



KEMENTERIAN EKONOMI  
JABATAN PERANGKAAN MALAYSIA

# LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

## EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

**SUKU TAHUN KEEMPAT 2024**  
**FOURTH QUARTER 2024**

### **Pemakluman**

Kepengerusian ASEAN-Malaysia 2025: Jabatan Perangkaan Malaysia (DOSM) akan mempengerusikan Jawatankuasa Sistem Statistik Komuniti ASEAN Ke-15 (ACSS15) yang bertujuan untuk memperkukuh kerjasama statistik ke arah pembangunan serantau yang mampan.

Kerajaan Malaysia telah mengisytiharkan 20 Oktober sebagai Hari Statistik Negara (MyStats Day), dengan tema "Statistik Nadi Kehidupan". Sementara itu, Hari Statistik Dunia Keempat akan disambut pada 20 Oktober 2025 dengan tema "Driving Change with Quality Statistics and Data for Everyone".

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

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*The Government of Malaysia has declared October 20<sup>th</sup> as National Statistics Day (MyStats Day), with the theme "Statistics is the Essence of Life". Meanwhile, the Fourth World Statistics Day will be celebrated on 20 October 2025, with the theme 'Driving Change with Quality Statistics and Data for Everyone'.*

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

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

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

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

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

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

Ketua Perangkawan Malaysia

April 2025

## **PREFACE**

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

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

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

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

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

*Chief Statistician Malaysia*

*April 2025*

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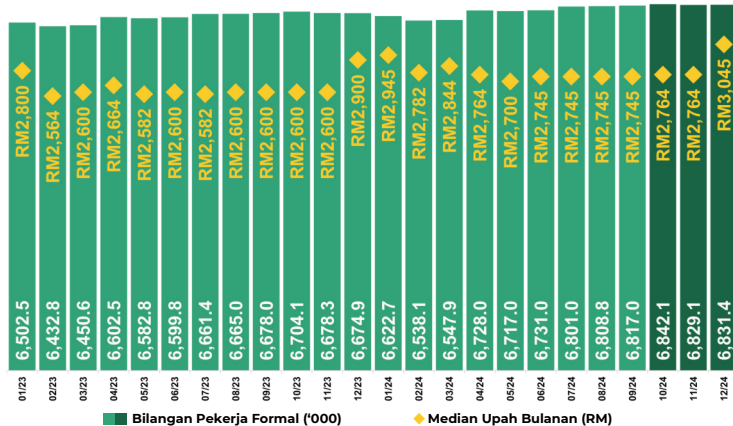
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# LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL) SUKU TAHUN KEEMPAT 2024

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

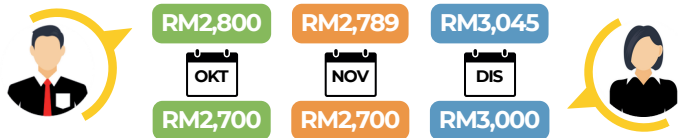


“ Pada Disember 2024, bilangan pekerja formal warganegara adalah **6.83 juta orang** dengan median upah bulanan, **RM3,045**.



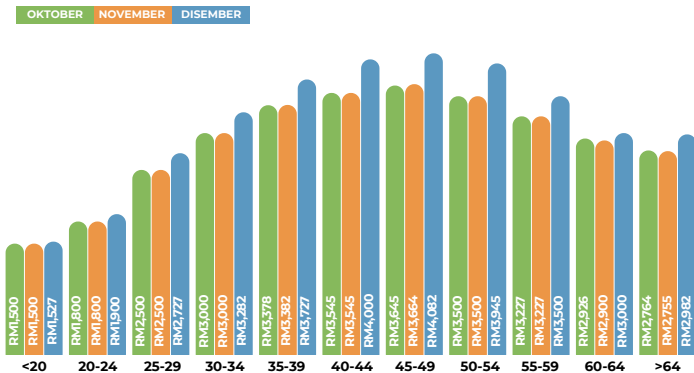
## MEDIAN UPAH BULANAN BAGI PEKERJA FORMAL WARGANEGARA MENGIKUT DIMENSI PADA SUKU TAHUN KEEMPAT 2024

### JANTINA



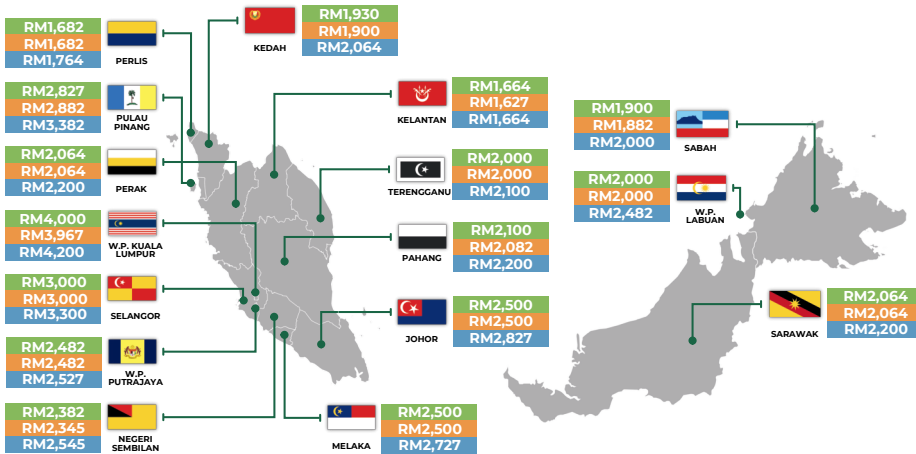
Median upah bulanan bagi **lelaki (RM3,045)** adalah lebih tinggi berbanding perempuan (RM3,000) pada Disember 2024.

### KUMPULAN UMUR



Kumpulan umur **45 hingga 49 tahun** mencatatkan median upah bulanan tertinggi iaitu **RM4,082** pada Disember 2024.

### NEGERI



Median upah bulanan tertinggi pada Disember 2024 direkodkan bagi **W.P. Kuala Lumpur (RM4,200)** diikuti Pulau Pinang dan Selangor.

### ETNIK



Pekerja formal **etnik Cina** merekodkan median upah bulanan **tertinggi** pada Disember 2024 (**RM4,545**).

### AKTIVITI EKONOMI



Median upah bulanan paling tinggi pada Disember 2024 direkodkan dalam sektor **Perombongan & pengkuarian (RM7,500)**, diikuti Pembuatan, Pembinaan, Perkhidmatan, dan Pertanian.

### KONSEP & DEFINISI

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

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

### SKOP & LIPUTAN

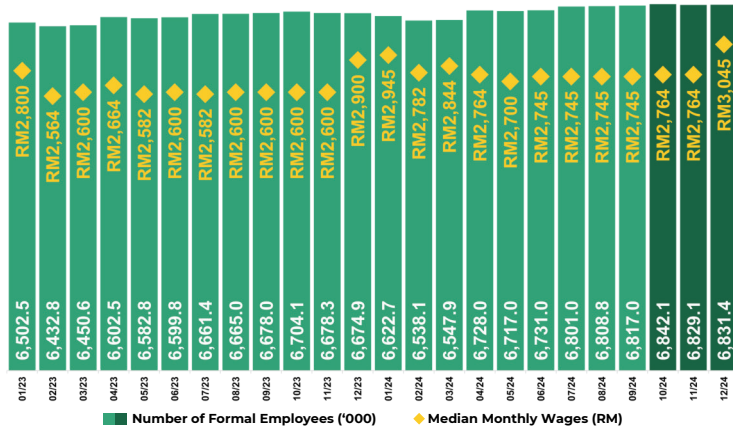
Statistik ini bersumberkan data pentadbiran meliputi data caruman wajib simpanan pekerja sektor swasta dan pekerja tidak berpencen sektor awam serta data caruman insurans keselamatan sosial pekerja yang diperolehi daripada pelbagai agensi. Data ini hanya meliputi pekerja formal warganegara, tidak meliputi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

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

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

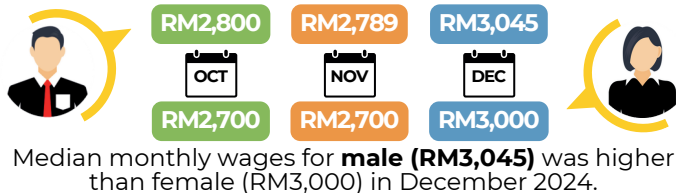


“ In December 2024, the number of Malaysian formal employees was **6.83 million persons** with median monthly wages, **RM3,045**.

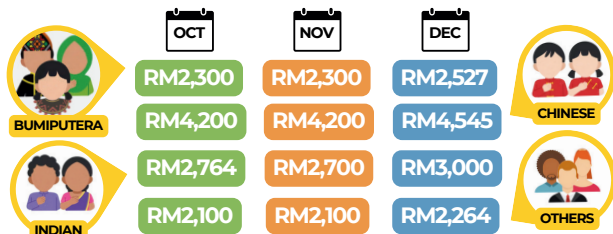


## MEDIAN MONTHLY WAGES OF MALAYSIAN FORMAL EMPLOYEES BY DIMENSIONS IN FOURTH QUARTER 2024

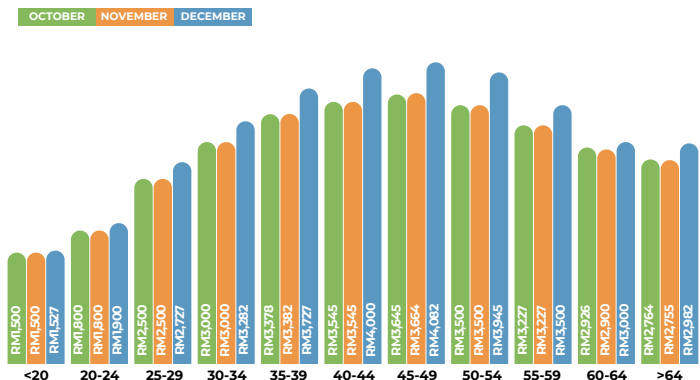
### BY SEX



### BY ETHNIC



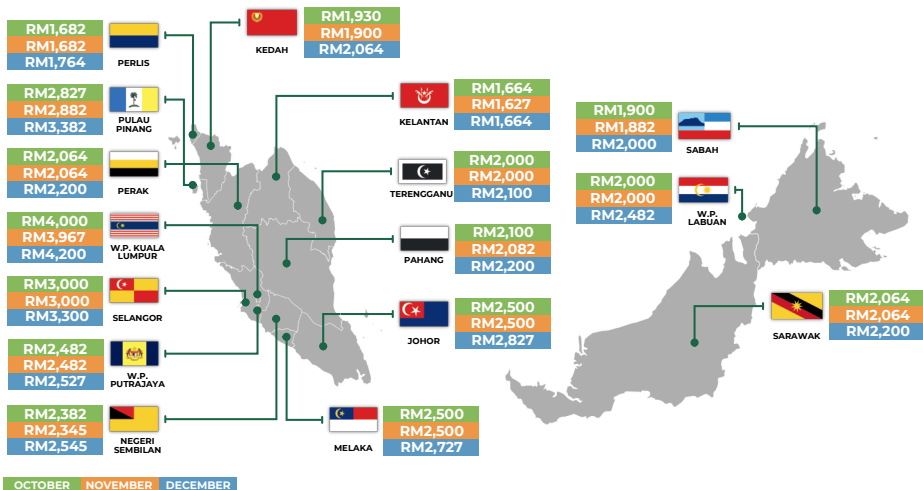
### BY AGE GROUP



### BY ECONOMIC ACTIVITY



### BY STATE



### CONCEPT & DEFINITION

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

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

### SCOPE & COVERAGE

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

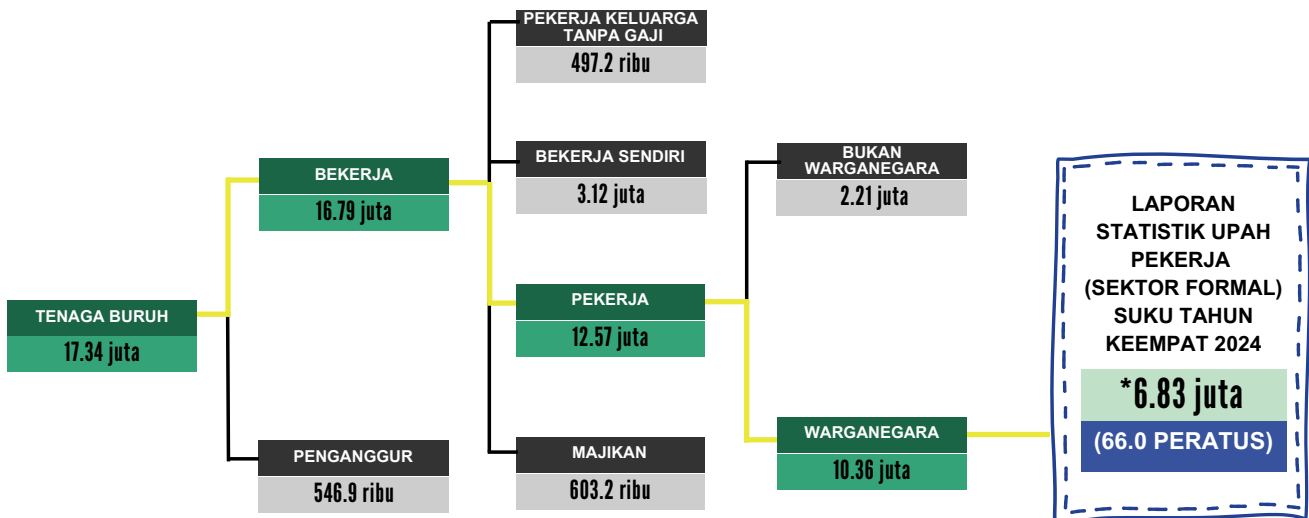
## 1. PENGENALAN

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

## 2. KEDUDUKAN UPAH PEKERJA FORMAL MALAYSIA

Pasaran buruh Malaysia menunjukkan prestasi yang kukuh pada suku tahun keempat 2024, dipacu oleh peningkatan konsisten dalam penawaran dan permintaan buruh. Pada ST4 2024, bilangan penduduk bekerja meningkat 2.7 peratus tahun ke tahun (+446.2 ribu). Pada masa yang sama, bilangan penganggur menurun 3.2 peratus (-18.1 ribu) tahun ke tahun kepada 546.9 ribu, mendorong kepada penurunan 0.2 mata peratus dalam kadar pengangguran nasional iaitu 3.2 peratus. **(Paparan 1)**

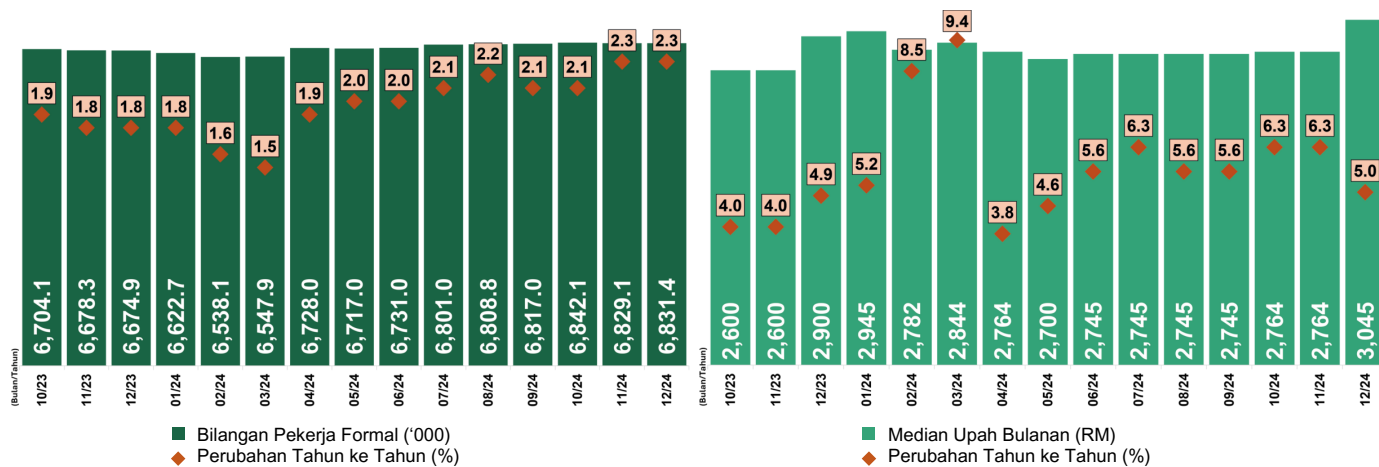
**Paparan 1: Kerangka Analisis Gaji & Upah Bulanan, ST4 2024**



Nota: \*Bilangan pekerja formal berdasarkan purata bulanan bagi Oktober - Disember 2024

Berdasarkan rekod data pentadbiran, bilangan pekerja formal warganegara pada Disember 2024 adalah 6.83 juta orang (November 2024: 6.83 juta orang; Oktober 2024: 6.84 juta orang), meningkat 2.3 peratus (November 2024: 2.3%; Oktober 2024: 2.1%) berbanding pada bulan sama pada tahun sebelumnya. Tambahan pula, median upah bulanan bagi pekerja formal warganegara meningkat 5.0 peratus tahun ke tahun kepada RM3,045 pada Disember 2024 (November 2024: RM2,764; Oktober 2024: RM2,764). **(Carta 1)**

Carta 1: Bilangan Pekerja Formal dan Median Upah Bulanan, Oktober 2023 - Disember 2024



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



Pada Disember 2024, pekerja formal lelaki warganegara meliputi lebih separuh daripada keseluruhan guna tenaga formal, dengan 55.2 peratus atau bersamaan 3.77 juta orang. Pekerja formal lelaki merekodkan median upah bulanan sebanyak RM3,045 pada Disember 2024, meningkat 3.4 peratus tahun ke tahun daripada RM2,945 pada Disember 2023. Pada November dan Oktober 2024, median upah bulanan pekerja formal lelaki mencatatkan pertumbuhan masing-masing sebanyak 4.7 peratus dan 5.1 peratus kepada RM2,789 dan RM2,800.

Sementara itu, pekerja formal perempuan warganegara mewakili 44.8 peratus daripada keseluruhan guna tenaga formal, berjumlah 3.06 juta orang pada Disember 2024 (November 2024: 3.06 juta orang; Oktober 2024: 3.06 juta orang). Median upah bulanan bagi pekerja formal perempuan adalah sebanyak RM2,700 pada Oktober dan November 2024, sebelum meningkat kepada RM3,000 pada Disember 2024, menunjukkan kadar pertumbuhan tahun ke tahun masing-masing sebanyak 5.3 peratus, 5.3 peratus dan 5.4 peratus.

Analisis jurang upah mengikut jantina menunjukkan bahawa pekerja formal lelaki warganegara secara konsisten menerima median upah bulanan yang lebih tinggi daripada perempuan. Sehingga Disember 2024, lelaki menerima 1.02 lebih tinggi dalam median upah bulanan berbanding pekerja perempuan. (Paparan 2)

## RINGKASAN PENEMUAN

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

	OKT	NOV	DIS	
Bilangan Pekerja Formal ('000)	3,780.1	3,771.5	3,771.3	 LELAKI
Median Upah Bulanan	RM 2,800	RM 2,789	RM 3,045	
Peratus Perubahan Tahun ke Tahun	5.1% ▲	4.7% ▲	3.4% ▲	
Peratus Sumbangan	55.2 %	55.2 %	55.2 %	
	OKT	NOV	DIS	
Bilangan Pekerja Formal ('000)	3,062.0	3,057.6	3,060.2	 PEREMPUAN
Median Upah Bulanan	RM 2,700	RM 2,700	RM 3,000	
Peratus Perubahan Tahun ke Tahun	5.3% ▲	5.3% ▲	5.4% ▲	
Peratus Sumbangan	44.8 %	44.8 %	44.8 %	

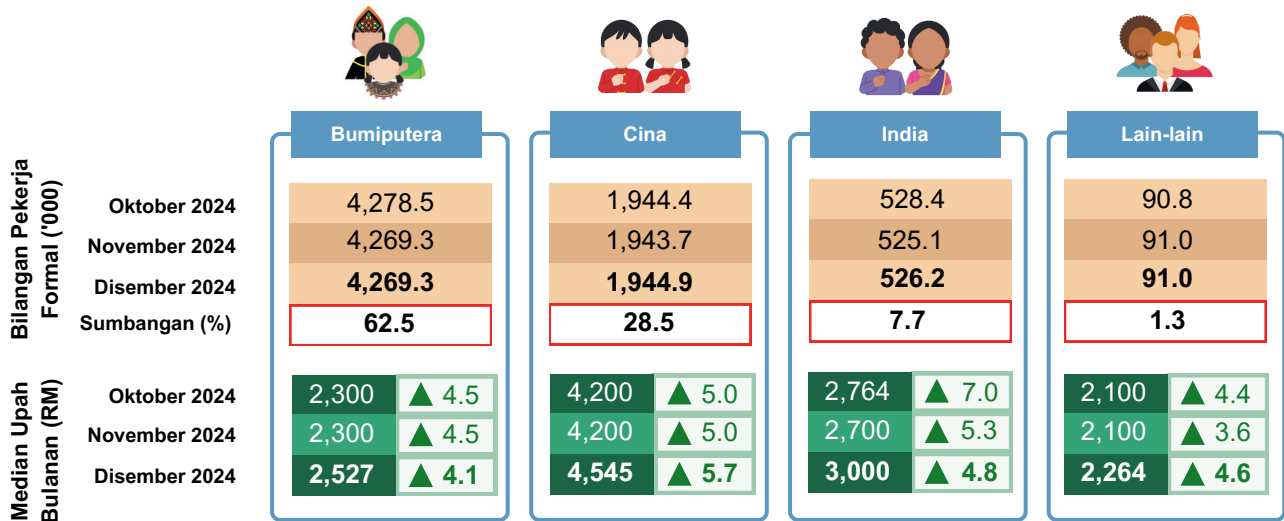
#### 4. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT ETNIK

Pada suku tahun keempat 2024, semua kumpulan etnik merekodkan peningkatan tahun ke tahun dalam median upah bulanan. Pekerja formal Bumiputera menerima median upah bulanan sebanyak RM2,527 pada Disember 2024, menunjukkan peningkatan 4.1 peratus berbanding tempoh yang sama pada tahun sebelumnya (Disember 2023: RM2,427). Pada Disember 2024, komposisi pekerja formal Bumiputera mencapai 62.5 peratus, atau 4.27 juta orang.

Pekerja formal Cina meliputi 28.5 peratus atau bersamaan 1.94 juta orang, menerima median upah bulanan tertinggi iaitu RM4,545 dan merekodkan pertumbuhan tahun ke tahun sebanyak 5.7 peratus pada Disember 2024 (November 2024: 5.0%; Oktober 2024: 5.0%).

Sementara itu, pekerja formal India, mewakili 7.7 peratus atau 0.53 juta orang, menerima median upah bulanan sebanyak RM3,000 pada Disember 2024, meningkat 4.8 peratus daripada Disember 2023 (November 2024: RM2,700; Oktober 2024: RM2,764). (Paparan 3)

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



- Bilangan Pekerja Formal ('000)
- Median Upah Bulanan (RM)
- Peratus Sumbangan (%) Pekerja Formal Mengikut Etnik, Disember 2024
- Peratus Perubahan Tahun ke Tahun (%) Median Upah Bulanan Mengikut Etnik, Oktober - Disember 2024

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

Melihat kepada kumpulan umur, pekerja formal di Malaysia meningkat pada semua kumpulan umur pada suku tahun keempat 2024, kecuali mereka yang berumur bawah 20 dan 20 hingga 24 tahun, yang secara kolektif menyumbang 14.5 peratus daripada keseluruhan guna tenaga formal pada Disember 2024. Pertumbuhan tertinggi direkodkan oleh kumpulan umur 65 tahun dan ke atas dengan median upah bulanan sebanyak RM2,982 pada Disember 2024. Tambahan lagi, kumpulan umur ini juga mencatatkan peningkatan tertinggi dalam bilangan pekerja pada Disember 2024, menunjukkan peningkatan penyertaan kumpulan ini dalam sektor formal.

Bagi median upah bulanan, semua kumpulan umur mengalami peningkatan pertumbuhan tahun ke tahun yang stabil. Pekerja formal berumur 45 hingga 49 tahun menerima median upah bulanan tertinggi pada RM4,082 (Disember 2024), manakala mereka yang berumur bawah 20 tahun menerima median upah bulanan terendah pada RM1,527 (Disember 2024). **(Paparan 4)**

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

Bilangan Pekerja Formal ('000)											
	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>64
Oktober 2024	116.9	839.6	1,353.0	1,155.2	939.5	749.5	613.3	484.0	327.7	157.5	106.1
November 2024	121.0	850.0	1,348.4	1,150.3	935.7	746.4	610.5	481.4	325.3	155.1	104.8
Disember 2024	127.6	860.4	1,345.5	1,147.3	933.9	745.5	609.4	480.1	323.9	154.0	104.0
Sumbangan (%)	1.9	12.6	19.7	16.8	13.7	10.9	8.9	7.0	4.7	2.3	1.5
Median Upah Bulanan (RM)											
	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>64
Oktober 2024	1,500	1,800	2,500	3,000	3,378	3,545	3,645	3,500	3,227	2,926	2,764
November 2024	1,500	1,800	2,500	3,000	3,382	3,545	3,664	3,500	3,227	2,900	2,755
Disember 2024	1,527	1,900	2,727	3,282	3,727	4,000	4,082	3,945	3,500	3,000	2,982
Peratus Perubahan Tahun ke Tahun (%)	▲ 1.8	▲ 3.0	▲ 4.9	▲ 4.3	▲ 4.6	▲ 4.5	▲ 3.9	▲ 7.2	▲ 3.5	▲ 3.4	▲ 8.3

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

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

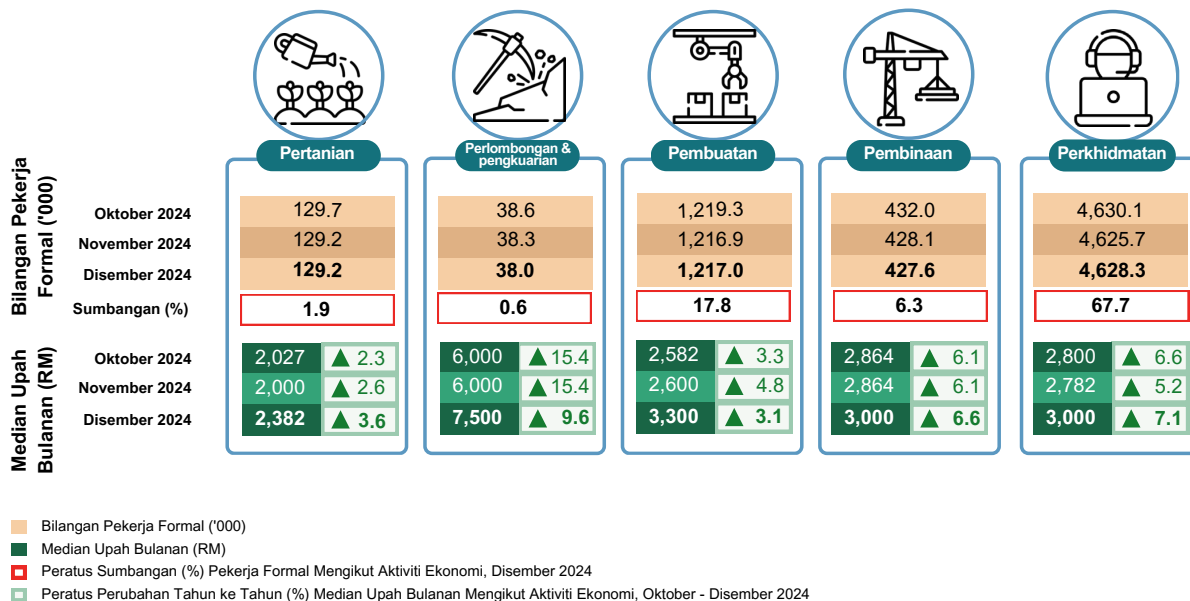
Merentasi semua sektor ekonomi, median upah bulanan menunjukkan pertumbuhan positif dalam suku keempat 2024. Sektor Perlombongan & pengkuarian merekodkan median upah bulanan tertinggi sebanyak RM7,500, walaupun hanya mewakili 0.6 peratus daripada keseluruhan pekerja formal pada Disember 2024 (November 2024: RM6,000; Oktober 2024: RM6,000).

Sementara itu, sektor Perkhidmatan mempunyai bilangan pekerja formal yang terbesar, menyumbang 67.7 peratus atau 4.63 juta orang pada Disember 2024. Pekerja dalam sektor ini mengalami pertumbuhan upah tahun ke tahun sebanyak 7.1 peratus, dengan median upah bulanan yang meningkat kepada RM3,000 pada Disember 2024 (November 2024: RM2,782; Oktober 2024: RM2,800). Subsektor yang merekodkan median upah bulanan yang tertinggi pada Disember 2024 adalah Kewangan dan insurans iaitu RM6,500 dan diikuti oleh Maklumat & komunikasi iaitu RM5,600. Sebaliknya, subsektor Makanan & minuman dan penginapan merekodkan median upah bulanan yang terendah iaitu RM2,000 (November 2024: RM1,945; Oktober 2024: RM1,982).

Pada masa yang sama, sektor Pembuatan menyumbang 17.8 peratus (1.22 juta orang) daripada keseluruhan pekerja formal dan merekodkan median upah bulanan sebanyak RM3,300 pada Disember 2024. Sektor ini merekodkan peningkatan tahun ke tahun sebanyak 3.1 peratus bagi median upah bulanan berbanding Disember 2023. Dari sudut subsektor, median upah bulanan tertinggi pada Disember 2024 adalah pada Minuman dan produk tembakau dengan RM4,282 manakala median upah bulanan terendah adalah pada Produk tekstil, pakaian dan kulit dengan RM2,227.

Sektor Pembinaan mempunyai 0.43 juta orang atau 6.3 peratus daripada keseluruhan guna tenaga formal, merekodkan median upah bulanan sebanyak RM3,000 pada Disember 2024, meningkat 6.6 peratus pertumbuhan tahun ke tahun daripada Disember 2023. Median upah bulanan bagi sektor ini adalah sebanyak RM2,864 pada November dan Oktober 2024. Sektor Pertanian, yang menyumbang 0.13 juta orang pekerja formal atau 1.9 peratus daripada keseluruhan, mencatatkan median upah bulanan terendah sebanyak RM2,382, meningkat sebanyak 3.6 peratus tahun ke tahun pada Disember 2024. **(Paparan 5)**

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



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
















Pada Disember 2024, median upah bulanan bagi kesemua negeri menunjukkan pertumbuhan positif tahun ke tahun. Tiga negeri melebihi median upah bulanan nasional sebanyak RM3,045 dengan W.P. Kuala Lumpur menerima median upah bulanan tertinggi iaitu RM4,200, diikuti oleh Pulau Pinang (RM3,382) dan Selangor (RM3,300). Sebaliknya, median upah bulanan terendah direkodkan di Sabah (RM2,000), Perlis (RM1,764) dan Kelantan (RM1,664).

Dari sudut bilangan pekerja formal, Selangor mendahului dengan sumbangan terbesar, mewakili 28.2 peratus atau 1.93 juta pekerja formal, diikuti oleh W.P. Kuala Lumpur dengan 1.41 juta orang (20.6%) dan Johor dengan 0.73 juta orang (10.7%). **(Paparan 6)**

# RINGKASAN PENEMUAN

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

UPDATED 23/4/25

		OKT 24		NOV 24		DIS 24			
	<b>W.P. KUALA LUMPUR</b>	Bilangan Pekerja Formal ('000)	1,404.8 <span>20.5</span>	1,403.7 <span>20.6</span>	1,406.6 <span>20.6</span>	Median Upah Bulanan	RM4,000 <span>5.3</span>	RM3,967 <span>4.4</span>	RM4,200 <span>3.8</span>
	<b>SELANGOR</b>	Bilangan Pekerja Formal ('000)	1,923.7 <span>28.1</span>	1,922.8 <span>28.2</span>	1,925.6 <span>28.2</span>	Median Upah Bulanan	RM3,000 <span>1.9</span>	RM3,000 <span>1.2</span>	RM3,300 <span>4.3</span>
	<b>PULAU PINANG</b>	Bilangan Pekerja Formal ('000)	539.8 <span>7.9</span>	539.6 <span>7.9</span>	540.2 <span>7.9</span>	Median Upah Bulanan	RM2,827 <span>4.7</span>	RM2,882 <span>7.5</span>	RM3,382 <span>4.2</span>
	<b>MALAYSIA</b>	Bilangan Pekerja Formal ('000)	6,842.1 <span>100</span>	6,829.1 <span>100</span>	6,831.4 <span>100</span>	Median Upah Bulanan	RM2,764 <span>6.3</span>	RM2,764 <span>6.3</span>	RM3,045 <span>5.0</span>
	<b>JOHOR</b>	Bilangan Pekerja Formal ('000)	730.6 <span>10.7</span>	730.2 <span>10.7</span>	730.8 <span>10.7</span>	Median Upah Bulanan	RM2,500 <span>3.0</span>	RM2,500 <span>4.2</span>	RM2,827 <span>5.8</span>
	<b>W.P. PUTRAJAYA</b>	Bilangan Pekerja Formal ('000)	31.5 <span>0.5</span>	31.9 <span>0.5</span>	31.8 <span>0.5</span>	Median Upah Bulanan	RM2,482 <span>0.0</span>	RM2,482 <span>0.0</span>	RM2,527 <span>1.8</span>
	<b>MELAKA</b>	Bilangan Pekerja Formal ('000)	178.8 <span>2.6</span>	178.3 <span>2.6</span>	178.3 <span>2.6</span>	Median Upah Bulanan	RM2,500 <span>1.9</span>	RM2,500 <span>4.2</span>	RM2,727 <span>1.7</span>
	<b>NEGERI SEMBILAN</b>	Bilangan Pekerja Formal ('000)	172.5 <span>2.5</span>	173.6 <span>2.5</span>	173.4 <span>2.5</span>	Median Upah Bulanan	RM2,382 <span>5.2</span>	RM2,345 <span>3.6</span>	RM2,545 <span>2.6</span>
	<b>PAHANG</b>	Bilangan Pekerja Formal ('000)	171.6 <span>2.5</span>	170.9 <span>2.5</span>	170.6 <span>2.5</span>	Median Upah Bulanan	RM2,100 <span>5.0</span>	RM2,082 <span>4.1</span>	RM2,200 <span>5.7</span>
	<b>SARAWAK</b>	Bilangan Pekerja Formal ('000)	505.4 <span>7.4</span>	503.5 <span>7.4</span>	501.4 <span>7.3</span>	Median Upah Bulanan	RM2,064 <span>3.2</span>	RM2,064 <span>3.2</span>	RM2,200 <span>4.8</span>
	<b>PERAK</b>	Bilangan Pekerja Formal ('000)	313.9 <span>4.6</span>	312.3 <span>4.6</span>	312.0 <span>4.6</span>	Median Upah Bulanan	RM2,064 <span>3.2</span>	RM2,064 <span>3.2</span>	RM2,200 <span>5.7</span>
	<b>W.P. LABUAN</b>	Bilangan Pekerja Formal ('000)	17.8 <span>0.3</span>	17.9 <span>0.3</span>	17.8 <span>0.3</span>	Median Upah Bulanan	RM2,000 <span>0.0</span>	RM2,000 <span>0.0</span>	RM2,482 <span>6.6</span>
	<b>TERENGGANU</b>	Bilangan Pekerja Formal ('000)	148.1 <span>2.2</span>	144.9 <span>2.1</span>	144.8 <span>2.1</span>	Median Upah Bulanan	RM2,000 <span>5.3</span>	RM2,000 <span>5.3</span>	RM2,100 <span>5.0</span>
	<b>KEDAH</b>	Bilangan Pekerja Formal ('000)	246.4 <span>3.6</span>	245.4 <span>3.6</span>	244.7 <span>3.6</span>	Median Upah Bulanan	RM1,930 <span>3.6</span>	RM1,900 <span>4.0</span>	RM2,064 <span>3.2</span>
	<b>SABAH</b>	Bilangan Pekerja Formal ('000)	344.6 <span>5.0</span>	343.1 <span>5.0</span>	342.7 <span>5.0</span>	Median Upah Bulanan	RM1,900 <span>5.6</span>	RM1,882 <span>4.5</span>	RM2,000 <span>6.3</span>
	<b>PERLIS</b>	Bilangan Pekerja Formal ('000)	18.7 <span>0.3</span>	18.4 <span>0.3</span>	18.4 <span>0.3</span>	Median Upah Bulanan	RM1,682 <span>3.4</span>	RM1,682 <span>3.4</span>	RM1,764 <span>3.7</span>
	<b>KELANTAN</b>	Bilangan Pekerja Formal ('000)	93.7 <span>1.4</span>	92.7 <span>1.4</span>	92.6 <span>1.4</span>	Median Upah Bulanan	RM1,664 <span>4.0</span>	RM1,627 <span>1.7</span>	RM1,664 <span>4.0</span>

Penetapan negeri adalah berdasarkan lokasi majikan

Susunan negeri mengikut nilai median upah bulanan tertinggi, Disember 2024

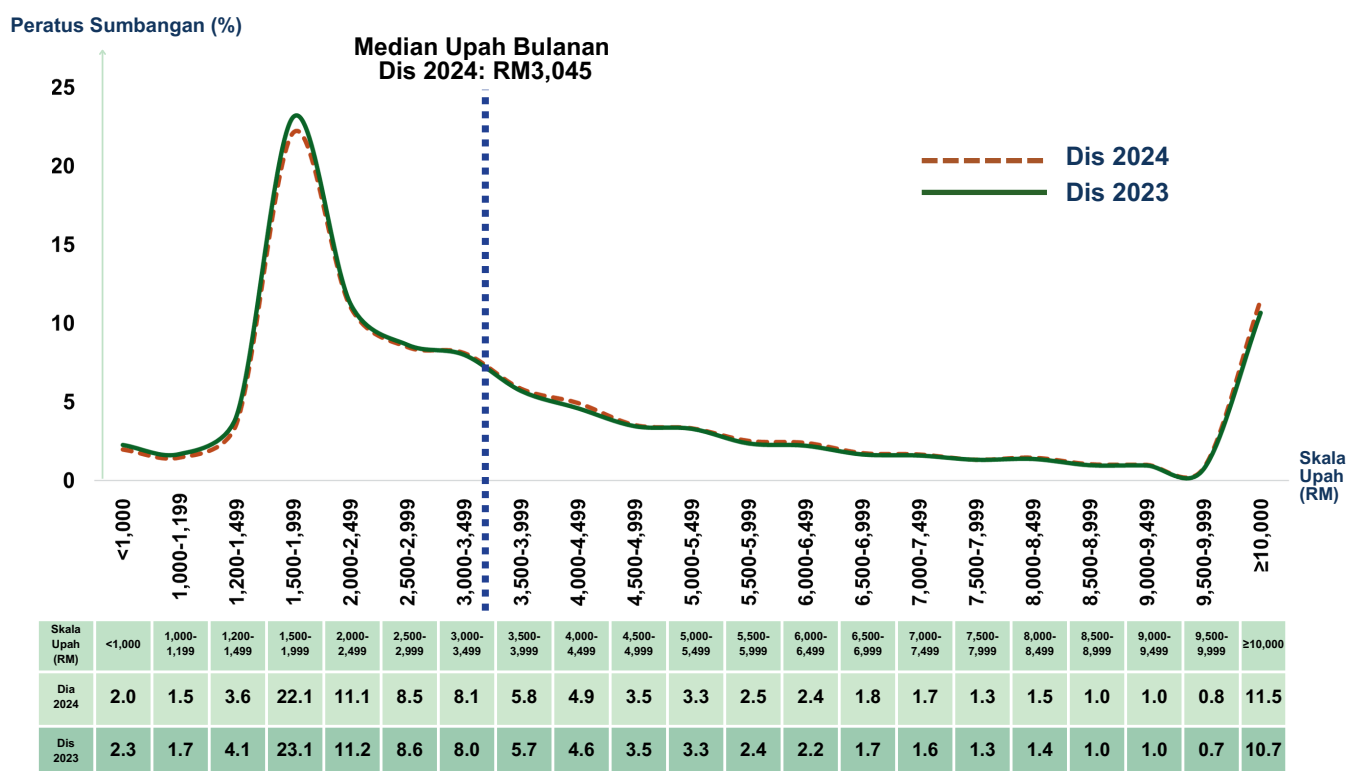
⬆️ % Peratus Perubahan Tahun ke Tahun Median Upah Bulanan Mengikut Negeri (%)  
⬆️ % Peratus Sumbangan Pekerja Formal Mengikut Negeri (%)

## 8. TABURAN UPAH BULANAN PEKERJA FORMAL

Analisis taburan pekerja formal mengikut skala upah menunjukkan pada Disember 2024, 29.2 peratus pekerja formal warganegara menerima kurang daripada RM2,000 sebulan, menurun 2.0 mata peratus daripada 31.2 peratus pada tahun sebelumnya. Pada tempoh yang sama, 11.5 peratus daripada pekerja formal menerima RM10,000 atau lebih sebulan.

Analisis lebih mendalam pada persentil menunjukkan pekerja formal pada persentil ke-10 menerima upah RM1,500 atau kurang setiap bulan, manakala mereka yang berada dalam persentil ke-90 menerima RM10,800 atau lebih. Ini menunjukkan bahawa kumpulan penerima upah tertinggi menerima lebih 7 kali ganda daripada mereka pada skala upah terendah. (**Carta 2 & Jadual 1**)

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



Jadual 1: Taburan Upah Pekerja Formal Mengikut Persentil, Disember 2024

Persentil	Upah Bulanan	Peratus Perubahan Tahun ke Tahun
Persentil ke-10	RM 1,500	0.0% ↔
Persentil ke-20	RM 1,664	4.0% ▲
Persentil ke-30	RM 2,000	3.8% ▲
Persentil ke-40	RM 2,464	5.0% ▲
Persentil ke-50	RM 3,045	5.0% ▲
Persentil ke-60	RM 3,700	5.7% ▲
Persentil ke-70	RM 4,782	6.3% ▲
Persentil ke-80	RM 6,600	5.9% ▲
Persentil ke-90	RM 10,800	5.9% ▲

Peratus Perubahan Tahun ke Tahun (%), Disember 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 pekerja mengikut saiz pekerja termasuk statistik mengenai bilangan dan upah pekerja formal mengikut saiz pertubuhan, membezakan antara Perusahaan Kecil dan Sederhana (PKS) dan Perusahaan Mikro, Kecil dan Sederhana (PMKS). Data tersebut juga akan dikategorikan berdasarkan jenis intensif industri (intensif modal atau buruh), mengikut tahap kemahiran dan jenis pekerjaan, mengikut status syarikat (seperti Syarikat Multi-Nasional - MNC dan Pelaburan Langsung Asing - FDI), mengikut pemilikan pertubuhan syarikat, mengikut perniagaan berorientasikan eksport atau permintaan domestik, mengikut skala ekonomi perniagaan, mengikut usia perniagaan dan lain-lain.

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

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# SUMMARY OF FINDINGS

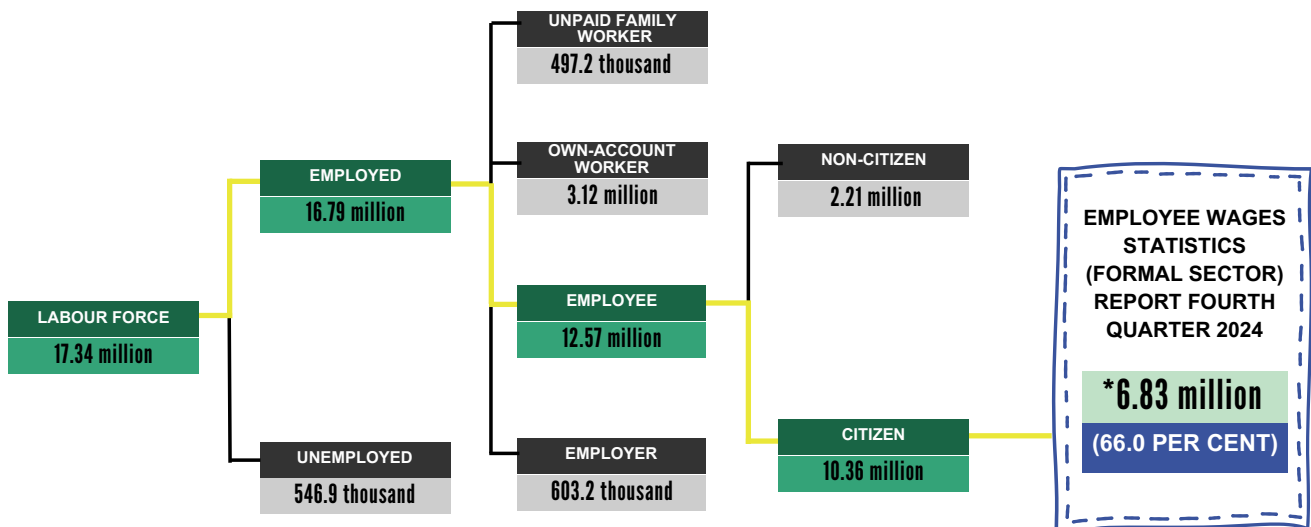
## 1. INTRODUCTION

The Quarterly Employee Wages Statistics (Formal Sector) Publication is part of the Department of Statistics Malaysia's initiative to provide more comprehensive, granular and frequent wages statistics to meet increasing user demand. This report is based on administrative data from various agencies and primarily focuses on citizen employees in Malaysia's formal private economic activity. The wages estimated in this publication 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 demonstrated strong performance in the fourth quarter of 2024, supported by a steady increase in both labour supply and demand. During Q4 2024, the number of employed persons rose by 2.7 per cent year-on-year (+446.2 thousand). At the same time, the number of unemployed persons fell by 3.2 per cent (-18.1 thousand) year-on-year to 546.9 thousand leading to a 0.2 percentage point decrease in the national unemployment rate, which stood at 3.2 per cent. (Exhibit 1).

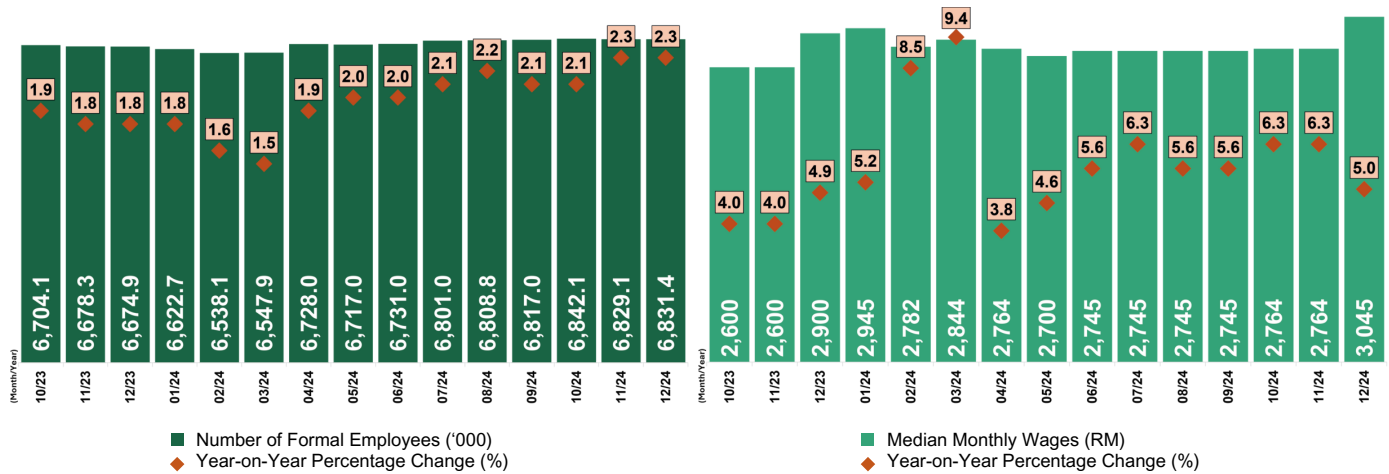
Exhibit 1: Monthly Salaries & Wages Analysis Framework, Q4 2024



Note: \*Number of formal employees based on average monthly of October - December 2024

Based on administrative records, the number of Malaysian formal employees in December 2024 was 6.83 million persons (November 2024: 6.83 million persons; October 2024: 6.84 million persons), increased by 2.3 per cent (November 2024: 2.3%; October 2024: 2.1%) compared to the same month in the previous year. Additionally, the median monthly wages for Malaysian formal employees grew by 5.0 per cent year-on-year to RM3,045 in December 2024 (November 2024: RM2,764; October 2024: RM2,764). (Chart 1)

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



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



In December 2024, male formal employees in Malaysia made up over half of the total formal workforce, accounting for 55.2 per cent, or approximately 3.77 million individuals. Male employees reported a median monthly wage of RM3,045, which represents a year-on-year increase of 3.4 per cent from RM2,945 in December 2023. In November and October 2024, monthly median wages of male formal employees increased by 4.7 per cent and 5.1 per cent to RM2,789 and RM2,800, respectively.

Meanwhile, Malaysian female formal employees in December 2024 represented 44.8 per cent of the total formal workforce, amounting to 3.06 million persons (November 2024: 3.06 million persons; October 2024: 3.06 million persons). The median monthly wages for female formal employees stood at RM2,700 in October and November 2024, before rising to RM3,000 in December 2024, reflecting year-on-year growth rates of 5.3 per cent, 5.3 per cent and 5.4 per cent, respectively.

An analysis of wage disparities by sex revealed that Malaysian male formal employees consistently earned higher median monthly wages than their female counterparts. As of December 2024, males earned a median monthly wages 1.02 higher than female employees. (**Exhibit 2**)

## SUMMARY OF FINDINGS

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

	OCT	NOV	DEC	
Number of Formal Employees ('000)	3,780.1	3,771.5	3,771.3	 MALE
Median Monthly Wages	RM 2,800	RM 2,789	RM 3,045	
Year-on-Year Percentage Change	5.1% ▲	4.7% ▲	3.4% ▲	
Percentage Share	55.2 %	55.2 %	55.2 %	
	OCT	NOV	DEC	
Number of Formal Employees ('000)	3,062.0	3,057.6	3,060.2	 FEMALE
Median Monthly Wages	RM 2,700	RM 2,700	RM 3,000	
Year-on-Year Percentage Change	5.3% ▲	5.3% ▲	5.4% ▲	
Percentage Share	44.8 %	44.8 %	44.8 %	

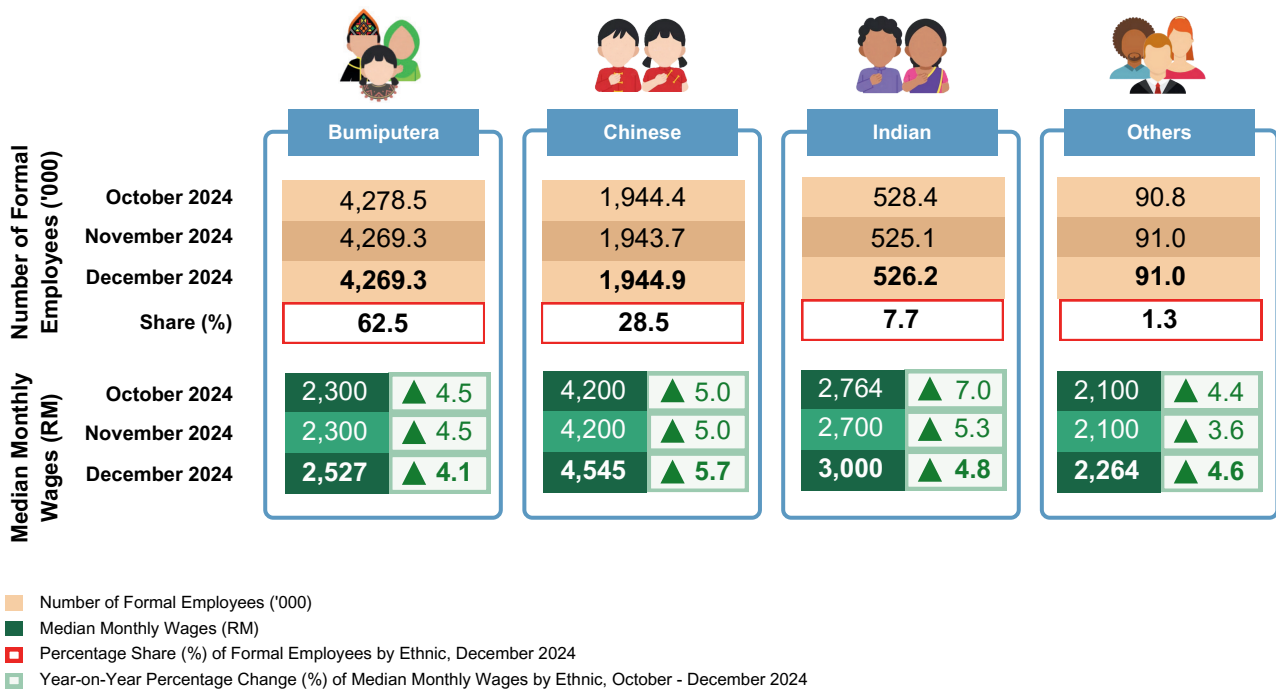
#### 4. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGES BY ETHNIC

In the fourth quarter of 2024, all ethnic groups recorded year-on-year increases in median monthly wages. Bumiputera formal employees earned a median monthly wages of RM2,527 in December 2024, reflecting a 4.1 per cent increase compared to the same period in the previous year (December 2023: RM2,427). The proportion of formal employees of Bumiputera formal employees reached 62.5 per cent, or 4.27 million persons in December 2024.

Chinese formal employees, accounting for 28.5 per cent or equivalent to 1.94 million persons, earned the highest median monthly wages at RM4,545 and recorded a year-on-year growth of 5.7 per cent in December 2024 (November 2024: 5.0%; October 2024: 5.0%).

Meanwhile, Indian formal employees, representing 7.7 per cent or 0.53 million persons, earned median monthly wages of RM3,000 in December 2024, increased 4.8 per cent from December 2023 (November 2024: RM2,700; October 2024: RM2,764). (**Exhibit 3**)

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



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

Delving into the age group, formal employees in Malaysia increased across all age groups in the fourth quarter of 2024, except for those aged below 20 and 20 to 24 years, who collectively accounted for 14.5 per cent of the total formal workforce in December 2024. The highest growth was recorded by the age group of 65 and above with median monthly wages at RM2,982 in December 2024. In addition, this age group also recorded the highest growth in the number of employees in December 2024, reflecting a rising participation of this group in the formal sector.

For the median monthly wages, all age groups experienced steady increase for year-on-year growth. Formal employees aged 45 to 49 years earned the highest median monthly wages at RM4,082 (December 2024), while those under 20 years received the lowest median monthly wages at RM1,527 (December 2024). (Exhibit 4)

## SUMMARY OF FINDINGS

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

Number of Formal Employees ('000)											
October 2024	116.9	839.6	1,353.0	1,155.2	939.5	749.5	613.3	484.0	327.7	157.5	106.1
November 2024	121.0	850.0	1,348.4	1,150.3	935.7	746.4	610.5	481.4	325.3	155.1	104.8
December 2024	127.6	860.4	1,345.5	1,147.3	933.9	745.5	609.4	480.1	323.9	154.0	104.0
Share (%)	1.9	12.6	19.7	16.8	13.7	10.9	8.9	7.0	4.7	2.3	1.5
Age Group	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>64
October 2024	1,500	1,800	2,500	3,000	3,378	3,545	3,645	3,500	3,227	2,926	2,764
November 2024	1,500	1,800	2,500	3,000	3,382	3,545	3,664	3,500	3,227	2,900	2,755
December 2024	1,527	1,900	2,727	3,282	3,727	4,000	4,082	3,945	3,500	3,000	2,982
Year-on-Year Percentage Change (%)	▲ 1.8	▲ 3.0	▲ 4.9	▲ 4.3	▲ 4.6	▲ 4.5	▲ 3.9	▲ 7.2	▲ 3.5	▲ 3.4	▲ 8.3
Median Monthly Wages (RM)											
<ul style="list-style-type: none"> <li>■ Number of Formal Employees ('000)</li> <li>■ Median Monthly Wages (RM)</li> <li>■ Percentage Share (%) of Formal Employees by Age Group, December 2024</li> <li>■ Year-on-Year Percentage Change (%) of Median Monthly Wages by Age Group, December 2024</li> </ul>											

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

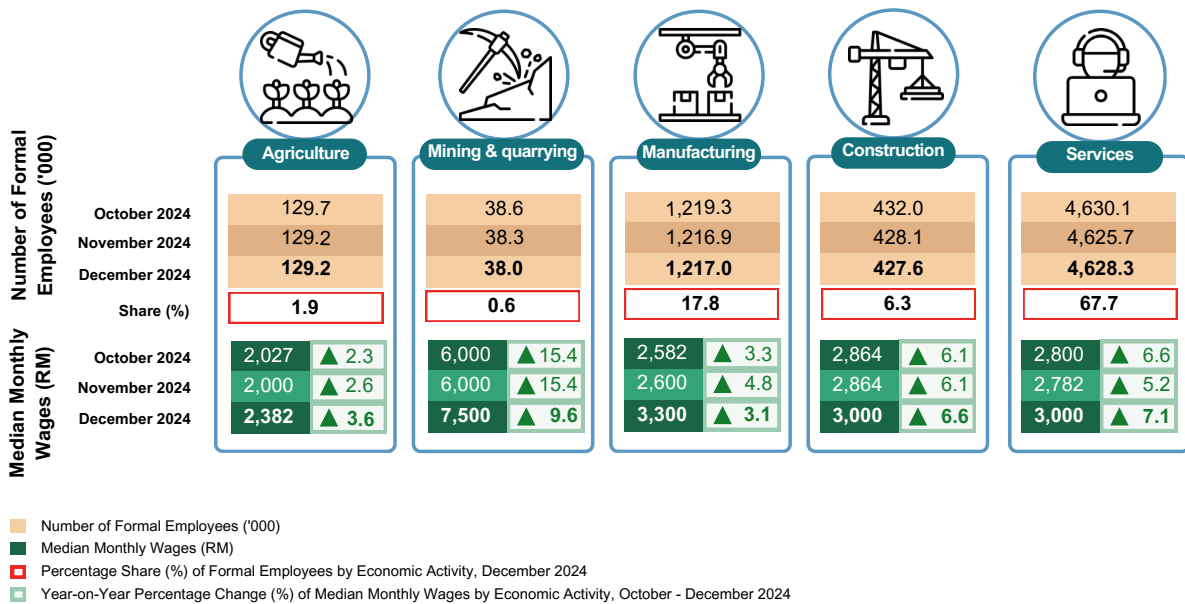
Across all economic sectors, median monthly wages showed positive growth in the fourth quarter of 2024. The Mining & quarrying sector recorded the highest median monthly wages at RM7,500, despite only representing 0.6 per cent of all formal employees in December 2024 (November 2024: RM6,000; October 2024: RM6,000).

Meanwhile, the Services sector employed the largest number of formal employees, accounting for 67.7 per cent or 4.63 million persons in December 2024. Employees in this sector experienced a 7.1 per cent year-on-year wage growth, with median monthly wages increasing to RM3,000 in December 2024 (November 2024: RM2,782; October 2024: RM2,800). The sub-sector that recorded the highest median monthly wages in December 2024 was the Finance and insurance at RM6,500 and followed by the Information and communication at RM5,600. In contrast, the Food & beverages and accommodation sub-sector registered the lowest median monthly wages of RM2,000 (November 2024: RM1,945; October 2024: RM1,982).

At the same time, the Manufacturing sector accounted for 17.8 per cent (1.22 million persons) of the total formal employees and recorded a median monthly wages of RM3,300 in December 2024. This sector recorded a 3.1 per cent year-on-year increase in median monthly wages compared to December 2023. In terms of sub-sector, the highest median monthly wages in December 2024 were in the Beverage and tobacco products with RM4,282, while the lowest median monthly wages were in the Textiles, wearing apparel and leather products with RM2,227.

The Construction sector employing 0.43 million persons or 6.3 per cent of the total formal workforce, recorded a median monthly wages of RM3,000 in December 2024, increased 6.6 per cent year-on-year growth from December 2023. The median monthly wages for this sector stood at RM2,864 in both November and October 2024. The Agriculture sector, which accounted for 0.13 million formal employees or 1.9 per cent of the total, recorded the lowest median monthly wages at RM2,382, increase 3.6 per cent year-on-year in December 2024. (**Exhibit 5**)

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



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


















In December 2024, median monthly wages for all states indicated a positive year-on-year growth. Three states surpassed the national median monthly wages of RM3,045, with W.P. Kuala Lumpur recording the highest median monthly wages at RM4,200, followed by Pulau Pinang (RM3,382), and Selangor (RM3,300). Conversely, the lowest median monthly wages were recorded in Sabah (RM2,000), Perlis (RM1,764) and Kelantan (RM1,664).

In terms of number of formal employees, Selangor led with the largest share, representing 28.2 per cent or 1.93 million formal employees, followed by W.P. Kuala Lumpur with 1.41 million persons (20.6%) and Johor with 0.73 million persons (10.7%). (**Exhibit 6**)

# SUMMARY OF FINDINGS

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

UPDATED 23/4/25-ENG

		OCT 24		NOV 24		DEC 24			
	<b>W.P. KUALA LUMPUR</b>	Number of Formal Employees ('000)	1,404.8 <span>20.5</span>	1,403.7 <span>20.6</span>	1,406.6 <span>20.6</span>	Median Monthly Wages	RM4,000 <span>5.3</span>	RM3,967 <span>4.4</span>	RM4,200 <span>3.8</span>
	<b>SELANGOR</b>	Number of Formal Employees ('000)	1,923.7 <span>28.1</span>	1,922.8 <span>28.2</span>	1,925.6 <span>28.2</span>	Median Monthly Wages	RM3,000 <span>1.9</span>	RM3,000 <span>1.2</span>	RM3,300 <span>4.3</span>
	<b>PULAU PINANG</b>	Number of Formal Employees ('000)	539.8 <span>7.9</span>	539.6 <span>7.9</span>	540.2 <span>7.9</span>	Median Monthly Wages	RM2,827 <span>4.7</span>	RM2,882 <span>7.5</span>	RM3,382 <span>4.2</span>
	<b>MALAYSIA</b>	Number of Formal Employees ('000)	6,842.1 <span>100</span>	6,829.1 <span>100</span>	6,831.4 <span>100</span>	Median Monthly Wages	RM2,764 <span>6.3</span>	RM2,764 <span>6.3</span>	RM3,045 <span>5.0</span>
	<b>JOHOR</b>	Number of Formal Employees ('000)	730.6 <span>10.7</span>	730.2 <span>10.7</span>	730.8 <span>10.7</span>	Median Monthly Wages	RM2,500 <span>3.0</span>	RM2,500 <span>4.2</span>	RM2,827 <span>5.8</span>
	<b>W.P. PUTRAJAYA</b>	Number of Formal Employees ('000)	31.5 <span>0.5</span>	31.9 <span>0.5</span>	31.8 <span>0.5</span>	Median Monthly Wages	RM2,482 <span>0.0</span>	RM2,482 <span>0.0</span>	RM2,527 <span>1.8</span>
	<b>MELAKA</b>	Number of Formal Employees ('000)	178.8 <span>2.6</span>	178.3 <span>2.6</span>	178.3 <span>2.6</span>	Median Monthly Wages	RM2,500 <span>1.9</span>	RM2,500 <span>4.2</span>	RM2,727 <span>1.7</span>
	<b>NEGERI SEMBILAN</b>	Number of Formal Employees ('000)	172.5 <span>2.5</span>	173.6 <span>2.5</span>	173.4 <span>2.5</span>	Median Monthly Wages	RM2,382 <span>5.2</span>	RM2,345 <span>3.6</span>	RM2,545 <span>2.6</span>
	<b>PAHANG</b>	Number of Formal Employees ('000)	171.6 <span>2.5</span>	170.9 <span>2.5</span>	170.6 <span>2.5</span>	Median Monthly Wages	RM2,100 <span>5.0</span>	RM2,082 <span>4.1</span>	RM2,200 <span>5.7</span>
	<b>SARAWAK</b>	Number of Formal Employees ('000)	505.4 <span>7.4</span>	503.5 <span>7.4</span>	501.4 <span>7.3</span>	Median Monthly Wages	RM2,064 <span>3.2</span>	RM2,064 <span>3.2</span>	RM2,200 <span>4.8</span>
	<b>PERAK</b>	Number of Formal Employees ('000)	313.9 <span>4.6</span>	312.3 <span>4.6</span>	312.0 <span>4.6</span>	Median Monthly Wages	RM2,064 <span>3.2</span>	RM2,064 <span>3.2</span>	RM2,200 <span>5.7</span>
	<b>W.P. LABUAN</b>	Number of Formal Employees ('000)	17.8 <span>0.3</span>	17.9 <span>0.3</span>	17.8 <span>0.3</span>	Median Monthly Wages	RM2,000 <span>0.0</span>	RM2,000 <span>0.0</span>	RM2,482 <span>6.6</span>
	<b>TERENGGANU</b>	Number of Formal Employees ('000)	148.1 <span>2.2</span>	144.9 <span>2.1</span>	144.8 <span>2.1</span>	Median Monthly Wages	RM2,000 <span>5.3</span>	RM2,000 <span>5.3</span>	RM2,100 <span>5.0</span>
	<b>KEDAH</b>	Number of Formal Employees ('000)	246.4 <span>3.6</span>	245.4 <span>3.6</span>	244.7 <span>3.6</span>	Median Monthly Wages	RM1,930 <span>3.6</span>	RM1,900 <span>4.0</span>	RM2,064 <span>3.2</span>
	<b>SABAH</b>	Number of Formal Employees ('000)	344.6 <span>5.0</span>	343.1 <span>5.0</span>	342.7 <span>5.0</span>	Median Monthly Wages	RM1,900 <span>5.6</span>	RM1,882 <span>4.5</span>	RM2,000 <span>6.3</span>
	<b>PERLIS</b>	Number of Formal Employees ('000)	18.7 <span>0.3</span>	18.4 <span>0.3</span>	18.4 <span>0.3</span>	Median Monthly Wages	RM1,682 <span>3.4</span>	RM1,682 <span>3.4</span>	RM1,764 <span>3.7</span>
	<b>KELANTAN</b>	Number of Formal Employees ('000)	93.7 <span>1.4</span>	92.7 <span>1.4</span>	92.6 <span>1.4</span>	Median Monthly Wages	RM1,664 <span>4.0</span>	RM1,627 <span>1.7</span>	RM1,664 <span>4.0</span>

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

The ranking of states is based on the highest median monthly wages, December 2024

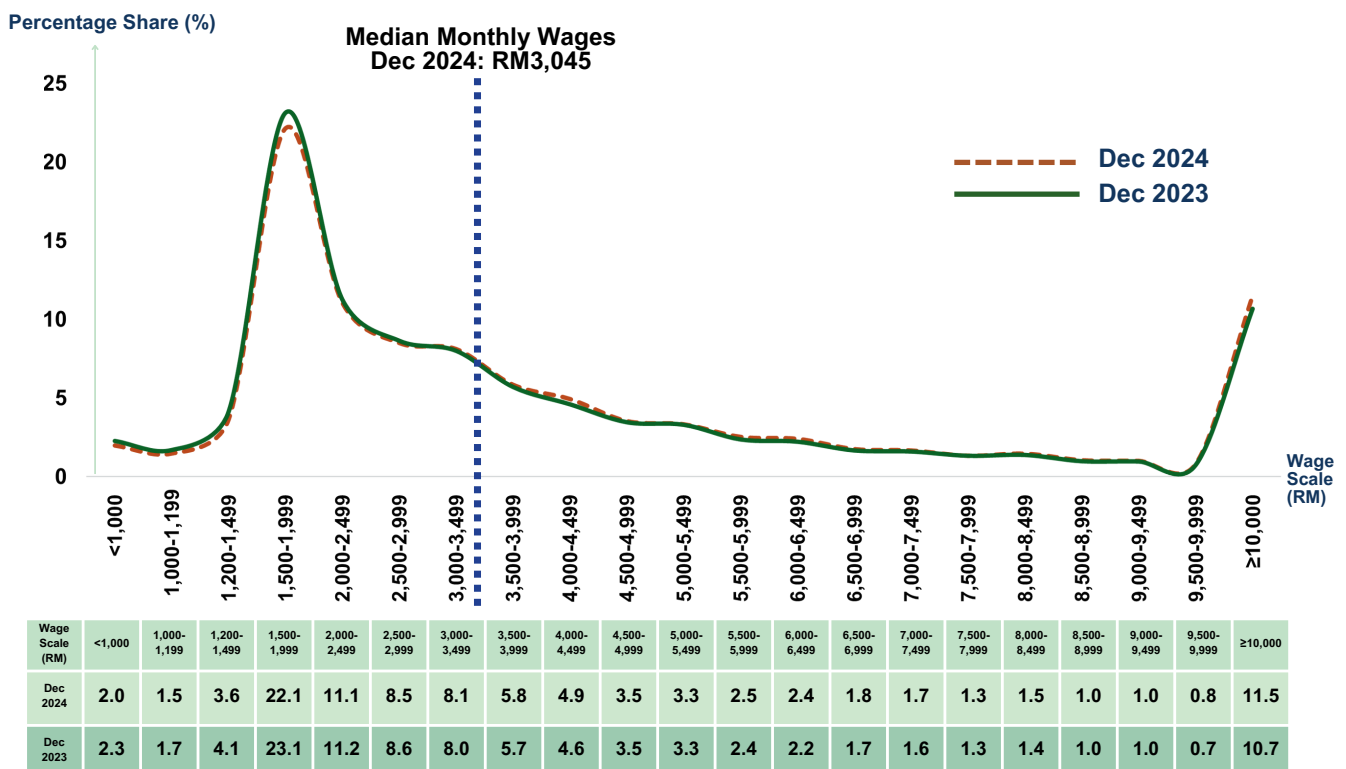
⬆️ Year-on-Year Percentage Change of Median Monthly Wages by State (%)  
⬆️ Percentage Share of Formal Employees by State (%)

## 8. DISTRIBUTION OF MONTHLY WAGES OF FORMAL EMPLOYEES

An analysis of employee distribution by wage scale showed that in December 2024, 29.2 per cent of Malaysian formal employees earned less than RM2,000 per month, a decrease of 2.0 percentage points from 31.2 per cent in the previous year. During the same period, 11.5 per cent of formal employees earned RM10,000 or more monthly.

A detailed look at the percentile analysis reveals that formal employees in the 10th percentile earned wages equal to or less than RM1,500 per month, whereas those in the 90th percentile earned RM10,800 or more. This indicates that top earners made up to 7 times more than those at the bottom of the wage scale. (Chart 2 & Table 1)

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



## SUMMARY OF FINDINGS

**Table 1: Wage Distribution of Formal Employees by Percentile, December 2024**

Percentile	Monthly Wages	Year-on-Year Percentage Change
10th Percentile	RM 1,500	0.0% ↔
20th Percentile	RM 1,664	4.0% ▲
30th Percentile	RM 2,000	3.8% ▲
40th Percentile	RM 2,464	5.0% ▲
50th Percentile	RM 3,045	5.0% ▲
60th Percentile	RM 3,700	5.7% ▲
70th Percentile	RM 4,782	6.3% ▲
80th Percentile	RM 6,600	5.9% ▲
90th Percentile	RM 10,800	5.9% ▲

Year-on-Year Percentage Change (%), December 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 and Foreign Direct Investment - FDI), company ownership, business orientation export-oriented or domestic demand-oriented, business economic scale, company establishment period, and other relevant factors.

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

# JADUAL STATISTIK

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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,  
Oktober 2023 - Disember 2024**
*Number of formal employees by sex, ethnic and age group,  
October 2023 - December 2024*

('000)

Dimensi <i>Dimension</i>	Bulan / Month					
	2023			2024		
	10	11	12	01	02	03
<b>Jumlah</b> <i>Total</i>	<b>6,704.1</b>	<b>6,678.3</b>	<b>6,674.9</b>	<b>6,622.7</b>	<b>6,538.1</b>	<b>6,547.9</b>
<b>Jantina</b> <i>Sex</i>						
<b>Lelaki</b> <i>Male</i>	3,720.3	3,704.7	3,701.6	3,674.1	3,618.2	3,624.1
<b>Perempuan</b> <i>Female</i>	2,983.7	2,973.5	2,973.3	2,948.6	2,919.8	2,923.8
<b>Etnik</b> <i>Ethnic</i>						
<b>Bumiputera</b>	4,162.2	4,145.3	4,138.0	4,103.6	4,050.3	4,056.4
<b>Cina</b> <i>Chinese</i>	1,929.2	1,926.7	1,930.1	1,917.3	1,894.9	1,897.9
<b>India</b> <i>Indian</i>	526.4	520.2	519.7	514.9	506.8	507.4
<b>Lain-lain</b> <i>Others</i>	86.3	86.1	87.0	86.9	86.0	86.2
<b>Kumpulan umur</b> <i>Age group</i>						
<b>Kurang daripada 20</b> <i>Less than 20</i>	126.0	127.7	131.6	57.8	60.4	76.8
<b>20-24</b>	857.2	859.5	865.7	707.1	708.7	717.7
<b>25-29</b>	1,337.7	1,333.5	1,331.0	1,307.9	1,295.5	1,293.8
<b>30-34</b>	1,104.9	1,100.2	1,097.5	1,149.5	1,132.3	1,128.0
<b>35-39</b>	921.7	917.9	916.3	933.6	919.4	917.4
<b>40-44</b>	720.7	717.5	716.5	744.0	732.4	730.9
<b>45-49</b>	598.2	595.0	594.1	611.9	601.8	600.9
<b>50-54</b>	468.2	465.2	464.0	486.9	478.2	476.8
<b>55-59</b>	319.5	316.5	314.9	337.4	330.2	328.8
<b>60-64</b>	150.0	146.6	145.3	172.1	167.4	166.3
<b>65 dan ke atas</b> <i>65 and above</i>	100.0	98.8	98.0	114.6	111.8	110.6

## 1.1a

**Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,  
Oktober 2023 - Disember 2024 (samb.)**  
Number of formal employees by sex, ethnic and age group,  
October 2023 - December 2024 (cont.)

('000)

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
6,728.0	6,717.0	6,731.0	6,801.0	6,808.8	6,817.0	6,842.1	6,829.1	6,831.4
Jantina Sex								
3,725.5	3,715.9	3,721.4	3,761.7	3,761.9	3,764.1	3,780.1	3,771.5	3,771.3
3,002.6	3,001.2	3,009.6	3,039.3	3,046.9	3,052.8	3,062.0	3,057.6	3,060.2
Etnik Ethnic								
4,177.4	4,174.1	4,184.6	4,242.7	4,249.8	4,254.7	4,278.5	4,269.3	4,269.3
1,935.5	1,931.4	1,934.6	1,940.6	1,942.6	1,945.7	1,944.4	1,943.7	1,944.9
526.9	523.3	523.1	527.7	526.3	526.1	528.4	525.1	526.2
88.3	88.2	88.7	90.0	90.2	90.5	90.8	91.0	91.0
Kumpulan umur Age group								
90.6	100.5	107.1	111.1	111.7	115.1	116.9	121.0	127.6
737.5	748.0	763.6	791.9	816.9	831.7	839.6	850.0	860.4
1,330.2	1,328.0	1,330.2	1,343.7	1,344.6	1,345.9	1,353.0	1,348.4	1,345.5
1,156.5	1,150.8	1,149.4	1,156.8	1,153.6	1,152.1	1,155.2	1,150.3	1,147.3
939.7	935.5	934.0	940.1	937.5	936.8	939.5	935.7	933.9
749.8	746.0	745.4	750.0	747.9	747.0	749.5	746.4	745.5
616.0	612.3	611.4	615.0	612.8	611.6	613.3	610.5	609.4
489.5	485.8	484.6	487.0	484.7	483.0	484.0	481.4	480.1
337.0	333.4	331.6	332.6	330.0	327.9	327.7	325.3	323.9
169.2	166.0	164.0	163.6	161.0	158.8	157.5	155.1	154.0
112.2	110.8	109.8	109.3	108.1	107.1	106.1	104.8	104.0

## 1.1b

## Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024

Percentage share of formal employees by sex, ethnic and age group, October 2023 - December 2024

(%)

Dimensi Dimension	Bulan / Month					
	2023			2024		
	10	11	12	01	02	03
<b>Jumlah</b> Total	100	100	100	100	100	100
<b>Jantina</b> Sex						
Lelaki Male	55.5	55.5	55.5	55.5	55.3	55.3
Perempuan Female	44.5	44.5	44.5	44.5	44.7	44.7
<b>Etnik</b> Ethnic						
Bumiputera	62.1	62.1	62.0	62.0	61.9	61.9
Cina Chinese	28.8	28.8	28.9	29.0	29.0	29.0
India Indian	7.9	7.8	7.8	7.8	7.8	7.7
Lain-lain Others	1.3	1.3	1.3	1.3	1.3	1.3
<b>Kumpulan umur</b> Age group						
Kurang daripada 20 Less than 20	1.9	1.9	2.0	0.9	0.9	1.2
20-24	12.8	12.9	13.0	10.7	10.8	11.0
25-29	20.0	20.0	19.9	19.7	19.8	19.8
30-34	16.5	16.5	16.4	17.4	17.3	17.2
35-39	13.7	13.7	13.7	14.1	14.1	14.0
40-44	10.7	10.7	10.7	11.2	11.2	11.2
45-49	8.9	8.9	8.9	9.2	9.2	9.2
50-54	7.0	7.0	7.0	7.4	7.3	7.3
55-59	4.8	4.7	4.7	5.1	5.1	5.0
60-64	2.2	2.2	2.2	2.6	2.6	2.5
65 dan ke atas 65 and above	1.5	1.5	1.5	1.7	1.7	1.7

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

(%)

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
100	100	100	100	100	100	100	100	100
Jantina Sex								
55.4	55.3	55.3	55.3	55.3	55.2	55.2	55.2	55.2
44.6	44.7	44.7	44.7	44.7	44.8	44.8	44.8	44.8
Etnik Ethnic								
62.1	62.1	62.2	62.4	62.4	62.4	62.5	62.5	62.5
28.8	28.8	28.7	28.5	28.5	28.5	28.4	28.5	28.5
7.8	7.8	7.8	7.8	7.7	7.7	7.7	7.7	7.7
1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3
Kumpulan umur Age group								
1.3	1.5	1.6	1.6	1.6	1.7	1.7	1.8	1.9
11.0	11.1	11.3	11.6	12.0	12.2	12.3	12.4	12.6
19.8	19.8	19.8	19.8	19.7	19.7	19.8	19.7	19.7
17.2	17.1	17.1	17.0	16.9	16.9	16.9	16.8	16.8
14.0	13.9	13.9	13.8	13.8	13.7	13.7	13.7	13.7
11.1	11.1	11.1	11.0	11.0	11.0	11.0	10.9	10.9
9.2	9.1	9.1	9.0	9.0	9.0	9.0	8.9	8.9
7.3	7.2	7.2	7.2	7.1	7.1	7.1	7.0	7.0
5.0	5.0	4.9	4.9	4.8	4.8	4.8	4.8	4.7
2.5	2.5	2.4	2.4	2.4	2.3	2.3	2.3	2.3
1.7	1.6	1.6	1.6	1.6	1.6	1.6	1.5	1.5

# 1.1c

## Peratus perubahan bulan ke bulan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024 Month-on-month percentage change of formal employees by sex, ethnic and age group, October 2023 - December 2024

(%)

Dimensi Dimension	Perubahan bulan ke bulan Month-on-month change					
	2023			2024		
	10	11	12	01	02	03
<b>Jumlah</b> Total	0.4	-0.4	-0.1	-0.8	-1.3	0.1
<b>Jantina</b> Sex						
Lelaki Male	0.5	-0.4	-0.1	-0.7	-1.5	0.2
Perempuan Female	0.2	-0.3	0.0	-0.8	-1.0	0.1
<b>Etnik</b> Ethnic						
Bumiputera	0.7	-0.4	-0.2	-0.8	-1.3	0.1
Cina Chinese	-0.1	-0.1	0.2	-0.7	-1.2	0.2
India Indian	0.1	-1.2	-0.1	-0.9	-1.6	0.1
Lain-lain Others	0.6	-0.3	1.1	-0.2	-1.0	0.2
<b>Kumpulan umur</b> Age group						
Kurang daripada 20 Less than 20	-0.8	1.3	3.1	-56.1	4.5	27.2
20-24	0.6	0.3	0.7	-18.3	0.2	1.3
25-29	0.5	-0.3	-0.2	-1.7	-0.9	-0.1
30-34	0.4	-0.4	-0.2	4.7	-1.5	-0.4
35-39	0.4	-0.4	-0.2	1.9	-1.5	-0.2
40-44	0.4	-0.4	-0.1	3.8	-1.6	-0.2
45-49	0.4	-0.5	-0.1	3.0	-1.6	-0.2
50-54	0.4	-0.6	-0.3	5.0	-1.8	-0.3
55-59	0.3	-0.9	-0.5	7.1	-2.1	-0.4
60-64	0.0	-2.3	-0.8	18.4	-2.8	-0.6
65 dan ke atas 65 and above	-1.1	-1.2	-0.9	17.0	-2.4	-1.1

**1.1c** Peratus perubahan bulan ke bulan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024 (samb.)  
*Month-on-month percentage change of formal employees by sex, ethnic and age group, October 2023 - December 2024 (cont.)*

(%)

Perubahan bulan ke bulan <i>Month-on-month change</i>								
2024								
04	05	06	07	08	09	10	11	12
2.8	-0.2	0.2	1.0	0.1	0.1	0.4	-0.2	0.0
Jantina <i>Sex</i>								
2.8	-0.3	0.1	1.1	0.0	0.1	0.4	-0.2	0.0
2.7	0.0	0.3	1.0	0.2	0.2	0.3	-0.1	0.1
Etnik <i>Ethnic</i>								
3.0	-0.1	0.3	1.4	0.2	0.1	0.6	-0.2	0.0
2.0	-0.2	0.2	0.3	0.1	0.2	-0.1	0.0	0.1
3.8	-0.7	0.0	0.9	-0.3	0.0	0.4	-0.6	0.2
2.5	-0.1	0.6	1.5	0.2	0.4	0.3	0.1	0.1
Kumpulan umur <i>Age group</i>								
17.9	10.9	6.6	3.7	0.6	3.0	1.6	3.6	5.4
2.8	1.4	2.1	3.7	3.2	1.8	0.9	1.2	1.2
2.8	-0.2	0.2	1.0	0.1	0.1	0.5	-0.3	-0.2
2.5	-0.5	-0.1	0.6	-0.3	-0.1	0.3	-0.4	-0.3
2.4	-0.4	-0.2	0.6	-0.3	-0.1	0.3	-0.4	-0.2
2.6	-0.5	-0.1	0.6	-0.3	-0.1	0.3	-0.4	-0.1
2.5	-0.6	-0.2	0.6	-0.4	-0.2	0.3	-0.5	-0.2
2.7	-0.8	-0.2	0.5	-0.5	-0.4	0.2	-0.5	-0.3
2.5	-1.1	-0.5	0.3	-0.8	-0.6	-0.1	-0.7	-0.5
1.7	-1.9	-1.2	-0.2	-1.6	-1.4	-0.8	-1.5	-0.7
1.5	-1.3	-0.9	-0.4	-1.1	-1.0	-0.9	-1.2	-0.7

**1.1d** Peratus perubahan tahun ke tahun pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024  
*Year-on-year percentage change of formal employees by sex, ethnic and age group, October 2023 - December 2024*

(%)

Dimensi <i>Dimension</i>	Perubahan tahun ke tahun <i>Year-on-year change</i>					
	2023			2024		
	10	11	12	01	02	03
<b>Jumlah</b> <i>Total</i>	1.9	1.8	1.8	1.8	1.6	1.5
<b>Jantina</b> <i>Sex</i>						
<b>Lelaki</b> <i>Male</i>	1.5	1.4	1.5	1.6	1.4	1.1
<b>Perempuan</b> <i>Female</i>	2.3	2.2	2.3	2.1	2.0	2.0
<b>Etnik</b> <i>Ethnic</i>						
<b>Bumiputera</b>	2.7	2.7	2.6	2.7	2.6	2.4
<b>Cina</b> <i>Chinese</i>	0.6	0.6	0.7	0.6	0.2	0.2
<b>India</b> <i>Indian</i>	-0.7	-1.2	-1.2	-1.0	-1.1	-1.2
<b>Lain-lain</b> <i>Others</i>	6.1	5.8	6.8	7.0	6.9	6.3
<b>Kumpulan umur</b> <i>Age group</i>						
<b>Kurang daripada 20</b> <i>Less than 20</i>	-12.1	-14.2	-14.2	-21.9	-20.2	-14.4
<b>20-24</b>	-4.2	-3.8	-3.5	-4.6	-4.9	-4.9
<b>25-29</b>	0.8	0.8	0.9	0.3	0.3	0.0
<b>30-34</b>	3.2	3.2	3.1	4.8	4.5	4.2
<b>35-39</b>	5.4	5.4	5.3	2.3	2.0	1.8
<b>40-44</b>	3.7	3.6	3.7	4.5	4.2	4.1
<b>45-49</b>	3.3	3.1	3.2	3.3	3.0	3.0
<b>50-54</b>	3.0	2.9	3.0	4.0	3.8	3.6
<b>55-59</b>	4.7	4.5	4.4	3.4	3.3	3.3
<b>60-64</b>	6.2	5.3	5.3	4.7	5.8	6.1
<b>65 dan ke atas</b> <i>65 and above</i>	4.2	3.9	3.7	2.6	2.4	2.0

**1.1d** Peratus perubahan tahun ke tahun pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024 (samb.)  
*Year-on-year percentage change of formal employees by sex, ethnic and age group, October 2023 - December 2024 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change									
2024									
04	05	06	07	08	09	10	11	12	
1.9	2.0	2.0	2.1	2.2	2.1	2.1	2.3	2.3	
Jantina Sex									
1.5	1.7	1.6	1.7	1.8	1.7	1.6	1.8	1.9	
2.4	2.5	2.5	2.6	2.7	2.6	2.6	2.8	2.9	
Etnik Ethnic									
2.8	3.1	2.9	2.9	3.0	2.9	2.8	3.0	3.2	
0.5	0.4	0.5	0.7	0.7	0.7	0.8	0.9	0.8	
-0.4	-0.6	-0.3	0.0	0.1	0.1	0.4	0.9	1.2	
6.3	6.1	6.0	5.9	5.6	5.5	5.3	5.7	4.6	
Kumpulan umur Age group									
-15.6	-16.5	-14.7	-13.9	-12.1	-9.4	-7.3	-5.2	-3.1	
-4.3	-3.8	-3.4	-2.7	-2.4	-2.4	-2.1	-1.1	-0.6	
0.7	1.1	1.1	1.3	1.3	1.1	1.1	1.1	1.1	
4.7	4.9	4.7	4.8	4.7	4.6	4.6	4.6	4.5	
2.2	2.4	2.1	2.1	2.1	2.0	1.9	1.9	1.9	
4.4	4.6	4.4	4.2	4.2	4.1	4.0	4.0	4.1	
3.2	3.2	3.0	2.8	2.8	2.7	2.5	2.6	2.6	
4.0	4.1	3.9	3.6	3.7	3.5	3.4	3.5	3.5	
3.6	3.6	3.5	3.2	3.2	3.0	2.6	2.8	2.9	
6.3	5.8	5.9	6.0	5.8	5.8	5.0	5.8	6.0	
2.2	2.0	2.8	5.7	6.1	5.9	6.1	6.1	6.2	

## 1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024

Number of formal employees by economic activity, October 2023 - December 2024

('000)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2023			2024
		10	11	12	01
<b>Jumlah</b> <i>Total</i>		<b>6,704.1</b>	<b>6,678.3</b>	<b>6,674.9</b>	<b>6,622.7</b>
<b>1.</b>	<b>Pertanian</b> <i>Agriculture</i>	<b>130.1</b>	<b>129.4</b>	<b>129.3</b>	<b>128.3</b>
<b>2.</b>	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	<b>36.8</b>	<b>36.8</b>	<b>36.8</b>	<b>36.7</b>
<b>3.</b>	<b>Pembuatan</b> <i>Manufacturing</i>	<b>1,218.9</b>	<b>1,214.6</b>	<b>1,210.8</b>	<b>1,202.6</b>
<b>3.1</b>	<b>Minyak &amp; lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils &amp; fats and food processing</i>	174.4	174.0	170.3	173.1
<b>3.2</b>	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	11.8	11.8	11.9	11.7
<b>3.3</b>	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	25.1	24.9	25.1	24.8
<b>3.4</b>	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	100.6	100.1	99.9	98.9
<b>3.5</b>	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	199.4	198.4	198.1	194.1
<b>3.6</b>	<b>Produk mineral bukan logam, logam asas dan produk logam yang direka</b> <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	150.4	150.2	150.0	147.8
<b>3.7</b>	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	345.7	343.4	343.1	340.3
<b>3.8</b>	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	211.4	211.7	212.4	211.9
<b>4.</b>	<b>Pembinaan</b> <i>Construction</i>	<b>426.7</b>	<b>424.4</b>	<b>424.1</b>	<b>417.0</b>
<b>5.</b>	<b>Perkhidmatan</b> <i>Services</i>	<b>4,511.5</b>	<b>4,492.0</b>	<b>4,494.2</b>	<b>4,456.4</b>
<b>5.1</b>	<b>Utiliti</b> <i>Utilities</i>	66.0	66.1	66.3	66.1
<b>5.2</b>	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	1,432.9	1,428.0	1,433.0	1,424.8
<b>5.3</b>	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	311.3	304.4	299.8	295.6
<b>5.4</b>	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	304.7	304.0	304.5	300.4
<b>5.5</b>	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	217.5	214.7	214.7	211.8
<b>5.6</b>	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	305.0	305.2	306.0	305.5
<b>5.7</b>	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	823.8	818.3	818.3	808.1
<b>5.8</b>	<b>Perkhidmatan lain</b> <i>Other services</i>	1,050.4	1,051.3	1,051.6	1,044.1
<b>6.</b>	<b>Tidak dikelaskan</b> <i>Unclassified</i>	<b>380.0</b>	<b>381.0</b>	<b>379.8</b>	<b>381.7</b>

## 1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024 (samb.) Number of formal employees by economic activity, October 2023 - December 2024 (cont.)

('000)

Bulan / Month										
2024										
02	03	04	05	06	07	08	09	10	11	12
6,538.1	6,547.9	6,728.0	6,717.0	6,731.0	6,801.0	6,808.8	6,817.0	6,842.1	6,829.1	6,831.4
126.7	126.6	129.0	128.7	129.1	129.5	129.5	129.4	129.7	129.2	129.2
36.6	37.0	38.1	38.2	38.3	38.6	38.7	38.7	38.6	38.3	38.0
1,190.5	1,164.4	1,211.1	1,208.6	1,208.6	1,218.7	1,220.8	1,221.0	1,219.3	1,216.9	1,217.0
171.1	171.5	174.5	174.8	174.4	176.9	177.3	177.6	176.8	177.0	177.2
11.7	11.5	11.8	11.7	11.7	11.9	11.7	11.9	11.9	11.9	11.9
24.3	24.2	24.8	24.2	24.3	24.5	24.5	24.6	24.8	24.7	24.7
96.9	94.5	98.7	97.3	96.9	97.4	96.6	96.3	96.2	95.7	95.1
193.1	188.6	199.2	198.6	198.8	200.7	201.6	201.9	200.6	200.3	200.1
147.2	144.6	149.4	149.2	149.1	150.4	150.6	150.5	150.5	150.3	150.5
336.6	319.1	335.7	336.2	335.2	336.3	337.1	335.7	335.5	334.0	333.8
209.7	210.4	217.1	216.6	218.2	220.6	221.4	222.5	222.9	222.9	223.7
404.9	389.5	423.3	420.6	420.5	429.4	427.4	427.9	432.0	428.1	427.6
4,398.1	4,450.4	4,545.8	4,538.3	4,550.1	4,600.1	4,605.8	4,612.3	4,630.1	4,625.7	4,628.3
64.5	64.8	69.5	69.9	70.0	70.7	70.5	71.1	71.2	71.5	72.0
1,406.8	1,390.2	1,441.3	1,437.6	1,439.8	1,450.4	1,450.1	1,451.3	1,448.8	1,445.2	1,446.6
288.8	286.1	295.1	293.6	294.5	297.4	298.5	299.5	296.9	296.9	298.0
295.0	292.2	301.6	297.3	297.6	300.9	300.7	300.2	300.5	299.3	298.6
210.2	215.7	222.3	221.7	221.9	223.0	222.8	223.5	223.5	221.9	220.5
304.5	303.7	307.6	307.0	307.3	308.0	308.5	309.4	310.0	310.2	310.5
792.1	788.4	826.6	820.8	823.2	839.7	839.5	835.7	843.9	840.7	840.0
1,036.3	1,109.3	1,081.8	1,090.3	1,095.8	1,110.0	1,115.4	1,121.7	1,135.4	1,140.0	1,142.0
381.2	380.0	380.7	382.7	384.4	384.7	386.5	387.8	392.5	390.8	391.4

## 1.2b

**Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,  
Oktober 2023 - Disember 2024**  
*Percentage share of formal employees by economic activity,  
October 2023 - December 2024*

(%)

Jenis aktiviti ekonomi <i>Kind of economic activity</i>		Bulan / Month			
		2023			2024
		10	11	12	01
<b>Jumlah</b> <i>Total</i>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
1.	<b>Pertanian</b> <i>Agriculture</i>	1.9	1.9	1.9	1.9
2.	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	0.5	0.6	0.6	0.6
3.	<b>Pembuatan</b> <i>Manufacturing</i>	18.2	18.2	18.1	18.2
3.1	<b>Minyak &amp; lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils &amp; fats and food processing</i>	2.6	2.6	2.6	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>	1.5	1.5	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	3.0	2.9
3.6	<b>Produk mineral bukan logam, logam asas dan produk logam yang direka</b> <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	2.2	2.2	2.2	2.2
3.7	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	5.2	5.1	5.1	5.1
3.8	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	3.2	3.2	3.2	3.2
4.	<b>Pembinaan</b> <i>Construction</i>	6.4	6.4	6.4	6.3
5.	<b>Perkhidmatan</b> <i>Services</i>	67.3	67.3	67.3	67.3
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>	21.4	21.4	21.5	21.5
5.3	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	4.6	4.6	4.5	4.5
5.4	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	4.5	4.6	4.6	4.5
5.5	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	3.2	3.2	3.2	3.2
5.6	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	4.5	4.6	4.6	4.6
5.7	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	12.3	12.3	12.3	12.2
5.8	<b>Perkhidmatan lain</b> <i>Other services</i>	15.7	15.7	15.8	15.8
6.	<b>Tidak dikelaskan</b> <i>Unclassified</i>	5.7	5.7	5.7	5.8

# 1.2b

**Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,  
Oktober 2023 - Disember 2024 (samb.)**  
*Percentage share of formal employees by economic activity,  
October 2023 - December 2024 (cont.)*

(%)

Bulan / Month										
2024										
02	03	04	05	06	07	08	09	10	11	12
100	100	100	100	100	100	100	100	100	100	100
1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9
0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
18.2	17.8	18.0	18.0	18.0	17.9	17.9	17.9	17.8	17.8	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	1.4	1.5	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	2.9	2.9	2.9
2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2
5.1	4.9	5.0	5.0	5.0	4.9	5.0	4.9	4.9	4.9	4.9
3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.3
6.2	5.9	6.3	6.3	6.2	6.3	6.3	6.3	6.3	6.3	6.3
67.3	68.0	67.6	67.6	67.6	67.6	67.6	67.7	67.7	67.7	67.7
1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.1
21.5	21.2	21.4	21.4	21.4	21.3	21.3	21.3	21.2	21.2	21.2
4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.3	4.3	4.4
4.5	4.5	4.5	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4
3.2	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.2	3.2
4.7	4.6	4.6	4.6	4.6	4.5	4.5	4.5	4.5	4.5	4.5
12.1	12.0	12.3	12.2	12.2	12.3	12.3	12.3	12.3	12.3	12.3
15.9	16.9	16.1	16.2	16.3	16.3	16.4	16.5	16.6	16.7	16.7
5.8	5.8	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.7	5.7

## 1.2c

**Peratus perubahan bulan ke bulan pekerja formal mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024**  
*Month-on-month percentage change of formal employees by economic activity, October 2023 - December 2024*

(%)

Jenis aktiviti ekonomi <i>Kind of economic activity</i>		Perubahan bulan ke bulan <i>Month-on-month change</i>			
		2023			2024
		10	11	12	01
<b>Jumlah</b> <i>Total</i>		<b>0.4</b>	<b>-0.4</b>	<b>-0.1</b>	<b>-0.8</b>
<b>1.</b>	<b>Pertanian</b> <i>Agriculture</i>	<b>0.4</b>	<b>-0.6</b>	<b>-0.1</b>	<b>-0.7</b>
<b>2.</b>	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	<b>1.4</b>	<b>0.0</b>	<b>-0.1</b>	<b>-0.1</b>
<b>3.</b>	<b>Pembuatan</b> <i>Manufacturing</i>	<b>0.2</b>	<b>-0.3</b>	<b>-0.3</b>	<b>-0.7</b>
<b>3.1</b>	<b>Minyak &amp; lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils &amp; fats and food processing</i>	0.0	-0.2	-2.2	1.7
<b>3.2</b>	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	0.6	-0.5	0.9	-1.2
<b>3.3</b>	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	-1.9	-0.6	0.6	-1.3
<b>3.4</b>	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	0.2	-0.5	-0.2	-1.0
<b>3.5</b>	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	0.1	-0.5	-0.2	-2.0
<b>3.6</b>	<b>Produk mineral bukan logam, logam asas dan produk logam yang direka</b> <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	0.4	-0.1	-0.1	-1.5
<b>3.7</b>	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	-0.2	-0.7	-0.1	-0.8
<b>3.8</b>	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	1.2	0.1	0.4	-0.2
<b>4.</b>	<b>Pembinaan</b> <i>Construction</i>	<b>1.9</b>	<b>-0.6</b>	<b>-0.1</b>	<b>-1.7</b>
<b>5.</b>	<b>Perkhidmatan</b> <i>Services</i>	<b>0.3</b>	<b>-0.4</b>	<b>0.0</b>	<b>-0.8</b>
<b>5.1</b>	<b>Utiliti</b> <i>Utilities</i>	0.4	0.1	0.3	-0.3
<b>5.2</b>	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	0.1	-0.3	0.4	-0.6
<b>5.3</b>	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	-2.2	-2.2	-1.5	-1.4
<b>5.4</b>	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	0.3	-0.2	0.2	-1.3
<b>5.5</b>	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	0.7	-1.3	0.0	-1.4
<b>5.6</b>	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	0.9	0.1	0.3	-0.2
<b>5.7</b>	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	1.9	-0.7	0.0	-1.2
<b>5.8</b>	<b>Perkhidmatan lain</b> <i>Other services</i>	0.1	0.1	0.0	-0.7
<b>6.</b>	<b>Tidak dikelaskan</b> <i>Unclassified</i>	<b>-0.2</b>	<b>0.3</b>	<b>-0.3</b>	<b>0.5</b>

# 1.2c

## Peratus perubahan bulan ke bulan pekerja formal mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024 (samb.) Month-on-month percentage change of formal employees by economic activity, October 2023 - December 2024 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change										
2024										
02	03	04	05	06	07	08	09	10	11	12
-1.3	0.1	2.8	-0.2	0.2	1.0	0.1	0.1	0.4	-0.2	0.0
-1.2	-0.1	1.8	-0.2	0.2	0.4	0.0	-0.1	0.2	-0.3	0.0
-0.2	1.1	2.9	0.1	0.5	0.6	0.4	-0.2	-0.3	-0.7	-0.8
-1.0	-2.2	4.0	-0.2	0.0	0.8	0.2	0.0	-0.1	-0.2	0.0
-1.1	0.2	1.7	0.2	-0.2	1.4	0.2	0.1	-0.4	0.1	0.2
-0.8	-1.3	2.3	-0.4	0.1	1.2	-1.1	1.0	0.5	0.1	-0.4
-2.1	0.0	2.4	-2.4	0.2	0.8	0.1	0.5	0.8	-0.3	-0.3
-2.0	-2.5	4.4	-1.4	-0.3	0.4	-0.8	-0.3	-0.1	-0.5	-0.7
-0.6	-2.3	5.6	-0.3	0.1	1.0	0.4	0.2	-0.7	-0.1	-0.1
-0.4	-1.7	3.3	-0.1	0.0	0.9	0.1	-0.1	0.1	-0.1	0.1
-1.1	-5.2	5.2	0.2	-0.3	0.3	0.2	-0.4	-0.1	-0.4	-0.1
-1.0	0.3	3.2	-0.2	0.7	1.1	0.4	0.5	0.2	0.0	0.4
-2.9	-3.8	8.7	-0.7	0.0	2.1	-0.5	0.1	1.0	-0.9	-0.1
-1.3	1.2	2.1	-0.2	0.3	1.1	0.1	0.1	0.4	-0.1	0.1
-2.4	0.5	7.2	0.6	0.1	1.0	-0.2	0.8	0.1	0.4	0.7
-1.3	-1.2	3.7	-0.3	0.2	0.7	0.0	0.1	-0.2	-0.3	0.1
-2.3	-0.9	3.2	-0.5	0.3	1.0	0.3	0.4	-0.9	0.0	0.4
-1.8	-0.9	3.2	-1.4	0.1	1.1	-0.1	-0.2	0.1	-0.4	-0.2
-0.8	2.7	3.1	-0.3	0.1	0.5	-0.1	0.3	0.0	-0.7	-0.6
-0.3	-0.3	1.3	-0.2	0.1	0.2	0.2	0.3	0.2	0.1	0.1
-2.0	-0.5	4.8	-0.7	0.3	2.0	0.0	-0.5	1.0	-0.4	-0.1
-0.8	7.0	-2.5	0.8	0.5	1.3	0.5	0.6	1.2	0.4	0.2
-0.1	-0.3	0.2	0.5	0.4	0.1	0.5	0.3	1.2	-0.4	0.2

## 1.2d

## Peratus perubahan tahun ke tahun pekerja formal mengikut aktiviti ekonomi,

Oktober 2023 - Disember 2024

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

October 2023 - December 2024

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan tahun ke tahun Year-on-year change			
		2023			2024
		10	11	12	01
<b>Jumlah</b> <i>Total</i>		<b>1.9</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>
1.	<b>Pertanian</b> <i>Agriculture</i>	-1.7	-2.0	-1.9	-2.5
2.	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	3.4	3.6	4.3	4.5
3.	<b>Pembuatan</b> <i>Manufacturing</i>	-0.5	-0.4	-0.4	-0.1
3.1	<b>Minyak &amp; lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils &amp; fats and food processing</i>	4.5	4.3	1.9	3.8
3.2	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	0.8	0.2	0.9	1.3
3.3	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	-7.9	-8.3	-7.6	-7.1
3.4	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	-6.7	-6.3	-6.1	-5.9
3.5	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	-0.6	-0.1	0.3	-0.3
3.6	<b>Produk mineral bukan logam, logam asas dan produk logam yang direka</b> <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	-0.7	-0.3	-0.3	-0.7
3.7	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	-5.6	-5.7	-5.4	-5.0
3.8	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	9.6	9.9	10.0	10.3
4.	<b>Pembinaan</b> <i>Construction</i>	<b>3.2</b>	<b>3.2</b>	<b>3.3</b>	<b>3.4</b>
5.	<b>Perkhidmatan</b> <i>Services</i>	<b>3.0</b>	<b>2.8</b>	<b>2.9</b>	<b>2.8</b>
5.1	<b>Utiliti</b> <i>Utilities</i>	0.6	0.8	0.9	0.5
5.2	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	0.8	0.8	1.0	1.0
5.3	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	4.5	1.9	-0.3	-1.3
5.4	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	-0.2	0.2	0.7	1.0
5.5	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	9.3	8.0	7.8	7.4
5.6	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	6.0	5.8	5.9	5.4
5.7	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	2.9	2.5	3.0	3.9
5.8	<b>Perkhidmatan lain</b> <i>Other services</i>	4.9	5.3	5.4	4.9
6.	<b>Tidak dikelaskan</b> <i>Unclassified</i>	<b>-3.9</b>	<b>-3.6</b>	<b>-3.7</b>	<b>-3.1</b>

**1.2d** Peratus perubahan tahun ke tahun pekerja formal mengikut aktiviti ekonomi,  
**Oktober 2023 - Disember 2024 (samb.)**  
*Year-on-year percentage change of formal employees by economic activity,  
 October 2023 - December 2024 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change										
2024										
02	03	04	05	06	07	08	09	10	11	12
1.6	1.5	1.9	2.0	2.0	2.1	2.2	2.1	2.1	2.3	2.3
-2.7	-2.0	-1.6	-1.3	-1.1	-0.6	-0.3	-0.2	-0.3	-0.1	-0.1
4.7	6.5	8.0	7.9	7.4	7.3	7.5	6.6	4.8	4.1	3.3
-0.4	-0.1	-0.3	0.2	0.2	0.2	0.3	0.4	0.0	0.2	0.5
3.0	4.3	3.4	4.0	3.3	2.6	1.8	1.8	1.3	1.7	4.1
1.3	1.6	2.0	1.5	0.4	0.1	0.2	0.7	0.7	1.3	0.0
-7.5	-6.1	-7.1	-8.4	-7.3	-5.6	-4.1	-3.8	-1.2	-0.8	-1.7
-6.5	-5.0	-2.4	-2.7	-2.9	-3.9	-4.1	-4.0	-4.3	-4.4	-4.9
-0.1	-0.2	-0.2	-0.1	0.2	0.7	1.2	1.4	0.6	0.9	1.0
-0.5	-0.1	0.2	0.6	0.3	0.3	0.5	0.4	0.1	0.1	0.3
-5.7	-4.9	-4.6	-3.8	-3.6	-3.2	-3.0	-3.1	-3.0	-2.7	-2.7
10.4	7.9	5.5	6.2	6.3	6.3	6.4	6.5	5.4	5.3	5.3
4.0	4.4	3.0	3.4	3.0	2.3	2.4	2.2	1.2	0.9	0.8
2.6	2.3	2.6	2.6	2.6	2.7	2.7	2.6	2.6	3.0	3.0
0.6	0.7	8.4	7.3	6.8	7.9	7.5	8.0	7.8	8.2	8.7
0.4	0.9	1.1	1.1	1.0	1.3	1.3	1.3	1.1	1.2	1.0
-3.0	-4.1	-4.6	-7.4	-6.7	-6.7	-6.4	-5.9	-4.6	-2.5	-0.6
0.2	0.1	0.6	0.0	-0.2	-1.1	-1.1	-1.2	-1.4	-1.6	-1.9
7.1	4.3	3.4	3.5	3.2	3.4	3.6	3.5	2.7	3.4	2.7
4.9	4.7	3.0	2.6	2.6	2.4	2.5	2.4	1.7	1.6	1.5
4.2	4.3	4.2	4.5	4.7	4.2	4.3	3.4	2.4	2.7	2.7
5.2	3.9	5.6	6.7	6.3	6.9	6.7	6.9	8.1	8.4	8.6
-3.3	-4.1	0.0	0.2	0.5	1.7	1.9	1.8	3.3	2.6	3.1

### 1.3a Bilangan pekerja formal mengikut negeri, Oktober 2023 - Disember 2024

Number of formal employees by state, October 2023 - December 2024

(‘000)

Negeri State	Bulan / Month					
	2023			2024		
	10	11	12	01	02	03
<b>Malaysia</b>	<b>6,704.1</b>	<b>6,678.3</b>	<b>6,674.9</b>	<b>6,622.7</b>	<b>6,538.1</b>	<b>6,547.9</b>
Johor	708.1	709.9	710.8	705.6	697.2	699.1
Kedah	241.0	240.7	240.5	237.8	234.2	234.9
Kelantan	93.4	92.6	92.3	91.0	88.4	88.6
Melaka	178.3	177.6	177.4	174.6	171.4	172.0
Negeri Sembilan	172.2	170.6	170.7	169.0	165.5	165.7
Pahang	169.1	168.2	168.2	166.4	163.5	163.5
Pulau Pinang	535.0	528.9	529.1	524.3	518.9	518.9
Perak	312.5	310.2	310.5	307.2	302.7	304.0
Perlis	18.7	18.3	18.4	18.1	17.2	17.1
Selangor	1,895.0	1,884.5	1,881.8	1,865.2	1,840.2	1,842.2
Terengganu	143.7	142.7	143.2	141.3	137.7	138.2
Sabah	336.1	337.2	337.0	336.6	335.1	334.6
Sarawak	493.8	492.4	492.0	486.9	480.8	484.8
W.P. Kuala Lumpur	1,359.8	1,356.8	1,355.3	1,352.3	1,339.2	1,337.4
W.P. Labuan	16.9	16.8	16.8	16.7	16.4	16.4
W.P. Putrajaya	30.4	30.8	30.8	29.7	29.9	30.2

### 1.3a Bilangan pekerja formal mengikut negeri, Oktober 2023 - Disember 2024 (samb.)

*Number of formal employees by state, October 2023 - December 2024 (cont.)*

(‘000)

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
6,728.0	6,717.0	6,731.0	6,801.0	6,808.8	6,817.0	6,842.1	6,829.1	6,831.4
719.3	718.9	721.0	728.4	730.5	730.2	730.6	730.2	730.8
244.8	243.0	242.8	246.4	245.2	244.8	246.4	245.4	244.7
94.1	92.6	92.4	94.6	93.1	92.1	93.7	92.7	92.6
176.1	175.1	175.6	177.4	177.3	177.8	178.8	178.3	178.3
171.6	170.7	170.6	172.3	171.6	172.1	172.5	173.6	173.4
168.3	168.1	168.6	171.0	170.5	171.2	171.6	170.9	170.6
529.8	529.5	531.1	536.1	538.9	539.5	539.8	539.6	540.2
311.9	311.5	311.6	314.3	313.4	313.2	313.9	312.3	312.0
18.7	17.9	17.9	18.4	18.2	18.3	18.7	18.4	18.4
1,891.3	1,891.3	1,896.4	1,914.2	1,915.5	1,918.7	1,923.7	1,922.8	1,925.6
144.8	143.7	143.9	147.4	146.9	147.1	148.1	144.9	144.8
338.1	337.9	339.1	342.8	343.3	344.5	344.6	343.1	342.7
499.3	498.4	498.2	502.9	502.5	502.8	505.4	503.5	501.4
1,372.0	1,370.4	1,373.6	1,386.5	1,392.8	1,396.0	1,404.8	1,403.7	1,406.6
17.2	17.3	17.3	17.4	17.5	17.3	17.8	17.9	17.8
30.8	30.7	30.8	31.1	31.7	31.4	31.5	31.9	31.8

## 1.3b Peratus sumbangan pekerja formal mengikut negeri, Oktober 2023 - Disember 2024

Percentage share of formal employees by state, October 2023 - December 2024

(%)

Negeri State	Bulan / Month					
	2023			2024		
	10	11	12	01	02	03
<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	10.7	10.7	10.7
Kedah	3.6	3.6	3.6	3.6	3.6	3.6
Kelantan	1.4	1.4	1.4	1.4	1.4	1.4
Melaka	2.7	2.7	2.7	2.6	2.6	2.6
Negeri Sembilan	2.6	2.6	2.6	2.6	2.5	2.5
Pahang	2.5	2.5	2.5	2.5	2.5	2.5
Pulau Pinang	8.0	7.9	7.9	7.9	7.9	7.9
Perak	4.7	4.6	4.7	4.6	4.6	4.6
Perlis	0.3	0.3	0.3	0.3	0.3	0.3
Selangor	28.3	28.2	28.2	28.2	28.1	28.1
Terengganu	2.1	2.1	2.1	2.1	2.1	2.1
Sabah	5.0	5.0	5.0	5.1	5.1	5.1
Sarawak	7.4	7.4	7.4	7.4	7.4	7.4
W.P. Kuala Lumpur	20.3	20.3	20.3	20.4	20.5	20.4
W.P. Labuan	0.3	0.3	0.3	0.3	0.3	0.3
W.P. Putrajaya	0.5	0.5	0.5	0.4	0.5	0.5

**1.3b** Peratus sumbangan pekerja formal mengikut negeri, Oktober 2023 - Disember 2024  
 (samb.)  
 Percentage share of formal employees by state, October 2023 - December 2024 (cont.)

(%)

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
100	100	100	100	100	100	100	100	100
10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7
3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
7.9	7.9	7.9	7.9	7.9	7.9	7.9	7.9	7.9
4.6	4.6	4.6	4.6	4.6	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
28.1	28.2	28.2	28.1	28.1	28.1	28.1	28.2	28.2
2.2	2.1	2.1	2.2	2.2	2.2	2.2	2.1	2.1
5.0	5.0	5.0	5.0	5.0	5.1	5.0	5.0	5.0
7.4	7.4	7.4	7.4	7.4	7.4	7.4	7.4	7.3
20.4	20.4	20.4	20.4	20.5	20.5	20.5	20.6	20.6
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5

## 1.3c

**Peratus perubahan bulan ke bulan pekerja formal mengikut negeri,  
Oktober 2023 - Disember 2024**  
Month-on-month percentage change of formal employees by state,  
October 2023 - December 2024

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change					
	2023			2024		
	10	11	12	01	02	03
<b>Malaysia</b>	<b>0.4</b>	<b>-0.4</b>	<b>-0.1</b>	<b>-0.8</b>	<b>-1.3</b>	<b>0.1</b>
Johor	-0.1	0.3	0.1	-0.7	-1.2	0.3
Kedah	0.8	-0.1	-0.1	-1.1	-1.5	0.3
Kelantan	0.6	-0.9	-0.3	-1.4	-2.9	0.3
Melaka	1.3	-0.4	-0.1	-1.6	-1.8	0.4
Negeri Sembilan	0.3	-0.9	0.1	-1.0	-2.1	0.1
Pahang	1.3	-0.5	0.0	-1.1	-1.7	0.0
Pulau Pinang	0.0	-1.1	0.1	-0.9	-1.0	0.0
Perak	0.3	-0.7	0.1	-1.1	-1.5	0.4
Perlis	0.5	-2.2	0.3	-1.7	-4.9	-0.6
Selangor	0.1	-0.6	-0.1	-0.9	-1.3	0.1
Terengganu	1.5	-0.7	0.3	-1.3	-2.6	0.4
Sabah	0.3	0.3	-0.1	-0.1	-0.4	-0.2
Sarawak	0.6	-0.3	-0.1	-1.0	-1.3	0.8
W.P. Kuala Lumpur	0.7	-0.2	-0.1	-0.2	-1.0	-0.1
W.P. Labuan	2.3	-0.6	0.2	-0.9	-1.6	-0.1
W.P. Putrajaya	0.1	1.5	-0.2	-3.5	0.5	1.2

# 1.3c

**Peratus perubahan bulan ke bulan pekerja formal mengikut negeri, Oktober 2023 - Disember 2024 (samb.)**  
*Month-on-month percentage change of formal employees by state, October 2023 - December 2024 (cont.)*

(%)

Perubahan bulan ke bulan <i>Month-on-month change</i>								
2024								
04	05	06	07	08	09	10	11	12
2.8	-0.2	0.2	1.0	0.1	0.1	0.4	-0.2	0.04
2.9	-0.1	0.3	1.0	0.3	0.0	0.1	-0.1	0.1
4.2	-0.7	-0.1	1.5	-0.5	-0.1	0.6	-0.4	-0.3
6.1	-1.5	-0.2	2.3	-1.6	-1.0	1.7	-1.1	-0.1
2.4	-0.6	0.3	1.0	-0.1	0.3	0.6	-0.3	0.0
3.6	-0.5	0.0	1.0	-0.4	0.3	0.2	0.6	-0.1
2.9	-0.1	0.3	1.4	-0.3	0.4	0.3	-0.4	-0.2
2.1	-0.1	0.3	1.0	0.5	0.1	0.1	-0.1	0.1
2.6	-0.1	0.0	0.9	-0.3	-0.1	0.2	-0.5	-0.1
9.1	-4.2	0.0	3.0	-1.4	0.6	2.3	-1.7	0.2
2.7	0.0	0.3	0.9	0.1	0.2	0.3	0.0	0.1
4.7	-0.8	0.1	2.4	-0.3	0.1	0.7	-2.2	-0.1
1.1	0.0	0.4	1.1	0.2	0.4	0.0	-0.4	-0.1
3.0	-0.2	0.0	0.9	-0.1	0.1	0.5	-0.4	-0.4
2.6	-0.1	0.2	0.9	0.5	0.2	0.6	-0.1	0.2
4.9	0.3	0.1	0.5	0.6	-0.8	2.9	0.4	-0.7
1.9	-0.3	0.1	1.0	1.9	-0.9	0.2	1.3	-0.3

**1.3d** Peratus perubahan tahun ke tahun pekerja formal mengikut negeri,  
**Oktober 2023 - Disember 2024**  
*Year-on-year percentage change of formal employees by state,  
 October 2023 - December 2024*

(%)

Negeri State	Perubahan tahun ke tahun Year-on-year change					
	2023			2024		
	10	11	12	01	02	03
<b>Malaysia</b>	<b>1.9</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>	<b>1.6</b>	<b>1.5</b>
Johor	1.1	1.6	2.0	2.3	2.3	1.9
Kedah	-1.1	-0.4	0.0	1.0	0.9	1.8
Kelantan	0.3	0.5	0.6	1.8	0.6	0.3
Melaka	1.3	1.3	1.6	1.2	0.1	0.1
Negeri Sembilan	-0.3	-0.7	0.2	0.0	0.4	0.1
Pahang	1.5	1.2	1.8	2.1	1.6	0.8
Pulau Pinang	-1.2	-2.1	-1.8	-1.6	-1.6	-2.2
Perak	0.2	0.0	0.2	0.1	0.2	0.1
Perlis	-1.5	-2.8	-2.1	-2.4	-2.8	-1.5
Selangor	3.6	3.6	3.2	2.9	2.4	1.2
Terengganu	2.5	2.7	4.3	4.2	4.4	3.9
Sabah	1.3	0.6	0.6	0.4	0.5	0.2
Sarawak	2.6	2.6	3.0	3.1	2.8	2.9
W.P. Kuala Lumpur	2.5	2.2	2.0	2.1	2.0	3.6
W.P. Labuan	1.0	0.5	1.1	0.5	2.4	2.3
W.P. Putrajaya	0.9	3.6	4.8	4.2	5.5	6.8

**1.3d** Peratus perubahan tahun ke tahun pekerja formal mengikut negeri,  
**Oktober 2023 - Disember 2024 (samb.)**  
*Year-on-year percentage change of formal employees by state,  
 October 2023 - December 2024 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change								
2024								
04	05	06	07	08	09	10	11	12
1.9	2.0	2.0	2.1	2.2	2.1	2.1	2.3	2.3
2.5	2.8	2.7	3.1	3.3	3.0	3.2	2.9	2.8
3.0	3.2	3.0	2.7	2.5	2.4	2.2	1.9	1.7
1.4	2.1	1.4	0.8	0.0	-0.7	0.3	0.1	0.3
0.7	0.6	0.6	0.5	0.8	1.0	0.3	0.4	0.5
0.5	1.0	0.6	0.2	0.1	0.3	0.2	1.7	1.5
0.8	1.4	1.3	1.6	2.1	2.5	1.5	1.6	1.4
-0.7	-0.3	0.1	0.5	0.9	0.8	0.9	2.0	2.1
0.3	1.0	0.6	0.7	0.9	0.5	0.5	0.7	0.5
-1.3	-3.2	-3.4	-1.8	-2.5	-2.0	-0.3	0.2	0.0
1.0	1.1	1.2	1.2	1.3	1.4	1.5	2.0	2.3
3.4	3.7	3.4	3.5	3.9	3.8	3.1	1.5	1.1
2.2	1.8	1.7	2.5	2.5	2.8	2.6	1.8	1.7
2.8	2.9	2.6	2.6	2.5	2.4	2.3	2.3	1.9
4.0	3.9	3.8	3.8	3.7	3.4	3.3	3.5	3.8
1.9	4.1	4.4	2.7	3.7	4.8	5.5	6.5	5.6
5.7	4.6	4.6	3.5	3.8	3.3	3.5	3.3	3.1

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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,  
Oktober 2023 - Disember 2024**  
Median monthly wages by sex, ethnic and age group,  
October 2023 - December 2024

(RM)

Dimensi Dimension	Bulan / Month					
	2023			2024		
	10	11	12	01	02	03
<b>Jumlah Total</b>	<b>2,600</b>	<b>2,600</b>	<b>2,900</b>	<b>2,945</b>	<b>2,782</b>	<b>2,844</b>
<b>Jantina Sex</b>						
<b>Lelaki Male</b>	2,664	2,664	2,945	2,982	2,800	2,900
<b>Perempuan Female</b>	2,564	2,564	2,845	2,900	2,727	2,800
<b>Etnik Ethnic</b>						
<b>Bumiputera</b>	2,200	2,200	2,427	2,427	2,300	2,400
<b>Cina Chinese</b>	4,000	4,000	4,300	4,882	4,364	4,200
<b>India Indian</b>	2,582	2,564	2,864	2,900	2,700	2,745
<b>Lain-lain Others</b>	2,011	2,027	2,164	2,227	2,100	2,164
<b>Kumpulan umur Age group</b>						
<b>Kurang daripada 20 Less than 20</b>	1,500	1,500	1,500	1,500	1,500	1,500
<b>20-24</b>	1,782	1,782	1,845	1,782	1,745	1,764
<b>25-29</b>	2,400	2,400	2,600	2,500	2,400	2,500
<b>30-34</b>	2,900	2,900	3,145	3,082	2,989	3,045
<b>35-39</b>	3,264	3,245	3,564	3,500	3,364	3,500
<b>40-44</b>	3,464	3,464	3,827	3,827	3,600	3,764
<b>45-49</b>	3,500	3,500	3,927	4,000	3,727	3,818
<b>50-54</b>	3,327	3,327	3,682	3,864	3,582	3,645
<b>55-59</b>	3,064	3,064	3,382	3,500	3,327	3,364
<b>60-64</b>	2,700	2,727	2,900	3,100	3,000	3,000
<b>65 dan ke atas 65 and above</b>	2,545	2,564	2,755	3,000	2,800	2,745

## 2.1a

**Median upah bulanan mengikut jantina, etnik dan kumpulan umur,  
Oktober 2023 - Disember 2024 (samb.)**  
*Median monthly wages by sex, ethnic and age group,  
October 2023 - December 2024 (cont.)*

(RM)

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
2,764	2,700	2,745	2,745	2,745	2,745	2,764	2,764	3,045
Jantina Sex								
2,800	2,764	2,782	2,782	2,767	2,782	2,800	2,789	3,045
2,700	2,682	2,700	2,700	2,682	2,700	2,700	2,700	3,000
Etnik Ethnic								
2,300	2,300	2,300	2,300	2,300	2,300	2,300	2,300	2,527
4,164	4,164	4,200	4,200	4,200	4,200	4,200	4,200	4,545
2,664	2,664	2,664	2,700	2,682	2,700	2,764	2,700	3,000
2,100	2,100	2,100	2,100	2,100	2,100	2,100	2,100	2,264
Kumpulan umur Age group								
1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,527
1,764	1,782	1,782	1,782	1,800	1,800	1,800	1,800	1,900
2,445	2,427	2,464	2,464	2,464	2,500	2,500	2,500	2,727
3,000	2,973	3,000	3,000	3,000	3,000	3,000	3,000	3,282
3,400	3,327	3,364	3,345	3,345	3,364	3,378	3,382	3,727
3,600	3,500	3,527	3,527	3,522	3,527	3,545	3,545	4,000
3,682	3,600	3,627	3,627	3,627	3,627	3,645	3,664	4,082
3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,945
3,227	3,200	3,200	3,200	3,200	3,200	3,227	3,227	3,500
2,945	2,945	2,900	2,927	2,925	2,900	2,926	2,900	3,000
2,700	2,700	2,700	2,700	2,725	2,725	2,764	2,755	2,982

## 2.1b Peratus perubahan bulan ke bulan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024

Month-on-month percentage change of median monthly wages by sex, ethnic and age group, October 2023 - December 2024

(%)

Dimensi Dimension	Perubahan bulan ke bulan Month-on-month change					
	2023			2024		
	10	11	12	01	02	03
<b>Jumlah</b> Total	0.0	0.0	11.5	1.6	-5.6	2.3
<b>Jantina</b> Sex						
Lelaki Male	0.7	0.0	10.6	1.2	-6.1	3.6
Perempuan Female	1.8	0.0	11.0	1.9	-6.0	2.7
<b>Etnik</b> Ethnic						
Bumiputera	0.0	0.0	10.3	0.0	-5.2	4.3
Cina Chinese	0.0	0.0	7.5	13.5	-10.6	-3.8
India Indian	3.3	-0.7	11.7	1.3	-6.9	1.7
Lain-lain Others	0.6	0.8	6.7	2.9	-5.7	3.0
<b>Kumpulan umur</b> Age group						
Kurang daripada 20 Less than 20	0.0	0.0	0.0	0.0	0.0	0.0
20-24	2.1	0.0	3.6	-3.4	-2.0	1.0
25-29	0.0	0.0	8.3	-3.8	-4.0	4.2
30-34	0.6	0.0	8.5	-2.0	-3.0	1.9
35-39	1.1	-0.6	9.8	-1.8	-3.9	4.1
40-44	1.1	0.0	10.5	0.0	-5.9	4.5
45-49	0.0	0.0	12.2	1.9	-6.8	2.4
50-54	0.0	0.0	10.7	4.9	-7.3	1.8
55-59	0.0	0.0	10.4	3.5	-4.9	1.1
60-64	-1.0	1.0	6.3	6.9	-3.2	0.0
65 dan ke atas 65 and above	1.8	0.7	7.4	8.9	-6.7	-1.9

**2.1b** Peratus perubahan bulan ke bulan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024 (samb.)  
*Month-on-month percentage change of median monthly wages by sex, ethnic and age group, October 2023 - December 2024 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change								
2024								
04	05	06	07	08	09	10	11	12
-2.8	-2.3	1.7	0.0	0.0	0.0	0.7	0.0	10.2
Jantina Sex								
-3.4	-1.3	0.7	0.0	-0.5	0.5	0.7	-0.4	9.2
-3.6	-0.7	0.7	0.0	-0.7	0.7	0.0	0.0	11.1
Etnik Ethnic								
-4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.9
-0.9	0.0	0.9	0.0	0.0	0.0	0.0	0.0	8.2
-3.0	0.0	0.0	1.4	-0.7	0.7	2.4	-2.3	11.1
-2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.8
Kumpulan umur Age group								
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8
0.0	1.0	0.0	0.0	1.0	0.0	0.0	0.0	5.6
-2.2	-0.7	1.5	0.0	0.0	1.5	0.0	0.0	9.1
-1.5	-0.9	0.9	0.0	0.0	0.0	0.0	0.0	9.4
-2.9	-2.1	1.1	-0.5	0.0	0.5	0.4	0.1	10.2
-4.3	-2.8	0.8	0.0	-0.1	0.1	0.5	0.0	12.8
-3.6	-2.2	0.8	0.0	0.0	0.0	0.5	0.5	11.4
-4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.7
-4.1	-0.8	0.0	0.0	0.0	0.0	0.9	0.0	8.5
-1.8	0.0	-1.5	0.9	-0.1	-0.9	0.9	-0.9	3.4
-1.7	0.0	0.0	0.0	0.9	0.0	1.4	-0.3	8.3

## 2.1c

## Peratus perubahan tahun ke tahun median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024

Year-on-year percentage change of median monthly wages by sex, ethnic and age group, October 2023 - December 2024

(%)

Dimensi Dimension	Perubahan tahun ke tahun Year-on-year change					
	2023			2024		
	10	11	12	01	02	03
<b>Jumlah</b> Total	4.0	4.0	4.9	5.2	8.5	9.4
<b>Jantina</b> Sex						
Lelaki Male	6.5	6.5	5.2	6.5	7.7	8.9
Perempuan Female	5.6	4.8	5.4	4.2	9.1	10.0
<b>Etnik</b> Ethnic						
Bumiputera	6.1	5.7	5.5	5.5	6.3	9.1
Cina Chinese	5.3	4.5	5.8	2.9	9.1	5.0
India Indian	7.6	6.8	6.1	6.3	8.0	9.8
Lain-lain Others	4.4	5.2	5.8	4.7	5.0	8.2
<b>Kumpulan umur</b> Age group						
Kurang daripada 20 Less than 20	0.0	0.0	0.0	0.0	0.0	0.0
20-24	5.9	4.8	3.6	4.8	4.9	4.9
25-29	4.3	4.3	4.0	2.2	4.3	7.4
30-34	3.6	3.6	3.3	2.7	6.7	5.7
35-39	6.5	5.3	2.3	1.0	5.1	6.6
40-44	5.0	5.0	1.7	1.7	5.9	7.5
45-49	6.6	6.1	3.8	2.6	7.0	9.1
50-54	7.3	6.9	5.2	3.2	8.5	7.2
55-59	2.1	2.1	3.0	0.5	8.6	7.6
60-64	8.0	9.1	7.4	3.3	7.1	7.1
65 dan ke atas 65 and above	1.8	2.5	7.0	0.0	12.0	9.8

**2.1c** Peratus perubahan tahun ke tahun median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2023 - Disember 2024 (samb.)  
*Year-on-year percentage change of median monthly wages by sex, ethnic and age group, October 2023 - December 2024 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change								
2024								
04	05	06	07	08	09	10	11	12
3.8	4.6	5.6	6.3	5.6	5.6	6.3	6.3	5.0
Jantina Sex								
3.7	6.3	5.2	5.9	5.3	5.2	5.1	4.7	3.4
3.8	7.3	6.8	8.0	7.3	7.2	5.3	5.3	5.4
Etnik Ethnic								
2.4	5.4	4.5	5.4	4.5	4.5	4.5	4.5	4.1
4.1	4.1	5.0	5.0	5.0	5.0	5.0	5.0	5.7
6.5	6.5	6.5	8.0	7.3	8.0	7.0	5.3	4.8
3.6	5.0	5.0	5.0	5.0	5.0	4.4	3.6	4.6
Kumpulan umur Age group								
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8
3.7	4.8	4.8	4.8	4.2	3.1	1.0	1.0	3.0
1.9	4.3	4.2	4.2	3.4	4.2	4.2	4.2	4.9
0.0	4.5	4.1	4.8	4.1	4.1	3.4	3.4	4.3
0.0	4.0	3.6	4.5	3.7	4.2	3.5	4.2	4.6
1.5	2.9	1.8	3.7	2.8	2.9	2.4	2.4	4.5
2.8	3.4	3.6	4.2	3.6	3.6	4.2	4.7	3.9
1.6	6.1	4.6	6.1	6.1	5.2	5.2	5.2	7.2
2.6	4.5	3.8	5.5	4.5	4.5	5.3	5.3	3.5
5.2	6.1	4.9	7.3	7.3	6.3	8.4	6.3	3.4
8.0	8.0	8.0	8.0	9.0	9.0	8.6	7.4	8.3

## 2.2a Median upah bulanan mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024

Median monthly wages by economic activity, October 2023 - December 2024

(RM)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2023			2024
		10	11	12	01
<b>Jumlah</b> <i>Total</i>		<b>2,600</b>	<b>2,600</b>	<b>2,900</b>	<b>2,945</b>
<b>1.</b>	<b>Pertanian</b> <i>Agriculture</i>	<b>1,982</b>	<b>1,950</b>	<b>2,300</b>	<b>2,100</b>
<b>2.</b>	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	<b>5,200</b>	<b>5,200</b>	<b>6,844</b>	<b>6,200</b>
<b>3.</b>	<b>Pembuatan</b> <i>Manufacturing</i>	<b>2,500</b>	<b>2,482</b>	<b>3,200</b>	<b>2,845</b>
<b>3.1</b>	<b>Minyak &amp; lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils &amp; fats and food processing</i>	2,145	2,164	2,445	2,478
<b>3.2</b>	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	3,000	3,145	4,127	3,364
<b>3.3</b>	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	2,000	2,000	2,100	2,245
<b>3.4</b>	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	2,300	2,282	2,500	2,782
<b>3.5</b>	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	2,682	2,564	3,282	3,064
<b>3.6</b>	<b>Produk mineral bukan logam, logam asas dan produk logam yang direka</b> <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	2,564	2,582	2,882	3,000
<b>3.7</b>	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	2,600	2,582	3,864	2,964
<b>3.8</b>	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	2,564	2,545	3,145	2,744
<b>4.</b>	<b>Pembinaan</b> <i>Construction</i>	<b>2,700</b>	<b>2,700</b>	<b>2,814</b>	<b>3,000</b>
<b>5.</b>	<b>Perkhidmatan</b> <i>Services</i>	<b>2,627</b>	<b>2,645</b>	<b>2,800</b>	<b>2,964</b>
<b>5.1</b>	<b>Utiliti</b> <i>Utilities</i>	2,745	2,745	3,033	3,282
<b>5.2</b>	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	2,300	2,300	2,400	2,600
<b>5.3</b>	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	1,800	1,864	1,900	1,982
<b>5.4</b>	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	2,789	2,782	3,000	3,000
<b>5.5</b>	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	4,900	4,964	5,300	5,300
<b>5.6</b>	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	5,600	5,700	6,300	6,000
<b>5.7</b>	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	2,745	2,782	2,964	3,000
<b>5.8</b>	<b>Perkhidmatan lain</b> <i>Other services</i>	2,564	2,564	2,727	2,764

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

Median monthly wages by economic activity, October 2023 - December 2024 (cont.)

(RM)

Bulan / Month										
2024										
02	03	04	05	06	07	08	09	10	11	12
2,782	2,844	2,764	2,700	2,745	2,745	2,745	2,745	2,764	2,764	3,045
1,982	2,000	2,000	2,000	2,000	2,027	2,027	2,027	2,027	2,000	2,382
5,900	8,400	5,900	5,800	5,900	5,800	5,900	5,900	6,000	6,000	7,500
2,582	2,645	2,582	2,522	2,582	2,564	2,544	2,564	2,582	2,600	3,300
2,278	2,300	2,345	2,264	2,264	2,264	2,264	2,282	2,264	2,264	2,500
3,282	3,327	3,300	3,156	3,164	3,100	3,111	3,264	3,127	3,333	4,282
2,045	2,045	2,064	2,027	2,064	2,045	2,027	2,027	2,045	2,027	2,227
2,445	2,427	2,364	2,382	2,382	2,400	2,400	2,400	2,400	2,400	2,664
2,700	2,827	2,700	2,600	2,700	2,645	2,600	2,645	2,645	2,745	3,409
2,811	2,700	2,700	2,664	2,664	2,664	2,682	2,700	2,700	2,700	2,982
2,682	2,664	2,700	2,627	2,745	2,700	2,664	2,700	2,722	2,745	4,100
2,564	2,891	2,664	2,545	2,664	2,600	2,600	2,627	2,682	2,673	3,200
2,864	2,964	2,800	2,845	2,800	2,827	2,845	2,800	2,864	2,864	3,000
2,800	2,882	2,800	2,764	2,764	2,764	2,764	2,782	2,800	2,782	3,000
3,111	3,400	3,600	3,245	3,064	3,027	3,082	3,064	3,000	3,000	3,164
2,427	2,464	2,400	2,364	2,382	2,400	2,400	2,382	2,400	2,400	2,500
1,964	1,964	1,927	1,982	1,964	1,945	1,927	1,964	1,982	1,945	2,000
2,827	3,033	2,989	2,867	2,864	2,900	2,900	2,927	2,911	2,900	3,164
5,200	5,700	5,300	5,100	5,100	5,100	5,100	5,100	5,100	5,100	5,600
6,200	6,900	6,200	5,900	6,000	5,900	5,900	5,900	6,000	6,000	6,500
2,964	3,000	2,900	2,882	2,900	2,900	2,882	2,927	2,927	2,927	3,045
2,700	2,764	2,682	2,664	2,682	2,673	2,664	2,682	2,682	2,682	2,900

## 2.2b

**Peratus perubahan bulan ke bulan median upah bulanan mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024**  
*Month-on-month percentage change of median monthly wages by economic activity, October 2023 - December 2024*

(%)

Jenis aktiviti ekonomi <i>Kind of economic activity</i>		Perubahan bulan ke bulan <i>Month-on-month change</i>			
		2023			2024
		10	11	12	01
<b>Jumlah</b> <i>Total</i>		<b>0.0</b>	<b>0.0</b>	<b>11.5</b>	<b>1.6</b>
1.	<b>Pertanian</b> <i>Agriculture</i>	0.0	-1.6	17.9	-8.7
2.	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	0.0	0.0	31.6	-9.4
3.	<b>Pembuatan</b> <i>Manufacturing</i>	3.0	-0.7	28.9	-11.1
3.1	<b>Minyak &amp; lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils &amp; fats and food processing</i>	0.0	0.8	13.0	1.3
3.2	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	-2.9	4.8	31.2	-18.5
3.3	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	0.9	0.0	5.0	6.9
3.4	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	1.6	-0.8	9.6	11.3
3.5	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	7.3	-4.4	28.0	-6.6
3.6	<b>Produk mineral bukan logam, logam asas dan produk logam yang direka</b> <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	0.7	0.7	11.6	4.1
3.7	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	4.0	-0.7	49.6	-23.3
3.8	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	2.5	-0.7	23.6	-12.7
4.	<b>Pembinaan</b> <i>Construction</i>	0.0	0.0	4.2	6.6
5.	<b>Perkhidmatan</b> <i>Services</i>	1.0	0.7	5.8	5.8
5.1	<b>Utiliti</b> <i>Utilities</i>	0.0	0.0	10.5	8.2
5.2	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	0.8	0.0	4.3	8.3
5.3	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	0.0	3.5	2.0	4.3
5.4	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	0.9	-0.3	7.8	0.0
5.5	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	-1.6	1.3	6.8	0.0
5.6	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	-1.8	1.8	10.5	-4.8
5.7	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	-0.7	1.3	6.5	1.2
5.8	<b>Perkhidmatan lain</b> <i>Other services</i>	0.0	0.0	6.4	1.3

## 2.2b

**Peratus perubahan bulan ke bulan median upah bulanan mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024 (samb.)**  
*Month-on-month percentage change of median monthly wages by economic activity, October 2023 - December 2024 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change										
2024										
02	03	04	05	06	07	08	09	10	11	12
-5.6	2.3	-2.8	-2.3	1.7	0.0	0.0	0.0	0.7	0.0	10.2
-5.6	0.9	0.0	0.0	0.0	1.4	0.0	0.0	0.0	-1.3	19.1
-4.8	42.4	-29.8	-1.7	1.7	-1.7	1.7	0.0	1.7	0.0	25.0
-9.3	2.5	-2.4	-2.3	2.4	-0.7	-0.7	0.8	0.7	0.7	26.9
-8.1	1.0	2.0	-3.5	0.0	0.0	0.0	0.8	-0.8	0.0	10.4
-2.4	1.4	-0.8	-4.4	0.3	-2.0	0.4	4.9	-4.2	6.6	28.5
-8.9	0.0	0.9	-1.8	1.8	-0.9	-0.9	0.0	0.9	-0.9	9.9
-12.1	-0.7	-2.6	0.8	0.0	0.8	0.0	0.0	0.0	0.0	11.0
-11.9	4.7	-4.5	-3.7	3.8	-2.0	-1.7	1.7	0.0	3.8	24.2
-6.3	-4.0	0.0	-1.3	0.0	0.0	0.7	0.7	0.0	0.0	10.4
-9.5	-0.7	1.4	-2.7	4.5	-1.7	-1.3	1.4	0.8	0.9	49.3
-6.6	12.8	-7.9	-4.4	4.6	-2.4	0.0	1.0	2.1	-0.3	19.7
-4.5	3.5	-5.5	1.6	-1.6	1.0	0.6	-1.6	2.3	0.0	4.8
-5.5	2.9	-2.8	-1.3	0.0	0.0	0.0	0.7	0.7	-0.6	7.8
-5.2	9.3	5.9	-9.8	-5.6	-1.2	1.8	-0.6	-2.1	0.0	5.5
-6.6	1.5	-2.6	-1.5	0.8	0.8	0.0	-0.8	0.8	0.0	4.2
-0.9	0.0	-1.9	2.8	-0.9	-0.9	-0.9	1.9	0.9	-1.8	2.8
-5.8	7.3	-1.5	-4.1	-0.1	1.3	0.0	0.9	-0.6	-0.4	9.1
-1.9	9.6	-7.0	-3.8	0.0	0.0	0.0	0.0	0.0	0.0	9.8
3.3	11.3	-10.1	-4.8	1.7	-1.7	0.0	0.0	1.7	0.0	8.3
-1.2	1.2	-3.3	-0.6	0.6	0.0	-0.6	1.6	0.0	0.0	4.0
-2.3	2.4	-3.0	-0.7	0.7	-0.3	-0.3	0.7	0.0	0.0	8.1

## 2.2c

**Peratus perubahan tahun ke tahun median upah bulanan mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024**  
*Year-on-year percentage change of median monthly wages by economic activity, October 2023 - December 2024*

(%)

Jenis aktiviti ekonomi <i>Kind of economic activity</i>		Perubahan tahun ke tahun <i>Year-on-year change</i>			
		2023			2024
		10	11	12	01
<b>Jumlah</b> <i>Total</i>		<b>4.0</b>	<b>4.0</b>	<b>4.9</b>	<b>5.2</b>
<b>1.</b>	<b>Pertanian</b> <i>Agriculture</i>	<b>4.3</b>	<b>2.6</b>	<b>3.3</b>	<b>3.8</b>
<b>2.</b>	<b>Perlombongan dan pengkuarian</b> <i>Mining and quarrying</i>	<b>15.6</b>	<b>15.6</b>	<b>7.7</b>	<b>12.7</b>
<b>3.</b>	<b>Pembuatan</b> <i>Manufacturing</i>	<b>9.6</b>	<b>7.9</b>	<b>6.7</b>	<b>5.4</b>
<b>3.1</b>	<b>Minyak &amp; lemak daripada sayuran dan haiwan proses makanan</b> <i>Vegetable and animal oils &amp; fats and food processing</i>	4.4	4.8	4.3	3.2
<b>3.2</b>	<b>Minuman dan produk tembakau</b> <i>Beverages and tobacco products</i>	10.0	10.5	8.6	-1.1
<b>3.3</b>	<b>Produk tekstil, pakaian dan kulit</b> <i>Textiles, wearing apparel and leather products</i>	11.1	11.1	6.0	8.8
<b>3.4</b>	<b>Produk kayu, perabot, keluaran kertas dan percetakan</b> <i>Wood products, furniture, paper products and printing</i>	9.5	9.6	5.8	7.0
<b>3.5</b>	<b>Produk petroleum, kimia, getah dan plastik</b> <i>Petroleum, chemical, rubber and plastic products</i>	13.5	7.2	7.1	4.7
<b>3.6</b>	<b>Produk mineral bukan logam, logam asas dan produk logam yang direka</b> <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	6.8	5.6	6.7	0.0
<b>3.7</b>	<b>Produk elektrik, elektronik dan optikal</b> <i>Electrical, electronic and optical products</i>	11.7	10.1	6.5	8.7
<b>3.8</b>	<b>Peralatan pengangkutan, pembuatan lain dan pembaikan</b> <i>Transport equipment, other manufacturing and repair</i>	6.8	3.3	3.9	4.5
<b>4.</b>	<b>Pembinaan</b> <i>Construction</i>	<b>1.4</b>	<b>1.4</b>	<b>0.5</b>	<b>0.0</b>
<b>5.</b>	<b>Perkhidmatan</b> <i>Services</i>	<b>5.1</b>	<b>5.8</b>	<b>5.5</b>	<b>5.8</b>
<b>5.1</b>	<b>Utiliti</b> <i>Utilities</i>	6.3	4.7	-2.2	14.6
<b>5.2</b>	<b>Perdagangan borong dan runcit</b> <i>Wholesale and retail trade</i>	4.5	4.5	4.3	4.0
<b>5.3</b>	<b>Makanan &amp; minuman dan penginapan</b> <i>Food &amp; beverages and accommodation</i>	1.0	5.7	5.6	8.5
<b>5.4</b>	<b>Pengangkutan dan penyimpanan</b> <i>Transportation and storage</i>	11.6	11.3	7.1	11.1
<b>5.5</b>	<b>Maklumat dan komunikasi</b> <i>Information and communication</i>	8.9	8.8	8.6	6.0
<b>5.6</b>	<b>Kewangan dan insurans</b> <i>Finance and insurance</i>	7.7	7.5	3.3	9.1
<b>5.7</b>	<b>Hartanah dan perkhidmatan perniagaan</b> <i>Real estate and business services</i>	8.6	8.5	6.5	3.4
<b>5.8</b>	<b>Perkhidmatan lain</b> <i>Other services</i>	2.5	2.5	4.9	3.8

## 2.2c

### Peratus perubahan tahun ke tahun median upah bulanan mengikut aktiviti ekonomi, Oktober 2023 - Disember 2024 (samb.) Year-on-year percentage change of median monthly wages by economic activity, October 2023 - December 2024 (cont.)

(%)

Perubahan tahun ke tahun Year-on-year change										
2024										
02	03	04	05	06	07	08	09	10	11	12
8.5	9.4	3.8	4.6	5.6	6.3	5.6	5.6	6.3	6.3	5.0
7.4	5.3	1.9	1.9	3.8	3.2	3.2	2.3	2.3	2.6	3.6
11.3	12.0	9.3	11.5	13.5	16.0	13.5	13.5	15.4	15.4	9.6
9.2	8.2	3.3	5.1	4.8	4.8	4.8	5.6	3.3	4.8	3.1
9.4	6.3	4.5	4.6	4.2	3.9	5.5	6.4	5.5	4.6	2.2
9.4	10.9	3.1	6.4	6.1	4.6	3.7	5.7	4.2	6.0	3.7
7.7	5.1	8.6	6.7	6.1	5.1	3.2	2.3	2.3	1.4	6.1
11.2	10.3	4.4	8.3	5.2	6.4	6.9	6.0	4.3	5.2	6.5
8.8	8.7	2.8	5.5	6.1	4.7	2.9	5.8	-1.4	7.1	3.9
9.7	8.0	3.8	4.6	4.6	4.6	5.4	6.1	5.3	4.6	3.5
11.7	8.1	6.1	6.6	7.0	6.8	5.4	8.0	4.7	6.3	6.1
4.9	13.6	1.4	3.3	5.4	4.0	4.0	5.1	4.6	5.0	1.7
2.3	7.2	3.7	5.4	3.7	4.7	5.4	3.7	6.1	6.1	6.6
7.7	9.7	4.4	6.3	6.3	6.3	6.3	7.0	6.6	5.2	7.1
16.0	19.5	0.5	15.9	3.4	8.8	12.3	11.6	9.3	9.3	4.3
7.2	8.8	4.3	4.4	5.2	6.0	5.2	4.4	4.3	4.3	4.2
9.1	10.2	7.1	10.1	9.1	8.1	7.1	9.1	10.1	4.4	5.3
7.6	12.3	5.0	6.2	6.1	7.4	6.3	5.9	4.4	4.2	5.5
9.2	9.6	1.9	2.0	2.7	2.7	2.7	2.4	4.1	2.7	5.7
12.7	15.0	3.3	1.3	5.3	7.3	6.0	3.5	7.1	5.3	3.2
5.8	7.1	3.6	4.3	3.6	6.3	4.3	5.9	6.6	5.2	2.8
6.1	6.3	3.1	4.6	5.4	5.0	4.6	4.6	4.6	4.6	6.3

## 2.3a Median upah bulanan mengikut negeri, Oktober 2023 - Disember 2024

Median monthly wages by state, October 2023 - December 2024

(RM)

Negeri State	Bulan / Month					
	2023			2024		
	10	11	12	01	02	03
<b>Malaysia</b>	<b>2,600</b>	<b>2,600</b>	<b>2,900</b>	<b>2,945</b>	<b>2,782</b>	<b>2,844</b>
Johor	2,427	2,400	2,673	2,700	2,500	2,582
Kedah	1,864	1,827	2,000	1,982	1,964	1,964
Kelantan	1,600	1,600	1,600	1,645	1,627	1,645
Melaka	2,455	2,400	2,682	2,522	2,400	2,500
Negeri Sembilan	2,264	2,264	2,482	2,500	2,327	2,500
Pahang	2,000	2,000	2,082	2,100	2,082	2,145
Pulau Pinang	2,700	2,682	3,245	3,033	2,864	2,827
Perak	2,000	2,000	2,082	2,200	2,064	2,082
Perlis	1,627	1,627	1,700	1,700	1,682	1,682
Selangor	2,945	2,964	3,164	3,245	3,027	3,164
Terengganu	1,900	1,900	2,000	1,982	2,000	2,000
Sabah	1,800	1,800	1,882	1,945	1,882	1,882
Sarawak	2,000	2,000	2,100	2,200	2,064	2,064
W.P. Kuala Lumpur	3,800	3,800	4,045	4,145	4,000	4,256
W.P. Labuan	2,000	2,000	2,327	2,100	2,000	2,000
W.P. Putrajaya	2,482	2,482	2,482	2,500	2,482	2,727

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

Median monthly wages by state, October 2023 - December 2024 (cont.)

(RM)

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
2,764	2,700	2,745	2,745	2,745	2,745	2,764	2,764	3,045
2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,827
1,927	1,900	1,900	1,945	1,900	1,927	1,930	1,900	2,064
1,600	1,645	1,645	1,627	1,645	1,682	1,664	1,627	1,664
2,400	2,382	2,464	2,400	2,400	2,400	2,500	2,500	2,727
2,345	2,345	2,400	2,382	2,382	2,364	2,382	2,345	2,545
2,100	2,082	2,100	2,100	2,082	2,082	2,100	2,082	2,200
2,800	2,800	2,800	2,800	2,800	2,800	2,827	2,882	3,382
2,045	2,045	2,027	2,045	2,045	2,045	2,064	2,064	2,200
1,700	1,682	1,682	1,682	1,682	1,682	1,682	1,682	1,764
3,064	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,300
1,982	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,100
1,882	1,882	1,864	1,882	1,882	1,882	1,900	1,882	2,000
2,045	2,082	2,045	2,064	2,045	2,064	2,064	2,064	2,200
4,073	3,964	3,982	4,000	3,964	3,964	4,000	3,967	4,200
2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,482
2,500	2,500	2,500	2,500	2,500	2,500	2,482	2,482	2,527

## 2.3b

**Peratus perubahan bulan ke bulan median upah bulanan mengikut negeri,  
Oktober 2023 - Disember 2024**  
*Month-on-month percentage change of median monthly wages by state,  
October 2023 - December 2024*

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change					
	2023			2024		
	10	11	12	01	02	03
<b>Malaysia</b>	<b>0.0</b>	<b>0.0</b>	<b>11.5</b>	<b>1.6</b>	<b>-5.6</b>	<b>2.3</b>
Johor	1.1	-1.1	11.4	1.0	-7.4	3.3
Kedah	1.0	-2.0	9.5	-0.9	-0.9	0.0
Kelantan	0.0	0.0	0.0	2.8	-1.1	1.1
Melaka	7.6	-2.2	11.7	-6.0	-4.8	4.2
Negeri Sembilan	0.8	0.0	9.6	0.7	-6.9	7.4
Pahang	0.0	0.0	4.1	0.9	-0.9	3.1
Pulau Pinang	2.1	-0.7	21.0	-6.5	-5.6	-1.3
Perak	0.0	0.0	4.1	5.7	-6.2	0.9
Perlis	0.0	0.0	4.5	0.0	-1.1	0.0
Selangor	1.6	0.6	6.7	2.6	-6.7	4.5
Terengganu	0.0	0.0	5.3	-0.9	0.9	0.0
Sabah	0.0	0.0	4.5	3.4	-3.3	0.0
Sarawak	0.0	0.0	5.0	4.8	-6.2	0.0
W.P. Kuala Lumpur	0.0	0.0	6.5	2.5	-3.5	6.4
W.P. Labuan	1.9	0.0	16.4	-9.8	-4.8	0.0
W.P. Putrajaya	0.7	0.0	0.0	0.7	-0.7	9.9

**2.3b** Peratus perubahan bulan ke bulan median upah bulanan mengikut negeri,  
**Oktober 2023 - Disember 2024 (samb.)**  
*Month-on-month percentage change of median monthly wages by state,  
 October 2023 - December 2024 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change								
2024								
04	05	06	07	08	09	10	11	12
-2.8	-2.3	1.7	0.0	0.0	0.0	0.7	0.0	10.2
-3.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	13.1
-1.9	-1.4	0.0	2.4	-2.3	1.4	0.2	-1.6	8.6
-2.8	2.8	0.0	-1.1	1.1	2.2	-1.1	-2.2	2.2
-4.0	-0.8	3.4	-2.6	0.0	0.0	4.2	0.0	9.1
-6.2	0.0	2.3	-0.8	0.0	-0.8	0.8	-1.5	8.5
-2.1	-0.9	0.9	0.0	-0.9	0.0	0.9	-0.9	5.7
-1.0	0.0	0.0	0.0	0.0	0.0	1.0	1.9	17.4
-1.7	0.0	-0.9	0.9	0.0	0.0	0.9	0.0	6.6
1.1	-1.1	0.0	0.0	0.0	0.0	0.0	0.0	4.9
-3.2	-2.1	0.0	0.0	0.0	0.0	0.0	0.0	10.0
-0.9	0.9	0.0	0.0	0.0	0.0	0.0	0.0	5.0
0.0	0.0	-1.0	1.0	0.0	0.0	1.0	-1.0	6.3
-0.9	1.8	-1.7	0.9	-0.9	0.9	0.0	0.0	6.6
-4.3	-2.7	0.5	0.5	-0.9	0.0	0.9	-0.8	5.9
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	24.1
-8.3	0.0	0.0	0.0	0.0	0.0	-0.7	0.0	1.8

## 2.3c

**Peratus perubahan tahun ke tahun median upah bulanan mengikut negeri,  
Oktober 2023 - Disember 2024**  
Year-on-year percentage change of median monthly wages by state,  
October 2023 - December 2024

(%)

Negeri State	Perubahan tahun ke tahun Year-on-year change					
	2023			2024		
	10	11	12	01	02	03
<b>Malaysia</b>	<b>4.0</b>	<b>4.0</b>	<b>4.9</b>	<b>5.2</b>	<b>8.5</b>	<b>9.4</b>
Johor	9.0	6.9	6.9	6.8	7.4	7.6
Kedah	6.8	3.6	6.3	4.3	9.1	7.5
Kelantan	2.9	2.3	2.3	2.8	1.7	2.8
Melaka	8.4	6.9	6.1	1.3	7.8	10.4
Negeri Sembilan	6.4	5.5	3.4	6.6	4.5	6.6
Pahang	4.8	3.8	4.1	5.0	6.0	7.3
Pulau Pinang	8.0	7.3	8.2	2.4	11.2	7.6
Perak	6.3	5.3	4.1	2.5	5.1	4.1
Perlis	4.1	4.1	4.5	3.3	3.4	3.4
Selangor	5.2	5.8	5.5	5.8	4.4	6.7
Terengganu	5.6	5.6	5.3	4.3	6.3	5.3
Sabah	2.1	4.2	4.5	4.4	5.6	5.6
Sarawak	5.3	5.3	5.0	4.8	4.1	3.2
W.P. Kuala Lumpur	4.8	4.9	2.5	3.6	4.5	8.4
W.P. Labuan	7.3	7.3	5.8	5.0	3.8	5.3
W.P. Putrajaya	6.6	5.0	3.4	-1.1	-0.7	10.7

## 2.3c

**Peratus perubahan tahun ke tahun median upah bulanan mengikut negeri,  
Oktober 2023 - Disember 2024 (samb.)**  
*Year-on-year percentage change of median monthly wages by state,  
October 2023 - December 2024 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change								
2024								
04	05	06	07	08	09	10	11	12
3.8	4.6	5.6	6.3	5.6	5.6	6.3	6.3	5.0
4.2	5.8	5.0	4.2	4.2	4.2	3.0	4.2	5.8
3.4	5.0	3.0	4.4	4.0	4.4	3.6	4.0	3.2
0.0	2.8	2.8	1.7	1.1	5.1	4.0	1.7	4.0
1.1	4.4	4.2	5.2	4.3	5.2	1.9	4.2	1.7
2.8	3.6	5.2	5.2	5.2	5.3	5.2	3.6	2.6
3.6	4.1	5.0	5.0	4.1	4.1	5.0	4.1	5.7
4.4	7.7	5.8	6.6	6.6	5.8	4.7	7.5	4.2
2.3	2.3	1.4	2.3	2.3	2.3	3.2	3.2	5.7
6.3	5.1	5.1	5.1	1.1	3.4	3.4	3.4	3.7
2.1	4.1	1.9	3.4	3.4	3.4	1.9	1.2	4.3
5.3	5.3	5.3	5.3	5.3	5.3	5.3	5.3	5.0
4.5	4.5	3.5	4.5	4.5	4.5	5.6	4.5	6.3
2.3	4.1	2.3	3.2	2.3	3.2	3.2	3.2	4.8
0.2	4.3	4.2	5.3	4.3	4.3	5.3	4.4	3.8
1.9	3.8	5.3	2.8	1.9	1.9	0.0	0.0	6.6
-10.1	0.0	0.0	0.0	0.0	1.5	0.0	0.0	1.8

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# JADUAL TABURAN UPAH, WARGANEGARA

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## TABLE WAGES DISTRIBUTION, CITIZEN

## 3.1a

**Taburan bilangan pekerja formal mengikut skala upah,  
Oktober 2023 - Disember 2024**  
*Number of formal employees distribution by wage scale,  
October 2023 - December 2024*

Skala upah Wage scale	Bulan / Month						
	2023			2024			
	10	11	12	01	02	03	
<b>Bilangan pekerja formal</b> <i>Number of formal employees</i>							(‘000)
<b>Bawah RM 2,000</b> <i>Below RM 2,000</i>	2,286.3	2,275.2	2,082.6	2,001.7	2,089.9	2,044.8	
<b>RM 2,000 - RM 2,999</b>	1,456.3	1,456.6	1,327.2	1,342.3	1,396.0	1,356.1	
<b>RM 3,000 - RM 3,999</b>	924.0	913.1	914.1	907.1	899.5	887.5	
<b>RM 4,000 - RM 4,999</b>	538.3	531.9	537.4	549.4	529.1	524.3	
<b>RM 5,000 - RM 5,999</b>	361.8	356.7	377.5	383.1	359.8	360.3	
<b>RM 6,000 - RM 6,999</b>	239.6	236.7	258.9	268.2	246.0	241.2	
<b>RM 7,000 - RM 7,999</b>	171.4	170.5	194.6	200.2	182.0	176.8	
<b>RM 8,000 - RM 8,999</b>	134.5	134.8	157.0	159.2	141.9	139.7	
<b>RM 9,000 - RM 9,999</b>	92.1	92.4	113.5	115.9	95.8	98.1	
<b>RM 10,000 - RM 10,999</b>	86.2	86.7	105.5	106.4	91.0	95.9	
<b>RM 11,000 - RM 11,999</b>	54.2	54.6	71.3	70.9	58.6	62.8	
<b>RM 12,000 - RM 12,999</b>	50.0	51.0	66.1	66.7	54.6	57.6	
<b>RM 13,000 - RM 13,999</b>	38.5	38.8	51.2	51.3	42.1	46.0	
<b>RM 14,000 - RM 14,999</b>	29.8	30.3	41.7	41.5	33.6	37.1	
<b>RM 15,000 dan ke atas</b> <i>RM 15,000 and above</i>	241.2	248.9	376.4	358.7	318.1	419.8	

**3.1a** Taburan bilangan pekerja formal mengikut skala upah,  
**Oktober 2023 - Disember 2024 (samb.)**  
*Number of formal employees distribution by wage scale,  
 October 2023 - December 2024 (cont.)*

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
								('000)
2,166.1	2,164.1	2,165.3	2,184.0	2,178.8	2,180.3	2,166.5	2,178.6	1,996.4
1,428.7	1,476.0	1,459.3	1,486.4	1,501.1	1,493.3	1,503.3	1,484.8	1,341.3
921.3	940.5	935.1	952.0	956.5	963.9	974.2	965.8	947.7
544.4	555.1	554.7	562.2	568.6	563.5	571.0	572.4	578.5
372.3	371.3	375.3	383.2	383.3	382.8	384.6	381.9	400.1
253.3	247.8	250.1	254.9	255.6	254.8	256.9	257.4	283.7
182.7	178.5	184.4	184.9	183.6	183.6	184.4	181.8	204.3
145.6	141.1	144.9	146.0	145.3	145.3	147.1	146.6	171.0
101.9	96.9	100.7	100.1	98.7	99.1	99.8	99.7	123.8
97.6	91.9	94.1	94.8	93.6	94.4	95.1	95.6	116.3
62.0	57.7	59.2	59.3	58.6	58.9	59.5	59.6	79.1
58.0	53.2	54.1	53.9	53.1	53.8	54.1	54.6	71.4
44.7	40.5	41.6	41.5	41.1	41.6	42.0	41.9	56.5
35.7	32.0	33.0	32.6	31.8	32.7	33.2	33.0	45.9
313.8	270.5	279.0	265.3	259.3	269.1	270.4	275.2	415.4

### 3.1b Peratus sumbangan taburan pekerja formal mengikut skala upah, Oktober 2023 - Disember 2024

*Percentage share of formal employees distribution by wage scale,  
October 2023 - December 2024*

Skala upah Wage scale	Bulan / Month					
	2023			2024		
	10	11	12	01	02	03
<b>Peratus sumbangan pekerja formal</b> <i>Percentage share of formal employees</i>	(%)					
<b>Bawah RM 2,000</b> <i>Below RM 2,000</i>	34.1	34.1	31.2	30.2	32.0	31.2
<b>RM 2,000 - RM 2,999</b>	21.7	21.8	19.9	20.3	21.4	20.7
<b>RM 3,000 - RM 3,999</b>	13.8	13.7	13.7	13.7	13.8	13.6
<b>RM 4,000 - RM 4,999</b>	8.0	8.0	8.1	8.3	8.1	8.0
<b>RM 5,000 - RM 5,999</b>	5.4	5.3	5.7	5.8	5.5	5.5
<b>RM 6,000 - RM 6,999</b>	3.6	3.5	3.9	4.1	3.8	3.7
<b>RM 7,000 - RM 7,999</b>	2.6	2.6	2.9	3.0	2.8	2.7
<b>RM 8,000 - RM 8,999</b>	2.0	2.0	2.4	2.4	2.2	2.1
<b>RM 9,000 - RM 9,999</b>	1.4	1.4	1.7	1.7	1.5	1.5
<b>RM 10,000 - RM 10,999</b>	1.3	1.3	1.6	1.6	1.4	1.5
<b>RM 11,000 - RM 11,999</b>	0.8	0.8	1.1	1.1	0.9	1.0
<b>RM 12,000 - RM 12,999</b>	0.7	0.8	1.0	1.0	0.8	0.9
<b>RM 13,000 - RM 13,999</b>	0.6	0.6	0.8	0.8	0.6	0.7
<b>RM 14,000 - RM 14,999</b>	0.4	0.5	0.6	0.6	0.5	0.6
<b>RM 15,000 dan ke atas</b> <i>RM 15,000 and above</i>	3.6	3.7	5.6	5.4	4.9	6.4

**3.1b** Peratus sumbangan taburan pekerja formal mengikut skala upah,  
**Oktober 2023 - Disember 2024 (samb.)**  
*Percentage share of formal employees distribution by wage scale,  
 October 2023 - December 2024 (cont.)*

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
(%)								
32.2	32.2	32.2	32.1	32.0	32.0	31.7	31.9	29.2
21.2	22.0	21.7	21.9	22.0	21.9	22.0	21.7	19.6
13.7	14.0	13.9	14.0	14.0	14.1	14.2	14.1	13.9
8.1	8.3	8.2	8.3	8.4	8.3	8.3	8.4	8.5
5.5	5.5	5.6	5.6	5.6	5.6	5.6	5.6	5.9
3.8	3.7	3.7	3.7	3.8	3.7	3.8	3.8	4.2
2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	3.0
2.2	2.1	2.2	2.1	2.1	2.1	2.1	2.1	2.5
1.5	1.4	1.5	1.5	1.4	1.5	1.5	1.5	1.8
1.5	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.7
0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9	1.2
0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	1.0
0.7	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.8
0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.7
4.7	4.0	4.1	3.9	3.8	3.9	4.0	4.0	6.1

## 3.2 Upah bulanan pekerja formal mengikut persentil, Oktober 2023 - Disember 2024

*Formal employees monthly wages by percentile, October 2023 - December 2024*

(RM)

Persentil Percentile	Bulan / Month					
	2023					
	10	11	12	01	02	03
<b>Persentil ke-10</b> <i>10th percentile</i>	1,500	1,500	1,500	1,500	1,500	1,500
<b>Persentil ke-20</b> <i>20th percentile</i>	1,582	1,582	1,600	1,627	1,600	1,622
<b>Persentil ke-30</b> <i>30th percentile</i>	1,827	1,827	1,927	1,982	1,900	1,927
<b>Persentil ke-40</b> <i>40th percentile</i>	2,164	2,164	2,345	2,382	2,278	2,300
<b>Persentil ke-50</b> <i>50th percentile</i>	2,600	2,600	2,900	2,945	2,782	2,844
<b>Persentil ke-60</b> <i>60th percentile</i>	3,182	3,182	3,500	3,564	3,364	3,500
<b>Persentil ke-70</b> <i>70th percentile</i>	4,000	4,000	4,500	4,600	4,245	4,464
<b>Persentil ke-80</b> <i>80th percentile</i>	5,300	5,300	6,233	6,300	5,800	6,100
<b>Persentil ke-90</b> <i>90th percentile</i>	8,200	8,311	10,200	10,022	9,300	10,500

### 3.2 Upah bulanan pekerja formal mengikut persentil, Oktober 2023 - Disember 2024 (samb.) Formal employees monthly wages by percentile, October 2023 - December 2024 (cont.)

(RM)

Bulan / Month								
2024								
04	05	06	07	08	09	10	11	12
1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
1,600	1,600	1,600	1,600	1,627	1,627	1,627	1,600	1,664
1,900	1,900	1,900	1,900	1,900	1,900	1,909	1,900	2,000
2,264	2,245	2,264	2,256	2,245	2,264	2,264	2,264	2,464
2,764	2,700	2,745	2,745	2,745	2,745	2,764	2,764	3,045
3,364	3,300	3,300	3,300	3,300	3,300	3,300	3,309	3,700
4,233	4,100	4,164	4,127	4,100	4,111	4,145	4,145	4,782
5,800	5,500	5,600	5,500	5,500	5,500	5,500	5,500	6,600
9,300	8,700	8,800	8,600	8,500	8,600	8,700	8,700	10,800

### 3.3a Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, Oktober 2024

*Number of formal employees by age group and economic activity, October 2024*

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining &amp; quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
<b>Bilangan pekerja formal</b> <i>Number of formal employees</i> ('000)						
<b>Kurang daripada 20</b> <i>Less than 20</i>	1.5	0.1	17.1	3.6	90.9	3.6
<b>20-24</b>	11.6	2.1	155.2	38.1	600.8	31.7
<b>25-29</b>	18.5	5.6	235.0	76.1	929.2	88.6
<b>30-34</b>	20.0	6.0	187.0	72.2	788.9	81.1
<b>35-39</b>	19.5	7.0	156.7	61.6	630.8	63.9
<b>40-44</b>	16.4	6.3	138.3	49.7	496.2	42.6
<b>45-49</b>	13.3	4.6	125.0	43.3	397.6	29.4
<b>50-54</b>	11.7	3.3	101.3	36.1	307.8	23.8
<b>55-59</b>	9.5	2.0	65.0	26.0	208.4	16.7
<b>60-64</b>	4.4	0.9	23.9	15.6	106.4	6.4
<b>65 dan ke atas</b> <i>65 and above</i>	3.3	0.6	14.8	9.7	73.0	4.7
<b>Peratus sumbangan pekerja formal kepada aktiviti ekonomi</b> <i>Percentage share of formal employee to economic activity</i> (%)						
<b>Kurang daripada 20</b> <i>Less than 20</i>	1.1	0.4	1.4	0.8	2.0	0.9
<b>20-24</b>	8.9	5.5	12.7	8.8	13.0	8.1
<b>25-29</b>	14.3	14.5	19.3	17.6	20.1	22.6
<b>30-34</b>	15.4	15.5	15.3	16.7	17.0	20.7
<b>35-39</b>	15.1	18.1	12.9	14.3	13.6	16.3
<b>40-44</b>	12.6	16.3	11.3	11.5	10.7	10.9
<b>45-49</b>	10.2	12.0	10.3	10.0	8.6	7.5
<b>50-54</b>	9.0	8.5	8.3	8.4	6.6	6.1
<b>55-59</b>	7.3	5.1	5.3	6.0	4.5	4.3
<b>60-64</b>	3.4	2.4	2.0	3.6	2.3	1.6
<b>65 dan ke atas</b> <i>65 and above</i>	2.5	1.6	1.2	2.2	1.6	1.2

### 3.3b Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, November 2024

*Number of formal employees by age group and economic activity, November 2024*

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining &amp; quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
<b>Bilangan pekerja formal</b> <i>Number of formal employees</i> ('000)						
<b>Kurang daripada 20</b> <i>Less than 20</i>	1.5	0.2	18.1	3.7	93.7	3.8
<b>20-24</b>	11.6	2.1	156.7	38.4	607.3	33.9
<b>25-29</b>	18.5	5.5	234.1	75.4	926.3	88.5
<b>30-34</b>	19.9	5.9	186.2	71.4	786.2	80.6
<b>35-39</b>	19.4	7.0	156.1	60.8	629.1	63.3
<b>40-44</b>	16.4	6.3	137.8	49.2	494.9	41.9
<b>45-49</b>	13.2	4.6	124.6	42.8	396.6	28.7
<b>50-54</b>	11.7	3.3	100.9	35.7	306.9	23.0
<b>55-59</b>	9.4	2.0	64.5	25.7	207.5	16.2
<b>60-64</b>	4.3	0.9	23.4	15.4	105.0	6.2
<b>65 dan ke atas</b> <i>65 and above</i>	3.3	0.6	14.6	9.5	72.1	4.7
<b>Peratus sumbangan pekerja formal kepada aktiviti ekonomi</b> <i>Percentage share of formal employee to economic activity</i> (%)						
<b>Kurang daripada 20</b> <i>Less than 20</i>	1.2	0.4	1.5	0.9	2.0	1.0
<b>20-24</b>	9.0	5.6	12.9	9.0	13.1	8.7
<b>25-29</b>	14.3	14.4	19.2	17.6	20.0	22.7
<b>30-34</b>	15.4	15.5	15.3	16.7	17.0	20.6
<b>35-39</b>	15.0	18.2	12.8	14.2	13.6	16.2
<b>40-44</b>	12.7	16.3	11.3	11.5	10.7	10.7
<b>45-49</b>	10.2	12.0	10.2	10.0	8.6	7.3
<b>50-54</b>	9.0	8.5	8.3	8.3	6.6	5.9
<b>55-59</b>	7.3	5.1	5.3	6.0	4.5	4.1
<b>60-64</b>	3.3	2.3	1.9	3.6	2.3	1.6
<b>65 dan ke atas</b> <i>65 and above</i>	2.5	1.6	1.2	2.2	1.6	1.2

### 3.3C Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, Disember 2024

*Number of formal employees by age group and economic activity, December 2024*

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining &amp; quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
<b>Bilangan pekerja formal</b> <i>Number of formal employees</i> ('000)						
<b>Kurang daripada 20</b> <i>Less than 20</i>	1.6	0.2	18.9	3.9	99.0	4.1
<b>20-24</b>	11.7	2.1	158.5	39.0	614.5	34.5
<b>25-29</b>	18.5	5.5	233.9	75.0	924.3	88.3
<b>30-34</b>	19.9	5.9	186.0	71.0	783.7	80.8
<b>35-39</b>	19.4	6.9	155.8	60.7	627.9	63.2
<b>40-44</b>	16.3	6.2	137.7	49.1	494.3	41.9
<b>45-49</b>	13.2	4.6	124.2	42.8	395.9	28.7
<b>50-54</b>	11.6	3.2	100.4	35.7	306.2	23.0
<b>55-59</b>	9.4	2.0	64.1	25.6	206.6	16.2
<b>60-64</b>	4.2	0.9	23.0	15.3	104.3	6.2
<b>65 dan ke atas</b> <i>65 and above</i>	3.2	0.6	14.5	9.5	71.6	4.7
<b>Peratus sumbangan pekerja formal kepada aktiviti ekonomi</b> <i>Percentage share of formal employee to economic activity</i> (%)						
<b>Kurang daripada 20</b> <i>Less than 20</i>	1.2	0.4	1.6	0.9	2.1	1.0
<b>20-24</b>	9.1	5.6	13.0	9.1	13.3	8.8
<b>25-29</b>	14.3	14.3	19.2	17.6	20.0	22.6
<b>30-34</b>	15.4	15.5	15.3	16.6	16.9	20.6
<b>35-39</b>	15.0	18.1	12.8	14.2	13.6	16.2
<b>40-44</b>	12.7	16.3	11.3	11.5	10.7	10.7
<b>45-49</b>	10.3	12.0	10.2	10.0	8.6	7.3
<b>50-54</b>	9.0	8.5	8.3	8.3	6.6	5.9
<b>55-59</b>	7.3	5.1	5.3	6.0	4.5	4.1
<b>60-64</b>	3.3	2.3	1.9	3.6	2.3	1.6
<b>65 dan ke atas</b> <i>65 and above</i>	2.5	1.6	1.2	2.2	1.5	1.2

### 3.4 Median upah bulanan mengikut kumpulan umur dan aktiviti ekonomi, Oktober 2024 - Disember 2024

Median monthly wages by age group and economic activity, October 2024 - December 2024

Kumpulan umur Age group	Aktiviti ekonomi / Economic activity				
	Pertanian Agriculture	Perlombongan & pengkuarian Mining & quarrying	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services
<b>Oktober 2024</b> October 2024					
					(RM)
<b>Kurang daripada 20</b> Less than 20	1,500	1,500	1,564	1,500	1,500
<b>20-24</b>	1,682	2,200	1,800	1,864	1,800
<b>25-29</b>	1,900	3,864	2,245	2,500	2,500
<b>30-34</b>	2,027	4,591	2,700	3,000	3,011
<b>35-39</b>	2,200	9,200	3,064	3,300	3,482
<b>40-44</b>	2,264	12,600	3,300	3,300	3,700
<b>45-49</b>	2,282	11,600	3,500	3,500	3,800
<b>50-54</b>	2,264	7,800	3,527	3,382	3,500
<b>55-59</b>	2,327	5,600	3,482	3,177	3,164
<b>60-64</b>	2,500	3,682	3,000	3,417	2,800
<b>65 dan ke atas</b> 65 and above	2,800	3,513	2,927	3,227	2,655
<b>November 2024</b> November 2024					
					(RM)
<b>Kurang daripada 20</b> Less than 20	1,500	1,500	1,564	1,500	1,500
<b>20-24</b>	1,627	2,200	1,818	1,864	1,800
<b>25-29</b>	1,864	3,964	2,264	2,500	2,500
<b>30-34</b>	2,000	4,645	2,727	3,000	3,000
<b>35-39</b>	2,164	9,400	3,100	3,300	3,464
<b>40-44</b>	2,200	12,600	3,364	3,300	3,664
<b>45-49</b>	2,245	11,600	3,582	3,500	3,764
<b>50-54</b>	2,245	7,900	3,600	3,364	3,500
<b>55-59</b>	2,282	5,500	3,500	3,164	3,127
<b>60-64</b>	2,500	3,500	3,000	3,400	2,800
<b>65 dan ke atas</b> 65 and above	2,850	3,460	2,900	3,200	2,655

### 3.4

#### Median upah bulanan mengikut kumpulan umur dan aktiviti ekonomi, Oktober 2024 - Disember 2024 (samb.) Median monthly wages by age group and economic activity, October 2024 - December 2024 (cont.)

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>				
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining &amp; quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>
<b>Disember 2024</b> <i>December 2024</i>	(RM)				
<b>Kurang daripada 20</b> <i>Less than 20</i>	1,500	1,500	1,600	1,500	1,500
<b>20-24</b>	1,782	2,364	2,000	1,900	1,864
<b>25-29</b>	2,100	4,864	2,864	2,600	2,700
<b>30-34</b>	2,322	6,700	3,445	3,145	3,264
<b>35-39</b>	2,527	11,244	3,982	3,400	3,700
<b>40-44</b>	2,600	15,200	4,282	3,400	4,000
<b>45-49</b>	2,645	15,900	4,545	3,527	4,027
<b>50-54</b>	2,664	12,000	4,445	3,500	3,800
<b>55-59</b>	2,700	5,900	4,182	3,241	3,382
<b>60-64</b>	2,800	3,875	3,275	3,500	3,000
<b>65 dan ke atas</b> <i>65 and above</i>	3,045	3,527	3,045	3,300	2,825

# 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, skop definisi, liputan dan metodologi yang digunakan dalam penyusunan statistik ini bagi membantu pengguna untuk lebih memahami berkaitan maklumat upah pekerja yang dikeluarkan.

## 2. KONSEP DAN DEFINISI

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

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

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

Upah tidak termasuk pendapatan dari perniagaan sendiri atau sumber lain.

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

Sektor	Subaktiviti ekonomi
Pertanian	Pertanian
Perlombongan & pengkuarian	Perlombongan & pengkuarian

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

**Geografi** : Lokasi geografi merujuk kepada negeri lokasi majikan. Maklumat majikan mengikut negeri diperoleh 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 aktiviti ekonomi formal adalah bersumberkan data pentadbiran yang meliputi data caruman wajib simpanan pekerja aktiviti ekonomi swasta dan pekerja tidak berpencen di aktiviti ekonomi awam serta data caruman insurans keselamatan sosial pekerja yang diperoleh daripada pelbagai agensi dengan tumpuan kepada pekerja warganegara dalam aktiviti ekonomi formal di Malaysia. Data ini tidak meliputi orang yang bekerja berada di bawah pekerjaan bukan standard, termasuk pekerja akaun sendiri dan pekerja keluarga yang tanpa gaji.

### 5. SUMBER DATA

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

### 6. METODOLOGI

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

Bilangan pekerja dikira secara individu, di mana pekerja dengan pelbagai pekerjaan hanya akan dikira 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. Aktiviti ekonomi; dan
- v. Negeri.

## 9. SEMAKAN

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

## 10. SULIT DAN KERAHSIAAN

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

## 11. SIMBOL DAN AKRONIM

%	: peratus
0.0	: kurang dari 0.05 peratus
SSM	: Suruhanjaya Syarikat Malaysia
DOSM	: Jabatan Perangkaan Malaysia
KWSP	: Kumpulan Wang Simpanan Pekerja
FDI	: Pelaburan Langsung Asing
MNC	: Syarikat Multi-Nasional
MSBR	: <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

## 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-economic activities and economic activities is as in exhibit below, with the Manufacturing and Services economic activities can be detailed into eight sub-economic activities:

Sector	Sub-economic activity
Agriculture	Agriculture
Mining and quarrying	Mining and quarrying

<b>Sector</b>	<b>Sub-economic activity</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 economic activities and data on the contribution of social security insurance obtained from various agencies which focus on citizen formal employees in Malaysia. The data does not cover employed persons fall under non-standard employment, including own-account workers and unpaid family workers.*

### 5. DATA SOURCES

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

### 6. METHODOLOGY

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

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

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

### 7. ROUNDING

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

## 8. **DETAIL OF STATISTICS**

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

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

## 9. **REVISION**

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

## 10. **PRIVACY AND CONFIDENTIALITY**

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

## 11. **SYMBOL AND ACRONYM**

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

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