



KEMENTERIAN EKONOMI
JABATAN PERANGKAAN MALAYSIA



LAPORAN STATISTIK
UPAH PEKERJA
(SEKTOR FORMAL)
*EMPLOYEE WAGES STATISTICS
(FORMAL SECTOR) REPORT*

**SUKU TAHUN
KETIGA**
THIRD QUARTER
2023

59%

13%

87%



KEMENTERIAN EKONOMI
JABATAN PERANGKAAAN MALAYSIA

LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

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Pemakluman

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

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

Kerajaan Malaysia telah mengisytiharkan Hari Statistik Negara (MyStats Day) pada 20 Oktober setiap tahun. Tema sambutan MyStats Day adalah "Statistik Nadi Kehidupan".

Announcement

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

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

The Government of Malaysia has declared National Statistics Day (MyStats Day) on October 20th each year. MyStats Day theme is "Statistics is the Essence of Life".

JABATAN PERANGKAAAN MALAYSIA
DEPARTMENT OF STATISTICS MALAYSIA

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“Sumber: Jabatan Perangkaan Malaysia”

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KATA PENGANTAR

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

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

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

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

DATO' SRI DR. MOHD UZIR MAHIDIN

Ketua Perangkawan Malaysia

Januari 2024

PREFACE

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

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

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

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

DATO' SRI DR. MOHD UZIR MAHIDIN

Chief Statistician Malaysia

January 2024

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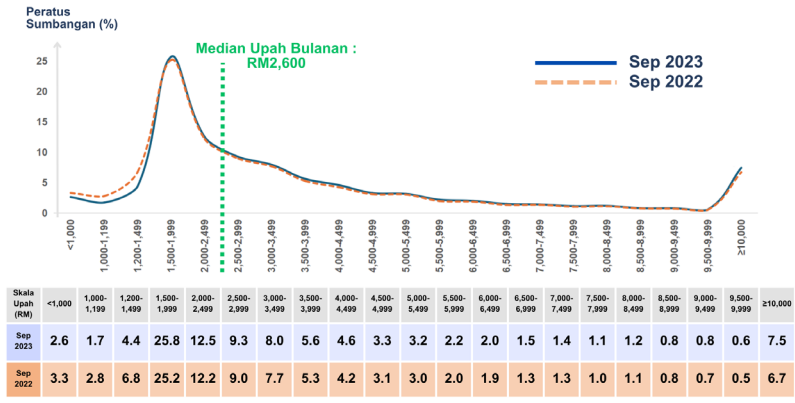
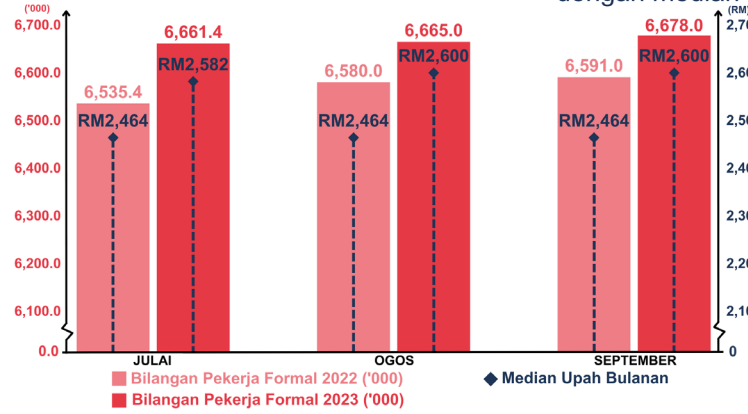
**RINGKASAN
PENEMUAN**
SUMMARY OF FINDINGS

1

LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

SUKU TAHUN KETIGA 2023

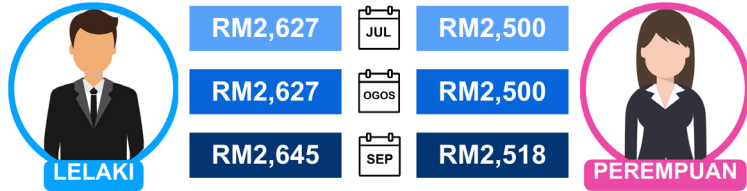
Bilangan pekerja formal warganegara pada **September 2023** adalah seramai **6,678.0** ribu orang dengan median upah bulanan **RM2,600**.



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

JANTINA

Median upah bulanan bagi **lelaki (RM2,645)** adalah lebih tinggi berbanding perempuan (RM2,518) pada September 2023.



ETNIK

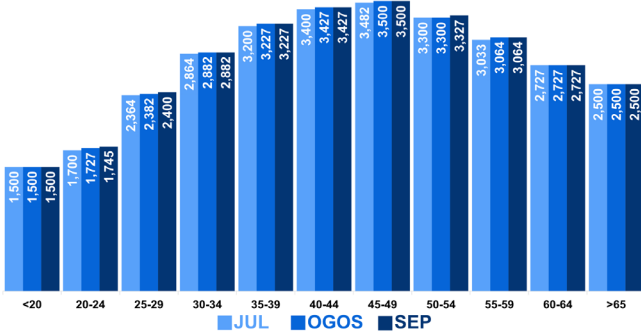
Pekerja formal **Etnik Cina** merekodkan median upah bulanan tertinggi pada September 2023 (**RM4,000**).



KUMPULAN UMUR

Kumpulan umur **45 hingga 49 tahun** mencatatkan median upah bulanan tertinggi iaitu **RM3,500** pada September 2023.

Median Upah Bulanan (RM)



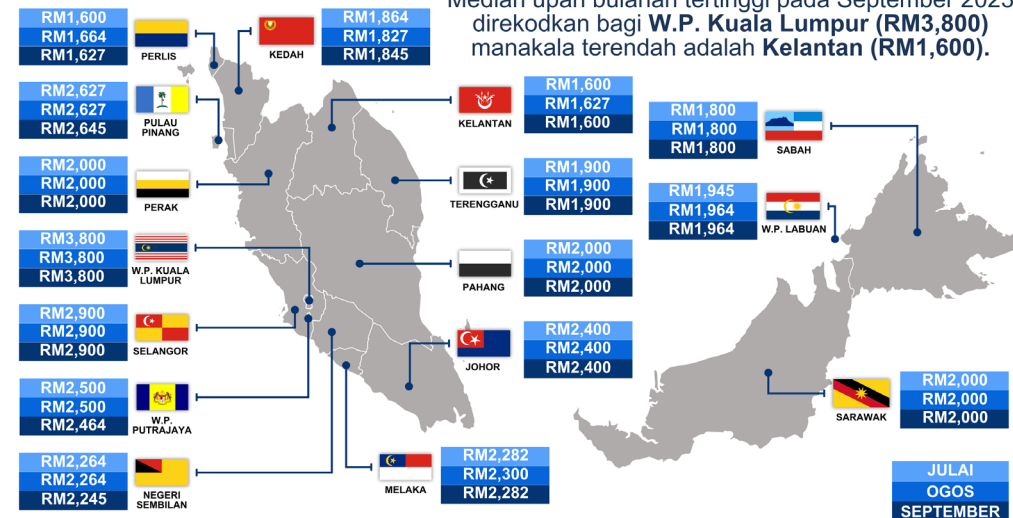
AKTIVITI EKONOMI

Median upah bulanan paling tinggi pada September 2023 direkodkan dalam **sektor Perlombongan & pengkuarian (RM5,200)**, diikuti Pembinaan, Perkhidmatan, Pembuatan dan Pertanian.



NEGERI

Median upah bulanan tertinggi pada September 2023 direkodkan bagi **W.P. Kuala Lumpur (RM3,800)** manakala terendah adalah **Kelantan (RM1,600)**.



KONSEP & DEFINISI

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

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

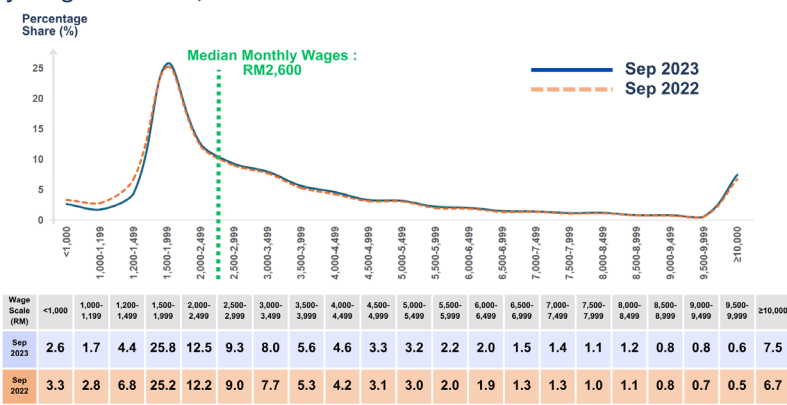
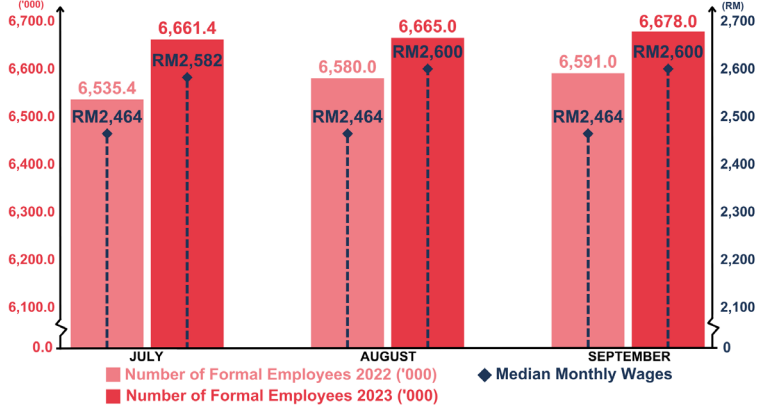
SKOP & LIPUTAN

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

EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

THIRD QUARTER 2023

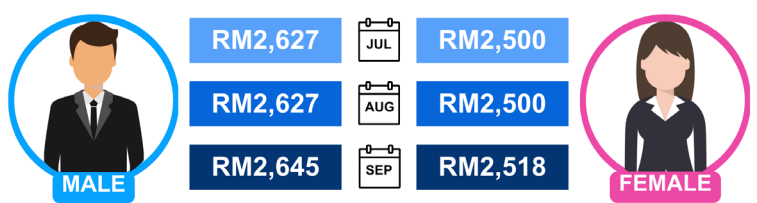
The number of citizen formal employees in September 2023 was **6,678.0 thousand persons** with median monthly wages of **RM2,600**.



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

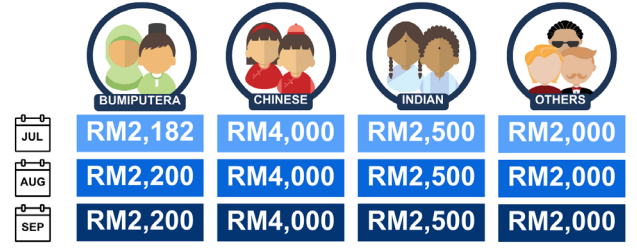
BY SEX

Median monthly wages for **male (RM2,645)** was higher than female (RM2,518) in September 2023.



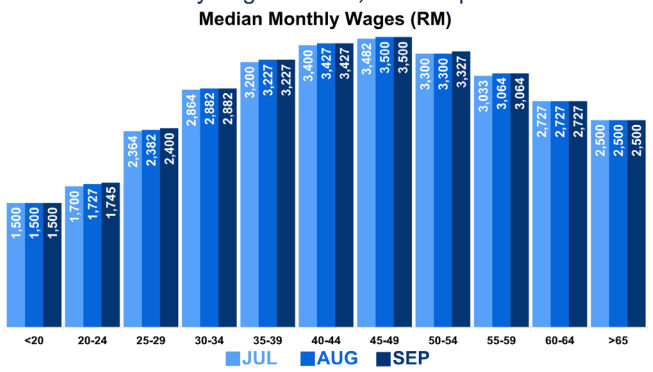
BY ETHNIC

Chinese formal employees recorded the highest median monthly wages in September 2023 (**RM4,000**).



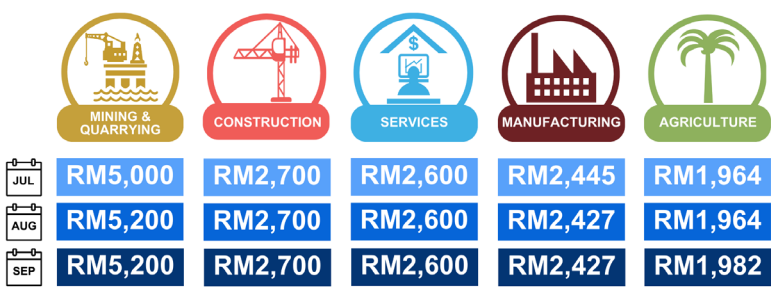
BY AGE GROUP

The age group of **45 to 49 years** posted the highest median monthly wages of **RM3,500** in September 2023.



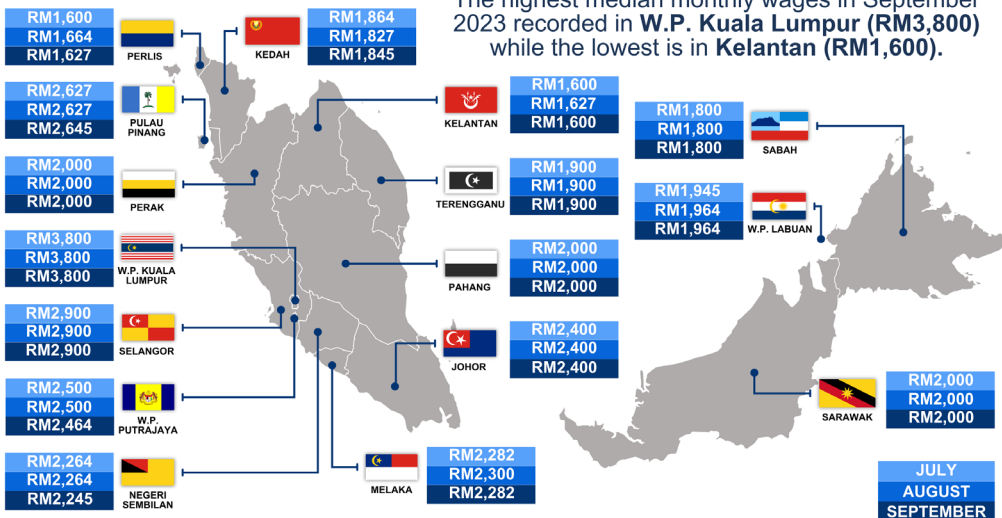
BY ECONOMIC ACTIVITY

The highest median monthly wages in September 2023 was recorded in **Mining & quarrying sector (RM5,200)**, followed by Construction, Services, Manufacturing and Agriculture.



BY STATES

The highest median monthly wages in September 2023 recorded in **W.P. Kuala Lumpur (RM3,800)** while the lowest is in **Kelantan (RM1,600)**.



CONCEPT & DEFINITION

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

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

SCOPE & COVERAGE

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

RINGKASAN PENEMUAN

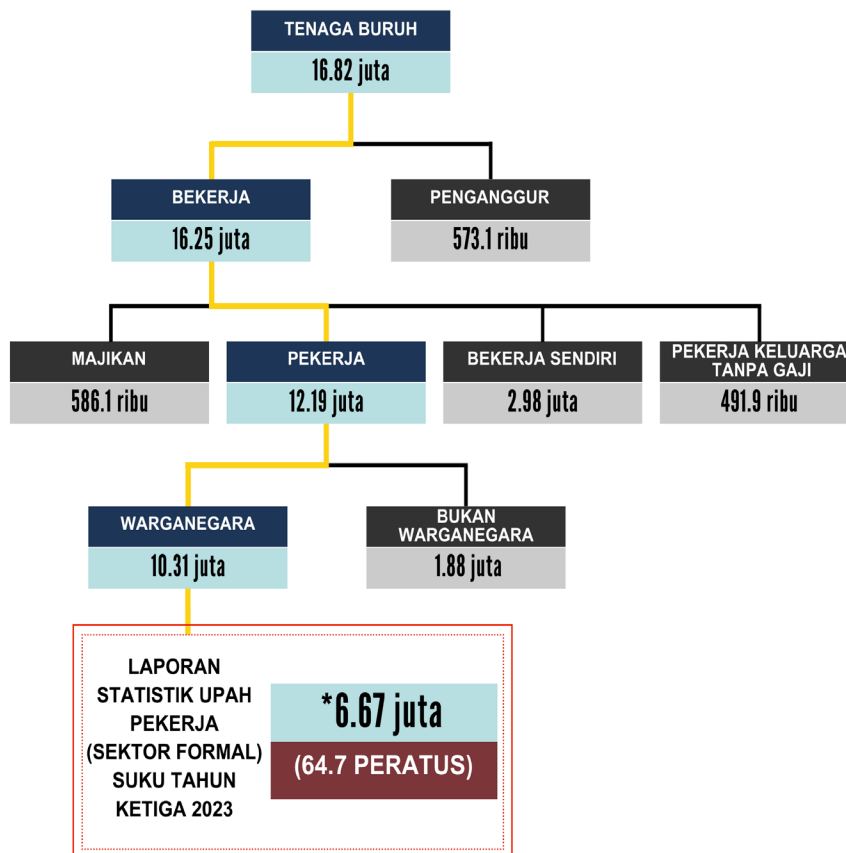
1. PENGENALAN

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

2. KEDUDUKAN UPAH PEKERJA FORMAL MALAYSIA

Pasaran buruh Malaysia menunjukkan prospek yang memberangsangkan pada suku tahun ketiga 2023 walaupun disebalik ketidaktentuan ekonomi global. Menurut Laporan Survei Tenaga Buruh pada suku tahun ketiga 2023, terdapat 16.25 juta orang yang bekerja berbanding suku tahun yang sebelumnya (Q2 2023: 16.15 juta orang) yang terdiri daripada pekerja bergaji di sektor awam dan swasta, majikan, bekerja sendiri, dan pekerja keluarga tanpa gaji. (Paparan 1)

Paparan 1: Kerangka Analisis Gaji & Upah Bulanan, ST3 2023



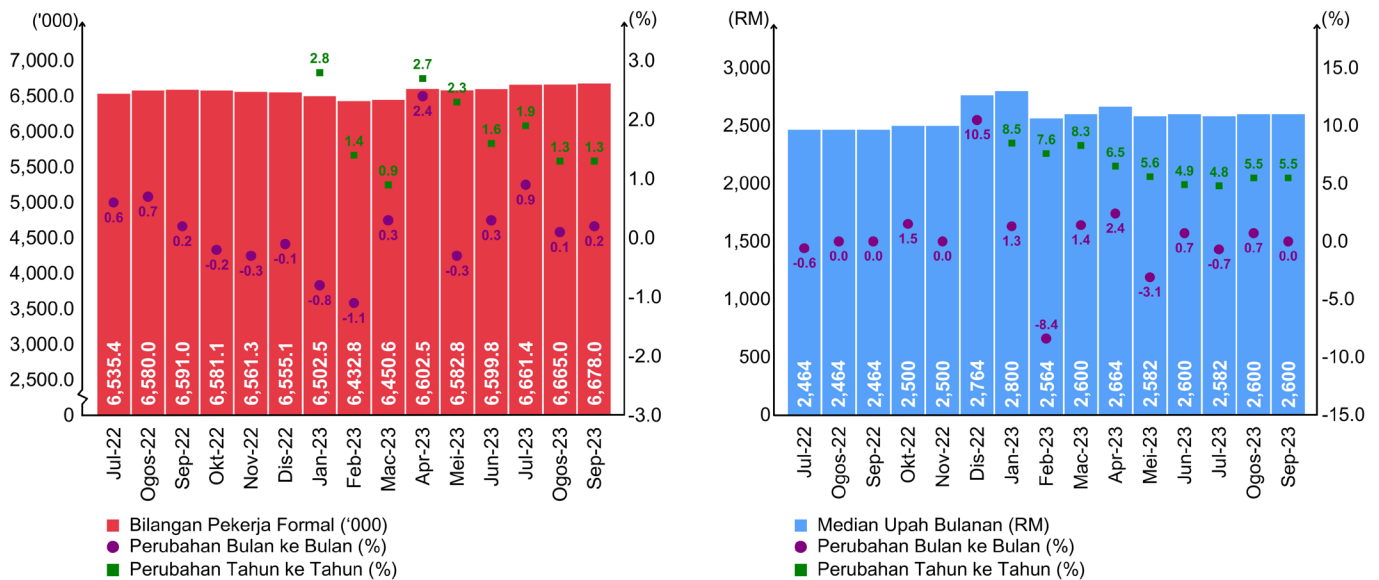
Nota: *Bilangan pekerja formal berdasarkan purata bulanan bagi Julai - September 2023

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

RINGKASAN PENEMUAN

Berdasarkan rekod pentadbiran, bilangan pekerja formal pada September 2023 ialah 6.68 juta orang (Ogos 2023: 6.66 juta orang; Julai 2023: 6.66 juta orang) meningkat sebanyak 1.3 peratus (Ogos 2023: 1.3%; Julai 2023: 1.9%) berbanding dengan bulan yang sama pada tahun sebelumnya. Angka ini membentuk hampir dua pertiga (64.8%) daripada bilangan pekerja bergaji warganegara secara keseluruhan dalam sektor formal. Median upah bulanan bagi pekerja formal warganegara pada September 2023 adalah RM2,600 (Ogos 2023: RM2,600; Julai 2023: RM2,582). **(Carta 1)**

Carta 1: Bilangan Pekerja Formal dan Median Upah Bulanan, Julai 2022 - September 2023



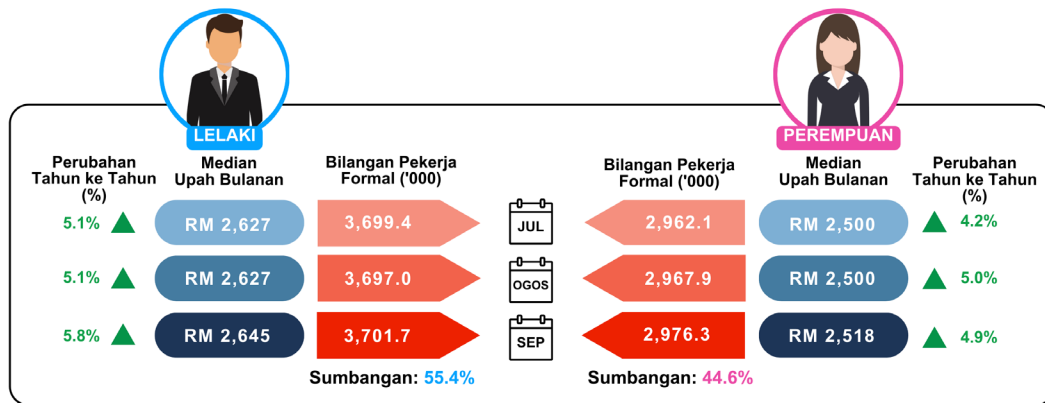
3. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT JANTINA

Pada September 2023, pekerja formal lelaki menyumbang lebih daripada separuh jumlah keseluruhan bilangan pekerja formal, merangkumi 55.4 peratus atau bersamaan 3.70 juta orang. Pekerja formal lelaki mencatatkan median upah bulanan sebanyak RM2,645 pada September 2023, menunjukkan peningkatan sebanyak 5.8 peratus berbanding bulan yang sama pada tahun sebelumnya (September 2022: RM2,500). Selain itu, median upah bulanan merekodkan pertumbuhan tahun ke tahun sebanyak 5.1 peratus untuk kedua-dua bulan Julai dan Ogos 2023.

Sementara itu, pekerja formal perempuan mewakili 44.6 peratus daripada bilangan keseluruhan, dengan jumlah sebanyak 2.98 juta orang (Ogos 2023: 2.97 juta orang; Julai 2023: 2.96 juta orang). Median upah bulanan bagi kumpulan ini pada bulan Julai, Ogos dan September 2023 masing-masing ialah RM2,500, RM2,500 dan RM2,518. Angka ini menunjukkan pertumbuhan tahun ke tahun sebanyak 4.2 peratus, 5.0 peratus dan 4.9 peratus.

Perbandingan mengikut jantina menunjukkan pekerja formal lelaki secara konsisten memperoleh median upah bulanan yang lebih tinggi berbanding pekerja formal perempuan sepanjang suku tahun ketiga 2023. Median upah bulanan bagi pekerja formal lelaki ialah RM2,645, memperoleh 5.0 peratus lebih tinggi daripada pekerja formal perempuan yang menerima median upah bulanan sebanyak RM2,518. **(Paparan 2)**

Paparan 2: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Jantina, Julai - September 2023



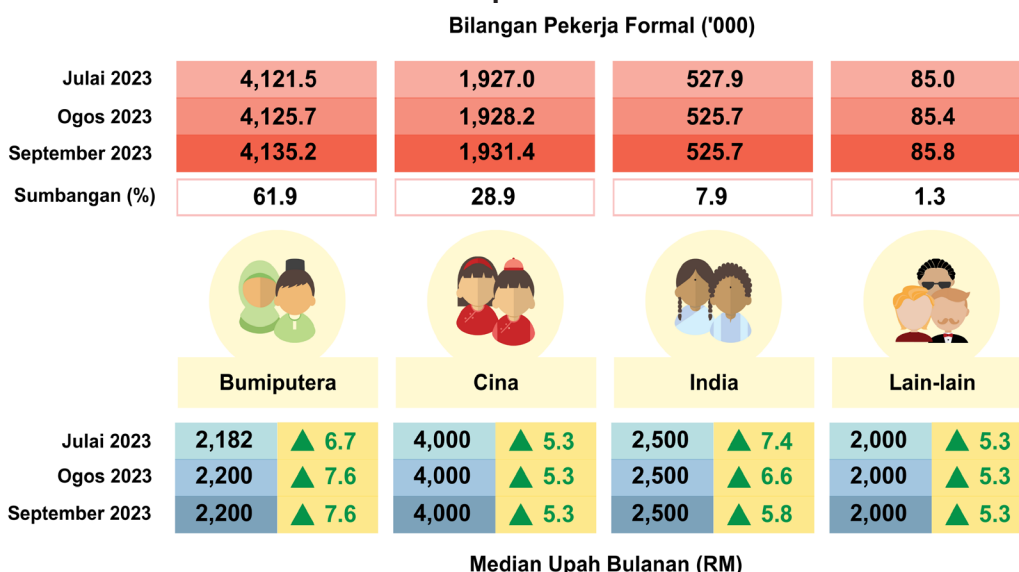
Sumbangan: Peratus Sumbangan Pekerja Formal Mengikut Jantina, September 2023

4. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT ETNIK

Median upah bulanan bagi kesemua etnik menunjukkan peningkatan tahun ke tahun bagi ketiga-tiga bulan pada suku tahun ketiga 2023. Pada September 2023, Bumiputera mengalami perubahan tahun ke tahun tertinggi dengan kenaikan sebanyak 7.6 peratus kepada RM2,200 berbanding tahun sebelumnya (September 2022: RM2,045). Peratusan pekerja formal etnik Bumiputera mencapai 61.9 peratus, atau 4.14 juta orang (Ogos 2023: 4.13 juta orang, Julai 2023: 4.12 juta orang).

Pada masa yang sama, pekerja formal Cina, diwakili oleh 28.9 peratus atau bersamaan 1.93 juta orang, menerima median upah bulanan tertinggi sebanyak RM4,000 dengan pertumbuhan 5.3 peratus pada September 2023. Median upah bulanan bagi etnik ini juga kekal tidak berubah selama tiga bulan berturut-turut pada suku tahun ketiga 2023, menyumbang kepada kenaikan 5.3 peratus tahun ke tahun. Selain itu, etnik India, dengan 7.9 peratus atau bersamaan 0.53 juta orang, mencatatkan peningkatan median upah bulanan kepada RM2,500 pada September 2023 (Ogos 2023: RM2,500; Julai 2023: RM2,500), menunjukkan kenaikan 5.8 peratus berbanding tahun sebelumnya (Ogos 2023: 6.6%; Julai 2023: 7.4%). (Paparan 3)

Paparan 3: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Etnik, Julai - September 2023



■ Bilangan Pekerja Formal ('000)

■ Median Upah Bulanan (RM)

■ Peratus Sumbangan (%) Pekerja Formal Mengikut Etnik, September 2023

■ Perubahan Tahun ke Tahun (%) Median Upah Bulanan Mengikut Etnik, Julai-September 2023

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

Meneliti kumpulan umur, pekerja formal yang berumur 25 hingga 29 memberikan sumbangan yang paling signifikan, merangkumi 19.9 peratus, hampir satu per lima daripada jumlah pekerja formal pada September 2023 (1.33 juta orang). Nisbah ini kekal konsisten dengan angka bagi Ogos 2023 (19.9%) dan Julai 2023 (19.9%). Sementara itu, kumpulan umur 65 tahun dan ke atas memberikan sumbangan paling sedikit, melibatkan hampir 0.10 juta orang, atau 1.5 peratus daripada jumlah pekerja formal.

Membandingkan median upah pekerja bagi September 2023 dengan bulan yang sama pada tahun sebelumnya, semua kumpulan umur mengalami peningkatan median upah bulanan, kecuali bagi mereka yang berumur di bawah 20 tahun. Secara khusus, kumpulan umur 60 hingga 64 tahun menunjukkan peningkatan perubahan tahun ke tahun tertinggi sepanjang setiap bulan pada suku tahun ketiga 2023, mencapai 9.1 peratus. Sebaliknya, mereka yang berumur di bawah 20 tahun tidak mengalami pertumbuhan dengan median upah bulanan tidak berubah dari tahun sebelumnya selama tiga bulan berturut-turut pada suku tahun ketiga 2023.

Tambahan itu, kumpulan umur 45 hingga 49 tahun menerima median upah bulanan tertinggi pada September 2023, iaitu RM3,500. Kumpulan umur ini juga mengekalkan median upah bulanan tertinggi pada Ogos 2023 (RM3,500) dan Julai 2023 (RM3,482). Sebaliknya, kumpulan umur di bawah 20 tahun menerima median upah bulanan terendah sebanyak RM1,500 pada September 2023, kekal tidak berubah sebanyak RM1,500 bagi tiga bulan berturut-turut sepanjang suku tahun ketiga 2023. (**Paparan 4**)

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

Bilangan Pekerja Formal ('000)

Julai 2023	129.0	813.5	1,326.3	1,103.9	920.7	719.6	598.4	469.9	322.4	154.3	103.4
Ogos 2023	127.0	836.6	1,327.1	1,101.4	918.2	717.5	595.9	467.3	319.9	152.1	101.9
September 2023	127.1	852.3	1,330.6	1,100.9	918.0	717.5	595.5	466.5	318.4	150.1	101.1
Sumbangan (%)	1.9	12.8	19.9	16.5	13.7	10.7	8.9	7.0	4.8	2.2	1.5
Kumpulan Umur	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>64
Julai 2023	1,500	1,700	2,364	2,864	3,200	3,400	3,482	3,300	3,033	2,727	2,500
Ogos 2023	1,500	1,727	2,382	2,882	3,227	3,427	3,500	3,300	3,064	2,727	2,500
September 2023	1,500	1,745	2,400	2,882	3,227	3,427	3,500	3,327	3,064	2,727	2,500
Perubahan Tahun ke Tahun (%)	↔ 0.0	▲ 4.9	▲ 6.0	▲ 3.6	▲ 6.6	▲ 5.0	▲ 7.8	▲ 8.0	▲ 2.1	▲ 9.1	▲ 1.9

Median Upah Bulanan (RM)

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

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

Dalam konteks aktiviti ekonomi, median upah bulanan mengalami pertumbuhan positif di semua sektor pada suku tahun ketiga 2023. Secara khusus, sektor Perlombongan & pengkuarian merekodkan median upah bulanan tertinggi sepanjang suku tahun ketiga 2023 (September 2023: RM5,200; Ogos 2023: RM5,200; Julai 2023: RM5,000). Sektor ini mencatatkan pertumbuhan tahun ke tahun tertinggi pada September 2023 sebanyak 16.5 peratus (Ogos 2023: 15.6%; Julai 2023: 12.0%).






Sementara itu, sektor Perkhidmatan, yang merangkumi jumlah pekerja formal terbesar, menyumbang 67.3 peratus atau bersamaan 4.50 juta orang, mencatatkan kenaikan median upah bulanan sebanyak 4.0 peratus tahun ke tahun kepada RM2,600 pada September 2023 (Ogos 2023: RM2,600; Julai 2023: RM2,600). Subsektor yang mencatatkan median upah bulanan tertinggi pada September 2023 adalah subsektor Kewangan dan insurans iaitu sebanyak RM5,700, diikuti oleh subsektor Maklumat dan komunikasi pada RM4,982. Sebaliknya, subsektor Makanan & minuman dan penginapan mencatatkan median upah bulanan terendah pada RM1,800. Dari segi perubahan tahunan, subsektor Maklumat dan komunikasi mencatatkan pertumbuhan tahun ke tahun tertinggi dalam median upah bulanan sebanyak 10.7 peratus kepada RM4,982 pada September 2023 (Ogos 2023: RM4,964; Julai 2023: RM4,964).

Pada masa yang sama, sektor Pembuatan menyumbang sebanyak 1.22 juta orang (sumbangan: 18.2%) daripada jumlah pekerja formal dan merekodkan median upah bulanan sebanyak RM2,427 pada September 2023. Ia meningkat sebanyak 8.1 peratus berbanding dengan bulan yang sama pada tahun sebelumnya (Ogos 2023: 9.0%; Julai 2023: 8.0%). Median upah bulanan tertinggi pada September 2023 adalah dalam subsektor Minuman dan produk tembakau (RM3,089), manakala median upah bulanan terendah terdapat dalam subsektor Produk tekstil, pakaian dan kulit (RM1,982).

Sementara itu, dalam sektor Pembinaan, yang merangkumi 6.3 peratus daripada jumlah pekerja formal pada September 2023, memperoleh median upah bulanan sebanyak RM2,700 dengan pertumbuhan tahun ke tahun sebanyak 1.4 peratus. Median upah bulanan kekal tidak berubah untuk ketiga-tiga bulan bagi suku tahun ketiga 2023 (Ogos 2023: 0.7%; Julai 2023: 2.1%). Sektor Pertanian, yang mewakili 1.9 peratus daripada jumlah pekerja formal, mencatatkan median upah bulanan terendah sebanyak RM1,982, menunjukkan peningkatan tahun ke tahun sebanyak 6.3 peratus pada September 2023 (Ogos 2023: RM1,964; Julai 2023: RM1,964). **(Paparan 5)**

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

Bilangan Pekerja Formal ('000)					
Julai 2023	130.3	35.9	1,215.9	419.9	4,481.2
Ogos 2023	129.9	36.0	1,216.7	417.3	4,485.7
September 2023	129.6	36.3	1,216.4	418.8	4,496.0
Sumbangan (%)	1.9	0.5	18.2	6.3	67.3

					
Julai 2023	1,964 ▲ 5.2	5,000 ▲ 12.0	2,445 ▲ 8.0	2,700 ▲ 2.1	2,600 ▲ 4.8
Ogos 2023	1,964 ▲ 3.3	5,200 ▲ 15.6	2,427 ▲ 9.0	2,700 ▲ 0.7	2,600 ▲ 4.8
September 2023	1,982 ▲ 6.3	5,200 ▲ 16.5	2,427 ▲ 8.1	2,700 ▲ 1.4	2,600 ▲ 4.0

Median Upah Bulanan (RM)

- Bilangan Pekerja Formal ('000)
- Median Upah Bulanan (RM)
- Peratus Sumbangan (%) Pekerja Formal Mengikut Aktiviti Ekonomi, September 2023
- Perubahan Tahun ke Tahun (%) Median Upah Bulanan Mengikut Aktiviti Ekonomi, Julai-September 2023

7. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT NEGERI

Median upah bulanan mengikut negeri bagi suku tahun ketiga 2023, menunjukkan semua negeri mencatatkan pertumbuhan positif tahun ke tahun. Tiga negeri melepasi median upah bulanan nasional sebanyak RM2,600 pada September 2023, dengan W.P. Kuala Lumpur mencatatkan median upah bulanan tertinggi pada RM3,800. Ini diikuti oleh Selangor pada RM2,900 dan Pulau Pinang pada RM2,645 pada September 2023. Walau bagaimanapun, Kelantan, Perlis dan Sabah mencatatkan median upah bulanan terendah dalam tempoh yang sama, dengan masing-masing mencatatkan RM1,600, RM1,627 dan RM1,800.

Merujuk kepada sumbangan bilangan pekerja, tiga negeri utama yang mencatatkan bilangan pekerja formal tertinggi setakat September 2023 disenaraikan mengikut susunan berikut: Selangor (1.89 juta orang; sumbangan: 28.3%), W.P. Kuala Lumpur (1.35 juta orang; sumbangan: 20.2%), dan Johor (0.71 juta orang; sumbangan: 10.6%). (**Paparan 6**)

RINGKASAN PENEMUAN

Paparan 6: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Negeri, Julai - September 2023

		JUL 23		OGOS 23		SEP 23	
	W.P. KUALA LUMPUR	Bilangan Pekerja Formal ('000)	1,335.3 20.0	1,343.4 20.2	1,350.5 20.2	Median Upah Bulanan	RM3,800 6.1
	SELANGOR	Bilangan Pekerja Formal ('000)	1,891.0 28.4	1,890.0 28.4	1,892.6 28.3	Median Upah Bulanan	RM2,900 4.9
	PULAU PINANG	Bilangan Pekerja Formal ('000)	533.5 8.0	534.0 8.0	535.0 8.0	Median Upah Bulanan	RM2,627 6.8
	MALAYSIA	Bilangan Pekerja Formal ('000)	6,661.4 100	6,665.0 100	6,678.0 100	Median Upah Bulanan	RM2,582 4.8
	W.P. PUTRAJAYA	Bilangan Pekerja Formal ('000)	30.0 0.5	30.5 0.5	30.4 0.5	Median Upah Bulanan	RM2,500 7.4
	JOHOR	Bilangan Pekerja Formal ('000)	706.4 10.6	707.4 10.6	708.8 10.6	Median Upah Bulanan	RM2,400 9.1
	MELAKA	Bilangan Pekerja Formal ('000)	176.5 2.6	175.9 2.6	176.0 2.6	Median Upah Bulanan	RM2,282 8.2
	NEGERI SEMBILAN	Bilangan Pekerja Formal ('000)	172.0 2.6	171.5 2.6	171.6 2.6	Median Upah Bulanan	RM2,264 6.9
	PAHANG	Bilangan Pekerja Formal ('000)	168.2 2.5	167.0 2.5	167.0 2.5	Median Upah Bulanan	RM2,000 5.3
	PERAK	Bilangan Pekerja Formal ('000)	312.1 4.7	310.6 4.7	311.6 4.7	Median Upah Bulanan	RM2,000 7.3
	SARAWAK	Bilangan Pekerja Formal ('000)	490.1 7.4	490.5 7.4	490.9 7.4	Median Upah Bulanan	RM2,000 5.3
	W.P. LABUAN	Bilangan Pekerja Formal ('000)	16.9 0.3	16.9 0.3	16.5 0.2	Median Upah Bulanan	RM1,945 4.2
	TERENGGANU	Bilangan Pekerja Formal ('000)	142.4 2.1	141.4 2.1	141.7 2.1	Median Upah Bulanan	RM1,900 5.6
	KEDAH	Bilangan Pekerja Formal ('000)	239.8 3.6	239.2 3.6	239.0 3.6	Median Upah Bulanan	RM1,864 6.8
	SABAH	Bilangan Pekerja Formal ('000)	334.5 5.0	335.0 5.0	335.0 5.0	Median Upah Bulanan	RM1,800 4.2
	PERLIS	Bilangan Pekerja Formal ('000)	18.8 0.3	18.6 0.3	18.6 0.3	Median Upah Bulanan	RM1,600 4.1
	KELANTAN	Bilangan Pekerja Formal ('000)	93.8 1.4	93.0 1.4	92.8 1.4	Median Upah Bulanan	RM1,600 2.3

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

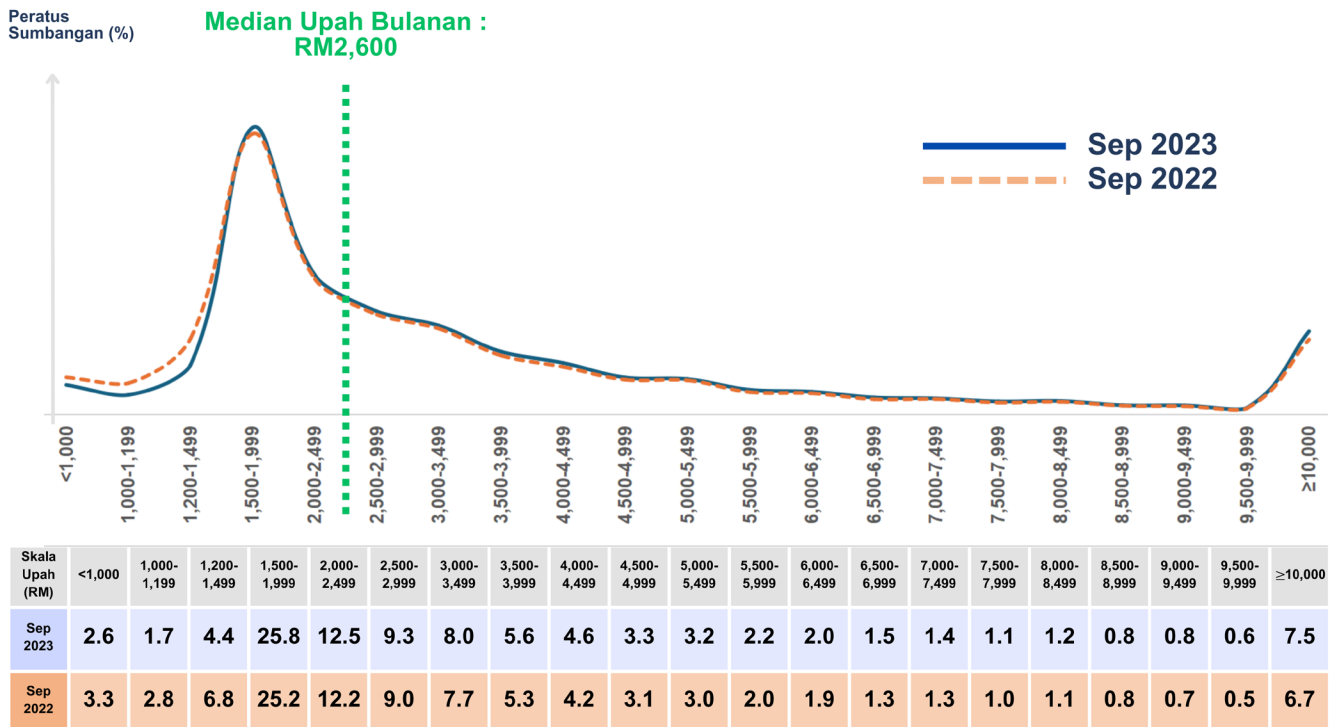
▲ Perubahan Tahun ke Tahun Median Upah Bulanan Mengikut Negeri (%)
▲ Peratus Sumbangan Pekerja Formal Mengikut Negeri (%)

8. TABURAN MEDIAN UPAH BULANAN PEKERJA FORMAL

Analisis taburan upah menunjukkan bahawa 34.6 peratus pekerja formal Malaysia memperoleh pendapatan di bawah RM2,000 pada September 2023. Peratusan ini menandakan penurunan daripada 38.1 peratus yang dicatatkan pada tahun sebelumnya, berkemungkinan kesan daripada kenaikan kadar gaji minimum yang dilaksanakan pada Mei 2022. Pada masa yang sama, hampir 7.5 peratus pekerja formal memperoleh upah bulanan RM10,000 dan ke atas pada September 2023.

Sementara itu, analisis persentil menunjukkan bahawa persentil ke-10 pekerja formal memperoleh upah bersamaan atau kurang daripada RM1,500 sebulan. Walau bagaimanapun, kumpulan ini mengalami peningkatan upah bulanan ketara sebanyak 10.0 peratus berbanding bulan yang sama pada tahun sebelumnya (September 2022: RM1,364). Pada persentil ke-90, pekerja formal di Malaysia memperoleh sekurang-kurangnya RM8,200 sebulan, mencatatkan peningkatan sebanyak 5.1 peratus daripada tahun sebelumnya. Nisbah upah antara kumpulan penerima upah tertinggi (Persentil ke-90) dengan kumpulan penerima upah terendah (Persentil ke-10) menggambarkan bahawa kumpulan penerima upah tertinggi menerima lebih dari lima kali ganda upah berbanding kumpulan penerima upah terendah. **(Carta 2 & Jadual 1)**

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



Jadual 1: Taburan Upah Pekerja Mengikut Persentil, September 2023

Persentil	Upah bulanan	Perubahan Tahun ke Tahun
Persentil ke-10	RM 1,500	10.0% ▲
Persentil ke-20	RM 1,564	4.2% ▲
Persentil ke-30	RM 1,800	4.2% ▲
Persentil ke-40	RM 2,145	7.3% ▲
Persentil ke-50	RM 2,600	5.5% ▲
Persentil ke-60	RM 3,145	4.8% ▲
Persentil ke-70	RM 4,000	7.3% ▲
Persentil ke-80	RM 5,211	4.2% ▲
Persentil ke-90	RM 8,200	5.1% ▲

Perubahan tahun ke tahun, September 2023

9. MENUJU KE HADAPAN

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

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

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

SUMMARY OF FINDINGS

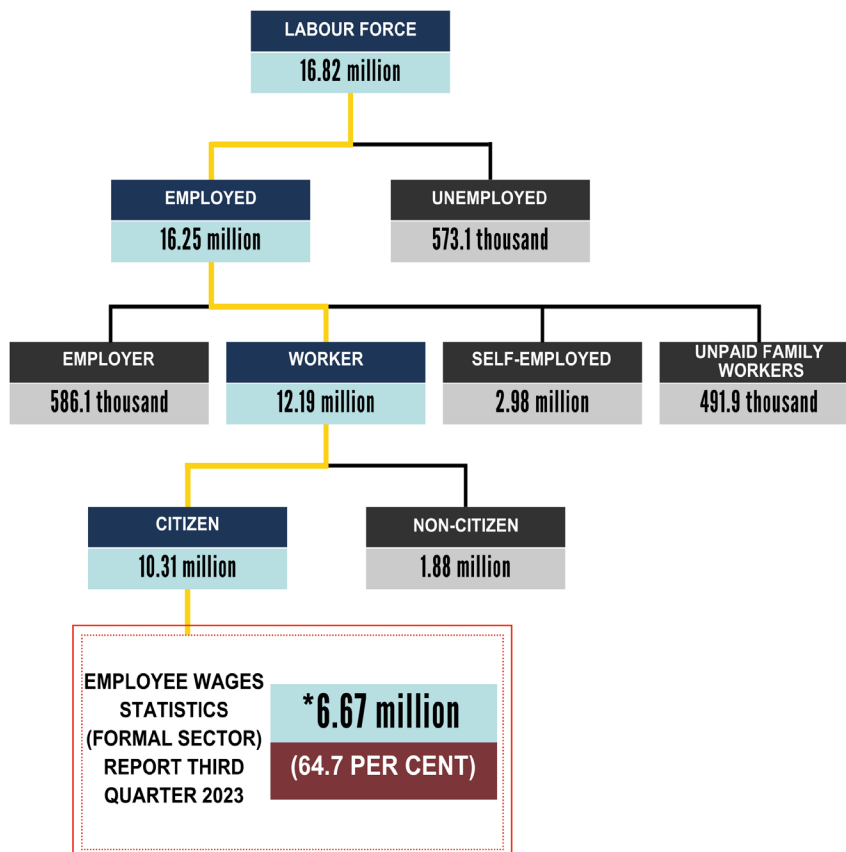
1. INTRODUCTION

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

2. WAGES SITUATION OF FORMAL EMPLOYEES IN MALAYSIA

Malaysia's labour market has exhibited a favourable outlook during the third quarter of 2023 despite amid global economic uncertainties. According to Labour Force Survey Report in the third quarter of 2023, there were 16.25 million employed persons compared to previous quarter (Q2 2023: 16.15 million persons) which consist of paid employees in both public and private sectors, employers, own-account workers and unpaid family workers. (Exhibit 1)

Exhibit 1: Monthly Salaries & Wages Analysis Framework, Q3 2023



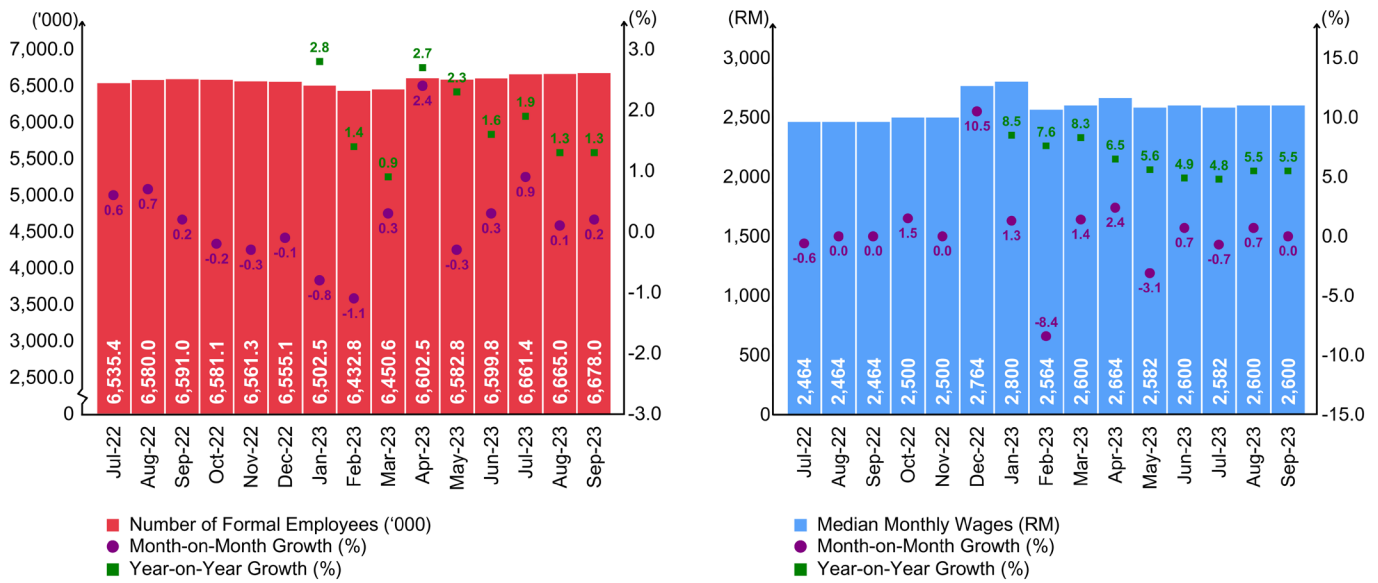
Note: *Number of formal employees based on average monthly of July - September 2023

Source: Labour Force Survey Report Malaysia, Third Quarter 2023

SUMMARY OF FINDINGS

Based on administrative records, the number of formal employees in September 2023 was 6.68 million persons (August 2023: 6.66 million persons; July 2023: 6.66 million persons) increase by 1.3 per cent (August 2023: 1.3%; July 2023: 1.9%) compared to the same month in the previous year. This figure constituted almost two-third (64.8%) of the total citizen-paid employees in the formal sector. The median monthly wages for citizen formal employees in September 2023 was RM2,600 (August 2023: RM2,600; July 2023: RM2,582). (Chart 1)

Chart 1: Number of Formal Employees and Median Monthly Wages, July 2022 - September 2023



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

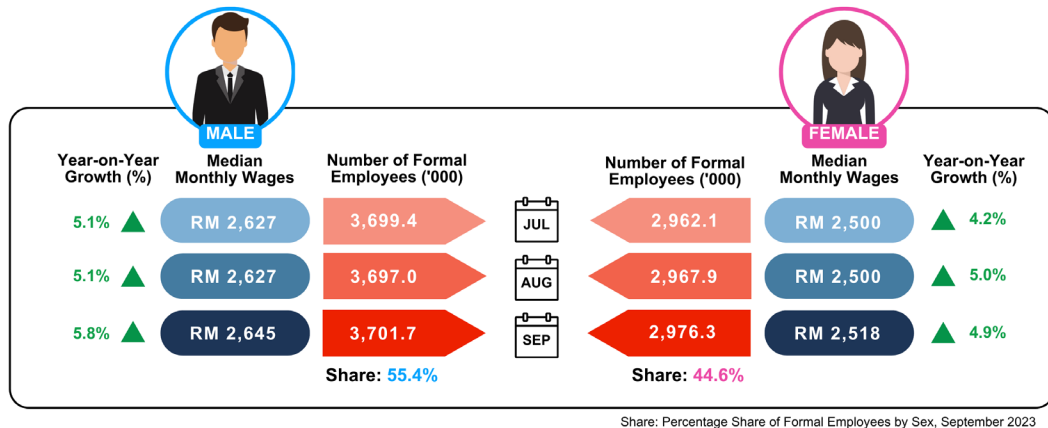
In September 2023, male formal employees accounted for more than half of the total formal employees, constituted 55.4 per cent or equivalent to 3.70 million persons. Male formal employees reported median monthly wages of RM2,645 in September 2023, reflecting an increased by 5.8 per cent compared to the same month in the previous year (September 2022: RM2,500). Moreover, the median monthly wages recorded a year-on-year growth of 5.1 per cent for both July and August 2023.

Meanwhile, female formal employees represented 44.6 percent of the total, amounting to 2.98 million persons (August 2023: 2.97 million persons; July 2023: 2.96 million persons). The median monthly wages for this group in July, August, and September 2023 were RM2,500, RM2,500, and RM2,518, respectively. These figures indicate year-on-year growth of 4.2 per cent, 5.0 per cent, and 4.9 per cent.

Comparison by sex shown that male formal employees consistently earned higher median monthly wages compared to female formal employees throughout the third quarter of 2023. The median monthly wages of male formal employees were RM2,645, earned 5.0 per cent more than female formal employees who received median monthly wages at RM2,518. (Exhibit 2)

SUMMARY OF FINDINGS

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

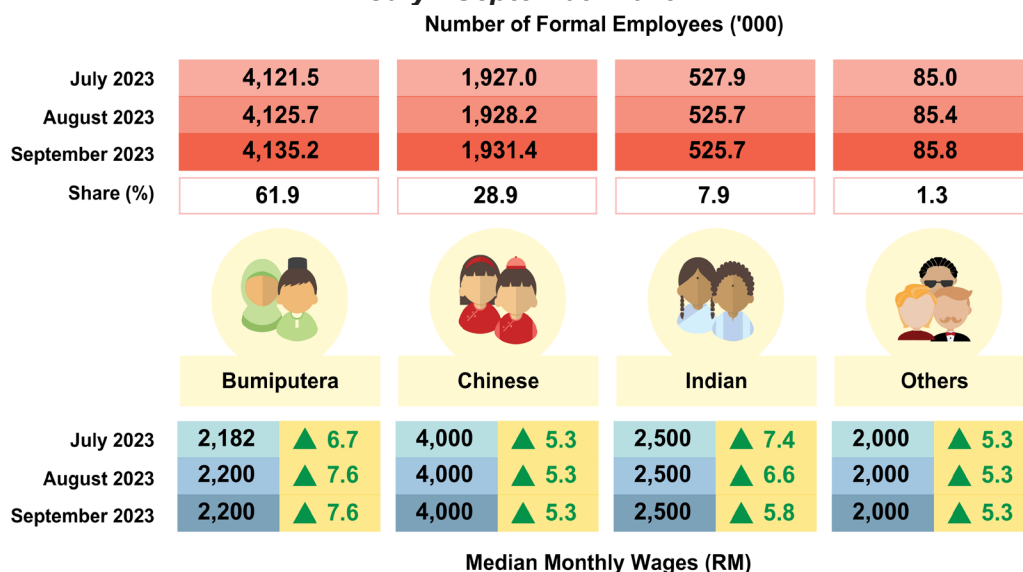


4. NUMBER AND MEDIAN MONTHLY WAGES OF FORMAL EMPLOYEES BY ETHNIC

The median monthly wages of all ethnic groups reported a year-on-year increase over the three months in the third quarter of 2023. In September 2023, Bumiputera experienced the highest year-on-year growth, registering an increase of 7.6 per cent to RM2,200 compared to the preceding year (September 2022: RM2,045). The proportion of formal employees of Bumiputera ethnicity reached 61.9 per cent, or 4.14 million persons (August 2023: 4.13 million persons, July 2023: 4.12 million persons).

At the same time, Chinese formal employees, representing 28.9 per cent or equivalently 1.93 million persons, earned the highest median monthly wages of RM4,000, reflecting a 5.3 per cent growth in September 2023. The median monthly wages for this ethnic remained unchanged for three consecutive months in the third quarter of 2023, constituting to a 5.3 per cent year-on-year growth. Furthermore, the Indian ethnic group, comprising 7.9 per cent or equivalent to 0.53 million persons, witnessed a rise in the median monthly wages to RM2,500 in September 2023 (August 2023: RM2,500; July 2023: RM2,500), indicating 5.8 per cent increase over the previous year (August 2023: 6.6%; July 2023: 7.4%). (Exhibit 3)

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



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

SUMMARY OF FINDINGS

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

Delving into the age groups, formal employees aged 25 to 29 makes the most significant contribution, accounting for 19.9 per cent, nearly one-fifth of the total formal employees in September 2023 (1.33 million persons). This proportion remains consistent with the figures for August 2023 (19.9%) and July 2023 (19.9%). Meanwhile, the age group above 65 years and above generates the least contribution, involving approximately 0.10 million persons, or 1.5 per cent of the total formal employees.

Comparing the median monthly wages for September 2023 to the same month in the previous year, all age groups observed an increase, except for those below 20 years old. Particularly, the age group 60 to 64 years old demonstrated the highest rise year-on-year growth throughout each month of the third quarter of 2023, reaching 9.1 per cent. In contrast, those below 20 years old experienced no growth with the median monthly wages remaining unchanged from the previous year for three successive months in the third quarter of 2023.

Furthermore, the age group of 45 to 49 years old received the highest median monthly wages in September 2023, which is RM3,500. This age group also maintained the highest median monthly wages in August (RM3,500) and July (RM3,482). On the other hand, the age group below 20 years old received the lowest median monthly wages of RM1,500 in September 2023, remaining stagnant at RM1,500 for three consecutive months throughout the third quarter of 2023. (Exhibit 4)

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

Number of Formal Employees ('000)											
July 2023	129.0	813.5	1,326.3	1,103.9	920.7	719.6	598.4	469.9	322.4	154.3	103.4
August 2023	127.0	836.6	1,327.1	1,101.4	918.2	717.5	595.9	467.3	319.9	152.1	101.9
September 2023	127.1	852.3	1,330.6	1,100.9	918.0	717.5	595.5	466.5	318.4	150.1	101.1
Share (%)	1.9	12.8	19.9	16.5	13.7	10.7	8.9	7.0	4.8	2.2	1.5
Age Group	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>64
July 2023	1,500	1,700	2,364	2,864	3,200	3,400	3,482	3,300	3,033	2,727	2,500
August 2023	1,500	1,727	2,382	2,882	3,227	3,427	3,500	3,300	3,064	2,727	2,500
September 2023	1,500	1,745	2,400	2,882	3,227	3,427	3,500	3,327	3,064	2,727	2,500
Year-on-Year Growth (%)	↔ 0.0	▲ 4.9	▲ 6.0	▲ 3.6	▲ 6.6	▲ 5.0	▲ 7.8	▲ 8.0	▲ 2.1	▲ 9.1	▲ 1.9
Median Monthly Wages (RM)											

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

SUMMARY OF FINDINGS

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

In terms of economic activity, the median monthly wages witnessed a positive growth across all sectors in the third quarter of 2023. Specifically, the Mining and quarrying sector recorded the highest median monthly wages during the third quarter of 2023 (September 2023: RM5,200; August 2023: RM5,200; July 2023: RM5,000). This sector registered the highest year-on-year growth in September 2023 of 16.5 per cent (August 2023: 15.6%; July 2023: 12.0%).

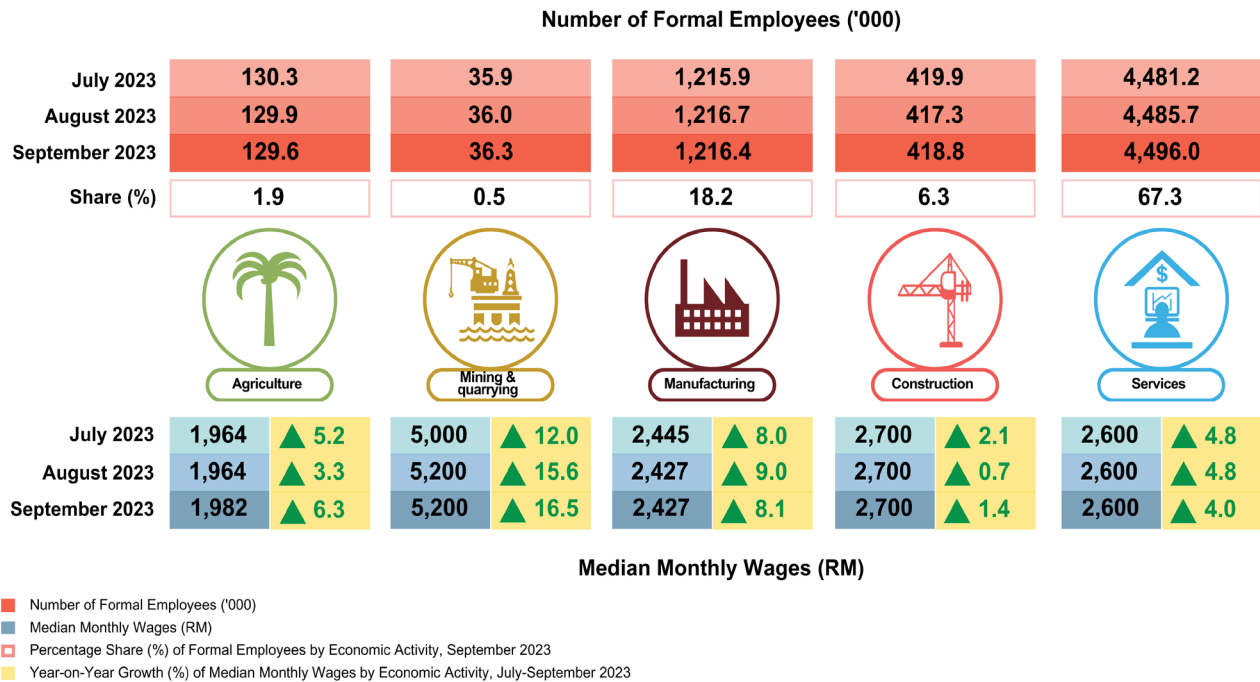
In the meantime, the Services sector, comprising the largest number of formal employees, contributing 67.3 per cent or equivalent to 4.50 million persons, recorded a rise in median monthly wages of 4.0 per cent year-on-year to RM2,600 in September 2023 (August 2023: RM2,600; July 2023: RM2,600). The sub-sector that recorded the highest median monthly wages in September 2023 was Financial and insurance sub-sector at RM5,700, followed by Information and communication at RM4,982. In contrast, the Food & beverages and accommodation sub-sector recorded the lowest median monthly wages at RM1,800. In terms of annual changes, Information and communication sub-sector posted the highest year-on-year growth in median monthly wages of 10.7 per cent to RM4,982 in September 2023 (August 2023: RM4,964; July 2023: RM4,964).

At the same time, the Manufacturing sector contributed 1.22 million persons (share: 18.2%) of the total formal employees and recorded a median monthly wages of RM2,427 in September 2023. It grew by 8.1 per cent compared to same month in the previous year (August 2023: 9.0%; July 2023: 8.0%). The highest median monthly wages in September 2023 were in the Beverage and tobacco products sub-sector (RM3,089), while the lowest median monthly wages were in the Textiles, wearing apparel and leather products sub-sector (RM1,982).

Meanwhile, the Construction sector, with a composition of 6.3 per cent of the total formal employees in September 2023, earning the median monthly wages at RM2,700 with 1.4 per cent year-on-year growth. The median monthly wages remained constant for all three months for the third quarter of 2023 (August 2023: 0.7%; July 2023: 2.1%). The Agriculture sector, comprising 1.9 per cent of the total formal employees, recorded the lowest median monthly wages of RM1,982, showing a 6.3 per cent year-on-year increase in September 2023 (August 2023: RM1,964; July 2023: RM1,964). (Exhibit 5)

SUMMARY OF FINDINGS

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



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

The median monthly wages by state for the third quarter of 2023, showed that all states indicated positive year-on-year growth. Three states surpassed the national median monthly wages of RM2,600 in September 2023, with W.P. Kuala Lumpur recording the highest median monthly wages at RM3,800. This was followed by Selangor at RM2,900 and Pulau Pinang at RM2,645 in September 2023. However, Kelantan, Perlis and Sabah showed the lowest median monthly wages during the same period, each recording figures of RM1,600, RM1,627 and RM1,800 respectively.

Regarding to the contribution of the number of employees, the top three states that posted the highest number of formal employees as of September 2023 were ranked in the following order: Selangor (1.89 million persons; share: 28.3%), W.P. Kuala Lumpur (1.35 million persons; share: 20.2%), and Johor (0.71 million persons; share: 10.6%). (**Exhibit 6**)

SUMMARY OF FINDINGS

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

		JUL 23		AUG 23		SEP 23			
	W.P. KUALA LUMPUR	Number of Formal Employees ('000)	1,335.3 20.0	1,343.4 20.2	1,350.5 20.2	Median Monthly Wages	RM3,800 5.6	RM3,800 6.1	RM3,800 6.1
	SELANGOR	Number of Formal Employees ('000)	1,891.0 28.4	1,890.0 28.4	1,892.6 28.3	Median Monthly Wages	RM2,900 6.3	RM2,900 5.6	RM2,900 4.9
	PULAU PINANG	Number of Formal Employees ('000)	533.5 8.0	534.0 8.0	535.0 8.0	Median Monthly Wages	RM2,627 7.4	RM2,627 8.2	RM2,645 6.8
	MALAYSIA	Number of Formal Employees ('000)	6,661.4 100	6,665.0 100	6,678.0 100	Median Monthly Wages	RM2,582 4.8	RM2,600 5.5	RM2,600 5.5
	W.P. PUTRAJAYA	Number of Formal Employees ('000)	30.0 0.5	30.5 0.5	30.4 0.5	Median Monthly Wages	RM2,500 7.4	RM2,500 7.4	RM2,464 5.9
	JOHOR	Number of Formal Employees ('000)	706.4 10.6	707.4 10.6	708.8 10.6	Median Monthly Wages	RM2,400 9.1	RM2,400 9.1	RM2,400 9.1
	MELAKA	Number of Formal Employees ('000)	176.5 2.6	175.9 2.6	176.0 2.6	Median Monthly Wages	RM2,282 7.3	RM2,300 8.1	RM2,282 8.2
	NEGERI SEMBILAN	Number of Formal Employees ('000)	172.0 2.6	171.5 2.6	171.6 2.6	Median Monthly Wages	RM2,264 7.8	RM2,264 6.4	RM2,245 6.9
	PAHANG	Number of Formal Employees ('000)	168.2 2.5	167.0 2.5	167.0 2.5	Median Monthly Wages	RM2,000 5.3	RM2,000 3.8	RM2,000 5.3
	PERAK	Number of Formal Employees ('000)	312.1 4.7	310.6 4.7	311.6 4.7	Median Monthly Wages	RM2,000 8.4	RM2,000 7.3	RM2,000 7.3
	SARAWAK	Number of Formal Employees ('000)	490.1 7.4	490.5 7.4	490.9 7.4	Median Monthly Wages	RM2,000 5.3	RM2,000 5.3	RM2,000 5.3
	W.P. LABUAN	Number of Formal Employees ('000)	16.9 0.3	16.9 0.3	16.5 0.2	Median Monthly Wages	RM1,945 4.2	RM1,964 5.4	RM1,964 5.4
	TERENGGANU	Number of Formal Employees ('000)	142.4 2.1	141.4 2.1	141.7 2.1	Median Monthly Wages	RM1,900 6.6	RM1,900 5.6	RM1,900 5.6
	KEDAH	Number of Formal Employees ('000)	239.8 3.6	239.2 3.6	239.0 3.6	Median Monthly Wages	RM1,864 6.8	RM1,827 5.8	RM1,845 6.8
	SABAH	Number of Formal Employees ('000)	334.5 5.0	335.0 5.0	335.0 5.0	Median Monthly Wages	RM1,800 4.2	RM1,800 5.9	RM1,800 4.2
	PERLIS	Number of Formal Employees ('000)	18.8 0.3	18.6 0.3	18.6 0.3	Median Monthly Wages	RM1,600 3.5	RM1,664 6.4	RM1,627 4.1
	KELANTAN	Number of Formal Employees ('000)	93.8 1.4	93.0 1.4	92.8 1.4	Median Monthly Wages	RM1,600 6.7	RM1,627 5.3	RM1,600 2.3

State designation is based on employers location

Ranked according to highest median monthly wages value, September 2023

▲ %
▼ %

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

SUMMARY OF FINDINGS

8. DISTRIBUTION OF MONTHLY WAGES OF FORMAL EMPLOYEES

Analysis of the wage distribution shows that 34.6 per cent of Malaysian formal employees earned below RM2,000 in September 2023. This proportion marks a decrease from 38.1 per cent recorded in the previous year, possibly attributed to the minimum wage increase implemented in May 2022. Concurrently, approximately 7.5 per cent of formal employees earned monthly wages of RM10,000 and above in September 2023.

Meanwhile, the percentile analysis indicates that the 10th percentile of formal employees earned wages equal to or less than RM1,500 per month. However, this group experienced a notable monthly wage increase of 10.0 per cent compared to the same month in the previous year (September 2022: RM1,364). At the 90th percentile, formal employees in Malaysia earned at least RM8,200 per month, recorded an increase 5.1 per cent from the previous year. The wage ratio between the highest wage earner group (90th percentile) with the lowest wage earner group (10th percentile) illustrates that the highest wage earner group receive the wage more than five times compared to the lowest wage earner group. (**Chart 2 & Table 1**)

SUMMARY OF FINDINGS

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

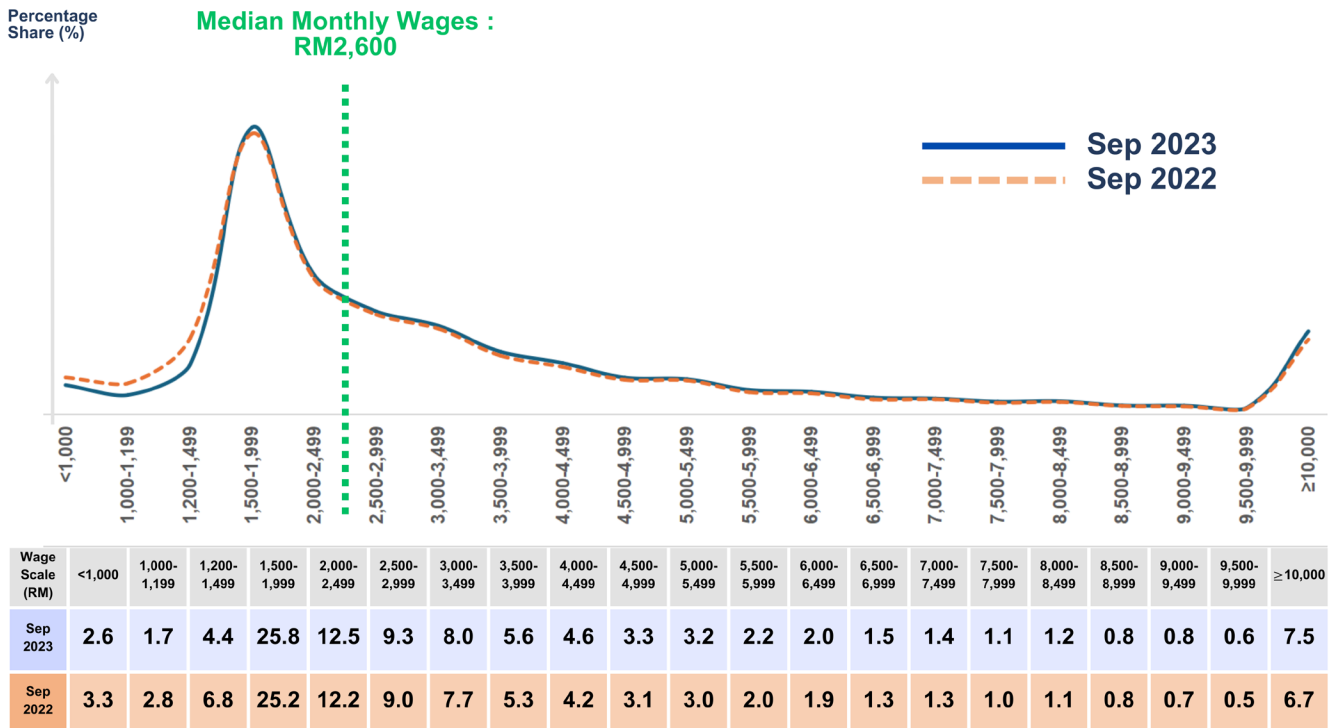


Table 1: Distribution Monthly Wages by Percentile, September 2023

Percentile	Monthly wages	Year-on-Year Growth
10th Percentile	RM 1,500	10.0% ▲
20th Percentile	RM 1,564	4.2% ▲
30th Percentile	RM 1,800	4.2% ▲
40th Percentile	RM 2,145	7.3% ▲
50th Percentile	RM 2,600	5.5% ▲
60th Percentile	RM 3,145	4.8% ▲
70th Percentile	RM 4,000	7.3% ▲
80th Percentile	RM 5,211	4.2% ▲
90th Percentile	RM 8,200	5.1% ▲

Year-on-Year Growth, September 2023

9. MOVING FORWARD

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

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

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

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**JADUAL
STATISTIK**
*STATISTICS
TABLES*

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JADUAL BILANGAN PEKERJA FORMAL, WARGANEGARA

***TABLE
NUMBER OF FORMAL EMPLOYEES,
CITIZEN***

1.1a

**Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Julai 2022 - September 2023**
Number of formal employees by sex, ethnic and age group,
July 2022 - September 2023

('000)

Dimensi Dimension	Bulan / Month					
	2022					
	Julai July	Ogos August	September September	Oktober October	November November	Disember December
Jumlah Total	6,535.4	6,580.0	6,591.0	6,581.1	6,561.3	6,555.1
Jantina Sex						
Lelaki Male	3,645.0	3,666.8	3,670.4	3,663.8	3,652.3	3,648.6
Perempuan Female	2,890.5	2,913.2	2,920.6	2,917.4	2,909.1	2,906.6
Etnik Ethnic						
Bumiputera	4,004.0	4,043.2	4,054.9	4,051.1	4,037.8	4,031.5
Cina Chinese	1,916.3	1,919.9	1,920.3	1,918.3	1,915.8	1,916.1
India Indian	535.1	536.1	534.5	530.3	526.4	526.0
Lain-lain Others	79.9	80.8	81.4	81.4	81.3	81.5
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	146.0	144.9	143.0	143.4	148.8	153.3
20-24	836.7	875.3	892.5	894.4	893.6	897.5
25-29	1,317.6	1,324.4	1,327.0	1,327.5	1,322.5	1,319.3
30-34	1,070.7	1,072.6	1,071.4	1,070.3	1,066.0	1,064.0
35-39	874.5	875.8	875.7	874.6	871.2	869.9
40-44	695.6	696.3	696.1	694.8	692.7	691.2
45-49	581.2	581.3	581.0	579.1	577.2	575.6
50-54	458.1	457.6	456.6	454.6	452.1	450.3
54-59	310.5	309.1	307.5	305.1	303.0	301.5
60-64	146.4	145.2	143.2	141.3	139.2	138.0
65 dan lebih 60 and above	98.2	97.5	96.8	96.0	95.1	94.5

1.1a

**Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Julai 2022 - September 2023 (samb.)**
Number of formal employees by sex, ethnic and age group,
July 2022 - September 2023 (cont.)

('000)

Bulan / Month								
2023								
Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
6,502.5	6,432.8	6,450.6	6,602.5	6,582.8	6,599.8	6,661.4	6,665.0	6,678.0
Jantina Sex								
3,614.9	3,569.3	3,583.0	3,669.1	3,655.3	3,662.7	3,699.4	3,697.0	3,701.7
2,887.6	2,863.5	2,867.6	2,933.4	2,927.5	2,937.1	2,962.1	2,967.9	2,976.3
Etnik Ethnic								
3,996.1	3,948.0	3,961.4	4,065.4	4,049.6	4,066.3	4,121.5	4,125.7	4,135.2
1,904.9	1,892.1	1,894.8	1,925.3	1,923.4	1,925.3	1,927.0	1,928.2	1,931.4
520.3	512.3	513.4	528.8	526.7	524.6	527.9	525.7	525.7
81.2	80.5	81.0	83.0	83.1	83.7	85.0	85.4	85.8
Kumpulan umur Age group								
73.9	75.7	89.7	107.3	120.3	125.5	129.0	127.0	127.1
740.8	745.0	754.4	771.0	777.9	790.5	813.5	836.6	852.3
1,303.9	1,292.2	1,293.5	1,320.7	1,313.2	1,315.9	1,326.3	1,327.1	1,330.6
1,097.3	1,083.9	1,082.6	1,104.1	1,096.9	1,097.4	1,103.9	1,101.4	1,100.9
912.6	901.6	901.0	919.5	914.0	914.6	920.7	918.2	918.0
711.6	702.8	702.2	718.0	713.5	714.1	719.6	717.5	717.5
592.1	584.1	583.6	597.0	593.1	593.4	598.4	595.9	595.5
468.0	460.6	460.2	470.7	466.7	466.3	469.9	467.3	466.5
326.2	319.5	318.3	325.2	321.8	320.4	322.4	319.9	318.4
164.4	158.2	156.7	159.2	156.9	154.8	154.3	152.1	150.1
111.7	109.2	108.4	109.8	108.6	106.9	103.4	101.9	101.1

1.1b

**Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Julai 2022 - September 2023**
Percentage share of formal employees by sex, ethnic and age group,
July 2022 - September 2023

(%)

Dimensi Dimension	Bulan / Month					
	2022					
	Julai July	Ogos August	September September	Oktober October	November November	Disember December
Jumlah Total	100	100	100	100	100	100
Jantina Sex						
Lelaki Male	55.8	55.7	55.7	55.7	55.7	55.7
Perempuan Female	44.2	44.3	44.3	44.3	44.3	44.3
Etnik Ethnic						
Bumiputera	61.3	61.4	61.5	61.6	61.5	61.5
Cina Chinese	29.3	29.2	29.1	29.1	29.2	29.2
India Indian	8.2	8.1	8.1	8.1	8.0	8.0
Lain-lain Others	1.2	1.2	1.2	1.2	1.2	1.2
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	2.2	2.2	2.2	2.2	2.3	2.3
20-24	12.8	13.3	13.5	13.6	13.6	13.7
25-29	20.2	20.1	20.1	20.2	20.2	20.1
30-34	16.4	16.3	16.3	16.3	16.2	16.2
35-39	13.4	13.3	13.3	13.3	13.3	13.3
40-44	10.6	10.6	10.6	10.6	10.6	10.5
45-49	8.9	8.8	8.8	8.8	8.8	8.8
50-54	7.0	7.0	6.9	6.9	6.9	6.9
54-59	4.8	4.7	4.7	4.6	4.6	4.6
60-64	2.2	2.2	2.2	2.1	2.1	2.1
65 dan lebih 60 and above	1.5	1.5	1.5	1.5	1.4	1.4

1.1b

Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Julai 2022 - September 2023 (samb.)
Percentage share of formal employees by sex, ethnic and age group, Julai 2022 - September 2023 (cont.)

(%)

Bulan / Month								
2023								
Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
100	100	100	100	100	100	100	100	100
Jantina Sex								
55.6	55.5	55.5	55.6	55.5	55.5	55.5	55.5	55.4
44.4	44.5	44.5	44.4	44.5	44.5	44.5	44.5	44.6
Etnik Ethnic								
61.5	61.4	61.4	61.6	61.5	61.6	61.9	61.9	61.9
29.3	29.4	29.4	29.2	29.2	29.2	28.9	28.9	28.9
8.0	8.0	8.0	8.0	8.0	7.9	7.9	7.9	7.9
1.2	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3
Kumpulan umur Age group								
1.1	1.2	1.4	1.6	1.8	1.9	1.9	1.9	1.9
11.4	11.6	11.7	11.7	11.8	12.0	12.2	12.6	12.8
20.1	20.1	20.1	20.0	19.9	19.9	19.9	19.9	19.9
16.9	16.8	16.8	16.7	16.7	16.6	16.6	16.5	16.5
14.0	14.0	14.0	13.9	13.9	13.9	13.8	13.8	13.7
10.9	10.9	10.9	10.9	10.8	10.8	10.8	10.8	10.7
9.1	9.1	9.0	9.0	9.0	9.0	9.0	8.9	8.9
7.2	7.2	7.1	7.1	7.1	7.1	7.1	7.0	7.0
5.0	5.0	4.9	4.9	4.9	4.9	4.8	4.8	4.8
2.5	2.5	2.4	2.4	2.4	2.3	2.3	2.3	2.2
1.7	1.7	1.7	1.7	1.6	1.6	1.6	1.5	1.5

1.1c

**Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur,
Ogos 2022 - September 2023**
Percentage change of formal employees by sex, ethnic and age group,
August 2022 - September 2023

(%)

Dimensi Dimension	Perubahan bulan ke bulan Month-on-month change						
	2022					2023	
	Ogos August	September September	Oktober October	November November	Disember December	Januari January	Februari February
Jumlah Total	0.7	0.2	-0.2	-0.3	-0.1	-0.8	-1.1
Jantina Sex							
Lelaki Male	0.6	0.1	-0.2	-0.3	-0.1	-0.9	-1.3
Perempuan Female	0.8	0.3	-0.1	-0.3	-0.1	-0.7	-0.8
Etnik Ethnic							
Bumiputera	1.0	0.3	-0.1	-0.3	-0.2	-0.9	-1.2
Cina Chinese	0.2	0.0	-0.1	-0.1	0.0	-0.6	-0.7
India Indian	0.2	-0.3	-0.8	-0.7	-0.1	-1.1	-1.5
Lain-lain Others	1.0	0.8	0.0	0.0	0.2	-0.3	-0.9
Kumpulan umur Age group							
Kurang daripada 20 Less than 20	-0.8	-1.3	0.3	3.7	3.1	-51.8	2.4
20-24	4.6	2.0	0.2	-0.1	0.4	-17.5	0.6
25-29	0.5	0.2	0.0	-0.4	-0.2	-1.2	-0.9
30-34	0.2	-0.1	-0.1	-0.4	-0.2	3.1	-1.2
35-39	0.1	0.0	-0.1	-0.4	-0.2	4.9	-1.2
40-44	0.1	0.0	-0.2	-0.3	-0.2	3.0	-1.2
45-49	0.0	-0.1	-0.3	-0.3	-0.3	2.9	-1.4
50-54	-0.1	-0.2	-0.5	-0.5	-0.4	3.9	-1.6
54-59	-0.5	-0.5	-0.8	-0.7	-0.5	8.2	-2.1
60-64	-0.8	-1.4	-1.3	-1.5	-0.9	19.1	-3.7
60 dan lebih 60 and above	-0.7	-0.7	-0.8	-0.9	-0.7	18.1	-2.2

1.1c

Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Ogos 2022 - September 2023 (samb.)
Percentage change of formal employees by sex, ethnic and age group, August 2022 - September 2023 (cont.)

(%)

Perubahan bulan ke bulan <i>Month-on-month change</i>							Perubahan tahun ke tahun <i>Year-on-year change</i>		
2023							2023		
Mac <i>March</i>	April <i>April</i>	Mei <i>May</i>	Jun <i>June</i>	Julai <i>July</i>	Ogos <i>August</i>	September <i>September</i>	Julai <i>July</i>	Ogos <i>August</i>	September <i>September</i>
0.3	2.4	-0.3	0.3	0.9	0.1	0.2	1.9	1.3	1.3
Jantina <i>Sex</i>									
0.4	2.4	-0.4	0.2	1.0	-0.1	0.1	1.5	0.8	0.9
0.1	2.3	-0.2	0.3	0.8	0.2	0.3	2.5	1.9	1.9
Etnik <i>Ethnic</i>									
0.3	2.6	-0.4	0.4	1.4	0.1	0.2	2.9	2.0	2.0
0.1	1.6	-0.1	0.1	0.1	0.1	0.2	0.6	0.4	0.6
0.2	3.0	-0.4	-0.4	0.6	-0.4	0.0	-1.3	-1.9	-1.7
0.7	2.5	0.0	0.7	1.6	0.4	0.5	6.3	5.7	5.4
Kumpulan umur <i>Age group</i>									
18.6	19.6	12.1	4.3	2.8	-1.6	0.1	-11.6	-12.3	-11.2
1.3	2.2	0.9	1.6	2.9	2.8	1.9	-2.8	-4.4	-4.5
0.1	2.1	-0.6	0.2	0.8	0.1	0.3	0.7	0.2	0.3
-0.1	2.0	-0.7	0.0	0.6	-0.2	0.0	3.1	2.7	2.7
-0.1	2.1	-0.6	0.1	0.7	-0.3	0.0	5.3	4.8	4.8
-0.1	2.2	-0.6	0.1	0.8	-0.3	0.0	3.5	3.1	3.1
-0.1	2.3	-0.7	0.0	0.8	-0.4	-0.1	3.0	2.5	2.5
-0.1	2.3	-0.9	-0.1	0.8	-0.6	-0.2	2.6	2.1	2.2
-0.4	2.2	-1.0	-0.4	0.6	-0.8	-0.5	3.8	3.5	3.6
-0.9	1.6	-1.5	-1.3	-0.4	-1.4	-1.4	5.4	4.8	4.8
-0.8	1.4	-1.2	-1.5	-3.2	-1.4	-0.9	5.3	4.5	4.4

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Julai 2022 - September 2023

Number of formal employees by economic activity, July 2022 - September 2023

('000)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month				
		2022				
		Julai July	Ogos August	September September	Oktober October	November November
Jumlah Total		6,535.4	6,580.0	6,591.0	6,581.1	6,561.3
1.	Pertanian <i>Agriculture</i>	131.7	132.7	132.7	132.4	132.1
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	35.2	35.5	35.6	35.6	35.5
3.	Pembuatan <i>Manufacturing</i>	1,217.2	1,226.3	1,228.1	1,224.8	1,219.0
3.1	Minyak dan lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils and fats and food processing</i>	165.9	166.7	167.2	166.9	166.9
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	11.6	11.7	11.8	11.8	11.8
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	27.8	27.8	27.6	27.3	27.2
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	109.2	109.0	108.4	107.8	106.9
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	203.1	203.3	202.5	200.6	198.7
3.6	Produk mineral bukan logam, logam asas dan produk logam yang diereka <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	151.8	152.3	151.8	151.5	150.7
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	359.8	365.1	366.5	366.3	364.3
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	187.9	190.3	192.3	192.8	192.6
4.	Pembinaan <i>Construction</i>	411.8	413.7	413.1	413.3	411.2
5.	Perkhidmatan <i>Services</i>	4,347.1	4,378.2	4,387.0	4,379.3	4,368.4
5.1	Utiliti <i>Utilities</i>	65.3	65.7	65.6	65.6	65.6
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	1,417.4	1,426.1	1,426.2	1,421.5	1,417.1
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	293.4	299.5	299.6	297.9	298.8
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	304.6	305.5	305.6	305.4	303.4
5.5	Maklumat dan komunikasi <i>Information and communication</i>	196.4	197.6	198.2	199.0	198.7
5.6	Kewangan dan insurans <i>Finance and insurance</i>	284.8	286.1	286.5	287.7	288.4
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	801.9	806.6	808.4	800.9	798.6
5.8	Perkhidmatan lain <i>Other services</i>	983.3	991.1	996.9	1,001.3	997.9
6.	Tidak dikelaskan <i>Unclassified</i>	392.4	393.5	394.6	395.6	395.2

1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Julai 2022 - September 2023 (samb.)

Number of formal employees by economic activity, July 2022 - September 2023 (cont.)

('000)

Bulan / Month									
2022	2023								
Disember December	Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
6,555.1	6,502.5	6,432.8	6,450.6	6,602.5	6,582.8	6,599.8	6,661.4	6,665.0	6,678.0
131.7	131.7	130.2	129.2	131.1	130.5	130.5	130.3	129.9	129.6
35.3	35.1	35.0	34.8	35.3	35.4	35.7	35.9	36.0	36.3
1,216.1	1,204.0	1,195.4	1,165.0	1,214.7	1,206.4	1,206.6	1,215.9	1,216.7	1,216.4
167.1	166.7	166.1	164.4	168.8	168.1	168.9	172.4	174.3	174.4
11.8	11.6	11.5	11.3	11.5	11.6	11.7	11.9	11.7	11.8
27.2	26.7	26.2	25.8	26.7	26.5	26.2	25.9	25.6	25.6
106.4	105.1	103.7	99.5	101.1	99.9	99.8	101.3	100.7	100.4
197.5	194.8	193.2	188.9	199.5	198.7	198.4	199.3	199.1	199.1
150.5	148.8	147.9	144.7	149.0	148.3	148.7	150.1	149.8	149.8
362.5	358.2	356.8	335.4	352.0	349.3	347.7	347.4	347.4	346.4
193.1	192.1	190.0	194.9	205.9	204.1	205.3	207.6	208.0	208.9
410.4	403.4	389.4	373.2	411.1	406.7	408.4	419.9	417.3	418.8
4,367.2	4,334.6	4,288.6	4,352.1	4,429.4	4,421.7	4,436.1	4,481.2	4,485.7	4,496.0
65.7	65.7	64.1	64.4	64.1	65.1	65.5	65.5	65.6	65.8
1,418.2	1,411.3	1,401.1	1,377.6	1,425.2	1,422.1	1,426.1	1,432.1	1,431.4	1,432.0
300.7	299.5	297.7	298.2	309.4	317.2	315.7	318.6	318.9	318.2
302.4	297.5	294.6	291.9	299.9	297.4	298.1	304.2	303.9	303.8
199.2	197.1	196.3	206.9	215.0	214.2	214.9	215.7	215.0	216.0
289.0	289.7	290.1	290.0	298.6	299.1	299.3	300.7	300.9	302.1
794.4	778.1	760.1	755.6	793.0	785.3	786.1	806.2	805.0	808.3
997.5	995.6	984.7	1,067.7	1,024.2	1,021.3	1,030.4	1,038.1	1,044.9	1,049.8
394.5	393.8	394.1	396.4	380.9	382.1	382.5	378.2	379.4	380.9

1.2b

**Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,
Julai 2022 - September 2023**
Percentage share of formal employees by economic activity,
July 2022 - September 2023

(%)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month				
		2022				
		Julai July	Ogos August	September September	Oktober October	November November
Jumlah Total		100	100	100	100	100
1.	Pertanian <i>Agriculture</i>	2.0	2.0	2.0	2.0	2.0
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	0.5	0.5	0.5	0.5	0.5
3.	Pembuatan <i>Manufacturing</i>	18.6	18.6	18.6	18.6	18.6
3.1	Minyak dan lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils and fats and food processing</i>	2.5	2.5	2.5	2.5	2.5
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	0.2	0.2	0.2	0.2	0.2
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	0.4	0.4	0.4	0.4	0.4
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	1.7	1.7	1.6	1.6	1.6
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	3.1	3.1	3.1	3.0	3.0
3.6	Produk mineral bukan logam, logam asas dan produk logam yang diereka <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	2.3	2.3	2.3	2.3	2.3
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	5.5	5.5	5.6	5.6	5.6
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	2.9	2.9	2.9	2.9	2.9
4.	Pembinaan <i>Construction</i>	6.3	6.3	6.3	6.3	6.3
5.	Perkhidmatan <i>Services</i>	66.5	66.5	66.6	66.5	66.6
5.1	Utiliti <i>Utilities</i>	1.0	1.0	1.0	1.0	1.0
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	21.7	21.7	21.6	21.6	21.6
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	4.5	4.6	4.5	4.5	4.6
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	4.7	4.6	4.6	4.6	4.6
5.5	Maklumat dan komunikasi <i>Information and communication</i>	3.0	3.0	3.0	3.0	3.0
5.6	Kewangan dan insurans <i>Finance and insurance</i>	4.4	4.3	4.3	4.4	4.4
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	12.3	12.3	12.3	12.2	12.2
5.8	Perkhidmatan lain <i>Other services</i>	15.0	15.1	15.1	15.2	15.2
6.	Tidak dikelaskan <i>Unclassified</i>	6.0	6.0	6.0	6.0	6.0

1.2b

**Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,
Julai 2022 - September 2023 (samb.)**
Percentage share of formal employees by economic activity,
July 2022 - September 2023 (cont.)

(%)

Bulan / Month									
2022	2023								
Disember December	Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
100	100	100	100	100	100	100	100	100	100
2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.9	1.9
0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
18.6	18.5	18.6	18.1	18.4	18.3	18.3	18.3	18.3	18.2
2.5	2.6	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6
0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
1.6	1.6	1.6	1.5	1.5	1.5	1.5	1.5	1.5	1.5
3.0	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0
2.3	2.3	2.3	2.2	2.3	2.3	2.3	2.3	2.2	2.2
5.5	5.5	5.5	5.2	5.3	5.3	5.3	5.2	5.2	5.2
2.9	3.0	3.0	3.0	3.1	3.1	3.1	3.1	3.1	3.1
6.3	6.2	6.1	5.8	6.2	6.2	6.2	6.3	6.3	6.3
66.6	66.7	66.7	67.5	67.1	67.2	67.2	67.3	67.3	67.3
1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
21.6	21.7	21.8	21.4	21.6	21.6	21.6	21.5	21.5	21.4
4.6	4.6	4.6	4.6	4.7	4.8	4.8	4.8	4.8	4.8
4.6	4.6	4.6	4.5	4.5	4.5	4.5	4.6	4.6	4.5
3.0	3.0	3.1	3.2	3.3	3.3	3.3	3.2	3.2	3.2
4.4	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5
12.1	12.0	11.8	11.7	12.0	11.9	11.9	12.1	12.1	12.1
15.2	15.3	15.3	16.6	15.5	15.5	15.6	15.6	15.7	15.7
6.0	6.1	6.1	6.1	5.8	5.8	5.8	5.7	5.7	5.7

1.2c

**Peratus perubahan pekerja formal mengikut aktiviti ekonomi,
Ogos 2022 - September 2023**
Percentage change of formal employees by economic activity,
August 2022 - September 2023

(%)

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

1.2c

**Peratus perubahan pekerja formal mengikut aktiviti ekonomi,
Ogos 2022 - September 2023 (samb.)**
*Percentage change of formal employees by economic activity,
August 2022 - September 2023 (cont.)*

(%)

Perubahan bulan ke bulan Month-on-month change								Perubahan tahun ke tahun Year-on-year change		
2023								2023		
Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September	Julai July	Ogos August	September September
-1.1	0.3	2.4	-0.3	0.3	0.9	0.1	0.2	1.9	1.3	1.3
-1.1	-0.8	1.5	-0.5	0.0	-0.1	-0.3	-0.2	-1.0	-2.1	-2.3
-0.4	-0.6	1.4	0.3	0.9	0.7	0.2	0.7	2.1	1.4	2.0
-0.7	-2.5	4.3	-0.7	0.0	0.8	0.1	0.0	-0.1	-0.8	-1.0
-0.4	-1.0	2.6	-0.4	0.5	2.1	1.1	0.1	4.0	4.5	4.3
-0.8	-1.6	1.9	0.1	1.3	1.5	-1.3	0.5	2.4	0.3	0.1
-1.7	-1.6	3.6	-1.0	-1.0	-1.0	-1.4	0.1	-6.9	-8.1	-7.3
-1.3	-4.1	1.7	-1.2	-0.1	1.5	-0.6	-0.4	-7.3	-7.6	-7.4
-0.8	-2.2	5.6	-0.4	-0.2	0.5	-0.1	0.0	-1.9	-2.1	-1.7
-0.6	-2.1	3.0	-0.5	0.3	0.9	-0.2	0.0	-1.2	-1.6	-1.3
-0.4	-6.0	5.0	-0.8	-0.5	-0.1	0.0	-0.3	-3.5	-4.8	-5.5
-1.1	2.6	5.6	-0.9	0.6	1.1	0.2	0.4	10.5	9.3	8.6
-3.5	-4.2	10.2	-1.1	0.4	2.8	-0.6	0.4	2.0	0.9	1.4
-1.1	1.5	1.8	-0.2	0.3	1.0	0.1	0.2	3.1	2.5	2.5
-2.5	0.4	-0.4	1.5	0.6	0.0	0.1	0.3	0.4	-0.1	0.3
-0.7	-1.7	3.5	-0.2	0.3	0.4	-0.1	0.0	1.0	0.4	0.4
-0.6	0.2	3.8	2.5	-0.5	0.9	0.1	-0.2	8.6	6.5	6.2
-1.0	-0.9	2.8	-0.8	0.2	2.0	-0.1	0.0	-0.2	-0.5	-0.6
-0.4	5.4	3.9	-0.4	0.4	0.3	-0.3	0.5	9.8	8.8	9.0
0.1	0.0	3.0	0.2	0.1	0.5	0.1	0.4	5.6	5.2	5.5
-2.3	-0.6	4.9	-1.0	0.1	2.6	-0.2	0.4	0.5	-0.2	0.0
-1.1	8.4	-4.1	-0.3	0.9	0.8	0.7	0.5	5.6	5.4	5.3
0.1	0.6	-3.9	0.3	0.1	-1.1	0.3	0.4	-3.6	-3.6	-3.5

1.3a Bilangan pekerja formal mengikut negeri, Julai 2022 - September 2023

Number of formal employees by state, July 2022 - September 2023

('000)

Negeri State	Bulan / Month					
	2022					
	Julai July	Ogos August	September September	Oktober October	November November	Disember December
Malaysia	6,535.4	6,580.0	6,591.0	6,581.1	6,561.3	6,555.1
Johor	697.1	702.5	703.5	700.4	698.5	697.1
Kedah	242.4	244.9	244.9	243.7	241.6	240.6
Kelantan	93.6	93.6	93.2	93.1	92.1	91.8
Melaka	174.8	175.8	176.1	176.0	175.3	174.6
Negeri Sembilan	172.9	173.9	173.5	172.8	171.7	170.5
Pahang	166.3	167.1	166.9	166.6	166.2	165.3
Pulau Pinang	534.4	539.1	541.9	541.6	540.4	538.7
Perak	314.8	316.0	315.8	311.8	310.2	310.0
Perlis	19.3	19.4	19.3	19.0	18.9	18.8
Selangor	1,815.0	1,827.9	1,829.5	1,829.3	1,818.6	1,823.5
Terengganu	140.8	141.3	141.0	140.2	139.0	137.3
Sabah	327.9	329.3	330.7	331.6	335.3	335.1
Sarawak	477.0	480.4	481.7	481.4	479.8	477.6
W.P. Kuala Lumpur	1,312.8	1,322.1	1,326.0	1,326.6	1,327.3	1,328.4
W.P. Labuan	16.6	16.6	16.7	16.8	16.7	16.7
W.P. Putrajaya	29.9	30.1	30.2	30.1	29.8	29.4

1.3a Bilangan pekerja formal mengikut negeri, Julai 2022 - September 2023 (samb.)

Number of formal employees by state, July 2022 - September 2023 (cont.)

('000)

Bulan / Month								
2023								
Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
6,502.5	6,432.8	6,450.6	6,602.5	6,582.8	6,599.8	6,661.4	6,665.0	6,678.0
690.1	681.3	686.3	701.7	699.4	702.1	706.4	707.4	708.8
235.4	232.0	230.8	237.6	235.5	235.8	239.8	239.2	239.0
89.4	87.9	88.3	92.7	90.7	91.1	93.8	93.0	92.8
172.5	171.3	171.9	175.0	174.0	174.6	176.5	175.9	176.0
169.0	164.8	165.6	170.7	169.0	169.7	172.0	171.5	171.6
163.0	160.9	162.2	166.9	165.8	166.5	168.2	167.0	167.0
532.5	527.2	530.8	533.4	531.0	530.8	533.5	534.0	535.0
306.8	302.1	303.8	311.0	308.4	309.7	312.1	310.6	311.6
18.5	17.7	17.4	18.9	18.5	18.5	18.8	18.6	18.6
1,812.5	1,796.8	1,820.1	1,872.7	1,871.0	1,873.4	1,891.0	1,890.0	1,892.6
135.6	131.9	133.0	140.1	138.5	139.1	142.4	141.4	141.7
335.2	333.5	333.9	330.7	331.9	333.4	334.5	335.0	335.0
472.2	467.8	471.4	485.6	484.1	485.4	490.1	490.5	490.9
1,324.6	1,313.3	1,290.9	1,319.4	1,318.8	1,323.8	1,335.3	1,343.4	1,350.5
16.6	16.0	16.0	16.9	16.6	16.6	16.9	16.9	16.5
28.5	28.3	28.3	29.2	29.4	29.4	30.0	30.5	30.4

1.3b Peratus sumbangan pekerja formal mengikut negeri, Julai 2022 - September 2023

Percentage share of formal employees by state, July 2022 - September 2023

(%)

Negeri State	Bulan / Month					
	2022					
	Julai July	Ogos August	September September	Oktober October	November November	Disember December
Malaysia	100	100	100	100	100	100
Johor	10.7	10.7	10.7	10.6	10.6	10.6
Kedah	3.7	3.7	3.7	3.7	3.7	3.7
Kelantan	1.4	1.4	1.4	1.4	1.4	1.4
Melaka	2.7	2.7	2.7	2.7	2.7	2.7
Negeri Sembilan	2.6	2.6	2.6	2.6	2.6	2.6
Pahang	2.5	2.5	2.5	2.5	2.5	2.5
Pulau Pinang	8.2	8.2	8.2	8.2	8.2	8.2
Perak	4.8	4.8	4.8	4.7	4.7	4.7
Perlis	0.3	0.3	0.3	0.3	0.3	0.3
Selangor	27.8	27.8	27.8	27.8	27.7	27.8
Terengganu	2.2	2.1	2.1	2.1	2.1	2.1
Sabah	5.0	5.0	5.0	5.0	5.1	5.1
Sarawak	7.3	7.3	7.3	7.3	7.3	7.3
W.P. Kuala Lumpur	20.1	20.1	20.1	20.2	20.2	20.3
W.P. Labuan	0.3	0.3	0.3	0.3	0.3	0.3
W.P. Putrajaya	0.5	0.5	0.5	0.5	0.5	0.4

1.3b Peratus sumbangan pekerja formal mengikut negeri, Julai 2022 - September 2023 (samb.)
 Percentage share of formal employees by state, July 2022 - September 2023 (cont.)

(%)

Bulan / Month								
2023								
Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
100	100	100	100	100	100	100	100	100
10.6	10.6	10.6	10.6	10.6	10.6	10.6	10.6	10.6
3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6
2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
8.2	8.2	8.2	8.1	8.1	8.0	8.0	8.0	8.0
4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.7
0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
27.9	27.9	28.2	28.4	28.4	28.4	28.4	28.4	28.3
2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1
5.2	5.2	5.2	5.0	5.0	5.1	5.0	5.0	5.0
7.3	7.3	7.3	7.4	7.4	7.4	7.4	7.4	7.4
20.4	20.4	20.0	20.0	20.0	20.1	20.0	20.2	20.2
0.3	0.2	0.2	0.3	0.3	0.3	0.3	0.3	0.2
0.4	0.4	0.4	0.4	0.4	0.4	0.5	0.5	0.5

1.3c Peratus perubahan pekerja formal mengikut negeri, Ogos 2022 - September 2023

Percentage change of formal employees by state, August 2022 - September 2023

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change						
	2022					2023	
	Ogos August	September September	Oktober October	November November	Disember December	Januari January	Februari February
Malaysia	0.7	0.2	-0.2	-0.3	-0.1	-0.8	-1.1
Johor	0.8	0.2	-0.4	-0.3	-0.2	-1.0	-1.3
Kedah	1.0	0.0	-0.5	-0.9	-0.4	-2.1	-1.4
Kelantan	0.0	-0.4	-0.1	-1.0	-0.4	-2.5	-1.8
Melaka	0.6	0.2	-0.1	-0.4	-0.4	-1.2	-0.7
Negeri Sembilan	0.5	-0.2	-0.4	-0.6	-0.7	-0.8	-2.5
Pahang	0.5	-0.1	-0.2	-0.3	-0.5	-1.4	-1.2
Pulau Pinang	0.9	0.5	0.0	-0.2	-0.3	-1.1	-1.0
Perak	0.4	-0.1	-1.3	-0.5	-0.1	-1.0	-1.5
Perlis	0.8	-0.5	-1.4	-0.9	-0.3	-1.4	-4.5
Selangor	0.7	0.1	0.0	-0.6	0.3	-0.6	-0.9
Terengganu	0.4	-0.2	-0.6	-0.9	-1.2	-1.2	-2.7
Sabah	0.4	0.4	0.3	1.1	-0.1	0.0	-0.5
Sarawak	0.7	0.3	-0.1	-0.3	-0.5	-1.1	-0.9
W.P. Kuala Lumpur	0.7	0.3	0.1	0.0	0.1	-0.3	-0.9
W.P. Labuan	0.3	0.3	0.5	-0.1	-0.5	-0.3	-3.5
W.P. Putrajaya	0.7	0.3	-0.1	-1.2	-1.3	-3.0	-0.7

1.3C Peratus perubahan pekerja formal mengikut negeri, Ogos 2022 - September 2023 (samb.)
 Percentage change of formal employees by state, August 2022 - September 2023 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change							Perubahan tahun ke tahun Year-on-year change		
2023							2023		
Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September	Julai July	Ogos August	September September
0.3	2.4	-0.3	0.3	0.9	0.1	0.2	1.9	1.3	1.3
0.7	2.2	-0.3	0.4	0.6	0.1	0.2	1.3	0.7	0.8
-0.5	3.0	-0.9	0.1	1.7	-0.3	-0.1	-1.1	-2.3	-2.4
0.5	5.0	-2.2	0.4	2.9	-0.8	-0.2	0.2	-0.6	-0.4
0.4	1.8	-0.5	0.3	1.1	-0.3	0.0	1.0	0.1	-0.1
0.5	3.0	-1.0	0.4	1.4	-0.3	0.1	-0.5	-1.4	-1.1
0.8	2.9	-0.7	0.4	1.1	-0.7	0.0	1.1	-0.1	0.0
0.7	0.5	-0.5	0.0	0.5	0.1	0.2	-0.2	-1.0	-1.3
0.6	2.4	-0.8	0.4	0.8	-0.5	0.3	-0.9	-1.7	-1.3
-1.8	8.9	-2.2	0.2	1.3	-0.7	0.1	-2.6	-4.1	-3.4
1.3	2.9	-0.1	0.1	0.9	-0.1	0.1	4.2	3.4	3.4
0.8	5.3	-1.1	0.4	2.4	-0.7	0.2	1.1	0.0	0.4
0.1	-0.9	0.3	0.4	0.3	0.1	0.0	2.0	1.7	1.3
0.8	3.0	-0.3	0.3	1.0	0.1	0.1	2.8	2.1	1.9
-1.7	2.2	0.0	0.4	0.9	0.6	0.5	1.7	1.6	1.9
0.0	5.3	-1.9	-0.2	2.2	-0.3	-1.8	2.0	1.4	-0.8
0.0	2.9	0.8	0.0	2.1	1.6	-0.4	0.5	1.4	0.7

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JADUAL MEDIAN UPAH BULANAN, WARGANEGARA

TABLE MEDIAN MONTHLY WAGES, CITIZEN

2.1a

**Median upah bulanan mengikut jantina, etnik dan kumpulan umur,
Julai 2022 - September 2023**
Medium monthly wages by sex, ethnic and age group,
July 2022 - September 2023

('000)

Dimensi Dimension	Bulan / Month					
	2022					
	Julai July	Ogos August	September September	Oktober October	November November	Disember December
Jumlah Total	2,464	2,464	2,464	2,500	2,500	2,764
Jantina Sex						
Lelaki Male	2,500	2,500	2,500	2,500	2,500	2,800
Perempuan Female	2,400	2,382	2,400	2,427	2,445	2,700
Etnik Ethnic						
Bumiputera	2,045	2,045	2,045	2,073	2,082	2,300
Cina Chinese	3,800	3,800	3,800	3,800	3,827	4,064
India Indian	2,327	2,345	2,364	2,400	2,400	2,700
Lain-lain Others	1,900	1,900	1,900	1,927	1,927	2,045
Kumpulan umur Age group						
Kurang daripada 20 Less than 20	1,500	1,500	1,500	1,500	1,500	1,500
20-24	1,627	1,645	1,664	1,682	1,700	1,782
25-29	2,233	2,245	2,264	2,300	2,300	2,500
30-34	2,764	2,764	2,782	2,800	2,800	3,045
35-39	3,027	3,027	3,027	3,064	3,082	3,482
40-44	3,264	3,264	3,264	3,300	3,300	3,764
45-49	3,245	3,264	3,245	3,282	3,300	3,782
50-54	3,064	3,082	3,082	3,100	3,111	3,500
54-59	3,000	3,000	3,000	3,000	3,000	3,282
60-64	2,500	2,500	2,500	2,500	2,500	2,700
60 dan lebih 60 and above	2,445	2,455	2,455	2,500	2,500	2,575

2.1a

**Median upah bulanan mengikut jantina, etnik dan kumpulan umur,
Julai 2022 - September 2023 (samb.)**
Medium monthly wages by sex, ethnic and age group,
July 2022 - September 2023 (cont.)

('000)

Bulan / Month								
2023								
Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
2,800	2,564	2,600	2,664	2,582	2,600	2,582	2,600	2,600
Jantina Sex								
2,800	2,600	2,664	2,700	2,600	2,645	2,627	2,627	2,645
2,782	2,500	2,545	2,600	2,500	2,527	2,500	2,500	2,518
Etnik Ethnic								
2,300	2,164	2,200	2,245	2,182	2,200	2,182	2,200	2,200
4,745	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000
2,727	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
2,127	2,000	2,000	2,027	2,000	2,000	2,000	2,000	2,000
Kumpulan umur Age group								
1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
1,700	1,664	1,682	1,700	1,700	1,700	1,700	1,727	1,745
2,445	2,300	2,327	2,400	2,327	2,364	2,364	2,382	2,400
3,000	2,800	2,882	3,000	2,845	2,882	2,864	2,882	2,882
3,464	3,200	3,282	3,400	3,200	3,245	3,200	3,227	3,227
3,764	3,400	3,500	3,545	3,400	3,464	3,400	3,427	3,427
3,900	3,482	3,500	3,582	3,482	3,500	3,482	3,500	3,500
3,745	3,300	3,400	3,445	3,300	3,345	3,300	3,300	3,327
3,482	3,064	3,127	3,145	3,064	3,082	3,033	3,064	3,064
3,000	2,800	2,800	2,800	2,775	2,764	2,727	2,727	2,727
3,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500

2.1b

**Peratus perubahan median upah bulanan mengikut jantina, etnik dan kumpulan umur,
Ogos 2022 - September 2023**
Percentage change of median monthly wages by sex, ethnic and age group,
August 2022 - September 2023

(%)

Dimensi Dimension	Perubahan bulan ke bulan Month-on-month change						
	2022					2023	
	Ogos August	September September	Oktober October	November November	Disember December	Januari January	Februari February
Jumlah Total	0.0	0.0	1.5	0.0	10.5	1.3	-8.4
Jantina Sex							
Lelaki Male	0.0	0.0	0.0	0.0	12.0	0.0	-7.1
Perempuan Female	-0.8	0.8	1.1	0.7	10.4	3.0	-10.1
Etnik Ethnic							
Bumiputera	0.0	0.0	1.3	0.4	10.5	0.0	-5.9
Cina Chinese	0.0	0.0	0.0	0.7	6.2	16.8	-15.7
India Indian	0.8	0.8	1.5	0.0	12.5	1.0	-8.3
Lain-lain Others	0.0	0.0	1.4	0.0	6.1	4.0	-6.0
Kumpulan umur Age group							
Kurang daripada 20 Less than 20	0.0	0.0	0.0	0.0	0.0	0.0	0.0
20-24	1.1	1.1	1.1	1.1	4.8	-4.6	-2.1
25-29	0.5	0.8	1.6	0.0	8.7	-2.2	-5.9
30-34	0.0	0.7	0.7	0.0	8.8	-1.5	-6.7
35-39	0.0	0.0	1.2	0.6	13.0	-0.5	-7.6
40-44	0.0	0.0	1.1	0.0	14.0	0.0	-9.7
45-49	0.6	-0.6	1.1	0.6	14.6	3.1	-10.7
50-54	0.6	0.0	0.6	0.4	12.5	7.0	-11.9
54-59	0.0	0.0	0.0	0.0	9.4	6.1	-12.0
60-64	0.0	0.0	0.0	0.0	8.0	11.1	-6.7
60 dan lebih 60 and above	0.4	0.0	1.9	0.0	3.0	16.5	-16.7

2.1b

Peratus perubahan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Ogos 2022 - September 2023 (samb.)
Percentage change of median monthly wages by sex, ethnic and age group, August 2022 - September 2023 (cont.)

(%)

Perubahan bulan ke bulan <i>Month-on-month change</i>							Perubahan tahun ke tahun <i>Year-on-year change</i>		
2023							2023		
Mac <i>March</i>	April <i>April</i>	Mei <i>May</i>	Jun <i>June</i>	Julai <i>July</i>	Ogos <i>August</i>	September <i>September</i>	Julai <i>July</i>	Ogos <i>August</i>	September <i>September</i>
1.4	2.4	-3.1	0.7	-0.7	0.7	0.0	4.8	5.5	5.5
Jantina <i>Sex</i>									
2.4	1.4	-3.7	1.7	-0.7	0.0	0.7	5.1	5.1	5.8
1.8	2.1	-3.8	1.1	-1.1	0.0	0.7	4.2	5.0	4.9
Etnik <i>Ethnic</i>									
1.7	2.1	-2.8	0.8	-0.8	0.8	0.0	6.7	7.6	7.6
0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.3	5.3	5.3
0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.4	6.6	5.8
0.0	1.4	-1.3	0.0	0.0	0.0	0.0	5.3	5.3	5.3
Kumpulan umur <i>Age group</i>									
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1.1	1.1	0.0	0.0	0.0	1.6	1.1	4.5	5.0	4.9
1.2	3.1	-3.0	1.6	0.0	0.8	0.8	5.8	6.1	6.0
2.9	4.1	-5.2	1.3	-0.6	0.6	0.0	3.6	4.3	3.6
2.6	3.6	-5.9	1.4	-1.4	0.9	0.0	5.7	6.6	6.6
2.9	1.3	-4.1	1.9	-1.8	0.8	0.0	4.2	5.0	5.0
0.5	2.3	-2.8	0.5	-0.5	0.5	0.0	7.3	7.2	7.8
3.0	1.3	-4.2	1.4	-1.4	0.0	0.8	7.7	7.1	8.0
2.1	0.6	-2.6	0.6	-1.6	1.0	0.0	1.1	2.1	2.1
0.0	0.0	-0.9	-0.4	-1.3	0.0	0.0	9.1	9.1	9.1
0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.2	1.9	1.9

2.2a Median upah bulanan mengikut aktiviti ekonomi, Julai 2022 - September 2023

Median monthly wages by economic activity, July 2022 - September 2023

('000)

Jenis aktiviti ekonomi Kind of economic activity		Bulan / Month				
		2022				
		Julai July	Ogos August	September September	Oktober October	November November
Jumlah Total		2,464	2,464	2,464	2,500	2,500
1.	Pertanian <i>Agriculture</i>	1,867	1,900	1,864	1,900	1,900
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	4,464	4,500	4,464	4,500	4,500
3.	Pembuatan <i>Manufacturing</i>	2,264	2,227	2,245	2,282	2,300
3.1	Minyak dan lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils and fats and food processing</i>	2,027	2,045	2,027	2,056	2,064
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	2,682	2,722	2,782	2,727	2,845
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	1,800	1,800	1,800	1,800	1,800
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	2,045	2,082	2,064	2,100	2,082
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	2,327	2,327	2,300	2,364	2,391
3.6	Produk mineral bukan logam, logam asas dan produk logam yang diereka <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	2,400	2,400	2,400	2,400	2,445
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	2,327	2,264	2,322	2,327	2,345
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	2,345	2,282	2,327	2,400	2,464
4.	Pembinaan <i>Construction</i>	2,645	2,682	2,664	2,664	2,664
5.	Perkhidmatan <i>Services</i>	2,482	2,482	2,500	2,500	2,500
5.1	Utiliti <i>Utilities</i>	2,582	2,582	2,600	2,582	2,622
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	2,164	2,164	2,164	2,200	2,200
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	1,727	1,700	1,745	1,782	1,764
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	2,482	2,500	2,500	2,500	2,500
5.5	Maklumat dan komunikasi <i>Information and communication</i>	4,500	4,500	4,500	4,500	4,564
5.6	Kewangan dan insurans <i>Finance and insurance</i>	5,209	5,200	5,200	5,200	5,300
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	2,500	2,500	2,500	2,527	2,564
5.8	Perkhidmatan lain <i>Other services</i>	2,427	2,445	2,464	2,500	2,500
6.	Tidak dikelaskan <i>Unclassified</i>	2,900	2,927	2,900	2,900	2,927

2.2a Median upah bulanan mengikut aktiviti ekonomi, Julai 2022 - September 2023 (samb.)

Median monthly wages by economic activity, July 2022 - September 2023 (cont.)

('000)

Bulan / Month									
2022	2023								
Disember December	Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
2,764	2,800	2,564	2,600	2,664	2,582	2,600	2,582	2,600	2,600
2,227	2,022	1,845	1,900	1,964	1,964	1,927	1,964	1,964	1,982
6,356	5,500	5,300	7,500	5,400	5,200	5,200	5,000	5,200	5,200
3,000	2,700	2,364	2,444	2,500	2,400	2,464	2,445	2,427	2,427
2,345	2,400	2,082	2,164	2,245	2,164	2,173	2,178	2,145	2,145
3,800	3,400	3,000	3,000	3,200	2,967	2,982	2,964	3,000	3,089
1,982	2,064	1,900	1,945	1,900	1,900	1,945	1,945	1,964	1,982
2,364	2,600	2,200	2,200	2,264	2,200	2,264	2,256	2,245	2,264
3,064	2,927	2,482	2,600	2,627	2,464	2,545	2,527	2,527	2,500
2,700	3,000	2,564	2,500	2,600	2,545	2,545	2,545	2,545	2,545
3,627	2,727	2,400	2,464	2,545	2,464	2,567	2,527	2,527	2,500
3,027	2,627	2,444	2,545	2,627	2,464	2,527	2,500	2,500	2,500
2,800	3,000	2,800	2,764	2,700	2,700	2,700	2,700	2,700	2,700
2,655	2,800	2,600	2,627	2,682	2,600	2,600	2,600	2,600	2,600
3,100	2,864	2,682	2,845	3,582	2,800	2,964	2,782	2,745	2,745
2,300	2,500	2,264	2,264	2,300	2,264	2,264	2,264	2,282	2,282
1,800	1,827	1,800	1,782	1,800	1,800	1,800	1,800	1,800	1,800
2,800	2,700	2,627	2,700	2,845	2,700	2,700	2,700	2,727	2,764
4,882	5,000	4,764	5,200	5,200	5,000	4,964	4,964	4,964	4,982
6,100	5,500	5,500	6,000	6,000	5,822	5,700	5,500	5,564	5,700
2,782	2,900	2,800	2,800	2,800	2,764	2,800	2,727	2,764	2,764
2,600	2,664	2,545	2,600	2,600	2,545	2,545	2,545	2,545	2,564
3,064	3,027	3,027	3,027	3,245	3,045	3,027	3,064	3,073	3,064

2.2b

Peratus perubahan median upah bulanan mengikut aktiviti ekonomi,
Ogos 2022 - September 2023
Percentage change of median monthly wages by economic activity,
August 2022 - September 2023

(%)

Jenis aktiviti ekonomi Kind of economic activity		Perubahan bulan ke bulan Month-on-month change					
		2022					2023
		Ogos August	September September	Oktober October	November November	Disember December	Januari January
Jumlah Total		0.0	0.0	1.5	0.0	10.5	1.3
1.	Pertanian <i>Agriculture</i>	1.8	-1.9	2.0	0.0	17.2	-9.2
2.	Perlombongan dan pengkuarian <i>Mining and quarrying</i>	0.8	-0.8	0.8	0.0	41.2	-13.5
3.	Pembuatan <i>Manufacturing</i>	-1.6	0.8	1.6	0.8	30.4	-10.0
3.1	Minyak dan lemak daripada sayuran dan haiwan proses makanan <i>Vegetable and animal oils and fats and food processing</i>	0.9	-0.9	1.4	0.4	13.7	2.3
3.2	Minuman dan produk tembakau <i>Beverages and tobacco products</i>	1.5	2.2	-2.0	4.3	33.5	-10.5
3.3	Produk tekstil, pakaian dan kulit <i>Textiles, wearing apparel and leather products</i>	0.0	0.0	0.0	0.0	10.1	4.1
3.4	Produk kayu, perabot, keluaran kertas dan percetakan <i>Wood products, furniture, paper products and printing</i>	1.8	-0.9	1.8	-0.9	13.5	10.0
3.5	Produk petroleum, kimia, getah dan plastik <i>Petroleum, chemical, rubber and plastic products</i>	0.0	-1.2	2.8	1.2	28.1	-4.5
3.6	Produk mineral bukan logam, logam asas dan produk logam yang direka <i>Non-metallic, mineral products, basic metal and fabricated metal products</i>	0.0	0.0	0.0	1.9	10.4	11.1
3.7	Produk elektrik, elektronik dan optikal <i>Electrical, electronic and optical products</i>	-2.7	2.6	0.2	0.8	54.7	-24.8
3.8	Peralatan pengangkutan, pembuatan lain dan pembaikan <i>Transport equipment, other manufacturing and repair</i>	-2.7	2.0	3.1	2.7	22.9	-13.2
4.	Pembinaan <i>Construction</i>	1.4	-0.7	0.0	0.0	5.1	7.1
5.	Perkhidmatan <i>Services</i>	0.0	0.7	0.0	0.0	6.2	5.5
5.1	Utiliti <i>Utilities</i>	0.0	0.7	-0.7	1.6	18.2	-7.6
5.2	Perdagangan borong dan runcit <i>Wholesale and retail trade</i>	0.0	0.0	1.7	0.0	4.5	8.7
5.3	Makanan & minuman dan penginapan <i>Food & beverages and accommodation</i>	-1.6	2.7	2.1	-1.0	2.1	1.5
5.4	Pengangkutan dan penyimpanan <i>Transportation and storage</i>	0.7	0.0	0.0	0.0	12.0	-3.6
5.5	Maklumat dan komunikasi <i>Information and communication</i>	0.0	0.0	0.0	1.4	7.0	2.4
5.6	Kewangan dan insurans <i>Finance and insurance</i>	-0.2	0.0	0.0	1.9	15.1	-9.8
5.7	Hartanah dan perkhidmatan perniagaan <i>Real estate and business services</i>	0.0	0.0	1.1	1.4	8.5	4.2
5.8	Perkhidmatan lain <i>Other services</i>	0.7	0.7	1.5	0.0	4.0	2.4
6.	Tidak dikelaskan <i>Unclassified</i>	0.9	-0.9	0.0	0.9	4.7	-1.2

2.2b

**Peratus perubahan median upah bulanan mengikut aktiviti ekonomi,
Ogos 2022 - September 2023 (samb.)**
*Percentage change of median monthly wages by economic activity,
August 2022 - September 2023 (cont.)*

(%)

Perubahan bulan ke bulan <i>Month-on-month change</i>							Perubahan tahun ke tahun <i>Year-on-year change</i>			
2023							2023			
Februari <i>February</i>	Mac <i>March</i>	April <i>April</i>	Mei <i>May</i>	Jun <i>June</i>	Julai <i>July</i>	Ogos <i>August</i>	September <i>September</i>	Julai <i>July</i>	Ogos <i>August</i>	September <i>September</i>
-8.4	1.4	2.4	-3.1	0.7	-0.7	0.7	0.0	4.8	5.5	5.5
-8.7	3.0	3.3	0.0	-1.9	1.9	0.0	0.9	5.2	3.3	6.3
-3.6	41.5	-28.0	-3.7	0.0	-3.8	4.0	0.0	12.0	15.6	16.5
-12.5	3.4	2.3	-4.0	2.7	-0.7	-0.7	0.0	8.0	9.0	8.1
-13.3	3.9	3.8	-3.6	0.4	0.2	-1.5	0.0	7.4	4.9	5.8
-11.8	0.0	6.7	-7.3	0.5	-0.6	1.2	3.0	10.5	10.2	11.0
-7.9	2.4	-2.3	0.0	2.4	0.0	0.9	0.9	8.1	9.1	10.1
-15.4	0.0	2.9	-2.8	2.9	-0.4	-0.4	0.8	10.3	7.9	9.7
-15.2	4.8	1.0	-6.2	3.3	-0.7	0.0	-1.1	8.6	8.6	8.7
-14.5	-2.5	4.0	-2.1	0.0	0.0	0.0	0.0	6.1	6.1	6.1
-12.0	2.7	3.3	-3.2	4.2	-1.5	0.0	-1.1	8.6	11.6	7.7
-7.0	4.1	3.2	-6.2	2.6	-1.1	0.0	0.0	6.6	9.6	7.4
-6.7	-1.3	-2.3	0.0	0.0	0.0	0.0	0.0	2.1	0.7	1.4
-7.1	1.0	2.1	-3.1	0.0	0.0	0.0	0.0	4.8	4.8	4.0
-6.3	6.1	25.9	-21.8	5.8	-6.1	-1.3	0.0	7.7	6.3	5.6
-9.5	0.0	1.6	-1.6	0.0	0.0	0.8	0.0	4.6	5.5	5.5
-1.5	-1.0	1.0	0.0	0.0	0.0	0.0	0.0	4.2	5.9	3.1
-2.7	2.8	5.4	-5.1	0.0	0.0	1.0	1.3	8.8	9.1	10.5
-4.7	9.2	0.0	-3.8	-0.7	0.0	0.0	0.4	10.3	10.3	10.7
0.0	9.1	0.0	-3.0	-2.1	-3.5	1.2	2.5	5.6	7.0	9.6
-3.4	0.0	0.0	-1.3	1.3	-2.6	1.3	0.0	9.1	10.5	10.5
-4.4	2.1	0.0	-2.1	0.0	0.0	0.0	0.7	4.9	4.1	4.1
0.0	0.0	7.2	-6.2	-0.6	1.2	0.3	-0.3	5.6	5.0	5.6

2.3a Median upah bulanan mengikut negeri, Julai 2022 - September 2023

Median monthly wages by state, July 2022 - September 2023

('000)

Negeri State	Bulan / Month					
	2022					
	Julai July	Ogos August	September September	Oktober October	November November	Disember December
Malaysia	2,464	2,464	2,464	2,500	2,500	2,764
Johor	2,200	2,200	2,200	2,227	2,245	2,500
Kedah	1,745	1,727	1,727	1,745	1,764	1,882
Kelantan	1,500	1,545	1,564	1,555	1,564	1,564
Melaka	2,127	2,127	2,109	2,264	2,245	2,527
Negeri Sembilan	2,100	2,127	2,100	2,127	2,145	2,400
Pahang	1,900	1,927	1,900	1,909	1,927	2,000
Pulau Pinang	2,445	2,427	2,478	2,500	2,500	3,000
Perak	1,845	1,864	1,864	1,882	1,900	2,000
Perlis	1,545	1,564	1,564	1,564	1,564	1,627
Selangor	2,727	2,745	2,764	2,800	2,800	3,000
Terengganu	1,782	1,800	1,800	1,800	1,800	1,900
Sabah	1,727	1,700	1,727	1,764	1,727	1,800
Sarawak	1,900	1,900	1,900	1,900	1,900	2,000
W.P. Kuala Lumpur	3,600	3,582	3,582	3,627	3,622	3,945
W.P. Labuan	1,867	1,864	1,864	1,864	1,864	2,200
W.P. Putrajaya	2,327	2,327	2,327	2,327	2,364	2,400

2.3a Bilangan pekerja formal mengikut negeri, Julai 2022 - September 2023 (samb.)

Median monthly wages by state, July 2022 - September 2023 (cont.)

('000)

Bulan / Month								
2023								
Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
2,800	2,564	2,600	2,664	2,582	2,600	2,582	2,600	2,600
2,527	2,327	2,400	2,400	2,364	2,382	2,400	2,400	2,400
1,900	1,800	1,827	1,864	1,809	1,845	1,864	1,827	1,845
1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,627	1,600
2,491	2,227	2,264	2,375	2,282	2,364	2,282	2,300	2,282
2,345	2,227	2,345	2,282	2,264	2,282	2,264	2,264	2,245
2,000	1,964	2,000	2,027	2,000	2,000	2,000	2,000	2,000
2,964	2,575	2,627	2,682	2,600	2,645	2,627	2,627	2,645
2,145	1,964	2,000	2,000	2,000	2,000	2,000	2,000	2,000
1,645	1,627	1,627	1,600	1,600	1,600	1,600	1,664	1,627
3,067	2,900	2,964	3,000	2,882	2,945	2,900	2,900	2,900
1,900	1,882	1,900	1,882	1,900	1,900	1,900	1,900	1,900
1,864	1,782	1,782	1,800	1,800	1,800	1,800	1,800	1,800
2,100	1,982	2,000	2,000	2,000	2,000	2,000	2,000	2,000
4,000	3,827	3,927	4,064	3,800	3,822	3,800	3,800	3,800
2,000	1,927	1,900	1,964	1,927	1,900	1,945	1,964	1,964
2,527	2,500	2,464	2,782	2,500	2,500	2,500	2,500	2,464

2.3b

**Peratus perubahan median upah bulanan mengikut negeri,
Ogos 2022 - September 2023**
Percentage change of median monthly wages by state,
August 2022 - September 2023

(%)

Negeri State	Perubahan bulan ke bulan Month-on-month change						
	2022					2023	
	Ogos August	September September	Oktober October	November November	Disember December	Januari January	Februari February
Malaysia	0.0	0.0	1.5	0.0	10.5	1.3	-8.4
Johor	0.0	0.0	1.2	0.8	11.3	1.1	-7.9
Kedah	-1.0	0.0	1.1	1.0	6.7	1.0	-5.3
Kelantan	3.0	1.2	-0.6	0.6	0.0	2.3	0.0
Melaka	0.0	-0.9	7.3	-0.8	12.6	-1.4	-10.6
Negeri Sembilan	1.3	-1.3	1.3	0.9	11.9	-2.3	-5.0
Pahang	1.4	-1.4	0.5	1.0	3.8	0.0	-1.8
Pulau Pinang	-0.7	2.1	0.9	0.0	20.0	-1.2	-13.1
Perak	1.0	0.0	1.0	1.0	5.3	7.3	-8.5
Perlis	1.2	0.0	0.0	0.0	4.1	1.1	-1.1
Selangor	0.7	0.7	1.3	0.0	7.1	2.2	-5.4
Terengganu	1.0	0.0	0.0	0.0	5.6	0.0	-1.0
Sabah	-1.6	1.6	2.1	-2.1	4.2	3.5	-4.4
Sarawak	0.0	0.0	0.0	0.0	5.3	5.0	-5.6
W.P. Kuala Lumpur	-0.5	0.0	1.3	-0.1	8.9	1.4	-4.3
W.P. Labuan	-0.2	0.0	0.0	0.0	18.0	-9.1	-3.6
W.P. Putrajaya	0.0	0.0	0.0	1.6	1.5	5.3	-1.1

2.3b

**Peratus perubahan median upah bulanan mengikut negeri,
Ogos 2022 - September 2023 (samb.)**
Percentage change of median monthly wages by state,
August 2022 - September 2023 (cont.)

(%)

Perubahan bulan ke bulan Month-on-month change							Perubahan tahun ke tahun Year-on-year change		
2023							2023		
Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September	Julai July	Ogos August	September September
1.4	2.4	-3.1	0.7	-0.7	0.7	0.0	4.8	5.5	5.5
3.1	0.0	-1.5	0.8	0.8	0.0	0.0	9.1	9.1	9.1
1.5	2.0	-2.9	2.0	1.0	-2.0	1.0	6.8	5.8	6.8
0.0	0.0	0.0	0.0	0.0	1.7	-1.7	6.7	5.3	2.3
1.6	4.9	-3.9	3.6	-3.5	0.8	-0.8	7.3	8.1	8.2
5.3	-2.7	-0.8	0.8	-0.8	0.0	-0.8	7.8	6.4	6.9
1.9	1.4	-1.3	0.0	0.0	0.0	0.0	5.3	3.8	5.3
2.0	2.1	-3.1	1.7	-0.7	0.0	0.7	7.4	8.2	6.8
1.9	0.0	0.0	0.0	0.0	0.0	0.0	8.4	7.3	7.3
0.0	-1.7	0.0	0.0	0.0	4.0	-2.2	3.5	6.4	4.1
2.2	1.2	-3.9	2.2	-1.5	0.0	0.0	6.3	5.6	4.9
1.0	-1.0	1.0	0.0	0.0	0.0	0.0	6.6	5.6	5.6
0.0	1.0	0.0	0.0	0.0	0.0	0.0	4.2	5.9	4.2
0.9	0.0	0.0	0.0	0.0	0.0	0.0	5.3	5.3	5.3
2.6	3.5	-6.5	0.6	-0.6	0.0	0.0	5.6	6.1	6.1
-1.4	3.3	-1.9	-1.4	2.4	0.9	0.0	4.2	5.4	5.4
-1.5	12.9	-10.1	0.0	0.0	0.0	-1.5	7.4	7.4	5.9

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JADUAL TABURAN UPAH, WARGANEGARA

TABLE WAGES DISTRIBUTION, CITIZEN

3.1

**Taburan bilangan pekerja formal mengikut skala upah,
Julai 2022 - September 2023**
Number of formal employees distribution by wages scale,
July 2022 - September 2023

Skala upah Wages scale	Bulan / Month					
	2022					
	Julai July	Ogos August	September September	Oktober October	November November	Disember December
Bilangan pekerja formal <i>Number of formal employees</i>	('000)					
RM 2,000 ke bawah <i>Below RM 2,000</i>	2,514.5	2,526.9	2,513.4	2,472.5	2,451.0	2,212.1
RM 2,000 - RM 2,999	1,365.2	1,383.5	1,392.9	1,394.2	1,388.1	1,280.4
RM 3,000 - RM 3,999	835.7	848.4	854.3	859.4	861.7	864.3
RM 4,000 - RM 4,999	478.8	480.4	484.3	492.4	487.5	499.5
RM 5,000 - RM 5,999	328.2	331.2	330.9	336.7	332.8	357.5
RM 6,000 - RM 6,999	208.3	210.3	211.3	213.9	213.2	239.9
RM 7,000 - RM 7,999	153.9	152.6	157.0	156.5	156.0	180.5
RM 8,000 - RM 8,999	120.8	120.1	122.8	123.1	124.2	145.6
RM 9,000 - RM 9,999	80.2	81.4	81.2	82.5	83.5	105.1
RM 10,000 - RM 10,999	77.2	77.7	78.2	79.0	80.0	98.2
RM 11,000 - RM 11,999	48.6	48.2	48.4	49.0	50.1	66.1
RM 12,000 - RM 12,999	45.1	44.7	44.8	45.4	46.9	60.8
RM 13,000 - RM 13,999	34.8	34.6	34.2	35.0	35.8	48.6
RM 14,000 - RM 14,999	26.8	26.3	26.3	26.8	28.8	41.1
RM 15,000 dan ke atas <i>RM 15,000 and above</i>	217.6	213.5	210.9	214.7	221.8	355.5
Peratus sumbangan pekerja formal <i>Percentage share of formal employees</i>	(%)					
RM 2,000 ke bawah <i>Below RM 2,000</i>	38.5	38.4	38.1	37.6	37.4	33.7
RM 2,000 - RM 2,999	20.9	21.0	21.1	21.2	21.2	19.5
RM 3,000 - RM 3,999	12.8	12.9	13.0	13.1	13.1	13.2
RM 4,000 - RM 4,999	7.3	7.3	7.3	7.5	7.4	7.6
RM 5,000 - RM 5,999	5.0	5.0	5.0	5.1	5.1	5.5
RM 6,000 - RM 6,999	3.2	3.2	3.2	3.3	3.2	3.7
RM 7,000 - RM 7,999	2.4	2.3	2.4	2.4	2.4	2.8
RM 8,000 - RM 8,999	1.8	1.8	1.9	1.9	1.9	2.2
RM 9,000 - RM 9,999	1.2	1.2	1.2	1.3	1.3	1.6
RM 10,000 - RM 10,999	1.2	1.2	1.2	1.2	1.2	1.5
RM 11,000 - RM 11,999	0.7	0.7	0.7	0.7	0.8	1.0
RM 12,000 - RM 12,999	0.7	0.7	0.7	0.7	0.7	0.9
RM 13,000 - RM 13,999	0.5	0.5	0.5	0.5	0.5	0.7
RM 14,000 - RM 14,999	0.4	0.4	0.4	0.4	0.4	0.6
RM 15,000 dan ke atas <i>RM 15,000 and above</i>	3.3	3.2	3.2	3.3	3.4	5.4

3.1

**Taburan bilangan pekerja formal mengikut skala upah,
Julai 2022 - September 2023 (samb.)**
Number of formal employees distribution by wages scale,
July 2022 - September 2023 (cont.)

Bulan / Month								
2023								
Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
('000)								
2,132.9	2,280.5	2,246.8	2,261.8	2,303.5	2,290.5	2,327.4	2,308.1	2,308.3
1,284.2	1,366.4	1,353.5	1,358.5	1,425.5	1,417.9	1,435.9	1,449.9	1,453.5
851.5	861.1	853.1	855.1	883.9	880.6	897.6	902.5	906.7
512.6	495.5	490.4	513.3	516.3	518.9	523.6	529.8	527.7
367.5	340.2	335.8	351.2	344.5	348.6	353.9	358.0	357.1
249.0	220.4	218.7	230.8	227.8	230.1	233.5	235.6	234.3
187.4	159.7	158.5	172.5	165.1	167.8	170.2	170.5	170.0
150.3	124.2	124.3	140.4	130.0	132.3	132.7	132.4	132.0
108.2	83.9	84.8	98.6	88.0	90.4	91.1	90.7	90.1
99.8	80.2	80.7	94.5	83.8	85.9	85.9	85.3	85.8
68.2	50.6	51.3	61.6	52.8	54.5	54.3	53.8	54.2
61.9	46.4	47.9	55.9	48.4	49.7	49.8	49.7	51.2
48.3	36.1	37.4	43.4	37.4	38.5	38.0	37.4	38.6
39.0	27.9	29.8	35.0	29.1	30.4	29.6	29.0	30.2
341.7	259.8	337.8	330.0	246.5	263.7	237.9	232.3	238.2
(%)								
32.8	35.5	34.8	34.3	35.0	34.7	34.9	34.6	34.6
19.7	21.2	21.0	20.6	21.7	21.5	21.6	21.8	21.8
13.1	13.4	13.2	13.0	13.4	13.3	13.5	13.5	13.6
7.9	7.7	7.6	7.8	7.8	7.9	7.9	7.9	7.9
5.7	5.3	5.2	5.3	5.2	5.3	5.3	5.4	5.3
3.8	3.4	3.4	3.5	3.5	3.5	3.5	3.5	3.5
2.9	2.5	2.5	2.6	2.5	2.5	2.6	2.6	2.5
2.3	1.9	1.9	2.1	2.0	2.0	2.0	2.0	2.0
1.7	1.3	1.3	1.5	1.3	1.4	1.4	1.4	1.3
1.5	1.2	1.3	1.4	1.3	1.3	1.3	1.3	1.3
1.0	0.8	0.8	0.9	0.8	0.8	0.8	0.8	0.8
1.0	0.7	0.7	0.8	0.7	0.8	0.7	0.7	0.8
0.7	0.6	0.6	0.7	0.6	0.6	0.6	0.6	0.6
0.6	0.4	0.5	0.5	0.4	0.5	0.4	0.4	0.5
5.3	4.0	5.2	5.0	3.7	4.0	3.6	3.5	3.6

3.2

**Upah bulanan pekerja formal mengikut persentil,
Julai 2022 - September 2023**
*Formal employee's monthly wages by per centile,
July 2022 - September 2023*

(RM)

Persentil Percentile	Bulan / Month					
	2022					
	Julai July	Ogos August	September September	Oktober October	November November	Disember December
Persentil ke-10 <i>10th percentile</i>	1,300	1,345	1,364	1,382	1,400	1,427
Persentil ke-20 <i>20th percentile</i>	1,500	1,500	1,500	1,500	1,500	1,500
Persentil ke-30 <i>30th percentile</i>	1,700	1,700	1,727	1,745	1,745	1,800
Persentil ke-40 <i>40th percentile</i>	2,000	2,000	2,000	2,011	2,027	2,200
Persentil ke-50 <i>50th percentile</i>	2,464	2,464	2,464	2,500	2,500	2,764
Persentil ke-60 <i>60th percentile</i>	3,000	3,000	3,000	3,000	3,000	3,382
Persentil ke-70 <i>70th percentile</i>	3,727	3,700	3,727	3,782	3,800	4,364
Persentil ke-80 <i>80th percentile</i>	5,000	5,000	5,000	5,000	5,000	6,000
Persentil ke-90 <i>90th percentile</i>	7,900	7,822	7,800	7,900	8,000	10,000

3.2

**Upah bulanan pekerja formal mengikut persentil,
Julai 2022 - September 2023 (samb.)**
*Formal employee's monthly wages by per centile,
July 2022 - September 2023 (cont.)*

(RM)

Bulan / Month								
2023								
Januari January	Februari February	Mac March	April April	Mei May	Jun June	Julai July	Ogos August	September September
1,467	1,464	1,482	1,464	1,500	1,500	1,500	1,500	1,500
1,564	1,545	1,564	1,545	1,564	1,564	1,564	1,564	1,564
1,864	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
2,264	2,100	2,145	2,182	2,127	2,145	2,127	2,145	2,145
2,800	2,564	2,600	2,664	2,582	2,600	2,582	2,600	2,600
3,464	3,100	3,200	3,282	3,127	3,164	3,136	3,145	3,145
4,464	3,982	4,000	4,164	3,982	4,000	4,000	4,000	4,000
6,100	5,300	5,500	5,700	5,200	5,300	5,245	5,200	5,211
10,000	8,400	9,100	9,500	8,300	8,500	8,200	8,100	8,200

3.3a Bilangan pekerja formal mengikut kumpulan umur dan sektor, Julai 2023

Number of formal employees by age group and sector, July 2023

Kumpulan umur Age group	Sektor / Sector					
	Pertanian Agriculture	Perlombongan & Pengkuarian Mining & manufacturing	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services	Tidak dikelaskan Unclassified
Bilangan pekerja formal Number of formal employees	('000)					
Kurang daripada 20 Less than 20	1.6	0.2	17.6	3.6	103.8	2.3
20-24	12.5	2.0	161.7	35.8	576.4	25.1
25-29	19.4	4.9	235.1	75.4	904.6	86.9
30-34	19.9	5.8	180.3	69.6	749.4	78.8
35-39	19.0	6.7	156.6	60.2	615.0	63.1
40-44	15.7	5.5	137.7	47.6	472.8	40.3
45-49	13.1	4.3	125.4	42.6	383.8	29.1
50-54	11.7	3.1	99.6	34.7	296.7	24.1
55-59	9.4	2.0	63.6	25.9	204.4	17.2
60-64	4.6	0.9	23.7	15.0	103.6	6.4
65 dan lebih 65 and above	3.4	0.6	14.6	9.4	70.8	4.7
Peratus sumbangan pekerja formal kepada sektor Percentage share of formal employee to sector	(%)					
Kurang daripada 20 Less than 20	1.2	0.4	1.4	0.9	2.3	0.6
20-24	9.6	5.5	13.3	8.5	12.9	6.6
25-29	14.9	13.7	19.3	18.0	20.2	23.0
30-34	15.3	16.2	14.8	16.6	16.7	20.8
35-39	14.6	18.6	12.9	14.3	13.7	16.7
40-44	12.1	15.3	11.3	11.3	10.6	10.7
45-49	10.0	12.0	10.3	10.2	8.6	7.7
50-54	9.0	8.6	8.2	8.3	6.6	6.4
55-59	7.2	5.5	5.2	6.2	4.6	4.5
60-64	3.5	2.5	2.0	3.6	2.3	1.7
65 dan lebih 65 and above	2.6	1.6	1.2	2.2	1.6	1.2

3.3b Bilangan pekerja formal mengikut kumpulan umur dan sektor, Ogos 2023

Number of formal employees by age group and sector, August 2023

Kumpulan umur Age group	Sektor / Sector					
	Pertanian Agriculture	Perlombongan & Pengkuarian Mining & manufacturing	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services	Tidak dikelaskan Unclassified
Bilangan pekerja formal <i>Number of formal employees</i>						
	('000)					
Kurang daripada 20 <i>Less than 20</i>	1.7	0.2	18.2	3.7	100.9	2.4
20-24	12.6	2.1	164.5	36.4	594.5	26.5
25-29	19.3	5.0	234.8	74.9	905.6	87.5
30-34	19.8	5.8	180.2	69.0	747.8	78.7
35-39	19.0	6.7	156.4	59.8	613.2	63.0
40-44	15.7	5.5	137.4	47.2	471.5	40.2
45-49	13.0	4.3	125.0	42.3	382.2	29.0
50-54	11.6	3.1	99.1	34.4	295.1	24.0
55-59	9.4	1.9	63.2	25.6	202.8	17.0
60-64	4.5	0.9	23.3	14.8	102.3	6.3
65 dan lebih <i>65 and above</i>	3.3	0.6	14.4	9.2	69.9	4.6
Peratus sumbangan pekerja formal kepada sektor <i>Percentage share of formal employee to sector</i>						
	(%)					
Kurang daripada 20 <i>Less than 20</i>	1.3	0.5	1.5	0.9	2.2	0.6
20-24	9.7	5.7	13.5	8.7	13.3	7.0
25-29	14.8	13.8	19.3	18.0	20.2	23.1
30-34	15.3	16.2	14.8	16.5	16.7	20.8
35-39	14.6	18.6	12.9	14.3	13.7	16.6
40-44	12.1	15.3	11.3	11.3	10.5	10.6
45-49	10.0	11.9	10.3	10.1	8.5	7.7
50-54	8.9	8.5	8.1	8.2	6.6	6.3
55-59	7.2	5.4	5.2	6.1	4.5	4.5
60-64	3.5	2.5	1.9	3.6	2.3	1.7
65 dan lebih <i>65 and above</i>	2.6	1.6	1.2	2.2	1.6	1.2

3.3C Bilangan pekerja formal mengikut kumpulan umur dan sektor, September 2023

Number of formal employees by age group and sector, September 2023

Kumpulan umur Age group	Sektor / Sector					
	Pertanian Agriculture	Perlombongan & Pengkuarian Mining & manufacturing	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services	Tidak dikelaskan Unclassified
Bilangan pekerja formal Number of formal employees	('000)					
Kurang daripada 20 Less than 20	1.7	0.2	18.6	3.9	100.2	2.5
20-24	12.6	2.1	165.9	37.5	606.7	27.6
25-29	19.3	5.1	234.5	75.4	908.3	88.1
30-34	19.8	5.9	179.8	69.1	747.5	78.8
35-39	19.0	6.7	156.3	59.9	613.0	63.1
40-44	15.7	5.5	137.3	47.3	471.5	40.2
45-49	13.0	4.3	124.9	42.3	382.0	29.1
50-54	11.6	3.1	98.9	34.3	294.6	24.0
55-59	9.4	1.9	62.9	25.4	201.9	16.9
60-64	4.4	0.9	23.0	14.7	100.9	6.1
65 dan lebih 65 and above	3.3	0.6	14.2	9.1	69.3	4.6
Peratus sumbangan pekerja formal kepada sektor Percentage share of formal employee to sector	(%)					
Kurang daripada 20 Less than 20	1.3	0.5	1.5	0.9	2.2	0.7
20-24	9.7	5.9	13.6	8.9	13.5	7.2
25-29	14.9	14.0	19.3	18.0	20.2	23.1
30-34	15.3	16.2	14.8	16.5	16.6	20.7
35-39	14.6	18.5	12.9	14.3	13.6	16.6
40-44	12.1	15.2	11.3	11.3	10.5	10.6
45-49	10.0	11.9	10.3	10.1	8.5	7.6
50-54	8.9	8.5	8.1	8.2	6.6	6.3
55-59	7.2	5.3	5.2	6.1	4.5	4.4
60-64	3.4	2.5	1.9	3.5	2.2	1.6
65 dan lebih 65 and above	2.5	1.5	1.2	2.2	1.5	1.2

3.4

**Median upah bulanan mengikut kumpulan umur dan sektor,
Julai 2023 - September 2023**
Median monthly wages by age group and sector,
July 2023 - September 2023

Kumpulan umur Age group	Sektor / Sector					
	Pertanian Agriculture	Perlombongan & Pengkuarian Mining & manufacturing	Pembuatan Manufacturing	Pembinaan Construction	Perkhidmatan Services	Tidak dikelaskan Unclassified
Julai 2023 July 2023	(RM)					
Kurang daripada 20 Less than 20	1,500	1,500	1,527	1,500	1,500	1,500
20-24	1,582	1,882	1,745	1,727	1,700	1,782
25-29	1,800	3,000	2,127	2,400	2,400	2,845
30-34	1,964	4,156	2,564	2,900	2,945	3,200
35-39	2,100	8,800	2,945	3,100	3,300	3,582
40-44	2,127	10,200	3,164	3,100	3,500	3,745
45-49	2,182	9,518	3,327	3,273	3,527	3,627
50-54	2,200	6,200	3,364	3,164	3,300	3,700
55-59	2,200	5,000	3,300	3,000	3,000	3,445
60-64	2,345	3,673	2,864	3,195	2,600	2,555
65 dan lebih 65 and above	2,555	3,000	2,625	3,000	2,500	2,200
Ogos 2023 August 2023	(RM)					
Kurang daripada 20 Less than 20	1,500	1,500	1,545	1,500	1,500	1,500
20-24	1,600	2,000	1,764	1,764	1,700	1,800
25-29	1,800	3,064	2,127	2,400	2,427	2,864
30-34	1,964	4,351	2,564	2,927	2,964	3,200
35-39	2,100	8,800	2,927	3,100	3,300	3,582
40-44	2,127	10,250	3,145	3,164	3,500	3,782
45-49	2,182	9,700	3,300	3,300	3,545	3,664
50-54	2,200	6,500	3,364	3,200	3,327	3,745
55-59	2,200	5,100	3,282	3,045	3,000	3,500
60-64	2,350	3,764	2,864	3,200	2,627	2,500
65 dan lebih 65 and above	2,555	3,157	2,655	3,000	2,500	2,200

3.4

**Median upah bulanan mengikut kumpulan umur dan sektor,
Julai 2023 - September 2023 (samb.)**
*Median monthly wages by age group and sector,
July 2023 - September 2023 (cont.)*

Kumpulan umur <i>Age group</i>	Sektor / Sector					
	Pertanian <i>Agriculture</i>	Perlombongan & Pengkuarian <i>Mining & manufacturing</i>	Pembuatan <i>Manufacturing</i>	Pembinaan <i>Construction</i>	Perkhidmatan <i>Services</i>	Tidak dikelaskan <i>Unclassified</i>
September 2023 <i>September 2023</i>	(RM)					
Kurang daripada 20 <i>Less than 20</i>	1,500	1,500	1,564	1,500	1,500	1,500
20-24	1,600	2,000	1,764	1,782	1,745	1,827
25-29	1,827	3,033	2,133	2,427	2,445	2,864
30-34	2,000	4,327	2,564	2,927	2,964	3,200
35-39	2,145	9,000	2,927	3,100	3,327	3,582
40-44	2,164	10,100	3,145	3,127	3,522	3,800
45-49	2,182	9,600	3,300	3,300	3,564	3,664
50-54	2,200	6,300	3,364	3,200	3,345	3,727
55-59	2,200	5,000	3,300	3,045	3,000	3,445
60-64	2,400	3,545	2,873	3,200	2,600	2,500
65 dan lebih <i>65 and above</i>	2,600	3,166	2,673	3,000	2,500	2,200



NOTA
TEKNIKAL
TECHNICAL NOTES

3

1. PENGENALAN

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

2. KONSEP DAN DEFINISI

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

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

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

Upah tidak termasuk pendapatan dari perniagaan sendiri atau sumber lain.

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

Sektor	Subsektor
Pertanian	Pertanian
Perlombongan dan pengkuarian	Perlombongan dan pengkuarian

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

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

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

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

3. TEMPOH RUJUKAN

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

4. SKOP DAN LIPUTAN

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

5. SUMBER DATA

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

6. METODOLOGI

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

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

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

7. PEMBUNDARAN

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

8. PERINCIAN STATISTIK

Statistik dalam laporan ini diperincikan seperti berikut:

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

9. SEMAKAN

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

10. SULIT DAN KERAHSIAAN

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

11. SIMBOL DAN AKRONIM

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

1. INTRODUCTION

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

2. CONCEPT AND DEFINITION

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

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

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

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

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

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

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

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

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

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

3. REFERENCE PERIOD

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

4. SCOPE AND COVERAGE

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

5. DATA SOURCES

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

6. METHODOLOGY

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

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

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

7. ROUNDING

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

8. DETAIL OF STATISTICS

The statistics in this report are presented as follows:

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

9. REVISION

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

10. PRIVACY AND CONFIDENTIALITY

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

11. SYMBOL AND ACRONYM

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

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