



KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA

LAPORAN SURVEI GAJI & UPAH *SALARIES & WAGES SURVEY REPORT*

MALAYSIA 2025

Pemakluman

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

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Announcement

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

***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>.*

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Kata Pengantar

Laporan Survei Gaji & Upah memaparkan statistik tahunan gaji & upah bagi warganegara bersumberkan **Survei Gaji & Upah 2025** yang 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 dari aspek 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.

Selaras dengan ini, buat kali pertamanya indikator baharu iaitu gaji & upah benar bulanan mengikut negeri telah dimuatkan dalam penerbitan ini bagi memberi gambaran yang lebih mendalam mengenai situasi gaji & upah di Malaysia dari sudut penawaran 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.

SITI ASIAH AHMAD

Ketua Perangkawan Malaysia

September 2026

Preface

*The Salaries & Wages Report presents annual salaries & wages statistics for citizens from the **Salaries & Wages Survey 2025** 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, skills category, industry, sector and ethnicity. The statistics are 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 are used as an input for labour market analysis, policy formulation as well as planning, implementing and monitoring programme related to human resource development and salaries & wages. These statistics also serve as a reference to researchers, economists, academicians, private sector and individuals in research related to employment, salaries & wages and the labour market.

In line with this, new indicator, namely real salaries & wages by states are included for the first time in this publication to provide deeper insights of the salaries & wages situation in Malaysia from the labour supply perspective.

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

SITI ASIAH AHMAD

Chief Statistician Malaysia

September 2026

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RINGKASAN PENEMUAN

SUMMARY OF FINDINGS

STATISTIK GAJI & UPAH 2025

Bilangan penerima Gaji &
Upah Malaysia, 2025

12.0 juta orang +0.4%



Warganegara

10.4 juta orang +1.4%

Penengah gaji & upah

Warganegara

RM2,940

Pertumbuhan
+5.3%

Warganegara &
Bukan warganegara

RM2,663

Pertumbuhan
+7.6%

Purata gaji & upah

Warganegara

RM3,803

Pertumbuhan
+4.1%

Warganegara &
Bukan warganegara

RM3,577

Pertumbuhan
+4.8%

Tahap kemahiran

Mahir

RM5,057 +8.1%
RM5,799 +3.9%



Sepuluh mahir

RM2,223 +8.4%
RM2,714 +4.2%



Berkemahiran rendah

RM1,758 +6.3%
RM2,184 +2.6%

Tahun-ke-Tahun (%) Penengah (RM) Purata (RM)



@StatsMalaysia

Nota : Tahap kemahiran merujuk kepada warganegara
Sumber : Survei Gaji & Upah, 2025, Jabatan Perangkaan Malaysia (DOSM)

SALARIES & WAGES **STATISTICS** **2025**

Salaries & wages recipients Malaysia, 2025
12.0 million persons +0.4%


Citizens
10.4 million persons +1.4%

Median salaries & wages

Citizens	Citizen & Non-citizens
RM2,940	RM2,663
 Growth +5.3%	 Growth +7.6%

Mean salaries & wages

Citizens	Citizen & Non-citizens
RM3,803	RM3,577
 Growth +4.1%	 Growth +4.8%

Skill level

Skilled	Semi-skilled	Low-skilled
 RM5,057 +8.1% RM5,799 +3.9%	 RM2,223 +8.4% RM2,714 +4.2%	 RM1,758 +6.3% RM2,184 +2.6%

Year-on-Year (%) **Median (RM)** **Mean (RM)**




 @StatsMalaysia

Note : Skill level refer to Malaysian citizens
 Source : Salaries & Wages Survey, 2025, Department of Statistics Malaysia (DOSM)

1. PENGENALAN

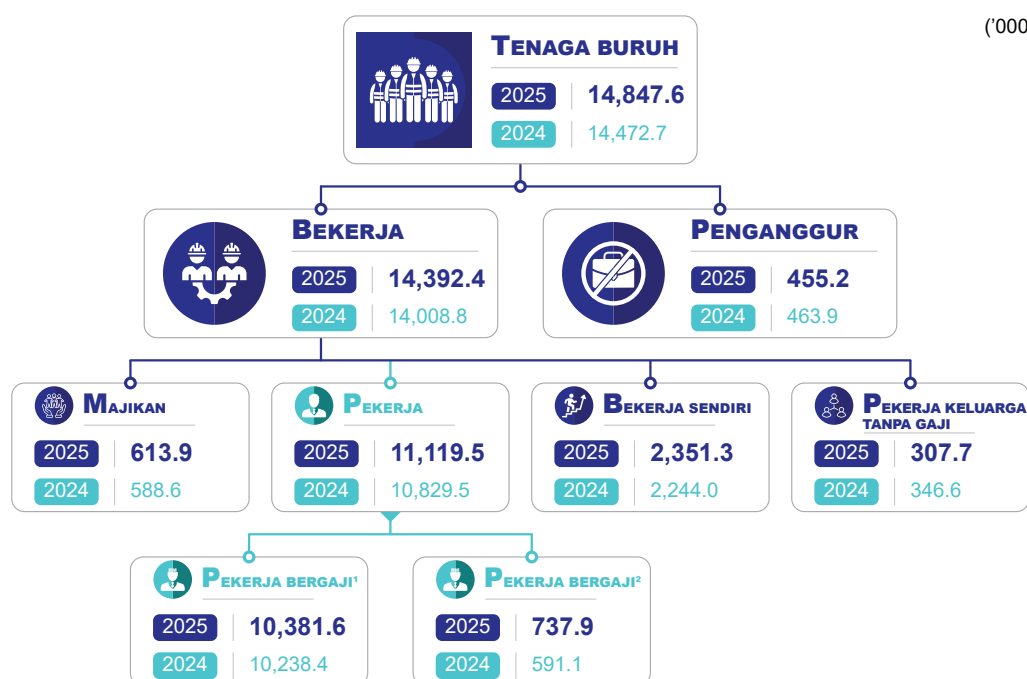
Laporan Survei Gaji & Upah 2025 membentangkan statistik menyeluruh mengenai gaji & upah bulanan berdasarkan survei isi rumah yang dijalankan dari Januari hingga Disember 2025 di seluruh negeri di Malaysia. Statistik yang terkandung memberi tumpuan khusus kepada warganegara Malaysia yang bekerja sebagai pekerja bergaji sepenuh masa daripada pekerjaan utama di sektor awam dan swasta. Bagi memberikan gambaran menyeluruh mengenai gaji & upah bulanan di Malaysia, laporan ini turut merangkumi indikator terpilih berkaitan pekerja bukan warganegara.

2. PENENGAH DAN PURATA GAJI & UPAH BULANAN PEKERJA

Prestasi gaji & upah bulanan pada tahun 2025 terus mencerminkan pengukuhan pasaran buruh dengan bilangan penerima gaji & upah bulanan bagi warganegara Malaysia meningkat 1.4 peratus kepada 10.38 juta orang, berbanding 10.24 juta orang pada tahun sebelumnya. Seiring dengan pertambahan tersebut, penengah gaji & upah bulanan turut meningkat 5.3 peratus kepada RM2,940 pada tahun 2025 (2024: RM2,793).

Purata gaji & upah bulanan terus meningkat pada tahun 2025, selaras dengan pertambahan bilangan penerima gaji & upah bulanan. Purata gaji & upah bulanan meningkat 4.1 peratus kepada RM3,803 berbanding RM3,652 pada tahun sebelumnya. Perkembangan ini mencerminkan peningkatan dalam pendapatan dan bilangan pekerja bergaji, sekali gus menggambarkan pengukuhan berterusan prestasi pasaran buruh Malaysia **[Paparan 1]**.

Paparan 1: Kerangka analisis gaji & upah bulanan, Malaysia, 2024 dan 2025



Nota:

¹ Merujuk kepada pekerja yang bekerja sepenuh masa 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.

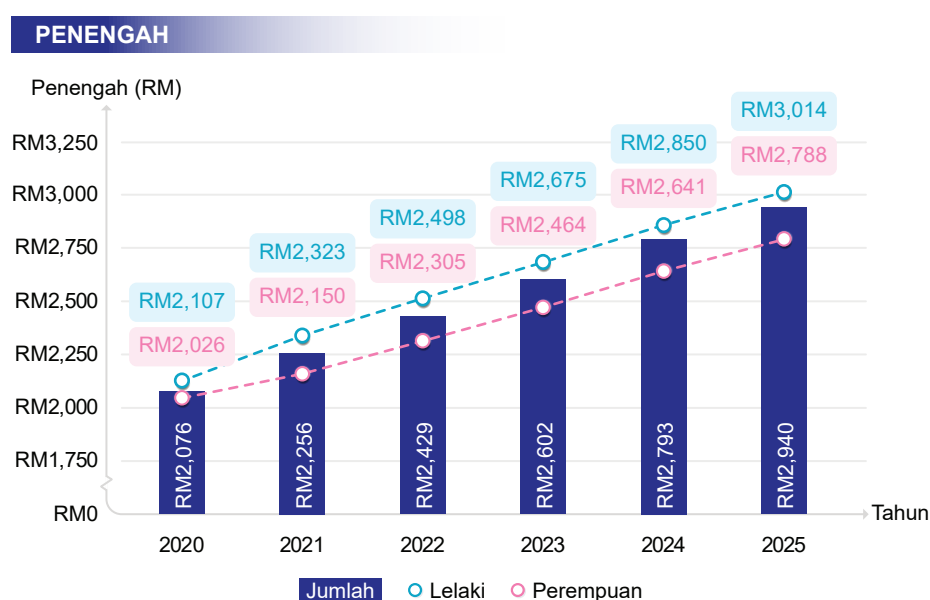
Data merujuk kepada warganegara sahaja

3. GAJI & UPAH BULANAN PEKERJA MENGIKUT JANTINA

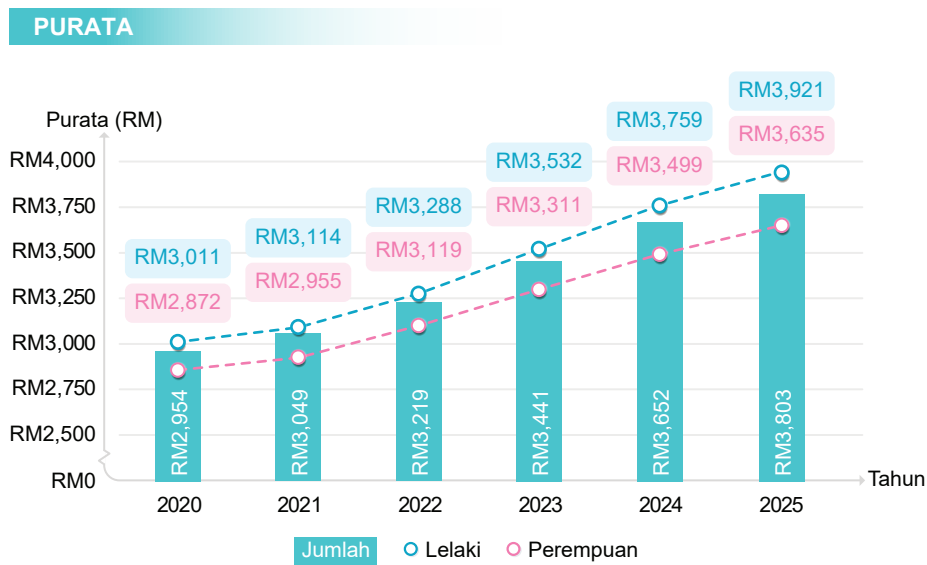
Penengah gaji & upah bulanan bagi pekerja lelaki meningkat 5.8 peratus kepada RM3,014 (2024: RM2,850), manakala pekerja perempuan mencatatkan 5.6 peratus kepada RM2,788 (2024: RM2,641). Peningkatan penengah gaji & upah bulanan tahun ke tahun bagi pekerja lelaki lebih tinggi iaitu RM164 (+5.8%) berbanding perempuan RM147 (+5.6%) seperti pada **Carta 1**.

Purata gaji & upah bulanan pekerja lelaki meningkat 4.3 peratus atau RM162 kepada RM3,921 (2024: RM3,759), manakala pekerja perempuan turut merekodkan pertumbuhan 3.9 peratus atau RM136 kepada RM3,635 (2024: RM3,499) seperti yang ditunjukkan di **Carta 2**.

Carta 1: Penengah gaji & upah bulanan pekerja mengikut jantina, Malaysia, 2020 - 2025



Carta 2: Purata gaji & upah bulanan pekerja mengikut jantina, Malaysia, 2020 - 2025



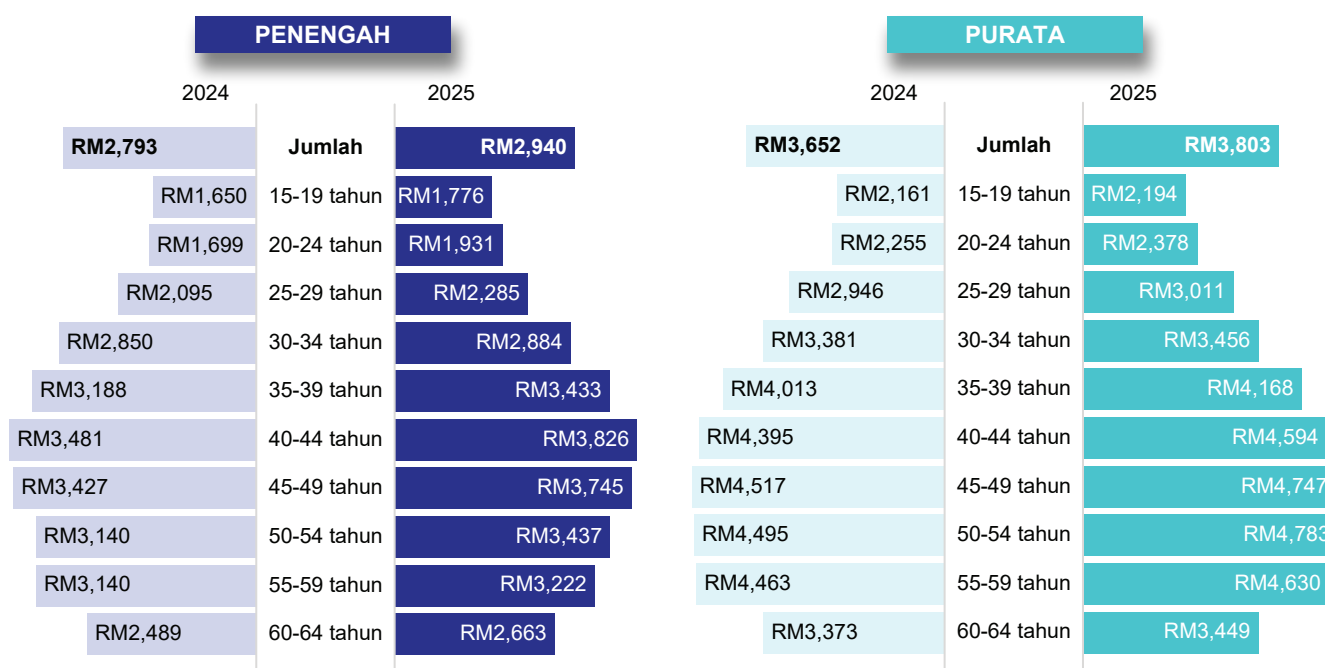
4. GAJI & UPAH BULANAN PEKERJA MENGIKUT KUMPULAN UMUR

Pekerja yang berumur 25 hingga 29 tahun merupakan penyumbang terbesar gaji & upah bulanan, merangkumi 16.4 peratus daripada jumlah keseluruhan. Kumpulan terbesar seterusnya ialah mereka yang berumur 30 hingga 34 tahun pada 16.0 peratus, diikuti oleh mereka yang berumur 35 hingga 39 tahun pada 15.7 peratus, dan pekerja berumur 40 hingga 44 tahun pada 14.1 peratus.

Penengah gaji & upah bulanan tertinggi dicatatkan oleh pekerja berumur 40 hingga 44 tahun iaitu RM3,826 manakala yang terendah dicatatkan oleh mereka yang berumur 15 hingga 19 tahun pada RM1,776.

Sementara itu, pekerja berumur 50 hingga 54 tahun mencatatkan purata gaji & upah bulanan tertinggi iaitu RM4,783. Ini diikuti oleh kumpulan umur 45 hingga 49 tahun pada RM4,747 dan lingkungan umur 55 hingga 59 tahun pada RM4,630 **[Carta 3]**.

Carta 3: Penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur, Malaysia, 2024 dan 2025



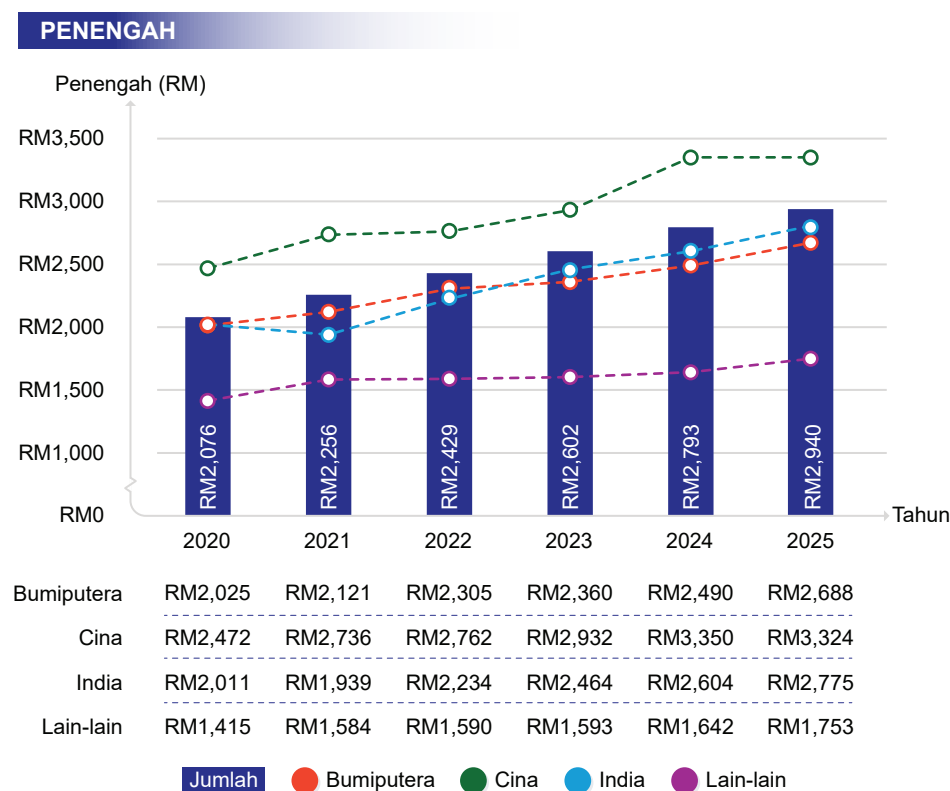
5. GAJI & UPAH BULANAN PEKERJA MENGIKUT ETNIK

Pekerja Cina merekodkan penengah gaji & upah bulanan tertinggi, diikuti oleh India, Bumiputera dan Lain-lain pada tahun 2025.

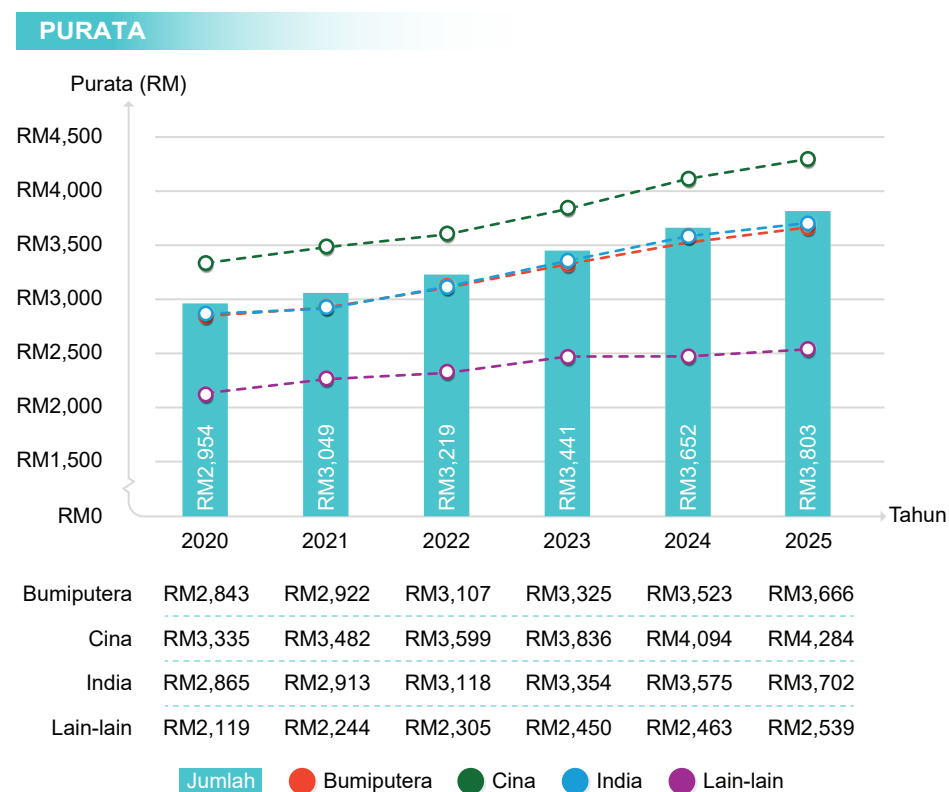
Analisis tahun ke tahun menunjukkan bahawa penengah gaji & upah bulanan bagi Cina menurun 0.8 peratus kepada RM3,324 (2024: RM3,350). India mencatatkan penengah gaji & upah bulanan kedua tertinggi pada RM2,775 (2024: RM2,604), diikuti oleh Bumiputera pada RM2,688 (2024: RM2,490), dan Lain-lain pada RM1,753 (2024: RM1,642) seperti di **Carta 4**.

Cina mencatatkan purata gaji & upah bulanan tertinggi, yang meningkat kepada RM4,284 (2024: RM4,094). India mencatatkan purata gaji & upah bulanan kedua tertinggi, pada RM3,702 (2024: RM3,575), diikuti oleh Bumiputera pada RM3,666 (2024: RM3,523) dan Lain-lain pada RM2,539 (2024: RM2,463) seperti yang ditunjukkan di **Carta 5**.

Carta 4: Penengah gaji & upah bulanan pekerja mengikut etnik, Malaysia, 2020 - 2025



Carta 5: Purata gaji & upah bulanan pekerja mengikut etnik, Malaysia, 2020 - 2025



6. GAJI & UPAH BULANAN PEKERJA MENGIKUT PENCAPAIAN PENDIDIKAN

Pekerja yang mempunyai pencapaian pendidikan tertiar mencatatkan penengah gaji & upah bulanan tertinggi iaitu RM4,571, meningkat 10.7 peratus atau RM440 berbanding RM4,131 pada tahun 2024. Ini diikuti oleh pekerja yang mempunyai pencapaian pendidikan menengah dan rendah, dengan penengah gaji & upah bulanan masing-masing RM2,227 (2024: RM2,046) dan RM1,754 (2024: RM1,644). Sementara itu, pekerja yang tiada pendidikan rasmi mencatatkan penengah gaji & upah bulanan RM1,642 (2024: RM1,559) seperti yang ditunjukkan dalam **Paparan 2**.

Pekerja yang mempunyai pencapaian pendidikan tertiar turut mencatatkan purata gaji & upah bulanan tertinggi iaitu RM5,260, meningkat 6.0 peratus atau RM298 berbanding RM4,962 pada tahun sebelumnya. Ini diikuti oleh pekerja yang mempunyai pencapaian pendidikan menengah dan rendah, yang masing-masing mencatatkan purata RM2,729 (2024: RM2,684) dan RM2,123 (2024: RM2,128). Sementara itu, pekerja yang tiada pendidikan rasmi mencatatkan purata RM1,973, naik 3.8 peratus berbanding tahun 2024 [**Paparan 3**].

Paparan 2: Penengah gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2020 - 2025

PENENGAH						
	2020	2021	2022	2023	2024	2025
Jumlah	RM2,076	RM2,256	RM2,429	RM2,602	RM2,793	RM2,940
Tiada pendidikan rasmi	RM1,274	RM1,349	RM1,388	RM1,436	RM1,559	RM1,642
Rendah	RM1,289	RM1,428	RM1,559	RM1,565	RM1,644	RM1,754
Menengah	RM1,647	RM1,678	RM1,865	RM1,916	RM2,046	RM2,227
Tertiar	RM3,477	RM3,877	RM3,881	RM4,024	RM4,131	RM4,571

Paparan 3: Purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2020 - 2025

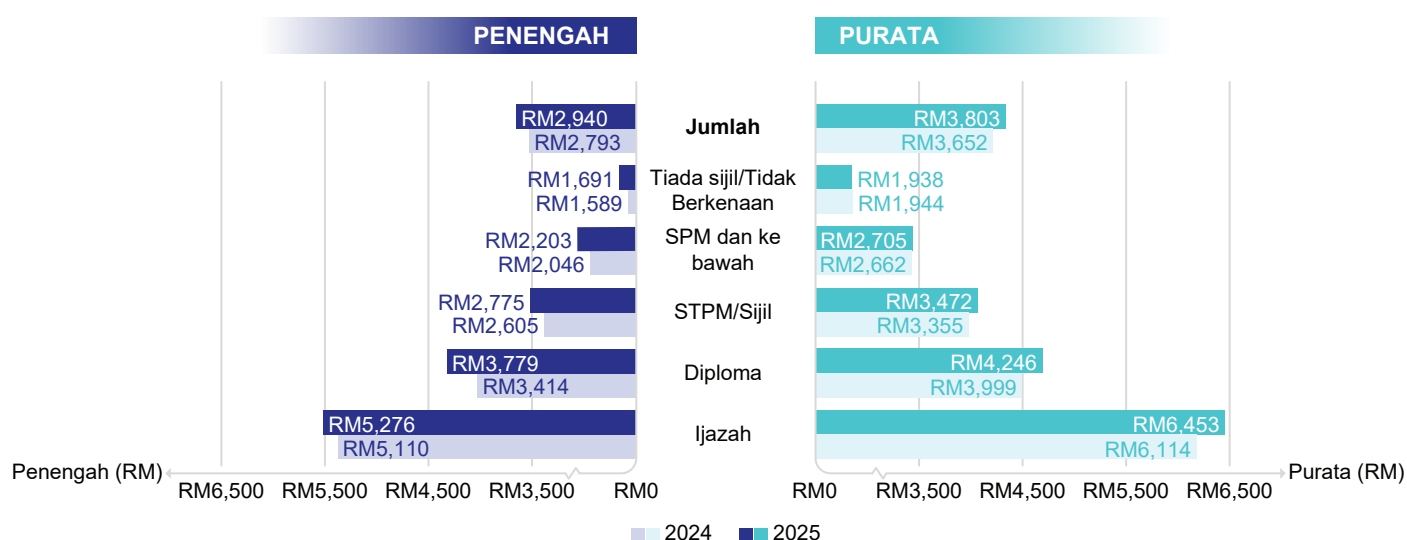
PURATA						
	2020	2021	2022	2023	2024	2025
Jumlah	RM2,954	RM3,049	RM3,219	RM3,441	RM3,652	RM3,803
Tiada pendidikan rasmi	RM1,500	RM1,391	RM1,569	RM1,818	RM1,900	RM1,973
Rendah	RM1,646	RM1,689	RM1,806	RM2,026	RM2,128	RM2,123
Menengah	RM2,144	RM2,191	RM2,360	RM2,536	RM2,684	RM2,729
Tertiar	RM4,212	RM4,271	RM4,430	RM4,702	RM4,962	RM5,260

7. GAJI & UPAH BULANAN PEKERJA MENGIKUT SIJIL TERTINGGI DIPEROLEH

Penengah gaji & upah bulanan tertinggi dicatatkan oleh pemegang ijazah iaitu RM5,276, meningkat RM166 berbanding RM5,110 pada tahun 2024. Ini diikuti oleh pemegang diploma dan STPM/Sijil, masing-masing dengan penengah RM3,779 (2024: RM3,414) dan RM2,775 (2024: RM2,605).

Pemegang ijazah turut mencatatkan purata gaji & upah bulanan tertinggi iaitu RM6,453, meningkat RM339 berbanding RM6,114 pada tahun 2024. Ini diikuti oleh pemegang diploma dan STPM/Sijil, masing-masing dengan purata RM4,246 (2024: RM3,999) dan RM3,472 (2024: RM3,355) seperti dipaparkan di **Carta 6**.

Carta 6: Penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh, Malaysia, 2024 dan 2025



8. GAJI & UPAH BULANAN PEKERJA MENGIKUT STRATA

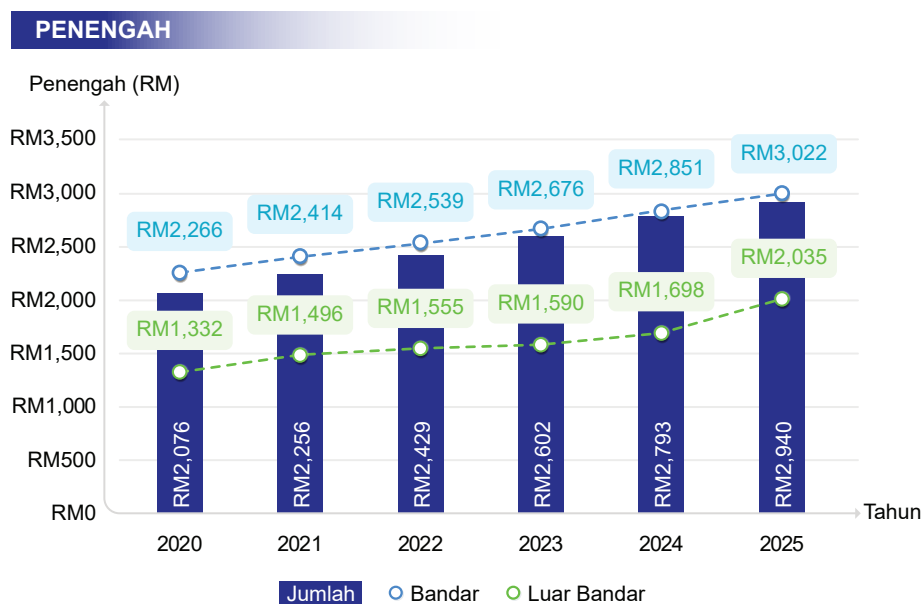
Sebahagian besar bilangan penerima gaji & upah bulanan tinggal di kawasan bandar merangkumi 85.1 peratus daripada jumlah keseluruhan pekerja dan kadar pertumbuhan 1.7 peratus berbanding tahun sebelumnya. Sementara itu, kawasan luar bandar menyumbang 14.9 peratus daripada jumlah pekerja pada tahun 2025.

Bagi penengah gaji & upah bulanan, kawasan bandar merekodkan peningkatan 6.0 peratus kepada RM3,022 (2024: RM2,851). Dalam tempoh yang sama, penengah gaji & upah bulanan di kawasan luar bandar turut meningkat RM337 kepada RM2,035 (2024: RM1,698) seperti yang ditunjukkan di **Carta 7**.

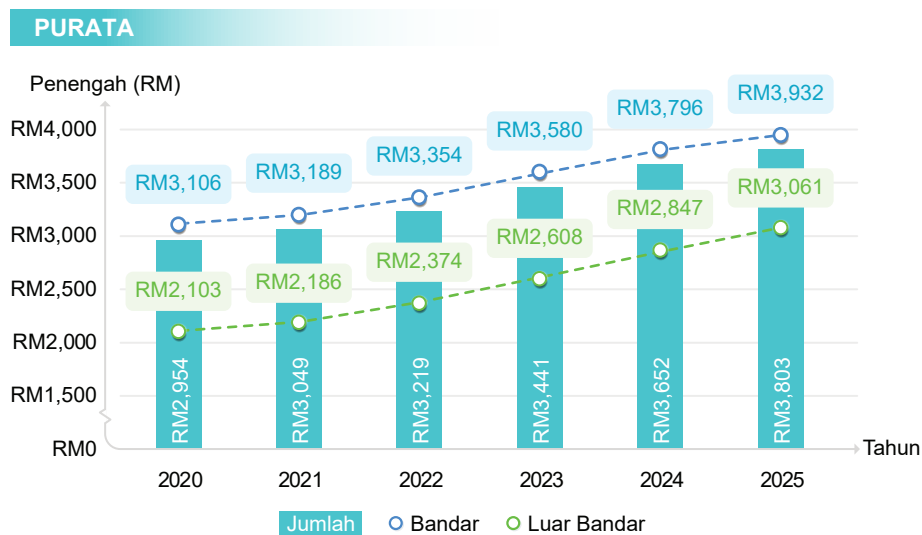
Purata gaji & upah bulanan bagi kedua-dua kawasan turut menunjukkan peningkatan dengan kawasan bandar meningkat 3.6 peratus mencecah kepada RM3,932 pada tahun 2025 (2024: RM3,796). Manakala, kawasan luar bandar pula merekodkan peningkatan

7.5 peratus kepada RM3,061 (2024: RM2,847) seperti di **Carta 8**.

Carta 7: Penengah gaji & upah bulanan pekerja mengikut strata, Malaysia, 2020 - 2025



Carta 8: Purata gaji & upah bulanan pekerja mengikut strata, Malaysia, 2020 - 2025

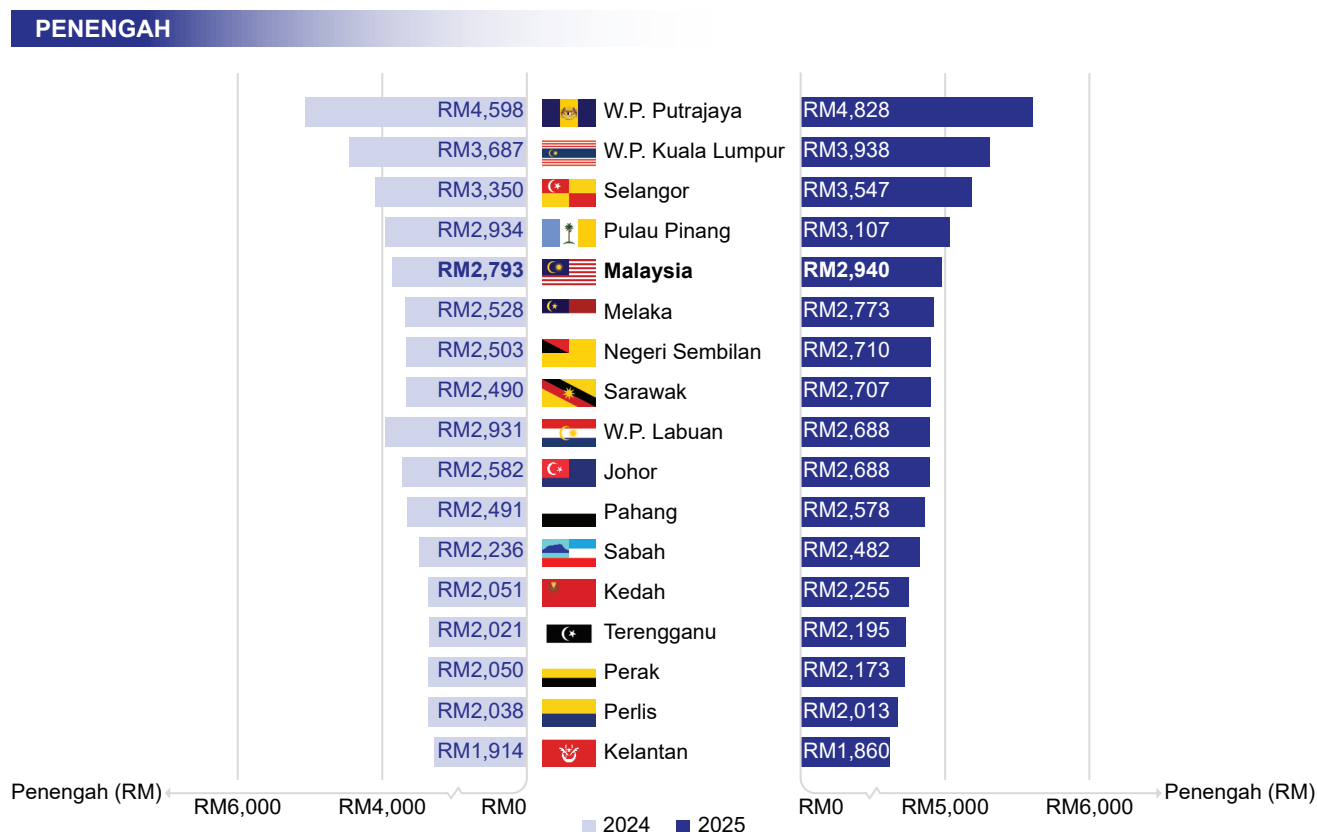


9. GAJI & UPAH BULANAN PEKERJA MENGIKUT NEGERI

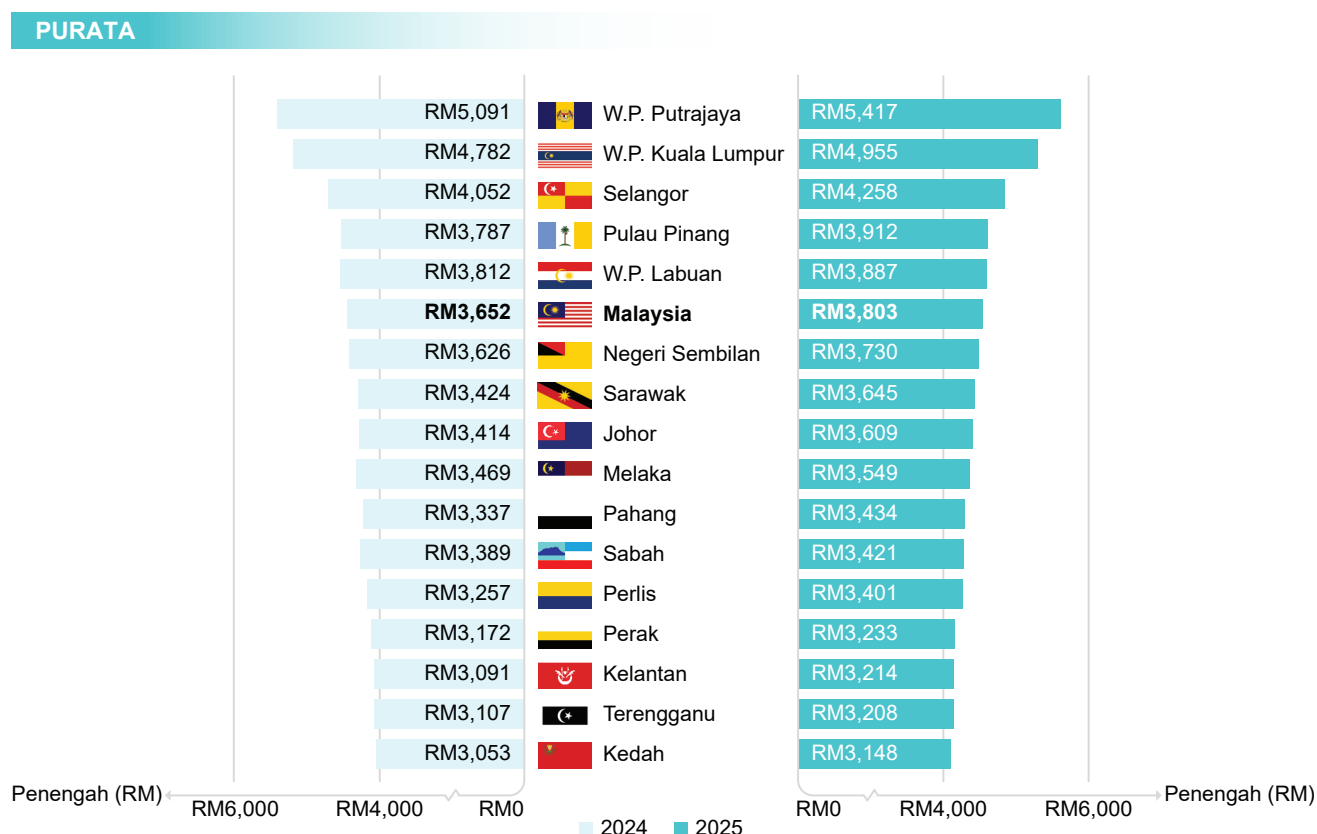
Kesemua negeri mencatatkan pertumbuhan positif dalam penengah gaji & upah bulanan pada tahun 2025. Wilayah Persekutuan Putrajaya merekodkan penengah gaji & upah bulanan tertinggi mencecah RM4,828, diikuti oleh Wilayah Persekutuan Kuala Lumpur (RM3,938), Selangor (RM3,547) dan Pulau Pinang (RM3,107). Keempat-empat negeri ini berada di atas paras penengah nasional iaitu RM2,940 [**Carta 9**].

Bagi purata gaji & upah bulanan, Wilayah Persekutuan Putrajaya turut merekodkan nilai tertinggi, iaitu RM5,417. Ini diikuti oleh Wilayah Persekutuan Kuala Lumpur (RM4,955), Selangor (RM4,258), Pulau Pinang (RM3,912) dan Wilayah Persekutuan Labuan (RM3,887). Kelima-lima negeri ini melepasi paras purata nasional iaitu RM3,803 **[Carta 10]**.

Carta 9: Penengah gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2024 dan 2025



Carta 10: Purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2024 dan 2025



10. GAJI & UPAH BULANAN PEKERJA MENGIKUT PEKERJAAN

Pengurus merekodkan penengah gaji & upah bulanan tertinggi, iaitu RM6,186 pada tahun 2025 (2024: RM5,990), diikuti oleh Profesional dengan penengah gaji & upah bulanan mencecah RM6,153 (2024: RM5,821) serta Juruteknik dan profesional bersekutu RM3,852 (2024: RM3,536). Ketiga-tiga kategori pekerjaan ini mencatatkan pendapatan melebihi penengah gaji & upah bulanan nasional RM2,940, menunjukkan perbezaan gaji & upah yang ketara mengikut kategori pekerjaan.

Pengurus merekodkan purata gaji & upah bulanan tertinggi iaitu RM7,344, diikuti oleh Profesional (RM6,747) serta Juruteknik dan profesional bersekutu (RM4,256). Ketiga-tiga kategori pekerjaan ini melebihi purata gaji & upah bulanan nasional RM3,803 yang menunjukkan ketidaksamaan upah mengikut pekerjaan **[Paparan 4]**.

Paparan 4: Penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2024 dan 2025

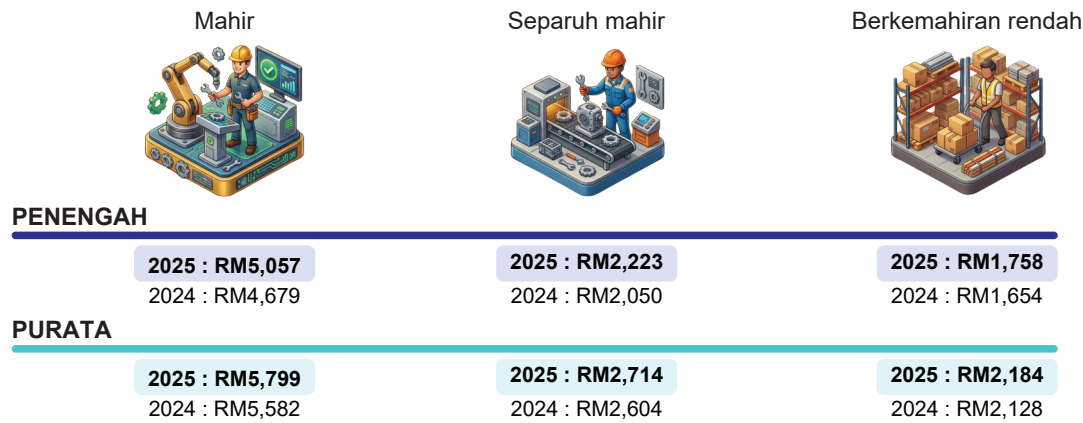
	PENENGAH		PURATA	
	2024	2025	2024	2025
Jumlah	RM2,793	RM2,940	RM3,652	RM3,803
Pengurus	RM5,990	RM6,186	RM7,121	RM7,344
Profesional	RM5,821	RM6,124	RM6,524	RM6,747
Juruteknik dan profesional bersekutu	RM3,541	RM3,852	RM4,077	RM4,256
Pekerja sokongan perkeranian	RM2,550	RM2,693	RM2,931	RM3,029
Pekerja perkhidmatan dan jualan	RM1,947	RM2,035	RM2,561	RM2,687
Pekerja mahir pertanian,perhutanan, penternakan & perikanan	RM1,762	RM1,992	RM2,460	RM2,658
Pekerja kemahiran dan pekerja pertukangan yg berkaitan	RM1,959	RM2,173	RM2,510	RM2,619
Operator mesin dan loji dan pemasang	RM1,947	RM2,083	RM2,404	RM2,488
Pekerja asas	RM1,654	RM1,758	RM2,128	RM2,184

11. GAJI & UPAH BULANAN PEKERJA MENGIKUT TAHAP KEMAHIRAN

Pekerja mahir merekodkan penengah gaji & upah bulanan tertinggi, iaitu RM5,057 pada tahun 2025 (2024: RM4,679). Ini diikuti oleh pekerja separuh mahir dengan penengah gaji & upah bulanan mencatatkan RM2,223 (2024: RM2,050) dan pekerja berkemahiran rendah RM1,758 (2024: RM1,654).

Sehubungan itu, purata gaji & upah bulanan menunjukkan trend peningkatan bagi semua kategori kemahiran pada tahun 2025. Pekerja mahir merekodkan purata gaji & upah bulanan tertinggi pada RM5,799 meningkat 3.9 peratus atau RM217 daripada RM5,582 pada tahun 2024. Sementara itu, pekerja separuh mahir meningkat kepada RM2,714 (2024: RM2,604), manakala pekerja berkemahiran rendah merekodkan RM2,184 (2024: RM2,128) seperti yang ditunjukkan di **Paparan 5**.

Paparan 5: Penengah dan purata gaji & upah bulanan pekerja mengikut tahap kemahiran, Malaysia, 2024 dan 2025



12. GAJI & UPAH BULANAN PEKERJA MENGIKUT INDUSTRI/ SEKTOR

Penengah gaji & upah bulanan pada tahun 2025 meningkat di semua sektor ekonomi. Sektor Perlombongan & pengkuarian mencatatkan penengah gaji & upah bulanan tertinggi iaitu RM4,604, diikuti oleh Perkhidmatan (RM3,043) dan Pembuatan (RM2,663). Sementara itu, sektor Pertanian mencatatkan penengah gaji & upah bulanan terendah iaitu RM1,813.

Trend yang sama juga dapat dilihat dalam purata gaji & upah bulanan di setiap sektor pada tahun 2025. Sektor Perlombongan & pengkuarian mencatatkan gaji & upah bulanan tertinggi iaitu RM6,175, diikuti oleh Perkhidmatan (RM3,993), Pembuatan (RM3,357) dan Pembinaan (RM3,188). Manakala, sektor Pertanian mencatatkan purata gaji & upah bulanan terendah iaitu RM2,575 [Paparan 6].

Paparan 6: Penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2024 dan 2025

	PENENGAH		PURATA	
	2024	2025	2024	2025
Jumlah	RM2,793	RM2,940	RM3,652	RM3,803
Pertanian	RM1,698	RM1,813	RM2,409	RM2,575
Perlombongan dan pengkuarian	RM4,450	RM4,604	RM5,904	RM6,175
Pembuatan	RM2,490	RM2,663	RM3,278	RM3,357
Pembinaan	RM2,051	RM2,270	RM3,035	RM3,188
Perkhidmatan	RM2,894	RM3,043	RM3,831	RM3,993
Bekalan elektrik, gas, wap dan pendingin udara	RM3,450	RM3,727	RM3,995	RM4,256
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	RM2,490	RM2,466	RM3,001	RM3,136
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	RM1,947	RM2,063	RM2,737	RM2,739
Pengangkutan dan penyimpanan	RM2,576	RM2,664	RM3,249	RM3,375
Penginapan dan aktiviti perkhidmatan makanan dan minuman	RM1,912	RM2,013	RM2,540	RM2,527
Maklumat dan komunikasi	RM4,231	RM4,723	RM5,288	RM5,511
Aktiviti kewangan dan insurans/takaful	RM3,752	RM4,188	RM4,741	RM4,998
Aktiviti hartanah	RM3,610	RM3,785	RM4,501	RM4,708
Aktiviti profesional, saintifik dan teknikal	RM3,677	RM3,873	RM4,670	RM5,023
Aktiviti pentadbiran dan khidmat sokongan	RM1,947	RM2,151	RM2,648	RM2,663
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	RM4,483	RM4,625	RM4,625	RM4,838
Pendidikan	RM5,721	RM5,990	RM5,814	RM6,367
Aktiviti kesihatan kemanusiaan dan kerja sosial	RM4,698	RM4,976	RM5,009	RM5,262
Kesenian, hiburan dan rekreasi	RM2,643	RM2,688	RM3,323	RM3,399
Aktiviti perkhidmatan lain	RM1,947	RM2,013	RM2,431	RM2,536

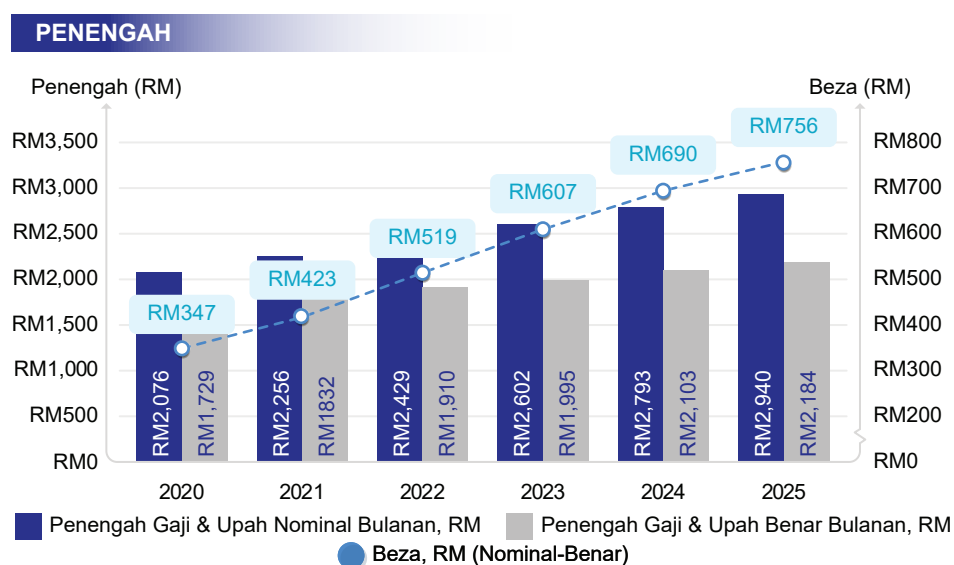
13. GAJI & UPAH BENAR BULANAN

Statistik gaji & upah bagi pekerja warganegara Malaysia digunakan sebagai asas pengiraan Gaji & Upah Benar Bulanan, dengan pelarasan kepada nilai benar berdasarkan Indeks Harga Pengguna (IHP).

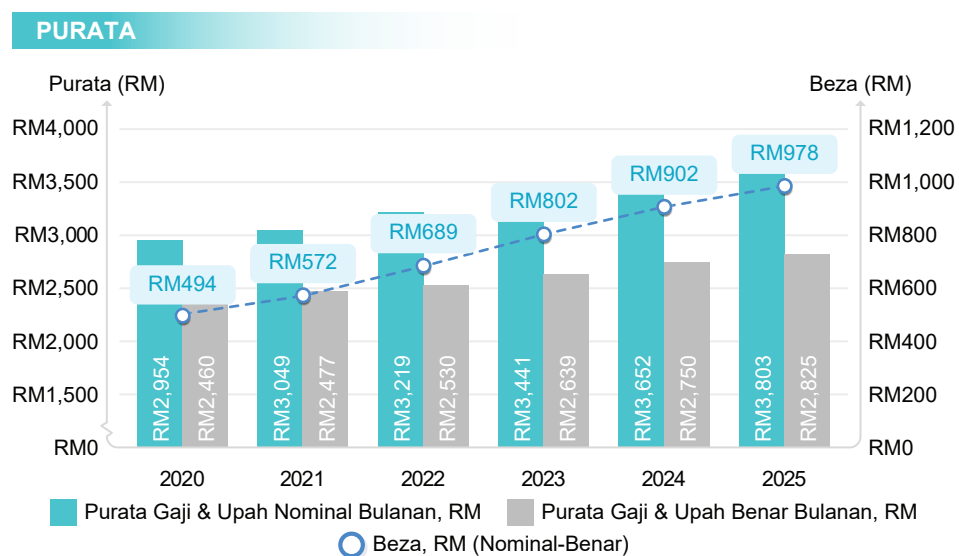
Penengah gaji & upah nominal bulanan bagi pekerja warganegara Malaysia ialah RM2,940, manakala penengah gaji & upah benar bulanan ialah RM2,184 dengan perbezaan RM756, yang menggambarkan bahawa nilai gaji & upah selepas mengambil kira kesan perubahan harga adalah lebih rendah berbanding nilai nominal **[Carta 11]**.

Sementara itu, purata gaji & upah nominal bulanan bagi pekerja warganegara RM3,803, manakala purata gaji & upah benar bulanan ialah RM2,825 dengan perbezaan RM978 menunjukkan bahawa kesan perubahan harga turut mempengaruhi nilai purata gaji & upah bulanan, dengan nilai benar yang lebih rendah berbanding nilai nominal **[Carta 12]**.

Carta 11: Penengah gaji & upah nominal dan benar bulanan bagi warganegara, Malaysia 2020 - 2025



Carta 12: Purata gaji & upah nominal dan benar bulanan bagi warganegara, Malaysia 2020 - 2025



1. INTRODUCTION

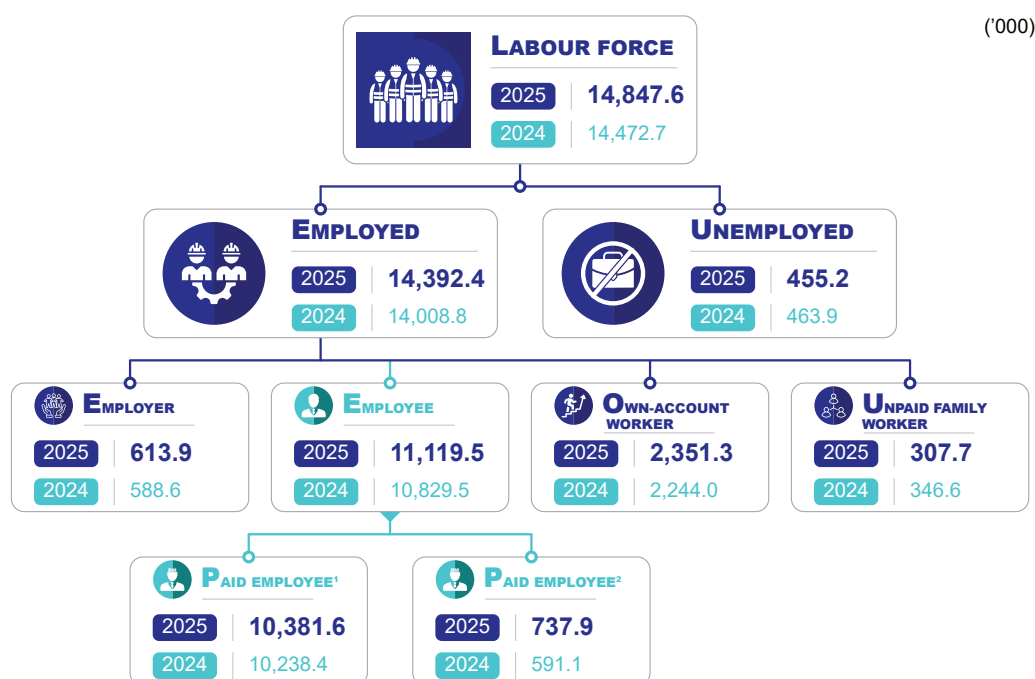
The Salaries & Wages Survey Report 2025 presents comprehensive statistics on monthly salaries & wages based on a household survey conducted from January to December 2025 across all states in Malaysia. The statistics presented focus specifically on Malaysian citizens working as full-time paid employees from the principal jobs in the public and private sectors. To provide a comprehensive overview of monthly salaries & wages in Malaysia, this report also includes selected indicators related to non-citizen workers.

2. MEDIAN AND MEAN MONTHLY SALARIES & WAGES OF EMPLOYEES

The monthly salaries & wages performance in 2025 continued to demonstrate a strengthening labour market, with the number monthly salaries & wages recipients among Malaysian citizens increasing by 1.4 per cent to 10.38 million persons, compared with 10.24 million persons in the previous year. Correspondingly, the median monthly salaries & wages rose by 5.3 per cent to RM2,940 in 2025 (2024: RM2,793).

Mean monthly salaries & wages continued to increase in 2025, in line with the growth in the number of monthly salaries & wages recipients. Mean monthly salaries & wages rose by 4.1 per cent to RM3,803, compared with RM3,652 in the previous year. This development reflects an increase in the income and number of paid employees, underscoring the sustained strengthening of Malaysia's labour market performance [Exhibit 1].

Exhibit 1: Framework of the monthly salaries & wages analysis, Malaysia, 2024 and 2025



Notes:

¹ Refer to full time employees working 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.

Data refer to citizen only

3. MONTHLY SALARIES & WAGES OF EMPLOYEES BY SEX

The median monthly salaries & wages for male employees rose 5.8 per cent to RM3,014 (2024: RM2,850), while female employees posted 5.6 per cent to RM2,788 (2024: RM2,641). The year-on-year increment in median monthly salaries & wages for male workers was higher at RM164(+5.8%) while female RM147 (+5.6%) as in **Chart 1**.

The mean monthly salaries & wages for male employees rose 4.3 per cent or RM162 to RM3,921 (2024: RM3,759), while female employees also recorded a growth of 3.9 per cent or RM136 to RM3,635 (2024: RM3,499) as shown in **Chart 2**.

Chart 1: Median monthly salaries & wages of employees by sex, Malaysia, 2020 - 2025

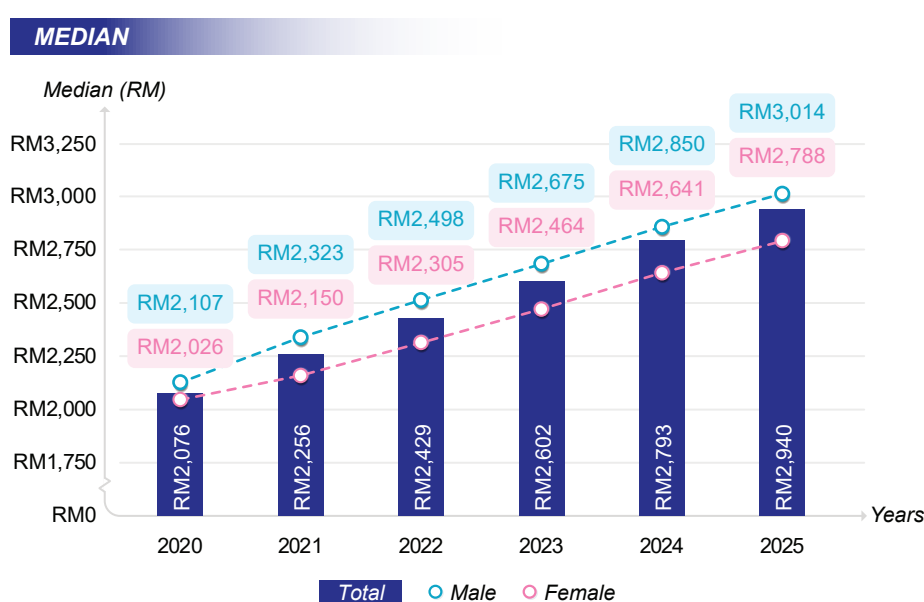
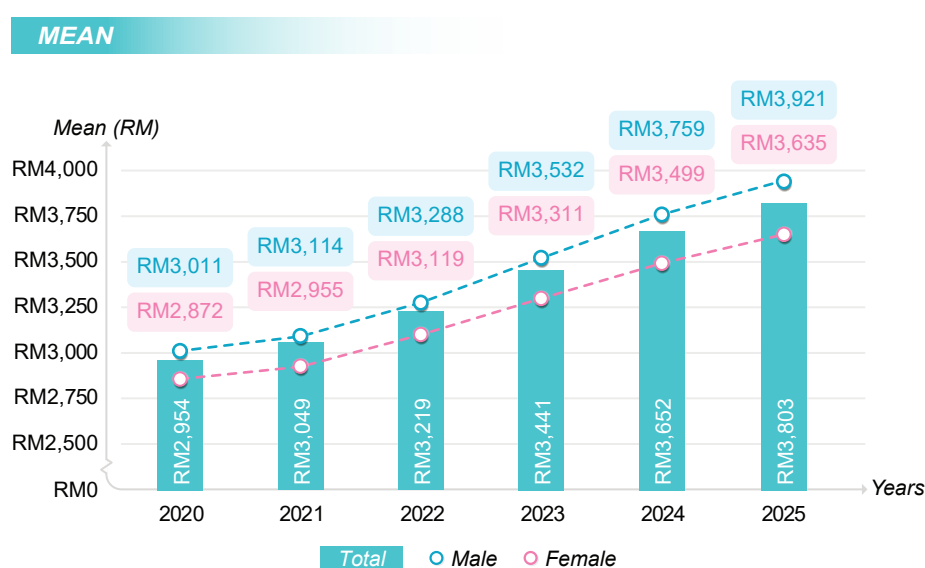


Chart 2: Mean monthly salaries & wages of employees by sex, Malaysia, 2020 - 2025



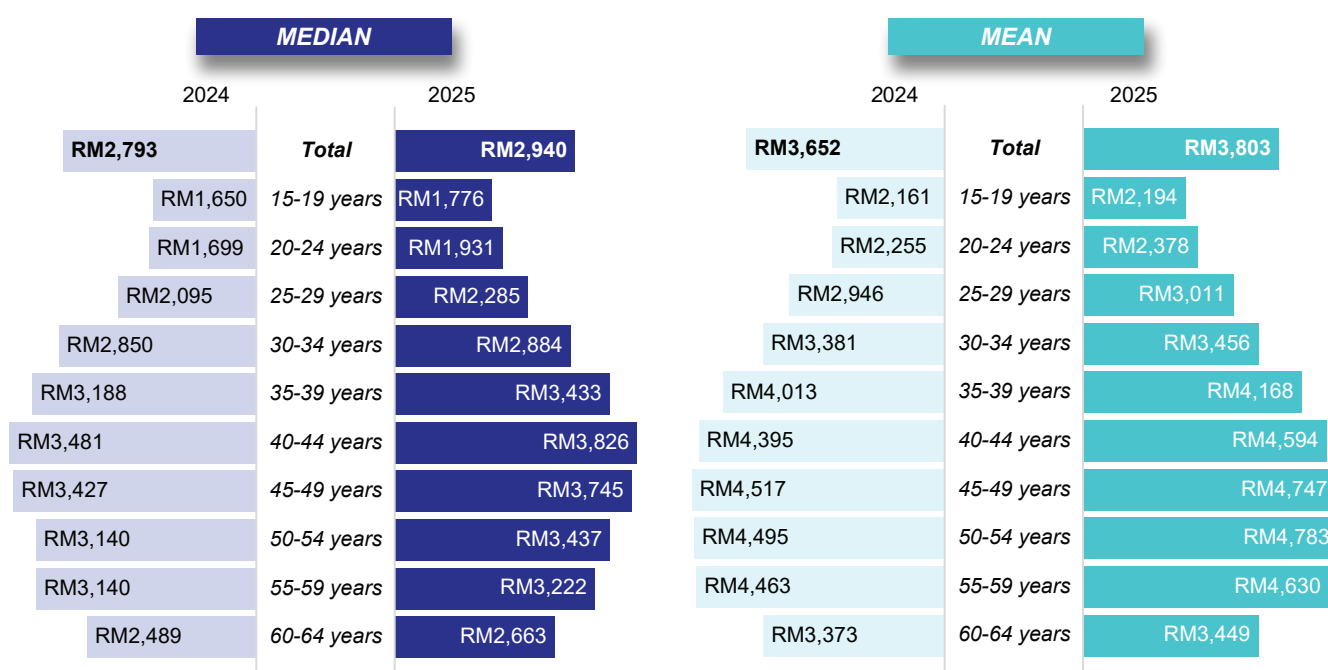
4. MONTHLY SALARIES & WAGES OF EMPLOYEES BY AGE GROUP

Workers aged 25 to 29 years represent the largest share of monthly salaries & wages recipients, accounting for 16.4 per cent of the total. The next largest group comprised those aged 30 to 34 years at 16.0 per cent, followed by those aged 35 to 39 years at 15.7 per cent, and workers aged 40 to 44 years at 14.1 per cent.

The highest median monthly salaries & wages was recorded by workers aged 40 to 44 years at RM3,826, while the lowest was recorded by those aged 15 to 19 years at RM1,776.

Meanwhile, workers aged 50 to 54 years recorded the highest mean monthly salaries & wages at RM4,783. This was followed by those aged 45 to 49 years at RM4,747 and those aged 55 to 59 years at RM4,630 [Chart 3].

Chart 3: Median and mean monthly salaries & wages of employees by age group, Malaysia, 2024 and 2025



5. MONTHLY SALARIES & WAGES OF EMPLOYEES BY ETHNICITY

The Chinese workers recorded the highest median monthly salaries & wages, followed by the Indian, Bumiputera and Others in 2025.

Year-on-year analysis showed that the median monthly salaries & wages for the Chinese declined 0.8 per cent to RM3,324 (2024: RM3,350). The Indian recorded the second-highest median monthly salaries & wages at RM2,775 (2024: RM2,604), followed by the Bumiputera at RM2,688 (2024: RM2,490), and Others at RM1,753 (2024: RM1,642) as in **Chart 4**.

The Chinese registered the highest mean monthly salaries & wages, which increased to RM4,284 (2024: RM4,094). The Indian recorded the second highest, at RM3,702 (2024: RM3,575), followed by the Bumiputera at RM3,666 (2024: RM3,523) and Others at RM2,539 (2024: RM2,463) as depicted in **Chart 5**.

Chart 4: Median monthly salaries & wages of employees by ethnicity, Malaysia, 2020 - 2025

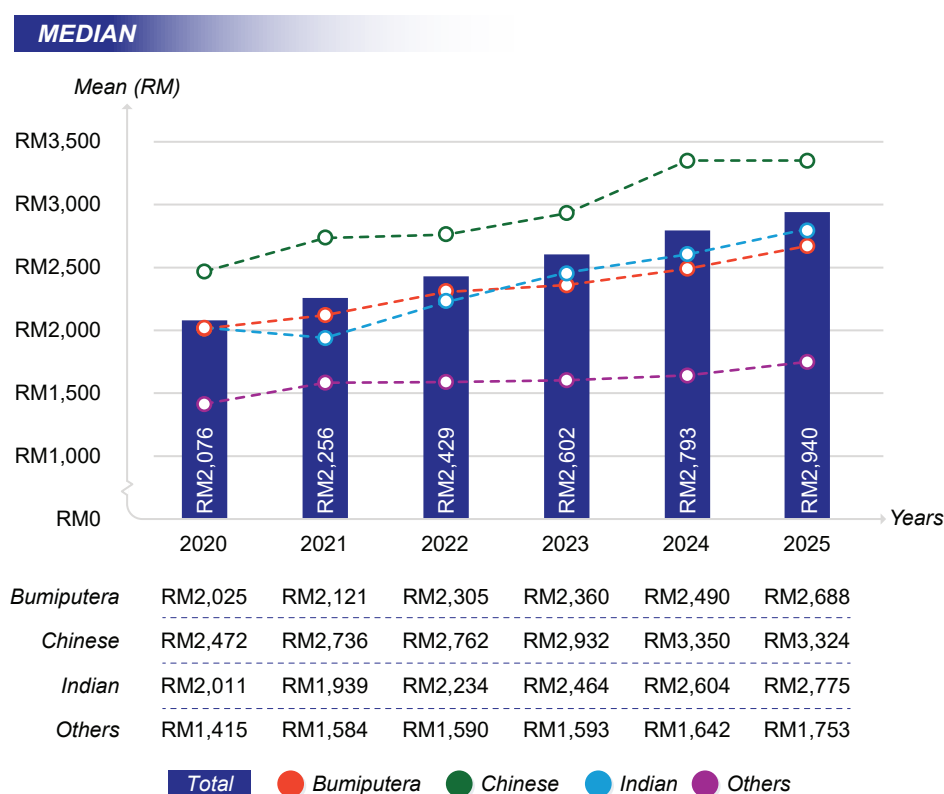
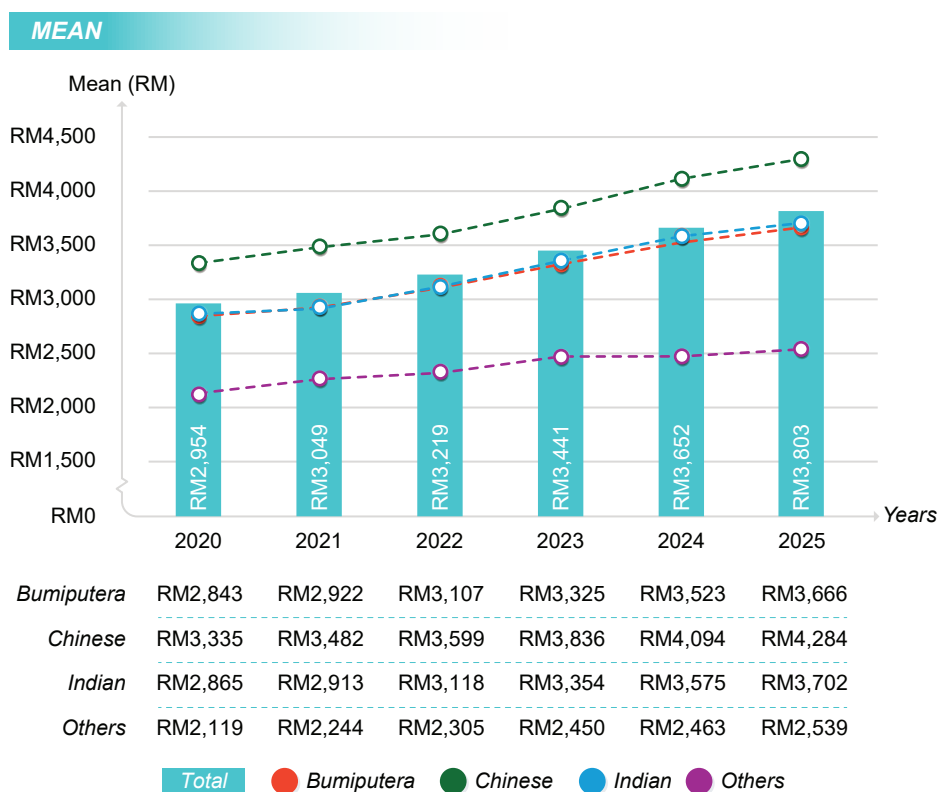


Chart 5: Mean monthly salaries & wages of employees by ethnicity, Malaysia, 2020 - 2025



6. MONTHLY SALARIES & WAGES OF EMPLOYEES BY EDUCATIONAL ATTAINMENT

Employees with tertiary education attainment recorded the highest median monthly salaries & wages at RM4,571, rising by 10.7 per cent or RM440 as compared to RM4,131 in 2024. This was followed by employees with secondary and primary education attainment, with median monthly salaries & wages of RM2,227 (2024: RM2,046) and RM1,754 (2024: RM1,644) respectively. Meanwhile, employees with no formal education registered median monthly salaries & wages of RM1,642 (2024: RM1,559) as shown in **Exhibit 2**.

Employees with tertiary education attainment also showed the highest mean monthly salaries & wages at RM5,260, an increase by 6.0 per cent or RM298 as compared to RM4,962 in the previous year. This was followed by employees with secondary and primary education attainment which posted a mean of RM2,729, (2024: RM2,684) and RM2,123 (2024: RM2,128) respectively. Meanwhile, employees with no formal education registered a mean of RM1,973, rose 3.8 per cent as compared to 2024 [**Exhibit 3**].

Exhibit 2: Median monthly salaries & wages of employees by educational attainment, Malaysia, 2020 - 2025

MEDIAN						
	2020	2021	2022	2023	2024	2025
Total	RM2,076	RM2,256	RM2,429	RM2,602	RM2,793	RM2,940
No formal education	RM1,274	RM1,349	RM1,388	RM1,436	RM1,559	RM1,642
Primary	RM1,289	RM1,428	RM1,559	RM1,565	RM1,644	RM1,754
Secondary	RM1,647	RM1,678	RM1,865	RM1,916	RM2,046	RM2,227
Tertiary	RM3,477	RM3,877	RM3,881	RM4,024	RM4,131	RM4,571

Exhibit 3: Mean monthly salaries & wages of employees by educational attainment, Malaysia, 2020 - 2025

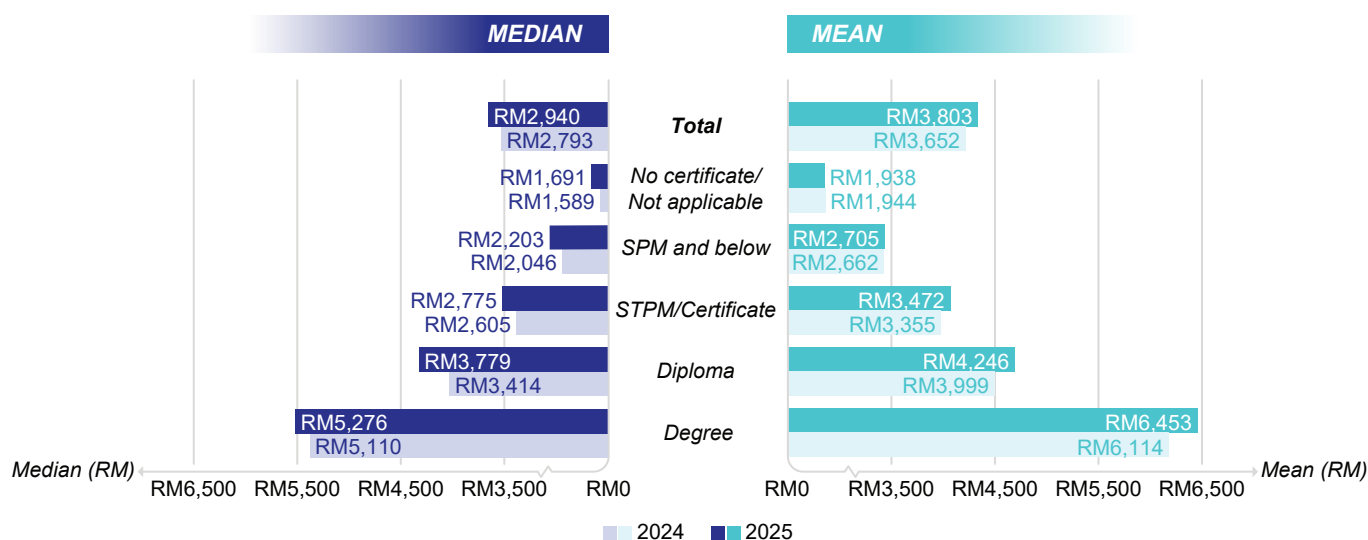
MEAN						
	2020	2021	2022	2023	2024	2025
Jumlah	RM2,954	RM3,049	RM3,219	RM3,441	RM3,652	RM3,803
No formal education	RM1,500	RM1,391	RM1,569	RM1,818	RM1,900	RM1,973
Primary	RM1,646	RM1,689	RM1,806	RM2,026	RM2,128	RM2,123
Secondary	RM2,144	RM2,191	RM2,360	RM2,536	RM2,684	RM2,729
Tertiary	RM4,212	RM4,271	RM4,430	RM4,702	RM4,962	RM5,260

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

The highest median monthly salaries & wages was recorded by degree holders at RM5,276, went up by RM166 as compared to RM5,110 in 2024. This was followed by diploma and STPM/Certificate holders with a median of RM3,779 (2024: RM3,414) and RM2,775 (2024: RM2,605) respectively.

Degree holders also recorded the highest mean monthly salaries & wages at RM6,453, edged up by RM339 as compared to RM6,114 in 2024. This was followed by diploma and STPM/Certificate holders with a mean of RM4,246 (2024: RM3,999) and RM3,472 (2024: RM3,355) respectively as depicted in **Chart 6**.

Chart 6: Median and mean monthly salaries & wages of employees by highest certificate obtained, Malaysia, 2024 and 2025



8. MONTHLY SALARIES & WAGES OF EMPLOYEES BY STRATA

The majority of monthly salaries & wages recipients resided in urban areas, accounting for 85.1 per cent of the total number of workers, with a growth rate of 1.7 per cent compared with the previous year. Meanwhile, rural areas accounted for 14.9 per cent of the total number of workers in 2025.

For median monthly salaries & wages, urban areas recorded an increase of 6.0 per cent to RM3,022 (2024: RM2,851). During the same period, median monthly salaries & wages in rural areas also increased by RM337 to RM2,035 (2024: RM1,698) as depicted in **Chart 7**.

The mean monthly salaries & wages for both areas also recorded an increase with urban areas increased by 3.6 per cent to RM3,932 in 2025 (2024: RM3,796). Meanwhile, rural areas recorded an increase of 7.5 per cent to RM3,061 (2024: RM2,847) as in **Chart 8**.

Chart 7: Median monthly salaries & wages of employees by strata, Malaysia, 2020 - 2025

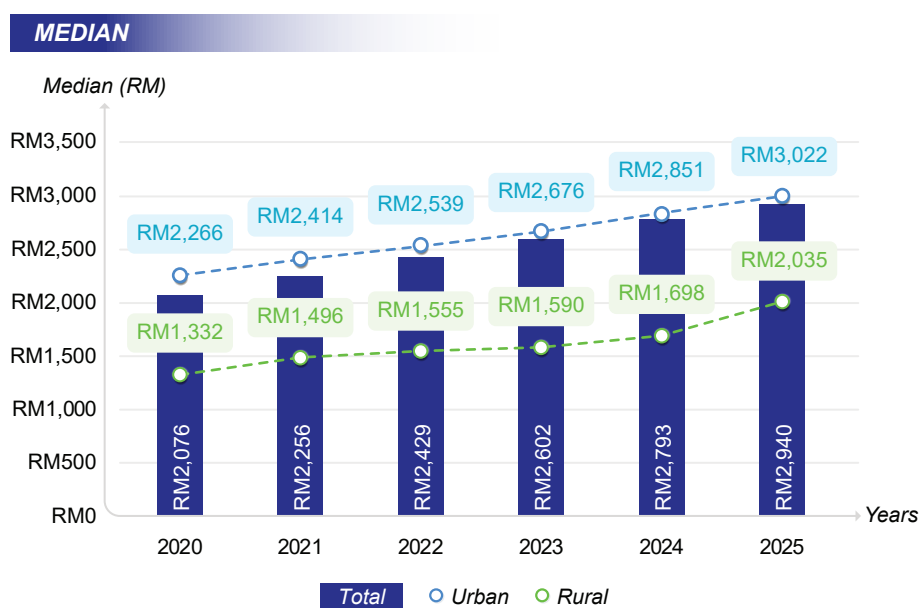
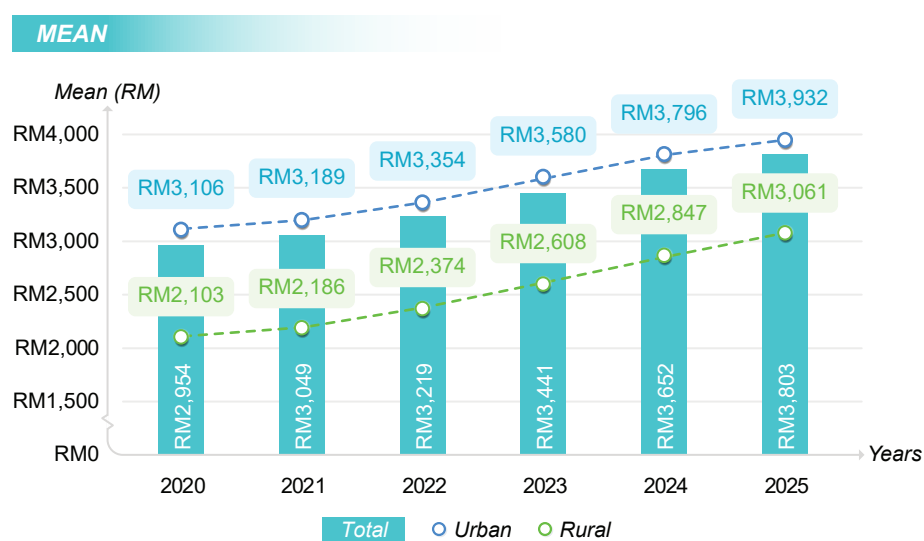


Chart 8: Mean monthly salaries & wages of employees by strata, Malaysia, 2020 - 2025



9. MONTHLY SALARIES & WAGES OF EMPLOYEES BY STATE

All states recorded positive growth in median monthly salaries & wages in 2025. Wilayah Persekutuan Putrajaya registered the highest median monthly salaries & wages reaching RM4,828, followed by Wilayah Persekutuan Kuala Lumpur (RM3,938), Selangor (RM3,547) and Pulau Pinang (RM3,107). These four states were above the national median of RM2,940 [Chart 9].

In terms of mean monthly salaries & wages, Wilayah Persekutuan Putrajaya also posted the highest value, at RM5,417. This was followed by Wilayah Persekutuan Kuala Lumpur (RM4,955), Selangor (RM4,258), Pulau Pinang (RM3,912) and Wilayah Persekutuan Labuan (RM3,887). These five states surpassed the national mean of RM3,803 [Chart 10].

Chart 9: Median monthly salaries & wages of employees by state, Malaysia, 2024 and 2025

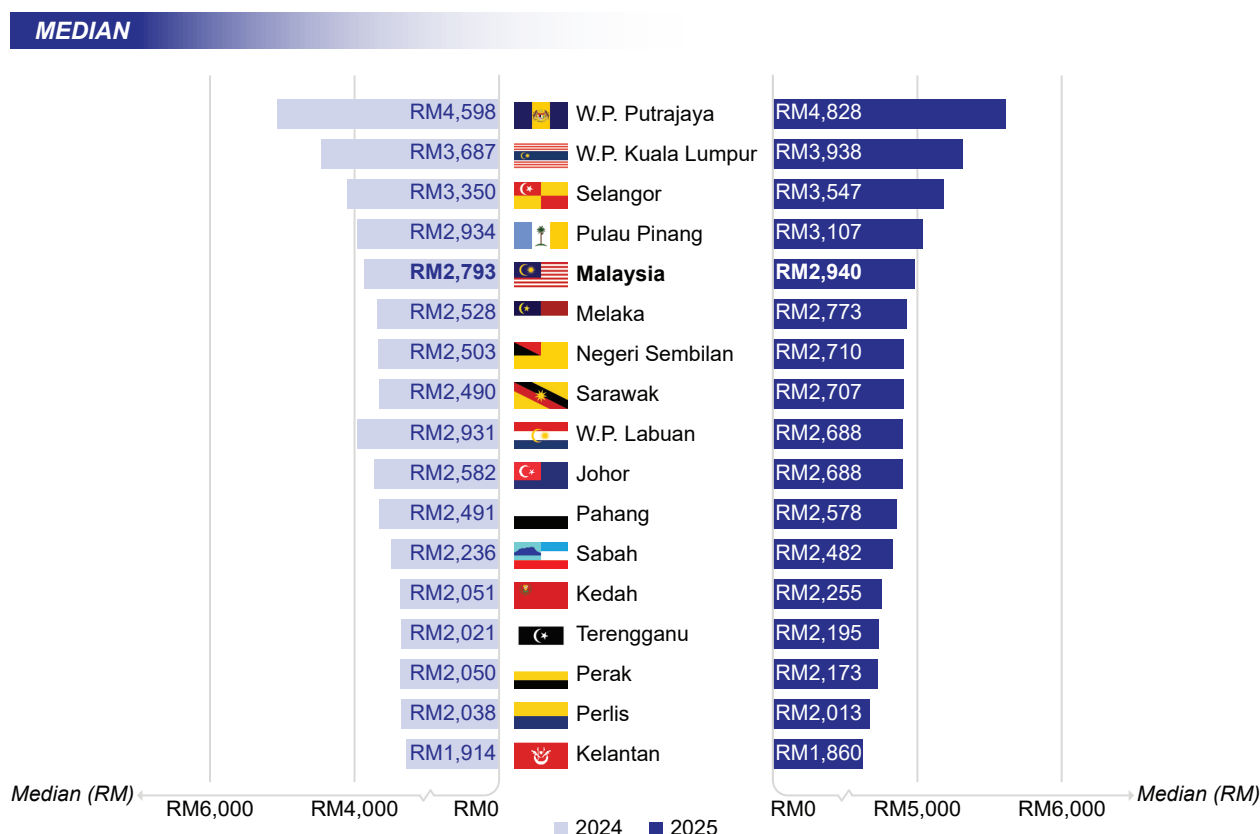
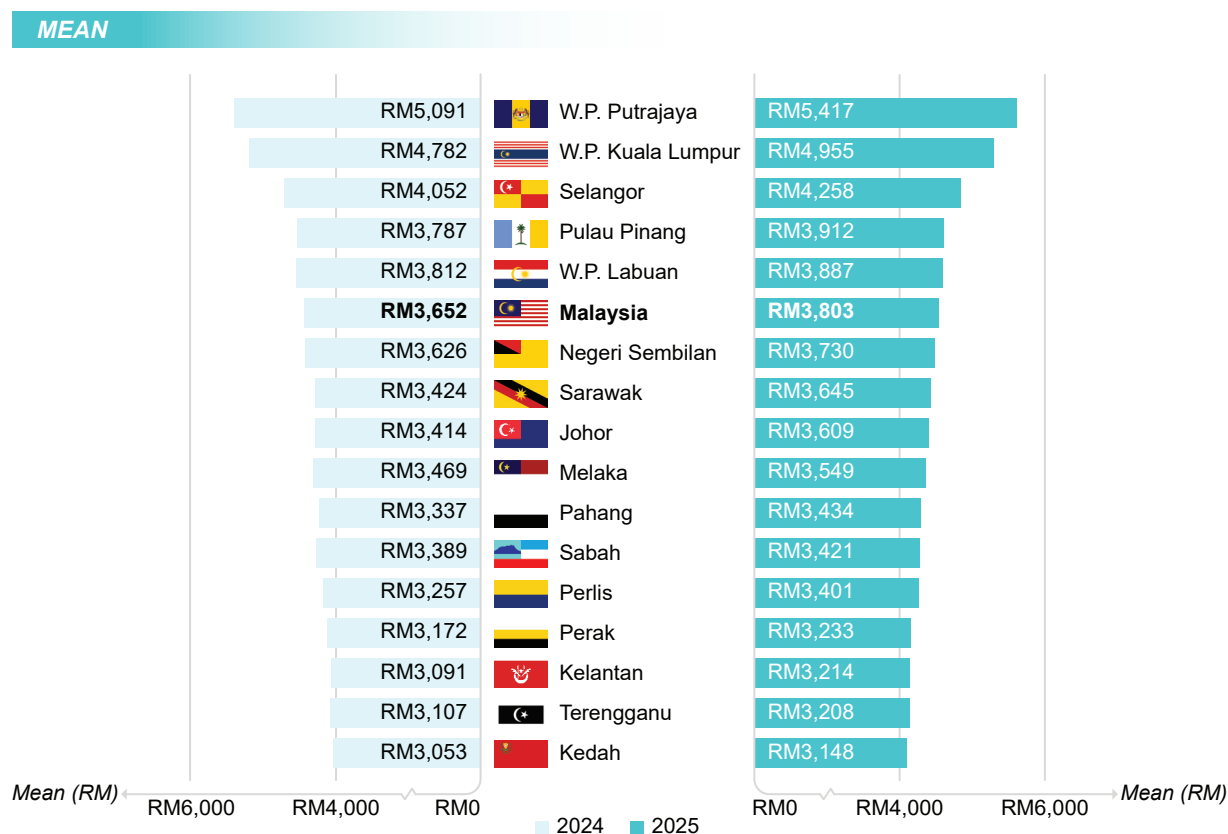


Chart 10: Mean monthly salaries & wages of employees by state, Malaysia, 2024 and 2025



10. MONTHLY SALARIES & WAGES OF EMPLOYEES BY OCCUPATION

Managers posted the highest median monthly salaries & wages, at RM6,186 in 2025 (2024: RM5,990), followed by Professionals with a median monthly salaries & wages of RM6,153 (2024: RM5,821) along with Technicians and associate professionals RM3,852 (2024: RM3,536). These three occupational categories recorded earnings above the national median monthly salaries & wages of RM2,940, shows a significant difference between salaries & wages according to job categories.

Managers registered the highest mean monthly salaries & wages at RM7,344, followed by Professionals (RM6,747) as well as Technicians and associate professionals (RM4,256). These three occupational categories exceeded the national mean monthly salaries & wages of RM3,803, indicating the disparity in wages across occupations **[Exhibit 4]**.

Exhibit 4: Median and mean monthly salaries & wages of employees by occupation, Malaysia, 2024 and 2025

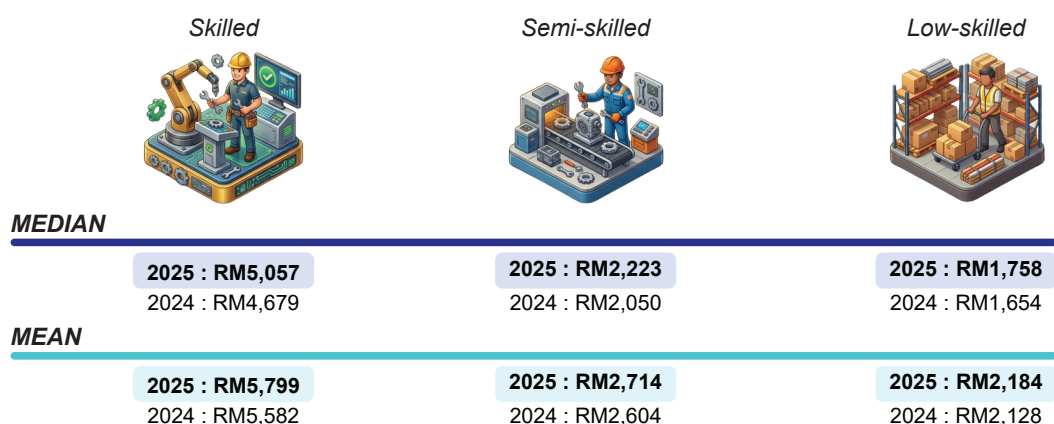
	MEDIAN		MEAN	
	2024	2025	2024	2025
Total	RM2,793	RM2,940	RM3,652	RM3,803
Managers	RM5,990	RM6,186	RM7,121	RM7,344
Professionals	RM5,821	RM6,124	RM6,524	RM6,747
Technicians and associate professionals	RM3,541	RM3,852	RM4,077	RM4,256
Clerical support workers	RM2,550	RM2,693	RM2,931	RM3,029
Service and sale workers	RM1,947	RM2,035	RM2,561	RM2,687
Skilled agricultural, forestry, livestock and fishery workers	RM1,762	RM1,992	RM2,460	RM2,658
Craft and related trades workers	RM1,959	RM2,173	RM2,510	RM2,619
Plant and machine-operators and assemblers	RM1,947	RM2,083	RM2,404	RM2,488
Elementary occupations	RM1,654	RM1,758	RM2,128	RM2,184

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

Skilled workers recorded the highest median monthly salaries & wages, at RM5,057 in 2025 (2024: RM4,679). This was followed by semi-skilled workers with a median monthly salaries & wages amounting to RM2,223 (2024: RM2,050) and low-skilled workers RM1,758 (2024: RM1,654).

Likewise, mean monthly salaries & wages showed an upward trend across all skills category in 2025. Skilled workers posted the highest mean monthly salaries & wages at RM5,799, an increase of 3.9 per cent or RM217 from RM5,582 in 2024. Meanwhile, semi-skilled workers rose to RM2,714 (2024: RM2,604), while low-skilled workers registered RM2,184 (2024: RM2,128) as shown in **Exhibit 5**.

Exhibit 5: Median and mean monthly salaries & wages of employees by category of skill, Malaysia, 2024 and 2025



12. MONTHLY SALARIES & WAGES OF EMPLOYEES BY INDUSTRY/ SECTOR

The median monthly salaries & wages in 2025 increased across all economic sectors. The Mining & quarrying sector recorded the highest median monthly salaries & wages at RM4,604, followed by Services (RM3,043) and Manufacturing (RM2,663). While, the Agriculture sector posted the lowest median monthly salaries & wages at RM1,813.

A similar trend was also observed in the mean monthly salaries & wages across all sectors in 2025. The Mining & quarrying sector registered the highest mean monthly salaries & wages at RM6,175, followed by Services (RM3,993), Manufacturing (RM3,357) and Construction (RM3,188). Meanwhile, the Agriculture sector recorded the lowest mean monthly salaries & wages at RM2,575 [Exhibit 6].

**Exhibit 6: Median and mean monthly salaries & wages of employees by industry,
Malaysia, 2024 and 2025**

	MEDIAN		MEAN	
	2024	2025	2024	2025
Total	RM2,793	RM2,940	RM3,652	RM3,803
Agriculture	RM1,698	RM1,813	RM2,409	RM2,575
Mining and quarrying	RM4,450	RM4,604	RM5,904	RM6,175
Manufacturing	RM2,490	RM2,663	RM3,278	RM3,357
Construction	RM2,051	RM2,270	RM3,035	RM3,188
Services	RM2,894	RM3,043	RM3,831	RM3,993
<i>Electricity, gas, steam and air conditioning supply</i>	RM3,450	RM3,727	RM3,995	RM4,256
<i>Water supply; sewerage, waste management and remediation activities</i>	RM2,490	RM2,466	RM3,001	RM3,136
<i>Wholesale and retail trade; repair of motor vehicles and motorcycles</i>	RM1,947	RM2,063	RM2,737	RM2,739
<i>Transportation and storage</i>	RM2,576	RM2,664	RM3,249	RM3,375
<i>Accommodation and food and beverage service activities</i>	RM1,912	RM2,013	RM2,540	RM2,527
<i>Information and communication</i>	RM4,231	RM4,723	RM5,288	RM5,511
<i>Financial and insurance/takaful activities</i>	RM3,752	RM4,188	RM4,741	RM4,998
<i>Real estate activities</i>	RM3,610	RM3,785	RM4,501	RM4,708
<i>Professional, scientific and technical activities</i>	RM3,677	RM3,873	RM4,670	RM5,023
<i>Administrative and support service activities</i>	RM1,947	RM2,151	RM2,648	RM2,663
<i>Public administration and defence; compulsory social security</i>	RM4,483	RM4,625	RM4,625	RM4,838
<i>Education</i>	RM5,721	RM5,990	RM5,814	RM6,367
<i>Human health and social work activities</i>	RM4,698	RM4,976	RM5,009	RM5,262
<i>Arts, entertainment and recreation</i>	RM2,643	RM2,688	RM3,323	RM3,399
<i>Other service activities</i>	RM1,947	RM2,013	RM2,431	RM2,536

13. REAL MONTHLY SALARIES & WAGES

Salaries & wages statistics for Malaysian citizens are used as the basis for calculating Real Monthly Salaries & Wages, with the adjustment to real values based on the Consumer Price Index (CPI).

The nominal median monthly salaries & wages for Malaysian citizen workers were RM2,940, while the real median monthly salaries & wages was RM2,184, with a difference of RM756, reflecting that the value of salaries & wages after taking into account the effects of price changes was lower than the nominal value **[Chart 11]**.

Meanwhile, the nominal mean monthly salaries & wages for Malaysian citizen workers was RM3,803, while the real mean monthly salaries & wages was RM2,825, with the difference of RM978 indicates that the effects of price changes also influenced the value of mean monthly salaries & wages, with the real value being lower than the nominal value **[Chart 12]**.

Chart 13: Nominal and real median monthly salaries & wages for Malaysian citizen, Malaysia, 2020 - 2025

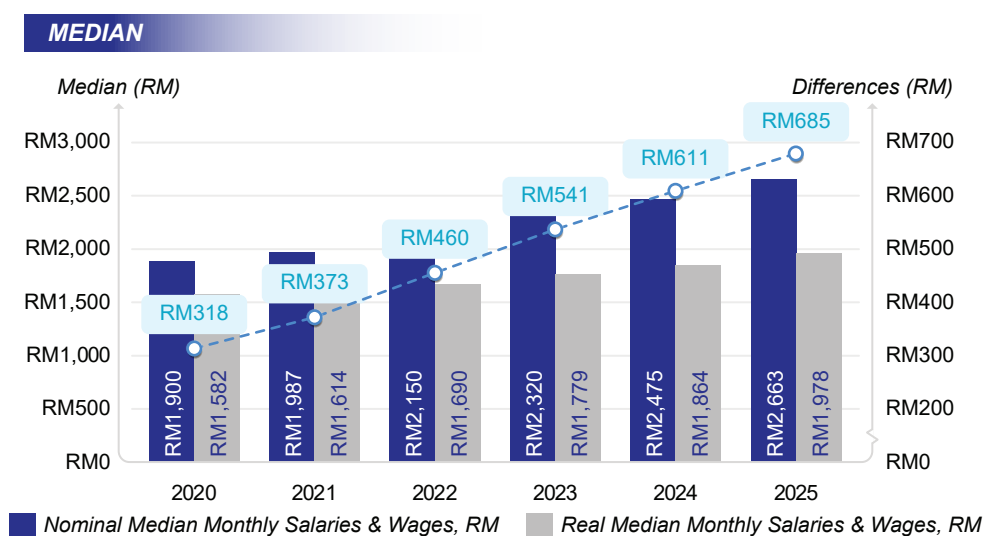
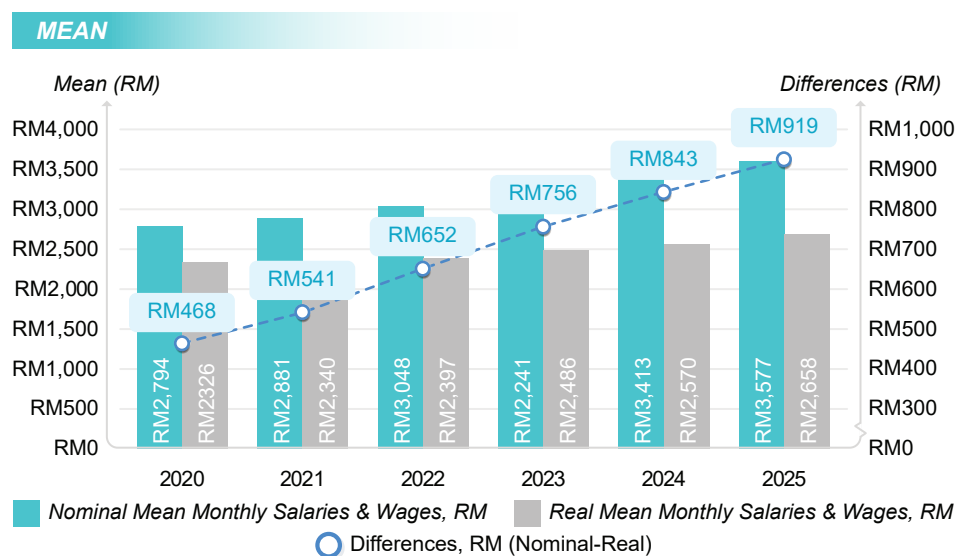


Chart 14: Nominal and real mean monthly salaries & wages for Malaysian citizen, Malaysia, 2020 - 2025



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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 - 2025

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 dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A1 *Number of recipients, median and mean monthly salaries & wages of employees by age group, Malaysia, 2010 - 2025*

2018	2019	2020	2021	2022	2023	2024	2025	Age Group
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	10,381.6	<i>Number of Recipients ('000)</i>
239.2	274.6	278.5	287.2	293.8	276.9	257.8	262.0	15-19
1,153.7	1,196.0	1,067.0	1,120.7	1,134.8	1,093.8	1,114.5	1,110.9	20-24
1,650.8	1,705.1	1,486.8	1,536.9	1,593.8	1,618.5	1,653.6	1,699.3	25-29
1,547.6	1,589.6	1,548.3	1,549.2	1,619.0	1,643.1	1,670.2	1,660.7	30-34
1,240.4	1,331.6	1,499.4	1,571.8	1,585.8	1,616.7	1,619.9	1,626.2	35-39
957.8	1,016.7	1,205.9	1,325.6	1,381.7	1,433.3	1,474.7	1,461.5	40-44
807.5	858.6	960.7	1,022.5	992.0	1,005.3	1,018.1	1,086.8	45-49
650.1	672.8	778.6	742.8	762.8	769.3	773.7	808.4	50-54
402.0	424.2	483.4	482.9	480.2	490.0	490.7	501.6	55-59
112.0	125.9	147.4	129.2	152.7	158.6	165.2	164.3	60-64
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	<i>Median (RM)</i>
1,423	1,450	1,213	1,437	1,452	1,529	1,650	1,776	15-19
1,569	1,577	1,343	1,434	1,491	1,593	1,699	1,931	20-24
2,112	2,206	1,804	1,656	1,909	2,076	2,095	2,285	25-29
2,474	2,672	2,349	2,417	2,564	2,702	2,850	2,884	30-34
2,633	2,893	2,734	2,791	2,956	3,119	3,188	3,433	35-39
2,738	2,996	3,013	3,154	3,330	3,381	3,481	3,826	40-44
2,617	2,875	2,733	3,005	3,198	3,387	3,427	3,745	45-49
2,845	3,095	2,713	3,045	3,132	3,161	3,140	3,437	50-54
3,026	3,096	2,630	3,002	2,930	2,937	3,140	3,222	55-59
2,098	2,272	1,733	2,037	2,135	2,320	2,489	2,663	60-64
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	<i>Mean (RM)</i>
1,429	1,546	1,408	1,465	1,638	1,879	2,161	2,194	15-19
1,780	1,850	1,564	1,640	1,780	2,061	2,255	2,378	20-24
2,359	2,586	2,212	2,289	2,490	2,746	2,946	3,011	25-29
3,056	3,269	2,826	2,999	3,123	3,297	3,381	3,456	30-34
3,476	3,644	3,328	3,424	3,556	3,765	4,013	4,168	35-39
4,002	4,005	3,755	3,815	4,025	4,241	4,395	4,594	40-44
3,949	4,109	3,698	3,827	4,107	4,237	4,517	4,747	45-49
4,111	4,125	3,785	3,776	3,977	4,161	4,495	4,783	50-54
4,098	4,137	3,716	3,810	3,933	4,098	4,463	4,630	55-59
3,300	3,320	2,675	2,802	2,967	3,182	3,373	3,449	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 - 2025

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 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 - 2025

								Male
2018	2019	2020	2021	2022	2023	2024	2025	Age Group
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	6,084.6	Number of Recipients ('000)
154.6	187.4	198.6	201.5	206.2	194.1	182.3	179.2	15-19
663.4	690.0	625.8	673.9	677.2	664.1	650.8	648.4	20-24
925.7	963.6	838.9	841.6	870.7	878.7	901.1	925.7	25-29
885.4	902.5	841.1	862.4	914.0	925.1	938.8	909.6	30-34
724.3	773.4	856.5	896.1	890.5	910.9	942.6	897.2	35-39
573.4	599.6	714.6	770.2	796.1	822.3	856.7	884.1	40-44
489.4	501.9	573.2	611.9	609.9	617.2	622.9	677.5	45-49
423.6	430.1	490.4	477.0	487.3	490.0	490.5	510.7	50-54
283.7	298.3	344.4	344.8	329.2	330.9	322.7	328.7	55-59
86.3	89.2	103.4	89.7	111.7	115.6	120.0	123.5	60-64
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Median (RM)
1,453	1,476	1,220	1,443	1,452	1,529	1,652	1,939	15-19
1,623	1,672	1,354	1,540	1,556	1,693	1,831	2,013	20-24
2,115	2,186	1,870	1,781	2,097	2,077	2,095	2,290	25-29
2,451	2,646	2,420	2,498	2,539	2,702	2,850	3,014	30-34
2,663	2,940	2,734	2,787	2,975	3,436	3,441	3,617	35-39
2,764	2,996	2,859	3,033	3,397	3,483	3,535	3,857	40-44
2,648	2,875	2,733	2,903	3,295	3,388	3,445	3,923	45-49
2,933	3,150	2,713	2,985	3,132	3,272	3,286	3,549	50-54
3,199	3,285	2,673	3,012	3,097	3,220	3,371	3,411	55-59
2,213	2,339	1,875	2,324	2,342	2,362	2,490	2,856	60-64
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Mean (RM)
1,453	1,607	1,457	1,551	1,734	1,950	2,272	2,314	15-19
1,813	1,886	1,611	1,751	1,833	2,053	2,280	2,459	20-24
2,356	2,615	2,239	2,332	2,567	2,850	3,038	3,102	25-29
3,028	3,303	2,887	3,035	3,107	3,345	3,480	3,580	30-34
3,551	3,644	3,360	3,483	3,668	3,948	4,157	4,325	35-39
4,109	4,121	3,782	3,838	4,085	4,342	4,450	4,620	40-44
4,113	4,248	3,780	3,874	4,174	4,307	4,622	4,815	45-49
4,189	4,265	3,796	3,818	3,995	4,192	4,518	4,819	50-54
4,331	4,289	3,809	3,905	4,044	4,211	4,632	4,806	55-59
3,484	3,583	2,896	3,064	3,224	3,445	3,655	3,689	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

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

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A2 Number of recipients, median and mean monthly salaries & wages of employees by age group and sex, Malaysia, 2010 - 2025 (cont'd)

								Female
2018	2019	2020	2021	2022	2023	2024	2025	Age Group
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	4,297.0	Number of Recipients ('000)
84.6	87.2	79.9	85.7	87.6	82.7	75.5	82.8	15-19
490.3	506.0	441.2	446.8	457.6	429.7	463.7	462.5	20-24
725.1	741.5	647.9	695.3	723.1	739.8	752.5	773.6	25-29
662.2	687.1	707.2	686.8	705.0	717.9	731.4	751.1	30-34
516.2	558.3	642.9	675.7	695.3	705.8	677.4	728.9	35-39
384.4	417.2	491.3	555.4	585.6	611.0	618.0	577.4	40-44
318.1	356.7	387.5	410.6	382.0	388.1	395.2	409.3	45-49
226.5	242.6	288.2	265.9	275.4	279.2	283.1	297.7	50-54
118.3	125.9	139.0	138.1	150.9	159.1	168.1	172.9	55-59
25.7	36.7	44.0	39.6	41.0	43.0	45.2	40.8	60-64
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Median (RM)
1,365	1,318	1,198	1,046	1,231	1,206	1,350	1,663	15-19
1,499	1,473	1,299	1,267	1,320	1,542	1,655	1,753	20-24
2,108	2,261	1,774	1,644	1,862	1,916	2,095	2,285	25-29
2,520	2,732	2,349	2,329	2,564	2,659	2,703	2,776	30-34
2,586	2,840	2,922	2,908	2,956	3,006	3,071	3,268	35-39
2,695	2,960	3,166	3,335	3,300	3,314	3,481	3,772	40-44
2,603	2,875	2,943	3,156	3,142	3,150	3,381	3,669	45-49
2,658	2,850	2,684	3,119	2,694	3,097	3,140	3,278	50-54
2,494	2,522	2,346	2,828	2,929	2,937	2,940	2,840	55-59
1,676	1,560	1,326	1,562	1,618	1,661	1,700	1,776	60-64
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Mean (RM)
1,385	1,415	1,288	1,263	1,413	1,713	1,894	1,934	15-19
1,736	1,802	1,498	1,472	1,701	2,073	2,221	2,266	20-24
2,362	2,547	2,178	2,236	2,398	2,623	2,836	2,902	25-29
3,092	3,224	2,754	2,954	3,144	3,236	3,254	3,307	30-34
3,371	3,643	3,286	3,345	3,411	3,528	3,812	3,976	35-39
3,842	3,839	3,714	3,784	3,945	4,106	4,317	4,554	40-44
3,696	3,914	3,575	3,758	3,998	4,124	4,351	4,634	45-49
3,965	3,877	3,765	3,700	3,946	4,106	4,455	4,722	50-54
3,538	3,776	3,485	3,573	3,693	3,864	4,140	4,295	55-59
2,682	2,679	2,158	2,209	2,267	2,476	2,622	2,722	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

A3 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2010 - 2025

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
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A3 Number of recipients, median and mean monthly salaries & wages of employees by educational attainment, Malaysia, 2010 - 2025

2018	2019	2020	2021	2022	2023	2024	2025	Educational Attainment
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	10,381.6	Number of Recipients ('000)
55.7	57.8	59.6	54.2	55.9	55.9	51.2	42.2	No formal education
493.5	470.3	398.3	324.9	333.5	335.1	318.6	327.5	Primary
4,844.5	5,107.3	5,179.8	5,263.6	5,349.4	5,396.7	5,420.1	5,516.8	Secondary
3,367.6	3,559.8	3,818.3	4,126.3	4,257.6	4,317.7	4,448.5	4,495.1	Tertiary
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	Median (RM)
1,166	1,436	1,274	1,349	1,388	1,436	1,559	1,642	No formal education
1,518	1,560	1,289	1,428	1,559	1,565	1,644	1,754	Primary
1,850	1,955	1,647	1,678	1,865	1,916	2,046	2,227	Secondary
3,648	3,901	3,477	3,877	3,881	4,024	4,131	4,571	Tertiary
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	Mean (RM)
1,481	1,608	1,500	1,391	1,569	1,810	1,900	1,973	No formal education
1,821	1,929	1,646	1,689	1,806	2,026	2,128	2,123	Primary
2,215	2,372	2,144	2,191	2,360	2,536	2,684	2,729	Secondary
4,553	4,643	4,212	4,271	4,430	4,703	4,962	5,260	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 - 2025

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
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A4 **Number of recipients, median and mean monthly salaries & wages of employees by educational attainment and sex, Malaysia, 2010 - 2025**

								Male
2018	2019	2020	2021	2022	2023	2024	2025	Educational Attainment
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	6,084.6	Number of Recipients ('000)
34.6	36.6	37.3	36.3	37.6	37.5	35.2	26.4	No formal education
359.8	336.1	275.3	220.6	223.6	224.4	217.2	222.9	Primary
3,179.2	3,326.6	3,362.6	3,408.9	3,450.9	3,483.3	3,502.8	3,533.2	Secondary
1,636.3	1,736.6	1,911.6	2,103.2	2,180.8	2,203.8	2,273.3	2,302.1	Tertiary
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Median (RM)
1,539	1,600	1,274	1,368	1,433	1,529	1,642	1,642	No formal education
1,680	1,725	1,326	1,408	1,559	1,750	1,770	1,847	Primary
2,039	2,147	1,791	1,773	1,953	2,070	2,139	2,473	Secondary
3,866	4,227	3,627	4,210	4,097	4,333	4,406	4,864	Tertiary
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Mean (RM)
1,682	1,785	1,629	1,449	1,679	1,979	2,031	2,163	No formal education
1,986	2,076	1,737	1,739	1,860	2,129	2,244	2,235	Primary
2,382	2,540	2,275	2,285	2,469	2,665	2,821	2,889	Secondary
5,006	5,036	4,518	4,629	4,758	5,072	5,376	5,690	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 - 2025 (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
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A4 *Number of recipients, median and mean monthly salaries & wages of employees by educational attainment and sex, Malaysia, 2010 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	Educational Attainment
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	4,297.0	Number Of Recipients ('000)
21.2	21.1	22.3	17.9	18.3	18.4	16.0	15.8	No formal education
133.7	134.2	123.0	104.2	109.9	110.7	101.4	104.6	Primary
1,665.3	1,780.7	1,817.2	1,854.8	1,898.6	1,913.4	1,917.4	1,983.6	Secondary
1,731.3	1,823.2	1,906.7	2,023.1	2,076.8	2,113.9	2,175.2	2,193.0	Tertiary
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Median (RM)
1,016	1,150	1,108	1,153	1,210	1,221	1,244	1,302	No formal education
1,182	1,295	1,221	1,545	1,546	1,531	1,589	1,676	Primary
1,599	1,711	1,494	1,587	1,752	1,819	1,947	2,026	Secondary
3,465	3,570	3,301	3,523	3,538	3,586	3,686	3,938	Tertiary
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Mean (RM)
1,154	1,302	1,286	1,272	1,345	1,464	1,609	1,657	No formal education
1,378	1,564	1,443	1,582	1,697	1,815	1,881	1,884	Primary
1,897	2,058	1,903	2,018	2,162	2,303	2,432	2,445	Secondary
4,124	4,269	3,905	3,900	4,085	4,319	4,529	4,809	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

A5 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh, Malaysia, 2010 - 2025

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
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A5 Number of recipients, median and mean monthly salaries & wages of employees by highest certificate obtained, Malaysia, 2010 - 2025

2018	2019	2020	2021	2022	2023	2024	2025	Highest Certificate Obtained
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	10,381.6	Number of Recipients ('000)
193.1	194.6	139.7	143.1	140.0	138.4	112.5	117.6	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	5,781.2	SPM and below
584.7	599.2	687.1	656.8	647.2	639.9	661.9	656.7	STPM/ certificate ¹
1,171.4	1,233.9	1,325.0	1,404.9	1,409.6	1,427.7	1,474.9	1,521.2	Diploma
1,597.9	1,712.4	1,774.4	1,998.4	2,097.7	2,158.6	2,255.9	2,304.9	Degree
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	Median (RM)
1,351	1,449	1,246	1,475	1,433	1,529	1,589	1,691	No certificate/ Not applicable
1,829	1,912	1,608	1,665	1,809	1,916	2,046	2,203	SPM and below
2,392	2,488	2,145	2,266	2,374	2,452	2,605	2,775	STPM/ certificate ¹
3,032	3,232	2,913	3,138	3,156	3,277	3,414	3,779	Diploma
5,030	5,496	4,849	4,989	5,000	5,046	5,110	5,276	Degree
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	Mean (RM)
1,587	1,760	1,529	1,650	1,736	1,899	1,944	1,938	No certificate/ Not applicable
2,193	2,347	2,114	2,167	2,334	2,516	2,662	2,705	SPM and below
2,766	2,924	2,693	2,656	2,821	3,120	3,355	3,472	STPM/ certificate ¹
3,657	3,756	3,396	3,425	3,572	3,845	3,999	4,246	Diploma
5,883	5,903	5,455	5,469	5,609	5,829	6,114	6,453	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 - 2025

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 Berkekaan	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 Berkekaan	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 Berkekaan	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 - 2025

								Male
2018	2019	2020	2021	2022	2023	2024	2025	Highest Certificate Obtained
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	6,084.6	Number of Recipients ('000)
134.0	133.5	91.4	97.4	95.1	93.8	76.4	79.2	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	3,711.0	SPM and below
350.3	356.3	421.9	437.4	430.1	423.6	436.8	438.9	STPM/ certificate ¹
578.2	601.4	673.2	613.3	635.0	641.9	668.3	693.7	Diploma
699.9	771.0	797.6	1,024.5	1,081.4	1,105.1	1,139.8	1,161.7	Degree
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Median (RM)
1,573	1,600	1,274	1,536	1,555	1,529	1,627	1,751	No certificate/ Not applicable
1,980	2,100	1,748	1,773	1,901	2,046	2,139	2,451	SPM and below
2,498	2,620	2,383	2,373	2,552	2,676	2,851	3,308	STPM/ certificate ¹
3,204	3,450	2,995	3,346	3,386	3,587	3,892	4,358	Diploma
5,714	6,250	5,391	5,292	5,835	5,937	6,000	6,282	Degree
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Mean (RM)
1,739	1,923	1,653	1,779	1,842	2,013	2,031	2,013	No certificate/ Not applicable
2,359	2,512	2,240	2,258	2,436	2,646	2,795	2,862	SPM and below
3,031	3,173	2,866	2,775	2,979	3,312	3,549	3,670	STPM/ certificate ¹
4,017	4,126	3,605	3,628	3,826	4,264	4,508	4,773	Diploma
6,838	6,630	6,229	6,080	6,100	6,275	6,653	7,021	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 - 2025 (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 Berkekaan	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 Berkekaan	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 Berkekaan	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 diperolehi 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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	Highest Certificate Obtained
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	4,297.0	Number of Recipients ('000)
59.1	61.0	48.3	45.7	44.8	44.7	36.0	38.4	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	2,070.1	SPM and below
234.4	242.9	265.2	219.4	217.1	216.3	225.1	217.8	STPM/ certificate ¹
593.3	632.5	651.8	791.5	774.6	785.8	806.7	827.6	Diploma
898.1	941.4	976.8	973.9	1,016.3	1,053.5	1,116.1	1,143.2	Degree
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Median (RM)
1,089	1,205	1,138	1,349	1,344	1,343	1,380	1,608	No certificate/ Not applicable
1,567	1,689	1,494	1,578	1,752	1,794	1,947	2,013	SPM and below
2,125	2,261	1,900	2,032	2,109	2,276	2,444	2,641	STPM/ certificate ¹
2,886	2,997	2,810	2,996	3,015	3,006	3,085	3,386	Diploma
4,598	4,931	4,507	4,701	4,765	5,043	5,109	5,276	Degree
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Mean (RM)
1,241	1,403	1,294	1,377	1,512	1,661	1,759	1,782	No certificate/ Not applicable
1,869	2,034	1,880	2,000	2,151	2,283	2,419	2,424	SPM and below
2,370	2,558	2,417	2,420	2,509	2,745	2,980	3,073	STPM/ certificate ¹
3,305	3,404	3,181	3,269	3,363	3,503	3,578	3,804	Diploma
5,139	5,308	4,823	4,827	5,087	5,362	5,564	5,876	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 - 2025

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 - 2025

2018	2019	2020	2021	2022	2023	2024	2025	Strata
								Total
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	10,381.6	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	8,838.0	Urban
1,379.1	1,392.4	1,432.0	1,363.3	1,377.7	1,439.9	1,552.2	1,543.6	Rural
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	Median (RM)
2,415	2,565	2,266	2,414	2,539	2,676	2,851	3,022	Urban
1,481	1,560	1,332	1,496	1,555	1,590	1,698	2,035	Rural
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	Mean (RM)
3,274	3,405	3,106	3,189	3,354	3,580	3,796	3,932	Urban
2,083	2,208	2,103	2,186	2,374	2,608	2,847	3,061	Rural
								Male
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	6,084.6	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	5,112.1	Urban
885.0	904.9	928.0	873.1	908.0	946.9	1,011.9	972.4	Rural
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Median (RM)
2,464	2,712	2,383	2,484	2,575	2,712	2,957	3,265	Urban
1,527	1,575	1,332	1,496	1,666	1,570	1,698	2,035	Rural
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Mean (RM)
3,400	3,528	3,203	3,284	3,465	3,721	3,959	4,098	Urban
2,070	2,178	2,048	2,158	2,319	2,534	2,767	2,993	Rural
								Female
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	4,297.0	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	3,725.9	Urban
494.1	487.5	504.0	490.2	469.7	493.1	540.3	571.1	Rural
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Median (RM)
2,316	2,518	2,126	2,265	2,397	2,465	2,703	2,790	Urban
1,339	1,473	1,326	1,445	1,546	1,590	1,655	1,813	Rural
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Mean (RM)
3,096	3,234	2,972	3,055	3,202	3,387	3,573	3,705	Urban
2,106	2,262	2,203	2,236	2,480	2,750	2,996	3,178	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

A8 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2010 - 2025

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 - 2025**

2018	2019	2020	2021	2022	2023	2024	2025	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	10,381.6	Malaysia
1,106.0	1,133.6	1,244.5	1,266.2	1,351.7	1,367.2	1,388.0	1,412.3	Johor
529.3	550.6	552.6	565.4	578.4	567.7	569.3	573.5	Kedah
367.5	383.9	373.2	404.9	394.5	389.5	393.8	400.3	Kelantan
283.8	299.5	319.9	337.0	336.5	346.9	350.9	351.9	Melaka
309.1	314.9	344.1	343.5	342.5	350.9	356.6	357.1	Negeri Sembilan
393.1	424.7	446.0	445.5	444.0	454.2	465.6	471.8	Pahang
566.2	586.7	614.0	604.7	641.6	635.8	642.2	648.8	Pulau Pinang
676.2	699.9	700.6	714.0	731.4	729.7	735.7	742.2	Perak
61.8	69.4	74.6	78.0	76.7	76.9	80.0	80.6	Perlis
2,153.5	2,333.6	2,461.7	2,526.6	2,560.7	2,596.2	2,610.5	2,653.7	Selangor
285.0	306.7	302.3	307.6	307.0	312.0	320.3	326.5	Terengganu
665.2	688.4	647.5	696.7	721.4	726.4	730.0	736.7	Sabah
743.0	775.7	691.8	733.9	741.3	758.6	771.7	784.8	Sarawak
557.2	564.8	619.4	678.7	701.8	725.9	752.9	769.7	W.P. Kuala Lumpur
31.1	30.5	29.0	30.2	31.3	31.6	32.3	32.8	W.P. Labuan
33.2	32.1	34.8	36.1	35.8	36.0	38.5	39.0	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

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 - 2025 (cont'd)*

2018	2019	2020	2021	2022	2023	2024	2025	State
								<i>Median (RM)</i>
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	<i>Malaysia</i>
2,418	2,512	2,076	2,191	2,216	2,450	2,582	2,688	<i>Johor</i>
1,703	1,748	1,509	1,621	1,797	1,885	2,051	2,255	<i>Kedah</i>
1,604	1,639	1,390	1,568	1,635	1,750	1,914	1,860	<i>Kelantan</i>
2,332	2,415	2,130	2,164	2,280	2,360	2,528	2,773	<i>Melaka</i>
2,348	2,433	2,011	2,321	2,334	2,361	2,503	2,710	<i>Negeri Sembilan</i>
2,111	2,225	1,775	1,897	2,013	2,276	2,491	2,578	<i>Pahang</i>
2,215	2,346	2,115	2,414	2,477	2,715	2,934	3,107	<i>Pulau Pinang</i>
1,775	1,858	1,666	1,898	1,901	2,045	2,050	2,173	<i>Perak</i>
1,989	2,010	1,541	1,713	1,781	1,820	2,038	2,013	<i>Perlis</i>
2,695	2,956	2,713	2,778	3,109	3,235	3,350	3,547	<i>Selangor</i>
1,874	1,911	1,537	1,549	1,703	1,845	2,021	2,195	<i>Terengganu</i>
1,951	1,980	1,705	1,899	2,011	2,059	2,236	2,482	<i>Sabah</i>
2,033	2,070	1,595	2,036	2,069	2,276	2,490	2,707	<i>Sarawak</i>
2,946	3,106	2,995	2,999	3,301	3,469	3,687	3,938	<i>W.P. Kuala Lumpur</i>
2,419	2,712	2,154	2,573	2,657	2,735	2,931	2,688	<i>W.P. Labuan</i>
3,673	3,749	3,682	3,858	3,995	4,443	4,598	4,828	<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

A8 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2010 - 2025 (samb.)

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 - 2025 (cont'd)*

2018	2019	2020	2021	2022	2023	2024	2025	State
								<i>Mean (RM)</i>
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	<i>Malaysia</i>
3,228	3,266	2,827	2,850	2,992	3,212	3,414	3,609	<i>Johor</i>
2,294	2,413	2,289	2,516	2,627	2,859	3,053	3,148	<i>Kedah</i>
2,419	2,571	2,467	2,522	2,604	2,882	3,091	3,214	<i>Kelantan</i>
2,853	2,990	2,925	2,950	3,093	3,311	3,469	3,549	<i>Melaka</i>
3,048	3,218	2,989	3,060	3,177	3,375	3,626	3,730	<i>Negeri Sembilan</i>
2,662	2,754	2,690	2,727	2,844	3,124	3,337	3,434	<i>Pahang</i>
2,811	3,022	2,881	3,089	3,315	3,557	3,787	3,912	<i>Pulau Pinang</i>
2,387	2,571	2,468	2,619	2,742	2,973	3,172	3,233	<i>Perak</i>
2,628	2,723	2,605	2,676	2,746	2,968	3,257	3,401	<i>Perlis</i>
3,668	3,892	3,476	3,475	3,719	3,885	4,052	4,258	<i>Selangor</i>
2,695	2,766	2,441	2,544	2,615	2,898	3,107	3,208	<i>Terengganu</i>
2,745	2,836	2,648	2,784	2,871	3,127	3,389	3,421	<i>Sabah</i>
2,757	2,819	2,515	2,786	2,937	3,158	3,424	3,645	<i>Sarawak</i>
4,336	4,359	3,849	3,994	4,276	4,521	4,782	4,955	<i>W.P. Kuala Lumpur</i>
3,054	3,323	2,931	3,281	3,365	3,636	3,812	3,887	<i>W.P. Labuan</i>
4,530	4,695	4,497	4,602	4,716	4,858	5,091	5,417	<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

A9 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2010 - 2025

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 - 2025

								Male
2018	2019	2020	2021	2022	2023	2024	2025	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	6,084.6	Malaysia
684.4	703.5	803.9	798.9	857.4	867.2	881.6	904.1	Johor
307.2	327.5	342.3	340.8	362.1	357.8	358.5	360.0	Kedah
228.6	242.1	229.9	257.0	247.6	239.5	240.4	243.0	Kelantan
161.2	170.4	185.4	190.8	198.8	204.7	207.0	202.6	Melaka
181.9	188.7	207.8	205.0	214.5	218.6	219.7	216.7	Negeri Sembilan
247.9	264.4	277.8	274.2	278.5	282.8	287.7	288.6	Pahang
321.9	337.2	351.4	345.1	361.3	354.4	360.0	357.7	Pulau Pinang
402.5	416.3	422.8	416.0	424.3	418.6	423.8	428.6	Perak
38.6	41.3	44.1	45.6	44.4	43.8	46.3	45.9	Perlis
1,229.6	1,283.0	1,323.5	1,418.4	1,388.2	1,415.2	1,419.4	1,459.6	Selangor
183.4	194.0	199.2	198.0	204.8	207.5	213.1	214.4	Terengganu
400.5	419.9	389.4	423.2	447.3	449.3	450.2	446.8	Sabah
477.2	498.3	434.6	456.0	464.9	476.0	488.4	486.4	Sarawak
310.9	314.9	340.9	365.0	363.2	378.6	396.0	393.4	W.P. Kuala Lumpur
19.8	19.8	18.7	19.6	20.7	20.7	21.0	21.1	W.P. Labuan
14.2	14.5	15.1	15.5	14.8	14.3	15.5	15.6	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 - 2025 (samb.)

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 - 2025 (cont'd)*

								Male
2018	2019	2020	2021	2022	2023	2024	2025	State
								Median (RM)
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Malaysia
2,556	2,646	2,199	2,258	2,216	2,603	2,850	2,896	Johor
1,760	1,812	1,509	1,733	1,863	1,882	2,051	2,255	Kedah
1,604	1,601	1,390	1,536	1,568	1,731	1,831	1,837	Kelantan
2,382	2,489	2,190	2,277	2,314	2,360	2,606	2,773	Melaka
2,442	2,513	2,167	2,323	2,359	2,402	2,606	2,725	Negeri Sembilan
2,140	2,260	1,705	1,868	2,013	2,045	2,213	2,526	Pahang
2,241	2,481	2,244	2,414	2,558	2,836	3,125	3,334	Pulau Pinang
1,935	2,013	1,713	1,947	1,953	2,045	2,200	2,301	Perak
2,011	2,070	1,541	1,698	1,781	1,818	1,970	2,067	Perlis
2,888	3,169	2,874	2,979	3,400	3,667	3,751	3,873	Selangor
1,860	1,911	1,635	1,669	1,760	1,849	2,025	2,195	Terengganu
1,947	1,980	1,670	1,878	2,011	1,916	2,094	2,482	Sabah
2,063	2,081	1,669	1,927	2,069	1,974	2,140	2,688	Sarawak
2,963	3,096	3,085	3,250	3,636	4,023	4,298	4,325	W.P. Kuala Lumpur
2,513	2,841	2,383	2,775	2,657	2,852	3,057	2,688	W.P. Labuan
3,849	3,985	3,682	3,806	3,907	4,095	4,315	4,826	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 - 2025 (samb.)

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 - 2025 (cont'd)*

								Male
2018	2019	2020	2021	2022	2023	2024	2025	State
								Mean (RM)
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Malaysia
3,483	3,507	2,937	2,929	3,073	3,328	3,543	3,790	Johor
2,323	2,387	2,236	2,531	2,585	2,806	2,983	3,050	Kedah
2,272	2,371	2,358	2,401	2,416	2,695	2,906	3,002	Kelantan
2,939	3,095	2,994	2,973	3,075	3,292	3,448	3,542	Melaka
3,189	3,272	3,062	3,049	3,201	3,368	3,682	3,781	Negeri Sembilan
2,632	2,718	2,608	2,672	2,769	3,057	3,314	3,429	Pahang
3,010	3,186	3,034	3,164	3,423	3,680	3,938	4,104	Pulau Pinang
2,461	2,653	2,466	2,622	2,778	2,993	3,186	3,203	Perak
2,522	2,640	2,525	2,657	2,674	2,891	3,170	3,377	Perlis
3,855	4,114	3,696	3,728	4,063	4,267	4,452	4,692	Selangor
2,705	2,793	2,443	2,568	2,620	2,857	3,036	3,069	Terengganu
2,703	2,830	2,604	2,785	2,851	3,133	3,455	3,478	Sabah
2,751	2,827	2,508	2,691	2,840	3,110	3,402	3,711	Sarawak
4,465	4,528	4,131	4,321	4,649	4,883	5,132	5,195	W.P. Kuala Lumpur
3,166	3,457	3,140	3,341	3,453	3,738	3,955	3,992	W.P. Labuan
5,074	4,991	4,645	4,494	4,892	5,041	5,291	5,733	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 - 2025 (samb.)

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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	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	4,297.0	Malaysia
421.6	430.1	440.6	467.3	494.3	500.0	506.4	508.2	Johor
222.2	223.2	210.3	224.7	216.2	209.8	210.9	213.5	Kedah
138.8	141.8	143.3	147.9	147.0	150.0	153.4	157.3	Kelantan
122.6	129.1	134.5	146.2	137.7	142.3	143.9	149.3	Melaka
127.3	126.2	136.3	138.5	128.0	132.2	136.9	140.4	Negeri Sembilan
145.2	160.2	168.2	171.4	165.5	171.5	177.9	183.2	Pahang
244.3	249.5	262.6	259.6	280.3	281.4	282.3	291.1	Pulau Pinang
273.7	283.6	277.8	297.9	307.1	311.1	312.0	313.6	Perak
23.2	28.0	30.6	32.4	32.4	33.0	33.7	34.7	Perlis
923.9	1,050.6	1,138.2	1,108.3	1,172.4	1,181.0	1,191.1	1,194.1	Selangor
101.6	112.7	103.1	109.5	102.2	104.5	107.2	112.1	Terengganu
264.8	268.5	258.1	273.5	274.1	277.1	279.8	289.9	Sabah
265.8	277.4	257.2	277.9	276.3	282.6	283.2	298.4	Sarawak
246.3	249.9	278.5	313.7	338.5	347.3	356.9	376.3	W.P. Kuala Lumpur
11.3	10.7	10.3	10.6	10.6	10.9	11.3	11.7	W.P. Labuan
18.9	17.6	19.7	20.6	21.0	21.7	23.0	23.4	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 - 2025 (samb.)

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
 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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	State
								Median (RM)
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Malaysia
2,104	2,254	1,870	2,003	1,865	2,276	2,444	2,560	Johor
1,533	1,670	1,447	1,619	1,760	1,916	2,051	2,151	Kedah
1,605	1,670	1,345	1,615	1,699	1,878	2,018	2,003	Kelantan
2,154	2,158	2,025	2,110	2,280	2,465	2,527	2,675	Melaka
2,137	2,261	1,883	2,166	2,218	2,343	2,475	2,693	Negeri Sembilan
1,967	1,980	2,011	1,927	2,087	2,439	2,641	2,627	Pahang
2,082	2,206	1,965	2,265	2,297	2,715	2,894	2,923	Pulau Pinang
1,640	1,650	1,545	1,645	1,677	1,916	1,947	2,053	Perak
1,959	1,900	1,395	1,926	1,908	1,978	2,038	1,991	Perlis
2,549	2,788	2,540	2,303	2,647	2,465	2,641	3,024	Selangor
1,903	1,853	1,343	1,549	1,553	1,807	1,946	2,124	Terengganu
1,964	2,060	1,793	1,931	2,115	2,276	2,476	2,562	Sabah
1,952	2,070	1,595	2,295	2,397	2,551	2,750	2,747	Sarawak
2,930	3,179	2,993	2,831	2,957	3,077	3,322	3,440	W.P. Kuala Lumpur
2,024	2,261	1,785	2,000	2,305	2,464	2,549	2,642	W.P. Labuan
3,563	3,710	3,682	3,858	3,995	4,443	4,709	4,932	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 - 2025 (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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	State
								Mean (RM)
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Malaysia
2,813	2,873	2,626	2,715	2,854	3,010	3,190	3,287	Johor
2,253	2,450	2,375	2,495	2,697	2,948	3,171	3,314	Kedah
2,660	2,911	2,642	2,732	2,922	3,180	3,380	3,541	Kelantan
2,739	2,853	2,830	2,920	3,118	3,338	3,498	3,557	Melaka
2,846	3,138	2,876	3,077	3,135	3,386	3,538	3,652	Negeri Sembilan
2,712	2,813	2,825	2,816	2,970	3,236	3,375	3,443	Pahang
2,549	2,800	2,677	2,990	3,176	3,402	3,594	3,675	Pulau Pinang
2,280	2,452	2,471	2,616	2,692	2,945	3,153	3,273	Perak
2,805	2,847	2,720	2,703	2,845	3,069	3,375	3,434	Perlis
3,419	3,621	3,220	3,151	3,313	3,426	3,576	3,727	Selangor
2,678	2,721	2,435	2,499	2,603	2,980	3,248	3,472	Terengganu
2,807	2,845	2,716	2,782	2,902	3,118	3,285	3,333	Sabah
2,767	2,805	2,528	2,940	3,101	3,237	3,460	3,538	Sarawak
4,173	4,145	3,504	3,613	3,877	4,126	4,395	4,704	W.P. Kuala Lumpur
2,858	3,075	2,552	3,170	3,192	3,442	3,547	3,697	W.P. Labuan
4,120	4,453	4,384	4,683	4,592	4,738	4,956	5,207	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 - 2025

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 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	753.4	724.8
Operator loji dan mesin serta 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 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 loji dan mesin serta 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 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 loji dan mesin serta 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
Bermula tahun 2020, Statistik Gaji & Upah dianggar berasaskan Banci Penduduk dan Perumahan Malaysia 2020

A10 *Number of recipients, median and mean monthly salaries & wages of employees by occupation, Malaysia, 2010 - 2025*

2018	2019	2020	2021	2022	2023	2024	2025	Occupation
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	10,381.6	Number of Recipients ('000)
243.4	286.9	337.8	323.5	327.4	318.2	323.6	330.5	Managers
1,666.8	1,714.8	1,724.4	1,772.3	1,833.7	1,842.5	1,895.8	1,945.4	Professionals
1,317.4	1,386.2	1,391.8	1,460.4	1,470.0	1,509.6	1,516.1	1,527.9	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	1,360.1	Clerical support workers
1,675.6	1,767.4	2,008.6	2,132.0	2,176.9	2,225.7	2,243.6	2,305.7	Service and sale workers
68.2	80.0	128.4	78.2	85.2	86.0	88.3	87.7	Skilled agricultural, forestry, livestock and fishery workers
706.1	671.8	663.2	728.9	735.4	738.7	725.3	723.9	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	1,290.8	Plant and machine-operators and assemblers
740.9	770.7	783.1	790.4	796.8	801.3	830.5	809.7	Elementary occupations
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	Median (RM)
6,276	6,908	5,423	5,413	5,568	5,825	5,990	6,186	Managers
4,814	5,175	4,840	5,383	5,486	5,741	5,821	6,124	Professionals
3,022	3,278	3,017	3,260	3,384	3,472	3,541	3,852	Technicians and associate professionals
2,093	2,305	2,066	2,086	2,148	2,360	2,550	2,693	Clerical support workers
1,695	1,698	1,494	1,544	1,770	1,818	1,947	2,035	Service and sale workers
1,539	1,654	1,302	1,552	1,634	1,729	1,762	1,992	Skilled agricultural, forestry, livestock and fishery workers
1,770	1,836	1,575	1,742	1,760	1,916	1,959	2,173	Craft and related trades workers
1,738	1,858	1,618	1,679	1,781	1,845	1,947	2,083	Plant and machine-operators and assemblers
1,329	1,422	1,290	1,533	1,558	1,599	1,654	1,758	Elementary occupations
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	Mean (RM)
8,643	8,855	6,555	6,396	6,319	6,640	7,121	7,344	Managers
5,424	5,589	5,305	5,667	5,609	6,139	6,524	6,747	Professionals
3,524	3,651	3,342	3,488	3,644	3,854	4,077	4,256	Technicians and associate professionals
2,322	2,482	2,354	2,389	2,617	2,789	2,931	3,029	Clerical support workers
1,991	2,060	1,938	1,939	2,270	2,421	2,561	2,687	Service and sale workers
2,186	2,247	1,629	1,754	2,052	2,259	2,460	2,658	Skilled agricultural, forestry, livestock and fishery workers
2,063	2,197	1,914	1,999	2,266	2,385	2,510	2,619	Craft and related trades workers
2,022	2,144	1,942	2,011	2,219	2,311	2,404	2,488	Plant and machine-operators and assemblers
1,648	1,751	1,744	1,760	1,835	1,982	2,128	2,184	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 - 2025

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 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 loji dan mesin serta 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 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 loji dan mesin serta 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 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 loji dan mesin serta 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.
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 - 2025*

								Male
2018	2019	2020	2021	2022	2023	2024	2025	Occupation
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	6,084.6	Number of Recipients ('000)
156.9	197.9	230.6	219.7	227.1	219.1	222.7	228.5	Managers
726.4	735.3	710.5	792.2	826.8	848.4	878.3	901.6	Professionals
896.7	956.2	954.6	1,035.9	1,057.0	1,080.2	1,067.5	1,087.5	Technicians and associate professionals
320.1	317.9	359.7	370.4	377.7	370.9	374.0	398.6	Clerical support workers
935.8	957.8	1,123.2	1,108.2	1,126.9	1,152.7	1,160.9	1,153.4	Service and sale workers
60.4	72.9	114.3	68.7	74.7	74.7	77.4	77.4	Skilled agricultural, forestry, livestock and fishery workers
650.7	625.7	595.8	659.5	663.5	668.3	653.8	661.3	Craft and related trades workers
908.6	1,005.6	943.1	941.0	958.4	948.0	986.3	993.2	Plant and machine-operators and assemblers
554.1	566.6	554.9	573.6	580.8	586.8	607.5	583.0	Elementary occupations
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Median (RM)
7,139	7,159	5,788	5,982	5,871	6,096	6,100	6,383	Managers
5,328	5,578	5,319	5,855	5,909	6,201	6,205	6,702	Professionals
3,119	3,308	3,082	3,300	3,330	3,484	3,564	3,923	Technicians and associate professionals
2,212	2,525	2,383	2,484	2,552	2,701	2,947	3,341	Clerical support workers
1,892	1,896	1,595	1,696	1,895	2,045	2,142	2,255	Service and sale workers
1,576	1,852	1,302	1,485	1,821	1,750	1,883	1,992	Skilled agricultural, forestry, livestock and fishery workers
1,818	1,911	1,635	1,745	1,760	1,974	1,985	2,200	Craft and related trades workers
1,891	2,070	1,727	1,823	1,968	1,954	2,043	2,163	Plant and machine-operators and assemblers
1,544	1,560	1,432	1,531	1,556	1,609	1,669	1,778	Elementary occupations
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Mean (RM)
9,276	9,242	6,960	6,889	6,789	7,080	7,516	7,693	Managers
6,123	6,182	6,030	6,267	6,094	6,760	7,189	7,336	Professionals
3,651	3,745	3,410	3,528	3,682	3,916	4,162	4,340	Technicians and associate professionals
2,536	2,673	2,661	2,736	2,983	3,198	3,405	3,536	Clerical support workers
2,252	2,309	2,177	2,137	2,473	2,665	2,853	2,999	Service and sale workers
2,264	2,309	1,631	1,755	2,076	2,309	2,523	2,721	Skilled agricultural, forestry, livestock and fishery workers
2,125	2,251	1,958	2,008	2,261	2,386	2,524	2,651	Craft and related trades workers
2,140	2,296	2,025	2,094	2,351	2,404	2,481	2,613	Plant and machine-operators and assemblers
1,758	1,861	1,828	1,801	1,866	2,030	2,227	2,299	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 - 2025 (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 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 loji dan mesin serta 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 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 loji dan mesin serta 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 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 loji dan mesin serta 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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	Occupation
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	4,297.0	<i>Number of Recipients ('000)</i>
86.5	89.1	107.2	103.8	100.4	99.1	100.9	102.0	<i>Managers</i>
940.3	979.4	1,013.9	980.1	1,006.8	994.1	1,017.5	1,043.9	<i>Professionals</i>
420.7	430.0	437.2	424.5	413.0	429.4	448.6	440.4	<i>Technicians and associate professionals</i>
864.6	906.8	819.4	856.5	914.5	951.1	960.5	961.5	<i>Clerical support workers</i>
740.0	809.6	885.3	1,023.8	1,050.1	1,073.1	1,082.8	1,152.2	<i>Service and sale workers</i>
7.8	7.1	14.0	9.5	10.5	11.4	10.9	10.3	<i>Skilled agricultural, forestry, livestock and fishery workers</i>
55.2	46.1	67.4	69.4	71.9	70.3	71.5	62.5	<i>Craft and related trades workers</i>
249.5	287.1	296.4	315.6	320.3	313.5	294.3	297.6	<i>Plant and machine-operators and assemblers</i>
186.8	204.1	228.3	216.8	216.0	214.5	223.0	226.6	<i>Elementary occupations</i>
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Median (RM)
5,687	6,832	5,069	4,948	4,695	5,044	5,132	5,307	<i>Managers</i>
4,527	4,798	4,540	4,954	4,868	5,046	5,297	5,276	<i>Professionals</i>
2,851	3,143	2,943	3,161	3,384	3,314	3,393	3,688	<i>Technicians and associate professionals</i>
2,054	2,261	1,989	1,927	2,106	2,320	2,476	2,606	<i>Clerical support workers</i>
1,353	1,422	1,259	1,491	1,699	1,621	1,700	1,776	<i>Service and sale workers</i>
1,396	1,436	1,217	1,606	1,553	1,542	1,586	1,663	<i>Skilled agricultural, forestry, livestock and fishery workers</i>
1,182	1,283	1,266	1,656	1,865	1,529	1,600	1,682	<i>Craft and related trades workers</i>
1,410	1,463	1,423	1,629	1,614	1,795	1,945	1,813	<i>Plant and machine-operators and assemblers</i>
1,123	1,208	1,230	1,541	1,578	1,529	1,620	1,753	<i>Elementary occupations</i>
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Mean (RM)
7,496	7,994	5,684	5,353	5,256	5,668	6,250	6,562	<i>Managers</i>
4,883	5,144	4,797	5,182	5,212	5,608	5,950	6,239	<i>Professionals</i>
3,255	3,440	3,192	3,391	3,547	3,699	3,873	4,050	<i>Technicians and associate professionals</i>
2,243	2,415	2,220	2,238	2,465	2,629	2,746	2,819	<i>Clerical support workers</i>
1,660	1,766	1,635	1,725	2,053	2,158	2,248	2,375	<i>Service and sale workers</i>
1,589	1,608	1,609	1,746	1,880	1,927	2,017	2,186	<i>Skilled agricultural, forestry, livestock and fishery workers</i>
1,332	1,459	1,532	1,913	2,309	2,373	2,379	2,278	<i>Craft and related trades workers</i>
1,591	1,613	1,680	1,762	1,824	2,030	2,148	2,071	<i>Plant and machine-operators and assemblers</i>
1,321	1,444	1,541	1,651	1,754	1,849	1,857	1,886	<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 - 2025

Kategori Kemahiran	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
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 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
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 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
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 - 2025*

2018	2019	2020	2021	2022	2023	2024	2025	Skilled Category
								Total
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	10,381.6	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	3,803.8	Skilled
4,792.7	5,036.6	5,218.8	5,422.5	5,568.5	5,633.8	5,672.3	5,768.1	Semi-skilled
740.9	770.7	783.1	790.4	796.8	801.3	830.5	809.7	Low-skilled
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	Median (RM)
3,974	4,468	3,980	4,583	4,411	4,565	4,679	5,057	Skilled
1,817	1,900	1,605	1,668	1,821	1,916	2,050	2,223	Semi-skilled
1,329	1,422	1,290	1,533	1,558	1,599	1,654	1,758	Low-skilled
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	Mean (RM)
4,891	5,072	4,636	4,838	4,878	5,242	5,582	5,799	Skilled
2,094	2,206	2,023	2,063	2,335	2,475	2,604	2,714	Semi-skilled
1,648	1,751	1,744	1,760	1,835	1,982	2,128	2,184	Low-skilled
								Male
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	6,084.6	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	2,217.6	Skilled
2,875.7	2,979.9	3,136.2	3,147.7	3,201.2	3,214.5	3,252.3	3,283.9	Semi-skilled
554.1	566.6	554.9	573.6	580.8	586.8	607.5	583.0	Low-skilled
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Median (RM)
3,997	4,497	3,965	4,572	4,361	4,565	4,614	5,083	Skilled
1,917	2,004	1,703	1,773	1,928	2,045	2,139	2,439	Semi-skilled
1,544	1,560	1,432	1,531	1,556	1,609	1,669	1,778	Low-skilled
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Mean (RM)
5,155	5,269	4,824	4,948	4,961	5,362	5,733	5,904	Skilled
2,220	2,331	2,125	2,159	2,443	2,583	2,729	2,871	Semi-skilled
1,758	1,861	1,828	1,801	1,866	2,030	2,227	2,299	Low-skilled
								Female
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	4,297.0	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	1,586.2	Skilled
1,917.1	2,056.7	2,082.6	2,274.7	2,367.3	2,419.3	2,420.0	2,484.1	Semi-skilled
186.8	204.1	228.3	216.8	216.0	214.5	223.0	226.6	Low-skilled
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Median (RM)
3,947	4,428	3,995	4,605	4,539	4,784	4,921	5,035	Skilled
1,679	1,725	1,595	1,595	1,764	1,878	1,947	2,063	Semi-skilled
1,123	1,208	1,230	1,541	1,578	1,529	1,620	1,753	Low-skilled
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Mean (RM)
4,566	4,824	4,408	4,689	4,762	5,074	5,374	5,652	Skilled
1,904	2,023	1,868	1,929	2,188	2,332	2,437	2,507	Semi-skilled
1,321	1,444	1,541	1,651	1,754	1,849	1,857	1,886	Low-skilled

Notes: Data refer to citizen only
Occupation is classified according to the Malaysia Standard Classification of Occupations (MISCO) 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 - 2025

Industri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah¹	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 - 2025*

2018	2019	2020	2021	2022	2023	2024	2025	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	10,381.6	Total¹
216.8	223.9	267.6	273.1	282.3	284.4	286.3	270.4	Agriculture
82.0	82.3	77.9	74.4	76.0	77.2	79.3	80.8	Mining and quarrying
1,590.1	1,694.3	1,786.0	1,919.9	1,945.3	1,944.3	1,950.0	1,965.2	Manufacturing
66.5	70.1	72.5	81.3	92.1	94.7	96.1	98.7	Electricity, gas, steam and air conditioning supply
68.1	65.2	61.5	63.7	70.6	72.9	76.2	77.8	Water supply; sewerage, waste management and remediation activities
676.3	682.6	694.2	683.1	629.4	628.1	634.3	642.9	Construction
1,442.4	1,546.5	1,515.0	1,624.5	1,678.5	1,695.7	1,723.4	1,760.9	Wholesale and retail trade; repair of motor vehicles and motorcycles
507.3	517.6	556.9	538.0	524.6	509.7	523.4	542.4	Transportation and storage
621.0	671.3	725.1	721.5	740.5	776.4	785.9	804.1	Accommodation and food and beverage service activities
184.6	187.8	196.5	206.5	222.9	227.0	234.9	241.8	Information and Communication
288.3	320.0	332.8	347.9	375.9	382.2	387.2	419.5	Financial and insurance/takaful activities
76.8	74.3	74.6	74.0	68.3	72.1	75.0	83.7	Real estate activities
290.7	320.0	320.6	326.5	341.1	347.9	349.5	356.3	Professional, scientific and technical activities
499.7	551.8	567.2	577.0	570.1	553.8	555.6	559.8	Administrative and support service activities
694.1	711.2	740.4	752.0	774.3	795.4	816.8	804.2	Public administration and defence; compulsory social security
911.1	907.0	863.0	902.8	940.2	953.6	961.9	952.3	Education
356.5	374.1	413.6	419.2	460.8	480.9	487.9	500.0	Human health and social work activities
63.2	59.1	41.7	34.2	36.5	38.7	41.0	43.4	Arts, entertainment and recreation
124.8	135.9	148.9	149.4	167.2	169.7	173.2	175.9	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

A13 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2010 - 2025 (samb.)

Industri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Jumlah¹	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 - 2025 (cont'd)*

2018	2019	2020	2021	2022	2023	2024	2025	Industry
Median (RM)								
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	Total ¹
1,392	1,531	1,326	1,517	1,555	1,593	1,698	1,813	Agriculture
3,703	3,968	3,356	4,014	4,237	4,295	4,450	4,604	Mining and quarrying
1,959	1,967	1,913	1,980	2,150	2,360	2,490	2,663	Manufacturing
3,324	3,616	2,774	2,724	3,023	3,274	3,450	3,727	Electricity, gas, steam and air conditioning supply
2,183	2,300	2,110	2,093	2,194	2,361	2,490	2,466	Water supply; sewerage, waste management and remediation activities
2,164	2,169	1,870	1,797	1,919	2,044	2,051	2,270	Construction
1,774	1,777	1,537	1,616	1,752	1,835	1,947	2,063	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,175	2,393	2,066	2,000	2,097	2,360	2,576	2,664	Transportation and storage
1,657	1,660	1,340	1,536	1,635	1,793	1,912	2,013	Accommodation and food and beverage service activities
3,641	3,989	3,490	3,686	3,970	4,154	4,231	4,723	Information and Communication
3,370	3,660	3,126	3,182	3,330	3,586	3,752	4,188	Financial and insurance/takaful activities
3,601	3,910	3,029	3,231	3,301	3,411	3,610	3,785	Real estate activities
3,261	3,531	3,011	3,112	3,177	3,367	3,677	3,873	Professional, scientific and technical activities
1,545	1,700	1,437	1,564	1,770	1,801	1,947	2,151	Administrative and support service activities
3,350	3,620	3,780	3,923	4,097	4,285	4,483	4,625	Public administration and defence; compulsory social security
4,546	4,868	5,043	5,416	5,486	5,651	5,721	5,990	Education
3,202	3,519	3,592	4,173	4,319	4,566	4,698	4,976	Human health and social work activities
1,832	1,948	1,891	2,520	2,548	2,550	2,643	2,688	Arts, entertainment and recreation
1,971	2,012	1,706	1,685	1,902	1,916	1,947	2,013	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 - 2025 (samb.)

Industri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Jumlah¹	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 - 2025 (cont'd)*

2018	2019	2020	2021	2022	2023	2024	2025	Industry
								<i>Mean (RM)</i>
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	Total¹
1,865	1,997	1,622	1,786	1,948	2,204	2,409	2,575	Agriculture
6,017	6,154	4,981	4,976	5,337	5,623	5,904	6,175	Mining and quarrying
2,565	2,616	2,569	2,635	2,846	3,052	3,278	3,357	Manufacturing
4,437	4,573	3,594	3,432	3,591	3,973	3,995	4,256	Electricity, gas, steam and air conditioning supply
2,719	2,833	2,623	2,714	2,793	2,933	3,001	3,136	Water supply; sewerage, waste management and remediation activities
2,821	2,854	2,584	2,427	2,616	2,903	3,035	3,188	Construction
2,154	2,363	2,040	2,067	2,221	2,495	2,737	2,739	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,866	3,000	2,504	2,584	2,760	2,987	3,249	3,375	Transportation and storage
1,914	2,081	1,801	1,933	2,067	2,305	2,540	2,527	Accommodation and food and beverage service activities
4,805	4,898	4,306	4,408	4,703	4,954	5,288	5,511	Information and Communication
4,703	4,737	4,230	3,952	4,266	4,522	4,741	4,998	Financial and insurance/takaful activities
5,526	5,755	3,605	3,654	3,843	4,175	4,501	4,708	Real estate activities
4,704	4,799	3,918	3,898	4,098	4,463	4,670	5,023	Professional, scientific and technical activities
2,094	2,195	2,020	2,082	2,256	2,449	2,648	2,663	Administrative and support service activities
3,848	4,142	4,152	4,306	4,441	4,479	4,625	4,838	Public administration and defence; compulsory social security
4,714	5,112	5,107	5,564	5,460	5,623	5,814	6,367	Education
4,022	4,071	4,052	4,554	4,654	4,789	5,009	5,262	Human health and social work activities
2,687	2,797	2,675	2,956	3,037	3,192	3,323	3,399	Arts, entertainment and recreation
2,197	2,333	2,159	2,081	2,255	2,388	2,431	2,536	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 - 2025

Lelaki								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah¹	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 - 2025*

								Male
2018	2019	2020	2021	2022	2023	2024	2025	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	6,084.6	Total ¹
174.2	178.9	212.3	214.6	221.5	222.2	223.3	211.0	Agriculture
64.7	65.5	58.6	54.1	54.8	55.9	57.8	59.0	Mining and quarrying
1,007.3	1,059.1	1,121.7	1,182.4	1,191.1	1,193.6	1,197.1	1,202.9	Manufacturing
57.2	60.7	62.2	70.5	81.6	83.4	83.8	86.8	Electricity, gas, steam and air conditioning supply
55.8	54.9	50.1	52.4	59.1	61.0	63.9	65.3	Water supply; sewerage, waste management and remediation activities
566.3	579.6	580.4	566.0	515.9	516.4	519.1	527.9	Construction
820.1	875.5	877.2	911.9	953.3	962.6	978.6	980.8	Wholesale and retail trade; repair of motor vehicles and motorcycles
416.0	429.8	458.5	407.9	396.8	391.9	400.1	417.7	Transportation and storage
326.9	342.4	375.1	349.6	366.7	378.9	386.4	396.9	Accommodation and food and beverage service activities
111.3	116.5	109.2	127.2	142.1	145.3	149.0	152.5	Information and Communication
127.9	134.2	152.2	159.4	174.1	176.1	178.1	186.6	Financial and insurance/takaful activities
33.0	37.1	38.0	42.3	38.1	40.0	41.2	45.1	Real estate activities
121.6	140.3	146.3	148.2	157.1	162.1	162.2	162.8	Professional, scientific and technical activities
327.4	368.6	357.9	356.2	342.0	328.8	329.5	330.4	Administrative and support service activities
494.3	500.4	502.4	537.0	547.0	561.8	579.0	587.3	Public administration and defence; compulsory social security
306.6	298.2	272.0	344.1	369.1	374.1	380.2	369.8	Education
101.1	96.1	118.4	143.8	163.9	172.7	174.9	176.1	Human health and social work activities
39.3	37.3	20.2	18.1	19.1	20.3	21.8	22.5	Arts, entertainment and recreation
58.2	60.6	74.2	83.3	99.5	100.9	102.3	102.5	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 - 2025 (samb.)

Lelaki								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Penengah (RM)								
Jumlah¹	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 - 2025 (cont'd)*

								Male
2018	2019	2020	2021	2022	2023	2024	2025	Industry
								Median (RM)
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Total ¹
1,462	1,560	1,326	1,490	1,555	1,650	1,698	1,853	Agriculture
3,781	3,968	3,236	4,014	4,237	4,482	4,746	4,885	Mining and quarrying
2,254	2,185	2,076	2,121	2,314	2,449	2,775	3,061	Manufacturing
3,268	3,593	2,905	2,699	3,195	3,274	3,451	3,814	Electricity, gas, steam and air conditioning supply
2,211	2,310	2,110	2,093	2,194	2,361	2,490	2,466	Water supply; sewerage, waste management and remediation activities
2,093	2,070	1,851	1,741	1,788	1,845	1,916	2,173	Construction
1,858	1,982	1,568	1,735	1,809	2,046	2,284	2,255	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,174	2,393	2,066	2,053	2,097	2,360	2,775	2,664	Transportation and storage
1,825	1,850	1,500	1,572	1,895	1,958	2,046	2,255	Accommodation and food and beverage service activities
3,936	4,258	3,822	3,982	4,238	4,406	4,502	4,813	Information and Communication
3,954	4,270	3,657	3,879	3,998	4,154	4,200	4,347	Financial and insurance/takaful activities
5,169	5,443	3,126	3,451	3,478	3,586	3,663	3,785	Real estate activities
3,626	3,995	3,480	3,880	4,140	4,374	4,449	4,705	Professional, scientific and technical activities
1,624	1,760	1,437	1,549	1,684	1,800	1,880	2,255	Administrative and support service activities
3,413	3,748	3,860	3,923	4,130	4,365	4,527	4,708	Public administration and defence; compulsory social security
4,966	5,408	5,870	6,440	6,057	6,543	6,552	6,926	Education
3,416	3,772	3,873	4,438	4,411	4,566	4,698	5,147	Human health and social work activities
1,869	2,177	2,155	2,573	2,748	2,836	2,900	2,688	Arts, entertainment and recreation
2,112	2,131	1,828	1,835	1,908	2,045	2,051	2,163	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 - 2025 (samb.)

Lelaki								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Purata (RM)								
Jumlah¹	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 - 2025 (cont'd)*

								Male
2018	2019	2020	2021	2022	2023	2024	2025	Industry
								Mean (RM)
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Total ¹
1,958	2,088	1,638	1,773	1,954	2,248	2,482	2,662	Agriculture
6,076	6,127	5,231	5,210	5,644	5,871	6,134	6,318	Mining and quarrying
2,839	2,904	2,775	2,781	3,033	3,267	3,596	3,706	Manufacturing
4,276	4,347	3,678	3,457	3,627	4,043	4,049	4,322	Electricity, gas, steam and air conditioning supply
2,748	2,878	2,676	2,707	2,803	2,965	2,998	3,101	Water supply; sewerage, waste management and remediation activities
2,756	2,807	2,538	2,381	2,581	2,864	2,963	3,103	Construction
2,336	2,547	2,199	2,198	2,321	2,624	2,875	2,911	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,870	2,993	2,519	2,588	2,766	2,993	3,281	3,388	Transportation and storage
2,191	2,353	2,073	2,132	2,224	2,529	2,849	2,929	Accommodation and food and beverage service activities
5,115	5,177	4,709	4,651	5,037	5,284	5,532	5,800	Information and Communication
5,372	5,515	4,765	4,460	4,832	5,034	5,102	5,212	Financial and insurance/takaful activities
6,835	6,785	4,010	4,014	4,175	4,490	4,811	4,825	Real estate activities
5,475	5,563	4,602	4,732	4,899	5,344	5,546	5,831	Professional, scientific and technical activities
2,221	2,294	2,055	2,033	2,193	2,399	2,636	2,650	Administrative and support service activities
3,890	4,175	4,225	4,324	4,491	4,477	4,574	4,830	Public administration and defence; compulsory social security
5,317	5,753	6,033	6,576	6,114	6,352	6,543	7,161	Education
4,657	4,620	4,798	5,261	5,287	5,406	5,674	6,148	Human health and social work activities
2,946	3,067	2,947	3,183	3,158	3,179	3,221	3,264	Arts, entertainment and recreation
2,420	2,498	2,264	2,110	2,282	2,444	2,477	2,687	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 - 2025 (samb.)

Perempuan								
Industri	2010	2011	2012	2013	2014	2015	2016	2017
Bilangan Penerima ('000)								
Jumlah¹	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
Perombongan 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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	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	4,297.0	Total ¹
42.5	45.1	55.3	58.5	60.7	62.2	63.0	59.4	Agriculture
17.3	16.8	19.3	20.3	21.2	21.3	21.5	21.7	Mining and quarrying
582.8	635.2	664.3	737.6	754.2	750.7	752.9	762.3	Manufacturing
9.3	9.5	10.3	10.8	10.5	11.3	12.3	11.9	Electricity, gas, steam and air conditioning supply
12.3	10.3	11.5	11.3	11.5	11.8	12.4	12.5	Water supply; sewerage, waste management and remediation activities
110.1	103.0	113.8	117.1	113.5	111.6	115.2	115.0	Construction
622.3	671.0	637.8	712.6	725.2	733.2	744.8	780.2	Wholesale and retail trade; repair of motor vehicles and motorcycles
91.3	87.7	98.4	130.0	127.7	117.8	123.3	124.8	Transportation and storage
294.2	328.9	350.0	371.9	373.8	397.5	399.4	407.1	Accommodation and food and beverage service activities
73.3	71.3	87.3	79.3	80.8	81.6	86.0	89.3	Information and Communication
160.4	185.8	180.5	188.5	201.8	206.0	209.0	232.9	Financial and insurance/takaful activities
43.8	37.2	36.6	31.7	30.2	32.1	33.8	38.6	Real estate activities
169.0	179.7	174.3	178.3	184.0	185.8	187.2	193.6	Professional, scientific and technical activities
172.3	183.2	209.3	220.8	228.0	225.0	226.2	229.4	Administrative and support service activities
199.8	210.8	238.0	214.9	227.4	233.5	237.8	216.9	Public administration and defence; compulsory social security
604.5	608.8	591.0	558.7	571.0	579.5	581.7	582.5	Education
255.4	278.0	295.3	275.4	296.9	308.2	312.9	324.0	Human health and social work activities
23.9	21.8	21.6	16.2	17.4	18.5	19.2	20.9	Arts, entertainment and recreation
66.6	75.3	74.7	66.1	67.7	68.7	70.9	73.4	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 - 2025 (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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	Industry
								Median (RM)
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Total ¹
1,113	1,265	1,217	1,556	1,249	1,270	1,333	1,596	Agriculture
3,375	5,133	3,636	3,765	3,876	4,295	4,450	4,604	Mining and quarrying
1,626	1,672	1,628	1,926	1,809	2,045	2,046	2,151	Manufacturing
3,538	4,212	2,608	2,747	2,789	3,171	3,231	3,248	Electricity, gas, steam and air conditioning supply
2,156	2,261	2,207	1,926	2,152	3,060	3,140	3,322	Water supply; sewerage, waste management and remediation activities
2,403	2,488	2,204	2,150	2,189	2,320	2,476	2,707	Construction
1,540	1,711	1,487	1,541	1,548	1,693	1,859	2,003	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,240	2,444	2,025	1,927	2,106	2,343	2,476	2,661	Transportation and storage
1,261	1,380	1,244	1,458	1,546	1,542	1,654	1,776	Accommodation and food and beverage service activities
3,410	3,570	3,251	3,279	3,538	3,320	3,322	3,506	Information and Communication
3,029	3,308	2,999	2,741	3,015	3,283	3,590	3,774	Financial and insurance/takaful activities
3,435	3,874	2,831	2,540	3,013	3,255	3,529	3,777	Real estate activities
3,020	3,330	2,698	2,543	2,647	2,762	2,899	3,086	Professional, scientific and technical activities
1,316	1,436	1,274	1,591	2,034	1,899	1,947	2,124	Administrative and support service activities
3,155	3,475	3,611	3,846	3,993	4,108	4,215	4,439	Public administration and defence; compulsory social security
4,267	4,692	4,752	4,863	4,629	5,545	5,720	5,396	Education
3,143	3,519	3,403	3,928	4,017	4,710	4,920	4,832	Human health and social work activities
1,794	1,914	1,774	2,291	2,336	2,276	2,379	2,606	Arts, entertainment and recreation
1,917	1,918	1,595	1,645	1,771	1,828	1,947	1,776	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 - 2025 (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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	Industry
								Mean (RM)
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Total ¹
1,486	1,638	1,561	1,834	1,926	2,048	2,151	2,268	Agriculture
5,795	6,260	4,220	4,350	4,543	4,973	5,285	5,788	Mining and quarrying
2,091	2,136	2,223	2,400	2,551	2,709	2,771	2,804	Manufacturing
5,425	6,010	3,087	3,271	3,310	3,455	3,632	3,770	Electricity, gas, steam and air conditioning supply
2,586	2,595	2,392	2,742	2,745	2,771	3,015	3,316	Water supply; sewerage, waste management and remediation activities
3,158	3,115	2,821	2,647	2,776	3,084	3,359	3,578	Construction
1,915	2,123	1,822	1,900	2,089	2,325	2,556	2,524	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,846	3,031	2,436	2,570	2,742	2,970	3,148	3,328	Transportation and storage
1,605	1,799	1,510	1,747	1,912	2,092	2,241	2,135	Accommodation and food and beverage service activities
4,334	4,444	3,802	4,018	4,115	4,368	4,866	5,017	Information and Communication
4,170	4,176	3,779	3,523	3,777	4,084	4,433	4,827	Financial and insurance/takaful activities
4,541	4,728	3,185	3,173	3,423	3,783	4,121	4,573	Real estate activities
4,149	4,202	3,344	3,204	3,416	3,695	3,912	4,343	Professional, scientific and technical activities
1,854	1,995	1,960	2,162	2,350	2,523	2,666	2,682	Administrative and support service activities
3,743	4,062	4,000	4,264	4,320	4,483	4,749	4,861	Public administration and defence; compulsory social security
4,409	4,798	4,681	4,941	5,038	5,153	5,337	5,863	Education
3,771	3,881	3,753	4,185	4,305	4,443	4,637	4,781	Human health and social work activities
2,262	2,335	2,421	2,702	2,905	3,206	3,440	3,545	Arts, entertainment and recreation
2,001	2,200	2,054	2,044	2,216	2,306	2,364	2,327	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 - 2025

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 - 2025*

2018	2019	2020	2021	2022	2023	2024	2025	Sector
8,761.2	9,195.2	9,456.0	9,769.0	9,996.4	10,105.4	10,238.4	10,381.6	<i>Number of Recipients ('000)</i>
216.8	223.9	267.6	273.1	282.3	284.4	286.3	270.4	<i>Agriculture</i>
82.0	82.3	77.9	74.4	76.0	77.2	79.3	80.8	<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	1,965.2	<i>Manufacturing</i>
676.3	682.6	694.2	683.1	629.4	628.1	634.3	642.9	<i>Construction</i>
6,196.1	6,512.1	6,630.3	6,818.5	7,063.4	7,171.4	7,288.5	7,422.3	<i>Services</i>
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	<i>Median (RM)</i>
1,392	1,531	1,326	1,517	1,555	1,593	1,698	1,813	<i>Agriculture</i>
3,703	3,968	3,356	4,014	4,237	4,295	4,450	4,604	<i>Mining & Quarrying</i>
1,959	1,967	1,913	1,980	2,150	2,360	2,490	2,663	<i>Manufacturing</i>
2,164	2,169	1,870	1,797	1,919	2,044	2,051	2,270	<i>Construction</i>
2,431	2,672	2,242	2,484	2,552	2,770	2,894	3,043	<i>Services</i>
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	<i>Mean (RM)</i>
1,865	1,997	1,622	1,786	1,948	2,204	2,409	2,575	<i>Agriculture</i>
6,017	6,154	4,981	4,976	5,337	5,623	5,904	6,175	<i>Mining & Quarrying</i>
2,565	2,616	2,569	2,635	2,846	3,052	3,278	3,357	<i>Manufacturing</i>
2,821	2,854	2,584	2,427	2,616	2,903	3,035	3,188	<i>Construction</i>
3,253	3,426	3,126	3,257	3,403	3,619	3,831	3,993	<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 - 2025

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 - 2025*

								Male
2018	2019	2020	2021	2022	2023	2024	2025	Sector
5,209.8	5,435.9	5,586.8	5,769.1	5,892.9	5,949.0	6,028.4	6,084.6	<i>Number of Recipients ('000)</i>
174.2	178.9	212.3	214.6	221.5	222.2	223.3	211.0	<i>Agriculture</i>
64.7	65.5	58.6	54.1	54.8	55.9	57.8	59.0	<i>Mining & Quarrying</i>
1,007.3	1,059.1	1,121.7	1,182.4	1,191.1	1,193.6	1,197.1	1,202.9	<i>Manufacturing</i>
566.3	579.6	580.4	566.0	515.9	516.4	519.1	527.9	<i>Construction</i>
3,397.3	3,552.8	3,613.8	3,752.0	3,909.5	3,960.8	4,031.1	4,083.7	<i>Services</i>
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	<i>Median (RM)</i>
1,462	1,560	1,326	1,490	1,555	1,650	1,698	1,853	<i>Agriculture</i>
3,781	3,968	3,236	4,014	4,237	4,482	4,746	4,885	<i>Mining & Quarrying</i>
2,254	2,185	2,076	2,121	2,314	2,449	2,775	3,061	<i>Manufacturing</i>
2,093	2,070	1,851	1,741	1,788	1,845	1,916	2,173	<i>Construction</i>
2,457	2,712	2,276	2,484	2,655	2,811	2,912	3,268	<i>Services</i>
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	<i>Mean (RM)</i>
1,958	2,088	1,638	1,773	1,954	2,248	2,482	2,662	<i>Agriculture</i>
6,076	6,127	5,231	5,210	5,644	5,871	6,134	6,318	<i>Mining & Quarrying</i>
2,839	2,904	2,775	2,781	3,033	3,267	3,596	3,706	<i>Manufacturing</i>
2,756	2,807	2,538	2,381	2,581	2,864	2,963	3,103	<i>Construction</i>
3,350	3,513	3,206	3,375	3,502	3,738	3,947	4,121	<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 - 2025 (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 - 2025 (cont'd)*

								Female
2018	2019	2020	2021	2022	2023	2024	2025	Sector
3,551.4	3,759.3	3,869.2	4,000.0	4,103.6	4,156.4	4,210.0	4,297.0	<i>Number Of Recipients ('000)</i>
42.5	45.1	55.3	58.5	60.7	62.2	63.0	59.4	<i>Agriculture</i>
17.3	16.8	19.3	20.3	21.2	21.3	21.5	21.7	<i>Mining & Quarrying</i>
582.8	635.2	664.3	737.6	754.2	750.7	752.9	762.3	<i>Manufacturing</i>
110.1	103.0	113.8	117.1	113.5	111.6	115.2	115.0	<i>Construction</i>
2,798.8	2,959.2	3,016.5	3,066.5	3,153.9	3,210.6	3,257.4	3,338.6	<i>Services</i>
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	<i>Median (RM)</i>
1,113	1,265	1,217	1,556	1,249	1,270	1,333	1,596	<i>Agriculture</i>
3,375	5,133	3,636	3,765	3,876	4,295	4,450	4,604	<i>Mining & Quarrying</i>
1,626	1,672	1,628	1,926	1,809	2,045	2,046	2,151	<i>Manufacturing</i>
2,403	2,488	2,204	2,150	2,189	2,320	2,476	2,707	<i>Construction</i>
2,388	2,645	2,170	2,376	2,429	2,704	2,894	2,950	<i>Services</i>
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	<i>Mean (RM)</i>
1,486	1,638	1,561	1,834	1,926	2,048	2,151	2,268	<i>Agriculture</i>
5,795	6,260	4,220	4,350	4,543	4,973	5,285	5,788	<i>Mining & Quarrying</i>
2,091	2,136	2,223	2,400	2,551	2,709	2,771	2,804	<i>Manufacturing</i>
3,158	3,115	2,821	2,647	2,776	3,084	3,359	3,578	<i>Construction</i>
3,136	3,321	3,032	3,113	3,281	3,473	3,687	3,837	<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

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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 - 2025

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 - 2025*

2018	2019	2020	2021	2022	2023	2024	2025	Ethnic Group
10,494.8	10,955.3	10,864.8	11,057.1	11,298.9	11,541.2	11,957.6	12,009.1	<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	10,381.6	<i>Citizen</i>
5,800.6	6,222.6	6,498.7	6,697.8	6,856.0	6,984.1	7,115.3	7,247.5	<i>Bumiputera</i>
2,166.7	2,124.8	2,176.1	2,290.5	2,330.3	2,338.3	2,343.1	2,351.4	<i>Chinese</i>
725.5	758.3	729.0	728.0	761.2	733.5	730.0	732.4	<i>Indians</i>
68.5	89.3	52.2	52.8	49.0	49.5	50.0	50.2	<i>Others</i>
1,733.6	1,760.1	1,408.9	1,288.1	1,302.5	1,435.8	1,719.1	1,627.6	<i>Non-citizen</i>
2,066	2,185	1,900	1,987	2,150	2,320	2,475	2,663	<i>Median (RM)</i>
2,308	2,442	2,076	2,256	2,429	2,602	2,793	2,940	<i>Citizen</i>
2,302	2,415	2,025	2,121	2,305	2,360	2,490	2,688	<i>Bumiputera</i>
2,460	2,597	2,472	2,736	2,762	2,932	3,350	3,324	<i>Chinese</i>
2,122	2,217	2,011	1,939	2,234	2,464	2,604	2,775	<i>Indians</i>
1,732	1,836	1,415	1,584	1,590	1,593	1,642	1,753	<i>Others</i>
1,392	1,452	1,266	1,345	1,420	1,529	1,630	1,713	<i>Non-citizen</i>
2,842	2,989	2,794	2,881	3,048	3,241	3,413	3,577	<i>Mean (RM)</i>
3,087	3,224	2,954	3,049	3,219	3,441	3,652	3,803	<i>Citizen</i>
2,962	3,116	2,843	2,922	3,107	3,325	3,523	3,666	<i>Bumiputera</i>
3,498	3,616	3,335	3,482	3,599	3,836	4,094	4,284	<i>Chinese</i>
2,925	3,108	2,865	2,913	3,118	3,354	3,575	3,702	<i>Indians</i>
2,345	2,401	2,119	2,244	2,305	2,450	2,463	2,539	<i>Others</i>
1,603	1,765	1,720	1,608	1,742	1,834	1,986	2,134	<i>Non-citizen</i>

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 - 2025

Lelaki								
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 - 2025

								Male
2018	2019	2020	2021	2022	2023	2024	2025	Ethnic Group
6,560.5	6,775.3	6,720.4	6,799.5	6,947.7	7,104.9	7,416.4	7,511.7	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	6,084.6	Citizen
3,524.7	3,761.5	3,914.0	4,022.3	4,112.3	4,191.0	4,273.2	4,325.8	Bumiputera
1,203.9	1,178.6	1,203.6	1,282.7	1,306.0	1,307.8	1,309.0	1,312.4	Chinese
438.7	438.1	439.4	431.7	443.2	418.5	414.2	416.7	Indians
42.6	57.6	29.8	32.3	31.4	31.7	32.0	29.6	Others
1,350.7	1,339.4	1,133.6	1,030.4	1,054.8	1,155.9	1,388.0	1,427.1	Non-citizen
2,081	2,185	1,898	2,036	2,188	2,360	2,489	2,663	Median (RM)
2,342	2,477	2,107	2,323	2,498	2,675	2,850	3,014	Citizen
2,310	2,415	2,035	2,161	2,321	2,360	2,564	2,688	Bumiputera
2,619	3,140	2,713	2,878	2,897	3,216	3,463	3,597	Chinese
2,258	2,525	2,066	2,061	2,379	2,702	2,775	3,014	Indians
1,797	1,900	1,415	1,639	1,666	1,769	1,642	1,758	Others
1,439	1,540	1,354	1,419	1,565	1,598	1,630	1,713	Non-citizen
2,864	3,022	2,807	2,893	3,063	3,268	3,443	3,593	Mean (RM)
3,174	3,304	3,011	3,114	3,288	3,532	3,759	3,921	Citizen
2,981	3,109	2,860	2,960	3,150	3,386	3,595	3,729	Bumiputera
3,769	3,926	3,519	3,638	3,749	4,014	4,304	4,561	Chinese
3,178	3,415	3,031	3,051	3,280	3,568	3,828	3,999	Indians
2,272	2,427	2,092	2,267	2,304	2,451	2,535	2,607	Others
1,671	1,877	1,799	1,657	1,805	1,907	2,068	2,192	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 - 2025 (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	3,945.6
Warganegara	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2	3,389.7	3,525.9
Bumiputera	1,737.5	1,849.3	1,923.5	1,965.1	2,127.9	2,143.1	2,182.3	2,250.9
Cina	735.0	838.1	848.4	860.9	907.1	875.9	913.7	956.2
India	225.1	248.7	247.3	269.9	268.3	260.6	273.3	293.1
Lain-lain	19.1	17.9	18.7	23.0	18.6	19.7	20.4	25.8
Bukan Warganegara	257.2	255.3	253.9	308.4	404.1	353.5	373.1	419.7
Penengah (RM)	1,320	1,300	1,500	1,500	1,500	1,600	1,685	1,865
Warganegara	1,498	1,467	1,500	1,600	1,700	1,855	2,000	2,145
Bumiputera	1,442	1,400	1,500	1,560	1,675	1,745	1,915	2,145
Cina	1,527	1,600	1,800	1,800	2,000	2,000	2,160	2,260
India	1,005	1,000	1,210	1,300	1,300	1,500	1,400	1,700
Lain-lain	920	800	950	850	1,000	1,080	1,560	1,600
Bukan Warganegara	600	600	700	800	829	826	910	1,060
Purata (RM)	1,733	1,751	1,857	1,977	2,125	2,254	2,398	2,605
Warganegara	1,825	1,838	1,935	2,072	2,259	2,380	2,532	2,772
Bumiputera	1,808	1,797	1,871	2,062	2,236	2,350	2,490	2,739
Cina	2,000	2,029	2,164	2,199	2,426	2,579	2,793	2,956
India	1,460	1,550	1,665	1,816	1,930	2,029	2,013	2,452
Lain-lain	1,038	1,016	1,621	1,229	1,549	1,412	2,283	2,395
Bukan Warganegara	761	745	924	1,010	1,025	1,086	1,184	1,205

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 - 2025 (cont'd.)

								Female
2018	2019	2020	2021	2022	2023	2024	2025	Ethnic Group
3,934.3	4,180.0	4,144.4	4,257.7	4,351.2	4,436.3	4,541.1	4,497.4	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	4,297.0	Citizen
2,275.9	2,461.1	2,584.7	2,675.5	2,743.7	2,793.1	2,842.1	2,921.7	Bumiputera
962.8	946.2	972.5	1,007.8	1,024.2	1,030.6	1,034.1	1,039.0	Chinese
286.8	320.2	289.7	296.2	318.0	315.0	315.8	315.7	Indians
26.0	31.7	22.3	20.5	17.6	17.8	18.0	20.6	Others
382.8	420.7	275.3	257.7	247.6	279.9	331.1	200.4	Non-citizen
2,028	2,206	1,918	1,933	2,117	2,308	2,475	2,693	Median (RM)
2,227	2,370	2,026	2,150	2,305	2,464	2,641	2,788	Citizen
2,284	2,415	2,025	2,000	2,149	2,343	2,476	2,691	Bumiputera
2,270	2,512	2,367	2,506	2,534	2,713	2,941	3,103	Chinese
1,748	1,783	1,816	1,806	2,034	2,276	2,462	2,562	Indians
1,561	1,577	1,207	1,332	1,463	1,542	1,660	1,750	Others
1,258	1,270	1,143	1,224	1,366	1,399	1,470	1,586	Non-citizen
2,804	2,937	2,773	2,862	3,025	3,199	3,364	3,550	Mean (RM)
2,959	3,108	2,872	2,955	3,119	3,311	3,499	3,635	Citizen
2,932	3,126	2,818	2,864	3,043	3,234	3,416	3,573	Bumiputera
3,160	3,229	3,108	3,283	3,408	3,610	3,828	3,934	Chinese
2,539	2,688	2,613	2,711	2,894	3,069	3,242	3,310	Indians
2,466	2,355	2,154	2,208	2,308	2,448	2,337	2,441	Others
1,364	1,407	1,393	1,414	1,473	1,532	1,641	1,722	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 WARGANEGARA

SELECTED STATISTICS FOR NON-CITIZENS

C1 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut jantina, Malaysia, 2010 - 2025

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 - 2025

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 berdasarkan Banci Penduduk dan Perumahan Malaysia 2020

C1 Number of recipients, median and mean monthly salaries & wages of non-citizens employees by sex, Malaysia, 2010 - 2025

2018	2019	2020	2021	2022	2023	2024	2025	Sex
<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	1,627.6	<i>Total</i>
1,350.7	1,339.4	1,133.6	1,030.4	1,054.8	1,155.9	1,388.0	1,427.1	<i>Male</i>
382.8	420.7	275.3	257.7	247.6	279.9	331.1	200.4	<i>Female</i>
<i>Median (RM)</i>								
1,392	1,452	1,266	1,345	1,420	1,529	1,630	1,713	<i>Total</i>
1,439	1,540	1,354	1,419	1,565	1,598	1,630	1,713	<i>Male</i>
1,258	1,270	1,143	1,224	1,366	1,399	1,470	1,586	<i>Female</i>
<i>Mean (RM)</i>								
1,603	1,765	1,720	1,608	1,742	1,834	1,986	2,134	<i>Total</i>
1,671	1,877	1,799	1,657	1,805	1,907	2,068	2,192	<i>Male</i>
1,364	1,407	1,393	1,414	1,473	1,532	1,641	1,722	<i>Female</i>

C2 Number of recipients, median and mean monthly salaries & wages of non-citizens employees by strata, Malaysia, 2010 - 2025

2018	2019	2020	2021	2022	2023	2024	2025	Strata
<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	1,627.6	<i>Total</i>
1,223.8	1,231.2	946.6	816.7	866.9	962.1	1,166.6	1,039.3	<i>Urban</i>
509.8	529.0	462.3	471.4	435.6	473.6	552.5	588.3	<i>Rural</i>
<i>Median (RM)</i>								
1,392	1,452	1,266	1,345	1,420	1,529	1,630	1,713	<i>Total</i>
1,455	1,482	1,266	1,419	1,539	1,559	1,440	1,680	<i>Urban</i>
1,262	1,430	1,266	1,177	1,348	1,399	1,631	1,713	<i>Rural</i>
<i>Mean (RM)</i>								
1,603	1,765	1,720	1,608	1,742	1,834	1,986	2,134	<i>Total</i>
1,705	1,879	1,884	1,798	1,874	2,043	2,173	2,334	<i>Urban</i>
1,360	1,499	1,383	1,279	1,478	1,409	1,591	1,782	<i>Rural</i>

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 - 2025

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 - 2025*

2018	2019	2020	2021	2022	2023	2024	2025	Educational Attainment
<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	1,627.6	Total
169.2	189.6	113.2	166.1	146.3	164.8	152.4	119.3	No formal education
685.9	655.9	487.4	444.3	465.5	488.2	500.0	449.9	Primary
784.4	802.0	655.5	554.7	583.8	676.2	934.2	953.0	Secondary
94.0	112.6	152.8	122.9	106.9	106.4	132.5	105.4	Tertiary
<i>Median (RM)</i>								
1,392	1,452	1,266	1,345	1,420	1,529	1,630	1,713	Total
1,356	1,380	1,081	1,180	1,382	1,399	1,632	1,532	No formal education
1,323	1,340	1,265	1,186	1,367	1,338	1,412	1,577	Primary
1,415	1,540	1,316	1,248	1,419	1,559	1,481	1,773	Secondary
2,727	3,850	2,512	3,358	3,591	5,070	5,884	6,310	Tertiary
<i>Mean (RM)</i>								
1,603	1,765	1,720	1,608	1,742	1,834	1,986	2,134	Total
1,371	1,404	1,206	1,276	1,489	1,433	1,555	1,486	No formal education
1,378	1,416	1,274	1,277	1,478	1,370	1,465	1,596	Primary
1,474	1,601	1,434	1,363	1,549	1,449	1,602	1,867	Secondary
4,750	5,574	4,748	4,359	4,286	7,027	7,153	7,585	Tertiary

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 - 2025

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 - 2025*

2018	2019	2020	2021	2022	2023	2024	2025	State
								<i>Median (RM)</i>
1,712	1,798	1,582	1,614	1,690	1,779	1,864	1,978	Malaysia
1,732	1,839	1,577	1,573	1,501	1,764	1,796	1,878	Johor
1,347	1,436	1,285	1,323	1,419	1,460	1,605	1,678	Kedah
1,325	1,355	1,170	1,280	1,299	1,352	1,438	1,398	Kelantan
1,848	1,870	1,609	1,535	1,618	1,632	1,932	2,008	Melaka
1,770	1,784	1,507	1,628	1,602	1,578	1,737	1,855	Negeri Sembilan
1,556	1,546	1,412	1,448	1,416	1,498	1,578	1,735	Pahang
1,686	1,784	1,590	1,813	1,782	2,030	2,100	2,114	Pulau Pinang
1,485	1,512	1,383	1,486	1,426	1,486	1,524	1,594	Perak
1,694	1,517	1,307	1,457	1,294	1,480	1,568	1,596	Perlis
1,981	2,198	2,076	1,935	2,245	2,212	2,135	2,324	Selangor
1,562	1,632	1,330	1,292	1,382	1,436	1,513	1,616	Terengganu
1,292	1,289	1,203	1,332	1,328	1,342	1,381	1,619	Sabah
1,444	1,477	1,391	1,556	1,507	1,504	1,605	1,954	Sarawak
2,280	2,517	2,271	2,274	2,399	2,540	2,642	2,569	W.P. Kuala Lumpur
1,781	2,123	1,666	1,801	1,866	1,858	2,019	2,138	W.P. Labuan
3,039	3,084	2,898	3,322	2,921	2,949	3,165	3,412	W.P. Putrajaya

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 - 2025 (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 - 2025 (cont'd)*

2018	2019	2020	2021	2022	2023	2024	2025	State
								<i>Mean (RM)</i>
2,354	2,460	2,326	2,340	2,397	2,486	2,570	2,657	Malaysia
2,420	2,472	2,158	2,088	2,163	2,230	2,337	2,450	Johor
1,891	1,979	1,926	2,056	2,071	2,184	2,297	2,375	Kedah
1,974	2,102	2,051	2,040	2,040	2,198	2,323	2,415	Kelantan
2,262	2,393	2,293	2,320	2,366	2,433	2,507	2,521	Melaka
2,326	2,447	2,320	2,336	2,389	2,405	2,535	2,627	Negeri Sembilan
2,102	2,201	2,194	2,155	2,156	2,277	2,385	2,437	Pahang
2,185	2,303	2,281	2,342	2,440	2,533	2,591	2,678	Pulau Pinang
1,998	2,181	2,055	2,116	2,132	2,207	2,323	2,350	Perak
2,255	2,316	2,275	2,291	2,237	2,404	2,566	2,622	Perlis
2,725	2,911	2,697	2,625	2,717	2,769	2,823	2,863	Selangor
2,261	2,328	2,084	2,102	2,080	2,251	2,370	2,402	Terengganu
1,851	1,876	1,856	1,999	2,043	2,119	2,184	2,284	Sabah
2,156	2,248	2,083	2,247	2,311	2,370	2,494	2,706	Sarawak
3,444	3,422	3,132	3,110	3,207	3,489	3,528	3,578	W.P. Kuala Lumpur
2,451	2,683	2,465	2,524	2,648	2,813	2,834	2,931	W.P. Labuan
3,724	3,836	3,833	3,963	3,382	3,504	3,490	3,806	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 - 2025

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 - 2025

2018	2019	2020	2021	2022	2023	2024	2025	State
Median (RM)								
1,912	2,010	1,729	1,832	1,910	1,995	2,103	2,184	Malaysia
1,945	2,008	1,684	1,735	1,697	1,831	1,897	1,937	Johor
1,444	1,463	1,285	1,346	1,455	1,501	1,612	1,759	Kedah
1,336	1,359	1,170	1,280	1,299	1,367	1,480	1,434	Kelantan
1,938	2,006	1,804	1,790	1,836	1,855	1,961	2,120	Melaka
1,931	1,986	1,669	1,878	1,838	1,823	1,909	2,033	Negeri Sembilan
1,778	1,870	1,509	1,566	1,614	1,778	1,900	1,943	Pahang
1,816	1,903	1,729	1,933	1,922	2,060	2,162	2,263	Pulau Pinang
1,520	1,581	1,436	1,594	1,546	1,618	1,605	1,687	Perak
1,727	1,739	1,361	1,470	1,482	1,482	1,632	1,596	Perlis
2,188	2,378	2,197	2,191	2,354	2,380	2,414	2,512	Selangor
1,602	1,632	1,330	1,296	1,382	1,471	1,588	1,703	Terengganu
1,699	1,722	1,512	1,657	1,704	1,704	1,828	2,006	Sabah
1,742	1,772	1,391	1,739	1,713	1,828	1,953	2,103	Sarawak
2,425	2,525	2,449	2,405	2,569	2,644	2,772	2,924	W.P. Kuala Lumpur
2,052	2,292	1,857	2,184	2,203	2,233	2,377	2,163	W.P. Labuan
3,087	3,116	3,068	3,094	2,986	3,213	3,277	3,417	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 - 2025 (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 - 2025 (cont'd)

2018	2019	2020	2021	2022	2023	2024	2025	State
								Mean (RM)
2,557	2,653	2,460	2,477	2,530	2,639	2,750	2,825	Malaysia
2,597	2,611	2,293	2,256	2,291	2,400	2,509	1,937	Johor
1,945	2,019	1,949	2,090	2,127	2,276	2,400	1,759	Kedah
2,014	2,131	2,077	2,059	2,069	2,251	2,391	1,434	Kelantan
2,371	2,484	2,476	2,440	2,490	2,603	2,691	2,120	Melaka
2,506	2,627	2,480	2,476	2,501	2,606	2,766	2,033	Negeri Sembilan
2,242	2,314	2,287	2,252	2,281	2,441	2,545	1,943	Pahang
2,304	2,451	2,356	2,473	2,572	2,699	2,791	2,263	Pulau Pinang
2,044	2,188	2,128	2,199	2,229	2,352	2,484	1,687	Perak
2,281	2,356	2,301	2,297	2,285	2,417	2,607	1,596	Perlis
2,977	3,131	2,814	2,741	2,816	2,858	2,919	2,512	Selangor
2,304	2,362	2,111	2,128	2,122	2,311	2,441	1,703	Terengganu
2,391	2,466	2,348	2,429	2,433	2,589	2,771	2,006	Sabah
2,362	2,413	2,193	2,379	2,431	2,536	2,685	2,103	Sarawak
3,569	3,544	3,147	3,203	3,328	3,446	3,596	2,924	W.P. Kuala Lumpur
2,591	2,809	2,527	2,785	2,790	2,969	3,091	2,163	W.P. Labuan
3,806	3,903	3,748	3,690	3,525	3,513	3,629	3,417	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, 2025

Relative standard error for mean monthly salaries & wages of employees by state, Malaysia, 2025

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	3,803	0.42	16.13	3,771	-	3,835
Johor	3,609	1.02	36.63	3,537	-	3,681
Kedah	3,148	1.21	38.18	3,074	-	3,223
Kelantan	3,214	1.67	53.70	3,109	-	3,319
Melaka	3,549	1.56	55.25	3,440	-	3,657
Negeri Sembilan	3,730	1.47	54.81	3,622	-	3,837
Pahang	3,434	1.22	41.77	3,353	-	3,516
Pulau Pinang	3,912	1.26	49.42	3,815	-	4,008
Perak	3,233	1.43	46.12	3,143	-	3,323
Perlis	3,401	2.76	93.86	3,217	-	3,585
Selangor	4,258	1.03	44.06	4,171	-	4,344
Terengganu	3,208	1.49	47.75	3,114	-	3,301
Sabah	3,421	1.43	49.02	3,325	-	3,517
Sarawak	3,645	1.18	43.15	3,561	-	3,730
W.P. Kuala Lumpur	4,955	1.75	86.46	4,785	-	5,124
W.P. Labuan	3,887	2.92	113.33	3,665	-	4,109
W.P. Putrajaya	5,417	2.02	109.16	5,203	-	5,631

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, 2025

Relative standard error for mean monthly salaries & wages of employees by occupation, Malaysia, 2025

Pekerjaan <i>Occupation</i>	Purata gaji & upah bulanan <i>Mean monthly salaries & wages (RM)</i>	Ralat piawaian bagi anggaran <i>Standard error of estimates</i>		Purata gaji & upah pada 95% selang keyakinan <i>Mean salaries & wages at 95% confidence interval (RM)</i>
		Nilai relatif <i>Relative value (%)</i>	Ralat piawai <i>Standard error (RM)</i>	
Jumlah Total	3,803	0.42	16.13	3,771 - 3,835
Pengurus <i>Managers</i>	7,344	1.88	137.90	7,074 - 7,614
Profesional <i>Professionals</i>	6,747	0.69	46.35	6,657 - 6,838
Juruteknik dan profesional bersekutu <i>Technicians and associate professionals</i>	4,256	0.66	27.94	4,202 - 4,311
Pekerja sokongan perkeranian <i>Clerical support workers</i>	3,029	0.61	18.49	2,993 - 3,066
Pekerja perkhidmatan dan jualan <i>Service and sales workers</i>	2,687	0.60	16.16	2,656 - 2,719
Pekerja mahir pertanian, perhutanan dan perikanan <i>Skilled agricultural, forestry, livestock and fishery workers</i>	2,658	2.18	57.85	2,545 - 2,771
Pekerja kemahiran dan pekerja pertukangan yang berkaitan <i>Craft and related trades workers</i>	2,619	1.13	29.50	2,561 - 2,677
Operator loji dan mesin serta pemasangan <i>Plant and machine-operators and assemblers</i>	2,488	0.65	16.28	2,456 - 2,520
Pekerja asas <i>Elementary occupations</i>	2,184	0.68	14.93	2,154 - 2,213

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, 2025

Relative standard error for mean monthly salaries & wages of employees by industry, Malaysia, 2025

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	3,803	0.42	16.13	3,771 - 3,835
Pertanian Agriculture	2,575	1.88	48.36	2,480 - 2,670
Perlombongan dan pengkuarian Mining and quarrying	6,175	5.64	348.20	5,493 - 6,858
Pembuatan Manufacturing	3,357	0.77	25.76	3,306 - 3,407
Bekalan elektrik, gas, wap dan pendingin udara Electricity, gas, steam and air conditioning supply	4,256	2.55	108.62	4,043 - 4,468
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan Water supply; sewerage, waste management	3,136	4.36	136.70	2,868 - 3,404
Pembinaan Construction	3,188	1.68	53.49	3,083 - 3,293
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal Wholesale and retail trade; repair of motor vehicles and motorcycles	2,739	0.81	22.29	2,696 - 2,783
Pengangkutan dan penyimpanan Transportation and storage	3,375	2.23	75.38	3,227 - 3,522
Penginapan dan aktiviti perkhidmatan makanan dan minuman Accommodation and food and beverage service activities	2,527	1.17	29.64	2,469 - 2,585
Maklumat dan Komunikasi Information and communication	5,511	2.39	131.58	5,253 - 5,769

E3 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2025 (samb.)

Relative standard error for mean monthly salaries & wages of employees by industry, Malaysia, 2025 (cont'd.)

Pekerjaan <i>Occupation</i>	Purata gaji & upah bulanan <i>Mean monthly salaries & wages (RM)</i>	Ralat piawaian bagi anggaran <i>Standard error of estimates</i>		Purata gaji & upah pada 95% selang keyakinan <i>Mean salaries & wages at 95% confidence interval (RM)</i>
		Nilai relatif <i>Relative value (%)</i>	Ralat piawai <i>Standard error (RM)</i>	
Aktiviti kewangan dan insurans / takaful <i>Financial and insurance / takaful activities</i>	4,998	2.07	103.27	4,796 - 5,200
Aktiviti Hartanah <i>Real estate activities</i>	4,708	3.52	165.72	4,384 - 5,033
Aktiviti profesional, saintifik dan teknikal <i>Professional, scientific and technical activities</i>	5,023	2.26	113.55	4,800 - 5,245
Aktiviti pentadbiran dan khidmat sokongan <i>Administrative and support service activities</i>	2,663	1.31	34.86	2,595 - 2,731
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib <i>Public administration and defence; compulsory social security</i>	4,838	0.75	36.37	4,767 - 4,909
Pendidikan <i>Education</i>	6,367	0.87	55.49	6,258 - 6,476
Aktiviti kesihatan kemanusiaan dan kerja sosial <i>Human health and social work activities</i>	5,262	1.58	83.16	5,099 - 5,425
Kesenian, hiburan dan rekreasi <i>Arts, entertainment and recreation</i>	3,399	4.95	168.16	3,069 - 3,729
Aktiviti perkhidmatan lain <i>Other service activities</i>	2,536	2.67	67.74	2,404 - 2,669

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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 merupakan salah satu modul dalam Survei Tenaga Buruh (STB) yang 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 proses 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 2025	
Tempoh rujukan	Bulan pelaksanaan survei
Disember 2024	Januari 2025
Januari 2025	Februari 2025
Februari 2025	Mac 2025
Mac 2025	April 2025
April 2025	Mei 2025
Mei 2025	Jun 2025
Jun 2025	Julai 2025
Julai 2025	Ogos 2025
Ogos 2025	September 2025
September 2025	Oktober 2025
Oktober 2025	November 2025
November 2025	Disember 2025

5. SKOP DAN LIPUTAN

- 5.1 Liputan survei dalam SGU adalah sama dengan Survei Tenaga Buruh (STB) iaitu meliputi kedua-dua **kawasan bandar dan luar bandar** bagi **daerah pentadbiran di 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. Peratusan 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:
 - i. Pekerja yang bekerja sepenuh masa;
 - ii. Pekerja yang tidak bekerja dalam bulan rujukan tetapi menerima gaji dan pasti akan dipanggil bekerja semula;
 - iii. Pekerja yang bekerja sekurang-kurangnya 6 jam sehari atau sekurang-kurangnya 20 hari sebulan bagi pekerjaan biasa yang dilakukan secara tetap pada setiap bulan;
 - iv. Pekerja yang bertaraf kontrak di sektor kerajaan;
 - v. 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
 - vi. 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:

- i. Majikan;
- ii. Bekerja sendiri;
- iii. Pekerja keluarga tanpa gaji;
- iv. 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 2025 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

husus 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 Pemandaran 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:

- i. **Strata utama:** strata bandar dan luar bandar; dan
- ii. **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:

- i. **Kadar respons dari penyiasatan yang lepas;**
- ii. **Peringkat reka bentuk pensampelan; dan**
- iii. **Ralat yang disasarkan.**

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

8.2 Agihan **saiz sampel** bagi SGU 2025 adalah seperti berikut:

Negeri	Bilangan BP Terpilih	Bilangan TK Terpilih
Johor	1,188	9,504
Kedah	1,044	8,352
Kelantan	798	6,384
Melaka	480	3,840
Negeri Sembilan	744	5,952
Pahang	948	7,584
Pulau Pinang	684	5,472
Perak	1,166	9,328
Perlis	288	2,304
Selangor	1,155	9,240
Terengganu	720	5,760
Sabah	1,526	12,208
Sarawak	1,668	13,344
W.P. Kuala Lumpur	480	3,840
W.P. Labuan	144	1,152
W.P. Putrajaya	180	1,440
Malaysia	13,163	105,304

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).

i. ***Adjusted weight***

Adjusted weight digunakan bagi mengambil kira kes tidak respons.

ii. **Faktor penduduk**

Dalam reka bentuk pensampelan berperingkat, saiz sampel adalah pembolehubah rawak dan jumlah agregat yang dianggar daripada survei boleh menghasilkan ralat pensampelan yang tinggi.

Wajaran *external* digunakan untuk memberikan ralat pensampelan yang minimum dan wajaran *external* yang digunakan ialah faktor penduduk.

Faktor penduduk diperoleh melalui anggaran terkini jumlah penduduk yang mana ia digunakan untuk mengubahsuai kadar dan nisbah yang dianggarkan daripada survei.

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. **Bermula tahun 2020**, statistik gaji & upah dianggar berasaskan **Banci Penduduk dan Perumahan Malaysia 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:
- Warganegara Malaysia**
 - Bumiputera;
 - Cina;
 - India; dan
 - Lain-lain
 - Bukan warganegara Malaysia**
- 10.5 Tempat kediaman (TK) merupakan suatu struktur yang dibina berasingan dan bebas yang lazimnya digunakan untuk tempat tinggal.
- Berasingan**

Struktur dianggap berasingan jika ia dikelilingi oleh dinding, pagar dan lain-lain serta ditutupi oleh bumbung.
 - 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:
- Tiada pendidikan rasmi**

Merujuk kepada mereka yang tidak pernah menghadiri mana-mana institusi pendidikan yang memberikan pendidikan secara rasmi;
 - Rendah**

Merujuk kepada mereka yang telah mencapai pendidikan tertinggi di peringkat Darjah 1 hingga 6 atau yang setaraf dengannya;

- iii. **Menengah**
Merujuk kepada 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**
Merujuk kepada 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 berasaskan ***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.
 - SPM atau yang setaraf
Merujuk kepada Sijil Pelajaran Malaysia atau yang setaraf (*Senior Cambridge Certificate, General Certificate of Education 'O' Level* dan *Sijil Pelajaran Vokasional Malaysia*). Termasuk sijil kemahiran asas yang diperoleh dari institusi latihan kemahiran khusus dan teknikal yang mana tempoh pengajian adalah sekurang-kurangnya enam bulan seperti sijil GIATMARA;
 - 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** berasaskan 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;
8. Operator loji dan mesin dan pemasang; dan
9. Pekerjaan asas

Pekerjaan **bagi tahun 2011-2015** dikelaskan mengikut klasifikasi **MASCO 2008** berasaskan kepada *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** berasaskan **ISCO-08** tetapi ditambahbaik selaras dengan transformasi proses kerja, bidang pengkhususan suatu tugas dan kemahiran yang lebih kompleks dan dinamik. Pengelasan pekerjaan berasaskan 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** berasaskan **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 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

Sektor	MSIC 2008
Perkhidmatan	Keseniaan, hiburan dan rekreasi Aktiviti perkhidmatan lain Aktiviti badan dan pertubuhan luar wilayah

10.10. Bilangan Penerima Gaji & Upah

- Penerima gaji & upah adalah merujuk kepada **pekerja kerajaan atau swasta** yang membuat kerja sekurang-kurangnya **6 jam sehari** atau **20 hari sebulan** yang merupakan **pekerjaan biasa** yang dilakukan **secara tetap** serta **menerima gaji & upah atau elaun secara tetap** dan berkala pada **setiap bulan**.
- Formula:** Bilangan penerima gaji & upah

$$\text{Bilangan penerima gaji \& upah} = \sum_{i=1}^n f_i \quad ; \quad f_i = \text{kekerapan/pemberat ke } i$$

Bilangan penerima gaji & upah = Jumlah pemberat semua individu

10.11 Penengah Gaji & Upah Bulanan Pekerja

- Penengah gaji & upah bulanan pekerja memberi gambaran **nilai tengah** dalam taburan gaji & upah semua pekerja yang telah disusun mengikut tertib menaik. Ini bermaksud, **50 peratus pekerja dibayar kurang** dari nilai penengah gaji & upah, manakala **50 peratus lagi dibayar lebih atau sama** dengan nilai penengah gaji & upah.
- Formula dan cara:** Penengah gaji & upah bulanan pekerja
 - Taburan gaji & upah semua pekerja disusun mengikut tertib menaik.
 - Mencari kedudukan nilai tengah gaji & upah bulanan pekerja:

$$\text{Kedudukan nilai penengah gaji \& upah} = \frac{\sum_{i=1}^n f_i}{2} \quad ; \quad f_i = \text{kekerapan/pemberat ke } i$$

10.12 Purata Gaji & Upah Bulanan Pekerja

- Purata gaji & upah bulanan pekerja adalah jumlah gaji & upah bulanan yang diperoleh dengan menambah semua gaji & upah dalam taburan gaji & upah semua pekerja dan membahagikan dengan jumlah bilangan penerima gaji & upah tersebut.
- Formula:** Purata gaji & upah bulanan pekerja

$$\text{Mean} = \frac{\sum_{i=1}^n f_i x_i}{\sum_{i=1}^n f_i} \quad ; \quad f_i = \text{kekerapan/pemberat ke } i$$

10.13 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.
- **Formula:** Gaji & Upah Benar Bulanan

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

IHP = Indeks Harga Pengguna

x = 2010, 2011, 2012,, 2024

0 = Tahun asas (2010)

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 2025, purata gaji & upah ialah RM3,652 dengan RSE 0.47 peratus, iaitu ralat piawai (*Standard Error*) ialah RM17.30. Pada 95.0 peratus selang keyakinan ($\alpha = 0.05$), purata gaji & upah bulanan berada di antara RM3,618 hingga RM3,686.

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 dirumah, 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 diperolehi;
- 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 have 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, selected statistics for non citizens are shown in a separate table starting the salaries & wages 2018.
- 1.5 This technical note comprises of detailed explanation on concepts, definitions and methodology applied in conducting SWS is to provided 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. Salaries & wages indicators from this survey are important labour market information that can be used by government agencies 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 at 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 Fieldwork verifications 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 ensure the quality of data collected.
- 3.3 A total of 25.0 per cent of the selected sample were collected repeated panel interviewed via phone using Computer-Assisted Telephone Interviewing (CATI).
- 3.4 The survey questionnaire is designed to collect 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:

<i>Salaries & Wages Survey 2025</i>	
<i>Reference period</i>	<i>Survey month</i>
<i>December 2024</i>	<i>January 2025</i>
<i>January 2025</i>	<i>February 2025</i>
<i>February 2025</i>	<i>March 2025</i>
<i>March 2025</i>	<i>April 2025</i>
<i>April 2025</i>	<i>May 2025</i>
<i>May 2025</i>	<i>June 2025</i>
<i>June 2025</i>	<i>July 2025</i>
<i>July 2025</i>	<i>August 2025</i>
<i>August 2025</i>	<i>September 2025</i>
<i>September 2025</i>	<i>October 2025</i>
<i>October 2025</i>	<i>November 2025</i>
<i>November 2025</i>	<i>December 2025</i>

5. SCOPE AND COVERAGE

- 5.1 The coverage of SWS is similar to LFS which covers both **urban and rural areas** for all **administrative districts of 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:
- employees who are working full-time;
 - employees who did not work during the reference month but receiving salaries & wages and will definitely be called for work;
 - working for at least 6 hours a day or at least 20 days a month for the usual occupation done every month;
 - contract workers in the government sector;
 - individuals who receive regular and periodic allowances every month (example: Ketua Kampung, Penghulu, Pemaju Mukim, Penggawa, Siak/Nuja, Imam, Bilal and Tok Empat); or
 - volunteers who receive fixed allowance i.e Malaysian Civil Defence Force (APM), RELA and Territorial Army.

5.4 Salaries & wages data does **not cover** for the following respondents:

- i. employers;
- ii. own account workers;
- iii. unpaid family workers;
- iv. domestic personnel 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 2025 is based on the **Household Sampling Frame** which consists of **enumeration blocks (EBs)** created for the 2020 Population and Housing Census and are 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 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) are 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 Population and Housing Census of 2000 and 2010 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, as follows:

- i. **primary strata:** urban and rural strata; and
- ii. **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. **specified 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 2025 are as follows:

State	Number of selected EBs	Number of selected LQs
Johor	1,188	9,504
Kedah	1,044	8,352
Kelantan	798	6,384
Melaka	480	3,840
Negeri Sembilan	744	5,952
Pahang	948	7,584
Pulau Pinang	684	5,472
Perak	1,166	9,328
Perlis	288	2,304
Selangor	1,155	9,240
Terengganu	720	5,760
Sabah	1,526	12,208
Sarawak	1,668	13,344
W.P. Kuala Lumpur	480	3,840
W.P. Labuan	144	1,152
W.P. Putrajaya	180	1,440
Malaysia	13,163	105,304

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 (adjusted weight and population factor).

i. **Adjusted weight**

Adjusted weight is used to take into account the non-response cases.

ii. **Population factor**

In multi-stage sampling design, the sample size is a random variable and aggregates directly estimated from the survey can have large sampling errors.

External weight is used to minimise sampling error. The external weight used in Labour Force Survey is the population factor.

The population factor is obtained through up-to-date estimates of population totals which is used to inflate the various rates and ratios estimated from the survey.

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**. The salaries & wages statistics from 2020, are estimated based on the **Population and Housing Census of Malaysia 2020**.

10. CONCEPTS AND DEFINITIONS

- 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 classifications are 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 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

10.10. Number of recipients salaries & wages

- Recipients of salaries and wages refer to **employees in the public or private sector** who work at least **6 hours a day** or **20 days a month** in a **principal occupation**, and who **receive salaries & wages or allowances on a fixed** and periodic basis **every month**.
- Formula:** Number of recipients salaries & wages

$$\text{Number of recipients salaries \& wages} = \sum_{i=1}^n f_i \quad ; \quad f_i = \text{frequency/weight } i^{\text{th}}$$

$$\text{Number of recipients salaries \& wages} = \text{Sum of weights of all individuals}$$

10.11 Median monthly salaries & wages

- The median monthly salary and wages of employees represent the **middle value** in the distribution of salaries & wages for all employees arranged in ascending order. This means that **50 percent of employees earn less than** the median salary and wages, while the other **50 percent earn more than or equal** to the median value.
- **Formula and steps:** Median monthly salaries & wages
 - i. The distribution of salaries & wages of all employees is arranged in ascending order.
 - ii. Determine the position of the middle value of employees' monthly salaries & wages.

$$\text{Position of the median salary and wages value} = \frac{\sum_{i=1}^n f_i}{2} \quad ; \quad f_i = \text{frequency/weight } i^{\text{th}}$$

10.12 Mean monthly salaries & wages

- The mean monthly salary and wages of employees are obtained by summing all the salaries & wages in the distribution of all employees' salaries & wages and dividing the total by the number of salaries & wages recipients.
- **Formula:** Mean monthly salaries & wages

$$\text{Mean} = \frac{\sum_{i=1}^n f_i x_i}{\sum_{i=1}^n f_i} \quad ; \quad f_i = \text{frequency/weight } i^{\text{th}}$$

10.13 Monthly Real 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 employees' 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.
- **Formula:** Monthly Real Salaries & Wages

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

CPI = Consumer Price Index

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

0 = Base Year (2010)

11. RELIABILITY OF STATISTICS

The statistics generated based on survey conducted with probability sampling are subject 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 2025, mean monthly salaries & wages was RM3,652 with an RSE of 0.47 per cent and standard error (SE) of RM17.30. At 95.0 per cent confidence interval ($\alpha = 0.05$), mean monthly salaries & wages was in the range of RM3,618 to RM3,686.

- 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 dimensions:

- 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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