KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

SUKU TAHUN KEEMPAT 2023

FOURTH QUARTER 2023

Pemakluman

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

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

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

Announcement

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

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

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

JABATAN PERANGKAAN MALAYSIA
DEPARTMENT OF STATISTICS MALAYSIA

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KATA PENGANTAR

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 penemua 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
Mei 2024

PREFACE

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

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

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

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

DATO' SRI DR. MOHD UZIR MAHIDIN
Chief Statistician Malaysia
May 2024

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RINGKASAN PENEMUAN

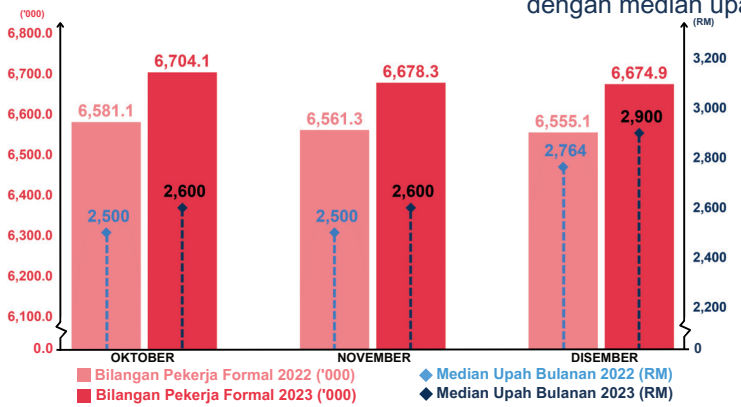
SUMMARY OF FINDINGS

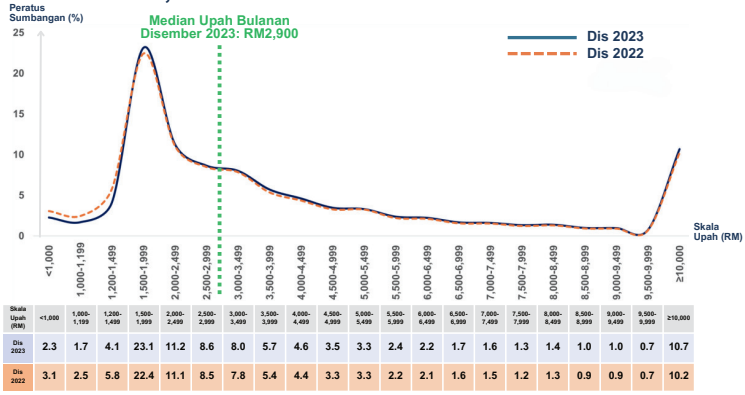
1

LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

SUKU TAHUN KEEMPAT 2023

Bilangan pekerja formal warganegara pada **Disember 2023** adalah seramai **6,674.9 ribu orang** dengan median upah bulanan **RM2,900.**





Skala Upah (RM)	<1,000	1,000-1,199	1,200-1,499	1,500-1,999	2,000-2,499	2,500-2,999	3,000-3,499	3,500-3,999	4,000-4,499	4,500-4,999	5,000-5,499	5,500-5,999	6,000-6,499	6,500-6,999	7,000-7,499	7,500-7,999	8,000-8,499	8,500-8,999	9,000-9,499	9,500-9,999	≥10,000
Dis 2023	2.3	1.7	4.1	23.1	11.2	8.6	8.0	5.7	4.6	3.5	3.3	2.4	2.2	1.7	1.6	1.3	1.4	1.0	1.0	0.7	10.7
Dis 2022	3.1	2.5	5.8	22.4	11.1	8.5	7.8	5.4	4.4	3.3	3.3	2.2	2.1	1.6	1.5	1.2	1.3	0.9	0.9	0.7	10.2

MEDIAN UPAH BULANAN BAGI PEKERJA FORMAL WARGANEGARA MENGIKUT DIMENSI PADA SUKU TAHUN KEEMPAT 2023

JANTINA

Median upah bulanan bagi **lelaki (RM2,945)** adalah lebih tinggi berbanding perempuan (RM2,845) pada Disember 2023.

LELAKI		PEREMPUAN
RM2,664	OKT	RM2,564
RM2,664	NOV	RM2,564
RM2,945	DIS	RM2,845

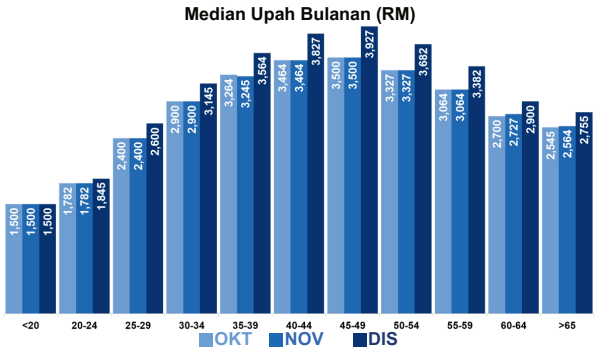
ETNIK

Pekerja formal **Etnik Cina** merekodkan median upah bulanan **tertinggi** pada Disember 2023 **(RM4,300)**.

	BUMIPUTERA	CINA	INDIA	LAIN-LAIN
OKT	RM2,200	RM4,000	RM2,582	RM2,011
NOV	RM2,200	RM4,000	RM2,564	RM2,027
DIS	RM2,427	RM4,300	RM2,864	RM2,164

KUMPULAN UMUR

Kumpulan umur **45 hingga 49 tahun** mencatatkan median upah bulanan tertinggi iaitu **RM3,927** pada Disember 2023.



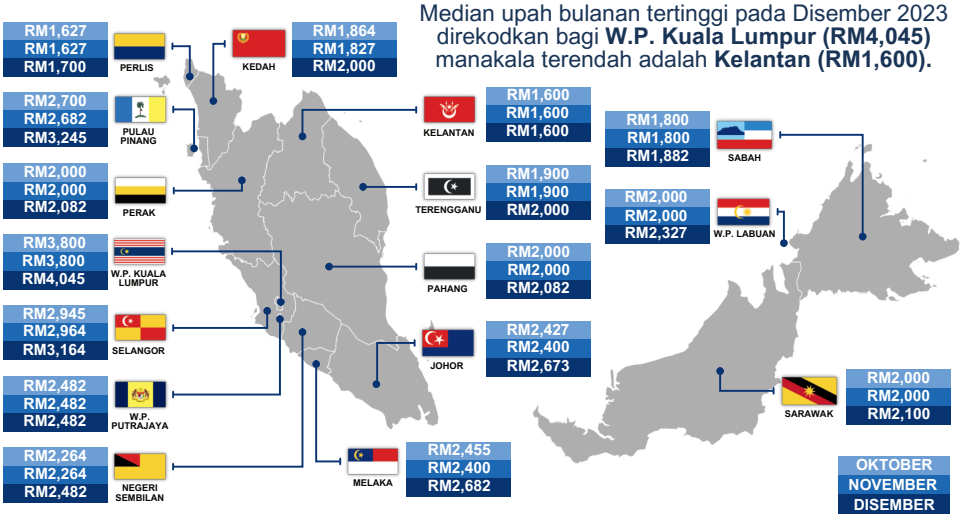
AKTIVITI EKONOMI

Median upah bulanan paling tinggi pada Disember 2023 direkodkan dalam **sektor Perlombongan & pengkuarian (RM6,844),** diikuti Pembuatan, Pembinaan, Perkhidmatan dan Pertanian.

	PERLOMBONGAN & PENGKUARIAN	PEMBUATAN	PERMBINAAN	PERKHIDMATAN	PERTANIAN
OKT	RM5,200	RM2,500	RM2,700	RM2,627	RM1,982
NOV	RM5,200	RM2,482	RM2,700	RM2,645	RM1,950
DIS	RM6,844	RM3,200	RM2,814	RM2,800	RM2,300

NEGERI

Median upah bulanan tertinggi pada Disember 2023 direkodkan bagi **W.P. Kuala Lumpur (RM4,045)** manakala terendah adalah **Kelantan (RM1,600).**



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

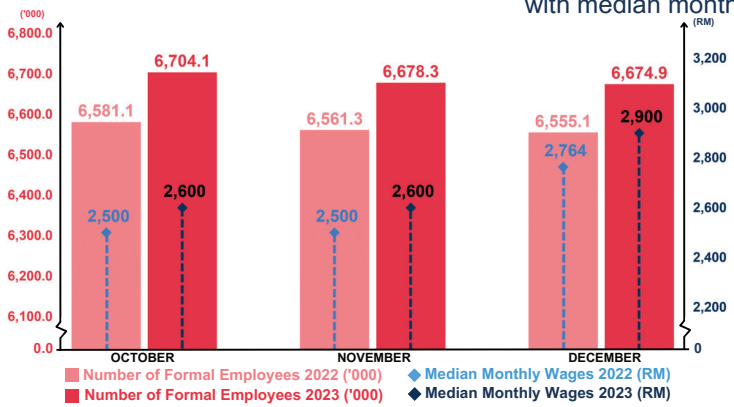
Statistik ini bersumberkan data pentadbiran meliputi data caruman wajib simpanan pekerja sektor swasta dan pekerja tidak berpencen sektor awam serta data caruman insurans keselamatan sosial pekerja yang diperoleh daripada pelbagai agensi. Data ini hanya meliputi pekerja formal warganegara, tidak meliputi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

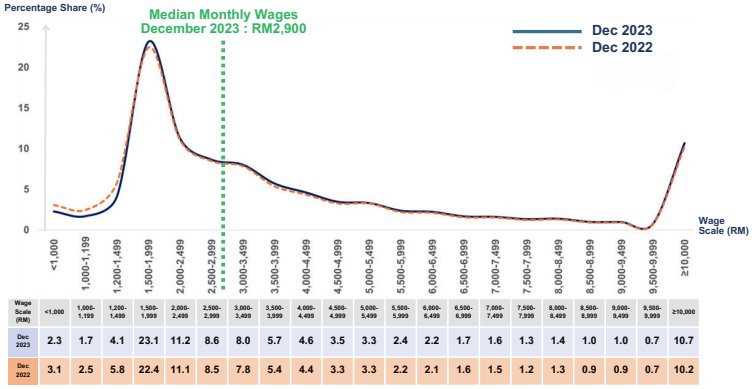
SUMBER: LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL), SUKU TAHUN KEEMPAT 2023, JABATAN PERANGKAAN MALAYSIA (DOSM)

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

FOURTH QUARTER 2023

The number of citizen formal employees in **December 2023** was **6,674.9 thousand persons** with median monthly wages of **RM2,900**.



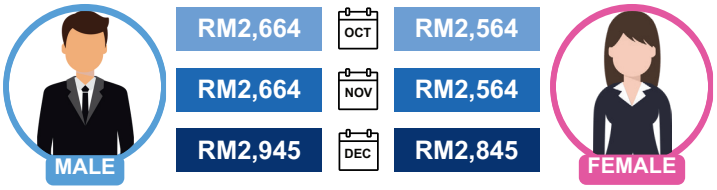


Wage Scale (RM)	<1,000	1,000-1,199	1,200-1,499	1,500-1,999	2,000-2,499	2,500-2,999	3,000-3,499	3,500-3,999	4,000-4,499	4,500-4,999	5,000-5,499	5,500-5,999	6,000-6,499	6,500-6,999	7,000-7,499	7,500-7,999	8,000-8,499	8,500-8,999	9,000-9,499	9,500-9,999	≥10,000
Dec 2023	2.3	1.7	4.1	23.1	11.2	8.6	8.0	5.7	4.6	3.5	3.3	2.4	2.2	1.7	1.6	1.3	1.4	1.0	1.0	0.7	10.7
Dec 2022	3.1	2.5	5.8	22.4	11.1	8.5	7.8	5.4	4.4	3.3	3.3	2.2	2.1	1.6	1.5	1.2	1.3	0.9	0.9	0.7	10.2

MEDIAN MONTHLY WAGES OF CITIZEN FORMAL EMPLOYEES BY DIMENSIONS IN FOURTH QUARTER 2023

BY SEX

Median monthly wages for **male (RM2,945)** was higher than female (RM2,845) in December 2023.



	MALE	FEMALE
OCT	RM2,664	RM2,564
NOV	RM2,664	RM2,564
DEC	RM2,945	RM2,845

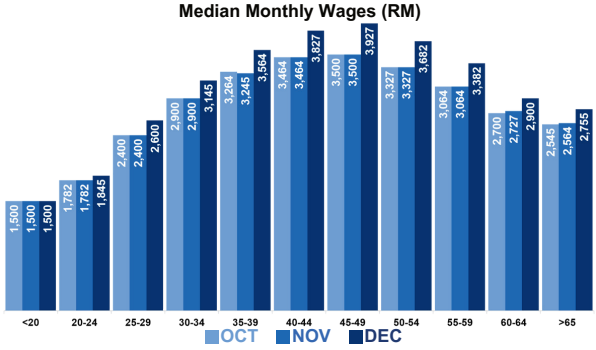
BY ETHNIC

Chinese formal employees recorded the **highest** median monthly wages in December 2023 **(RM4,300)**.

	BUMIPUTERA	CHINESE	INDIAN	OTHERS
OCT	RM2,200	RM4,000	RM2,582	RM2,011
NOV	RM2,200	RM4,000	RM2,564	RM2,027
DEC	RM2,427	RM4,300	RM2,864	RM2,164

BY AGE GROUP

The age group of **45 to 49 years** posted the highest median monthly wages of **RM3,927** in December 2023.



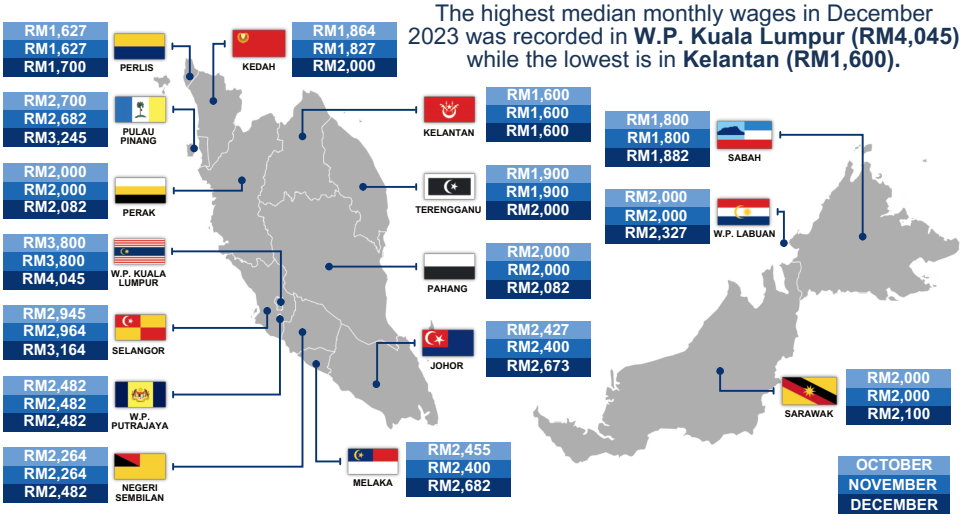
BY ECONOMIC ACTIVITY

The highest median monthly wages in December 2023 was recorded in **Mining & quarrying sector (RM6,844)**, followed by Manufacturing, Construction, Services and Agriculture.

	MINING & QUARRYING	MANUFACTURING	CONSTRUCTION	SERVICES	AGRICULTURE
OCT	RM5,200	RM2,500	RM2,700	RM2,627	RM1,982
NOV	RM5,200	RM2,482	RM2,700	RM2,645	RM1,950
DEC	RM6,844	RM3,200	RM2,814	RM2,800	RM2,300

BY STATES

The highest median monthly wages in December 2023 was recorded in **W.P. Kuala Lumpur (RM4,045)** while the lowest is in **Kelantan (RM1,600).**



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.

SOURCE: EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT, FOURTH QUARTER 2023, DEPARTMENT OF STATISTICS MALAYSIA (DOSM)

RINGKASAN PENEMUAN

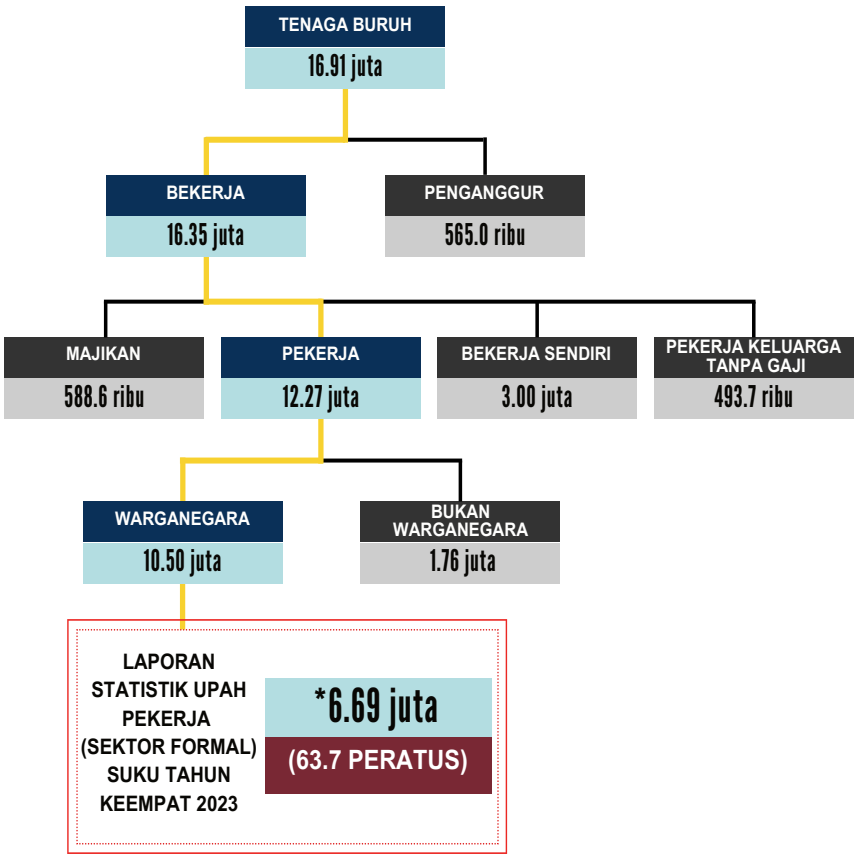
1. PENGENALAN

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

2. KEDUDUKAN UPAH PEKERJA FORMAL MALAYSIA

Pasaran buruh Malaysia menunjukkan pertumbuhan berterusan pada suku tahun keempat 2023. Jumlah penduduk bekerja yang merangkumi pekerja bergaji di sektor awam dan swasta, majikan, bekerja sendiri dan pekerja keluarga tanpa gaji (**Paparan 1**), mencapai 16.35 juta orang menunjukkan peningkatan 2.5 peratus daripada suku tahun yang sama tahun sebelumnya (ST4 2022: 15.94 juta orang).

Paparan 1: Kerangka Analisis Gaji & Upah Bulanan, ST4 2023

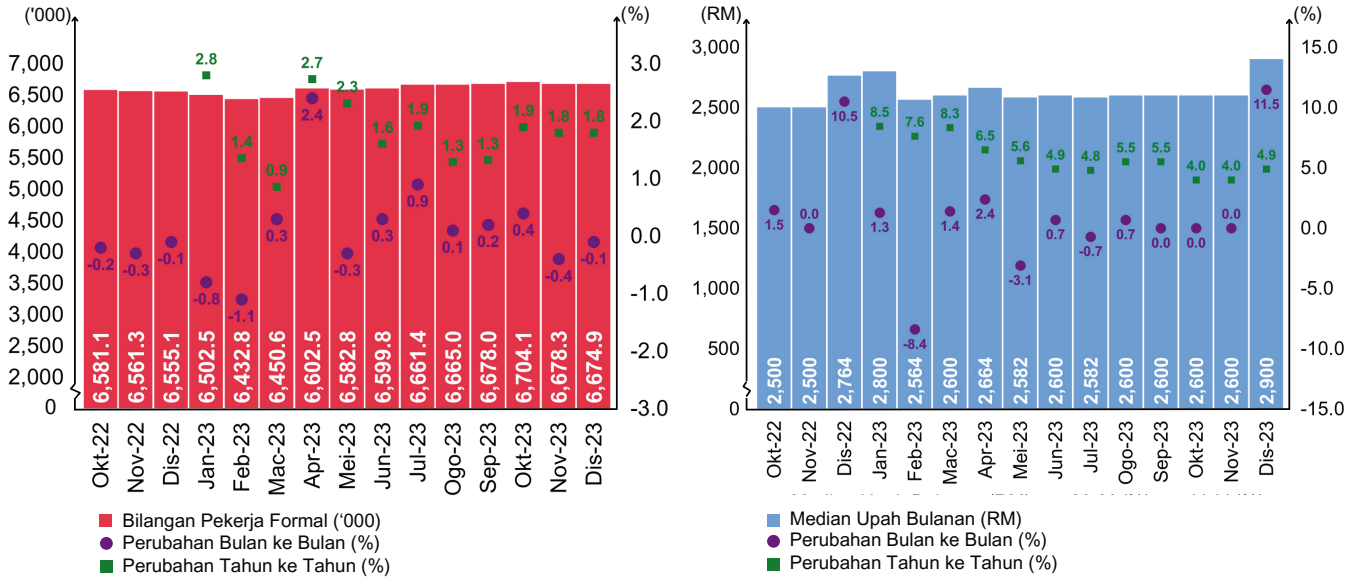


Nota: *Bilangan pekerja formal berdasarkan purata bulanan bagi Oktober - Disember 2023

Sumber: Laporan Survei Tenaga Buruh Malaysia, Suku Tahun Keempat 2023

Sementara itu, statistik yang dikumpulkan daripada rekod pentadbiran menunjukkan bilangan pekerja formal warganegara adalah seramai 6.67 juta orang pada Disember 2023 (November 2023: 6.68 juta orang; Oktober 6.70 juta orang), mencatatkan peningkatan 1.8 peratus berbanding tahun sebelumnya (November 2023: 1.8%; Oktober 2023: 1.9%). Median upah bulanan bagi pekerja formal warganegara pada bulan Disember 2023 berjumlah RM2,900 dengan kenaikan 4.9 peratus berbanding bulan yang sama pada tahun sebelumnya. (**Carta 1**)

Carta 1: Bilangan Pekerja Formal dan Median Upah Bulanan, Oktober 2022 - Disember 2023



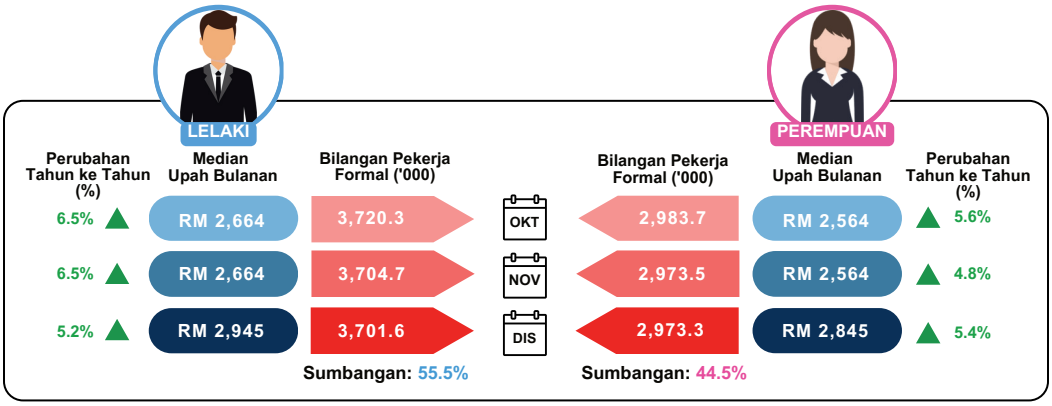
3. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT JANTINA

Pada Disember 2023, pekerja formal lelaki menyumbang 55.5 peratus kepada keseluruhan pekerja formal, dengan bilangan sebanyak 3.70 juta orang (November 2023: 3.70 juta orang; Oktober 2023: 3.72 juta orang). Median upah bulanan bagi pekerja formal lelaki adalah RM2,945 mencatatkan peningkatan 5.2 peratus berbanding Disember 2022 (RM2,800). Bagi kedua-dua bulan Oktober dan November 2023, median upah bulanan pekerja formal lelaki adalah RM2,664, merekodkan pertumbuhan tahun ke tahun sebanyak 6.5 peratus.

Sebaliknya, pekerja formal perempuan seramai 2.97 juta orang pada Disember 2023 merangkumi 44.5 peratus daripada jumlah pekerja formal (November 2023: 2.97 juta orang; Oktober 2023: 2.98 juta orang). Median upah bulanan bagi pekerja formal perempuan pada Oktober, November dan Disember 2023 masing-masing ialah RM2,564, RM2,564 dan RM2,845 dengan pertumbuhan tahun ke tahun sebanyak 5.6 peratus, 4.8 peratus dan 5.4 peratus.

Perbandingan upah mengikut jantina menunjukkan pekerja formal lelaki secara konsisten memperoleh median upah bulanan yang lebih tinggi berbanding pekerja formal perempuan. Median upah bulanan pekerja formal lelaki adalah RM2,945, menerima 3.5 peratus lebih tinggi daripada pekerja formal perempuan yang memperoleh median upah bulanan sebanyak RM2,845 pada Disember 2023. (**Paparan 2**)

Paparan 2: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Jantina, Oktober - Disember 2023



Sumbangan: Peratus Sumbangan Pekerja Formal Mengikut Jantina, Disember 2023

4. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT ETNIK

Melihat kepada median upah bulanan mengikut etnik, semua kumpulan etnik mencatatkan peningkatan tahun ke tahun dalam tempoh tiga bulan terakhir 2023. Etnik India, dengan komposisi sebanyak 7.8 peratus daripada keseluruhan pekerja formal, menyaksikan pertumbuhan tertinggi tahun ke tahun dengan peningkatan sebanyak 6.1 peratus kepada RM2,864 pada Disember 2023 (November 2023: RM2,564; Oktober 2023: RM2,582). Sementara itu, etnik Bumiputera, yang membentuk lebih separuh daripada keseluruhan pekerja formal, mencatatkan median upah bulanan sebanyak RM2,427 dengan pertumbuhan 5.5 peratus pada Disember 2023 (November 2023: RM2,200; Oktober 2023: RM2,200). Selain itu, 28.9 peratus atau bersamaan 1.93 juta orang pekerja formal adalah etnik Cina, memperoleh median upah bulanan tertinggi sebanyak RM4,300 pada Disember 2023, menunjukkan pertumbuhan 5.8 peratus tahun ke tahun. (**Paparan 3**)

Paparan 3: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Etnik, Oktober - Disember 2023

Bilangan Pekerja Formal ('000)

Oktober 2023	4,162.2	1,929.2	526.4	86.3
November 2023	4,145.3	1,926.7	520.2	86.1
Disember 2023	4,138.0	1,930.1	519.7	87.0
Sumbangan (%)	62.0	28.9	7.8	1.3

	Bumiputera		Cina		India		Lain-lain	
Oktober 2023	2,200	▲ 6.1	4,000	▲ 5.3	2,582	▲ 7.6	2,011	▲ 4.4
November 2023	2,200	▲ 5.7	4,000	▲ 4.5	2,564	▲ 6.8	2,027	▲ 5.2
Disember 2023	2,427	▲ 5.5	4,300	▲ 5.8	2,864	▲ 6.1	2,164	▲ 5.8

Median Upah Bulanan (RM)

Bilangan Pekerja Formal ('000)
Median Upah Bulanan (RM)
Peratus Sumbangan (%) Pekerja Formal Mengikut Etnik, Disember 2023
Perubahan Tahun ke Tahun (%) Median Upah Bulanan Mengikut Etnik, Oktober-Disember 2023

RINGKASAN PENEMUAN

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

Meneliti kumpulan umur, pekerja formal berumur 25 hingga 29 tahun memberikan sumbangan yang terbesar, merangkumi 19.9 peratus atau hampir satu per lima daripada keseluruhan pekerja formal pada Disember 2023, dengan rekod sebanyak 1.33 juta orang. Sementara itu, kumpulan umur 65 tahun dan ke atas memberikan sumbangan yang terkecil, meliputi hampir 0.10 juta orang, atau 1.5 peratus daripada keseluruhan pekerja formal.

Berbanding tahun sebelumnya, semua kumpulan umur mengalami peningkatan median upah bulanan, kecuali bagi pekerja yang berumur di bawah 20 tahun. Pekerja formal berumur 45 hingga 49 tahun merekodkan median upah bulanan tertinggi iaitu RM3,927 pada Disember 2023 (November 2023: RM3,500; Oktober: RM 3,500). Sebaliknya, median upah bulanan bagi pekerja formal bawah 20 tahun adalah yang terendah iaitu RM1,500 pada Disember 2023, kekal tidak berubah bagi 19 bulan berturut–turut. (**Paparan 4**)

Paparan 4: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Kumpulan Umur, Oktober - Disember 2023

Bilangan Pekerja Formal ('000)

Oktober 2023	126.0	857.2	1,337.7	1,104.9	921.7	720.7	598.2	468.2	319.5	150.0	100.0
November 2023	127.7	859.5	1,333.5	1,100.2	917.9	717.5	595.0	465.2	316.5	146.6	98.8
Disember 2023	**131.6**	**865.7**	**1,331.0**	**1,097.5**	**916.3**	**716.5**	**594.1**	**464.0**	**314.9**	**145.3**	**98.0**
Sumbangan (%)	2.0	13.0	19.9	16.4	13.7	10.7	8.9	7.0	4.7	2.2	1.5
Kumpulan Umur	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>64

Median Upah Bulanan (RM)

Oktober 2023	1,500	1,782	2,400	2,900	3,264	3,464	3,500	3,327	3,064	2,700	2,545
November 2023	1,500	1,782	2,400	2,900	3,245	3,464	3,500	3,327	3,064	2,727	2,564
Disember 2023	**1,500**	**1,845**	**2,600**	**3,145**	**3,564**	**3,827**	**3,927**	**3,682**	**3,382**	**2,900**	**2,755**
Perubahan Tahun ke Tahun (%)	↔ 0.0	▲ 3.6	▲ 4.0	▲ 3.3	▲ 2.3	▲ 1.7	▲ 3.8	▲ 5.2	▲ 3.0	▲ 7.4	▲ 7.0

Bilangan Pekerja Formal ('000)
Median Upah Bulanan (RM)
Peratus Sumbangan (%) Pekerja Formal Mengikut Kumpulan Umur, Disember 2023
Perubahan Tahun ke Tahun (%) Median Upah Bulanan Mengikut Kumpulan Umur, Disember 2023

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

Mengikut aktiviti ekonomi, median upah bulanan mengalami pertumbuhan yang positif di semua sektor pada suku tahun keempat 2023. Sektor Perlombongan dan pengkuarian merekodkan median upah bulanan tertinggi sepanjang suku tahun keempat 2023 (Disember 2023: RM6,844; November 2023: RM5,200; Oktober 2023: RM5,200). Sektor ini mencatatkan pertumbuhan tahun ke tahun tertinggi pada Disember 2023 sebanyak 7.7 peratus (November 2023: 15.6%; Oktober 2023: 15.6%).

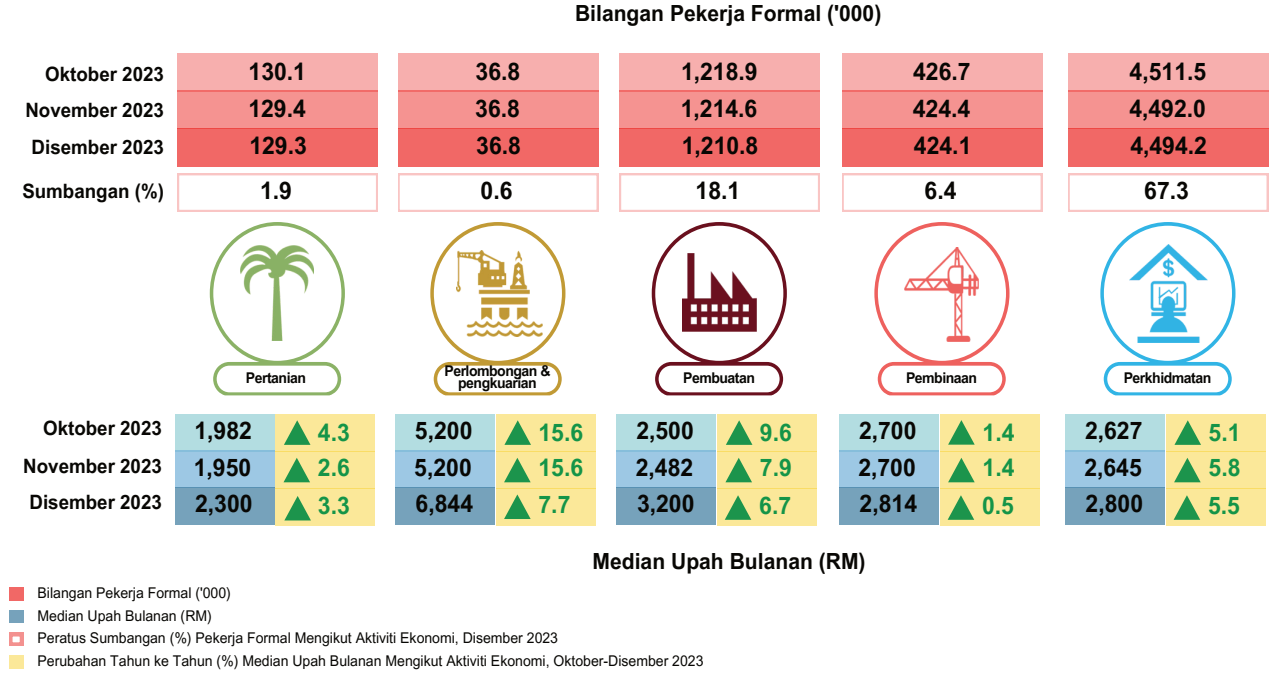
Sementara itu, sektor Perkhidmatan, yang membentuk bilangan pekerja formal terbesar, menyumbang 67.3 peratus atau bersamaan 4.49 juta orang, mencatatkan peningkatan median upah bulanan sebanyak 5.5 peratus tahun ke tahun kepada RM2,800 pada Disember 2023 (November 2023: RM2,645; Oktober 2023: RM2,627). Subsektor Kewangan dan insurans mencatatkan median upah bulanan tertinggi pada Disember 2023 iaitu RM6,300, diikuti dengan subsektor Maklumat dan komunikasi pada RM5,300. Sebaliknya, subsektor Makanan & minuman dan penginapan mencatatkan median upah bulanan terendah pada RM1,900. Dari segi perubahan tahunan, subsektor Maklumat dan komunikasi mencatatkan pertumbuhan tahun ke tahun tertinggi median upah bulanan sebanyak 8.6 peratus kepada RM5,300 pada Disember 2023 (November 2023: RM4,964; Oktober 2023: RM4,900).

Pada masa yang sama, sektor Pembuatan yang menyumbang 18.1 peratus kepada keseluruhan pekerja formal, atau 1.21 juta orang merekodkan median upah bulanan sebanyak RM3,200 pada Disember 2023, meningkat 6.7 peratus berbanding dengan bulan yang sama pada tahun sebelumnya (November 2023: 7.9%; Oktober 2023: 9.6%). Median upah bulanan tertinggi pada Disember 2023 adalah bagi subsektor Minuman dan produk tembakau (RM4,127), manakala median upah bulanan terendah adalah pada subsektor Produk tekstil, pakaian dan kulit (RM2,100).

Sementara itu, dalam sektor Pembinaan, meliputi 0.42 juta pekerja atau 6.4 peratus daripada keseluruhan pekerja formal, mencatatkan median upah bulanan sebanyak RM2,814 pada Disember 2023 dengan pertumbuhan tahun ke tahun sebanyak 0.5 peratus. Median upah bulanan bagi sektor ini adalah RM2,700 pada Oktober dan November 2023.

Di samping itu, sektor Pertanian, yang meliputi 0.13 juta pekerja formal atau 1.9 peratus daripada keseluruhan pekerja formal, mencatatkan median upah bulanan terendah sebanyak RM2,300, dengan peningkatan 3.3 peratus tahun ke tahun pada Disember 2023. (**Paparan 5**)

Paparan 5: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Aktiviti Ekonomi, Oktober - Disember 2023



7. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT NEGERI

Pada suku tahun keempat 2023, median upah bulanan untuk semua negeri merekodkan pertumbuhan positif tahun ke tahun. Tiga negeri mencatatkan median upah bulanan tertinggi iaitu W.P. Kuala Lumpur (Disember 2023: RM4,045), Pulau Pinang (Disember 2023: RM3,245) dan Selangor (Disember 2023: RM3,164), melebihi median upah bulanan nasional sebanyak RM2,900. Walau bagaimanapun, Kelantan, Perlis, dan Sabah menunjukkan median upah bulanan yang terendah pada Disember 2023, masing-masing pada RM1,600, RM1,700, dan RM1,882.

Dari segi bilangan pekerja, tiga negeri yang melaporkan bilangan pekerja formal tertinggi adalah Selangor (1.88 juta orang; sumbangan: 28.2%), W.P. Kuala Lumpur (1.36 juta orang; sumbangan: 20.3%), dan Johor (0.71 juta orang; sumbangan: 10.6%). (**Paparan 6**)

Paparan 6: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Negeri, Oktober - Disember 2023

		OKT 23		NOV 23		DIS 23	
W.P. KUALA LUMPUR	Bilangan Pekerja Formal ('000)	1,359.8	20.3	1,356.8	20.3	**1,355.3**	20.3
	Median Upah Bulanan	RM3,800	4.8	RM3,800	4.9	**RM4,045**	2.5
SELANGOR	Bilangan Pekerja Formal ('000)	1,895.0	28.3	1,884.5	28.2	**1,881.8**	28.2
	Median Upah Bulanan	RM2,945	5.2	RM2,964	5.8	**RM3,164**	5.5
PULAU PINANG	Bilangan Pekerja Formal ('000)	535.0	8.0	528.9	7.9	**529.1**	7.9
	Median Upah Bulanan	RM2,700	8.0	RM2,682	7.3	**RM3,245**	8.2
MALAYSIA	Bilangan Pekerja Formal ('000)	6,704.1	100	6,678.3	100	**6,674.9**	100
	Median Upah Bulanan	RM2,600	4.0	RM2,600	4.0	**RM2,900**	4.9
W.P. PUTRAJAYA	Bilangan Pekerja Formal ('000)	30.4	0.5	30.8	0.5	**30.8**	0.5
	Median Upah Bulanan	RM2,482	6.6	RM2,482	5.0	**RM2,482**	3.4
JOHOR	Bilangan Pekerja Formal ('000)	708.1	10.6	709.9	10.6	**710.8**	10.6
	Median Upah Bulanan	RM2,427	9.0	RM2,400	9.1	**RM2,673**	6.9
MELAKA	Bilangan Pekerja Formal ('000)	178.3	2.7	177.6	2.7	**177.4**	2.7
	Median Upah Bulanan	RM2,455	8.4	RM2,400	6.9	**RM2,682**	6.1
NEGERI SEMBILAN	Bilangan Pekerja Formal ('000)	172.2	2.6	170.6	2.6	**170.7**	2.6
	Median Upah Bulanan	RM2,264	6.4	RM2,264	5.5	**RM2,482**	3.4
PAHANG	Bilangan Pekerja Formal ('000)	169.1	2.5	168.2	2.5	**168.2**	2.5
	Median Upah Bulanan	RM2,000	4.8	RM2,000	3.8	**RM2,082**	4.1
PERAK	Bilangan Pekerja Formal ('000)	312.5	4.7	310.2	4.6	**310.5**	4.7
	Median Upah Bulanan	RM2,000	6.3	RM2,000	5.3	**RM2,082**	4.1
SARAWAK	Bilangan Pekerja Formal ('000)	493.8	7.4	492.4	7.4	**492.0**	7.4
	Median Upah Bulanan	RM2,000	5.3	RM2,000	5.3	**RM2,100**	5.0
W.P. LABUAN	Bilangan Pekerja Formal ('000)	16.9	0.3	16.8	0.3	**16.8**	0.3
	Median Upah Bulanan	RM2,000	7.3	RM2,000	7.3	**RM2,327**	5.8
TERENGGANU	Bilangan Pekerja Formal ('000)	143.7	2.1	142.7	2.1	**143.2**	2.1
	Median Upah Bulanan	RM1,900	5.6	RM1,900	5.6	**RM2,000**	5.3
KEDAH	Bilangan Pekerja Formal ('000)	241.0	3.6	240.7	3.6	**240.5**	3.6
	Median Upah Bulanan	RM1,864	6.8	RM1,827	3.6	**RM2,000**	6.3
SABAH	Bilangan Pekerja Formal ('000)	336.1	5.0	337.2	5.0	**337.0**	5.0
	Median Upah Bulanan	RM1,800	2.1	RM1,800	4.2	**RM1,882**	4.5
PERLIS	Bilangan Pekerja Formal ('000)	18.7	0.3	18.3	0.3	**18.4**	0.3
	Median Upah Bulanan	RM1,627	4.1	RM1,627	4.1	**RM1,700**	4.5
KELANTAN	Bilangan Pekerja Formal ('000)	93.4	1.4	92.6	1.4	**92.3**	1.4
	Median Upah Bulanan	RM1,600	2.9	RM1,600	2.3	**RM1,600**	2.3

Penetapan negeri adalah berdasarkan lokasi majikan
Susunan negeri mengikut nilai median upah bulanan tertinggi, Disember 2023

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

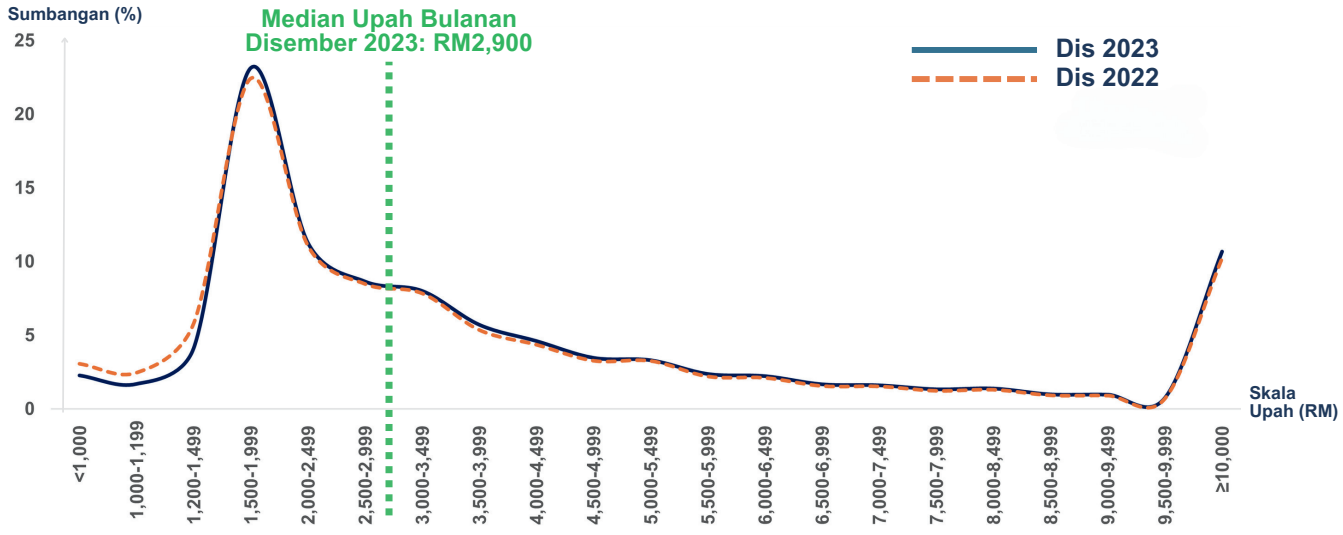
RINGKASAN PENEMUAN

8. TABURAN MEDIAN UPAH BULANAN PEKERJA FORMAL

Dari segi taburan upah, 31.2 peratus daripada pekerja formal warganegara Malaysia memperoleh upah bulanan di bawah RM2,000 pada Disember 2023, menyusut 2.5 mata peratus daripada 33.7 peratus pada tahun sebelumnya. Sementara itu, 10.7 peratus pekerja formal warganegara Malaysia memperoleh upah bulanan sebanyak RM10,000 dan ke atas pada Disember 2023.

Selain itu, analisis persentil menunjukkan bahawa persentil ke-10 pekerja formal warganegara Malaysia menerima upah bersamaan atau kurang daripada RM1,500. Nisbah upah antara kumpulan 10 peratus penerima upah tertinggi (persentil ke-90) dengan kumpulan 10 peratus penerima upah terendah (persentil ke-10) menunjukkan bahawa kumpulan penerima upah tertinggi menerima lebih dari enam kali ganda upah berbanding kumpulan penerima upah terendah. (**Carta 2 & Jadual 1**)

Carta 2: Upah Bulanan Pekerja Formal Mengikut Skala Upah, Disember 2022 & Disember 2023



Skala Upah (RM)	<1,000	1,000-1,199	1,200-1,499	1,500-1,999	2,000-2,499	2,500-2,999	3,000-3,499	3,500-3,999	4,000-4,499	4,500-4,999	5,000-5,499	5,500-5,999	6,000-6,499	6,500-6,999	7,000-7,499	7,500-7,999	8,000-8,499	8,500-8,999	9,000-9,499	9,500-9,999	≥10,000
Dis 2023	2.3	1.7	4.1	23.1	11.2	8.6	8.0	5.7	4.6	3.5	3.3	2.4	2.2	1.7	1.6	1.3	1.4	1.0	1.0	0.7	10.7
Dis 2022	3.1	2.5	5.8	22.4	11.1	8.5	7.8	5.4	4.4	3.3	3.3	2.2	2.1	1.6	1.5	1.2	1.3	0.9	0.9	0.7	10.2

RINGKASAN PENEMUAN

Jadual 1: Taburan Upah Pekerja Mengikut Persentil, Disember 2023

Persentil	Upah bulanan	Perubahan Tahun ke Tahun
Persentil ke-10	RM 1,500	5.1% ▲
Persentil ke-20	RM 1,600	6.7% ▲
Persentil ke-30	RM 1,927	7.1% ▲
Persentil ke-40	RM 2,345	6.6% ▲
Persentil ke-50	RM 2,900	4.9% ▲
Persentil ke-60	RM 3,500	3.5% ▲
Persentil ke-70	RM 4,500	3.1% ▲
Persentil ke-80	RM 6,233	3.9% ▲
Persentil ke-90	RM 10,200	2.0% ▲

Perubahan tahun ke tahun, Disember 2023

9. MENUJU KE HADAPAN

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

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

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

SUMMARY OF FINDINGS

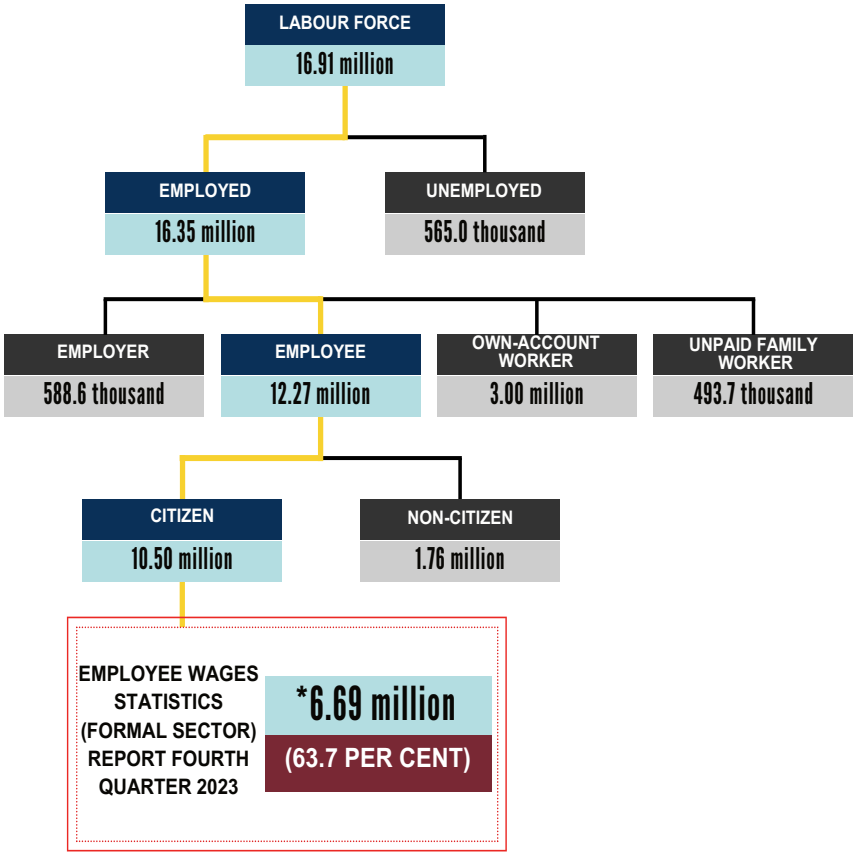
1. INTRODUCTION

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

2. WAGES SITUATION OF FORMAL EMPLOYEES IN MALAYSIA

*Malaysia's labour market demonstrated continued growth in the fourth quarter of 2023. The total number of employed persons, encompassing employees across public and private sectors, employers, own-account worker, and unpaid family worker (**Exhibit 1**), reached 16.35 million persons, signifying a 2.5 per cent increase from the same quarter of the preceding year (Q4 2023: 15.94 million persons).*

Exhibit 1: Monthly Salaries & Wages Analysis Framework, Q4 2023

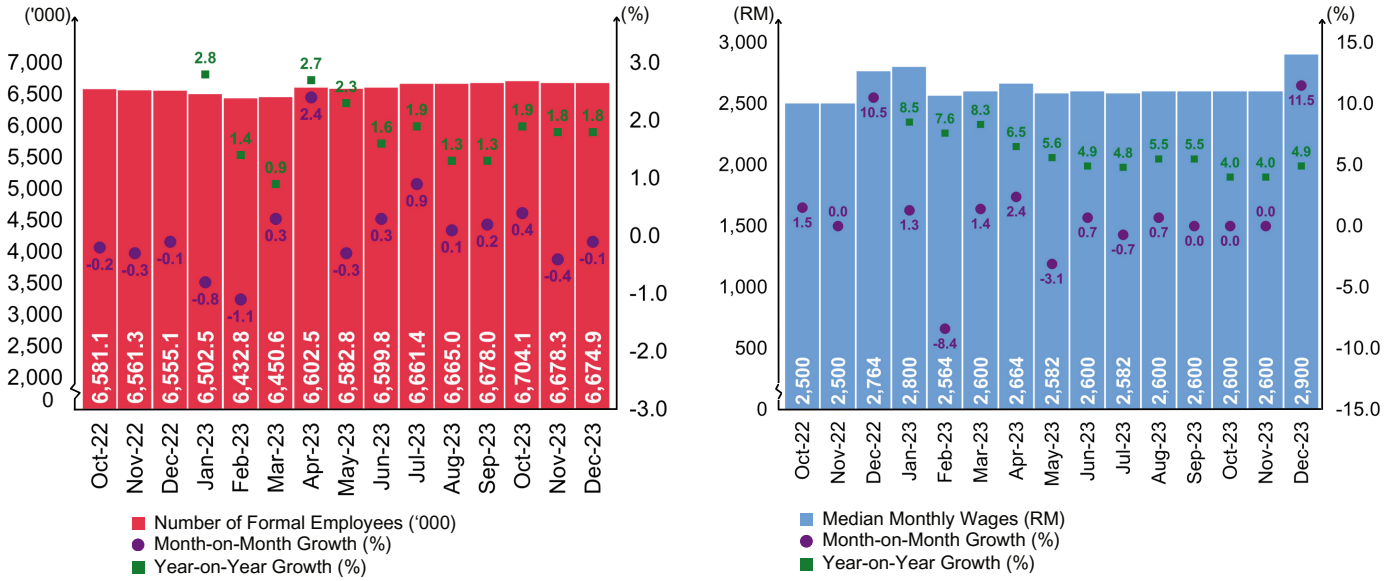


Note: *Number of formal employees based on average monthly of October - December 2023

Source: Labour Force Survey Report Malaysia, Fourth Quarter 2023

*Meanwhile, statistics compiled from administrative records show that the number of formal employees was 6.67 million persons in December 2023 (November 2023: 6.68 million persons; October 2023: 6.70 million persons) manifesting a 1.8 per cent increase from the previous year (November 2023: 1.8%; October 2023: 1.9%). The median monthly wages for formal citizen employees in December 2023 amounted to RM2,900, a 4.9 per cent increase from the corresponding month in the previous year. (**Chart 1**)*

Chart 1: Number of Formal Employees and Median Monthly Wages, October 2022 - December 2023



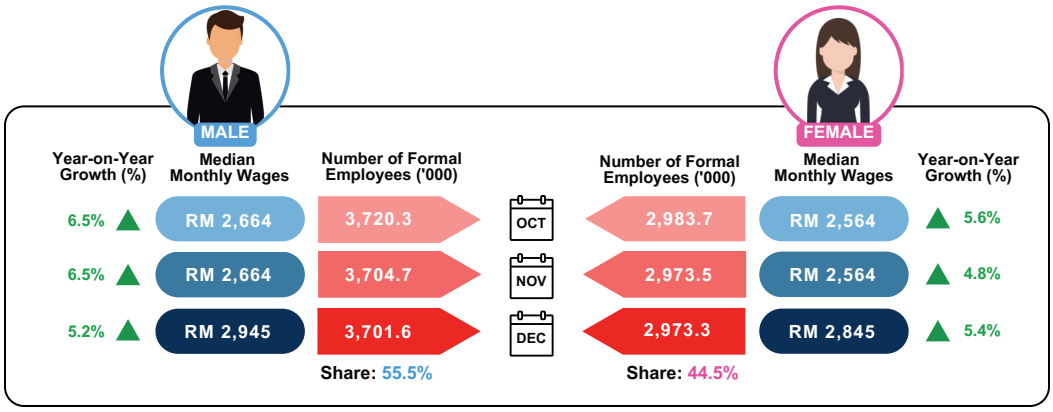
3. NUMBER AND MEDIAN MONTHLY WAGES OF FORMAL EMPLOYEES BY SEX

As of December 2023, male formal employees accounted for 55.5 per cent of the overall formal employees, totalling 3.70 million persons (November 2023: 3.70 million persons; October 2023: 3.72 million persons). The median monthly wages for male formal employees was RM2,945, marking a 5.2 per cent increase compared to December 2022 (RM2,800). In both October and November 2023, the median monthly wages of male formal employees were RM2,664, showing a year-on-year growth of 6.5 per cent.

On the other hand, female formal employees amounted to 2.97 million persons in December 2023, comprising 44.5 per cent of the total formal employees (November 2023: 2.97 million persons; October 2023: 2.98 million persons). The median monthly wages for female formal employees in October, November, and December 2023 were RM2,564, RM2,564, and RM2,845, respectively, with corresponding year-on-year growth of 5.6 per cent, 4.8 per cent, and 5.4 per cent.

*Compared to wages by sex, male formal employees consistently exhibited higher median monthly wages than female counterparts. The median monthly wages of male formal employees were RM2,945, earning 3.5 per cent more than female formal employees who received median monthly wages of RM2,845 in December 2023. (**Exhibit 2**)*

Exhibit 2: Number and Median Monthly Wages of Formal Employees by Sex, October - December 2023



Share: Percentage Share of Formal Employees by Sex, December 2023

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

*Looking at the median monthly wages by ethnicity, all ethnic groups experienced a year-on-year increase during the last three months of 2023. Indian ethnicity, with a share of 7.8 per cent of total formal employees, witnessed the highest year-on-year growth with an increase of 6.1 per cent to record RM2,864 in December 2023 (November 2023: RM2,564; October 2023: RM2,582). Meanwhile, the Bumiputera ethnicity, which constituted more than half of the formal employees, registered a median monthly wages of RM2,427 with a growth of 5.5 per cent in December 2023 (November 2023: RM2,200; October 2023: RM2,200. Besides that, 28.9 per cent or equivalently 1.93 million persons of formal employees were Chinese ethnicity, earned the highest median monthly wages of RM4,300 in December 2023, reflecting a 5.8 per cent year-on-year growth. (**Exhibit 3**)*

Exhibit 3: Number and Median Monthly Wages of Formal Employees by Ethnic, October - December 2023

Number of Formal Employees ('000)

	Bumiputera	Chinese	Indian	Others
October 2023	4,162.2	1,929.2	526.4	86.3
November 2023	4,145.3	1,926.7	520.2	86.1
December 2023	4,138.0	1,930.1	519.7	87.0
Share (%)	62.0	28.9	7.8	1.3

Median Monthly Wages (RM)

	Bumiputera		Chinese		Indian		Others	
October 2023	2,200	▲ 6.1	4,000	▲ 5.3	2,582	▲ 7.6	2,011	▲ 4.4
November 2023	2,200	▲ 5.7	4,000	▲ 4.5	2,564	▲ 6.8	2,027	▲ 5.2
December 2023	2,427	▲ 5.5	4,300	▲ 5.8	2,864	▲ 6.1	2,164	▲ 5.8

Number of Formal Employees ('000)
Median Monthly Wages (RM)
Percentage Share (%) of Formal Employees by Ethnic, December 2023
Year-on-Year Growth (%) of Median Monthly Wages by Ethnic, October-December 2023

SUMMARY OF FINDINGS

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

In examining the age groups, formal employees aged 25 to 29 years old make the most substantial contribution, constituting 19.9 per cent or nearly one-fifth of the total formal employees in December 2023, amounting to 1.33 million persons. Meanwhile, the 65 years old and over age group contributed the least, involving nearly 0.10 million persons, or 1.5 per cent of the total formal employees.

*In comparison to the preceding year, all age groups experienced an increase in the median monthly wages, with the exception of employees under 20 years old. The formal employees aged 45 to 49 registered the highest median monthly wages at RM3,927 in December 2023 (November 2023: RM3,500; October: RM3,500). In contrast, median monthly wages for Malaysian formal employees under 20 years old were the lowest at RM1,500 in December 2023, which remained unchanged for 19 consecutive months. (**Exhibit 4**)*

Exhibit 4: Number and Median Monthly Wages of Formal Employees by Age Group, October - December 2023

Number of Formal Employees ('000)

October 2023	126.0	857.2	1,337.7	1,104.9	921.7	720.7	598.2	468.2	319.5	150.0	100.0
November 2023	127.7	859.5	1,333.5	1,100.2	917.9	717.5	595.0	465.2	316.5	146.6	98.8
December 2023	**131.6**	**865.7**	**1,331.0**	**1,097.5**	**916.3**	**716.5**	**594.1**	**464.0**	**314.9**	**145.3**	**98.0**
Share (%)	2.0	13.0	19.9	16.4	13.7	10.7	8.9	7.0	4.7	2.2	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 2023	1,500	1,782	2,400	2,900	3,264	3,464	3,500	3,327	3,064	2,700	2,545
November 2023	1,500	1,782	2,400	2,900	3,245	3,464	3,500	3,327	3,064	2,727	2,564
December 2023	**1,500**	**1,845**	**2,600**	**3,145**	**3,564**	**3,827**	**3,927**	**3,682**	**3,382**	**2,900**	**2,755**
Year-on-Year Growth (%)	↔ 0.0	▲ 3.6	▲ 4.0	▲ 3.3	▲ 2.3	▲ 1.7	▲ 3.8	▲ 5.2	▲ 3.0	▲ 7.4	▲ 7.0

Median Monthly Wages (RM)

Number of Formal Employees ('000)
Median Monthly Wages (RM)
Percentage Share (%) of Formal Employees by Age Group, December 2023
Year-on-Year Growth (%) of Median Monthly Wages by Age Group, December 2023

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

In terms of economic activity, median monthly wages witnessed positive growth across all sectors in the fourth quarter of 2023. The Mining and quarrying sector recorded the highest median monthly wages during the fourth quarter of 2023 (December 2023: RM6,844; November 2023: RM5,200; October 2023: RM5,200). This sector also registered the highest year-on-year growth in December 2023, 7.7 per cent (November 2023: 15.6%; October 2023: 15.6%).

In the meantime, the Services sector, which made up the largest number of formal employees, contributing 67.3 per cent or equivalent to 4.49 million persons, recorded an increase in median monthly wages of 5.5 per cent year-on-year to RM2,800 in December 2023 (November 2023: RM2,645; October 2023: RM2,627). The Finance and insurance sub-sector recorded the highest median monthly wages in December 2023 at RM6,300, followed by Information and communication at RM5,300. In contrast, the Food & beverages and accommodation sub-sector recorded the lowest median monthly wages at RM1,900. In terms of annual changes, the Information and communication sub-sector posted the highest year-on-year growth in median monthly wages of 8.6 per cent to RM5,300 in December 2023 (November 2023: RM4,964; October 2023: RM4,900).

At the same time, the Manufacturing sector contributed 18.1 per cent of the total formal employees, or equivalent to 1.21 million persons recorded a median monthly wage of RM3,200 in December 2023, which grew by 6.7 per cent compared to the same month in the previous year (November 2023: 7.9%; October 2023: 9.6%). The highest median monthly wages in December 2023 were in the Beverage and tobacco products sub-sector (RM4,127), while the lowest median monthly wages were in the Textiles, wearing apparel and leather products sub-sector (RM2,100).

Concurrently, the Construction sector, comprising 0.42 million employees or 6.4 per cent of the total formal employees, recorded a median monthly wages of RM2,814 in December 2023, reflecting a 0.5 per cent year-on-year growth. Notably, this sector recorded median monthly wages of RM2,700 for October and November 2023.

*Furthermore, the Agriculture sector, which accounted for 0.13 million formal employees or 1.9 per cent of the total formal employees, demonstrated the lowest median monthly wage at RM2,300, marking a 3.3 per cent year-on-year increase in December 2023. (**Exhibit 5**)*

Exhibit 5: Number and Median Monthly Wages of Formal Employees by Economic Activity, October - December 2023

Number of Formal Employees ('000)

	Agriculture	Mining & quarrying	Manufacturing	Construction	Services
October 2023	130.1	36.8	1,218.9	426.7	4,511.5
November 2023	129.4	36.8	1,214.6	424.4	4,492.0
December 2023	129.3	36.8	1,210.8	424.1	4,494.2
Share (%)	1.9	0.6	18.1	6.4	67.3

Median Monthly Wages (RM)

	Agriculture		Mining & quarrying		Manufacturing		Construction		Services	
October 2023	1,982	▲ 4.3	5,200	▲ 15.6	2,500	▲ 9.6	2,700	▲ 1.4	2,627	▲ 5.1
November 2023	1,950	▲ 2.6	5,200	▲ 15.6	2,482	▲ 7.9	2,700	▲ 1.4	2,645	▲ 5.8
December 2023	2,300	▲ 3.3	6,844	▲ 7.7	3,200	▲ 6.7	2,814	▲ 0.5	2,800	▲ 5.5

Number of Formal Employees ('000)
Median Monthly Wages (RM)
Percentage Share (%) of Formal Employees by Economic Activity, December 2023
Year-on-Year Growth (%) of Median Monthly Wages by Economic Activity, October-December 2023

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

In the fourth quarter of 2023, median monthly wages across all states recorded a positive year-on-year growth trend. Three states recorded the highest median monthly wages were W. P. Kuala Lumpur (December 2023: RM4,045), Pulau Pinang (December 2023: RM3,245) and Selangor (December 2023: RM3,164), which exceeded the national median monthly wages of RM2,900. In contrast, Kelantan, Perlis, and Sabah indicated the lowest median monthly wages in December 2023 at RM1,600, RM1,700, and RM1,882, respectively.

*In terms of number of employees, three states that recorded the highest number of formal employees were Selangor (1.88 million persons; share: 28.2%), W.P. Kuala Lumpur (1.36 million persons; share: 20.3%), and Johor (0.71 million persons; share: 10.6%). (**Exhibit 6**)*

Exhibit 6: Number of Formal Employees and Monthly Median Wages by State, October - December 2023

		OCT 23	NOV 23	DEC 23
W.P. KUALA LUMPUR	Number of Formal Employees ('000)	1,359.8 20.3	1,356.8 20.3	**1,355.3** 20.3
	Median Monthly Wages	RM3,800 4.8	RM3,800 4.9	**RM4,045** 2.5
SELANGOR	Number of Formal Employees ('000)	1,895.0 28.3	1,884.5 28.2	**1,881.8** 28.2
	Median Monthly Wages	RM2,945 5.2	RM2,964 5.8	**RM3,164** 5.5
PULAU PINANG	Number of Formal Employees ('000)	535.0 8.0	528.9 7.9	**529.1** 7.9
	Median Monthly Wages	RM2,700 8.0	RM2,682 7.3	**RM3,245** 8.2
MALAYSIA	Number of Formal Employees ('000)	6,704.1 100	6,678.3 100	**6,674.9** 100
	Median Monthly Wages	RM2,600 4.0	RM2,600 4.0	**RM2,900** 4.9
W.P. PUTRAJAYA	Number of Formal Employees ('000)	30.4 0.5	30.8 0.5	**30.8** 0.5
	Median Monthly Wages	RM2,482 6.6	RM2,482 5.0	**RM2,482** 3.4
JOHOR	Number of Formal Employees ('000)	708.1 10.6	709.9 10.6	**710.8** 10.6
	Median Monthly Wages	RM2,427 9.0	RM2,400 6.9	**RM2,673** 6.9
MELAKA	Number of Formal Employees ('000)	178.3 2.7	177.6 2.7	**177.4** 2.7
	Median Monthly Wages	RM2,455 8.4	RM2,400 6.9	**RM2,682** 6.1
NEGERI SEMBILAN	Number of Formal Employees ('000)	172.2 2.6	170.6 2.6	**170.7** 2.6
	Median Monthly Wages	RM2,264 6.4	RM2,264 5.5	**RM2,482** 3.4
PAHANG	Number of Formal Employees ('000)	169.1 2.5	168.2 2.5	**168.2** 2.5
	Median Monthly Wages	RM2,000 4.8	RM2,000 3.8	**RM2,082** 4.1
PERAK	Number of Formal Employees ('000)	312.5 4.7	310.2 4.6	**310.5** 4.7
	Median Monthly Wages	RM2,000 6.3	RM2,000 5.3	**RM2,082** 4.1
SARAWAK	Number of Formal Employees ('000)	493.8 7.4	492.4 7.4	**492.0** 7.4
	Median Monthly Wages	RM2,000 5.3	RM2,000 5.3	**RM2,100** 5.0
W.P. LABUAN	Number of Formal Employees ('000)	16.9 0.3	16.8 0.3	**16.8** 0.3
	Median Monthly Wages	RM2,000 7.3	RM2,000 7.3	**RM2,327** 5.8
TERENGGANU	Number of Formal Employees ('000)	143.7 2.1	142.7 2.1	**143.2** 2.1
	Median Monthly Wages	RM1,900 5.6	RM1,900 5.6	**RM2,000** 5.3
KEDAH	Number of Formal Employees ('000)	241.0 3.6	240.7 3.6	**240.5** 3.6
	Median Monthly Wages	RM1,864 6.8	RM1,827 3.6	**RM2,000** 6.3
SABAH	Number of Formal Employees ('000)	336.1 5.0	337.2 5.0	**337.0** 5.0
	Median Monthly Wages	RM1,800 2.1	RM1,800 4.2	**RM1,882** 4.5
PERLIS	Number of Formal Employees ('000)	18.7 0.3	18.3 0.3	**18.4** 0.3
	Median Monthly Wages	RM1,627 4.1	RM1,627 4.1	**RM1,700** 4.5
KELANTAN	Number of Formal Employees ('000)	93.4 1.4	92.6 1.4	**92.3** 1.4
	Median Monthly Wages	RM1,600 2.9	RM1,600 2.3	**RM1,600** 2.3

State designation is based on employers location
Ranked according to highest median monthly wages value, December 2023

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

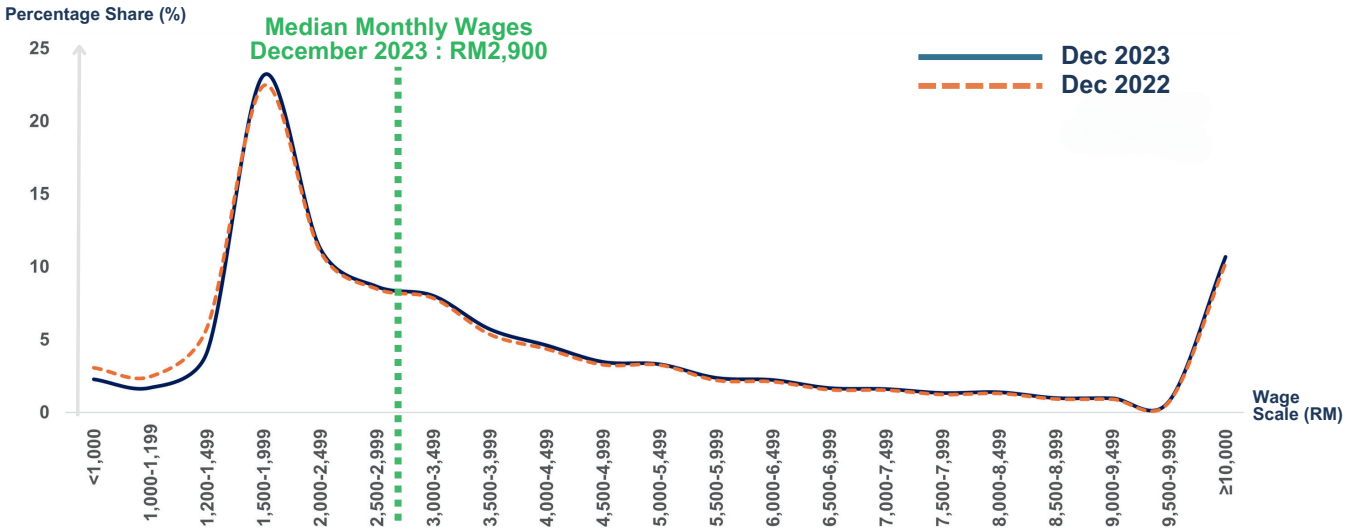
SUMMARY OF FINDINGS

8. DISTRIBUTION OF MONTHLY WAGES OF FORMAL EMPLOYEES

Regarding wage distribution, 31.2 per cent of Malaysian formal employees earned monthly wages below RM2,000 in December 2023, dropping by 2.5 percentage points from 33.7 per cent in the previous year. Meanwhile, 10.7 per cent of Malaysian formal employees earned monthly wages of RM10,000 and above in December 2023.

*In addition, the percentile analysis shows that the 10th percentile of Malaysian formal employees earned monthly wages of RM1,500 or less. The wages ratio between the top 10 per cent of wage earners (90th percentile) and the bottom 10 per cent of wage earners (10th percentile) demonstrates that the highest earners received more than six times the wages of the lowest earners. (**Chart 2 & Table 1**)*

Chart 2: Formal Employees Monthly Wages by Wages Scale, December 2022 & December 2023



Wage Scale (RM)	<1,000	1,000-1,199	1,200-1,499	1,500-1,999	2,000-2,499	2,500-2,999	3,000-3,499	3,500-3,999	4,000-4,499	4,500-4,999	5,000-5,499	5,500-5,999	6,000-6,499	6,500-6,999	7,000-7,499	7,500-7,999	8,000-8,499	8,500-8,999	9,000-9,499	9,500-9,999	≥10,000
Dec 2023	2.3	1.7	4.1	23.1	11.2	8.6	8.0	5.7	4.6	3.5	3.3	2.4	2.2	1.7	1.6	1.3	1.4	1.0	1.0	0.7	10.7
Dec 2022	3.1	2.5	5.8	22.4	11.1	8.5	7.8	5.4	4.4	3.3	3.3	2.2	2.1	1.6	1.5	1.2	1.3	0.9	0.9	0.7	10.2

SUMMARY OF FINDINGS

Table 1: Distribution Monthly Wages by Percentile, December 2023

Percentile	Monthly wages	Year-on-Year Growth
10th Percentile	RM 1,500	5.1% ▲
20th Percentile	RM 1,600	6.7% ▲
30th Percentile	RM 1,927	7.1% ▲
40th Percentile	RM 2,345	6.6% ▲
50th Percentile	RM 2,900	4.9% ▲
60th Percentile	RM 3,500	3.5% ▲
70th Percentile	RM 4,500	3.1% ▲
80th Percentile	RM 6,233	3.9% ▲
90th Percentile	RM 10,200	2.0% ▲

Year-on-Year Growth, December 2023

9. MOVING FORWARD

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

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

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

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JADUAL STATISTIK 2

STATISTICS TABLES

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JADUAL
BILANGAN PEKERJA FORMAL, WARGANEGARA

TABLE
NUMBER OF FORMAL EMPLOYEES, CITIZEN

1.1a Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2022 - Disember 2023

Number of formal employees by sex, ethnic and age group, October 2022 - December 2023

('000)

Dimensi *Dimension*	Bulan / *Month*					
	2022			2023		
	Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*
Jumlah *Total*	**6,581.1**	**6,561.3**	**6,555.1**	**6,502.5**	**6,432.8**	**6,450.6**
Jantina *Sex*						
Lelaki *Male*	3,663.8	3,652.3	3,648.6	3,614.9	3,569.3	3,583.0
Perempuan *Female*	2,917.4	2,909.1	2,906.6	2,887.6	2,863.5	2,867.6
Etnik *Ethnic*						
Bumiputera	4,051.1	4,037.8	4,031.5	3,996.1	3,948.0	3,961.4
Cina *Chinese*	1,918.3	1,915.8	1,916.1	1,904.9	1,892.1	1,894.8
India *Indian*	530.3	526.4	526.0	520.3	512.3	513.4
Lain-lain *Others*	81.4	81.3	81.5	81.2	80.5	81.0
Kumpulan umur *Age group*						
Kurang daripada 20 *Less than 20*	143.4	148.8	153.3	73.9	75.7	89.7
20-24	894.4	893.6	897.5	740.8	745.0	754.4
25-29	1,327.5	1,322.5	1,319.3	1,303.9	1,292.2	1,293.5
30-34	1,070.3	1,066.0	1,064.0	1,097.3	1,083.9	1,082.6
35-39	874.6	871.2	869.9	912.6	901.6	901.0
40-44	694.8	692.7	691.2	711.6	702.8	702.2
45-49	579.1	577.2	575.6	592.1	584.1	583.6
50-54	454.6	452.1	450.3	468.0	460.6	460.2
54-59	305.1	303.0	301.5	326.2	319.5	318.3
60-64	141.3	139.2	138.0	164.4	158.2	156.7
65 dan lebih *60 and above*	96.0	95.1	94.5	111.7	109.2	108.4

1.1a Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2022 - Disember 2023 (samb.)

Number of formal employees by sex, ethnic and age group, October 2022 - December 2023 (cont.)

('000)

Bulan / *Month*								
2023								
April *April*	**Mei** *May*	**Jun** *June*	**Julai** *July*	**Ogos** *August*	**September** *September*	**Oktober** *October*	**November** *November*	**Disember** *December*
6,602.5	**6,582.8**	**6,599.8**	**6,661.4**	**6,665.0**	**6,678.0**	**6,704.1**	**6,678.3**	**6,674.9**
Jantina *Sex*								
3,669.1	3,655.3	3,662.7	3,699.4	3,697.0	3,701.7	3,720.3	3,704.7	3,701.6
2,933.4	2,927.5	2,937.1	2,962.1	2,967.9	2,976.3	2,983.7	2,973.5	2,973.3
Etnik *Ethnic*								
4,065.4	4,049.6	4,066.3	4,121.5	4,125.7	4,135.2	4,162.2	4,145.3	4,138.0
1,925.3	1,923.4	1,925.3	1,927.0	1,928.2	1,931.4	1,929.2	1,926.7	1,930.1
528.8	526.7	524.6	527.9	525.7	525.7	526.4	520.2	519.7
83.0	83.1	83.7	85.0	85.4	85.8	86.3	86.1	87.0
Kumpulan umur *Age group*								
107.3	120.3	125.5	129.0	127.0	127.1	126.0	127.7	131.6
771.0	777.9	790.5	813.5	836.6	852.3	857.2	859.5	865.7
1,320.7	1,313.2	1,315.9	1,326.3	1,327.1	1,330.6	1,337.7	1,333.5	1,331.0
1,104.1	1,096.9	1,097.4	1,103.9	1,101.4	1,100.9	1,104.9	1,100.2	1,097.5
919.5	914.0	914.6	920.7	918.2	918.0	921.7	917.9	916.3
718.0	713.5	714.1	719.6	717.5	717.5	720.7	717.5	716.5
597.0	593.1	593.4	598.4	595.9	595.5	598.2	595.0	594.1
470.7	466.7	466.3	469.9	467.3	466.5	468.2	465.2	464.0
325.2	321.8	320.4	322.4	319.9	318.4	319.5	316.5	314.9
159.2	156.9	154.8	154.3	152.1	150.1	150.0	146.6	145.3
109.8	108.6	106.9	103.4	101.9	101.1	100.0	98.8	98.0

1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2022 - Disember 2023

Percentage share of formal employees by sex, ethnic and age group, Oktober 2022 - Disember 2023

(%)

Dimensi *Dimension*	Bulan / *Month*					
	2022			2023		
	Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*
Jumlah *Total*	**100**	**100**	**100**	**100**	**100**	**100**
Jantina *Sex*						
Lelaki *Male*	55.7	55.7	55.7	55.6	55.5	55.5
Perempuan *Female*	44.3	44.3	44.3	44.4	44.5	44.5
Etnik *Ethnic*						
Bumiputera	61.6	61.5	61.5	61.5	61.4	61.4
Cina *Chinese*	29.1	29.2	29.2	29.3	29.4	29.4
India *Indian*	8.1	8.0	8.0	8.0	8.0	8.0
Lain-lain *Others*	1.2	1.2	1.2	1.2	1.3	1.3
Kumpulan umur *Age group*						
Kurang daripada 20 *Less than 20*	2.2	2.3	2.3	1.1	1.2	1.4
20-24	13.6	13.6	13.7	11.4	11.6	11.7
25-29	20.2	20.2	20.1	20.1	20.1	20.1
30-34	16.3	16.2	16.2	16.9	16.8	16.8
35-39	13.3	13.3	13.3	14.0	14.0	14.0
40-44	10.6	10.6	10.5	10.9	10.9	10.9
45-49	8.8	8.8	8.8	9.1	9.1	9.0
50-54	6.9	6.9	6.9	7.2	7.2	7.1
54-59	4.6	4.6	4.6	5.0	5.0	4.9
60-64	2.1	2.1	2.1	2.5	2.5	2.4
65 dan lebih *60 and above*	1.5	1.4	1.4	1.7	1.7	1.7

1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2022 - Disember 2023 (samb.)

Percentage share of formal employees by sex, ethnic and age group, Oktober 2022 - Disember 2023 (cont.)

(%)

Bulan / *Month*								
2023								
April *April*	**Mei** *May*	**Jun** *June*	**Julai** *July*	**Ogos** *August*	**September** *September*	**Oktober** *October*	**November** *November*	**Disember** *December*
100	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**
Jantina *Sex*								
55.6	55.5	55.5	55.5	55.5	55.4	55.5	55.5	55.5
44.4	44.5	44.5	44.5	44.5	44.6	44.5	44.5	44.5
Etnik *Ethnic*								
61.6	61.5	61.6	61.9	61.9	61.9	62.1	62.1	62.0
29.2	29.2	29.2	28.9	28.9	28.9	28.8	28.8	28.9
8.0	8.0	7.9	7.9	7.9	7.9	7.9	7.8	7.8
1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3
Kumpulan umur *Age group*								
1.6	1.8	1.9	1.9	1.9	1.9	1.9	1.9	2.0
11.7	11.8	12.0	12.2	12.6	12.8	12.8	12.9	13.0
20.0	19.9	19.9	19.9	19.9	19.9	20.0	20.0	19.9
16.7	16.7	16.6	16.6	16.5	16.5	16.5	16.5	16.4
13.9	13.9	13.9	13.8	13.8	13.7	13.7	13.7	13.7
10.9	10.8	10.8	10.8	10.8	10.7	10.7	10.7	10.7
9.0	9.0	9.0	9.0	8.9	8.9	8.9	8.9	8.9
7.1	7.1	7.1	7.1	7.0	7.0	7.0	7.0	7.0
4.9	4.9	4.9	4.8	4.8	4.8	4.8	4.7	4.7
2.4	2.4	2.3	2.3	2.3	2.2	2.2	2.2	2.2
1.7	1.6	1.6	1.6	1.5	1.5	1.5	1.5	1.5

1.1c Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, November 2022 - Disember 2023

Percentage change of formal employees by sex, ethnic and age group, November 2022 - December 2023

(%)

Dimensi *Dimension*	Perubahan bulan ke bulan *Month-on-month change*						
	2022		2023				
	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*	April *April*	Mei *May*
Jumlah *Total*	**-0.3**	**-0.1**	**-0.8**	**-1.1**	**0.3**	**2.4**	**-0.3**
Jantina *Sex*							
Lelaki *Male*	-0.3	-0.1	-0.9	-1.3	0.4	2.4	-0.4
Perempuan *Female*	-0.3	-0.1	-0.7	-0.8	0.1	2.3	-0.2
Etnik *Ethnic*							
Bumiputera	-0.3	-0.2	-0.9	-1.2	0.3	2.6	-0.4
Cina *Chinese*	-0.1	0.0	-0.6	-0.7	0.1	1.6	-0.1
India *Indian*	-0.7	-0.1	-1.1	-1.5	0.2	3.0	-0.4
Lain-lain *Others*	0.0	0.2	-0.3	-0.9	0.7	2.5	0.0
Kumpulan umur *Age group*							
Kurang daripada 20 *Less than 20*	3.7	3.1	-51.8	2.4	18.6	19.6	12.1
20-24	-0.1	0.4	-17.5	0.6	1.3	2.2	0.9
25-29	-0.4	-0.2	-1.2	-0.9	0.1	2.1	-0.6
30-34	-0.4	-0.2	3.1	-1.2	-0.1	2.0	-0.7
35-39	-0.4	-0.2	4.9	-1.2	-0.1	2.1	-0.6
40-44	-0.3	-0.2	3.0	-1.2	-0.1	2.2	-0.6
45-49	-0.3	-0.3	2.9	-1.4	-0.1	2.3	-0.7
50-54	-0.5	-0.4	3.9	-1.6	-0.1	2.3	-0.9
54-59	-0.7	-0.5	8.2	-2.1	-0.4	2.2	-1.0
60-64	-1.5	-0.9	19.1	-3.7	-0.9	1.6	-1.5
60 dan lebih *60 and above*	-0.9	-0.7	18.1	-2.2	-0.8	1.4	-1.2

1.1c Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, November 2022 - Disember 2023 (samb.)

Percentage change of formal employees by sex, ethnic and age group, November 2022 - December 2023 (cont.)

(%)

Perubahan bulan ke bulan *Month-on-month change*							Perubahan tahun ke tahun *Year-on-year change*		
2023							2023		
Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*	Oktober *October*	November *November*	Disember *December*
0.3	**0.9**	**0.1**	**0.2**	**0.4**	**-0.4**	**-0.1**	**1.9**	**1.8**	**1.8**
Jantina *Sex*									
0.2	1.0	-0.1	0.1	0.5	-0.4	-0.1	1.5	1.4	1.5
0.3	0.8	0.2	0.3	0.2	-0.3	0.0	2.3	2.2	2.3
Etnik *Ethnic*									
0.4	1.4	0.1	0.2	0.7	-0.4	-0.2	2.7	2.7	2.6
0.1	0.1	0.1	0.2	-0.1	-0.1	0.2	0.6	0.6	0.7
-0.4	0.6	-0.4	0.0	0.1	-1.2	-0.1	-0.7	-1.2	-1.2
0.7	1.6	0.4	0.5	0.6	-0.3	1.1	6.1	5.8	6.8
Kumpulan umur *Age group*									
4.3	2.8	-1.6	0.1	-0.8	1.3	3.1	-12.1	-14.2	-14.2
1.6	2.9	2.8	1.9	0.6	0.3	0.7	-4.2	-3.8	-3.5
0.2	0.8	0.1	0.3	0.5	-0.3	-0.2	0.8	0.8	0.9
0.0	0.6	-0.2	0.0	0.4	-0.4	-0.2	3.2	3.2	3.1
0.1	0.7	-0.3	0.0	0.4	-0.4	-0.2	5.4	5.4	5.3
0.1	0.8	-0.3	0.0	0.4	-0.4	-0.1	3.7	3.6	3.7
0.0	0.8	-0.4	-0.1	0.4	-0.5	-0.1	3.3	3.1	3.2
-0.1	0.8	-0.6	-0.2	0.4	-0.6	-0.3	3.0	2.9	3.0
-0.4	0.6	-0.8	-0.5	0.3	-0.9	-0.5	4.7	4.5	4.4
-1.3	-0.4	-1.4	-1.4	0.0	-2.3	-0.8	6.2	5.3	5.3
-1.5	-3.2	-1.4	-0.9	-1.1	-1.2	-0.9	4.2	3.9	3.7

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Oktober 2022 - Disember 2023
Number of formal employees by economic activity, October 2022 - December 2023

('000)

Jenis aktiviti ekonomi *Kind of economic activity*			Bulan / *Month*				
			2022			2023	
			Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*
Jumlah *Total*			**6,581.1**	**6,561.3**	**6,555.1**	**6,502.5**	**6,432.8**
1.		**Pertanian** *Agriculture*	**132.4**	**132.1**	**131.7**	**131.7**	**130.2**
2.		**Perlombongan dan pengkuarian** *Mining and quarrying*	**35.6**	**35.5**	**35.3**	**35.1**	**35.0**
3.		**Pembuatan** *Manufacturing*	**1,224.8**	**1,219.0**	**1,216.1**	**1,204.0**	**1,195.4**
	3.1	**Minyak dan lemak daripada sayuran dan haiwan proses makanan** *Vegetable and animal oils and fats and food processing*	166.9	166.9	167.1	166.7	166.1
	3.2	**Minuman dan produk tembakau** *Beverages and tobacco products*	11.8	11.8	11.8	11.6	11.5
	3.3	**Produk tekstil, pakaian dan kulit** *Textiles, wearing apparel and leather products*	27.3	27.2	27.2	26.7	26.2
	3.4	**Produk kayu, perabot, keluaran kertas dan percetakan** *Wood products, furniture, paper products and printing*	107.8	106.9	106.4	105.1	103.7
	3.5	**Produk petroleum, kimia, getah dan plastik** *Petroleum, chemical, rubber and plastic products*	200.6	198.7	197.5	194.8	193.2
	3.6	**Produk mineral bukan logam, logam asas dan produk logam yang diereka** *Non-metallic, mineral products, basic metal and fabricated metal products*	151.5	150.7	150.5	148.8	147.9
	3.7	**Produk elektrik, elektronik dan optikal** *Electrical, electronic and optical prodcuts*	366.3	364.3	362.5	358.2	356.8
	3.8	**Peralatan pengangkutan, pembuatan lain dan pembaikan** *Transport equipment, other manufacturing and repair*	192.8	192.6	193.1	192.1	190.0
4.		**Pembinaan** *Construction*	**413.3**	**411.2**	**410.4**	**403.4**	**389.4**
5.		**Perkhidmatan** *Services*	**4,379.3**	**4,368.4**	**4,367.2**	**4,334.6**	**4,288.6**
	5.1	**Utiliti** *Utilities*	65.6	65.6	65.7	65.7	64.1
	5.2	**Perdagangan borong dan runcit** *Wholesale and retail trade*	1,421.5	1,417.1	1,418.2	1,411.3	1,401.1
	5.3	**Makanan & minuman dan penginapan** *Food & beverages and accommodation*	297.9	298.8	300.7	299.5	297.7
	5.4	**Pengangkutan dan penyimpanan** *Transportation and storage*	305.4	303.4	302.4	297.5	294.6
	5.5	**Maklumat dan komunikasi** *Information and communication*	199.0	198.7	199.2	197.1	196.3
	5.6	**Kewangan dan insurans** *Finance and insurance*	287.7	288.4	289.0	289.7	290.1
	5.7	**Hartanah dan perkhidmatan perniagaan** *Real estate and business services*	800.9	798.6	794.4	778.1	760.1
	5.8	**Perkhidmatan lain** *Other services*	1,001.3	997.9	997.5	995.6	984.7
6.		**Tidak dikelaskan** *Unclassified*	**395.6**	**395.2**	**394.5**	**393.8**	**394.1**

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Oktober 2022 - Disember 2023 (samb.)
Number of formal employees by economic activity, October 2022 - December 2023 (cont.)

('000)

Bulan / *Month*									
2023									
Mac *March*	April *April*	Mei *May*	Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*
6,450.6	**6,602.5**	**6,582.8**	**6,599.8**	**6,661.4**	**6,665.0**	**6,678.0**	**6,704.1**	**6,678.3**	**6,674.9**
129.2	**131.1**	**130.5**	**130.5**	**130.3**	**129.9**	**129.6**	**130.1**	**129.4**	**129.3**
34.8	**35.3**	**35.4**	**35.7**	**35.9**	**36.0**	**36.3**	**36.8**	**36.8**	**36.8**
1,165.0	**1,214.7**	**1,206.4**	**1,206.6**	**1,215.9**	**1,216.7**	**1,216.4**	**1,218.9**	**1,214.6**	**1,210.8**
164.4	168.8	168.1	168.9	172.4	174.3	174.4	174.4	174.0	170.3
11.3	11.5	11.6	11.7	11.9	11.7	11.8	11.8	11.8	11.9
25.8	26.7	26.5	26.2	25.9	25.6	25.6	25.1	24.9	25.1
99.5	101.1	99.9	99.8	101.3	100.7	100.4	100.6	100.1	99.9
188.9	199.5	198.7	198.4	199.3	199.1	199.1	199.4	198.4	198.1
144.7	149.0	148.3	148.7	150.1	149.8	149.8	150.4	150.2	150.0
335.4	352.0	349.3	347.7	347.4	347.4	346.4	345.7	343.4	343.1
194.9	205.9	204.1	205.3	207.6	208.0	208.9	211.4	211.7	212.4
373.2	**411.1**	**406.7**	**408.4**	**419.9**	**417.3**	**418.8**	**426.7**	**424.4**	**424.1**
4,352.1	**4,429.4**	**4,421.7**	**4,436.1**	**4,481.2**	**4,485.7**	**4,496.0**	**4,511.5**	**4,492.0**	**4,494.2**
64.4	64.1	65.1	65.5	65.5	65.6	65.8	66.0	66.1	66.3
1,377.6	1,425.2	1,422.1	1,426.1	1,432.1	1,431.4	1,432.0	1,432.9	1,428.0	1,433.0
298.2	309.4	317.2	315.7	318.6	318.9	318.2	311.3	304.4	299.8
291.9	299.9	297.4	298.1	304.2	303.9	303.8	304.7	304.0	304.5
206.9	215.0	214.2	214.9	215.7	215.0	216.0	217.5	214.7	214.7
290.0	298.6	299.1	299.3	300.7	300.9	302.1	305.0	305.2	306.0
755.6	793.0	785.3	786.1	806.2	805.0	808.3	823.8	818.3	818.3
1,067.7	1,024.2	1,021.3	1,030.4	1,038.1	1,044.9	1,049.8	1,050.4	1,051.3	1,051.6
396.4	**380.9**	**382.1**	**382.5**	**378.2**	**379.4**	**380.9**	**380.0**	**381.0**	**379.8**

1.2b Peratus sumbangan pekerja formal mengikut aktiviti ekonomi, Oktober 2022 - Disember 2023

Percentage share of formal employees by economic activity, October 2022 - December 2023

(%)

Jenis aktiviti ekonomi *Kind of economic activity*			Bulan / *Month*				
			2022			2023	
			Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*
Jumlah *Total*			**100**	**100**	**100**	**100**	**100**
1.		**Pertanian** *Agriculture*	**2.0**	**2.0**	**2.0**	**2.0**	**2.0**
2.		**Perlombongan dan pengkuarian** *Mining and quarrying*	**0.5**	**0.5**	**0.5**	**0.5**	**0.5**
3.		**Pembuatan** *Manufacturing*	**18.6**	**18.6**	**18.6**	**18.5**	**18.6**
	3.1	Minyak dan lemak daripada sayuran dan haiwan proses makanan *Vegetable and animal oils and fats and food processing*	2.5	2.5	2.5	2.6	2.6
	3.2	Minuman dan produk tembakau *Beverages and tobacco products*	0.2	0.2	0.2	0.2	0.2
	3.3	Produk tekstil, pakaian dan kulit *Textiles, wearing apparel and leather products*	0.4	0.4	0.4	0.4	0.4
	3.4	Produk kayu, perabot, keluaran kertas dan percetakan *Wood products, furniture, paper products and printing*	1.6	1.6	1.6	1.6	1.6
	3.5	Produk petroleum, kimia, getah dan plastik *Petroleum, chemical, rubber and plastic products*	3.0	3.0	3.0	3.0	3.0
	3.6	Produk mineral bukan logam, logam asas dan produk logam yang diereka *Non-metallic, mineral products, basic metal and fabricated metal products*	2.3	2.3	2.3	2.3	2.3
	3.7	Produk elektrik, elektronik dan optikal *Electrical, electronic and optical prodcuts*	5.6	5.6	5.5	5.5	5.5
	3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan *Transport equipment, other manufacturing and repair*	2.9	2.9	2.9	3.0	3.0
4.		**Pembinaan** *Construction*	**6.3**	**6.3**	**6.3**	**6.2**	**6.1**
5.		**Perkhidmatan** *Services*	**66.5**	**66.6**	**66.6**	**66.7**	**66.7**
	5.1	Utiliti *Utilities*	1.0	1.0	1.0	1.0	1.0
	5.2	Perdagangan borong dan runcit *Wholesale and retail trade*	21.6	21.6	21.6	21.7	21.8
	5.3	Makanan & minuman dan penginapan *Food & beverages and accommodation*	4.5	4.6	4.6	4.6	4.6
	5.4	Pengangkutan dan penyimpanan *Transportation and storage*	4.6	4.6	4.6	4.6	4.6
	5.5	Maklumat dan komunikasi *Information and communication*	3.0	3.0	3.0	3.0	3.1
	5.6	Kewangan dan insurans *Finance and insurance*	4.4	4.4	4.4	4.5	4.5
	5.7	Hartanah dan perkhidmatan perniagaan *Real estate and business services*	12.2	12.2	12.1	12.0	11.8
	5.8	Perkhidmatan lain *Other services*	15.2	15.2	15.2	15.3	15.3
6.		**Tidak dikelaskan** *Unclassified*	**6.0**	**6.0**	**6.0**	**6.1**	**6.1**

1.2b Peratus sumbangan pekerja formal mengikut aktiviti ekonomi, Oktober 2022 - Disember 2023 (samb.)

Percentage share of formal employees by economic activity, October 2022 - December 2023 (cont.)

(%)

Bulan / *Month*									
2023									
Mac *March*	April *April*	Mei *May*	Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*
100	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**
2.0	**2.0**	**2.0**	**2.0**	**2.0**	**1.9**	**1.9**	**1.9**	**1.9**	**1.9**
0.5	**0.5**	**0.5**	**0.5**	**0.5**	**0.5**	**0.5**	**0.5**	**0.6**	**0.6**
18.1	**18.4**	**18.3**	**18.3**	**18.3**	**18.3**	**18.2**	**18.2**	**18.2**	**18.1**
2.5	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
0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5
2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
2.2	2.3	2.3	2.3	2.3	2.2	2.2	2.2	2.2	2.2
5.2	5.3	5.3	5.3	5.2	5.2	5.2	5.2	5.1	5.1
3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.2
5.8	**6.2**	**6.2**	**6.2**	**6.3**	**6.3**	**6.3**	**6.4**	**6.4**	**6.4**
67.5	**67.1**	**67.2**	**67.2**	**67.3**	**67.3**	**67.3**	**67.3**	**67.3**	**67.3**
1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
21.4	21.6	21.6	21.6	21.5	21.5	21.4	21.4	21.4	21.5
4.6	4.7	4.8	4.8	4.8	4.8	4.8	4.6	4.6	4.5
4.5	4.5	4.5	4.5	4.6	4.6	4.5	4.5	4.6	4.6
3.2	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2
4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.6	4.6
11.7	12.0	11.9	11.9	12.1	12.1	12.1	12.3	12.3	12.3
16.6	15.5	15.5	15.6	15.6	15.7	15.7	15.7	15.7	15.8
6.1	**5.8**	**5.8**	**5.8**	**5.7**	**5.7**	**5.7**	**5.7**	**5.7**	**5.7**

1.2c Peratus perubahan pekerja formal mengikut aktiviti ekonomi, November 2022 - Disember 2023

Percentage change of formal employees by economic activity, November 2022 - December 2023

(%)

Jenis aktiviti ekonomi *Kind of economic activity*			Perubahan bulan ke bulan *Month-on-month change*					
			2022		2023			
			November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*	April *April*
Jumlah *Total*			**-0.3**	**-0.1**	**-0.8**	**-1.1**	**0.3**	**2.4**
1.		**Pertanian** *Agriculture*	**-0.3**	**-0.3**	**-0.1**	**-1.1**	**-0.8**	**1.5**
2.		**Perlombongan dan pengkuarian** *Mining and quarrying*	**-0.2**	**-0.7**	**-0.3**	**-0.4**	**-0.6**	**1.4**
3.		**Pembuatan** *Manufacturing*	**-0.5**	**-0.2**	**-1.0**	**-0.7**	**-2.5**	**4.3**
	3.1	**Minyak dan lemak daripada sayuran dan haiwan proses makanan** *Vegetable and animal oils and fats and food processing*	0.0	0.2	-0.3	-0.4	-1.0	2.6
	3.2	**Minuman dan produk tembakau** *Beverages and tobacco products*	0.1	0.2	-1.6	-0.8	-1.6	1.9
	3.3	**Produk tekstil, pakaian dan kulit** *Textiles, wearing apparel and leather products*	-0.2	-0.1	-1.8	-1.7	-1.6	3.6
	3.4	**Produk kayu, perabot, keluaran kertas dan percetakan** *Wood products, furniture, paper products and printing*	-0.8	-0.4	-1.2	-1.3	-4.1	1.7
	3.5	**Produk petroleum, kimia, getah dan plastik** *Petroleum, chemical, rubber and plastic products*	-0.9	-0.6	-1.4	-0.8	-2.2	5.6
	3.6	**Produk mineral bukan logam, logam asas dan produk logam yang diereka** *Non-metallic, mineral products, basic metal and fabricated metal products*	-0.6	-0.1	-1.1	-0.6	-2.1	3.0
	3.7	**Produk elektrik, elektronik dan optikal** *Electrical, electronic and optical prodcuts*	-0.5	-0.5	-1.2	-0.4	-6.0	5.0
	3.8	**Peralatan pengangkutan, pembuatan lain dan pembaikan** *Transport equipment, other manufacturing and repair*	-0.1	0.3	-0.5	-1.1	2.6	5.6
4.		**Pembinaan** *Construction*	**-0.5**	**-0.2**	**-1.7**	**-3.5**	**-4.2**	**10.2**
5.		**Perkhidmatan** *Services*	**-0.2**	**0.0**	**-0.7**	**-1.1**	**1.5**	**1.8**
	5.1	**Utiliti** *Utilities*	-0.1	0.2	0.1	-2.5	0.4	-0.4
	5.2	**Perdagangan borong dan runcit** *Wholesale and retail trade*	-0.3	0.1	-0.5	-0.7	-1.7	3.5
	5.3	**Makanan & minuman dan penginapan** *Food & beverages and accommodation*	0.3	0.6	-0.4	-0.6	0.2	3.8
	5.4	**Pengangkutan dan penyimpanan** *Transportation and storage*	-0.6	-0.3	-1.6	-1.0	-0.9	2.8
	5.5	**Maklumat dan komunikasi** *Information and communication*	-0.1	0.3	-1.0	-0.4	5.4	3.9
	5.6	**Kewangan dan insurans** *Finance and insurance*	0.2	0.2	0.3	0.1	0.0	3.0
	5.7	**Hartanah dan perkhidmatan perniagaan** *Real estate and business services*	-0.3	-0.5	-2.1	-2.3	-0.6	4.9
	5.8	**Perkhidmatan lain** *Other services*	-0.3	0.0	-0.2	-1.1	8.4	-4.1
6.		**Tidak dikelaskan** *Unclassified*	**-0.1**	**-0.2**	**-0.2**	**0.1**	**0.6**	**-3.9**

1.2c Peratus perubahan pekerja formal mengikut aktiviti ekonomi, November 2022 - Disember 2023 (samb.)

Percentage change of formal employees by economic activity, November 2022 - December 2023 (cont.)

(%)

Perubahan bulan ke bulan *Month-on-month change*								Perubahan tahun ke tahun *Year-on-year change*		
2023								2023		
Mei *May*	Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*	Oktober *October*	November *November*	Disember *December*
-0.3	**0.3**	**0.9**	**0.1**	**0.2**	**0.4**	**-0.4**	**-0.1**	**1.9**	**1.8**	**1.8**
-0.5	**0.0**	**-0.1**	**-0.3**	**-0.2**	**0.4**	**-0.6**	**-0.1**	**-1.7**	**-2.0**	**-1.9**
0.3	**0.9**	**0.7**	**0.2**	**0.7**	**1.4**	**0.0**	**-0.1**	**3.4**	**3.6**	**4.3**
-0.7	**0.0**	**0.8**	**0.1**	**0.0**	**0.2**	**-0.3**	**-0.3**	**-0.5**	**-0.4**	**-0.4**
-0.4	0.5	2.1	1.1	0.1	0.0	-0.2	-2.2	4.5	4.3	1.9
0.1	1.3	1.5	-1.3	0.5	0.6	-0.5	0.9	0.8	0.2	0.9
-1.0	-1.0	-1.0	-1.4	0.1	-1.9	-0.6	0.6	-7.9	-8.3	-7.6
-1.2	-0.1	1.5	-0.6	-0.4	0.2	-0.5	-0.2	-6.7	-6.3	-6.1
-0.4	-0.2	0.5	-0.1	0.0	0.1	-0.5	-0.2	-0.6	-0.1	0.3
-0.5	0.3	0.9	-0.2	0.0	0.4	-0.1	-0.1	-0.7	-0.3	-0.3
-0.8	-0.5	-0.1	0.0	-0.3	-0.2	-0.7	-0.1	-5.6	-5.7	-5.4
-0.9	0.6	1.1	0.2	0.4	1.2	0.1	0.4	9.6	9.9	10.0
-1.1	**0.4**	**2.8**	**-0.6**	**0.4**	**1.9**	**-0.6**	**-0.1**	**3.2**	**3.2**	**3.3**
-0.2	**0.3**	**1.0**	**0.1**	**0.2**	**0.3**	**-0.4**	**0.0**	**3.0**	**2.8**	**2.9**
1.5	0.6	0.0	0.1	0.3	0.4	0.1	0.3	0.6	0.8	0.9
-0.2	0.3	0.4	-0.1	0.0	0.1	-0.3	0.4	0.8	0.8	1.0
2.5	-0.5	0.9	0.1	-0.2	-2.2	-2.2	-1.5	4.5	1.9	-0.3
-0.8	0.2	2.0	-0.1	0.0	0.3	-0.2	0.2	-0.2	0.2	0.7
-0.4	0.4	0.3	-0.3	0.5	0.7	-1.3	0.0	9.3	8.0	7.8
0.2	0.1	0.5	0.1	0.4	0.9	0.1	0.3	6.0	5.8	5.9
-1.0	0.1	2.6	-0.2	0.4	1.9	-0.7	0.0	2.9	2.5	3.0
-0.3	0.9	0.8	0.7	0.5	0.1	0.1	0.0	4.9	5.3	5.4
0.3	**0.1**	**-1.1**	**0.3**	**0.4**	**-0.2**	**0.3**	**-0.3**	**-3.9**	**-3.6**	**-3.7**

1.3a Bilangan pekerja formal mengikut negeri, Oktober 2022 - Disember 2023
Number of formal employees by state, October 2022 - December 2023

('000)

Negeri *State*	Bulan / *Month*					
	2022			2023		
	Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*
Malaysia	**6,581.1**	**6,561.3**	**6,555.1**	**6,502.5**	**6,432.8**	**6,450.6**
Johor	700.4	698.5	697.1	690.1	681.3	686.3
Kedah	243.7	241.6	240.6	235.4	232.0	230.8
Kelantan	93.1	92.1	91.8	89.4	87.9	88.3
Melaka	176.0	175.3	174.6	172.5	171.3	171.9
Negeri Sembilan	172.8	171.7	170.5	169.0	164.8	165.6
Pahang	166.6	166.2	165.3	163.0	160.9	162.2
Pulau Pinang	541.6	540.4	538.7	532.5	527.2	530.8
Perak	311.8	310.2	310.0	306.8	302.1	303.8
Perlis	19.0	18.9	18.8	18.5	17.7	17.4
Selangor	1,829.3	1,818.6	1,823.5	1,812.5	1,796.8	1,820.1
Terengganu	140.2	139.0	137.3	135.6	131.9	133.0
Sabah	331.6	335.3	335.1	335.2	333.5	333.9
Sarawak	481.4	479.8	477.6	472.2	467.8	471.4
W.P. Kuala Lumpur	1,326.6	1,327.3	1,328.4	1,324.6	1,313.3	1,290.9
W.P. Labuan	16.8	16.7	16.7	16.6	16.0	16.0
W.P. Putrajaya	30.1	29.8	29.4	28.5	28.3	28.3

1.3a Bilangan pekerja formal mengikut negeri, Oktober 2022 - Disember 2023 (samb.)
Number of formal employees by state, October 2022 - December 2023 (cont.)

('000)

Bulan / *Month*								
2023								
April *April*	**Mei** *May*	**Jun** *June*	**Julai** *July*	**Ogos** *August*	**September** *September*	**Oktober** *October*	**November** *November*	**Disember** *December*
6,602.5	**6,582.8**	**6,599.8**	**6,661.4**	**6,665.0**	**6,678.0**	**6,704.1**	**6,678.3**	**6,674.9**
701.7	699.4	702.1	706.4	707.4	708.8	708.1	709.9	710.8
237.6	235.5	235.8	239.8	239.2	239.0	241.0	240.7	240.5
92.7	90.7	91.1	93.8	93.0	92.8	93.4	92.6	92.3
175.0	174.0	174.6	176.5	175.9	176.0	178.3	177.6	177.4
170.7	169.0	169.7	172.0	171.5	171.6	172.2	170.6	170.7
166.9	165.8	166.5	168.2	167.0	167.0	169.1	168.2	168.2
533.4	531.0	530.8	533.5	534.0	535.0	535.0	528.9	529.1
311.0	308.4	309.7	312.1	310.6	311.6	312.5	310.2	310.5
18.9	18.5	18.5	18.8	18.6	18.6	18.7	18.3	18.4
1,872.7	1,871.0	1,873.4	1,891.0	1,890.0	1,892.6	1,895.0	1,884.5	1,881.8
140.1	138.5	139.1	142.4	141.4	141.7	143.7	142.7	143.2
330.7	331.9	333.4	334.5	335.0	335.0	336.1	337.2	337.0
485.6	484.1	485.4	490.1	490.5	490.9	493.8	492.4	492.0
1,319.4	1,318.8	1,323.8	1,335.3	1,343.4	1,350.5	1,359.8	1,356.8	1,355.3
16.9	16.6	16.6	16.9	16.9	16.5	16.9	16.8	16.8
29.2	29.4	29.4	30.0	30.5	30.4	30.4	30.8	30.8

1.3b Peratus sumbangan pekerja formal mengikut negeri, Oktober 2022 - Disember 2023
Percentage share of formal employees by state, October 2022 - December 2023

(%)

Negeri *State*	Bulan / *Month*					
	2022			2023		
	Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*
Malaysia	**100**	**100**	**100**	**100**	**100**	**100**
Johor	10.6	10.6	10.6	10.6	10.6	10.6
Kedah	3.7	3.7	3.7	3.6	3.6	3.6
Kelantan	1.4	1.4	1.4	1.4	1.4	1.4
Melaka	2.7	2.7	2.7	2.7	2.7	2.7
Negeri Sembilan	2.6	2.6	2.6	2.6	2.6	2.6
Pahang	2.5	2.5	2.5	2.5	2.5	2.5
Pulau Pinang	8.2	8.2	8.2	8.2	8.2	8.2
Perak	4.7	4.7	4.7	4.7	4.7	4.7
Perlis	0.3	0.3	0.3	0.3	0.3	0.3
Selangor	27.8	27.7	27.8	27.9	27.9	28.2
Terengganu	2.1	2.1	2.1	2.1	2.1	2.1
Sabah	5.0	5.1	5.1	5.2	5.2	5.2
Sarawak	7.3	7.3	7.3	7.3	7.3	7.3
W.P. Kuala Lumpur	20.2	20.2	20.3	20.4	20.4	20.0
W.P. Labuan	0.3	0.3	0.3	0.3	0.2	0.2
W.P. Putrajaya	0.5	0.5	0.4	0.4	0.4	0.4

1.3b Peratus sumbangan pekerja formal mengikut negeri, Oktober 2022 - Disember 2023 (samb.)

Percentage share of formal employees by state, October 2022 - December 2023 (cont.)

(%)

Bulan / *Month*								
2023								
April *April*	**Mei** *May*	**Jun** *June*	**Julai** *July*	**Ogos** *August*	**September** *September*	**Oktober** *October*	**November** *November*	**Disember** *December*
100	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**
10.6	10.6	10.6	10.6	10.6	10.6	10.6	10.6	10.6
3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
2.7	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.7
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
8.1	8.1	8.0	8.0	8.0	8.0	8.0	7.9	7.9
4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.6	4.7
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
28.4	28.4	28.4	28.4	28.4	28.3	28.3	28.2	28.2
2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1
5.0	5.0	5.1	5.0	5.0	5.0	5.0	5.0	5.0
7.4	7.4	7.4	7.4	7.4	7.4	7.4	7.4	7.4
20.0	20.0	20.1	20.0	20.2	20.2	20.3	20.3	20.3
0.3	0.3	0.3	0.3	0.3	0.2	0.3	0.3	0.3
0.4	0.4	0.4	0.5	0.5	0.5	0.5	0.5	0.5

1.3c Peratus perubahan pekerja formal mengikut negeri, November 2022 - Disember 2023
Percentage change of formal employees by state, November 2022 - December 2023

(%)

Negeri *State*	Perubahan bulan ke bulan *Month-on-month change*						
	2022		2023				
	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*	April *April*	Mei *May*
Malaysia	**-0.3**	**-0.1**	**-0.8**	**-1.1**	**0.3**	**2.4**	**-0.3**
Johor	-0.3	-0.2	-1.0	-1.3	0.7	2.2	-0.3
Kedah	-0.9	-0.4	-2.1	-1.4	-0.5	3.0	-0.9
Kelantan	-1.0	-0.4	-2.5	-1.8	0.5	5.0	-2.2
Melaka	-0.4	-0.4	-1.2	-0.7	0.4	1.8	-0.5
Negeri Sembilan	-0.6	-0.7	-0.8	-2.5	0.5	3.0	-1.0
Pahang	-0.3	-0.5	-1.4	-1.2	0.8	2.9	-0.7
Pulau Pinang	-0.2	-0.3	-1.1	-1.0	0.7	0.5	-0.5
Perak	-0.5	-0.1	-1.0	-1.5	0.6	2.4	-0.8
Perlis	-0.9	-0.3	-1.4	-4.5	-1.8	8.9	-2.2
Selangor	-0.6	0.3	-0.6	-0.9	1.3	2.9	-0.1
Terengganu	-0.9	-1.2	-1.2	-2.7	0.8	5.3	-1.1
Sabah	1.1	-0.1	0.0	-0.5	0.1	-0.9	0.3
Sarawak	-0.3	-0.5	-1.1	-0.9	0.8	3.0	-0.3
W.P. Kuala Lumpur	0.0	0.1	-0.3	-0.9	-1.7	2.2	0.0
W.P. Labuan	-0.1	-0.5	-0.3	-3.5	0.0	5.3	-1.9
W.P. Putrajaya	-1.2	-1.3	-3.0	-0.7	0.0	2.9	0.8

1.3c Peratus perubahan pekerja formal mengikut negeri, November 2022 - Disember 2023 (samb.)

Percentage change of formal employees by state, November 2022 - December 2023 (cont.)

(%)

Perubahan bulan ke bulan *Month-on-month change*							Perubahan tahun ke tahun *Year-on-year change*		
2023							2023		
Jun *June*	**Julai** *July*	**Ogos** *August*	**September** *September*	**Oktober** *October*	**November** *November*	**Disember** *December*	**Oktober** *October*	**November** *November*	**Disember** *December*
0.3	**0.9**	**0.1**	**0.2**	**0.4**	**-0.4**	**-0.1**	**1.9**	**1.8**	**1.8**
0.4	0.6	0.1	0.2	-0.1	0.3	0.1	1.1	1.6	2.0
0.1	1.7	-0.3	-0.1	0.8	-0.1	-0.1	-1.1	-0.4	0.0
0.4	2.9	-0.8	-0.2	0.6	-0.9	-0.3	0.3	0.5	0.6
0.3	1.1	-0.3	0.0	1.3	-0.4	-0.1	1.3	1.3	1.6
0.4	1.4	-0.3	0.1	0.3	-0.9	0.1	-0.3	-0.7	0.2
0.4	1.1	-0.7	0.0	1.3	-0.5	0.0	1.5	1.2	1.8
0.0	0.5	0.1	0.2	0.0	-1.1	0.1	-1.2	-2.1	-1.8
0.4	0.8	-0.5	0.3	0.3	-0.7	0.1	0.2	0.0	0.2
0.2	1.3	-0.7	0.1	0.5	-2.2	0.3	-1.5	-2.8	-2.1
0.1	0.9	-0.1	0.1	0.1	-0.6	-0.1	3.6	3.6	3.2
0.4	2.4	-0.7	0.2	1.5	-0.7	0.3	2.5	2.7	4.3
0.4	0.3	0.1	0.0	0.3	0.3	-0.1	1.3	0.6	0.6
0.3	1.0	0.1	0.1	0.6	-0.3	-0.1	2.6	2.6	3.0
0.4	0.9	0.6	0.5	0.7	-0.2	-0.1	2.5	2.2	2.0
-0.2	2.2	-0.3	-1.8	2.3	-0.6	0.2	1.0	0.5	1.1
0.0	2.1	1.6	-0.4	0.1	1.5	-0.2	0.9	3.6	4.8

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JADUAL
MEDIAN UPAH BULANAN, WARGANEGARA

TABLE
MEDIAN MONTHLY WAGES, CITIZEN

2.1a Median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2022 - Disember 2023

Medium monthly wages by sex, ethnic and age group, October 2022 - December 2023

('000)

Dimensi *Dimension*	Bulan / *Month*					
	2022			2023		
	Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*
Jumlah *Total*	**2,500**	**2,500**	**2,764**	**2,800**	**2,564**	**2,600**
Jantina *Sex*						
Lelaki *Male*	2,500	2,500	2,800	2,800	2,600	2,664
Perempuan *Female*	2,427	2,445	2,700	2,782	2,500	2,545
Etnik *Ethnic*						
Bumiputera	2,073	2,082	2,300	2,300	2,164	2,200
Cina *Chinese*	3,800	3,827	4,064	4,745	4,000	4,000
India *Indian*	2,400	2,400	2,700	2,727	2,500	2,500
Lain-lain *Others*	1,927	1,927	2,045	2,127	2,000	2,000
Kumpulan umur *Age group*						
Kurang daripada 20 *Less than 20*	1,500	1,500	1,500	1,500	1,500	1,500
20-24	1,682	1,700	1,782	1,700	1,664	1,682
25-29	2,300	2,300	2,500	2,445	2,300	2,327
30-34	2,800	2,800	3,045	3,000	2,800	2,882
35-39	3,064	3,082	3,482	3,464	3,200	3,282
40-44	3,300	3,300	3,764	3,764	3,400	3,500
45-49	3,282	3,300	3,782	3,900	3,482	3,500
50-54	3,100	3,111	3,500	3,745	3,300	3,400
54-59	3,000	3,000	3,282	3,482	3,064	3,127
60-64	2,500	2,500	2,700	3,000	2,800	2,800
60 dan lebih *60 and above*	2,500	2,500	2,575	3,000	2,500	2,500

2.1a Median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2022 - Disember 2023 (samb.)

Medium monthly wages by sex, ethnic and age group, October 2022 - December 2023 (cont.)

('000)

Bulan / *Month*								
2023								
April *April*	Mei *May*	Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*
2,664	**2,582**	**2,600**	**2,582**	**2,600**	**2,600**	**2,600**	**2,600**	**2,900**
Jantina *Sex*								
2,700	2,600	2,645	2,627	2,627	2,645	2,664	2,664	2,945
2,600	2,500	2,527	2,500	2,500	2,518	2,564	2,564	2,845
Etnik *Ethnic*								
2,245	2,182	2,200	2,182	2,200	2,200	2,200	2,200	2,427
4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,300
2,500	2,500	2,500	2,500	2,500	2,500	2,582	2,564	2,864
2,027	2,000	2,000	2,000	2,000	2,000	2,011	2,027	2,164
Kumpulan umur *Age group*								
1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
1,700	1,700	1,700	1,700	1,727	1,745	1,782	1,782	1,845
2,400	2,327	2,364	2,364	2,382	2,400	2,400	2,400	2,600
3,000	2,845	2,882	2,864	2,882	2,882	2,900	2,900	3,145
3,400	3,200	3,245	3,200	3,227	3,227	3,264	3,245	3,564
3,545	3,400	3,464	3,400	3,427	3,427	3,464	3,464	3,827
3,582	3,482	3,500	3,482	3,500	3,500	3,500	3,500	3,927
3,445	3,300	3,345	3,300	3,300	3,327	3,327	3,327	3,682
3,145	3,064	3,082	3,033	3,064	3,064	3,064	3,064	3,382
2,800	2,775	2,764	2,727	2,727	2,727	2,700	2,727	2,900
2,500	2,500	2,500	2,500	2,500	2,500	2,545	2,564	2,755

2.1b Peratus perubahan median upah bulanan mengikut jantina, etnik dan kumpulan umur, November 2022 - Disember 2023

Percentage change of median monthly wages by sex, ethnic and age group, November 2022 - December 2023

(%)

Dimensi *Dimension*	Perubahan bulan ke bulan *Month-on-month change*						
	2022		2023				
	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*	April *April*	Mei *May*
Jumlah *Total*	**0.0**	**10.5**	**1.3**	**-8.4**	**1.4**	**2.4**	**-3.1**
Jantina *Sex*							
Lelaki *Male*	0.0	12.0	0.0	-7.1	2.4	1.4	-3.7
Perempuan *Female*	0.7	10.4	3.0	-10.1	1.8	2.1	-3.8
Etnik *Ethnic*							
Bumiputera	0.4	10.5	0.0	-5.9	1.7	2.1	-2.8
Cina *Chinese*	0.7	6.2	16.8	-15.7	0.0	0.0	0.0
India *Indian*	0.0	12.5	1.0	-8.3	0.0	0.0	0.0
Lain-lain *Others*	0.0	6.1	4.0	-6.0	0.0	1.4	-1.3
Kumpulan umur *Age group*							
Kurang daripada 20 *Less than 20*	0.0	0.0	0.0	0.0	0.0	0.0	0.0
20-24	1.1	4.8	-4.6	-2.1	1.1	1.1	0.0
25-29	0.0	8.7	-2.2	-5.9	1.2	3.1	-3.0
30-34	0.0	8.8	-1.5	-6.7	2.9	4.1	-5.2
35-39	0.6	13.0	-0.5	-7.6	2.6	3.6	-5.9
40-44	0.0	14.0	0.0	-9.7	2.9	1.3	-4.1
45-49	0.6	14.6	3.1	-10.7	0.5	2.3	-2.8
50-54	0.4	12.5	7.0	-11.9	3.0	1.3	-4.2
54-59	0.0	9.4	6.1	-12.0	2.1	0.6	-2.6
60-64	0.0	8.0	11.1	-6.7	0.0	0.0	-0.9
60 dan lebih *60 and above*	0.0	3.0	16.5	-16.7	0.0	0.0	0.0

2.1b Peratus perubahan median upah bulanan mengikut jantina, etnik dan kumpulan umur, November 2022 - Disember 2023 (samb.)

Percentage change of median monthly wages by sex, ethnic and age group, November 2022 - December 2023 (cont.)

(%)

Perubahan bulan ke bulan *Month-on-month change*							Perubahan tahun ke tahun *Year-on-year change*		
2023							2023		
Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*	Oktober *October*	November *November*	Disember *December*
0.7	**-0.7**	**0.7**	**0.0**	**0.0**	**0.0**	**11.5**	**4.0**	**4.0**	**4.9**
Jantina *Sex*									
1.7	-0.7	0.0	0.7	0.7	0.0	10.6	6.5	6.5	5.2
1.1	-1.1	0.0	0.7	1.8	0.0	11.0	5.6	4.8	5.4
Etnik *Ethnic*									
0.8	-0.8	0.8	0.0	0.0	0.0	10.3	6.1	5.7	5.5
0.0	0.0	0.0	0.0	0.0	0.0	7.5	5.3	4.5	5.8
0.0	0.0	0.0	0.0	3.3	-0.7	11.7	7.6	6.8	6.1
0.0	0.0	0.0	0.0	0.6	0.8	6.7	4.4	5.2	5.8
Kumpulan umur *Age group*									
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	1.6	1.1	2.1	0.0	3.6	5.9	4.8	3.6
1.6	0.0	0.8	0.8	0.0	0.0	8.3	4.3	4.3	4.0
1.3	-0.6	0.6	0.0	0.6	0.0	8.5	3.6	3.6	3.3
1.4	-1.4	0.9	0.0	1.1	-0.6	9.8	6.5	5.3	2.3
1.9	-1.8	0.8	0.0	1.1	0.0	10.5	5.0	5.0	1.7
0.5	-0.5	0.5	0.0	0.0	0.0	12.2	6.6	6.1	3.8
1.4	-1.4	0.0	0.8	0.0	0.0	10.7	7.3	6.9	5.2
0.6	-1.6	1.0	0.0	0.0	0.0	10.4	2.1	2.1	3.0
-0.4	-1.3	0.0	0.0	-1.0	1.0	6.3	8.0	9.1	7.4
0.0	0.0	0.0	0.0	1.8	0.7	7.4	1.8	2.5	7.0

2.2a Median upah bulanan mengikut aktiviti ekonomi, Oktober 2022 - Disember 2023
Median monthly wages by economic activity, October 2022 - December 2023

('000)

Jenis aktiviti ekonomi *Kind of economic activity*			Bulan / *Month*				
			2022			2023	
			Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*
Jumlah *Total*			**2,500**	**2,500**	**2,764**	**2,800**	**2,564**
1.		**Pertanian** *Agriculture*	**1,900**	**1,900**	**2,227**	**2,022**	**1,845**
2.		**Perlombongan dan pengkuarian** *Mining and quarrying*	**4,500**	**4,500**	**6,356**	**5,500**	**5,300**
3.		**Pembuatan** *Manufacturing*	**2,282**	**2,300**	**3,000**	**2,700**	**2,364**
	3.1	**Minyak dan lemak daripada sayuran dan haiwan proses makanan** *Vegetable and animal oils and fats and food processing*	2,056	2,064	2,345	2,400	2,082
	3.2	**Minuman dan produk tembakau** *Beverages and tobacco products*	2,727	2,845	3,800	3,400	3,000
	3.3	**Produk tekstil, pakaian dan kulit** *Textiles, wearing apparel and leather products*	1,800	1,800	1,982	2,064	1,900
	3.4	**Produk kayu, perabot, keluaran kertas dan percetakan** *Wood products, furniture, paper products and printing*	2,100	2,082	2,364	2,600	2,200
	3.5	**Produk petroleum, kimia, getah dan plastik** *Petroleum, chemical, rubber and plastic products*	2,364	2,391	3,064	2,927	2,482
	3.6	**Produk mineral bukan logam, logam asas dan produk logam yang diereka** *Non-metallic, mineral products, basic metal and fabricated metal products*	2,400	2,445	2,700	3,000	2,564
	3.7	**Produk elektrik, elektronik dan optikal** *Electrical, electronic and optical prodcuts*	2,327	2,345	3,627	2,727	2,400
	3.8	**Peralatan pengangkutan, pembuatan lain dan pembaikan** *Transport equipment, other manufacturing and repair*	2,400	2,464	3,027	2,627	2,444
4.		**Pembinaan** *Construction*	**2,664**	**2,664**	**2,800**	**3,000**	**2,800**
5.		**Perkhidmatan** *Services*	**2,500**	**2,500**	**2,655**	**2,800**	**2,600**
	5.1	**Utiliti** *Utilities*	2,582	2,622	3,100	2,864	2,682
	5.2	**Perdagangan borong dan runcit** *Wholesale and retail trade*	2,200	2,200	2,300	2,500	2,264
	5.3	**Makanan & minuman dan penginapan** *Food & beverages and accommodation*	1,782	1,764	1,800	1,827	1,800
	5.4	**Pengangkutan dan penyimpanan** *Transportation and storage*	2,500	2,500	2,800	2,700	2,627
	5.5	**Maklumat dan komunikasi** *Information and communication*	4,500	4,564	4,882	5,000	4,764
	5.6	**Kewangan dan insurans** *Finance and insurance*	5,200	5,300	6,100	5,500	5,500
	5.7	**Hartanah dan perkhidmatan perniagaan** *Real estate and business services*	2,527	2,564	2,782	2,900	2,800
	5.8	**Perkhidmatan lain** *Other services*	2,500	2,500	2,600	2,664	2,545
6.		**Tidak dikelaskan** *Unclassified*	**2,900**	**2,927**	**3,064**	**3,027**	**3,027**

2.2a Median upah bulanan mengikut aktiviti ekonomi, Oktober 2022 - Disember 2023 (samb.)
Median monthly wages by economic activity, October 2022 - December 2023 (cont.)

('000)

Bulan / *Month*									
2023									
Mac *March*	April *April*	Mei *May*	Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*
2,600	**2,664**	**2,582**	**2,600**	**2,582**	**2,600**	**2,600**	**2,600**	**2,600**	**2,900**
1,900	**1,964**	**1,964**	**1,927**	**1,964**	**1,964**	**1,982**	**1,982**	**1,950**	**2,300**
7,500	**5,400**	**5,200**	**5,200**	**5,000**	**5,200**	**5,200**	**5,200**	**5,200**	**6,844**
2,444	**2,500**	**2,400**	**2,464**	**2,445**	**2,427**	**2,427**	**2,500**	**2,482**	**3,200**
2,164	2,245	2,164	2,173	2,178	2,145	2,145	2,145	2,164	2,445
3,000	3,200	2,967	2,982	2,964	3,000	3,089	3,000	3,145	4,127
1,945	1,900	1,900	1,945	1,945	1,964	1,982	2,000	2,000	2,100
2,200	2,264	2,200	2,264	2,256	2,245	2,264	2,300	2,282	2,500
2,600	2,627	2,464	2,545	2,527	2,527	2,500	2,682	2,564	3,282
2,500	2,600	2,545	2,545	2,545	2,545	2,545	2,564	2,582	2,882
2,464	2,545	2,464	2,567	2,527	2,527	2,500	2,600	2,582	3,864
2,545	2,627	2,464	2,527	2,500	2,500	2,500	2,564	2,545	3,145
2,764	**2,700**	**2,700**	**2,700**	**2,700**	**2,700**	**2,700**	**2,700**	**2,700**	**2,814**
2,627	**2,682**	**2,600**	**2,600**	**2,600**	**2,600**	**2,600**	**2,627**	**2,645**	**2,800**
2,845	3,582	2,800	2,964	2,782	2,745	2,745	2,745	2,745	3,033
2,264	2,300	2,264	2,264	2,264	2,282	2,282	2,300	2,300	2,400
1,782	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,864	1,900
2,700	2,845	2,700	2,700	2,700	2,727	2,764	2,789	2,782	3,000
5,200	5,200	5,000	4,964	4,964	4,964	4,982	4,900	4,964	5,300
6,000	6,000	5,822	5,700	5,500	5,564	5,700	5,600	5,700	6,300
2,800	2,800	2,764	2,800	2,727	2,764	2,764	2,745	2,782	2,964
2,600	2,600	2,545	2,545	2,545	2,545	2,564	2,564	2,564	2,727
3,027	**3,245**	**3,045**	**3,027**	**3,064**	**3,073**	**3,064**	**3,027**	**3,045**	**3,164**

2.2b Peratus perubahan median upah bulanan mengikut aktiviti ekonomi, November 2022 - Disember 2023

Percentage change of median monthly wages by economic activity, November 2022 - December 2023

(%)

Jenis aktiviti ekonomi *Kind of economic activity*			Perubahan bulan ke bulan *Month-on-month change*					
			2022		2023			
			November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*	April *April*
Jumlah *Total*			**0.0**	**10.5**	**1.3**	**-8.4**	**1.4**	**2.4**
1.		**Pertanian** *Agriculture*	**0.0**	**17.2**	**-9.2**	**-8.7**	**3.0**	**3.3**
2.		**Perlombongan dan pengkuarian** *Mining and quarrying*	**0.0**	**41.2**	**-13.5**	**-3.6**	**41.5**	**-28.0**
3.		**Pembuatan** *Manufacturing*	**0.8**	**30.4**	**-10.0**	**-12.5**	**3.4**	**2.3**
	3.1	**Minyak dan lemak daripada sayuran dan haiwan proses makanan** *Vegetable and animal oils and fats and food processing*	0.4	13.7	2.3	-13.3	3.9	3.8
	3.2	**Minuman dan produk tembakau** *Beverages and tobacco products*	4.3	33.5	-10.5	-11.8	0.0	6.7
	3.3	**Produk tekstil, pakaian dan kulit** *Textiles, wearing apparel and leather products*	0.0	10.1	4.1	-7.9	2.4	-2.3
	3.4	**Produk kayu, perabot, keluaran kertas dan percetakan** *Wood products, furniture, paper products and printing*	-0.9	13.5	10.0	-15.4	0.0	2.9
	3.5	**Produk petroleum, kimia, getah dan plastik** *Petroleum, chemical, rubber and plastic products*	1.2	28.1	-4.5	-15.2	4.8	1.0
	3.6	**Produk mineral bukan logam, logam asas dan produk logam yang diereka** *Non-metallic, mineral products, basic metal and fabricated metal products*	1.9	10.4	11.1	-14.5	-2.5	4.0
	3.7	**Produk elektrik, elektronik dan optikal** *Electrical, electronic and optical prodcuts*	0.8	54.7	-24.8	-12.0	2.7	3.3
	3.8	**Peralatan pengangkutan, pembuatan lain dan pembaikan** *Transport equipment, other manufacturing and repair*	2.7	22.9	-13.2	-7.0	4.1	3.2
4.		**Pembinaan** *Construction*	**0.0**	**5.1**	**7.1**	**-6.7**	**-1.3**	**-2.3**
5.		**Perkhidmatan** *Services*	**0.0**	**6.2**	**5.5**	**-7.1**	**1.0**	**2.1**
	5.1	**Utiliti** *Utilities*	1.6	18.2	-7.6	-6.3	6.1	25.9
	5.2	**Perdagangan borong dan runcit** *Wholesale and retail trade*	0.0	4.5	8.7	-9.5	0.0	1.6
	5.3	**Makanan & minuman dan penginapan** *Food & beverages and accommodation*	-1.0	2.1	1.5	-1.5	-1.0	1.0
	5.4	**Pengangkutan dan penyimpanan** *Transportation and storage*	0.0	12.0	-3.6	-2.7	2.8	5.4
	5.5	**Maklumat dan komunikasi** *Information and communication*	1.4	7.0	2.4	-4.7	9.2	0.0
	5.6	**Kewangan dan insurans** *Finance and insurance*	1.9	15.1	-9.8	0.0	9.1	0.0
	5.7	**Hartanah dan perkhidmatan perniagaan** *Real estate and business services*	1.4	8.5	4.2	-3.4	0.0	0.0
	5.8	**Perkhidmatan lain** *Other services*	0.0	4.0	2.4	-4.4	2.1	0.0
6.		**Tidak dikelaskan** *Unclassified*	**0.9**	**4.7**	**-1.2**	**0.0**	**0.0**	**7.2**

2.2b Peratus perubahan median upah bulanan mengikut aktiviti ekonomi, November 2022 - Disember 2023 (samb.)

Percentage change of median monthly wages by economic activity, November 2022 - December 2023 (cont.)

(%)

Perubahan bulan ke bulan *Month-on-month change*								Perubahan tahun ke tahun *Year-on-year change*		
2023								2023		
Mei *May*	Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*	Oktober *October*	November *November*	Disember *December*
-3.1	**0.7**	**-0.7**	**0.7**	**0.0**	**0.0**	**0.0**	**11.5**	**4.0**	**4.0**	**4.9**
0.0	**-1.9**	**1.9**	**0.0**	**0.9**	**0.0**	**-1.6**	**17.9**	**4.3**	**2.6**	**3.3**
-3.7	**0.0**	**-3.8**	**4.0**	**0.0**	**0.0**	**0.0**	**31.6**	**15.6**	**15.6**	**7.7**
-4.0	**2.7**	**-0.7**	**-0.7**	**0.0**	**3.0**	**-0.7**	**28.9**	**9.6**	**7.9**	**6.7**
-3.6	0.4	0.2	-1.5	0.0	0.0	0.8	13.0	4.4	4.8	4.3
-7.3	0.5	-0.6	1.2	3.0	-2.9	4.8	31.2	10.0	10.5	8.6
0.0	2.4	0.0	0.9	0.9	0.9	0.0	5.0	11.1	11.1	6.0
-2.8	2.9	-0.4	-0.4	0.8	1.6	-0.8	9.6	9.5	9.6	5.8
-6.2	3.3	-0.7	0.0	-1.1	7.3	-4.4	28.0	13.5	7.2	7.1
-2.1	0.0	0.0	0.0	0.0	0.7	0.7	11.6	6.8	5.6	6.7
-3.2	4.2	-1.5	0.0	-1.1	4.0	-0.7	49.6	11.7	10.1	6.5
-6.2	2.6	-1.1	0.0	0.0	2.5	-0.7	23.6	6.8	3.3	3.9
0.0	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**4.2**	**1.4**	**1.4**	**0.5**
-3.1	**0.0**	**0.0**	**0.0**	**0.0**	**1.0**	**0.7**	**5.8**	**5.1**	**5.8**	**5.5**
-21.8	5.8	-6.1	-1.3	0.0	0.0	0.0	10.5	6.3	4.7	-2.2
-1.6	0.0	0.0	0.8	0.0	0.8	0.0	4.3	4.5	4.5	4.3
0.0	0.0	0.0	0.0	0.0	0.0	3.5	2.0	1.0	5.7	5.6
-5.1	0.0	0.0	1.0	1.3	0.9	-0.3	7.8	11.6	11.3	7.1
-3.8	-0.7	0.0	0.0	0.4	-1.6	1.3	6.8	8.9	8.8	8.6
-3.0	-2.1	-3.5	1.2	2.5	-1.8	1.8	10.5	7.7	7.5	3.3
-1.3	1.3	-2.6	1.3	0.0	-0.7	1.3	6.5	8.6	8.5	6.5
-2.1	0.0	0.0	0.0	0.7	0.0	0.0	6.4	2.5	2.5	4.9
-6.2	**-0.6**	**1.2**	**0.3**	**-0.3**	**-1.2**	**0.6**	**3.9**	**4.4**	**4.0**	**3.3**

2.3a Median upah bulanan mengikut negeri, Oktober 2022 - Disember 2023
Median monthly wages by state, October 2022 - December 2023

('000)

Negeri *State*	Bulan / *Month*					
	2022			2023		
	Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*
Malaysia	**2,500**	**2,500**	**2,764**	**2,800**	**2,564**	**2,600**
Johor	2,227	2,245	2,500	2,527	2,327	2,400
Kedah	1,745	1,764	1,882	1,900	1,800	1,827
Kelantan	1,555	1,564	1,564	1,600	1,600	1,600
Melaka	2,264	2,245	2,527	2,491	2,227	2,264
Negeri Sembilan	2,127	2,145	2,400	2,345	2,227	2,345
Pahang	1,909	1,927	2,000	2,000	1,964	2,000
Pulau Pinang	2,500	2,500	3,000	2,964	2,575	2,627
Perak	1,882	1,900	2,000	2,145	1,964	2,000
Perlis	1,564	1,564	1,627	1,645	1,627	1,627
Selangor	2,800	2,800	3,000	3,067	2,900	2,964
Terengganu	1,800	1,800	1,900	1,900	1,882	1,900
Sabah	1,764	1,727	1,800	1,864	1,782	1,782
Sarawak	1,900	1,900	2,000	2,100	1,982	2,000
W.P. Kuala Lumpur	3,627	3,622	3,945	4,000	3,827	3,927
W.P. Labuan	1,864	1,864	2,200	2,000	1,927	1,900
W.P. Putrajaya	2,327	2,364	2,400	2,527	2,500	2,464

2.3a Bilangan pekerja formal mengikut negeri, Oktober 2022 - Disember 2023 (samb.)
Median monthly wages by state, October 2022 - December 2023 (cont.)

('000)

Bulan / *Month*								
2023								
April *April*	**Mei** *May*	**Jun** *June*	**Julai** *July*	**Ogos** *August*	**September** *September*	**Oktober** *October*	**November** *November*	**Disember** *December*
2,664	**2,582**	**2,600**	**2,582**	**2,600**	**2,600**	**2,600**	**2,600**	**2,900**
2,400	2,364	2,382	2,400	2,400	2,400	2,427	2,400	2,673
1,864	1,809	1,845	1,864	1,827	1,845	1,864	1,827	2,000
1,600	1,600	1,600	1,600	1,627	1,600	1,600	1,600	1,600
2,375	2,282	2,364	2,282	2,300	2,282	2,455	2,400	2,682
2,282	2,264	2,282	2,264	2,264	2,245	2,264	2,264	2,482
2,027	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,082
2,682	2,600	2,645	2,627	2,627	2,645	2,700	2,682	3,245
2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,082
1,600	1,600	1,600	1,600	1,664	1,627	1,627	1,627	1,700
3,000	2,882	2,945	2,900	2,900	2,900	2,945	2,964	3,164
1,882	1,900	1,900	1,900	1,900	1,900	1,900	1,900	2,000
1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,882
2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,100
4,064	3,800	3,822	3,800	3,800	3,800	3,800	3,800	4,045
1,964	1,927	1,900	1,945	1,964	1,964	2,000	2,000	2,327
2,782	2,500	2,500	2,500	2,500	2,464	2,482	2,482	2,482

2.3b Peratus perubahan median upah bulanan mengikut negeri, November 2022 - Disember 2023

Percentage change of median monthly wages by state, November 2022 - December 2023

(%)

Negeri *State*	Perubahan bulan ke bulan *Month-on-month change*						
	2022		**2023**				
	November *November*	**Disember** *December*	**Januari** *January*	**Februari** *February*	**Mac** *March*	**April** *April*	**Mei** *May*
Malaysia	**0.0**	**10.5**	**1.3**	**-8.4**	**1.4**	**2.4**	**-3.1**
Johor	0.8	11.3	1.1	-7.9	3.1	0.0	-1.5
Kedah	1.0	6.7	1.0	-5.3	1.5	2.0	-2.9
Kelantan	0.6	0.0	2.3	0.0	0.0	0.0	0.0
Melaka	-0.8	12.6	-1.4	-10.6	1.6	4.9	-3.9
Negeri Sembilan	0.9	11.9	-2.3	-5.0	5.3	-2.7	-0.8
Pahang	1.0	3.8	0.0	-1.8	1.9	1.4	-1.3
Pulau Pinang	0.0	20.0	-1.2	-13.1	2.0	2.1	-3.1
Perak	1.0	5.3	7.3	-8.5	1.9	0.0	0.0
Perlis	0.0	4.1	1.1	-1.1	0.0	-1.7	0.0
Selangor	0.0	7.1	2.2	-5.4	2.2	1.2	-3.9
Terengganu	0.0	5.6	0.0	-1.0	1.0	-1.0	1.0
Sabah	-2.1	4.2	3.5	-4.4	0.0	1.0	0.0
Sarawak	0.0	5.3	5.0	-5.6	0.9	0.0	0.0
W.P. Kuala Lumpur	-0.1	8.9	1.4	-4.3	2.6	3.5	-6.5
W.P. Labuan	0.0	18.0	-9.1	-3.6	-1.4	3.3	-1.9
W.P. Putrajaya	1.6	1.5	5.3	-1.1	-1.5	12.9	-10.1

2.3b Peratus perubahan median upah bulanan mengikut negeri, November 2022 - Disember 2023 (samb.)

Percentage change of median monthly wages by state, November 2022 - December 2023 (cont.)

(%)

Perubahan bulan ke bulan *Month-on-month change*							Perubahan tahun ke tahun *Year-on-year change*		
2023							2023		
Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*	Oktober *October*	November *November*	Disember *December*
0.7	**-0.7**	**0.7**	**0.0**	**0.0**	**0.0**	**11.5**	**4.0**	**4.0**	**4.9**
0.8	0.8	0.0	0.0	1.1	-1.1	11.4	9.0	6.9	6.9
2.0	1.0	-2.0	1.0	1.0	-2.0	9.5	6.8	3.6	6.3
0.0	0.0	1.7	-1.7	0.0	0.0	0.0	2.9	2.3	2.3
3.6	-3.5	0.8	-0.8	7.6	-2.2	11.7	8.4	6.9	6.1
0.8	-0.8	0.0	-0.8	0.8	0.0	9.6	6.4	5.5	3.4
0.0	0.0	0.0	0.0	0.0	0.0	4.1	4.8	3.8	4.1
1.7	-0.7	0.0	0.7	2.1	-0.7	21.0	8.0	7.3	8.2
0.0	0.0	0.0	0.0	0.0	0.0	4.1	6.3	5.3	4.1
0.0	0.0	4.0	-2.2	0.0	0.0	4.5	4.1	4.1	4.5
2.2	-1.5	0.0	0.0	1.6	0.6	6.7	5.2	5.8	5.5
0.0	0.0	0.0	0.0	0.0	0.0	5.3	5.6	5.6	5.3
0.0	0.0	0.0	0.0	0.0	0.0	4.5	2.1	4.2	4.5
0.0	0.0	0.0	0.0	0.0	0.0	5.0	5.3	5.3	5.0
0.6	-0.6	0.0	0.0	0.0	0.0	6.5	4.8	4.9	2.5
-1.4	2.4	0.9	0.0	1.9	0.0	16.4	7.3	7.3	5.8
0.0	0.0	0.0	-1.5	0.7	0.0	0.0	6.6	5.0	3.4

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JADUAL
TABURAN UPAH,
WARGANEGARA

TABLE
WAGES DISTRIBUTION,
CITIZEN

3.1 Taburan bilangan pekerja formal mengikut skala upah, Oktober 2022 - Disember 2023

Number of formal employees distribution by wages scale, October 2022 - December 2023

Skala upah *Wages scale*	Bulan / *Month*					
	2022			2023		
	Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*
Bilangan pekerja formal *Number of formal employees*						('000)
RM 2,000 ke bawah *Below RM 2,000*	2,472.5	2,451.0	2,212.1	2,132.9	2,280.5	2,246.8
RM 2,000 - RM 2,999	1,394.2	1,388.1	1,280.4	1,284.2	1,366.4	1,353.5
RM 3,000 - RM 3,999	859.4	861.7	864.3	851.5	861.1	853.1
RM 4,000 - RM 4,999	492.4	487.5	499.5	512.6	495.5	490.4
RM 5,000 - RM 5,999	336.7	332.8	357.5	367.5	340.2	335.8
RM 6,000 - RM 6,999	213.9	213.2	239.9	249.0	220.4	218.7
RM 7,000 - RM 7,999	156.5	156.0	180.5	187.4	159.7	158.5
RM 8,000 - RM 8,999	123.1	124.2	145.6	150.3	124.2	124.3
RM 9,000 - RM 9,999	82.5	83.5	105.1	108.2	83.9	84.8
RM 10,000 - RM 10,999	79.0	80.0	98.2	99.8	80.2	80.7
RM 11,000 - RM 11,999	49.0	50.1	66.1	68.2	50.6	51.3
RM 12,000 - RM 12,999	45.4	46.9	60.8	61.9	46.4	47.9
RM 13,000 - RM 13,999	35.0	35.8	48.6	48.3	36.1	37.4
RM 14,000 - RM 14,999	26.8	28.8	41.1	39.0	27.9	29.8
RM 15,000 dan ke atas *RM 15,000 and above*	214.7	221.8	355.5	341.7	259.8	337.8
Peratus sumbangan pekerja formal *Percentage share of formal employees*						(%)
RM 2,000 ke bawah *Below RM 2,000*	37.6	37.4	33.7	32.8	35.5	34.8
RM 2,000 - RM 2,999	21.2	21.2	19.5	19.7	21.2	21.0
RM 3,000 - RM 3,999	13.1	13.1	13.2	13.1	13.4	13.2
RM 4,000 - RM 4,999	7.5	7.4	7.6	7.9	7.7	7.6
RM 5,000 - RM 5,999	5.1	5.1	5.5	5.7	5.3	5.2
RM 6,000 - RM 6,999	3.3	3.2	3.7	3.8	3.4	3.4
RM 7,000 - RM 7,999	2.4	2.4	2.8	2.9	2.5	2.5
RM 8,000 - RM 8,999	1.9	1.9	2.2	2.3	1.9	1.9
RM 9,000 - RM 9,999	1.3	1.3	1.6	1.7	1.3	1.3
RM 10,000 - RM 10,999	1.2	1.2	1.5	1.5	1.2	1.3
RM 11,000 - RM 11,999	0.7	0.8	1.0	1.0	0.8	0.8
RM 12,000 - RM 12,999	0.7	0.7	0.9	1.0	0.7	0.7
RM 13,000 - RM 13,999	0.5	0.5	0.7	0.7	0.6	0.6
RM 14,000 - RM 14,999	0.4	0.4	0.6	0.6	0.4	0.5
RM 15,000 dan ke atas *RM 15,000 and above*	3.3	3.4	5.4	5.3	4.0	5.2

3.1 Taburan bilangan pekerja formal mengikut skala upah, Oktober 2022 - Disember 2023 (samb.)

Number of formal employees distribution by wages scale, October 2022 - December 2023 (cont.)

Bulan / *Month*								
2023								
April *April*	Mei *May*	Jun *June*	Julai *July*	Ogos *August*	September *September*	Oktober *October*	November *November*	Disember *December*
								('000)
2,261.8	2,303.5	2,290.5	2,327.4	2,308.1	2,308.3	2,286.3	2,275.2	2,082.6
1,358.5	1,425.5	1,417.9	1,435.9	1,449.9	1,453.5	1,456.3	1,456.6	1,327.2
855.1	883.9	880.6	897.6	902.5	906.7	924.0	913.1	914.1
513.3	516.3	518.9	523.6	529.8	527.7	538.3	531.9	537.4
351.2	344.5	348.6	353.9	358.0	357.1	361.8	356.7	377.5
230.8	227.8	230.1	233.5	235.6	234.3	239.6	236.7	258.9
172.5	165.1	167.8	170.2	170.5	170.0	171.4	170.5	194.6
140.4	130.0	132.3	132.7	132.4	132.0	134.5	134.8	157.0
98.6	88.0	90.4	91.1	90.7	90.1	92.1	92.4	113.5
94.5	83.8	85.9	85.9	85.3	85.8	86.2	86.7	105.5
61.6	52.8	54.5	54.3	53.8	54.2	54.2	54.6	71.3
55.9	48.4	49.7	49.8	49.7	51.2	50.0	51.0	66.1
43.4	37.4	38.5	38.0	37.4	38.6	38.5	38.8	51.2
35.0	29.1	30.4	29.6	29.0	30.2	29.8	30.3	41.7
330.0	246.5	263.7	237.9	232.3	238.2	241.2	248.9	376.4
								(%)
34.3	35.0	34.7	34.9	34.6	34.6	34.1	34.1	31.2
20.6	21.7	21.5	21.6	21.8	21.8	21.7	21.8	19.9
13.0	13.4	13.3	13.5	13.5	13.6	13.8	13.7	13.7
7.8	7.8	7.9	7.9	7.9	7.9	8.0	8.0	8.1
5.3	5.2	5.3	5.3	5.4	5.3	5.4	5.3	5.7
3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.9
2.6	2.5	2.5	2.6	2.6	2.5	2.6	2.6	2.9
2.1	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.4
1.5	1.3	1.4	1.4	1.4	1.3	1.4	1.4	1.7
1.4	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.6
0.9	0.8	0.8	0.8	0.8	0.8	0.8	0.8	1.1
0.8	0.7	0.8	0.7	0.7	0.8	0.7	0.8	1.0
0.7	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.8
0.5	0.4	0.5	0.4	0.4	0.5	0.4	0.5	0.6
5.0	3.7	4.0	3.6	3.5	3.6	3.6	3.7	5.6

3.2 Upah bulanan pekerja formal mengikut persentil, Oktober 2022 - Disember 2023
Formal employee's monthly wages by per centile, October 2022 - December 2023

(RM)

Persentil *Percentile*	Bulan / *Month*					
	2022			2023		
	Oktober *October*	November *November*	Disember *December*	Januari *January*	Februari *February*	Mac *March*
Persentil ke-10 *10th percentile*	1,382	1,400	1,427	1,467	1,464	1,482
Persentil ke-20 *20th percentile*	1,500	1,500	1,500	1,564	1,545	1,564
Persentil ke-30 *30th percentile*	1,745	1,745	1,800	1,864	1,800	1,800
Persentil ke-40 *40th percentile*	2,011	2,027	2,200	2,264	2,100	2,145
Persentil ke-50 *50th percentile*	2,500	2,500	2,764	2,800	2,564	2,600
Persentil ke-60 *60th percentile*	3,000	3,000	3,382	3,464	3,100	3,200
Persentil ke-70 *70th percentile*	3,782	3,800	4,364	4,464	3,982	4,000
Persentil ke-80 *80th percentile*	5,000	5,000	6,000	6,100	5,300	5,500
Persentil ke-90 *90th percentile*	7,900	8,000	10,000	10,000	8,400	9,100

3.2 Upah bulanan pekerja formal mengikut persentil, Oktober 2022 - Disember 2023 (samb.)

Formal employee's monthly wages by per centile, October 2022 - December 2023 (cont.)

(RM)

Bulan / *Month*								
2023								
April *April*	**Mei** *May*	**Jun** *June*	**Julai** *July*	**Ogos** *August*	**September** *September*	**Oktober** *October*	**November** *November*	**Disember** *December*
1,464	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
1,545	1,564	1,564	1,564	1,564	1,564	1,582	1,582	1,600
1,800	1,800	1,800	1,800	1,800	1,800	1,827	1,827	1,927
2,182	2,127	2,145	2,127	2,145	2,145	2,164	2,164	2,345
2,664	2,582	2,600	2,582	2,600	2,600	2,600	2,600	2,900
3,282	3,127	3,164	3,136	3,145	3,145	3,182	3,182	3,500
4,164	3,982	4,000	4,000	4,000	4,000	4,000	4,000	4,500
5,700	5,200	5,300	5,245	5,200	5,211	5,300	5,300	6,233
9,500	8,300	8,500	8,200	8,100	8,200	8,200	8,311	10,200

3.3a Bilangan pekerja formal mengikut kumpulan umur dan sektor, Oktober 2023
Number of formal employees by age group and sector, October 2023

Kumpulan umur *Age group*	Sektor / *Sector*					
	Pertanian *Agriculture*	Perlombongan & Pengkuarian *Mining & manufacturing*	Pembuatan *Manufacturing*	Pembinaan *Construction*	Perkhidmatan *Services*	Tidak dikelaskan *Unclassified*
Bilangan pekerja formal *Number of formal employees*						('000)
Kurang daripada 20 *Less than 20*	1.8	0.2	18.8	4.0	98.5	2.7
20-24	12.7	2.3	165.7	38.9	608.4	29.2
25-29	19.3	5.2	235.1	77.0	912.4	88.7
30-34	19.9	6.0	180.3	70.4	750.1	78.3
35-39	19.1	6.8	156.9	60.9	615.7	62.4
40-44	15.8	5.6	137.7	48.1	474.0	39.5
45-49	13.1	4.4	125.3	43.0	383.9	28.6
50-54	11.6	3.1	99.2	34.9	296.0	23.5
55-59	9.4	1.9	63.0	25.7	202.8	16.8
60-64	4.3	0.9	22.8	14.7	101.3	6.0
65 dan lebih *65 and above*	3.2	0.6	14.1	9.1	68.5	4.5
Peratus sumbangan pekerja formal kepada sektor *Percentage share of formal employee to sector*						(%)
Kurang daripada 20 *Less than 20*	1.4	0.6	1.5	0.9	2.2	0.7
20-24	9.8	6.2	13.6	9.1	13.5	7.7
25-29	14.8	14.2	19.3	18.1	20.2	23.3
30-34	15.3	16.2	14.8	16.5	16.6	20.6
35-39	14.7	18.5	12.9	14.3	13.6	16.4
40-44	12.1	15.1	11.3	11.3	10.5	10.4
45-49	10.1	11.9	10.3	10.1	8.5	7.5
50-54	8.9	8.3	8.1	8.2	6.6	6.2
55-59	7.2	5.2	5.2	6.0	4.5	4.4
60-64	3.3	2.4	1.9	3.5	2.2	1.6
65 dan lebih *65 and above*	2.5	1.5	1.2	2.1	1.5	1.2

3.3b Bilangan pekerja formal mengikut kumpulan umur dan sektor, November 2023
Number of formal employees by age group and sector, November 2023

Kumpulan umur *Age group*	Sektor / *Sector*					
	Pertanian *Agriculture*	Perlombongan & Pengkuarian *Mining & manufacturing*	Pembuatan *Manufacturing*	Pembinaan *Construction*	Perkhidmatan *Services*	Tidak dikelaskan *Unclassified*
Bilangan pekerja formal *Number of formal employees*						('000)
Kurang daripada 20 *Less than 20*	1.8	0.2	19.4	4.2	99.2	2.9
20-24	12.7	2.3	165.9	39.3	609.0	30.3
25-29	19.2	5.2	234.3	76.6	909.3	88.9
30-34	19.8	6.0	179.7	69.8	746.7	78.3
35-39	19.0	6.8	156.4	60.4	613.0	62.3
40-44	15.7	5.6	137.1	47.8	471.8	39.5
45-49	13.0	4.4	124.7	42.7	381.8	28.5
50-54	11.5	3.0	98.7	34.6	294.0	23.4
55-59	9.3	1.9	62.5	25.5	200.8	16.6
60-64	4.3	0.9	22.2	14.6	98.7	5.9
65 dan lebih *65 and above*	3.2	0.5	13.9	9.0	67.8	4.5
Peratus sumbangan pekerja formal kepada sektor *Percentage share of formal employee to sector*						(%)
Kurang daripada 20 *Less than 20*	1.4	0.6	1.6	1.0	2.2	0.8
20-24	9.8	6.4	13.7	9.3	13.6	7.9
25-29	14.9	14.1	19.3	18.1	20.2	23.3
30-34	15.3	16.2	14.8	16.4	16.6	20.5
35-39	14.7	18.5	12.9	14.2	13.6	16.4
40-44	12.1	15.2	11.3	11.3	10.5	10.4
45-49	10.0	11.8	10.3	10.1	8.5	7.5
50-54	8.9	8.3	8.1	8.1	6.5	6.1
55-59	7.2	5.1	5.1	6.0	4.5	4.4
60-64	3.3	2.3	1.8	3.4	2.2	1.5
65 dan lebih *65 and above*	2.5	1.5	1.1	2.1	1.5	1.2

3.3c Bilangan pekerja formal mengikut kumpulan umur dan sektor, Disember 2023
Number of formal employees by age group and sector, December 2023

Kumpulan umur *Age group*	Sektor / *Sector*					
	Pertanian *Agriculture*	Perlombongan & Pengkuarian *Mining & manufacturing*	Pembuatan *Manufacturing*	Pembinaan *Construction*	Perkhidmatan *Services*	Tidak dikelaskan *Unclassified*
Bilangan pekerja formal *Number of formal employees*						('000)
Kurang daripada 20 *Less than 20*	1.8	0.2	20.1	4.3	102.1	3.1
20-24	12.8	2.4	166.7	39.7	613.3	30.7
25-29	19.3	5.2	233.4	76.4	907.6	89.2
30-34	19.8	6.0	178.6	69.7	745.4	78.1
35-39	19.0	6.8	155.5	60.4	612.9	61.8
40-44	15.7	5.6	136.4	47.8	471.7	39.3
45-49	13.0	4.3	124.3	42.6	381.9	28.0
50-54	11.5	3.0	98.2	34.5	293.9	22.9
55-59	9.2	1.9	61.9	25.4	200.2	16.3
60-64	4.2	0.9	22.0	14.4	98.0	5.9
65 dan lebih *65 and above*	3.1	0.5	13.8	8.9	67.1	4.5
Peratus sumbangan pekerja formal kepada sektor *Percentage share of formal employee to sector*						(%)
Kurang daripada 20 *Less than 20*	1.4	0.5	1.7	1.0	2.3	0.8
20-24	9.9	6.5	13.8	9.4	13.6	8.1
25-29	14.9	14.1	19.3	18.0	20.2	23.5
30-34	15.3	16.2	14.7	16.4	16.6	20.6
35-39	14.7	18.5	12.8	14.2	13.6	16.3
40-44	12.1	15.1	11.3	11.3	10.5	10.3
45-49	10.0	11.8	10.3	10.0	8.5	7.4
50-54	8.9	8.3	8.1	8.1	6.5	6.0
55-59	7.1	5.1	5.1	6.0	4.5	4.3
60-64	3.2	2.3	1.8	3.4	2.2	1.5
65 dan lebih *65 and above*	2.4	1.5	1.1	2.1	1.5	1.2

3.4 Median upah bulanan mengikut kumpulan umur dan sektor, Oktober 2023 - Disember 2023

Median monthly wages by age group and sector, October 2023 - December 2023

Kumpulan umur *Age group*	Sektor / *Sector*					
	Pertanian *Agriculture*	Perlombongan & Pengkuarian *Mining & manufacturing*	Pembuatan *Manufacturing*	Pembinaan *Construction*	Perkhidmatan *Services*	Tidak dikelaskan *Unclassified*
Oktober 2023 *October 2023*						(RM)
Kurang daripada 20 *Less than 20*	1,500	1,500	1,564	1,500	1,500	1,500
20-24	1,600	2,027	1,782	1,800	1,764	1,900
25-29	1,827	3,127	2,182	2,464	2,464	2,864
30-34	1,982	4,427	2,627	2,964	3,000	3,200
35-39	2,111	9,044	3,000	3,145	3,345	3,564
40-44	2,164	10,400	3,227	3,182	3,527	3,682
45-49	2,200	9,559	3,364	3,300	3,564	3,500
50-54	2,245	6,400	3,400	3,200	3,327	3,545
55-59	2,227	5,172	3,345	3,064	3,000	3,300
60-64	2,500	3,700	2,875	3,200	2,575	2,500
65 dan lebih *65 and above*	2,664	3,082	2,700	3,000	2,500	2,205
November 2023 *November 2023*						(RM)
Kurang daripada 20 *Less than 20*	1,500	1,500	1,582	1,500	1,500	1,500
20-24	1,582	2,064	1,782	1,800	1,782	1,927
25-29	1,800	3,200	2,164	2,482	2,482	2,882
30-34	1,964	4,556	2,600	2,964	2,982	3,211
35-39	2,100	9,300	2,989	3,127	3,345	3,582
40-44	2,164	11,000	3,200	3,182	3,527	3,700
45-49	2,182	10,000	3,364	3,300	3,564	3,500
50-54	2,200	6,400	3,400	3,182	3,345	3,582
55-59	2,200	5,000	3,345	3,064	3,000	3,327
60-64	2,500	3,627	2,900	3,200	2,600	2,500
65 dan lebih *65 and above*	2,675	3,200	2,700	3,000	2,500	2,200

3.4 Median upah bulanan mengikut kumpulan umur dan sektor, Oktober 2023 - December 2023 (samb.)

Median monthly wages by age group and sector, October 2023 - December 2023 (cont.)

Kumpulan umur *Age group*	Sektor / *Sector*					
	Pertanian *Agriculture*	Perlombongan & Pengkuarian *Mining & manufacturing*	Pembuatan *Manufacturing*	Pembinaan *Construction*	Perkhidmatan *Services*	Tidak dikelaskan *Unclassified*
Disember 2023 *December 2023*						(RM)
Kurang daripada 20 *Less than 20*	1,500	1,500	1,600	1,500	1,500	1,500
20-24	1,700	2,300	2,000	1,800	1,800	2,000
25-29	2,000	4,000	2,800	2,500	2,564	3,000
30-34	2,264	6,600	3,345	3,000	3,100	3,300
35-39	2,445	11,100	3,800	3,273	3,582	3,582
40-44	2,500	14,056	4,100	3,300	3,864	3,827
45-49	2,545	14,422	4,300	3,500	3,900	3,664
50-54	2,564	9,700	4,200	3,300	3,564	3,745
55-59	2,600	5,300	4,000	3,164	3,200	3,545
60-64	2,600	3,800	3,000	3,300	2,800	2,600
65 dan lebih *65 and above*	2,925	3,432	3,000	3,100	2,600	2,400

NOTA TEKNIKAL 3

TECHNICAL NOTES

NOTA TEKNIKAL

1. PENGENALAN

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

2. KONSEP DAN DEFINISI

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

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

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

Upah tidak termasuk pendapatan dari perniagaan sendiri atau sumber lain.

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

Sektor	Subsektor
Pertanian	Pertanian
Perlombongan dan pengkuarian	Perlombongan dan pengkuarian

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

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

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

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

NOTA TEKNIKAL

3. TEMPOH RUJUKAN

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

4. SKOP DAN LIPUTAN

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

5. SUMBER DATA

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

6. METODOLOGI

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

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

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

7. PEMBUNDARAN

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

8. PERINCIAN STATISTIK

Statistik dalam laporan ini diperincikan seperti berikut:

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

9. SEMAKAN

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

10. SULIT DAN KERAHSIAAN

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

11. SIMBOL DAN AKRONIM

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

TECHNICAL NOTES

1. INTRODUCTION

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

2. CONCEPT AND DEFINITION

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

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

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

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

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

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

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

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

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

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

3. REFERENCE PERIOD

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

4. SCOPE AND COVERAGE

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

5. DATA SOURCES

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

6. METHODOLOGY

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

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

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

7. ROUNDING

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

8. DETAIL OF STATISTICS

The statistics in this report are presented as follows:

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

9. REVISION

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

10. PRIVACY AND CONFIDENTIALITY

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

11. SYMBOL AND ACRONYM

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

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