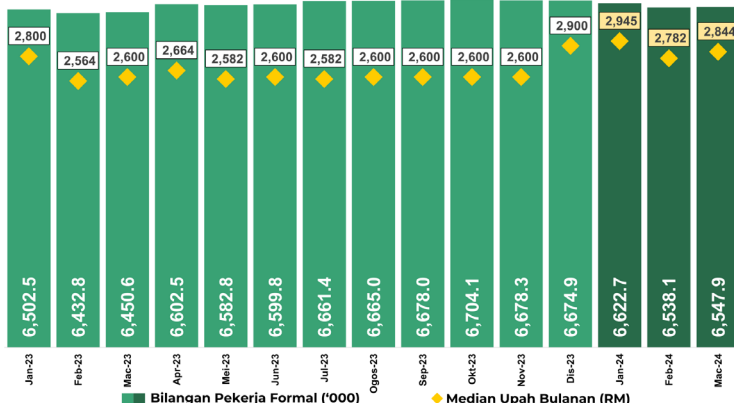
# 1

# LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL) SUKU TAHUN PERTAMA 2024

## SIRI MASA: BILANGAN PEKERJA FORMAL WARGANEGARA DAN MEDIAN UPAH BULANAN

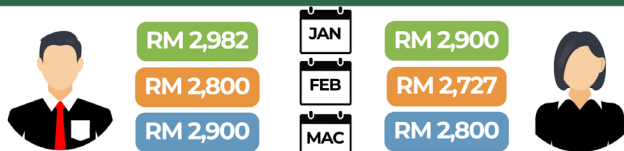


“ Pada Mac 2024, bilangan pekerja formal warganegara adalah **6,547.9** ribu orang dengan median upah bulanan, **RM2,844**.



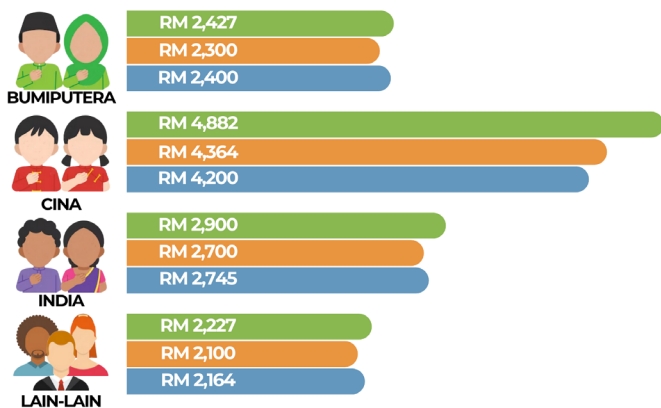
## MEDIAN UPAH BULANAN BAGI PEKERJA FORMAL WARGANEGARA MENGIKUT DIMENSI PADA SUKU TAHUN PERTAMA 2024

### JANTINA



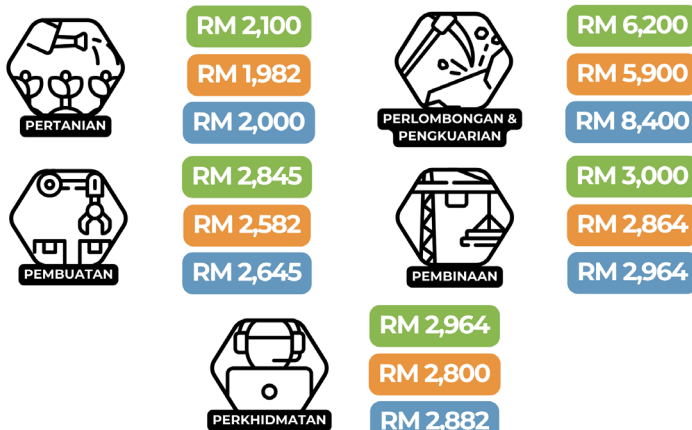
Median upah bulanan bagi **lelaki (RM2,900)** adalah lebih tinggi berbanding perempuan (RM2,800) pada Mac 2024.

### ETNIK



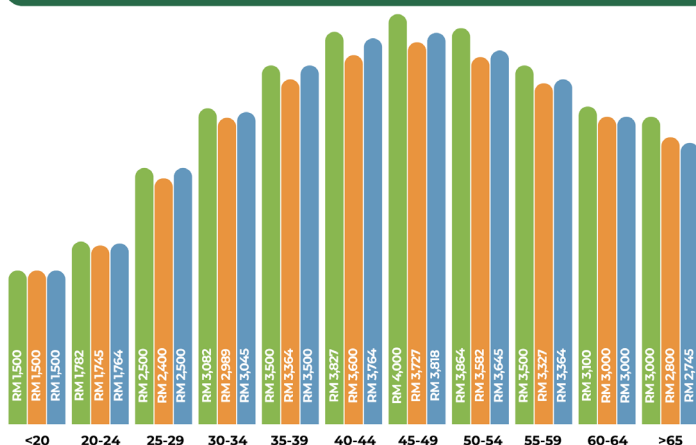
Pekerja formal **etnik Cina** merekodkan median upah bulanan **tertinggi** pada Mac 2024 (**RM4,200**).

### AKTIVITI EKONOMI



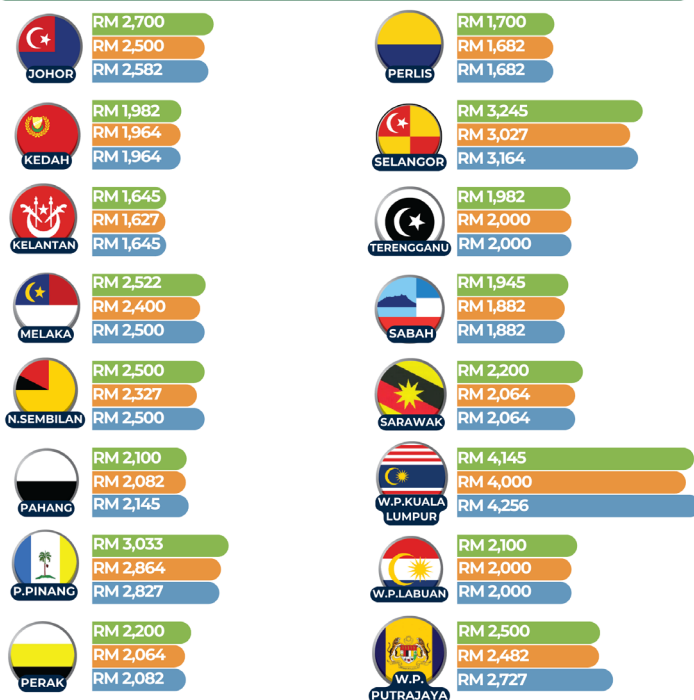
Median upah bulanan paling tinggi pada Mac 2024 direkodkan dalam **sektor Perlombongan & pengkuarian (RM8,400)**, diikuti Pembinaan, Perkhidmatan, Pembuatan, dan Pertanian.

### KUMPULAN UMUR



Kumpulan umur **45 hingga 49 tahun** mencatatkan median upah bulanan tertinggi iaitu **RM3,818** pada Mac 2024.

### NEGERI



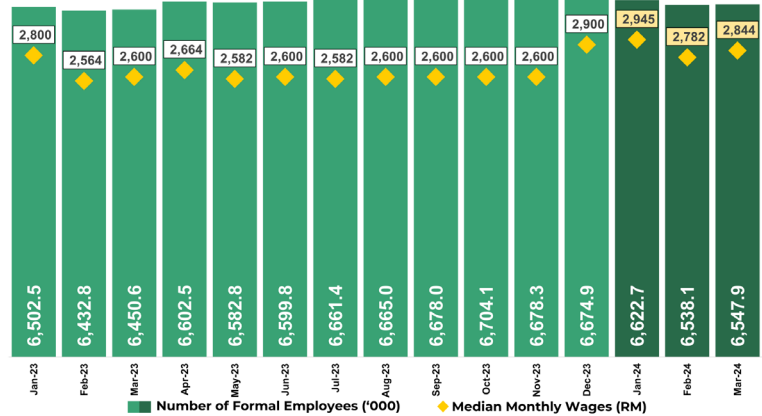
Median upah bulanan tertinggi pada Mac 2024 direkodkan bagi **W.P. Kuala Lumpur (RM4,256)** diikuti Selangor and Pulau Pinang.

# EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT FIRST QUARTER 2024

## TIME SERIES: NUMBER OF MALAYSIAN FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGES



“ In March 2024, the number of Malaysian formal employees was **6,547.9 thousand persons** with median monthly wages, **RM2,844**.



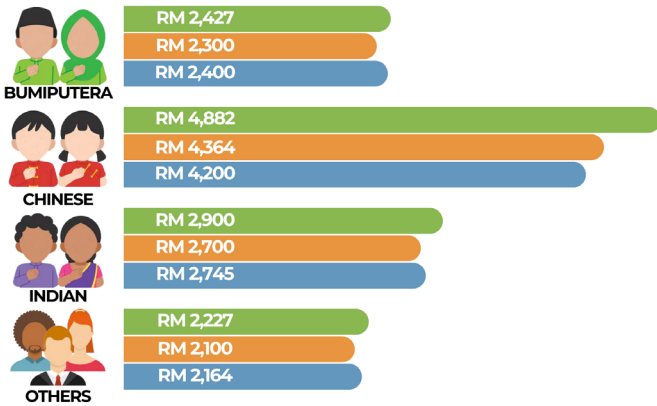
## MEDIAN MONTHLY WAGES OF MALAYSIAN FORMAL EMPLOYEES BY DIMENSIONS IN FIRST QUARTER 2024

### BY SEX



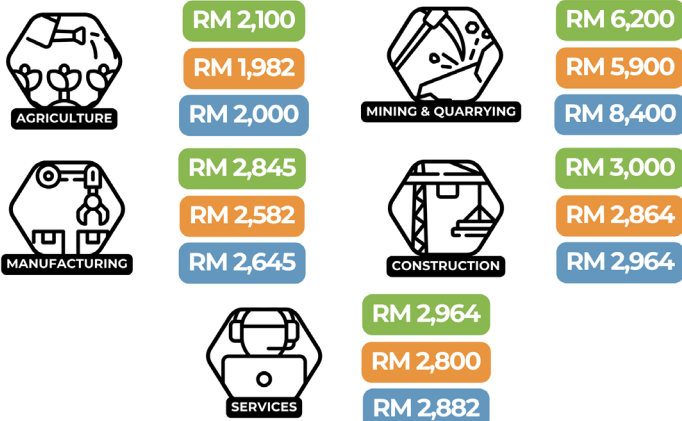
Median monthly wages for **male (RM2,900)** was higher than female (RM2,800) in March 2024.

### BY ETHNIC



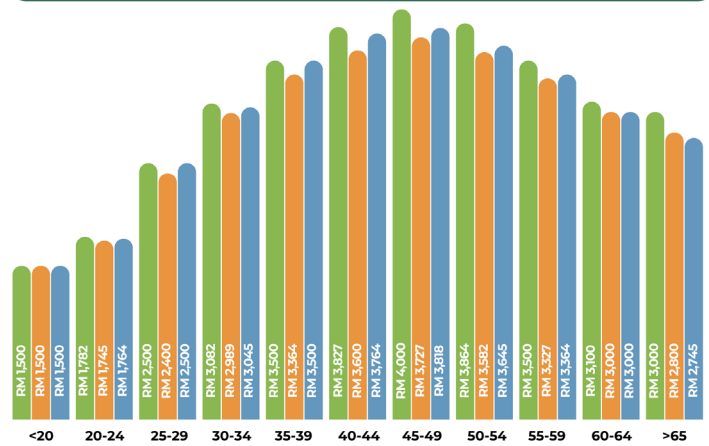
**Chinese** formal employees recorded the **highest** median monthly wages in March 2024 (**RM4,200**).

### BY ECONOMIC ACTIVITY



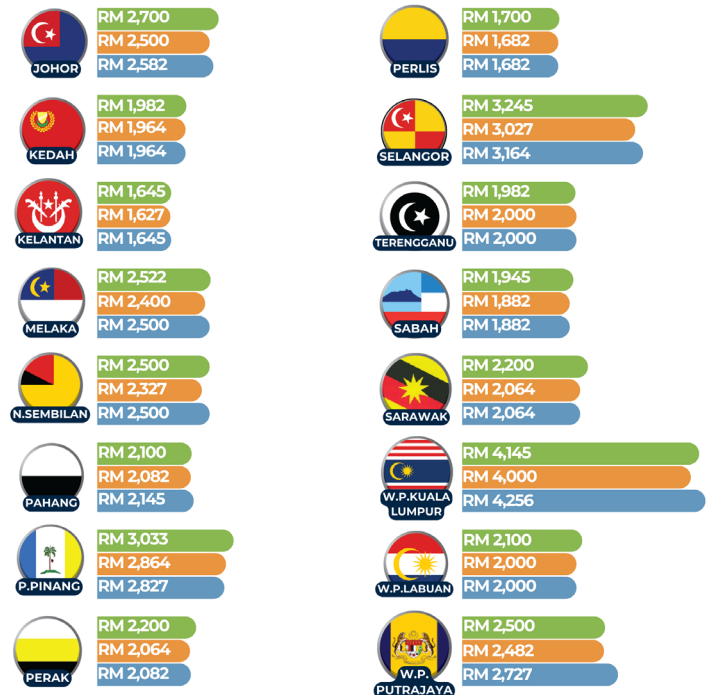
The highest median monthly wages in March 2024 was recorded in **Mining & quarrying sector (RM8,400)**, followed by Construction, Services, Manufacturing, and Agriculture.

### BY AGE GROUP



The age group of **45 to 49 years** posted the highest median monthly wages of **RM3,818** in March 2024.

### BY STATES



The highest median monthly wages in March 2024 was recorded in **W.P. Kuala Lumpur (RM4,256)** followed by Selangor and Pulau Pinang.

# RINGKASAN PENEMUAN

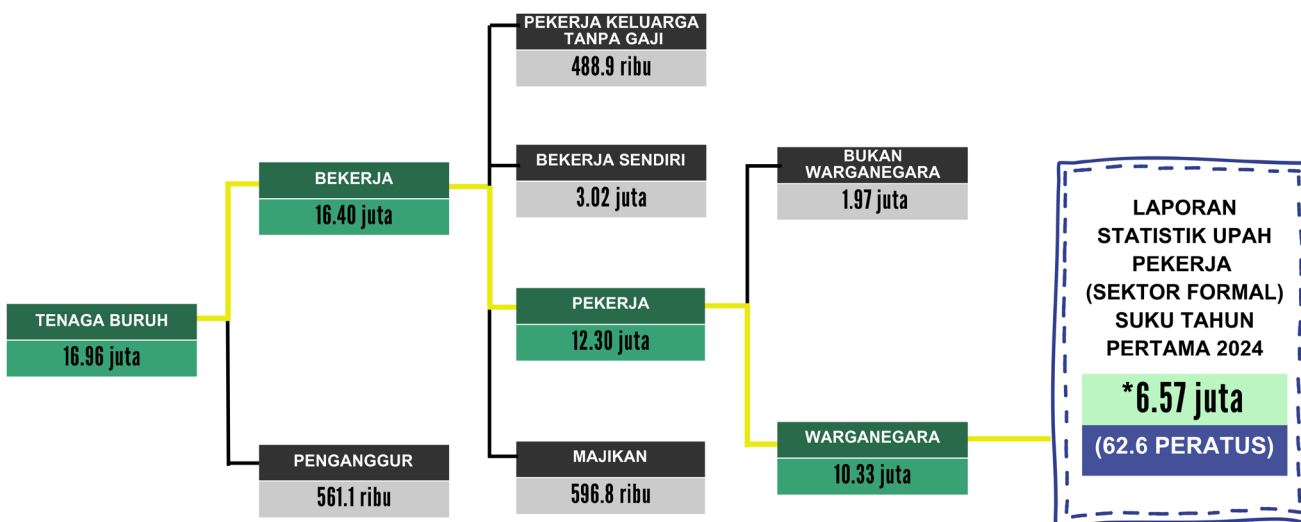
## 1. PENGENALAN

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

## 2. KEDUDUKAN UPAH PEKERJA FORMAL MALAYSIA

Pasaran buruh Malaysia terus meningkat pada suku tahun pertama 2024, dengan 16.40 juta penduduk bekerja yang meliputi pekerja bergaji dalam sektor awam dan swasta, majikan, bekerja sendiri dan pekerja keluarga tanpa gaji. (Paparan 1)

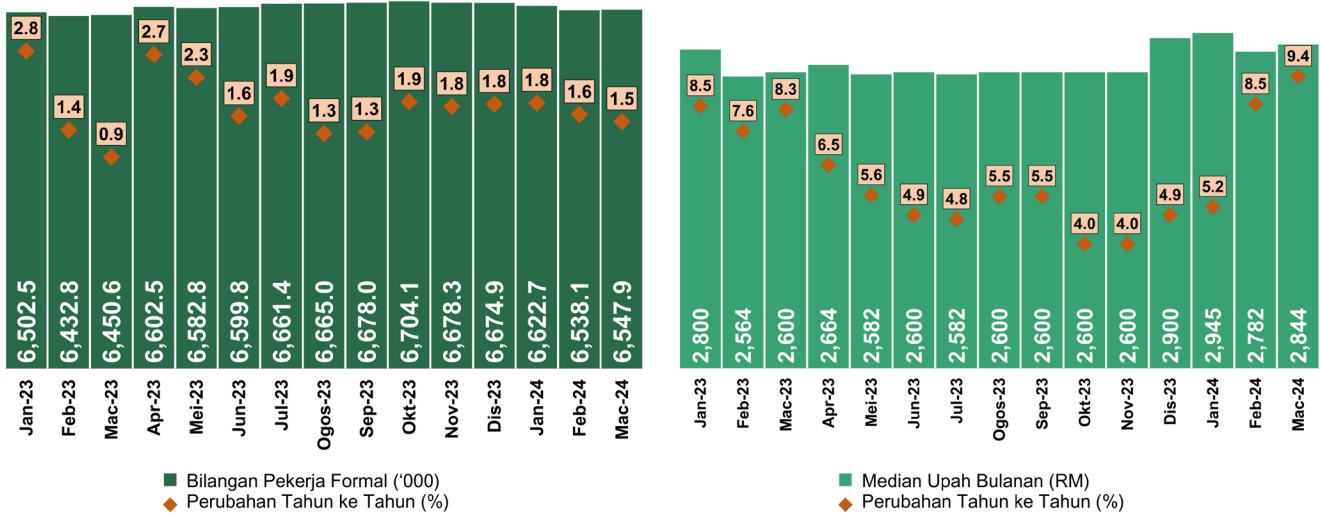
Paparan 1: Kerangka Analisis Gaji & Upah Bulanan, ST1 2024



Nota: \*Bilangan pekerja formal berdasarkan purata bulanan bagi Januari - Mac 2024

Berdasarkan statistik yang disusun menggunakan data pentadbiran, bilangan pekerja formal warganegara menunjukkan peningkatan tahun ke tahun 1.5 peratus pada Mac 2024, mencapai jumlah keseluruhan 6.55 juta orang (Februari 2024: 6.54 juta orang; Januari 2024: 6.62 juta orang). Median upah bulanan bagi pekerja formal warganegara Malaysia pada Mac 2024 adalah sebanyak RM2,844 (Februari 2024: RM2,782; Januari 2024: RM2,945). (Carta 1)

Carta 1: Bilangan Pekerja Formal dan Median Upah Bulanan, Januari 2023 - Mac 2024



### 3. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT JANTINA



Pekerja formal lelaki meliputi 55.3 peratus atau bersamaan 3.62 juta orang pada Mac 2024 (Februari 2024: 3.62 juta orang; Januari 2024: 3.67 juta orang). Median upah bulanan bagi pekerja formal lelaki adalah RM2,900 mencatatkan peningkatan 8.9 peratus berbanding Mac 2023 (RM2,664). Pada Januari 2024, median upah bulanan pekerja formal lelaki adalah RM2,982 merekodkan pertumbuhan tahun ke tahun sebanyak 6.5 peratus (Januari 2023: RM2,800) manakala pada Februari 2024, median upah bulanan pekerja formal lelaki adalah RM2,800 merekodkan pertumbuhan tahun ke tahun sebanyak 7.7 peratus (Februari 2023: RM2,600).

Sementara itu, pekerja formal perempuan merangkumi sebanyak 44.7 peratus daripada keseluruhan pekerja formal, dengan bilangan sebanyak 2.92 juta orang pada Mac 2024 (Februari 2024: 2.92 juta orang; Januari 2024: 2.95 juta orang). Perbandingan dengan Mac 2023, median upah bulanan bagi pekerja formal perempuan meningkat sebanyak 10.0 peratus kepada RM2,800 (Februari 2024: RM2,727; Januari 2024: RM2,900).

Perbandingan upah mengikut jantina, menunjukkan median upah bulanan bagi pekerja formal lelaki secara konsisten lebih tinggi berbanding pekerja formal perempuan. Sehingga Mac 2024, pekerja formal lelaki menerima upah 3.6 peratus lebih tinggi daripada median upah bulanan bagi pekerja formal perempuan. **(Paparan 2)**

# RINGKASAN PENEMUAN

## Paparan 2: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Jantina, Januari - Mac 2024

	JANUARY	FEBRUARY	MARCH	
<b>Bilangan Pekerja Formal ('000)</b>	3,674.1	3,618.2	3,624.1	 LELAKI
<b>Median Upah Bulanan</b>	RM 2,982	RM 2,800	RM 2,900	
<b>Perubahan Tahun ke Tahun (%)</b>	6.5% ▲	7.7% ▲	8.9% ▲	
	55.5 %	55.3 %	55.3 %	
<b>Bilangan Pekerja Formal ('000)</b>	2,948.6	2,919.8	2,923.8	 PEREMPUAN
<b>Median Upah Bulanan</b>	RM 2,900	RM 2,727	RM 2,800	
<b>Perubahan Tahun ke Tahun (%)</b>	4.2% ▲	9.1% ▲	10.0% ▲	
	44.5%	44.7%	44.7%	

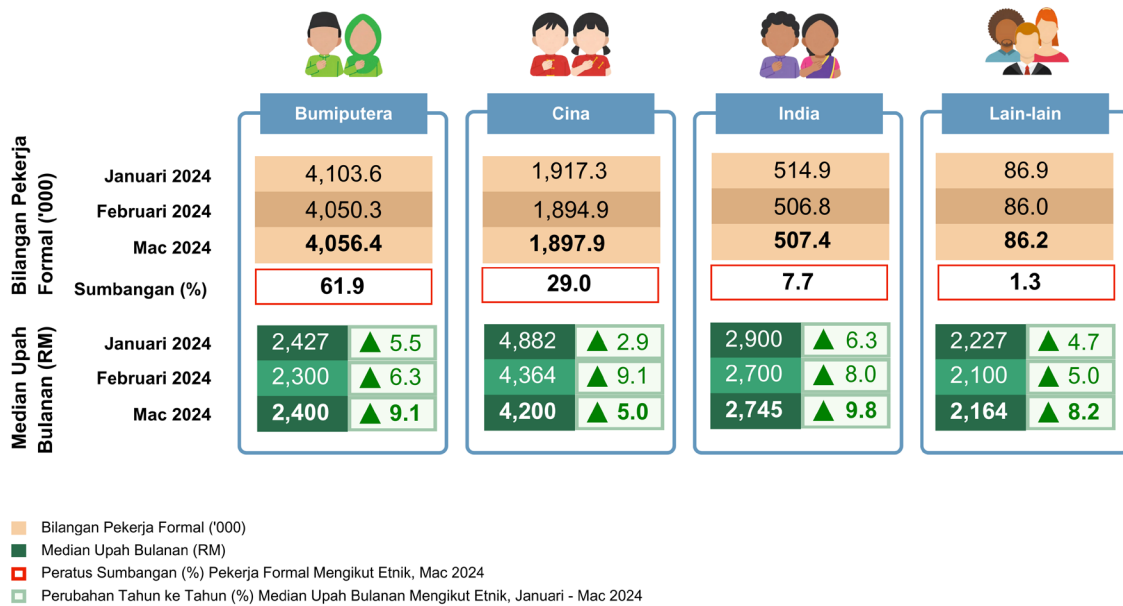
### 4. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT ETNIK

Pada tiga bulan pertama 2024, semua kumpulan etnik menunjukkan peningkatan median upah bulanan. Bumiputera, kumpulan etnik terbesar mewakili 61.9 peratus (4.06 juta orang) daripada pekerja formal, mencatatkan peningkatan 9.1 peratus median upah bulanan kepada RM2,400 pada Mac 2024 (Februari 2024: RM2,300; Januari 2024: RM2,427).

Sementara itu, pekerja formal Cina, yang meliputi 29.0 peratus daripada keseluruhan pekerja formal (1.90 juta orang), merekodkan perubahan tahun ke tahun 0.2 peratus bagi median upah bulanan, mencatatkan RM4,200 pada Mac 2024 (Februari 2024: RM4,364; Januari 2024: RM4,882).

Pekerja formal India, yang merangkumi 7.7 peratus daripada keseluruhan pekerja formal (0.51 juta orang), mencatatkan pertumbuhan tahun ke tahun tertinggi 9.8 peratus kepada RM2,745 median upah bulanan pada Mac 2024 (Februari 2024: RM2,700; Januari 2024: RM2,900). (**Paparan 3**)

## Paparan 3: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Etnik, Januari - Mac 2024



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

Melihat kepada kumpulan umur, segmen terbesar pekerja formal terdiri daripada individu yang berumur 25 hingga 29 tahun, berjumlah 1.29 juta orang, yang merangkumi 19.8 peratus daripada jumlah pekerja formal pada Mac 2024 (Februari 2024: 1.30 juta orang; Januari 2024: 1.31 juta orang). Sebaliknya, kumpulan umur di bawah 20 tahun mencatatkan jumlah pekerja formal yang paling sedikit, iaitu 0.08 juta orang atau 1.2 peratus daripada jumlah pekerja formal.

Bagi median upah bulanan, pekerja formal berumur 45 hingga 49 tahun mencatatkan median upah bulanan yang tertinggi iaitu RM3,818 pada Mac 2024. Kumpulan umur ini juga mencatatkan median upah bulanan tertinggi pada Januari 2024 (RM4,000) dan Februari 2024 (RM3,727). Selain itu, kesemua kumpulan umur kecuali mereka yang berumur bawah 20 tahun mengalami peningkatan median upah bulanan berbanding tahun lepas. Pada Mac 2024, pekerja formal berumur 65 tahun dan ke atas menunjukkan pertumbuhan tahun ke tahun tertinggi, manakala mereka yang berumur bawah 20 tahun kekal menerima median upah bulanan terendah sebanyak RM1,500 sejak Jun 2022. (**Paparan 4**)

## Paparan 4: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Kumpulan Umur, Januari - Mac 2024

Bilangan Pekerja Formal ('000)

	Januari 2024	Februari 2024	Mac 2024	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>64
<b>Bilangan Pekerja Formal ('000)</b>	57.8	60.4	76.8	57.8	707.1	1,307.9	1,149.5	933.6	744.0	611.9	486.9	337.4	172.1	114.6
<b>Sumbangan (%)</b>	1.2	11.0	19.8	17.2	14.0	11.2	9.2	7.3	5.0	2.5	1.7			
<b>Perubahan Tahun ke Tahun (%)</b>	↔ 0.0	▲ 4.9	▲ 7.4	▲ 5.7	▲ 6.6	▲ 7.5	▲ 9.1	▲ 7.2	▲ 7.6	▲ 7.1	▲ 9.8			

Median Upah Bulanan (RM)

- Bilangan Pekerja Formal ('000)
- Median Upah Bulanan (RM)
- Peratus Sumbangan (%) Pekerja Formal Mengikut Kumpulan Umur, Mac 2024
- Perubahan Tahun ke Tahun (%) Median Upah Bulanan Mengikut Kumpulan Umur, Mac 2024

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

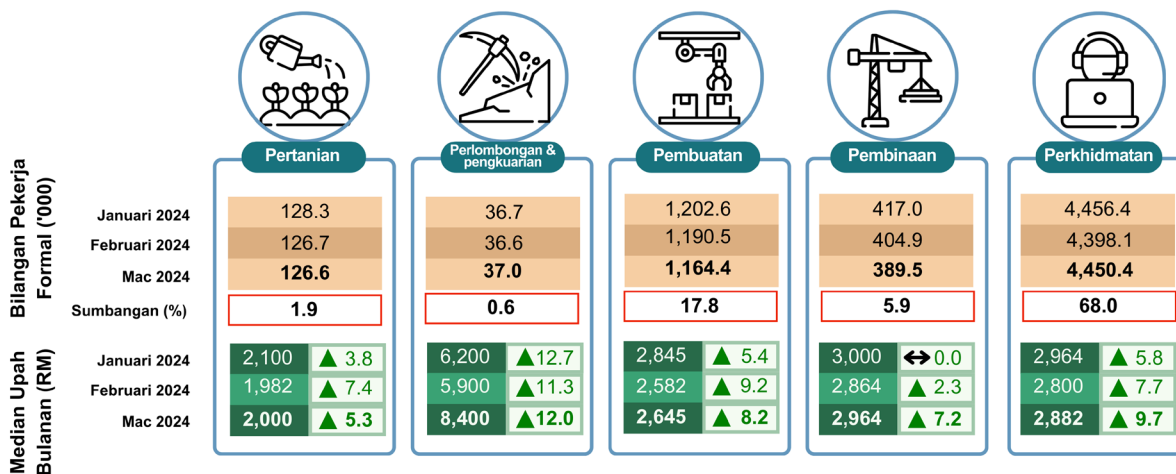
Mengulas statistik mengikut aktiviti ekonomi juga menunjukkan kesemua sektor merekodkan peningkatan median upah bulanan pada kesemua bulan dalam suku tahun pertama 2024. Sektor Perlombongan & pengkuarian yang hanya meliputi 0.6 peratus daripada keseluruhan pekerja formal, mencatatkan pertumbuhan median upah bulanan tahun ke tahun tertinggi sebanyak 12.0 peratus, mencapai RM8,400 pada Mac 2024.

Sementara itu, sektor Perkhidmatan, yang meliputi 68.0 peratus atau 4.45 juta orang, mencatatkan peningkatan median upah bulanan sebanyak 9.7 peratus tahun ke tahun kepada RM2,882 pada Mac 2024 (Februari 2024: RM2,800; Januari 2024: RM2,964). Dua sub-sektor yang mencatatkan median upah bulanan tertinggi pada Mac 2024 ialah subsektor Kewangan dan insurans dengan RM6,900 dan subsektor Maklumat dan komunikasi pada RM5,700. Sebaliknya, subsektor Makanan & minuman dan penginapan mencatatkan median upah bulanan terendah pada RM1,964. Dari segi perubahan tahunan, subsektor Utiliti mencatatkan pertumbuhan tahun ke tahun tertinggi bagi median upah bulanan sebanyak 19.5 peratus kepada RM3,400 pada Mac 2024 (Februari 2024: RM3,111; Januari 2024: RM3,282).

Sektor Pembuatan, dengan komposisi sebanyak 17.8 peratus daripada jumlah pekerja formal (1.16 juta orang) merekodkan median upah bulanan sebanyak RM2,645 pada Mac 2024, meningkat 8.2 peratus berbanding bulan yang sama pada tahun sebelumnya (Februari 2024: 9.2%; Januari 2024: 5.4%). Pada Mac 2024, median upah bulanan tertinggi Pembuatan adalah bagi subsektor Minuman dan produk tembakau (RM3,327), manakala median upah bulanan terendah adalah pada subsektor Produk tekstil, pakaian dan kulit (RM2,045).

Pekerja formal dalam sektor Pembinaan yang meliputi 0.39 juta pekerja atau 5.9 peratus daripada jumlah pekerja formal, mencatatkan median upah bulanan sebanyak RM2,964 dengan pertumbuhan tahun ke tahun sebanyak 7.2 peratus pada Mac 2024 (Februari 2024: RM2,864; Januari 2024: RM3,000). Begitu juga dengan sektor Pertanian, yang mewakili 1.9 peratus daripada keseluruhan pekerja formal melaporkan median upah bulanan terendah sebanyak RM2,000, menunjukkan peningkatan 5.3 peratus tahun ke tahun pada tempoh yang sama. (Paparan 5)

## Paparan 5: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Aktiviti Ekonomi, Januari - Mac 2024



- Bilangan Pekerja Formal ('000)
- Median Upah Bulanan (RM)
- Peratus Sumbangan (%) Pekerja Formal Mengikut Aktiviti Ekonomi, Mac 2024
- Perubahan Tahun ke Tahun (%) Median Upah Bulanan Mengikut Aktiviti Ekonomi, Januari - Mac 2024



## 7. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT NEGERI

Pada Mac 2024, dua negeri mengatasi median upah bulanan nasional RM2,844. W.P. Kuala Lumpur mencatatkan median upah bulanan tertinggi iaitu RM4,256, dan diikuti oleh Selangor iaitu RM3,164. Sebaliknya, pada tempoh yang sama, Kelantan, Perlis dan Sabah merekodkan median upah bulanan terendah masing-masing sebanyak RM1,645, RM1,682 and RM1,882. Dari segi bilangan pekerja, tiga negeri yang mempunyai bilangan pekerja formal tertinggi dalam tempoh yang sama adalah Selangor (1.84 juta orang; 28.1%), W.P. Kuala Lumpur (1.34 juta orang; 20.4%) dan Johor (0.70 juta orang; 10.7%). (Paparan 6)

## Paparan 6: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Negeri, Januari - Mac 2024

		JAN 24		FEB 24		MAC 24	
	Bilangan Pekerja Formal ('000)	1,352.3	20.4	1,339.2	20.5	1,337.4	20.4
	Median Upah Bulanan	RM4,145	3.6	RM4,000	4.5	RM4,256	8.4
	Bilangan Pekerja Formal ('000)	1,865.2	28.2	1,840.2	28.1	1,842.2	28.1
	Median Upah Bulanan	RM3,245	5.8	RM3,027	4.4	RM3,164	6.7
	Bilangan Pekerja Formal ('000)	6,622.7	100	6,538.1	100	6,547.9	100
	Median Upah Bulanan	RM2,945	5.2	RM2,782	8.5	RM2,844	9.4
	Bilangan Pekerja Formal ('000)	524.3	7.9	518.9	7.9	518.9	7.9
	Median Upah Bulanan	RM3,033	2.4	RM2,864	11.2	RM2,827	7.6
	Bilangan Pekerja Formal ('000)	29.7	0.4	29.9	0.5	30.2	0.5
	Median Upah Bulanan	RM2,500	-1.1	RM2,482	-0.7	RM2,727	10.7
	Bilangan Pekerja Formal ('000)	705.6	10.7	697.2	10.7	699.1	10.7
	Median Upah Bulanan	RM2,700	6.8	RM2,500	7.4	RM2,582	7.6
	Bilangan Pekerja Formal ('000)	174.6	2.6	171.4	2.6	172.0	2.6
	Median Upah Bulanan	RM2,522	1.3	RM2,400	7.8	RM2,500	10.4
	Bilangan Pekerja Formal ('000)	169.0	2.6	165.5	2.5	165.7	2.5
	Median Upah Bulanan	RM2,500	6.6	RM2,327	4.5	RM2,500	6.6
	Bilangan Pekerja Formal ('000)	166.4	2.5	163.5	2.5	163.5	2.5
	Median Upah Bulanan	RM2,100	5.0	RM2,082	6.0	RM2,145	7.3
	Bilangan Pekerja Formal ('000)	307.2	4.6	302.7	4.6	304.0	4.6
	Median Upah Bulanan	RM2,200	2.5	RM2,064	5.1	RM2,082	4.1
	Bilangan Pekerja Formal ('000)	486.9	7.4	480.8	7.4	484.8	7.4
	Median Upah Bulanan	RM2,200	4.8	RM2,064	4.1	RM2,064	3.2
	Bilangan Pekerja Formal ('000)	16.7	0.3	16.4	0.3	16.4	0.3
	Median Upah Bulanan	RM2,100	5.0	RM2,000	3.8	RM2,000	5.3
	Bilangan Pekerja Formal ('000)	141.3	2.1	137.7	2.1	138.2	2.1
	Median Upah Bulanan	RM1,982	4.3	RM2,000	6.3	RM2,000	5.3
	Bilangan Pekerja Formal ('000)	237.8	3.6	234.2	3.6	234.9	3.6
	Median Upah Bulanan	RM1,982	4.3	RM1,964	9.1	RM1,964	7.5
	Bilangan Pekerja Formal ('000)	336.6	5.1	335.1	5.1	334.6	5.1
	Median Upah Bulanan	RM1,945	4.4	RM1,882	5.6	RM1,882	5.6
	Bilangan Pekerja Formal ('000)	18.1	0.3	17.2	0.3	17.1	0.3
	Median Upah Bulanan	RM1,700	3.3	RM1,682	3.4	RM1,682	3.4
	Bilangan Pekerja Formal ('000)	91.0	1.4	88.4	1.4	88.6	1.4
	Median Upah Bulanan	RM1,645	2.8	RM1,627	1.7	RM1,645	2.8

Penetapan negeri adalah berdasarkan lokasi majikan  
Susunan negeri mengikut nilai median upah bulanan tertinggi, Mac 2024

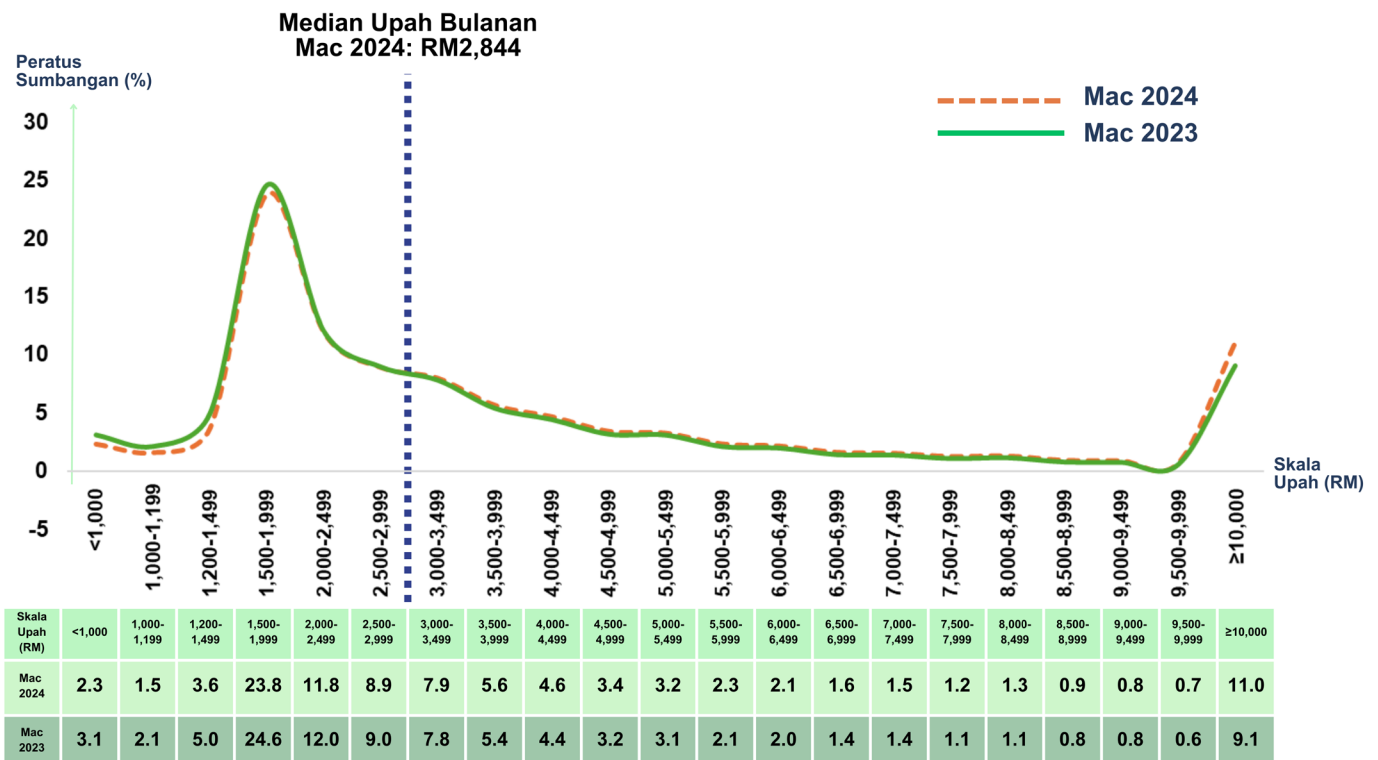
 Perubahan Tahun ke Tahun Median Upah Bulanan Mengikut Negeri (%)  
 Peratus Sumbangan Pekerja Formal Mengikut Negeri (%)

## 8. TABURAN MEDIAN UPAH BULANAN PEKERJA FORMAL

Dari sudut taburan upah, 31.2 peratus pekerja formal warganegara Malaysia menerima kurang daripada RM2,000 pada Mac 2024, menurun sebanyak 3.6 mata peratus daripada 34.8 peratus pada Mac 2023. Sementara itu, terdapat 11.0 peratus pekerja formal warganegara Malaysia menerima upah bulanan sebanyak RM10,000 dan ke atas pada Mac 2024.

Tambahan lagi, analisis persentil menunjukkan persentil ke-10 bagi pekerja formal warganegara Malaysia menerima upah bulanan bawah RM1,500 atau kurang. Namun, kumpulan ini menunjukkan peningkatan 1.2 peratus bagi upah bulanan berbanding bulan sama tahun sebelumnya (Mac 2023: RM1,482). Nisbah upah antara persentil ke-10 dan persentil ke-90 menunjukkan kumpulan 10 peratus penerima upah tertinggi menerima tujuh kali ganda upah berbanding kumpulan 10 peratus penerima upah terendah. (Carta 2 & Jadual 1)

**Carta 2: Taburan Pekerja Formal Mengikut Skala Upah, Mac 2023 & Mac 2024**



Jadual 1: Taburan Upah Pekerja Mengikut Persentil, Mac 2024

Persentil	Upah Bulanan	Perubahan Tahun ke Tahun
Persentil ke-10	RM 1,500	1.2% ▲
Persentil ke-20	RM 1,662	3.7% ▲
Persentil ke-30	RM 1,927	7.1% ▲
Persentil ke-40	RM 2,300	7.2% ▲
Persentil ke-50	RM 2,844	9.4% ▲
Persentil ke-60	RM 3,500	9.4% ▲
Persentil ke-70	RM 4,464	11.6% ▲
Persentil ke-80	RM 6,100	10.9% ▲
Persentil ke-90	RM 10,500	15.4% ▲

Perubahan tahun ke tahun, Mac 2024

## 9. PERANTAIAN KE HADAPAN

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

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

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

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# SUMMARY OF FINDINGS

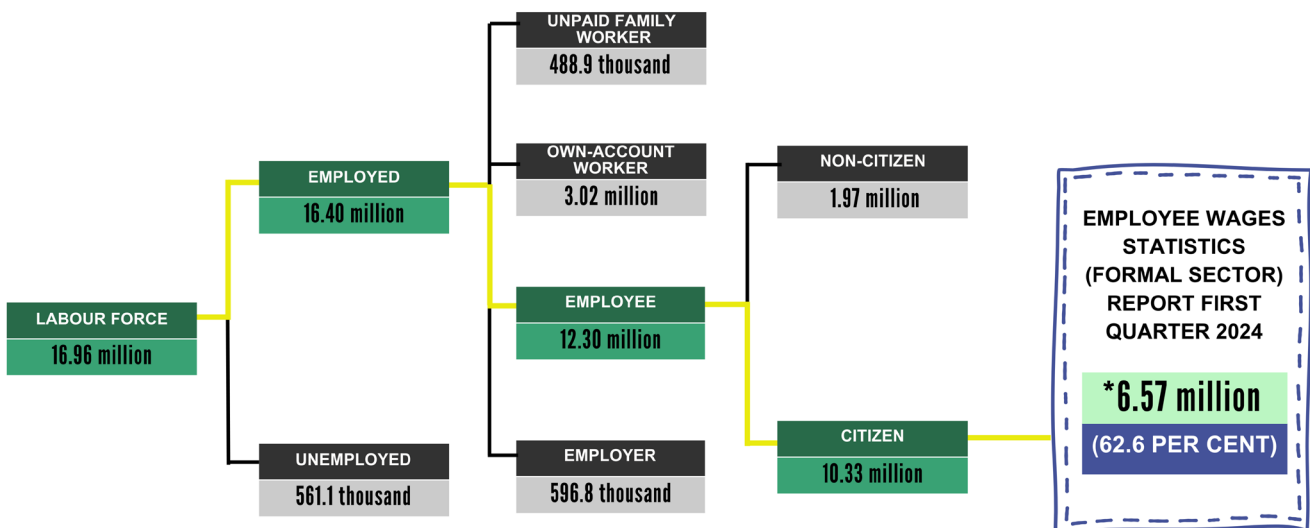
## 1. INTRODUCTION

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

## 2. WAGES SITUATION OF FORMAL EMPLOYEES IN MALAYSIA

Malaysia's labour market continued to expand in the first quarter of 2024, with 16.40 million people employed, including paid employees in both public and private sectors, employers, own-account workers, and unpaid family workers (**Exhibit 1**).

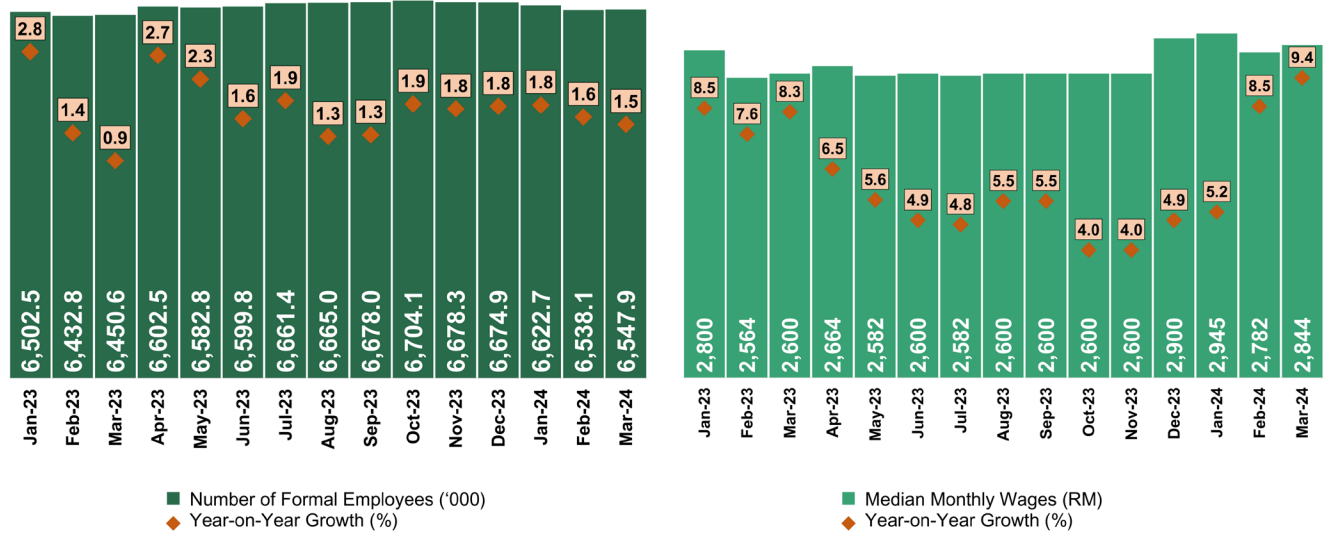
**Exhibit 1: Monthly Salaries & Wages Analysis Framework, Q1 2024**



Note: \*Number of formal employees based on average monthly of January - March 2024

Based on statistics derived from administrative data, the number of Malaysian formal employees shows a year-on-year growth of 1.5 per cent in March 2024, reaching a total of 6.55 million persons. (February 2024: 6.54 million persons; January 2024: 6.62 million persons). The median monthly wages for Malaysian formal employees in March 2024 was RM2,844 (February 2024: RM2,782; January 2024: RM2,945). (**Chart 1**)

**Chart 1: Number of Formal Employees and Median Monthly Wages, January 2023 - March 2024**



### 3. NUMBER OF MEDIAN MONTHLY WAGES OF FORMAL EMPLOYEES BY SEX



Male formal employees comprised 55.3 per cent, or equivalent to 3.62 million persons in March 2024 (February 2024: 3.62 million persons; January 2024: 3.67 million persons). The median monthly wages for male formal employees was RM2,900, recording an 8.9 per cent increase compared to March 2023 (RM2,664). In January 2024, the median monthly wages of male formal employees was RM2,982, showing a year-on-year growth of 6.5 per cent (January 2023: RM2,800) while, in February 2024, the median monthly wages of male formal employees was RM2,800, showing a year-on-year growth of 7.7 per cent (February 2023: RM2,600).

Meanwhile, female formal employees accounted for 44.7 per cent of total formal employees, totaling 2.92 million persons in March 2024 (February 2024: 2.92 million persons; January 2024: 2.95 million persons). Compared to March 2023, the median monthly wages of female formal employees increased 10.0 per cent to RM2,800 (February 2024: RM2,727; January 2024: RM2,900).

Comparing the wages by sex, the median monthly wages of male formal employees has been consistently higher than that of females. As of March 2024, male formal employees earned 3.6 per cent higher than the median monthly wages received by formal female employees. (**Exhibit 2**)

## SUMMARY OF FINDINGS

**Exhibit 2: Number and Median Monthly Wages of Formal Employees by Sex, January - March 2024**

	JANUARY	FEBRUARY	MARCH	
Number of Formal Employees ('000)	3,674.1	3,618.2	3,624.1	 MALE
Median Monthly Wages	RM 2,982	RM 2,800	RM 2,900	
Year-on-Year Growth (%)	6.5% ▲	7.7% ▲	8.9% ▲	
Share (%)	55.5 %	55.3 %	55.3 %	
Number of Formal Employees ('000)	2,948.6	2,919.8	2,923.8	 FEMALE
Median Monthly Wages	RM 2,900	RM 2,727	RM 2,800	
Year-on-Year Growth (%)	4.2% ▲	9.1% ▲	10.0% ▲	
Share (%)	44.5%	44.7%	44.7%	

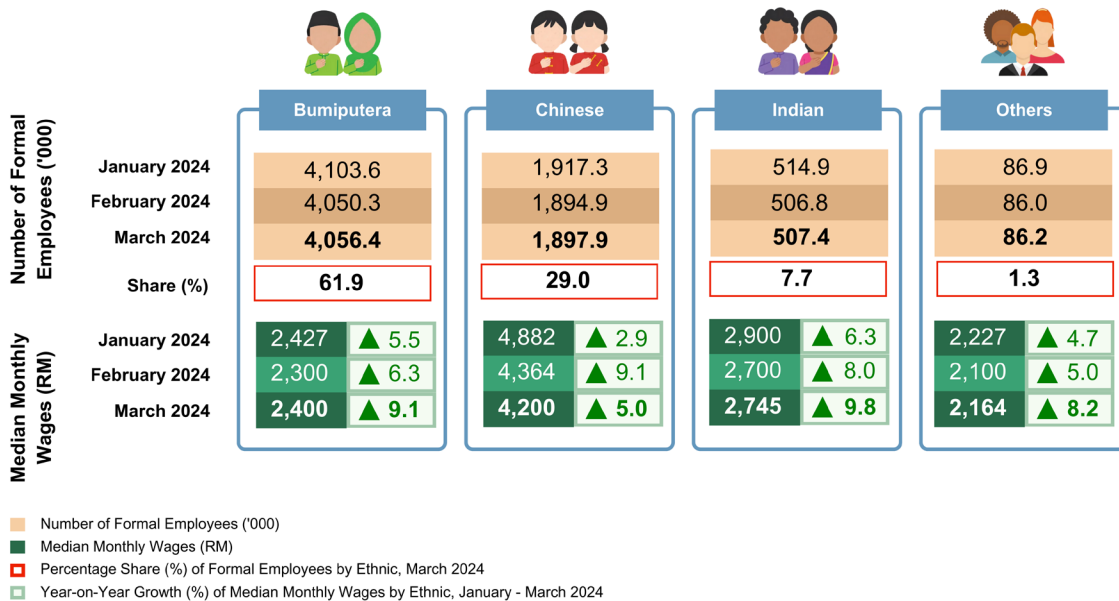
#### 4. NUMBER AND MEDIAN MONTHLY WAGES OF FORMAL EMPLOYEES BY ETHNIC

In the first three months of 2024, all ethnic groups experienced increased median monthly wages. Bumiputera, the largest ethnic group representing 61.9 per cent (4.06 million persons) of formal employees, saw a 9.1 per cent increase in median monthly wages to RM2,400 in March 2024 (February 2024: RM2,300; January 2024: RM2,427).

Meanwhile, the Chinese, who represented 29.0 per cent of the total formal employees (1.90 million persons), recorded a year-on-year increase of 0.2 per cent in median monthly wages, reaching RM4,200 in March 2024 (February 2024: RM4,364; January 2024: RM4,882).

Indian formal employees, accounting for 7.7 per cent of the total formal employees (0.51 million persons), observed the highest year-on-year growth of 9.8 per cent to record RM2,745 median monthly wages in March 2024 (February 2024: RM2,700; January 2024: RM2,900). (Exhibit 3)

**Exhibit 3: Number and Median Monthly Wages of Formal Employees by Ethnic, January - March 2024**



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

Based on age groups, the largest segment of formal employees consists of individuals aged 25 to 29, totaling 1.29 million persons, which accounts for 19.8 per cent of all formal employees in March 2024 (February 2024: 1.30 million persons; January 2024: 1.31 million persons). Conversely, the age group below 20 had the fewest formal employees, with only 0.08 million persons, making up 1.2 per cent of the total formal employees.

For the median monthly wages, formal employees aged 45 to 49 had the highest median monthly wages of RM3,818 in March 2024. This age group also had the highest median monthly wages in January 2024 (RM4,000) and February 2024 (RM3,727). Furthermore, all age groups except those below 20 years experienced an increase in median monthly wages compared to the previous year. In March 2024, employees aged 65 and above showed the highest year-on-year growth, while those below 20 kept the lowest median monthly wages of RM1,500 since June 2022. (**Exhibit 4**)

## SUMMARY OF FINDINGS

**Exhibit 4: Number and Median Monthly Wages of Formal Employees by Age Group, January - Mac 2024**

Number of Formal Employees ('000)											
January 2024	57.8	707.1	1,307.9	1,149.5	933.6	744.0	611.9	486.9	337.4	172.1	114.6
February 2024	60.4	708.7	1,295.5	1,132.3	919.4	732.4	601.8	478.2	330.2	167.4	111.8
March 2024	76.8	717.7	1,293.8	1,128.0	917.4	730.9	600.9	476.8	328.8	166.3	110.6
Share (%)	1.2	11.0	19.8	17.2	14.0	11.2	9.2	7.3	5.0	2.5	1.7
Age Group	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>64
January 2024	1,500	1,782	2,500	3,082	3,500	3,827	4,000	3,864	3,500	3,100	3,000
February 2024	1,500	1,745	2,400	2,989	3,364	3,600	3,727	3,582	3,327	3,000	2,800
March 2024	1,500	1,764	2,500	3,045	3,500	3,764	3,818	3,645	3,364	3,000	2,745
Year-on-Year Growth (%)	↔ 0.0	▲ 4.9	▲ 7.4	▲ 5.7	▲ 6.6	▲ 7.5	▲ 9.1	▲ 7.2	▲ 7.6	▲ 7.1	▲ 9.8
Median Monthly Wages (RM)											

■ Number of Formal Employees ('000)  
■ Median Monthly Wages (RM)  
■ Percentage Share (%) of Formal Employees by Age Group, March 2024  
■ Year-on-Year Growth (%) of Median Monthly Wages by Age Group, March 2024

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

Delving the statistics by economic activity also showed that all sectors recorded an increase in median monthly wages in all months of the first quarter of 2024. The Mining & quarrying sector, which makes up only 0.6 per cent of all formal employees, recorded the highest year-on-year growth of 12.0 per cent in its median monthly wages, reaching RM8,400 in March 2024.

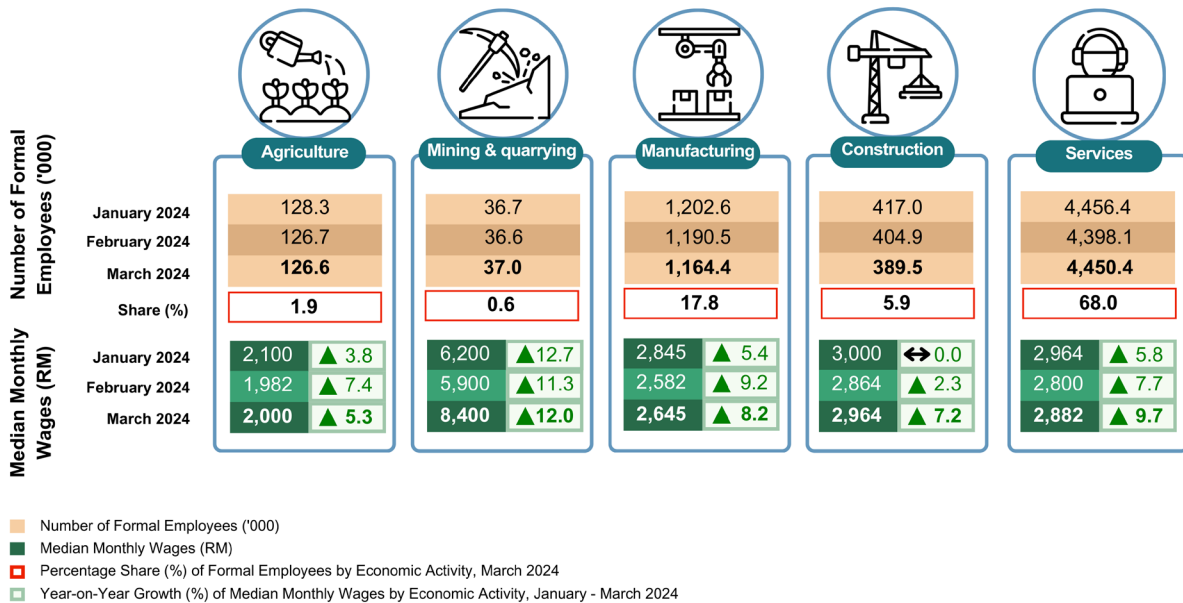
In the meantime, the Services sector, which encompasses 68.0 per cent or 4.45 million persons, recorded a rise in the median monthly wages of 9.7 per cent year-on-year to RM2,882 in March 2024 (February 2024: RM2,800; January 2024: RM2,964). The two sub-sectors that recorded the highest median monthly wages in March 2024 were the Finance and insurance sub-sector with RM6,900 and the Information and communication sub-sector at RM5,700. Meanwhile, the Food & beverages and accommodation sub-sector recorded the lowest median monthly wages at RM1,964. In terms of annual changes, the Utilities sub-sector posted the highest year-on-year growth in median monthly wages of 19.5 per cent to RM3,400 in March 2024 (February 2024: RM3,111; January 2024: RM3,282).

The manufacturing sector, with a composition of 17.8 per cent of the total formal employees (1.16 million persons), recorded a median monthly wages of RM2,645 in March 2024, which recorded an increase of 8.2 per cent compared to the same month in the previous year (February 2024: 9.2%; January 2024: 5.4%). In March 2024, the highest median monthly wages in Manufacturing was in the Beverage and tobacco products sub-sector (RM3,327), while the lowest was in the Textile, wearing apparel and leather products sub-sector (RM2,045).

## SUMMARY OF FINDINGS

Formal employees in the Construction sector, which constitute 0.39 million employees or 5.9 per cent of the total formal employees, registered a median monthly wages of RM2,964, marking a 7.2 per cent year-on-year growth in March 2024. (February 2024: RM2,864; January 2024: RM3,000). Similarly, the Agriculture sector, representing 1.9 per cent of formal employees, reported the lowest monthly median salary at RM2,000, showing a 5.3 per cent year-on-year increase during the same period. (Exhibit 5)

**Exhibit 5: Number and Median Monthly Wages of Formal Employees by Economic Activity, January - March 2024**





## 7. NUMBER AND MEDIAN MONTHLY WAGES OF FORMAL EMPLOYEES BY STATE

In March 2024, two states exceeded the national median monthly wages of RM2,844. W.P. Kuala Lumpur registered the highest median monthly wages at RM4,256, followed by Selangor at RM3,164. However, during the same period, Kelantan, Perlis and Sabah recorded the lowest median monthly wages of RM1,645, RM1,682 and RM1,882, respectively. In terms of number of formal employees, the top three states that recorded the highest number of formal employees during the same period were Selangor (1.84 million persons; 28.1%), W.P. Kuala Lumpur (1.34 million persons; 20.4%) and Johor (0.70 million persons; 10.7%). (Exhibit 6)

# SUMMARY OF FINDINGS

**Exhibit 6: Number of Formal Employees and Median Monthly Wages by State, January - March 2024**

		JAN 24		FEB 24		MAR 24			
	<b>W.P. KUALA LUMPUR</b>	Number of Formal Employees ('000)	1,352.3 <span>20.4</span>	1,339.2 <span>20.5</span>	1,337.4 <span>20.4</span>	Median Monthly Wages	RM4,145 <span>3.6</span>	RM4,000 <span>4.5</span>	RM4,256 <span>8.4</span>
	<b>SELANGOR</b>	Number of Formal Employees ('000)	1,865.2 <span>28.2</span>	1,840.2 <span>28.1</span>	1,842.2 <span>28.1</span>	Median Monthly Wages	RM3,245 <span>5.8</span>	RM3,027 <span>4.4</span>	RM3,164 <span>6.7</span>
	<b>MALAYSIA</b>	Number of Formal Employees ('000)	6,622.7 <span>100</span>	6,538.1 <span>100</span>	6,547.9 <span>100</span>	Median Monthly Wages	RM2,945 <span>5.2</span>	RM2,782 <span>8.5</span>	RM2,844 <span>9.4</span>
	<b>PULAU PINANG</b>	Number of Formal Employees ('000)	524.3 <span>7.9</span>	518.9 <span>7.9</span>	518.9 <span>7.9</span>	Median Monthly Wages	RM3,033 <span>2.4</span>	RM2,864 <span>11.2</span>	RM2,827 <span>7.6</span>
	<b>W.P. PUTRAJAYA</b>	Number of Formal Employees ('000)	29.7 <span>0.4</span>	29.9 <span>0.5</span>	30.2 <span>0.5</span>	Median Monthly Wages	RM2,500 <span>-1.1</span>	RM2,482 <span>-0.7</span>	RM2,727 <span>10.7</span>
	<b>JOHOR</b>	Number of Formal Employees ('000)	705.6 <span>10.7</span>	697.2 <span>10.7</span>	699.1 <span>10.7</span>	Median Monthly Wages	RM2,700 <span>6.8</span>	RM2,500 <span>7.4</span>	RM2,582 <span>7.6</span>
	<b>MELAKA</b>	Number of Formal Employees ('000)	174.6 <span>2.6</span>	171.4 <span>2.6</span>	172.0 <span>2.6</span>	Median Monthly Wages	RM2,522 <span>1.3</span>	RM2,400 <span>7.8</span>	RM2,500 <span>10.4</span>
	<b>NEGERI SEMBILAN</b>	Number of Formal Employees ('000)	169.0 <span>2.6</span>	165.5 <span>2.5</span>	165.7 <span>2.5</span>	Median Monthly Wages	RM2,500 <span>6.6</span>	RM2,327 <span>4.5</span>	RM2,500 <span>6.6</span>
	<b>PAHANG</b>	Number of Formal Employees ('000)	166.4 <span>2.5</span>	163.5 <span>2.5</span>	163.5 <span>2.5</span>	Median Monthly Wages	RM2,100 <span>5.0</span>	RM2,082 <span>6.0</span>	RM2,145 <span>7.3</span>
	<b>PERAK</b>	Number of Formal Employees ('000)	307.2 <span>4.6</span>	302.7 <span>4.6</span>	304.0 <span>4.6</span>	Median Monthly Wages	RM2,200 <span>2.5</span>	RM2,064 <span>5.1</span>	RM2,082 <span>4.1</span>
	<b>SARAWAK</b>	Number of Formal Employees ('000)	486.9 <span>7.4</span>	480.8 <span>7.4</span>	484.8 <span>7.4</span>	Median Monthly Wages	RM2,200 <span>4.8</span>	RM2,064 <span>4.1</span>	RM2,064 <span>3.2</span>
	<b>W.P. LABUAN</b>	Number of Formal Employees ('000)	16.7 <span>0.3</span>	16.4 <span>0.3</span>	16.4 <span>0.3</span>	Median Monthly Wages	RM2,100 <span>5.0</span>	RM2,000 <span>3.8</span>	RM2,000 <span>5.3</span>
	<b>TERENGGANU</b>	Number of Formal Employees ('000)	141.3 <span>2.1</span>	137.7 <span>2.1</span>	138.2 <span>2.1</span>	Median Monthly Wages	RM1,982 <span>4.3</span>	RM2,000 <span>6.3</span>	RM2,000 <span>5.3</span>
	<b>KEDAH</b>	Number of Formal Employees ('000)	237.8 <span>3.6</span>	234.2 <span>3.6</span>	234.9 <span>3.6</span>	Median Monthly Wages	RM1,982 <span>4.3</span>	RM1,964 <span>9.1</span>	RM1,964 <span>7.5</span>
	<b>SABAH</b>	Number of Formal Employees ('000)	336.6 <span>5.1</span>	335.1 <span>5.1</span>	334.6 <span>5.1</span>	Median Monthly Wages	RM1,945 <span>4.4</span>	RM1,882 <span>5.6</span>	RM1,882 <span>5.6</span>
	<b>PERLIS</b>	Number of Formal Employees ('000)	18.1 <span>0.3</span>	17.2 <span>0.3</span>	17.1 <span>0.3</span>	Median Monthly Wages	RM1,700 <span>3.3</span>	RM1,682 <span>3.4</span>	RM1,682 <span>3.4</span>
	<b>KELANTAN</b>	Number of Formal Employees ('000)	91.0 <span>1.4</span>	88.4 <span>1.4</span>	88.6 <span>1.4</span>	Median Monthly Wages	RM1,645 <span>2.8</span>	RM1,627 <span>1.7</span>	RM1,645 <span>2.8</span>

State designation is based on employers location

Ranked according to highest median monthly wages value, December 2023

%

%

Year-on-Year Growth of Median Monthly Wages by State (%)

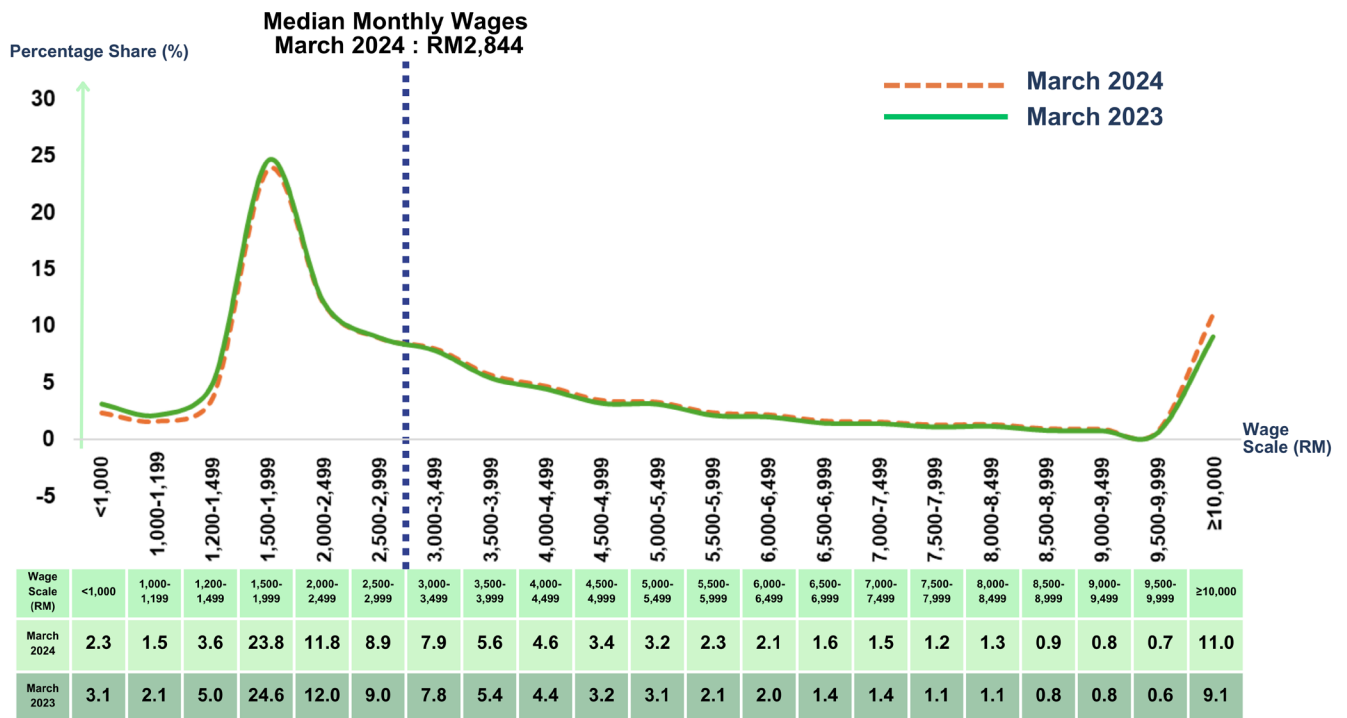
Percentage Share of Formal Employees by State (%)

## 8. DISTRIBUTION OF MONTHLY WAGES OF FORMAL EMPLOYEES

In terms of wage distribution, 31.2 per cent of Malaysian’s formal employees earned below RM2,000 in March 2024, marking a decrease of 3.6 percentage points from 34.8 per cent in March 2023. Meanwhile, 11.0 per cent of Malaysian formal employees received monthly wage of RM10,000 and above in March 2024.

Additionally, the percentile analysis shows that the 10th percentile of Malaysian formal employees earned monthly wage of RM1,500 or less. However, this group registered an increase of 1.2 per cent in monthly wages compared to the same month in the previous year (March 2023: RM1,482). The wage ratio between the 90th and 10th percentiles indicates that the top 10 per cent of wage earners received seven times the earnings of the lowest 10 per cent. (Chart 2 & Table 1)

**Chart 2: Distribution of Formal Employees by Wage Scale, March 2023 & March 2024**



## SUMMARY OF FINDINGS

**Table 1: Distribution Monthly Wages by Percentile, March 2023**

Percentile	Monthly Wages	Year-on-Year Growth
10th Percentile	RM 1,500	1.2% ▲
20th Percentile	RM 1,662	3.7% ▲
30th Percentile	RM 1,927	7.1% ▲
40th Percentile	RM 2,300	7.2% ▲
50th Percentile	RM 2,844	9.4% ▲
60th Percentile	RM 3,500	9.4% ▲
70th Percentile	RM 4,464	11.6% ▲
80th Percentile	RM 6,100	10.9% ▲
90th Percentile	RM 10,500	15.4% ▲

Year-on-Year growth, March 2024

### 9. MOVING FORWARD

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

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

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

# JADUAL STATISTIK

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STATISTICAL TABLE

# 2

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# JADUAL BILANGAN PEKERJA FORMAL, WARGANEGARA

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## TABLE NUMBER OF FORMAL EMPLOYEES, CITIZEN

**1.1a** Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,  
**Januari 2023 - Mac 2024**  
*Number of formal employees by sex, ethnic and age group,  
 January 2023 - March 2024*

('000)

Dimensi <i>Dimension</i>	Bulan / Month					
	2023					
	01	02	03	04	05	06
<b>Jumlah</b> <i>Total</i>	<b>6,502.5</b>	<b>6,432.8</b>	<b>6,450.6</b>	<b>6,602.5</b>	<b>6,582.8</b>	<b>6,599.8</b>
<b>Jantina</b> <i>Sex</i>						
<b>Lelaki</b> <i>Male</i>	3,614.9	3,569.3	3,583.0	3,669.1	3,655.3	3,662.7
<b>Perempuan</b> <i>Female</i>	2,887.6	2,863.5	2,867.6	2,933.4	2,927.5	2,937.1
<b>Etnik</b> <i>Ethnic</i>						
<b>Bumiputera</b>	3,996.1	3,948.0	3,961.4	4,065.4	4,049.6	4,066.3
<b>Cina</b> <i>Chinese</i>	1,904.9	1,892.1	1,894.8	1,925.3	1,923.4	1,925.3
<b>India</b> <i>Indian</i>	520.3	512.3	513.4	528.8	526.7	524.6
<b>Lain-lain</b> <i>Others</i>	81.2	80.5	81.0	83.0	83.1	83.7
<b>Kumpulan umur</b> <i>Age group</i>						
<b>Kurang daripada 20</b> <i>Less than 20</i>	73.9	75.7	89.7	107.3	120.3	125.5
<b>20-24</b>	740.8	745.0	754.4	771.0	777.9	790.5
<b>25-29</b>	1,303.9	1,292.2	1,293.5	1,320.7	1,313.2	1,315.9
<b>30-34</b>	1,097.3	1,083.9	1,082.6	1,104.1	1,096.9	1,097.4
<b>35-39</b>	912.6	901.6	901.0	919.5	914.0	914.6
<b>40-44</b>	711.6	702.8	702.2	718.0	713.5	714.1
<b>45-49</b>	592.1	584.1	583.6	597.0	593.1	593.4
<b>50-54</b>	468.0	460.6	460.2	470.7	466.7	466.3
<b>55-59</b>	326.2	319.5	318.3	325.2	321.8	320.4
<b>60-64</b>	164.4	158.2	156.7	159.2	156.9	154.8
<b>65 dan lebih</b> <i>60 and above</i>	111.7	109.2	108.4	109.8	108.6	106.9

**1.1a** **Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,**  
**Januari 2023 - Mac 2024 (samb.)**  
*Number of formal employees by sex, ethnic and age group,*  
*January 2023 - March 2024 (cont.)*

(‘000)

Bulan / Month								
2023						2024		
07	08	09	10	11	12	01	02	03
6,661.4	6,665.0	6,678.0	6,704.1	6,678.3	6,674.9	6,622.7	6,538.1	6,547.9
Jantina Sex								
3,699.4	3,697.0	3,701.7	3,720.3	3,704.7	3,701.6	3,674.1	3,618.2	3,624.1
2,962.1	2,967.9	2,976.3	2,983.7	2,973.5	2,973.3	2,948.6	2,919.8	2,923.8
Etnik Ethnic								
4,121.5	4,125.7	4,135.2	4,162.2	4,145.3	4,138.0	4,103.6	4,050.3	4,056.4
1,927.0	1,928.2	1,931.4	1,929.2	1,926.7	1,930.1	1,917.3	1,894.9	1,897.9
527.9	525.7	525.7	526.4	520.2	519.7	514.9	506.8	507.4
85.0	85.4	85.8	86.3	86.1	87.0	86.9	86.0	86.2
Kumpulan umur Age group								
129.0	127.0	127.1	126.0	127.7	131.6	57.8	60.4	76.8
813.5	836.6	852.3	857.2	859.5	865.7	707.1	708.7	717.7
1,326.3	1,327.1	1,330.6	1,337.7	1,333.5	1,331.0	1,307.9	1,295.5	1,293.8
1,103.9	1,101.4	1,100.9	1,104.9	1,100.2	1,097.5	1,149.5	1,132.3	1,128.0
920.7	918.2	918.0	921.7	917.9	916.3	933.6	919.4	917.4
719.6	717.5	717.5	720.7	717.5	716.5	744.0	732.4	730.9
598.4	595.9	595.5	598.2	595.0	594.1	611.9	601.8	600.9
469.9	467.3	466.5	468.2	465.2	464.0	486.9	478.2	476.8
322.4	319.9	318.4	319.5	316.5	314.9	337.4	330.2	328.8
154.3	152.1	150.1	150.0	146.6	145.3	172.1	167.4	166.3
103.4	101.9	101.1	100.0	98.8	98.0	114.6	111.8	110.6

**1.1b** Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Januari 2023 - Mac 2024  
 Percentage share of formal employees by sex, ethnic and age group, January 2023 - March 2024

(%)

Dimensi Dimension	Bulan / Month					
	2023					
	01	02	03	04	05	06
<b>Jumlah</b> Total	100	100	100	100	100	100
<b>Jantina</b> Sex						
<b>Lelaki</b> Male	55.6	55.5	55.5	55.6	55.5	55.5
<b>Perempuan</b> Female	44.4	44.5	44.5	44.4	44.5	44.5
<b>Etnik</b> Ethnic						
<b>Bumiputera</b>	61.5	61.4	61.4	61.6	61.5	61.6
<b>Cina</b> Chinese	29.3	29.4	29.4	29.2	29.2	29.2
<b>India</b> Indian	8.0	8.0	8.0	8.0	8.0	7.9
<b>Lain-lain</b> Others	1.2	1.3	1.3	1.3	1.3	1.3
<b>Kumpulan umur</b> Age group						
<b>Kurang daripada 20</b> Less than 20	1.1	1.2	1.4	1.6	1.8	1.9
<b>20-24</b>	11.4	11.6	11.7	11.7	11.8	12.0
<b>25-29</b>	20.1	20.1	20.1	20.0	19.9	19.9
<b>30-34</b>	16.9	16.8	16.8	16.7	16.7	16.6
<b>35-39</b>	14.0	14.0	14.0	13.9	13.9	13.9
<b>40-44</b>	10.9	10.9	10.9	10.9	10.8	10.8
<b>45-49</b>	9.1	9.1	9.0	9.0	9.0	9.0
<b>50-54</b>	7.2	7.2	7.1	7.1	7.1	7.1
<b>55-59</b>	5.0	5.0	4.9	4.9	4.9	4.9
<b>60-64</b>	2.5	2.5	2.4	2.4	2.4	2.3
<b>65 dan lebih</b> 60 and above	1.7	1.7	1.7	1.7	1.6	1.6

**1.1b** Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Januari 2023 - Mac 2024 (samb.)  
 Percentage share of formal employees by sex, ethnic and age group, January 2023 - March 2024 (cont.)

(%)

Bulan / Month								
2023						2024		
07	08	09	10	11	12	01	02	03
100	100	100	100	100	100	100	100	100
<b>Jantina</b> Sex								
55.5	55.5	55.4	55.5	55.5	55.5	55.5	55.3	55.3
44.5	44.5	44.6	44.5	44.5	44.5	44.5	44.7	44.7
<b>Etnik</b> Ethnic								
61.9	61.9	61.9	62.1	62.1	62.0	62.0	61.9	61.9
28.9	28.9	28.9	28.8	28.8	28.9	29.0	29.0	29.0
7.9	7.9	7.9	7.9	7.8	7.8	7.8	7.8	7.7
1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3
<b>Kumpulan umur</b> Age group								
1.9	1.9	1.9	1.9	1.9	2.0	0.9	0.9	1.2
12.2	12.6	12.8	12.8	12.9	13.0	10.7	10.8	11.0
19.9	19.9	19.9	20.0	20.0	19.9	19.7	19.8	19.8
16.6	16.5	16.5	16.5	16.5	16.4	17.4	17.3	17.2
13.8	13.8	13.7	13.7	13.7	13.7	14.1	14.1	14.0
10.8	10.8	10.7	10.7	10.7	10.7	11.2	11.2	11.2
9.0	8.9	8.9	8.9	8.9	8.9	9.2	9.2	9.2
7.1	7.0	7.0	7.0	7.0	7.0	7.4	7.3	7.3
4.8	4.8	4.8	4.8	4.7	4.7	5.1	5.1	5.0
2.3	2.3	2.2	2.2	2.2	2.2	2.6	2.6	2.5
1.6	1.5	1.5	1.5	1.5	1.5	1.7	1.7	1.7

**1.1c** Peratus perubahan pekerja formal mengikut jantina, etnik dan kumpulan umur,  
**Januari 2023 - Mac 2024**  
*Percentage change of formal employees by sex, ethnic and age group,  
 January 2023 - March 2024*

(%)

Dimensi <i>Dimension</i>	Perubahan bulan ke bulan <i>Month-on-month change</i>						
	2023						
	01	02	03	04	05	06	07
<b>Jumlah</b> <i>Total</i>	-0.8	-1.1	0.3	2.4	-0.3	0.3	0.9
<b>Jantina</b> <i>Sex</i>							
<b>Lelaki</b> <i>Male</i>	-0.9	-1.3	0.4	2.4	-0.4	0.2	1.0
<b>Perempuan</b> <i>Female</i>	-0.7	-0.8	0.1	2.3	-0.2	0.3	0.8
<b>Etnik</b> <i>Ethnic</i>							
<b>Bumiputera</b>	-0.9	-1.2	0.3	2.6	-0.4	0.4	1.4
<b>Cina</b> <i>Chinese</i>	-0.6	-0.7	0.1	1.6	-0.1	0.1	0.1
<b>India</b> <i>Indian</i>	-1.1	-1.5	0.2	3.0	-0.4	-0.4	0.6
<b>Lain-lain</b> <i>Others</i>	-0.3	-0.9	0.7	2.5	0.0	0.7	1.6
<b>Kumpulan umur</b> <i>Age group</i>							
<b>Kurang daripada 20</b> <i>Less than 20</i>	-51.8	2.4	18.6	19.6	12.1	4.3	2.8
<b>20-24</b>	-17.5	0.6	1.3	2.2	0.9	1.6	2.9
<b>25-29</b>	-1.2	-0.9	0.1	2.1	-0.6	0.2	0.8
<b>30-34</b>	3.1	-1.2	-0.1	2.0	-0.7	0.0	0.6
<b>35-39</b>	4.9	-1.2	-0.1	2.1	-0.6	0.1	0.7
<b>40-44</b>	3.0	-1.2	-0.1	2.2	-0.6	0.1	0.8
<b>45-49</b>	2.9	-1.4	-0.1	2.3	-0.7	0.0	0.8
<b>50-54</b>	3.9	-1.6	-0.1	2.3	-0.9	-0.1	0.8
<b>55-59</b>	8.2	-2.1	-0.4	2.2	-1.0	-0.4	0.6
<b>60-64</b>	19.1	-3.7	-0.9	1.6	-1.5	-1.3	-0.4
<b>60 dan lebih</b> <i>60 and above</i>	18.1	-2.2	-0.8	1.4	-1.2	-1.5	-3.2

**1.1c** Peratus perubahan pekerja formal mengikut jantina, etnik dan kumpulan umur, Januari 2023 - Mac 2024 (samb.)  
 Percentage change of formal employees by sex, ethnic and age group, January 2023 - March 2024 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change								Perubahan tahun ke tahun Year-on-year change		
2023					2024			2024		
08	09	10	11	12	01	02	03	01	02	03
0.1	0.2	0.4	-0.4	-0.1	-0.8	-1.3	0.1	1.8	1.6	1.5
<b>Jantina</b> Sex										
1.0	-0.1	0.1	0.5	-0.4	-0.1	-0.7	-1.5	1.6	1.4	1.1
0.8	0.2	0.3	0.2	-0.3	0.0	-0.8	-1.0	2.1	2.0	2.0
<b>Etnik</b> Ethnic										
0.1	0.2	0.7	-0.4	-0.2	-0.8	-1.3	0.1	2.7	2.6	2.4
0.1	0.2	-0.1	-0.1	0.2	-0.7	-1.2	0.2	0.6	0.2	0.2
-0.4	0.0	0.1	-1.2	-0.1	-0.9	-1.6	0.1	-1.0	-1.1	-1.2
0.4	0.5	0.6	-0.3	1.1	-0.2	-1.0	0.2	7.0	6.9	6.3
<b>Kumpulan umur</b> Age group										
-1.6	0.1	-0.8	1.3	3.1	-56.1	4.5	27.2	-21.9	-20.2	-14.4
2.8	1.9	0.6	0.3	0.7	-18.3	0.2	1.3	-4.6	-4.9	-4.9
0.1	0.3	0.5	-0.3	-0.2	-1.7	-0.9	-0.1	0.3	0.3	0.0
-0.2	0.0	0.4	-0.4	-0.2	4.7	-1.5	-0.4	4.8	4.5	4.2
-0.3	0.0	0.4	-0.4	-0.2	1.9	-1.5	-0.2	2.3	2.0	1.8
-0.3	0.0	0.4	-0.4	-0.1	3.8	-1.6	-0.2	4.5	4.2	4.1
-0.4	-0.1	0.4	-0.5	-0.1	3.0	-1.6	-0.2	3.3	3.0	3.0
-0.6	-0.2	0.4	-0.6	-0.3	5.0	-1.8	-0.3	4.0	3.8	3.6
-0.8	-0.5	0.3	-0.9	-0.5	7.1	-2.1	-0.4	3.4	3.3	3.3
-1.4	-1.4	0.0	-2.3	-0.8	18.4	-2.8	-0.6	4.7	5.8	6.1
-1.4	-0.9	-1.1	-1.2	-0.9	17.0	-2.4	-1.1	2.6	2.4	2.0

## 1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Januari 2023 - Mac 2024 Number of formal employees by economic activity, January 2023 - March 2024

('000)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2023			
		01	02	03	04
<b>Jumlah</b> <i>Total</i>		<b>6,502.5</b>	<b>6,432.8</b>	<b>6,450.6</b>	<b>6,602.5</b>
<b>1.</b>	<b>Pertanian</b> <i>Agriculture</i>	<b>131.7</b>	<b>130.2</b>	<b>129.2</b>	<b>131.1</b>
<b>2.</b>	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	<b>35.1</b>	<b>35.0</b>	<b>34.8</b>	<b>35.3</b>
<b>3.</b>	<b>Pembuatan</b> <i>Manufacturing</i>	<b>1,204.0</b>	<b>1,195.4</b>	<b>1,165.0</b>	<b>1,214.7</b>
<b>3.1</b>	<b>Minyak dan lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils and fats and food processing</i>	166.7	166.1	164.4	168.8
<b>3.2</b>	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	11.6	11.5	11.3	11.5
<b>3.3</b>	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	26.7	26.2	25.8	26.7
<b>3.4</b>	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	105.1	103.7	99.5	101.1
<b>3.5</b>	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	194.8	193.2	188.9	199.5
<b>3.6</b>	<b>Produk mineral bukan logam, logam asas dan produk logam yang diereka</b> <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	148.8	147.9	144.7	149.0
<b>3.7</b>	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	358.2	356.8	335.4	352.0
<b>3.8</b>	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	192.1	190.0	194.9	205.9
<b>4.</b>	<b>Pembinaan</b> <i>Construction</i>	<b>403.4</b>	<b>389.4</b>	<b>373.2</b>	<b>411.1</b>
<b>5.</b>	<b>Perkhidmatan</b> <i>Services</i>	<b>4,334.6</b>	<b>4,288.6</b>	<b>4,352.1</b>	<b>4,429.4</b>
<b>5.1</b>	<b>Utiliti</b> <i>Utilities</i>	65.7	64.1	64.4	64.1
<b>5.2</b>	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	1,411.3	1,401.1	1,377.6	1,425.2
<b>5.3</b>	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	299.5	297.7	298.2	309.4
<b>5.4</b>	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	297.5	294.6	291.9	299.9
<b>5.5</b>	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	197.1	196.3	206.9	215.0
<b>5.6</b>	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	289.7	290.1	290.0	298.6
<b>5.7</b>	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	778.1	760.1	755.6	793.0
<b>5.8</b>	<b>Perkhidmatan lain</b> <i>Other services</i>	995.6	984.7	1,067.7	1,024.2
<b>6.</b>	<b>Tidak dikelaskan</b> <i>Unclassified</i>	<b>393.8</b>	<b>394.1</b>	<b>396.4</b>	<b>380.9</b>

## 1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Januari 2023 - Mac 2024 (samb.) Number of formal employees by economic activity, January 2023 - March 2024 (cont.)

('000)

Bulan / Month										
2023								2024		
05	06	07	08	09	10	11	12	01	02	03
6,582.8	6,599.8	6,661.4	6,665.0	6,678.0	6,704.1	6,678.3	6,674.9	6,622.7	6,538.1	6,547.9
130.5	130.5	130.3	129.9	129.6	130.1	129.4	129.3	128.3	126.7	126.6
35.4	35.7	35.9	36.0	36.3	36.8	36.8	36.8	36.7	36.6	37.0
1,206.4	1,206.6	1,215.9	1,216.7	1,216.4	1,218.9	1,214.6	1,210.8	1,202.6	1,190.5	1,164.4
168.1	168.9	172.4	174.3	174.4	174.4	174.0	170.3	173.1	171.1	171.5
11.6	11.7	11.9	11.7	11.8	11.8	11.8	11.9	11.7	11.7	11.5
26.5	26.2	25.9	25.6	25.6	25.1	24.9	25.1	24.8	24.3	24.2
99.9	99.8	101.3	100.7	100.4	100.6	100.1	99.9	98.9	96.9	94.5
198.7	198.4	199.3	199.1	199.1	199.4	198.4	198.1	194.1	193.1	188.6
148.3	148.7	150.1	149.8	149.8	150.4	150.2	150.0	147.8	147.2	144.6
349.3	347.7	347.4	347.4	346.4	345.7	343.4	343.1	340.3	336.6	319.1
204.1	205.3	207.6	208.0	208.9	211.4	211.7	212.4	211.9	209.7	210.4
406.7	408.4	419.9	417.3	418.8	426.7	424.4	424.1	417.0	404.9	389.5
4,421.7	4,436.1	4,481.2	4,485.7	4,496.0	4,511.5	4,492.0	4,494.2	4,456.4	4,398.1	4,450.4
65.1	65.5	65.5	65.6	65.8	66.0	66.1	66.3	66.1	64.5	64.8
1,422.1	1,426.1	1,432.1	1,431.4	1,432.0	1,432.9	1,428.0	1,433.0	1,424.8	1,406.8	1,390.2
317.2	315.7	318.6	318.9	318.2	311.3	304.4	299.8	295.6	288.8	286.1
297.4	298.1	304.2	303.9	303.8	304.7	304.0	304.5	300.4	295.0	292.2
214.2	214.9	215.7	215.0	216.0	217.5	214.7	214.7	211.8	210.2	215.7
299.1	299.3	300.7	300.9	302.1	305.0	305.2	306.0	305.5	304.5	303.7
785.3	786.1	806.2	805.0	808.3	823.8	818.3	818.3	808.1	792.1	788.4
1,021.3	1,030.4	1,038.1	1,044.9	1,049.8	1,050.4	1,051.3	1,051.6	1,044.1	1,036.3	1,109.3
382.1	382.5	378.2	379.4	380.9	380.0	381.0	379.8	381.7	381.2	380.0

## 1.2b

**Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,  
Januari 2023 - Mac 2024**  
Percentage share of formal employees by economic activity,  
January 2023 - March 2024

(%)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2023			
		01	02	03	04
<b>Jumlah Total</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
1.	<b>Pertanian</b> <i>Agriculture</i>	2.0	2.0	2.0	2.0
2.	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	0.5	0.5	0.5	0.5
3.	<b>Pembuatan</b> <i>Manufacturing</i>	18.5	18.6	18.1	18.4
3.1	<b>Minyak dan lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils and fats and food processing</i>	2.6	2.6	2.5	2.6
3.2	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	0.2	0.2	0.2	0.2
3.3	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	0.4	0.4	0.4	0.4
3.4	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	1.6	1.6	1.5	1.5
3.5	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	3.0	3.0	2.9	3.0
3.6	<b>Produk mineral bukan logam, logam asas dan produk logam yang diereka</b> <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	2.3	2.3	2.2	2.3
3.7	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	5.5	5.5	5.2	5.3
3.8	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	3.0	3.0	3.0	3.1
4.	<b>Pembinaan</b> <i>Construction</i>	6.2	6.1	5.8	6.2
5.	<b>Perkhidmatan</b> <i>Services</i>	66.7	66.7	67.5	67.1
5.1	<b>Utiliti</b> <i>Utilities</i>	1.0	1.0	1.0	1.0
5.2	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	21.7	21.8	21.4	21.6
5.3	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	4.6	4.6	4.6	4.7
5.4	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	4.6	4.6	4.5	4.5
5.5	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	3.0	3.1	3.2	3.3
5.6	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	4.5	4.5	4.5	4.5
5.7	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	12.0	11.8	11.7	12.0
5.8	<b>Perkhidmatan lain</b> <i>Other services</i>	15.3	15.3	16.6	15.5
6.	<b>Tidak dikelaskan</b> <i>Unclassified</i>	6.1	6.1	6.1	5.8

**1.2b** Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,  
**Januari 2023 - Mac 2024 (samb.)**  
*Percentage share of formal employees by economic activity,  
 January 2023 - March 2024 (cont.)*

(%)

Bulan / Month										
2023								2024		
05	06	07	08	09	10	11	12	01	02	03
100	100	100	100	100	100	100	100	100	100	100
2.0	2.0	2.0	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9
0.5	0.5	0.5	0.5	0.5	0.5	0.6	0.6	0.6	0.6	0.6
18.3	18.3	18.3	18.3	18.2	18.2	18.2	18.1	18.2	18.2	17.8
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.4
3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	3.0	2.9
2.3	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.3	2.2
5.3	5.3	5.2	5.2	5.2	5.2	5.1	5.1	5.1	5.1	4.9
3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2
6.2	6.2	6.3	6.3	6.3	6.4	6.4	6.4	6.3	6.2	5.9
67.2	67.2	67.3	67.3	67.3	67.3	67.3	67.3	67.3	67.3	68.0
1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
21.6	21.6	21.5	21.5	21.4	21.4	21.4	21.5	21.5	21.5	21.2
4.8	4.8	4.8	4.8	4.8	4.6	4.6	4.5	4.5	4.4	4.4
4.5	4.5	4.6	4.6	4.5	4.5	4.6	4.6	4.5	4.5	4.5
3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3
4.5	4.5	4.5	4.5	4.5	4.5	4.6	4.6	4.6	4.7	4.6
11.9	11.9	12.1	12.1	12.1	12.3	12.3	12.3	12.2	12.1	12.0
15.5	15.6	15.6	15.7	15.7	15.7	15.7	15.8	15.8	15.9	16.9
5.8	5.8	5.7	5.7	5.7	5.7	5.7	5.7	5.8	5.8	5.8

## 1.2c

**Peratus perubahan pekerja formal mengikut aktiviti ekonomi,  
Januari 2023 - Mac 2024**  
Percentage change of formal employees by economic activity,  
January 2023 - March 2024

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan bulan ke bulan Month-on-month change				
		2023				
		01	02	03	04	05
<b>Jumlah</b> <i>Total</i>		<b>-0.8</b>	<b>-1.1</b>	<b>0.3</b>	<b>2.4</b>	<b>-0.3</b>
<b>1.</b>	<b>Pertanian</b> <i>Agriculture</i>	<b>-0.1</b>	<b>-1.1</b>	<b>-0.8</b>	<b>1.5</b>	<b>-0.5</b>
<b>2.</b>	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	<b>-0.3</b>	<b>-0.4</b>	<b>-0.6</b>	<b>1.4</b>	<b>0.3</b>
<b>3.</b>	<b>Pembuatan</b> <i>Manufacturing</i>	<b>-1.0</b>	<b>-0.7</b>	<b>-2.5</b>	<b>4.3</b>	<b>-0.7</b>
<b>3.1</b>	<b>Minyak dan lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils and fats and food processing</i>	-0.3	-0.4	-1.0	2.6	-0.4
<b>3.2</b>	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	-1.6	-0.8	-1.6	1.9	0.1
<b>3.3</b>	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	-1.8	-1.7	-1.6	3.6	-1.0
<b>3.4</b>	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	-1.2	-1.3	-4.1	1.7	-1.2
<b>3.5</b>	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	-1.4	-0.8	-2.2	5.6	-0.4
<b>3.6</b>	<b>Produk mineral bukan logam, logam asas dan produk logam yang diereka</b> <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	-1.1	-0.6	-2.1	3.0	-0.5
<b>3.7</b>	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	-1.2	-0.4	-6.0	5.0	-0.8
<b>3.8</b>	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	-0.5	-1.1	2.6	5.6	-0.9
<b>4.</b>	<b>Pembinaan</b> <i>Construction</i>	<b>-1.7</b>	<b>-3.5</b>	<b>-4.2</b>	<b>10.2</b>	<b>-1.1</b>
<b>5.</b>	<b>Perkhidmatan</b> <i>Services</i>	<b>-0.7</b>	<b>-1.1</b>	<b>1.5</b>	<b>1.8</b>	<b>-0.2</b>
<b>5.1</b>	<b>Utiliti</b> <i>Utilities</i>	0.1	-2.5	0.4	-0.4	1.5
<b>5.2</b>	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	-0.5	-0.7	-1.7	3.5	-0.2
<b>5.3</b>	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	-0.4	-0.6	0.2	3.8	2.5
<b>5.4</b>	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	-1.6	-1.0	-0.9	2.8	-0.8
<b>5.5</b>	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	-1.0	-0.4	5.4	3.9	-0.4
<b>5.6</b>	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	0.3	0.1	0.0	3.0	0.2
<b>5.7</b>	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	-2.1	-2.3	-0.6	4.9	-1.0
<b>5.8</b>	<b>Perkhidmatan lain</b> <i>Other services</i>	-0.2	-1.1	8.4	-4.1	-0.3

# 1.2c

## Peratus perubahan pekerja formal mengikut aktiviti ekonomi, Januari 2023 - Mac 2024 (samb.) Percentage change of formal employees by economic activity, January 2023 - March 2024 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change										Perubahan tahun ke tahun Year-on-year change		
2023							2024			2024		
06	07	08	09	10	11	12	01	02	03	01	02	03
0.3	0.9	0.1	0.2	0.4	-0.4	-0.1	-0.8	-1.3	0.1	1.8	1.6	1.5
0.0	-0.1	-0.3	-0.2	0.4	-0.6	-0.1	-0.7	-1.2	-0.1	-2.5	-2.7	-2.0
0.9	0.7	0.2	0.7	1.4	0.0	-0.1	-0.1	-0.2	1.1	4.5	4.7	6.5
0.0	0.8	0.1	0.0	0.2	-0.3	-0.3	-0.7	-1.0	-2.2	-0.1	-0.4	-0.1
0.5	2.1	1.1	0.1	0.0	-0.2	-2.2	1.7	-1.1	0.2	3.8	3.0	4.3
1.3	1.5	-1.3	0.5	0.6	-0.5	0.9	-1.2	-0.8	-1.3	1.3	1.3	1.6
-1.0	-1.0	-1.4	0.1	-1.9	-0.6	0.6	-1.3	-2.1	0.0	-7.1	-7.5	-6.1
-0.1	1.5	-0.6	-0.4	0.2	-0.5	-0.2	-1.0	-2.0	-2.5	-5.9	-6.5	-5.0
-0.2	0.5	-0.1	0.0	0.1	-0.5	-0.2	-2.0	-0.6	-2.3	-0.3	-0.1	-0.2
0.3	0.9	-0.2	0.0	0.4	-0.1	-0.1	-1.5	-0.4	-1.7	-0.7	-0.5	-0.1
-0.5	-0.1	0.0	-0.3	-0.2	-0.7	-0.1	-0.8	-1.1	-5.2	-5.0	-5.7	-4.9
0.6	1.1	0.2	0.4	1.2	0.1	0.4	-0.2	-1.0	0.3	10.3	10.4	7.9
0.4	2.8	-0.6	0.4	1.9	-0.6	-0.1	-1.7	-2.9	-3.8	3.4	4.0	4.4
0.3	1.0	0.1	0.2	0.3	-0.4	0.0	-0.8	-1.3	1.2	2.8	2.6	2.3
0.6	0.0	0.1	0.3	0.4	0.1	0.3	-0.3	-2.4	0.5	0.5	0.6	0.7
0.3	0.4	-0.1	0.0	0.1	-0.3	0.4	-0.6	-1.3	-1.2	1.0	0.4	0.9
-0.5	0.9	0.1	-0.2	-2.2	-2.2	-1.5	-1.4	-2.3	-0.9	-1.3	-3.0	-4.1
0.2	2.0	-0.1	0.0	0.3	-0.2	0.2	-1.3	-1.8	-0.9	1.0	0.2	0.1
0.4	0.3	-0.3	0.5	0.7	-1.3	0.0	-1.4	-0.8	2.7	7.4	7.1	4.3
0.1	0.5	0.1	0.4	0.9	0.1	0.3	-0.2	-0.3	-0.3	5.4	4.9	4.7
0.1	2.6	-0.2	0.4	1.9	-0.7	0.0	-1.2	-2.0	-0.5	3.9	4.2	4.3
0.9	0.8	0.7	0.5	0.1	0.1	0.0	-0.7	-0.8	7.0	4.9	5.2	3.9

## 1.3a Bilangan pekerja formal mengikut negeri, Januari 2023 - Mac 2024

Number of formal employees by state, January 2023 - March 2024

('000)

Negeri State	Bulan / Month					
	2023					
	01	02	03	04	05	06
<b>Malaysia</b>	<b>6,502.5</b>	<b>6,432.8</b>	<b>6,450.6</b>	<b>6,602.5</b>	<b>6,582.8</b>	<b>6,599.8</b>
Johor	690.1	681.3	686.3	701.7	699.4	702.1
Kedah	235.4	232.0	230.8	237.6	235.5	235.8
Kelantan	89.4	87.9	88.3	92.7	90.7	91.1
Melaka	172.5	171.3	171.9	175.0	174.0	174.6
Negeri Sembilan	169.0	164.8	165.6	170.7	169.0	169.7
Pahang	163.0	160.9	162.2	166.9	165.8	166.5
Pulau Pinang	532.5	527.2	530.8	533.4	531.0	530.8
Perak	306.8	302.1	303.8	311.0	308.4	309.7
Perlis	18.5	17.7	17.4	18.9	18.5	18.5
Selangor	1,812.5	1,796.8	1,820.1	1,872.7	1,871.0	1,873.4
Terengganu	135.6	131.9	133.0	140.1	138.5	139.1
Sabah	335.2	333.5	333.9	330.7	331.9	333.4
Sarawak	472.2	467.8	471.4	485.6	484.1	485.4
W.P. Kuala Lumpur	1,324.6	1,313.3	1,290.9	1,319.4	1,318.8	1,323.8
W.P. Labuan	16.6	16.0	16.0	16.9	16.6	16.6
W.P. Putrajaya	28.5	28.3	28.3	29.2	29.4	29.4

### 1.3a Bilangan pekerja formal mengikut negeri, Januari 2023 - Mac 2024 (samb.) Number of formal employees by state, January 2023 - March 2024 (cont.)

('000)

Bulan / Month								
2023						2024		
07	08	09	10	11	12	01	02	03
6,661.4	6,665.0	6,678.0	6,704.1	6,678.3	6,674.9	6,622.7	6,538.1	6,547.9
706.4	707.4	708.8	708.1	709.9	710.8	705.6	697.2	699.1
239.8	239.2	239.0	241.0	240.7	240.5	237.8	234.2	234.9
93.8	93.0	92.8	93.4	92.6	92.3	91.0	88.4	88.6
176.5	175.9	176.0	178.3	177.6	177.4	174.6	171.4	172.0
172.0	171.5	171.6	172.2	170.6	170.7	169.0	165.5	165.7
168.2	167.0	167.0	169.1	168.2	168.2	166.4	163.5	163.5
533.5	534.0	535.0	535.0	528.9	529.1	524.3	518.9	518.9
312.1	310.6	311.6	312.5	310.2	310.5	307.2	302.7	304.0
18.8	18.6	18.6	18.7	18.3	18.4	18.1	17.2	17.1
1,891.0	1,890.0	1,892.6	1,895.0	1,884.5	1,881.8	1,865.2	1,840.2	1,842.2
142.4	141.4	141.7	143.7	142.7	143.2	141.3	137.7	138.2
334.5	335.0	335.0	336.1	337.2	337.0	336.6	335.1	334.6
490.1	490.5	490.9	493.8	492.4	492.0	486.9	480.8	484.8
1,335.3	1,343.4	1,350.5	1,359.8	1,356.8	1,355.3	1,352.3	1,339.2	1,337.4
16.9	16.9	16.5	16.9	16.8	16.8	16.7	16.4	16.4
30.0	30.5	30.4	30.4	30.8	30.8	29.7	29.9	30.2

## 1.3b Peratus sumbangan pekerja formal mengikut negeri, Januari 2023 - Mac 2024 Percentage share of formal employees by state, January 2023 - March 2024

(%)

Negeri State	Bulan / Month					
	2023					
	01	02	03	04	05	06
<b>Malaysia</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Johor	10.6	10.6	10.6	10.6	10.6	10.6
Kedah	3.6	3.6	3.6	3.6	3.6	3.6
Kelantan	1.4	1.4	1.4	1.4	1.4	1.4
Melaka	2.7	2.7	2.7	2.7	2.6	2.6
Negeri Sembilan	2.6	2.6	2.6	2.6	2.6	2.6
Pahang	2.5	2.5	2.5	2.5	2.5	2.5
Pulau Pinang	8.2	8.2	8.2	8.1	8.1	8.0
Perak	4.7	4.7	4.7	4.7	4.7	4.7
Perlis	0.3	0.3	0.3	0.3	0.3	0.3
Selangor	27.9	27.9	28.2	28.4	28.4	28.4
Terengganu	2.1	2.1	2.1	2.1	2.1	2.1
Sabah	5.2	5.2	5.2	5.0	5.0	5.1
Sarawak	7.3	7.3	7.3	7.4	7.4	7.4
W.P. Kuala Lumpur	20.4	20.4	20.0	20.0	20.0	20.1
W.P. Labuan	0.3	0.2	0.2	0.3	0.3	0.3
W.P. Putrajaya	0.4	0.4	0.4	0.4	0.4	0.4

### 1.3b Peratus sumbangan pekerja formal mengikut negeri, Januari 2023 - Mac 2024 (samb.) Percentage share of formal employees by state, January 2023 - March 2024 (cont.)

Bulan / Month									(%)
2023						2024			
07	08	09	10	11	12	01	02	03	
100	100	100	100	100	100	100	100	100	100
10.6	10.6	10.6	10.6	10.6	10.6	10.7	10.7	10.7	10.7
3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
2.6	2.6	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.6
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5
2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
8.0	8.0	8.0	8.0	7.9	7.9	7.9	7.9	7.9	7.9
4.7	4.7	4.7	4.7	4.6	4.7	4.6	4.6	4.6	4.6
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
28.4	28.4	28.3	28.3	28.2	28.2	28.2	28.1	28.1	28.1
2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1
5.0	5.0	5.0	5.0	5.0	5.0	5.1	5.1	5.1	5.1
7.4	7.4	7.4	7.4	7.4	7.4	7.4	7.4	7.4	7.4
20.0	20.2	20.2	20.3	20.3	20.3	20.4	20.5	20.4	20.4
0.3	0.3	0.2	0.3	0.3	0.3	0.3	0.3	0.3	0.3
0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.5	0.0	0.0

# 1.3c Peratus perubahan pekerja formal mengikut negeri, Januari 2023 - Mac 2024

Percentage change of formal employees by state, January 2023 - March 2024

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change							
	2023							
	01	02	03	04	05	06	07	08
<b>Malaysia</b>	<b>-0.8</b>	<b>-1.1</b>	<b>0.3</b>	<b>2.4</b>	<b>-0.3</b>	<b>0.3</b>	<b>0.9</b>	<b>0.1</b>
Johor	-1.0	-1.3	0.7	2.2	-0.3	0.4	0.6	0.1
Kedah	-2.1	-1.4	-0.5	3.0	-0.9	0.1	1.7	-0.3
Kelantan	-2.5	-1.8	0.5	5.0	-2.2	0.4	2.9	-0.8
Melaka	-1.2	-0.7	0.4	1.8	-0.5	0.3	1.1	-0.3
Negeri Sembilan	-0.8	-2.5	0.5	3.0	-1.0	0.4	1.4	-0.3
Pahang	-1.4	-1.2	0.8	2.9	-0.7	0.4	1.1	-0.7
Pulau Pinang	-1.1	-1.0	0.7	0.5	-0.5	0.0	0.5	0.1
Perak	-1.0	-1.5	0.6	2.4	-0.8	0.4	0.8	-0.5
Perlis	-1.4	-4.5	-1.8	8.9	-2.2	0.2	1.3	-0.7
Selangor	-0.6	-0.9	1.3	2.9	-0.1	0.1	0.9	-0.1
Terengganu	-1.2	-2.7	0.8	5.3	-1.1	0.4	2.4	-0.7
Sabah	0.0	-0.5	0.1	-0.9	0.3	0.4	0.3	0.1
Sarawak	-1.1	-0.9	0.8	3.0	-0.3	0.3	1.0	0.1
W.P. Kuala Lumpur	-0.3	-0.9	-1.7	2.2	0.0	0.4	0.9	0.6
W.P. Labuan	-0.3	-3.5	0.0	5.3	-1.9	-0.2	2.2	-0.3
W.P. Putrajaya	-3.0	-0.7	0.0	2.9	0.8	0.0	2.1	1.6

### 1.3c Peratus perubahan pekerja formal mengikut negeri, Januari 2023 - Mac 2024 (samb.) Percentage change of formal employees by state, January 2023 - March 2024 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change							Perubahan tahun ke tahun Year-on-year change		
2023				2024			2024		
09	10	11	12	01	02	03	01	02	03
0.2	0.4	-0.4	-0.1	-0.8	-1.3	0.1	1.8	1.6	1.5
0.2	-0.1	0.3	0.1	-0.7	-1.2	0.3	2.3	2.3	1.9
-0.1	0.8	-0.1	-0.1	-1.1	-1.5	0.3	1.0	0.9	1.8
-0.2	0.6	-0.9	-0.3	-1.4	-2.9	0.3	1.8	0.6	0.3
0.0	1.3	-0.4	-0.1	-1.6	-1.8	0.4	1.2	0.1	0.1
0.1	0.3	-0.9	0.1	-1.0	-2.1	0.1	0.0	0.4	0.1
0.0	1.3	-0.5	0.0	-1.1	-1.7	0.0	2.1	1.6	0.8
0.2	0.0	-1.1	0.1	-0.9	-1.0	0.0	-1.6	-1.6	-2.2
0.3	0.3	-0.7	0.1	-1.1	-1.5	0.4	0.1	0.2	0.1
0.1	0.5	-2.2	0.3	-1.7	-4.9	-0.6	-2.4	-2.8	-1.5
0.1	0.1	-0.6	-0.1	-0.9	-1.3	0.1	2.9	2.4	1.2
0.2	1.5	-0.7	0.3	-1.3	-2.6	0.4	4.2	4.4	3.9
0.0	0.3	0.3	-0.1	-0.1	-0.4	-0.2	0.4	0.5	0.2
0.1	0.6	-0.3	-0.1	-1.0	-1.3	0.8	3.1	2.8	2.9
0.5	0.7	-0.2	-0.1	-0.2	-1.0	-0.1	2.1	2.0	3.6
-1.8	2.3	-0.6	0.2	-0.9	-1.6	-0.1	0.5	2.4	2.3
-0.4	0.1	1.5	-0.2	-3.5	0.5	1.2	4.2	5.5	6.8

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# JADUAL MEDIAN UPAH BULANAN, WARGANEGARA

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## TABLE MEDIAN MONTHLY WAGES, CITIZEN

## 2.1a Median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2023 - Mac 2024

Median monthly wages by sex, ethnic and age group, January 2023 - March 2024

(RM)

Dimensi Dimension	Bulan / Month					
	2023					
	01	02	03	04	05	06
<b>Jumlah</b> Total	2,800	2,564	2,600	2,664	2,582	2,600
<b>Jantina</b> Sex						
<b>Lelaki</b> Male	2,800	2,600	2,664	2,700	2,600	2,645
<b>Perempuan</b> Female	2,782	2,500	2,545	2,600	2,500	2,527
<b>Etnik</b> Ethnic						
<b>Bumiputera</b>	2,300	2,164	2,200	2,245	2,182	2,200
<b>Cina</b> Chinese	4,745	4,000	4,000	4,000	4,000	4,000
<b>India</b> Indian	2,727	2,500	2,500	2,500	2,500	2,500
<b>Lain-lain</b> Others	2,127	2,000	2,000	2,027	2,000	2,000
<b>Kumpulan umur</b> Age group						
<b>Kurang daripada 20</b> Less than 20	1,500	1,500	1,500	1,500	1,500	1,500
<b>20-24</b>	1,700	1,664	1,682	1,700	1,700	1,700
<b>25-29</b>	2,445	2,300	2,327	2,400	2,327	2,364
<b>30-34</b>	3,000	2,800	2,882	3,000	2,845	2,882
<b>35-39</b>	3,464	3,200	3,282	3,400	3,200	3,245
<b>40-44</b>	3,764	3,400	3,500	3,545	3,400	3,464
<b>45-49</b>	3,900	3,482	3,500	3,582	3,482	3,500
<b>50-54</b>	3,745	3,300	3,400	3,445	3,300	3,345
<b>55-59</b>	3,482	3,064	3,127	3,145	3,064	3,082
<b>60-64</b>	3,000	2,800	2,800	2,800	2,775	2,764
<b>65 dan lebih</b> 65 and above	3,000	2,500	2,500	2,500	2,500	2,500

**2.1a** **Median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2023 - Mac 2024 (samb.)**  
*Median monthly wages by sex, ethnic and age group, January 2023 - March 2024 (cont.)*

(RM)

Bulan / Month								
2023						2024		
07	08	09	10	11	12	01	02	03
2,582	2,600	2,600	2,600	2,600	2,900	2,945	2,782	2,844
Jantina Sex								
2,627	2,627	2,645	2,664	2,664	2,945	2,982	2,800	2,900
2,500	2,500	2,518	2,564	2,564	2,845	2,900	2,727	2,800
Etnik Ethnic								
2,182	2,200	2,200	2,200	2,200	2,427	2,427	2,300	2,400
4,000	4,000	4,000	4,000	4,000	4,300	4,882	4,364	4,200
2,500	2,500	2,500	2,582	2,564	2,864	2,900	2,700	2,745
2,000	2,000	2,000	2,011	2,027	2,164	2,227	2,100	2,164
Kumpulan umur Age group								
1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
1,700	1,727	1,745	1,782	1,782	1,845	1,782	1,745	1,764
2,364	2,382	2,400	2,400	2,400	2,600	2,500	2,400	2,500
2,864	2,882	2,882	2,900	2,900	3,145	3,082	2,989	3,045
3,200	3,227	3,227	3,264	3,245	3,564	3,500	3,364	3,500
3,400	3,427	3,427	3,464	3,464	3,827	3,827	3,600	3,764
3,482	3,500	3,500	3,500	3,500	3,927	4,000	3,727	3,818
3,300	3,300	3,327	3,327	3,327	3,682	3,864	3,582	3,645
3,033	3,064	3,064	3,064	3,064	3,382	3,500	3,327	3,364
2,727	2,727	2,727	2,700	2,727	2,900	3,100	3,000	3,000
2,500	2,500	2,500	2,545	2,564	2,755	3,000	2,800	2,745

**2.1b** Peratus perubahan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2023 - Mac 2024  
*Percentage change of median monthly wages by sex, ethnic and age group, January 2023 - March 2024*

(%)

Dimensi <i>Dimension</i>	Perubahan bulan ke bulan <i>Month-on-month change</i>							
	2023							
	01	02	03	04	05	06	07	08
<b>Jumlah</b> <i>Total</i>	1.3	-8.4	1.4	2.4	-3.1	0.7	-0.7	0.7
<b>Jantina</b> <i>Sex</i>								
<b>Lelaki</b> <i>Male</i>	0.0	-7.1	2.4	1.4	-3.7	1.7	-0.7	0.0
<b>Perempuan</b> <i>Female</i>	3.0	-10.1	1.8	2.1	-3.8	1.1	-1.1	0.0
<b>Etnik</b> <i>Ethnic</i>								
<b>Bumiputera</b>	0.0	-5.9	1.7	2.1	-2.8	0.8	-0.8	0.8
<b>Cina</b> <i>Chinese</i>	16.8	-15.7	0.0	0.0	0.0	0.0	0.0	0.0
<b>India</b> <i>Indian</i>	1.0	-8.3	0.0	0.0	0.0	0.0	0.0	0.0
<b>Lain-lain</b> <i>Others</i>	4.0	-6.0	0.0	1.4	-1.3	0.0	0.0	0.0
<b>Kumpulan umur</b> <i>Age group</i>								
<b>Kurang daripada 20</b> <i>Less than 20</i>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>20-24</b>	-4.6	-2.1	1.1	1.1	0.0	0.0	0.0	1.6
<b>25-29</b>	-2.2	-5.9	1.2	3.1	-3.0	1.6	0.0	0.8
<b>30-34</b>	-1.5	-6.7	2.9	4.1	-5.2	1.3	-0.6	0.6
<b>35-39</b>	-0.5	-7.6	2.6	3.6	-5.9	1.4	-1.4	0.9
<b>40-44</b>	0.0	-9.7	2.9	1.3	-4.1	1.9	-1.8	0.8
<b>45-49</b>	3.1	-10.7	0.5	2.3	-2.8	0.5	-0.5	0.5
<b>50-54</b>	7.0	-11.9	3.0	1.3	-4.2	1.4	-1.4	0.0
<b>55-59</b>	6.1	-12.0	2.1	0.6	-2.6	0.6	-1.6	1.0
<b>60-64</b>	11.1	-6.7	0.0	0.0	-0.9	-0.4	-1.3	0.0
<b>65 dan lebih</b> <i>65 and above</i>	16.5	-16.7	0.0	0.0	0.0	0.0	0.0	0.0

**2.1b** Peratus perubahan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2023 - Mac 2024 (samb.)  
 Percentage change of median monthly wages by sex, ethnic and age group, January 2023 - March 2024 (cont.)

Perubahan bulan ke bulan Month-on-month change							Perubahan tahun ke tahun Year-on-year change		
2023				2024			2024		
09	10	11	12	01	02	03	01	02	03
0.0	0.0	0.0	11.5	1.6	-5.6	2.3	5.2	8.5	9.4
<b>Jantina</b> Sex									
0.7	0.7	0.0	10.6	1.2	-6.1	3.6	6.5	7.7	8.9
0.7	1.8	0.0	11.0	1.9	-6.0	2.7	4.2	9.1	10.0
<b>Etnik</b> Ethnic									
0.0	0.0	0.0	10.3	0.0	-5.2	4.3	5.5	6.3	9.1
0.0	0.0	0.0	7.5	13.5	-10.6	-3.8	2.9	9.1	5.0
0.0	3.3	-0.7	11.7	1.3	-6.9	1.7	6.3	8.0	9.8
0.0	0.6	0.8	6.7	2.9	-5.7	3.0	4.7	5.0	8.2
<b>Kumpulan umur</b> Age group									
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1.1	2.1	0.0	3.6	-3.4	-2.0	1.0	4.8	4.9	4.9
0.8	0.0	0.0	8.3	-3.8	-4.0	4.2	2.2	4.3	7.4
0.0	0.6	0.0	8.5	-2.0	-3.0	1.9	2.7	6.7	5.7
0.0	1.1	-0.6	9.8	-1.8	-3.9	4.1	1.0	5.1	6.6
0.0	1.1	0.0	10.5	0.0	-5.9	4.5	1.7	5.9	7.5
0.0	0.0	0.0	12.2	1.9	-6.8	2.4	2.6	7.0	9.1
0.8	0.0	0.0	10.7	4.9	-7.3	1.8	3.2	8.5	7.2
0.0	0.0	0.0	10.4	3.5	-4.9	1.1	0.5	8.6	7.6
0.0	-1.0	1.0	6.3	6.9	-3.2	0.0	3.3	7.1	7.1
0.0	1.8	0.7	7.4	8.9	-6.7	-1.9	0.0	12.0	9.8

## 2.2a Median upah bulanan mengikut aktiviti ekonomi, Januari 2023 - Mac 2024

Median monthly wages by economic activity, January 2023 - March 2024

(RM)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2023			
		01	02	03	04
<b>Jumlah</b> <i>Total</i>		<b>2,800</b>	<b>2,564</b>	<b>2,600</b>	<b>2,664</b>
1.	<b>Pertanian</b> <i>Agriculture</i>	2,022	1,845	1,900	1,964
2.	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	5,500	5,300	7,500	5,400
3.	<b>Pembuatan</b> <i>Manufacturing</i>	2,700	2,364	2,444	2,500
3.1	<b>Minyak dan lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils and fats and food processing</i>	2,400	2,082	2,164	2,245
3.2	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	3,400	3,000	3,000	3,200
3.3	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	2,064	1,900	1,945	1,900
3.4	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	2,600	2,200	2,200	2,264
3.5	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	2,927	2,482	2,600	2,627
3.6	<b>Produk mineral bukan logam, logam asas dan produk logam yang diereka</b> <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	3,000	2,564	2,500	2,600
3.7	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	2,727	2,400	2,464	2,545
3.8	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	2,627	2,444	2,545	2,627
4.	<b>Pembinaan</b> <i>Construction</i>	3,000	2,800	2,764	2,700
5.	<b>Perkhidmatan</b> <i>Services</i>	2,800	2,600	2,627	2,682
5.1	<b>Utiliti</b> <i>Utilities</i>	2,864	2,682	2,845	3,582
5.2	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	2,500	2,264	2,264	2,300
5.3	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	1,827	1,800	1,782	1,800
5.4	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	2,700	2,627	2,700	2,845
5.5	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	5,000	4,764	5,200	5,200
5.6	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	5,500	5,500	6,000	6,000
5.7	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	2,900	2,800	2,800	2,800
5.8	<b>Perkhidmatan lain</b> <i>Other services</i>	2,664	2,545	2,600	2,600
6.	<b>Tidak dikelaskan</b> <i>Unclassified</i>	3,027	3,027	3,027	3,245

## 2.2a Median upah bulanan mengikut aktiviti ekonomi, Januari 2023 - Mac 2024 (samb.)

Median monthly wages by economic activity, January 2023 - March 2024 (cont.)

(RM)

Bulan / Month										
2023								2024		
05	06	07	08	09	10	11	12	01	02	03
2,582	2,600	2,582	2,600	2,600	2,600	2,600	2,900	2,945	2,782	2,844
1,964	1,927	1,964	1,964	1,982	1,982	1,950	2,300	2,100	1,982	2,000
5,200	5,200	5,000	5,200	5,200	5,200	5,200	6,844	6,200	5,900	8,400
2,400	2,464	2,445	2,427	2,427	2,500	2,482	3,200	2,845	2,582	2,645
2,164	2,173	2,178	2,145	2,145	2,145	2,164	2,445	2,478	2,278	2,300
2,967	2,982	2,964	3,000	3,089	3,000	3,145	4,127	3,364	3,282	3,327
1,900	1,945	1,945	1,964	1,982	2,000	2,000	2,100	2,245	2,045	2,045
2,200	2,264	2,256	2,245	2,264	2,300	2,282	2,500	2,782	2,445	2,427
2,464	2,545	2,527	2,527	2,500	2,682	2,564	3,282	3,064	2,700	2,827
2,545	2,545	2,545	2,545	2,545	2,564	2,582	2,882	3,000	2,811	2,700
2,464	2,567	2,527	2,527	2,500	2,600	2,582	3,864	2,964	2,682	2,664
2,464	2,527	2,500	2,500	2,500	2,564	2,545	3,145	2,744	2,564	2,891
2,700	2,700	2,700	2,700	2,700	2,700	2,700	2,814	3,000	2,864	2,964
2,600	2,600	2,600	2,600	2,600	2,627	2,645	2,800	2,964	2,800	2,882
2,800	2,964	2,782	2,745	2,745	2,745	2,745	3,033	3,282	3,111	3,400
2,264	2,264	2,264	2,282	2,282	2,300	2,300	2,400	2,600	2,427	2,464
1,800	1,800	1,800	1,800	1,800	1,800	1,864	1,900	1,982	1,964	1,964
2,700	2,700	2,700	2,727	2,764	2,789	2,782	3,000	3,000	2,827	3,033
5,000	4,964	4,964	4,964	4,982	4,900	4,964	5,300	5,300	5,200	5,700
5,822	5,700	5,500	5,564	5,700	5,600	5,700	6,300	6,000	6,200	6,900
2,764	2,800	2,727	2,764	2,764	2,745	2,782	2,964	3,000	2,964	3,000
2,545	2,545	2,545	2,545	2,564	2,564	2,564	2,727	2,764	2,700	2,764
3,045	3,027	3,064	3,073	3,064	3,027	3,045	3,164	3,100	3,082	3,245

## 2.2b

**Peratus perubahan median upah bulanan mengikut aktiviti ekonomi,  
Januari 2023 - Mac 2024**  
Percentage change of median monthly wages by economic activity,  
January 2023 - March 2024

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan bulan ke bulan Month-on-month change				
		2023				
		01	02	03	04	05
<b>Jumlah</b> <i>Total</i>		<b>1.3</b>	<b>-8.4</b>	<b>1.4</b>	<b>2.4</b>	<b>-3.1</b>
<b>1.</b>	<b>Pertanian</b> <i>Agriculture</i>	<b>-9.2</b>	<b>-8.7</b>	<b>3.0</b>	<b>3.3</b>	<b>0.0</b>
<b>2.</b>	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	<b>-13.5</b>	<b>-3.6</b>	<b>41.5</b>	<b>-28.0</b>	<b>-3.7</b>
<b>3.</b>	<b>Pembuatan</b> <i>Manufacturing</i>	<b>-10.0</b>	<b>-12.5</b>	<b>3.4</b>	<b>2.3</b>	<b>-4.0</b>
<b>3.1</b>	<b>Minyak dan lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils and fats and food processing</i>	2.3	-13.3	3.9	3.8	-3.6
<b>3.2</b>	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	-10.5	-11.8	0.0	6.7	-7.3
<b>3.3</b>	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	4.1	-7.9	2.4	-2.3	0.0
<b>3.4</b>	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	10.0	-15.4	0.0	2.9	-2.8
<b>3.5</b>	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	-4.5	-15.2	4.8	1.0	-6.2
<b>3.6</b>	<b>Produk mineral bukan logam, logam asas dan produk logam yang diereka</b> <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	11.1	-14.5	-2.5	4.0	-2.1
<b>3.7</b>	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	-24.8	-12.0	2.7	3.3	-3.2
<b>3.8</b>	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	-13.2	-7.0	4.1	3.2	-6.2
<b>4.</b>	<b>Pembinaan</b> <i>Construction</i>	<b>7.1</b>	<b>-6.7</b>	<b>-1.3</b>	<b>-2.3</b>	<b>0.0</b>
<b>5.</b>	<b>Perkhidmatan</b> <i>Services</i>	<b>5.5</b>	<b>-7.1</b>	<b>1.0</b>	<b>2.1</b>	<b>-3.1</b>
<b>5.1</b>	<b>Utiliti</b> <i>Utilities</i>	-7.6	-6.3	6.1	25.9	-21.8
<b>5.2</b>	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	8.7	-9.5	0.0	1.6	-1.6
<b>5.3</b>	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	1.5	-1.5	-1.0	1.0	0.0
<b>5.4</b>	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	-3.6	-2.7	2.8	5.4	-5.1
<b>5.5</b>	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	2.4	-4.7	9.2	0.0	-3.8
<b>5.6</b>	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	-9.8	0.0	9.1	0.0	-3.0
<b>5.7</b>	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	4.2	-3.4	0.0	0.0	-1.3
<b>5.8</b>	<b>Perkhidmatan lain</b> <i>Other services</i>	2.4	-4.4	2.1	0.0	-2.1

## 2.2b

**Peratus perubahan median upah bulanan mengikut aktiviti ekonomi,  
Januari 2023 - Mac 2024 (samb.)**  
*Percentage change of median monthly wages by economic activity,  
January 2023 - March 2024 (cont.)*

Perubahan bulan ke bulan <i>Month-on-month change</i>										Perubahan tahun ke tahun <i>Year-on-year change</i>		
2023							2024			2024		
06	07	08	09	10	11	12	01	02	03	01	02	03
0.7	-0.7	0.7	0.0	0.0	0.0	11.5	1.6	-5.6	2.3	5.2	8.5	9.4
-1.9	1.9	0.0	0.9	0.0	-1.6	17.9	-8.7	-5.6	0.9	3.8	7.4	5.3
0.0	-3.8	4.0	0.0	0.0	0.0	31.6	-9.4	-4.8	42.4	12.7	11.3	12.0
2.7	-0.7	-0.7	0.0	3.0	-0.7	28.9	-11.1	-9.3	2.5	5.4	9.2	8.2
0.4	0.2	-1.5	0.0	0.0	0.8	13.0	1.3	-8.1	1.0	3.2	9.4	6.3
0.5	-0.6	1.2	3.0	-2.9	4.8	31.2	-18.5	-2.4	1.4	-1.1	9.4	10.9
2.4	0.0	0.9	0.9	0.9	0.0	5.0	6.9	-8.9	0.0	8.8	7.7	5.1
2.9	-0.4	-0.4	0.8	1.6	-0.8	9.6	11.3	-12.1	-0.7	7.0	11.2	10.3
3.3	-0.7	0.0	-1.1	7.3	-4.4	28.0	-6.6	-11.9	4.7	4.7	8.8	8.7
0.0	0.0	0.0	0.0	0.7	0.7	11.6	4.1	-6.3	-4.0	0.0	9.7	8.0
4.2	-1.5	0.0	-1.1	4.0	-0.7	49.6	-23.3	-9.5	-0.7	8.7	11.7	8.1
2.6	-1.1	0.0	0.0	2.5	-0.7	23.6	-12.7	-6.6	12.8	4.5	4.9	13.6
0.0	0.0	0.0	0.0	0.0	0.0	4.2	6.6	-4.5	3.5	0.0	2.3	7.2
0.0	0.0	0.0	0.0	1.0	0.7	5.8	5.8	-5.5	2.9	5.8	7.7	9.7
5.8	-6.1	-1.3	0.0	0.0	0.0	10.5	8.2	-5.2	9.3	14.6	16.0	19.5
0.0	0.0	0.8	0.0	0.8	0.0	4.3	8.3	-6.6	1.5	4.0	7.2	8.8
0.0	0.0	0.0	0.0	0.0	3.5	2.0	4.3	-0.9	0.0	8.5	9.1	10.2
0.0	0.0	1.0	1.3	0.9	-0.3	7.8	0.0	-5.8	7.3	11.1	7.6	12.3
-0.7	0.0	0.0	0.4	-1.6	1.3	6.8	0.0	-1.9	9.6	6.0	9.2	9.6
-2.1	-3.5	1.2	2.5	-1.8	1.8	10.5	-4.8	3.3	11.3	9.1	12.7	15.0
1.3	-2.6	1.3	0.0	-0.7	1.3	6.5	1.2	-1.2	1.2	3.4	5.8	7.1
0.0	0.0	0.0	0.7	0.0	0.0	6.4	1.3	-2.3	2.4	3.8	6.1	6.3

## 2.3a Median upah bulanan mengikut negeri, Januari 2023 - Mac 2024

Median monthly wages by state, January 2023 - March 2024

(RM)

Negeri State	Bulan / Month					
	2023					
	01	02	03	04	05	06
<b>Malaysia</b>	<b>2,800</b>	<b>2,564</b>	<b>2,600</b>	<b>2,664</b>	<b>2,582</b>	<b>2,600</b>
Johor	2,527	2,327	2,400	2,400	2,364	2,382
Kedah	1,900	1,800	1,827	1,864	1,809	1,845
Kelantan	1,600	1,600	1,600	1,600	1,600	1,600
Melaka	2,491	2,227	2,264	2,375	2,282	2,364
Negeri Sembilan	2,345	2,227	2,345	2,282	2,264	2,282
Pahang	2,000	1,964	2,000	2,027	2,000	2,000
Pulau Pinang	2,964	2,575	2,627	2,682	2,600	2,645
Perak	2,145	1,964	2,000	2,000	2,000	2,000
Perlis	1,645	1,627	1,627	1,600	1,600	1,600
Selangor	3,067	2,900	2,964	3,000	2,882	2,945
Terengganu	1,900	1,882	1,900	1,882	1,900	1,900
Sabah	1,864	1,782	1,782	1,800	1,800	1,800
Sarawak	2,100	1,982	2,000	2,000	2,000	2,000
W.P. Kuala Lumpur	4,000	3,827	3,927	4,064	3,800	3,822
W.P. Labuan	2,000	1,927	1,900	1,964	1,927	1,900
W.P. Putrajaya	2,527	2,500	2,464	2,782	2,500	2,500

## 2.3a Median upah bulanan mengikut negeri, Januari 2023 - Mac 2024 (samb.)

Median monthly wages by state, January 2023 - March 2024 (cont.)

(RM)

Bulan / Month								
2023						2024		
07	08	09	10	11	12	01	02	03
2,582	2,600	2,600	2,600	2,600	2,900	2,945	2,782	2,844
2,400	2,400	2,400	2,427	2,400	2,673	2,700	2,500	2,582
1,864	1,827	1,845	1,864	1,827	2,000	1,982	1,964	1,964
1,600	1,627	1,600	1,600	1,600	1,600	1,645	1,627	1,645
2,282	2,300	2,282	2,455	2,400	2,682	2,522	2,400	2,500
2,264	2,264	2,245	2,264	2,264	2,482	2,500	2,327	2,500
2,000	2,000	2,000	2,000	2,000	2,082	2,100	2,082	2,145
2,627	2,627	2,645	2,700	2,682	3,245	3,033	2,864	2,827
2,000	2,000	2,000	2,000	2,000	2,082	2,200	2,064	2,082
1,600	1,664	1,627	1,627	1,627	1,700	1,700	1,682	1,682
2,900	2,900	2,900	2,945	2,964	3,164	3,245	3,027	3,164
1,900	1,900	1,900	1,900	1,900	2,000	1,982	2,000	2,000
1,800	1,800	1,800	1,800	1,800	1,882	1,945	1,882	1,882
2,000	2,000	2,000	2,000	2,000	2,100	2,200	2,064	2,064
3,800	3,800	3,800	3,800	3,800	4,045	4,145	4,000	4,256
1,945	1,964	1,964	2,000	2,000	2,327	2,100	2,000	2,000
2,500	2,500	2,464	2,482	2,482	2,482	2,500	2,482	2,727

## 2.3b

**Peratus perubahan median upah bulanan mengikut negeri,  
Januari 2023 - Mac 2024**  
Percentage change of median monthly wages by state,  
January 2023 - March 2024

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change						
	2023						
	01	02	03	04	05	06	07
<b>Malaysia</b>	<b>1.3</b>	<b>-8.4</b>	<b>1.4</b>	<b>2.4</b>	<b>-3.1</b>	<b>0.7</b>	<b>-0.7</b>
Johor	1.1	-7.9	3.1	0.0	-1.5	0.8	0.8
Kedah	1.0	-5.3	1.5	2.0	-2.9	2.0	1.0
Kelantan	2.3	0.0	0.0	0.0	0.0	0.0	0.0
Melaka	-1.4	-10.6	1.6	4.9	-3.9	3.6	-3.5
Negeri Sembilan	-2.3	-5.0	5.3	-2.7	-0.8	0.8	-0.8
Pahang	0.0	-1.8	1.9	1.4	-1.3	0.0	0.0
Pulau Pinang	7.3	-8.5	1.9	0.0	0.0	0.0	0.0
Perak	1.1	-1.1	0.0	-1.7	0.0	0.0	0.0
Perlis	-1.2	-13.1	2.0	2.1	-3.1	1.7	-0.7
Selangor	3.5	-4.4	0.0	1.0	0.0	0.0	0.0
Terengganu	5.0	-5.6	0.9	0.0	0.0	0.0	0.0
Sabah	2.2	-5.4	2.2	1.2	-3.9	2.2	-1.5
Sarawak	0.0	-1.0	1.0	-1.0	1.0	0.0	0.0
W.P. Kuala Lumpur	1.4	-4.3	2.6	3.5	-6.5	0.6	-0.6
W.P. Labuan	-9.1	-3.6	-1.4	3.3	-1.9	-1.4	2.4
W.P. Putrajaya	5.3	-1.1	-1.5	12.9	-10.1	0.0	0.0

**2.3b** Peratus perubahan median upah bulanan mengikut negeri,  
**Januari 2023 - Mac 2024 (samb.)**  
*Percentage change of median monthly wages by state,  
 January 2023 - March 2024 (cont.)*

(%)

Perubahan bulan ke bulan <i>Month-on-month change</i>								Perubahan tahun ke tahun <i>Year-on-year change</i>		
2023					2024			2024		
08	09	10	11	12	01	02	03	01	02	03
0.7	0.0	0.0	0.0	11.5	1.6	-5.6	2.3	5.2	8.5	9.4
0.0	0.0	1.1	-1.1	11.4	1.0	-7.4	3.3	6.8	7.4	7.6
-2.0	1.0	1.0	-2.0	9.5	-0.9	-0.9	0.0	4.3	9.1	7.5
1.7	-1.7	0.0	0.0	0.0	2.8	-1.1	1.1	2.8	1.7	2.8
0.8	-0.8	7.6	-2.2	11.7	-6.0	-4.8	4.2	1.3	7.8	10.4
0.0	-0.8	0.8	0.0	9.6	0.7	-6.9	7.4	6.6	4.5	6.6
0.0	0.0	0.0	0.0	4.1	0.9	-0.9	3.1	5.0	6.0	7.3
0.0	0.0	0.0	0.0	4.1	5.7	-6.2	0.9	2.5	5.1	4.1
4.0	-2.2	0.0	0.0	4.5	0.0	-1.1	0.0	3.3	3.4	3.4
0.0	0.7	2.1	-0.7	21.0	-6.5	-5.6	-1.3	2.4	11.2	7.6
0.0	0.0	0.0	0.0	4.5	3.4	-3.3	0.0	4.4	5.6	5.6
0.0	0.0	0.0	0.0	5.0	4.8	-6.2	0.0	4.8	4.1	3.2
0.0	0.0	1.6	0.6	6.7	2.6	-6.7	4.5	5.8	4.4	6.7
0.0	0.0	0.0	0.0	5.3	-0.9	0.9	0.0	4.3	6.3	5.3
0.0	0.0	0.0	0.0	6.5	2.5	-3.5	6.4	3.6	4.5	8.4
0.9	0.0	1.9	0.0	16.4	-9.8	-4.8	0.0	5.0	3.8	5.3
0.0	-1.5	0.7	0.0	0.0	0.7	-0.7	9.9	-1.1	-0.7	10.7



# JADUAL TABURAN UPAH, WARGANEGARA

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## TABLE WAGES DISTRIBUTION, CITIZEN

**3.1a** Taburan bilangan pekerja formal mengikut skala upah,  
**Januari 2023 - Mac 2024**  
*Number of formal employees distribution by wage scale,  
 January 2023 - March 2024*

Skala upah Wages scale	Bulan / Month						
	2023						
	01	02	03	04	05	06	
<b>Bilangan pekerja formal</b> <i>Number of formal employees</i>							('000)
<b>RM 2,000 ke bawah</b> <i>Below RM 2,000</i>	2,132.9	2,280.5	2,246.8	2,261.8	2,303.5	2,290.5	
<b>RM 2,000 - RM 2,999</b>	1,284.2	1,366.4	1,353.5	1,358.5	1,425.5	1,417.9	
<b>RM 3,000 - RM 3,999</b>	851.5	861.1	853.1	855.1	883.9	880.6	
<b>RM 4,000 - RM 4,999</b>	512.6	495.5	490.4	513.3	516.3	518.9	
<b>RM 5,000 - RM 5,999</b>	367.5	340.2	335.8	351.2	344.5	348.6	
<b>RM 6,000 - RM 6,999</b>	249.0	220.4	218.7	230.8	227.8	230.1	
<b>RM 7,000 - RM 7,999</b>	187.4	159.7	158.5	172.5	165.1	167.8	
<b>RM 8,000 - RM 8,999</b>	150.3	124.2	124.3	140.4	130.0	132.3	
<b>RM 9,000 - RM 9,999</b>	108.2	83.9	84.8	98.6	88.0	90.4	
<b>RM 10,000 - RM 10,999</b>	99.8	80.2	80.7	94.5	83.8	85.9	
<b>RM 11,000 - RM 11,999</b>	68.2	50.6	51.3	61.6	52.8	54.5	
<b>RM 12,000 - RM 12,999</b>	61.9	46.4	47.9	55.9	48.4	49.7	
<b>RM 13,000 - RM 13,999</b>	48.3	36.1	37.4	43.4	37.4	38.5	
<b>RM 14,000 - RM 14,999</b>	39.0	27.9	29.8	35.0	29.1	30.4	
<b>RM 15,000 dan ke atas</b> <i>RM 15,000 and above</i>	341.7	259.8	337.8	330.0	246.5	263.7	

**3.1a** Taburan bilangan pekerja formal mengikut skala upah,  
**Januari 2023 - Mac 2024 (samb.)**  
*Number of formal employees distribution by wage scale,  
 January 2023 - March 2024 (cont.)*

Bulan / Month								
2023						2024		
07	08	09	10	11	12	01	02	03
('000)								
2,327.4	2,308.1	2,308.3	2,286.3	2,275.2	2,082.6	2,001.7	2,089.9	2,044.8
1,435.9	1,449.9	1,453.5	1,456.3	1,456.6	1,327.2	1,342.3	1,396.0	1,356.1
897.6	902.5	906.7	924.0	913.1	914.1	907.1	899.5	887.5
523.6	529.8	527.7	538.3	531.9	537.4	549.4	529.1	524.3
353.9	358.0	357.1	361.8	356.7	377.5	383.1	359.8	360.3
233.5	235.6	234.3	239.6	236.7	258.9	268.2	246.0	241.2
170.2	170.5	170.0	171.4	170.5	194.6	200.2	182.0	176.8
132.7	132.4	132.0	134.5	134.8	157.0	159.2	141.9	139.7
91.1	90.7	90.1	92.1	92.4	113.5	115.9	95.8	98.1
85.9	85.3	85.8	86.2	86.7	105.5	106.4	91.0	95.9
54.3	53.8	54.2	54.2	54.6	71.3	70.9	58.6	62.8
49.8	49.7	51.2	50.0	51.0	66.1	66.7	54.6	57.6
38.0	37.4	38.6	38.5	38.8	51.2	51.3	42.1	46.0
29.6	29.0	30.2	29.8	30.3	41.7	41.5	33.6	37.1
237.9	232.3	238.2	241.2	248.9	376.4	358.7	318.1	419.8

### 3.1b Peratus sumbangan pekerja formal mengikut skala upah, Januari 2023 - Mac 2024 Percentage share of employees distribution by wage scale, January 2023 - March 2024

Skala upah Wages scale	Bulan / Month					
	2023					
	01	02	03	04	05	06
<b>Peratus sumbangan pekerja formal</b> <i>Percentage share of formal employees</i>	(%)					
<b>RM 2,000 ke bawah</b> <i>Below RM 2,000</i>	32.8	35.5	34.8	34.3	35.0	34.7
<b>RM 2,000 - RM 2,999</b>	19.7	21.2	21.0	20.6	21.7	21.5
<b>RM 3,000 - RM 3,999</b>	13.1	13.4	13.2	13.0	13.4	13.3
<b>RM 4,000 - RM 4,999</b>	7.9	7.7	7.6	7.8	7.8	7.9
<b>RM 5,000 - RM 5,999</b>	5.7	5.3	5.2	5.3	5.2	5.3
<b>RM 6,000 - RM 6,999</b>	3.8	3.4	3.4	3.5	3.5	3.5
<b>RM 7,000 - RM 7,999</b>	2.9	2.5	2.5	2.6	2.5	2.5
<b>RM 8,000 - RM 8,999</b>	2.3	1.9	1.9	2.1	2.0	2.0
<b>RM 9,000 - RM 9,999</b>	1.7	1.3	1.3	1.5	1.3	1.4
<b>RM 10,000 - RM 10,999</b>	1.5	1.2	1.3	1.4	1.3	1.3
<b>RM 11,000 - RM 11,999</b>	1.0	0.8	0.8	0.9	0.8	0.8
<b>RM 12,000 - RM 12,999</b>	1.0	0.7	0.7	0.8	0.7	0.8
<b>RM 13,000 - RM 13,999</b>	0.7	0.6	0.6	0.7	0.6	0.6
<b>RM 14,000 - RM 14,999</b>	0.6	0.4	0.5	0.5	0.4	0.5
<b>RM 15,000 dan ke atas</b> <i>RM 15,000 and above</i>	5.3	4.0	5.2	5.0	3.7	4.0

**3.1b** Peratus sumbangan pekerja formal mengikut skala upah,  
 Januari 2023 - Mac 2024 (samb.)  
 Percentage share of formal employees distribution by wage scale,  
 January 2023 - March 2024 (cont.)

Bulan / Month								
2023						2024		
07	08	09	10	11	12	01	02	03
(%)								
34.9	34.6	34.6	34.1	34.1	31.2	30.2	32.0	31.2
21.6	21.8	21.8	21.7	21.8	19.9	20.3	21.4	20.7
13.5	13.5	13.6	13.8	13.7	13.7	13.7	13.8	13.6
7.9	7.9	7.9	8.0	8.0	8.1	8.3	8.1	8.0
5.3	5.4	5.3	5.4	5.3	5.7	5.8	5.5	5.5
3.5	3.5	3.5	3.6	3.5	3.9	4.1	3.8	3.7
2.6	2.6	2.5	2.6	2.6	2.9	3.0	2.8	2.7
2.0	2.0	2.0	2.0	2.0	2.4	2.4	2.2	2.1
1.4	1.4	1.3	1.4	1.4	1.7	1.7	1.5	1.5
1.3	1.3	1.3	1.3	1.3	1.6	1.6	1.4	1.5
0.8	0.8	0.8	0.8	0.8	1.1	1.1	0.9	1.0
0.7	0.7	0.8	0.7	0.8	1.0	1.0	0.8	0.9
0.6	0.6	0.6	0.6	0.6	0.8	0.8	0.6	0.7
0.4	0.4	0.5	0.4	0.5	0.6	0.6	0.5	0.6
3.6	3.5	3.6	3.6	3.7	5.6	5.4	4.9	6.4

### 3.2 Upah bulanan pekerja formal mengikut persentil, Januari 2023 - Mac 2024 Formal employee's monthly wages by per centile, January 2023 - March 2024

(RM)

Persentil Percentile	Bulan / Month					
	2023					
	01	02	03	04	05	06
<b>Persentil ke-10</b> 10th percentile	1,467	1,464	1,482	1,464	1,500	1,500
<b>Persentil ke-20</b> 20th percentile	1,564	1,545	1,564	1,545	1,564	1,564
<b>Persentil ke-30</b> 30th percentile	1,864	1,800	1,800	1,800	1,800	1,800
<b>Persentil ke-40</b> 40th percentile	2,264	2,100	2,145	2,182	2,127	2,145
<b>Persentil ke-50</b> 50th percentile	2,800	2,564	2,600	2,664	2,582	2,600
<b>Persentil ke-60</b> 60th percentile	3,464	3,100	3,200	3,282	3,127	3,164
<b>Persentil ke-70</b> 70th percentile	4,464	3,982	4,000	4,164	3,982	4,000
<b>Persentil ke-80</b> 80th percentile	6,100	5,300	5,500	5,700	5,200	5,300
<b>Persentil ke-90</b> 90th percentile	10,000	8,400	9,100	9,500	8,300	8,500

**3.2 Upah bulanan pekerja formal mengikut persentil,  
Januari 2023 - Mac 2024 (samb.)**  
*Formal employee's monthly wages by per centile,  
January 2023 - March 2024 (cont.)*

(RM)

Bulan / Month								
2023						2024		
07	08	09	10	11	12	01	02	03
1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
1,564	1,564	1,564	1,582	1,582	1,600	1,627	1,600	1,622
1,800	1,800	1,800	1,827	1,827	1,927	1,982	1,900	1,927
2,127	2,145	2,145	2,164	2,164	2,345	2,382	2,278	2,300
2,582	2,600	2,600	2,600	2,600	2,900	2,945	2,782	2,844
3,136	3,145	3,145	3,182	3,182	3,500	3,564	3,364	3,500
4,000	4,000	4,000	4,000	4,000	4,500	4,600	4,245	4,464
5,245	5,200	5,211	5,300	5,300	6,233	6,300	5,800	6,100
8,200	8,100	8,200	8,200	8,311	10,200	10,022	9,300	10,500

### 3.3a Bilangan pekerja formal mengikut kumpulan umur dan sektor, Januari 2024

Number of formal employees by age group and sector, January 2024

Kumpulan umur Age group	Sektor / Sector				
	Pertanian Agriculture	Perlombongan & pengkuarian Mining & manufacturing	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services
<b>Bilangan pekerja formal</b> Number of formal employees ('000)					
<b>Kurang daripada 20</b> Less than 20	0.7	0.1	6.8	1.8	46.9
<b>20-24</b>	10.6	1.6	135.7	30.5	506.2
<b>25-29</b>	18.4	5.1	234.7	72.4	894.9
<b>30-34</b>	19.8	5.7	188.0	71.2	782.1
<b>35-39</b>	19.3	6.6	156.8	60.9	625.2
<b>40-44</b>	16.2	6.0	138.6	48.8	490.9
<b>45-49</b>	13.3	4.6	126.4	42.7	395.1
<b>50-54</b>	11.8	3.3	103.4	35.7	308.6
<b>55-59</b>	9.7	2.0	68.6	26.2	213.2
<b>60-64</b>	5.0	1.0	27.6	16.4	114.5
<b>65 dan lebih</b> 65 and above	3.6	0.6	16.1	10.5	78.7
<b>Peratus sumbangan pekerja formal kepada sektor</b> Percentage share of formal employee to sector (%)					
<b>Kurang daripada 20</b> Less than 20	0.6	0.2	0.6	0.4	1.1
<b>20-24</b>	8.3	4.4	11.3	7.3	11.4
<b>25-29</b>	14.3	13.9	19.5	17.4	20.1
<b>30-34</b>	15.4	15.5	15.6	17.1	17.6
<b>35-39</b>	15.0	18.0	13.0	14.6	14.0
<b>40-44</b>	12.6	16.4	11.5	11.7	11.0
<b>45-49</b>	10.3	12.5	10.5	10.2	8.9
<b>50-54</b>	9.2	8.9	8.6	8.6	6.9
<b>55-59</b>	7.5	5.6	5.7	6.3	4.8
<b>60-64</b>	3.9	2.8	2.3	3.9	2.6
<b>65 dan lebih</b> 65 and above	2.8	1.8	1.3	2.5	1.8

### 3.3b Bilangan pekerja formal mengikut kumpulan umur dan sektor, February 2024

Number of formal employees by age group and sector, February 2024

Kumpulan umur Age group	Sektor / Sector				
	Pertanian Agriculture	Perlombongan & pengkuarian Mining & manufacturing	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services
<b>Bilangan pekerja formal</b> Number of formal employees ('000)					
<b>Kurang daripada 20</b> Less than 20	0.8	0.1	7.3	1.8	48.8
<b>20-24</b>	10.5	1.7	135.5	30.5	507.6
<b>25-29</b>	18.1	5.1	232.0	70.5	885.6
<b>30-34</b>	19.6	5.7	185.9	69.0	770.0
<b>35-39</b>	19.1	6.6	155.1	59.1	615.1
<b>40-44</b>	16.0	6.0	137.3	47.2	482.7
<b>45-49</b>	13.1	4.6	125.2	41.2	388.3
<b>50-54</b>	11.6	3.3	102.2	34.5	302.7
<b>55-59</b>	9.6	2.0	67.6	25.2	208.6
<b>60-64</b>	4.9	1.0	26.8	15.7	111.7
<b>65 dan lebih</b> 65 and above	3.5	0.6	15.7	10.1	77.0
<b>Peratus sumbangan pekerja formal kepada sektor</b> Percentage share of formal employee to sector (%)					
<b>Kurang daripada 20</b> Less than 20	0.6	0.2	0.6	0.5	1.1
<b>20-24</b>	8.3	4.5	11.4	7.5	11.5
<b>25-29</b>	14.3	14.0	19.5	17.4	20.1
<b>30-34</b>	15.4	15.5	15.6	17.0	17.5
<b>35-39</b>	15.1	18.1	13.0	14.6	14.0
<b>40-44</b>	12.6	16.4	11.5	11.7	11.0
<b>45-49</b>	10.3	12.4	10.5	10.2	8.8
<b>50-54</b>	9.1	8.9	8.6	8.5	6.9
<b>55-59</b>	7.5	5.5	5.7	6.2	4.7
<b>60-64</b>	3.8	2.7	2.3	3.9	2.5
<b>65 dan lebih</b> 65 and above	2.8	1.7	1.3	2.5	1.7

### 3.3C Bilangan pekerja formal mengikut kumpulan umur dan sektor, Mac 2024

Number of formal employees by age group and sector, March 2024

Kumpulan umur Age group	Sektor / Sector				
	Pertanian Agriculture	Perombongan & pengkuarian Mining & manufacturing	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services
<b>Bilangan pekerja formal</b> Number of formal employees ('000)					
<b>Kurang daripada 20</b> Less than 20	0.9	0.1	9.1	2.1	62.6
<b>20-24</b>	10.6	1.7	135.3	29.7	516.4
<b>25-29</b>	18.1	5.2	226.8	67.3	894.3
<b>30-34</b>	19.6	5.8	181.3	65.8	775.1
<b>35-39</b>	19.0	6.7	151.4	56.5	619.5
<b>40-44</b>	16.0	6.1	133.8	45.5	486.5
<b>45-49</b>	13.1	4.6	121.7	39.9	391.8
<b>50-54</b>	11.6	3.3	99.2	33.4	305.3
<b>55-59</b>	9.5	2.1	65.4	24.4	209.9
<b>60-64</b>	4.8	1.0	25.6	15.2	112.1
<b>65 dan lebih</b> 65 and above	3.5	0.6	14.8	9.7	76.9
<b>Peratus sumbangan pekerja formal kepada sektor</b> Percentage share of formal employee to sector (%)					
<b>Kurang daripada 20</b> Less than 20	0.7	0.2	0.8	0.5	1.4
<b>20-24</b>	8.4	4.6	11.6	7.6	11.6
<b>25-29</b>	14.3	13.9	19.5	17.3	20.1
<b>30-34</b>	15.4	15.6	15.6	16.9	17.4
<b>35-39</b>	15.0	18.0	13.0	14.5	13.9
<b>40-44</b>	12.6	16.4	11.5	11.7	10.9
<b>45-49</b>	10.4	12.5	10.4	10.3	8.8
<b>50-54</b>	9.1	8.8	8.5	8.6	6.9
<b>55-59</b>	7.5	5.6	5.6	6.3	4.7
<b>60-64</b>	3.8	2.7	2.2	3.9	2.5
<b>65 dan lebih</b> 65 and above	2.7	1.7	1.3	2.5	1.7

### 3.4 Median upah bulanan mengikut kumpulan umur dan sektor, Januari 2024 - Mac 2024 Median monthly wages by age group and sector, January 2024 - March 2024

Kumpulan umur Age group	Sektor / Sector				
	Pertanian Agriculture	Perombongan & pengkuarian Mining & manufacturing	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services
<b>Januari 2024</b> January 2024 (RM)					
Kurang daripada 20 Less than 20	1,500	1,500	1,527	1,500	1,500
20-24	1,564	1,900	1,745	1,664	1,700
25-29	1,845	3,000	2,227	2,427	2,500
30-34	2,045	4,300	2,800	3,000	3,000
35-39	2,222	8,500	3,236	3,664	3,500
40-44	2,245	11,000	3,545	3,700	3,900
45-49	2,345	11,541	3,800	3,864	4,000
50-54	2,382	7,000	3,927	3,800	3,682
55-59	2,445	6,700	3,864	3,500	3,300
60-64	2,600	5,000	3,427	3,000	3,000
65 dan lebih 65 and above	3,059	4,000	3,209	3,482	2,825
<b>Februari 2024</b> February 2024 (RM)					
Kurang daripada 20 Less than 20	1,464	1,500	1,500	1,500	1,500
20-24	1,500	1,745	1,700	1,664	1,645
25-29	1,700	3,127	2,027	2,327	2,345
30-34	1,855	4,682	2,500	2,900	2,882
35-39	2,000	8,500	2,864	3,445	3,264
40-44	2,000	10,400	3,082	3,464	3,500
45-49	2,064	10,400	3,264	3,500	3,527
50-54	2,100	7,200	3,327	3,500	3,309
55-59	2,127	5,300	3,264	3,264	3,000
60-64	2,282	3,913	2,850	3,300	2,700
65 dan lebih 65 and above	2,600	3,000	2,600	3,000	2,500

## 3.4

**Median upah bulanan mengikut kumpulan umur dan sektor,  
Januari 2024 - Mac 2024 (samb.)**  
*Median monthly wages by age group and sector,  
January 2024 - March 2024 (cont.)*

Kumpulan umur <i>Age group</i>	Sektor / Sector				
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining &amp; manufacturing</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>
<b>Mac 2024</b> <i>March 2024</i>	(RM)				
<b>Kurang daripada 20</b> <i>Less than 20</i>	1,500	1,500	1,500	1,500	1,500
<b>20-24</b>	1,564	1,800	1,727	1,700	1,664
<b>25-29</b>	1,782	3,364	2,082	2,400	2,382
<b>30-34</b>	1,915	7,000	2,564	2,964	2,964
<b>35-39</b>	2,045	13,000	2,982	3,200	3,382
<b>40-44</b>	2,082	15,889	3,182	3,264	3,600
<b>45-49</b>	2,145	15,700	3,333	3,482	3,645
<b>50-54</b>	2,145	9,200	3,400	3,327	3,400
<b>55-59</b>	2,182	5,800	3,345	3,200	3,027
<b>60-64</b>	2,300	3,875	2,927	3,300	2,700
<b>65 dan lebih</b> <i>65 and above</i>	2,600	3,000	2,655	3,000	2,500

# NOTA TEKNIKAL

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TECHNICAL NOTES

3

## 1. PENGENALAN

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

## 2. KONSEP DAN DEFINISI

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

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

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

Upah tidak termasuk pendapatan dari perniagaan sendiri atau sumber lain.

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

Sektor	Subsektor
Pertanian	Pertanian
Perlombongan dan pengkuarian	Perlombongan dan pengkuarian

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

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

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

- i. Bumiputera;
- ii. Cina;
- iii. India; dan
- iv. Lain-lain.

### 3. TEMPOH RUJUKAN

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

### 4. SKOP DAN LIPUTAN

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

### 5. SUMBER DATA

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

### 6. METODOLOGI

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

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

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

### 7. PEMBUNDARAN

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

## 8. PERINCIAN STATISTIK

Statistik dalam laporan ini diperincikan seperti berikut:

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

## 9. SEMAKAN

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

## 10. SULIT DAN KERAHSIAAN

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

## 11. SIMBOL DAN AKRONIM

%	: peratus
0.0	: kurang dari 0.05 peratus
SSM	: Suruhanjaya Syarikat Malaysia
DOSM	: Jabatan Perangkaan Malaysia
KWSP	: Kumpulan Wang Simpanan Pekerja
FDI	: Pelaburan Langsung Asing
MNC	: Syarikat Multi-Nasional
MSBR	: <i>Malaysia Statistical Business Register</i>
MSIC	: Piawaian Klasifikasi Industri Malaysia
NSO	: Pejabat Statistik Negara
RM	: Ringgit Malaysia
PMKS	: Perusahaan Mikro, Kecil dan Sederhana
PERKESO	: Pertubuhan Keselamatan Sosial
W.P.	: Wilayah Persekutuan

# TECHNICAL NOTES

## 1. INTRODUCTION

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

## 2. CONCEPT AND DEFINITION

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

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

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

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

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

Sector	Sub-sector
Agriculture	Agriculture
Mining and quarrying	Mining and quarrying

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

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

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

- i. Bumiputera;*
- ii. Chinese;*
- iii. Indian; and*
- iv. Others.*

### 3. REFERENCE PERIOD

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

### 4. SCOPE AND COVERAGE

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

### 5. DATA SOURCES

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

### 6. METHODOLOGY

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

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

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

### 7. ROUNDING

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

## 8. **DETAIL OF STATISTICS**

*The statistics in this report are presented as follows:*

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

## 9. **REVISION**

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

## 10. **PRIVACY AND CONFIDENTIALITY**

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

## 11. **SYMBOL AND ACRONYM**

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

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