



KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

LAPORAN SURVEI GAJI & UPAH SALARIES & WAGES SURVEY REPORT

MALAYSIA 2024

Pemakluman

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

Malaysia buat julung kalinya telah menduduki tangga pertama (1) di peringkat global dalam laporandwih 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.

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

OpenDOSM NextGen 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

ASEAN-Malaysia 2025 Chairmanship: The Department of Statistics Malaysia (DOSM) will chair the 15th ASEAN Community Statistical System Committee (ACSS15) which aims to strengthen the statistical cooperation towards sustainable regional development.

Malaysia, for the first time, ranked as number one (1) 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.

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

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

JABATAN PERANGKAAN MALAYSIA
DEPARTMENT OF STATISTICS MALAYSIA

Diterbitkan dan dicetak oleh / *Published and printed by:*

Jabatan Perangkaan Malaysia

Department of Statistics Malaysia

Blok C6 & C7, Kompleks C,

Pusat Pentadbiran Kerajaan Persekutuan

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Harga / *Price* : RM 15.00

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“Sumber : Jabatan Perangkaan Malaysia”

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ISSN 2600-9579

Kata Pengantar

DATO' SRI DR. MOHD UZIR MAHIDIN

Ketua Perangkawan Malaysia

September 2025

Laporan Survei Gaji & Upah memaparkan statistik tahunan gaji & upah bagi warganegara bersumberkan **Survei Gaji & Upah 2024** menggunakan pendekatan isi rumah. Laporan ini membekalkan statistik mengikut ciri-ciri demografi dan sosioekonomi iaitu termasuk jantina, kumpulan umur, pencapaian pendidikan, sijil tertinggi diperoleh, strata, negeri, pekerjaan, kategori kemahiran, industri, sektor dan etnik. Penyusunan statistik ini adalah berdasarkan garis panduan dan syor daripada *International Labour Organization (ILO)* dengan merujuk kepada *An Integrated System of Wages Statistics*.

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

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

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

Preface

DATO' SRI DR. MOHD UZIR MAHIDIN

Chief Statistician Malaysia

September 2025

*The Salaries & Wages Report presents annual salaries & wages statistics for citizens from the **Salaries & Wages Survey 2024** through household approach. This report provides statistics according to demographic and socio-economic characteristics which include sex, age group, educational attainment, highest certificate obtained, strata, state, occupation, skill, industry, sector and ethnicity. The statistics is based on the guidelines and recommendations of the International Labour Organization (ILO) with reference to the An Integrated System of Wages Statistics.*

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

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

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

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NOTA PENERANGAN

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Nota Penerangan

Bermula dengan penerbitan Laporan Statistik Gaji & Upah (SGU), 2020, statistik utama gaji & upah dianggarkan berdasarkan anggaran penduduk semasa daripada Banci Penduduk dan Perumahan Malaysia 2020.

Semakan semula siri data SGU dilaksanakan apabila data Banci Penduduk dan Perumahan tahun 2020 yang terkini telah tersedia. Data banci ini kemudiannya digunakan untuk semakan semula siri data SGU bagi meliputi maklumat tambahan yang tersedia daripada Banci Penduduk dan Perumahan Malaysia 2020. Proses penggabungan penanda aras populasi yang disemak semula ini dirujuk sebagai '*rebas*ing'.

Bagi perincian penjadualan siri data semakan semula, sila layari <https://newss.statistics.gov.my/>.

Explanatory Notes

Starting with the annual release of Salary & Wages Survey Report (SWS), 2020, the principal statistics are estimated based on the current population estimates of Malaysia.

The revision of the SWS data is carried out when the most recent Population and Housing Census data of 2020 is available. This census data is then used to revise the SWS data to cover additional information available from the latest Population and Housing Census. This process of incorporating revise population benchmark is referred to as 'rebasing'.

For the details on tabulation of revised data series, please visit <https://newss.statistics.gov.my/>.

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RINGKASAN PENEMUAN

SUMMARY OF FINDINGS



STATISTIK GAJI & UPAH 2024

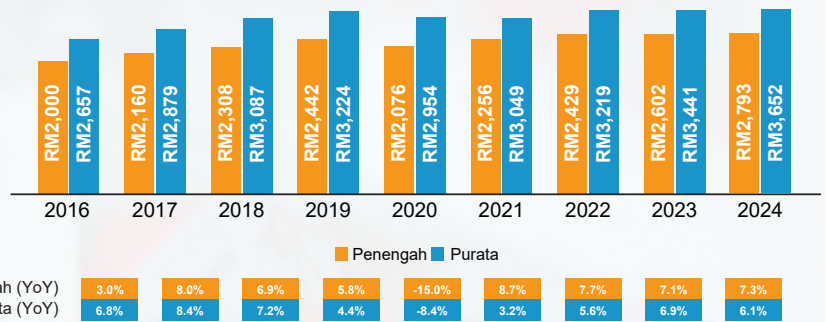
“**Purata** gaji & upah bulanan meningkat



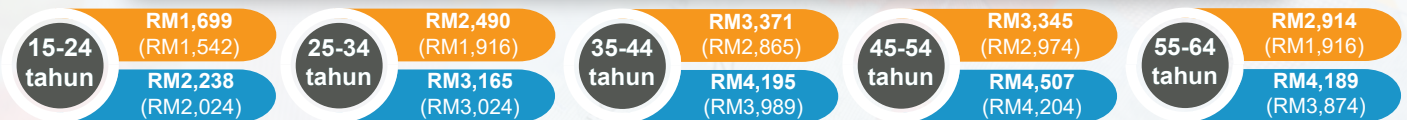
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peratus
pada 2024”

Purata gaji & upah bulanan meningkat 6.1%
kepada **RM3,652** pada 2024

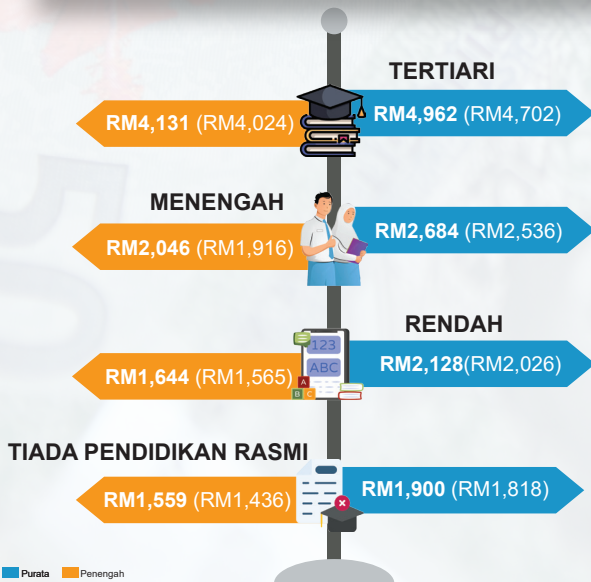
Penengah dan purata gaji & upah bulanan pekerja bagi warganegara Malaysia, 2016 - 2024



Penengah dan purata gaji & upah bulanan mengikut kumpulan umur, Malaysia, 2023 dan 2024



Penengah dan purata gaji & upah bulanan mengikut pencapaian pendidikan, Malaysia, 2023 dan 2024



Penengah dan purata gaji & upah bulanan mengikut jantina, Malaysia, 2023 dan 2024



Penengah dan purata gaji & upah bulanan mengikut tahap kemahiran, Malaysia, 2023 dan 2024



Kategori mahir mencatatkan purata gaji & upah bulanan tertinggi



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Nota: 1. Merujuk kepada warganegara

2. Bermula tahun 2020, Statistik Gaji & Upah dianggar berdasarkan Banci Penduduk dan Perumahan Malaysia 2020

Sumber: Laporan Survei Gaji & Upah, 2023, Jabatan Perangkaan Malaysia (DOSM)

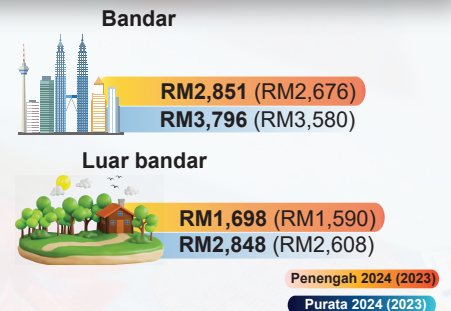
STATISTIK GAJI & UPAH 2024

Penengah dan purata gaji & upah bulanan mengikut sektor, Malaysia, 2023 dan 2024

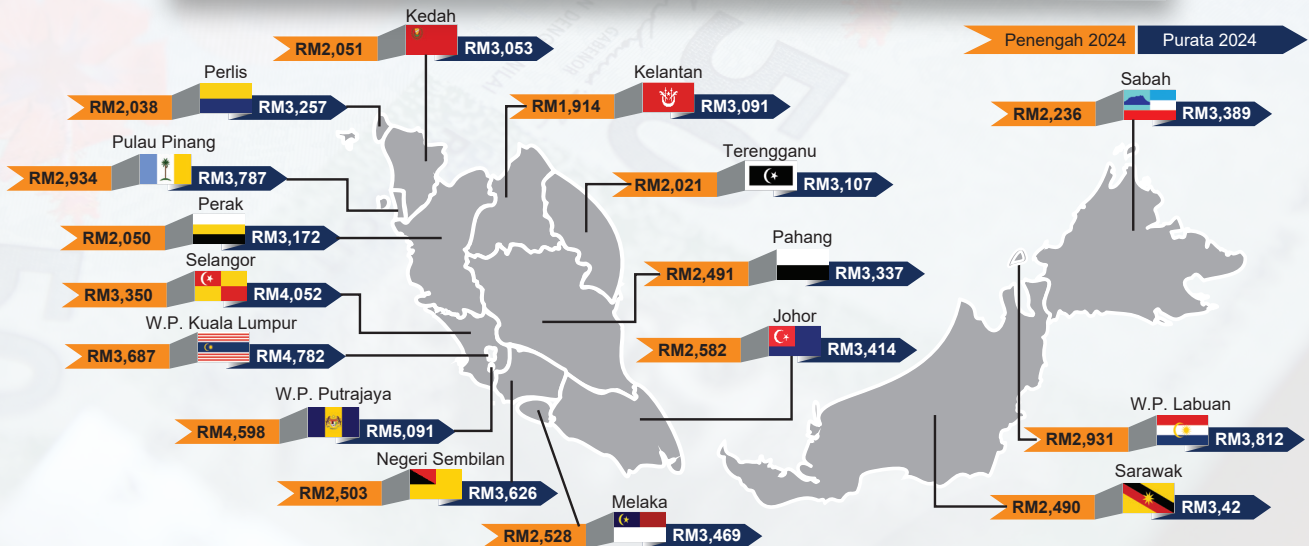


Sektor Perlombongan & Pengkuarian merekodkan **penengah** dan **purata** gaji & upah bulanan tertinggi, diikuti **Sektor Perkhidmatan**

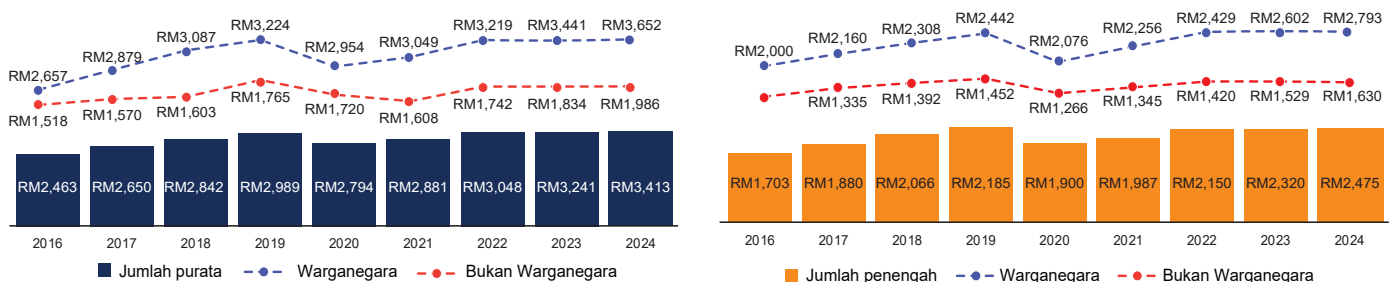
Penengah dan purata gaji & upah bulanan mengikut strata, Malaysia, 2023 dan 2024



Penengah dan purata gaji & upah bulanan mengikut negeri, Malaysia, 2024



Penengah dan purata gaji & upah bulanan mengikut kewarganegaraan, Malaysia, 2016 - 2024



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SALARIES & WAGES STATISTICS 2024

“ **Mean** monthly salaries & wages rise

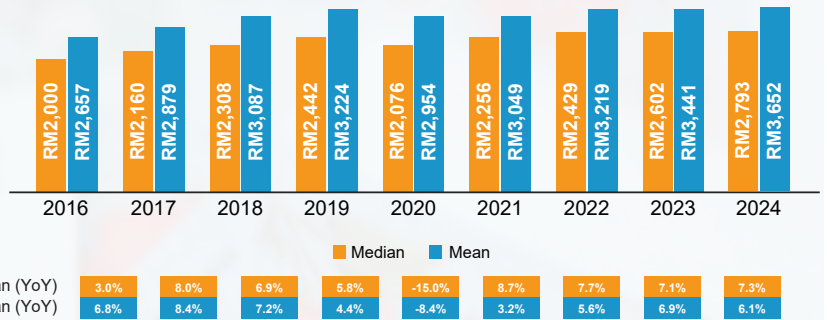


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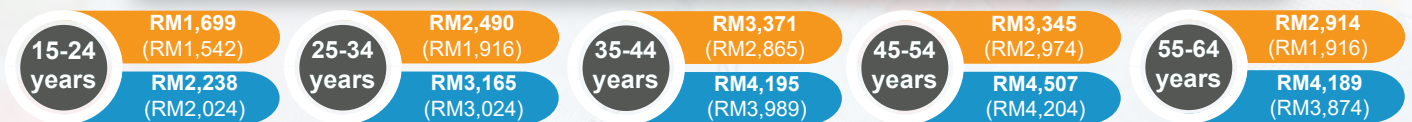
percent
in 2024 ”

The mean monthly salaries & wages increased **6.1%**,
to **RM3,652** in 2024

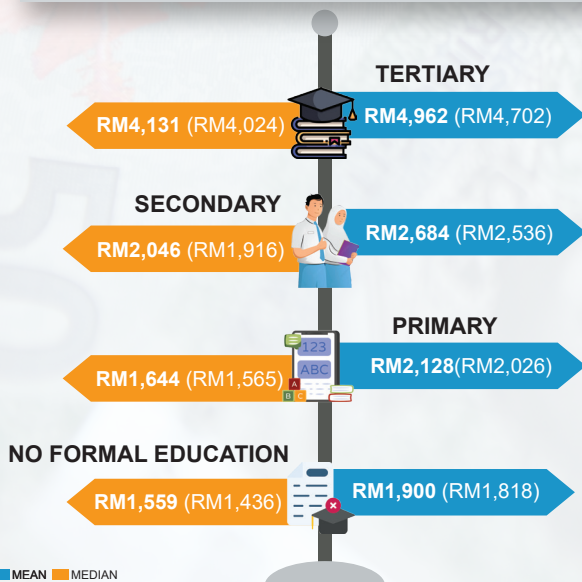
Median and mean monthly salaries & wages of employees for Malaysian citizens, Malaysia, 2016 - 2024



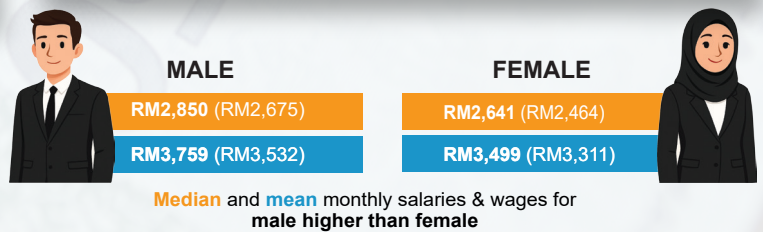
Median and mean monthly salaries & wages by age group, Malaysia, 2023 and 2024



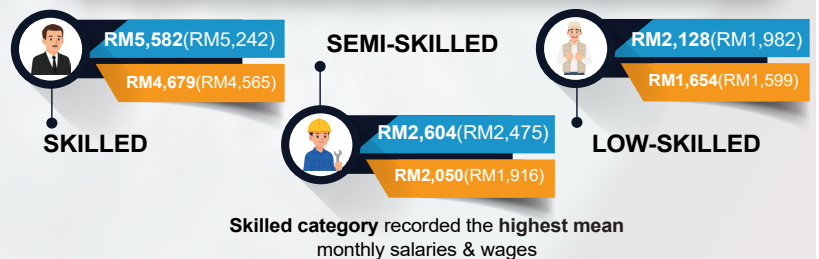
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Median and mean monthly salaries & wages by sex, Malaysia, 2023 and 2024



Median and mean monthly salaries & wages by category of skill, Malaysia, 2023 and 2024

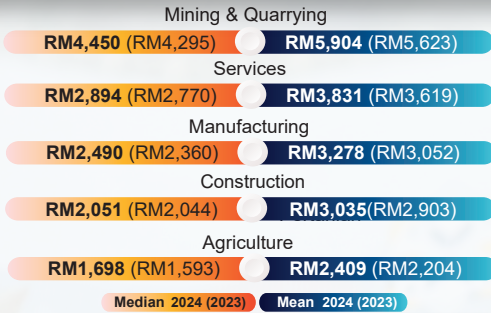



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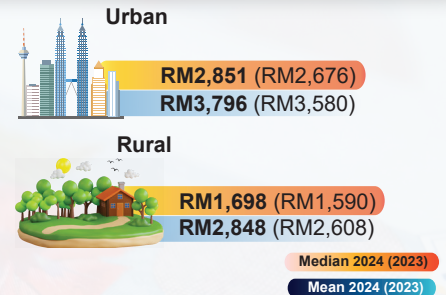
SALARIES & WAGES STATISTICS 2024

Median and mean monthly salaries & wages by sector, Malaysia, 2023 and 2024

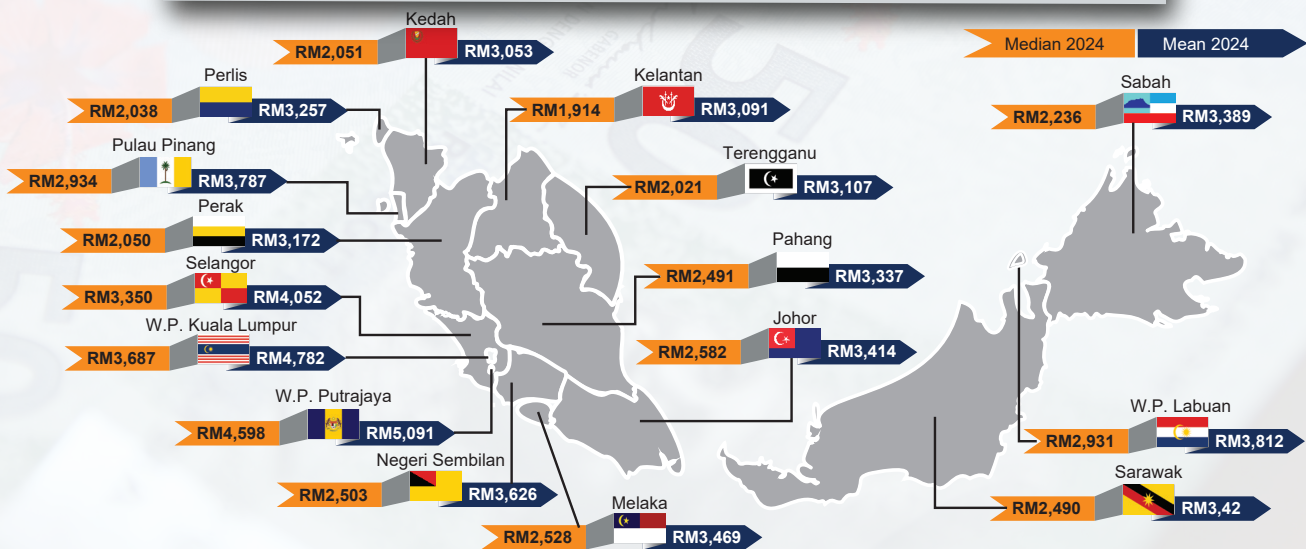


Mining & Quarrying sector recorded the highest **median** and **mean** monthly salaries & wages followed Services sector

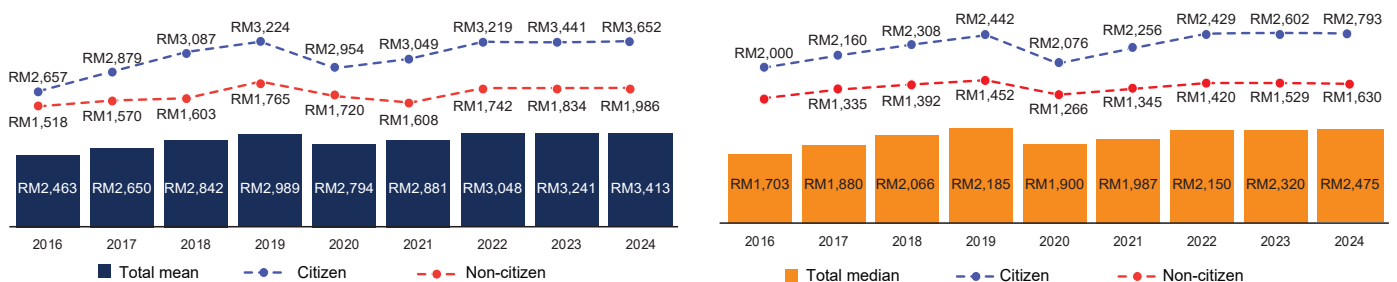
Median and mean monthly salaries & wages by strata, Malaysia, 2023 and 2024



Median and mean monthly salaries & wages by state, Malaysia, 2024



Median and mean monthly salaries & wages by citizenship, Malaysia, 2016 - 2024




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1. PENGENALAN

Pada tahun 2024, gaji global mencatatkan pemulihan yang ketara, dengan peningkatan gaji sebenar sebanyak 2.7 peratus, iaitu pertumbuhan tertinggi dalam tempoh lebih 15 tahun, selepas bertahun-tahun mengalami stagnansi dan penurunan mendadak pada tahun 2022. Pertumbuhan Keluaran Dalam Negeri Kasar (KDNK) global pula stabil pada kadar 3.2 peratus, menurut Tabung Kewangan Antarabangsa (IMF), mengekalkan kadar yang sama seperti pada tahun 2023 tetapi masih di bawah purata sebelum pandemik iaitu 3.8 peratus. KDNK Malaysia berkembang sebanyak 5.9 peratus, manakala pampasan untuk pekerja melalui gaji dan upah meningkat sedikit lebih tinggi iaitu sebanyak 6.1 peratus, menunjukkan bahawa pekerja mendapat sedikit manfaat daripada perkembangan ekonomi negara. Gaji bulanan penengah dalam sektor formal mencecah RM3,045, meningkat sebanyak 6.0 peratus berbanding tahun sebelumnya (2023: 33.5%). Walaupun terdapat pertumbuhan ini, bahagian pendapatan buruh dalam KDNK kekal rendah pada 33.6 peratus, jauh di bawah sasaran kerajaan iaitu 40 peratus, sekali gus menyerlahkan ketidakseimbangan struktur yang berterusan dalam pengagihan pendapatan.

Pelbagai faktor ekonomi di Malaysia telah menyumbang kepada peningkatan dalam gaji dan upah. Pasaran buruh telah mengukuh dengan ketara apabila kadar pengangguran menurun, kadar penyertaan meningkat, dan permintaan terhadap pekerja, terutamanya dalam kategori mahir¹. Inflasi dan peningkatan kos sara hidup juga memberi tekanan kepada pekerja dan pembuat dasar untuk memastikan gaji sejajar dengan keperluan semasa, yang mendorong kepada langkah-langkah seperti kenaikan gaji minimum². Selain itu, dasar kerajaan memainkan peranan langsung: perkhidmatan awam menerima kenaikan gaji besar melebihi 13 peratus berkuat kuasa Disember 2024, dan Dasar Gaji Progresif telah diperkenalkan bagi menyelaraskan gaji dengan kemahiran, pengalaman, dan peranan pekerjaan³. Faktor-faktor ini sebahagiannya membantu meningkatkan gaji penengah dan menyumbang kepada peningkatan kos buruh. Walau bagaimanapun, pasaran buruh Malaysia kekal stabil dan berdaya tahan untuk menampung ketidaktentuan ekonomi global.

Malaysia telah melaksanakan perubahan ketara terhadap dasar gaji minimum, dengan tujuan untuk meningkatkan pendapatan pekerja dan menangani kos sara hidup yang semakin meningkat. Dalam pembentangan Belanjawan Malaysia 2025 pada Oktober 2024, Perdana Menteri Malaysia, Datuk Seri Anwar Ibrahim telah mengumumkan kenaikan gaji minimum nasional daripada RM1,500 kepada RM1,700 sebulan, dengan pelaksanaan kenaikan ini secara berperingkat: pada Februari 2025 untuk majikan dan sektor profesional, pada Ogos 2025 untuk semua majikan termasuk perniagaan kecil dan perantis kontrak. Penyesuaian ini dijangka memberi manfaat kepada kira-kira 4.37 juta pekerja dan sejajar dengan usaha kerajaan yang lebih luas untuk meningkatkan tahap pendapatan melalui inisiatif seperti Dasar Gaji Progresif. Tanpa campur tangan dasar, inflasi akan terus mengatasi pertumbuhan gaji, sekali gus menjejaskan pendapatan sebenar pekerja. Secara keseluruhannya, kemaskini gaji minimum tahun 2024 mencerminkan komitmen Malaysia untuk meningkatkan kebajikan pekerja sambil mengimbangi realiti ekonomi.

Laporan Survei Gaji & Upah 2024 menunjukkan data inklusif mengenai gaji dan upah yang berdasarkan tinjauan isi rumah yang dijalankan dari Januari hingga Disember di seluruh negeri di Malaysia. Statistik yang terkandung memberi tumpuan khusus kepada warganegara Malaysia yang bekerja sebagai pekerja bergaji dan bekerja sepenuh masa di sektor awam dan swasta. Bagi memberikan gambaran menyeluruh mengenai gaji dan upah di Malaysia, laporan ini turut merangkumi indikator utama berkaitan pekerja bukan warganegara.

¹ <https://www.thestar.com.my/news/nation/2025/07/01/labour-market-hits-post-pandemic-high-in-2024>

² <https://www.mpc.gov.my/raising-minimum-wage-cuts-the-reliance-on-foreign-workers>

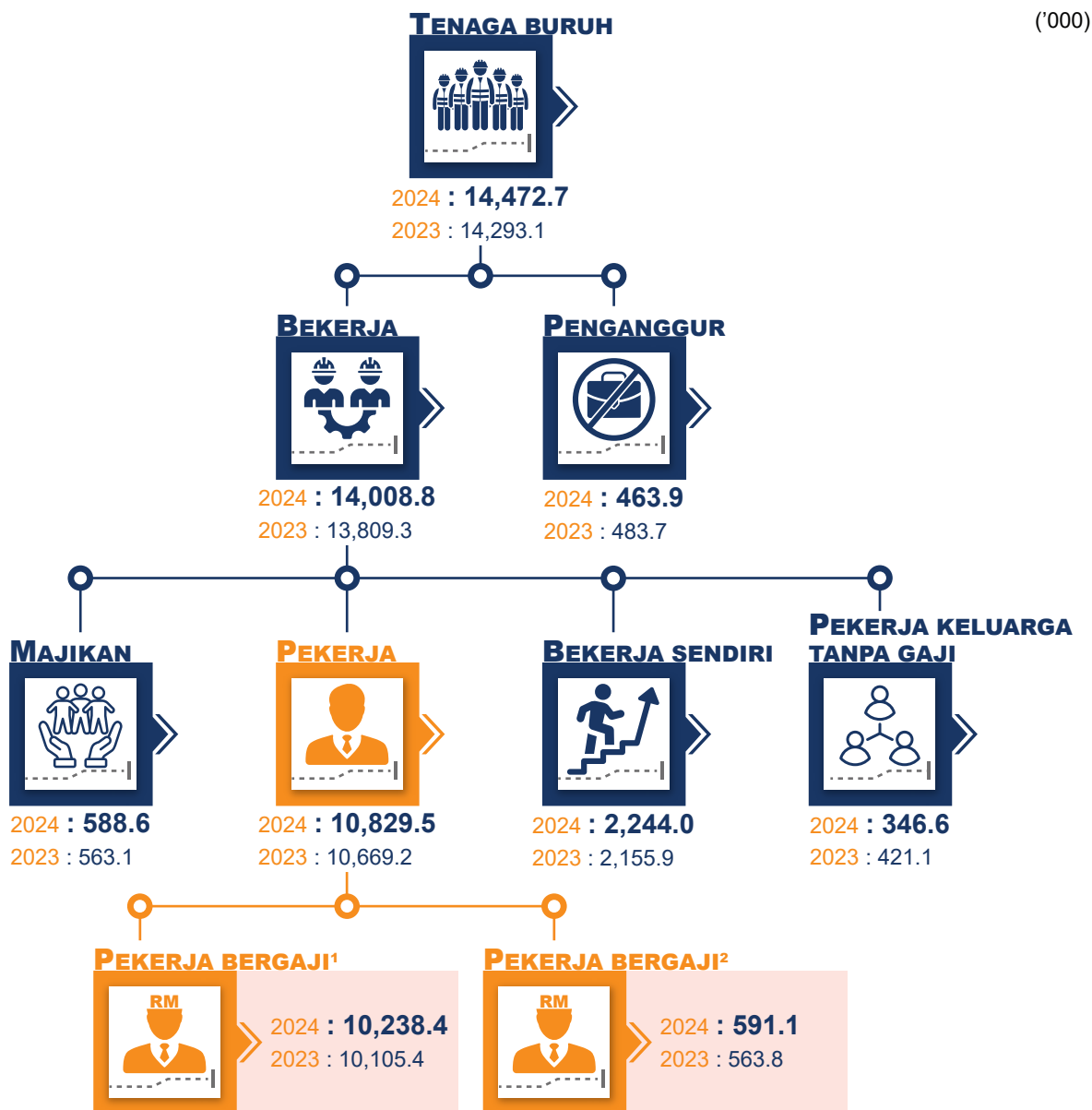
³ <https://www.reuters.com/world/asia-pacific/malaysia-plans-13-salary-hike-civil-servants-dec-amid-rising-prices-2024-05-01>

2. PENENGAH DAN PURATA GAJI & UPAH BULANAN PEKERJA

Pada tahun 2024, terdapat peningkatan dalam bilangan penerima gaji & upah bagi warganegara, dengan pertumbuhan sebanyak 1.3 peratus dan mencecah kepada 10.24 juta orang berbanding 10.11 juta orang pada tahun 2023. Pada tempoh yang sama, penengah gaji & upah bulanan turut meningkat sebanyak 7.3 peratus kepada RM2,793, berbanding RM2,602 pada tahun sebelumnya.

Selaras dengan peningkatan bilangan penerima gaji & upah, purata gaji & upah bulanan turut mencatatkan pertumbuhan yang stabil sebanyak 6.1 peratus (2023: 6.9%), meningkat kepada RM3,652 pada tahun 2024 berbanding tahun 2023. Peningkatan ini mencerminkan penambahbaikan dalam struktur pendapatan, sekali gus menunjukkan prospek ekonomi yang lebih positif bagi sebahagian besar tenaga kerja warganegara Malaysia [Paparan 1].

Paparan 1: Kerangka analisis gaji & upah bulanan, Malaysia, 2023 dan 2024



Nota:

¹ Bekerja sekurang-kurangnya 6 jam sehari atau sekurang-kurangnya 20 hari sebulan pada bulan rujukan.

² Bekerja sekurang-kurangnya 1 jam semasa minggu rujukan dan bekerja kurang daripada 6 jam sehari atau 20 hari sebulan pada bulan rujukan.

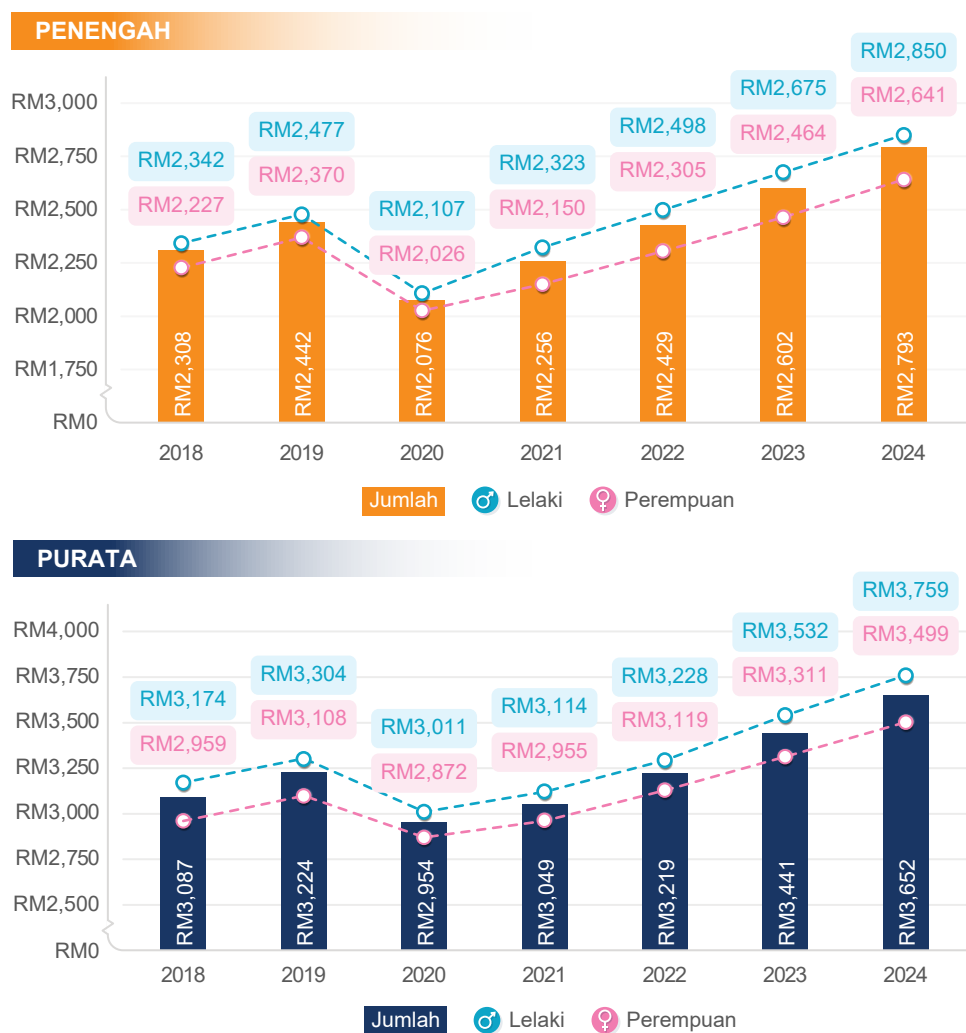
Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

3. GAJI & UPAH BULANAN PEKERJA MENGIKUT JANTINA

Pada tahun 2024, penengah gaji & upah bulanan kedua-dua pekerja lelaki dan perempuan terus menunjukkan trend menaik. Pekerja lelaki meningkat sebanyak 6.5 peratus, mencapai RM2,850 (2023: RM2,675), manakala pekerja perempuan meningkat sebanyak 7.2 peratus kepada RM2,641 (2023: RM2,464). Perbandingan gaji & upah bulanan mengikut jantina menunjukkan bahawa pekerja lelaki memperoleh penengah gaji & upah bulanan sebanyak RM209 lebih tinggi daripada pekerja perempuan dengan nisbah 1:0.93.

Begitu juga, purata gaji & upah bulanan untuk pekerja lelaki naik sebanyak 6.4 peratus, bersamaan dengan RM227 mencatatkan RM3,759 pada tahun 2024 (2023: RM3,532). Pada masa yang sama, pekerja perempuan turut merekodkan peningkatan sebanyak 5.7 peratus atau RM188, menyumbang kepada RM3,499 berbanding RM3,311 pada tahun 2023 [Carta 1].

Carta 1: Penengah dan purata gaji & upah bulanan pekerja mengikut jantina, Malaysia, 2018 - 2024



Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

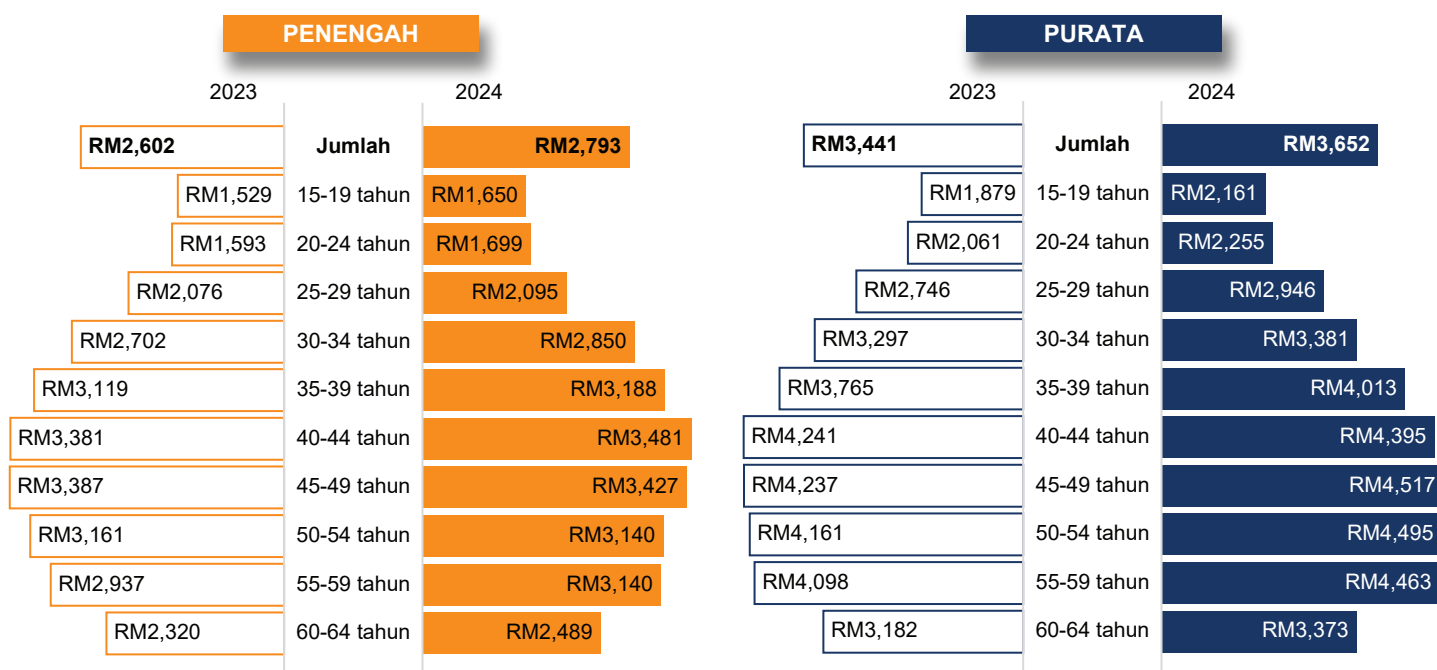
4. GAJI & UPAH BULANAN PEKERJA MENGIKUT KUMPULAN UMUR

Dari segi kumpulan umur, sebahagian besar bilangan penerima gaji & upah tertumpu dalam kumpulan umur 30 hingga 34 tahun yang menyumbang sebanyak 16.3 peratus. Ini diikuti oleh kumpulan umur 25 hingga 29 tahun dan 35 hingga 39 tahun masing-masing pada 16.2 peratus dan 15.8 peratus. Sementara itu, bilangan penerima gaji & upah kumpulan umur 40 hingga 44 tahun mencatatkan 14.4 peratus. Melihat perbandingan dengan tahun sebelumnya, kebanyakan kumpulan umur menunjukkan peningkatan dari segi penengah dan purata gaji & upah bulanan pekerja.

Pada tahun 2024, pekerja berumur antara 40 hingga 44 tahun mencatatkan nilai penengah gaji & upah bulanan tertinggi iaitu sebanyak RM3,481, manakala kumpulan umur 15 hingga 19 tahun merekodkan nilai penengah gaji & upah bulanan terendah pada RM1,650. Kebanyakan kumpulan umur mencatatkan peningkatan dalam penengah dan purata gaji & upah bulanan berbanding tahun sebelumnya.

Bagi purata gaji & upah bulanan pula, kumpulan umur 45 hingga 49 tahun mencatatkan nilai purata tertinggi pada RM4,517, diikuti kumpulan umur 50 hingga 54 tahun pada RM4,495 dan kumpulan umur 55 hingga 59 tahun pada RM4,463. Kumpulan umur 55 hingga 59 tahun adalah penerima terbesar purata gaji & upah bulanan, mencatatkan peningkatan sebanyak RM365 kepada RM4,463 berbanding 2023 pada RM4,098 [Carta 2].

Carta 2: Penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur, Malaysia, 2023 dan 2024



Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

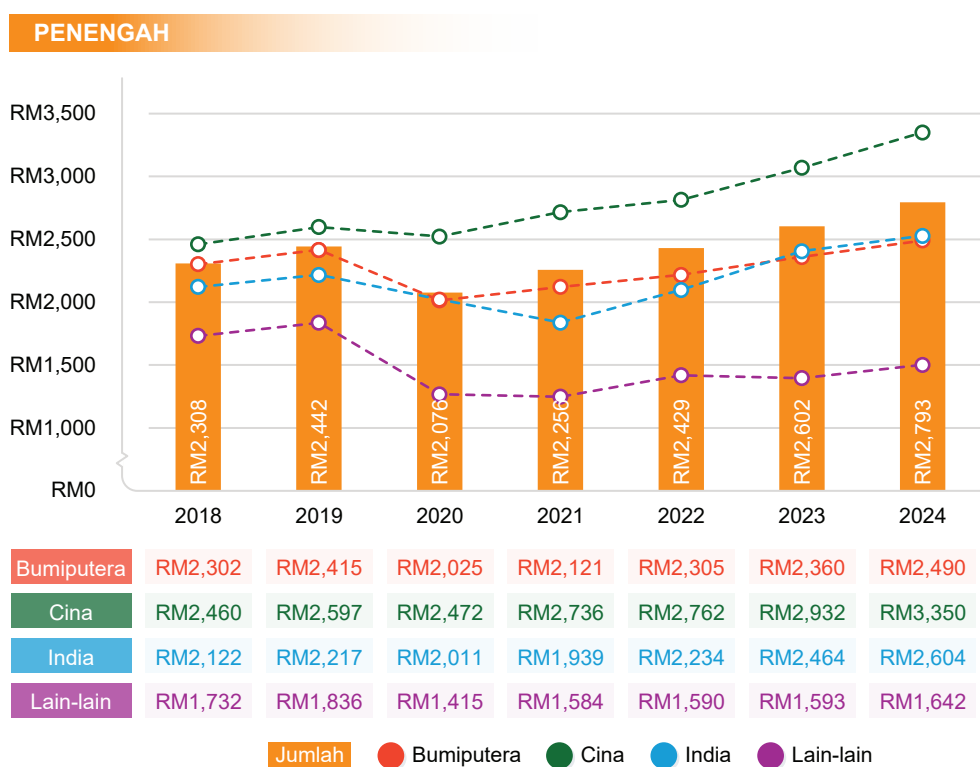
5. GAJI & UPAH BULANAN PEKERJA MENGIKUT ETNIK

Dari segi kumpulan etnik, kebanyakan kumpulan etnik mencatatkan peningkatan dalam penengah dan purata gaji & upah bulanan pada 2024. Antara kumpulan etnik, etnik Cina secara konsisten mencatatkan penengah gaji & upah bulanan tertinggi diikuti oleh etnik India, Bumiputera, dan Lain-lain etnik. Begitu juga, bagi purata gaji & upah bulanan, etnik Cina mencatatkan purata tertinggi diikuti oleh etnik India, Bumiputera dan Lain-lain etnik.

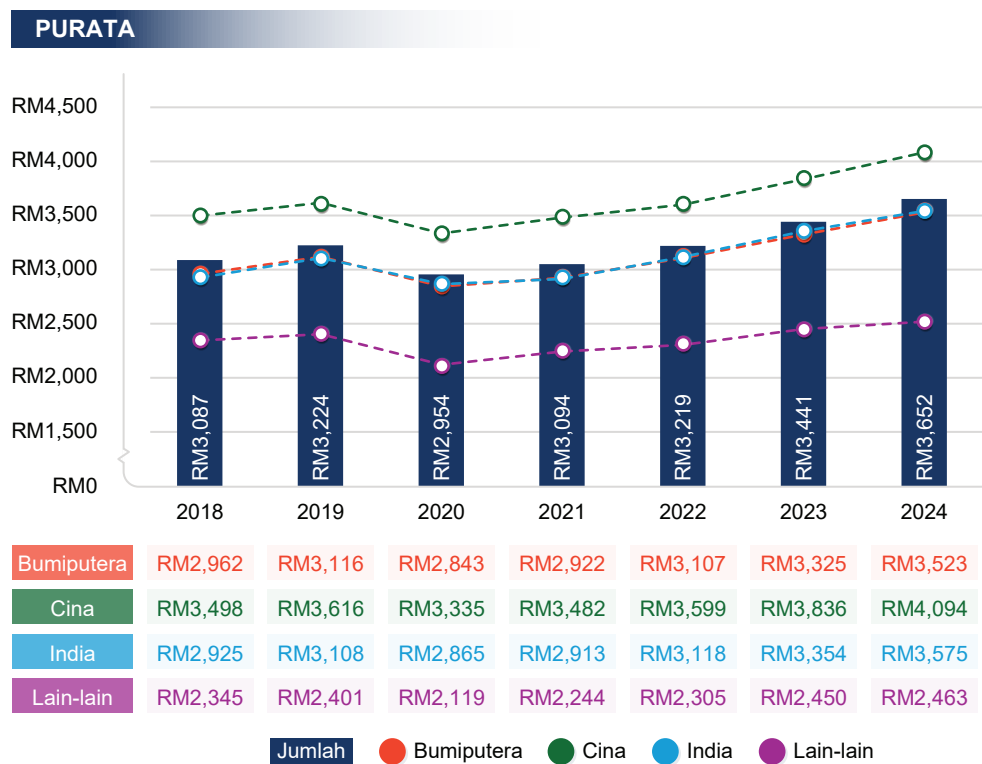
Analisis tahun ke tahun menunjukkan penengah gaji & upah bulanan bagi etnik Cina meningkat sebanyak 7.1 peratus kepada RM3,140 (2023: RM2,932). Bagi kaum India pula berada di kedudukan kedua tertinggi dengan RM2,604 (2023: RM2,464), diikuti oleh Bumiputera RM2,490 (2023: RM2,360) dan Lain-lain RM1,642 (2023: RM1,593) seperti ditunjukkan di **Carta 3**.

Begitu juga, purata gaji & upah bulanan tertinggi dicatatkan oleh etnik Cina dengan RM4,094 (2023: RM3,836). Kedudukan kedua tertinggi direkodkan oleh etnik India (RM3,575) naik sebanyak 6.7 peratus, diikuti oleh Bumiputera pada RM3,523 (+6.0%) dan Lain-lain etnik pada RM2,463 (+0.5%) seperti ditunjukkan di **Carta 4**.

Carta 3: Penengah gaji & upah bulanan pekerja mengikut etnik, Malaysia, 2018 - 2024



Carta 4: Purata gaji & upah bulanan pekerja mengikut etnik, Malaysia, 2018 - 2024



Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

6. GAJI & UPAH BULANAN PEKERJA MENGIKUT PENCAPAIAN PENDIDIKAN

Dari segi pencapaian pendidikan, individu dengan pendidikan tertiar merekodkan penengah gaji & upah bulanan tertinggi, meningkat sebanyak RM107 (+2.7%) kepada RM4,131 berbanding RM4,024 pada tahun 2023. Bagi mereka dengan pendidikan menengah, penengah gaji & upah bulanan bertambah sebanyak RM130 (+6.8%) kepada RM2,046. Sementara itu, individu berpendidikan rendah mencatatkan peningkatan kecil sebanyak RM79 (+5.0%) kepada RM1,644, manakala individu tiada pendidikan rasmi merekodkan kenaikan sebanyak RM123 (+8.6%) kepada RM1,559.

Begitu juga, purata gaji & upah bulanan meningkat bagi semua tahap pencapaian pendidikan. Individu dengan pendidikan tertiar mencatatkan purata tertinggi sebanyak RM4,962, meningkat RM260 (+5.5%) daripada RM4,702 pada tahun sebelumnya. Mereka dengan pendidikan menengah memperoleh RM2,684, naik sebanyak RM147 (+5.8%). Individu berpendidikan rendah merekodkan RM 2,128, dengan pertambahan sebanyak RM103 (+5.1%). Pada masa yang sama, individu tiada pendidikan rasmi turut mencatatkan peningkatan sebanyak RM81 (+4.5%) kepada RM1,900 daripada RM1,818 pada tahun 2023, seperti yang ditunjukkan dalam **Paparan 2**.

Paparan 2: Penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2018 - 2024

PENENGAH							
Jumlah	2018	2019	2020	2021	2022	2023	2024
	RM2,308	RM2,442	RM2,076	RM2,256	RM2,429	RM2,602	RM2,793
 Tiada pendidikan rasmi	RM1,166	RM1,436	RM1,274	RM1,349	RM1,388	RM1,436	RM1,559
 Rendah	RM1,518	RM1,560	RM1,289	RM1,428	RM1,559	RM1,565	RM1,644
 Menengah	RM1,850	RM1,955	RM1,647	RM1,678	RM1,865	RM1,916	RM2,046
 Tertiari	RM3,648	RM3,901	RM3,477	RM3,877	RM3,881	RM4,024	RM4,131

PURATA							
Jumlah	2018	2019	2020	2021	2022	2023	2024
	RM3,087	RM3,244	RM2,954	RM3,049	RM3,219	RM3,441	RM3,652
 Tiada pendidikan rasmi	RM1,481	RM1,608	RM1,500	RM1,391	RM1,569	RM1,818	RM1,900
 Rendah	RM1,821	RM1,929	RM1,646	RM1,689	RM1,806	RM2,026	RM2,128
 Menengah	RM2,215	RM2,372	RM2,144	RM2,191	RM2,360	RM2,536	RM2,684
 Tertiari	RM4,553	RM4,643	RM4,212	RM4,271	RM4,430	RM4,702	RM4,962

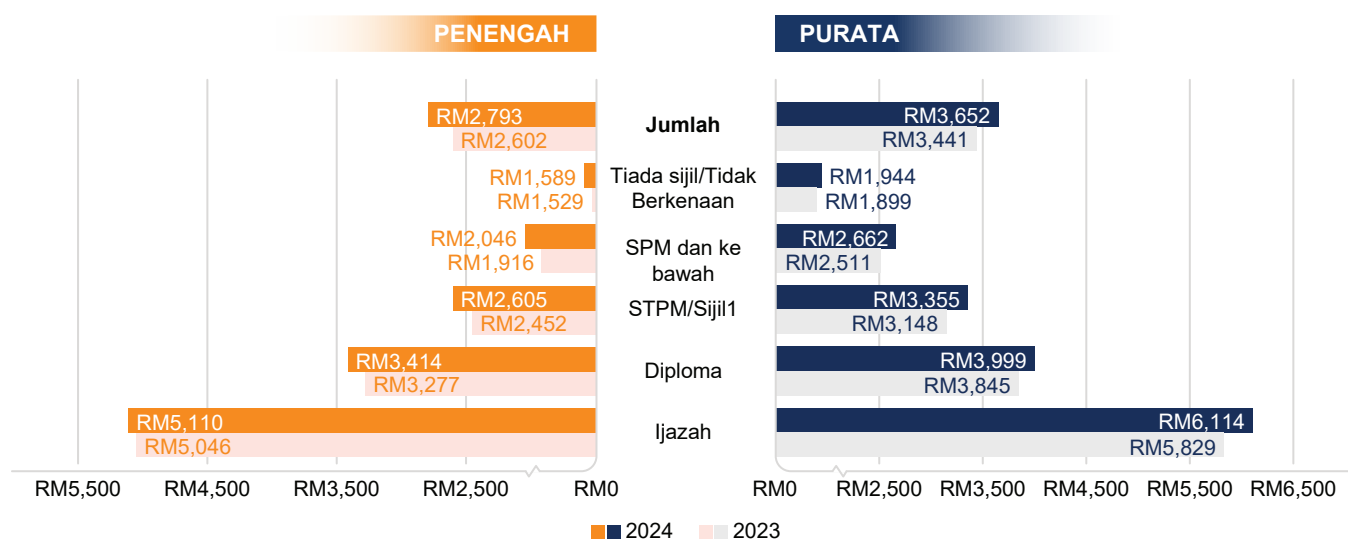
Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

7. GAJI & UPAH BULANAN PEKERJA MENGIKUT SIJIL TERTINGGI DIPEROLEH

Melihat kepada sijil tertinggi yang diperoleh, Ijazah mencatatkan penengah gaji & upah bulanan tertinggi, meningkat sebanyak RM64 (+1.3%) kepada RM5,110 berbanding tahun sebelumnya (2023: RM5,046). Begitu juga, pemegang diploma meningkat sebanyak RM137 bersamaan dengan 4.2 peratus, mencecah RM3,414. STPM atau sijil pula naik sebanyak RM153 (+6.2%) kepada RM2,605, manakala mereka dengan SPM dan ke bawah merekodkan pertambahan sebanyak RM130 (+6.8%) kepada RM2,046. Pada masa yang sama, kategori tiada sijil atau tidak berkenaan turut mencatatkan peningkatan sebanyak RM60 (+3.9%) kepada RM1,589.

Seiring dengan itu, purata gaji & upah bulanan juga meningkat merentasi semua kategori, dengan ijazah merekodkan purata tertinggi sebanyak RM6,114, iaitu tambahan sebanyak RM285 (+4.9%). Diploma meningkat kepada RM3,999, naik sebanyak RM154 (+4.0%), manakala STPM atau sijil mencecah RM3,355 dengan kenaikan sebanyak RM207 (+6.6%). Selain itu, mereka yang berkelulusan SPM dan ke bawah merekodkan penambahan sebanyak RM151 (+6.0%) untuk mencapai RM2,662. Sementara itu, kategori tiada sijil atau tidak berkenaan merekodkan peningkatan sebanyak RM45 (+2.3%) kepada RM1,944 berbanding RM1,899 pada tahun 2023 seperti yang digambarkan dalam **Carta 5**.

Carta 5: Penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh, Malaysia, 2023 & 2024



Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

8. GAJI & UPAH BULANAN PEKERJA MENGIKUT STRATA

Mengikut strata, kawasan bandar merekodkan majoriti bilangan penerima gaji & upah iaitu sebanyak 84.8 peratus daripada jumlah keseluruhan pekerja, dengan pertumbuhan 0.2 peratus berbanding tahun sebelumnya. Sebaliknya, 15.2 peratus penerima adalah di kawasan luar bandar. Pada tahun 2024, penengah dan purata gaji & upah bulanan bagi pekerja di kawasan bandar dan luar bandar masing-masing mencatatkan pertumbuhan positif berbanding tahun 2023.

Bagi pekerja di kawasan bandar, penengah gaji & upah bulanan merekodkan peningkatan sebanyak 6.5 peratus, meningkat kepada RM2,851 berbanding RM2,676 pada tahun 2023. Sementara itu, di kawasan luar bandar, penengah turut mencatatkan pertumbuhan 6.8 peratus, iaitu kepada RM1,698 daripada RM1,590 pada tahun sebelumnya.

Dari segi purata gaji & upah bulanan, kedua-dua kawasan bandar dan luar bandar menunjukkan trend peningkatan, dengan kawasan bandar mencapai RM3,796 dan kawasan luar bandar RM2,847 berbanding tahun 2023. Purata gaji dan upah di kawasan bandar meningkat sebanyak 6.1 peratus (2023: RM3,580, +6.7%), manakala kawasan luar bandar menunjukkan peningkatan yang ketara iaitu 9.2 peratus (2023: RM2,608, +9.9%) seperti yang ditunjukkan dalam **Carta 6**.

Carta 6: Penengah dan purata gaji & upah bulanan pekerja mengikut strata, Malaysia, 2018 - 2024



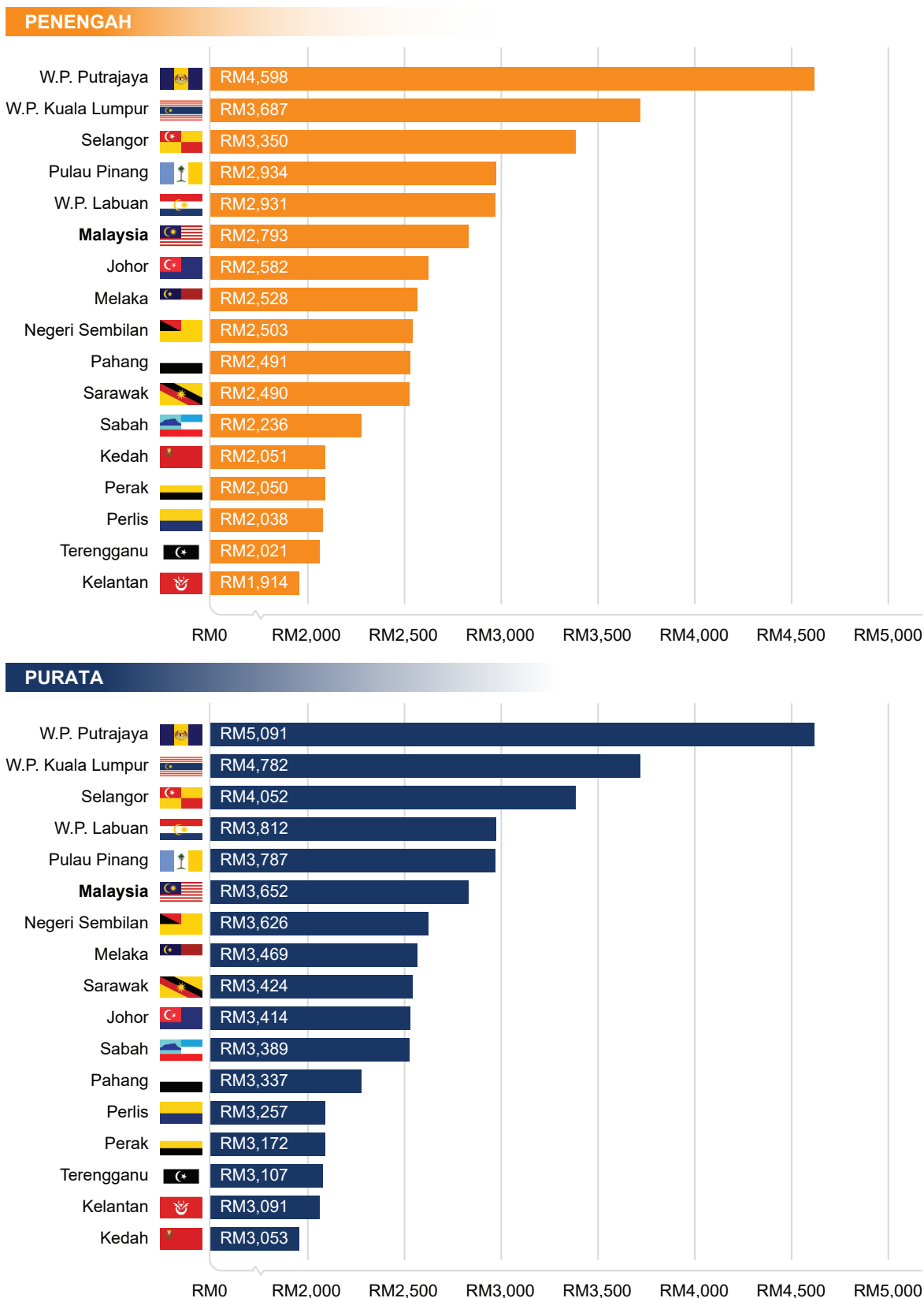
Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

9. GAJI & UPAH BULANAN PEKERJA MENGIKUT NEGERI

Sepanjang tahun 2024, semua negeri mencatatkan pertumbuhan bagi penengah gaji & upah bulanan. Penengah tertinggi direkodkan di W.P. Putrajaya iaitu sebanyak RM4,598, diikuti oleh W.P. Kuala Lumpur (RM3,687), Selangor (RM3,350), Pulau Pinang (RM2,934) dan W.P. Labuan (RM2,931). Kesemua lima negeri ini merekodkan nilai melebihi penengah nasional iaitu RM2,793.

Analisis mengikut negeri mendapati W.P. Putrajaya mencatatkan purata gaji & upah bulanan tertinggi sebanyak RM5,091. Selain itu, empat negeri lain iaitu W.P. Kuala Lumpur (RM4,782), Selangor (RM4,052), W.P. Labuan (RM3,812) dan Pulau Pinang (RM3,787) turut merekodkan jumlah yang lebih tinggi berbanding purata nasional iaitu RM3,652 seperti ditunjukkan dalam **Carta 7**.

Carta 7: Penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2024



Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

10. GAJI & UPAH BULANAN PEKERJA MENGIKUT PEKERJAAN

Pada tahun 2024, pasaran buruh Malaysia menunjukkan pertumbuhan upah yang berbeza-beza mengikut kategori pekerjaan, yang sebahagiannya dipengaruhi oleh pelarasan ke atas kadar gaji minimum negara. Golongan Pengurus mencatat penengah gaji tertinggi sebanyak RM5,990 mencerminkan pertumbuhan tahun ke tahun daripada RM5,825 pada tahun 2023. Profesional berada di kedudukan kedua dengan penengah gaji sebanyak RM5,821 (2023: RM5,741), manakala Juruteknik dan Profesional Bersekutu merekodkan RM3,541 (2023: RM3,472). Ketiga-tiga kategori pekerjaan ini melaporkan pendapatan melebihi paras penengah gaji nasional iaitu RM2,793, sekali gus menonjolkan kewujudan stratifikasi upah yang berterusan dalam tenaga kerja.

Purata gaji & upah bulanan mengikut negeri menunjukkan bahawa Pengurus memperoleh purata gaji & upah tertinggi iaitu sebanyak RM7,121. Selain itu, Profesional (RM6,524) serta Juruteknik & Profesional Bersekutu (RM4,077) juga mencatat pendapatan melebihi penanda aras purata gaji nasional sebanyak RM3,652, sekali gus mencerminkan ketidaksamaan upah mengikut pekerjaan di antara wilayah, seperti yang ditunjukkan di **Paparan 2**.

Paparan 2: Penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2023 dan 2024

	PENENGAH		PURATA	
	2023	2024	2023	2024
Pengurus	RM5,825	RM5,990 ▲	RM6,640	RM7,121 ▲
Profesional	RM5,741	RM5,821 ▲	RM6,139	RM6,524 ▲
Juruteknik dan profesional bersekutu	RM3,472	RM3,541 ▲	RM3,854	RM4,077 ▲
Pekerja sokongan perkeranian	RM2,360	RM2,550 ▲	RM2,789	RM2,931 ▲
Pekerja perkhidmatan dan jualan	RM1,818	RM1,947 ▲	RM2,421	RM2,561 ▲
Pekerja mahir pertanian, perhutanan, penternakan & perikanan	RM1,729	RM1,762 ▲	RM2,259	RM2,460 ▲
Pekerja kemahiran dan pekerja pertukangan yg berkaitan	RM1,916	RM1,959 ▲	RM2,385	RM2,510 ▲
Operator mesin dan loji dan pemasang	RM1,845	RM1,947 ▲	RM2,311	RM2,404 ▲
Pekerja asas	RM1,599	RM1,654 ▲	RM1,982	RM2,128 ▲

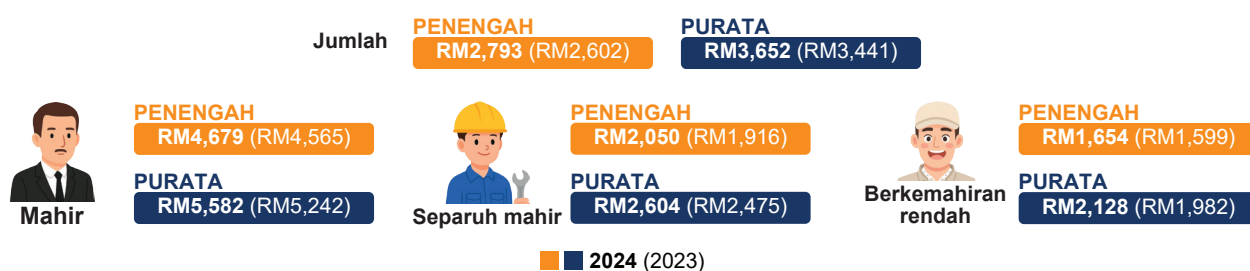
Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

11. GAJI & UPAH BULANAN PEKERJA MENGIKUT TAHAP KEMAHIRAN

Dari segi tahap kemahiran, pekerja mahir terus mencatat tahap pampasan tertinggi dengan merekodkan penengah gaji & upah bulanan sebanyak RM4,679. Pekerja separuh mahir dan pekerja berkemahiran rendah masing-masing mencatat penengah gaji & upah sebanyak RM2,050 dan RM1,654. Semua kategori kemahiran menunjukkan peningkatan tahun ke tahun yang menggambarkan keseluruhan potensi dalam pasaran buruh.

Pada tahun 2024, pekerja mahir mencatat peningkatan sebanyak 6.5 peratus dalam purata gaji & upah bulanan, meningkat sebanyak RM340 kepada RM5,582 berbanding RM5,242 pada tahun 2023. Begitu juga, purata gaji & upah bulanan bagi pekerja separuh mahir meningkat kepada RM2,604 daripada RM2,475, manakala pekerja berkemahiran rendah bertambah kepada RM2,128 daripada RM1,982. Pelarasan menaik merentasi semua tahap kemahiran ini menggambarkan pertumbuhan upah yang terus positif, seperti yang digambarkan di **Paparan 3**.

Paparan 3: Penengah dan purata gaji & upah bulanan pekerja mengikut tahap kemahiran, Malaysia, 2023 and 2024



Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

12. GAJI & UPAH BULANAN PEKERJA MENGIKUT INDUSTRI/ SEKTOR

Penengah gaji & upah bulanan menunjukkan trend peningkatan merentasi semua sektor ekonomi pada tahun 2024. Sektor Perlombongan & Pengkuarian berada di kedudukan tertinggi dengan penengah gaji & upah bulanan sebanyak RM4,450, diikuti oleh sektor Perkhidmatan pada RM2,894 dan sektor Pembuatan sebanyak RM2,490. Sebaliknya, sektor Pertanian merekodkan nilai penengah terendah sejak tahun 2010 iaitu RM1,698.

Bagi purata gaji & upah bulanan pula, semua sektor mencatatkan peningkatan pada tahun 2024. Sektor Perlombongan & Pengkuarian sekali lagi mendahului dengan purata gaji dan upah bulanan sebanyak RM5,904, diikuti sektor Perkhidmatan (RM3,831), Pembuatan (RM3,278) dan Pembinaan (RM3,035). Sementara itu, sektor Pertanian kekal sebagai yang terendah dengan purata gaji & upah bulanan sebanyak RM2,409 [Paparan 4].

Paparan 4: Penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2023 and 2024

	PENENGAH		PURATA	
	2023	2024	2023	2024
Pertanian	RM1,593	RM1,698	RM2,204	RM2,409
Perlombongan dan pengkuarian	RM4,295	RM4,450	RM5,623	RM5,904
Pembuatan	RM2,360	RM2,490	RM3,052	RM3,278
Pembinaan	RM2,044	RM2,051	RM2,903	RM3,035
Perkhidmatan	RM2,770	RM2,894	RM3,619	RM3,831
Bekalan elektrik, gas, wap dan pendingin udara	RM3,274	RM3,450	RM3,973	RM3,995
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	RM2,361	RM2,490	RM2,933	RM3,001
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	RM1,835	RM1,947	RM2,495	RM2,737
Pengangkutan dan penyimpanan	RM2,360	RM2,576	RM2,987	RM3,249
Penginapan dan aktiviti perkhidmatan makanan dan minuman	RM1,793	RM1,912	RM2,305	RM2,540
Maklumat dan komunikasi	RM4,154	RM4,231	RM4,954	RM5,288
Aktiviti kewangan dan insurans/takaful	RM3,586	RM3,752	RM4,522	RM4,741
Aktiviti hartanah	RM3,411	RM3,610	RM4,175	RM4,501
Aktiviti profesional, saintifik dan teknikal	RM3,367	RM3,677	RM4,463	RM4,670
Aktiviti pentadbiran dan khidmat sokongan	RM1,801	RM1,947	RM2,449	RM2,648
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	RM4,285	RM4,483	RM4,479	RM4,625
Pendidikan	RM5,651	RM5,721	RM5,623	RM5,814
Aktiviti kesihatan kemanusiaan dan kerja sosial	RM4,566	RM4,698	RM4,789	RM5,009
Kesenian, hiburan dan rekreasi	RM2,550	RM2,643	RM3,192	RM3,323
Aktiviti perkhidmatan lain	RM1,916	RM1,947	RM2,388	RM2,431

Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

INDIKATOR BAHARU DITERBITKAN

Gaji & Upah Benar Bulanan

Pemahaman yang menyeluruh tentang situasi gaji & upah dalam pasaran buruh memerlukan analisis terhadap penunjuk-penunjuk yang berkaitan, di samping penilaian terhadap keberkesanan dasar upah, kedudukan pasaran buruh, dan pembangunan ekonomi. Selaras dengan ini, dan bagi memberikan gambaran yang lebih mendalam mengenai situasi gaji dari sudut penawaran buruh (pendekatan isi rumah) di Malaysia, indikator baharu diperkenalkan buat kali pertama dalam laporan ini iaitu gaji & upah benar bulanan.

Definisi dan Konsep Gaji & Upah Benar Bulanan

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

Konsep ini adalah asas dalam analisis ekonomi kerana ia membolehkan penilaian sama ada peningkatan gaji & upah pekerja benar-benar membawa kepada peningkatan taraf hidup. Perlu diingat bahawa kenaikan gaji nominal tidak semestinya menunjukkan keadaan kewangan yang lebih baik sekiranya kadar inflasi melebihi kadar pertumbuhan gaji.

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

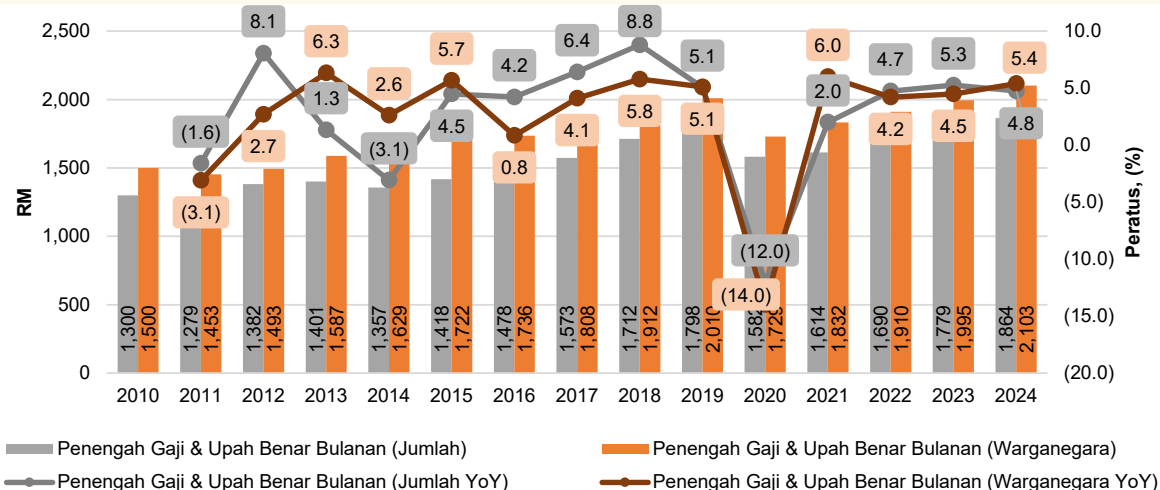
IHP = Indeks Harga Pengguna
x = 2010, 2011, 2012,, 2024
0 = Tahun asas (2010)

Analisis Penengah Gaji & Upah Benar Sebulan

Berdasarkan siri masa dari tahun 2010 hingga 2024, penurunan ketara bagi penengah dan purata gaji & upah benar bulanan telah dicatatkan pada tahun 2020, dengan pertumbuhan masing-masing sebanyak -14.0 peratus bagi penengah gaji & upah benar bulanan dan -12.0 peratus bagi purata gaji & upah benar bulanan. Trend peningkatan ini sebahagian besarnya disumbangkan oleh susulan kesan negatif pelaksanaan Perintah Kawalan Pergerakan (PKP) yang bermula pada pertengahan Mac 2020. Pada tahun 2024, penengah gaji & upah benar bulanan

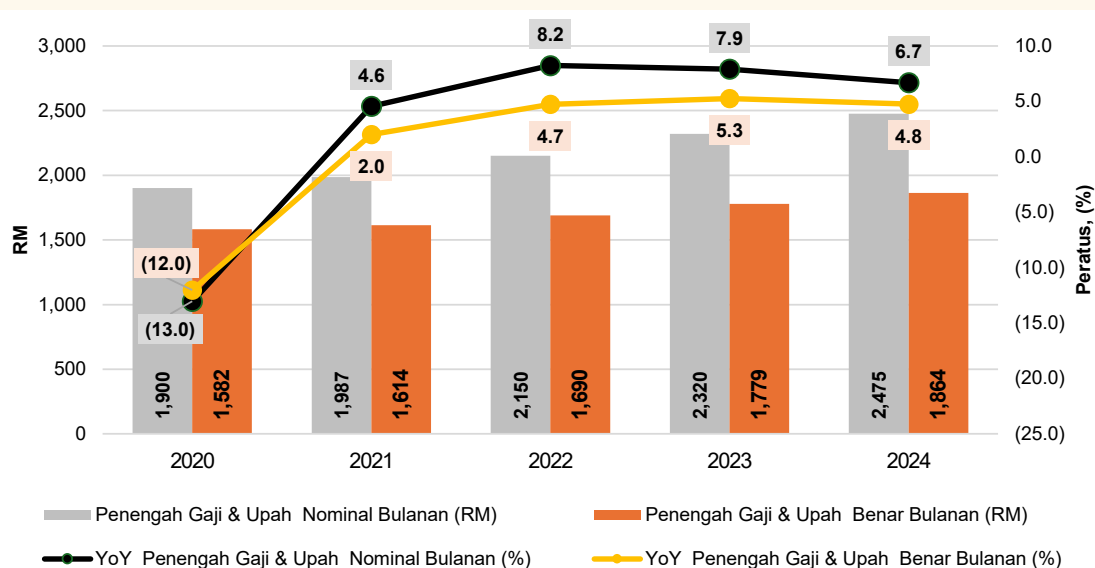
bagi keseluruhan guna tenaga di Malaysia meningkat sebanyak 4.8 peratus, daripada RM1,779 kepada RM1,864. Pada masa yang sama, penengah gaji & upah benar bulanan bagi warganegara Malaysia mencatat pertumbuhan lebih tinggi sebanyak 5.4 peratus, meningkat daripada RM1,995 kepada RM2,103. Analisis ini mencerminkan peningkatan berterusan dalam kuasa beli dan ketahanan upah dalam pasaran buruh [Carta 8].

Carta 8: Penengah Gaji & Upah Benar Bulanan, Malaysia, 2010 - 2024



Melihat kepada analisis penengah gaji & upah benar bulanan mengikut negeri, jurang antara gaji & upah bulanan bagi nominal dan benar menunjukkan peningkatan daripada RM541 kepada RM611. Terdapat enam negeri yang mencatat penengah gaji & upah benar bulanan melebihi paras nasional (RM1,864), iaitu W.P. Putrajaya (RM 3,165), W.P. Kuala Lumpur (RM 2,642), Selangor (RM 2,135), Pulau Pinang (RM2,100), W.P. Labuan (RM2,019) dan Melaka (RM 1,932) [Carta 9].

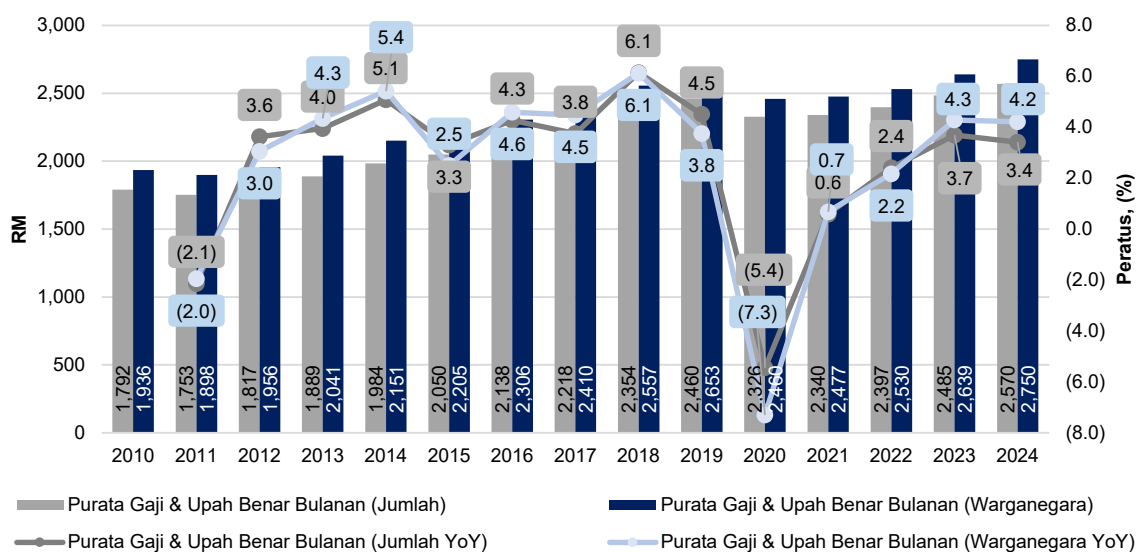
Carta 9: Penengah Gaji & Upah Nominal Bulanan Mengikut Negeri, Malaysia, 2020 - 2024



Analisis Purata Gaji & Upah Benar Bulanan

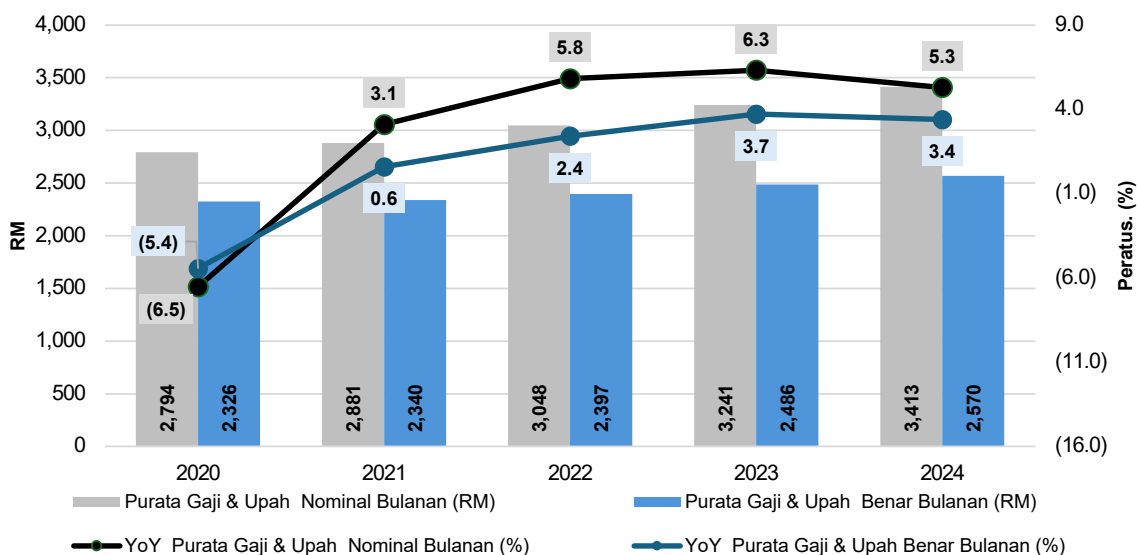
Purata gaji & upah benar bulanan meningkat sebanyak 3.4 peratus, daripada RM2,486 kepada RM2,570 pada tahun 2024. Pada masa yang sama, purata gaji dan upah benar bulanan bagi warganegara Malaysia mencatat peningkatan kadar pertumbuhan lebih tinggi sebanyak 4.2 peratus, dengan gaji meningkat daripada RM2,639 kepada RM2,750 seperti ditunjukkan dalam Carta 10.

Carta 10: Purata Gaji & Upah Benar Bulanan, Malaysia, 2010 - 2024



Analisis gaji & upah benar bulanan mengikut negeri menunjukkan jurang yang semakin melebar antara gaji & upah bulanan bagi nominal dan benar, di mana perbezaan purata peringkat nasional meningkat daripada RM756 kepada RM843. Selain itu, terdapat lima negeri yang merekodkan purata gaji & upah benar bulanan melebihi purata nasional sebanyak RM2,570. Antaranya adalah W.P. Putrajaya (RM 3,490), W.P. Kuala Lumpur (RM 3,528), W.P. Labuan (RM 2,834), Selangor (RM 2,823), dan Pulau Pinang (RM 2,591). Keadaan ini menunjukkan perbezaan yang semakin ketara antara nilai pendapatan dan kuasa beli sebenar [Carta 11].

Carta 11: Purata Gaji & Upah Nominal Bulanan Mengikut Negeri, Malaysia, 2020 - 2024



1. INTRODUCTION

Global wages experienced a notable recovery in 2024, with real wages increasing by 2.7 per cent, which recorded the highest growth in over 15 years, after years of stagnation and a sharp decline in 2022. Global Gross Domestic Product (GDP) growth stabilised at 3.2 per cent, according to the International Monetary Fund (IMF), maintaining the same pace as in 2023 but remaining below the pre-pandemic average of 3.8 per cent. Malaysia's GDP grew by 5.9 per cent, while compensation of employees' salaries and wages rose slightly higher at 6.1 per cent, indicating that workers benefited modestly from the country's economic expansion. The median monthly wage in the formal sector reached RM 3,045 as at December 2024, marking a 6.0 per cent increase from 2023. Despite this growth, the labour income share of GDP remained relatively low at 33.6 per cent (2023: 33.5%), well below the government's target of 40 per cent, highlighting persistent structural imbalances in income distribution.

Various economic factors in Malaysia have collectively contributed to the increase in salaries and wages. The labour market strengthened considerably when unemployment dropped, labour participation rose, and demand for workers increased, particularly in skilled roles ¹. Inflation and rising living costs also put pressure on both workers and policymakers to ensure wages kept up, prompting measures like an increase in minimum wage ². Besides, government policies played a direct role: the civil service received a large salary hike (over 13 per cent) effective December 2024, and the Progressive Wage Policy was introduced to align wages with skills, experience, and job roles ³. These factors partly helped push median wages upwards to increase labour costs. Nevertheless, Malaysia's labour market remains stable and resilient, continuing to withstand global economic uncertainties.

Malaysia implemented significant changes to its minimum wage policy, aiming to enhance workers' earnings and address the rising cost of living. During the tabling of the 2025 Malaysian Budget in October 2024, the Malaysian Prime Minister, Datuk Seri Anwar Ibrahim announced to raise its national minimum wage from RM1,500 to RM1,700 per month, with the increase taking effect in two phases: February 2025 for larger employers and certain professional sectors, and August 2025 for all employers, including small businesses and contract apprentices. This situation is expected to have a relative impact on salaries and wages throughout 2025. Moreover, this adjustment aims to benefit approximately 4.37 million workers and aligns with the government's broader efforts to improve income levels through initiatives like the Progressive Wage Policy. Without policy intervention, inflation will continue to outpace wage growth, affecting the real income of workers. Overall, the 2024 minimum wage update reflects Malaysia's commitment to enhancing worker welfare while balancing economic realities.

Salaries & Wages Survey Report presents inclusive data on salaries and wages for 2024, based on a household-survey conducted from January to December across all Malaysian states. The statistics contained herein focus exclusively on Malaysian citizens who are employed as paid workers, whether in the public or private sectors which indicating the full equivalent of paid employee positions. To provide a comprehensive overview of salaries and wages in Malaysia, this report also incorporates main indicators related to non-citizens workers.

¹ <https://www.thestar.com.my/news/nation/2025/07/01/labour-market-hits-post-pandemic-high-in-2024>

² <https://www.mpc.gov.my/raising-minimum-wage-cuts-the-reliance-on-foreign-workers>

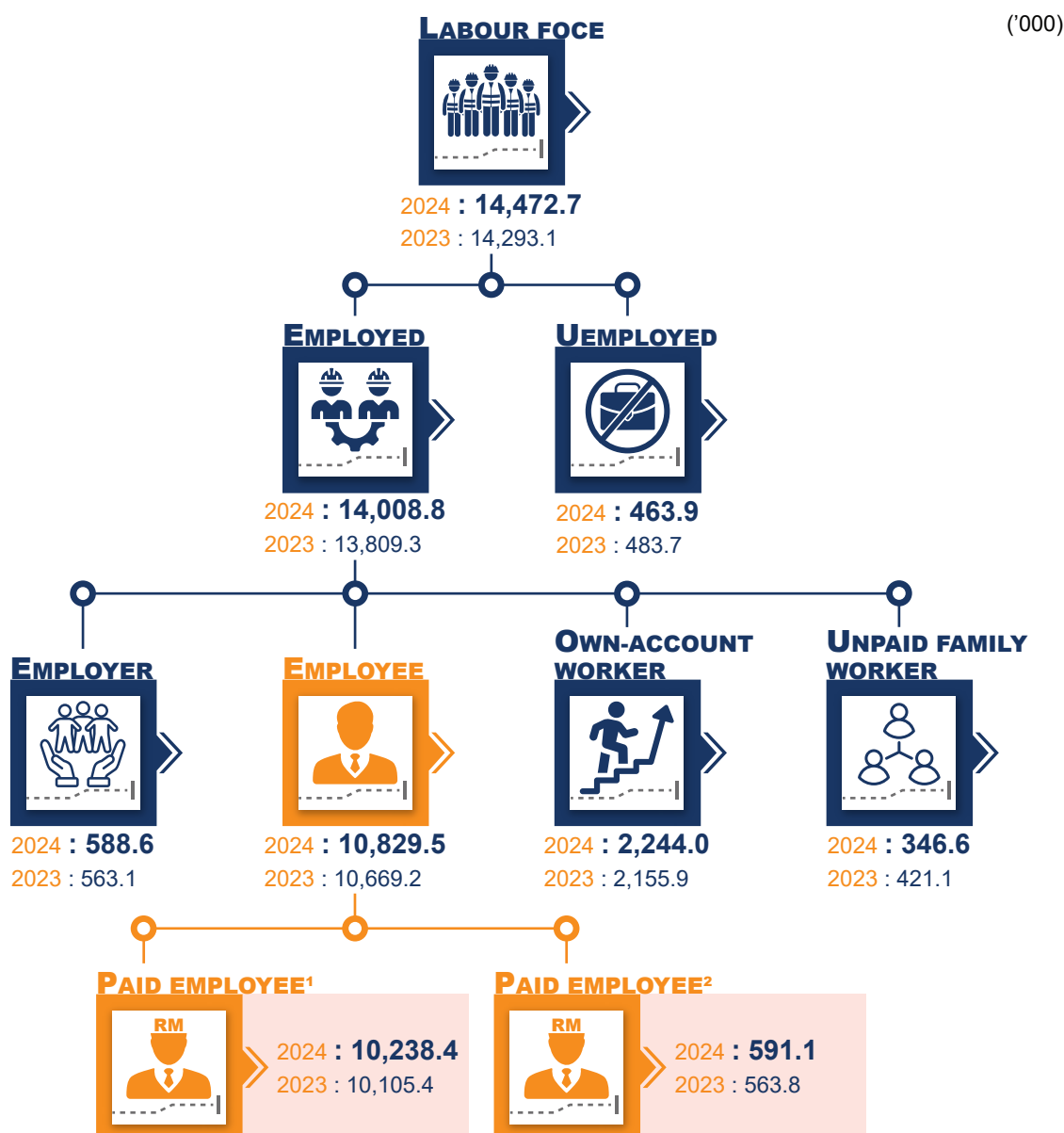
³ <https://www.reuters.com/world/asia-pacific/malaysia-plans-13-salary-hike-civil-servants-dec-amid-rising-prices-2024-05-01>

2. MEDIAN AND MEAN MONTHLY SALARIES & WAGES OF EMPLOYEES

In 2024, there was an upward trend in the number of salaries & wages recipients, registering a growth of 1.3 per cent and reaching 10.24 million persons compared to 10.11 million persons in 2023. Over the same period, the median monthly salaries & wages also increased by 7.3 per cent to RM2,793, compared to RM2,602 in the previous year.

In line with the increase in the number of salaries & wages, the mean monthly salaries and wages also recorded a stable growth of 6.1 per cent (2023: 6.9%), rising to RM3,652 in 2024 compared to 2023. This increase has indicated an improvement in income structure and underscores a more positive economic outlook for the majority of the Malaysian citizen's workforce [Exhibit 1].

Exhibit 1: Framework of the monthly salaries & wages analysis, Malaysia, 2023 and 2024



Notes:

¹ Works for at least 6 hours a day or at least 20 days a month during the reference month.

² Works for at least 1 hour during the reference weeks and works less than 6 hours a day or 20 days a month during the reference month.

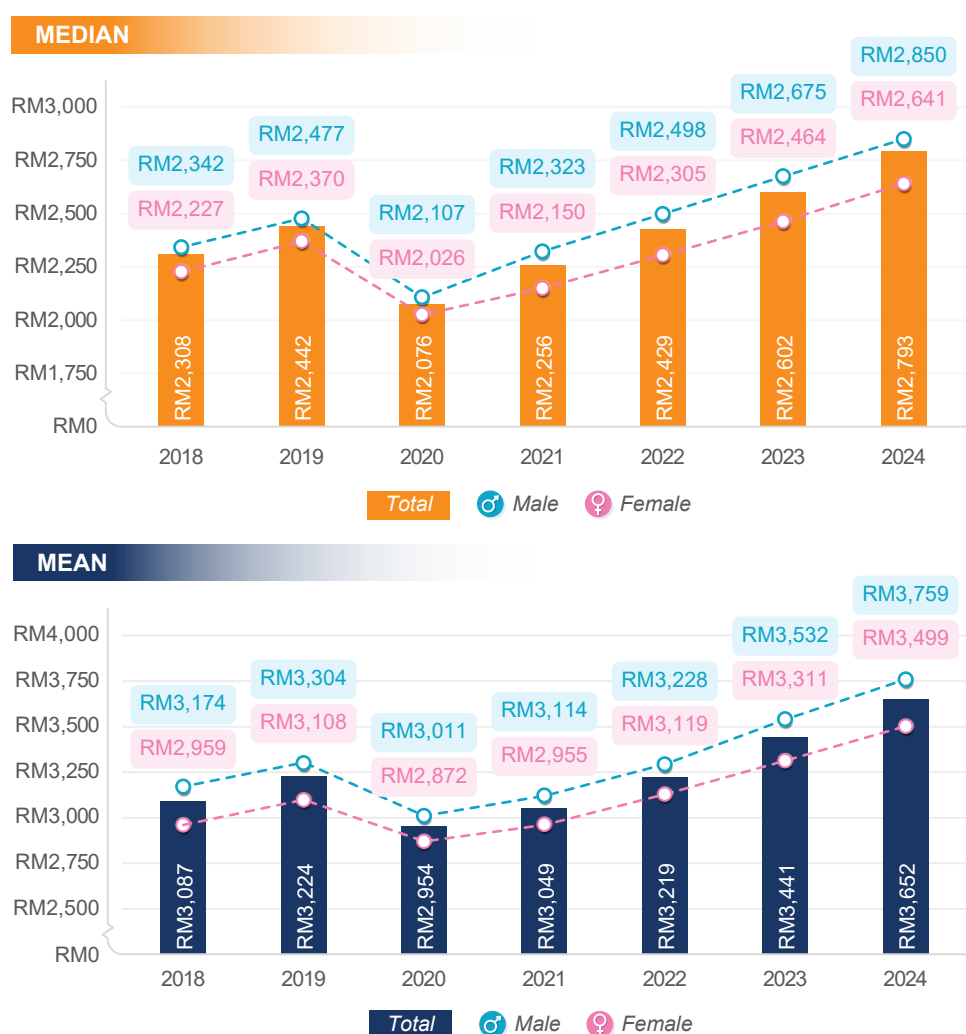
Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

3. MONTHLY SALARIES & WAGES OF EMPLOYEES BY SEX

In 2024, the median monthly salaries & wages for both male and female employees continued to show an increasing trend. Male employees went up by 6.5 per cent, reaching RM2,850 (2023: RM2,675), while female employees rose by 7.2 per cent to RM2,641 (2023: RM2,464). A comparison of monthly salaries & wages by gender reveals that male employees earned a median monthly income of RM209 higher than their female counterparts with a ratio of 1:0.93.

Similarly, the mean monthly salaries & wages for male employees increased by 6.4 per cent, equivalent to RM227, recording RM3,759 in 2024 (2023: RM3,532). At the same time, female employees also recorded a rise of 5.7 per cent or RM188, contribute to the mean monthly income to RM3,499 compared to RM3,311 in 2023 [Chart 1].

Chart 1: Median and mean monthly salaries & wages of employees by sex, Malaysia, 2018 - 2024



Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

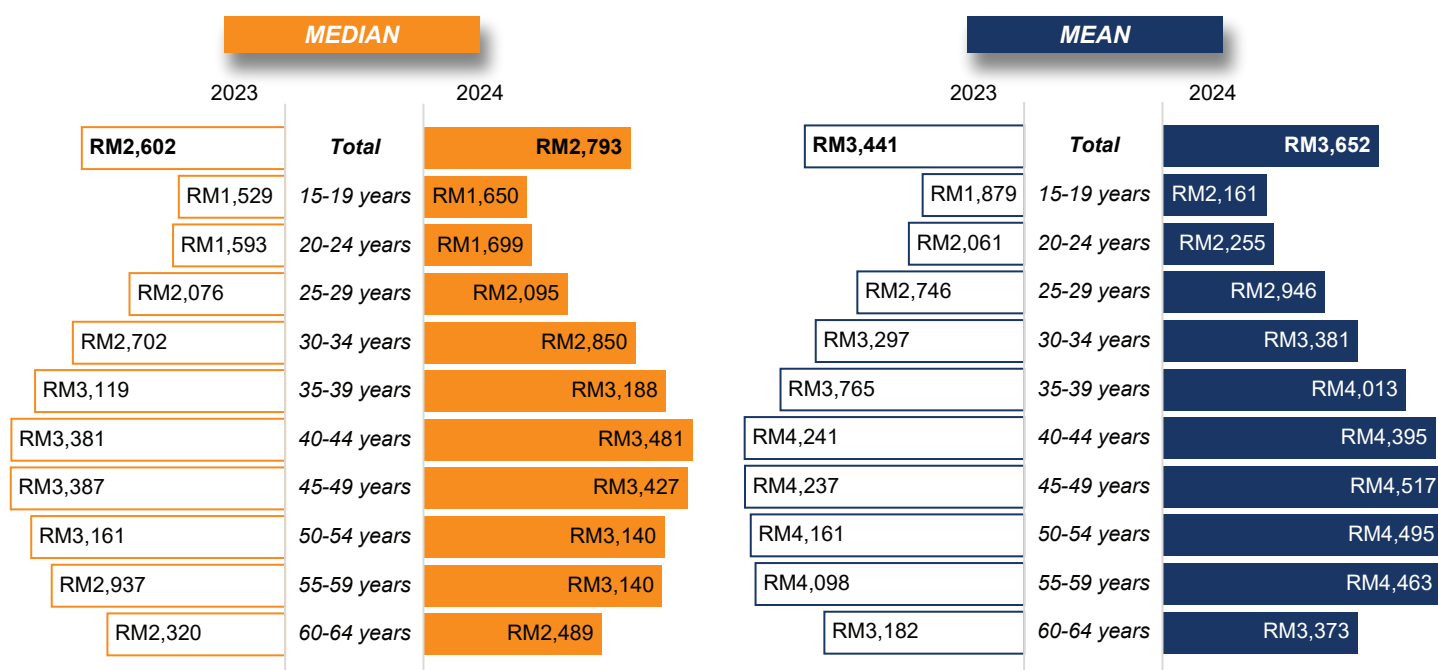
4. MONTHLY SALARIES & WAGES OF EMPLOYEES BY AGE GROUP

In terms of age group, most salaries & wages recipients were concentrated in the age group of 30 to 34 years comprised of 16.3 per cent. This was followed by the age group of 25 to 29 and 35 to 39 years with a share of 16.2 per cent and 15.8 per cent respectively. Meanwhile, salaries & wages recipients in the age group of 40 to 44 years recorded 14.4 per cent. As compared to one year earlier, almost all age groups were on an increasing trend in terms of the median and mean monthly salaries & wages of employees.

In 2024, employees aged 40 to 44 years recorded the highest median monthly salaries & wages of RM3,481, while the age group of 15 to 19 years recorded the lowest median monthly salaries & wages of RM1,650. Most of the age groups recorded increases in the median and mean monthly salaries & wages as compared to preceding year.

As for the mean monthly salaries & wages, the age group of 45 to 49 years recorded the highest mean value with RM4,517, followed by the age group of 50 to 54 years with RM4,495 and the age group of 55 to 59 years at RM4,463. Comparatively, the largest recipient group of the mean monthly salaries & wages was in the age group of 55 to 59 years, with an addition of RM365 to RM4,463 compared to 2023 at RM4,098 [Chart 2].

Chart 2: Median and mean monthly salaries & wages of employees by age group, Malaysia, 2023 and 2024



Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

5. MONTHLY SALARIES & WAGES OF EMPLOYEES BY ETHNICITY

In terms of ethnic group, all ethnic groups posted an increase in median and mean monthly salaries & wages in 2024. Among all ethnics, Chinese consistently recorded the highest median monthly salaries & wages, followed by Indian, Bumiputera and others. Similarly, in terms of mean monthly salaries & wages, Chinese also recorded the highest mean, followed by Indian, Bumiputera and Others ethnicity.

The year-on-year analysis indicated that the median monthly salaries & wages for ethnic Chinese increased by 7.1 per cent to RM3,140 (2023: RM2,932). Indian was ranked second highest with RM2,604 (2023: RM2,464), followed by Bumiputera RM2,490 (2023: RM2,360) and Others RM1,642 (2023: RM1,593) as shown in **Chart 3**.

Similarly, the highest mean monthly salaries & wages was earned by ethnic Chinese with RM4,094 (2023: RM3,836). The second highest was recorded by Indian (RM3,575) up by 6.7 per cent, followed by Bumiputera at RM3,523 (+6.0%) and Others ethnicity at RM2,463 (+0.5%) as shown in **Chart 4**.

Chart 3: Median monthly salaries & wages of employees by ethnicity, Malaysia, 2018 - 2024

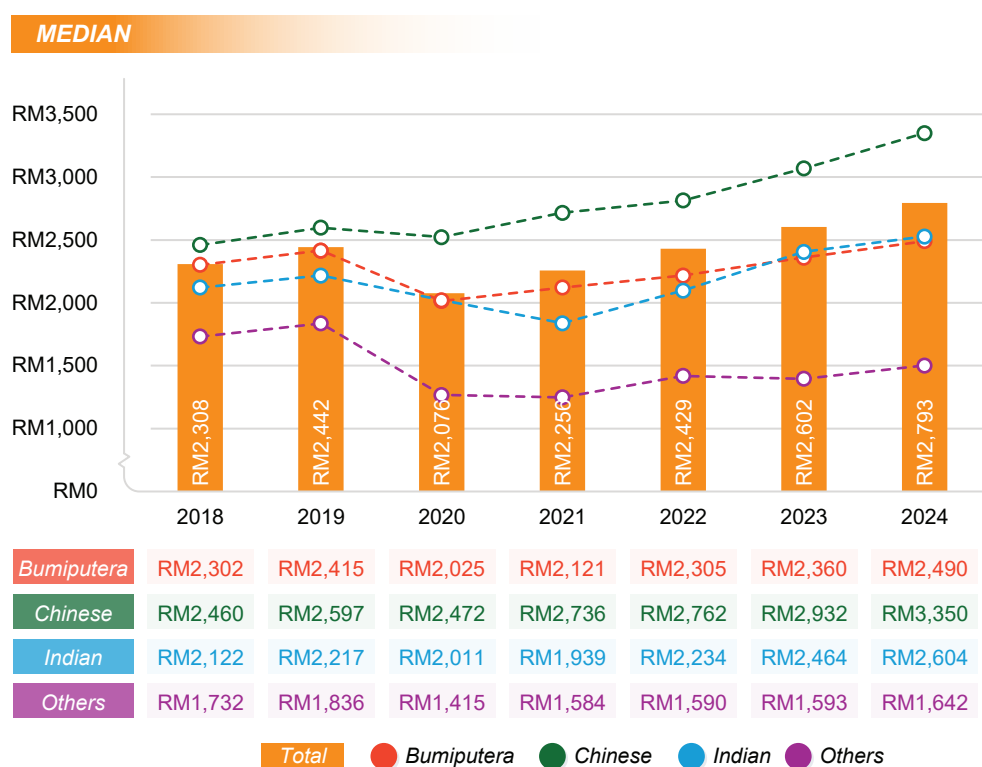


Chart 4: Mean monthly salaries & wages of employees by ethnicity, Malaysia, 2018 - 2024



Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

6. MONTHLY SALARIES & WAGES OF EMPLOYEES BY EDUCATIONAL ATTAINMENT

In terms of educational attainment, individuals with tertiary education recorded the highest median monthly salaries & wages, increased by RM107 (+2.7%) to RM4,131 as compared to RM4,024 in 2023. For those with secondary education, median monthly salaries & wages grew by RM130 (+6.8%) to RM2,046. Meanwhile, primary education holders saw a marginal increase of RM79 (+5.0%) to reach RM1,644, while individuals with no formal education registered a rise of RM123 (+8.6%) to RM1,559.

Similarly, the mean monthly salaries & wages rose across all educational attainment. Tertiary education individuals posted the highest mean of RM4,962, an increase of RM260 (+5.5%) from RM 4,702 in the previous year. Those with secondary education earned RM2,684, up RM147 (+5.8%). Primary education holders recorded RM2,128, with a rise of RM103 (+5.1%). At the same time, individuals with no formal education also registered an increase of RM81 (+4.5%) to reach RM1,900 from RM1,818 in 2023, as illustrated in **Exhibit 2**.

Exhibit 2: Median and mean monthly salaries & wages of employees by educational attainment, Malaysia, 2018 - 2024

MEDIAN							
	2018	2019	2020	2021	2022	2023	2024
Total	RM2,308	RM2,442	RM2,076	RM2,256	RM2,429	RM2,602	RM2,793
 No formal education	RM1,166	RM1,436	RM1,274	RM1,349	RM1,388	RM1,436	RM1,559
 Primary	RM1,518	RM1,560	RM1,289	RM1,428	RM1,559	RM1,565	RM1,644
 Secondary	RM1,850	RM1,955	RM1,647	RM1,678	RM1,865	RM1,916	RM2,046
 Tertiary	RM3,648	RM3,901	RM3,477	RM3,877	RM3,881	RM4,024	RM4,131

MEAN							
	2018	2019	2020	2021	2022	2023	2024
Total	RM3,087	RM3,244	RM2,954	RM3,049	RM3,219	RM3,441	RM3,652
 No formal education	RM1,481	RM1,608	RM1,500	RM1,391	RM1,569	RM1,818	RM1,900
 Primary	RM1,821	RM1,929	RM1,646	RM1,689	RM1,806	RM2,026	RM2,128
 Secondary	RM2,215	RM2,372	RM2,144	RM2,191	RM2,360	RM2,536	RM2,684
 Tertiary	RM4,553	RM4,643	RM4,212	RM4,271	RM4,430	RM4,702	RM4,962

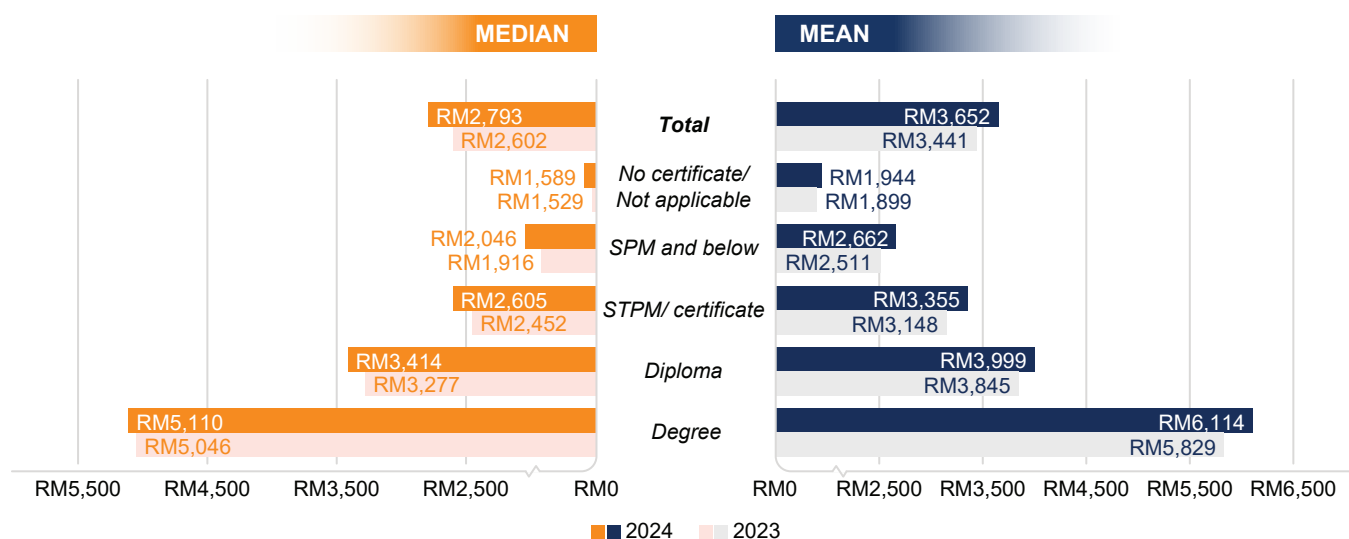
Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

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

Looking at highest certificate obtained, degree recorded the highest median monthly salaries & wages, increased by RM64 (+1.3%) to reach RM5,110 as compared to the previous year (2023: RM5,046). Similarly, diploma holders rose by RM137, equivalent to 4.2 per cent, registering RM3,414. STPM or certificate experienced an went up of RM153 (+6.2%) to reach RM2,605, while those with SPM and below registered an increase of RM130 (+6.8%) to RM2,046. Concurrently, those with no certificate or not applicable recorded an increase of RM60 (+3.9%) to RM1,589.

Likewise, the mean monthly salaries & wages also increased across all educational attainment, with degree posted the highest mean of RM6,114, with an additional of RM285 (+4.9%). Diploma increased to RM3,999, went up by RM154 (+4.0%), while STPM or certificate reached RM3,355, an increment of RM207 (+6.6%). In addition, those with SPM and below recorded an addition of RM151 (+6.0%) to reach RM2,662. Meanwhile, no certificate or not applicable recorded an increase of RM45 (+2.3%) to reach RM1,944 in comparison to RM1,899 in 2023 as depicted in **Chart 5**.

Chart 5: Median and mean monthly salaries & wages of employees by hishest certificate obtained, Malaysia, 2023 & 2024



Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

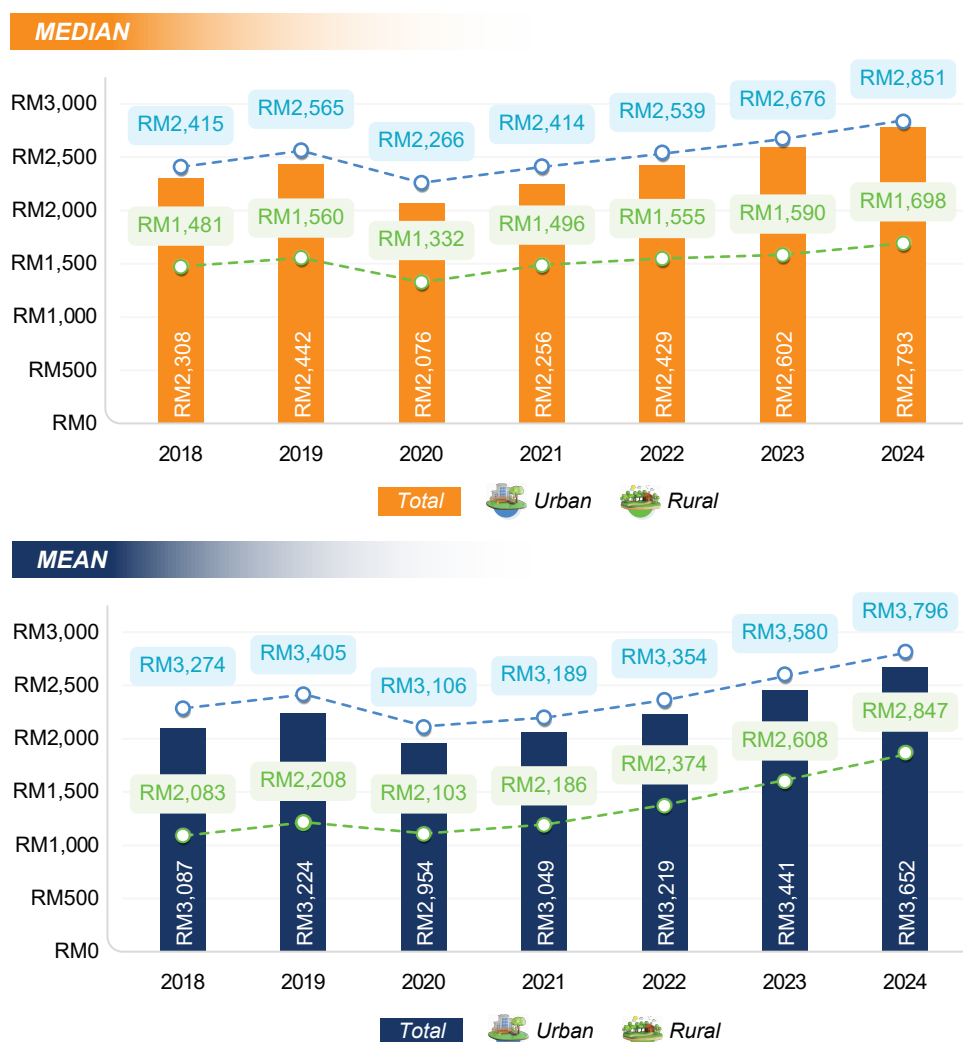
8. MONTHLY SALARIES & WAGES OF EMPLOYEES BY STRATA

By strata, urban areas accounted for the majority of salaries & wages recipients at 84.8 per cent of total employees, reflecting a 0.2 per cent growth from the preceding year. On the other hand, 15.2 per cent of recipients were in rural areas. In 2024, the median and mean monthly salaries & wages for employees in both urban and rural areas registered positive growth relative to 2023.

For urban employees, the median monthly salaries & wages registered a notable increase of 6.5 per cent, rising to RM2,851 compared to RM2,676 in 2023. In rural areas, the median also grew by 6.8 per cent, reaching RM1,698 from RM1,590 in the previous year.

In terms of mean monthly salaries & wages, both urban and rural areas displayed an upward trend, with urban areas reaching RM3,796 and rural areas RM2,847 compared to 2023. The mean in urban areas rose by 6.1 per cent (2023: RM3,580, +6.7%), while rural areas showed a significant increase of 9.2 per cent (2023: RM2,608, +9.9%) as shown in **Chart 6**.

Chart 6: Median and mean monthly salaries & wages of employees by strata, Malaysia, 2018 - 2024



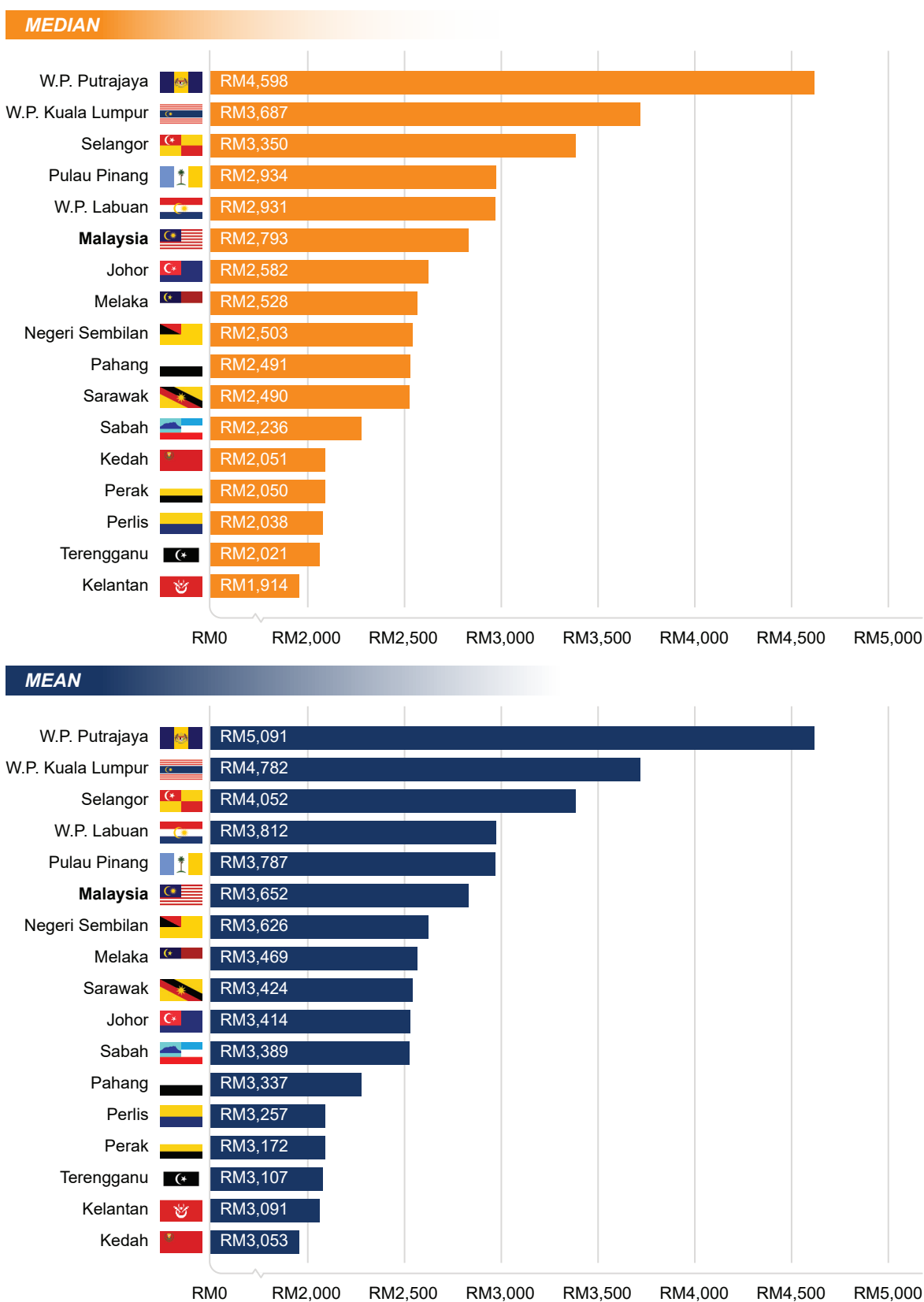
Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

9. MONTHLY SALARIES & WAGES OF EMPLOYEES BY STATE

Throughout 2024, all states experienced growth in their median monthly salaries & wages. The highest median was observed in W.P. Putrajaya at RM4,598, followed by W.P. Kuala Lumpur (RM3,687), Selangor (RM3,350), Pulau Pinang (RM2,934), and W.P. Labuan (RM2,931). Each of these five states recorded values above the national median of RM2,793.

Analysis by state showed that W.P. Putrajaya recorded the highest mean monthly salaries & wages at RM5,091. Four other states, W.P. Kuala Lumpur (RM4,782), Selangor (RM4,052), W.P. Labuan (RM3,812), and Pulau Pinang (RM3,787) also reported figures above the national mean of RM3,652 as shown in **Chart 7**.

Chart 7: Median and mean monthly salaries & wages of employees by state, Malaysia, 2024



Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

10. MONTHLY SALARIES & WAGES OF EMPLOYEES BY OCCUPATION

In 2024, Malaysia's labor market exhibited differentiated wage growth across various occupational categories, influenced in part by the upward adjustment of the national minimum wage. Managers recorded the highest median monthly earnings at RM5,990, reflecting a year-on-year growth from RM5,825 in 2023. Professionals ranked second with a median income of RM5,821 (2023: RM5,741), while Technicians and Associate Professionals registered RM3,541 (2023: RM3,472). These three occupations reported earnings above the national median wage level of RM2,793, highlighting continued wage stratification within the workforce.

The mean monthly salaries & wages by state indicates that Managers commanded the highest mean earnings at RM7,121. In addition, Professionals (RM6,524) and Technicians and Associate Professionals (RM4,077) also exceeded the national mean wage benchmark of RM3,652, reflecting occupational wage disparities across regions, as illustrated in **Exhibit 3**.

Exhibit 3: Median and mean monthly salaries & wages of employees by occupation, Malaysia, 2023 and 2024

	MEDIAN		MEAN	
	2023	2024	2023	2024
Managers	RM5,825	RM5,990 ▲	RM6,640	RM7,121 ▲
Professionals	RM5,741	RM5,821 ▲	RM6,139	RM6,524 ▲
Technicians and associate professionals	RM3,472	RM3,541 ▲	RM3,854	RM4,077 ▲
Clerical support workers	RM2,360	RM2,550 ▲	RM2,789	RM2,931 ▲
Service and sale workers	RM1,818	RM1,947 ▲	RM2,421	RM2,561 ▲
Skilled agricultural, forestry, livestock and fishery workers	RM1,729	RM1,762 ▲	RM2,259	RM2,460 ▲
Craft and related trades workers	RM1,916	RM1,959 ▲	RM2,385	RM2,510 ▲
Plant and machine-operators and assemblers	RM1,845	RM1,947 ▲	RM2,311	RM2,404 ▲
Elementary occupations	RM1,599	RM1,654 ▲	RM1,982	RM2,128 ▲

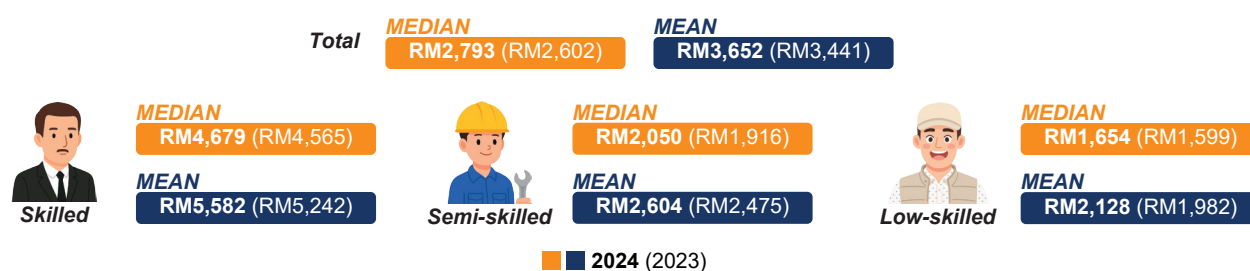
Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

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

In terms of skill category, skilled workers continued to command the highest compensation levels, recording a median monthly salary of RM4,679. Semi-skilled and low-skilled workers followed with median earnings of RM2,050 and RM1,654, respectively. All skill categories showed an increase year-on-year growth in median monthly salaries & wages indicating overall potential in the labour market.

In 2024, skilled workers experienced a 6.5 per cent increase in mean monthly salaries & wages, rising by RM340 to RM5,582 compared to RM5,242 in 2023. Similarly, the mean monthly salaries & wages for semi-skilled workers increased to RM2,604 from RM2,475, while low-skilled workers rise up to RM2,128 from RM1,982. These upward adjustments across all skill levels reflect a continued positive wage trend, as depicted in **Exhibit 4**.

Exhibit 4: Median and mean monthly salaries & wages of employees by category of skill, Malaysia, 2023 and 2024



Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

12. MONTHLY SALARIES & WAGES OF EMPLOYEES BY INDUSTRY

In 2024, the median monthly salaries & wages showed an upward trend across all economic sectors. The Mining & Quarrying sector ranked at the highest position with a median monthly salaries & wages of RM4,450, followed by the Services sector at RM2,894 and the Manufacturing sector at RM2,490. On the other hand, the Agriculture sector recorded the lowest median value since 2010, standing at RM1,698.

As for mean monthly salaries & wages, every sector experienced growth in 2024. The Mining & Quarrying sector once again led with a mean monthly salaries & wages of RM5,904, ahead of the Services sector (RM3,831), Manufacturing (RM3,278), and Construction (RM3,035). Meanwhile, the Agriculture sector remained at the bottom with the lowest mean monthly salaries & wages of RM2,409 [Exhibit 5].

Exhibit 5: Median and mean monthly salaries & wages of employees by industry, Malaysia, 2023 and 2024

	MEDIAN		MEAN	
	2023	2024	2023	2024
Agriculture	RM1,593	RM1,698	RM2,204	RM2,409
Mining and quarrying	RM4,295	RM4,450	RM5,623	RM5,904
Manufacturing	RM2,360	RM2,490	RM3,052	RM3,278
Construction	RM2,044	RM2,051	RM2,903	RM3,035
Services	RM2,770	RM2,894	RM3,619	RM3,831
Electricity, gas, steam and air conditioning supply	RM3,274	RM3,450	RM3,973	RM3,995
Water supply; sewerage, waste management and remediation activities	RM2,361	RM2,490	RM2,933	RM3,001
Wholesale and retail trade; repair of motor vehicles and motorcycles	RM1,835	RM1,947	RM2,495	RM2,737
Transportation and storage	RM2,360	RM2,576	RM2,987	RM3,249
Accommodation and food and beverage service activities	RM1,793	RM1,912	RM2,305	RM2,540
Information and communication	RM4,154	RM4,231	RM4,954	RM5,288
Financial and insurance/takaful activities	RM3,586	RM3,752	RM4,522	RM4,741
Real estate activities	RM3,411	RM3,610	RM4,175	RM4,501
Professional, scientific and technical activities	RM3,367	RM3,677	RM4,463	RM4,670
Administrative and support service activities	RM1,801	RM1,947	RM2,449	RM2,648
Public administration and defence; compulsory social security	RM4,285	RM4,483	RM4,479	RM4,625
Education	RM5,651	RM5,721	RM5,623	RM5,814
Human health and social work activities	RM4,566	RM4,698	RM4,789	RM5,009
Arts, entertainment and recreation	RM2,550	RM2,643	RM3,192	RM3,323
Other service activities	RM1,916	RM1,947	RM2,388	RM2,431

Note: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

NEW INDICATOR RELEASED

Monthly Real Salaries & Wages

A comprehensive understanding of salaries & wages within the labour market requires the analysis of relevant indicators, alongside an evaluation of wage policy effectiveness, labour market condition, and economic development. In line with this, and to provide deeper insights into Malaysia's wages situation from labour supply (household approach) in Malaysia, new indicator introduced for the first time in this report namely real salaries & wages by state.

Definition and Concept of Real Monthly Salaries & Wages

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

This concept is fundamental in economic analysis, as it enables the evaluation of whether increases in employee's salaries & wages genuinely translate into improved living standards. Notably, a rise in nominal wages does not necessarily indicate enhanced financial conditions if inflation outpaces wage growth.

$$\text{Real Salaries \& Wages}_x = \frac{\text{Nominal Salaries \& Wages}_x}{\text{CPI}_x} \times \text{CPI}_0$$

CPI = Consumer Price Index

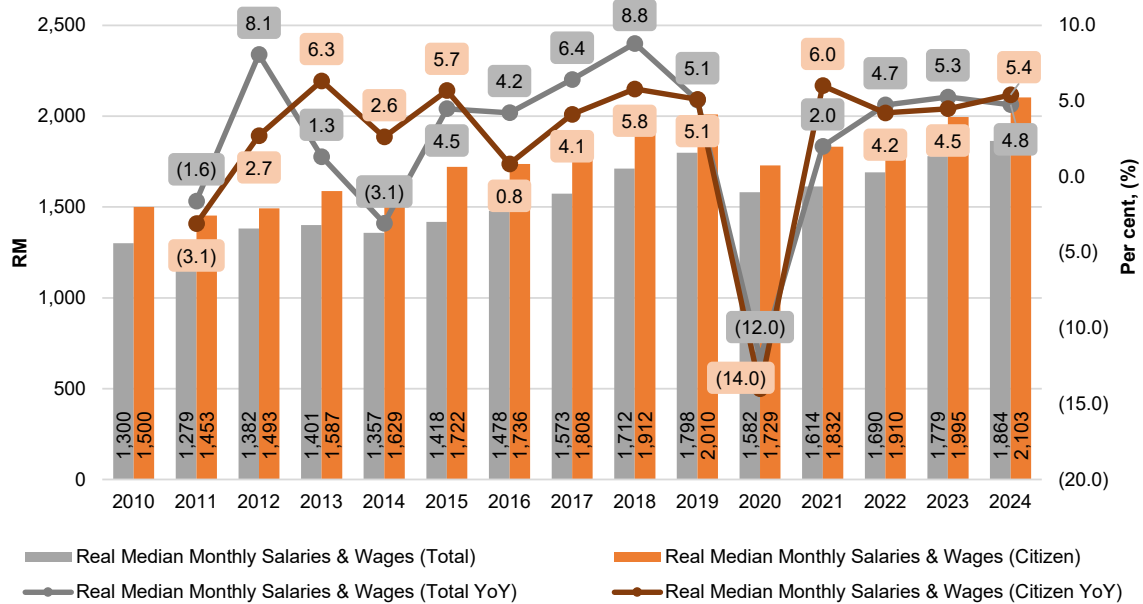
x = 2010, 2011, 2012, ..., 2024

0 = Base Year (2010)

Analysis of Real Median Monthly Salaries & Wages

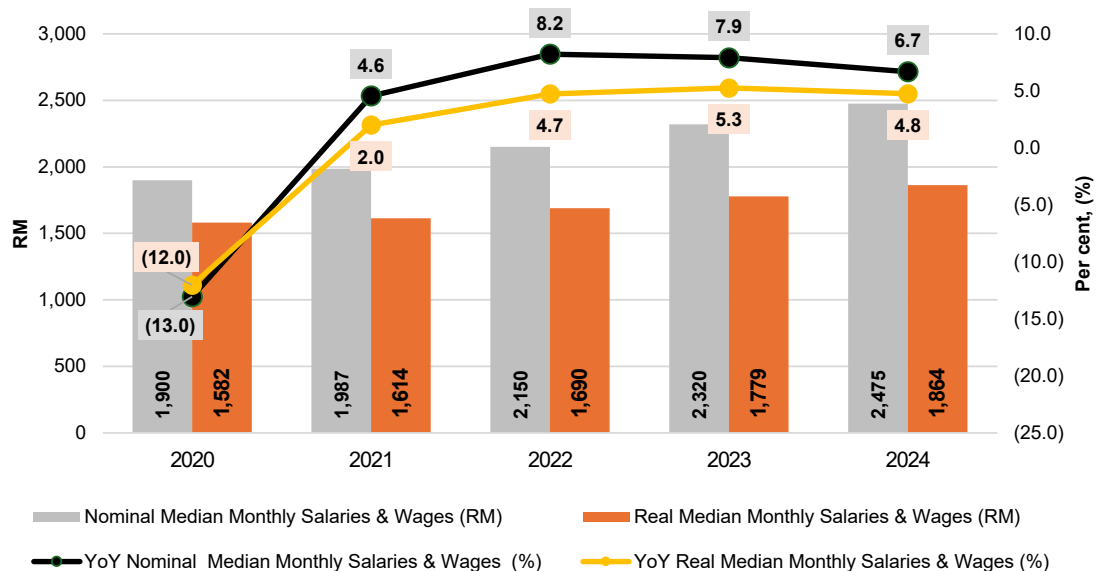
Based on the time series from 2010 to 2024, a notable decrease in the median and mean of real salaries & wages was observed in 2020, recording a growth of -14.0 per cent for the median of real salaries & wages and -12.0 per cent for the mean of real salaries & wages. This upward trend was largely following the adverse impact of the Movement Control Order (MCO) implemented in mid-March 2020. In 2024, the median of real salaries & wages for the overall employment in Malaysia rose by 4.8 per cent, increasing from RM1,779 to RM1,864. Meanwhile, the median monthly of real salaries & wages for Malaysian citizens recorded a higher growth of 5.4 per cent, rising from RM1,995 to RM2,103. These figures reflect continued improvements in purchasing power and wage resilience across the labour market **[Chart 8]**.

Chart 8: Real median monthly salaries & wages, Malaysia, 2010 - 2024



As observed in median and mean real salaries & wages analyses by state, the median gap between nominal and real salaries & wages showed an increment from RM 540 to RM 611. Six states registered the median real salaries & wages above national level (RM 1,864) namely W.P. Putrajaya (RM 3,165), W.P. Kuala Lumpur (RM 2,642), Selangor (RM 2,135), Pulau Pinang (RM 2,100), W.P. Labuan (RM 2,019) and Melaka (RM 1,932) [Chart 9].

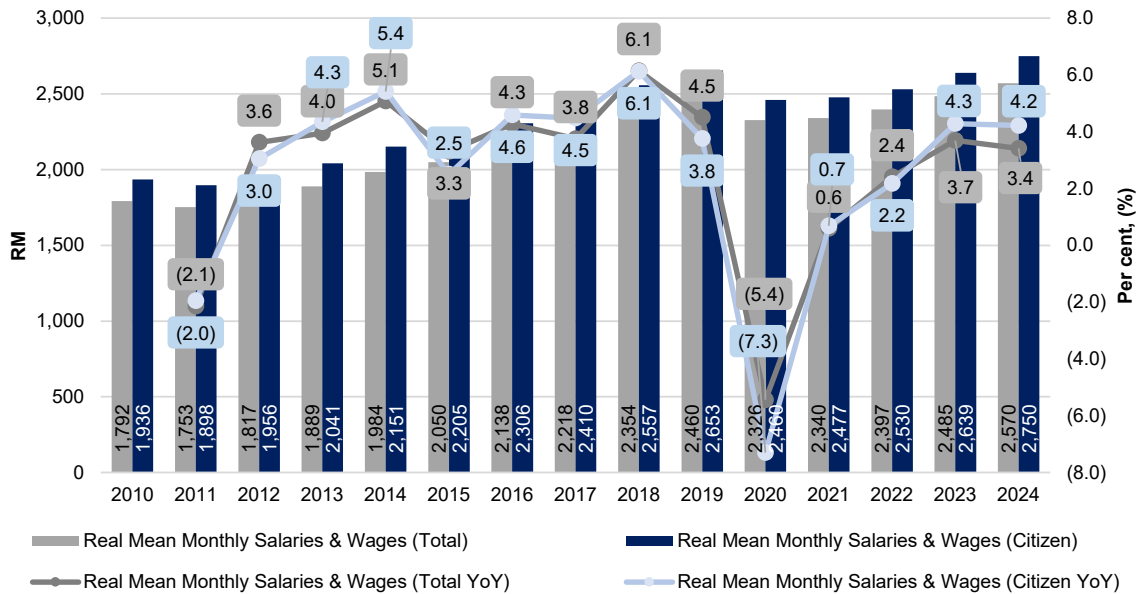
Chart 9: Nominal median monthly salaries & wages by state, Malaysia, 2020 - 2024



Analysis of Real Mean Monthly Salaries & Wages

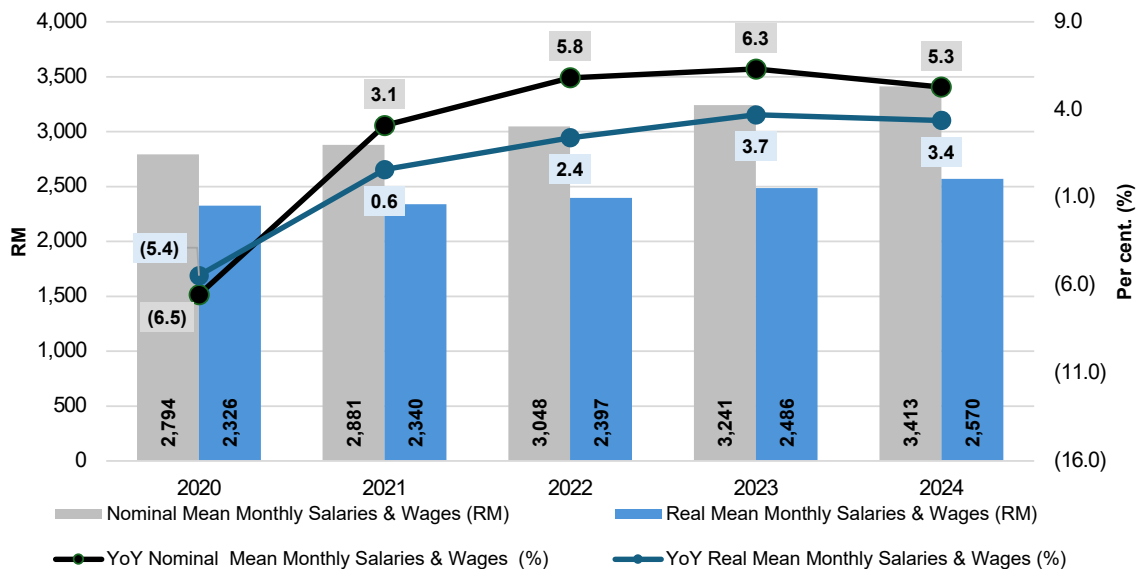
The real mean salaries & wages increased by 3.4 percent, moving up from RM2,486 to RM2,570 in 2024. Simultaneously, the mean of real salaries & wages for Malaysian citizens experienced a higher growth rate of 4.2 percent, with wages rising from RM2,639 to RM2,750 as shown in **Chart 10**.

Chart 10: Real mean monthly salaries & wages, Malaysia, 2010 - 2024



Analysis of real salaries & wages by state reveals a widening gap between nominal and real salaries & wages, with the national mean difference increasing from RM756 to RM843. Furthermore, five states recorded mean real wages above the national average of RM2,570. These states are W.P. Putrajaya (RM 3,490), W.P. Kuala Lumpur (RM 3,528), W.P. Labuan (RM 2,834), Selangor (RM 2,823), and Pulau Pinang (RM 2,591). This indicates a growing difference between value earnings and actual purchasing power [Chart 11].

Chart 11: Nominal mean monthly salaries & wages by state, Malaysia, 2020 - 2024





JADUAL

TABLES



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STATISTIK UTAMA

PRINCIPAL STATISTICS

A1 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur, Malaysia, 2010 - 2024

Kumpulan Umur	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
15-19	240.8	258.1	255.9	242.8	253.9	243.2	229.0	227.5
20-24	1,114.3	1,135.1	1,099.0	1,162.2	1,160.7	1,137.8	1,124.8	1,150.5
25-29	1,495.0	1,601.8	1,607.4	1,601.8	1,652.2	1,638.0	1,645.5	1,664.2
30-34	1,112.4	1,246.8	1,285.6	1,350.8	1,483.5	1,505.4	1,494.2	1,563.3
35-39	938.2	968.5	1,009.9	1,015.1	1,083.1	1,082.1	1,133.3	1,183.3
40-44	776.6	834.3	854.0	836.0	898.7	911.5	925.4	947.0
45-49	674.0	714.0	723.8	716.0	776.3	751.3	778.9	794.1
50-54	510.7	538.2	566.0	581.5	624.6	605.1	629.3	634.4
55-59	214.1	249.5	280.5	306.4	346.9	365.9	363.5	399.2
60-64	73.3	87.7	101.0	90.5	112.6	108.2	100.2	113.6
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
15-19	650	730	700	800	900	900	900	1,180
20-24	1,000	1,000	1,000	1,100	1,200	1,200	1,200	1,400
25-29	1,500	1,500	1,500	1,650	1,700	1,800	1,865	2,000
30-34	1,795	1,740	1,800	2,000	2,000	2,180	2,230	2,365
35-39	1,805	1,865	2,000	2,000	2,213	2,350	2,500	2,500
40-44	1,800	1,820	2,000	2,000	2,261	2,470	2,500	2,600
45-49	1,918	1,994	2,000	2,115	2,300	2,500	2,500	2,500
50-54	2,000	2,000	2,000	2,200	2,500	2,500	2,600	2,750
55-59	1,700	1,782	1,800	2,000	2,100	2,500	2,600	2,845
60-64	950	1,000	1,100	1,200	1,260	1,400	1,500	1,800
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
15-19	713	765	776	867	898	988	1,038	1,323
20-24	1,172	1,181	1,226	1,307	1,352	1,401	1,494	1,643
25-29	1,717	1,725	1,806	1,912	1,985	2,082	2,166	2,256
30-34	2,036	2,049	2,124	2,276	2,469	2,532	2,697	2,846
35-39	2,306	2,291	2,377	2,504	2,811	2,811	3,113	3,259
40-44	2,287	2,367	2,495	2,595	2,925	3,028	3,218	3,650
45-49	2,495	2,440	2,573	2,794	3,085	3,214	3,366	3,708
50-54	2,532	2,537	2,750	2,839	3,052	3,294	3,418	3,778
55-59	2,327	2,557	2,346	2,875	2,902	3,396	3,692	3,983
60-64	1,588	1,792	1,770	1,803	2,039	2,376	2,473	3,044

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggap berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A1 *Number of recipients, median and mean monthly salaries & wages of employees by age group, Malaysia, 2010 - 2024*

2018	2019	2020	2021	2022	2023	2024	Age Group
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	<i>Number of Recipients ('000)</i>
239.2	274.6	278.5	287.2	293.8	276.9	257.8	15-19
1,153.7	1,196.0	1,067.0	1,120.7	1,134.8	1,093.8	1,114.5	20-24
1,650.8	1,705.1	1,486.8	1,536.9	1,593.8	1,618.5	1,653.6	25-29
1,547.6	1,589.6	1,548.3	1,549.2	1,619.0	1,643.1	1,670.2	30-34
1,240.4	1,331.6	1,499.4	1,571.8	1,585.8	1,616.7	1,619.9	35-39
957.8	1,016.7	1,205.9	1,325.6	1,381.7	1,433.3	1,474.7	40-44
807.5	858.6	960.7	1,022.5	992.0	1,005.3	1,018.1	45-49
650.1	672.8	778.6	742.8	762.8	769.3	773.7	50-54
402.0	424.2	483.4	482.9	480.2	490.0	490.7	55-59
112.0	125.9	147.4	129.2	152.7	158.6	165.2	60-64
2,308	2,442	2,076	2,256	2,429	2,602	2,793	<i>Median (RM)</i>
1,423	1,450	1,213	1,437	1,452	1,529	1,650	15-19
1,569	1,577	1,343	1,434	1,491	1,593	1,699	20-24
2,112	2,206	1,804	1,656	1,909	2,076	2,095	25-29
2,474	2,672	2,349	2,417	2,564	2,702	2,850	30-34
2,633	2,893	2,734	2,791	2,956	3,119	3,188	35-39
2,738	2,996	3,013	3,154	3,330	3,381	3,481	40-44
2,617	2,875	2,733	3,005	3,198	3,387	3,427	45-49
2,845	3,095	2,713	3,045	3,132	3,161	3,140	50-54
3,026	3,096	2,630	3,002	2,930	2,937	3,140	55-59
2,098	2,272	1,733	2,037	2,135	2,320	2,489	60-64
3,087	3,224	2,954	3,049	3,219	3,441	3,652	<i>Mean (RM)</i>
1,429	1,546	1,408	1,465	1,638	1,879	2,161	15-19
1,780	1,850	1,564	1,640	1,780	2,061	2,255	20-24
2,359	2,586	2,212	2,289	2,490	2,746	2,946	25-29
3,056	3,269	2,826	2,999	3,123	3,297	3,381	30-34
3,476	3,644	3,328	3,424	3,556	3,765	4,013	35-39
4,002	4,005	3,755	3,815	4,025	4,241	4,395	40-44
3,949	4,109	3,698	3,827	4,107	4,237	4,517	45-49
4,111	4,125	3,785	3,776	3,977	4,161	4,495	50-54
4,098	4,137	3,716	3,810	3,933	4,098	4,463	55-59
3,300	3,320	2,675	2,802	2,967	3,182	3,373	60-64

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Lelaki								
Kumpulan Umur	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
15-19	153.4	162.5	160.7	146.3	160.2	153.3	140.9	141.3
20-24	630.2	646.2	634.2	668.1	682.6	658.1	648.2	657.0
25-29	852.2	900.0	904.7	897.3	926.4	924.0	914.9	931.0
30-34	680.5	739.0	750.5	783.7	856.0	876.1	857.5	893.0
35-39	587.2	594.6	624.3	615.5	643.9	652.1	677.0	698.7
40-44	498.6	533.7	527.6	516.5	547.4	552.9	563.7	559.3
45-49	452.7	472.3	469.1	467.4	494.4	475.7	476.1	484.1
50-54	361.5	372.1	387.7	393.9	422.9	406.1	422.3	414.6
55-59	158.8	187.5	204.0	223.0	251.7	268.2	257.4	283.6
60-64	57.3	72.1	82.0	72.6	85.3	82.8	76.4	88.5
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
15-19	650	720	700	800	900	900	900	1,200
20-24	1,000	1,000	1,030	1,200	1,200	1,200	1,300	1,400
25-29	1,500	1,500	1,500	1,660	1,760	1,800	1,800	1,987
30-34	1,750	1,750	1,800	1,995	2,000	2,125	2,200	2,300
35-39	1,800	1,875	2,000	2,000	2,200	2,345	2,500	2,500
40-44	1,840	1,970	2,000	2,000	2,215	2,400	2,500	2,695
45-49	2,000	2,000	2,000	2,278	2,500	2,500	2,500	2,500
50-54	2,000	2,000	2,095	2,300	2,500	2,500	2,720	2,750
55-59	1,717	1,800	1,800	2,000	2,125	2,500	2,695	3,000
60-64	1,000	1,200	1,200	1,320	1,500	1,500	1,522	1,850
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
15-19	726	774	788	900	917	1,002	1,080	1,381
20-24	1,195	1,199	1,225	1,344	1,385	1,421	1,558	1,685
25-29	1,729	1,712	1,830	1,908	2,022	2,083	2,149	2,248
30-34	2,061	2,058	2,118	2,261	2,485	2,526	2,694	2,801
35-39	2,324	2,349	2,461	2,568	2,825	2,872	3,160	3,302
40-44	2,351	2,480	2,601	2,638	2,976	3,060	3,340	3,744
45-49	2,630	2,583	2,720	2,938	3,278	3,349	3,436	3,921
50-54	2,572	2,633	2,880	2,968	3,182	3,376	3,609	3,730
55-59	2,410	2,706	2,366	2,991	2,974	3,520	3,856	4,200
60-64	1,711	1,848	1,918	1,983	2,238	2,588	2,433	3,159

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggap berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A2 Number of recipients, median and mean monthly salaries & wages of employees by age group and sex, Malaysia, 2010 - 2024

							Male
2018	2019	2020	2021	2022	2023	2024	Age Group
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Number of Recipients ('000)
154.6	187.4	198.6	201.5	206.2	194.1	182.3	15-19
663.4	690.0	625.8	673.9	677.2	664.1	650.8	20-24
925.7	963.6	838.9	841.6	870.7	878.7	901.1	25-29
885.4	902.5	841.1	862.4	914.0	925.1	938.8	30-34
724.3	773.4	856.5	896.1	890.5	910.9	942.6	35-39
573.4	599.6	714.6	770.2	796.1	822.3	856.7	40-44
489.4	501.9	573.2	611.9	609.9	617.2	622.9	45-49
423.6	430.1	490.4	477.0	487.3	490.0	490.5	50-54
283.7	298.3	344.4	344.8	329.2	330.9	322.7	55-59
86.3	89.2	103.4	89.7	111.7	115.6	120.0	60-64
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Median (RM)
1,453	1,476	1,220	1,443	1,452	1,529	1,652	15-19
1,623	1,672	1,354	1,540	1,556	1,693	1,831	20-24
2,115	2,186	1,870	1,781	2,097	2,077	2,095	25-29
2,451	2,646	2,420	2,498	2,539	2,702	2,850	30-34
2,663	2,940	2,734	2,787	2,975	3,436	3,441	35-39
2,764	2,996	2,859	3,033	3,397	3,483	3,535	40-44
2,648	2,875	2,733	2,903	3,295	3,388	3,445	45-49
2,933	3,150	2,713	2,985	3,132	3,272	3,286	50-54
3,199	3,285	2,673	3,012	3,097	3,220	3,371	55-59
2,213	2,339	1,875	2,324	2,342	2,362	2,490	60-64
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Mean (RM)
1,453	1,607	1,457	1,551	1,734	1,950	2,272	15-19
1,813	1,886	1,611	1,751	1,833	2,053	2,280	20-24
2,356	2,615	2,239	2,332	2,567	2,850	3,038	25-29
3,028	3,303	2,887	3,035	3,107	3,345	3,480	30-34
3,551	3,644	3,360	3,483	3,668	3,948	4,157	35-39
4,109	4,121	3,782	3,838	4,085	4,342	4,450	40-44
4,113	4,248	3,780	3,874	4,174	4,307	4,622	45-49
4,189	4,265	3,796	3,818	3,995	4,192	4,518	50-54
4,331	4,289	3,809	3,905	4,044	4,211	4,632	55-59
3,484	3,583	2,896	3,064	3,224	3,445	3,655	60-64

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur dan jantina, Malaysia, 2010 - 2023 (samb.)

Perempuan								
Kumpulan Umur	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
15-19	87.4	95.6	95.2	96.5	93.8	89.9	88.2	86.2
20-24	484.1	488.9	464.8	494.1	478.1	479.7	476.6	493.5
25-29	642.8	701.8	702.7	704.5	725.8	714.1	730.5	733.2
30-34	431.9	507.8	535.0	567.1	627.5	629.3	636.7	670.4
35-39	350.9	374.0	385.5	399.6	439.1	430.0	456.3	484.5
40-44	277.9	300.6	326.3	319.6	351.3	358.6	361.7	387.7
45-49	221.3	241.6	254.7	248.5	282.0	275.6	302.8	310.0
50-54	149.1	166.0	178.3	187.6	201.7	199.0	207.0	219.8
55-59	55.3	62.0	76.5	83.4	95.2	97.7	106.1	115.6
60-64	15.9	15.7	18.9	17.9	27.3	25.4	23.9	25.2
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
15-19	600	740	700	800	900	900	900	1,100
20-24	1,000	1,000	1,000	1,050	1,100	1,200	1,200	1,400
25-29	1,500	1,500	1,550	1,623	1,698	1,800	2,000	2,145
30-34	1,800	1,714	1,875	2,000	2,065	2,200	2,350	2,500
35-39	1,900	1,820	1,915	2,000	2,300	2,400	2,500	2,515
40-44	1,700	1,695	1,800	2,000	2,300	2,500	2,500	2,525
45-49	1,700	1,610	1,700	1,814	2,000	2,200	2,350	2,365
50-54	2,000	1,900	2,000	2,000	2,200	2,500	2,200	2,750
55-59	1,400	1,300	1,500	2,000	2,000	2,295	2,200	2,260
60-64	800	780	800	750	900	1,000	1,050	1,300
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
15-19	690	749	755	817	865	963	972	1,228
20-24	1,141	1,157	1,227	1,257	1,304	1,372	1,408	1,587
25-29	1,701	1,741	1,776	1,918	1,938	2,080	2,187	2,266
30-34	1,997	2,036	2,133	2,297	2,448	2,540	2,701	2,906
35-39	2,276	2,199	2,240	2,404	2,791	2,718	3,043	3,197
40-44	2,173	2,166	2,324	2,525	2,846	2,979	3,027	3,515
45-49	2,219	2,161	2,303	2,523	2,748	2,981	3,256	3,376
50-54	2,433	2,322	2,469	2,568	2,780	3,126	3,028	3,869
55-59	2,089	2,107	2,293	2,563	2,709	3,054	3,296	3,450
60-64	1,144	1,535	1,126	1,075	1,417	1,686	2,601	2,640

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A2 *Number of recipients, median and mean monthly salaries & wages of employees by age group and sex, Malaysia, 2010 - 2023 (cont'd)*

							Female
2018	2019	2020	2021	2022	2023	2024	Age Group
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	Number of Recipients ('000)
84.6	87.2	79.9	85.7	87.6	82.7	75.5	15-19
490.3	506.0	441.2	446.8	457.6	429.7	463.7	20-24
725.1	741.5	647.9	695.3	723.1	739.8	752.5	25-29
662.2	687.1	707.2	686.8	705.0	717.9	731.4	30-34
516.2	558.3	642.9	675.7	695.3	705.8	677.4	35-39
384.4	417.2	491.3	555.4	585.6	611.0	618.0	40-44
318.1	356.7	387.5	410.6	382.0	388.1	395.2	45-49
226.5	242.6	288.2	265.9	275.4	279.2	283.1	50-54
118.3	125.9	139.0	138.1	150.9	159.1	168.1	55-59
25.7	36.7	44.0	39.6	41.0	43.0	45.2	60-64
2,227	2,370	2,026	2,150	2,305	2,464	2,641	Median (RM)
1,365	1,318	1,198	1,046	1,231	1,206	1,350	15-19
1,499	1,473	1,299	1,267	1,320	1,542	1,655	20-24
2,108	2,261	1,774	1,644	1,862	1,916	2,095	25-29
2,520	2,732	2,349	2,329	2,564	2,659	2,703	30-34
2,586	2,840	2,922	2,908	2,956	3,006	3,071	35-39
2,695	2,960	3,166	3,335	3,300	3,314	3,481	40-44
2,603	2,875	2,943	3,156	3,142	3,150	3,381	45-49
2,658	2,850	2,684	3,119	2,694	3,097	3,140	50-54
2,494	2,522	2,346	2,828	2,929	2,937	2,940	55-59
1,676	1,560	1,326	1,562	1,618	1,661	1,700	60-64
2,959	3,108	2,872	2,955	3,119	3,311	3,499	Mean (RM)
1,385	1,415	1,288	1,263	1,413	1,713	1,894	15-19
1,736	1,802	1,498	1,472	1,701	2,073	2,221	20-24
2,362	2,547	2,178	2,236	2,398	2,623	2,836	25-29
3,092	3,224	2,754	2,954	3,144	3,236	3,254	30-34
3,371	3,643	3,286	3,345	3,411	3,528	3,812	35-39
3,842	3,839	3,714	3,784	3,945	4,106	4,317	40-44
3,696	3,914	3,575	3,758	3,998	4,124	4,351	45-49
3,965	3,877	3,765	3,700	3,946	4,106	4,455	50-54
3,538	3,776	3,485	3,573	3,693	3,864	4,140	55-59
2,682	2,679	2,158	2,209	2,267	2,476	2,622	60-64

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Pencapaian Pendidikan	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
Tiada pendidikan rasmi	78.4	68.5	85.0	62.9	58.0	73.6	63.9	54.4
Rendah	643.8	649.1	660.3	580.5	618.3	572.3	531.6	491.6
Menengah	4,147.5	4,505.0	4,484.2	4,641.9	4,791.5	4,640.3	4,703.3	4,867.6
Tertiari	2,279.5	2,411.5	2,553.4	2,617.8	2,924.6	3,062.3	3,125.2	3,263.5
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
Tiada pendidikan rasmi	621	600	750	800	850	900	960	1,100
Rendah	890	900	980	1,000	1,100	1,110	1,206	1,400
Menengah	1,250	1,290	1,300	1,491	1,500	1,500	1,650	1,750
Tertiari	2,550	2,650	2,743	2,945	3,000	3,090	3,300	3,400
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
Tiada pendidikan rasmi	759	735	835	876	950	979	1,192	1,410
Rendah	1,069	1,096	1,137	1,205	1,327	1,381	1,451	1,649
Menengah	1,480	1,506	1,562	1,680	1,772	1,817	1,921	2,055
Tertiari	3,050	3,070	3,189	3,331	3,619	3,746	4,000	4,320

Nota: Data merujuk kepada warganegara sahaja
 Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A3 Number of recipients, median and mean monthly salaries & wages of employees by educational attainment, Malaysia, 2010 - 2024

2018	2019	2020	2021	2022	2023	2024	Educational Attainment
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	Number of Recipients ('000)
55.7	57.8	59.6	54.2	55.9	55.9	51.2	No formal education
493.5	470.3	398.3	324.9	333.5	335.1	318.6	Primary
4,844.5	5,107.3	5,179.8	5,263.6	5,349.4	5,396.7	5,420.1	Secondary
3,367.6	3,559.8	3,818.3	4,126.3	4,257.6	4,317.7	4,448.5	Tertiary
2,308	2,442	2,076	2,256	2,429	2,602	2,793	Median (RM)
1,166	1,436	1,274	1,349	1,388	1,436	1,559	No formal education
1,518	1,560	1,289	1,428	1,559	1,565	1,644	Primary
1,850	1,955	1,647	1,678	1,865	1,916	2,046	Secondary
3,648	3,901	3,477	3,877	3,881	4,024	4,131	Tertiary
3,087	3,224	2,954	3,049	3,219	3,441	3,652	Mean (RM)
1,481	1,608	1,500	1,391	1,569	1,810	1,900	No formal education
1,821	1,929	1,646	1,689	1,806	2,026	2,128	Primary
2,215	2,372	2,144	2,191	2,360	2,536	2,684	Secondary
4,553	4,643	4,212	4,271	4,430	4,703	4,962	Tertiary

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Lelaki								
Pencapaian Pendidikan	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
Tiada pendidikan rasmi	46.3	35.6	53.0	39.4	33.9	45.1	37.9	32.5
Rendah	486.4	485.0	488.0	414.9	441.1	424.4	386.4	356.3
Menengah	2,740.0	2,959.0	2,940.3	3,037.2	3,148.8	3,067.7	3,109.0	3,184.3
Tertiari	1,159.9	1,200.5	1,263.7	1,292.6	1,446.8	1,512.3	1,501.0	1,578.2
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
Tiada pendidikan rasmi	800	800	900	850	1,000	970	1,150	1,200
Rendah	1,000	1,000	1,100	1,120	1,200	1,298	1,400	1,500
Menengah	1,357	1,400	1,500	1,500	1,577	1,600	1,760	1,850
Tertiari	2,800	2,940	3,000	3,000	3,200	3,395	3,500	3,550
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
Tiada pendidikan rasmi	892	887	963	948	1,083	1,106	1,408	1,601
Rendah	1,169	1,209	1,261	1,343	1,471	1,519	1,589	1,758
Menengah	1,582	1,617	1,678	1,809	1,916	1,955	2,079	2,187
Tertiari	3,392	3,432	3,553	3,651	3,959	4,116	4,442	4,798

Nota: Data merujuk kepada warganegara sahaja
 Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A4 *Number of recipients, median and mean monthly salaries & wages of employees by educational attainment and sex, Malaysia, 2010 - 2024*

							Male
2018	2019	2020	2021	2022	2023	2024	Educational Attainment
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Number of Recipients ('000)
34.6	36.6	37.3	36.3	37.6	37.5	35.2	No formal education
359.8	336.1	275.3	220.6	223.6	224.4	217.2	Primary
3,179.2	3,326.6	3,362.6	3,408.9	3,450.9	3,483.3	3,502.8	Secondary
1,636.3	1,736.6	1,911.6	2,103.2	2,180.8	2,203.8	2,273.3	Tertiary
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Median (RM)
1,539	1,600	1,274	1,368	1,433	1,529	1,642	No formal education
1,680	1,725	1,326	1,408	1,559	1,750	1,770	Primary
2,039	2,147	1,791	1,773	1,953	2,070	2,139	Secondary
3,866	4,227	3,627	4,210	4,097	4,333	4,406	Tertiary
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Mean (RM)
1,682	1,785	1,629	1,449	1,679	1,979	2,031	No formal education
1,986	2,076	1,737	1,739	1,860	2,129	2,244	Primary
2,382	2,540	2,275	2,285	2,469	2,665	2,821	Secondary
5,006	5,036	4,518	4,629	4,758	5,072	5,376	Tertiary

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A4 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Pencapaian Pendidikan	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
Tiada pendidikan rasmi	32.1	32.9	32.0	23.5	24.1	28.5	26.0	21.9
Rendah	157.4	164.1	172.3	165.5	177.2	148.0	145.2	135.3
Menengah	1,407.5	1,546.0	1,543.9	1,604.6	1,642.7	1,572.7	1,594.3	1,683.3
Tertiari	1,119.6	1,211.0	1,289.7	1,325.1	1,477.8	1,550.0	1,624.2	1,685.4
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
Tiada pendidikan rasmi	500	500	550	700	700	792	900	900
Rendah	600	700	700	775	900	900	900	1,100
Menengah	1,066	1,100	1,140	1,200	1,200	1,250	1,390	1,550
Tertiari	2,455	2,500	2,505	2,743	3,000	3,000	3,120	3,150
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
Tiada pendidikan rasmi	568	570	621	757	761	778	877	1,128
Rendah	759	764	787	857	968	985	1,084	1,361
Menengah	1,281	1,295	1,341	1,435	1,496	1,548	1,612	1,804
Tertiari	2,696	2,711	2,831	3,019	3,287	3,386	3,591	3,872

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A4 *Number of recipients, median and mean monthly salaries & wages of employees by educational attainment and sex, Malaysia, 2010 - 2024 (cont'd)*

							<i>Female</i>
2018	2019	2020	2021	2022	2023	2024	Educational Attainment
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	<i>Number Of Recipients ('000)</i>
21.2	21.1	22.3	17.9	18.3	18.4	16.0	<i>No formal education</i>
133.7	134.2	123.0	104.2	109.9	110.7	101.4	<i>Primary</i>
1,665.3	1,780.7	1,817.2	1,854.8	1,898.6	1,913.4	1,917.4	<i>Secondary</i>
1,731.3	1,823.2	1,906.7	2,023.1	2,076.8	2,113.9	2,175.2	<i>Tertiary</i>
2,227	2,370	2,026	2,150	2,305	2,464	2,641	<i>Median (RM)</i>
1,016	1,150	1,108	1,153	1,210	1,221	1,244	<i>No formal education</i>
1,182	1,295	1,221	1,545	1,546	1,531	1,589	<i>Primary</i>
1,599	1,711	1,494	1,587	1,752	1,819	1,947	<i>Secondary</i>
3,465	3,570	3,301	3,523	3,538	3,586	3,686	<i>Tertiary</i>
2,959	3,108	2,872	2,955	3,119	3,311	3,499	<i>Mean (RM)</i>
1,154	1,302	1,286	1,272	1,345	1,464	1,609	<i>No formal education</i>
1,378	1,564	1,443	1,582	1,697	1,815	1,881	<i>Primary</i>
1,897	2,058	1,903	2,018	2,162	2,303	2,432	<i>Secondary</i>
4,124	4,269	3,905	3,900	4,085	4,319	4,529	<i>Tertiary</i>

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A5 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh, Malaysia, 2010 - 2024

Sijil Tertinggi Diperoleh	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
Tiada sijil/ Tidak Berkenaan	403.1	354.5	355.4	286.6	283.5	257.5	228.4	195.1
SPM dan ke bawah	4,497.7	4,888.1	4,899.8	5,018.4	5,200.8	5,052.6	5,084.3	5,232.2
STPM/ Sijil ¹	487.2	515.6	515.9	516.6	556.4	569.6	554.9	571.4
Diploma	811.9	883.3	905.9	993.7	1,046.7	1,126.3	1,108.9	1,131.5
Ijazah	949.4	992.4	1,105.8	1,087.7	1,305.0	1,342.7	1,447.5	1,546.9
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
Tiada sijil/ Tidak Berkenaan	800	800	840	900	1,000	980	1,020	1,200
SPM dan ke bawah	1,200	1,200	1,300	1,400	1,500	1,500	1,630	1,700
STPM/ Sijil ¹	1,600	1,647	1,690	1,800	2,000	2,000	2,200	2,250
Diploma	2,346	2,400	2,500	2,500	2,630	2,800	2,950	3,000
Ijazah	3,385	3,500	3,500	3,850	4,000	4,300	4,800	4,890
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
Tiada sijil/ Tidak Berkenaan	963	957	1,010	1,037	1,157	1,182	1,267	1,476
SPM dan ke bawah	1,455	1,481	1,532	1,650	1,743	1,786	1,891	2,031
STPM/Sijil ¹	1,972	1,951	2,004	2,144	2,300	2,378	2,509	2,687
Diploma	2,637	2,648	2,737	2,825	2,968	3,088	3,235	3,423
Ijazah	4,008	4,061	4,150	4,393	4,730	4,918	5,180	5,599

Nota: Data merujuk kepada warganegara sahaja

¹Merujuk kepada sijil yang diperoleh dari kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A5 *Number of recipients, median and mean monthly salaries & wages of employees by highest certificate obtained, Malaysia, 2010 - 2024*

2018	2019	2020	2021	2022	2023	2024	Highest Certificate Obtained
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	Number of Recipients ('000)
193.1	194.6	139.7	143.1	140.0	138.4	112.5	No certificate/ Not applicable
5,214.1	5,455.1	5,529.8	5,566.0	5,702.0	5,740.8	5,733.3	SPM and below
584.7	599.2	687.1	656.8	647.2	639.9	661.9	STPM/ certificate ¹
1,171.4	1,233.9	1,325.0	1,404.9	1,409.6	1,427.7	1,474.9	Diploma
1,597.9	1,712.4	1,774.4	1,998.4	2,097.7	2,158.6	2,255.9	Degree
2,308	2,442	2,076	2,256	2,429	2,602	2,793	Median (RM)
1,351	1,449	1,246	1,475	1,433	1,529	1,589	No certificate/ Not applicable
1,829	1,912	1,608	1,665	1,809	1,916	2,046	SPM and below
2,392	2,488	2,145	2,266	2,374	2,452	2,605	STPM/ certificate ¹
3,032	3,232	2,913	3,138	3,156	3,277	3,414	Diploma
5,030	5,496	4,849	4,989	5,000	5,046	5,110	Degree
3,087	3,224	2,954	3,049	3,219	3,441	3,652	Mean (RM)
1,587	1,760	1,529	1,650	1,736	1,899	1,944	No certificate/ Not applicable
2,193	2,347	2,114	2,167	2,334	2,516	2,662	SPM and below
2,766	2,924	2,693	2,656	2,821	3,120	3,355	STPM/ certificate ¹
3,657	3,756	3,396	3,425	3,572	3,845	3,999	Diploma
5,883	5,903	5,455	5,469	5,609	5,829	6,114	Degree

Notes: Data refer to citizen only

¹Refers to the certificate obtained from college, polytechnic or other institutions which offer formal education

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A6 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh dan jantina, Malaysia, 2010 - 2024

Lelaki								
Sijil Tertinggi Diperoleh	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
Tiada sijil/ Tidak Berkenaan	288.2	245.8	248.4	194.9	193.8	175.6	152.6	131.5
SPM dan ke bawah	2,997.7	3,245.1	3,246.5	3,307.4	3,437.7	3,374.1	3,386.7	3,447.9
STPM/ Sijil ¹	272.9	287.8	288.9	291.6	336.3	325.3	319.7	338.8
Diploma	402.6	413.8	434.4	484.3	511.3	553.8	540.0	538.8
Ijazah	471.2	487.5	526.3	506.1	591.6	620.4	635.2	694.3
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
Tiada sijil/ Tidak Berkenaan	900	912	1,000	1,000	1,150	1,100	1,200	1,355
SPM dan ke bawah	1,300	1,360	1,440	1,500	1,500	1,600	1,703	1,800
STPM/ Sijil ¹	1,740	1,800	1,875	2,000	2,045	2,170	2,324	2,375
Diploma	2,500	2,500	2,560	2,700	2,831	2,953	3,050	3,100
Ijazah	3,850	3,895	3,960	4,250	4,600	4,839	5,000	5,000
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
Tiada sijil/ Tidak Berkenaan	1,074	1,078	1,136	1,154	1,308	1,343	1,424	1,605
SPM dan ke bawah	1,553	1,588	1,645	1,778	1,884	1,919	2,045	2,159
STPM/Sijil ¹	2,120	2,143	2,202	2,351	2,490	2,631	2,775	2,977
Diploma	2,913	2,947	2,970	3,055	3,244	3,346	3,610	3,877
Ijazah	4,588	4,655	4,827	5,015	5,442	5,633	6,012	6,425

Nota: Data merujuk kepada warganegara sahaja

¹Merujuk kepada sijil yang diperoleh dari kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A6 *Number of recipients, median and mean monthly salaries & wages of employees by highest certificate obtained and sex, Malaysia, 2010 - 2024*

							Male
2018	2019	2020	2021	2022	2023	2024	Highest Certificate Obtained
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Number of Recipients ('000)
134.0	133.5	91.4	97.4	95.1	93.8	76.4	No certificate/ Not applicable
3,447.5	3,573.7	3,602.7	3,596.5	3,651.3	3,684.6	3,707.1	SPM and below
350.3	356.3	421.9	437.4	430.1	423.6	436.8	STPM/ certificate ¹
578.2	601.4	673.2	613.3	635.0	641.9	668.3	Diploma
699.9	771.0	797.6	1,024.5	1,081.4	1,105.1	1,139.8	Degree
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Median (RM)
1,573	1,600	1,274	1,536	1,555	1,529	1,627	No certificate/ Not applicable
1,980	2,100	1,748	1,773	1,901	2,046	2,139	SPM and below
2,498	2,620	2,383	2,373	2,552	2,676	2,851	STPM/ certificate ¹
3,204	3,450	2,995	3,346	3,386	3,587	3,892	Diploma
5,714	6,250	5,391	5,292	5,835	5,937	6,000	Degree
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Mean (RM)
1,739	1,923	1,653	1,779	1,842	2,013	2,031	No certificate/ Not applicable
2,359	2,512	2,240	2,258	2,436	2,646	2,795	SPM and below
3,031	3,173	2,866	2,775	2,979	3,312	3,549	STPM/ certificate ¹
4,017	4,126	3,605	3,628	3,826	4,264	4,508	Diploma
6,838	6,630	6,229	6,080	6,100	6,275	6,653	Degree

Notes: Data refer to citizen only

¹Refers to the certificate obtained from college, polytechnic or other institutions which offer formal education

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A6 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Sijil Tertinggi Diperoleh	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
Tiada sijil/ Tidak Berkenaan	114.9	108.7	106.6	91.8	89.7	81.8	75.8	63.6
SPM dan ke bawah	1,500.0	1,643.0	1,653.3	1,711.0	1,763.1	1,678.5	1,697.6	1,784.3
STPM/ Sijil ¹	214.2	227.8	227.0	225.0	220.1	244.3	235.2	232.7
Diploma	409.3	469.5	471.5	509.4	535.4	572.4	568.9	592.7
Ijazah	478.2	504.9	579.5	581.6	713.4	722.2	812.3	852.7
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
Tiada sijil/ Tidak Berkenaan	600	600	620	700	800	850	900	1,000
SPM dan ke bawah	1,035	1,030	1,100	1,200	1,200	1,200	1,300	1,500
STPM/ Sijil ¹	1,500	1,486	1,500	1,596	1,745	1,822	1,845	2,145
Diploma	2,200	2,243	2,343	2,440	2,500	2,600	2,640	2,683
Ijazah	3,021	3,050	3,140	3,500	3,800	4,000	4,250	4,430
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
Tiada sijil/ Tidak Berkenaan	684	684	716	788	832	837	950	1,211
SPM dan ke bawah	1,258	1,269	1,310	1,403	1,467	1,520	1,584	1,784
STPM/Sijil ¹	1,783	1,708	1,752	1,875	2,011	2,040	2,146	2,265
Diploma	2,366	2,385	2,522	2,607	2,705	2,838	2,880	3,009
Ijazah	3,436	3,487	3,534	3,852	4,140	4,304	4,529	4,927

Nota: Data merujuk kepada warganegara sahaja

¹Merujuk kepada sijil yang diperoleh dari kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A6 *Number of recipients, median and mean monthly salaries & wages of employees by highest certificate obtained and sex, Malaysia, 2010 - 2024 (cont'd)*

							Female
2018	2019	2020	2021	2022	2023	2024	Highest Certificate Obtained
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	Number of Recipients ('000)
59.1	61.0	48.3	45.7	44.8	44.7	36.0	No certificate/ Not applicable
1,766.6	1,881.4	1,927.1	1,969.5	2,050.7	2,056.1	2,026.1	SPM and below
234.4	242.9	265.2	219.4	217.1	216.3	225.1	STPM/ certificate ¹
593.3	632.5	651.8	791.5	774.6	785.8	806.7	Diploma
898.1	941.4	976.8	973.9	1,016.3	1,053.5	1,116.1	Degree
2,227	2,370	2,026	2,150	2,305	2,464	2,641	Median (RM)
1,089	1,205	1,138	1,349	1,344	1,343	1,380	No certificate/ Not applicable
1,567	1,689	1,494	1,578	1,752	1,794	1,947	SPM and below
2,125	2,261	1,900	2,032	2,109	2,276	2,444	STPM/ certificate ¹
2,886	2,997	2,810	2,996	3,015	3,006	3,085	Diploma
4,598	4,931	4,507	4,701	4,765	5,043	5,109	Degree
2,959	3,108	2,872	2,955	3,119	3,311	3,499	Mean (RM)
1,241	1,403	1,294	1,377	1,512	1,661	1,759	No certificate/ Not applicable
1,869	2,034	1,880	2,000	2,151	2,283	2,419	SPM and below
2,370	2,558	2,417	2,420	2,509	2,745	2,980	STPM/ certificate ¹
3,305	3,404	3,181	3,269	3,363	3,503	3,578	Diploma
5,139	5,308	4,823	4,827	5,087	5,362	5,564	Degree

Notes: Data refer to citizen only

¹Refers to the certificate obtained from college, polytechnic or other institutions which offer formal education

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A7 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut strata dan jantina, Malaysia, 2010 - 2024

Strata	2010	2011	2012	2013	2014	2015	2016	2017
Jumlah								
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
Bandar	5,450.7	5,816.7	6,029.8	6,202.4	6,937.1	6,788.0	6,964.7	7,297.9
Luar Bandar	1,698.5	1,817.3	1,753.1	1,700.7	1,455.3	1,560.6	1,459.4	1,379.2
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
Bandar	1,600	1,600	1,770	1,850	2,000	2,000	2,115	2,260
Luar Bandar	1,087	1,130	1,100	1,150	1,200	1,300	1,350	1,400
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
Bandar	2,077	2,090	2,204	2,347	2,517	2,638	2,812	3,038
Luar Bandar	1,481	1,538	1,527	1,597	1,710	1,831	1,916	2,040
Lelaki								
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
Bandar	3,321.5	3,485.1	3,614.3	3,676.6	4,127.1	4,039.1	4,094.8	4,262.1
Luar Bandar	1,111.1	1,194.9	1,130.7	1,107.6	943.6	1,010.3	939.6	889.2
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
Bandar	1,695	1,700	1,800	2,000	2,000	2,100	2,200	2,300
Luar Bandar	1,102	1,200	1,200	1,200	1,200	1,400	1,400	1,500
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
Bandar	2,170	2,199	2,308	2,460	2,627	2,740	2,925	3,148
Luar Bandar	1,505	1,555	1,547	1,595	1,701	1,829	1,937	2,021
Perempuan								
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
Bandar	2,129.2	2,331.6	2,415.5	2,525.8	2,810.0	2,748.9	2,869.9	3,035.9
Luar Bandar	587.4	622.3	622.4	593.0	511.7	550.3	519.8	490.0
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
Bandar	1,500	1,500	1,614	1,720	1,800	2,000	2,000	2,160
Luar Bandar	1,000	1,000	1,000	1,000	1,090	1,200	1,219	1,300
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
Bandar	1,933	1,926	2,049	2,183	2,356	2,489	2,651	2,884
Luar Bandar	1,436	1,505	1,491	1,600	1,726	1,834	1,877	2,074

Nota: Data merujuk kepada warganegara sahaja
 Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A7 Number of recipients, median and mean monthly salaries & wages of employees by strata and sex, Malaysia, 2010 - 2024

2018	2019	2020	2021	2022	2023	2024	Strata
							Total
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	Number of Recipients ('000)
7,382.2	7,802.8	8,024.0	8,405.8	8,618.7	8,665.5	8,686.3	Urban
1,379.1	1,392.4	1,432.0	1,363.3	1,377.7	1,439.9	1,552.2	Rural
2,308	2,442	2,076	2,256	2,429	2,602	2,793	Median (RM)
2,415	2,565	2,266	2,414	2,539	2,676	2,851	Urban
1,481	1,560	1,332	1,496	1,555	1,590	1,698	Rural
3,087	3,224	2,954	3,049	3,219	3,441	3,652	Mean (RM)
3,274	3,405	3,106	3,189	3,354	3,580	3,796	Urban
2,083	2,208	2,103	2,186	2,374	2,608	2,847	Rural
							Male
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Number of Recipients ('000)
4,324.9	4,531.0	4,658.8	4,896.0	4,984.9	5,002.1	5,016.5	Urban
885.0	904.9	928.0	873.1	908.0	946.9	1,011.9	Rural
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Median (RM)
2,464	2,712	2,383	2,484	2,575	2,712	2,957	Urban
1,527	1,575	1,332	1,496	1,666	1,570	1,698	Rural
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Mean (RM)
3,400	3,528	3,203	3,284	3,465	3,721	3,959	Urban
2,070	2,178	2,048	2,158	2,319	2,534	2,767	Rural
							Female
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	Number of Recipients ('000)
3,057.3	3,271.7	3,365.1	3,509.8	3,633.9	3,663.3	3,669.8	Urban
494.1	487.5	504.0	490.2	469.7	493.1	540.3	Rural
2,227	2,370	2,026	2,150	2,305	2,464	2,641	Median (RM)
2,316	2,518	2,126	2,265	2,397	2,465	2,703	Urban
1,339	1,473	1,326	1,445	1,546	1,590	1,655	Rural
2,959	3,108	2,872	2,955	3,119	3,311	3,499	Mean (RM)
3,096	3,234	2,972	3,055	3,202	3,387	3,573	Urban
2,106	2,262	2,203	2,236	2,480	2,750	2,996	Rural

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Malaysia	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
Johor	913.9	973.9	972.0	1,023.9	1,054.2	1,013.8	1,039.1	1,092.0
Kedah	449.4	442.9	434.4	455.7	502.5	519.6	502.7	506.2
Kelantan	252.2	288.2	290.2	293.4	314.9	337.7	352.9	362.1
Melaka	227.2	234.5	238.1	244.9	255.0	187.3	271.3	284.2
Negeri Sembilan	234.5	267.4	267.7	268.2	281.1	275.6	294.8	303.2
Pahang	315.2	347.8	348.4	338.4	391.2	507.3	374.5	386.1
Pulau Pinang	501.4	527.9	525.8	529.1	553.0	556.2	555.8	565.6
Perak	545.7	594.9	584.7	589.7	644.8	653.5	647.9	659.2
Perlis	46.4	47.7	49.7	50.2	56.3	56.2	62.2	61.5
Selangor	1,733.3	1,845.8	1,948.9	1,952.9	2,058.9	1,982.3	2,043.0	2,147.8
Terengganu	225.4	248.7	248.1	243.8	260.9	267.1	272.4	285.0
Sabah	504.0	561.1	582.8	608.8	645.5	646.5	661.7	654.2
Sarawak	579.0	605.7	635.8	632.2	696.9	697.0	706.1	728.8
W.P. Kuala Lumpur	558.2	580.5	589.9	606.7	609.3	583.5	575.3	579.8
W.P. Labuan	27.9	29.2	30.0	29.7	31.3	30.6	30.6	28.7
W.P. Putrajaya	35.6	37.8	36.4	35.4	36.5	34.4	33.7	32.8

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A8 *Number of recipients, median and mean monthly salaries & wages of employees by state, Malaysia, 2010 - 2024*

2018	2019	2020	2021	2022	2023	2024	State
Number of Recipients ('000)							
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	Malaysia
1,106.0	1,133.6	1,244.5	1,266.2	1,351.7	1,367.2	1,388.0	Johor
529.3	550.6	552.6	565.4	578.4	567.7	569.3	Kedah
367.5	383.9	373.2	404.9	394.5	389.5	393.8	Kelantan
283.8	299.5	319.9	337.0	336.5	346.9	350.9	Melaka
309.1	314.9	344.1	343.5	342.5	350.9	356.6	Negeri Sembilan
393.1	424.7	446.0	445.5	444.0	454.2	465.6	Pahang
566.2	586.7	614.0	604.7	641.6	635.8	642.2	Pulau Pinang
676.2	699.9	700.6	714.0	731.4	729.7	735.7	Perak
61.8	69.4	74.6	78.0	76.7	76.9	80.0	Perlis
2,153.5	2,333.6	2,461.7	2,526.6	2,560.7	2,596.2	2,610.5	Selangor
285.0	306.7	302.3	307.6	307.0	312.0	320.3	Terengganu
665.2	688.4	647.5	696.7	721.4	726.4	730.0	Sabah
743.0	775.7	691.8	733.9	741.3	758.6	771.7	Sarawak
557.2	564.8	619.4	678.7	701.8	725.9	752.9	W.P. Kuala Lumpur
31.1	30.5	29.0	30.2	31.3	31.6	32.3	W.P. Labuan
33.2	32.1	34.8	36.1	35.8	36.0	38.5	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Malaysia	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
Johor	1,500	1,520	1,695	1,700	2,000	2,200	2,200	2,250
Kedah	1,060	1,190	1,150	1,200	1,300	1,400	1,510	1,650
Kelantan	1,000	1,000	1,000	1,000	1,040	1,200	1,345	1,500
Melaka	1,300	1,350	1,440	1,580	1,660	1,600	1,760	2,145
Negeri Sembilan	1,500	1,500	1,500	1,800	1,800	1,950	2,060	2,170
Pahang	1,341	1,380	1,327	1,500	1,585	1,620	1,650	1,870
Pulau Pinang	1,500	1,500	1,515	1,631	1,800	1,900	2,000	2,160
Perak	1,200	1,200	1,300	1,300	1,441	1,500	1,650	1,700
Perlis	1,200	1,200	1,050	1,000	1,350	1,495	1,630	1,800
Selangor	1,894	1,800	2,000	2,000	2,200	2,500	2,500	2,580
Terengganu	1,200	1,158	1,200	1,150	1,250	1,500	1,500	1,700
Sabah	1,188	1,200	1,100	1,300	1,400	1,480	1,600	1,763
Sarawak	1,100	1,200	1,200	1,400	1,400	1,450	1,500	1,800
W.P. Kuala Lumpur	1,900	2,000	2,000	2,295	2,500	2,500	2,500	2,650
W.P. Labuan	1,675	1,500	1,519	1,800	1,700	1,900	2,000	2,170
W.P. Putrajaya	2,095	2,320	2,625	2,500	2,695	3,000	3,250	3,500

Nota: Data merujuk kepada warganegara sahaja

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A8

Number of recipients, median and mean monthly salaries & wages of employees by state, Malaysia, 2010 - 2024 (cont'd)

2018	2019	2020	2021	2022	2023	2024	State
							<i>Median (RM)</i>
2,308	2,442	2,076	2,256	2,429	2,602	2,793	Malaysia
2,418	2,512	2,076	2,191	2,216	2,450	2,582	Johor
1,703	1,748	1,509	1,621	1,797	1,885	2,051	Kedah
1,604	1,639	1,390	1,568	1,635	1,750	1,914	Kelantan
2,332	2,415	2,130	2,164	2,280	2,360	2,528	Melaka
2,348	2,433	2,011	2,321	2,334	2,361	2,503	Negeri Sembilan
2,111	2,225	1,775	1,897	2,013	2,276	2,491	Pahang
2,215	2,346	2,115	2,414	2,477	2,715	2,934	Pulau Pinang
1,775	1,858	1,666	1,898	1,901	2,045	2,050	Perak
1,989	2,010	1,541	1,713	1,781	1,820	2,038	Perlis
2,695	2,956	2,713	2,778	3,109	3,235	3,350	Selangor
1,874	1,911	1,537	1,549	1,703	1,845	2,021	Terengganu
1,951	1,980	1,705	1,899	2,011	2,059	2,236	Sabah
2,033	2,070	1,595	2,036	2,069	2,276	2,490	Sarawak
2,946	3,106	2,995	2,999	3,301	3,469	3,687	W.P. Kuala Lumpur
2,419	2,712	2,154	2,573	2,657	2,735	2,931	W.P. Labuan
3,673	3,749	3,682	3,858	3,995	4,443	4,598	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Malaysia	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
Johor	1,795	1,940	2,035	2,114	2,466	2,549	2,656	2,932
Kedah	1,501	1,555	1,543	1,759	1,972	2,024	2,109	2,193
Kelantan	1,645	1,622	1,604	1,662	1,853	2,069	2,248	2,319
Melaka	1,717	1,765	1,879	2,061	2,123	2,174	2,297	2,565
Negeri Sembilan	1,885	1,975	1,922	2,246	2,445	2,464	2,628	2,874
Pahang	1,660	1,695	1,718	1,919	2,062	2,122	2,185	2,425
Pulau Pinang	1,944	2,016	2,021	2,106	2,339	2,414	2,603	2,672
Perak	1,622	1,607	1,712	1,732	1,859	2,030	2,206	2,281
Perlis	1,709	1,682	1,609	1,710	2,084	2,248	2,271	2,465
Selangor	2,429	2,314	2,501	2,666	2,820	3,073	3,239	3,454
Terengganu	1,737	1,645	1,761	1,819	1,932	2,107	2,341	2,522
Sabah	1,578	1,623	1,634	1,877	1,998	2,046	2,224	2,507
Sarawak	1,706	1,753	1,735	1,929	2,069	2,077	2,255	2,513
W.P. Kuala Lumpur	2,290	2,513	2,729	2,717	3,111	3,162	3,482	3,969
W.P. Labuan	1,993	1,903	1,931	2,254	2,317	2,425	2,610	2,849
W.P. Putrajaya	2,689	2,837	3,124	3,183	3,267	3,743	3,995	4,220

Nota: Data merujuk kepada warganegara sahaja
 Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A8 *Number of recipients, median and mean monthly salaries & wages of employees by state, Malaysia, 2010 - 2024 (cont'd)*

2018	2019	2020	2021	2022	2023	2024	State
							<i>Mean (RM)</i>
3,087	3,224	2,954	3,049	3,219	3,441	3,652	<i>Malaysia</i>
3,228	3,266	2,827	2,850	2,992	3,212	3,414	<i>Johor</i>
2,294	2,413	2,289	2,516	2,627	2,859	3,053	<i>Kedah</i>
2,419	2,571	2,467	2,522	2,604	2,882	3,091	<i>Kelantan</i>
2,853	2,990	2,925	2,950	3,093	3,311	3,469	<i>Melaka</i>
3,048	3,218	2,989	3,060	3,177	3,375	3,626	<i>Negeri Sembilan</i>
2,662	2,754	2,690	2,727	2,844	3,124	3,337	<i>Pahang</i>
2,811	3,022	2,881	3,089	3,315	3,557	3,787	<i>Pulau Pinang</i>
2,387	2,571	2,468	2,619	2,742	2,973	3,172	<i>Perak</i>
2,628	2,723	2,605	2,676	2,746	2,968	3,257	<i>Perlis</i>
3,668	3,892	3,476	3,475	3,719	3,885	4,052	<i>Selangor</i>
2,695	2,766	2,441	2,544	2,615	2,898	3,107	<i>Terengganu</i>
2,745	2,836	2,648	2,784	2,871	3,127	3,389	<i>Sabah</i>
2,757	2,819	2,515	2,786	2,937	3,158	3,424	<i>Sarawak</i>
4,336	4,359	3,849	3,994	4,276	4,521	4,782	<i>W.P. Kuala Lumpur</i>
3,054	3,323	2,931	3,281	3,365	3,636	3,812	<i>W.P. Labuan</i>
4,530	4,695	4,497	4,602	4,716	4,858	5,091	<i>W.P. Putrajaya</i>

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Lelaki								
Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Malaysia	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
Johor	585.0	619.0	616.1	643.0	668.3	638.2	652.0	677.3
Kedah	279.2	275.1	272.2	282.5	303.1	306.5	292.0	292.1
Kelantan	164.2	187.7	181.3	189.5	193.9	219.8	215.8	228.9
Melaka	133.8	137.5	141.7	142.7	145.9	112.1	155.6	162.7
Negeri Sembilan	149.1	163.6	157.5	160.0	167.6	168.2	171.1	181.9
Pahang	201.3	229.3	222.6	219.7	245.1	313.5	230.0	241.2
Pulau Pinang	293.6	312.1	303.3	309.4	320.0	324.7	321.1	325.9
Perak	354.7	370.6	362.5	366.7	393.0	402.6	391.4	391.4
Perlis	28.7	28.6	29.9	29.7	33.9	33.2	37.2	37.8
Selangor	1,031.1	1,085.5	1,139.7	1,133.3	1,207.3	1,162.3	1,171.7	1,213.3
Terengganu	149.1	163.0	162.6	160.4	171.4	173.3	179.2	180.2
Sabah	319.1	342.3	354.3	358.3	386.0	381.3	397.1	391.9
Sarawak	393.4	407.6	425.9	418.6	460.1	448.8	458.7	474.4
W.P. Kuala Lumpur	315.5	321.6	339.6	334.4	338.7	327.9	327.0	318.8
W.P. Labuan	18.0	19.0	19.1	19.6	20.5	19.8	19.2	19.1
W.P. Putrajaya	16.7	17.5	16.5	16.3	16.0	17.3	15.1	14.4

Nota: Data merujuk kepada warganegara sahaja
 Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A9 *Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010 - 2024*

							Male
2018	2019	2020	2021	2022	2023	2024	State
Number of Recipients ('000)							
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Malaysia
684.4	703.5	803.9	798.9	857.4	867.2	881.6	Johor
307.2	327.5	342.3	340.8	362.1	357.8	358.5	Kedah
228.6	242.1	229.9	257.0	247.6	239.5	240.4	Kelantan
161.2	170.4	185.4	190.8	198.8	204.7	207.0	Melaka
181.9	188.7	207.8	205.0	214.5	218.6	219.7	Negeri Sembilan
247.9	264.4	277.8	274.2	278.5	282.8	287.7	Pahang
321.9	337.2	351.4	345.1	361.3	354.4	360.0	Pulau Pinang
402.5	416.3	422.8	416.0	424.3	418.6	423.8	Perak
38.6	41.3	44.1	45.6	44.4	43.8	46.3	Perlis
1,229.6	1,283.0	1,323.5	1,418.4	1,388.2	1,415.2	1,419.4	Selangor
183.4	194.0	199.2	198.0	204.8	207.5	213.1	Terengganu
400.5	419.9	389.4	423.2	447.3	449.3	450.2	Sabah
477.2	498.3	434.6	456.0	464.9	476.0	488.4	Sarawak
310.9	314.9	340.9	365.0	363.2	378.6	396.0	W.P. Kuala Lumpur
19.8	19.8	18.7	19.6	20.7	20.7	21.0	W.P. Labuan
14.2	14.5	15.1	15.5	14.8	14.3	15.5	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Lelaki								
Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Malaysia	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
Johor	1,550	1,745	1,800	1,885	2,050	2,300	2,200	2,400
Kedah	1,170	1,200	1,200	1,300	1,400	1,500	1,600	1,650
Kelantan	1,000	1,000	1,000	1,000	1,000	1,200	1,225	1,400
Melaka	1,400	1,500	1,500	1,656	1,700	1,700	1,800	2,170
Negeri Sembilan	1,540	1,600	1,620	1,900	1,900	2,000	2,080	2,250
Pahang	1,418	1,430	1,400	1,500	1,620	1,700	1,682	1,865
Pulau Pinang	1,530	1,560	1,600	1,775	2,000	2,000	2,000	2,170
Perak	1,300	1,300	1,415	1,400	1,500	1,560	1,703	1,760
Perlis	1,200	1,200	1,200	1,200	1,445	1,410	1,630	1,650
Selangor	2,000	1,990	2,000	2,200	2,400	2,500	2,600	2,745
Terengganu	1,200	1,150	1,200	1,200	1,300	1,500	1,600	1,680
Sabah	1,150	1,115	1,100	1,300	1,379	1,500	1,600	1,750
Sarawak	1,100	1,200	1,200	1,475	1,472	1,440	1,600	1,750
W.P. Kuala Lumpur	1,965	2,000	2,000	2,400	2,500	2,500	2,500	2,800
W.P. Labuan	1,800	1,500	1,685	1,850	1,800	2,000	2,100	2,250
W.P. Putrajaya	2,300	2,440	2,847	2,735	2,640	3,015	3,500	3,535

Nota: Data merujuk kepada warganegara sahaja

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A9 *Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010 - 2024 (cont'd)*

							Male
2018	2019	2020	2021	2022	2023	2024	State
							Median (RM)
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Malaysia
2,556	2,646	2,199	2,258	2,216	2,603	2,850	Johor
1,760	1,812	1,509	1,733	1,863	1,882	2,051	Kedah
1,604	1,601	1,390	1,536	1,568	1,731	1,831	Kelantan
2,382	2,489	2,190	2,277	2,314	2,360	2,606	Melaka
2,442	2,513	2,167	2,323	2,359	2,402	2,606	Negeri Sembilan
2,140	2,260	1,705	1,868	2,013	2,045	2,213	Pahang
2,241	2,481	2,244	2,414	2,558	2,836	3,125	Pulau Pinang
1,935	2,013	1,713	1,947	1,953	2,045	2,200	Perak
2,011	2,070	1,541	1,698	1,781	1,818	1,970	Perlis
2,888	3,169	2,874	2,979	3,400	3,667	3,751	Selangor
1,860	1,911	1,635	1,669	1,760	1,849	2,025	Terengganu
1,947	1,980	1,670	1,878	2,011	1,916	2,094	Sabah
2,063	2,081	1,669	1,927	2,069	1,974	2,140	Sarawak
2,963	3,096	3,085	3,250	3,636	4,023	4,298	W.P. Kuala Lumpur
2,513	2,841	2,383	2,775	2,657	2,852	3,057	W.P. Labuan
3,849	3,985	3,682	3,806	3,907	4,095	4,315	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Lelaki								
Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Malaysia	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
Johor	1,921	2,107	2,169	2,284	2,644	2,684	2,852	3,158
Kedah	1,544	1,611	1,590	1,776	1,978	2,047	2,108	2,148
Kelantan	1,548	1,504	1,533	1,535	1,704	1,926	2,078	2,156
Melaka	1,773	1,883	1,950	2,126	2,161	2,219	2,397	2,599
Negeri Sembilan	1,936	2,070	2,014	2,350	2,597	2,590	2,815	3,031
Pahang	1,732	1,731	1,745	1,918	2,094	2,168	2,219	2,406
Pulau Pinang	2,052	2,119	2,115	2,234	2,474	2,555	2,734	2,791
Perak	1,681	1,660	1,765	1,766	1,926	2,082	2,260	2,310
Perlis	1,722	1,663	1,602	1,717	2,074	2,144	2,302	2,388
Selangor	2,538	2,466	2,659	2,825	2,975	3,236	3,404	3,651
Terengganu	1,770	1,665	1,775	1,826	1,947	2,105	2,358	2,521
Sabah	1,603	1,619	1,637	1,853	1,977	2,026	2,243	2,509
Sarawak	1,759	1,800	1,776	1,986	2,126	2,068	2,295	2,504
W.P. Kuala Lumpur	2,451	2,637	2,887	2,887	3,249	3,366	3,635	4,129
W.P. Labuan	2,161	1,941	2,008	2,347	2,397	2,556	2,775	3,054
W.P. Putrajaya	3,024	3,031	3,440	3,484	3,151	3,944	4,282	4,538

Nota: Data merujuk kepada warganegara sahaja

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A9 *Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010 - 2024 (cont'd)*

							Male
2018	2019	2020	2021	2022	2023	2024	State
							Mean (RM)
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Malaysia
3,483	3,507	2,937	2,929	3,073	3,328	3,543	Johor
2,323	2,387	2,236	2,531	2,585	2,806	2,983	Kedah
2,272	2,371	2,358	2,401	2,416	2,695	2,906	Kelantan
2,939	3,095	2,994	2,973	3,075	3,292	3,448	Melaka
3,189	3,272	3,062	3,049	3,201	3,368	3,682	Negeri Sembilan
2,632	2,718	2,608	2,672	2,769	3,057	3,314	Pahang
3,010	3,186	3,034	3,164	3,423	3,680	3,938	Pulau Pinang
2,461	2,653	2,466	2,622	2,778	2,993	3,186	Perak
2,522	2,640	2,525	2,657	2,674	2,891	3,170	Perlis
3,855	4,114	3,696	3,728	4,063	4,267	4,452	Selangor
2,705	2,793	2,443	2,568	2,620	2,857	3,036	Terengganu
2,703	2,830	2,604	2,785	2,851	3,133	3,455	Sabah
2,751	2,827	2,508	2,691	2,840	3,110	3,402	Sarawak
4,465	4,528	4,131	4,321	4,649	4,883	5,132	W.P. Kuala Lumpur
3,166	3,457	3,140	3,341	3,453	3,738	3,955	W.P. Labuan
5,074	4,991	4,645	4,494	4,892	5,041	5,291	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Perempuan								
Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Malaysia	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
Johor	328.8	354.9	356.0	380.9	385.9	375.6	387.1	414.7
Kedah	170.2	167.8	162.2	173.3	199.5	213.1	210.7	214.1
Kelantan	88.0	100.5	108.9	103.9	121.0	117.9	137.1	133.2
Melaka	93.3	97.0	96.4	102.1	109.1	75.1	115.6	121.5
Negeri Sembilan	85.4	103.8	110.2	108.2	113.5	107.4	123.7	121.3
Pahang	113.9	118.5	125.7	118.7	146.2	193.8	144.6	144.9
Pulau Pinang	207.8	215.8	222.5	219.7	233.1	231.6	234.7	239.6
Perak	191.0	224.3	222.3	223.0	251.8	250.9	256.5	267.9
Perlis	17.7	19.1	19.8	20.4	22.4	23.0	25.0	23.7
Selangor	702.2	760.3	809.1	819.7	851.6	820.0	871.3	934.6
Terengganu	76.2	85.6	85.5	83.4	89.5	93.8	93.2	104.8
Sabah	184.9	218.8	228.4	250.5	259.4	265.2	264.7	262.3
Sarawak	185.7	198.1	209.9	213.6	236.8	248.2	247.4	254.4
W.P. Kuala Lumpur	242.7	259.8	250.3	272.3	270.6	255.6	248.2	261.0
W.P. Labuan	9.9	10.2	10.9	10.0	10.8	10.8	11.4	9.6
W.P. Putrajaya	18.9	20.3	19.9	19.1	20.5	17.1	18.6	18.4

Nota: Data merujuk kepada warganegara sahaja

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A9 *Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010 - 2024 (cont'd)*

							Female
2018	2019	2020	2021	2022	2023	2024	State
Number of Recipients ('000)							
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	Malaysia
421.6	430.1	440.6	467.3	494.3	500.0	506.4	Johor
222.2	223.2	210.3	224.7	216.2	209.8	210.9	Kedah
138.8	141.8	143.3	147.9	147.0	150.0	153.4	Kelantan
122.6	129.1	134.5	146.2	137.7	142.3	143.9	Melaka
127.3	126.2	136.3	138.5	128.0	132.2	136.9	Negeri Sembilan
145.2	160.2	168.2	171.4	165.5	171.5	177.9	Pahang
244.3	249.5	262.6	259.6	280.3	281.4	282.3	Pulau Pinang
273.7	283.6	277.8	297.9	307.1	311.1	312.0	Perak
23.2	28.0	30.6	32.4	32.4	33.0	33.7	Perlis
923.9	1,050.6	1,138.2	1,108.3	1,172.4	1,181.0	1,191.1	Selangor
101.6	112.7	103.1	109.5	102.2	104.5	107.2	Terengganu
264.8	268.5	258.1	273.5	274.1	277.1	279.8	Sabah
265.8	277.4	257.2	277.9	276.3	282.6	283.2	Sarawak
246.3	249.9	278.5	313.7	338.5	347.3	356.9	W.P. Kuala Lumpur
11.3	10.7	10.3	10.6	10.6	10.9	11.3	W.P. Labuan
18.9	17.6	19.7	20.6	21.0	21.7	23.0	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Perempuan								
Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Malaysia	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
Johor	1,200	1,280	1,475	1,480	1,600	1,700	1,685	1,800
Kedah	950	900	1,000	1,100	1,200	1,200	1,200	1,550
Kelantan	1,210	1,325	900	1,000	1,155	1,300	1,600	1,800
Melaka	1,200	1,200	1,330	1,420	1,540	1,500	1,680	2,000
Negeri Sembilan	1,350	1,350	1,300	1,600	1,527	1,850	1,800	2,015
Pahang	1,200	1,269	1,200	1,500	1,500	1,500	1,650	2,000
Pulau Pinang	1,466	1,368	1,500	1,500	1,600	1,700	2,000	2,160
Perak	1,000	1,000	1,100	1,100	1,200	1,200	1,500	1,650
Perlis	1,125	1,240	900	900	1,200	1,500	1,600	2,145
Selangor	1,800	1,650	2,000	2,000	2,050	2,500	2,500	2,515
Terengganu	1,200	1,174	1,200	1,000	1,000	1,300	1,300	2,145
Sabah	1,200	1,200	1,200	1,400	1,450	1,400	1,542	1,800
Sarawak	1,100	1,141	1,100	1,300	1,250	1,500	1,500	2,145
W.P. Kuala Lumpur	1,800	2,000	2,000	2,050	2,350	2,500	2,420	2,500
W.P. Labuan	1,324	1,459	1,360	1,500	1,500	1,500	1,762	1,800
W.P. Putrajaya	1,989	2,240	2,514	2,347	2,775	3,000	3,250	3,500

Nota: Data merujuk kepada warganegara sahaja

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A9 *Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010 - 2024 (cont'd)*

							Female
2018	2019	2020	2021	2022	2023	2024	State
							Median (RM)
2,227	2,370	2,026	2,150	2,305	2,464	2,641	Malaysia
2,104	2,254	1,870	2,003	1,865	2,276	2,444	Johor
1,533	1,670	1,447	1,619	1,760	1,916	2,051	Kedah
1,605	1,670	1,345	1,615	1,699	1,878	2,018	Kelantan
2,154	2,158	2,025	2,110	2,280	2,465	2,527	Melaka
2,137	2,261	1,883	2,166	2,218	2,343	2,475	Negeri Sembilan
1,967	1,980	2,011	1,927	2,087	2,439	2,641	Pahang
2,082	2,206	1,965	2,265	2,297	2,715	2,894	Pulau Pinang
1,640	1,650	1,545	1,645	1,677	1,916	1,947	Perak
1,959	1,900	1,395	1,926	1,908	1,978	2,038	Perlis
2,549	2,788	2,540	2,303	2,647	2,465	2,641	Selangor
1,903	1,853	1,343	1,549	1,553	1,807	1,946	Terengganu
1,964	2,060	1,793	1,931	2,115	2,276	2,476	Sabah
1,952	2,070	1,595	2,295	2,397	2,551	2,750	Sarawak
2,930	3,179	2,993	2,831	2,957	3,077	3,322	W.P. Kuala Lumpur
2,024	2,261	1,785	2,000	2,305	2,464	2,549	W.P. Labuan
3,563	3,710	3,682	3,858	3,995	4,443	4,709	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A9 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Malaysia	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
Johor	1,569	1,649	1,803	1,829	2,158	2,320	2,324	2,564
Kedah	1,429	1,464	1,464	1,732	1,963	1,990	2,111	2,254
Kelantan	1,825	1,842	1,722	1,894	2,092	2,336	2,517	2,598
Melaka	1,638	1,596	1,774	1,971	2,073	2,106	2,162	2,519
Negeri Sembilan	1,797	1,826	1,791	2,091	2,222	2,267	2,369	2,639
Pahang	1,533	1,627	1,669	1,919	2,009	2,047	2,131	2,456
Pulau Pinang	1,791	1,867	1,893	1,927	2,154	2,217	2,424	2,512
Perak	1,511	1,518	1,627	1,677	1,756	1,947	2,122	2,240
Perlis	1,688	1,710	1,620	1,701	2,099	2,397	2,225	2,589
Selangor	2,269	2,096	2,279	2,447	2,602	2,843	3,016	3,198
Terengganu	1,674	1,608	1,735	1,804	1,904	2,112	2,309	2,524
Sabah	1,535	1,629	1,630	1,911	2,029	2,075	2,194	2,503
Sarawak	1,593	1,654	1,652	1,817	1,959	2,094	2,179	2,529
W.P. Kuala Lumpur	2,082	2,359	2,514	2,510	2,939	2,899	3,281	3,774
W.P. Labuan	1,685	1,833	1,794	2,071	2,165	2,185	2,332	2,439
W.P. Putrajaya	2,393	2,670	2,862	2,925	3,358	3,541	3,762	3,971

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A9 *Number of recipients, median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010 - 2024 (cont'd)*

							Female
2018	2019	2020	2021	2022	2023	2024	State
							Mean (RM)
2,959	3,108	2,872	2,955	3,119	3,311	3,499	Malaysia
2,813	2,873	2,626	2,715	2,854	3,010	3,190	Johor
2,253	2,450	2,375	2,495	2,697	2,948	3,171	Kedah
2,660	2,911	2,642	2,732	2,922	3,180	3,380	Kelantan
2,739	2,853	2,830	2,920	3,118	3,338	3,498	Melaka
2,846	3,138	2,876	3,077	3,135	3,386	3,538	Negeri Sembilan
2,712	2,813	2,825	2,816	2,970	3,236	3,375	Pahang
2,549	2,800	2,677	2,990	3,176	3,402	3,594	Pulau Pinang
2,280	2,452	2,471	2,616	2,692	2,945	3,153	Perak
2,805	2,847	2,720	2,703	2,845	3,069	3,375	Perlis
3,419	3,621	3,220	3,151	3,313	3,426	3,576	Selangor
2,678	2,721	2,435	2,499	2,603	2,980	3,248	Terengganu
2,807	2,845	2,716	2,782	2,902	3,118	3,285	Sabah
2,767	2,805	2,528	2,940	3,101	3,237	3,460	Sarawak
4,173	4,145	3,504	3,613	3,877	4,126	4,395	W.P. Kuala Lumpur
2,858	3,075	2,552	3,170	3,192	3,442	3,547	W.P. Labuan
4,120	4,453	4,384	4,683	4,592	4,738	4,956	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A10 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2010 - 2024

Pekerjaan	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
Pengurus	368.3	322.4	293.3	278.0	292.9	285.4	279.4	263.8
Profesional	658.7	1,057.6	1,115.9	1,133.6	1,245.9	1,310.8	1,557.1	1,615.1
Juruteknik dan profesional bersekutu	1,436.5	1,139.1	1,165.8	1,135.0	1,210.8	1,169.3	1,255.8	1,313.9
Pekerja sokongan perkeranian	1,098.8	1,108.6	1,122.4	1,147.6	1,150.0	1,176.8	1,082.9	1,177.9
Pekerja perkhidmatan dan jualan	1,195.2	1,456.5	1,454.2	1,619.6	1,743.2	1,709.9	1,606.8	1,634.5
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	99.9	70.1	73.3	78.7	68.4	76.8	64.2	65.5
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	642.4	748.6	758.0	742.6	806.7	769.4	752.7	724.5
Operator mesin dan loji, dan pemasang	1,037.8	1,084.9	1,084.0	1,066.6	1,141.6	1,078.6	1,114.4	1,172.5
Pekerja asas	611.6	646.1	716.1	701.4	732.9	771.5	710.8	709.3
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
Pengurus	3,500	4,000	4,000	4,500	5,000	5,300	5,450	5,800
Profesional	3,274	3,115	3,400	3,690	4,000	4,200	4,400	4,470
Juruteknik dan profesional bersekutu	2,200	2,195	2,300	2,500	2,615	2,720	2,784	2,840
Pekerja sokongan perkeranian	1,500	1,500	1,545	1,669	1,800	1,900	2,000	2,000
Pekerja perkhidmatan dan jualan	1,080	1,000	1,100	1,200	1,200	1,300	1,300	1,600
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	600	920	1,000	1,036	1,200	1,500	1,350	1,450
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	1,130	1,200	1,200	1,300	1,440	1,500	1,600	1,650
Operator mesin dan loji, dan pemasang	1,120	1,200	1,200	1,330	1,450	1,500	1,620	1,650
Pekerja asas	840	821	836	900	1,000	1,000	1,050	1,200
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
Pengurus	4,477	4,852	5,164	5,319	6,203	6,022	6,789	7,847
Profesional	3,710	3,450	3,729	3,991	4,315	4,619	4,691	5,084
Juruteknik dan profesional bersekutu	2,438	2,431	2,518	2,658	2,935	3,037	3,063	3,289
Pekerja sokongan perkeranian	1,589	1,672	1,737	1,848	1,939	2,020	2,126	2,211
Pekerja perkhidmatan dan jualan	1,371	1,344	1,387	1,550	1,619	1,672	1,665	1,817
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	745	1,207	1,318	1,349	1,469	1,717	1,729	2,129
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	1,323	1,371	1,406	1,507	1,656	1,694	1,775	1,919
Operator mesin dan loji, dan pemasang	1,282	1,298	1,381	1,512	1,607	1,647	1,768	1,869
Pekerja asas	987	990	1,019	1,118	1,201	1,288	1,323	1,531

Nota: Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
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A10 Number of recipients, median and mean monthly salaries & wages of employees by occupation, Malaysia, 2010 - 2024

2018	2019	2020	2021	2022	2023	2024	Occupation
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	Number of Recipients ('000)
243.4	286.9	337.8	323.5	327.4	318.2	323.6	Managers
1,666.8	1,714.8	1,724.4	1,772.3	1,833.7	1,842.5	1,895.8	Professionals
1,317.4	1,386.2	1,391.8	1,460.4	1,470.0	1,509.6	1,516.1	Technicians and associate professionals
1,184.7	1,224.7	1,179.2	1,226.8	1,292.2	1,321.9	1,334.5	Clerical support workers
1,675.8	1,767.4	2,008.6	2,132.0	2,176.9	2,225.7	2,243.6	Service and sale workers
68.2	80.0	128.4	78.2	85.2	86.0	88.3	Skilled agricultural, forestry, livestock and fishery workers
706.0	671.8	663.2	728.9	735.4	738.7	725.3	Craft and related trades workers
1,158.1	1,292.7	1,239.5	1,256.6	1,278.8	1,261.5	1,280.6	Plant and machine-operators and assemblers
740.9	770.7	783.1	790.4	796.8	801.3	830.5	Elementary occupations
2,308	2,442	2,076	2,256	2,429	2,602	2,793	Median (RM)
6,276	6,908	5,423	5,413	5,568	5,825	5,990	Managers
4,814	5,175	4,840	5,383	5,486	5,741	5,821	Professionals
3,022	3,278	3,017	3,260	3,384	3,472	3,541	Technicians and associate professionals
2,093	2,305	2,066	2,086	2,148	2,360	2,550	Clerical support workers
1,695	1,698	1,494	1,544	1,770	1,818	1,947	Service and sale workers
1,539	1,654	1,302	1,552	1,634	1,729	1,762	Skilled agricultural, forestry, livestock and fishery workers
1,770	1,836	1,575	1,742	1,760	1,916	1,959	Craft and related trades workers
1,738	1,858	1,618	1,679	1,781	1,845	1,947	Plant and machine-operators and assemblers
1,329	1,422	1,290	1,533	1,558	1,599	1,654	Elementary occupations
3,087	3,224	2,954	3,049	3,219	3,441	3,652	Mean (RM)
8,643	8,855	6,555	6,396	6,319	6,640	7,121	Managers
5,424	5,589	5,305	5,667	5,609	6,139	6,524	Professionals
3,524	3,651	3,342	3,488	3,644	3,854	4,077	Technicians and associate professionals
2,322	2,482	2,354	2,389	2,617	2,789	2,931	Clerical support workers
1,991	2,060	1,938	1,939	2,270	2,421	2,561	Service and sale workers
2,186	2,247	1,629	1,754	2,052	2,259	2,460	Skilled agricultural, forestry, livestock and fishery workers
2,063	2,197	1,914	1,999	2,266	2,385	2,510	Craft and related trades workers
2,022	2,144	1,942	2,011	2,219	2,311	2,404	Plant and machine-operators and assemblers
1,648	1,751	1,744	1,760	1,835	1,982	2,128	Elementary occupations

Notes: Data refer to citizen only

Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2020

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

Lelaki Pekerjaan	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
Pengurus	243.3	218.3	206.2	191.0	206.4	195.3	195.1	184.1
Profesional	332.7	457.7	476.7	490.6	536.4	567.7	677.0	696.9
Juruteknik dan profesional bersekutu	861.7	786.1	788.0	750.0	810.0	775.2	839.1	876.9
Pekerja sokongan perkeranian	334.5	322.8	320.7	328.9	296.7	340.4	288.5	318.2
Pekerja perkhidmatan dan jualan	744.9	859.8	847.2	943.4	999.6	982.7	892.4	904.5
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	80.9	60.8	65.5	69.6	61.3	69.4	58.2	59.5
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	594.5	687.9	699.8	681.0	750.5	707.3	695.2	665.5
Operator mesin dan loji, dan pemasang	772.0	805.7	824.9	821.8	886.8	848.4	877.4	924.3
Pekerja asas	468.2	480.7	515.9	508.0	523.0	563.0	511.5	521.4
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
Pengurus	4,000	4,449	4,500	5,000	5,000	5,500	5,700	6,000
Profesional	3,500	3,500	3,680	4,000	4,275	4,516	4,800	4,910
Juruteknik dan profesional bersekutu	2,190	2,200	2,340	2,500	2,675	2,740	2,856	2,950
Pekerja sokongan perkeranian	1,500	1,600	1,715	1,800	2,000	2,000	2,331	2,350
Pekerja perkhidmatan dan jualan	1,314	1,200	1,300	1,500	1,500	1,545	1,600	1,675
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	600	960	1,100	1,100	1,305	1,500	1,350	1,480
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	1,200	1,200	1,200	1,300	1,500	1,500	1,630	1,680
Operator mesin dan loji, dan pemasang	1,200	1,200	1,400	1,500	1,500	1,600	1,703	1,800
Pekerja asas	900	935	950	1,008	1,100	1,180	1,200	1,330
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
Pengurus	4,738	5,253	5,592	5,688	6,489	6,367	7,041	8,345
Profesional	4,012	3,934	4,219	4,460	4,797	5,252	5,303	5,759
Juruteknik dan profesional bersekutu	2,532	2,486	2,576	2,716	2,996	3,108	3,176	3,349
Pekerja sokongan perkeranian	1,720	1,877	1,894	2,058	2,178	2,220	2,413	2,498
Pekerja perkhidmatan dan jualan	1,594	1,539	1,623	1,823	1,894	1,936	1,934	2,020
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	806	1,251	1,365	1,398	1,537	1,782	1,782	2,211
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	1,368	1,411	1,454	1,562	1,707	1,743	1,814	1,962
Operator mesin dan loji, dan pemasang	1,393	1,402	1,496	1,609	1,696	1,746	1,881	1,974
Pekerja asas	1,054	1,074	1,108	1,218	1,314	1,394	1,433	1,615

Nota: Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2020
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A11 *Number of recipients, median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2010 - 2024*

2018	2019	2020	2021	2022	2023	2024	Male Occupation
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Number of Recipients ('000)
156.9	197.9	230.6	219.7	227.1	219.1	222.7	Managers
726.4	735.3	710.5	792.2	826.8	848.4	878.3	Professionals
896.7	956.2	954.6	1,035.9	1,057.0	1,080.2	1,067.5	Technicians and associate professionals
320.1	317.9	359.7	370.4	377.7	370.9	374.0	Clerical support workers
935.8	957.8	1,123.2	1,108.2	1,126.9	1,152.7	1,160.9	Service and sale workers
60.4	72.9	114.3	68.7	74.7	74.7	77.4	Skilled agricultural, forestry, livestock and fishery workers
650.7	625.7	595.8	659.5	663.5	668.3	653.8	Craft and related trades workers
908.6	1,005.6	943.1	941.0	958.4	948.0	986.3	Plant and machine-operators and assemblers
554.1	566.6	554.9	573.6	580.8	586.8	607.5	Elementary occupations
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Median (RM)
7,139	7,159	5,788	5,982	5,871	6,096	6,100	Managers
5,328	5,578	5,319	5,855	5,909	6,201	6,205	Professionals
3,119	3,308	3,082	3,300	3,330	3,484	3,564	Technicians and associate professionals
2,212	2,525	2,383	2,484	2,552	2,701	2,947	Clerical support workers
1,892	1,896	1,595	1,696	1,895	2,045	2,142	Service and sale workers
1,576	1,852	1,302	1,485	1,821	1,750	1,883	Skilled agricultural, forestry, livestock and fishery workers
1,818	1,911	1,635	1,745	1,760	1,974	1,985	Craft and related trades workers
1,891	2,070	1,727	1,823	1,968	1,954	2,043	Plant and machine-operators and assemblers
1,544	1,560	1,432	1,531	1,556	1,609	1,669	Elementary occupations
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Mean (RM)
9,276	9,242	6,960	6,889	6,789	7,080	7,516	Managers
6,123	6,182	6,030	6,267	6,094	6,760	7,189	Professionals
3,651	3,745	3,410	3,528	3,682	3,916	4,162	Technicians and associate professionals
2,536	2,673	2,661	2,736	2,983	3,198	3,405	Clerical support workers
2,252	2,309	2,177	2,137	2,473	2,665	2,853	Service and sale workers
2,264	2,309	1,631	1,755	2,076	2,309	2,523	Skilled agricultural, forestry, livestock and fishery workers
2,125	2,251	1,958	2,008	2,261	2,386	2,524	Craft and related trades workers
2,140	2,296	2,025	2,094	2,351	2,404	2,481	Plant and machine-operators and assemblers
1,758	1,861	1,828	1,801	1,866	2,030	2,227	Elementary occupations

Notes: Data refer to citizen only

Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2020

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A11 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Pekerjaan	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
Pengurus	125.1	104.0	87.0	87.0	86.5	90.1	84.3	79.7
Profesional	326.0	599.9	639.2	643.0	709.5	743.1	880.1	918.3
Juruteknik dan profesional bersekutu	574.8	352.9	377.8	385.0	400.8	394.2	416.7	436.9
Pekerja sokongan perkeranian	764.4	785.8	801.7	818.7	853.3	836.4	794.4	859.7
Pekerja perkhidmatan dan jualan	450.3	596.7	607.0	676.3	743.6	727.2	714.4	730.0
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	19.0	9.3	7.8	9.1	7.2	7.4	6.1	6.0
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	47.9	60.7	58.1	61.6	56.2	62.1	57.5	59.0
Operator mesin dan loji, dan pemasang	265.9	279.1	259.0	244.8	254.9	230.3	237.0	248.3
Pekerja asas	143.3	165.4	200.3	193.4	209.9	208.5	199.2	188.0
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
Pengurus	3,000	3,500	3,400	3,790	4,500	4,100	5,000	5,000
Profesional	3,081	3,000	3,171	3,500	3,839	4,000	4,125	4,200
Juruteknik dan profesional bersekutu	2,200	2,142	2,240	2,415	2,600	2,700	2,750	2,800
Pekerja sokongan perkeranian	1,415	1,500	1,500	1,595	1,700	1,780	1,950	2,000
Pekerja perkhidmatan dan jualan	800	900	888	972	1,000	1,020	1,050	1,300
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	432	650	600	748	830	910	1,450	1,450
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	650	830	700	810	900	960	960	1,200
Operator mesin dan loji, dan pemasang	850	900	950	1,040	1,200	1,196	1,200	1,300
Pekerja asas	600	600	600	700	800	900	900	1,000
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
Pengurus	3,969	4,011	4,150	4,511	5,521	5,275	6,206	6,696
Profesional	3,402	3,080	3,363	3,633	3,951	4,136	4,220	4,573
Juruteknik dan profesional bersekutu	2,298	2,308	2,396	2,546	2,810	2,896	2,835	3,166
Pekerja sokongan perkeranian	1,531	1,588	1,674	1,764	1,856	1,939	2,022	2,105
Pekerja perkhidmatan dan jualan	1,001	1,064	1,057	1,170	1,249	1,314	1,328	1,566
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	487	921	921	978	893	1,109	1,218	1,319
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	759	921	822	897	973	1,139	1,295	1,433
Operator mesin dan loji, dan pemasang	960	996	1,017	1,185	1,300	1,282	1,350	1,477
Pekerja asas	770	746	793	854	920	1,001	1,041	1,298

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

A11 *Number of recipients, median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2010 - 2024 (cont'd)*

							Female
2018	2019	2020	2021	2022	2023	2024	Occupation
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	<i>Number of Recipients ('000)</i>
86.5	89.1	107.2	103.8	100.4	99.1	100.9	<i>Managers</i>
940.3	979.4	1,013.9	980.1	1,006.8	994.1	1,017.5	<i>Professionals</i>
420.7	430.0	437.2	424.5	413.0	429.4	448.6	<i>Technicians and associate professionals</i>
864.6	906.8	819.4	856.5	914.5	951.1	960.5	<i>Clerical support workers</i>
740.0	809.6	885.3	1,023.8	1,050.1	1,073.1	1,082.8	<i>Service and sale workers</i>
7.8	7.1	14.0	9.5	10.5	11.4	10.9	<i>Skilled agricultural, forestry, livestock and fishery workers</i>
55.2	46.1	67.4	69.4	71.9	70.3	71.5	<i>Craft and related trades workers</i>
249.5	287.1	296.4	315.6	320.3	313.5	294.3	<i>Plant and machine-operators and assemblers</i>
186.8	204.1	228.3	216.8	216.0	214.5	223.0	<i>Elementary occupations</i>
2,227	2,370	2,026	2,150	2,305	2,464	2,641	<i>Median (RM)</i>
5,687	6,832	5,069	4,948	4,695	5,044	5,132	<i>Managers</i>
4,527	4,798	4,540	4,954	4,868	5,046	5,297	<i>Professionals</i>
2,851	3,143	2,943	3,161	3,384	3,314	3,393	<i>Technicians and associate professionals</i>
2,054	2,261	1,989	1,927	2,106	2,320	2,476	<i>Clerical support workers</i>
1,353	1,422	1,259	1,491	1,699	1,621	1,700	<i>Service and sale workers</i>
1,396	1,436	1,217	1,606	1,553	1,542	1,586	<i>Skilled agricultural, forestry, livestock and fishery workers</i>
1,182	1,283	1,266	1,656	1,865	1,529	1,600	<i>Craft and related trades workers</i>
1,410	1,463	1,423	1,629	1,614	1,795	1,945	<i>Plant and machine-operators and assemblers</i>
1,123	1,208	1,230	1,541	1,578	1,529	1,620	<i>Elementary occupations</i>
2,959	3,108	2,872	2,955	3,119	3,311	3,499	<i>Mean (RM)</i>
7,496	7,994	5,684	5,353	5,256	5,668	6,250	<i>Managers</i>
4,883	5,144	4,797	5,182	5,212	5,608	5,950	<i>Professionals</i>
3,255	3,440	3,192	3,391	3,547	3,699	3,873	<i>Technicians and associate professionals</i>
2,243	2,415	2,220	2,238	2,465	2,629	2,746	<i>Clerical support workers</i>
1,660	1,766	1,635	1,725	2,053	2,158	2,248	<i>Service and sale workers</i>
1,589	1,608	1,609	1,746	1,880	1,927	2,017	<i>Skilled agricultural, forestry, livestock and fishery workers</i>
1,332	1,459	1,532	1,913	2,309	2,373	2,379	<i>Craft and related trades workers</i>
1,591	1,613	1,680	1,762	1,824	2,030	2,148	<i>Plant and machine-operators and assemblers</i>
1,321	1,444	1,541	1,651	1,754	1,849	1,857	<i>Elementary occupations</i>

Notes: Data refer to citizen only

Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2020

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A12 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kategori kemahiran dan jantina, Malaysia, 2010 - 2024

Kategori Kemahiran		2010	2011	2012	2013	2014	2015	2016	2017
Jumlah									
Bilangan ('000)	Penerima	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
	Mahir	2,463.5	2,519.1	2,575.0	2,546.6	2,749.6	2,765.5	3,092.3	3,192.8
	Separuh Mahir	4,074.2	4,468.8	4,491.7	4,655.1	4,909.9	4,811.5	4,621.0	4,775.0
	Berkemahiran Rendah	611.6	646.1	716.1	701.4	732.9	771.5	710.8	709.3
Penengah (RM)		1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
	Mahir	2,600	2,760	3,000	3,000	3,450	3,500	3,500	3,600
	Separuh Mahir	1,200	1,200	1,300	1,400	1,500	1,500	1,600	1,680
	Berkemahiran Rendah	840	821	836	900	1,000	1,000	1,050	1,200
Purata (RM)		1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
	Mahir	3,083	3,168	3,344	3,542	3,908	4,095	4,219	4,574
	Separuh Mahir	1,384	1,417	1,475	1,605	1,695	1,756	1,816	1,947
	Berkemahiran Rendah	987	990	1,019	1,118	1,201	1,288	1,323	1,531
Lelaki									
Bilangan ('000)	Penerima	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
	Mahir	1,437.6	1,462.2	1,470.9	1,431.6	1,552.8	1,538.1	1,711.2	1,757.9
	Separuh Mahir	2,526.8	2,737.2	2,758.2	2,844.6	2,994.8	2,948.2	2,811.6	2,872.0
	Berkemahiran Rendah	468.2	480.7	515.9	508.0	523.0	563.0	511.5	521.4
Penengah (RM)		1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
	Mahir	2,631	2,800	3,000	3,000	3,430	3,500	3,553	3,600
	Separuh Mahir	1,250	1,300	1,395	1,500	1,500	1,600	1,650	1,789
	Berkemahiran Rendah	900	935	950	1,008	1,100	1,180	1,200	1,330
Purata (RM)		2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
	Mahir	3,248	3,352	3,531	3,710	4,083	4,313	4,458	4,828
	Separuh Mahir	1,471	1,500	1,568	1,715	1,809	1,864	1,934	2,049
	Berkemahiran Rendah	1,054	1,074	1,108	1,218	1,314	1,394	1,433	1,615
Perempuan									
Bilangan ('000)	Penerima	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
	Mahir	1,025.9	1,056.9	1,104.1	1,115.0	1,196.7	1,227.4	1,381.1	1,434.9
	Separuh Mahir	1,547.4	1,731.6	1,733.5	1,810.5	1,915.1	1,863.3	1,809.4	1,903.0
	Berkemahiran Rendah	143.3	165.4	200.3	193.4	209.9	208.5	199.2	188.0
Penengah (RM)		1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
	Mahir	2,548	2,700	2,905	3,000	3,450	3,500	3,500	3,551
	Separuh Mahir	1,050	1,100	1,200	1,200	1,300	1,350	1,460	1,600
	Berkemahiran Rendah	600	600	600	700	800	900	900	1,000
Purata (RM)		1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
	Mahir	2,853	2,914	3,094	3,326	3,682	3,821	3,923	4,262
	Separuh Mahir	1,242	1,285	1,328	1,430	1,517	1,584	1,634	1,793
	Berkemahiran Rendah	770	746	793	854	920	1,001	1,041	1,298

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

A12 Number of recipients, median and mean monthly salaries & wages of employees by skill category and sex, Malaysia, 2010 - 2024

2018	2019	2020	2021	2022	2023	2024	Skilled Category
							Total
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	Number of Recipients ('000)
3,227.6	3,387.9	3,454.0	3,556.2	3,631.1	3,670.2	3,735.6	Skilled
4,792.7	5,036.6	5,218.8	5,422.5	5,568.5	5,633.8	5,672.3	Semi-skilled
740.9	770.7	783.1	790.4	796.8	801.3	830.5	Low-skilled
2,308	2,442	2,076	2,256	2,429	2,602	2,793	Median (RM)
3,974	4,468	3,980	4,583	4,411	4,565	4,679	Skilled
1,817	1,900	1,605	1,668	1,821	1,916	2,050	Semi-skilled
1,329	1,422	1,290	1,533	1,558	1,599	1,654	Low-skilled
3,087	3,224	2,954	3,049	3,219	3,441	3,652	Mean (RM)
4,891	5,072	4,636	4,838	4,878	5,242	5,582	Skilled
2,094	2,206	2,023	2,063	2,335	2,475	2,604	Semi-skilled
1,648	1,751	1,744	1,760	1,835	1,982	2,128	Low-skilled
							Male
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Number of Recipients ('000)
1,780.1	1,889.4	1,895.8	2,047.7	2,110.9	2,147.7	2,168.6	Skilled
2,875.7	2,979.9	3,136.2	3,147.7	3,201.2	3,214.5	3,252.3	Semi-skilled
554.1	566.6	554.9	573.6	580.8	586.8	607.5	Low-skilled
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Median (RM)
3,997	4,497	3,965	4,572	4,361	4,565	4,614	Skilled
1,917	2,004	1,703	1,773	1,928	2,045	2,139	Semi-skilled
1,544	1,560	1,432	1,531	1,556	1,609	1,669	Low-skilled
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Mean (RM)
5,155	5,269	4,824	4,948	4,961	5,362	5,733	Skilled
2,220	2,331	2,125	2,159	2,443	2,583	2,729	Semi-skilled
1,758	1,861	1,828	1,801	1,866	2,030	2,227	Low-skilled
							Female
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	Number of Recipients ('000)
1,447.5	1,498.5	1,558.3	1,508.4	1,520.2	1,522.6	1,567.0	Skilled
1,917.1	2,056.7	2,082.6	2,274.7	2,367.3	2,419.3	2,420.0	Semi-skilled
186.8	204.1	228.3	216.8	216.0	214.5	223.0	Low-skilled
2,227	2,370	2,026	2,150	2,305	2,464	2,641	Median (RM)
3,947	4,428	3,995	4,605	4,539	4,784	4,921	Skilled
1,679	1,725	1,595	1,595	1,764	1,878	1,947	Semi-skilled
1,123	1,208	1,230	1,541	1,578	1,529	1,620	Low-skilled
2,959	3,108	2,872	2,955	3,119	3,311	3,499	Mean (RM)
4,566	4,824	4,408	4,689	4,762	5,074	5,374	Skilled
1,904	2,023	1,868	1,929	2,188	2,332	2,437	Semi-skilled
1,321	1,444	1,541	1,651	1,754	1,849	1,857	Low-skilled

Notes: Data refer to citizen only
Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2020
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A13 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2010 - 2024

Industri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah ¹	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
Pertanian	223.2	181.0	202.3	232.6	237.6	246.2	212.5	197.7
Perlombongan dan pengkuarian	52.4	63.0	72.0	68.2	70.5	93.5	99.8	82.6
Pembuatan	1,480.4	1,606.7	1,594.6	1,497.8	1,617.9	1,514.0	1,557.4	1,654.6
Bekalan elektrik, gas, wap dan pendingin udara	47.0	48.8	60.5	48.9	63.3	51.2	79.0	59.9
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	54.6	54.3	59.7	64.9	67.1	53.6	61.4	64.0
Pembinaan	582.7	639.2	625.8	640.4	692.1	676.0	679.8	682.4
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,103.0	1,230.1	1,261.5	1,325.8	1,399.0	1,372.7	1,401.3	1,453.1
Pengangkutan dan penyimpanan	406.3	420.3	442.5	430.4	448.6	463.6	459.2	484.3
Penginapan dan aktiviti perkhidmatan makanan dan minuman	396.2	425.5	463.3	457.4	514.1	522.8	539.3	583.6
Maklumat dan Komunikasi	142.4	158.6	181.6	159.9	191.3	182.2	172.1	190.2
Aktiviti kewangan dan insurans/takaful	276.1	277.7	283.9	277.6	269.6	307.0	281.7	319.1
Aktiviti Hartanah	42.0	40.6	46.9	57.9	58.4	53.6	56.8	66.6
Aktiviti profesional, saintifik dan teknikal	220.6	269.5	252.6	252.7	257.7	278.8	269.2	270.4
Aktiviti pentadbiran dan khidmat sokongan	230.7	329.1	351.4	377.0	450.5	451.3	441.8	466.8
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	778.8	717.7	672.7	765.5	738.3	739.2	719.4	722.0
Pendidikan	707.1	725.5	733.1	753.0	814.8	846.8	837.3	810.9
Aktiviti kesihatan kemanusiaan dan kerja sosial	236.4	274.1	296.9	305.2	304.5	324.8	364.0	376.2
Kesenian, hiburan dan rekreasi	65.8	67.0	65.4	73.9	69.7	58.0	77.5	61.2
Aktiviti perkhidmatan lain	102.2	104.7	114.2	113.0	124.6	113.2	114.4	130.9

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A13 **Number of recipients, median and mean monthly salaries & wages of employees by industry, Malaysia, 2010 - 2024**

2018	2019	2020	2021	2022	2023	2024	Industry
							<i>Number of Recipients ('000)</i>
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	Total¹
216.8	223.9	267.6	273.1	282.3	284.4	286.3	Agriculture
82.0	82.3	77.9	74.4	76.0	77.2	79.3	Mining and quarrying
1,590.1	1,694.3	1,786.0	1,919.9	1,945.3	1,944.3	1,950.0	Manufacturing
66.5	70.1	72.5	81.3	92.1	94.7	96.1	Electricity, gas, steam and air conditioning supply
68.1	65.2	61.5	63.7	70.6	72.9	76.2	Water supply; sewerage, waste management and remediation activities
676.3	682.6	694.2	683.1	629.4	628.1	634.3	Construction
1,442.4	1,546.5	1,515.0	1,624.5	1,678.5	1,695.7	1,723.4	Wholesale and retail trade; repair of motor vehicles and motorcycles
507.3	517.6	556.9	538.0	524.6	509.7	523.4	Transportation and storage
621.0	671.3	725.1	721.5	740.5	776.4	785.9	Accommodation and food and beverage service activities
184.6	187.8	196.5	206.5	222.9	227.0	234.9	Information and Communication
288.3	320.0	332.8	347.9	375.9	382.2	387.2	Financial and insurance/takaful activities
76.8	74.3	74.6	74.0	68.3	72.1	75.0	Real estate activities
290.7	320.0	320.6	326.5	341.1	347.9	349.5	Profesional,scientific and technical activities
499.7	551.8	567.2	577.0	570.1	553.8	555.6	Administrative and support service activities
694.1	711.2	740.4	752.0	774.3	795.4	816.8	Public administration and defence; compulsory social security
911.1	907.0	863.0	902.8	940.2	953.6	961.9	Education
356.5	374.1	413.6	419.2	460.8	480.9	487.9	Human health and social work activities
63.2	59.1	41.7	34.2	36.5	38.7	41.0	Arts, entertainment and recreation
124.8	135.9	148.9	149.4	167.2	169.7	173.2	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A13 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2010 - 2024 (samb.)

Industri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Jumlah ¹	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
Pertanian	780	800	900	900	1,044	1,130	1,200	1,350
Perlombongan dan pengkuarian	2,800	2,400	2,500	2,800	3,500	3,600	3,690	3,700
Pembuatan	1,270	1,320	1,500	1,500	1,700	1,610	1,800	1,900
Bekalan elektrik, gas, wap dan pendingin udara	2,300	2,400	2,200	2,500	2,500	2,550	3,000	3,150
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	1,210	1,500	1,500	1,410	1,600	1,798	1,650	2,000
Pembinaan	1,200	1,300	1,300	1,500	1,500	1,560	1,630	1,900
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,100	1,160	1,200	1,300	1,300	1,400	1,600	1,650
Pengangkutan dan penyimpanan	1,500	1,500	1,500	1,800	1,800	1,900	2,000	2,000
Penginapan dan aktiviti perkhidmatan makanan dan minuman	900	900	945	1,000	1,100	1,100	1,140	1,500
Maklumat dan Komunikasi	2,500	2,500	2,600	3,000	2,970	3,000	3,200	3,500
Aktiviti kewangan dan insurans/takaful	2,500	2,500	2,500	2,500	3,000	3,000	3,070	3,100
Aktiviti Hartanah	2,500	2,400	2,200	2,500	2,500	3,000	3,365	3,400
Aktiviti profesional, saintifik dan teknikal	1,900	2,000	2,000	2,200	2,500	2,500	2,800	3,000
Aktiviti pentadbiran dan khidmat sokongan	1,000	900	900	1,000	1,100	1,150	1,200	1,350
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	2,045	2,160	2,245	2,490	2,800	2,800	3,015	3,162
Pendidikan	2,800	2,850	3,050	3,352	3,714	3,990	4,132	4,458
Aktiviti kesihatan kemanusiaan dan kerja sosial	1,995	2,000	2,100	2,300	2,500	2,550	2,800	3,000
Kesenian, hiburan dan rekreasi	1,250	1,100	1,250	1,400	1,500	1,544	1,682	1,700
Aktiviti perkhidmatan lain	1,200	1,000	1,200	1,300	1,400	1,500	1,510	1,800

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A13 Number of recipients, median and mean monthly salaries & wages of employees by industry, Malaysia, 2010 - 2024 (cont'd)

2018	2019	2020	2021	2022	2023	2024	Industry
							Median (RM)
2,308	2,442	2,076	2,256	2,429	2,602	2,793	Total ¹
1,392	1,531	1,326	1,517	1,555	1,593	1,698	Agriculture
3,703	3,968	3,356	4,014	4,237	4,295	4,450	Mining and quarrying
1,959	1,967	1,913	1,980	2,150	2,360	2,490	Manufacturing
3,324	3,616	2,774	2,724	3,023	3,274	3,450	Electricity, gas, steam and air conditioning supply
2,183	2,300	2,110	2,093	2,194	2,361	2,490	Water supply; sewerage, waste management and remediation activities
2,164	2,169	1,870	1,797	1,919	2,044	2,051	Construction
1,774	1,777	1,537	1,616	1,752	1,835	1,947	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,175	2,393	2,066	2,000	2,097	2,360	2,576	Transportation and storage
1,657	1,660	1,340	1,536	1,635	1,793	1,912	Accommodation and food and beverage service activities
3,641	3,989	3,490	3,686	3,970	4,154	4,231	Information and Communication
3,370	3,660	3,126	3,182	3,330	3,586	3,752	Financial and insurance/takaful activities
3,601	3,910	3,029	3,231	3,301	3,411	3,610	Real estate activities
3,261	3,531	3,011	3,112	3,177	3,367	3,677	Professional, scientific and technical activities
1,545	1,700	1,437	1,564	1,770	1,801	1,947	Administrative and support service activities
3,350	3,620	3,780	3,923	4,097	4,285	4,483	Public administration and defence; compulsory social security
4,546	4,868	5,043	5,416	5,486	5,651	5,721	Education
3,202	3,519	3,592	4,173	4,319	4,566	4,698	Human health and social work activities
1,832	1,948	1,891	2,520	2,548	2,550	2,643	Arts, entertainment and recreation
1,971	2,012	1,706	1,685	1,902	1,916	1,947	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A13 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2010 - 2024 (samb.)

Industri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Jumlah ¹	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
Pertanian	1,159	1,182	1,229	1,218	1,351	1,543	1,729	1,825
Perlombongan dan pengkuarian	3,544	3,557	3,441	3,558	5,016	4,295	4,940	5,706
Pembuatan	1,691	1,709	1,884	1,969	2,154	2,187	2,348	2,443
Bekalan elektrik, gas, wap dan pendingin udara	2,939	2,706	2,684	2,940	2,867	2,877	3,324	4,011
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	1,532	1,911	1,679	1,667	1,961	2,175	2,070	2,429
Pembinaan	1,646	1,767	1,814	1,908	2,024	2,131	2,220	2,587
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,432	1,478	1,511	1,607	1,727	1,791	1,883	2,015
Pengangkutan dan penyimpanan	1,958	1,872	1,999	2,044	2,179	2,431	2,548	2,707
Penginapan dan aktiviti perkhidmatan makanan dan minuman	1,115	1,134	1,218	1,329	1,393	1,477	1,547	1,754
Maklumat dan Komunikasi	3,188	3,078	3,153	3,496	3,460	3,695	4,010	4,429
Aktiviti kewangan dan insurans/takaful	2,981	2,949	3,060	3,165	3,615	3,502	4,093	4,437
Aktiviti Hartanah	2,812	2,992	2,974	3,164	3,716	3,855	4,281	4,880
Aktiviti profesional, saintifik dan teknikal	2,356	2,644	2,815	2,801	3,174	3,334	3,689	4,129
Aktiviti pentadbiran dan khidmat sokongan	1,372	1,278	1,180	1,393	1,513	1,522	1,667	1,859
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	2,350	2,474	2,561	2,873	3,154	3,196	3,496	3,681
Pendidikan	2,875	2,885	3,113	3,386	3,707	3,984	4,132	4,500
Aktiviti kesihatan kemanusiaan dan kerja sosial	2,347	2,329	2,467	2,637	2,980	3,043	3,182	3,705
Kesenian, hiburan dan rekreasi	1,496	1,502	1,598	1,627	1,831	2,000	2,091	2,521
Aktiviti perkhidmatan lain	1,387	1,370	1,421	1,551	1,742	1,751	1,848	2,022

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A13 **Number of recipients, median and mean monthly salaries & wages of employees by industry, Malaysia, 2010 - 2024 (cont'd)**

2018	2019	2020	2021	2022	2023	2024	Industry
							Mean (RM)
3,087	3,224	2,954	3,049	3,219	3,441	3,652	Total ¹
1,865	1,997	1,622	1,786	1,948	2,204	2,409	Agriculture
6,017	6,154	4,981	4,976	5,337	5,623	5,904	Mining and quarrying
2,565	2,616	2,569	2,635	2,846	3,052	3,278	Manufacturing
4,437	4,573	3,594	3,432	3,591	3,973	3,995	Electricity, gas, steam and air conditioning supply
2,719	2,833	2,623	2,714	2,793	2,933	3,001	Water supply; sewerage, waste management and remediation activities
2,821	2,854	2,584	2,427	2,616	2,903	3,035	Construction
2,154	2,363	2,040	2,067	2,221	2,495	2,737	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,866	3,000	2,504	2,584	2,760	2,987	3,249	Transportation and storage
1,914	2,081	1,801	1,933	2,067	2,305	2,540	Accommodation and food and beverage service activities
4,805	4,898	4,306	4,408	4,703	4,954	5,288	Information and Communication
4,703	4,737	4,230	3,952	4,266	4,522	4,741	Financial and insurance/takaful activities
5,526	5,755	3,605	3,654	3,843	4,175	4,501	Real estate activities
4,704	4,799	3,918	3,898	4,098	4,463	4,670	Professional, scientific and technical activities
2,094	2,195	2,020	2,082	2,256	2,449	2,648	Administrative and support service activities
3,848	4,142	4,152	4,306	4,441	4,479	4,625	Public administration and defence; compulsory social security
4,714	5,112	5,107	5,564	5,460	5,623	5,814	Education
4,022	4,071	4,052	4,554	4,654	4,789	5,009	Human health and social work activities
2,687	2,797	2,675	2,956	3,037	3,192	3,323	Arts, entertainment and recreation
2,197	2,333	2,159	2,081	2,255	2,388	2,431	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2010 - 2024

Lelaki								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah ¹	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
Pertanian	177.5	146.1	163.9	184.3	182.4	197.6	174.4	156.4
Perlombongan dan pengkuarian	42.3	49.5	55.6	53.3	53.3	80.9	76.1	66.0
Pembuatan	944.5	1,013.0	1,028.1	953.2	1,038.8	981.7	984.1	1,052.1
Bekalan elektrik, gas, wap dan pendingin udara	37.3	40.5	50.1	39.4	49.6	45.8	63.5	48.8
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	43.1	42.7	47.9	53.0	56.1	47.3	48.7	52.6
Pembinaan	503.5	550.0	535.9	555.2	599.2	578.1	583.8	578.2
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	672.3	734.1	764.6	783.7	810.1	786.2	799.6	818.6
Pengangkutan dan penyimpanan	339.1	345.4	372.4	374.5	380.3	389.1	373.0	411.5
Penginapan dan aktiviti perkhidmatan makanan dan minuman	212.9	229.7	235.1	220.4	266.2	283.2	283.7	303.6
Maklumat dan Komunikasi	92.5	105.9	102.7	99.2	111.9	114.9	111.3	120.0
Aktiviti kewangan dan insurans/takaful	127.4	125.3	122.3	127.0	115.9	132.2	119.7	130.4
Aktiviti Hartanah	21.6	21.0	26.1	28.9	28.4	27.1	27.6	34.5
Aktiviti profesional, saintifik dan teknikal	119.0	139.0	116.5	114.8	115.1	126.9	116.2	122.4
Aktiviti pentadbiran dan khidmat sokongan	150.3	229.4	236.9	248.6	298.7	286.7	288.2	307.3
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	551.6	504.7	465.6	531.7	515.4	513.8	507.9	496.3
Pendidikan	238.7	240.5	240.0	239.6	265.0	281.8	276.4	258.0
Aktiviti kesihatan kemanusiaan dan kerja sosial	71.7	81.2	81.7	84.9	82.0	90.4	100.3	100.5
Kesenian, hiburan dan rekreasi	39.7	37.5	42.6	42.6	48.0	35.3	42.9	35.0
Aktiviti perkhidmatan lain	46.3	43.9	55.6	49.1	53.4	50.5	57.1	58.5

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A14 **Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010 - 2024**

							Male
2018	2019	2020	2021	2022	2023	2024	Industry
							Number of Recipients ('000)
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Total ¹
174.2	178.9	212.3	214.6	221.5	222.2	223.3	Agriculture
64.7	65.5	58.6	54.1	54.8	55.9	57.8	Mining and quarrying
1,007.3	1,059.1	1,121.7	1,182.4	1,191.1	1,193.6	1,197.1	Manufacturing
57.2	60.7	62.2	70.5	81.6	83.4	83.8	Electricity, gas, steam and air conditioning supply
55.8	54.9	50.1	52.4	59.1	61.0	63.9	Water supply; sewerage, waste management and remediation activities
566.3	579.6	580.4	566.0	515.9	516.4	519.1	Construction
820.1	875.5	877.2	911.9	953.3	962.6	978.6	Wholesale and retail trade; repair of motor vehicles and motorcycles
416.0	429.8	458.5	407.9	396.8	391.9	400.1	Transportation and storage
326.9	342.4	375.1	349.6	366.7	378.9	386.4	Accommodation and food and beverage service activities
111.3	116.5	109.2	127.2	142.1	145.3	149.0	Information and Communication
127.9	134.2	152.2	159.4	174.1	176.1	178.1	Financial and insurance/takaful activities
33.0	37.1	38.0	42.3	38.1	40.0	41.2	Real estate activities
121.6	140.3	146.3	148.2	157.1	162.1	162.2	Profesional,scientific and technical activities
327.4	368.6	357.9	356.2	342.0	328.8	329.5	Administrative and support service activities
494.3	500.4	502.4	537.0	547.0	561.8	579.0	Public administration and defence; compulsory social security
306.6	298.2	272.0	344.1	369.1	374.1	380.2	Education
101.1	96.1	118.4	143.8	163.9	172.7	174.9	Human health and social work activities
39.3	37.3	20.2	18.1	19.1	20.3	21.8	Arts, entertainment and recreation
58.2	60.6	74.2	83.3	99.5	100.9	102.3	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2010 - 2024 (samb.)

Lelaki								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Jumlah ¹	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
Pertanian	800	850	910	960	1,150	1,200	1,300	1,400
Perlombongan dan pengkuarian	2,500	2,070	2,500	2,800	3,500	3,600	3,690	3,700
Pembuatan	1,500	1,500	1,600	1,800	1,900	1,960	2,000	2,170
Bekalan elektrik, gas, wap dan pendingin udara	2,300	2,428	2,200	2,227	2,570	2,550	3,100	3,150
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	1,450	1,500	1,500	1,475	1,700	1,700	1,650	1,900
Pembinaan	1,200	1,250	1,200	1,400	1,500	1,500	1,630	1,800
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,200	1,200	1,350	1,500	1,500	1,500	1,620	1,684
Pengangkutan dan penyimpanan	1,500	1,500	1,500	1,800	1,800	1,800	2,000	2,000
Penginapan dan aktiviti perkhidmatan makanan dan minuman	1,040	1,000	1,100	1,200	1,300	1,325	1,340	1,635
Maklumat dan Komunikasi	2,615	2,500	2,500	3,000	3,000	3,000	3,450	3,900
Aktiviti kewangan dan insurans/takaful	2,650	2,500	2,500	3,000	3,000	3,200	3,500	3,550
Aktiviti Hartanah	2,950	2,500	2,800	3,000	3,000	3,200	3,500	3,500
Aktiviti profesional, saintifik dan teknikal	2,000	2,000	2,500	2,400	3,000	3,000	3,000	3,200
Aktiviti pentadbiran dan khidmat sokongan	1,100	1,000	1,000	1,200	1,200	1,200	1,300	1,470
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	2,076	2,200	2,300	2,548	2,875	2,901	3,065	3,165
Pendidikan	3,150	3,134	3,345	3,619	4,010	4,368	4,480	4,900
Aktiviti kesihatan kemanusiaan dan kerja sosial	2,066	2,030	2,026	2,263	2,500	2,550	2,765	3,087
Kesenian, hiburan dan rekreasi	1,340	1,308	1,250	1,300	1,500	1,800	1,700	1,700
Aktiviti perkhidmatan lain	1,200	1,200	1,200	1,300	1,500	1,700	1,682	2,000

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A14 **Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010 - 2024 (cont'd)**

							Male
2018	2019	2020	2021	2022	2023	2024	Industry
							Median (RM)
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Total ¹
1,462	1,560	1,326	1,490	1,555	1,650	1,698	Agriculture
3,781	3,968	3,236	4,014	4,237	4,482	4,746	Mining and quarrying
2,254	2,185	2,076	2,121	2,314	2,449	2,775	Manufacturing
3,268	3,593	2,905	2,699	3,195	3,274	3,451	Electricity, gas, steam and air conditioning supply
2,211	2,310	2,110	2,093	2,194	2,361	2,490	Water supply; sewerage, waste management and remediation activities
2,093	2,070	1,851	1,741	1,788	1,845	1,916	Construction
1,858	1,982	1,568	1,735	1,809	2,046	2,284	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,174	2,393	2,066	2,053	2,097	2,360	2,775	Transportation and storage
1,825	1,850	1,500	1,572	1,895	1,958	2,046	Accommodation and food and beverage service activities
3,936	4,258	3,822	3,982	4,238	4,406	4,502	Information and Communication
3,954	4,270	3,657	3,879	3,998	4,154	4,200	Financial and insurance/takaful activities
5,169	5,443	3,126	3,451	3,478	3,586	3,663	Real estate activities
3,626	3,995	3,480	3,880	4,140	4,374	4,449	Professional, scientific and technical activities
1,624	1,760	1,437	1,549	1,684	1,800	1,880	Administrative and support service activities
3,413	3,748	3,860	3,923	4,130	4,365	4,527	Public administration and defence; compulsory social security
4,966	5,408	5,870	6,440	6,057	6,543	6,552	Education
3,416	3,772	3,873	4,438	4,411	4,566	4,698	Human health and social work activities
1,869	2,177	2,155	2,573	2,748	2,836	2,900	Arts, entertainment and recreation
2,112	2,131	1,828	1,835	1,908	2,045	2,051	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2010 - 2024 (samb.)

Lelaki								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Jumlah ¹	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
Pertanian	1,219	1,235	1,267	1,205	1,463	1,646	1,800	1,917
Perlombongan dan pengkuarian	3,592	3,361	3,524	3,562	5,228	4,376	5,075	5,892
Pembuatan	1,900	1,921	2,125	2,217	2,396	2,414	2,623	2,676
Bekalan elektrik, gas, wap dan pendingin udara	2,658	2,692	2,694	2,951	2,868	2,787	3,421	4,169
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	1,665	1,791	1,755	1,725	1,994	2,161	2,092	2,353
Pembinaan	1,587	1,729	1,787	1,886	1,999	2,079	2,236	2,558
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,551	1,608	1,650	1,755	1,903	1,932	2,045	2,178
Pengangkutan dan penyimpanan	1,971	1,871	2,013	2,073	2,207	2,434	2,605	2,751
Penginapan dan aktiviti perkhidmatan makanan dan minuman	1,247	1,267	1,441	1,581	1,614	1,706	1,711	1,948
Maklumat dan Komunikasi	3,349	3,355	3,195	3,526	3,758	3,856	4,251	4,829
Aktiviti kewangan dan insurans/takaful	3,452	3,359	3,367	3,548	4,073	4,012	4,731	4,913
Aktiviti Hartanah	3,247	3,380	3,664	3,841	4,528	4,425	4,635	5,440
Aktiviti profesional, saintifik dan teknikal	2,598	2,922	3,262	3,151	3,474	3,873	4,103	4,740
Aktiviti pentadbiran dan khidmat sokongan	1,471	1,398	1,286	1,491	1,602	1,599	1,771	1,955
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	2,385	2,512	2,629	2,972	3,231	3,279	3,516	3,750
Pendidikan	3,244	3,269	3,496	3,773	4,200	4,452	4,720	5,008
Aktiviti kesihatan kemanusiaan dan kerja sosial	2,735	2,667	2,838	2,908	3,421	3,652	3,476	4,273
Kesenian, hiburan dan rekreasi	1,562	1,635	1,678	1,661	1,911	2,013	2,212	2,500
Aktiviti perkhidmatan lain	1,491	1,537	1,513	1,678	1,821	2,000	1,960	2,345

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A14 Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010 - 2024 (cont'd)

							Male
2018	2019	2020	2021	2022	2023	2024	Industry
							Mean (RM)
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Total ¹
1,958	2,088	1,638	1,773	1,954	2,248	2,482	Agriculture
6,076	6,127	5,231	5,210	5,644	5,871	6,134	Mining and quarrying
2,839	2,904	2,775	2,781	3,033	3,267	3,596	Manufacturing
4,276	4,347	3,678	3,457	3,627	4,043	4,049	Electricity, gas, steam and air conditioning supply
2,748	2,878	2,676	2,707	2,803	2,965	2,998	Water supply; sewerage, waste management and remediation activities
2,756	2,807	2,538	2,381	2,581	2,864	2,963	Construction
2,336	2,547	2,199	2,198	2,321	2,624	2,875	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,870	2,993	2,519	2,588	2,766	2,993	3,281	Transportation and storage
2,191	2,353	2,073	2,132	2,224	2,529	2,849	Accommodation and food and beverage service activities
5,115	5,177	4,709	4,651	5,037	5,284	5,532	Information and Communication
5,372	5,515	4,765	4,460	4,832	5,034	5,102	Financial and insurance/takaful activities
6,835	6,785	4,010	4,014	4,175	4,490	4,811	Real estate activities
5,475	5,563	4,602	4,732	4,899	5,344	5,546	Professional, scientific and technical activities
2,221	2,294	2,055	2,033	2,193	2,399	2,636	Administrative and support service activities
3,890	4,175	4,225	4,324	4,491	4,477	4,574	Public administration and defence; compulsory social security
5,317	5,753	6,033	6,576	6,114	6,352	6,543	Education
4,657	4,620	4,798	5,261	5,287	5,406	5,674	Human health and social work activities
2,946	3,067	2,947	3,183	3,158	3,179	3,221	Arts, entertainment and recreation
2,420	2,498	2,264	2,110	2,282	2,444	2,477	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah ¹	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
Pertanian	45.7	34.9	38.5	48.3	55.2	48.6	38.1	41.2
Perlombongan dan pengkuarian	10.1	13.5	16.3	15.0	17.2	12.6	23.7	16.6
Pembuatan	535.8	593.6	566.5	544.6	579.1	532.4	573.3	602.4
Bekalan elektrik, gas, wap dan pendingin udara	9.7	8.3	10.4	9.5	13.7	5.4	15.5	11.2
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	11.5	11.7	11.8	11.9	10.9	6.3	12.7	11.4
Pembinaan	79.2	89.2	90.0	85.2	92.9	97.9	96.0	104.3
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	430.8	496.1	496.9	542.1	589.0	586.5	601.7	634.6
Pengangkutan dan penyimpanan	67.2	74.9	70.2	55.9	68.3	74.5	86.2	72.8
Penginapan dan aktiviti perkhidmatan makanan dan minuman	183.3	195.8	228.2	237.0	247.9	239.7	255.6	280.1
Maklumat dan Komunikasi	49.9	52.7	78.8	60.7	79.4	67.3	60.8	70.2
Aktiviti kewangan dan insurans/takaful	148.7	152.3	161.6	150.6	153.8	174.8	162.0	188.7
Aktiviti Hartanah	20.3	19.6	20.9	29.0	30.1	26.4	29.1	32.1
Aktiviti profesional, saintifik dan teknikal	101.5	130.5	136.2	137.9	142.6	151.8	153.0	148.0
Aktiviti pentadbiran dan khidmat sokongan	80.4	99.6	114.4	128.4	151.7	164.6	153.7	159.5
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	227.2	212.9	207.1	233.8	222.9	225.4	211.5	225.7
Pendidikan	468.3	485.0	493.1	513.3	549.9	565.0	560.9	552.8
Aktiviti kesihatan kemanusiaan dan kerja sosial	164.7	192.9	215.1	220.3	222.5	234.5	263.7	275.7
Kesenian, hiburan dan rekreasi	26.1	29.5	22.9	31.2	21.7	22.7	34.6	26.2
Aktiviti perkhidmatan lain	55.9	60.8	58.5	64.0	71.2	62.7	57.4	72.3

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A14 *Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010 - 2024 (cont'd)*

							Female
2018	2019	2020	2021	2022	2023	2024	Industry
							Number of Recipients ('000)
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	Total ¹
42.5	45.1	55.3	58.5	60.7	62.2	63.0	Agriculture
17.3	16.8	19.3	20.3	21.2	21.3	21.5	Mining and quarrying
582.8	635.2	664.3	737.6	754.2	750.7	752.9	Manufacturing
9.3	9.5	10.3	10.8	10.5	11.3	12.3	Electricity, gas, steam and air conditioning supply
12.3	10.3	11.5	11.3	11.5	11.8	12.4	Water supply; sewerage, waste management and remediation activities
110.1	103.0	113.8	117.1	113.5	111.6	115.2	Construction
622.3	671.0	637.8	712.6	725.2	733.2	744.8	Wholesale and retail trade; repair of motor vehicles and motorcycles
91.3	87.7	98.4	130.0	127.7	117.8	123.3	Transportation and storage
294.2	328.9	350.0	371.9	373.8	397.5	399.4	Accommodation and food and beverage service activities
73.3	71.3	87.3	79.3	80.8	81.6	86.0	Information and Communication
160.4	185.8	180.5	188.5	201.8	206.0	209.0	Financial and insurance/takaful activities
43.8	37.2	36.6	31.7	30.2	32.1	33.8	Real estate activities
169.0	179.7	174.3	178.3	184.0	185.8	187.2	Profesional,scientific and technical activities
172.3	183.2	209.3	220.8	228.0	225.0	226.2	Administrative and support service activities
199.8	210.8	238.0	214.9	227.4	233.5	237.8	Public administration and defence; compulsory social security
604.5	608.8	591.0	558.7	571.0	579.5	581.7	Education
255.4	278.0	295.3	275.4	296.9	308.2	312.9	Human health and social work activities
23.9	21.8	21.6	16.2	17.4	18.5	19.2	Arts, entertainment and recreation
66.6	75.3	74.7	66.1	67.7	68.7	70.9	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Jumlah ¹	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
Pertanian	598	630	700	800	848	946	1,200	1,250
Perlombongan dan pengkuarian	3,500	3,900	2,800	3,000	2,900	3,600	3,600	3,650
Pembuatan	1,000	1,090	1,100	1,200	1,400	1,310	1,500	1,600
Bekalan elektrik, gas, wap dan pendingin udara	2,540	2,300	2,000	3,000	2,500	3,100	3,000	3,100
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	800	1,700	860	1,300	1,300	2,000	1,400	2,145
Pembinaan	1,600	1,500	1,600	1,600	1,800	2,000	2,000	2,300
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	980	1,000	1,000	1,100	1,200	1,200	1,400	1,600
Pengangkutan dan penyimpanan	1,500	1,500	1,500	1,500	1,700	1,905	2,000	2,160
Penginapan dan aktiviti perkhidmatan makanan dan minuman	750	800	800	840	940	950	1,000	1,300
Maklumat dan Komunikasi	2,200	2,100	2,700	3,000	2,500	3,000	3,000	3,000
Aktiviti kewangan dan insurans/takaful	2,155	2,300	2,500	2,500	3,000	3,000	3,000	3,100
Aktiviti Hartanah	2,140	2,300	1,800	2,250	2,500	2,700	2,800	3,000
Aktiviti profesional, saintifik dan teknikal	1,700	2,000	2,000	2,000	2,375	2,500	2,800	2,800
Aktiviti pentadbiran dan khidmat sokongan	800	700	650	800	900	900	900	1,200
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	2,000	2,080	2,095	2,367	2,645	2,615	2,820	3,150
Pendidikan	2,650	2,700	3,000	3,237	3,547	3,770	3,926	4,200
Aktiviti kesihatan kemanusiaan dan kerja sosial	1,937	2,000	2,146	2,300	2,500	2,550	2,990	3,000
Kesenian, hiburan dan rekreasi	1,100	950	1,200	1,434	1,500	1,500	1,550	1,895
Aktiviti perkhidmatan lain	1,150	1,000	1,200	1,200	1,300	1,320	1,500	1,550

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A14 **Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010 - 2024 (cont'd)**

							Female
2018	2019	2020	2021	2022	2023	2024	Industry
							Median (RM)
2,227	2,370	2,026	2,150	2,305	2,464	2,641	Total ¹
1,113	1,265	1,217	1,556	1,249	1,270	1,333	Agriculture
3,375	5,133	3,636	3,765	3,876	4,295	4,450	Mining and quarrying
1,626	1,672	1,628	1,926	1,809	2,045	2,046	Manufacturing
3,538	4,212	2,608	2,747	2,789	3,171	3,231	Electricity, gas, steam and air conditioning supply
2,156	2,261	2,207	1,926	2,152	3,060	3,140	Water supply; sewerage, waste management and remediation activities
2,403	2,488	2,204	2,150	2,189	2,320	2,476	Construction
1,540	1,711	1,487	1,541	1,548	1,693	1,859	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,240	2,444	2,025	1,927	2,106	2,343	2,476	Transportation and storage
1,261	1,380	1,244	1,458	1,546	1,542	1,654	Accommodation and food and beverage service activities
3,410	3,570	3,251	3,279	3,538	3,320	3,322	Information and Communication
3,029	3,308	2,999	2,741	3,015	3,283	3,590	Financial and insurance/takaful activities
3,435	3,874	2,831	2,540	3,013	3,255	3,529	Real estate activities
3,020	3,330	2,699	2,543	2,647	2,762	2,899	Professional, scientific and technical activities
1,316	1,436	1,274	1,591	2,034	1,899	1,947	Administrative and support service activities
3,155	3,475	3,611	3,846	3,993	4,108	4,215	Public administration and defence; compulsory social security
4,267	4,692	4,752	4,863	4,629	5,545	5,720	Education
3,143	3,519	3,403	3,928	4,017	4,710	4,920	Human health and social work activities
1,794	1,914	1,774	2,291	2,336	2,276	2,379	Arts, entertainment and recreation
1,917	1,918	1,595	1,645	1,771	1,828	1,947	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A14 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Jumlah ¹	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
Pertanian	927	963	1,068	1,268	984	1,125	1,401	1,475
Perlombongan dan pengkuarian	3,345	4,280	3,159	3,546	4,357	3,773	4,506	4,969
Pembuatan	1,322	1,346	1,445	1,537	1,720	1,769	1,876	2,036
Bekalan elektrik, gas, wap dan pendingin udara	4,015	2,776	2,640	2,894	2,864	3,641	2,927	3,321
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	1,034	2,347	1,369	1,409	1,789	2,278	1,987	2,780
Pembinaan	2,025	2,005	1,971	2,050	2,182	2,438	2,122	2,752
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,248	1,285	1,296	1,394	1,486	1,602	1,667	1,803
Pengangkutan dan penyimpanan	1,891	1,878	1,922	1,851	2,024	2,412	2,300	2,456
Penginapan dan aktiviti perkhidmatan makanan dan minuman	962	977	987	1,094	1,157	1,207	1,366	1,544
Maklumat dan Komunikasi	2,889	2,521	3,097	3,447	3,040	3,422	3,569	3,747
Aktiviti kewangan dan insurans/takaful	2,577	2,612	2,828	2,841	3,270	3,117	3,622	4,108
Aktiviti Hartanah	2,350	2,577	2,113	2,488	2,950	3,271	3,945	4,278
Aktiviti profesional, saintifik dan teknikal	2,072	2,347	2,432	2,510	2,931	2,883	3,374	3,623
Aktiviti pentadbiran dan khidmat sokongan	1,186	1,001	962	1,202	1,338	1,388	1,472	1,675
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	2,264	2,384	2,406	2,647	2,975	3,007	3,447	3,531
Pendidikan	2,687	2,695	2,926	3,205	3,470	3,751	3,842	4,262
Aktiviti kesihatan kemanusiaan dan kerja sosial	2,178	2,187	2,326	2,533	2,818	2,809	3,070	3,498
Kesenian, hiburan dan rekreasi	1,396	1,332	1,448	1,581	1,653	1,979	1,941	2,549
Aktiviti perkhidmatan lain	1,301	1,249	1,334	1,454	1,682	1,551	1,736	1,761

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

Industri dikelaskan mengikut Piawaian Klasifikasi Industri Malaysia (MSIC) 2008 Versi 1.0

Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A14 **Number of recipients, median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010 - 2024 (cont'd)**

							Female
2018	2019	2020	2021	2022	2023	2024	Industry
							Mean (RM)
2,959	3,108	2,872	2,955	3,119	3,311	3,499	Total ¹
1,486	1,638	1,561	1,834	1,926	2,048	2,151	Agriculture
5,795	6,260	4,220	4,350	4,543	4,973	5,285	Mining and quarrying
2,091	2,136	2,223	2,400	2,551	2,709	2,771	Manufacturing
5,425	6,010	3,087	3,271	3,310	3,455	3,632	Electricity, gas, steam and air conditioning supply
2,586	2,595	2,392	2,742	2,745	2,771	3,015	Water supply; sewerage, waste management and remediation activities
3,158	3,115	2,821	2,647	2,776	3,084	3,359	Construction
1,915	2,123	1,822	1,900	2,089	2,325	2,556	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,846	3,031	2,436	2,570	2,742	2,970	3,148	Transportation and storage
1,605	1,799	1,510	1,747	1,912	2,092	2,241	Accommodation and food and beverage service activities
4,334	4,444	3,802	4,018	4,115	4,368	4,866	Information and Communication
4,170	4,176	3,779	3,523	3,777	4,084	4,433	Financial and insurance/takaful activities
4,541	4,728	3,185	3,173	3,423	3,783	4,121	Real estate activities
4,149	4,202	3,344	3,204	3,416	3,695	3,912	Professional, scientific and technical activities
1,854	1,995	1,960	2,162	2,350	2,523	2,666	Administrative and support service activities
3,743	4,062	4,000	4,264	4,320	4,483	4,749	Public administration and defence; compulsory social security
4,409	4,798	4,681	4,941	5,038	5,153	5,337	Education
3,771	3,881	3,753	4,185	4,305	4,443	4,637	Human health and social work activities
2,262	2,335	2,421	2,702	2,905	3,206	3,440	Arts, entertainment and recreation
2,001	2,200	2,054	2,044	2,216	2,306	2,364	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

Industry is classified according to the Malaysia Standard Industrial Classification (MSIC) 2008 Version 1.0

The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A15 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sektor, Malaysia, 2010 - 2024

Sektor	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
Pertanian	223.2	181.0	202.3	232.6	237.6	246.2	212.5	197.7
Perlombongan & Pengkuarian	52.4	63.0	72.0	68.2	70.5	93.5	99.8	82.6
Pembuatan	1,480.4	1,606.7	1,594.6	1,497.8	1,617.9	1,514.0	1,557.4	1,654.6
Pembinaan	582.7	639.2	625.8	640.4	692.1	676.0	679.8	682.4
Perkhidmatan	4,810.5	5,144.2	5,288.2	5,464.0	5,774.2	5,818.9	5,874.5	6,059.8
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
Pertanian	780	800	900	900	1,044	1,130	1,200	1,350
Perlombongan & Pengkuarian	2,800	2,400	2,500	2,800	3,500	3,600	3,690	3,700
Pembuatan	1,270	1,320	1,500	1,500	1,700	1,610	1,800	1,900
Pembinaan	1,200	1,300	1,300	1,500	1,500	1,560	1,630	1,900
Perkhidmatan	1,615	1,600	1,706	1,814	2,000	2,000	2,165	2,260
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
Pertanian	1,159	1,182	1,229	1,218	1,351	1,543	1,729	1,825
Perlombongan & Pengkuarian	3,544	3,557	3,441	3,558	5,016	4,295	4,940	5,706
Pembuatan	1,691	1,709	1,884	1,969	2,154	2,187	2,348	2,443
Pembinaan	1,646	1,767	1,814	1,908	2,024	2,131	2,220	2,587
Perkhidmatan	2,064	2,068	2,143	2,301	2,492	2,618	2,784	3,028

Nota: Data merujuk kepada warganegara sahaja
 Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A15 *Number of recipients, median and mean monthly salaries & wages of employees by sector, Malaysia, 2010 - 2024*

2018	2019	2020	2021	2022	2023	2024	Sector
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	<i>Number of Recipients ('000)</i>
216.8	223.9	267.6	273.1	282.3	284.4	286.3	<i>Agriculture</i>
82.0	82.3	77.9	74.4	76.0	77.2	79.3	<i>Mining & Quarrying</i>
1,590.1	1,694.3	1,786.0	1,919.9	1,945.3	1,944.3	1,950.0	<i>Manufacturing</i>
676.3	682.6	694.2	683.1	629.4	628.1	634.3	<i>Construction</i>
6,196.1	6,512.1	6,630.3	6,818.5	7,063.4	7,171.4	7,288.5	<i>Services</i>
2,308	2,442	2,076	2,256	2,429	2,602	2,793	<i>Median (RM)</i>
1,392	1,531	1,326	1,517	1,555	1,593	1,698	<i>Agriculture</i>
3,703	3,968	3,356	4,014	4,237	4,295	4,450	<i>Mining & Quarrying</i>
1,959	1,967	1,913	1,980	2,150	2,360	2,490	<i>Manufacturing</i>
2,164	2,169	1,870	1,797	1,919	2,044	2,051	<i>Construction</i>
2,431	2,672	2,242	2,484	2,552	2,770	2,894	<i>Services</i>
3,087	3,224	2,954	3,049	3,219	3,441	3,652	<i>Mean (RM)</i>
1,865	1,997	1,622	1,786	1,948	2,204	2,409	<i>Agriculture</i>
6,017	6,154	4,981	4,976	5,337	5,623	5,904	<i>Mining & Quarrying</i>
2,565	2,616	2,569	2,635	2,846	3,052	3,278	<i>Manufacturing</i>
2,821	2,854	2,584	2,427	2,616	2,903	3,035	<i>Construction</i>
3,253	3,426	3,126	3,257	3,403	3,619	3,831	<i>Services</i>

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A16 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sektor dan jantina, Malaysia, 2010 - 2024

Lelaki								
Sektor	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
Pertanian	177.5	146.1	163.9	184.3	182.4	197.6	174.4	156.4
Perlombongan & Pengkuarian	42.3	49.5	55.6	53.3	53.3	80.9	76.1	66.0
Pembuatan	944.5	1,013.0	1,028.1	953.2	1,038.8	981.7	984.1	1,052.1
Pembinaan	503.5	550.0	535.9	555.2	599.2	578.1	583.8	578.2
Perkhidmatan	2,764.8	2,921.4	2,961.6	3,038.3	3,197.0	3,211.2	3,216.0	3,298.4
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
Pertanian	800	850	910	960	1,150	1,200	1,300	1,400
Perlombongan & Pengkuarian	2,500	2,070	2,500	2,800	3,500	3,600	3,690	3,700
Pembuatan	1,500	1,500	1,600	1,800	1,900	1,960	2,000	2,170
Pembinaan	1,200	1,250	1,200	1,400	1,500	1,500	1,630	1,800
Perkhidmatan	1,682	1,675	1,767	1,900	2,000	2,060	2,200	2,300
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
Pertanian	1,219	1,235	1,267	1,205	1,463	1,646	1,800	1,917
Perlombongan & Pengkuarian	3,592	3,361	3,524	3,562	5,228	4,376	5,075	5,892
Pembuatan	1,900	1,921	2,125	2,217	2,396	2,414	2,623	2,676
Pembinaan	1,587	1,729	1,787	1,886	1,999	2,079	2,236	2,558
Perkhidmatan	2,140	2,149	2,209	2,382	2,569	2,698	2,864	3,102

Nota: Data merujuk kepada warganegara sahaja
 Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A16 *Number of recipients, median and mean monthly salaries & wages of employees by sector and sex, Malaysia, 2010 - 2024*

							Male
2018	2019	2020	2021	2022	2023	2024	Sector
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Number of Recipients ('000)
174.2	178.9	212.3	214.6	221.5	222.2	223.3	Agriculture
64.7	65.5	58.6	54.1	54.8	55.9	57.8	Mining & Quarrying
1,007.3	1,059.1	1,121.7	1,182.4	1,191.1	1,193.6	1,197.1	Manufacturing
566.3	579.6	580.4	566.0	515.9	516.4	519.1	Construction
3,397.3	3,552.8	3,613.8	3,752.0	3,909.5	3,960.8	4,031.1	Services
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Median (RM)
1,462	1,560	1,326	1,490	1,555	1,650	1,698	Agriculture
3,781	3,968	3,236	4,014	4,237	4,482	4,746	Mining & Quarrying
2,254	2,185	2,076	2,121	2,314	2,449	2,775	Manufacturing
2,093	2,070	1,851	1,741	1,788	1,845	1,916	Construction
2,457	2,712	2,276	2,484	2,655	2,811	2,912	Services
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Mean (RM)
1,958	2,088	1,638	1,773	1,954	2,248	2,482	Agriculture
6,076	6,127	5,231	5,210	5,644	5,871	6,134	Mining & Quarrying
2,839	2,904	2,775	2,781	3,033	3,267	3,596	Manufacturing
2,756	2,807	2,538	2,381	2,581	2,864	2,963	Construction
3,350	3,513	3,206	3,375	3,502	3,738	3,947	Services

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

A16 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sektor dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Sektor	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
Pertanian	45.7	34.9	38.5	48.3	55.2	48.6	38.1	41.2
Perlombongan & Pengkuarian	10.1	13.5	16.3	15.0	17.2	12.6	23.7	16.6
Pembuatan	535.8	593.6	566.5	544.6	579.1	532.4	573.3	602.4
Pembinaan	79.2	89.2	90.0	85.2	92.9	97.9	96.0	104.3
Perkhidmatan	2,045.8	2,222.8	2,326.6	2,425.8	2,577.2	2,607.7	2,658.5	2,761.4
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
Pertanian	598	630	700	800	848	946	1,200	1,250
Perlombongan & Pengkuarian	3,500	3,900	2,800	3,000	2,900	3,600	3,600	3,650
Pembuatan	1,000	1,090	1,100	1,200	1,400	1,310	1,500	1,600
Pembinaan	1,600	1,500	1,600	1,600	1,800	2,000	2,000	2,300
Perkhidmatan	1,580	1,560	1,695	1,800	1,895	2,000	2,050	2,260
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
Pertanian	927	963	1,068	1,268	984	1,125	1,401	1,475
Perlombongan & Pengkuarian	3,345	4,280	3,159	3,546	4,357	3,773	4,506	4,969
Pembuatan	1,322	1,346	1,445	1,537	1,720	1,769	1,876	2,036
Pembinaan	2,025	2,005	1,971	2,050	2,182	2,438	2,122	2,752
Perkhidmatan	1,962	1,961	2,058	2,200	2,396	2,519	2,687	2,939

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A16 *Number of recipients, median and mean monthly salaries & wages of employees by sector and sex, Malaysia, 2010 - 2024 (cont'd)*

							Female
2018	2019	2020	2021	2022	2023	2024	Sector
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	Number Of Recipients ('000)
42.5	45.1	55.3	58.5	60.7	62.2	63.0	Agriculture
17.3	16.8	19.3	20.3	21.2	21.3	21.5	Mining & Quarrying
582.8	635.2	664.3	737.6	754.2	750.7	752.9	Manufacturing
110.1	103.0	113.8	117.1	113.5	111.6	115.2	Construction
2,798.8	2,959.2	3,016.5	3,066.5	3,153.9	3,210.6	3,257.4	Services
2,227	2,370	2,026	2,150	2,305	2,464	2,641	Median (RM)
1,113	1,265	1,217	1,556	1,249	1,270	1,333	Agriculture
3,375	5,133	3,636	3,765	3,876	4,295	4,450	Mining & Quarrying
1,626	1,672	1,628	1,926	1,809	2,045	2,046	Manufacturing
2,403	2,488	2,204	2,150	2,189	2,320	2,476	Construction
2,388	2,645	2,170	2,376	2,429	2,704	2,894	Services
2,959	3,108	2,872	2,955	3,119	3,311	3,499	Mean (RM)
1,486	1,638	1,561	1,834	1,926	2,048	2,151	Agriculture
5,795	6,260	4,220	4,350	4,543	4,973	5,285	Mining & Quarrying
2,091	2,136	2,223	2,400	2,551	2,709	2,771	Manufacturing
3,158	3,115	2,821	2,647	2,776	3,084	3,359	Construction
3,136	3,321	3,032	3,113	3,281	3,473	3,687	Services

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

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STATISTIK MENGIKUT ETNIK

STATISTICS BY ETHNICS



B1 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan etnik, Malaysia, 2010 - 2024

Kumpulan Etnik	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	8,414.6	8,983.4	9,166.2	9,540.6	10,146.6	10,150.4	10,155.9	10,516.9
Warganegara	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6	8,424.1	8,677.1
Bumiputera	4,622.7	4,888.7	5,003.8	5,072.0	5,480.2	5,531.9	5,539.5	5,707.5
Cina	1,852.9	2,033.3	2,062.2	2,086.7	2,154.8	2,067.7	2,125.6	2,184.5
India	616.8	668.0	666.2	688.5	707.3	689.7	700.6	721.6
Lain-lain	56.8	44.0	50.7	55.9	50.1	59.3	58.3	63.5
Bukan Warganegara	1,265.4	1,349.4	1,383.3	1,637.5	1,754.2	1,801.8	1,731.9	1,839.7
Penengah (RM)	1,300	1,320	1,450	1,500	1,500	1,600	1,703	1,880
Warganegara	1,500	1,500	1,566	1,700	1,800	1,942	2,000	2,160
Bumiputera	1,465	1,475	1,500	1,600	1,729	1,800	1,931	2,145
Cina	1,800	1,800	2,000	2,000	2,000	2,300	2,350	2,440
India	1,300	1,300	1,500	1,500	1,600	1,771	1,790	2,000
Lain-lain	900	900	950	900	1,086	1,500	1,515	1,600
Bukan Warganegara	750	800	875	950	1,000	1,138	1,200	1,335
Purata (RM)	1,792	1,809	1,906	2,023	2,193	2,312	2,463	2,650
Warganegara	1,936	1,959	2,052	2,186	2,377	2,487	2,657	2,879
Bumiputera	1,873	1,853	1,948	2,110	2,286	2,398	2,561	2,762
Cina	2,167	2,260	2,353	2,444	2,675	2,812	3,009	3,254
India	1,780	1,863	1,949	2,032	2,241	2,291	2,399	2,731
Lain-lain	1,146	1,232	1,394	1,291	1,446	1,825	2,009	2,191
Bukan Warganegara	978	965	1,086	1,237	1,311	1,502	1,518	1,570

Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

B1 *Number of recipients, median and mean monthly salaries & wages of employees by ethnic group, Malaysia, 2010 - 2024*

2018	2019	2020	2021	2022	2023	2024	Ethnic Group
10,494.8	10,955.3	10,864.8	11,057.1	11,298.9	11,541.2	11,957.6	<i>Number of Recipients ('000)</i>
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	Citizen
5,800.6	6,222.6	6,498.7	6,697.8	6,856.0	6,984.1	7,115.3	Bumiputera
2,166.7	2,124.8	2,176.1	2,290.5	2,330.3	2,338.3	2,343.1	Chinese
725.5	758.3	729.0	728.0	761.2	733.5	730.0	Indians
68.5	89.3	52.2	52.8	49.0	49.5	50.0	Others
1,733.6	1,760.1	1,408.9	1,288.1	1,302.5	1,435.8	1,719.1	Non-citizen
2,066	2,185	1,900	1,987	2,150	2,320	2,475	<i>Median (RM)</i>
2,308	2,442	2,076	2,256	2,429	2,602	2,793	Citizen
2,302	2,415	2,025	2,121	2,305	2,360	2,490	Bumiputera
2,460	2,597	2,472	2,736	2,762	2,932	3,350	Chinese
2,122	2,217	2,011	1,939	2,234	2,464	2,604	Indians
1,732	1,836	1,415	1,584	1,590	1,593	1,642	Others
1,392	1,452	1,266	1,345	1,420	1,529	1,630	Non-citizen
2,842	2,989	2,794	2,881	3,048	3,241	3,413	<i>Mean (RM)</i>
3,087	3,224	2,954	3,049	3,219	3,441	3,652	Citizen
2,962	3,116	2,843	2,922	3,107	3,325	3,523	Bumiputera
3,498	3,616	3,335	3,482	3,599	3,836	4,094	Chinese
2,925	3,108	2,865	2,913	3,118	3,354	3,575	Indians
2,345	2,401	2,119	2,244	2,305	2,450	2,463	Others
1,603	1,765	1,720	1,608	1,742	1,834	1,986	Non-citizen

Notes: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

B2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan etnik dan jantina, Malaysia, 2010 - 2024

Kumpulan Etnik	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	5,440.8	5,774.2	5,874.4	6,113.4	6,420.8	6,497.7	6,393.1	6,571.2
Warganegara	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4	5,034.4	5,151.2
Bumiputera	2,885.2	3,039.4	3,080.3	3,106.9	3,352.4	3,388.8	3,357.2	3,456.7
Cina	1,117.9	1,195.2	1,213.7	1,225.8	1,247.7	1,191.8	1,211.9	1,228.3
India	391.7	419.3	418.9	418.6	439.1	429.2	427.3	428.5
Lain-lain	37.8	26.1	32.1	32.9	31.5	39.6	38.0	37.7
Bukan Warganegara	1,008.2	1,094.2	1,129.4	1,329.2	1,350.1	1,448.4	1,358.8	1,420.0
Penengah (RM)	1,300	1,350	1,427	1,500	1,511	1,600	1,721	1,880
Warganegara	1,500	1,500	1,600	1,800	1,888	2,000	2,000	2,170
Bumiputera	1,483	1,500	1,500	1,625	1,770	1,800	1,940	2,160
Cina	1,800	2,000	2,000	2,000	2,200	2,400	2,500	2,500
India	1,500	1,500	1,500	1,700	1,800	1,900	1,970	2,000
Lain-lain	900	900	990	1,000	1,100	1,600	1,515	1,550
Bukan Warganegara	800	800	900	1,000	1,100	1,200	1,252	1,335
Purata (RM)	1,823	1,842	1,933	2,048	2,232	2,345	2,500	2,678
Warganegara	2,003	2,035	2,126	2,259	2,455	2,558	2,741	2,953
Bumiputera	1,913	1,887	1,995	2,140	2,318	2,428	2,607	2,778
Cina	2,277	2,421	2,485	2,617	2,856	2,983	3,172	3,486
India	1,964	2,049	2,116	2,172	2,431	2,450	2,645	2,921
Lain-lain	1,201	1,379	1,262	1,334	1,385	2,030	1,862	2,050
Bukan Warganegara	1,033	1,016	1,122	1,289	1,396	1,604	1,609	1,678

Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

B2 Number of recipients, median and mean monthly salaries & wages of employees by ethnic group and sex, Malaysia, 2010 - 2024

2018	2019	2020	2021	2022	2023	2024	Ethnic Group
6,560.5	6,775.3	6,720.4	6,799.5	6,947.7	7,104.9	7,416.4	Number of Recipients ('000)
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	Citizen
3,524.7	3,761.5	3,914.0	4,022.3	4,112.3	4,191.0	4,273.2	Bumiputera
1,203.9	1,178.6	1,203.6	1,282.7	1,306.0	1,307.8	1,309.0	Chinese
438.7	438.1	439.4	431.7	443.2	418.5	414.2	Indians
42.6	57.6	29.8	32.3	31.4	31.7	32.0	Others
1,350.7	1,339.4	1,133.6	1,030.4	1,054.8	1,155.9	1,388.0	Non-citizen
2,081	2,185	1,898	2,036	2,188	2,360	2,489	Median (RM)
2,342	2,477	2,107	2,323	2,498	2,675	2,850	Citizen
2,310	2,415	2,035	2,161	2,321	2,360	2,564	Bumiputera
2,619	3,140	2,713	2,878	2,897	3,216	3,463	Chinese
2,258	2,525	2,066	2,061	2,379	2,702	2,775	Indians
1,797	1,900	1,415	1,639	1,666	1,769	1,642	Others
1,439	1,540	1,354	1,419	1,565	1,598	1,630	Non-citizen
2,864	3,022	2,807	2,893	3,063	3,268	3,443	Mean (RM)
3,174	3,304	3,011	3,114	3,288	3,532	3,759	Citizen
2,981	3,109	2,860	2,960	3,150	3,386	3,595	Bumiputera
3,769	3,926	3,519	3,638	3,749	4,014	4,304	Chinese
3,178	3,415	3,031	3,051	3,280	3,568	3,828	Indians
2,272	2,427	2,092	2,267	2,304	2,451	2,535	Others
1,671	1,877	1,799	1,657	1,805	1,907	2,068	Non-citizen

Notes: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

B2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan etnik dan jantina, Malaysia, 2010 - 2024 (samb.)

Perempuan								
Kumpulan Etnik	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)	2,973.8	3,209.2	3,291.8	3,427.2	3,725.8	3,652.7	3,762.8	3,762.8
Warganegara	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,389.7
Bumiputera	1,737.5	1,849.3	1,923.5	1,965.1	2,127.9	2,143.1	2,182.3	2,182.3
Cina	735.0	838.1	848.4	860.9	907.1	875.9	913.7	913.7
India	225.1	248.7	247.3	269.9	268.3	260.6	273.3	273.3
Lain-lain	19.1	17.9	18.7	23.0	18.6	19.7	20.4	20.4
Bukan Warganegara	257.2	255.3	253.9	308.4	404.1	353.5	373.1	373.1
Penengah (RM)	1,320	1,300	1,500	1,500	1,500	1,600	1,685	1,685
Warganegara	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,000
Bumiputera	1,442	1,400	1,500	1,560	1,675	1,745	1,915	1,915
Cina	1,527	1,600	1,800	1,800	2,000	2,000	2,160	2,160
India	1,005	1,000	1,210	1,300	1,300	1,500	1,400	1,400
Lain-lain	920	800	950	850	1,000	1,080	1,560	1,560
Bukan Warganegara	600	600	700	800	829	826	910	910
Purata (RM)	1,733	1,751	1,857	1,977	2,125	2,254	2,398	2,398
Warganegara	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,532
Bumiputera	1,808	1,797	1,871	2,062	2,236	2,350	2,490	2,490
Cina	2,000	2,029	2,164	2,199	2,426	2,579	2,793	2,793
India	1,460	1,550	1,665	1,816	1,930	2,029	2,013	2,013
Lain-lain	1,038	1,016	1,621	1,229	1,549	1,412	2,283	2,283
Bukan Warganegara	761	745	924	1,010	1,025	1,086	1,184	1,184

Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

B2 *Number of recipients, median and mean monthly salaries & wages of employees by ethnic group and sex, Malaysia, 2010 - 2024 (cont'd.)*

							Female
2018	2019	2020	2021	2022	2023	2024	Ethnic Group
3,934.3	4,180.0	4,144.4	4,257.7	4,351.2	4,436.3	4,541.1	Number of Recipients ('000)
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	Citizen
2,275.9	2,461.1	2,584.7	2,675.5	2,743.7	2,793.1	2,842.1	Bumiputera
962.8	946.2	972.5	1,007.8	1,024.2	1,030.6	1,034.1	Chinese
286.8	320.2	289.7	296.2	318.0	315.0	315.8	Indians
26.0	31.7	22.3	20.5	17.6	17.8	18.0	Others
382.8	420.7	275.3	257.7	247.6	279.9	331.1	Non-citizen
2,028	2,206	1,918	1,933	2,117	2,308	2,475	Median (RM)
2,227	2,370	2,026	2,150	2,305	2,464	2,641	Citizen
2,284	2,415	2,025	2,000	2,149	2,343	2,476	Bumiputera
2,270	2,512	2,367	2,506	2,534	2,713	2,941	Chinese
1,748	1,783	1,816	1,806	2,034	2,276	2,462	Indians
1,561	1,577	1,207	1,332	1,463	1,542	1,660	Others
1,258	1,270	1,143	1,224	1,366	1,399	1,470	Non-citizen
2,804	2,937	2,773	2,862	3,025	3,199	3,364	Mean (RM)
2,959	3,108	2,872	2,955	3,119	3,311	3,499	Citizen
2,932	3,126	2,818	2,864	3,043	3,234	3,416	Bumiputera
3,160	3,229	3,108	3,283	3,408	3,610	3,828	Chinese
2,539	2,688	2,613	2,711	2,894	3,069	3,242	Indians
2,466	2,355	2,154	2,208	2,308	2,448	2,337	Others
1,364	1,407	1,393	1,414	1,473	1,532	1,641	Non-citizen

Notes: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

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STATISTIK TERPILIH BUKAN WARGANEGRA

SELECTED STATISTICS FOR NON-CITIZENS

C1 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut jantina, Malaysia, 2010 - 2024

Jantina	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah	1,265.4	1,349.4	1,383.3	1,637.5	1,754.2	1,801.8	1,731.9	1,839.7
Lelaki	1,008.2	1,094.2	1,129.4	1,329.2	1,350.1	1,448.4	1,358.8	1,420.0
Perempuan	257.2	255.3	253.9	308.4	404.1	353.5	373.1	419.7
Penengah (RM)								
Jumlah	750	800	875	950	1,000	1,138	1,200	1,335
Lelaki	800	800	900	1,000	1,100	1,200	1,252	1,335
Perempuan	600	600	700	800	829	826	910	1,060
Purata (RM)								
Jumlah	978	965	1,086	1,237	1,311	1,502	1,518	1,570
Lelaki	1,033	1,016	1,122	1,289	1,396	1,604	1,609	1,678
Perempuan	761	745	924	1,010	1,025	1,086	1,184	1,205

C2 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut strata, Malaysia, 2010 - 2024

Strata	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah	1,265.4	1,349.4	1,383.3	1,637.5	1,754.2	1,801.8	1,731.9	1,839.7
Bandar	734.2	898.3	1,018.1	1,148.8	1,102.8	1,080.6	1,099.3	1,207.9
Luar Bandar	531.3	451.1	365.2	488.7	651.4	721.3	632.6	631.9
Penengah (RM)								
Jumlah	750	800	875	950	1,000	1,138	1,200	1,335
Bandar	780	800	900	1,000	1,100	1,200	1,210	1,341
Luar Bandar	703	730	800	900	950	1,050	1,150	1,200
Purata (RM)								
Jumlah	978	965	1,086	1,237	1,311	1,502	1,518	1,570
Bandar	1,134	1,037	1,165	1,350	1,436	1,736	1,710	1,728
Luar Bandar	761	821	865	971	1,100	1,153	1,183	1,269

Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

C1 Number of recipients, median and mean monthly salaries & wages of non-citizens employees by sex, Malaysia, 2010 - 2024

2018	2019	2020	2021	2022	2023	2024	Sex
Number of Recipients ('000)							
1,733.6	1,760.1	1,408.9	1,288.1	1,302.5	1,435.8	1,719.1	Total
1,350.7	1,339.4	1,133.6	1,030.4	1,054.8	1,155.9	1,388.0	Male
382.8	420.7	275.3	257.7	247.6	279.9	331.1	Female
Median (RM)							
1,392	1,452	1,266	1,345	1,420	1,529	1,630	Total
1,439	1,540	1,354	1,419	1,565	1,598	1,630	Male
1,258	1,270	1,143	1,224	1,366	1,399	1,470	Female
Mean (RM)							
1,603	1,765	1,720	1,608	1,742	1,834	1,986	Total
1,671	1,877	1,799	1,657	1,805	1,907	2,068	Male
1,364	1,407	1,393	1,414	1,473	1,532	1,641	Female

C2 Number of recipients, median and mean monthly salaries & wages of non-citizens employees by strata, Malaysia, 2010 - 2024

2018	2019	2020	2021	2022	2023	2024	Strata
Number of Recipients ('000)							
1,733.6	1,760.1	1,408.9	1,288.1	1,302.5	1,435.8	1,719.1	Total
1,223.8	1,231.2	946.6	816.7	866.9	962.1	1,166.6	Urban
509.8	529.0	462.3	471.4	435.6	473.6	552.5	Rural
Median (RM)							
1,392	1,452	1,266	1,345	1,420	1,529	1,630	Total
1,455	1,482	1,266	1,419	1,539	1,559	1,440	Urban
1,262	1,430	1,266	1,177	1,348	1,399	1,631	Rural
Mean (RM)							
1,603	1,765	1,720	1,608	1,742	1,834	1,986	Total
1,705	1,879	1,884	1,798	1,874	2,043	2,173	Urban
1,360	1,499	1,383	1,279	1,478	1,409	1,591	Rural

Notes: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

C3 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut pencapaian pendidikan, Malaysia, 2010 - 2024

Pencapaian Pendidikan	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah	1,265.4	1,349.4	1,383.3	1,637.5	1,754.2	1,801.8	1,731.9	1,839.7
Tiada pendidikan rasmi	108.2	124.0	118.0	122.8	136.7	161.8	151.7	156.9
Rendah	567.3	604.6	625.5	769.1	780.0	854.7	725.2	758.0
Menengah	534.6	557.6	562.6	662.4	760.2	672.7	759.0	827.5
Tertiari	55.2	63.3	77.2	83.2	77.3	112.7	96.0	97.4
Penengah (RM)								
Jumlah	750	800	875	950	1,000	1,138	1,200	1,335
Tiada pendidikan rasmi	660	650	700	750	800	900	1,100	1,100
Rendah	700	713	800	900	950	1,080	1,200	1,300
Menengah	800	800	920	1,000	1,100	1,200	1,200	1,340
Tertiari	1,800	1,200	1,400	2,000	2,000	4,500	2,820	3,400
Purata (RM)								
Jumlah	978	965	1,086	1,237	1,311	1,502	1,518	1,570
Tiada pendidikan rasmi	733	707	767	801	868	992	1,137	1,250
Rendah	764	802	861	973	1,027	1,119	1,236	1,337
Menengah	900	929	1,008	1,079	1,224	1,230	1,372	1,435
Tertiari	4,401	3,339	3,963	5,566	5,809	6,769	5,400	5,048

Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

C3 *Number of recipients, median and mean monthly salaries & wages of non-citizens employees by educational attainment, Malaysia, 2010 - 2024*

2018	2019	2020	2021	2022	2023	2024	<i>Educational Attainment</i>
							<i>Number of Recipients ('000)</i>
1,733.6	1,760.1	1,408.9	1,288.1	1,302.5	1,435.8	1,719.1	<i>Total</i>
169.2	189.6	113.2	166.1	146.3	164.8	152.4	<i>No formal education</i>
685.9	655.9	487.4	444.3	465.5	488.2	500.0	<i>Primary</i>
784.4	802.0	655.5	554.7	583.8	676.2	934.2	<i>Secondary</i>
94.0	112.6	152.8	122.9	106.9	106.4	132.5	<i>Tertiary</i>
							<i>Median (RM)</i>
1,392	1,452	1,266	1,345	1,420	1,529	1,630	<i>Total</i>
1,356	1,380	1,081	1,180	1,382	1,399	1,632	<i>No formal education</i>
1,323	1,340	1,265	1,186	1,367	1,338	1,412	<i>Primary</i>
1,415	1,540	1,316	1,248	1,419	1,559	1,481	<i>Secondary</i>
2,727	3,850	2,512	3,358	3,591	5,070	5,884	<i>Tertiary</i>
							<i>Mean (RM)</i>
1,603	1,765	1,720	1,608	1,742	1,834	1,986	<i>Total</i>
1,371	1,404	1,206	1,276	1,489	1,433	1,555	<i>No formal education</i>
1,378	1,416	1,274	1,277	1,478	1,370	1,465	<i>Primary</i>
1,474	1,601	1,434	1,363	1,549	1,449	1,602	<i>Secondary</i>
4,750	5,574	4,748	4,359	4,286	7,027	7,153	<i>Tertiary</i>

Notes: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

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GAJI & UPAH BENAR BULANAN

REAL MONTHLY SALARIES & WAGES

D1 Penengah dan purata gaji & upah benar bulanan mengikut negeri, Malaysia, 2010 - 2024

Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Malaysia	1,300	1,279	1,382	1,401	1,357	1,418	1,478	1,573
Johor	1,300	1,355	1,426	1,403	1,613	1,655	1,653	1,626
Kedah	1,000	969	1,017	1,118	1,167	1,164	1,311	1,346
Kelantan	1,000	962	946	925	932	1,056	1,083	1,174
Melaka	1,200	1,224	1,288	1,404	1,361	1,423	1,465	1,587
Negeri Sembilan	1,404	1,383	1,361	1,473	1,495	1,590	1,620	1,664
Pahang	1,200	1,222	1,167	1,229	1,356	1,335	1,399	1,441
Pulau Pinang	1,405	1,336	1,427	1,398	1,536	1,499	1,549	1,650
Perak	1,200	1,117	1,151	1,130	1,192	1,354	1,451	1,422
Perlis	1,175	1,167	1,008	944	1,247	1,368	1,470	1,492
Selangor	1,700	1,547	1,713	1,758	1,799	1,908	2,026	1,972
Terengganu	1,200	1,061	1,096	1,028	1,093	1,257	1,327	1,442
Sabah	750	729	764	842	918	1,002	1,121	1,166
Sarawak	950	975	1,054	1,128	1,097	1,136	1,199	1,336
W.P. Kuala Lumpur	1,800	1,850	1,873	1,938	2,013	1,957	2,165	2,087
W.P. Labuan	1,500	1,282	1,380	1,461	1,325	1,568	1,563	1,658
W.P. Putrajaya	2,067	2,207	2,469	2,336	2,477	2,630	2,814	2,881

Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

D1 *Real median and mean monthly salaries & wages by state, Malaysia, 2010 - 2024*

2018	2019	2020	2021	2022	2023	2024	State
							<i>Median (RM)</i>
1,712	1,798	1,582	1,614	1,690	1,779	1,864	<i>Malaysia</i>
1,732	1,839	1,577	1,573	1,501	1,764	1,796	<i>Johor</i>
1,347	1,436	1,285	1,323	1,419	1,460	1,605	<i>Kedah</i>
1,325	1,355	1,170	1,280	1,299	1,352	1,438	<i>Kelantan</i>
1,848	1,870	1,609	1,535	1,618	1,632	1,932	<i>Melaka</i>
1,770	1,784	1,507	1,628	1,602	1,578	1,737	<i>Negeri Sembilan</i>
1,556	1,546	1,412	1,448	1,416	1,498	1,578	<i>Pahang</i>
1,686	1,784	1,590	1,813	1,782	2,030	2,100	<i>Pulau Pinang</i>
1,485	1,512	1,383	1,486	1,426	1,486	1,524	<i>Perak</i>
1,694	1,517	1,307	1,457	1,294	1,480	1,568	<i>Perlis</i>
1,981	2,198	2,076	1,935	2,245	2,212	2,135	<i>Selangor</i>
1,562	1,632	1,330	1,292	1,382	1,436	1,513	<i>Terengganu</i>
1,292	1,289	1,203	1,332	1,328	1,342	1,381	<i>Sabah</i>
1,444	1,477	1,391	1,556	1,507	1,504	1,605	<i>Sarawak</i>
2,280	2,517	2,271	2,274	2,399	2,540	2,642	<i>W.P. Kuala Lumpur</i>
1,781	2,123	1,666	1,801	1,866	1,858	2,019	<i>W.P. Labuan</i>
3,039	3,084	2,898	3,322	2,921	2,949	3,165	<i>W.P. Putrajaya</i>

Notes: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

D1 Penengah dan purata gaji & upah benar bulanan mengikut negeri, Malaysia, 2010 - 2024 (samb.)

Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Malaysia	1,792	1,753	1,817	1,889	1,984	2,050	2,138	2,218
Johor	1,696	1,797	1,848	1,871	2,136	2,099	2,127	2,238
Kedah	1,452	1,450	1,415	1,576	1,710	1,718	1,780	1,787
Kelantan	1,615	1,539	1,500	1,509	1,639	1,763	1,907	1,898
Melaka	1,670	1,641	1,737	1,840	1,855	1,849	1,933	2,069
Negeri Sembilan	1,791	1,801	1,727	1,938	2,070	2,040	2,132	2,245
Pahang	1,552	1,551	1,547	1,676	1,758	1,738	1,797	1,945
Pulau Pinang	1,839	1,834	1,847	1,825	2,009	2,025	2,094	2,071
Perak	1,557	1,522	1,581	1,584	1,633	1,777	1,907	1,910
Perlis	1,663	1,608	1,544	1,583	1,909	2,050	2,053	2,109
Selangor	2,265	2,056	2,196	2,279	2,329	2,503	2,549	2,600
Terengganu	1,698	1,550	1,646	1,650	1,726	1,855	2,028	2,120
Sabah	1,163	1,187	1,193	1,305	1,380	1,435	1,558	1,684
Sarawak	1,586	1,591	1,578	1,708	1,733	1,751	1,860	1,984
W.P. Kuala Lumpur	2,308	2,358	2,558	2,630	2,817	3,013	3,135	3,260
W.P. Labuan	1,938	1,716	1,720	1,952	1,935	2,025	2,165	2,294
W.P. Putrajaya	2,751	2,723	2,954	2,950	3,172	3,215	3,459	3,533

Nota: Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

D1 *Real median and mean monthly salaries & wages by state, Malaysia, 2010 - 2024 (cont'd)*

2018	2019	2020	2021	2022	2023	2024	State
							<i>Mean (RM)</i>
2,354	2,460	2,326	2,340	2,397	2,486	2,570	Malaysia
2,420	2,472	2,158	2,088	2,163	2,230	2,337	Johor
1,891	1,979	1,926	2,056	2,071	2,184	2,297	Kedah
1,974	2,102	2,051	2,040	2,040	2,198	2,323	Kelantan
2,262	2,393	2,293	2,320	2,366	2,433	2,507	Melaka
2,326	2,447	2,320	2,336	2,389	2,405	2,535	Negeri Sembilan
2,102	2,201	2,194	2,155	2,156	2,277	2,385	Pahang
2,185	2,303	2,281	2,342	2,440	2,533	2,591	Pulau Pinang
1,998	2,181	2,055	2,116	2,132	2,207	2,323	Perak
2,255	2,316	2,275	2,291	2,237	2,404	2,566	Perlis
2,725	2,911	2,697	2,625	2,717	2,769	2,823	Selangor
2,261	2,328	2,084	2,102	2,080	2,251	2,370	Terengganu
1,851	1,876	1,856	1,999	2,043	2,119	2,184	Sabah
2,156	2,248	2,083	2,247	2,311	2,370	2,494	Sarawak
3,444	3,422	3,132	3,110	3,207	3,489	3,528	W.P. Kuala Lumpur
2,451	2,683	2,465	2,524	2,648	2,813	2,834	W.P. Labuan
3,724	3,836	3,833	3,963	3,382	3,504	3,490	W.P. Putrajaya

Notes: The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

D2 Penengah dan purata gaji & upah benar bulanan warganegara Malaysia mengikut negeri, Malaysia, 2010 - 2024

Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Malaysia	1,500	1,453	1,493	1,587	1,629	1,722	1,736	1,808
Johor	1,500	1,471	1,611	1,577	1,792	1,916	1,864	1,829
Kedah	1,060	1,153	1,095	1,118	1,176	1,244	1,320	1,388
Kelantan	1,000	962	946	925	932	1,056	1,166	1,257
Melaka	1,300	1,312	1,374	1,479	1,506	1,423	1,534	1,796
Negeri Sembilan	1,500	1,446	1,427	1,678	1,630	1,723	1,785	1,805
Pahang	1,341	1,339	1,264	1,397	1,433	1,441	1,442	1,585
Pulau Pinang	1,500	1,452	1,441	1,520	1,626	1,675	1,721	1,787
Perak	1,200	1,165	1,246	1,224	1,321	1,354	1,469	1,466
Perlis	1,200	1,167	1,008	944	1,247	1,368	1,470	1,561
Selangor	1,894	1,741	1,903	1,860	1,978	2,193	2,144	2,123
Terengganu	1,200	1,117	1,144	1,075	1,138	1,346	1,327	1,459
Sabah	1,188	1,166	1,051	1,216	1,286	1,348	1,447	1,545
Sarawak	1,100	1,170	1,149	1,316	1,280	1,307	1,332	1,552
W.P. Kuala Lumpur	1,900	1,947	1,921	2,169	2,287	2,224	2,165	2,212
W.P. Labuan	1,675	1,451	1,425	1,644	1,502	1,655	1,736	1,845
W.P. Putrajaya	2,095	2,246	2,498	2,336	2,437	2,660	2,814	2,949

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

D2 Real median and mean monthly salaries & wages of Malaysian citizens by state, Malaysia, 2010 - 2024

2018	2019	2020	2021	2022	2023	2024	State
							Median (RM)
1,912	2,010	1,729	1,832	1,910	1,995	2,103	Malaysia
1,945	2,008	1,684	1,735	1,697	1,831	1,897	Johor
1,444	1,463	1,285	1,346	1,455	1,501	1,612	Kedah
1,336	1,359	1,170	1,280	1,299	1,367	1,480	Kelantan
1,938	2,006	1,804	1,790	1,836	1,855	1,961	Melaka
1,931	1,986	1,669	1,878	1,838	1,823	1,909	Negeri Sembilan
1,778	1,870	1,509	1,566	1,614	1,778	1,900	Pahang
1,816	1,903	1,729	1,933	1,922	2,060	2,162	Pulau Pinang
1,520	1,581	1,436	1,594	1,546	1,618	1,605	Perak
1,727	1,739	1,361	1,470	1,482	1,482	1,632	Perlis
2,188	2,378	2,197	2,191	2,354	2,380	2,414	Selangor
1,602	1,632	1,330	1,296	1,382	1,471	1,588	Terengganu
1,699	1,722	1,512	1,657	1,704	1,704	1,828	Sabah
1,742	1,772	1,391	1,739	1,713	1,828	1,953	Sarawak
2,425	2,525	2,449	2,405	2,569	2,644	2,772	W.P. Kuala Lumpur
2,052	2,292	1,857	2,184	2,203	2,233	2,377	W.P. Labuan
3,087	3,116	3,068	3,094	2,986	3,213	3,277	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

D2 Penengah dan purata gaji & upah benar bulanan warganegara Malaysia mengikut negeri, Malaysia, 2010 - 2024 (samb.)

Negeri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Malaysia	1,936	1,898	1,956	2,041	2,151	2,205	2,306	2,410
Johor	1,795	1,878	1,935	1,961	2,210	2,220	2,251	2,384
Kedah	1,501	1,507	1,470	1,639	1,784	1,799	1,844	1,844
Kelantan	1,645	1,561	1,518	1,537	1,660	1,822	1,948	1,943
Melaka	1,717	1,715	1,793	1,930	1,927	1,934	2,002	2,148
Negeri Sembilan	1,885	1,905	1,829	2,093	2,215	2,177	2,277	2,391
Pahang	1,660	1,644	1,636	1,786	1,864	1,888	1,910	2,055
Pulau Pinang	1,944	1,952	1,923	1,963	2,113	2,129	2,240	2,210
Perak	1,622	1,560	1,642	1,631	1,704	1,832	1,964	1,967
Perlis	1,709	1,636	1,544	1,615	1,924	2,057	2,048	2,138
Selangor	2,429	2,238	2,380	2,480	2,536	2,696	2,777	2,843
Terengganu	1,737	1,586	1,679	1,700	1,760	1,892	2,072	2,165
Sabah	1,578	1,577	1,561	1,756	1,835	1,863	2,010	2,197
Sarawak	1,706	1,708	1,662	1,813	1,891	1,873	2,002	2,166
W.P. Kuala Lumpur	2,290	2,447	2,621	2,569	2,846	2,813	3,015	3,313
W.P. Labuan	1,993	1,841	1,811	2,058	2,047	2,113	2,266	2,423
W.P. Putrajaya	2,689	2,746	2,973	2,974	2,954	3,319	3,459	3,555

Nota: Data merujuk kepada warganegara sahaja
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

D2 Real median and mean monthly salaries & wages of Malaysian citizens by state, Malaysia, 2010 - 2024 (cont'd)

2018	2019	2020	2021	2022	2023	2024	State
							Mean (RM)
2,557	2,653	2,460	2,477	2,530	2,639	2,750	Malaysia
2,597	2,611	2,293	2,256	2,291	2,400	2,509	Johor
1,945	2,019	1,949	2,090	2,127	2,276	2,400	Kedah
2,014	2,131	2,077	2,059	2,069	2,251	2,391	Kelantan
2,371	2,484	2,476	2,440	2,490	2,603	2,691	Melaka
2,506	2,627	2,480	2,476	2,501	2,606	2,766	Negeri Sembilan
2,242	2,314	2,287	2,252	2,281	2,441	2,545	Pahang
2,304	2,451	2,356	2,473	2,572	2,699	2,791	Pulau Pinang
2,044	2,188	2,128	2,199	2,229	2,352	2,484	Perak
2,281	2,356	2,301	2,297	2,285	2,417	2,607	Perlis
2,977	3,131	2,814	2,741	2,816	2,858	2,919	Selangor
2,304	2,362	2,111	2,128	2,122	2,311	2,441	Terengganu
2,391	2,466	2,348	2,429	2,433	2,589	2,771	Sabah
2,362	2,413	2,193	2,379	2,431	2,536	2,685	Sarawak
3,569	3,544	3,147	3,203	3,328	3,446	3,596	W.P. Kuala Lumpur
2,591	2,809	2,527	2,785	2,790	2,969	3,091	W.P. Labuan
3,806	3,903	3,748	3,690	3,525	3,513	3,629	W.P. Putrajaya

Notes: Data refer to citizen only
The Salary & Wages Statistics from 2020 are estimated based on the Population and Housing Census of Malaysia 2020

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RALAT PIAWAI RELATIF

RELATIVE STANDARD ERROR



E1 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2024

Relative standard error for mean monthly salaries & wages of employees by state, Malaysia, 2024

Negeri State	Purata gaji & upah bulanan Mean monthly salaries & wages (RM)	Ralat piawaian bagi anggaran Standard error of estimates		Purata gaji & upah pada 95% selang keyakinan Mean salaries & wages at 95% confidence interval (RM)		
		Nilai relatif Relative value (%)	Ralat piawai Standard error (RM)			
Malaysia	3,652	0.47	17.30	3,618	-	3,686
Johor	3,414	1.10	37.48	3,341	-	3,488
Kedah	3,053	1.37	41.83	2,971	-	3,135
Kelantan	3,091	1.60	49.52	2,994	-	3,188
Melaka	3,469	1.59	55.03	3,361	-	3,576
Negeri Sembilan	3,626	2.05	74.26	3,481	-	3,772
Pahang	3,337	1.39	46.27	3,246	-	3,428
Pulau Pinang	3,787	1.38	52.23	3,684	-	3,889
Perak	3,172	1.33	42.16	3,090	-	3,255
Perlis	3,257	2.83	92.17	3,076	-	3,437
Selangor	4,052	1.16	47.12	3,960	-	4,144
Terengganu	3,107	2.06	63.97	2,982	-	3,232
Sabah	3,389	2.34	79.18	3,234	-	3,545
Sarawak	3,424	1.39	47.57	3,330	-	3,517
W.P. Kuala Lumpur	4,782	1.77	84.60	4,617	-	4,948
W.P. Labuan	3,812	3.18	121.37	3,574	-	4,050
W.P. Putrajaya	5,091	2.14	109.02	4,877	-	5,305

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

E2 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2024

Relative standard error for mean monthly salaries & wages of employees by occupation, Malaysia, 2024

Pekerjaan Occupation	Purata gaji & upah bulanan Mean monthly salaries & wages (RM)	Ralat piawaian bagi anggaran Standard error of estimates		Purata gaji & upah pada 95% selang keyakinan Mean salaries & wages at 95% confidence interval (RM)
		Nilai relatif Relative value (%)	Ralat piawai Standard error (RM)	
Jumlah Total	3,652	0.47	17.30	3,618 - 3,686
Pengurus Managers	7,121	2.81	200.40	6,728 - 7,514
Profesional Professionals	6,524	0.81	52.83	6,420 - 6,627
Juruteknik dan profesional bersekutu Technicians and associate professionals	4,077	0.78	31.63	4,015 - 4,139
Pekerja sokongan perkeranian Clerical support workers	2,931	0.80	23.47	2,885 - 2,977
Pekerja perkhidmatan dan jualan Service and sales workers	2,561	0.83	21.24	2,519 - 2,602
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan Skilled agricultural, forestry, livestock and fishery workers	2,460	3.58	88.07	2,288 - 2,633
Pekerja kemahiran dan pekerja pertukangan yang berkaitan Craft and related trades workers	2,510	1.52	38.15	2,435 - 2,585
Operator mesin dan loji, dan pemasang Plant and machine-operators and assemblers	2,404	0.83	19.87	2,365 - 2,443
Pekerja asas Elementary occupations	2,128	1.41	29.93	2,069 - 2,187

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

E3 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2024

Relative standard error for mean monthly salaries & wages of employees by industry, Malaysia, 2024

Pekerjaan Occupation	Purata gaji & upah bulanan Mean monthly salaries & wages (RM)	Ralat piawaian bagi anggaran Standard error of estimates		Purata gaji & upah pada 95% selang keyakinan Mean salaries & wages at 95% confidence interval (RM)
		Nilai relatif Relative value (%)	Ralat piawai Standard error (RM)	
Jumlah Total	3,652	0.47	17.30	3,618 - 3,686
Pertanian Agriculture	2,409	3.25	78.22	2,256 - 2,562
Perombongan dan pengkuarian Mining and quarrying	5,904	9.38	553.59	4,819 - 6,989
Pembuatan Manufacturing	3,278	1.03	33.74	3,211 - 3,344
Bekalan elektrik, gas, wap dan pendingin udara Electricity, gas, steam and air conditioning supply	3,995	4.28	170.80	3,661 - 4,330
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan Water supply; sewerage, waste management	3,001	4.33	129.90	2,746 - 3,255
Pembinaan Construction	3,035	1.77	53.63	2,930 - 3,140
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal Wholesale and retail trade; repair of motor vehicles and motorcycles	2,737	0.92	25.18	2,688 - 2,787
Pengangkutan dan penyimpanan Transportation and storage	3,249	1.55	50.52	3,150 - 3,348
Penginapan dan aktiviti perkhidmatan makanan dan minuman Accommodation and food and beverage service activities	2,540	1.63	41.30	2,459 - 2,621
Maklumat dan Komunikasi Information and communication	5,288	3.98	210.36	4,876 - 5,700

E3

Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2024 (samb.)*Relative standard error for mean monthly salaries & wages of employees by industry, Malaysia, 2024 (cont'd.)*

Pekerjaan Occupation	Purata gaji & upah bulanan Mean monthly salaries & wages (RM)	Ralat piawaian bagi anggaran Standard error of estimates		Purata gaji & upah pada 95% selang keyakinan Mean salaries & wages at 95% confidence interval (RM)
		Nilai relatif Relative value (%)	Ralat piawai Standard error (RM)	
Aktiviti kewangan dan insurans/takaful <i>Financial and insurance/takaful activities</i>	4,741	2.11	99.81	4,545 - 4,937
Aktiviti Hartanah <i>Real estate activities</i>	4,501	4.18	187.95	4,132 - 4,869
Aktiviti profesional, saintifik dan teknikal <i>Profesional, scientific and technical activities</i>	4,670	2.39	111.59	4,452 - 4,889
Aktiviti pentadbiran dan khidmat sokongan <i>Administrative and support service activities</i>	2,648	1.96	51.93	2,547 - 2,750
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib <i>Public administration and defence; compulsory social security</i>	4,625	1.08	49.82	4,527 - 4,723
Pendidikan <i>Education</i>	5,814	1.10	63.67	5,689 - 5,939
Aktiviti kesihatan kemanusiaan dan kerja sosial <i>Human health and social work activities</i>	5,009	1.93	96.45	4,819 - 5,198
Kesenian, hiburan dan rekreasi <i>Arts, entertainment and recreation</i>	3,323	5.19	172.39	2,986 - 3,661
Aktiviti perkhidmatan lain <i>Other service activities</i>	2,431	2.51	61.14	2,311 - 2,551

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NOTA TEKNIKAL

TECHNICAL NOTES



1. PENGENALAN

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

1.2 SGU dilaksanakan dalam tempoh Januari hingga Disember untuk menyediakan statistik gaji & upah di peringkat nasional dan negeri serta kawasan bandar dan luar bandar. Pendekatan yang lengkap dan sistematik dalam pengumpulan dan prosesan data dikekalkan dari semasa ke semasa dengan tujuan untuk mendapatkan perbandingan statistik siri masa.

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

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

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

2. OBJEKTIF SURVEI

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

3. KAEDAH PENGUMPULAN DATA

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

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

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

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

4. TEMPOH RUJUKAN

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

Survei Gaji & Upah 2024

Tempoh rujukan	Bulan pelaksanaan survei
Disember 2023	Januari 2024
Januari 2024	Februari 2024
Februari 2024	Mac 2024
Mac 2024	April 2024
April 2024	Mei 2024
Mei 2024	Jun 2024
Jun 2024	Julai 2024
Julai 2024	Ogos 2024
Ogos 2024	September 2024
September 2024	Oktober 2024
Oktober 2024	November 2024
November 2024	Disember 2024

5. SKOP DAN LIPUTAN

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

5.2 Walaupun SGU tidak meliputi penduduk yang tinggal di TK institusi, tiada pengubahsuaian dilakukan untuk mengasingkan penduduk yang tinggal di

TK institusi daripada anggaran penduduk pertengahan tahun selepas banci. Berdasarkan Banci Penduduk dan Perumahan 2020, penduduk yang tinggal di TK institusi adalah kurang daripada empat peratus daripada jumlah penduduk. Peraturan ini adalah kecil dan tidak mempengaruhi anggaran statistik daripada SGU.

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

- Pekerja yang bekerja sepenuh masa;
- Pekerja yang tidak bekerja dalam bulan rujukan tetapi menerima gaji dan pasti akan dipanggil bekerja semula;
- Pekerja yang bekerja sekurang-kurangnya 6 jam sehari atau sekurang-kurangnya 20 hari sebulan bagi pekerjaan biasa yang dilakukan secara tetap pada setiap bulan;
- Pekerja yang bertaraf kontrak di sektor kerajaan;
- Individu yang menerima elaun secara tetap dan berkala setiap bulan (contoh: Ketua Kampung, Penghulu, Pemaju Mukim, Penggawa, Siak Nuja, Imam, Bilal dan Tok Empat); atau
- Sukarelawan yang menerima elaun secara tetap iaitu Angkatan Pertahanan Awam Malaysia (APM), RELA dan Askar Wataniah.

5.4 Maklumat gaji & upah tidak diliputi bagi responden berikut:

- Majikan;
- Bekerja sendiri;
- Pekerja keluarga tanpa gaji;
- Personel domestik di isi rumah sebagai majikan seperti pembantu rumah, tukang kebun, pemandu, jururawat dan lain-lain di isi rumah persendirian;

- v. Pekerja sambilan seperti pelajar yang bekerja di premis perniagaan di luar waktu pembelajaran dan menerima upah mengikut jam bekerja;
- vi. Perantis yang menerima elaun dalam bulan rujukan;
- vii. Sukarelawan selain daripada APM, RELA dan Askar Wataniah;
- viii. Pekerja (kerajaan atau swasta) yang bercuti tanpa gaji dalam bulan rujukan walaupun akan kembali bekerja;
- ix. Pekerja yang menerima gaji terlalu rendah daripada biasa disebabkan akan diberhentikan kerja atau ditamatkan kontrak;
- x. Pekerja Sambilan Harian (PSH) di sektor kerajaan; dan
- xi. Pekerja kasual iaitu merujuk kepada pekerja dengan ciri-ciri berikut:
 - Kerja dilakukan secara harian;
 - Tiada kontrak atau tidak terikat secara rasmi;
 - Tempoh masa kerja singkat;
 - Tiada kemahiran;
 - Tiada industri yang tetap;
 - Melakukan pelbagai jenis kerja dalam satu masa;
 - Tempoh masa bekerja adalah tidak menentu; dan
 - Pendapatan tidak tetap

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

6. RANGKA PENSAMPELAN

6.1 Rangka pensampelan yang digunakan bagi pemilihan sampel SGU 2024 adalah berdasarkan Rangka Pensampelan Isi Rumah yang terdiri daripada blok penghitungan (BP) yang diwujudkan untuk Banci Penduduk dan Perumahan 2020 yang dikemas kini dari semasa ke semasa.

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

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

i. Kawasan bandar

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

• Kawasan tepu bina

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

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

ii. Kawasan luar bandar

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

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

7. REKA BENTUK PENSAMPELAN

7.1 Reka bentuk pensampelan berstrata dua peringkat telah digunakan iaitu:

- Strata utama: strata bandar dan luar bandar; dan
- Strata kedua: negeri dan daerah pentadbiran di dalam strata utama.

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

8. SAIZ SAMPEL

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

- Kadar respon daripada penyiasatan yang lepas;
- Peringkat reka bentuk pensampelan; dan
- Ralat yang disasarkan.

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

8.2 Agihan saiz sampel bagi SGU 2024 adalah seperti berikut:

Negeri	Bilangan BP Terpilih	Bilangan TK Terpilih
Johor	1,176	9,408
Kedah	1,044	8,352
Kelantan	786	6,288
Melaka	480	3,840
Negeri Sembilan	732	5,856
Pahang	936	7,488
Pulau Pinang	684	5,472
Perak	1,092	8,736
Perlis	288	2,304
Selangor	1,143	9,144
Terengganu	696	5,568
Sabah	1,488	11,904
Sarawak	1,584	12,672
W.P. Kuala Lumpur	480	3,840
W.P. Labuan	144	1,152
W.P. Putrajaya	180	1,440
Malaysia	12,933	103,464



9. PROSEDUR PENGANGGARAN

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

9.2 Dua jenis statistik penduduk yang disediakan iaitu:

- i. **Unjuran penduduk** bagi menunjukkan saiz dan struktur penduduk jangka panjang berasaskan andaian tertentu mengenai trend kesuburan, mortaliti dan migrasi. Statistik ini digunakan sebagai input dalam membuat perancangan dan penggubalan dasar pada masa hadapan; dan
- ii. **Anggaran penduduk** semasa bagi menggambarkan saiz populasi pada masa kini dan disediakan secara tahunan berasaskan data semasa kelahiran, kematian dan migrasi.

9.3 Selaras dengan penggunaan anggaran penduduk semasa, statistik siri masa 2010 dan seterusnya dikemas kini berasaskan anggaran penduduk semasa tahun berkenaan.

9.4 Bagi penerbitan SGU 2024, data SGU bagi tahun 2020-2023 telah disemak semula berdasarkan anggaran penduduk semasa terkini iaitu dengan menggunakan Banci Penduduk & Perumahan 2020.

10. KONSEP DAN DEFINISI

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

10.2 **Statistik gaji & upah** yang dipaparkan dalam laporan ini adalah merujuk kepada kadar upah merangkumi gaji pokok, elaun sara hidup dan lain-lain elaun dalam bentuk tunai

atau benda seperti makanan dan penginapan percuma atau konsesi yang dibayar secara tetap dan berkala serta bayaran kerja lebih masa. Walau bagaimanapun, ia tidak termasuk bonus dan gratuiti, elaun keluarga dan lain-lain bayaran keselamatan sosial oleh majikan.

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

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

- i. Warganegara Malaysia
 - Bumiputera;
 - Cina;
 - India; dan
 - Lain-lain
- ii. Bukan warganegara Malaysia

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

- i. **Berasingan**
Struktur dianggap berasingan jika ia dikelilingi oleh dinding, pagar dan lain-lain serta ditutupi oleh bumbung.
- ii. **Bebas**
Struktur dikatakan bebas apabila ia mempunyai jalan masuk terus dari laluan umum, tempat lalu lintas atau ruang lapang (iaitu penghuni boleh masuk atau keluar dari tempat kediaman mereka tanpa melalui perkarangan orang lain).

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

- i. **Tiada pendidikan rasmi**
Mereka yang tidak pernah menghadiri mana-mana institusi pendidikan yang memberikan pendidikan secara rasmi;
 - ii. **Rendah**
Mereka yang telah mencapai pendidikan tertinggi di peringkat Darjah 1 hingga 6 atau yang setaraf dengannya;
 - iii. **Menengah**
Mereka yang telah mencapai pendidikan di peringkat Tingkatan 1 (termasuk kelas peralihan) hingga Tingkatan 5, *General Certificate of Secondary Education (GCSE) 'O' Level* atau yang setaraf dengannya.

Turut termasuk dalam kategori ini ialah program kemahiran asas di institusi latihan kemahiran khusus dan teknikal yang mana tempoh pengajian adalah sekurang-kurangnya enam bulan seperti GIATMARA; dan
 - iv. **Tertiari**
Mereka yang telah mencapai peringkat tertinggi selepas Tingkatan 5.
- 10.7 **Sijil tertinggi diperoleh** merujuk kepada sijil tertinggi diperoleh daripada institusi pendidikan awam atau swasta yang menyediakan pendidikan rasmi dan disesuaikan berdasarkan ***International Standard Classification of Education (ISCED)*** seperti berikut:
- i. **SPM dan ke bawah**
 - UPSR/UPSRA atau yang setaraf

Merujuk kepada Ujian Penilaian Sekolah Rendah, Ujian Penilaian Sekolah Rendah Agama atau yang setaraf.
 - PT3/PMR/SRP/LCE/SRA atau yang setaraf
Merujuk kepada Pentaksiran Tingkatan 3, Penilaian Menengah Rendah, Sijil Rendah Pelajaran, *Lower Certificate of Education*, Sijil Rendah Agama atau yang setaraf.
 - ii. **STPM atau sijil**
 - STPM atau yang setaraf
Merujuk kepada Sijil Tinggi Persekolahan Malaysia, *Higher School Certificate* atau kelulusan yang setaraf (Sijil Tinggi Agama dan *General Certificate of Education 'A' Level*).
 - Sijil
Merujuk kepada sijil yang diperoleh daripada kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi. Tempoh pensijilan adalah tidak kurang daripada enam bulan;
 - iii. **Diploma**
Merujuk kepada diploma atau sijil setaraf dengannya dan diperoleh selepas kategori (i) atau (ii) daripada universiti, kolej, maktab atau politeknik sebelum peringkat ijazah;
 - iv. **Ijazah**
Merujuk kepada ijazah (Ijazah Sarjana Muda, Sarjana atau Doktor Falsafah) yang diperoleh dari institusi pengajian tinggi awam atau swasta atau yang setaraf; dan

v. Tiada sijil/Tidak berkenaan

- Tiada sijil
Merujuk kepada mereka yang masih di bangku sekolah atau tamat persekolahan tanpa memperoleh sebarang sijil.
- Tidak berkenaan
Merujuk kepada mereka yang tiada pendidikan rasmi.

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

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

Pekerjaan bagi tahun 2011-2015 dikelaskan mengikut klasifikasi **Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2008** berdasarkan kepada **International Standard Classification of Occupations (ISCO-08)** seperti berikut:

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

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

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

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

0. Angkatan tentera;
1. Pengurus;



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

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

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

Pengelasan industri seseorang merujuk kepada yang berkaitan dengan pekerjaan utama.

Sektor dalam jadual statistik merupakan klasifikasi semula industri seperti berikut:

Sektor	MSIC 2008
Pertanian	Pertanian, perhutanan dan perikanan
Perlombongan & pengkuarian	Perlombongan dan pengkuarian
Pembuatan	Pembuatan
Pembinaan	Pembinaan
Perkhidmatan	Bekalan elektrik, gas, wap dan pendingin udara

Sektor	MSIC 2008
Perkhidmatan	Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan
	Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal
	Pengangkutan dan penyimpanan
	Penginapan dan aktiviti perkhidmatan makanan dan minuman
	Maklumat dan Komunikasi
	Aktiviti kewangan dan insurans/takaful
	Aktiviti Hartanah
	Aktiviti profesional, saintifik dan teknikal
	Aktiviti pentadbiran dan khidmat sokongan
	Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib
	Pendidikan
	Aktiviti kesihatan kemanusiaan dan kerja sosial
	Keseniaan, hiburan dan rekreasi
	Aktiviti perkhidmatan lain
	Aktiviti badan dan pertubuhan luar wilayah

11. KEBOLEHPERCAYAAN STATISTIK

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

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

Anggaran ralat pensampelan telah dikira secara berasingan untuk beberapa pembolehubah penting bagi peringkat nasional dan negeri seperti di Jadual D1 hingga D3. Bagi SGU 2024, purata gaji & upah ialah RM3,441, dengan RSE 0.44 peratus, iaitu ralat piawai (*Standard Error*) ialah RM15.05. Pada 95.0 peratus selang keyakinan ($\alpha = 0.05$), purata gaji & upah bulanan berada di antara RM3,412 hingga RM3,471.

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

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

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

penghuni di rumah dan enggan kerjasama.

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

12. PERSEMBAHAN STATISTIK

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

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

13. PEMBUNDARAN ANGgaran

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

14. NOTA, SIMBOL DAN SINGKATAN

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

1. INTRODUCTION

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

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

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

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

1.5 This technical note comprises of detailed explanation on concepts, definition and methodology used to conduct SWS to assist users to better understand salaries & wages information obtained via household approach.

2. OBJECTIVE OF THE SURVEY

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

3. METHOD OF DATA COLLECTION

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

3.2 Field checks are undertaken to identify and correct any possibility of errors or omissions at the time when the survey is conducted. In addition to this, selected households are interviewed again to check the quality of data collection.

3.3 A total of 25.0 per cent of the repeated panel were interviewed by using **Computer-Assisted Telephone Interviewing (CATI)**.

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

4. REFERENCE PERIOD

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

Salaries & Wages Survey 2024

Reference period	Survey month
<i>December 2023</i>	<i>January 2024</i>
<i>January 2024</i>	<i>February 2024</i>
<i>February 2024</i>	<i>March 2024</i>
<i>March 2024</i>	<i>April 2024</i>
<i>April 2024</i>	<i>May 2024</i>
<i>May 2024</i>	<i>June 2024</i>
<i>June 2024</i>	<i>July 2024</i>
<i>July 2024</i>	<i>August 2024</i>
<i>August 2024</i>	<i>September 2024</i>
<i>September 2024</i>	<i>October 2024</i>
<i>October 2024</i>	<i>November 2024</i>
<i>November 2024</i>	<i>December 2024</i>

5. SCOPE AND COVERAGE

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

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

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

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

5.4 Salaries & wages data are not covered for the following respondents:

- i. Employers;
- ii. Own account workers;
- iii. Unpaid family workers;
- iv. Domestic personel of household as employers such as maids, gardeners, drivers and nurses of private households;
- v. Temporary workers such as students working in the business premises outside studying hours and receive wages at hourly rate;
- vi. An apprentice who receives allowances in the reference month;
- vii. Volunteers other than APM, RELA and Territorial Army;
- viii. Employees (government or private) on unpaid leave in the reference month even though they have work to return to;
- ix. Employees who receive low salaries & wages than usual due to be laid off or termination of contract;
- x. Temporary Daily Workers (PSH) in government sector; and
- xi. Casual workers which refers to workers with the following characteristics:

- Work done on daily basis;
- Without any contract or formal binding;
- Short duration of work;
- No skills;
- No permanent industry;
- Perform a variety of job at a time;
- Duration of working time is uncertain; and
- No fix income.

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

6. SAMPLING FRAME

6.1 The frame used for the selection of sample for SWS 2024 is based on the Household Sampling Frame which is made up of enumeration blocks (EBs) created for the 2020 Population and Housing Census and was updated from time to time.

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

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

i. Urban areas

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

- Built up areas

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

- The definition of urban areas also takes into account the special development areas namely the development area which is not gazetted and can be identified and separated from the gazetted area or built up area of more than 5 km with population of at least 10,000 persons where 60 per cent of the population (aged 15 years and over) were involved in non-agricultural activities.

ii. Rural areas

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

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

7. SAMPLE DESIGN

7.1 A stratified two-staged sample design is adopted, that is:

- Primary strata: urban and rural strata; and
- Secondary strata: states and administrative district within the primary strata.

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

8. SAMPLE SIZE

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

- i. Response rate of the previous survey;
- ii. Level of sampling design; and
- iii. Desired error.

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

8.2 The sample size of the SWS in 2024 are as follows:

State	Number of selected EBs	Number of selected EQs
Johor	1,176	9,408
Kedah	1,044	8,352
Kelantan	786	6,288
Melaka	480	3,840
Negeri Sembilan	732	5,856
Pahang	936	7,488
Pulau Pinang	684	5,472
Perak	1,092	8,736
Perlis	288	2,304
Selangor	1,143	9,144
Terengganu	696	5,568
Sabah	1,488	11,904
Sarawak	1,584	12,672
W.P. Kuala Lumpur	480	3,840
W.P. Labuan	144	1,152
W.P. Putrajaya	180	1,440
Malaysia	12,933	103,464

9. ESTIMATION PROCEDURE

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

9.2 Two types of population statistics produced are:

- i. **Population projection** to indicate the size and structure of the population in the long term based on certain assumption on the trend of fertility, mortality and migration. These statistics are used as input to formulate future plans and policies; and
- ii. **Current population** estimates to illustrate the size of the current population and is prepared annually based on the recent data on birth, death and migration.

9.3 In line with the current population estimates, the time series statistics for 2010 onwards were updated based on the current population estimates.

9.4 For the SGU 2024 publication, the SGU data for the years 2020-2023 has been revised based on the latest current population estimates that is by using the 2020 Population & Housing Census.

10. CONCEPTS AND DEFINITION

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

10.2 **Statistics on salaries & wages** presented in this report refer to wage rate consisting of basic wages, cost-of-living allowances and other guaranteed and regularly paid allowances in cash or in kind and overtime

payment. However, it excludes bonuses and gratuities, family allowances and social security payments made by employers

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

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

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

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

- i. **Separate**
A structure is considered separate if it is surrounded by walls, fence, etc. and is covered by roof.
- ii. **Independent**
A structure is independent if it has direct access via public path, communal passageway or space (that is occupants can come in or go out of their living quarters without passing through others' premises).

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

- i. **No formal education**
Refers to persons who never attended school in any of the educational institutions that provide formal education;

- ii. **Primary**
Refers to those whose highest level of education attained is from Year 1 to 6 or equivalent;

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

- iv. **Tertiary**
Refers to those whose highest level of education is above Form 5.

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

- i. **SPM and below**
 - UPSR/UPSRA or equivalent

Refers to Ujian Penilaian Sekolah Rendah, Ujian Penilaian Sekolah Rendah Agama or equivalent.
 - PT3/PMR/SRP/LCE/SRA or equivalent

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

Refers to Sijil Pelajaran Malaysia or equivalent (Senior Cambridge Certificate, General Certificate of Secondary Education 'O' Level and Malaysia Certificate of Vocational Education). This

includes basic skill certificate obtained from specific trades and technical skills institutions where the training period is at least six months e.g. GIATMARA certificate;

ii. STPM or certificate

- STPM or equivalent

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

- Certificate

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

iii. Diploma

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

iv. Degree

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

v. No certificate/Not applicable

- No certificate

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

- Not applicable

Refers to those who have no formal education.

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

1. Legislators, senior officials and managers;
2. Professionals;
3. Technicians and associate professionals;
4. Clerical workers;
5. Service workers and shop and market sales workers;
6. Skilled agricultural and fishery workers;
7. Craft and related trades workers;
8. Plant and machine-operators and assemblers; and
9. Elementary occupations.

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

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

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

1. Managers;
2. Professionals;
3. Technicians and associate professionals;
4. Clerical support workers;
5. Service and sales workers;
6. Skilled agricultural, forestry, livestock and fishery workers;

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

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

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

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

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

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

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

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

11. RELIABILITY OF STATISTICS

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

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

Sampling errors of estimates on a few important variables at national and state levels are calculated separately as shown in the Tables D1 to D3. For SWS 2024, mean monthly salaries & wages was RM3,441 with an RSE of 0.44 per cent and standard error (SE) of RM15.05. At 95.0 per cent confidence interval ($\alpha = 0.05$), mean monthly salaries & wages was in the range of RM3,412 to RM3,471.

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

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

The survey frame is updated regularly to overcome the problem of non-response due to vacant home. Publicity was carried out

widely through electronic and printed media to minimise the case of 'no one at home' and refusal to cooperate.

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

12. PRESENTATION OF STATISTICS

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

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

13. ROUNDING OF ESTIMATES

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

14. NOTES, SYMBOL AND ABBREVIATION

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

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