



KEMENTERIAN EKONOMI
JABATAN PERANGKAAAN MALAYSIA

LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

SUKU TAHUN KEEMPAT 2025 FOURTH QUARTER 2025

Pemakluman

Jabatan Perangkaan Malaysia (DOSM) sedang melaksanakan **Banci Ekonomi 2026 (BE2026)**, bertemakan “**Data Nadi Ekonomi Rakyat**”. Pelaksanaan Banci Ekonomi kali keenam ini berlangsung dari **5 Januari hingga 31 Oktober 2026**. BE2026 bertujuan untuk mengumpul data yang menyeluruh dan berstruktur daripada semua pertubuhan perniagaan berdaftar dan tidak berdaftar di Malaysia, bagi menilai prestasi, struktur serta ciri-ciri ekonomi negara secara komprehensif dan berasaskan bukti.

Malaysia buat julung kalinya telah menduduki **tangga pertama (1)** di peringkat global dalam laporan dwi-tahunan **Open Data Inventory (ODIN) 2024/25** yang dikeluarkan oleh **Open Data Watch (ODW)**, mengatasi 197 negara lain. Pencapaian ini merupakan lonjakan ketara daripada kedudukan ke-67 dalam penilaian ODIN 2022/23.

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

Announcement

*The Department of Statistics Malaysia (DOSM) is conducting the **Economic Census 2026 (BE2026)**, themed “**Data Nadi Ekonomi Rakyat**”. The sixth Economic Census, running from **5th January to 31st October 2026**. BE2026 aims to collect comprehensive, structured data from all registered and unregistered business establishments in Malaysia to assess the nation’s economic performance, structure and characteristics in an evidence-based manner.*

***Malaysia** has, for the first time, successfully secured the top position globally in the biennial **Open Data Inventory (ODIN) 2024/25** report released by **Open Data Watch (ODW)**, surpassing 197 other countries. This achievement marks a significant leap from its 67th position in the ODIN 2022/23 assessment.*

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“Sumber: Jabatan Perangkaan Malaysia”

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ISSN 3009-0490

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

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

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

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

DATO' SRI DR. MOHD UZIR MAHIDIN

Ketua Perangkawan Malaysia

April 2026

PREFACE

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

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

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

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

DATO' SRI DR. MOHD UZIR MAHIDIN

Chief Statistician Malaysia

April 2026

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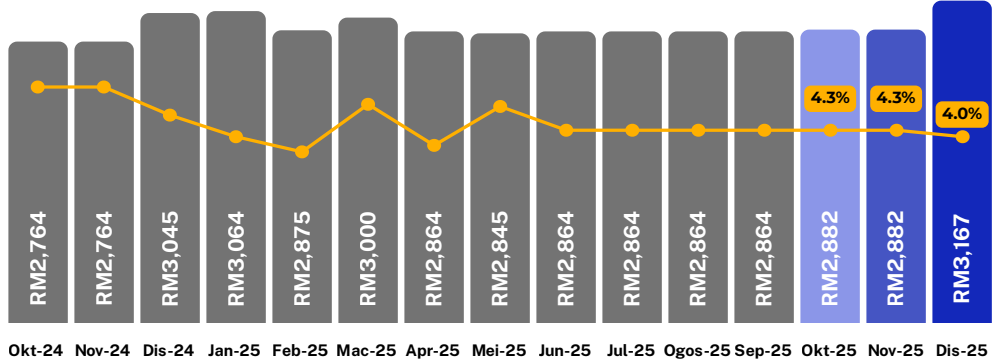
SUMMARY OF FINDINGS



STATISTIK UPAH PEKERJA (SEKTOR FORMAL) SUKU TAHUN KEEMPAT 2025

SIRI MASA: MEDIAN UPAH BULANAN

Median Upah Bulanan
Peratus Perubahan Tahun ke Tahun (%)

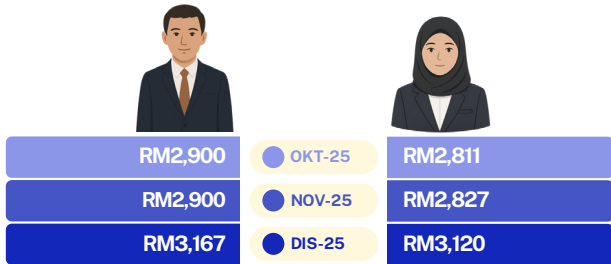


“
Median upah bulanan pekerja formal warganegara Malaysia meningkat **4.0 peratus** tahun ke tahun kepada **RM3,167** pada Disember 2025.
”

MEDIAN UPAH BULANAN PEKERJA FORMAL WARGANEGARA MENGIKUT DIMENSI

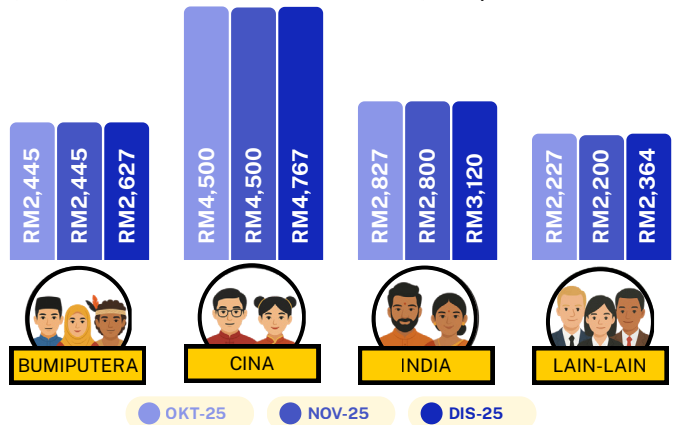
MENGIKUT JANTINA

Median upah bulanan bagi **lelaki (RM3,167)** adalah lebih tinggi berbanding perempuan (RM3,120) pada Disember 2025.



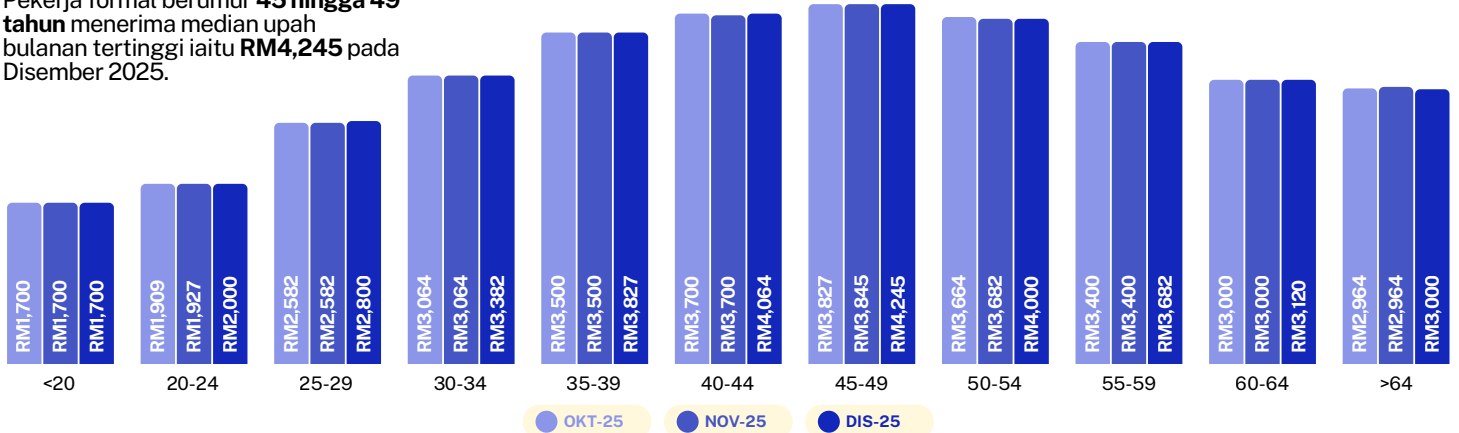
MENGIKUT ETNIK

Pekerja formal Bumiputera mencatatkan median upah bulanan sebanyak RM2,627, Cina (RM4,767) dan India (RM3,120) pada Disember 2025.



MENGIKUT KUMPULAN UMUR

Pekerja formal berumur **45 hingga 49 tahun** menerima median upah bulanan tertinggi iaitu **RM4,245** pada Disember 2025.



SKOP & LIPUTAN

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

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.

SUMBER: LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL), SUKU TAHUN KEEMPAT 2025, JABATAN PERANGKAIAN MALAYSIA (DOSM)





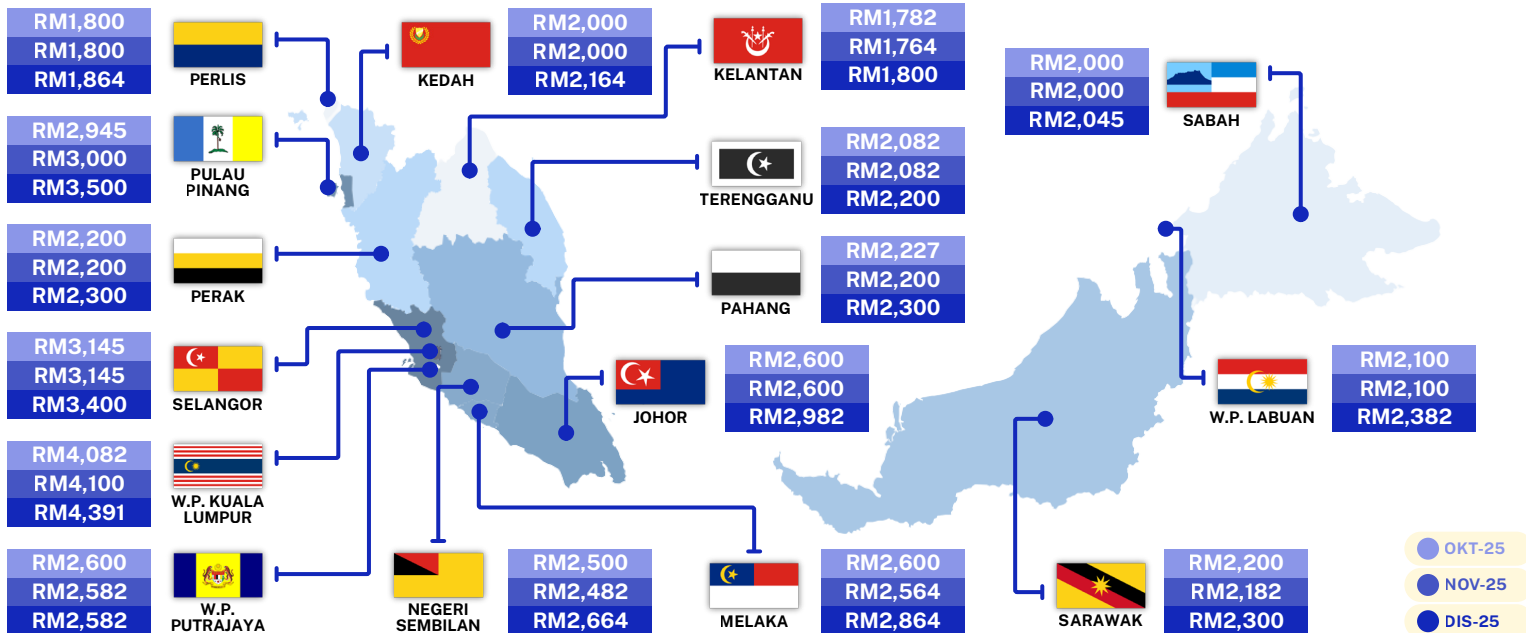
KEMENTERIAN EKONOMI
JABATAN PERANGKAIAN MALAYSIA

STATISTIK UPAH PEKERJA (SEKTOR FORMAL) SUKU TAHUN KEEMPAT 2025

MEDIAN UPAH BULANAN PEKERJA FORMAL WARGANEGARA MENGIKUT DIMENSI

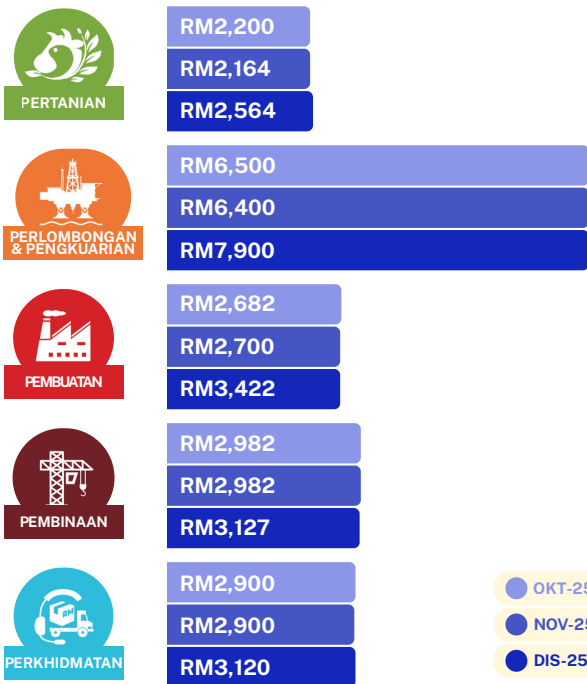
MENGIKUT NEGERI DAN WILAYAH

W.P. Kuala Lumpur mencatatkan median upah bulanan tertinggi (RM4,391) diikuti oleh Pulau Pinang and Selangor.

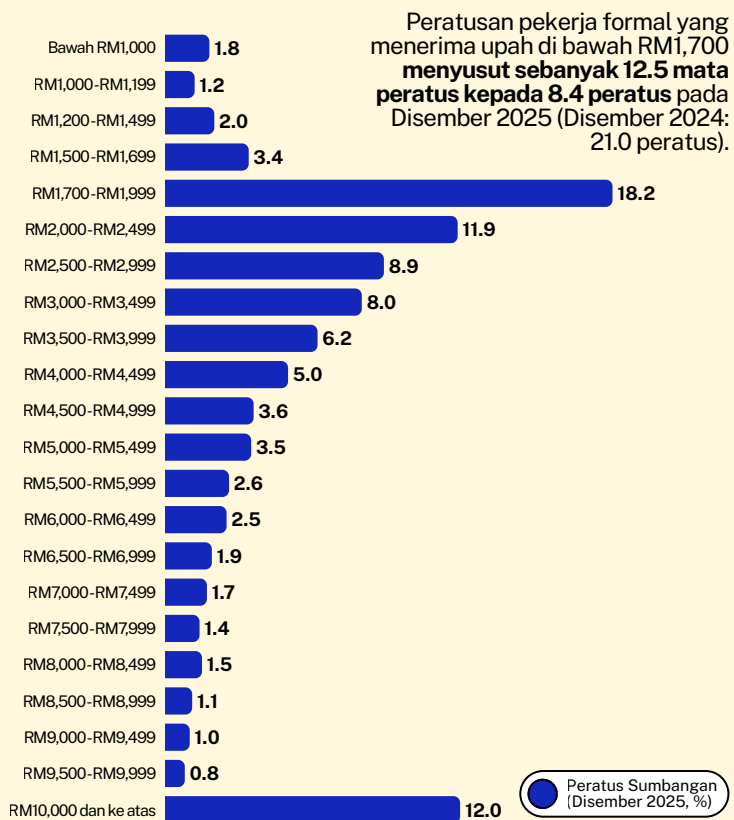


MENGIKUT AKTIVITI EKONOMI

Sektor **Perlombongan & pengkuarian** mencatatkan median upah bulanan tertinggi (RM7,900), diikuti oleh sektor Pembuatan, Pembinaan, Perkhidmatan, dan Pertanian.



TABURAN MENGIKUT SKALA UPAH



Peratusan pekerja formal yang menerima upah di bawah RM1,700 menyusut sebanyak 12.5 mata peratus kepada 8.4 peratus pada Disember 2025 (Disember 2024: 21.0 peratus).

Nota: Hasil tambah mungkin berbeza dengan jumlah kerana pembundaran secara berasingan

SUMBER: LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL), SUKU TAHUN KEEMPAT 2025, JABATAN PERANGKAIAN MALAYSIA (DOSM)



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BANKI EKONOMI 2026
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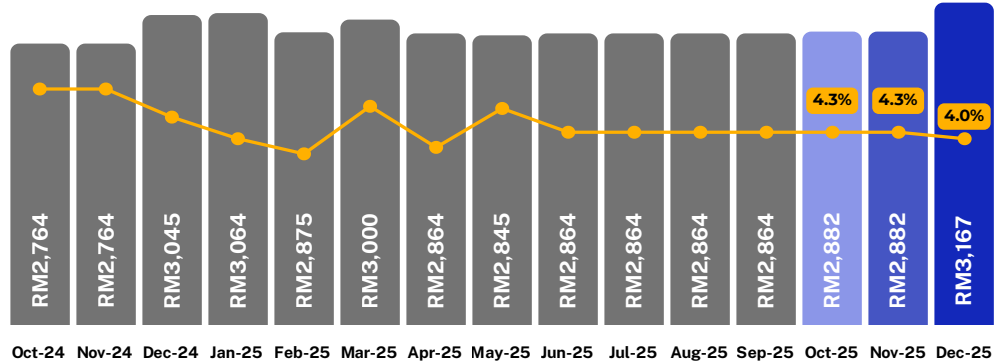
MINISTRY OF ECONOMY
DEPARTMENT OF STATISTICS

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) FOURTH QUARTER 2025

TIME SERIES: MEDIAN MONTHLY WAGE

Median Monthly Wage

Year-on-Year Percentage Change (%)

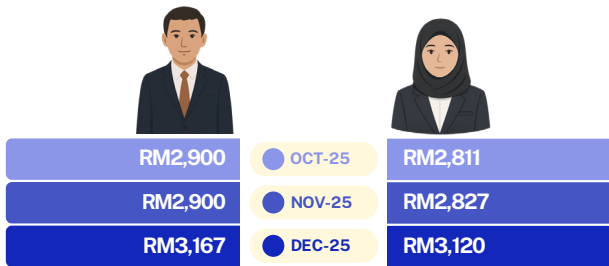


“ The median monthly wage of Malaysian formal employees increased by **4.0 per cent** year-on-year to **RM3,167** in December 2025. ”

MEDIAN MONTHLY WAGE OF CITIZEN FORMAL EMPLOYEES BY DIMENSIONS

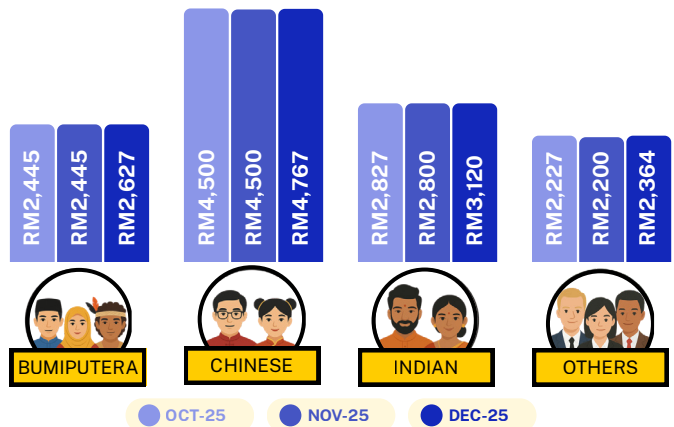
BY SEX

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



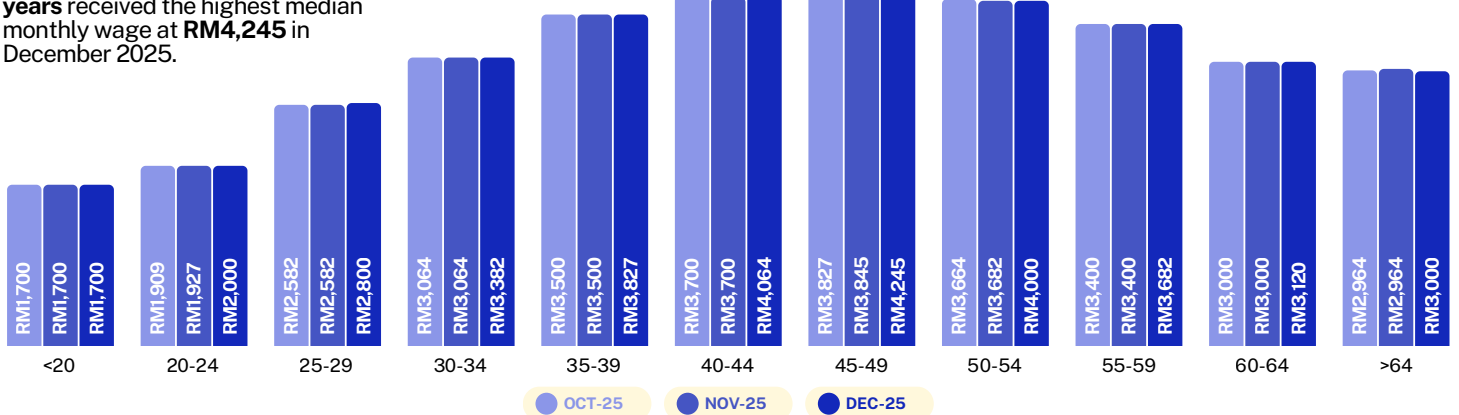
BY ETHNIC

Bumiputera formal employees recorded the median monthly wage of RM2,627, Chinese (RM4,767) and Indian (RM3,120) in December 2025.



BY AGE GROUP

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



SCOPE & COVERAGE

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

CONCEPT & DEFINITION

Wage refers to all remuneration paid to employees, including bonuses, commissions and allowances, during the reference period.

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

SOURCE: EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT, FOURTH QUARTER 2025, DEPARTMENT OF STATISTICS MALAYSIA (DOSM)





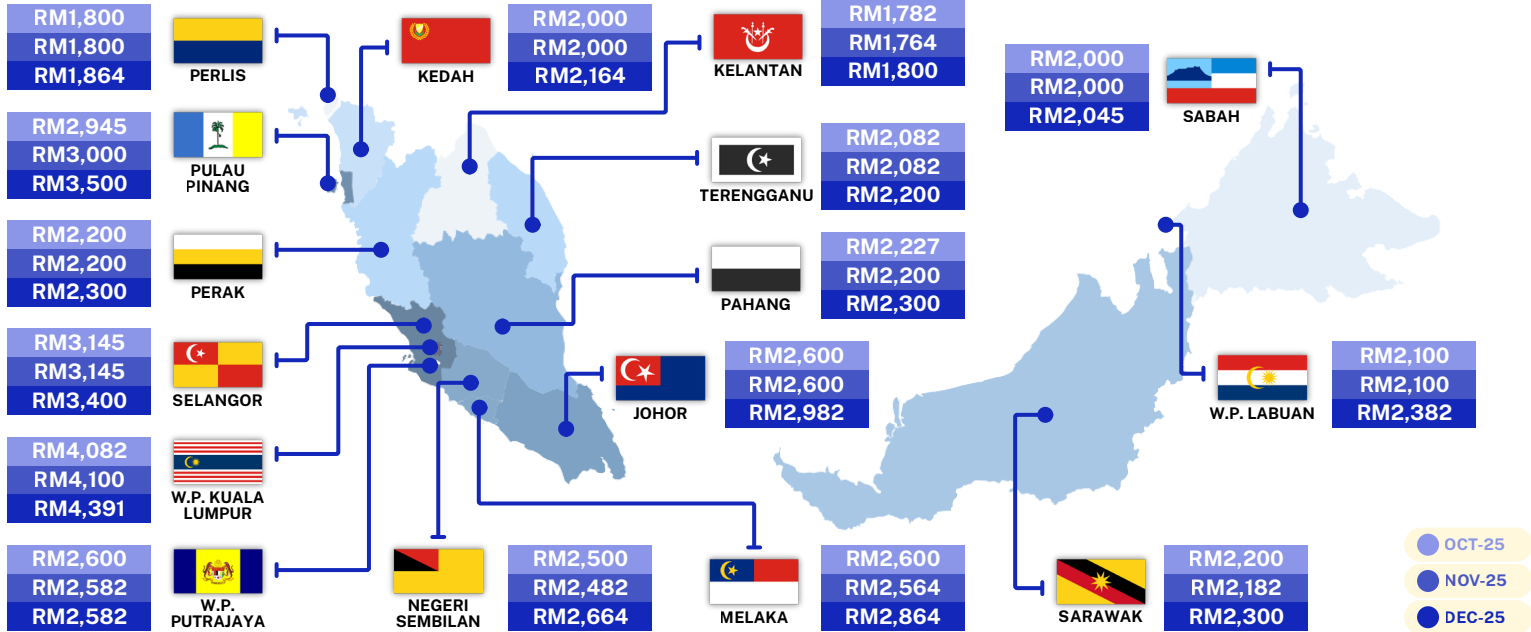
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EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) FOURTH QUARTER 2025

MEDIAN MONTHLY WAGE OF CITIZEN FORMAL EMPLOYEES BY DIMENSIONS

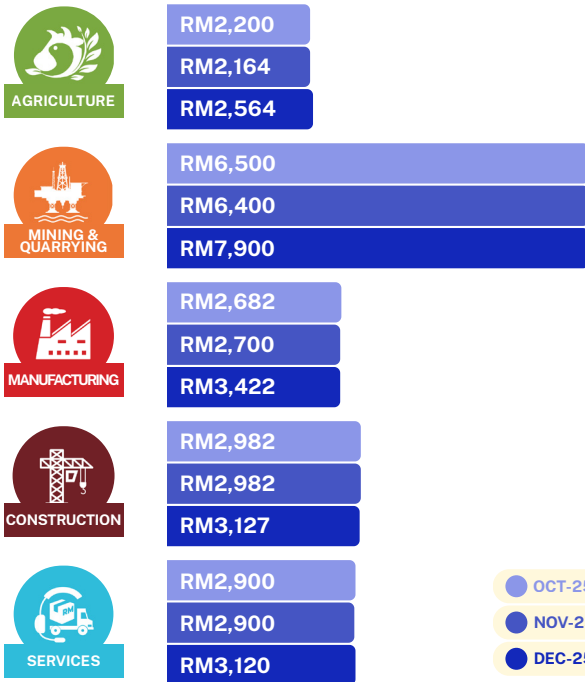
BY STATE AND REGION

W.P. Kuala Lumpur posted the highest median monthly wage (RM4,391) followed by Pulau Pinang and Selangor.

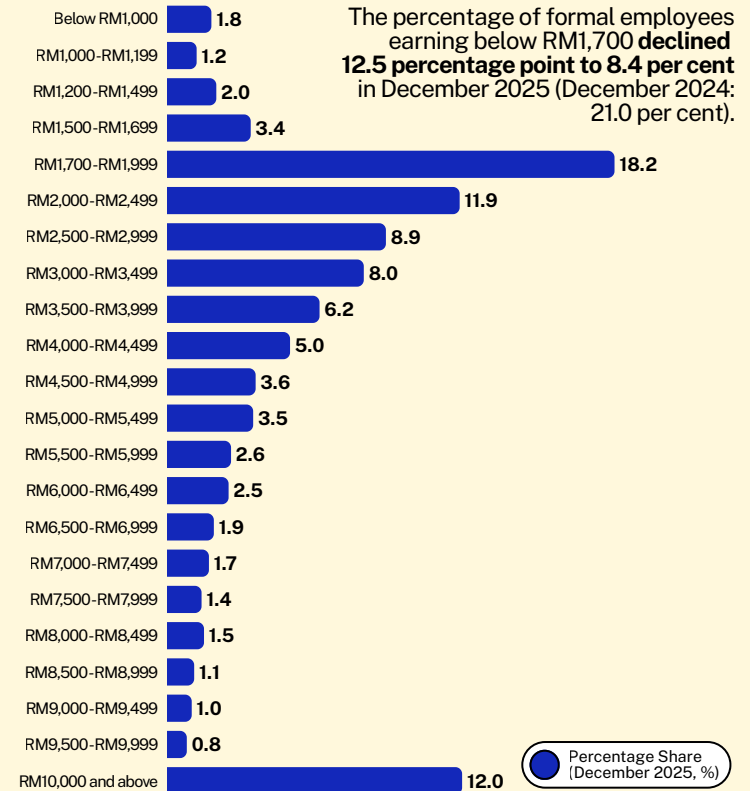


BY ECONOMIC ACTIVITY

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



DISTRIBUTION BY WAGE SCALE



Notes: The sum may differ from the total due to independent rounding

SOURCE: EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT, FOURTH QUARTER 2025, DEPARTMENT OF STATISTICS MALAYSIA (DOSM)



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20 October

2016 - 2030

RINGKASAN PENEMUAN

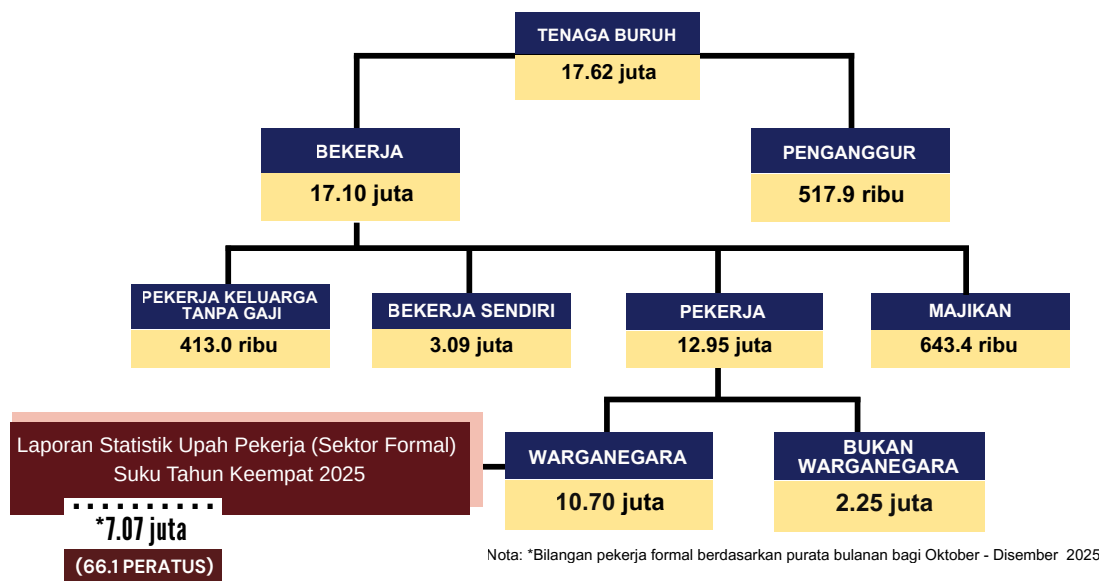
1. PENGENALAN

Laporan Statistik Upah Pekerja (Sektor Formal) Suku Tahunan adalah sebahagian daripada inisiatif Jabatan Perangkaan Malaysia dalam menyediakan statistik upah yang lebih komprehensif, terperinci, dan berkekerapan tinggi bagi memenuhi permintaan pengguna yang semakin meningkat. Laporan ini menggunakan data pentadbiran daripada pelbagai agensi dan memberi tumpuan utama kepada pekerja warganegara Malaysia dalam aktiviti ekonomi swasta formal 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 keadaan pasaran buruh, menggubal dasar serta merancang, melaksanakan, dan memantau program pembangunan sumber manusia yang bertujuan untuk mengukuhkan pasaran buruh Malaysia.

2. KEDUDUKAN UPAH PEKERJA FORMAL MALAYSIA

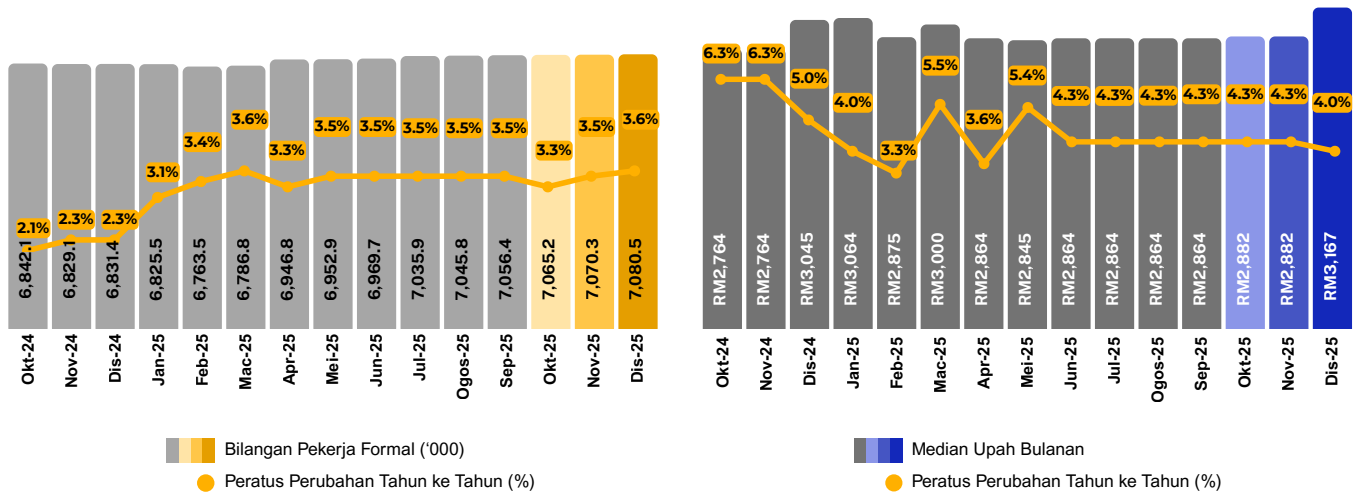
Pada suku tahun keempat 2025, pasaran buruh Malaysia kekal kukuh dengan peningkatan yang mampan dalam penawaran dan permintaan buruh. Berdasarkan perspektif penawaran buruh, bilangan penduduk bekerja mencapai 17.10 juta orang pada ST4 2025. Sebaliknya, bilangan penganggur menurun sebanyak 3.9 peratus secara tahunan, kepada 517.9 ribu orang pada ST4 2025. Sehubungan itu, kadar pengangguran menurun sebanyak 0.3 mata peratus tahun ke tahun kepada 2.9 peratus pada tempoh yang sama. (Paparannya 1)

Paparan 1: Kerangka Analisis Gaji & Upah Bulanan, ST4 2025



Seperti yang diperolehi daripada data pentadbiran, bilangan pekerja formal Malaysia pada Disember 2025 mencatatkan sebanyak 7.08 juta orang (Oktober 2025: 7.07 juta orang; November 2025: 7.07 juta orang). Secara tahun ke tahun, guna tenaga formal berkembang sebanyak 3.6 peratus pada Disember 2025 (Oktober 2025: 3.3%; November 2025: 3.5%), menandakan permintaan buruh yang berterusan. Sementara itu, median upah bulanan bagi pekerja formal meningkat secara berterusan kepada RM3,167 pada Disember 2025, dengan pertumbuhan 4.0 peratus tahun ke tahun, mencerminkan pertumbuhan gaji yang berterusan. (Carta 1)

Carta 1: Bilangan Pekerja Formal dan Median Upah Bulanan, Oktober 2024 - Disember 2025



3. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT JANTINA

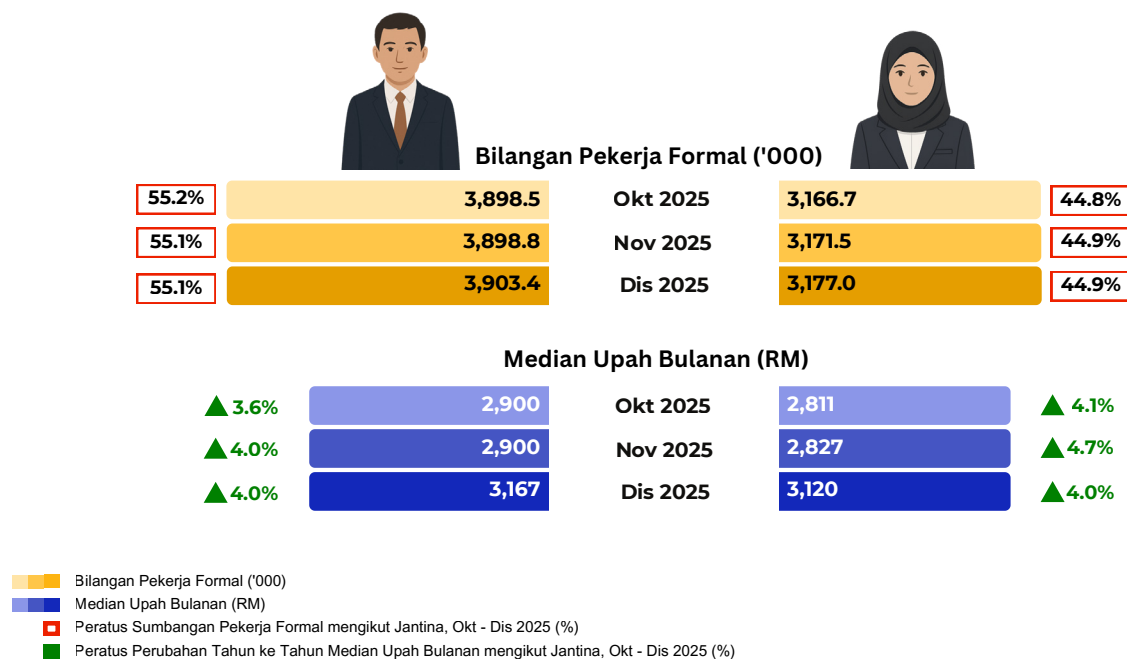
Bilangan pekerja formal lelaki warganegara mencapai 3.90 juta orang pada Disember 2025, merangkumi 55.1 peratus daripada jumlah keseluruhan guna tenaga formal. Secara tahun ke tahun, guna tenaga formal lelaki meningkat sebanyak 3.5 peratus berbanding 3.77 juta orang pada Disember 2024. Dari segi upah, pekerja formal warganegara lelaki menerima median upah bulanan sebanyak RM3,167 pada Disember 2025 (Oktober 2025: RM2,900; November 2025: RM2,900), dengan pertumbuhan tahun ke tahun sebanyak 4.0 peratus (Oktober 2025: 3.6%; November 2025: 4.0%).

Sebaliknya, bilangan pekerja formal perempuan warganegara merangkumi 44.9 peratus daripada jumlah keseluruhan guna tenaga formal, mencecah 3.18 juta orang pada Disember 2025. Angka ini mencerminkan peningkatan tahun ke tahun sebanyak 3.8 peratus daripada 3.06 juta orang pada Disember 2024. Pekerja formal perempuan warganegara memperoleh median upah bulanan sebanyak RM3,120 pada Disember 2025 (Oktober 2025: RM2,811; November 2025: RM2,827). Secara tahunan, median upah bulanan pekerja formal perempuan meningkat 4.0 peratus pada Disember 2025 (Oktober 2025: 4.1%; November 2025: 4.7%). (Paparan 2)

Analisis jurang upah mengikut jantina menunjukkan bahawa pekerja formal lelaki secara konsisten merekodkan median upah bulanan yang lebih tinggi berbanding pekerja formal perempuan.

RINGKASAN PENEMUAN

Paparan 2: Bilangan Pekerja Formal dan Median Upah Bulanan mengikut Jantina, Oktober - Disember 2025



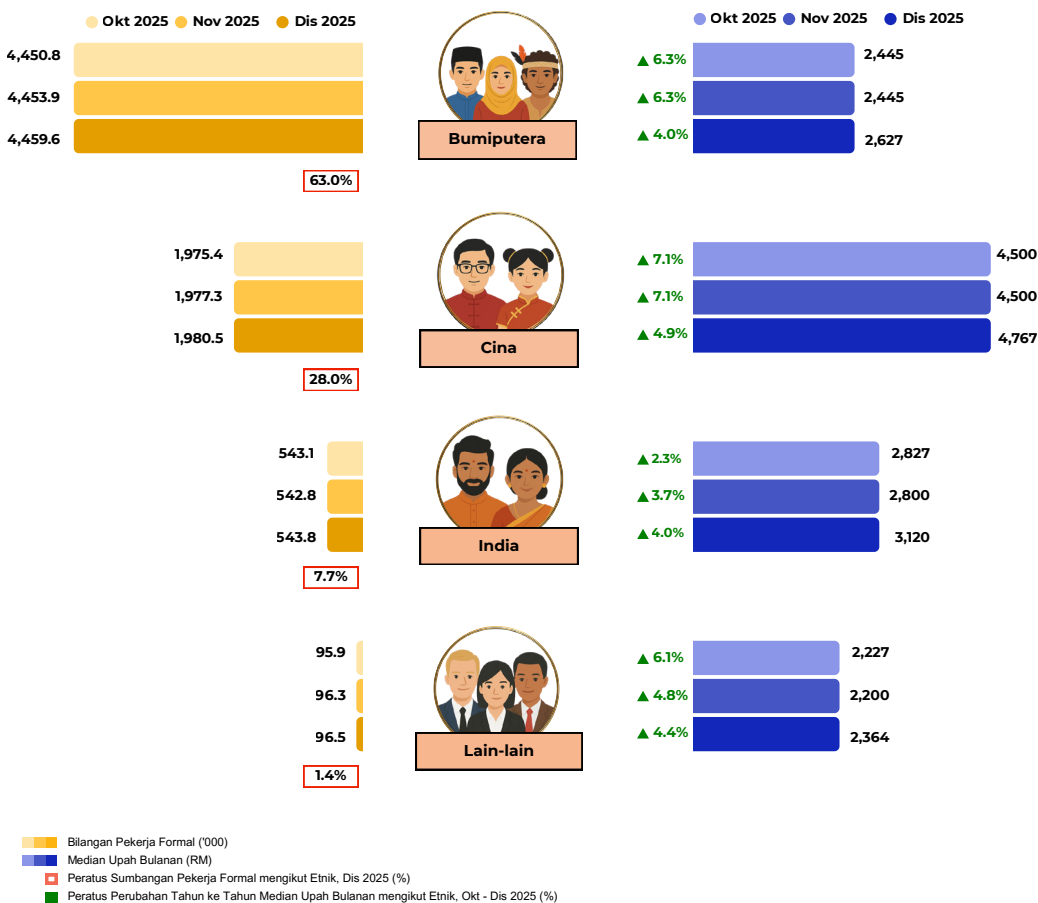
4. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT ETNIK

Pada suku tahun keempat 2025, semua kumpulan etnik di Malaysia mencatatkan peningkatan median upah bulanan berbanding tempoh sama tahun sebelumnya. Pekerja formal Bumiputera yang merupakan kumpulan etnik terbesar dengan 63.0 peratus daripada keseluruhan guna tenaga formal (4.46 juta orang), mencatatkan peningkatan 4.0 peratus median upah bulanan kepada RM2,627 pada Disember 2025 (Oktober 2025: RM2,445; November 2025: RM2,445).

Sementara itu, pekerja formal Cina yang merangkumi 28.0 peratus daripada keseluruhan pekerja formal (1.98 juta orang), merekodkan median upah bulanan yang tertinggi iaitu RM4,767 pada Disember 2025 (Oktober 2025: RM4,500; November 2025: RM4,500). Pertumbuhan tahun ke tahun median upah bulanan bagi kumpulan ini adalah sebanyak 4.9 peratus pada Disember 2025.

Pekerja formal India, yang meliputi 7.7 peratus daripada jumlah pekerja formal (543.8 ribu orang) pada Disember 2025, menerima median upah bulanan sebanyak RM3,120 (Oktober 2025: RM2,827; November 2025: RM2,800). Secara tahun ke tahun, median upah bulanan meningkat 4.0 peratus pada Disember 2025 (Oktober 2025: 2.3%; November 2025: 3.7%). (**Paparan 3**)

Paparan 3: Bilangan Pekerja Formal dan Median Upah Bulanan mengikut Etnik, Oktober - Disember 2025



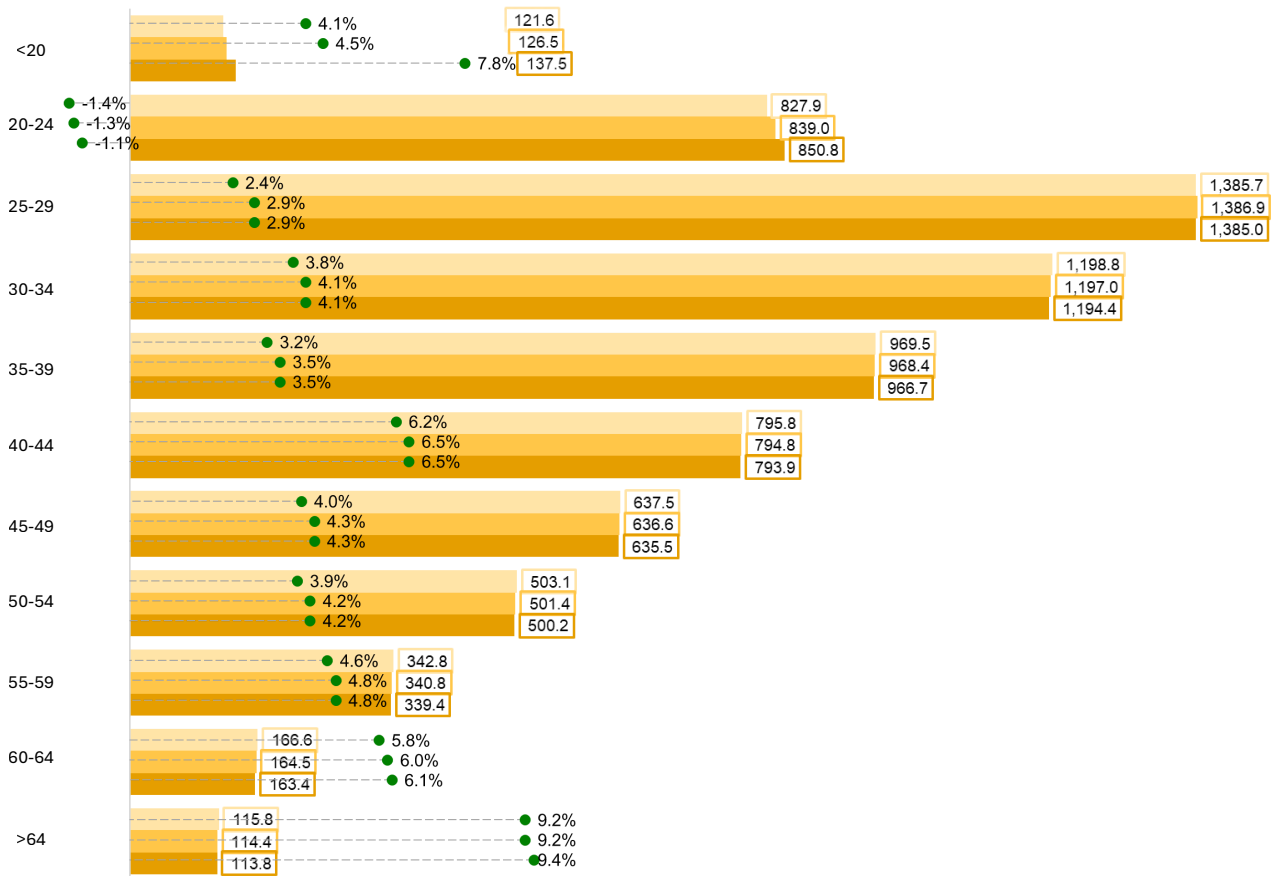
5. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT KUMPULAN UMUR

Bilangan pekerja formal meningkat merentasi semua kumpulan umur, kecuali bagi mereka yang berumur 20 hingga 24 tahun pada Disember 2025. Kumpulan umur ini yang meliputi 12.0 peratus daripada keseluruhan guna tenaga di Malaysia, mencatatkan penurunan tahun ke tahun sebanyak 1.1 peratus. Sebaliknya, pekerja formal berumur 65 tahun ke atas merekodkan peningkatan tertinggi dalam bilangan pekerja formal sebanyak 9.4 peratus pada Disember 2025. **(Paparan 4)**

Pada Disember 2025, pekerja formal berumur 45 hingga 49 tahun merekodkan median upah bulanan tertinggi sebanyak RM4,245 pada Disember 2025 (Oktober 2025: RM 3,827; November 2025: RM3,845), dengan peningkatan sebanyak 4.0 peratus dari Disember 2024. Sementara itu, pekerja formal warganegara di bawah umur 20 tahun merekodkan median upah bulanan terendah iaitu RM1,700 pada Disember 2025, kekal tidak berubah bagi 11 bulan berturut-turut sejak Februari 2025. Kumpulan ini mencatatkan peningkatan tahun ke tahun median upah bulanan tertinggi sebanyak 11.3 peratus pada Disember 2025. **(Paparan 5)**

RINGKASAN PENEMUAN

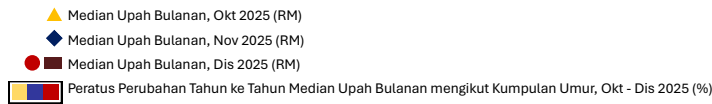
Paparan 4: Bilangan Pekerja Formal mengikut Kumpulan Umur, Oktober - Disember 2025



- Bilangan Pekerja Formal, Okt 2025 ('000)
- Bilangan Pekerja Formal, Nov 2025 ('000)
- Bilangan Pekerja Formal, Dis 2025 ('000)
- Peratus Perubahan Tahun ke Tahun Pekerja Formal mengikut Kumpulan Umur, Okt - Dis 2025 (%)

Paparan 5: Median Upah Bulanan mengikut Kumpulan Umur, Oktober - Disember 2025

Kumpulan Umur	Median Upah Bulanan (RM)	Okt 2025	Nov 2025	Dis 2025
<20	1,700	13.3%	13.3%	11.3%
20-24	2,000	6.1%	7.1%	5.3%
25-29	2,800	3.3%	3.3%	2.7%
30-34	3,382	2.1%	2.1%	3.0%
35-39	3,827	3.6%	3.5%	2.7%
40-44	4,064	4.4%	4.4%	1.6%
45-49	4,245	5.0%	5.0%	4.0%
50-54	4,000	4.7%	5.2%	1.4%
55-59	3,682	5.4%	5.4%	5.2%
60-64	3,120	2.5%	3.4%	4.0%
>64	3,000	7.2%	7.6%	0.6%



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

Dari perspektif aktiviti ekonomi, median upah bulanan mencatatkan pertumbuhan positif merentas semua sektor pada suku tahun keempat 2025. (Paparan 6)

Sektor Perkhidmatan menyumbang kepada bilangan pekerja formal yang terbesar (68.1%), dengan 4.82 juta orang pada Disember 2025. Median upah bulanan bagi sektor Perkhidmatan adalah sebanyak RM3,120 pada Disember 2025 (Oktober 2025: RM2,900; November 2025: RM2,900), mencerminkan peningkatan tahun ke tahun sebanyak 4.0 peratus. Dalam sektor Perkhidmatan, subsektor Kewangan dan insurans merekodkan median upah bulanan tertinggi pada Disember 2025 sebanyak RM7,000, diikuti subsektor Maklumat dan komunikasi sebanyak RM5,700. Sebaliknya, subsektor Makanan & minuman dan penginapan merekodkan median upah bulanan terendah sebanyak RM2,045 pada Disember 2025.

Sektor Pembuatan menyumbang 17.6 peratus (1.25 juta orang) daripada keseluruhan pekerja formal pada Disember 2025. Median upah bulanan bagi sektor Pembuatan adalah RM3,422 pada Disember 2025, 3.7 peratus lebih tinggi berbanding Disember 2024. Dari sudut subsektor, subsektor Minuman dan produk tembakau merekodkan median upah bulanan tertinggi sebanyak RM4,245 manakala subsektor Produk tekstil, pakaian dan kulit mencatatkan median upah bulanan terendah iaitu RM2,245.

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Sektor Pembinaan mempunyai seramai 0.45 juta orang atau 6.3 peratus daripada keseluruhan pekerja formal pada Disember 2025. Median upah bulanan bagi sektor ini adalah sebanyak RM3,127 pada Disember 2025, meningkat 4.2 peratus tahun ke tahun daripada Disember 2024.

Sektor Pertanian merangkumi 0.13 juta pekerja formal atau bersamaan 1.8 peratus daripada jumlah pekerja formal pada Disember 2025. Sektor ini mencatatkan median upah bulanan terendah iaitu RM2,564, menunjukkan peningkatan tahun ke tahun sebanyak 7.6 peratus pada Disember 2025.

Walaupun hanya menyumbang 0.5 peratus daripada keseluruhan pekerja formal, sektor Perlombongan & pengkuarian merekodkan median upah bulanan tertinggi iaitu RM7,900 pada Disember 2025 (Oktober 2025: RM6,500; November 2025: RM6,400). (**Paparan 7**)







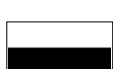

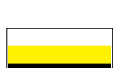








Paparan 6: Median Upah Bulanan mengikut Aktiviti Ekonomi, Oktober - Disember 2025

Jenis Aktiviti Ekonomi	Median Upah Bulanan (RM)	Okt 2025	Nov 2025	Dis 2025
Pertanian	2,564	8.5%	8.2%	7.6%
Perlombongan & pengkuarian	7,900	8.3%	6.7%	5.3%
Pembuatan	3,422	3.9%	3.8%	3.7%
Minyak dan lemak daripada sayuran dan haiwan proses makanan		6.0%	6.0%	7.3%
Minuman dan produk tembakau		1.2%	-1.5%	-0.8%
Produk tekstil, pakaian dan kulit		4.9%	5.8%	0.8%
Produk kayu, perabot, keluaran kertas dan percetakan		4.2%	4.2%	3.8%
Produk petroleum, kimia, getah dan plastik		5.8%	4.4%	5.6%
Produk mineral bukan logam, logam asas dan produk logam yang direka		3.7%	3.7%	1.5%
Produk elektrik, elektronik dan optikal		1.5%	1.3%	1.6%
Peralatan pengangkutan, pembuatan lain dan pembaikan		4.1%	5.8%	5.1%
Pembinaan	3,127	4.1%	4.1%	4.2%
Perkhidmatan	3,120	3.6%	4.2%	4.0%
Utiliti		10.0%	9.4%	10.6%
Perdagangan borong dan runcit		4.2%	4.2%	1.8%
Makanan & minuman dan penginapan		0.9%	2.8%	2.3%
Pengangkutan dan penyimpanan		3.1%	3.4%	3.4%
Maklumat dan komunikasi		3.9%	3.9%	1.8%
Kewangan dan insurans		1.7%	3.3%	7.7%
Hartanah dan perkhidmatan perniagaan		2.5%	2.5%	5.1%
Perkhidmatan lain		4.4%	4.4%	3.4%



RINGKASAN PENEMUAN

Paparan 8: Bilangan Pekerja Formal dan Median Upah Bulanan mengikut Negeri, Oktober - Disember 2025

	Bilangan Pekerja Formal ('000)			Median Upah Bulanan		
	Okt 2025	Nov 2025	Dis 2025	Okt 2025	Nov 2025	Dis 2025
 MALAYSIA	7,065.2 100	7,070.3 100	7,080.5 100	RM2,882 4.3	RM2,882 4.3	RM3,167 4.0
 JOHOR	759.7 10.8	760.9 10.8	763.2 10.8	RM2,600 4.0	RM2,600 4.0	RM2,982 5.5
 KEDAH	252.8 3.6	253.3 3.6	253.3 3.6	RM2,000 3.6	RM2,000 5.3	RM2,164 4.8
 KELANTAN	96.2 1.4	96.1 1.4	96.6 1.4	RM1,782 7.1	RM1,764 8.4	RM1,800 8.2
 MELAKA	182.2 2.6	183.1 2.6	183.3 2.6	RM2,600 4.0	RM2,564 2.5	RM2,864 5.0
 NEGERI SEMBILAN	174.3 2.5	175.4 2.5	175.9 2.5	RM2,500 5.0	RM2,482 5.8	RM2,664 4.6
 PAHANG	173.9 2.5	174.1 2.5	174.1 2.5	RM2,227 6.1	RM2,200 5.7	RM2,300 4.5
 PULAU PINANG	565.2 8.0	567.6 8.0	568.8 8.0	RM2,945 4.2	RM3,000 4.1	RM3,500 3.5
 PERAK	320.7 4.5	321.4 4.5	321.9 4.5	RM2,200 6.6	RM2,200 6.6	RM2,300 4.5
 PERLIS	19.1 0.3	18.9 0.3	18.8 0.3	RM1,800 7.0	RM1,800 7.0	RM1,864 5.7
 SELANGOR	1,991.5 28.2	1,992.7 28.2	1,996.3 28.2	RM3,145 4.8	RM3,145 4.8	RM3,400 3.0
 TERENGGANU	149.7 2.1	148.2 2.1	147.5 2.1	RM2,082 4.1	RM2,082 4.1	RM2,200 4.8
 SABAH	356.4 5.0	356.8 5.0	356.5 5.0	RM2,000 5.3	RM2,000 6.3	RM2,045 2.3
 SARAWAK	518.9 7.3	519.4 7.3	520.0 7.3	RM2,200 6.6	RM2,182 5.7	RM2,300 4.5
 W.P. KUALA LUMPUR	1,453.2 20.6	1,451.0 20.5	1,453.3 20.5	RM4,082 2.0	RM4,100 3.4	RM4,391 4.5
 W.P. LABUAN	18.6 0.3	18.7 0.3	18.7 0.3	RM2,100 5.0	RM2,100 5.0	RM2,382 -4.0
 W.P. PUTRAJAYA	32.9 0.5	32.6 0.5	32.3 0.5	RM2,600 4.8	RM2,582 4.0	RM2,582 2.2

Penetapan negeri adalah berdasarkan lokasi majikan.

% Peratus Sumbangan Pekerja Formal mengikut Negeri (%)

% Peratus Perubahan Tahun ke Tahun Median Upah Bulanan mengikut Negeri (%)

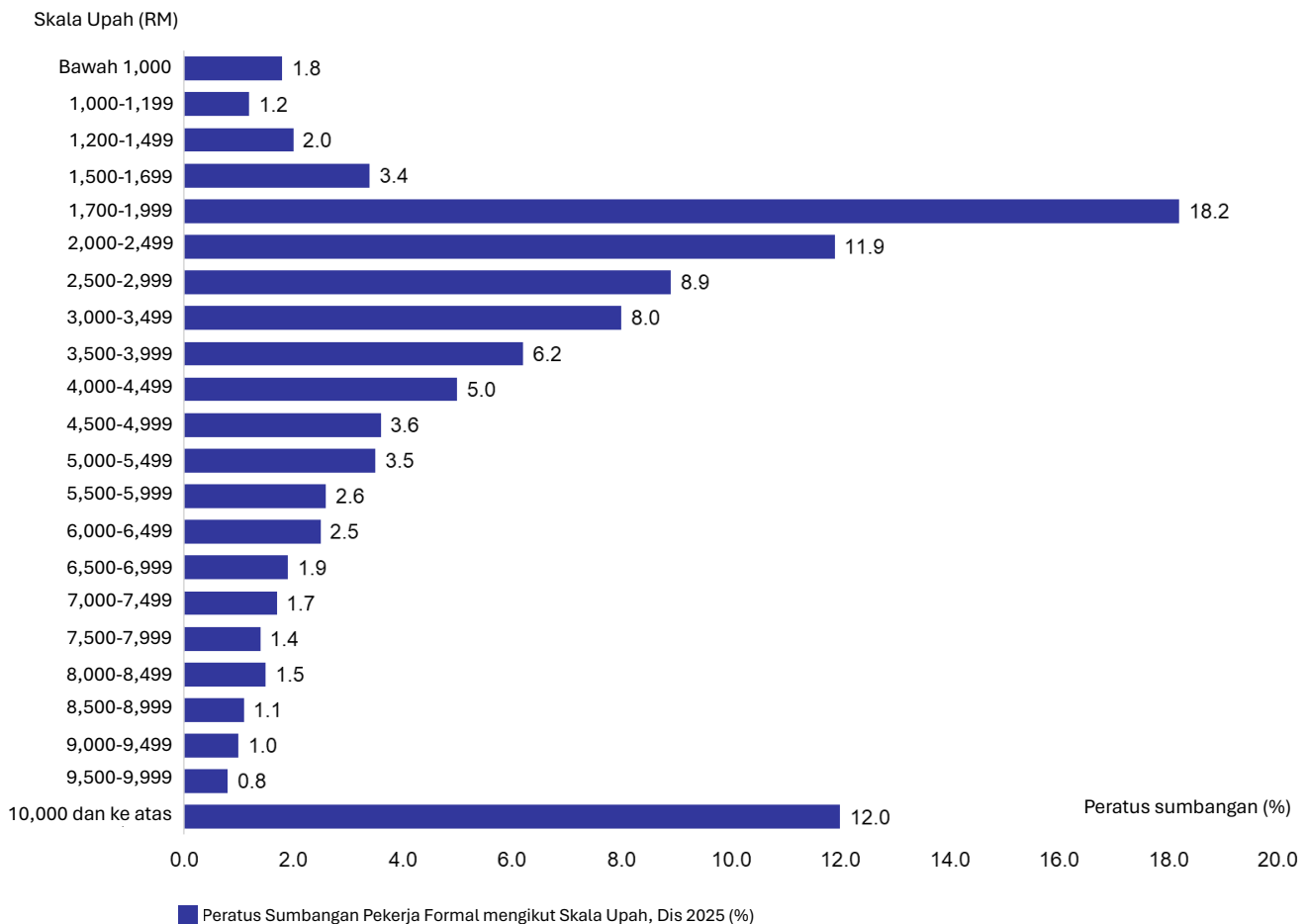
8. TABURAN UPAH BULANAN PEKERJA FORMAL

Analisis taburan pekerja formal mengikut skala upah pada Disember 2025 menunjukkan, 8.4 peratus pekerja formal warganegara menerima kurang daripada RM1,700 sebulan. Angka ini menunjukkan penurunan yang signifikan iaitu 12.5 mata peratus daripada 21.0 peratus pada tahun sebelumnya. Pada tempoh yang sama, 12.0 peratus daripada pekerja formal warganegara menerima upah bulanan tertinggi (RM10,000 dan ke atas) pada Disember 2025. **(Paparan 9)**

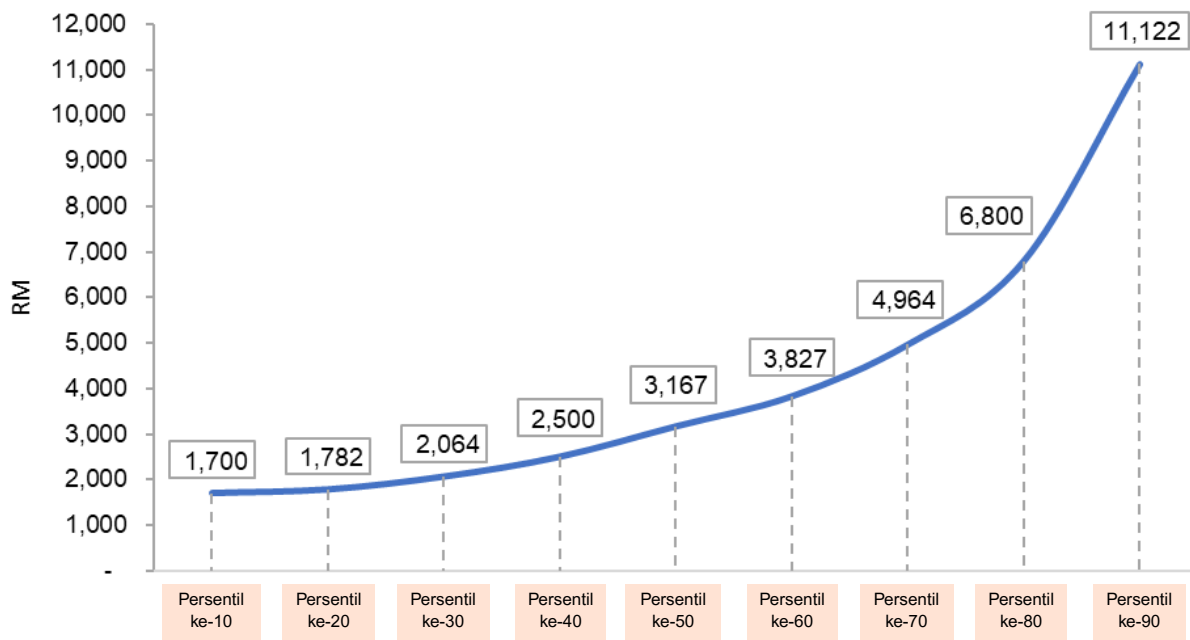
Analisis lanjut mengikut persentil upah menunjukkan pekerja formal pada persentil ke-10 menerima upah RM1,700 atau kurang setiap bulan pada Disember 2025. Tambahan lagi, nilai upah persentil ke-10 ini mencatatkan peningkatan 13.3 peratus berbanding bulan yang sama pada tahun sebelumnya. Sementara itu, pekerja yang berada dalam persentil ke-90 menerima upah RM11,122 atau lebih yang merekodkan peningkatan sebanyak 3.0 peratus berbanding tahun sebelumnya. **(Paparan 10)**

Ini menunjukkan bahawa jurang upah kumpulan penerima upah tertinggi menerima lebih 6.5 kali ganda daripada mereka pada kumpulan upah terendah.

Paparan 9: Taburan Pekerja Formal mengikut Skala Upah, Disember 2025



Paparan 10: Taburan Upah Pekerja Formal mengikut Persentil, Disember 2025



9. PERANTAIAN KE HADAPAN

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

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

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

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SUMMARY OF FINDINGS

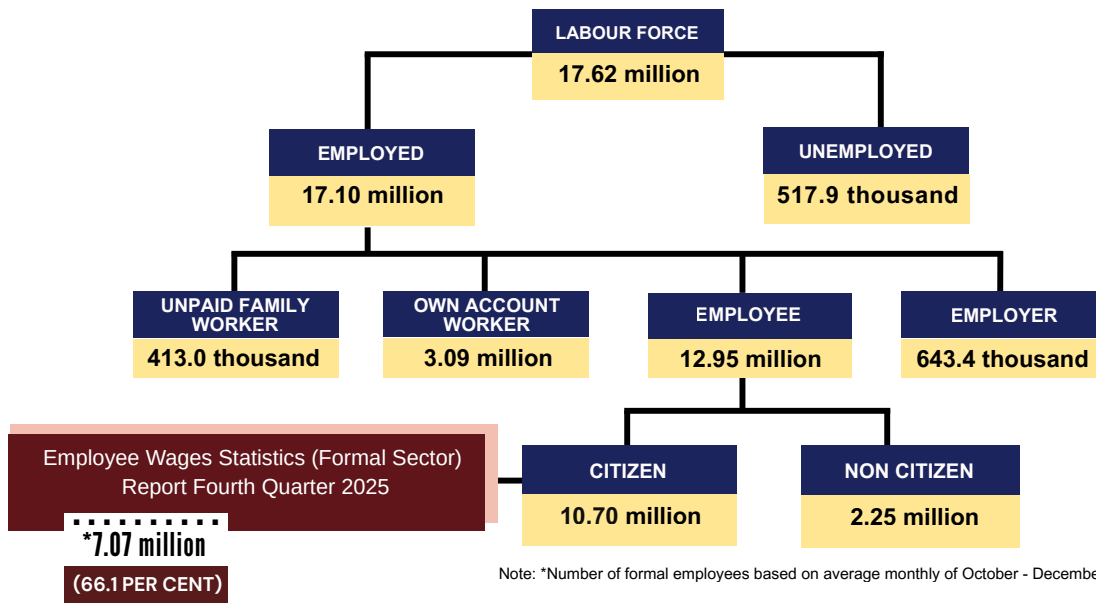
1. INTRODUCTION

The Quarterly Employee Wages Statistics (Formal Sector) Report 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 uses administrative data from multiple agencies and mainly focuses on Malaysian citizen employees in Malaysia's formal private economic activity. The wages estimated in this publication refers to all monetary payables including bonuses, commissions, and allowances paid to employees for the work done during the reference period. The statistics released can be used as input for analysing the labour market situation, formulating policies, as well as planning, implementing, and monitoring human resource development programmes aimed at strengthening Malaysia's labour market.

2. WAGES SITUATION OF FORMAL EMPLOYEES IN MALAYSIA

In the fourth quarter of 2025, Malaysia's labour market remains resilient with sustained improvement in labour supply and demand. Based on the labour supply perspective, the number of employed persons reached 17.10 million persons in Q4 2025. On the other hand, the number of unemployed persons declined 3.9 per cent annually, to 517.9 thousand persons during Q4 2025. Accordingly, the unemployment rate decreased by 0.3 percentage points year-on-year to 2.9 per cent during the same period. (Exhibit 1)

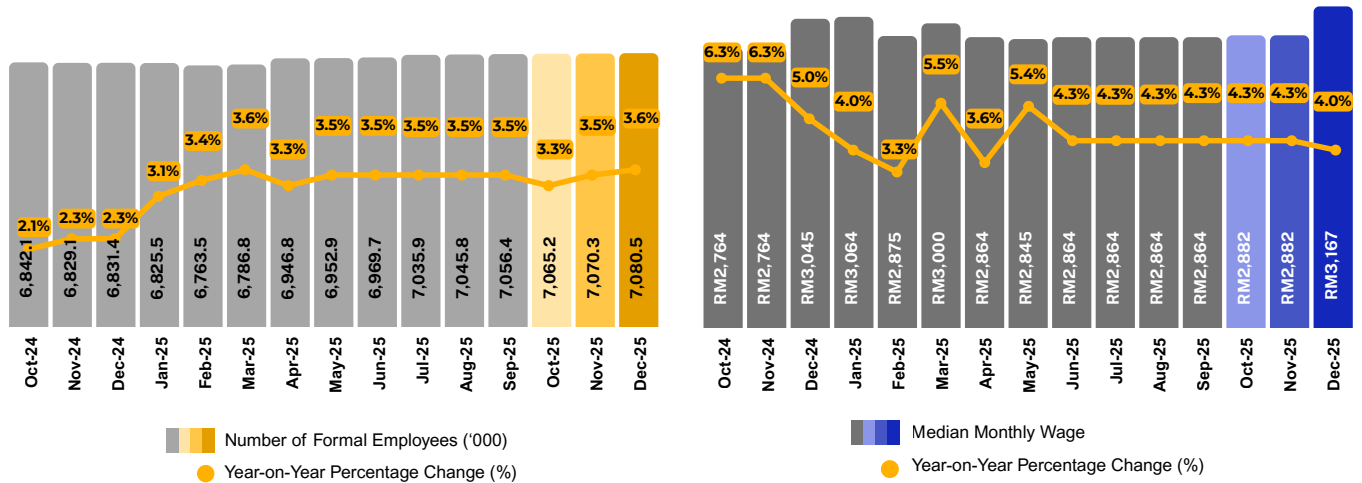
Exhibit 1: Monthly Salaries & Wages Analysis Framework, Q4 2025



SUMMARY OF FINDINGS

As derived from administrative data, the number of Malaysian formal employees in December 2025 recorded at 7.08 million persons (October 2025: 7.07 million persons; November 2025: 7.07 million persons). On a year-on-year basis, formal employment expanded by 3.6 per cent in December 2025 (October 2025: 3.3%; November 2025: 3.5%), underscoring sustained labour demand. Meanwhile, median monthly wage for formal employees increased steadily to RM3,167 in December 2025, with 4.0 per cent year-on-year growth, reflecting continued wage growth. (Chart 1)

Chart 1: Number of Formal Employees and Median Monthly Wage, October 2024 - December 2025



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

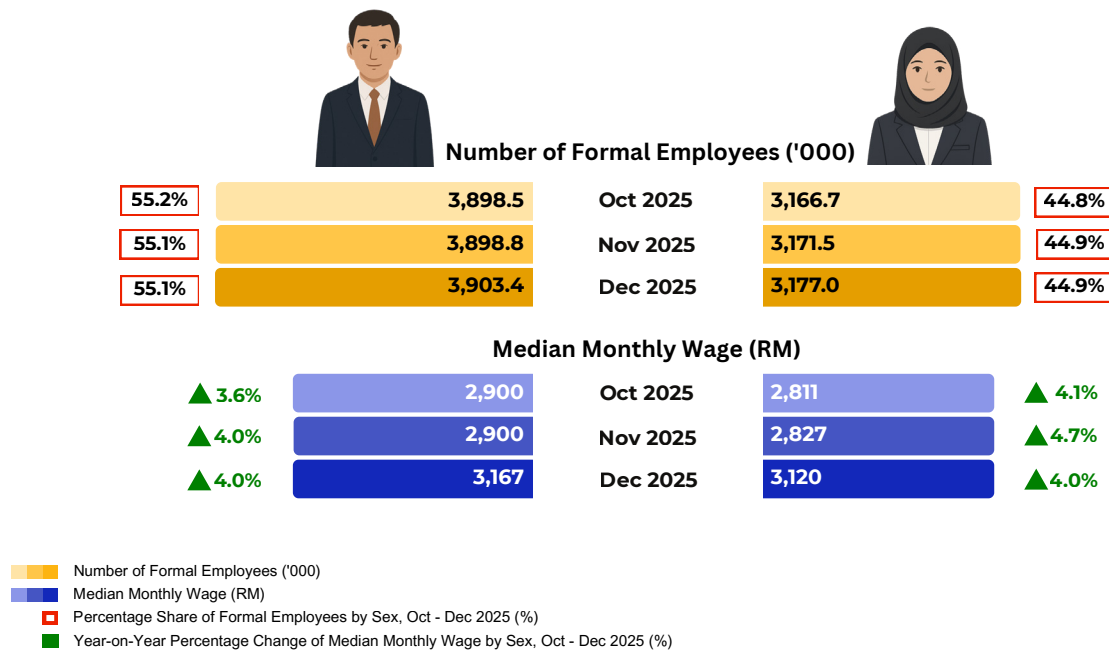
The number of Malaysian male formal employees reached 3.90 million persons in December 2025, representing 55.1 per cent of the total formal employment. On a year-on-year basis, male formal employment grew by 3.5 per cent from 3.77 million persons in December 2024. In terms of wages, Malaysian male formal employees received a median monthly wage of RM3,167 in December 2025 (October 2025: RM2,900; November 2025: RM2,900), with year-on-year growth of 4.0 per cent (October 2025: 3.6%; November 2025: 4.0%).

On the other hand, the number of Malaysian female formal employees accounted for 44.9 per cent of the total formal employment, reaching 3.18 million persons in December 2025. This figure reflects a 3.8 per cent year-on-year increase from 3.06 million persons in December 2024. Malaysian female formal employees earned a median monthly wage of RM3,120 in December 2025 (October 2025: RM2,811; November 2025: RM2,827). On an annual basis, the median monthly wage of female formal employees increased 4.0 per cent in December 2025 (October 2025: 4.1%; November 2025: 4.7%). (Exhibit 2)

An analysis of wage differentials by sex shows that male formal employees in Malaysia consistently recorded higher median monthly wage than female formal employees.

SUMMARY OF FINDINGS

Exhibit 2: Number of Formal Employees and Median Monthly Wage by Sex, October - December 2025



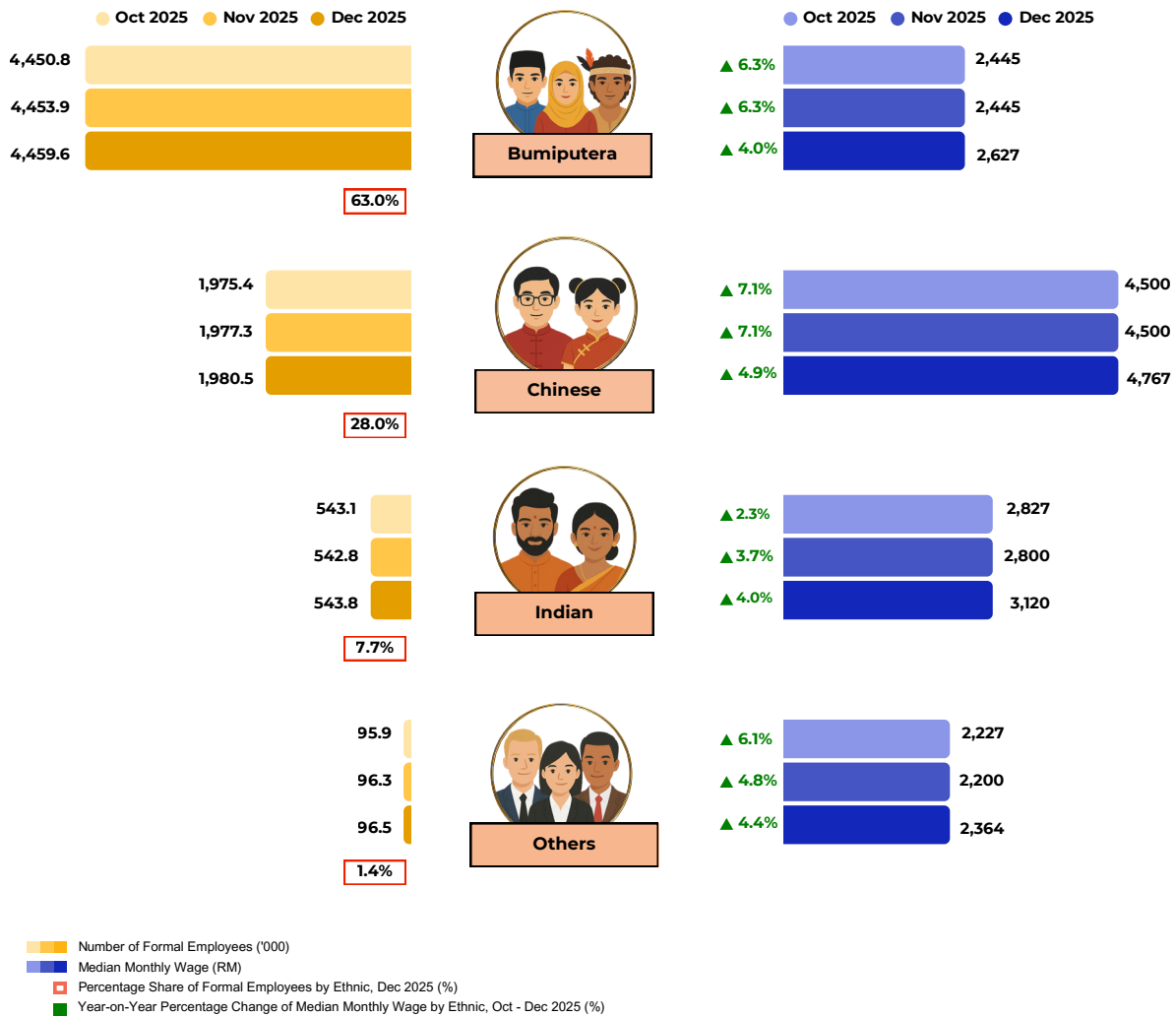
4. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY ETHNIC

In the fourth quarter of 2025, all ethnic groups in Malaysia recorded an increase in median monthly wage compared to the same period of the previous year. Bumiputera formal employees who made up the largest ethnic group with 63.0 per cent of the total formal workforce (4.46 million persons), saw a 4.0 per cent increase in median monthly wage to RM2,627 in December 2025 (October 2025: RM2,445; November 2025: RM2,445).

Meanwhile, Chinese formal employees, who accounted for 28.0 per cent of the total formal employees (1.98 million persons), recorded the highest median monthly wage at RM4,767 in December 2025 (October 2025: RM4,500; November 2025: RM4,500). The year-on-year growth of median monthly wage for this group was 4.9 per cent in December 2025.

Indian formal employees, who made up 7.7 per cent of the total formal employees (543.8 thousand persons) in December 2025, earned a median monthly wage of RM3,120 (October 2025: RM2,827; November 2025: RM2,800). On a year-on-year basis, the median monthly wage increased 4.0 per cent in December 2025 (October 2025: 2.3%; November 2025: 3.7%). **(Exhibit 3)**

Exhibit 3: Number of Formal Employees and Median Monthly Wage by Ethnic, October - December 2025



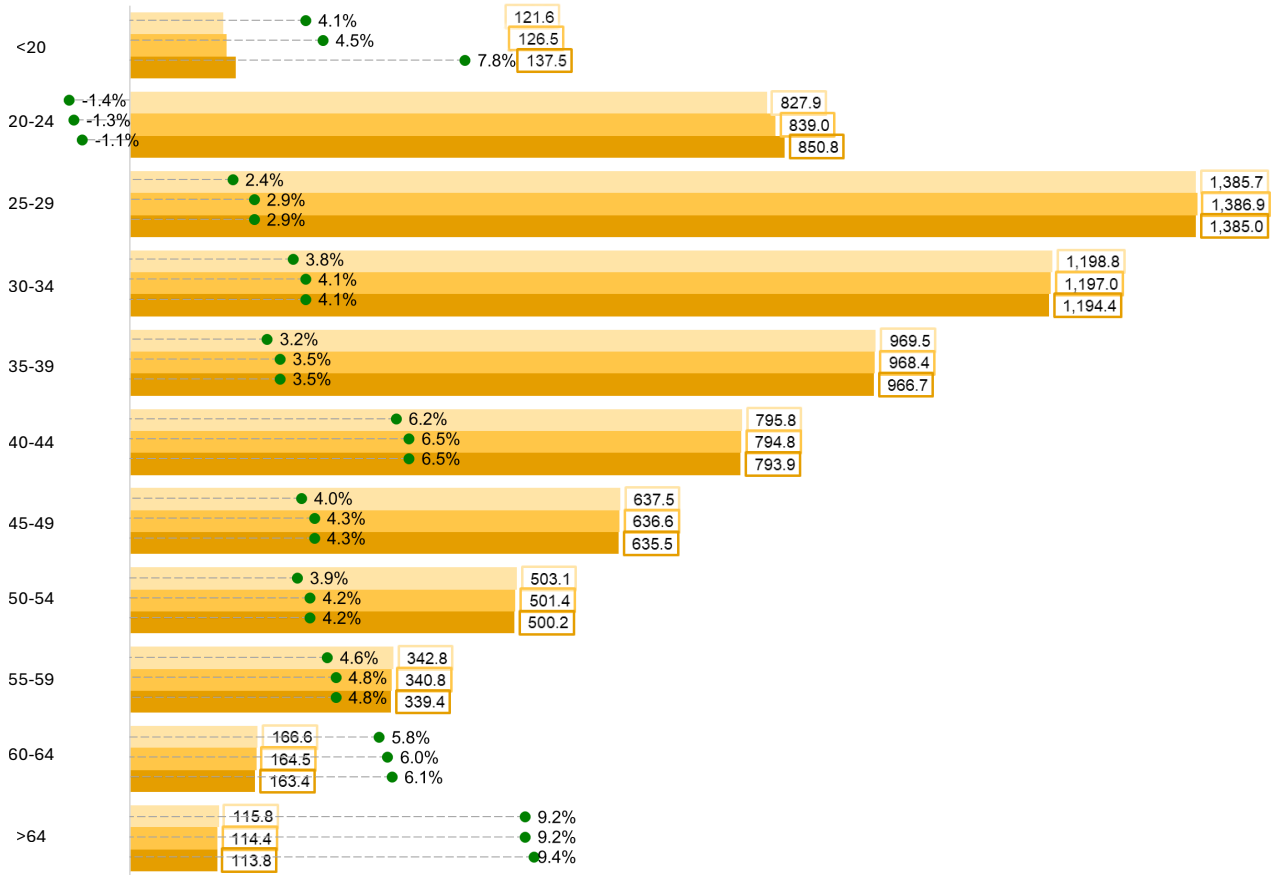
5. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY AGE GROUP

The number of formal employees increased across all age groups, except for those aged 20 to 24 years in December 2025. This age group made up 12.0 per cent of the total formal workforce in Malaysia, experiencing a year-on-year decline of 1.1 per cent. In contrast, formal employees aged above 65 recorded the highest increase in the number of formal employees by 9.4 per cent in December 2025. (**Exhibit 4**)

In December 2025, the formal employees aged 45 to 49 registered the highest median monthly wage at RM4,245 in December 2025 (October 2025: RM3,827; November 2025: RM3,845), with an increase of 4.0 per cent from December 2024. Meanwhile, Malaysian formal employees under 20 years old had the lowest median monthly wage at RM1,700 in December 2025, which remained unchanged for 11 consecutive months since February 2025. This group has the highest year-on-year median monthly wage increase at 11.3 per cent in December 2025. (**Exhibit 5**)

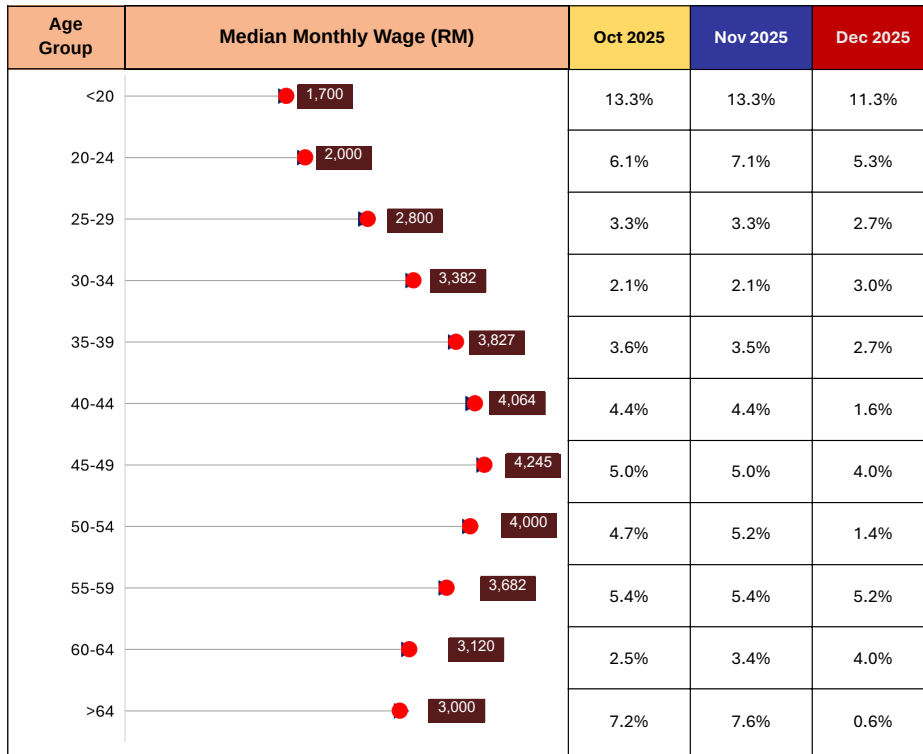
SUMMARY OF FINDINGS

Exhibit 4: Number of Formal Employees by Age Group, October - December 2025



- Number of Formal Employees, Oct 2025 ('000)
- Number of Formal Employees, Nov 2025 ('000)
- Number of Formal Employees, Dec 2025 ('000)
- Year-on-Year Percentage Change of Formal Employees by Age Group, Oct- Dec 2025 (%)

Exhibit 5: Median Monthly Wage by Age Group, October - December 2025



▲ Median Monthly Wage, Oct 2025 (RM)
◆ Median Monthly Wage, Nov 2025 (RM)
● Median Monthly Wage, Dec 2025 (RM)
 Year-on-Year Percentage Change of Median Monthly Wage by Age Group, Oct - Dec 2025 (%)

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

From an economic activity perspective, the median monthly wage witnessed a positive growth across all sectors in the fourth quarter of 2025. (Exhibit 6)

The Services sector accounted for the largest share of formal employment (68.1%), with 4.82 million persons in December 2025. The median monthly wage in the Services sector was RM3,120 in December 2025 (October 2025: RM2,900; November 2025: RM2,900), reflecting a 4.0 per cent year-on-year increase. Within the Services sector, the Finance and insurance sub-sector recorded the highest median monthly wage in December 2025 at RM7,000, followed by the Information and communication at RM5,700. In contrast, the Food & beverages and accommodation sub-sector registered the lowest median monthly wage of RM2,045 in December 2025.

The Manufacturing sector accounted for 17.6 per cent (1.25 million persons) of the total formal employees in December 2025. The median monthly wage in Manufacturing was RM3,422 in December 2025, 3.7 per cent higher than in December 2024. In terms of sub-sectors, the Beverage and tobacco products sub-sector had the highest median monthly wage at RM4,245, while the Textiles, wearing apparel and leather products sub-sector had the lowest median monthly wage at RM2,245.

SUMMARY OF FINDINGS

The Construction sector employed 0.45 million persons or 6.3 per cent of the total formal workforce in December 2025. The median monthly wage in this sector were RM3,127 in December 2025, an increase of 4.2 per cent year-on-year growth from December 2024.

The Agriculture sector accounted for 0.13 million formal employees or 1.8 per cent of the total formal employees in December 2025. This sector recorded the lowest median monthly wage at RM2,564, representing a 7.6 per cent year-on-year increase in December 2025.

Although it accounted for only 0.5 per cent of the total formal employees, the Mining & quarrying sector recorded the highest median monthly wage at RM7,900 in December 2025 (October 2025: RM6,500; November 2025: RM6,400). (Exhibit 7)

Exhibit 6: Median Monthly Wage by Economic Activities, October - December 2025

Kind of Economic Activity	Median Monthly Wage (RM)	Oct 2025	Nov 2025	Dec 2025
Agriculture	2,564	8.5%	8.2%	7.6%
Mining & quarrying	7,900	8.3%	6.7%	5.3%
Manufacturing	3,422	3.9%	3.8%	3.7%
Vegetable and animal oils & fats and food processing		6.0%	6.0%	7.3%
Beverages and tobacco products		1.2%	-1.5%	-0.8%
Textiles, wearing apparel and leather products		4.9%	5.8%	0.8%
Wood products, furniture, paper products and printing		4.2%	4.2%	3.8%
Petroleum, chemical, rubber and plastic products		5.8%	4.4%	5.6%
Non-metallic mineral products, basic metal and fabricated metal products		3.7%	3.7%	1.5%
Electrical, electronic and optical products		1.5%	1.3%	1.6%
Transport equipment, other manufacturing and repair		4.1%	5.8%	5.1%
Construction	3,127	4.1%	4.1%	4.2%
Services	3,120	3.6%	4.2%	4.0%
Utilities		10.0%	9.4%	10.6%
Wholesale and retail trade		4.2%	4.2%	1.8%
Food & beverages and accommodation		0.9%	2.8%	2.3%
Transportation and storage		3.1%	3.4%	3.4%
Information and communication		3.9%	3.9%	1.8%
Finance and insurance		1.7%	3.3%	7.7%
Real estate and business services		2.5%	2.5%	5.1%
Other services		4.4%	4.4%	3.4%

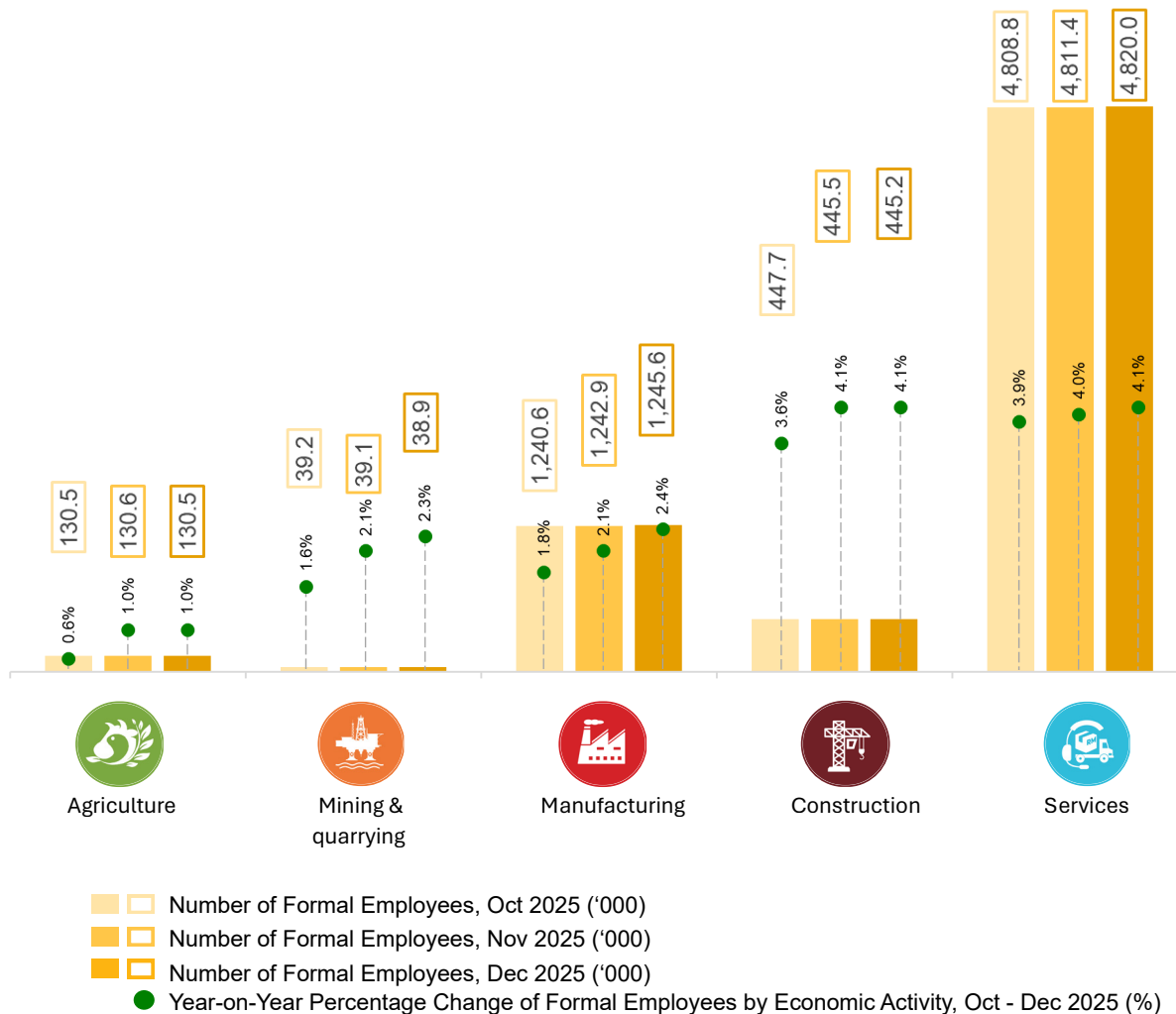
◆ Median Monthly Wage, Oct 2025 (RM)

▲ Median Monthly Wage, Nov 2025 (RM)

● Median Monthly Wage, Dec 2025 (RM)

■ Year-on-Year Percentage Change of Median Monthly Wage by Economic Activity, Oct - Dec 2025 (%)

Exhibit 7: Number of Formal Employees by Economic Sector, October - December 2025









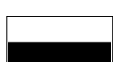

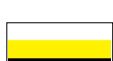








7. NUMBER OF FORMAL EMPLOYEES AND MEDIAN MONTHLY WAGE BY STATE

In December 2025, three states with the highest median monthly wage surpassed the national median monthly wage of RM3,167, where in W.P. Kuala Lumpur, at RM4,391, followed by Pulau Pinang (RM3,500) and Selangor (RM3,400). On the other hand, Kelantan had the lowest median monthly wage of RM1,800, followed by Perlis with RM1,864 and Sabah at RM2,045.

During the same period, all states registered positive year-on-year growth in the number of formal employees. Selangor recorded the highest number of formal employees, amounting to 2.00 million persons, or equivalent to 28.2 per cent of the total formal workforce in December 2025. This followed by W.P. Kuala Lumpur with 1.45 million persons (20.5%) and Johor with 0.76 million persons (10.8%). (**Exhibit 8**)

SUMMARY OF FINDINGS

Exhibit 8: Number of Formal Employees and Median Monthly Wage by State, October - December 2025

	Number of Formal Employees ('000)			Median Monthly Wage		
	Oct 2025	Nov 2025	Dec 2025	Oct 2025	Nov 2025	Dec 2025
 MALAYSIA	7,065.2 100	7,070.3 100	7,080.5 100	RM2,882 4.3	RM2,882 4.3	RM3,167 4.0
 JOHOR	759.7 10.8	760.9 10.8	763.2 10.8	RM2,600 4.0	RM2,600 4.0	RM2,982 5.5
 KEDAH	252.8 3.6	253.3 3.6	253.3 3.6	RM2,000 3.6	RM2,000 5.3	RM2,164 4.8
 KELANTAN	96.2 1.4	96.1 1.4	96.6 1.4	RM1,782 7.1	RM1,764 8.4	RM1,800 8.2
 MELAKA	182.2 2.6	183.1 2.6	183.3 2.6	RM2,600 4.0	RM2,564 2.5	RM2,864 5.0
 NEGERI SEMBILAN	174.3 2.5	175.4 2.5	175.9 2.5	RM2,500 5.0	RM2,482 5.8	RM2,664 4.6
 PAHANG	173.9 2.5	174.1 2.5	174.1 2.5	RM2,227 6.1	RM2,200 5.7	RM2,300 4.5
 PULAU PINANG	565.2 8.0	567.6 8.0	568.8 8.0	RM2,945 4.2	RM3,000 4.1	RM3,500 3.5
 PERAK	320.7 4.5	321.4 4.5	321.9 4.5	RM2,200 6.6	RM2,200 6.6	RM2,300 4.5
 PERLIS	19.1 0.3	18.9 0.3	18.8 0.3	RM1,800 7.0	RM1,800 7.0	RM1,864 5.7
 SELANGOR	1,991.5 28.2	1,992.7 28.2	1,996.3 28.2	RM3,145 4.8	RM3,145 4.8	RM3,400 3.0
 TERENGGANU	149.7 2.1	148.2 2.1	147.5 2.1	RM2,082 4.1	RM2,082 4.1	RM2,200 4.8
 SABAH	356.4 5.0	356.8 5.0	356.5 5.0	RM2,000 5.3	RM2,000 6.3	RM2,045 2.3
 SARAWAK	518.9 7.3	519.4 7.3	520.0 7.3	RM2,200 6.6	RM2,182 5.7	RM2,300 4.5
 W.P. KUALA LUMPUR	1,453.2 20.6	1,451.0 20.5	1,453.3 20.5	RM4,082 2.0	RM4,100 3.4	RM4,391 4.5
 W.P. LABUAN	18.6 0.3	18.7 0.3	18.7 0.3	RM2,100 5.0	RM2,100 5.0	RM2,382 -4.0
 W.P. PUTRAJAYA	32.9 0.5	32.6 0.5	32.3 0.5	RM2,600 4.8	RM2,582 4.0	RM2,582 2.2

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

% Percentage Share of Formal Employees by State (%)

% Year-on-Year Percentage Change of Median Monthly Wage by State (%)

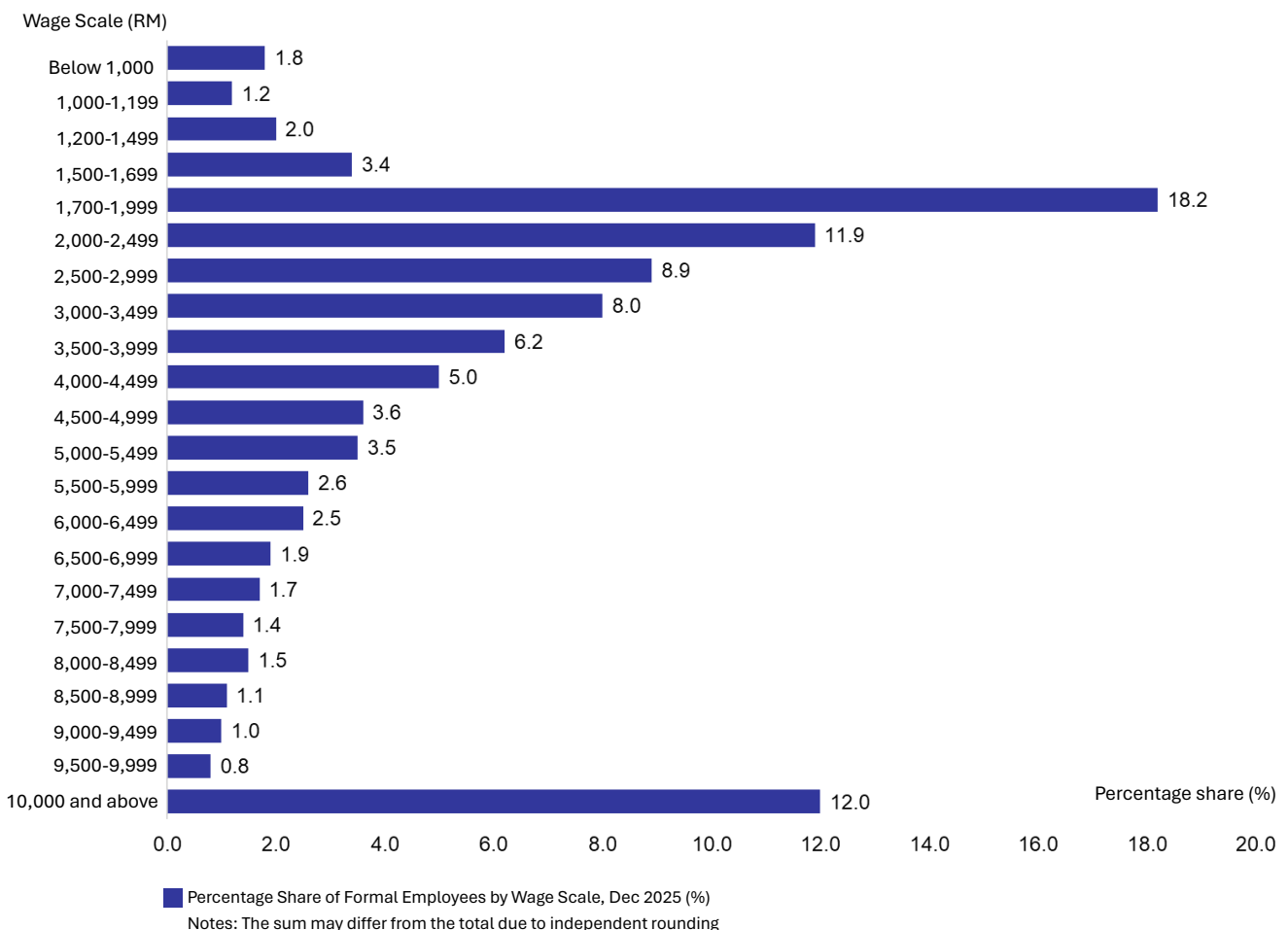
8. DISTRIBUTION OF MONTHLY WAGE OF FORMAL EMPLOYEES

Analysis of the wage distribution by wage scale indicates that in December 2025, 8.4 per cent of Malaysian formal employees earned less than RM1,700 per month, marking a 12.5 percentage-point decline from 21.0 per cent in the same month of the previous year. At the same time, 12.0 per cent of citizen formal employees earned the highest monthly wages (RM10,000 and above) in December 2025. (Exhibit 9)

Further analysis by wage percentiles reveals that formal employees in the 10th percentile earned RM1,700 per month or less in December 2025. Nevertheless, the 10th percentile registered an increase of 13.3 per cent from the same month of the previous year. Whereas those in the 90th percentile earned RM11,122 or more, which recorded an increase of 3.0 per cent from the previous year. (Exhibit 10)

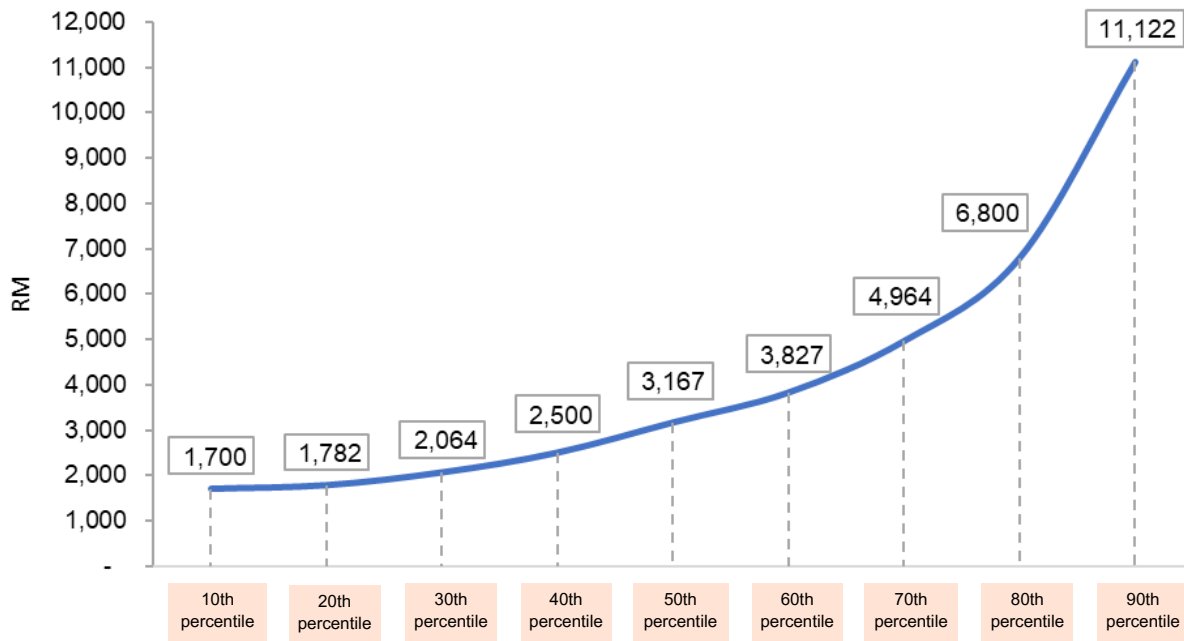
This indicates the wage gap whereby the highest-paid tier earned up to 6.5 times the wages of the lowest wage tier.

Exhibit 9: Distribution of Formal Employees by Wage Scale, December 2025



SUMMARY OF FINDINGS

Exhibit 10: Wage Distribution of Formal Employees by Percentile, December 2025



9. MOVING FORWARD

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

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

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

JADUAL STATISTIK

STATISTICAL TABLE

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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 2024 - Disember 2025**
*Number of formal employees by sex, ethnic and age group,
 October 2024 - December 2025*

('000)

Dimensi Dimension	Bulan / Month					
	2024			2025		
	10	11	12	01	02	03
Jumlah Total	6,842.1	6,829.1	6,831.4	6,825.5	6,763.5	6,786.8
Jantina Sex						
Lelaki Male	3,780.1	3,771.5	3,771.3	3,769.1	3,731.8	3,742.6
Perempuan Female	3,062.0	3,057.6	3,060.2	3,056.3	3,031.7	3,044.2
Etnik Ethnic						
Bumiputera	4,278.5	4,269.3	4,269.3	4,271.3	4,227.5	4,241.7
Cina Chinese	1,944.4	1,943.7	1,944.9	1,937.2	1,924.3	1,931.0
India Indian	528.4	525.1	526.2	528.0	521.9	523.9
Lain-lain Others	90.8	91.0	91.0	89.0	89.8	90.3
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	116.9	121.0	127.6	58.3	69.6	83.0
20-24	839.6	850.0	860.4	674.0	674.5	687.7
25-29	1,353.0	1,348.4	1,345.5	1,339.4	1,324.3	1,329.2
30-34	1,155.2	1,150.3	1,147.3	1,199.7	1,183.2	1,181.6
35-39	939.5	935.7	933.9	964.2	953.2	952.7
40-44	749.5	746.4	745.5	788.4	780.3	780.2
45-49	613.3	610.5	609.4	634.8	628.5	627.9
50-54	484.0	481.4	480.1	507.2	501.2	499.9
55-59	327.7	325.3	323.9	354.0	348.7	346.8
60-64	157.5	155.1	154.0	181.9	178.2	176.7
65 dan ke atas 65 and above	106.1	104.8	104.0	123.8	121.9	121.0

1.1a Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Oktober 2024 - Disember 2025 (samb.)
*Number of formal employees by sex, ethnic and age group,
 October 2024 - December 2025 (cont.)*

(‘000)

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
6,946.8	6,952.9	6,969.7	7,035.9	7,045.8	7,056.4	7,065.2	7,070.3	7,080.5
Jantina Sex								
3,832.4	3,834.6	3,843.0	3,883.9	3,885.3	3,889.4	3,898.5	3,898.8	3,903.4
3,114.4	3,118.3	3,126.6	3,152.1	3,160.5	3,167.0	3,166.7	3,171.5	3,177.0
Etnik Ethnic								
4,351.5	4,358.4	4,370.7	4,427.5	4,433.4	4,439.6	4,450.8	4,453.9	4,459.6
1,961.5	1,962.0	1,965.0	1,968.1	1,973.0	1,977.0	1,975.4	1,977.3	1,980.5
541.7	539.8	540.7	545.6	544.2	544.0	543.1	542.8	543.8
92.1	92.7	93.3	94.7	95.3	95.8	95.9	96.3	96.5
Kumpulan umur Age group								
102.0	108.2	113.6	117.3	117.6	120.3	121.6	126.5	137.5
727.2	742.9	761.6	788.6	809.9	823.4	827.9	839.0	850.8
1,361.8	1,362.9	1,365.3	1,378.5	1,380.0	1,381.6	1,385.7	1,386.9	1,385.0
1,200.8	1,197.6	1,195.6	1,202.0	1,199.4	1,198.3	1,198.8	1,197.0	1,194.4
967.7	965.9	965.1	970.8	969.2	968.6	969.5	968.4	966.7
792.4	791.3	790.7	795.5	794.7	794.6	795.8	794.8	793.9
637.3	635.6	634.9	638.6	637.7	637.3	637.5	636.6	635.5
507.1	505.0	503.7	506.1	504.5	503.4	503.1	501.4	500.2
351.2	348.4	346.6	347.6	345.4	343.9	342.8	340.8	339.4
178.0	175.1	173.3	172.4	170.1	168.2	166.6	164.5	163.4
121.3	120.0	119.1	118.4	117.3	116.7	115.8	114.4	113.8

1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025
 Percentage share of formal employees by sex, ethnic and age group, October 2024 - December 2025

(%)

Dimensi Dimension	Bulan / Month					
	2024			2025		
	10	11	12	01	02	03
Jumlah Total	100	100	100	100	100	100
Jantina Sex						
Lelaki Male	55.2	55.2	55.2	55.2	55.2	55.1
Perempuan Female	44.8	44.8	44.8	44.8	44.8	44.9
Etnik Ethnic						
Bumiputera	62.5	62.5	62.5	62.6	62.5	62.5
Cina Chinese	28.4	28.5	28.5	28.4	28.5	28.5
India Indian	7.7	7.7	7.7	7.7	7.7	7.7
Lain-lain Others	1.3	1.3	1.3	1.3	1.3	1.3
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	1.7	1.8	1.9	0.9	1.0	1.2
20-24	12.3	12.4	12.6	9.9	10.0	10.1
25-29	19.8	19.7	19.7	19.6	19.6	19.6
30-34	16.9	16.8	16.8	17.6	17.5	17.4
35-39	13.7	13.7	13.7	14.1	14.1	14.0
40-44	11.0	10.9	10.9	11.6	11.5	11.5
45-49	9.0	8.9	8.9	9.3	9.3	9.3
50-54	7.1	7.0	7.0	7.4	7.4	7.4
55-59	4.8	4.8	4.7	5.2	5.2	5.1
60-64	2.3	2.3	2.3	2.7	2.6	2.6
65 dan ke atas 65 and above	1.6	1.5	1.5	1.8	1.8	1.8

1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025 (samb.)
 Percentage share of formal employees by sex, ethnic and age group, October 2024 - December 2025 (cont.)

(%)

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
100	100	100	100	100	100	100	100	100
Jantina Sex								
55.2	55.2	55.1	55.2	55.1	55.1	55.2	55.1	55.1
44.8	44.8	44.9	44.8	44.9	44.9	44.8	44.9	44.9
Etnik Ethnic								
62.6	62.7	62.7	62.9	62.9	62.9	63.0	63.0	63.0
28.2	28.2	28.2	28.0	28.0	28.0	28.0	28.0	28.0
7.8	7.8	7.8	7.8	7.7	7.7	7.7	7.7	7.7
1.3	1.3	1.3	1.3	1.4	1.4	1.4	1.4	1.4
Kumpulan umur Age group								
1.5	1.6	1.6	1.7	1.7	1.7	1.7	1.8	1.9
10.5	10.7	10.9	11.2	11.5	11.7	11.7	11.9	12.0
19.6	19.6	19.6	19.6	19.6	19.6	19.6	19.6	19.6
17.3	17.2	17.2	17.1	17.0	17.0	17.0	16.9	16.9
13.9	13.9	13.8	13.8	13.8	13.7	13.7	13.7	13.7
11.4	11.4	11.3	11.3	11.3	11.3	11.3	11.2	11.2
9.2	9.1	9.1	9.1	9.1	9.0	9.0	9.0	9.0
7.3	7.3	7.2	7.2	7.2	7.1	7.1	7.1	7.1
5.1	5.0	5.0	4.9	4.9	4.9	4.9	4.8	4.8
2.6	2.5	2.5	2.5	2.4	2.4	2.4	2.3	2.3
1.7	1.7	1.7	1.7	1.7	1.7	1.6	1.6	1.6

1.1c Peratus perubahan bulan ke bulan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025
Month-on-month percentage change of formal employees by sex, ethnic and age group, October 2024 - December 2025

(%)

Dimensi <i>Dimension</i>	Perubahan bulan ke bulan <i>Month-on-month change</i>					
	2024			2025		
	10	11	12	01	02	03
Jumlah <i>Total</i>	0.4	-0.2	0.0	-0.1	-0.9	0.3
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	0.4	-0.2	0.0	-0.1	-1.0	0.3
Perempuan <i>Female</i>	0.3	-0.1	0.1	-0.1	-0.8	0.4
Etnik <i>Ethnic</i>						
Bumiputera	0.6	-0.2	0.0	0.0	-1.0	0.3
Cina <i>Chinese</i>	-0.1	0.0	0.1	-0.4	-0.7	0.3
India <i>Indian</i>	0.4	-0.6	0.2	0.3	-1.1	0.4
Lain-lain <i>Others</i>	0.3	0.1	0.1	-2.2	0.9	0.5
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	1.6	3.6	5.4	-54.3	19.3	19.3
20-24	0.9	1.2	1.2	-21.7	0.1	2.0
25-29	0.5	-0.3	-0.2	-0.5	-1.1	0.4
30-34	0.3	-0.4	-0.3	4.6	-1.4	-0.1
35-39	0.3	-0.4	-0.2	3.2	-1.1	-0.1
40-44	0.3	-0.4	-0.1	5.7	-1.0	0.0
45-49	0.3	-0.5	-0.2	4.2	-1.0	-0.1
50-54	0.2	-0.5	-0.3	5.7	-1.2	-0.3
55-59	-0.1	-0.7	-0.5	9.3	-1.5	-0.5
60-64	-0.8	-1.5	-0.7	18.1	-2.0	-0.8
65 dan ke atas <i>65 and above</i>	-0.9	-1.2	-0.7	19.0	-1.6	-0.7

1.1c Peratus perubahan bulan ke bulan pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025 (samb.)
Month-on-month percentage change of formal employees by sex, ethnic and age group, October 2024 - December 2025 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change								
2025								
04	05	06	07	08	09	10	11	12
2.4	0.1	0.2	1.0	0.1	0.2	0.1	0.1	0.1
Jantina Sex								
2.4	0.1	0.2	1.1	0.0	0.1	0.2	0.0	0.1
2.3	0.1	0.3	0.8	0.3	0.2	0.0	0.2	0.2
Etnik Ethnic								
2.6	0.2	0.3	1.3	0.1	0.1	0.3	0.1	0.1
1.6	0.0	0.2	0.2	0.2	0.2	-0.1	0.1	0.2
3.4	-0.3	0.2	0.9	-0.3	0.0	-0.2	-0.1	0.2
2.0	0.7	0.7	1.5	0.6	0.6	0.1	0.3	0.3
Kumpulan umur Age group								
22.8	6.1	5.1	3.2	0.3	2.3	1.1	4.0	8.7
5.7	2.2	2.5	3.5	2.7	1.7	0.5	1.3	1.4
2.5	0.1	0.2	1.0	0.1	0.1	0.3	0.1	-0.1
1.6	-0.3	-0.2	0.5	-0.2	-0.1	0.0	-0.2	-0.2
1.6	-0.2	-0.1	0.6	-0.2	-0.1	0.1	-0.1	-0.2
1.6	-0.1	-0.1	0.6	-0.1	0.0	0.2	-0.1	-0.1
1.5	-0.3	-0.1	0.6	-0.1	-0.1	0.0	-0.1	-0.2
1.4	-0.4	-0.3	0.5	-0.3	-0.2	0.0	-0.3	-0.2
1.3	-0.8	-0.5	0.3	-0.6	-0.4	-0.3	-0.6	-0.4
0.7	-1.6	-1.0	-0.5	-1.3	-1.1	-1.0	-1.3	-0.7
0.3	-1.1	-0.8	-0.6	-0.9	-0.5	-0.8	-1.2	-0.6

1.1d Peratus perubahan tahun ke tahun pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025
Year-on-year percentage change of formal employees by sex, ethnic and age group, October 2024 - December 2025

(%)

Dimensi <i>Dimension</i>	Perubahan tahun ke tahun <i>Year-on-year change</i>					
	2024			2025		
	10	11	12	01	02	03
Jumlah <i>Total</i>	2.1	2.3	2.3	3.1	3.4	3.6
Jantina <i>Sex</i>						
Lelaki <i>Male</i>	1.6	1.8	1.9	2.6	3.1	3.3
Perempuan <i>Female</i>	2.6	2.8	2.9	3.7	3.8	4.1
Etnik <i>Ethnic</i>						
Bumiputera	2.8	3.0	3.2	4.1	4.4	4.6
Cina <i>Chinese</i>	0.8	0.9	0.8	1.0	1.6	1.7
India <i>Indian</i>	0.4	0.9	1.2	2.5	3.0	3.2
Lain-lain <i>Others</i>	5.3	5.7	4.6	2.5	4.4	4.8
Kumpulan umur <i>Age group</i>						
Kurang daripada 20 <i>Less than 20</i>	-7.3	-5.2	-3.1	0.9	15.3	8.1
20-24	-2.1	-1.1	-0.6	-4.7	-4.8	-4.2
25-29	1.1	1.1	1.1	2.4	2.2	2.7
30-34	4.6	4.6	4.5	4.4	4.5	4.8
35-39	1.9	1.9	1.9	3.3	3.7	3.9
40-44	4.0	4.0	4.1	6.0	6.6	6.7
45-49	2.5	2.6	2.6	3.7	4.4	4.5
50-54	3.4	3.5	3.5	4.2	4.8	4.8
55-59	2.6	2.8	2.9	4.9	5.6	5.5
60-64	5.0	5.8	6.0	5.7	6.5	6.3
65 dan ke atas <i>65 and above</i>	6.1	6.1	6.2	8.0	9.0	9.4

1.1d Peratus perubahan tahun ke tahun pekerja formal mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025 (samb.)
Year-on-year percentage change of formal employees by sex, ethnic and age group, October 2024 - December 2025 (cont.)

(%)

Perubahan tahun ke tahun Year-on-year change								
2025								
04	05	06	07	08	09	10	11	12
3.3	3.5	3.5	3.5	3.5	3.5	3.3	3.5	3.6
Jantina Sex								
2.9	3.2	3.3	3.2	3.3	3.3	3.1	3.4	3.5
3.7	3.9	3.9	3.7	3.7	3.7	3.4	3.7	3.8
Etnik Ethnic								
4.2	4.4	4.4	4.4	4.3	4.3	4.0	4.3	4.5
1.3	1.6	1.6	1.4	1.6	1.6	1.6	1.7	1.8
2.8	3.1	3.4	3.4	3.4	3.4	2.8	3.4	3.3
4.3	5.2	5.3	5.2	5.7	5.9	5.6	5.8	6.0
Kumpulan umur Age group								
12.6	7.6	6.1	5.6	5.3	4.5	4.1	4.5	7.8
-1.4	-0.7	-0.3	-0.4	-0.9	-1.0	-1.4	-1.3	-1.1
2.4	2.6	2.6	2.6	2.6	2.7	2.4	2.9	2.9
3.8	4.1	4.0	3.9	4.0	4.0	3.8	4.1	4.1
3.0	3.3	3.3	3.3	3.4	3.4	3.2	3.5	3.5
5.7	6.1	6.1	6.1	6.3	6.4	6.2	6.5	6.5
3.5	3.8	3.8	3.8	4.1	4.2	4.0	4.3	4.3
3.6	4.0	3.9	3.9	4.1	4.2	3.9	4.2	4.2
4.2	4.5	4.5	4.5	4.7	4.9	4.6	4.8	4.8
5.2	5.5	5.7	5.4	5.7	5.9	5.8	6.0	6.1
8.1	8.4	8.4	8.3	8.5	9.0	9.2	9.2	9.4

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025

Number of formal employees by economic activity, October 2024 - December 2025

('000)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			2025
		10	11	12	01
Jumlah Total		6,842.1	6,829.1	6,831.4	6,825.5
1.	Pertanian <i>Agriculture</i>	129.7	129.2	129.2	128.6
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	38.6	38.3	38.0	38.2
3.	Pembuatan <i>Manufacturing</i>	1,219.3	1,216.9	1,217.0	1,212.1
3.1	Minyak & lemak daripada sayuran dan haiwan dan prosesan makanan <i>Vegetable and animal oils & fats and food processing</i>	176.8	177.0	177.2	177.1
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	11.9	11.9	11.9	12.0
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	24.8	24.7	24.7	24.5
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	96.2	95.7	95.1	94.8
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	200.6	200.3	200.1	199.1
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	150.5	150.3	150.5	149.8
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	335.5	334.0	333.8	331.8
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	222.9	222.9	223.7	223.0
4.	Pembinaan <i>Construction</i>	432.0	428.1	427.6	427.7
5.	Perkhidmatan <i>Services</i>	4,630.1	4,625.7	4,628.3	4,617.1
5.1	Utiliti <i>Utilities</i>	71.2	71.5	72.0	72.1
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	1,448.8	1,445.2	1,446.6	1,443.7
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	296.9	296.9	298.0	297.4
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	300.5	299.3	298.6	299.6
5.5	Maklumat dan komunikasi <i>Information and communication</i>	223.5	221.9	220.5	215.3
5.6	Kewangan dan insurans <i>Finance and insurance</i>	310.0	310.2	310.5	309.7
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	843.9	840.7	840.0	843.3
5.8	Perkhidmatan lain <i>Other services</i>	1,135.4	1,140.0	1,142.0	1,136.1
6.	Tidak dikelaskan <i>Unclassified</i>	392.5	390.8	391.4	401.8

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025 (samb.) Number of formal employees by economic activity, October 2024 - December 2025 (cont.)

('000)

Bulan / Month										
2025										
02	03	04	05	06	07	08	09	10	11	12
6,763.5	6,786.8	6,946.8	6,952.9	6,969.7	7,035.9	7,045.8	7,056.4	7,065.2	7,070.3	7,080.5
128.0	127.7	129.4	129.2	129.5	130.2	130.2	130.4	130.5	130.6	130.5
37.9	38.1	38.5	38.5	38.9	39.4	39.3	39.3	39.2	39.1	38.9
1,204.5	1,192.7	1,224.7	1,225.9	1,229.4	1,238.1	1,241.2	1,241.7	1,240.6	1,242.9	1,245.6
175.9	176.3	178.8	179.1	179.8	181.4	182.2	182.3	181.9	181.8	182.6
11.8	11.8	11.9	12.0	12.1	12.1	12.1	12.2	12.2	12.3	12.3
24.2	24.3	24.9	24.6	24.5	24.7	24.7	24.7	24.8	24.9	24.8
93.6	93.3	94.7	94.2	93.9	94.2	94.1	93.5	92.9	92.8	92.7
197.9	195.4	199.2	198.7	199.2	200.6	201.0	200.4	198.2	197.9	197.6
148.2	148.4	150.5	150.4	150.1	151.2	151.3	151.3	152.7	152.5	152.4
330.4	320.7	336.6	338.4	339.8	340.5	341.2	341.4	341.3	342.6	344.1
222.5	222.5	228.2	228.5	230.1	233.3	234.6	235.9	236.5	238.1	239.0
419.5	406.8	435.8	436.5	436.4	445.9	445.8	445.7	447.7	445.5	445.2
4,566.7	4,618.0	4,713.2	4,714.9	4,725.4	4,780.8	4,785.1	4,793.2	4,808.8	4,811.4	4,820.0
70.7	71.7	75.7	75.7	75.6	75.9	76.0	76.3	77.2	77.2	77.4
1,430.5	1,433.9	1,464.1	1,461.4	1,462.8	1,479.6	1,479.5	1,481.1	1,475.7	1,475.8	1,480.8
295.7	296.4	309.1	309.5	311.0	316.7	318.2	318.1	320.4	318.9	320.8
296.4	296.5	303.1	301.5	301.7	305.5	305.0	304.9	304.9	305.7	305.5
214.0	217.2	224.4	223.9	224.5	226.6	226.3	226.2	226.5	226.9	226.9
309.8	310.1	313.2	313.8	315.1	315.9	316.3	317.0	321.3	321.4	322.3
827.5	827.5	855.5	855.6	857.6	873.2	870.6	869.9	876.2	872.7	870.8
1,122.1	1,164.8	1,168.1	1,173.6	1,177.2	1,187.4	1,193.2	1,199.8	1,206.7	1,212.8	1,215.4
407.0	403.5	405.0	407.9	410.0	401.6	404.2	406.2	398.4	400.8	400.3

1.2b

**Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,
Oktober 2024 - Disember 2025**
Percentage share of formal employees by economic activity,
October 2024 - December 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			2025
		10	11	12	01
Jumlah Total		100	100	100	100
1.	Pertanian <i>Agriculture</i>	1.9	1.9	1.9	1.9
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	0.6	0.6	0.6	0.6
3.	Pembuatan <i>Manufacturing</i>	17.8	17.8	17.8	17.8
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	2.6	2.6	2.6	2.6
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	0.2	0.2	0.2	0.2
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	0.4	0.4	0.4	0.4
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	1.4	1.4	1.4	1.4
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	2.9	2.9	2.9	2.9
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	2.2	2.2	2.2	2.2
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	4.9	4.9	4.9	4.9
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	3.3	3.3	3.3	3.3
4.	Pembinaan <i>Construction</i>	6.3	6.3	6.3	6.3
5.	Perkhidmatan <i>Services</i>	67.7	67.7	67.7	67.6
5.1	Utiliti <i>Utilities</i>	1.0	1.0	1.1	1.1
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	21.2	21.2	21.2	21.2
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	4.3	4.3	4.4	4.4
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	4.4	4.4	4.4	4.4
5.5	Maklumat dan komunikasi <i>Information and communication</i>	3.3	3.2	3.2	3.2
5.6	Kewangan dan insurans <i>Finance and insurance</i>	4.5	4.5	4.5	4.5
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	12.3	12.3	12.3	12.4
5.8	Perkhidmatan lain <i>Other services</i>	16.6	16.7	16.7	16.6
6.	Tidak dikelaskan <i>Unclassified</i>	5.7	5.7	5.7	5.9

1.2b

**Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,
Oktober 2024 - Disember 2025 (samb.)**
*Percentage share of formal employees by economic activity,
October 2024 - December 2025 (cont.)*

(%)

Bulan / Month										
2025										
02	03	04	05	06	07	08	09	10	11	12
100	100	100	100	100	100	100	100	100	100	100
1.9	1.9	1.9	1.9	1.9	1.8	1.8	1.8	1.8	1.8	1.8
0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.5
17.8	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
1.4	1.4	1.4	1.4	1.3	1.3	1.3	1.3	1.3	1.3	1.3
2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.8
2.2	2.2	2.2	2.2	2.2	2.1	2.1	2.1	2.2	2.2	2.2
4.9	4.7	4.8	4.9	4.9	4.8	4.8	4.8	4.8	4.8	4.9
3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.4	3.4
6.2	6.0	6.3	6.3	6.3	6.3	6.3	6.3	6.3	6.3	6.3
67.5	68.0	67.8	67.8	67.8	67.9	67.9	67.9	68.1	68.1	68.1
1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
21.2	21.1	21.1	21.0	21.0	21.0	21.0	21.0	20.9	20.9	20.9
4.4	4.4	4.4	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5
4.4	4.4	4.4	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3
3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
4.6	4.6	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.6
12.2	12.2	12.3	12.3	12.3	12.4	12.4	12.3	12.4	12.3	12.3
16.6	17.2	16.8	16.9	16.9	16.9	16.9	17.0	17.1	17.2	17.2
6.0	5.9	5.8	5.9	5.9	5.7	5.7	5.8	5.6	5.7	5.7

1.2c Peratus perubahan bulan ke bulan pekerja formal mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025
 Month-on-month percentage change of formal employees by economic activity, October 2024 - December 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan bulan ke bulan Month-on-month change			
		2024			2025
		10	11	12	01
Jumlah Total		0.4	-0.2	0.0	-0.1
1.	Pertanian <i>Agriculture</i>	0.2	-0.3	0.0	-0.4
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	-0.3	-0.7	-0.8	0.5
3.	Pembuatan <i>Manufacturing</i>	-0.1	-0.2	0.0	-0.4
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	-0.4	0.1	0.2	-0.1
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	0.5	0.1	-0.4	0.5
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	0.8	-0.3	-0.3	-0.7
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	-0.1	-0.5	-0.7	-0.3
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	-0.7	-0.1	-0.1	-0.5
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	0.1	-0.1	0.1	-0.5
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	-0.1	-0.4	-0.1	-0.6
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	0.2	0.0	0.4	-0.3
4.	Pembinaan <i>Construction</i>	1.0	-0.9	-0.1	0.0
5.	Perkhidmatan <i>Services</i>	0.4	-0.1	0.1	-0.2
5.1	Utiliti <i>Utilities</i>	0.1	0.4	0.7	0.2
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	-0.2	-0.3	0.1	-0.2
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	-0.9	0.0	0.4	-0.2
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	0.1	-0.4	-0.2	0.3
5.5	Maklumat dan komunikasi <i>Information and communication</i>	0.0	-0.7	-0.6	-2.4
5.6	Kewangan dan insurans <i>Finance and insurance</i>	0.2	0.1	0.1	-0.3
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	1.0	-0.4	-0.1	0.4
5.8	Perkhidmatan lain <i>Other services</i>	1.2	0.4	0.2	-0.5

1.2c

Peratus perubahan bulan ke bulan pekerja formal mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025 (samb.)
Month-on-month percentage change of formal employees by economic activity, October 2024 - December 2025 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change										
2025										
02	03	04	05	06	07	08	09	10	11	12
-0.9	0.3	2.4	0.1	0.2	1.0	0.1	0.2	0.1	0.1	0.1
-0.5	-0.2	1.4	-0.2	0.2	0.5	0.0	0.1	0.1	0.0	0.0
-0.8	0.5	1.2	0.0	1.0	1.2	-0.2	0.0	-0.3	-0.2	-0.6
-0.6	-1.0	2.7	0.1	0.3	0.7	0.3	0.0	-0.1	0.2	0.2
-0.7	0.2	1.4	0.2	0.4	0.9	0.4	0.1	-0.2	-0.1	0.4
-1.1	-0.3	1.0	0.4	0.9	0.5	0.0	0.3	0.5	0.4	0.3
-1.1	0.4	2.3	-1.1	-0.5	1.0	-0.1	0.1	0.5	0.1	-0.2
-1.3	-0.3	1.5	-0.5	-0.3	0.4	-0.1	-0.6	-0.7	-0.1	-0.1
-0.6	-1.3	1.9	-0.2	0.2	0.7	0.2	-0.3	-1.1	-0.2	-0.2
-1.0	0.1	1.4	-0.1	-0.2	0.7	0.1	0.0	1.0	-0.1	0.0
-0.4	-2.9	4.9	0.5	0.4	0.2	0.2	0.1	0.0	0.4	0.4
-0.2	0.0	2.6	0.1	0.7	1.4	0.6	0.5	0.2	0.7	0.4
-1.9	-3.0	7.1	0.2	0.0	2.2	0.0	0.0	0.5	-0.5	-0.1
-1.1	1.1	2.1	0.0	0.2	1.2	0.1	0.2	0.3	0.1	0.2
-2.0	1.4	5.6	-0.1	-0.1	0.4	0.1	0.3	1.2	0.0	0.3
-0.9	0.2	2.1	-0.2	0.1	1.1	0.0	0.1	-0.4	0.0	0.3
-0.6	0.2	4.3	0.1	0.5	1.8	0.5	0.0	0.7	-0.5	0.6
-1.1	0.0	2.2	-0.5	0.1	1.3	-0.2	0.0	0.0	0.3	-0.1
-0.6	1.5	3.3	-0.2	0.3	1.0	-0.1	-0.1	0.1	0.2	0.0
0.0	0.1	1.0	0.2	0.4	0.3	0.1	0.2	1.4	0.1	0.3
-1.9	0.0	3.4	0.0	0.2	1.8	-0.3	-0.1	0.7	-0.4	-0.2
-1.2	3.8	0.3	0.5	0.3	0.9	0.5	0.5	0.6	0.5	0.2

1.2d

Peratus perubahan tahun ke tahun pekerja formal mengikut aktiviti ekonomi,

Oktober 2024 - Disember 2025

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

October 2024 - December 2025

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan tahun ke tahun Year-on-year change			
		2024			2025
		10	11	12	01
Jumlah <i>Total</i>		2.1	2.3	2.3	3.1
1.	Pertanian <i>Agriculture</i>	-0.3	-0.1	-0.1	0.2
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	4.8	4.1	3.3	4.0
3.	Pembuatan <i>Manufacturing</i>	0.0	0.2	0.5	0.8
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	1.3	1.7	4.1	2.3
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	0.7	1.3	0.0	1.8
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	-1.2	-0.8	-1.7	-1.1
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	-4.3	-4.4	-4.9	-4.2
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	0.6	0.9	1.0	2.6
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	0.1	0.1	0.3	1.4
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	-3.0	-2.7	-2.7	-2.5
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	5.4	5.3	5.3	5.2
4.	Pembinaan <i>Construction</i>	1.2	0.9	0.8	2.6
5.	Perkhidmatan <i>Services</i>	2.6	3.0	3.0	3.6
5.1	Utiliti <i>Utilities</i>	7.8	8.2	8.7	9.2
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	1.1	1.2	1.0	1.3
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	-4.6	-2.5	-0.6	0.6
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	-1.4	-1.6	-1.9	-0.3
5.5	Maklumat dan komunikasi <i>Information and communication</i>	2.7	3.4	2.7	1.7
5.6	Kewangan dan insurans <i>Finance and insurance</i>	1.7	1.6	1.5	1.4
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	2.4	2.7	2.7	4.3
5.8	Perkhidmatan lain <i>Other services</i>	8.1	8.4	8.6	8.8

1.2d Peratus perubahan tahun ke tahun pekerja formal mengikut aktiviti ekonomi,
Oktober 2024 - Disember 2025 (samb.)
*Year-on-year percentage change of formal employees by economic activity,
 October 2024 - December 2025 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change										
2025										
02	03	04	05	06	07	08	09	10	11	12
3.4	3.6	3.3	3.5	3.5	3.5	3.5	3.5	3.3	3.5	3.6
1.0	0.8	0.4	0.3	0.3	0.5	0.5	0.7	0.6	1.0	1.0
3.4	2.8	1.1	1.0	1.5	2.1	1.5	1.6	1.6	2.1	2.3
1.2	2.4	1.1	1.4	1.7	1.6	1.7	1.7	1.8	2.1	2.4
2.8	2.8	2.5	2.5	3.1	2.5	2.7	2.7	2.9	2.8	3.1
1.4	2.5	1.1	2.0	2.8	2.1	3.2	2.6	2.5	2.9	3.6
-0.1	0.3	0.1	1.5	0.7	0.9	0.7	0.3	0.1	0.5	0.6
-3.5	-1.3	-4.1	-3.2	-3.2	-3.2	-2.6	-2.9	-3.5	-3.1	-2.5
2.5	3.6	0.0	0.1	0.2	0.0	-0.3	-0.7	-1.2	-1.2	-1.3
0.7	2.6	0.8	0.8	0.7	0.5	0.5	0.6	1.4	1.4	1.3
-1.8	0.5	0.3	0.6	1.4	1.3	1.2	1.7	1.7	2.6	3.1
6.1	5.8	5.1	5.5	5.4	5.7	6.0	6.0	6.1	6.9	6.8
3.6	4.5	2.9	3.8	3.8	3.9	4.3	4.2	3.6	4.1	4.1
3.8	3.8	3.7	3.9	3.9	3.9	3.9	3.9	3.9	4.0	4.1
9.7	10.7	9.0	8.3	8.1	7.4	7.8	7.3	8.4	7.9	7.4
1.7	3.1	1.6	1.7	1.6	2.0	2.0	2.1	1.9	2.1	2.4
2.4	3.6	4.7	5.4	5.6	6.5	6.6	6.2	7.9	7.4	7.7
0.5	1.5	0.5	1.4	1.4	1.5	1.5	1.6	1.5	2.1	2.3
1.8	0.7	0.9	1.0	1.2	1.6	1.6	1.2	1.3	2.3	2.9
1.7	2.1	1.8	2.2	2.5	2.6	2.5	2.5	3.6	3.6	3.8
4.5	5.0	3.5	4.2	4.2	4.0	3.7	4.1	3.8	3.8	3.7
8.3	5.0	8.0	7.6	7.4	7.0	7.0	7.0	6.3	6.4	6.4

1.3a Bilangan pekerja formal mengikut negeri, Oktober 2024 - Disember 2025

Number of formal employees by state, October 2024 - December 2025

('000)

Negeri State	Bulan / Month					
	2024			2025		
	10	11	12	01	02	03
Malaysia	6,842.1	6,829.1	6,831.4	6,825.5	6,763.5	6,786.8
Johor	730.6	730.2	730.8	729.5	724.1	726.9
Kedah	246.4	245.4	244.7	244.4	241.0	240.9
Kelantan	93.7	92.7	92.6	93.1	91.2	91.3
Melaka	178.8	178.3	178.3	177.9	176.1	176.1
Negeri Sembilan	172.5	173.6	173.4	172.6	170.1	170.2
Pahang	171.6	170.9	170.6	169.3	167.4	167.9
Pulau Pinang	539.8	539.6	540.2	541.7	538.7	540.0
Perak	313.9	312.3	312.0	312.3	306.0	309.5
Perlis	18.7	18.4	18.4	18.5	18.0	18.1
Selangor	1,923.7	1,922.8	1,925.6	1,922.7	1,905.6	1,911.4
Terengganu	148.1	144.9	144.8	144.8	142.3	143.0
Sabah	344.6	343.1	342.7	342.9	341.0	342.8
Sarawak	505.4	503.5	501.4	498.6	493.7	496.7
W.P. Kuala Lumpur	1,404.8	1,403.7	1,406.6	1,407.5	1,398.9	1,402.2
W.P. Labuan	17.8	17.9	17.8	17.7	17.6	17.7
W.P. Putrajaya	31.5	31.9	31.8	31.9	31.9	32.0

1.3a Bilangan pekerja formal mengikut negeri, Oktober 2024 - Disember 2025 (samb.)

Number of formal employees by state, October 2024 - December 2025 (cont.)

('000)

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
6,946.8	6,952.9	6,969.7	7,035.9	7,045.8	7,056.4	7,065.2	7,070.3	7,080.5
744.5	746.5	749.1	756.0	759.1	760.2	759.7	760.9	763.2
248.1	247.7	248.0	252.0	252.1	251.7	252.8	253.3	253.3
95.8	95.2	95.1	97.1	96.4	95.9	96.2	96.1	96.6
179.8	179.5	179.6	180.9	181.4	181.7	182.2	183.1	183.3
173.5	173.0	172.9	173.7	173.9	174.1	174.3	175.4	175.9
172.3	171.7	171.8	173.6	173.6	173.1	173.9	174.1	174.1
551.2	553.9	557.0	562.1	562.6	564.6	565.2	567.6	568.8
317.8	317.6	318.0	319.1	319.5	320.4	320.7	321.4	321.9
19.1	18.7	18.7	18.9	18.9	18.9	19.1	18.9	18.8
1,958.7	1,961.9	1,967.3	1,982.3	1,986.6	1,991.2	1,991.5	1,992.7	1,996.3
147.8	146.8	147.0	149.9	149.4	149.9	149.7	148.2	147.5
349.7	349.9	350.4	355.9	355.5	355.1	356.4	356.8	356.5
509.1	509.7	511.0	516.6	517.2	518.6	518.9	519.4	520.0
1,428.4	1,429.8	1,432.7	1,446.6	1,448.0	1,449.5	1,453.2	1,451.0	1,453.3
18.2	18.2	18.3	18.4	18.5	18.5	18.6	18.7	18.7
32.7	32.8	32.7	33.0	33.1	33.1	32.9	32.6	32.3

1.3b Peratus sumbangan pekerja formal mengikut negeri, Oktober 2024 - Disember 2025

Percentage share of formal employees by state, October 2024 - December 2025

(%)

Negeri State	Bulan / Month					
	2024			2025		
	10	11	12	01	02	03
Malaysia	100	100	100	100	100	100
Johor	10.7	10.7	10.7	10.7	10.7	10.7
Kedah	3.6	3.6	3.6	3.6	3.6	3.5
Kelantan	1.4	1.4	1.4	1.4	1.3	1.3
Melaka	2.6	2.6	2.6	2.6	2.6	2.6
Negeri Sembilan	2.5	2.5	2.5	2.5	2.5	2.5
Pahang	2.5	2.5	2.5	2.5	2.5	2.5
Pulau Pinang	7.9	7.9	7.9	7.9	8.0	8.0
Perak	4.6	4.6	4.6	4.6	4.5	4.6
Perlis	0.3	0.3	0.3	0.3	0.3	0.3
Selangor	28.1	28.2	28.2	28.2	28.2	28.2
Terengganu	2.2	2.1	2.1	2.1	2.1	2.1
Sabah	5.0	5.0	5.0	5.0	5.0	5.1
Sarawak	7.4	7.4	7.3	7.3	7.3	7.3
W.P. Kuala Lumpur	20.5	20.6	20.6	20.6	20.7	20.7
W.P. Labuan	0.3	0.3	0.3	0.3	0.3	0.3
W.P. Putrajaya	0.5	0.5	0.5	0.5	0.5	0.5

1.3b Peratus sumbangan pekerja formal mengikut negeri, Oktober 2024 - Disember 2025
 (samb.)
 Percentage share of formal employees by state, October 2024 - December 2025 (cont.)

(%)

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
100	100	100	100	100	100	100	100	100
10.7	10.7	10.7	10.7	10.8	10.8	10.8	10.8	10.8
3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
7.9	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0
4.6	4.6	4.6	4.5	4.5	4.5	4.5	4.5	4.5
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
28.2	28.2	28.2	28.2	28.2	28.2	28.2	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	5.0	5.1	5.0	5.0	5.0	5.0	5.0
7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3
20.6	20.6	20.6	20.6	20.6	20.5	20.6	20.5	20.5
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5

1.3c

**Peratus perubahan bulan ke bulan pekerja formal mengikut negeri,
Oktober 2024 - Disember 2025**
*Month-on-month percentage change of formal employees by state,
October 2024 - December 2025*

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change					
	2024			2025		
	10	11	12	01	02	03
Malaysia	0.4	-0.2	0.0	-0.1	-0.9	0.3
Johor	0.1	-0.1	0.1	-0.2	-0.7	0.4
Kedah	0.6	-0.4	-0.3	-0.1	-1.4	0.0
Kelantan	1.7	-1.1	-0.1	0.6	-2.1	0.2
Melaka	0.6	-0.3	0.0	-0.2	-1.1	0.0
Negeri Sembilan	0.2	0.6	-0.1	-0.5	-1.4	0.0
Pahang	0.3	-0.4	-0.2	-0.8	-1.1	0.3
Pulau Pinang	0.1	-0.1	0.1	0.3	-0.6	0.3
Perak	0.2	-0.5	-0.1	0.1	-2.0	1.1
Perlis	2.3	-1.7	0.2	0.4	-2.7	0.7
Selangor	0.3	0.0	0.1	-0.1	-0.9	0.3
Terengganu	0.7	-2.2	-0.1	0.0	-1.7	0.5
Sabah	0.0	-0.4	-0.1	0.1	-0.5	0.5
Sarawak	0.5	-0.4	-0.4	-0.6	-1.0	0.6
W.P. Kuala Lumpur	0.6	-0.1	0.2	0.1	-0.6	0.2
W.P. Labuan	2.9	0.4	-0.7	-0.5	-0.4	0.7
W.P. Putrajaya	0.2	1.3	-0.3	0.5	-0.1	0.5

1.3c

**Peratus perubahan bulan ke bulan pekerja formal mengikut negeri,
Oktober 2024 - Disember 2025 (samb.)**
*Month-on-month percentage change of formal employees by state,
October 2024 - December 2025 (cont.)*

(%)

Perubahan bulan ke bulan <i>Month-on-month change</i>								
2025								
04	05	06	07	08	09	10	11	12
2.4	0.1	0.2	1.0	0.1	0.2	0.1	0.1	0.1
2.4	0.3	0.3	0.9	0.4	0.1	-0.1	0.2	0.3
3.0	-0.2	0.1	1.6	0.1	-0.2	0.5	0.2	0.0
4.9	-0.7	-0.1	2.2	-0.7	-0.5	0.3	0.0	0.5
2.1	-0.1	0.1	0.7	0.3	0.2	0.3	0.5	0.1
1.9	-0.3	0.0	0.4	0.1	0.1	0.1	0.6	0.3
2.6	-0.3	0.1	1.0	0.0	-0.3	0.5	0.1	0.0
2.1	0.5	0.6	0.9	0.1	0.3	0.1	0.4	0.2
2.7	-0.1	0.1	0.4	0.1	0.3	0.1	0.2	0.2
5.5	-2.1	0.2	1.0	-0.1	-0.1	0.8	-0.6	-0.5
2.5	0.2	0.3	0.8	0.2	0.2	0.0	0.1	0.2
3.3	-0.6	0.1	1.9	-0.3	0.3	-0.1	-1.0	-0.5
2.0	0.1	0.1	1.6	-0.1	-0.1	0.4	0.1	-0.1
2.5	0.1	0.3	1.1	0.1	0.3	0.1	0.1	0.1
1.9	0.1	0.2	1.0	0.1	0.1	0.3	-0.1	0.2
2.4	0.3	0.3	0.6	0.8	-0.1	0.2	0.7	-0.1
2.2	0.1	-0.2	0.9	0.3	-0.2	-0.5	-0.8	-0.9

1.3d

**Peratus perubahan tahun ke tahun pekerja formal mengikut negeri,
Oktober 2024 - Disember 2025**
Year-on-year percentage change of formal employees by state,
October 2024 - December 2025

Negeri State	Perubahan tahun ke tahun Year-on-year change					
	2024			2025		
	10	11	12	01	02	03
Malaysia	2.1	2.3	2.3	3.1	3.4	3.6
Johor	3.2	2.9	2.8	3.4	3.9	4.0
Kedah	2.2	1.9	1.7	2.8	2.9	2.5
Kelantan	0.3	0.1	0.3	2.3	3.2	3.1
Melaka	0.3	0.4	0.5	1.9	2.7	2.4
Negeri Sembilan	0.2	1.7	1.5	2.1	2.8	2.7
Pahang	1.5	1.6	1.4	1.7	2.4	2.7
Pulau Pinang	0.9	2.0	2.1	3.3	3.8	4.1
Perak	0.5	0.7	0.5	1.7	1.1	1.8
Perlis	-0.3	0.2	0.0	2.2	4.5	5.9
Selangor	1.5	2.0	2.3	3.1	3.6	3.8
Terengganu	3.1	1.5	1.1	2.5	3.4	3.4
Sabah	2.6	1.8	1.7	1.9	1.8	2.5
Sarawak	2.3	2.3	1.9	2.4	2.7	2.4
W.P. Kuala Lumpur	3.3	3.5	3.8	4.1	4.5	4.8
W.P. Labuan	5.5	6.5	5.6	5.9	7.3	8.1
W.P. Putrajaya	3.5	3.3	3.1	7.4	6.7	6.0

1.3d Peratus perubahan tahun ke tahun pekerja formal mengikut negeri,
Oktober 2024 - Disember 2025 (samb.)
*Year-on-year percentage change of formal employees by state,
 October 2024 - December 2025 (cont.)*

(%)

Perubahan tahun ke tahun Year-on-year change								
2025								
04	05	06	07	08	09	10	11	12
3.3	3.5	3.5	3.5	3.5	3.5	3.3	3.5	3.6
3.5	3.8	3.9	3.8	3.9	4.1	4.0	4.2	4.4
1.3	1.9	2.1	2.3	2.8	2.8	2.6	3.2	3.5
1.9	2.7	2.9	2.7	3.6	4.1	2.6	3.7	4.4
2.1	2.5	2.3	1.9	2.3	2.2	1.9	2.7	2.8
1.1	1.4	1.4	0.8	1.3	1.1	1.0	1.0	1.4
2.4	2.2	1.9	1.5	1.8	1.1	1.3	1.9	2.1
4.0	4.6	4.9	4.8	4.4	4.7	4.7	5.2	5.3
1.9	1.9	2.0	1.5	1.9	2.3	2.2	2.9	3.2
2.3	4.5	4.8	2.8	4.2	3.4	1.9	3.1	2.4
3.6	3.7	3.7	3.6	3.7	3.8	3.5	3.6	3.7
2.1	2.2	2.2	1.7	1.7	1.9	1.1	2.3	1.9
3.4	3.5	3.3	3.8	3.5	3.1	3.4	4.0	4.0
2.0	2.3	2.6	2.7	2.9	3.2	2.7	3.2	3.7
4.1	4.3	4.3	4.3	4.0	3.8	3.4	3.4	3.3
5.5	5.6	5.8	5.8	6.0	6.8	4.0	4.3	5.0
6.2	6.7	6.4	6.3	4.7	5.4	4.5	2.4	1.8

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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 2024 - Disember 2025**
Median monthly wage by sex, ethnic and age group,
October 2024 - December 2025

(RM)

Dimensi Dimension	Bulan / Month					
	2024			2025		
	10	11	12	01	02	03
Jumlah Total	2,764	2,764	3,045	3,064	2,875	3,000
Jantina Sex						
Lelaki Male	2,800	2,789	3,045	3,082	2,900	3,000
Perempuan Female	2,700	2,700	3,000	3,045	2,827	2,982
Etnik Ethnic						
Bumiputera	2,300	2,300	2,527	2,564	2,427	2,545
Cina Chinese	4,200	4,200	4,545	5,200	4,400	4,482
India Indian	2,764	2,700	3,000	3,000	2,800	2,900
Lain-lain Others	2,100	2,100	2,264	2,364	2,200	2,300
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	1,500	1,500	1,527	1,527	1,700	1,700
20-24	1,800	1,800	1,900	1,827	1,845	1,900
25-29	2,500	2,500	2,727	2,645	2,500	2,600
30-34	3,000	3,000	3,282	3,245	3,000	3,200
35-39	3,378	3,382	3,727	3,745	3,482	3,700
40-44	3,545	3,545	4,000	4,027	3,664	3,964
45-49	3,645	3,664	4,082	4,264	3,800	4,000
50-54	3,500	3,500	3,945	4,100	3,627	3,845
55-59	3,227	3,227	3,500	3,822	3,400	3,500
60-64	2,926	2,900	3,000	3,364	3,000	3,000
65 dan ke atas 65 and above	2,764	2,755	2,982	3,200	2,855	2,900

2.1a **Median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025 (samb.)**
Median monthly wage by sex, ethnic and age group, October 2024 - December 2025 (cont.)

(RM)

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
2,864	2,845	2,864	2,864	2,864	2,864	2,882	2,882	3,167
Jantina Sex								
2,900	2,891	2,900	2,900	2,900	2,900	2,900	2,900	3,167
2,800	2,800	2,800	2,800	2,800	2,800	2,811	2,827	3,120
Etnik Ethnic								
2,427	2,427	2,427	2,427	2,427	2,427	2,445	2,445	2,627
4,400	4,400	4,445	4,482	4,464	4,475	4,500	4,500	4,767
2,800	2,782	2,800	2,800	2,800	2,800	2,827	2,800	3,120
2,200	2,200	2,200	2,227	2,200	2,227	2,227	2,200	2,364
Kumpulan umur Age group								
1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700	1,700
1,864	1,882	1,891	1,900	1,900	1,900	1,909	1,927	2,000
2,500	2,500	2,527	2,545	2,545	2,564	2,582	2,582	2,800
3,045	3,000	3,045	3,045	3,045	3,045	3,064	3,064	3,382
3,500	3,482	3,500	3,500	3,500	3,500	3,500	3,500	3,827
3,727	3,664	3,700	3,700	3,682	3,700	3,700	3,700	4,064
3,845	3,800	3,800	3,800	3,800	3,800	3,827	3,845	4,245
3,664	3,645	3,664	3,664	3,645	3,645	3,664	3,682	4,000
3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,400	3,682
3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,120
2,875	2,900	2,900	2,909	2,925	2,900	2,964	2,964	3,000

2.1b Peratus perubahan bulan ke bulan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025

Month-on-month percentage change of median monthly wage by sex, ethnic and age group, October 2024 - December 2025

(%)

Dimensi Dimension	Perubahan bulan ke bulan Month-on-month change					
	2024			2025		
	10	11	12	01	02	03
Jumlah Total	0.7	0.0	10.2	0.6	-6.2	4.3
Jantina Sex						
Lelaki Male	0.7	-0.4	9.2	1.2	-5.9	3.4
Perempuan Female	0.0	0.0	11.1	1.5	-7.2	5.5
Etnik Ethnic						
Bumiputera	0.0	0.0	9.9	1.4	-5.3	4.9
Cina Chinese	0.0	0.0	8.2	14.4	-15.4	1.9
India Indian	2.4	-2.3	11.1	0.0	-6.7	3.6
Lain-lain Others	0.0	0.0	7.8	4.4	-6.9	4.5
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	0.0	0.0	1.8	0.0	11.3	0.0
20-24	0.0	0.0	5.6	-3.8	1.0	3.0
25-29	0.0	0.0	9.1	-3.0	-5.5	4.0
30-34	0.0	0.0	9.4	-1.1	-7.6	6.7
35-39	0.4	0.1	10.2	0.5	-7.0	6.3
40-44	0.5	0.0	12.8	0.7	-9.0	8.2
45-49	0.5	0.5	11.4	4.5	-10.9	5.3
50-54	0.0	0.0	12.7	3.9	-11.5	6.0
55-59	0.9	0.0	8.5	9.2	-11.0	2.9
60-64	0.9	-0.9	3.4	12.1	-10.8	0.0
65 dan ke atas 65 and above	1.4	-0.3	8.3	7.3	-10.8	1.6

2.1b Peratus perubahan bulan ke bulan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025 (samb.)
Month-on-month percentage change of median monthly wage by sex, ethnic and age group, October 2024 - December 2025 (cont.)

(%)

Perubahan bulan ke bulan <i>Month-on-month change</i>								
2025								
04	05	06	07	08	09	10	11	12
-4.5	-0.6	0.6	0.0	0.0	0.0	0.6	0.0	9.9
Jantina <i>Sex</i>								
-3.3	-0.3	0.3	0.0	0.0	0.0	0.0	0.0	9.2
-6.1	0.0	0.0	0.0	0.0	0.0	0.4	0.6	10.4
Etnik <i>Ethnic</i>								
-4.6	0.0	0.0	0.0	0.0	0.0	0.7	0.0	7.4
-1.8	0.0	1.0	0.8	-0.4	0.3	0.6	0.0	5.9
-3.4	-0.6	0.7	0.0	0.0	0.0	1.0	-1.0	11.4
-4.3	0.0	0.0	1.2	-1.2	1.2	0.0	-1.2	7.4
Kumpulan umur <i>Age group</i>								
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
-1.9	1.0	0.5	0.5	0.0	0.0	0.5	1.0	3.8
-3.8	0.0	1.1	0.7	0.0	0.7	0.7	0.0	8.5
-4.8	-1.5	1.5	0.0	0.0	0.0	0.6	0.0	10.4
-5.4	-0.5	0.5	0.0	0.0	0.0	0.0	0.0	9.4
-6.0	-1.7	1.0	0.0	-0.5	0.5	0.0	0.0	9.8
-3.9	-1.2	0.0	0.0	0.0	0.0	0.7	0.5	10.4
-4.7	-0.5	0.5	0.0	-0.5	0.0	0.5	0.5	8.6
-2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.3
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0
-0.9	0.9	0.0	0.3	0.5	-0.9	2.2	0.0	1.2

2.1c

Peratus perubahan tahun ke tahun median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025

Year-on-year percentage change of median monthly wage by sex, ethnic and age group, October 2024 - December 2025

(%)

Dimensi Dimension	Perubahan tahun ke tahun Year-on-year change					
	2024			2025		
	10	11	12	01	02	03
Jumlah Total	6.3	6.3	5.0	4.0	3.3	5.5
Jantina Sex						
Lelaki Male	5.1	4.7	3.4	3.4	3.6	3.4
Perempuan Female	5.3	5.3	5.4	5.0	3.7	6.5
Etnik Ethnic						
Bumiputera	4.5	4.5	4.1	5.6	5.5	6.1
Cina Chinese	5.0	5.0	5.7	6.5	0.8	6.7
India Indian	7.0	5.3	4.8	3.4	3.7	5.6
Lain-lain Others	4.4	3.6	4.6	6.1	4.8	6.3
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	0.0	0.0	1.8	1.8	13.3	13.3
20-24	1.0	1.0	3.0	2.6	5.7	7.7
25-29	4.2	4.2	4.9	5.8	4.2	4.0
30-34	3.4	3.4	4.3	5.3	0.4	5.1
35-39	3.5	4.2	4.6	7.0	3.5	5.7
40-44	2.4	2.4	4.5	5.2	1.8	5.3
45-49	4.2	4.7	3.9	6.6	2.0	4.8
50-54	5.2	5.2	7.2	6.1	1.3	5.5
55-59	5.3	5.3	3.5	9.2	2.2	4.1
60-64	8.4	6.3	3.4	8.5	0.0	0.0
65 dan ke atas 65 and above	8.6	7.4	8.3	6.7	1.9	5.6

2.1c Peratus perubahan tahun ke tahun median upah bulanan mengikut jantina, etnik dan kumpulan umur, Oktober 2024 - Disember 2025 (samb.)
Year-on-year percentage change of median monthly wage by sex, ethnic and age group, October 2024 - December 2025 (cont.)

(%)

Perubahan tahun ke tahun Year-on-year change								
2025								
04	05	06	07	08	09	10	11	12
3.6	5.4	4.3	4.3	4.3	4.3	4.3	4.3	4.0
Jantina Sex								
3.6	4.6	4.2	4.2	4.8	4.2	3.6	4.0	4.0
3.7	4.4	3.7	3.7	4.4	3.7	4.1	4.7	4.0
Etnik Ethnic								
5.5	5.5	5.5	5.5	5.5	5.5	6.3	6.3	4.0
5.7	5.7	5.8	6.7	6.3	6.5	7.1	7.1	4.9
5.1	4.4	5.1	3.7	4.4	3.7	2.3	3.7	4.0
4.8	4.8	4.8	6.1	4.8	6.1	6.1	4.8	4.4
Kumpulan umur Age group								
13.3	13.3	13.3	13.3	13.3	13.3	13.3	13.3	11.3
5.7	5.6	6.1	6.6	5.6	5.6	6.1	7.1	5.3
2.2	3.0	2.6	3.3	3.3	2.5	3.3	3.3	2.7
1.5	0.9	1.5	1.5	1.5	1.5	2.1	2.1	3.0
2.9	4.6	4.1	4.6	4.6	4.1	3.6	3.5	2.7
3.5	4.7	4.9	4.9	4.5	4.9	4.4	4.4	1.6
4.4	5.6	4.8	4.8	4.8	4.8	5.0	5.0	4.0
4.7	4.2	4.7	4.7	4.2	4.2	4.7	5.2	1.4
5.4	6.3	6.3	6.3	6.3	6.3	5.4	5.4	5.2
1.9	1.9	3.4	2.5	2.6	3.4	2.5	3.4	4.0
6.5	7.4	7.4	7.7	7.3	6.4	7.2	7.6	0.6

2.2a Median upah bulanan mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025

Median monthly wage by economic activity, October 2024 - December 2025

(RM)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month			
		2024			2025
		10	11	12	01
Jumlah <i>Total</i>		2,764	2,764	3,045	3,064
1.	Pertanian <i>Agriculture</i>	2,027	2,000	2,382	2,227
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	6,000	6,000	7,500	6,800
3.	Pembuatan <i>Manufacturing</i>	2,582	2,600	3,300	3,000
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	2,264	2,264	2,500	2,664
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	3,127	3,333	4,282	3,540
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	2,045	2,027	2,227	2,345
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	2,400	2,400	2,664	3,000
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	2,645	2,745	3,409	3,180
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	2,700	2,700	2,982	3,345
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	2,722	2,745	4,100	3,100
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	2,682	2,673	3,200	2,900
4.	Pembinaan <i>Construction</i>	2,864	2,864	3,000	3,064
5.	Perkhidmatan <i>Services</i>	2,800	2,782	3,000	3,064
5.1	Utiliti <i>Utilities</i>	3,000	3,000	3,164	3,627
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	2,400	2,400	2,500	2,800
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	1,982	1,945	2,000	2,064
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	2,911	2,900	3,164	3,082
5.5	Maklumat dan komunikasi <i>Information and communication</i>	5,100	5,100	5,600	5,600
5.6	Kewangan dan insurans <i>Finance and insurance</i>	6,000	6,000	6,500	6,500
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	2,927	2,927	3,045	3,127
5.8	Perkhidmatan lain <i>Other services</i>	2,682	2,682	2,900	2,964

2.2a Median upah bulanan mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025 (samb.)

Median monthly wage by economic activity, October 2024 - December 2025 (cont.)

(RM)

Bulan / Month										
2025										
02	03	04	05	06	07	08	09	10	11	12
2,875	3,000	2,864	2,845	2,864	2,864	2,864	2,864	2,882	2,882	3,167
2,100	2,200	2,200	2,200	2,200	2,200	2,200	2,245	2,200	2,164	2,564
6,356	8,800	6,600	6,478	6,500	6,500	6,500	6,600	6,500	6,400	7,900
2,664	2,809	2,664	2,645	2,700	2,682	2,664	2,664	2,682	2,700	3,422
2,382	2,544	2,400	2,422	2,382	2,382	2,400	2,400	2,400	2,400	2,682
3,245	3,664	3,278	3,245	3,227	3,200	3,182	3,327	3,164	3,282	4,245
2,127	2,182	2,145	2,100	2,145	2,145	2,145	2,164	2,145	2,145	2,245
2,500	2,564	2,482	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,764
2,727	2,982	2,745	2,727	2,782	2,764	2,727	2,745	2,800	2,867	3,600
2,827	2,864	2,782	2,800	2,800	2,827	2,827	2,827	2,800	2,800	3,027
2,800	2,827	2,782	2,700	2,845	2,764	2,782	2,755	2,764	2,782	4,164
2,645	3,000	2,700	2,744	2,800	2,764	2,727	2,722	2,791	2,827	3,364
2,964	3,000	2,900	2,982	2,945	2,982	2,982	2,964	2,982	2,982	3,127
2,900	3,000	2,900	2,882	2,900	2,900	2,882	2,900	2,900	2,900	3,120
3,200	4,427	3,464	3,282	3,300	3,211	3,182	3,300	3,300	3,282	3,500
2,500	2,545	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,545
2,000	2,045	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,045
3,000	3,200	3,064	3,000	3,000	3,045	3,000	3,000	3,000	3,000	3,273
5,356	6,100	5,400	5,300	5,300	5,300	5,300	5,300	5,300	5,300	5,700
6,400	7,700	6,200	6,200	6,200	6,100	6,044	6,000	6,100	6,200	7,000
3,000	3,100	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,200
2,827	2,973	2,800	2,811	2,800	2,827	2,800	2,800	2,800	2,800	3,000

2.2b

Peratus perubahan bulan ke bulan median upah bulanan mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025
Month-on-month percentage change of median monthly wage by economic activity, October 2024 - December 2025

(%)

Jenis aktiviti ekonomi <i>Kind of economic activity</i>		Perubahan bulan ke bulan <i>Month-on-month change</i>			
		2024			2025
		10	11	12	01
Jumlah <i>Total</i>		0.7	0.0	10.2	0.6
1.	Pertanian <i>Agriculture</i>	0.0	-1.3	19.1	-6.5
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	1.7	0.0	25.0	-9.3
3.	Pembuatan <i>Manufacturing</i>	0.7	0.7	26.9	-9.1
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	-0.8	0.0	10.4	6.5
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	-4.2	6.6	28.5	-17.3
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	0.9	-0.9	9.9	5.3
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	0.0	0.0	11.0	12.6
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	0.0	3.8	24.2	-6.7
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	0.0	0.0	10.4	12.2
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	0.8	0.9	49.3	-24.4
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	2.1	-0.3	19.7	-9.4
4.	Pembinaan <i>Construction</i>	2.3	0.0	4.8	2.1
5.	Perkhidmatan <i>Services</i>	0.7	-0.6	7.8	2.1
5.1	Utiliti <i>Utilities</i>	-2.1	0.0	5.5	14.7
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	0.8	0.0	4.2	12.0
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	0.9	-1.8	2.8	3.2
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	-0.6	-0.4	9.1	-2.6
5.5	Maklumat dan komunikasi <i>Information and communication</i>	0.0	0.0	9.8	0.0
5.6	Kewangan dan insurans <i>Finance and insurance</i>	1.7	0.0	8.3	0.0
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	0.0	0.0	4.0	2.7
5.8	Perkhidmatan lain <i>Other services</i>	0.0	0.0	8.1	2.2

2.2b

Peratus perubahan bulan ke bulan median upah bulanan mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025 (samb.) Month-on-month percentage change of median monthly wage by economic activity, October 2024 - December 2025 (cont.)

Perubahan bulan ke bulan Month-on-month change										
2025										
02	03	04	05	06	07	08	09	10	11	12
-6.2	4.3	-4.5	-0.6	0.6	0.0	0.0	0.0	0.6	0.0	9.9
-5.7	4.8	0.0	0.0	0.0	0.0	0.0	2.1	-2.0	-1.7	18.5
-6.5	38.5	-25.0	-1.9	0.3	0.0	0.0	1.5	-1.5	-1.5	23.4
-11.2	5.5	-5.2	-0.7	2.1	-0.7	-0.7	0.0	0.7	0.7	26.7
-10.6	6.8	-5.7	0.9	-1.7	0.0	0.8	0.0	0.0	0.0	11.7
-8.3	12.9	-10.5	-1.0	-0.6	-0.8	-0.6	4.6	-4.9	3.7	29.4
-9.3	2.6	-1.7	-2.1	2.2	0.0	0.0	0.8	-0.8	0.0	4.7
-16.7	2.5	-3.2	0.7	0.0	0.0	0.0	0.0	0.0	0.0	10.5
-14.2	9.3	-7.9	-0.7	2.0	-0.7	-1.3	0.7	2.0	2.4	25.6
-15.5	1.3	-2.9	0.7	0.0	1.0	0.0	0.0	-1.0	0.0	8.1
-9.7	1.0	-1.6	-2.9	5.4	-2.9	0.7	-1.0	0.3	0.7	49.7
-8.8	13.4	-10.0	1.6	2.0	-1.3	-1.3	-0.2	2.5	1.3	19.0
-3.3	1.2	-3.3	2.8	-1.2	1.2	0.0	-0.6	0.6	0.0	4.9
-5.3	3.4	-3.3	-0.6	0.6	0.0	-0.6	0.6	0.0	0.0	7.6
-11.8	38.4	-21.8	-5.2	0.6	-2.7	-0.9	3.7	0.0	-0.6	6.6
-10.7	1.8	-1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8
-3.1	2.3	-2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.3
-2.7	6.7	-4.3	-2.1	0.0	1.5	-1.5	0.0	0.0	0.0	9.1
-4.4	13.9	-11.5	-1.9	0.0	0.0	0.0	0.0	0.0	0.0	7.5
-1.5	20.3	-19.5	0.0	0.0	-1.6	-0.9	-0.7	1.7	1.6	12.9
-4.1	3.3	-3.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.7
-4.6	5.1	-5.8	0.4	-0.4	1.0	-1.0	0.0	0.0	0.0	7.1

2.2c

Peratus perubahan tahun ke tahun median upah bulanan mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025
Year-on-year percentage change of median monthly wage by economic activity, October 2024 - December 2025

(%)

Jenis aktiviti ekonomi <i>Kind of economic activity</i>		Perubahan tahun ke tahun <i>Year-on-year change</i>			
		2024			2025
		10	11	12	01
Jumlah <i>Total</i>		6.3	6.3	5.0	4.0
1.	Pertanian <i>Agriculture</i>	2.3	2.6	3.6	6.1
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	15.4	15.4	9.6	9.7
3.	Pembuatan <i>Manufacturing</i>	3.3	4.8	3.1	5.4
3.1	Minyak & lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils & fats and food processing</i>	5.5	4.6	2.2	7.5
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	4.2	6.0	3.7	5.3
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	2.3	1.4	6.1	4.5
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	4.3	5.2	6.5	7.8
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	-1.4	7.1	3.9	3.8
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic mineral products, basic metal and fabricated metal products</i>	5.3	4.6	3.5	11.5
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	4.7	6.3	6.1	4.6
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	4.6	5.0	1.7	5.7
4.	Pembinaan <i>Construction</i>	6.1	6.1	6.6	2.1
5.	Perkhidmatan <i>Services</i>	6.6	5.2	7.1	3.4
5.1	Utiliti <i>Utilities</i>	9.3	9.3	4.3	10.5
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	4.3	4.3	4.2	7.7
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	10.1	4.4	5.3	4.1
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	4.4	4.2	5.5	2.7
5.5	Maklumat dan komunikasi <i>Information and communication</i>	4.1	2.7	5.7	5.7
5.6	Kewangan dan insurans <i>Finance and insurance</i>	7.1	5.3	3.2	8.3
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	6.6	5.2	2.8	4.2
5.8	Perkhidmatan lain <i>Other services</i>	4.6	4.6	6.3	7.2

2.2c

Peratus perubahan tahun ke tahun median upah bulanan mengikut aktiviti ekonomi, Oktober 2024 - Disember 2025 (samb.) Year-on-year percentage change of median monthly wage by economic activity, October 2024 - December 2025 (cont.)

(%)

Perubahan tahun ke tahun Year-on-year change										
2025										
02	03	04	05	06	07	08	09	10	11	12
3.3	5.5	3.6	5.4	4.3	4.3	4.3	4.3	4.3	4.3	4.0
6.0	10.0	10.0	10.0	10.0	8.5	8.5	10.8	8.5	8.2	7.6
7.7	4.8	11.9	11.7	10.2	12.1	10.2	11.9	8.3	6.7	5.3
3.2	6.2	3.2	4.9	4.6	4.6	4.7	3.9	3.9	3.8	3.7
4.6	10.6	2.3	7.0	5.2	5.2	6.0	5.2	6.0	6.0	7.3
-1.1	10.1	-0.7	2.8	2.0	3.2	2.3	1.9	1.2	-1.5	-0.8
4.0	6.7	4.0	3.6	4.0	4.9	5.8	6.7	4.9	5.8	0.8
2.2	5.6	5.0	5.0	5.0	4.2	4.2	4.2	4.2	4.2	3.8
1.0	5.5	1.7	4.9	3.0	4.5	4.9	3.8	5.8	4.4	5.6
0.6	6.1	3.0	5.1	5.1	6.1	5.4	4.7	3.7	3.7	1.5
4.4	6.1	3.0	2.8	3.6	2.4	4.4	2.0	1.5	1.3	1.6
3.2	3.8	1.4	7.8	5.1	6.3	4.9	3.6	4.1	5.8	5.1
3.5	1.2	3.6	4.8	5.2	5.5	4.8	5.8	4.1	4.1	4.2
3.6	4.1	3.6	4.3	4.9	4.9	4.3	4.2	3.6	4.2	4.0
2.9	30.2	-3.8	1.1	7.7	6.1	3.2	7.7	10.0	9.4	10.6
3.0	3.3	4.2	5.8	5.0	4.2	4.2	5.0	4.2	4.2	1.8
1.9	4.2	3.8	0.9	1.9	2.8	3.8	1.9	0.9	2.8	2.3
6.1	5.5	2.5	4.7	4.8	5.0	3.4	2.5	3.1	3.4	3.4
3.0	7.0	1.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	1.8
3.2	11.6	0.0	5.1	3.3	3.4	2.4	1.7	1.7	3.3	7.7
1.2	3.3	3.4	4.1	3.4	3.4	4.1	2.5	2.5	2.5	5.1
4.7	7.6	4.4	5.5	4.4	5.8	5.1	4.4	4.4	4.4	3.4

2.3a Median upah bulanan mengikut negeri, Oktober 2024 - Disember 2025

Median monthly wage by state, October 2024 - December 2025

(RM)

Negeri State	Bulan / Month					
	2024			2025		
	10	11	12	01	02	03
Malaysia	2,764	2,764	3,045	3,064	2,875	3,000
Johor	2,500	2,500	2,827	2,927	2,600	2,745
Kedah	1,930	1,900	2,064	2,064	2,000	2,100
Kelantan	1,664	1,627	1,664	1,700	1,727	1,800
Melaka	2,500	2,500	2,727	2,700	2,500	2,600
Negeri Sembilan	2,382	2,345	2,545	2,600	2,482	2,600
Pahang	2,100	2,082	2,200	2,291	2,200	2,327
Pulau Pinang	2,827	2,882	3,382	3,300	2,909	3,000
Perak	2,064	2,064	2,200	2,382	2,182	2,200
Perlis	1,682	1,682	1,764	1,800	1,800	1,800
Selangor	3,000	3,000	3,300	3,445	3,145	3,300
Terengganu	2,000	2,000	2,100	2,000	2,064	2,200
Sabah	1,900	1,882	2,000	2,045	2,000	2,000
Sarawak	2,064	2,064	2,200	2,382	2,182	2,227
W.P. Kuala Lumpur	4,000	3,967	4,200	4,400	4,145	4,445
W.P. Labuan	2,000	2,000	2,482	2,164	2,082	2,100
W.P. Putrajaya	2,482	2,482	2,527	2,600	2,600	2,900

2.3a Median upah bulanan mengikut negeri, Oktober 2024 - Disember 2025 (samb.)

Median monthly wage by state, October 2024 - December 2025 (cont.)

(RM)

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
2,864	2,845	2,864	2,864	2,864	2,864	2,882	2,882	3,167
2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,982
2,000	2,000	2,000	2,027	2,000	2,000	2,000	2,000	2,164
1,745	1,782	1,764	1,764	1,764	1,800	1,782	1,764	1,800
2,500	2,500	2,545	2,500	2,500	2,500	2,600	2,564	2,864
2,464	2,464	2,500	2,500	2,500	2,482	2,500	2,482	2,664
2,200	2,227	2,245	2,227	2,200	2,227	2,227	2,200	2,300
2,945	2,900	2,927	2,900	2,927	2,927	2,945	3,000	3,500
2,164	2,182	2,175	2,200	2,200	2,200	2,200	2,200	2,300
1,782	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,864
3,178	3,100	3,145	3,127	3,100	3,127	3,145	3,145	3,400
2,100	2,100	2,100	2,100	2,100	2,100	2,082	2,082	2,200
2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,045
2,182	2,227	2,200	2,200	2,200	2,200	2,200	2,182	2,300
4,200	4,064	4,064	4,100	4,064	4,064	4,082	4,100	4,391
2,064	2,100	2,100	2,100	2,082	2,082	2,100	2,100	2,382
2,564	2,545	2,564	2,564	2,564	2,564	2,600	2,582	2,582

2.3b

**Peratus perubahan bulan ke bulan median upah bulanan mengikut negeri,
Oktober 2024 - Disember 2025**
Month-on-month percentage change of median monthly wage by state,
October 2024 - December 2025

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change					
	2024			2025		
	10	11	12	01	02	03
Malaysia	0.7	0.0	10.2	0.6	-6.2	4.3
Johor	0.0	0.0	13.1	3.5	-11.2	5.6
Kedah	0.2	-1.6	8.6	0.0	-3.1	5.0
Kelantan	-1.1	-2.2	2.2	2.2	1.6	4.2
Melaka	4.2	0.0	9.1	-1.0	-7.4	4.0
Negeri Sembilan	0.8	-1.5	8.5	2.1	-4.5	4.8
Pahang	0.9	-0.9	5.7	4.1	-4.0	5.8
Pulau Pinang	1.0	1.9	17.4	-2.4	-11.8	3.1
Perak	0.9	0.0	6.6	8.3	-8.4	0.8
Perlis	0.0	0.0	4.9	2.1	0.0	0.0
Selangor	0.0	0.0	10.0	4.4	-8.7	4.9
Terengganu	0.0	0.0	5.0	-4.8	3.2	6.6
Sabah	1.0	-1.0	6.3	2.3	-2.2	0.0
Sarawak	0.0	0.0	6.6	8.3	-8.4	2.1
W.P. Kuala Lumpur	0.9	-0.8	5.9	4.8	-5.8	7.2
W.P. Labuan	0.0	0.0	24.1	-12.8	-3.8	0.9
W.P. Putrajaya	-0.7	0.0	1.8	2.9	0.0	11.5

2.3b Peratus perubahan bulan ke bulan median upah bulanan mengikut negeri,
Oktober 2024 - Disember 2025 (samb.)
*Month-on-month percentage change of median monthly wage by state,
 October 2024 - December 2025 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change								
2025								
04	05	06	07	08	09	10	11	12
-4.5	-0.6	0.6	0.0	0.0	0.0	0.6	0.0	9.9
-5.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.7
-4.8	0.0	0.0	1.4	-1.3	0.0	0.0	0.0	8.2
-3.0	2.1	-1.0	0.0	0.0	2.1	-1.0	-1.0	2.1
-3.8	0.0	1.8	-1.8	0.0	0.0	4.0	-1.4	11.7
-5.2	0.0	1.5	0.0	0.0	-0.7	0.7	-0.7	7.3
-5.5	1.2	0.8	-0.8	-1.2	1.2	0.0	-1.2	4.5
-1.8	-1.5	0.9	-0.9	0.9	0.0	0.6	1.9	16.7
-1.7	0.8	-0.3	1.1	0.0	0.0	0.0	0.0	4.5
-1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	3.5
-3.7	-2.4	1.5	-0.6	-0.9	0.9	0.6	0.0	8.1
-4.5	0.0	0.0	0.0	0.0	0.0	-0.9	0.0	5.7
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.3
-2.0	2.1	-1.2	0.0	0.0	0.0	0.0	-0.8	5.4
-5.5	-3.2	0.0	0.9	-0.9	0.0	0.4	0.4	7.1
-1.7	1.8	0.0	0.0	-0.9	0.0	0.9	0.0	13.4
-11.6	-0.7	0.7	0.0	0.0	0.0	1.4	-0.7	0.0

2.3c

**Peratus perubahan tahun ke tahun median upah bulanan mengikut negeri,
Oktober 2024 - Disember 2025**
*Year-on-year percentage change of median monthly wage by state,
October 2024 - December 2025*

(%)

Negeri State	Perubahan tahun ke tahun Year-on-year change					
	2024			2025		
	10	11	12	01	02	03
Malaysia	6.3	6.3	5.0	4.0	3.3	5.5
Johor	3.0	4.2	5.8	8.4	4.0	6.3
Kedah	3.6	4.0	3.2	4.1	1.9	6.9
Kelantan	4.0	1.7	4.0	3.3	6.1	9.4
Melaka	1.9	4.2	1.7	7.0	4.2	4.0
Negeri Sembilan	5.2	3.6	2.6	4.0	6.6	4.0
Pahang	5.0	4.1	5.7	9.1	5.7	8.5
Pulau Pinang	4.7	7.5	4.2	8.8	1.6	6.1
Perak	3.2	3.2	5.7	8.3	5.7	5.7
Perlis	3.4	3.4	3.7	5.9	7.0	7.0
Selangor	1.9	1.2	4.3	6.2	3.9	4.3
Terengganu	5.3	5.3	5.0	0.9	3.2	10.0
Sabah	5.6	4.5	6.3	5.1	6.3	6.3
Sarawak	3.2	3.2	4.8	8.3	5.7	7.9
W.P. Kuala Lumpur	5.3	4.4	3.8	6.1	3.6	4.5
W.P. Labuan	0.0	0.0	6.6	3.0	4.1	5.0
W.P. Putrajaya	0.0	0.0	1.8	4.0	4.8	6.3

2.3c

**Peratus perubahan tahun ke tahun median upah bulanan mengikut negeri,
Oktober 2024 - Disember 2025 (samb.)**
Year-on-year percentage change of median monthly wage by state,
October 2024 - December 2025 (cont.)

(%)

Perubahan tahun ke tahun Year-on-year change								
2025								
04	05	06	07	08	09	10	11	12
3.6	5.4	4.3	4.3	4.3	4.3	4.3	4.3	4.0
4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	5.5
3.8	5.3	5.3	4.2	5.3	3.8	3.6	5.3	4.8
9.1	8.3	7.2	8.4	7.2	7.0	7.1	8.4	8.2
4.2	5.0	3.3	4.2	4.2	4.2	4.0	2.5	5.0
5.0	5.0	4.2	5.0	5.0	5.0	5.0	5.8	4.6
4.8	7.0	6.9	6.1	5.7	7.0	6.1	5.7	4.5
5.2	3.6	4.5	3.6	4.5	4.5	4.2	4.1	3.5
5.8	6.7	7.3	7.6	7.6	7.6	6.6	6.6	4.5
4.8	7.0	7.0	7.0	7.0	7.0	7.0	7.0	5.7
3.7	3.3	4.8	4.2	3.3	4.2	4.8	4.8	3.0
6.0	5.0	5.0	5.0	5.0	5.0	4.1	4.1	4.8
6.3	6.3	7.3	6.3	6.3	6.3	5.3	6.3	2.3
6.7	7.0	7.6	6.6	7.6	6.6	6.6	5.7	4.5
3.1	2.5	2.1	2.5	2.5	2.5	2.0	3.4	4.5
3.2	5.0	5.0	5.0	4.1	4.1	5.0	5.0	-4.0
2.5	1.8	2.5	2.5	2.5	2.5	4.8	4.0	2.2

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JADUAL TABURAN UPAH, WARGANEGARA

TABLE WAGES DISTRIBUTION, CITIZEN

3.1a Taburan bilangan pekerja formal mengikut skala upah, Oktober 2024 - Disember 2025 Number of formal employees distribution by wage scale, October 2024 - December 2025

Skala upah Wage scale	Bulan / Month						
	2024			2025			
	10	11	12	01	02	03	
Bilangan pekerja formal Number of formal employees							(‘000)
RM2,000 ke bawah Below RM2,000	2,166.5	2,178.6	1,996.4	1,890.6	1,959.4	1,862.5	
RM2,000 - RM2,999	1,503.3	1,484.8	1,341.3	1,350.6	1,530.4	1,480.4	
RM3,000 - RM3,999	974.2	965.8	947.7	943.3	971.7	956.5	
RM4,000 - RM4,999	571.0	572.4	578.5	596.1	579.6	586.8	
RM5,000 - RM5,999	384.6	381.9	400.1	409.8	381.2	392.5	
RM6,000 - RM6,999	256.9	257.4	283.7	298.7	267.7	269.4	
RM7,000 - RM7,999	184.4	181.8	204.3	216.4	187.8	187.0	
RM8,000 - RM8,999	147.1	146.6	171.0	179.4	154.2	154.9	
RM9,000 - RM9,999	99.8	99.7	123.8	131.4	103.6	107.6	
RM10,000 - RM10,999	95.1	95.6	116.3	120.7	98.0	103.0	
RM11,000 - RM11,999	59.5	59.6	79.1	82.8	63.3	67.7	
RM12,000 - RM12,999	54.1	54.6	71.4	75.2	57.1	62.3	
RM13,000 - RM13,999	42.0	41.9	56.5	59.1	44.3	49.1	
RM14,000 - RM14,999	33.2	33.0	45.9	48.5	35.2	39.9	
RM15,000 dan ke atas RM15,000 and above	270.4	275.2	415.4	423.0	330.0	467.4	

3.1a Taburan bilangan pekerja formal mengikut skala upah, Oktober 2024 - Disember 2025 (samb.) Number of formal employees distribution by wage scale, October 2024 - December 2025 (cont.)

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
Bilangan pekerja formal Number of formal employees								
								(‘000)
2,021.5	1,999.7	2,011.1	2,018.7	2,018.7	2,011.6	2,006.6	2,021.0	1,880.4
1,562.3	1,613.2	1,593.4	1,624.9	1,638.6	1,645.1	1,639.2	1,625.6	1,471.3
970.4	1,009.2	1,002.7	1,012.6	1,019.7	1,026.1	1,025.4	1,017.8	1,002.8
589.6	604.6	599.6	608.3	610.4	610.8	617.3	620.9	612.4
396.2	399.6	402.2	410.0	409.4	409.4	411.6	410.1	427.4
276.7	276.0	277.1	285.7	285.0	285.2	288.2	286.3	307.0
193.4	188.3	192.1	196.1	195.8	195.7	197.4	197.1	217.8
159.4	154.3	157.3	159.0	159.2	158.6	159.7	159.9	179.7
113.1	106.8	110.7	111.5	110.1	110.4	111.3	111.9	130.2
105.7	101.2	104.0	104.2	103.3	103.4	103.3	104.6	121.7
68.1	64.5	66.3	66.8	65.7	66.1	66.4	67.4	82.2
62.9	59.0	59.8	59.6	58.8	59.0	59.5	60.1	75.1
47.8	45.1	45.9	45.7	45.3	45.2	45.6	46.5	60.6
38.9	35.7	36.5	36.3	36.0	36.0	36.2	36.7	50.0
340.6	295.6	310.8	296.6	289.9	293.8	297.5	304.4	461.8

3.1b Peratus sumbangan taburan pekerja formal mengikut skala upah, Oktober 2024 - Disember 2025

*Percentage share of formal employees distribution by wage scale,
October 2024 - December 2025*

Skala upah Wage scale	Bulan / Month					
	2024			2025		
	10	11	12	01	02	03
Peratus sumbangan pekerja formal <i>Percentage share of formal employees</i>	(%)					
RM2,000 ke bawah <i>Below RM2,000</i>	31.7	31.9	29.2	27.7	29.0	27.4
RM2,000 - RM2,999	22.0	21.7	19.6	19.8	22.6	21.8
RM3,000 - RM3,999	14.2	14.1	13.9	13.8	14.4	14.1
RM4,000 - RM4,999	8.3	8.4	8.5	8.7	8.6	8.6
RM5,000 - RM5,999	5.6	5.6	5.9	6.0	5.6	5.8
RM6,000 - RM6,999	3.8	3.8	4.2	4.4	4.0	4.0
RM7,000 - RM7,999	2.7	2.7	3.0	3.2	2.8	2.8
RM8,000 - RM8,999	2.1	2.1	2.5	2.6	2.3	2.3
RM9,000 - RM9,999	1.5	1.5	1.8	1.9	1.5	1.6
RM10,000 - RM10,999	1.4	1.4	1.7	1.8	1.4	1.5
RM11,000 - RM11,999	0.9	0.9	1.2	1.2	0.9	1.0
RM12,000 - RM12,999	0.8	0.8	1.0	1.1	0.8	0.9
RM13,000 - RM13,999	0.6	0.6	0.8	0.9	0.7	0.7
RM14,000 - RM14,999	0.5	0.5	0.7	0.7	0.5	0.6
RM15,000 dan ke atas <i>RM15,000 and above</i>	4.0	4.0	6.1	6.2	4.9	6.9

3.1b Peratus sumbangan taburan pekerja formal mengikut skala upah,
Oktober 2024 - Disember 2025 (samb.)
*Percentage share of formal employees distribution by wage scale,
 October 2024 - December 2025 (cont.)*

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
Peratus sumbangan pekerja formal Percentage share of formal employees (%)								
29.1	28.8	28.9	28.7	28.7	28.5	28.4	28.6	26.6
22.5	23.2	22.9	23.1	23.3	23.3	23.2	23.0	20.8
14.0	14.5	14.4	14.4	14.5	14.5	14.5	14.4	14.2
8.5	8.7	8.6	8.6	8.7	8.7	8.7	8.8	8.6
5.7	5.7	5.8	5.8	5.8	5.8	5.8	5.8	6.0
4.0	4.0	4.0	4.1	4.0	4.0	4.1	4.0	4.3
2.8	2.7	2.8	2.8	2.8	2.8	2.8	2.8	3.1
2.3	2.2	2.3	2.3	2.3	2.2	2.3	2.3	2.5
1.6	1.5	1.6	1.6	1.6	1.6	1.6	1.6	1.8
1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.7
1.0	0.9	1.0	0.9	0.9	0.9	0.9	1.0	1.2
0.9	0.8	0.9	0.8	0.8	0.8	0.8	0.9	1.1
0.7	0.6	0.7	0.6	0.6	0.6	0.6	0.7	0.9
0.6	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.7
4.9	4.3	4.5	4.2	4.1	4.2	4.2	4.3	6.5

3.2 Upah bulanan pekerja formal mengikut persentil, Oktober 2024 - Disember 2025

Formal employees monthly wages by percentile, October 2024 - December 2025

(RM)

Persentil Percentile	Bulan / Month					
	2024			2025		
	10	11	12	01	02	03
Persentil ke-10 10th percentile	1,500	1,500	1,500	1,500	1,645	1,700
Persentil ke-20 20th percentile	1,627	1,600	1,664	1,700	1,745	1,782
Persentil ke-30 30th percentile	1,909	1,900	2,000	2,027	2,000	2,027
Persentil ke-40 40th percentile	2,264	2,264	2,464	2,500	2,382	2,482
Persentil ke-50 50th percentile	2,764	2,764	3,045	3,064	2,875	3,000
Persentil ke-60 60th percentile	3,300	3,309	3,700	3,845	3,500	3,664
Persentil ke-70 70th percentile	4,145	4,145	4,782	4,982	4,345	4,664
Persentil ke-80 80th percentile	5,500	5,500	6,600	6,800	5,900	6,400
Persentil ke-90 90th percentile	8,700	8,700	10,800	11,000	9,400	11,000

3.2 Upah bulanan pekerja formal mengikut persentil, Oktober 2024 - Disember 2025 (samb.) Formal employees monthly wages by percentile, October 2024 - December 2025 (cont.)

(RM)

Bulan / Month								
2025								
04	05	06	07	08	09	10	11	12
1,645	1,682	1,664	1,700	1,700	1,700	1,700	1,700	1,700
1,727	1,764	1,745	1,764	1,764	1,764	1,764	1,764	1,782
2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,064
2,364	2,364	2,382	2,382	2,364	2,382	2,400	2,382	2,500
2,864	2,845	2,864	2,864	2,864	2,864	2,882	2,882	3,167
3,500	3,464	3,482	3,482	3,464	3,475	3,500	3,500	3,827
4,400	4,300	4,327	4,327	4,300	4,300	4,327	4,345	4,964
6,000	5,700	5,800	5,800	5,778	5,800	5,800	5,800	6,800
9,600	9,000	9,200	9,000	9,000	9,000	9,000	9,100	11,122

3.3a Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, Oktober 2025

Number of formal employees by age group and economic activity, October 2025

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
Bilangan pekerja formal <i>Number of formal employees</i> ('000)						
Kurang daripada 20 <i>Less than 20</i>	1.3	0.1	19.4	3.7	93.3	3.8
20-24	10.7	1.8	150.5	37.3	594.6	33.0
25-29	18.4	5.3	238.9	77.1	959.3	86.8
30-34	20.1	5.9	195.5	74.5	822.1	80.8
35-39	19.7	7.2	157.9	63.7	656.2	64.8
40-44	17.3	7.0	141.2	53.0	531.5	45.8
45-49	13.7	4.9	125.9	45.3	416.8	30.9
50-54	11.7	3.4	103.0	38.2	323.0	23.8
55-59	9.7	2.0	67.4	27.2	219.7	16.8
60-64	4.4	0.9	25.1	16.8	112.7	6.7
65 dan ke atas <i>65 and above</i>	3.5	0.6	16.0	11.0	79.6	5.1
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employees to economic activity</i> (%)						
Kurang daripada 20 <i>Less than 20</i>	1.0	0.4	1.6	0.8	1.9	1.0
20-24	8.2	4.7	12.1	8.3	12.4	8.3
25-29	14.1	13.5	19.3	17.2	19.9	21.8
30-34	15.4	15.0	15.8	16.6	17.1	20.3
35-39	15.1	18.4	12.7	14.2	13.6	16.3
40-44	13.2	17.8	11.4	11.8	11.1	11.5
45-49	10.5	12.6	10.1	10.1	8.7	7.8
50-54	9.0	8.7	8.3	8.5	6.7	6.0
55-59	7.4	5.1	5.4	6.1	4.6	4.2
60-64	3.4	2.3	2.0	3.8	2.3	1.7
65 dan ke atas <i>65 and above</i>	2.7	1.6	1.3	2.5	1.7	1.3

3.3b Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, November 2025

Number of formal employees by age group and economic activity, November 2025

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
Bilangan pekerja formal <i>Number of formal employees</i> ('000)						
Kurang daripada 20 <i>Less than 20</i>	1.4	0.2	20.8	3.8	96.4	4.0
20-24	10.8	1.9	153.0	37.8	600.7	34.8
25-29	18.4	5.3	239.5	76.6	959.5	87.7
30-34	20.1	5.8	195.3	73.8	821.2	80.7
35-39	19.6	7.2	157.8	63.4	655.7	64.7
40-44	17.3	6.9	141.0	52.7	531.0	45.8
45-49	13.7	4.9	125.6	45.1	416.3	30.9
50-54	11.7	3.4	102.6	37.8	322.1	23.8
55-59	9.7	2.0	66.9	27.0	218.5	16.8
60-64	4.4	0.9	24.7	16.6	111.3	6.6
65 dan ke atas <i>65 and above</i>	3.5	0.6	15.8	10.8	78.7	5.1
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employees to economic activity</i> (%)						
Kurang daripada 20 <i>Less than 20</i>	1.1	0.4	1.7	0.9	2.0	1.0
20-24	8.3	4.8	12.3	8.5	12.5	8.7
25-29	14.1	13.5	19.3	17.2	19.9	21.9
30-34	15.4	15.0	15.7	16.6	17.1	20.1
35-39	15.0	18.4	12.7	14.2	13.6	16.1
40-44	13.3	17.8	11.3	11.8	11.0	11.4
45-49	10.5	12.6	10.1	10.1	8.7	7.7
50-54	9.0	8.7	8.3	8.5	6.7	5.9
55-59	7.4	5.0	5.4	6.1	4.5	4.2
60-64	3.3	2.3	2.0	3.7	2.3	1.7
65 dan ke atas <i>65 and above</i>	2.7	1.6	1.3	2.4	1.6	1.3

3.3C Bilangan pekerja formal mengikut kumpulan umur dan aktiviti ekonomi, Disember 2025

Number of formal employees by age group and economic activity, December 2025

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>					
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
Bilangan pekerja formal <i>Number of formal employees</i> ('000)						
Kurang daripada 20 <i>Less than 20</i>	1.5	0.2	22.3	4.0	105.3	4.3
20-24	10.9	1.9	155.1	38.2	608.3	36.3
25-29	18.4	5.3	240.0	76.5	957.3	87.4
30-34	20.1	5.8	195.2	73.7	819.4	80.2
35-39	19.6	7.2	157.7	63.2	654.8	64.2
40-44	17.3	6.9	141.0	52.6	530.7	45.4
45-49	13.7	4.8	125.3	45.1	415.9	30.7
50-54	11.7	3.3	102.3	37.7	321.6	23.6
55-59	9.6	1.9	66.6	26.9	217.8	16.6
60-64	4.3	0.9	24.3	16.5	110.8	6.6
65 dan ke atas <i>65 and above</i>	3.5	0.6	15.7	10.7	78.3	5.0
Peratus sumbangan pekerja formal kepada aktiviti ekonomi <i>Percentage share of formal employees to economic activity</i> (%)						
Kurang daripada 20 <i>Less than 20</i>	1.1	0.5	1.8	0.9	2.2	1.1
20-24	8.4	4.9	12.5	8.6	12.6	9.1
25-29	14.1	13.6	19.3	17.2	19.9	21.8
30-34	15.4	15.0	15.7	16.5	17.0	20.0
35-39	15.0	18.6	12.7	14.2	13.6	16.0
40-44	13.3	17.6	11.3	11.8	11.0	11.3
45-49	10.5	12.4	10.1	10.1	8.6	7.7
50-54	8.9	8.5	8.2	8.5	6.7	5.9
55-59	7.4	5.0	5.3	6.0	4.5	4.1
60-64	3.3	2.3	2.0	3.7	2.3	1.6
65 dan ke atas <i>65 and above</i>	2.6	1.6	1.3	2.4	1.6	1.3

3.4 Median upah bulanan mengikut kumpulan umur dan aktiviti ekonomi, Oktober 2025 - Disember 2025

Median monthly wage by age group and economic activity, October 2025 - December 2025

Kumpulan umur Age group	Aktiviti ekonomi / Economic activity				
	Pertanian Agriculture	Perlombongan & pengkuarian Mining & quarrying	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services
Oktober 2025 October 2025					
	(RM)				
Kurang daripada 20 Less than 20	1,700	1,700	1,700	1,700	1,700
20-24	1,827	2,000	1,927	1,964	1,900
25-29	2,027	4,033	2,345	2,600	2,627
30-34	2,182	4,500	2,782	3,100	3,145
35-39	2,345	9,700	3,182	3,364	3,582
40-44	2,427	14,056	3,427	3,400	3,827
45-49	2,427	12,400	3,700	3,500	3,964
50-54	2,427	9,000	3,682	3,464	3,700
55-59	2,445	5,900	3,627	3,245	3,345
60-64	2,764	3,809	3,164	3,482	2,975
65 dan ke atas 65 and above	3,000	3,500	3,000	3,436	2,825
November 2025 November 2025					
	(RM)				
Kurang daripada 20 Less than 20	1,700	1,700	1,727	1,700	1,700
20-24	1,800	2,000	1,945	1,982	1,900
25-29	2,000	4,000	2,356	2,600	2,627
30-34	2,145	4,500	2,827	3,100	3,145
35-39	2,300	9,500	3,264	3,382	3,564
40-44	2,364	13,444	3,500	3,400	3,800
45-49	2,382	11,600	3,800	3,500	3,945
50-54	2,395	8,300	3,800	3,464	3,700
55-59	2,382	5,500	3,709	3,200	3,309
60-64	2,782	3,800	3,100	3,475	2,964
65 dan ke atas 65 and above	3,000	3,564	3,000	3,409	2,827

3.4

**Median upah bulanan mengikut kumpulan umur dan aktiviti ekonomi,
Oktober 2025 - Disember 2025 (samb.)**
*Median monthly wage by age group and economic activity,
October 2025 - December 2025 (cont.)*

Kumpulan umur <i>Age group</i>	Aktiviti ekonomi / <i>Economic activity</i>				
	Pertanian <i>Agriculture</i>	Perlombongan & pengkuarian <i>Mining & quarrying</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>
Disember 2025 <i>December 2025</i>	(RM)				
Kurang daripada 20 <i>Less than 20</i>	1,727	1,700	1,745	1,700	1,700
20-24	1,945	2,145	2,100	2,000	1,982
25-29	2,282	5,000	2,945	2,700	2,782
30-34	2,500	6,600	3,527	3,200	3,355
35-39	2,700	11,400	4,027	3,500	3,827
40-44	2,800	16,100	4,364	3,482	4,064
45-49	2,882	16,400	4,727	3,600	4,200
50-54	2,900	12,000	4,627	3,500	4,000
55-59	2,927	6,000	4,400	3,300	3,500
60-64	3,000	4,000	3,400	3,500	3,000
65 dan ke atas <i>65 and above</i>	3,167	3,875	3,167	3,500	3,000

NOTA TEKNIKAL



TECHNICAL NOTES

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

2. KONSEP DAN DEFINISI

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

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

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

Upah tidak termasuk pendapatan dari perniagaan sendiri atau sumber lain.

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

Sektor	Aktiviti ekonomi
Pertanian	Pertanian
Perlombongan & pengkuarian	Perlombongan & pengkuarian

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

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

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

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

3. TEMPOH RUJUKAN

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

4. SKOP DAN LIPUTAN

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

5. SUMBER DATA

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

6. METODOLOGI

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

Bilangan pekerja dikira secara individu, di mana pekerja dengan pelbagai pekerjaan hanya akan dikira sekali gus. 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. PEMBUNARAN

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

8. PERINCIAN STATISTIK

Statistik dalam laporan ini diperincikan seperti berikut:

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

9. SEMAKAN

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

10. SULIT DAN KERAHSIAAN

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

11. SIMBOL DAN AKRONIM

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

1. INTRODUCTION

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

2. CONCEPT AND DEFINITION

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

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

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

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

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

Sector	Economic activity
Agriculture	Agriculture
Mining and quarrying	Mining and quarrying

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

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

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

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

3. REFERENCE PERIOD

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

4. SCOPE AND COVERAGE

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

5. DATA SOURCES

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

6. METHODOLOGY

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

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

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

7. ROUNDING

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

8. DETAIL OF STATISTICS

The statistics in this report are presented as follows:

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

9. REVISION

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

10. PRIVACY AND CONFIDENTIALITY

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

11. SYMBOL AND ACRONYM

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

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