



KEMENTERIAN EKONOMI  
JABATAN PERANGKAAN MALAYSIA

# LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

## EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

**SUKU TAHUN PERTAMA 2023**  
*FIRST QUARTER 2023*

### **Pemakluman:**

Jabatan Perangkaan Malaysia (DOSM) sedang menjalankan Banci Ekonomi pada tahun 2023. DOSM amat menghargai kerjasama daripada responden untuk memberikan maklumat kepada DOSM serta menjayakan banci ini. Sila layari [www.dosm.gov.my](http://www.dosm.gov.my) untuk maklumat lanjut.

DOSM telah melancarkan OpenDOSM NextGen sebagai platform yang menyediakan katalog data dan visualisasi bagi memudahkan pengguna menganalisis pelbagai jenis data. OpenDOSM NextGen ialah medium perkongsian data sumber terbuka dan boleh diakses melalui portal <https://open.dosm.gov.my>.

Kerajaan Malaysia telah mengisytiharkan Hari Statistik Negara (MyStats Day) pada 20 Oktober setiap tahun. Tema sambutan MyStats Day adalah “Connecting the World with Data We Can Trust”.

### **Announcement:**

*Department of Statistics (DOSM) is conducting the Economic Census in 2023. DOSM greatly appreciates the cooperation from respondents to provide information with DOSM and in making this census a success. Please visit [www.dosm.gov.my](http://www.dosm.gov.my) for more information.*

*DOSM has launched OpenDOSM NextGen as a platform that provides a catalogue of data and visualisation that facilitates users in analysing various types of data. OpenDOSM NextGen is an open source data sharing medium and accessible through <https://open.dosm.gov.my> portal.*

*The Government of Malaysia has declared National Statistics Day (MyStats Day) on October 20 each year. MyStats Day theme is “Connecting the World with Data We Can Trust”.*

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DEPARTMENT OF STATISTICS MALAYSIA

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**Jabatan Perangkaan Malaysia**

***Department of Statistics Malaysia***

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Laporan Statistik Upah Pekerja (Sektor Formal) Suku Tahunan merupakan penerbitan yang julung kali 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

Ogos 2023

## PREFACE

*The Employees Wages Statistics (Formal Sector) Report is the first publication 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 Employees Wages Statistics (Formal Sector) Report is to meet the escalating demand for comprehensive wage statistics with high frequency. This report provides wage statistics for Malaysia's citizens according to demographic and socioeconomic characteristics encompassing sex, ethnic, age groups, economic activities and state.*

*Employees 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*

*August 2023*

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# **RINGKASAN PENEMUAN**

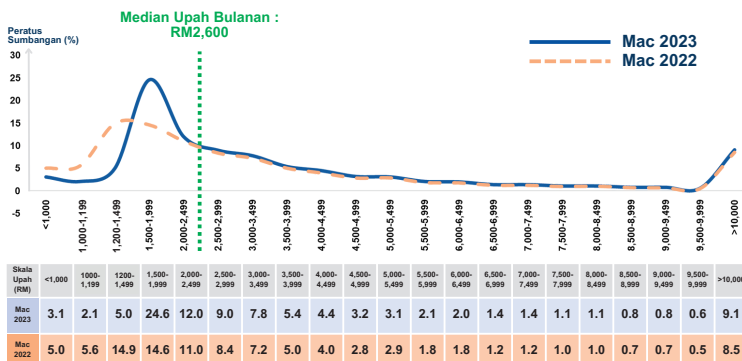
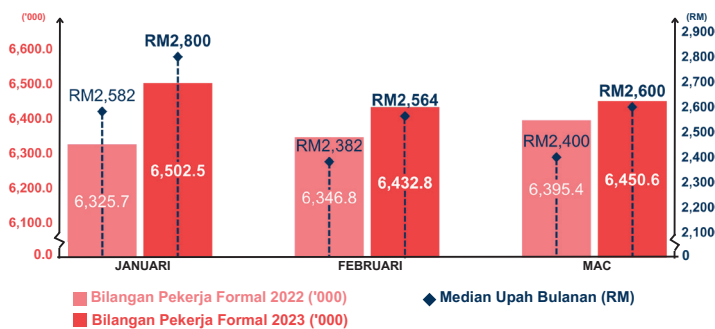
*SUMMARY OF FINDINGS*

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# LAPORAN STATISTIK UPAH PEKERJA (SEKTOR FORMAL)

## SUKU TAHUN PERTAMA 2023

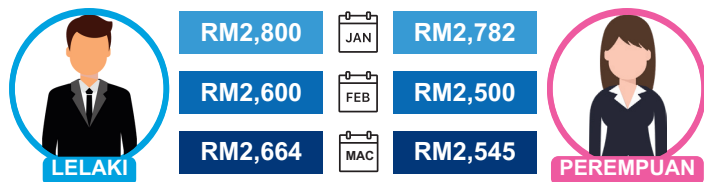
Bilangan pekerja formal warganegara pada Mac 2023 adalah **6,450.6 ribu orang** berbanding 6,395.4 ribu orang pada bulan yang sama tahun sebelumnya



## MEDIAN UPAH BULANAN WARGANEGARA MENGIKUT DIMENSI PADA SUKU TAHUN PERTAMA 2023

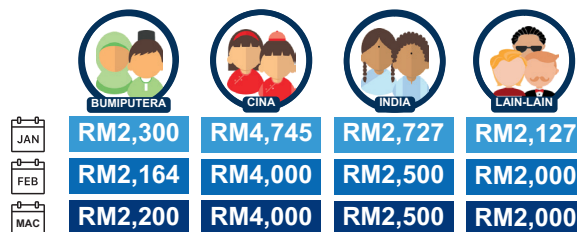
### JANTINA

Median upah bulanan bagi lelaki adalah lebih tinggi berbanding perempuan



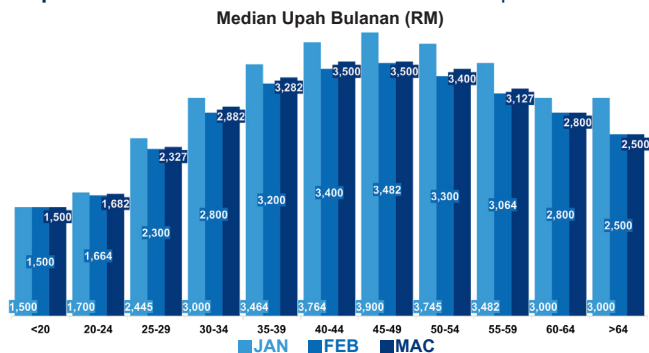
### ETNIK

Etnik Cina merekodkan median upah bulanan tertinggi



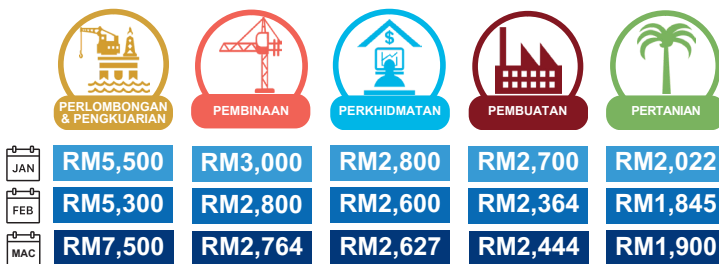
### KUMPULAN UMUR

Kumpulan umur 40-49 tahun mencatatkan median upah bulanan tertinggi



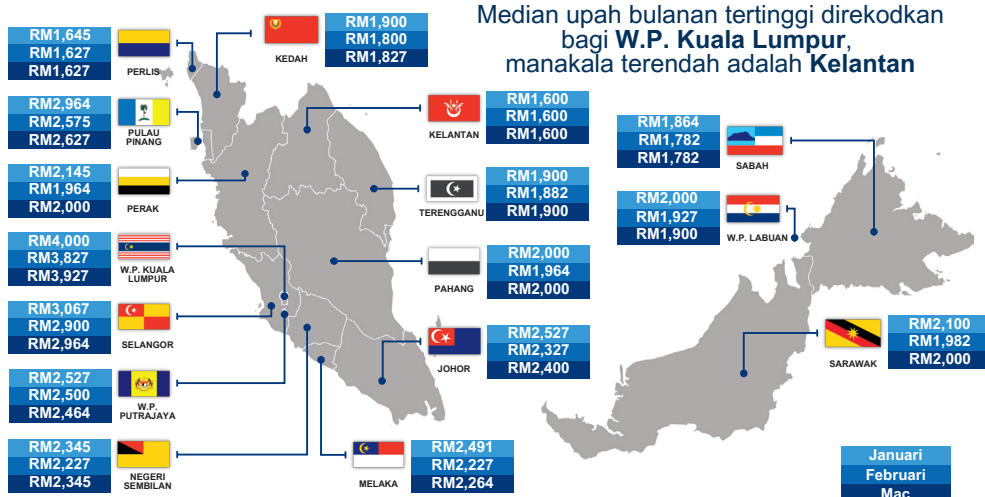
### AKTIVITI EKONOMI

Median upah bulanan paling tinggi direkodkan dalam sektor Perlombongan & pengkuarian, diikuti Pembinaan, Perkhidmatan, Pembuatan dan Pertanian



### NEGERI

Median upah bulanan tertinggi direkodkan bagi W.P. Kuala Lumpur, manakala terendah adalah Kelantan



### KONSEP & DEFINISI

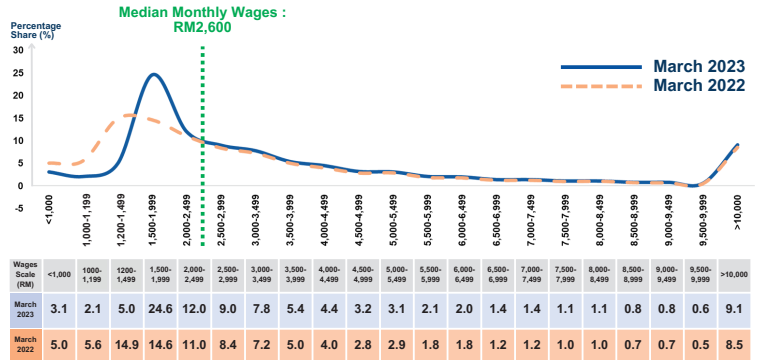
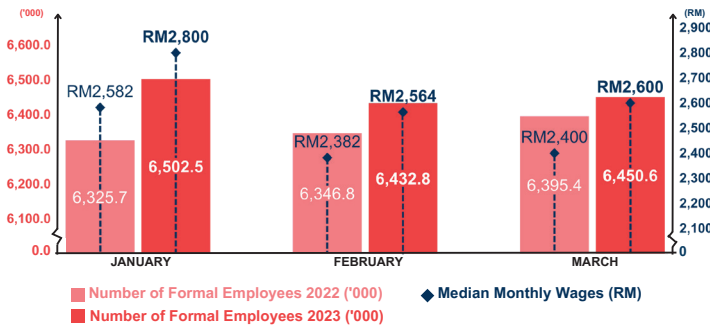
**Upah** merujuk kepada semua ganjaran dalam bentuk wang yang dibayar sepanjang tempoh rujukan kepada pekerja. Anggaran upah termasuk bonus, komisen, dan elau mengikut definisi sumber data.

**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 terkesan kepada nilai ekstrem.

# EMPLOYEE WAGES STATISTICS (FORMAL SECTOR) REPORT

## FIRST QUARTER 2023

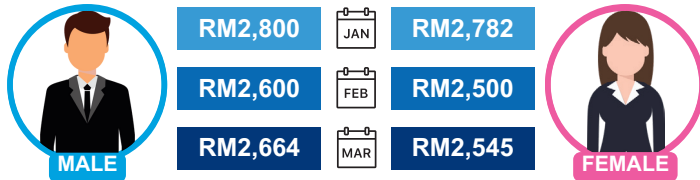
The number of formal citizen employees in March 2023 was **6,450.6 thousand persons** as compared to 6,395.4 thousand persons in the same month of previous year



## CITIZEN MEDIAN MONTHLY WAGES BY DIMENSION IN FIRST QUARTER 2023

### SEX

Median monthly wages for **male** was higher than female



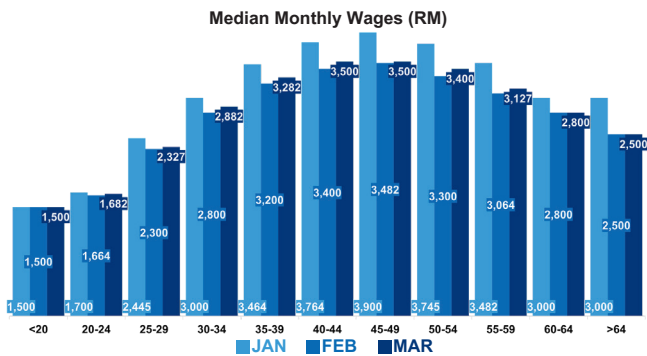
### ETHNIC

**Chinese** recorded the highest median monthly wages



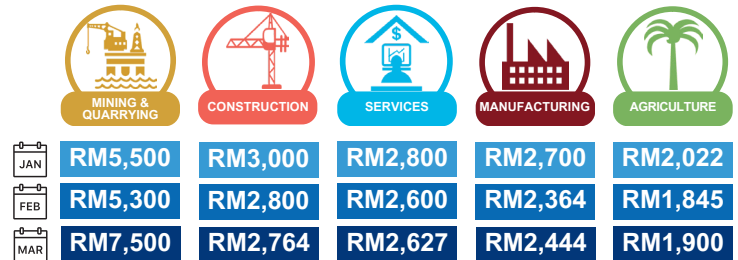
### AGE GROUP

Age group of **40-49 years** posted the highest median monthly wages



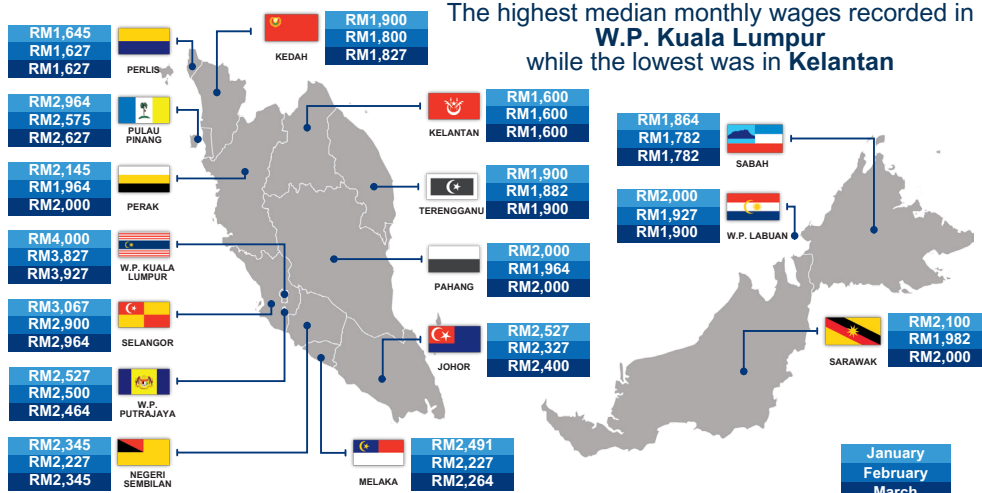
### ECONOMIC ACTIVITY

Highest median monthly wages was recorded in **Mining & quarrying** sector, followed by Construction, Services, Manufacturing and Agriculture



### STATES

The highest median monthly wages recorded in **W.P. Kuala Lumpur** while the lowest was in **Kelantan**



### CONCEPT & DEFINITION

**Wages** refer to all remuneration in money payable made throughout the reference period to employees. The wage estimate includes bonuses, commissions and allowances per the data sources' definition.

**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.

# RINGKASAN PENEMUAN

## 1. PENGENALAN

Laporan Statistik Upah Pekerja (Sektor Formal) Suku Tahunan merupakan inisiatif terbaharu DOSM dalam menghasilkan statistik upah yang lebih komprehensif, terperinci dan bertepatan masa. Inisiatif menerbitkan laporan ini adalah selari dengan keperluan pengguna yang semakin meningkat terhadap statistik upah dengan kekerapan yang tinggi.

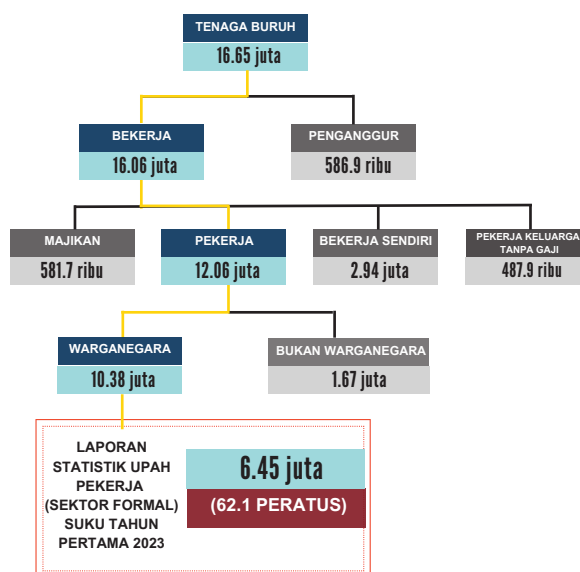
Pengeluaran statistik upah pekerja sektor formal adalah bersumberkan data pentadbiran yang meliputi data caruman wajib simpanan pekerja sektor swasta dan pekerja tidak berpencen di sektor awam serta data caruman insurans keselamatan sosial pekerja yang diperoleh daripada pelbagai agensi dengan tumpuan kepada pekerja warganegara dalam sektor formal di Malaysia. Upah yang dianggarkan dalam penerbitan ini merujuk kepada semua ganjaran dalam bentuk wang yang meliputi bonus, komisen dan elaun dibayar kepada pekerja untuk pekerjaan yang dilakukan pada 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 terus berkembang seiring dengan pembangunan ekonomi negara pada suku pertama 2023 di sebalik ketidaktentuan ekonomi di peringkat global. Pada suku pertama 2023, seramai 16.06 juta penduduk bekerja direkodkan 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, ST1 2023**

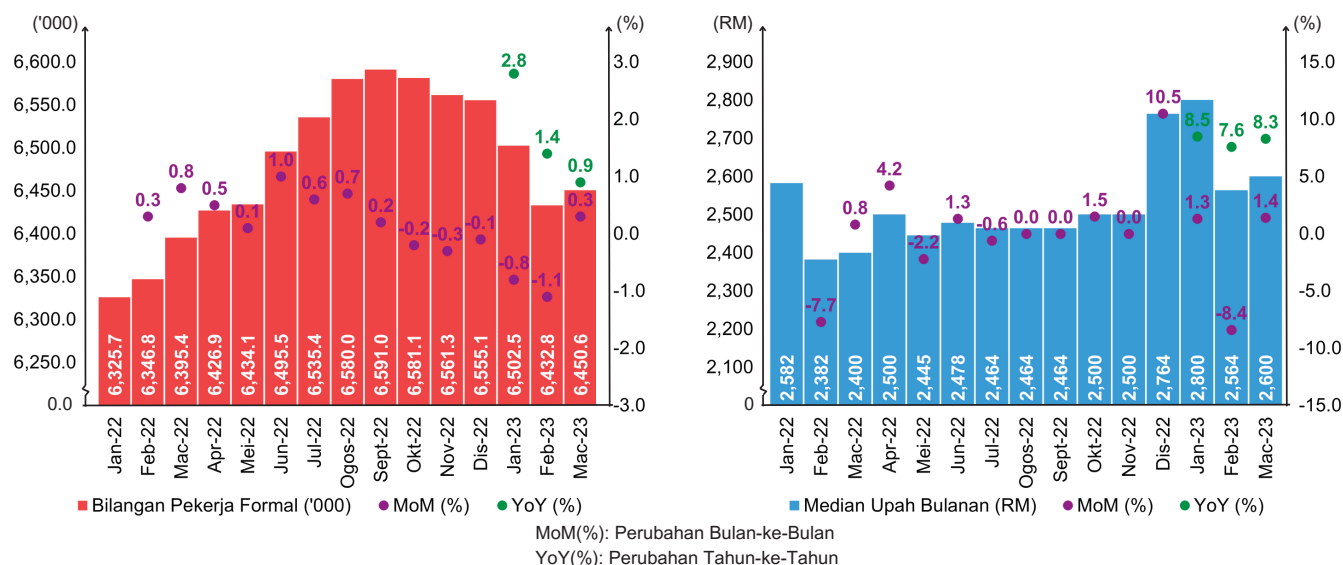


Sumber: Laporan Survei Tenaga Buruh, Suku Pertama 2023

## RINGKASAN PENEMUAN

Bersumberkan data pentadbiran seramai 6.45 juta pekerja formal warganegara direkodkan pada Mac 2023. Bilangan ini meliputi hampir dua per tiga daripada keseluruhan bilangan pekerja bergaji warganegara yang bekerja dalam sektor awam dan swasta. Berbanding dengan bulan yang sama tahun sebelumnya, bilangan pekerja formal meningkat 0.9 peratus. Median upah bulanan bagi pekerja formal warganegara pada Mac 2023 adalah sebanyak RM2,600 (Februari 2023: RM2,564; Januari 2023: RM2,800). **(Carta 1)**

**Carta 1: Bilangan Pekerja Formal dan Median Upah Bulanan, Januari 2022 - Mac 2023**



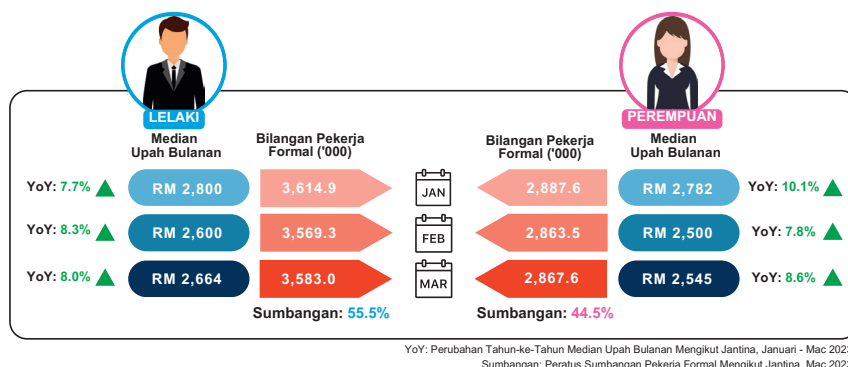
### 3. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT JANTINA

Pekerja formal lelaki yang merangkumi 55.5 peratus atau seramai 3.58 juta orang pada Mac 2023, merekodkan median upah sebanyak RM2,664 sebulan. Median upah bulanan bagi pekerja formal lelaki pada Mac 2023 meningkat 8.0 peratus berbanding setahun yang lalu.

Sementara itu, pekerja formal perempuan meliputi 44.5 peratus dengan sejumlah 2.87 juta orang. Pada Januari hingga Mac 2023, median pekerja perempuan masing-masing adalah sebanyak RM2,782, RM2,500, dan RM2,545. Perbandingan dengan Mac 2022 mendapati median upah bulanan perempuan pada Mac 2023 meningkat sebanyak 8.6 peratus.

Melihat kepada perbandingan antara jantina, median upah bulanan pekerja formal lelaki adalah lebih tinggi berbanding perempuan yang mana secara keseluruhannya pekerja formal lelaki memperoleh kira-kira 3.0 peratus median upah bulanan lebih tinggi daripada pekerja formal perempuan. **(Paparan 2)**

## Paparan 2: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Jantina, Januari - Mac 2023

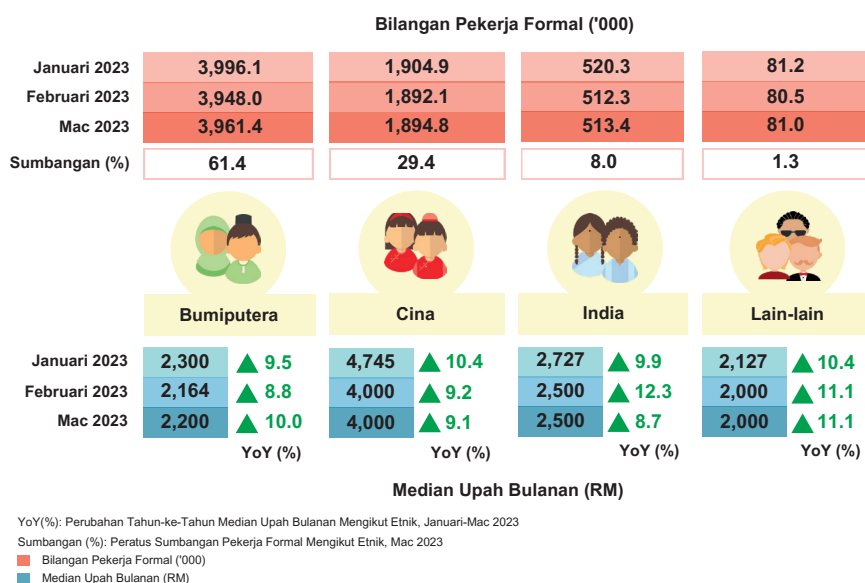


### 4. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT ETNIK

Semua kumpulan etnik mencatatkan kenaikan median upah bulanan bagi ketiga-tiga bulan secara berturut-turut. Pekerja formal Bumiputera yang merupakan komposisi terbesar dengan sumbangan 61.4 peratus (3.96 juta orang) merekodkan kenaikan median upah bulanan sebanyak 10.0 peratus berbanding setahun yang lalu dengan nilai median RM2,200 pada Mac 2023 (Februari 2023: RM2,164; Januari 2023: RM2,300).

Sementara itu, pekerja formal Cina yang merangkumi 29.4 peratus (bersamaan 1.90 juta orang) mencatatkan median upah bulanan tertinggi sebanyak RM4,000 (Mac 2023), dengan pertumbuhan 9.1 peratus berbanding tahun sebelumnya (Februari 2023: RM4,000; Januari 2023: RM4,745). Etnik India yang meliputi 8.0 peratus (513.4 ribu orang) turut merekodkan trend kenaikan median upah bulanan dalam tempoh yang sama, meningkat 8.7 peratus kepada RM2,500 (Februari 2023: RM2,500; Januari 2023: RM2,727). **(Paparan 3)**

## Paparan 3: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Etnik, Januari - Mac 2023





## RINGKASAN PENEMUAN

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

Perincian mengikut umur menunjukkan median upah bulanan tertinggi adalah bagi pekerja formal yang berumur 45 hingga 49 tahun dan 40 hingga 44 tahun, dengan kedua-duanya merekodkan nilai median upah bulanan sebanyak RM3,500 pada Mac 2023. Kedua-dua kumpulan ini secara kolektif membentuk hampir 20.0 peratus daripada jumlah keseluruhan pekerja formal. Nilai median upah bulanan mula menunjukkan penurunan mulai kumpulan umur 50 hingga 54 tahun dengan sejumlah RM3,400 pada Mac 2023.

Sementara itu, kumpulan umur di bawah 20 tahun merekodkan median upah bulanan terendah yang berjumlah RM1,500 (Mac 2023). Trend yang sama dapat dilihat pada bulan-bulan sebelumnya, secara tidak langsung umur yang berkait rapat dengan tahap pendidikan dan pengalaman bekerja mempengaruhi taburan upah pekerja formal.

Berbanding dengan tahun sebelumnya, kesemua kumpulan umur mencatatkan peningkatan dalam median upah bulanan, dengan pekerja formal di bawah umur 20 tahun merekodkan peningkatan tertinggi iaitu sebanyak 25.0 peratus. **(Paparan 4)**

#### Paparan 4: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Kumpulan Umur, Januari - Mac 2023

| Bilangan Pekerja Formal ('000) |        |        |         |         |       |       |       |        |       |        |       |
|--------------------------------|--------|--------|---------|---------|-------|-------|-------|--------|-------|--------|-------|
| Januari 2023                   | 73.9   | 740.8  | 1,303.9 | 1,097.3 | 912.6 | 711.6 | 592.1 | 468.0  | 326.2 | 164.4  | 111.7 |
| Februari 2023                  | 75.7   | 745.0  | 1,292.2 | 1,083.9 | 901.6 | 702.8 | 584.1 | 460.6  | 319.5 | 158.2  | 109.2 |
| Mac 2023                       | 89.7   | 754.4  | 1,293.5 | 1,082.6 | 901.0 | 702.2 | 583.6 | 460.2  | 318.3 | 156.7  | 108.4 |
| Sumbangan (%)                  | 1.4    | 11.7   | 20.1    | 16.8    | 14.0  | 10.9  | 9.0   | 7.1    | 4.9   | 2.4    | 1.7   |
| Kumpulan Umur                  | <20    | 20-24  | 25-29   | 30-34   | 35-39 | 40-44 | 45-49 | 50-54  | 55-59 | 60-64  | >64   |
| Januari 2023                   | 1,500  | 1,700  | 2,445   | 3,000   | 3,464 | 3,764 | 3,900 | 3,745  | 3,482 | 3,000  | 3,000 |
| Februari 2023                  | 1,500  | 1,664  | 2,300   | 2,800   | 3,200 | 3,400 | 3,482 | 3,300  | 3,064 | 2,800  | 2,500 |
| Mac 2023                       | 1,500  | 1,682  | 2,327   | 2,882   | 3,282 | 3,500 | 3,500 | 3,400  | 3,127 | 2,800  | 2,500 |
| YoY (%)                        | 25.0 ▲ | 14.9 ▲ | 9.7 ▲   | 6.7 ▲   | 8.6 ▲ | 7.2 ▲ | 7.9 ▲ | 11.0 ▲ | 4.2 ▲ | 12.8 ▲ | 8.7 ▲ |
| Median Upah Bulanan (RM)       |        |        |         |         |       |       |       |        |       |        |       |

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

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

Dari perspektif aktiviti ekonomi, kesemua sektor merekodkan peningkatan dalam median upah bulanan pada Mac 2023. Bagi sektor Perlombongan dan pengkuarian, walaupun hanya memiliki 0.5 peratus daripada keseluruhan pekerja formal, mencatatkan median upah bulanan tertinggi dengan sejumlah RM7,500 pada Mac 2023 (Februari 2023: RM5,300; Januari 2023: RM5,500). Berbanding dengan Mac 2022, median upah bulanan bagi sektor Perlombongan & pengkuarian meningkat sebanyak 33.9 peratus.

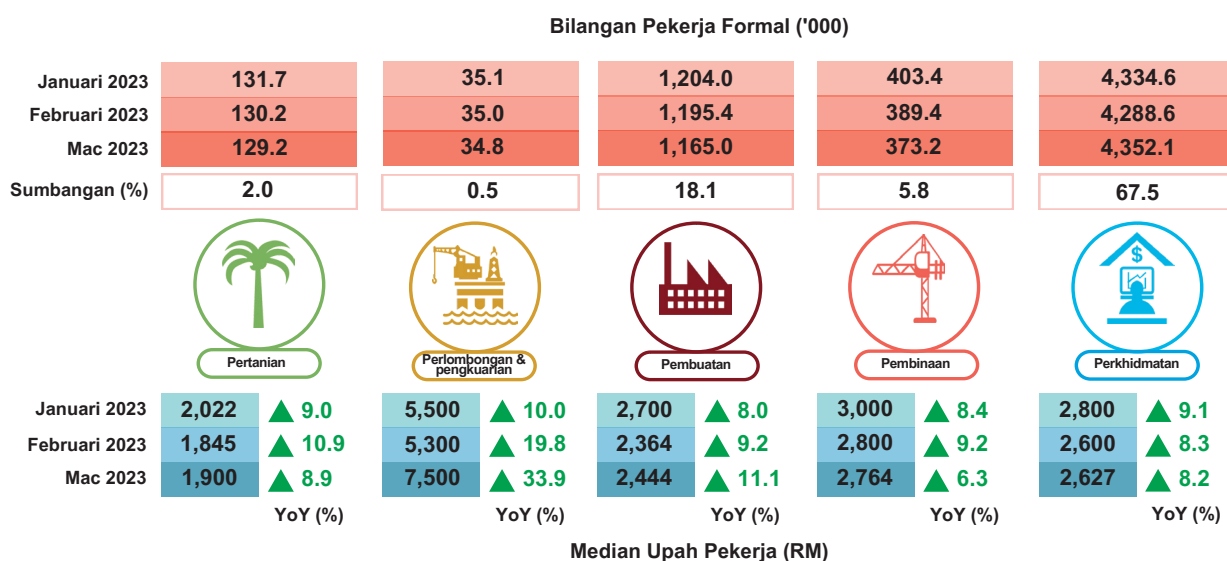
## RINGKASAN PENEMUAN

Sementara itu, pekerja dalam sektor Perkhidmatan yang merangkumi 67.5 peratus atau 4.35 juta orang, merekodkan median upah bulanan sebanyak RM2,627 (Februari 2023: RM2,600; Januari 2023: RM2,800) dengan peningkatan tahun ke tahun sebanyak 8.2 peratus. Dua sub-sektor yang mencatatkan nilai median upah bulanan tertinggi adalah Kewangan dan insurans dengan median bulanan sebanyak RM6,000 dan diikuti oleh Maklumat dan komunikasi iaitu sebanyak RM5,200. Sementara itu, median upah bulanan bagi lain-lain sub-sektor Perkhidmatan adalah di bawah RM3,000 dengan yang terendah direkodkan oleh pekerja formal di sub-sektor Makanan & minuman dan penginapan (RM1,782). Namun begitu, dari segi perubahan tahunan, sub-sektor Hartanah dan perkhidmatan perniagaan mencatatkan peningkatan tertinggi iaitu sebanyak 14.5 peratus pada Mac 2023.

Dalam pada itu, sektor Pembuatan dengan komposisi pekerja sebanyak 18.1 peratus daripada keseluruhan pekerja formal, mencatatkan peningkatan median upah bulanan sebanyak 11.1 peratus dengan median sebanyak RM2,444 pada Mac 2023 (Februari 2023: RM2,364; Januari 2023: RM2,700). Perincian mengikut sub-sektor Pembuatan mendapati median upah bulanan tertinggi adalah di sub-sektor Minuman & produk tembakau (RM3,000) diikuti oleh sub-sektor Produk petroleum, kimia getah dan plastik (RM2,600); dan Peralatan pengangkutan, pembuatan lain dan pembaikan (RM2,545). Dari segi peningkatan tahunan median upah bulanan tertinggi direkodkan oleh sub-sektor Produk tekstil, pakaian dan kulit iaitu sebanyak 15.1 peratus kepada RM1,945 pada Mac 2023.

Pekerja formal dalam Sektor Pembinaan dan Pertanian yang merangkumi 7.8 peratus daripada keseluruhan pekerja, menunjukkan pertumbuhan positif dalam median upah bulanan pada Mac 2023. Sektor Pembinaan merekodkan median upah bulanan sebanyak RM2,764 (Mac 2023), meningkat 6.3 peratus berbanding tahun sebelumnya. Begitu juga dengan sektor Pertanian, dengan median upah bulanan meningkat 8.9 peratus kepada RM1,900 (Mac 2023). Pada Januari dan Februari 2023, median upah bulanan bagi sektor Pembinaan masing-masing adalah sebanyak RM3,000 dan RM2,800, manakala sektor Pertanian merekodkan sebanyak RM2,022 dan RM1,845 pada bulan rujukan yang sama. (Paparan 5)

**Paparan 5: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Aktiviti Ekonomi, Januari - Mac 2023**



YoY(%): Perubahan Tahun-ke-Tahun Median Upah Bulanan Mengikut Aktiviti Ekonomi, Januari-Mac 2023

Sumbangan (%): Peratus Sumbangan Pekerja Formal Mengikut Aktiviti Ekonomi, Mac 2023

■ Bilangan Pekerja Formal ('000)

■ Median Upah Bulanan (RM)



## 7. BILANGAN PEKERJA FORMAL DAN MEDIAN UPAH BULANAN MENGIKUT NEGERI

Statistik upah mengikut lokasi menunjukkan bahawa tiga negeri telah melebihi median upah bulanan negara (RM2,600) dengan W.P. Kuala Lumpur mencatatkan media upah bulanan tertinggi iaitu sebanyak RM3,927. Ini diikuti oleh Selangor sebanyak RM2,964 dan Pulau Pinang sebanyak RM2,627 pada Mac 2023. Sebaliknya, Kelantan, Perlis, dan Sabah menunjukkan median upah bulanan terendah dengan masing-masing mencatatkan nilai sebanyak RM1,600, RM1,627, dan RM1,782 pada tempoh yang sama. (Papan 6).

**Papan 6: Bilangan Pekerja Formal dan Median Upah Bulanan Mengikut Negeri, Januari - Mac 2023**

|                                                                                                     |                                | JAN-23                    | FEB-23                    | MAC-23                    | SUMBANGAN (%)<br>YOY (%) |
|-----------------------------------------------------------------------------------------------------|--------------------------------|---------------------------|---------------------------|---------------------------|--------------------------|
|  W.P. KUALA LUMPUR | Bilangan Pekerja Formal ('000) | 1,324.6                   | 1,313.3                   | 1,290.9                   | 20.0                     |
|                                                                                                     | Median Upah Bulanan            | RM4,000 <span>4.7</span>  | RM3,827 <span>6.3</span>  | RM3,927 <span>6.1</span>  |                          |
|  SELANGOR          | Bilangan Pekerja Formal ('000) | 1,812.5                   | 1,796.8                   | 1,820.1                   | 28.2                     |
|                                                                                                     | Median Upah Bulanan            | RM3,067 <span>4.2</span>  | RM2,900 <span>7.4</span>  | RM2,964 <span>9.8</span>  |                          |
|  PULAU PINANG      | Bilangan Pekerja Formal ('000) | 532.5                     | 527.2                     | 530.8                     | 8.2                      |
|                                                                                                     | Median Upah Bulanan            | RM2,964 <span>10.7</span> | RM2,575 <span>9.8</span>  | RM2,627 <span>10.3</span> |                          |
|  MALAYSIA         | Bilangan Pekerja Formal ('000) | 6,502.5                   | 6,432.8                   | 6,450.6                   | 100                      |
|                                                                                                     | Median Upah Bulanan            | RM2,800 <span>8.5</span>  | RM2,564 <span>7.6</span>  | RM2,600 <span>8.3</span>  |                          |
|  W.P. PUTRAJAYA  | Bilangan Pekerja Formal ('000) | 28.5                      | 28.3                      | 28.3                      | 0.4                      |
|                                                                                                     | Median Upah Bulanan            | RM2,527 <span>8.8</span>  | RM2,500 <span>9.2</span>  | RM2,464 <span>-3.9</span> |                          |
|  JOHOR           | Bilangan Pekerja Formal ('000) | 690.1                     | 681.3                     | 686.3                     | 10.6                     |
|                                                                                                     | Median Upah Bulanan            | RM2,527 <span>7.8</span>  | RM2,327 <span>11.4</span> | RM2,400 <span>14.3</span> |                          |
|  NEGERI SEMBILAN | Bilangan Pekerja Formal ('000) | 169.0                     | 164.8                     | 165.6                     | 2.6                      |
|                                                                                                     | Median Upah Bulanan            | RM2,345 <span>10.3</span> | RM2,227 <span>11.4</span> | RM2,345 <span>12.7</span> |                          |
|  MELAKA          | Bilangan Pekerja Formal ('000) | 172.5                     | 171.3                     | 171.9                     | 2.7                      |
|                                                                                                     | Median Upah Bulanan            | RM2,491 <span>9.9</span>  | RM2,227 <span>8.9</span>  | RM2,264 <span>11.7</span> |                          |
|  PERAK           | Bilangan Pekerja Formal ('000) | 306.8                     | 302.1                     | 303.8                     | 4.7                      |
|                                                                                                     | Median Upah Bulanan            | RM2,145 <span>7.3</span>  | RM1,964 <span>11.3</span> | RM2,000 <span>11.1</span> |                          |
|  SARAWAK         | Bilangan Pekerja Formal ('000) | 472.2                     | 467.8                     | 471.4                     | 7.3                      |
|                                                                                                     | Median Upah Bulanan            | RM2,100 <span>6.9</span>  | RM1,982 <span>10.1</span> | RM2,000 <span>11.1</span> |                          |
|  PAHANG          | Bilangan Pekerja Formal ('000) | 163.0                     | 160.9                     | 162.2                     | 2.5                      |
|                                                                                                     | Median Upah Bulanan            | RM2,000 <span>10.4</span> | RM1,964 <span>12.5</span> | RM2,000 <span>11.1</span> |                          |
|  W.P. LABUAN     | Bilangan Pekerja Formal ('000) | 16.6                      | 16.0                      | 16.0                      | 0.2                      |
|                                                                                                     | Median Upah Bulanan            | RM2,000 <span>9.5</span>  | RM1,927 <span>9.3</span>  | RM1,900 <span>6.2</span>  |                          |
|  TERENGGANU      | Bilangan Pekerja Formal ('000) | 135.6                     | 131.9                     | 133.0                     | 2.1                      |
|                                                                                                     | Median Upah Bulanan            | RM1,900 <span>13.0</span> | RM1,882 <span>14.4</span> | RM1,900 <span>14.0</span> |                          |
|  KEDAH           | Bilangan Pekerja Formal ('000) | 235.4                     | 232.0                     | 230.8                     | 3.6                      |
|                                                                                                     | Median Upah Bulanan            | RM1,900 <span>11.8</span> | RM1,800 <span>12.5</span> | RM1,827 <span>14.2</span> |                          |
|  SABAH           | Bilangan Pekerja Formal ('000) | 335.2                     | 333.5                     | 333.9                     | 5.2                      |
|                                                                                                     | Median Upah Bulanan            | RM1,864 <span>11.8</span> | RM1,782 <span>14.0</span> | RM1,782 <span>13.7</span> |                          |
|  PERLIS          | Bilangan Pekerja Formal ('000) | 18.5                      | 17.7                      | 17.4                      | 0.3                      |
|                                                                                                     | Median Upah Bulanan            | RM1,645 <span>12.2</span> | RM1,627 <span>16.2</span> | RM1,627 <span>16.2</span> |                          |
|  KELANTAN        | Bilangan Pekerja Formal ('000) | 89.4                      | 87.9                      | 88.3                      | 1.4                      |
|                                                                                                     | Median Upah Bulanan            | RM1,600 <span>12.5</span> | RM1,600 <span>15.2</span> | RM1,600 <span>14.3</span> |                          |

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

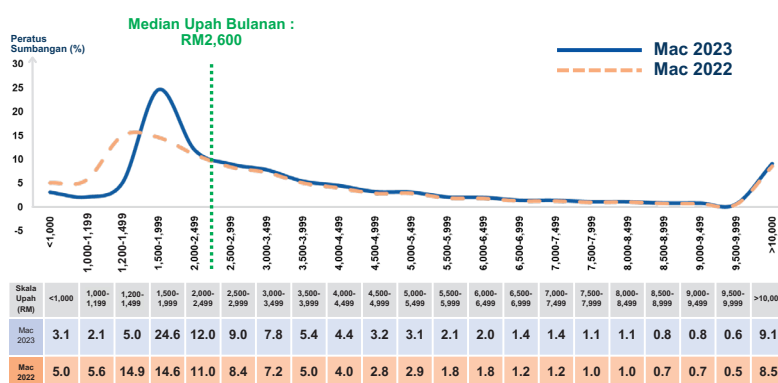
YoY(%): Perubahan Tahun-ke-Tahun Median Upah Bulanan Mengikut Negeri  
Sumbangan(%): Peratus Sumbangan Pekerja Formal Mengikut Negeri

## 8. TABURAN MEDIAN UPAH BULANAN PEKERJA FORMAL

Analisis taburan upah menunjukkan 34.8 peratus pekerja formal di Malaysia berpendapatan di bawah RM2,000 pada Mac 2023. Peratusan ini berkurangan daripada 40.2 peratus yang dicatatkan pada tahun sebelumnya, berkemungkinan kesan daripada kenaikan kadar gaji minimum mulai Mei 2022. Pada masa sama, kira-kira 5.2 peratus pekerja formal memperoleh upah bulanan tertinggi (RM15,000 ke atas) pada Mac 2023.

Sementara itu, analisis persentil menunjukkan bahawa persentil ke-10 bagi pekerja formal memperoleh upah bersamaan atau kurang daripada RM1,482 sebulan. Namun begitu, kumpulan ini mencatatkan peningkatan 27.0 peratus daripada bulan yang sama tahun sebelumnya. Pada persentil ke-90, pekerja formal Malaysia memperoleh sekurang-kurangnya RM9,100 sebulan dengan peningkatan 4.6 peratus berbanding tahun sebelumnya. Nisbah upah antara kumpulan penerima upah tertinggi (persentil ke-90) dan kumpulan penerima upah terendah (persentil ke-10) menggambarkan penerima upah di kelas yang tertinggi menerima lebih dari 6 kali ganda upah berbanding penerima upah di kelas yang terendah. (Carta 2 & Jadual 1)

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



**Jadual 1: Taburan Upah Pekerja Mengikut Persentil, Mac 2023**

| Persentil       | Upah bulanan | YoY     |
|-----------------|--------------|---------|
| Persentil ke-10 | RM 1,482     | 27.0% ▲ |
| Persentil ke-20 | RM 1,564     | 20.3% ▲ |
| Persentil ke-30 | RM 1,800     | 12.5% ▲ |
| Persentil ke-40 | RM 2,145     | 7.9% ▲  |
| Persentil ke-50 | RM 2,600     | 8.3% ▲  |
| Persentil ke-60 | RM3,200      | 6.7% ▲  |
| Persentil ke-70 | RM 4,000     | 6.2% ▲  |
| Persentil ke-80 | RM 5,500     | 7.8% ▲  |
| Persentil ke-90 | RM 9,100     | 4.6% ▲  |

YoY: Perubahan tahun ke tahun Mac 2023

### 9. MENUJU KEHADAPAN

Bagi tujuan penganalisan pasaran buruh yang lebih menyeluruh dan bersepadu, DOSM akan terus mengukuhkan penyusunan dan penghasilan statistik gaji & upah dalam pelbagai dimensi yang diperlukan melalui kerjasama dan perkongsian data pentadbiran yang berpotensi menghasilkan maklumat yang lebih bertepatan masa dan membantu pembangunan profil para pekerja di negara yang komprehensif meliputi dimensi kemahiran, pendidikan, maklumat tanggungan, percukaian, perlindungan sosial dan lain-lain.

Selain itu, melalui pengintegrasian dengan data pentadbiran lain, DOSM akan menghasilkan statistik gaji pekerja formal yang lebih dinamik merangkumi trend, pola, min, median dan taburan upah mengikut saiz pekerja yang lebih dinamik meliputi statistik bilangan dan upah pekerja formal mengikut saiz pertubuhan (PMKS & bukan PMKS), mengikut 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 dari aspek metodologi penyusunan dan sumber data baharu dilaksanakan secara berterusan selaras dengan amalan terbaik Pejabat Statistik Negara (NSO) yang lain. Pada masa yang sama, aspek gaji dan upah daripada perspektif penawaran buruh diteliti menerusi Survei Gaji dan Upah yang telah dilaksanakan oleh DOSM sejak 2010. Survei yang menggunakan kaedah persampelan dan pendekatan isi rumah ini menjadi penanda aras kepada min dan median populasi penerima gaji & upah Malaysia.

## SUMMARY OF FINDINGS

### 1. INTRODUCTION

The Quarterly Employees Wages Statistics (Formal Sector) Report is the latest initiative by DOSM to release wage statistics in a more comprehensive, precise and timely manner. The initiative to publish this report is in line with the increasing demand from users for wage statistics with high frequency.

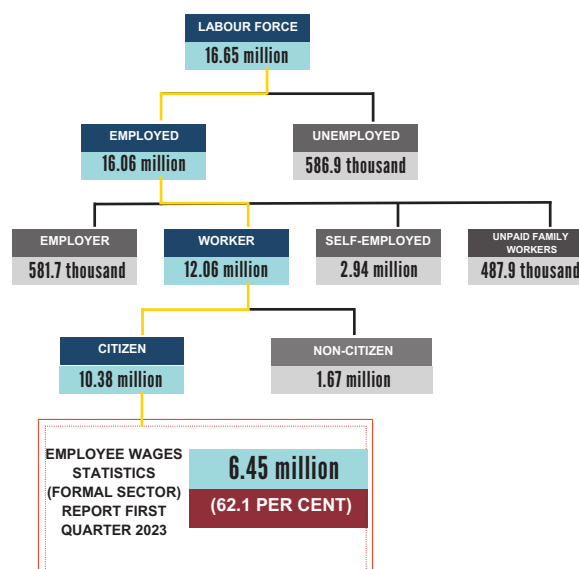
The release of these statistics is based on administrative data, including data on the mandatory contribution of retirement savings by the private and non-pensionable public sectors and data on the contribution of social security insurance obtained from various agencies which focus on citizen formal employees in Malaysia. The wages estimated in this publication refer to all money payable, including bonuses, commissions and allowances paid to employees for the work done in 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

Despite global economic uncertainties, Malaysia's labour market continues to grow in line with the country's economic development in the first quarter of 2023. In the first quarter of 2023, there were 16.06 million employed persons consisting 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, Q1 2023**

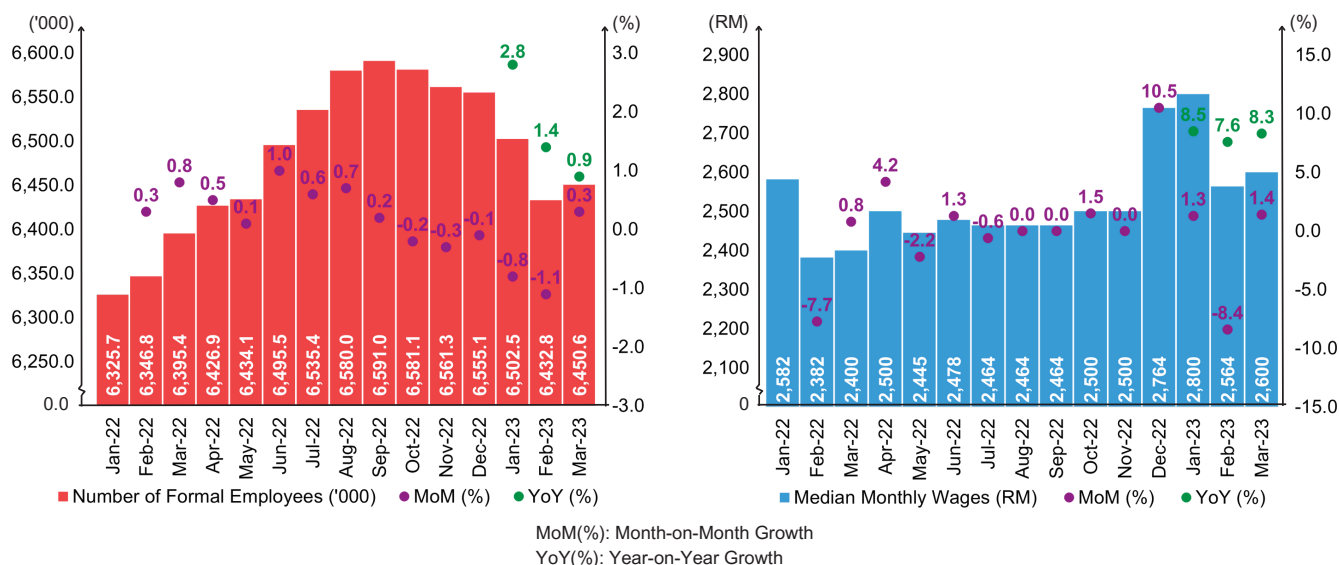


Source: Labour Force Survey Report, First Quarter 2023

## SUMMARY OF FINDINGS

Based on administrative data recorded 6.45 million citizen formal employees in March 2023. The number accounted for nearly two-thirds of the total number of citizen paid employees who are employed in both public and private sectors. The number of formal employees increased by 0.9 per cent compared to the same month in the previous year. The median monthly wages for citizen formal employees in March 2023 was RM2,600 (February 2023: RM2,564; January: RM2,800) (**Chart 1**).

**Chart 1: Number of Recipient and Median Salaries & Wages January 2022 - March 2023**



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

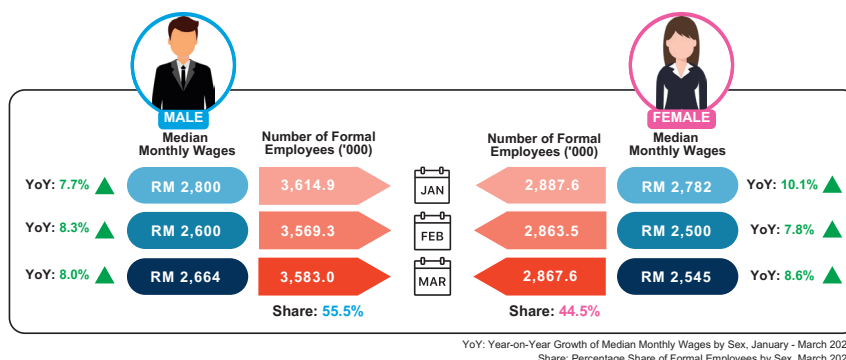
Male formal employees comprised 55.5 per cent or equivalent to 3.58 million persons in March 2023, registering median monthly wages of RM2,664. The median monthly wages for male employees in March 2023 increased by 8.0 per cent compared to a year before.

Meanwhile, female formal employees accounted for 44.5 per cent, with a total of 2.87 million persons. For January to March 2023, the median monthly wages of formal employees are RM2,782, RM2,500 and RM2,545, respectively. Compared to March 2022, the median monthly wages for formal female employees increased by 8.6 per cent.

Looking at the sex comparison, the median monthly wage of male formal employees is higher than females, where overall, male formal employees earn about 3.0 per cent higher than the median monthly wage of female formal employees. (**Exhibit 2**).

## SUMMARY OF FINDINGS

**Exhibit 2: Number and Median Monthly Wages of Formal Employees by Sex  
January - March 2023**

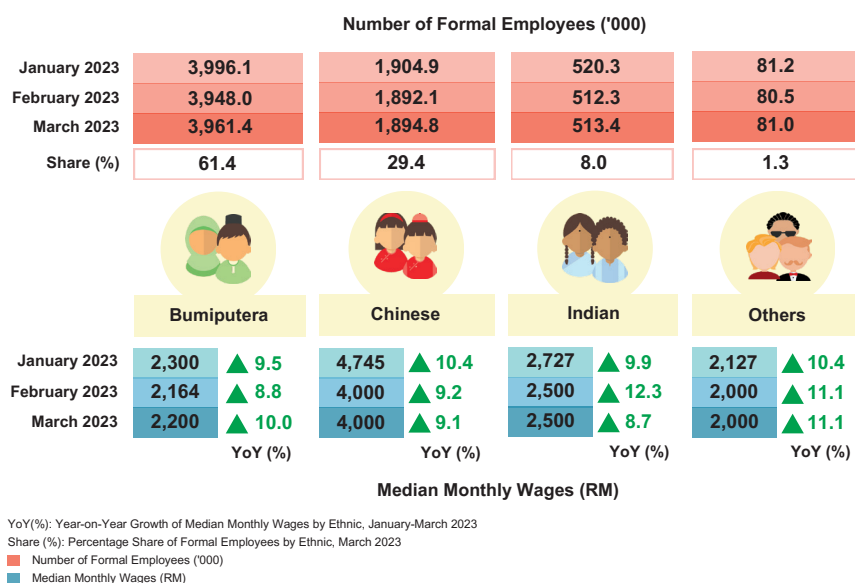


### 4. NUMBER AND MEDIAN MONTHLY WAGES OF FORMAL EMPLOYEES BY ETHNIC

All ethnic groups recorded increased median monthly wages for all three consecutive months. Bumiputera formal employees make up the largest composition at 61.4 per cent (3.96 million persons), which registered an increase of 10.0 per cent from a year before to RM2,200 in March 2023 (February 2023: RM2,164; January 2023: RM2,300).

Meanwhile, Chinese formal employees, which comprised 29.4 per cent (1.90 million persons), registered the highest median monthly wages of RM4,000 (March 2023), with a 9.1 per cent growth compared to the previous year (February 2023: RM4,000; January 2023: RM4,745). Indian ethnic, which accounted for 8.0 per cent (513.4 thousand persons), also recorded an increasing trend of median monthly wages during the same period, up 8.7 per cent to RM2,500 (February 2023: RM2,500; January 2023: RM2,727). (Exhibit 3)

**Exhibit 3: Number and Median Monthly Wages of Formal Employees by Ethnic,  
January - March 2023**



## SUMMARY OF FINDINGS

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

Delving by the age group indicates that the highest median monthly wages are the formal employees aged 45 to 49 and 40 to 45, which both recorded the median monthly wages of RM3,500 in March 2023. These two groups collectively make up nearly 20.0 per cent of the total formal employees. The median monthly wages started to decline from the group aged 50 to 54, with a value of RM3,400 in March 2023.

In the meantime, the group aged below 20 years recorded the lowest median monthly wages of RM1,500 (March 2023). The same trend can be seen in the previous months, indirectly indicating that age which is related to the level of education and work experience, affects the wage distribution of formal employees.

Compared to the previous year, all age groups of formal employees experienced an increase in median monthly wages, with formal employees below the age of 20 recording the highest increase of 25.0 per cent. (Exhibit 4)

**Exhibit 4: Number and Median Monthly Wages of Formal Employees by Age Group, January - March 2023**

| Number of Formal Employees ('000) |        |        |         |         |       |       |       |        |       |        |       |
|-----------------------------------|--------|--------|---------|---------|-------|-------|-------|--------|-------|--------|-------|
| January 2023                      | 73.9   | 740.8  | 1,303.9 | 1,097.3 | 912.6 | 711.6 | 592.1 | 468.0  | 326.2 | 164.4  | 111.7 |
| February 2023                     | 75.7   | 745.0  | 1,292.2 | 1,083.9 | 901.6 | 702.8 | 584.1 | 460.6  | 319.5 | 158.2  | 109.2 |
| March 2023                        | 89.7   | 754.4  | 1,293.5 | 1,082.6 | 901.0 | 702.2 | 583.6 | 460.2  | 318.3 | 156.7  | 108.4 |
| Share (%)                         | 1.4    | 11.7   | 20.1    | 16.8    | 14.0  | 10.9  | 9.0   | 7.1    | 4.9   | 2.4    | 1.7   |
| Age Group                         | <20    | 20-24  | 25-29   | 30-34   | 35-39 | 40-44 | 45-49 | 50-54  | 55-59 | 60-64  | >64   |
| January 2023                      | 1,500  | 1,700  | 2,445   | 3,000   | 3,464 | 3,764 | 3,900 | 3,745  | 3,482 | 3,000  | 3,000 |
| February 2023                     | 1,500  | 1,664  | 2,300   | 2,800   | 3,200 | 3,400 | 3,482 | 3,300  | 3,064 | 2,800  | 2,500 |
| March 2023                        | 1,500  | 1,682  | 2,327   | 2,882   | 3,282 | 3,500 | 3,500 | 3,400  | 3,127 | 2,800  | 2,500 |
| YoY (%)                           | 25.0 ▲ | 14.9 ▲ | 9.7 ▲   | 6.7 ▲   | 8.6 ▲ | 7.2 ▲ | 7.9 ▲ | 11.0 ▲ | 4.2 ▲ | 12.8 ▲ | 8.7 ▲ |
| Median Monthly Wages (RM)         |        |        |         |         |       |       |       |        |       |        |       |

YoY(%): Year-on-Year Growth of Median Monthly Wages by Age Group, March 2023

Share (%): Percentage Share of Formal Employees by Age Group, March 2023

■ Number of Formal Employees ('000)

■ Median Monthly Wages (RM)

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

From an economic perspective, all sectors recorded an increase in median monthly wages in March 2023. Despite comprising only 0.5 per cent of the total formal employees, Mining & quarrying sector recorded the highest median monthly wages at RM7,500 in March 2023 (February 2023: RM5,300; January 2023: RM5,500). Compared to March 2022, the median monthly wages for Mining & quarrying sector increased by 33.9 per cent.



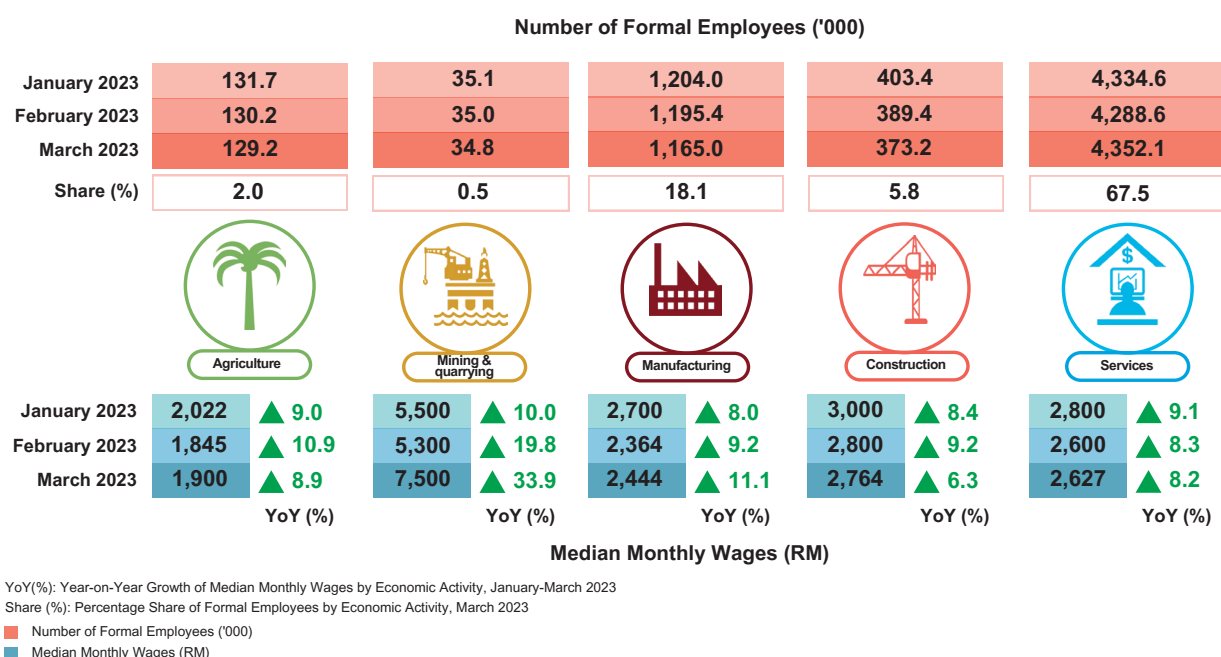
## SUMMARY OF FINDINGS

In the meantime, the Services sector, which encompasses 67.5 per cent or 4.35 million persons, recorded median monthly wages of RM2,627 (February 2023: RM2,600; January 2023: RM2,800) with a year-on-year increase of 8.2 per cent. The two sub-sectors that recorded the highest median monthly wages were Finance and insurance at RM6,000, followed by Information and communication at RM5,200. Meanwhile, the median monthly wages for other Services sub-sectors were below RM3,000, with the lowest recorded by formal employees in the Food & beverages and accommodation sub-sector (RM1,782). Nevertheless, in terms of annual changes, the Real estate and business services sub-sector recorded the highest increase of 14.5 per cent in March 2023.

Meanwhile, the Manufacturing sector, with a composition of 18.1 per cent of the total formal employees recorded median monthly wages increase of 11.1 per cent to RM2,444 in March 2023 (February 2023: RM2,364; January 2023: RM2,700). Delving deeper into Manufacturing sub-sectors showcasing that the highest median monthly wages were in the Beverage & tobacco products sub-sector (RM3,000) followed by the Petroleum, chemical, rubber, and plastic products sub-sector (RM2,600); and Transportation equipment, other Manufacturing, and repair sub-sector (RM2,545). In terms of annual increase, the highest median monthly wages were recorded by the Textile, apparel, and leather products sub-sector, increasing by 15.1 per cent to RM1,945 in March 2023.

Formal employees in the Construction and Agriculture sectors, comprising 7.8 percent of the total employees registered positive growth of median monthly wages in March 2023. The Construction sector recorded median monthly wages of RM2,764 (March 2023), an increase of 6.3 percent from the previous year. Similarly, the Agriculture sector experienced increase of 8.9 per cent median monthly wages to RM1,900 (March 2023). In January and February 2023, the median monthly wages for the Construction sector were RM3,000 and RM2,800 respectively, while the Agriculture sector recorded RM2,022 and RM1,845 in the same reference months. **(Exhibit 5)**

**Exhibit 5: Number and Median Monthly Wages of Formal Employees by Economic Activity, January - March 2023**



## SUMMARY OF FINDINGS

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

The wages statistics by geographic location show that three states have exceeded the national median monthly wage (RM2,600), with W.P. Kuala Lumpur recording the highest median monthly wages at RM3,927. This is followed by Selangor at RM2,964 and Penang at RM2,627 in March 2023. On the other hand, Kelantan, Perlis and Sabah showed the lowest median monthly wages, each recording figures of RM1,600, RM1,627 and RM1,782, respectively, during the same period. (Exhibit 6)

**Exhibit 6: Number of Formal Employees and Monthly Median Wages by State, January - March 2023**

|                                                                                     |                          | JAN-23                                                                              | FEB-23                 | MAR-23                 | SHARE (%)<br>YOY (%) |
|-------------------------------------------------------------------------------------|--------------------------|-------------------------------------------------------------------------------------|------------------------|------------------------|----------------------|
|    | <b>W.P. KUALA LUMPUR</b> | Number of Formal Employees ('000)<br>Median Monthly Wages<br>1,324.6<br>RM4,000 4.7 | 1,313.3<br>RM3,827 6.3 | 1,290.9<br>RM3,927 6.1 | 20.0<br>6.1          |
|    | <b>SELANGOR</b>          | Number of Formal Employees ('000)<br>Median Monthly Wages<br>1,812.5<br>RM3,067 4.2 | 1,796.8<br>RM2,900 7.4 | 1,820.1<br>RM2,964 9.8 | 28.2<br>9.8          |
|    | <b>PULAU PINANG</b>      | Number of Formal Employees ('000)<br>Median Monthly Wages<br>532.5<br>RM2,964 10.7  | 527.2<br>RM2,575 9.8   | 530.8<br>RM2,627 10.3  | 8.2<br>10.3          |
|   | <b>MALAYSIA</b>          | Number of Formal Employees ('000)<br>Median Monthly Wages<br>6,502.5<br>RM2,800 8.5 | 6,432.8<br>RM2,564 7.6 | 6,450.6<br>RM2,600 8.3 | 100<br>8.3           |
|  | <b>W.P. PUTRAJAYA</b>    | Number of Formal Employees ('000)<br>Median Monthly Wages<br>28.5<br>RM2,527 8.8    | 28.3<br>RM2,500 9.2    | 28.3<br>RM2,464 -3.9   | 0.4<br>-3.9          |
|  | <b>JOHOR</b>             | Number of Formal Employees ('000)<br>Median Monthly Wages<br>690.1<br>RM2,527 7.8   | 681.3<br>RM2,327 11.4  | 686.3<br>RM2,400 14.3  | 10.6<br>14.3         |
|  | <b>NEGERI SEMBILAN</b>   | Number of Formal Employees ('000)<br>Median Monthly Wages<br>169.0<br>RM2,345 10.3  | 164.8<br>RM2,227 11.4  | 165.6<br>RM2,345 12.7  | 2.6<br>12.7          |
|  | <b>MELAKA</b>            | Number of Formal Employees ('000)<br>Median Monthly Wages<br>172.5<br>RM2,491 9.9   | 171.3<br>RM2,227 8.9   | 171.9<br>RM2,264 11.7  | 2.7<br>11.7          |
|  | <b>PERAK</b>             | Number of Formal Employees ('000)<br>Median Monthly Wages<br>306.8<br>RM2,145 7.3   | 302.1<br>RM1,964 11.3  | 303.8<br>RM2,000 11.1  | 4.7<br>11.1          |
|  | <b>SARAWAK</b>           | Number of Formal Employees ('000)<br>Median Monthly Wages<br>472.2<br>RM2,100 6.9   | 467.8<br>RM1,982 10.1  | 471.4<br>RM2,000 11.1  | 7.3<br>11.1          |
|  | <b>PAHANG</b>            | Number of Formal Employees ('000)<br>Median Monthly Wages<br>163.0<br>RM2,000 10.4  | 160.9<br>RM1,964 12.5  | 162.2<br>RM2,000 11.1  | 2.5<br>11.1          |
|  | <b>W.P. LABUAN</b>       | Number of Formal Employees ('000)<br>Median Monthly Wages<br>16.6<br>RM2,000 9.5    | 16.0<br>RM1,927 9.3    | 16.0<br>RM1,900 6.2    | 0.2<br>6.2           |
|  | <b>TERENGGANU</b>        | Number of Formal Employees ('000)<br>Median Monthly Wages<br>135.6<br>RM1,900 13.0  | 131.9<br>RM1,882 14.4  | 133.0<br>RM1,900 14.0  | 2.1<br>14.0          |
|  | <b>KEDAH</b>             | Number of Formal Employees ('000)<br>Median Monthly Wages<br>235.4<br>RM1,900 11.8  | 232.0<br>RM1,800 12.5  | 230.8<br>RM1,827 14.2  | 3.6<br>14.2          |
|  | <b>SABAH</b>             | Number of Formal Employees ('000)<br>Median Monthly Wages<br>335.2<br>RM1,864 11.8  | 333.5<br>RM1,782 14.0  | 333.9<br>RM1,782 13.7  | 5.2<br>13.7          |
|  | <b>PERLIS</b>            | Number of Formal Employees ('000)<br>Median Monthly Wages<br>18.5<br>RM1,645 12.2   | 17.7<br>RM1,627 16.2   | 17.4<br>RM1,627 16.2   | 0.3<br>16.2          |
|  | <b>KELANTAN</b>          | Number of Formal Employees ('000)<br>Median Monthly Wages<br>89.4<br>RM1,600 12.5   | 87.9<br>RM1,600 15.2   | 88.3<br>RM1,600 14.3   | 1.4<br>14.3          |

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

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

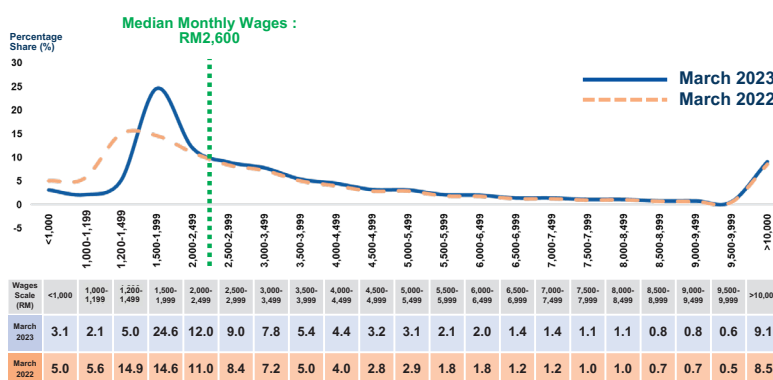
## SUMMARY OF FINDINGS

### 8. DISTRIBUTION OF MONTHLY WAGES OF FORMAL EMPLOYEES

Analysis of the wage distribution shows that 34.8 per cent of Malaysian formal employees earned below RM2,000 in March 2023. This proportion decreased from 40.2 per cent recorded in the previous year, likely due to the minimum wage increase starting in May 2022. Concurrently, about 5.2 per cent of formal employees earned the highest monthly wages (RM15,000 and above) in March 2023.

Meanwhile, the percentile analysis indicates that the 10th percentile of formal employees earned wages equal to or less than RM1,482 per month. Nevertheless, this group registered an increase of 27.0 per cent from the same month of the previous year. At the 90th percentile, formal employees in Malaysia earned at least RM9,100 per month, which recorded an increase of 4.6 per cent from the previous year. The wage ratio between the highest wage earner group (90th percentile) and the lowest wage earner group (10th percentile) illustrates that the higher wage earner group receive the wage more than six times compared to the lowest wage earner group (**Chart 2 & Table 1**).

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



**Table 1: Distribution Monthly Wages by Percentile, March 2023**

| Percentile      | Monthly wages | YoY     |
|-----------------|---------------|---------|
| 10th Percentile | RM 1,482      | 27.0% ▲ |
| 20th Percentile | RM 1,564      | 20.3% ▲ |
| 30th Percentile | RM 1,800      | 12.5% ▲ |
| 40th Percentile | RM 2,145      | 7.9% ▲  |
| 50th Percentile | RM 2,600      | 8.3% ▲  |
| 60th Percentile | RM3,200       | 6.7% ▲  |
| 70th Percentile | RM 4,000      | 6.2% ▲  |
| 80th Percentile | RM 5,500      | 7.8% ▲  |
| 90th Percentile | RM 9,100      | 4.6% ▲  |

YoY: Year-on-Year Growth %

## SUMMARY OF FINDINGS

### 9. MOVING FORWARD

*To fulfill the purpose of comprehensive and integrated labour market analysis, DOSM will continue to enhance the compilation and dissemination of salaries and wages statistics in various dimensions. This will be achieved through cooperation and data sharing from administrative sources, which have the potential to generate more timely and accurate information to develop comprehensive profiles of employers in Malaysia. These profiles will encompass dimensions such as skills, education, dependent information, taxation, social protection, and others.*

*Moreover, integrating data from various administrative sources 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.*

*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

*STATISTIC  
TABLES*

# 2

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# JADUAL BILANGAN PEKERJA FORMAL, WARGANEGARA

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

**1.1a Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,  
Januari 2022 - Mac 2023**  
Number of formal employees by sex, ethnic and age group,  
January 2022 - March 2023

('000)

| Dimensi<br>Dimension                      | Bulan / Month      |                      |                |                |                |                |
|-------------------------------------------|--------------------|----------------------|----------------|----------------|----------------|----------------|
|                                           | 2022               |                      |                |                |                |                |
|                                           | Januari<br>January | Februari<br>February | Mac<br>March   | April<br>April | Mei<br>May     | Jun<br>June    |
| <b>Jumlah</b><br>Total                    | <b>6,325.7</b>     | <b>6,346.8</b>       | <b>6,395.4</b> | <b>6,426.9</b> | <b>6,434.1</b> | <b>6,495.5</b> |
| <b>Jantina</b><br>Sex                     |                    |                      |                |                |                |                |
| <b>Lelaki</b><br>Male                     | 3,540.1            | 3,550.0              | 3,577.4        | 3,590.6        | 3,590.5        | 3,625.0        |
| <b>Perempuan</b><br>Female                | 2,785.6            | 2,796.7              | 2,818.0        | 2,836.3        | 2,843.5        | 2,870.5        |
| <b>Etnik</b><br>Ethnic                    |                    |                      |                |                |                |                |
| <b>Bumiputera</b>                         | 3,846.7            | 3,867.4              | 3,900.8        | 3,917.1        | 3,917.4        | 3,970.5        |
| <b>Cina</b><br>Chinese                    | 1,880.4            | 1,878.9              | 1,889.6        | 1,900.1        | 1,906.4        | 1,912.0        |
| <b>India</b><br>Indian                    | 522.3              | 523.8                | 527.8          | 532.0          | 532.5          | 533.9          |
| <b>Lain-lain</b><br>Others                | 76.2               | 76.6                 | 77.3           | 77.7           | 77.7           | 79.1           |
| <b>Kumpulan umur</b><br>Age group         |                    |                      |                |                |                |                |
| <b>Kurang daripada 20</b><br>Less than 20 | 64.0               | 67.8                 | 76.7           | 102.9          | 120.8          | 139.0          |
| <b>20-24</b>                              | 729.5              | 746.9                | 768.7          | 778.1          | 782.0          | 808.2          |
| <b>25-29</b>                              | 1,282.9            | 1,288.1              | 1,298.9        | 1,304.2        | 1,302.3        | 1,312.5        |
| <b>30-34</b>                              | 1,067.3            | 1,067.3              | 1,070.5        | 1,069.4        | 1,065.6        | 1,069.5        |
| <b>35-39</b>                              | 871.9              | 871.9                | 874.3          | 873.4          | 870.9          | 873.8          |
| <b>40-44</b>                              | 692.4              | 692.7                | 694.6          | 694.1          | 692.9          | 694.6          |
| <b>45-49</b>                              | 580.0              | 579.8                | 581.0          | 580.3          | 579.5          | 580.9          |
| <b>50-54</b>                              | 461.4              | 460.3                | 460.8          | 459.3          | 458.4          | 458.4          |
| <b>55-59</b>                              | 317.9              | 316.2                | 315.7          | 313.7          | 312.7          | 311.7          |
| <b>60-64</b>                              | 155.6              | 153.8                | 152.9          | 151.0          | 149.5          | 148.0          |
| <b>65 dan lebih</b><br>65 and above       | 102.7              | 101.9                | 101.3          | 100.5          | 99.6           | 99.0           |

**1.1a Bilangan pekerja formal mengikut jantina, etnik dan kumpulan umur,  
Januari 2022 - Mac 2023 (samb.)**  
*Number of formal employees by sex, ethnic and age group,  
January 2022 - March 2023 (cont.)*

('000)

| Bulan / Month              |                |                        |                    |                      |                      |                    |                      |              |
|----------------------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022                       |                |                        |                    |                      |                      | 2023               |                      |              |
| Julai<br>July              | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 6,535.4                    | 6,580.0        | 6,591.0                | 6,581.1            | 6,561.3              | 6,555.1              | 6,502.5            | 6,432.8              | 6,450.6      |
| Jantina<br>Sex             |                |                        |                    |                      |                      |                    |                      |              |
| 3,645.0                    | 3,666.8        | 3,670.4                | 3,663.8            | 3,652.3              | 3,648.6              | 3,614.9            | 3,569.3              | 3,583.0      |
| 2,890.5                    | 2,913.2        | 2,920.6                | 2,917.4            | 2,909.1              | 2,906.6              | 2,887.6            | 2,863.5              | 2,867.6      |
| Etnik<br>Ethnic            |                |                        |                    |                      |                      |                    |                      |              |
| 4,004.0                    | 4,043.2        | 4,054.9                | 4,051.1            | 4,037.8              | 4,031.5              | 3,996.1            | 3,948.0              | 3,961.4      |
| 1,916.3                    | 1,919.9        | 1,920.3                | 1,918.3            | 1,915.8              | 1,916.1              | 1,904.9            | 1,892.1              | 1,894.8      |
| 535.1                      | 536.1          | 534.5                  | 530.3              | 526.4                | 526.0                | 520.3              | 512.3                | 513.4        |
| 79.9                       | 80.8           | 81.4                   | 81.4               | 81.3                 | 81.5                 | 81.2               | 80.5                 | 81.0         |
| Kumpulan umur<br>Age group |                |                        |                    |                      |                      |                    |                      |              |
| 146.0                      | 144.9          | 143.0                  | 143.4              | 148.8                | 153.3                | 73.9               | 75.7                 | 89.7         |
| 836.7                      | 875.3          | 892.5                  | 894.4              | 893.6                | 897.5                | 740.8              | 745.0                | 754.4        |
| 1,317.6                    | 1,324.4        | 1,327.0                | 1,327.5            | 1,322.5              | 1,319.3              | 1,303.9            | 1,292.2              | 1,293.5      |
| 1,070.7                    | 1,072.6        | 1,071.4                | 1,070.3            | 1,066.0              | 1,064.0              | 1,097.3            | 1,083.9              | 1,082.6      |
| 874.5                      | 875.8          | 875.7                  | 874.6              | 871.2                | 869.9                | 912.6              | 901.6                | 901.0        |
| 695.6                      | 696.3          | 696.1                  | 694.8              | 692.7                | 691.2                | 711.6              | 702.8                | 702.2        |
| 581.2                      | 581.3          | 581.0                  | 579.1              | 577.2                | 575.6                | 592.1              | 584.1                | 583.6        |
| 458.1                      | 457.6          | 456.6                  | 454.6              | 452.1                | 450.3                | 468.0              | 460.6                | 460.2        |
| 310.5                      | 309.1          | 307.5                  | 305.1              | 303.0                | 301.5                | 326.2              | 319.5                | 318.3        |
| 146.4                      | 145.2          | 143.2                  | 141.3              | 139.2                | 138.0                | 164.4              | 158.2                | 156.7        |
| 98.2                       | 97.5           | 96.8                   | 96.0               | 95.1                 | 94.5                 | 111.7              | 109.2                | 108.4        |

**1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur,  
Januari 2022 - Mac 2023**  
*Percentage share of formal employees by sex, ethnic and age group,  
January 2022 - March 2023*

(%)

| Dimensi<br><i>Dimension</i>               | Bulan / Month             |                             |                     |                       |                   |                    |
|-------------------------------------------|---------------------------|-----------------------------|---------------------|-----------------------|-------------------|--------------------|
|                                           | 2022                      |                             |                     |                       |                   |                    |
|                                           | Januari<br><i>January</i> | Februari<br><i>February</i> | Mac<br><i>March</i> | April<br><i>April</i> | Mei<br><i>May</i> | Jun<br><i>June</i> |
| Jumlah<br><i>Total</i>                    | 100                       | 100                         | 100                 | 100                   | 100               | 100                |
| Jantina<br><i>Sex</i>                     |                           |                             |                     |                       |                   |                    |
| Lelaki<br><i>Male</i>                     | 56.0                      | 55.9                        | 55.9                | 55.9                  | 55.8              | 55.8               |
| Perempuan<br><i>Female</i>                | 44.0                      | 44.1                        | 44.1                | 44.1                  | 44.2              | 44.2               |
| Etnik<br><i>Ethnic</i>                    |                           |                             |                     |                       |                   |                    |
| Bumiputera                                | 60.8                      | 60.9                        | 61.0                | 60.9                  | 60.9              | 61.1               |
| Cina<br><i>Chinese</i>                    | 29.7                      | 29.6                        | 29.5                | 29.6                  | 29.6              | 29.4               |
| India<br><i>Indian</i>                    | 8.3                       | 8.3                         | 8.3                 | 8.3                   | 8.3               | 8.2                |
| Lain-lain<br><i>Others</i>                | 1.2                       | 1.2                         | 1.2                 | 1.2                   | 1.2               | 1.2                |
| Kumpulan umur<br><i>Age group</i>         |                           |                             |                     |                       |                   |                    |
| Kurang daripada 20<br><i>Less than 20</i> | 1.0                       | 1.1                         | 1.2                 | 1.6                   | 1.9               | 2.1                |
| 20-24                                     | 11.5                      | 11.8                        | 12.0                | 12.1                  | 12.2              | 12.4               |
| 25-29                                     | 20.3                      | 20.3                        | 20.3                | 20.3                  | 20.2              | 20.2               |
| 30-34                                     | 16.9                      | 16.8                        | 16.7                | 16.6                  | 16.6              | 16.5               |
| 35-39                                     | 13.8                      | 13.7                        | 13.7                | 13.6                  | 13.5              | 13.5               |
| 40-44                                     | 10.9                      | 10.9                        | 10.9                | 10.8                  | 10.8              | 10.7               |
| 45-49                                     | 9.2                       | 9.1                         | 9.1                 | 9.0                   | 9.0               | 8.9                |
| 50-54                                     | 7.3                       | 7.3                         | 7.2                 | 7.1                   | 7.1               | 7.1                |
| 55-59                                     | 5.0                       | 5.0                         | 4.9                 | 4.9                   | 4.9               | 4.8                |
| 60-64                                     | 2.5                       | 2.4                         | 2.4                 | 2.3                   | 2.3               | 2.3                |
| 65 dan lebih<br><i>65 and above</i>       | 1.6                       | 1.6                         | 1.6                 | 1.6                   | 1.5               | 1.5                |

**1.1b Peratus sumbangan pekerja formal mengikut jantina, etnik dan kumpulan umur, Januari 2022 - Mac 2023 (samb.)**  
*Percentage share of formal employees by sex, ethnic and age group, January 2022 - March 2023 (cont.)*

(%)

| Bulan / Month              |                |                        |                    |                      |                      |                    |                      |              |
|----------------------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022                       |                |                        |                    |                      |                      | 2023               |                      |              |
| Julai<br>July              | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 100                        | 100            | 100                    | 100                | 100                  | 100                  | 100                | 100                  | 100          |
| Jantina<br>Sex             |                |                        |                    |                      |                      |                    |                      |              |
| 55.8                       | 55.7           | 55.7                   | 55.7               | 55.7                 | 55.7                 | 55.6               | 55.5                 | 55.5         |
| 44.2                       | 44.3           | 44.3                   | 44.3               | 44.3                 | 44.3                 | 44.4               | 44.5                 | 44.5         |
| Etnik<br>Ethnic            |                |                        |                    |                      |                      |                    |                      |              |
| 61.3                       | 61.4           | 61.5                   | 61.6               | 61.5                 | 61.5                 | 61.5               | 61.4                 | 61.4         |
| 29.3                       | 29.2           | 29.1                   | 29.1               | 29.2                 | 29.2                 | 29.3               | 29.4                 | 29.4         |
| 8.2                        | 8.1            | 8.1                    | 8.1                | 8.0                  | 8.0                  | 8.0                | 8.0                  | 8.0          |
| 1.2                        | 1.2            | 1.2                    | 1.2                | 1.2                  | 1.2                  | 1.2                | 1.3                  | 1.3          |
| Kumpulan umur<br>Age group |                |                        |                    |                      |                      |                    |                      |              |
| 2.2                        | 2.2            | 2.2                    | 2.2                | 2.3                  | 2.3                  | 1.1                | 1.2                  | 1.4          |
| 12.8                       | 13.3           | 13.5                   | 13.6               | 13.6                 | 13.7                 | 11.4               | 11.6                 | 11.7         |
| 20.2                       | 20.1           | 20.1                   | 20.2               | 20.2                 | 20.1                 | 20.1               | 20.1                 | 20.1         |
| 16.4                       | 16.3           | 16.3                   | 16.3               | 16.2                 | 16.2                 | 16.9               | 16.8                 | 16.8         |
| 13.4                       | 13.3           | 13.3                   | 13.3               | 13.3                 | 13.3                 | 14.0               | 14.0                 | 14.0         |
| 10.6                       | 10.6           | 10.6                   | 10.6               | 10.6                 | 10.5                 | 10.9               | 10.9                 | 10.9         |
| 8.9                        | 8.8            | 8.8                    | 8.8                | 8.8                  | 8.8                  | 9.1                | 9.1                  | 9.0          |
| 7.0                        | 7.0            | 6.9                    | 6.9                | 6.9                  | 6.9                  | 7.2                | 7.2                  | 7.1          |
| 4.8                        | 4.7            | 4.7                    | 4.6                | 4.6                  | 4.6                  | 5.0                | 5.0                  | 4.9          |
| 2.2                        | 2.2            | 2.2                    | 2.1                | 2.1                  | 2.1                  | 2.5                | 2.5                  | 2.4          |
| 1.5                        | 1.5            | 1.5                    | 1.5                | 1.4                  | 1.4                  | 1.7                | 1.7                  | 1.7          |

**1.1c Peratus perubahan pekerja formal mengikut jantina, etnik dan kumpulan umur, Februari 2022 - Mac 2023**  
*Percentage change of formal employees by sex, ethnic and age group, February 2022 - March 2023*

(%)

| Dimensi<br><i>Dimension</i>               | Perubahan bulan ke bulan<br><i>Month-on-month change</i> |                     |                       |                   |                    |                      |                       |
|-------------------------------------------|----------------------------------------------------------|---------------------|-----------------------|-------------------|--------------------|----------------------|-----------------------|
|                                           | 2022                                                     |                     |                       |                   |                    |                      |                       |
|                                           | Februari<br><i>February</i>                              | Mac<br><i>March</i> | April<br><i>April</i> | Mei<br><i>May</i> | Jun<br><i>June</i> | Julai<br><i>July</i> | Ogos<br><i>August</i> |
| Jumlah<br><i>Total</i>                    | 0.3                                                      | 0.8                 | 0.5                   | 0.1               | 1.0                | 0.6                  | 0.7                   |
| Jantina<br><i>Sex</i>                     |                                                          |                     |                       |                   |                    |                      |                       |
| Lelaki<br><i>Male</i>                     | 0.3                                                      | 0.8                 | 0.4                   | 0.0               | 1.0                | 0.6                  | 0.6                   |
| Perempuan<br><i>Female</i>                | 0.4                                                      | 0.8                 | 0.6                   | 0.3               | 0.9                | 0.7                  | 0.8                   |
| Etnik<br><i>Ethnic</i>                    |                                                          |                     |                       |                   |                    |                      |                       |
| Bumiputera                                | 0.5                                                      | 0.9                 | 0.4                   | 0.0               | 1.4                | 0.8                  | 1.0                   |
| Cina<br><i>Chinese</i>                    | -0.1                                                     | 0.6                 | 0.6                   | 0.3               | 0.3                | 0.2                  | 0.2                   |
| India<br><i>Indian</i>                    | 0.3                                                      | 0.8                 | 0.8                   | 0.1               | 0.3                | 0.2                  | 0.2                   |
| Lain-lain<br><i>Others</i>                | 0.6                                                      | 0.8                 | 0.5                   | 0.0               | 1.7                | 1.1                  | 1.0                   |
| Kumpulan umur<br><i>Age group</i>         |                                                          |                     |                       |                   |                    |                      |                       |
| Kurang daripada 20<br><i>Less than 20</i> | 6.0                                                      | 13.1                | 34.1                  | 17.4              | 15.1               | 5.0                  | -0.8                  |
| 20-24                                     | 2.4                                                      | 2.9                 | 1.2                   | 0.5               | 3.4                | 3.5                  | 4.6                   |
| 25-29                                     | 0.4                                                      | 0.8                 | 0.4                   | -0.1              | 0.8                | 0.4                  | 0.5                   |
| 30-34                                     | 0.0                                                      | 0.3                 | -0.1                  | -0.4              | 0.4                | 0.1                  | 0.2                   |
| 35-39                                     | 0.0                                                      | 0.3                 | -0.1                  | -0.3              | 0.3                | 0.1                  | 0.1                   |
| 40-44                                     | 0.0                                                      | 0.3                 | -0.1                  | -0.2              | 0.2                | 0.1                  | 0.1                   |
| 45-49                                     | 0.0                                                      | 0.2                 | -0.1                  | -0.1              | 0.2                | 0.1                  | 0.0                   |
| 50-54                                     | -0.2                                                     | 0.1                 | -0.3                  | -0.2              | 0.0                | -0.1                 | -0.1                  |
| 55-59                                     | -0.5                                                     | -0.2                | -0.6                  | -0.3              | -0.3               | -0.4                 | -0.5                  |
| 60-64                                     | -1.2                                                     | -0.5                | -1.3                  | -1.0              | -1.0               | -1.1                 | -0.8                  |
| 65 dan lebih<br><i>65 and above</i>       | -0.8                                                     | -0.6                | -0.8                  | -0.9              | -0.6               | -0.8                 | -0.7                  |

**1.1c Peratus perubahan pekerja formal mengikut jantina, etnik dan kumpulan umur,  
Februari 2022 - Mac 2023 (samb.)**  
Percentage change of formal employees by sex, ethnic and age group,  
February 2022 - March 2023 (cont.)

(%)

| Perubahan bulan ke bulan<br>Month-on-month change |                    |                      |                      |                    |                      |              | Perubahan tahun ke tahun<br>Year-on-year change |                      |              |
|---------------------------------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|-------------------------------------------------|----------------------|--------------|
| 2022                                              |                    |                      |                      | 2023               |                      |              | 2023                                            |                      |              |
| September<br>September                            | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March | Januari<br>January                              | Februari<br>February | Mac<br>March |
| 0.2                                               | -0.2               | -0.3                 | -0.1                 | -0.8               | -1.1                 | 0.3          | 2.8                                             | 1.4                  | 0.9          |
| Jantina<br>Sex                                    |                    |                      |                      |                    |                      |              |                                                 |                      |              |
| 0.1                                               | -0.2               | -0.3                 | -0.1                 | -0.9               | -1.3                 | 0.4          | 2.1                                             | 0.5                  | 0.2          |
| 0.3                                               | -0.1               | -0.3                 | -0.1                 | -0.7               | -0.8                 | 0.1          | 3.7                                             | 2.4                  | 1.8          |
| Etnik<br>Ethnic                                   |                    |                      |                      |                    |                      |              |                                                 |                      |              |
| 0.3                                               | -0.1               | -0.3                 | -0.2                 | -0.9               | -1.2                 | 0.3          | 3.9                                             | 2.1                  | 1.6          |
| 0.0                                               | -0.1               | -0.1                 | 0.0                  | -0.6               | -0.7                 | 0.1          | 1.3                                             | 0.7                  | 0.3          |
| -0.3                                              | -0.8               | -0.7                 | -0.1                 | -1.1               | -1.5                 | 0.2          | -0.4                                            | -2.2                 | -2.7         |
| 0.8                                               | 0.0                | 0.0                  | 0.2                  | -0.3               | -0.9                 | 0.7          | 6.6                                             | 5.0                  | 4.8          |
| Kumpulan umur<br>Age group                        |                    |                      |                      |                    |                      |              |                                                 |                      |              |
| -1.3                                              | 0.3                | 3.7                  | 3.1                  | -51.8              | 2.4                  | 18.6         | 15.5                                            | 11.6                 | 16.9         |
| 2.0                                               | 0.2                | -0.1                 | 0.4                  | -17.5              | 0.6                  | 1.3          | 1.6                                             | -0.3                 | -1.9         |
| 0.2                                               | 0.0                | -0.4                 | -0.2                 | -1.2               | -0.9                 | 0.1          | 1.6                                             | 0.3                  | -0.4         |
| -0.1                                              | -0.1               | -0.4                 | -0.2                 | 3.1                | -1.2                 | -0.1         | 2.8                                             | 1.6                  | 1.1          |
| 0.0                                               | -0.1               | -0.4                 | -0.2                 | 4.9                | -1.2                 | -0.1         | 4.7                                             | 3.4                  | 3.1          |
| 0.0                                               | -0.2               | -0.3                 | -0.2                 | 3.0                | -1.2                 | -0.1         | 2.8                                             | 1.5                  | 1.1          |
| -0.1                                              | -0.3               | -0.3                 | -0.3                 | 2.9                | -1.4                 | -0.1         | 2.1                                             | 0.7                  | 0.4          |
| -0.2                                              | -0.5               | -0.5                 | -0.4                 | 3.9                | -1.6                 | -0.1         | 1.4                                             | 0.1                  | -0.1         |
| -0.5                                              | -0.8               | -0.7                 | -0.5                 | 8.2                | -2.1                 | -0.4         | 2.6                                             | 1.0                  | 0.8          |
| -1.4                                              | -1.3               | -1.5                 | -0.9                 | 19.1               | -3.7                 | -0.9         | 5.6                                             | 2.9                  | 2.5          |
| -0.7                                              | -0.8               | -0.9                 | -0.7                 | 18.1               | -2.2                 | -0.8         | 8.7                                             | 7.2                  | 7.0          |

# 1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Januari 2022 - Mac 2023

## Number of formal employees by economic activity, January 2022 - March 2023

('000)

| Jenis aktiviti ekonomi<br>Kind of economic activity |     |                                                                                                                                                         | Bulan / Month      |                      |                |                |                |
|-----------------------------------------------------|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|----------------|----------------|----------------|
|                                                     |     |                                                                                                                                                         | 2022               |                      |                |                |                |
|                                                     |     |                                                                                                                                                         | Januari<br>January | Februari<br>February | Mac<br>March   | April<br>April | Mei<br>May     |
| <b>Jumlah</b><br><i>Total</i>                       |     |                                                                                                                                                         | <b>6,325.7</b>     | <b>6,346.8</b>       | <b>6,395.4</b> | <b>6,426.9</b> | <b>6,434.1</b> |
| 1.                                                  |     | <b>Pertanian</b><br><i>Agriculture</i>                                                                                                                  | <b>128.2</b>       | <b>128.8</b>         | <b>129.6</b>   | <b>130.1</b>   | <b>130.1</b>   |
| 2.                                                  |     | <b>Perlombongan dan pengkuarian</b><br><i>Mining and quarrying</i>                                                                                      | <b>34.8</b>        | <b>34.5</b>          | <b>34.8</b>    | <b>34.9</b>    | <b>35.1</b>    |
| 3.                                                  |     | <b>Pembuatan</b><br><i>Manufacturing</i>                                                                                                                | <b>1,186.8</b>     | <b>1,190.5</b>       | <b>1,198.4</b> | <b>1,202.6</b> | <b>1,199.6</b> |
|                                                     | 3.1 | Minyak dan lemak daripada sayuran dan haiwan dan proses makanan<br><i>Vegetable and animal oils and fats and food processing</i>                        | 161.1              | 161.5                | 162.4          | 162.6          | 162.5          |
|                                                     | 3.2 | Minuman dan produk tembakau<br><i>Beverages and tobacco products</i>                                                                                    | 11.4               | 11.4                 | 11.5           | 11.5           | 11.5           |
|                                                     | 3.3 | Produk tekstil, pakaian dan kulit<br><i>Textiles, wearing apparel and leather products</i>                                                              | 26.7               | 26.8                 | 27.2           | 27.4           | 27.5           |
|                                                     | 3.4 | Produk kayu, perabot, keluaran kertas dan percetakan<br><i>Wood products, furniture, paper products and printing</i>                                    | 109.6              | 109.4                | 110.2          | 109.8          | 109.1          |
|                                                     | 3.5 | Produk petroleum, kimia, getah dan plastik<br><i>Petroleum, chemical, rubber and plastic products</i>                                                   | 203.7              | 204.1                | 206.0          | 206.0          | 204.2          |
|                                                     | 3.6 | Produk mineral bukan logam, logam asas dan produk logam yang direka<br><i>Non-metallic, mineral products, basic metal and fabricated metal products</i> | 149.5              | 150.0                | 151.0          | 151.1          | 150.4          |
|                                                     | 3.7 | Produk elektrik, elektronik dan optikal<br><i>Electrical, electronic and optical products</i>                                                           | 344.7              | 346.3                | 348.0          | 351.1          | 350.2          |
|                                                     | 3.8 | Peralatan pengangkutan, pembuatan lain dan pembaikan<br><i>Transport equipment, other manufacturing and repair</i>                                      | 180.0              | 181.0                | 182.0          | 183.3          | 184.2          |
| 4.                                                  |     | <b>Pembinaan</b><br><i>Construction</i>                                                                                                                 | <b>407.8</b>       | <b>407.0</b>         | <b>409.1</b>   | <b>407.8</b>   | <b>408.1</b>   |
| 5.                                                  |     | <b>Perkhidmatan</b><br><i>Services</i>                                                                                                                  | <b>4,186.2</b>     | <b>4,203.2</b>       | <b>4,237.5</b> | <b>4,262.9</b> | <b>4,271.4</b> |
|                                                     | 5.1 | Utiliti<br><i>Utilities</i>                                                                                                                             | 58.4               | 58.5                 | 64.6           | 64.5           | 64.6           |
|                                                     | 5.2 | Perdagangan borong dan runcit<br><i>Wholesale and retail trade</i>                                                                                      | 1,373.4            | 1,377.7              | 1,388.4        | 1,397.3        | 1,396.3        |
|                                                     | 5.3 | Makanan & minuman dan penginapan<br><i>Food &amp; beverages and accommodation</i>                                                                       | 263.5              | 266.0                | 268.5          | 271.2          | 278.4          |
|                                                     | 5.4 | Pengangkutan dan penyimpanan<br><i>Transportation and storage</i>                                                                                       | 306.1              | 305.5                | 305.6          | 303.4          | 299.6          |
|                                                     | 5.5 | Maklumat dan komunikasi<br><i>Information and communication</i>                                                                                         | 189.1              | 189.8                | 191.9          | 192.8          | 193.6          |
|                                                     | 5.6 | Kewangan dan insurans<br><i>Finance and insurance</i>                                                                                                   | 281.1              | 281.9                | 282.6          | 283.4          | 283.6          |
|                                                     | 5.7 | Hartanah dan perkhidmatan perniagaan<br><i>Real estate and business services</i>                                                                        | 777.4              | 780.3                | 784.3          | 787.3          | 787.1          |
|                                                     | 5.8 | Perkhidmatan lain<br><i>Other services</i>                                                                                                              | 937.3              | 943.6                | 951.7          | 963.0          | 968.1          |
| 6.                                                  |     | <b>Tidak dikelaskan</b><br><i>Unclassified</i>                                                                                                          | <b>382.0</b>       | <b>382.7</b>         | <b>386.1</b>   | <b>388.6</b>   | <b>389.8</b>   |



**1.2a Bilangan pekerja formal mengikut aktiviti ekonomi, Januari 2022 - Mac 2023 (samb.)**  
*Number of formal employees by economic activity, January 2022 - March 2023 (cont.)*

('000)

| Bulan / Month |               |                |                        |                    |                      |                      |                    |                      |              |
|---------------|---------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022          |               |                |                        |                    |                      |                      | 2023               |                      |              |
| Jun<br>June   | Julai<br>July | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 6,495.5       | 6,535.4       | 6,580.0        | 6,591.0                | 6,581.1            | 6,561.3              | 6,555.1              | 6,502.5            | 6,432.8              | 6,450.6      |
| 131.1         | 131.7         | 132.7          | 132.7                  | 132.4              | 132.1                | 131.7                | 131.7              | 130.2                | 129.2        |
| 35.1          | 35.2          | 35.5           | 35.6                   | 35.6               | 35.5                 | 35.3                 | 35.1               | 35.0                 | 34.8         |
| 1,211.9       | 1,217.2       | 1,226.3        | 1,228.1                | 1,224.8            | 1,219.0              | 1,216.1              | 1,204.0            | 1,195.4              | 1,165.0      |
| 164.5         | 165.9         | 166.7          | 167.2                  | 166.9              | 166.9                | 167.1                | 166.7              | 166.1                | 164.4        |
| 11.6          | 11.6          | 11.7           | 11.8                   | 11.8               | 11.8                 | 11.8                 | 11.6               | 11.5                 | 11.3         |
| 27.8          | 27.8          | 27.8           | 27.6                   | 27.3               | 27.2                 | 27.2                 | 26.7               | 26.2                 | 25.8         |
| 109.6         | 109.2         | 109.0          | 108.4                  | 107.8              | 106.9                | 106.4                | 105.1              | 103.7                | 99.5         |
| 204.1         | 203.1         | 203.3          | 202.5                  | 200.6              | 198.7                | 197.5                | 194.8              | 193.2                | 188.9        |
| 151.4         | 151.8         | 152.3          | 151.8                  | 151.5              | 150.7                | 150.5                | 148.8              | 147.9                | 144.7        |
| 356.9         | 359.8         | 365.1          | 366.5                  | 366.3              | 364.3                | 362.5                | 358.2              | 356.8                | 335.4        |
| 186.0         | 187.9         | 190.3          | 192.3                  | 192.8              | 192.6                | 193.1                | 192.1              | 190.0                | 194.9        |
| 411.0         | 411.8         | 413.7          | 413.1                  | 413.3              | 411.2                | 410.4                | 403.4              | 389.4                | 373.2        |
| 4,315.2       | 4,347.1       | 4,378.2        | 4,387.0                | 4,379.3            | 4,368.4              | 4,367.2              | 4,334.6            | 4,288.6              | 4,352.1      |
| 65.0          | 65.3          | 65.7           | 65.6                   | 65.6               | 65.6                 | 65.7                 | 65.7               | 64.1                 | 64.4         |
| 1,409.5       | 1,417.4       | 1,426.1        | 1,426.2                | 1,421.5            | 1,417.1              | 1,418.2              | 1,411.3            | 1,401.1              | 1,377.6      |
| 286.2         | 293.4         | 299.5          | 299.6                  | 297.9              | 298.8                | 300.7                | 299.5              | 297.7                | 298.2        |
| 302.1         | 304.6         | 305.5          | 305.6                  | 305.4              | 303.4                | 302.4                | 297.5              | 294.6                | 291.9        |
| 195.1         | 196.4         | 197.6          | 198.2                  | 199.0              | 198.7                | 199.2                | 197.1              | 196.3                | 206.9        |
| 284.5         | 284.8         | 286.1          | 286.5                  | 287.7              | 288.4                | 289.0                | 289.7              | 290.1                | 290.0        |
| 795.9         | 801.9         | 806.6          | 808.4                  | 800.9              | 798.6                | 794.4                | 778.1              | 760.1                | 755.6        |
| 977.1         | 983.3         | 991.1          | 996.9                  | 1,001.3            | 997.9                | 997.5                | 995.6              | 984.7                | 1,067.7      |
| 391.2         | 392.4         | 393.5          | 394.6                  | 395.6              | 395.2                | 394.5                | 393.8              | 394.1                | 396.4        |

| Jenis aktiviti ekonomi<br>Kind of economic activity |     |                                                                                                                                                  | Bulan / Month      |                      |              |                |            |
|-----------------------------------------------------|-----|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|--------------|----------------|------------|
|                                                     |     |                                                                                                                                                  | 2022               |                      |              |                |            |
|                                                     |     |                                                                                                                                                  | Januari<br>January | Februari<br>February | Mac<br>March | April<br>April | Mei<br>May |
| Jumlah<br>Total                                     |     |                                                                                                                                                  | 100                | 100                  | 100          | 100            | 100        |
| 1.                                                  |     | Pertanian<br>Agriculture                                                                                                                         | 2.0                | 2.0                  | 2.0          | 2.0            | 2.0        |
| 2.                                                  |     | Perlombongan dan pengkuarian<br>Mining and quarrying                                                                                             | 0.5                | 0.5                  | 0.5          | 0.5            | 0.5        |
| 3.                                                  |     | Pembuatan<br>Manufacturing                                                                                                                       | 18.8               | 18.8                 | 18.7         | 18.7           | 18.6       |
|                                                     | 3.1 | Minyak dan lemak daripada sayuran dan haiwan dan proses makanan<br>Vegetable and animal oils and fats and food processing                        | 2.5                | 2.5                  | 2.5          | 2.5            | 2.5        |
|                                                     | 3.2 | Minuman dan produk tembakau<br>Beverages and tobacco products                                                                                    | 0.2                | 0.2                  | 0.2          | 0.2            | 0.2        |
|                                                     | 3.3 | Produk tekstil, pakaian dan kulit<br>Textiles, wearing apparel and leather products                                                              | 0.4                | 0.4                  | 0.4          | 0.4            | 0.4        |
|                                                     | 3.4 | Produk kayu, perabot, keluaran kertas dan percetakan<br>Wood products, furniture, paper products and printing                                    | 1.7                | 1.7                  | 1.7          | 1.7            | 1.7        |
|                                                     | 3.5 | Produk petroleum, kimia, getah dan plastik<br>Petroleum, chemical, rubber and plastic products                                                   | 3.2                | 3.2                  | 3.2          | 3.2            | 3.2        |
|                                                     | 3.6 | Produk mineral bukan logam, logam asas dan produk logam yang direka<br>Non-metallic, mineral products, basic metal and fabricated metal products | 2.4                | 2.4                  | 2.4          | 2.4            | 2.3        |
|                                                     | 3.7 | Produk elektrik, elektronik dan optikal<br>Electrical, electronic and optical products                                                           | 5.4                | 5.5                  | 5.4          | 5.5            | 5.4        |
|                                                     | 3.8 | Peralatan pengangkutan, pembuatan lain dan pembaikan<br>Transport equipment, other manufacturing and repair                                      | 2.8                | 2.9                  | 2.8          | 2.9            | 2.9        |
| 4.                                                  |     | Pembinaan<br>Construction                                                                                                                        | 6.4                | 6.4                  | 6.4          | 6.3            | 6.3        |
| 5.                                                  |     | Perkhidmatan<br>Services                                                                                                                         | 66.2               | 66.2                 | 66.3         | 66.3           | 66.4       |
|                                                     | 5.1 | Utiliti<br>Utilities                                                                                                                             | 0.9                | 0.9                  | 1.0          | 1.0            | 1.0        |
|                                                     | 5.2 | Perdagangan borong dan runcit<br>Wholesale and retail trade                                                                                      | 21.7               | 21.7                 | 21.7         | 21.7           | 21.7       |
|                                                     | 5.3 | Makanan & minuman dan penginapan<br>Food & beverages and accommodation                                                                           | 4.2                | 4.2                  | 4.2          | 4.2            | 4.3        |
|                                                     | 5.4 | Pengangkutan dan penyimpanan<br>Transportation and storage                                                                                       | 4.8                | 4.8                  | 4.8          | 4.7            | 4.7        |
|                                                     | 5.5 | Maklumat dan komunikasi<br>Information and communication                                                                                         | 3.0                | 3.0                  | 3.0          | 3.0            | 3.0        |
|                                                     | 5.6 | Kewangan dan insurans<br>Finance and insurance                                                                                                   | 4.4                | 4.4                  | 4.4          | 4.4            | 4.4        |
|                                                     | 5.7 | Hartanah dan perkhidmatan perniagaan<br>Real estate and business services                                                                        | 12.3               | 12.3                 | 12.3         | 12.3           | 12.2       |
|                                                     | 5.8 | Perkhidmatan lain<br>Other services                                                                                                              | 14.8               | 14.9                 | 14.9         | 15.0           | 15.0       |
| 6.                                                  |     | Tidak dikelaskan<br>Unclassified                                                                                                                 | 6.0                | 6.0                  | 6.0          | 6.0            | 6.1        |

1.2b

**Peratus sumbangan pekerja formal mengikut aktiviti ekonomi,  
Januari 2022 - Mac 2023 (samb.)**

*Percentage share of formal employees by economic activity,  
January 2022 - March 2023 (cont.)*

(%)

| Bulan / Month |               |                |                        |                    |                      |                      |                    |                      |              |
|---------------|---------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022          |               |                |                        |                    |                      |                      | 2023               |                      |              |
| Jun<br>June   | Julai<br>July | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 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                | 2.0                  | 2.0          |
| 0.5           | 0.5           | 0.5            | 0.5                    | 0.5                | 0.5                  | 0.5                  | 0.5                | 0.5                  | 0.5          |
| 18.7          | 18.6          | 18.6           | 18.6                   | 18.6               | 18.6                 | 18.6                 | 18.5               | 18.6                 | 18.1         |
| 2.5           | 2.5           | 2.5            | 2.5                    | 2.5                | 2.5                  | 2.5                  | 2.6                | 2.6                  | 2.5          |
| 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          |
| 1.7           | 1.7           | 1.7            | 1.6                    | 1.6                | 1.6                  | 1.6                  | 1.6                | 1.6                  | 1.5          |
| 3.1           | 3.1           | 3.1            | 3.1                    | 3.0                | 3.0                  | 3.0                  | 3.0                | 3.0                  | 2.9          |
| 2.3           | 2.3           | 2.3            | 2.3                    | 2.3                | 2.3                  | 2.3                  | 2.3                | 2.3                  | 2.2          |
| 5.5           | 5.5           | 5.5            | 5.6                    | 5.6                | 5.6                  | 5.5                  | 5.5                | 5.5                  | 5.2          |
| 2.9           | 2.9           | 2.9            | 2.9                    | 2.9                | 2.9                  | 2.9                  | 3.0                | 3.0                  | 3.0          |
| 6.3           | 6.3           | 6.3            | 6.3                    | 6.3                | 6.3                  | 6.3                  | 6.2                | 6.1                  | 5.8          |
| 66.4          | 66.5          | 66.5           | 66.6                   | 66.5               | 66.6                 | 66.6                 | 66.7               | 66.7                 | 67.5         |
| 1.0           | 1.0           | 1.0            | 1.0                    | 1.0                | 1.0                  | 1.0                  | 1.0                | 1.0                  | 1.0          |
| 21.7          | 21.7          | 21.7           | 21.6                   | 21.6               | 21.6                 | 21.6                 | 21.7               | 21.8                 | 21.4         |
| 4.4           | 4.5           | 4.6            | 4.5                    | 4.5                | 4.6                  | 4.6                  | 4.6                | 4.6                  | 4.6          |
| 4.7           | 4.7           | 4.6            | 4.6                    | 4.6                | 4.6                  | 4.6                  | 4.6                | 4.6                  | 4.5          |
| 3.0           | 3.0           | 3.0            | 3.0                    | 3.0                | 3.0                  | 3.0                  | 3.0                | 3.1                  | 3.2          |
| 4.4           | 4.4           | 4.3            | 4.3                    | 4.4                | 4.4                  | 4.4                  | 4.5                | 4.5                  | 4.5          |
| 12.3          | 12.3          | 12.3           | 12.3                   | 12.2               | 12.2                 | 12.1                 | 12.0               | 11.8                 | 11.7         |
| 15.0          | 15.0          | 15.1           | 15.1                   | 15.2               | 15.2                 | 15.2                 | 15.3               | 15.3                 | 16.6         |
| 6.0           | 6.0           | 6.0            | 6.0                    | 6.0                | 6.0                  | 6.0                  | 6.1                | 6.1                  | 6.1          |

1.2c Peratus perubahan pekerja formal mengikut aktiviti ekonomi,  
Februari 2022 - Mac 2023  
Percentage change of formal employees by economic activity,  
February 2022 - March 2023

(%)

| Jenis aktiviti ekonomi<br>Kind of economic activity |     |                                                                                                                                                  | Perubahan bulan ke bulan<br>Month-on-month |              |                |            |             |               |
|-----------------------------------------------------|-----|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------|----------------|------------|-------------|---------------|
|                                                     |     |                                                                                                                                                  | 2022                                       |              |                |            |             |               |
|                                                     |     |                                                                                                                                                  | Februari<br>February                       | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June | Julai<br>July |
| <b>Jumlah</b><br>Total                              |     |                                                                                                                                                  | 0.3                                        | 0.8          | 0.5            | 0.1        | 1.0         | 0.6           |
| 1.                                                  |     | <b>Pertanian</b><br>Agriculture                                                                                                                  | 0.5                                        | 0.6          | 0.4            | 0.0        | 0.8         | 0.4           |
| 2.                                                  |     | <b>Perlombongan dan pengkuarian</b><br>Mining and quarrying                                                                                      | -0.8                                       | 1.0          | 0.1            | 0.5        | 0.0         | 0.3           |
| 3.                                                  |     | <b>Pembuatan</b><br>Manufacturing                                                                                                                | 0.3                                        | 0.7          | 0.4            | -0.3       | 1.0         | 0.4           |
|                                                     | 3.1 | Minyak dan lemak daripada sayuran dan haiwan dan proses makanan<br>Vegetable and animal oils and fats and food processing                        | 0.2                                        | 0.6          | 0.1            | 0.0        | 1.2         | 0.8           |
|                                                     | 3.2 | Minuman dan produk tembakau<br>Beverages and tobacco products                                                                                    | 0.2                                        | 0.6          | -0.2           | -0.1       | 0.7         | 0.2           |
|                                                     | 3.3 | Produk tekstil, pakaian dan kulit<br>Textiles, wearing apparel and leather products                                                              | 0.1                                        | 1.6          | 0.8            | 0.3        | 1.1         | 0.2           |
|                                                     | 3.4 | Produk kayu, perabot, keluaran kertas dan percetakan<br>Wood products, furniture, paper products and printing                                    | -0.1                                       | 0.7          | -0.4           | -0.6       | 0.5         | -0.4          |
|                                                     | 3.5 | Produk petroleum, kimia, getah dan plastik<br>Petroleum, chemical, rubber and plastic products                                                   | 0.2                                        | 0.9          | 0.0            | -0.9       | -0.1        | -0.5          |
|                                                     | 3.6 | Produk mineral bukan logam, logam asas dan produk logam yang direka<br>Non-metallic, mineral products, basic metal and fabricated metal products | 0.3                                        | 0.7          | 0.0            | -0.4       | 0.6         | 0.3           |
|                                                     | 3.7 | Produk elektrik, elektronik dan optikal<br>Electrical, electronic and optical products                                                           | 0.5                                        | 0.5          | 0.9            | -0.2       | 1.9         | 0.8           |
|                                                     | 3.8 | Peralatan pengangkutan, pembuatan lain dan pembaikan<br>Transport equipment, other manufacturing and repair                                      | 0.5                                        | 0.6          | 0.7            | 0.5        | 1.0         | 1.0           |
| 4.                                                  |     | <b>Pembinaan</b><br>Construction                                                                                                                 | -0.2                                       | 0.5          | -0.3           | 0.1        | 0.7         | 0.2           |
| 5.                                                  |     | <b>Perkhidmatan</b><br>Services                                                                                                                  | 0.4                                        | 0.8          | 0.6            | 0.2        | 1.0         | 0.7           |
|                                                     | 5.1 | Utiliti<br>Utilities                                                                                                                             | 0.2                                        | 10.5         | -0.2           | 0.3        | 0.6         | 0.4           |
|                                                     | 5.2 | Perdagangan borong dan runcit<br>Wholesale and retail trade                                                                                      | 0.3                                        | 0.8          | 0.6            | -0.1       | 0.9         | 0.6           |
|                                                     | 5.3 | Makanan & minuman dan penginapan<br>Food & beverages and accommodation                                                                           | 0.9                                        | 1.0          | 1.0            | 2.6        | 2.8         | 2.5           |
|                                                     | 5.4 | Pengangkutan dan penyimpanan<br>Transportation and storage                                                                                       | -0.2                                       | 0.0          | -0.7           | -1.2       | 0.8         | 0.9           |
|                                                     | 5.5 | Maklumat dan komunikasi<br>Information and communication                                                                                         | 0.4                                        | 1.1          | 0.4            | 0.4        | 0.7         | 0.7           |
|                                                     | 5.6 | Kewangan dan insurans<br>Finance and insurance                                                                                                   | 0.3                                        | 0.2          | 0.3            | 0.1        | 0.3         | 0.1           |
|                                                     | 5.7 | Hartanah dan perkhidmatan perniagaan<br>Real estate and business services                                                                        | 0.4                                        | 0.5          | 0.4            | 0.0        | 1.1         | 0.8           |
|                                                     | 5.8 | Perkhidmatan lain<br>Other services                                                                                                              | 0.7                                        | 0.9          | 1.2            | 0.5        | 0.9         | 0.6           |
| 6.                                                  |     | <b>Tidak dikelaskan</b><br>Unclassified                                                                                                          | 0.2                                        | 0.9          | 0.6            | 0.3        | 0.4         | 0.3           |

1.2c Peratus perubahan pekerja formal mengikut aktiviti ekonomi,  
 Februari 2022 - Mac 2023 (samb.)  
 Percentage change of formal employees by economic activity,  
 February 2022 - March 2023 (cont.)

(%)

| Perubahan bulan ke bulan<br>Month-on-month |                        |                    |                      |                      |                    |                      |              | Perubahan tahun ke tahun<br>Year-on-year |                      |              |
|--------------------------------------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|------------------------------------------|----------------------|--------------|
| 2022                                       |                        |                    |                      |                      | 2023               |                      |              | 2023                                     |                      |              |
| Ogos<br>August                             | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March | Januari<br>January                       | Februari<br>February | Mac<br>March |
| 0.7                                        | 0.2                    | -0.2               | -0.3                 | -0.1                 | -0.8               | -1.1                 | 0.3          | 2.8                                      | 1.4                  | 0.9          |
| 0.8                                        | 0.0                    | -0.2               | -0.3                 | -0.3                 | -0.1               | -1.1                 | -0.8         | 2.7                                      | 1.1                  | -0.3         |
| 1.0                                        | 0.2                    | 0.0                | -0.2                 | -0.7                 | -0.3               | -0.4                 | -0.6         | 1.1                                      | 1.4                  | -0.1         |
| 0.7                                        | 0.1                    | -0.3               | -0.5                 | -0.2                 | -1.0               | -0.7                 | -2.5         | 1.4                                      | 0.4                  | -2.8         |
| 0.5                                        | 0.3                    | -0.2               | 0.0                  | 0.2                  | -0.3               | -0.4                 | -1.0         | 3.5                                      | 2.8                  | 1.2          |
| 0.8                                        | 0.7                    | -0.1               | 0.1                  | 0.2                  | -1.6               | -0.8                 | -1.6         | 1.6                                      | 0.6                  | -1.6         |
| -0.1                                       | -0.8                   | -1.3               | -0.2                 | -0.1                 | -1.8               | -1.7                 | -1.6         | -0.2                                     | -2.0                 | -5.0         |
| -0.2                                       | -0.6                   | -0.6               | -0.8                 | -0.4                 | -1.2               | -1.3                 | -4.1         | -4.1                                     | -5.2                 | -9.7         |
| 0.1                                        | -0.4                   | -1.0               | -0.9                 | -0.6                 | -1.4               | -0.8                 | -2.2         | -4.4                                     | -5.3                 | -8.3         |
| 0.3                                        | -0.3                   | -0.2               | -0.6                 | -0.1                 | -1.1               | -0.6                 | -2.1         | -0.5                                     | -1.4                 | -4.2         |
| 1.5                                        | 0.4                    | -0.1               | -0.5                 | -0.5                 | -1.2               | -0.4                 | -6.0         | 3.9                                      | 3.0                  | -3.6         |
| 1.3                                        | 1.1                    | 0.3                | -0.1                 | 0.3                  | -0.5               | -1.1                 | 2.6          | 6.7                                      | 5.0                  | 7.1          |
| 0.5                                        | -0.2                   | 0.1                | -0.5                 | -0.2                 | -1.7               | -3.5                 | -4.2         | -1.1                                     | -4.3                 | -8.8         |
| 0.7                                        | 0.2                    | -0.2               | -0.2                 | 0.0                  | -0.7               | -1.1                 | 1.5          | 3.5                                      | 2.0                  | 2.7          |
| 0.6                                        | -0.1                   | 0.0                | -0.1                 | 0.2                  | 0.1                | -2.5                 | 0.4          | 12.7                                     | 9.7                  | -0.4         |
| 0.6                                        | 0.0                    | -0.3               | -0.3                 | 0.1                  | -0.5               | -0.7                 | -1.7         | 2.8                                      | 1.7                  | -0.8         |
| 2.1                                        | 0.0                    | -0.6               | 0.3                  | 0.6                  | -0.4               | -0.6                 | 0.2          | 13.7                                     | 11.9                 | 11.0         |
| 0.3                                        | 0.0                    | -0.1               | -0.6                 | -0.3                 | -1.6               | -1.0                 | -0.9         | -2.8                                     | -3.6                 | -4.5         |
| 0.6                                        | 0.3                    | 0.4                | -0.1                 | 0.3                  | -1.0               | -0.4                 | 5.4          | 4.3                                      | 3.4                  | 7.8          |
| 0.5                                        | 0.1                    | 0.4                | 0.2                  | 0.2                  | 0.3                | 0.1                  | 0.0          | 3.1                                      | 2.9                  | 2.6          |
| 0.6                                        | 0.2                    | -0.9               | -0.3                 | -0.5                 | -2.1               | -2.3                 | -0.6         | 0.1                                      | -2.6                 | -3.7         |
| 0.8                                        | 0.6                    | 0.4                | -0.3                 | 0.0                  | -0.2               | -1.1                 | 8.4          | 6.2                                      | 4.4                  | 12.2         |
| 0.3                                        | 0.3                    | 0.3                | -0.1                 | -0.2                 | -0.2               | 0.1                  | 0.6          | 3.1                                      | 3.0                  | 2.7          |

### 1.3a Bilangan pekerja formal mengikut negeri, Januari 2022 - Mac 2023 Number of formal employees by state, January 2022 - March 2023

('000)

| Negeri<br>State   | Bulan / Month      |                      |              |                |            |             |
|-------------------|--------------------|----------------------|--------------|----------------|------------|-------------|
|                   | 2022               |                      |              |                |            |             |
|                   | Januari<br>January | Februari<br>February | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June |
| Malaysia          | 6,325.7            | 6,346.8              | 6,395.4      | 6,426.9        | 6,434.1    | 6,495.5     |
| Johor             | 680.4              | 681.1                | 686.2        | 689.4          | 687.6      | 693.3       |
| Kedah             | 232.1              | 233.1                | 234.6        | 236.9          | 238.2      | 241.5       |
| Kelantan          | 90.5               | 91.0                 | 90.9         | 91.9           | 92.4       | 93.2        |
| Melaka            | 169.6              | 170.1                | 171.3        | 171.7          | 172.3      | 174.1       |
| Negeri Sembilan   | 167.7              | 168.3                | 169.4        | 169.6          | 169.9      | 172.2       |
| Pahang            | 159.8              | 160.1                | 161.3        | 162.8          | 163.9      | 166.0       |
| Pulau Pinang      | 513.0              | 515.1                | 520.2        | 522.9          | 523.6      | 531.3       |
| Perak             | 305.5              | 305.9                | 308.0        | 309.1          | 310.6      | 313.7       |
| Perlis            | 18.8               | 18.9                 | 18.9         | 18.9           | 19.0       | 19.3        |
| Selangor          | 1,768.0            | 1,773.1              | 1,784.7      | 1,788.6        | 1,784.6    | 1,802.5     |
| Terengganu        | 134.3              | 134.8                | 136.1        | 136.5          | 137.6      | 139.4       |
| Sabah             | 316.0              | 316.2                | 319.1        | 322.2          | 323.7      | 325.7       |
| Sarawak           | 458.0              | 460.6                | 465.5        | 470.1          | 470.6      | 473.0       |
| W.P. Kuala Lumpur | 1,268.2            | 1,274.2              | 1,284.4      | 1,291.3        | 1,294.1    | 1,304.0     |
| W.P. Labuan       | 16.3               | 16.4                 | 16.5         | 16.4           | 16.4       | 16.5        |
| W.P. Putrajaya    | 27.4               | 27.9                 | 28.3         | 28.7           | 29.4       | 29.5        |

**1.3a Bilangan pekerja formal mengikut negeri, Januari 2022 - Mac 2023 (samb.)**  
*Number of formal employees by state, January 2022 - March 2023 (cont.)*

('000)

| Bulan / Month |                |                        |                    |                      |                      |                    |                      |              |
|---------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022          |                |                        |                    |                      |                      | 2023               |                      |              |
| Julai<br>July | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 6,535.4       | 6,580.0        | 6,591.0                | 6,581.1            | 6,561.3              | 6,555.1              | 6,502.5            | 6,432.8              | 6,450.6      |
| 697.1         | 702.5          | 703.5                  | 700.4              | 698.5                | 697.1                | 690.1              | 681.3                | 686.3        |
| 242.4         | 244.9          | 244.9                  | 243.7              | 241.6                | 240.6                | 235.4              | 232.0                | 230.8        |
| 93.6          | 93.6           | 93.2                   | 93.1               | 92.1                 | 91.8                 | 89.4               | 87.9                 | 88.3         |
| 174.8         | 175.8          | 176.1                  | 176.0              | 175.3                | 174.6                | 172.5              | 171.3                | 171.9        |
| 172.9         | 173.9          | 173.5                  | 172.8              | 171.7                | 170.5                | 169.0              | 164.8                | 165.6        |
| 166.3         | 167.1          | 166.9                  | 166.6              | 166.2                | 165.3                | 163.0              | 160.9                | 162.2        |
| 534.4         | 539.1          | 541.9                  | 541.6              | 540.4                | 538.7                | 532.5              | 527.2                | 530.8        |
| 314.8         | 316.0          | 315.8                  | 311.8              | 310.2                | 310.0                | 306.8              | 302.1                | 303.8        |
| 19.3          | 19.4           | 19.3                   | 19.0               | 18.9                 | 18.8                 | 18.5               | 17.7                 | 17.4         |
| 1,815.0       | 1,827.9        | 1,829.5                | 1,829.3            | 1,818.6              | 1,823.5              | 1,812.5            | 1,796.8              | 1,820.1      |
| 140.8         | 141.3          | 141.0                  | 140.2              | 139.0                | 137.3                | 135.6              | 131.9                | 133.0        |
| 327.9         | 329.3          | 330.7                  | 331.6              | 335.3                | 335.1                | 335.2              | 333.5                | 333.9        |
| 477.0         | 480.4          | 481.7                  | 481.4              | 479.8                | 477.6                | 472.2              | 467.8                | 471.4        |
| 1,312.8       | 1,322.1        | 1,326.0                | 1,326.6            | 1,327.3              | 1,328.4              | 1,324.6            | 1,313.3              | 1,290.9      |
| 16.6          | 16.6           | 16.7                   | 16.8               | 16.7                 | 16.7                 | 16.6               | 16.0                 | 16.0         |
| 29.9          | 30.1           | 30.2                   | 30.1               | 29.8                 | 29.4                 | 28.5               | 28.3                 | 28.3         |

**1.3b Peratus sumbangan pekerja formal mengikut negeri, Januari 2022 - Mac 2023**  
*Percentage share of formal employees by state, January 2022 - March 2023*

(%)

| Negeri<br>State   | Bulan / Month      |                      |              |                |            |             |
|-------------------|--------------------|----------------------|--------------|----------------|------------|-------------|
|                   | 2022               |                      |              |                |            |             |
|                   | Januari<br>January | Februari<br>February | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June |
| Malaysia          | 100                | 100                  | 100          | 100            | 100        | 100         |
| Johor             | 10.8               | 10.7                 | 10.7         | 10.7           | 10.7       | 10.7        |
| 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   | 2.7                | 2.7                  | 2.6          | 2.6            | 2.6        | 2.7         |
| Pahang            | 2.5                | 2.5                  | 2.5          | 2.5            | 2.5        | 2.6         |
| Pulau Pinang      | 8.1                | 8.1                  | 8.1          | 8.1            | 8.1        | 8.2         |
| Perak             | 4.8                | 4.8                  | 4.8          | 4.8            | 4.8        | 4.8         |
| Perlis            | 0.3                | 0.3                  | 0.3          | 0.3            | 0.3        | 0.3         |
| Selangor          | 28.0               | 27.9                 | 27.9         | 27.8           | 27.7       | 27.8        |
| Terengganu        | 2.1                | 2.1                  | 2.1          | 2.1            | 2.1        | 2.1         |
| Sabah             | 5.0                | 5.0                  | 5.0          | 5.0            | 5.0        | 5.0         |
| Sarawak           | 7.2                | 7.3                  | 7.3          | 7.3            | 7.3        | 7.3         |
| W.P. Kuala Lumpur | 20.0               | 20.1                 | 20.1         | 20.1           | 20.1       | 20.1        |
| W.P. Labuan       | 0.3                | 0.3                  | 0.3          | 0.3            | 0.3        | 0.3         |
| W.P. Putrajaya    | 0.4                | 0.4                  | 0.4          | 0.4            | 0.5        | 0.5         |



**1.3b Peratus sumbangan pekerja formal mengikut negeri, Januari 2022 - Mac 2023 (samb.)**  
*Percentage share of formal employees by state, January 2022 - March 2023 (cont.)*

(%)

| Bulan / Month |                |                        |                    |                      |                      |                    |                      |              |
|---------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022          |                |                        |                    |                      |                      | 2023               |                      |              |
| Julai<br>July | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 100           | 100            | 100                    | 100                | 100                  | 100                  | 100                | 100                  | 100          |
| 10.7          | 10.7           | 10.7                   | 10.6               | 10.6                 | 10.6                 | 10.6               | 10.6                 | 10.6         |
| 3.7           | 3.7            | 3.7                    | 3.7                | 3.7                  | 3.7                  | 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                | 2.7                  | 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          |
| 2.5           | 2.5            | 2.5                    | 2.5                | 2.5                  | 2.5                  | 2.5                | 2.5                  | 2.5          |
| 8.2           | 8.2            | 8.2                    | 8.2                | 8.2                  | 8.2                  | 8.2                | 8.2                  | 8.2          |
| 4.8           | 4.8            | 4.8                    | 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          |
| 27.8          | 27.8           | 27.8                   | 27.8               | 27.7                 | 27.8                 | 27.9               | 27.9                 | 28.2         |
| 2.2           | 2.1            | 2.1                    | 2.1                | 2.1                  | 2.1                  | 2.1                | 2.1                  | 2.1          |
| 5.0           | 5.0            | 5.0                    | 5.0                | 5.1                  | 5.1                  | 5.2                | 5.2                  | 5.2          |
| 7.3           | 7.3            | 7.3                    | 7.3                | 7.3                  | 7.3                  | 7.3                | 7.3                  | 7.3          |
| 20.1          | 20.1           | 20.1                   | 20.2               | 20.2                 | 20.3                 | 20.4               | 20.4                 | 20.0         |
| 0.3           | 0.3            | 0.3                    | 0.3                | 0.3                  | 0.3                  | 0.3                | 0.2                  | 0.2          |
| 0.5           | 0.5            | 0.5                    | 0.5                | 0.5                  | 0.4                  | 0.4                | 0.4                  | 0.4          |

# 1.3c Peratus perubahan pekerja formal mengikut negeri, Februari 2022 - Mac 2023

Percentage change of formal employees by state, February 2022 - March 2023

(%)

| Negeri<br>State   | Perubahan bulan ke bulan<br>Month-on-month |              |                |            |             |               |                |
|-------------------|--------------------------------------------|--------------|----------------|------------|-------------|---------------|----------------|
|                   | 2022                                       |              |                |            |             |               |                |
|                   | Februari<br>February                       | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June | Julai<br>July | Ogos<br>August |
| Malaysia          | 0.3                                        | 0.8          | 0.5            | 0.1        | 1.0         | 0.6           | 0.7            |
| Johor             | 0.1                                        | 0.8          | 0.5            | -0.3       | 0.8         | 0.5           | 0.8            |
| Kedah             | 0.5                                        | 0.6          | 1.0            | 0.6        | 1.4         | 0.4           | 1.0            |
| Kelantan          | 0.5                                        | 0.0          | 1.0            | 0.6        | 0.9         | 0.4           | 0.0            |
| Melaka            | 0.3                                        | 0.7          | 0.3            | 0.3        | 1.0         | 0.4           | 0.6            |
| Negeri Sembilan   | 0.4                                        | 0.6          | 0.1            | 0.2        | 1.4         | 0.4           | 0.5            |
| Pahang            | 0.2                                        | 0.7          | 0.9            | 0.7        | 1.3         | 0.2           | 0.5            |
| Pulau Pinang      | 0.4                                        | 1.0          | 0.5            | 0.1        | 1.5         | 0.6           | 0.9            |
| Perak             | 0.1                                        | 0.7          | 0.4            | 0.5        | 1.0         | 0.3           | 0.4            |
| Perlis            | 0.1                                        | 0.1          | 0.3            | 0.6        | 1.6         | -0.5          | 0.8            |
| Selangor          | 0.3                                        | 0.7          | 0.2            | -0.2       | 1.0         | 0.7           | 0.7            |
| Terengganu        | 0.4                                        | 1.0          | 0.2            | 0.8        | 1.3         | 1.0           | 0.4            |
| Sabah             | 0.1                                        | 0.9          | 1.0            | 0.5        | 0.6         | 0.7           | 0.4            |
| Sarawak           | 0.6                                        | 1.0          | 1.0            | 0.1        | 0.5         | 0.8           | 0.7            |
| W.P. Kuala Lumpur | 0.5                                        | 0.8          | 0.5            | 0.2        | 0.8         | 0.7           | 0.7            |
| W.P. Labuan       | 0.7                                        | 0.4          | -0.4           | 0.0        | 0.6         | 0.3           | 0.3            |
| W.P. Putrajaya    | 1.7                                        | 1.5          | 1.6            | 2.1        | 0.6         | 1.1           | 0.7            |

1.3c Peratus perubahan pekerja formal mengikut negeri, Februari 2022 - Mac 2023 (samb.)  
Percentage change of formal employees by state, February 2022 - March 2023 (cont.)

(%)

| Perubahan bulan ke bulan<br>Month-on-month |                    |                      |                      |                    |                      |              | Perubahan tahun ke tahun<br>Year-on-year |                      |              |
|--------------------------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|------------------------------------------|----------------------|--------------|
| 2022                                       |                    |                      |                      | 2023               |                      |              | 2023                                     |                      |              |
| September<br>September                     | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March | Januari<br>January                       | Februari<br>February | Mac<br>March |
| 0.2                                        | -0.2               | -0.3                 | -0.1                 | -0.8               | -1.1                 | 0.3          | 2.8                                      | 1.4                  | 0.9          |
| 0.2                                        | -0.4               | -0.3                 | -0.2                 | -1.0               | -1.3                 | 0.7          | 1.4                                      | 0.0                  | 0.0          |
| 0.0                                        | -0.5               | -0.9                 | -0.4                 | -2.1               | -1.4                 | -0.5         | 1.5                                      | -0.5                 | -1.6         |
| -0.4                                       | -0.1               | -1.0                 | -0.4                 | -2.5               | -1.8                 | 0.5          | -1.2                                     | -3.4                 | -2.9         |
| 0.2                                        | -0.1               | -0.4                 | -0.4                 | -1.2               | -0.7                 | 0.4          | 1.8                                      | 0.7                  | 0.3          |
| -0.2                                       | -0.4               | -0.6                 | -0.7                 | -0.8               | -2.5                 | 0.5          | 0.8                                      | -2.1                 | -2.2         |
| -0.1                                       | -0.2               | -0.3                 | -0.5                 | -1.4               | -1.2                 | 0.8          | 2.0                                      | 0.5                  | 0.5          |
| 0.5                                        | 0.0                | -0.2                 | -0.3                 | -1.1               | -1.0                 | 0.7          | 3.8                                      | 2.3                  | 2.0          |
| -0.1                                       | -1.3               | -0.5                 | -0.1                 | -1.0               | -1.5                 | 0.6          | 0.4                                      | -1.3                 | -1.4         |
| -0.5                                       | -1.4               | -0.9                 | -0.3                 | -1.4               | -4.5                 | -1.8         | -1.7                                     | -6.2                 | -8.0         |
| 0.1                                        | 0.0                | -0.6                 | 0.3                  | -0.6               | -0.9                 | 1.3          | 2.5                                      | 1.3                  | 2.0          |
| -0.2                                       | -0.6               | -0.9                 | -1.2                 | -1.2               | -2.7                 | 0.8          | 1.0                                      | -2.1                 | -2.3         |
| 0.4                                        | 0.3                | 1.1                  | -0.1                 | 0.0                | -0.5                 | 0.1          | 6.1                                      | 5.5                  | 4.6          |
| 0.3                                        | -0.1               | -0.3                 | -0.5                 | -1.1               | -0.9                 | 0.8          | 3.1                                      | 1.5                  | 1.3          |
| 0.3                                        | 0.1                | 0.0                  | 0.1                  | -0.3               | -0.9                 | -1.7         | 4.4                                      | 3.1                  | 0.5          |
| 0.3                                        | 0.5                | -0.1                 | -0.5                 | -0.3               | -3.5                 | 0.0          | 1.9                                      | -2.4                 | -2.7         |
| 0.3                                        | -0.1               | -1.2                 | -1.3                 | -3.0               | -0.7                 | 0.0          | 4.1                                      | 1.6                  | 0.1          |

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# JADUAL MEDIAN UPAH BULANAN, WARGANEGARA

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## *TABLE MEDIAN MONTHLY WAGES, CITIZEN*

## 2.1a Median upah bulanan mengikut jantina, etnik dan kumpulan umur, Januari 2022 - Mac 2023 Median monthly wages by sex, ethnic and age group, January 2022 - March 2023

(RM)

| Dimensi<br>Dimension                             | Bulan / Month      |                      |              |                |              |              |
|--------------------------------------------------|--------------------|----------------------|--------------|----------------|--------------|--------------|
|                                                  | 2022               |                      |              |                |              |              |
|                                                  | Januari<br>January | Februari<br>February | Mac<br>March | April<br>April | Mei<br>May   | Jun<br>June  |
| <b>Jumlah</b><br><i>Total</i>                    | <b>2,582</b>       | <b>2,382</b>         | <b>2,400</b> | <b>2,500</b>   | <b>2,445</b> | <b>2,478</b> |
| <b>Jantina</b><br><i>Sex</i>                     |                    |                      |              |                |              |              |
| <b>Lelaki</b><br><i>Male</i>                     | 2,600              | 2,400                | 2,467        | 2,500          | 2,500        | 2,500        |
| <b>Perempuan</b><br><i>Female</i>                | 2,527              | 2,318                | 2,344        | 2,422          | 2,400        | 2,400        |
| <b>Etnik</b><br><i>Ethnic</i>                    |                    |                      |              |                |              |              |
| <b>Bumiputera</b>                                | 2,100              | 1,989                | 2,000        | 2,064          | 2,027        | 2,064        |
| <b>Cina</b><br><i>Chinese</i>                    | 4,300              | 3,664                | 3,667        | 3,700          | 3,700        | 3,764        |
| <b>India</b><br><i>Indian</i>                    | 2,482              | 2,227                | 2,300        | 2,300          | 2,300        | 2,327        |
| <b>Lain-lain</b><br><i>Others</i>                | 1,927              | 1,800                | 1,800        | 1,864          | 1,889        | 1,900        |
| <b>Kumpulan umur</b><br><i>Age group</i>         |                    |                      |              |                |              |              |
| <b>Kurang daripada 20</b><br><i>Less than 20</i> | 1,200              | 1,200                | 1,200        | 1,200          | 1,422        | 1,500        |
| <b>20-24</b>                                     | 1,500              | 1,427                | 1,464        | 1,500          | 1,600        | 1,627        |
| <b>25-29</b>                                     | 2,244              | 2,100                | 2,122        | 2,200          | 2,200        | 2,222        |
| <b>30-34</b>                                     | 2,867              | 2,645                | 2,700        | 2,844          | 2,744        | 2,782        |
| <b>35-39</b>                                     | 3,233              | 3,000                | 3,022        | 3,200          | 3,022        | 3,067        |
| <b>40-44</b>                                     | 3,544              | 3,182                | 3,264        | 3,400          | 3,264        | 3,300        |
| <b>45-49</b>                                     | 3,582              | 3,189                | 3,244        | 3,382          | 3,264        | 3,300        |
| <b>50-54</b>                                     | 3,422              | 3,000                | 3,064        | 3,189          | 3,082        | 3,100        |
| <b>55-59</b>                                     | 3,200              | 2,967                | 3,000        | 3,000          | 3,000        | 3,000        |
| <b>60-64</b>                                     | 2,764              | 2,455                | 2,482        | 2,500          | 2,500        | 2,475        |
| <b>65 dan lebih</b><br><i>65 and above</i>       | 2,575              | 2,300                | 2,300        | 2,345          | 2,355        | 2,400        |

**2.1a** **Median upah bulanan mengikut jantina, etnik dan kumpulan umur,**  
**Januari 2022 - Mac 2023 (samb.)**  
*Median monthly wages by sex, ethnic and age group,*  
*January 2022 - March 2023 (cont.)*

(RM)

| Bulan / Month              |                |                        |                    |                      |                      |                    |                      |              |
|----------------------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022                       |                |                        |                    |                      |                      | 2023               |                      |              |
| Julai<br>July              | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 2,464                      | 2,464          | 2,464                  | 2,500              | 2,500                | 2,764                | 2,800              | 2,564                | 2,600        |
| Jantina<br>Sex             |                |                        |                    |                      |                      |                    |                      |              |
| 2,500                      | 2,500          | 2,500                  | 2,500              | 2,500                | 2,800                | 2,800              | 2,600                | 2,664        |
| 2,400                      | 2,382          | 2,400                  | 2,427              | 2,445                | 2,700                | 2,782              | 2,500                | 2,545        |
| Etnik<br>Ethnic            |                |                        |                    |                      |                      |                    |                      |              |
| 2,045                      | 2,045          | 2,045                  | 2,073              | 2,082                | 2,300                | 2,300              | 2,164                | 2,200        |
| 3,800                      | 3,800          | 3,800                  | 3,800              | 3,827                | 4,064                | 4,745              | 4,000                | 4,000        |
| 2,327                      | 2,345          | 2,364                  | 2,400              | 2,400                | 2,700                | 2,727              | 2,500                | 2,500        |
| 1,900                      | 1,900          | 1,900                  | 1,927              | 1,927                | 2,045                | 2,127              | 2,000                | 2,000        |
| Kumpulan umur<br>Age group |                |                        |                    |                      |                      |                    |                      |              |
| 1,500                      | 1,500          | 1,500                  | 1,500              | 1,500                | 1,500                | 1,500              | 1,500                | 1,500        |
| 1,627                      | 1,645          | 1,664                  | 1,682              | 1,700                | 1,782                | 1,700              | 1,664                | 1,682        |
| 2,233                      | 2,245          | 2,264                  | 2,300              | 2,300                | 2,500                | 2,445              | 2,300                | 2,327        |
| 2,764                      | 2,764          | 2,782                  | 2,800              | 2,800                | 3,045                | 3,000              | 2,800                | 2,882        |
| 3,027                      | 3,027          | 3,027                  | 3,064              | 3,082                | 3,482                | 3,464              | 3,200                | 3,282        |
| 3,264                      | 3,264          | 3,264                  | 3,300              | 3,300                | 3,764                | 3,764              | 3,400                | 3,500        |
| 3,245                      | 3,264          | 3,245                  | 3,282              | 3,300                | 3,782                | 3,900              | 3,482                | 3,500        |
| 3,064                      | 3,082          | 3,082                  | 3,100              | 3,111                | 3,500                | 3,745              | 3,300                | 3,400        |
| 3,000                      | 3,000          | 3,000                  | 3,000              | 3,000                | 3,282                | 3,482              | 3,064                | 3,127        |
| 2,500                      | 2,500          | 2,500                  | 2,500              | 2,500                | 2,700                | 3,000              | 2,800                | 2,800        |
| 2,445                      | 2,455          | 2,455                  | 2,500              | 2,500                | 2,575                | 3,000              | 2,500                | 2,500        |

| Dimensi<br>Dimension               | Perubahan bulan ke bulan<br>Month-on-month change |              |                |            |             |               |                |
|------------------------------------|---------------------------------------------------|--------------|----------------|------------|-------------|---------------|----------------|
|                                    | 2022                                              |              |                |            |             |               |                |
|                                    | Februari<br>February                              | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June | Julai<br>July | Ogos<br>August |
| Jumlah<br>Total                    | -7.7                                              | 0.8          | 4.2            | -2.2       | 1.3         | -0.6          | 0.0            |
| Jantina<br>Sex                     |                                                   |              |                |            |             |               |                |
| Lelaki<br>Male                     | -7.7                                              | 2.8          | 1.4            | 0.0        | 0.0         | 0.0           | 0.0            |
| Perempuan<br>Female                | -8.3                                              | 1.1          | 3.3            | -0.9       | 0.0         | 0.0           | -0.8           |
| Etnik<br>Ethnic                    |                                                   |              |                |            |             |               |                |
| Bumiputera                         | -5.3                                              | 0.6          | 3.2            | -1.8       | 1.8         | -0.9          | 0.0            |
| Cina<br>Chinese                    | -14.8                                             | 0.1          | 0.9            | 0.0        | 1.7         | 1.0           | 0.0            |
| India<br>Indian                    | -10.3                                             | 3.3          | 0.0            | 0.0        | 1.2         | 0.0           | 0.8            |
| Lain-lain<br>Others                | -6.6                                              | 0.0          | 3.5            | 1.4        | 0.6         | 0.0           | 0.0            |
| Kumpulan umur<br>Age group         |                                                   |              |                |            |             |               |                |
| Kurang daripada 20<br>Less than 20 | 0.0                                               | 0.0          | 0.0            | 18.5       | 5.5         | 0.0           | 0.0            |
| 20-24                              | -4.8                                              | 2.5          | 2.5            | 6.7        | 1.7         | 0.0           | 1.1            |
| 25-29                              | -6.4                                              | 1.1          | 3.7            | 0.0        | 1.0         | 0.5           | 0.5            |
| 30-34                              | -7.7                                              | 2.1          | 5.3            | -3.5       | 1.4         | -0.7          | 0.0            |
| 35-39                              | -7.2                                              | 0.7          | 5.9            | -5.6       | 1.5         | -1.3          | 0.0            |
| 40-44                              | -10.2                                             | 2.6          | 4.2            | -4.0       | 1.1         | -1.1          | 0.0            |
| 45-49                              | -11.0                                             | 1.7          | 4.2            | -3.5       | 1.1         | -1.7          | 0.6            |
| 50-54                              | -12.3                                             | 2.1          | 4.1            | -3.4       | 0.6         | -1.2          | 0.6            |
| 55-59                              | -7.3                                              | 1.1          | 0.0            | 0.0        | 0.0         | 0.0           | 0.0            |
| 60-64                              | -11.2                                             | 1.1          | 0.7            | 0.0        | -1.0        | 1.0           | 0.0            |
| 65 dan lebih<br>65 and above       | -10.7                                             | 0.0          | 2.0            | 0.4        | 1.9         | 1.9           | 0.4            |



2.1b

**Peratus perubahan median upah bulanan mengikut jantina, etnik dan kumpulan umur, Februari 2022 - Mac 2023 (samb.)**

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

(%)

| Perubahan bulan ke bulan<br><i>Month-on-month change</i> |                           |                             |                             |                           |                             |                     | Perubahan tahun ke tahun<br><i>Year-on-year change</i> |                             |                     |
|----------------------------------------------------------|---------------------------|-----------------------------|-----------------------------|---------------------------|-----------------------------|---------------------|--------------------------------------------------------|-----------------------------|---------------------|
| 2022                                                     |                           |                             |                             | 2023                      |                             |                     | 2023                                                   |                             |                     |
| September<br><i>September</i>                            | Oktober<br><i>October</i> | November<br><i>November</i> | Disember<br><i>December</i> | Januari<br><i>January</i> | Februari<br><i>February</i> | Mac<br><i>March</i> | Januari<br><i>January</i>                              | Februari<br><i>February</i> | Mac<br><i>March</i> |
| 0.0                                                      | 1.5                       | 0.0                         | 10.5                        | 1.3                       | -8.4                        | 1.4                 | 8.5                                                    | 7.6                         | 8.3                 |
| Jantina<br><i>Sex</i>                                    |                           |                             |                             |                           |                             |                     |                                                        |                             |                     |
| 0.0                                                      | 0.0                       | 0.0                         | 12.0                        | 0.0                       | -7.1                        | 2.4                 | 7.7                                                    | 8.3                         | 8.0                 |
| 0.8                                                      | 1.1                       | 0.7                         | 10.4                        | 3.0                       | -10.1                       | 1.8                 | 10.1                                                   | 7.8                         | 8.6                 |
| Etnik<br><i>Ethnic</i>                                   |                           |                             |                             |                           |                             |                     |                                                        |                             |                     |
| 0.0                                                      | 1.3                       | 0.4                         | 10.5                        | 0.0                       | -5.9                        | 1.7                 | 9.5                                                    | 8.8                         | 10.0                |
| 0.0                                                      | 0.0                       | 0.7                         | 6.2                         | 16.8                      | -15.7                       | 0.0                 | 10.4                                                   | 9.2                         | 9.1                 |
| 0.8                                                      | 1.5                       | 0.0                         | 12.5                        | 1.0                       | -8.3                        | 0.0                 | 9.9                                                    | 12.2                        | 8.7                 |
| 0.0                                                      | 1.4                       | 0.0                         | 6.1                         | 4.0                       | -6.0                        | 0.0                 | 10.4                                                   | 11.1                        | 11.1                |
| Kumpulan umur<br><i>Age group</i>                        |                           |                             |                             |                           |                             |                     |                                                        |                             |                     |
| 0.0                                                      | 0.0                       | 0.0                         | 0.0                         | 0.0                       | 0.0                         | 0.0                 | 25.0                                                   | 25.0                        | 25.0                |
| 1.1                                                      | 1.1                       | 1.1                         | 4.8                         | -4.6                      | -2.1                        | 1.1                 | 13.3                                                   | 16.6                        | 14.9                |
| 0.8                                                      | 1.6                       | 0.0                         | 8.7                         | -2.2                      | -5.9                        | 1.2                 | 9.0                                                    | 9.5                         | 9.7                 |
| 0.7                                                      | 0.7                       | 0.0                         | 8.8                         | -1.5                      | -6.7                        | 2.9                 | 4.7                                                    | 5.8                         | 6.7                 |
| 0.0                                                      | 1.2                       | 0.6                         | 13.0                        | -0.5                      | -7.6                        | 2.6                 | 7.1                                                    | 6.7                         | 8.6                 |
| 0.0                                                      | 1.1                       | 0.0                         | 14.0                        | 0.0                       | -9.7                        | 2.9                 | 6.2                                                    | 6.9                         | 7.2                 |
| -0.6                                                     | 1.1                       | 0.6                         | 14.6                        | 3.1                       | -10.7                       | 0.5                 | 8.9                                                    | 9.2                         | 7.9                 |
| 0.0                                                      | 0.6                       | 0.4                         | 12.5                        | 7.0                       | -11.9                       | 3.0                 | 9.4                                                    | 10.0                        | 11.0                |
| 0.0                                                      | 0.0                       | 0.0                         | 9.4                         | 6.1                       | -12.0                       | 2.1                 | 8.8                                                    | 3.3                         | 4.2                 |
| 0.0                                                      | 0.0                       | 0.0                         | 8.0                         | 11.1                      | -6.7                        | 0.0                 | 8.6                                                    | 14.1                        | 12.8                |
| 0.0                                                      | 1.9                       | 0.0                         | 3.0                         | 16.5                      | -16.7                       | 0.0                 | 16.5                                                   | 8.7                         | 8.7                 |

## 2.2a Median upah bulanan mengikut aktiviti ekonomi, Januari 2022 - Mac 2023 Median monthly wages by economic activity, January 2022 - March 2023

(RM)

| Jenis aktiviti ekonomi<br>Kind of economic activity |     |                                                                                                                                                         | Bulan / Month      |                      |              |                |              |
|-----------------------------------------------------|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|--------------|----------------|--------------|
|                                                     |     |                                                                                                                                                         | 2022               |                      |              |                |              |
|                                                     |     |                                                                                                                                                         | Januari<br>January | Februari<br>February | Mac<br>March | April<br>April | Mei<br>May   |
| <b>Jumlah</b><br><i>Total</i>                       |     |                                                                                                                                                         | <b>2,582</b>       | <b>2,382</b>         | <b>2,400</b> | <b>2,500</b>   | <b>2,445</b> |
| 1.                                                  |     | <b>Pertanian</b><br><i>Agriculture</i>                                                                                                                  | <b>1,855</b>       | <b>1,664</b>         | <b>1,744</b> | <b>1,789</b>   | <b>1,900</b> |
| 2.                                                  |     | <b>Perlombongan dan pengkuarian</b><br><i>Mining and quarrying</i>                                                                                      | <b>5,000</b>       | <b>4,422</b>         | <b>5,600</b> | <b>4,765</b>   | <b>4,500</b> |
| 3.                                                  |     | <b>Pembuatan</b><br><i>Manufacturing</i>                                                                                                                | <b>2,500</b>       | <b>2,164</b>         | <b>2,200</b> | <b>2,278</b>   | <b>2,227</b> |
|                                                     | 3.1 | Minyak dan lemak daripada sayuran dan haiwan dan proses makanan<br><i>Vegetable and animal oils and fats and food processing</i>                        | 2,182              | 1,922                | 2,000        | 2,064          | 2,022        |
|                                                     | 3.2 | Minuman dan produk tembakau<br><i>Beverages and tobacco products</i>                                                                                    | 3,067              | 2,744                | 2,744        | 2,876          | 2,789        |
|                                                     | 3.3 | Produk tekstil, pakaian dan kulit<br><i>Textiles, wearing apparel and leather products</i>                                                              | 1,944              | 1,689                | 1,691        | 1,722          | 1,782        |
|                                                     | 3.4 | Produk kayu, perabot, keluaran kertas dan percetakan<br><i>Wood products, furniture, paper products and printing</i>                                    | 2,400              | 2,000                | 2,000        | 2,067          | 2,027        |
|                                                     | 3.5 | Produk petroleum, kimia, getah dan plastik<br><i>Petroleum, chemical, rubber and plastic products</i>                                                   | 2,667              | 2,264                | 2,344        | 2,345          | 2,282        |
|                                                     | 3.6 | Produk mineral bukan logam, logam asas dan produk logam yang direka<br><i>Non-metallic, mineral products, basic metal and fabricated metal products</i> | 2,764              | 2,327                | 2,300        | 2,400          | 2,364        |
|                                                     | 3.7 | Produk elektrik, elektronik dan optikal<br><i>Electrical, electronic and optical products</i>                                                           | 2,500              | 2,200                | 2,245        | 2,300          | 2,300        |
|                                                     | 3.8 | Peralatan pengangkutan, pembuatan lain dan pembaikan<br><i>Transport equipment, other manufacturing and repair</i>                                      | 2,500              | 2,222                | 2,300        | 2,400          | 2,344        |
| 4.                                                  |     | <b>Pembinaan</b><br><i>Construction</i>                                                                                                                 | <b>2,767</b>       | <b>2,564</b>         | <b>2,600</b> | <b>2,700</b>   | <b>2,600</b> |
| 5.                                                  |     | <b>Perkhidmatan</b><br><i>Services</i>                                                                                                                  | <b>2,567</b>       | <b>2,400</b>         | <b>2,427</b> | <b>2,500</b>   | <b>2,489</b> |
|                                                     | 5.1 | Utiliti<br><i>Utilities</i>                                                                                                                             | 2,900              | 2,700                | 2,622        | 3,122          | 2,700        |
|                                                     | 5.2 | Perdagangan borong dan runcit<br><i>Wholesale and retail trade</i>                                                                                      | 2,367              | 2,067                | 2,089        | 2,164          | 2,167        |
|                                                     | 5.3 | Makanan & minuman dan penginapan<br><i>Food &amp; beverages and accommodation</i>                                                                       | 1,622              | 1,600                | 1,600        | 1,682          | 1,727        |
|                                                     | 5.4 | Pengangkutan dan penyimpanan<br><i>Transportation and storage</i>                                                                                       | 2,500              | 2,367                | 2,444        | 2,545          | 2,489        |
|                                                     | 5.5 | Maklumat dan komunikasi<br><i>Information and communication</i>                                                                                         | 4,711              | 4,500                | 4,764        | 4,689          | 4,582        |
|                                                     | 5.6 | Kewangan dan insurans<br><i>Finance and insurance</i>                                                                                                   | 5,600              | 5,533                | 6,100        | 5,856          | 5,500        |
|                                                     | 5.7 | Hartanah dan perkhidmatan perniagaan<br><i>Real estate and business services</i>                                                                        | 2,500              | 2,400                | 2,445        | 2,500          | 2,500        |
|                                                     | 5.8 | Perkhidmatan lain<br><i>Other services</i>                                                                                                              | 2,500              | 2,400                | 2,400        | 2,489          | 2,436        |

## 2.2a Median upah bulanan mengikut aktiviti ekonomi, Januari 2022 - Mac 2023 (samb.) Median monthly wages by economic activity, January 2022 - March 2023 (cont.)

(RM)

| Bulan / Month |               |                |                        |                    |                      |                      |                    |                      |              |
|---------------|---------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022          |               |                |                        |                    |                      |                      | 2023               |                      |              |
| Jun<br>June   | Julai<br>July | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 2,478         | 2,464         | 2,464          | 2,464                  | 2,500              | 2,500                | 2,764                | 2,800              | 2,564                | 2,600        |
| 1,945         | 1,867         | 1,900          | 1,864                  | 1,900              | 1,900                | 2,227                | 2,022              | 1,845                | 1,900        |
| 4,522         | 4,464         | 4,500          | 4,464                  | 4,500              | 4,500                | 6,356                | 5,500              | 5,300                | 7,500        |
| 2,289         | 2,264         | 2,227          | 2,245                  | 2,282              | 2,300                | 3,000                | 2,700              | 2,364                | 2,444        |
| 2,022         | 2,027         | 2,045          | 2,027                  | 2,056              | 2,064                | 2,345                | 2,400              | 2,082                | 2,164        |
| 2,878         | 2,682         | 2,722          | 2,782                  | 2,727              | 2,845                | 3,800                | 3,400              | 3,000                | 3,000        |
| 1,800         | 1,800         | 1,800          | 1,800                  | 1,800              | 1,800                | 1,982                | 2,064              | 1,900                | 1,945        |
| 2,064         | 2,045         | 2,082          | 2,064                  | 2,100              | 2,082                | 2,364                | 2,600              | 2,200                | 2,200        |
| 2,400         | 2,327         | 2,327          | 2,300                  | 2,364              | 2,391                | 3,064                | 2,927              | 2,482                | 2,600        |
| 2,400         | 2,400         | 2,400          | 2,400                  | 2,400              | 2,445                | 2,700                | 3,000              | 2,564                | 2,500        |
| 2,364         | 2,327         | 2,264          | 2,322                  | 2,327              | 2,345                | 3,627                | 2,727              | 2,400                | 2,464        |
| 2,422         | 2,345         | 2,282          | 2,327                  | 2,400              | 2,464                | 3,027                | 2,627              | 2,444                | 2,545        |
| 2,644         | 2,645         | 2,682          | 2,664                  | 2,664              | 2,664                | 2,800                | 3,000              | 2,800                | 2,764        |
| 2,500         | 2,482         | 2,482          | 2,500                  | 2,500              | 2,500                | 2,655                | 2,800              | 2,600                | 2,627        |
| 2,600         | 2,582         | 2,582          | 2,600                  | 2,582              | 2,622                | 3,100                | 2,864              | 2,682                | 2,845        |
| 2,167         | 2,164         | 2,164          | 2,164                  | 2,200              | 2,200                | 2,300                | 2,500              | 2,264                | 2,264        |
| 1,722         | 1,727         | 1,700          | 1,745                  | 1,782              | 1,764                | 1,800                | 1,827              | 1,800                | 1,782        |
| 2,500         | 2,482         | 2,500          | 2,500                  | 2,500              | 2,500                | 2,800                | 2,700              | 2,627                | 2,700        |
| 4,500         | 4,500         | 4,500          | 4,500                  | 4,500              | 4,564                | 4,882                | 5,000              | 4,764                | 5,200        |
| 5,500         | 5,209         | 5,200          | 5,200                  | 5,200              | 5,300                | 6,100                | 5,500              | 5,500                | 6,000        |
| 2,500         | 2,500         | 2,500          | 2,500                  | 2,527              | 2,564                | 2,782                | 2,900              | 2,800                | 2,800        |
| 2,444         | 2,427         | 2,445          | 2,464                  | 2,500              | 2,500                | 2,600                | 2,664              | 2,545                | 2,600        |

**2.2b Peratus perubahan median upah bulanan mengikut aktiviti ekonomi,  
Februari 2022 - Mac 2023**  
Percentage change of median monthly wages by economic activity,  
February 2022 - March 2023

(%)

| Jenis aktiviti ekonomi<br>Kind of economic activity |     |                                                                                                                                                  | Perubahan bulan ke bulan<br>Month-on-month |              |                |            |             |               |
|-----------------------------------------------------|-----|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------|----------------|------------|-------------|---------------|
|                                                     |     |                                                                                                                                                  | 2022                                       |              |                |            |             |               |
|                                                     |     |                                                                                                                                                  | Februari<br>February                       | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June | Julai<br>July |
| <b>Jumlah</b><br>Total                              |     |                                                                                                                                                  | -7.7                                       | 0.8          | 4.2            | -2.2       | 1.3         | -0.6          |
| 1.                                                  |     | <b>Pertanian</b><br>Agriculture                                                                                                                  | -10.3                                      | 4.9          | 2.5            | 6.2        | 2.4         | -4.0          |
| 2.                                                  |     | <b>Perlombongan dan pengkuarian</b><br>Mining and quarrying                                                                                      | -11.6                                      | 26.6         | -14.9          | -5.6       | 0.5         | -1.3          |
| 3.                                                  |     | <b>Pembuatan</b><br>Manufacturing                                                                                                                | -13.5                                      | 1.7          | 3.5            | -2.2       | 2.8         | -1.1          |
|                                                     | 3.1 | Minyak dan lemak daripada sayuran dan haiwan dan proses makanan<br>Vegetable and animal oils and fats and food processing                        | -11.9                                      | 4.0          | 3.2            | -2.0       | 0.0         | 0.2           |
|                                                     | 3.2 | Minuman dan produk tembakau<br>Beverages and tobacco products                                                                                    | -10.5                                      | 0.0          | 4.8            | -3.0       | 3.2         | -6.8          |
|                                                     | 3.3 | Produk tekstil, pakaian dan kulit<br>Textiles, wearing apparel and leather products                                                              | -13.1                                      | 0.1          | 1.9            | 3.5        | 1.0         | 0.0           |
|                                                     | 3.4 | Produk kayu, perabot, keluaran kertas dan percetakan<br>Wood products, furniture, paper products and printing                                    | -16.7                                      | 0.0          | 3.3            | -1.9       | 1.8         | -0.9          |
|                                                     | 3.5 | Produk petroleum, kimia, getah dan plastik<br>Petroleum, chemical, rubber and plastic products                                                   | -15.1                                      | 3.6          | 0.0            | -2.7       | 5.2         | -3.0          |
|                                                     | 3.6 | Produk mineral bukan logam, logam asas dan produk logam yang direka<br>Non-metallic, mineral products, basic metal and fabricated metal products | -15.8                                      | -1.2         | 4.3            | -1.5       | 1.5         | 0.0           |
|                                                     | 3.7 | Produk elektrik, elektronik dan optikal<br>Electrical, electronic and optical products                                                           | -12.0                                      | 2.1          | 2.4            | 0.0        | 2.8         | -1.5          |
|                                                     | 3.8 | Peralatan pengangkutan, pembuatan lain dan pembaikan<br>Transport equipment, other manufacturing and repair                                      | -11.1                                      | 3.5          | 4.3            | -2.3       | 3.3         | -3.2          |
| 4.                                                  |     | <b>Pembinaan</b><br>Construction                                                                                                                 | -7.3                                       | 1.4          | 3.8            | -3.7       | 1.7         | 0.0           |
| 5.                                                  |     | <b>Perkhidmatan</b><br>Services                                                                                                                  | -6.5                                       | 1.1          | 3.0            | -0.4       | 0.4         | -0.7          |
|                                                     | 5.1 | Utiliti<br>Utilities                                                                                                                             | -6.9                                       | -2.9         | 19.1           | -13.5      | -3.7        | -0.7          |
|                                                     | 5.2 | Perdagangan borong dan runcit<br>Wholesale and retail trade                                                                                      | -12.7                                      | 1.1          | 3.6            | 0.1        | 0.0         | -0.1          |
|                                                     | 5.3 | Makanan & minuman dan penginapan<br>Food & beverages and accommodation                                                                           | -5.3                                       | 3.3          | 4.1            | -2.2       | 0.4         | -0.7          |
|                                                     | 5.4 | Pengangkutan dan penyimpanan<br>Transportation and storage                                                                                       | -1.4                                       | 0.0          | 5.1            | 2.7        | -0.3        | 0.3           |
|                                                     | 5.5 | Maklumat dan komunikasi<br>Information and communication                                                                                         | -4.5                                       | 5.9          | -1.6           | -2.3       | -1.8        | 0.0           |
|                                                     | 5.6 | Kewangan dan insurans<br>Finance and insurance                                                                                                   | -1.2                                       | 10.2         | -4.0           | -6.1       | 0.0         | -5.3          |
|                                                     | 5.7 | Hartanah dan perkhidmatan perniagaan<br>Real estate and business services                                                                        | -4.0                                       | 1.9          | 2.2            | 0.0        | 0.0         | 0.0           |
|                                                     | 5.8 | Perkhidmatan lain<br>Other services                                                                                                              | -4.0                                       | 0.0          | 3.7            | -2.1       | 0.3         | -0.7          |

**2.2b** Peratus perubahan median upah bulanan mengikut aktiviti ekonomi,  
**Februari 2022 - Mac 2023 (samb.)**  
*Percentage change of median monthly wages by economic activity,  
 February 2022 - March 2023 (cont.)*

(%)

| Perubahan bulan ke bulan<br><i>Month-on-month</i> |                               |                           |                             |                             |                           |                             |                     | Perubahan tahun ke tahun<br><i>Year-on-year</i> |                             |                     |
|---------------------------------------------------|-------------------------------|---------------------------|-----------------------------|-----------------------------|---------------------------|-----------------------------|---------------------|-------------------------------------------------|-----------------------------|---------------------|
| 2022                                              |                               |                           |                             |                             | 2023                      |                             |                     | 2023                                            |                             |                     |
| Ogos<br><i>August</i>                             | September<br><i>September</i> | Oktober<br><i>October</i> | November<br><i>November</i> | Disember<br><i>December</i> | Januari<br><i>January</i> | Februari<br><i>February</i> | Mac<br><i>March</i> | Januari<br><i>January</i>                       | Februari<br><i>February</i> | Mac<br><i>March</i> |
| 0.0                                               | 0.0                           | 1.5                       | 0.0                         | 10.5                        | 1.3                       | -8.4                        | 1.4                 | 8.5                                             | 7.6                         | 8.3                 |
| 1.8                                               | -1.9                          | 2.0                       | 0.0                         | 17.2                        | -9.2                      | -8.7                        | 3.0                 | 9.0                                             | 10.9                        | 8.9                 |
| 0.8                                               | -0.8                          | 0.8                       | 0.0                         | 41.2                        | -13.5                     | -3.6                        | 41.5                | 10.0                                            | 19.8                        | 33.9                |
| -1.6                                              | 0.8                           | 1.6                       | 0.8                         | 30.4                        | -10.0                     | -12.5                       | 3.4                 | 8.0                                             | 9.2                         | 11.1                |
| 0.9                                               | -0.9                          | 1.4                       | 0.4                         | 13.7                        | 2.3                       | -13.3                       | 3.9                 | 10.0                                            | 8.3                         | 8.2                 |
| 1.5                                               | 2.2                           | -2.0                      | 4.3                         | 33.5                        | -10.5                     | -11.8                       | 0.0                 | 10.9                                            | 9.3                         | 9.3                 |
| 0.0                                               | 0.0                           | 0.0                       | 0.0                         | 10.1                        | 4.1                       | -7.9                        | 2.4                 | 6.1                                             | 12.5                        | 15.1                |
| 1.8                                               | -0.9                          | 1.8                       | -0.9                        | 13.5                        | 10.0                      | -15.4                       | 0.0                 | 8.3                                             | 10.0                        | 10.0                |
| 0.0                                               | -1.2                          | 2.8                       | 1.2                         | 28.1                        | -4.5                      | -15.2                       | 4.8                 | 9.8                                             | 9.6                         | 10.9                |
| 0.0                                               | 0.0                           | 0.0                       | 1.9                         | 10.4                        | 11.1                      | -14.5                       | -2.5                | 8.6                                             | 10.2                        | 8.7                 |
| -2.7                                              | 2.6                           | 0.2                       | 0.8                         | 54.7                        | -24.8                     | -12.0                       | 2.7                 | 9.1                                             | 9.1                         | 9.7                 |
| -2.7                                              | 2.0                           | 3.1                       | 2.7                         | 22.9                        | -13.2                     | -7.0                        | 4.1                 | 5.1                                             | 10.0                        | 10.7                |
| 1.4                                               | -0.7                          | 0.0                       | 0.0                         | 5.1                         | 7.1                       | -6.7                        | -1.3                | 8.4                                             | 9.2                         | 6.3                 |
| 0.0                                               | 0.7                           | 0.0                       | 0.0                         | 6.2                         | 5.5                       | -7.1                        | 1.0                 | 9.1                                             | 8.3                         | 8.2                 |
| 0.0                                               | 0.7                           | -0.7                      | 1.6                         | 18.2                        | -7.6                      | -6.3                        | 6.1                 | -1.3                                            | -0.7                        | 8.5                 |
| 0.0                                               | 0.0                           | 1.7                       | 0.0                         | 4.5                         | 8.7                       | -9.5                        | 0.0                 | 5.6                                             | 9.5                         | 8.4                 |
| 0.7                                               | 0.0                           | 0.0                       | 0.0                         | 12.0                        | -3.6                      | -2.7                        | 2.8                 | 8.0                                             | 11.0                        | 10.5                |
| -1.6                                              | 2.7                           | 2.1                       | -1.0                        | 2.1                         | 1.5                       | -1.5                        | -1.0                | 12.6                                            | 12.5                        | 11.4                |
| 0.0                                               | 0.0                           | 0.0                       | 1.4                         | 7.0                         | 2.4                       | -4.7                        | 9.2                 | 6.1                                             | 5.9                         | 9.2                 |
| -0.2                                              | 0.0                           | 0.0                       | 1.9                         | 15.1                        | -9.8                      | 0.0                         | 9.1                 | -1.8                                            | -0.6                        | -1.6                |
| 0.0                                               | 0.0                           | 1.1                       | 1.4                         | 8.5                         | 4.2                       | -3.4                        | 0.0                 | 16.0                                            | 16.7                        | 14.5                |
| 0.7                                               | 0.7                           | 1.5                       | 0.0                         | 4.0                         | 2.4                       | -4.4                        | 2.1                 | 6.5                                             | 6.1                         | 8.3                 |

## 2.3a Median upah bulanan mengikut negeri, Januari 2022 - Mac 2023

Median monthly wages by state, January 2022 - March 2023

(RM)

| Negeri<br>State   | Bulan / Month      |                      |              |                |            |             |
|-------------------|--------------------|----------------------|--------------|----------------|------------|-------------|
|                   | 2022               |                      |              |                |            |             |
|                   | Januari<br>January | Februari<br>February | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June |
| Malaysia          | 2,582              | 2,382                | 2,400        | 2,500          | 2,445      | 2,478       |
| Johor             | 2,344              | 2,089                | 2,100        | 2,200          | 2,182      | 2,200       |
| Kedah             | 1,700              | 1,600                | 1,600        | 1,633          | 1,700      | 1,744       |
| Kelantan          | 1,422              | 1,389                | 1,400        | 1,444          | 1,500      | 1,544       |
| Melaka            | 2,267              | 2,044                | 2,027        | 2,122          | 2,167      | 2,200       |
| Negeri Sembilan   | 2,127              | 2,000                | 2,082        | 2,064          | 2,067      | 2,133       |
| Pahang            | 1,811              | 1,745                | 1,800        | 1,864          | 1,867      | 1,900       |
| Pulau Pinang      | 2,678              | 2,344                | 2,382        | 2,467          | 2,427      | 2,464       |
| Perak             | 2,000              | 1,764                | 1,800        | 1,800          | 1,845      | 1,882       |
| Perlis            | 1,467              | 1,400                | 1,400        | 1,422          | 1,522      | 1,556       |
| Selangor          | 2,944              | 2,700                | 2,700        | 2,827          | 2,745      | 2,800       |
| Terengganu        | 1,682              | 1,645                | 1,667        | 1,733          | 1,764      | 1,789       |
| Sabah             | 1,667              | 1,564                | 1,567        | 1,622          | 1,700      | 1,744       |
| Sarawak           | 1,964              | 1,800                | 1,800        | 1,845          | 1,922      | 1,900       |
| W.P. Kuala Lumpur | 3,822              | 3,600                | 3,700        | 3,867          | 3,600      | 3,600       |
| W.P. Labuan       | 1,827              | 1,764                | 1,789        | 1,800          | 1,822      | 1,864       |
| W.P. Putrajaya    | 2,322              | 2,289                | 2,564        | 2,344          | 2,322      | 2,300       |

## 2.3a Median upah bulanan mengikut negeri, Januari 2022 - Mac 2023 (samb.) Median monthly wages by state, January 2022 - March 2023 (cont.)

(RM)

| Bulan / Month |                |                        |                    |                      |                      |                    |                      |              |
|---------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022          |                |                        |                    |                      |                      | 2023               |                      |              |
| Julai<br>July | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 2,464         | 2,464          | 2,464                  | 2,500              | 2,500                | 2,764                | 2,800              | 2,564                | 2,600        |
| 2,200         | 2,200          | 2,200                  | 2,227              | 2,245                | 2,500                | 2,527              | 2,327                | 2,400        |
| 1,745         | 1,727          | 1,727                  | 1,745              | 1,764                | 1,882                | 1,900              | 1,800                | 1,827        |
| 1,500         | 1,545          | 1,564                  | 1,555              | 1,564                | 1,564                | 1,600              | 1,600                | 1,600        |
| 2,127         | 2,127          | 2,109                  | 2,264              | 2,245                | 2,527                | 2,491              | 2,227                | 2,264        |
| 2,100         | 2,127          | 2,100                  | 2,127              | 2,145                | 2,400                | 2,345              | 2,227                | 2,345        |
| 1,900         | 1,927          | 1,900                  | 1,909              | 1,927                | 2,000                | 2,000              | 1,964                | 2,000        |
| 2,445         | 2,427          | 2,478                  | 2,500              | 2,500                | 3,000                | 2,964              | 2,575                | 2,627        |
| 1,845         | 1,864          | 1,864                  | 1,882              | 1,900                | 2,000                | 2,145              | 1,964                | 2,000        |
| 1,545         | 1,564          | 1,564                  | 1,564              | 1,564                | 1,627                | 1,645              | 1,627                | 1,627        |
| 2,727         | 2,745          | 2,764                  | 2,800              | 2,800                | 3,000                | 3,067              | 2,900                | 2,964        |
| 1,782         | 1,800          | 1,800                  | 1,800              | 1,800                | 1,900                | 1,900              | 1,882                | 1,900        |
| 1,727         | 1,700          | 1,727                  | 1,764              | 1,727                | 1,800                | 1,864              | 1,782                | 1,782        |
| 1,900         | 1,900          | 1,900                  | 1,900              | 1,900                | 2,000                | 2,100              | 1,982                | 2,000        |
| 3,600         | 3,582          | 3,582                  | 3,627              | 3,622                | 3,945                | 4,000              | 3,827                | 3,927        |
| 1,867         | 1,864          | 1,864                  | 1,864              | 1,864                | 2,200                | 2,000              | 1,927                | 1,900        |
| 2,327         | 2,327          | 2,327                  | 2,327              | 2,364                | 2,400                | 2,527              | 2,500                | 2,464        |

## 2.3b Peratus perubahan median upah bulanan mengikut negeri, Februari 2022 - Mac 2023 Percentage change of median monthly wages by state, February 2022 - March 2023

(%)

| Negeri<br>State   | Perubahan bulan ke bulan<br>Month-on-month change |              |                |            |             |               |                |
|-------------------|---------------------------------------------------|--------------|----------------|------------|-------------|---------------|----------------|
|                   | 2022                                              |              |                |            |             |               |                |
|                   | Februari<br>February                              | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June | Julai<br>July | Ogos<br>August |
| Malaysia          | -7.7                                              | 0.8          | 4.2            | -2.2       | 1.3         | -0.6          | 0.0            |
| Johor             | -10.9                                             | 0.5          | 4.8            | -0.8       | 0.8         | 0.0           | 0.0            |
| Kedah             | -5.9                                              | 0.0          | 2.1            | 4.1        | 2.6         | 0.1           | -1.0           |
| Kelantan          | -2.3                                              | 0.8          | 3.2            | 3.8        | 3.0         | -2.9          | 3.0            |
| Melaka            | -9.8                                              | -0.8         | 4.7            | 2.1        | 1.5         | -3.3          | 0.0            |
| Negeri Sembilan   | -6.0                                              | 4.1          | -0.9           | 0.1        | 3.2         | -1.6          | 1.3            |
| Pahang            | -3.6                                              | 3.1          | 3.5            | 0.2        | 1.8         | 0.0           | 1.4            |
| Pulau Pinang      | -12.4                                             | 1.6          | 3.6            | -1.6       | 1.5         | -0.7          | -0.7           |
| Perak             | -11.8                                             | 2.1          | 0.0            | 2.5        | 2.0         | -1.9          | 1.0            |
| Perlis            | -4.5                                              | 0.0          | 1.6            | 7.0        | 2.2         | -0.6          | 1.2            |
| Selangor          | -8.3                                              | 0.0          | 4.7            | -2.9       | 2.0         | -2.6          | 0.7            |
| Terengganu        | -2.2                                              | 1.3          | 4.0            | 1.7        | 1.4         | -0.4          | 1.0            |
| Sabah             | -6.2                                              | 0.2          | 3.5            | 4.8        | 2.6         | -1.0          | -1.6           |
| Sarawak           | -8.3                                              | 0.0          | 2.5            | 4.2        | -1.2        | 0.0           | 0.0            |
| W.P. Kuala Lumpur | -5.8                                              | 2.8          | 4.5            | -6.9       | 0.0         | 0.0           | -0.5           |
| W.P. Labuan       | -3.5                                              | 1.4          | 0.6            | 1.2        | 2.3         | 0.2           | -0.2           |
| W.P. Putrajaya    | -1.4                                              | 12.0         | -8.6           | -0.9       | -1.0        | 1.2           | 0.0            |



**2.3b Peratus perubahan median upah bulanan mengikut negeri, Februari 2022 - Mac 2023 (samb.)**  
**Percentage change of median monthly wages by state, February 2022 - March 2023 (cont.)**

(%)

| Perubahan bulan ke bulan<br>Month-on-month change |                    |                      |                      |                    |                      |              | Perubahan tahun ke tahun<br>Year-on-year change |                      |              |
|---------------------------------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|-------------------------------------------------|----------------------|--------------|
| 2022                                              |                    |                      |                      | 2023               |                      |              | 2023                                            |                      |              |
| September<br>September                            | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March | Januari<br>January                              | Februari<br>February | Mac<br>March |
| 0.0                                               | 1.5                | 0.0                  | 10.5                 | 1.3                | -8.4                 | 1.4          | 8.5                                             | 7.6                  | 8.3          |
| 0.0                                               | 1.2                | 0.8                  | 11.3                 | 1.1                | -7.9                 | 3.1          | 7.8                                             | 11.4                 | 14.3         |
| 0.0                                               | 1.1                | 1.0                  | 6.7                  | 1.0                | -5.3                 | 1.5          | 11.8                                            | 12.5                 | 14.2         |
| 1.2                                               | -0.6               | 0.6                  | 0.0                  | 2.3                | 0.0                  | 0.0          | 12.5                                            | 15.2                 | 14.3         |
| -0.9                                              | 7.3                | -0.8                 | 12.6                 | -1.4               | -10.6                | 1.6          | 9.9                                             | 8.9                  | 11.7         |
| -1.3                                              | 1.3                | 0.9                  | 11.9                 | -2.3               | -5.0                 | 5.3          | 10.3                                            | 11.4                 | 12.7         |
| -1.4                                              | 0.5                | 1.0                  | 3.8                  | 0.0                | -1.8                 | 1.9          | 10.4                                            | 12.5                 | 11.1         |
| 2.1                                               | 0.9                | 0.0                  | 20.0                 | -1.2               | -13.1                | 2.0          | 10.7                                            | 9.8                  | 10.3         |
| 0.0                                               | 1.0                | 1.0                  | 5.3                  | 7.3                | -8.5                 | 1.9          | 7.3                                             | 11.3                 | 11.1         |
| 0.0                                               | 0.0                | 0.0                  | 4.1                  | 1.1                | -1.1                 | 0.0          | 12.2                                            | 16.2                 | 16.2         |
| 0.7                                               | 1.3                | 0.0                  | 7.1                  | 2.2                | -5.4                 | 2.2          | 4.2                                             | 7.4                  | 9.8          |
| 0.0                                               | 0.0                | 0.0                  | 5.6                  | 0.0                | -1.0                 | 1.0          | 13.0                                            | 14.4                 | 14.0         |
| 1.6                                               | 2.1                | -2.1                 | 4.2                  | 3.5                | -4.4                 | 0.0          | 11.8                                            | 14.0                 | 13.7         |
| 0.0                                               | 0.0                | 0.0                  | 5.3                  | 5.0                | -5.6                 | 0.9          | 6.9                                             | 10.1                 | 11.1         |
| 0.0                                               | 1.3                | -0.1                 | 8.9                  | 1.4                | -4.3                 | 2.6          | 4.7                                             | 6.3                  | 6.1          |
| 0.0                                               | 0.0                | 0.0                  | 18.0                 | -9.1               | -3.6                 | -1.4         | 9.5                                             | 9.3                  | 6.2          |
| 0.0                                               | 0.0                | 1.6                  | 1.5                  | 5.3                | -1.1                 | -1.5         | 8.8                                             | 9.2                  | -3.9         |

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# JADUAL TABURAN UPAH, WARGANEGARA

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***TABLE  
WAGES DISTRIBUTION,  
CITIZEN***

### 3.1 Taburan bilangan pekerja formal mengikut skala upah, Januari 2022 - Mac 2023 Number of formal employees distribution by wages scale, January 2022 - March 2023

| Skala upah<br>Wages scale                                                    | Bulan / Month      |                      |              |                |            |             |
|------------------------------------------------------------------------------|--------------------|----------------------|--------------|----------------|------------|-------------|
|                                                                              | 2022               |                      |              |                |            |             |
|                                                                              | Januari<br>January | Februari<br>February | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June |
| Bilangan pekerja formal<br>Number of formal employees ('000)                 |                    |                      |              |                |            |             |
| RM 2,000 ke bawah<br>Below RM 2,000                                          | 2,363.8            | 2,583.1              | 2,568.0      | 2,489.4        | 2,492.0    | 2,486.4     |
| RM 2,000 - RM 2,999                                                          | 1,173.3            | 1,242.7              | 1,239.9      | 1,230.9        | 1,326.1    | 1,342.2     |
| RM 3,000 - RM 3,999                                                          | 764.6              | 777.7                | 783.5        | 786.2          | 819.8      | 829.9       |
| RM 4,000 - RM 4,999                                                          | 460.0              | 441.7                | 435.7        | 454.9          | 464.0      | 472.4       |
| RM 5,000 - RM 5,999                                                          | 334.4              | 308.6                | 302.1        | 321.6          | 320.1      | 325.9       |
| RM 6,000 - RM 6,999                                                          | 230.9              | 199.8                | 192.6        | 216.3          | 209.2      | 209.9       |
| RM 7,000 - RM 7,999                                                          | 173.7              | 145.3                | 141.1        | 159.5          | 153.2      | 155.1       |
| RM 8,000 - RM 8,999                                                          | 136.2              | 112.5                | 111.7        | 125.5          | 118.8      | 119.9       |
| RM 9,000 - RM 9,999                                                          | 98.1               | 76.6                 | 75.4         | 89.9           | 81.4       | 82.4        |
| RM 10,000 - RM 10,999                                                        | 88.9               | 71.7                 | 73.4         | 82.9           | 76.2       | 77.1        |
| RM 11,000 - RM 11,999                                                        | 61.5               | 47.0                 | 47.3         | 55.7           | 50.0       | 50.3        |
| RM 12,000 - RM 12,999                                                        | 56.6               | 43.7                 | 45.8         | 52.2           | 46.1       | 46.8        |
| RM 13,000 - RM 13,999                                                        | 43.3               | 32.4                 | 34.6         | 39.6           | 34.5       | 35.4        |
| RM 14,000 - RM 14,999                                                        | 35.5               | 26.2                 | 28.0         | 31.6           | 27.2       | 28.0        |
| RM 15,000 dan ke atas<br>RM 15,000 and above                                 | 305.0              | 237.9                | 316.3        | 290.8          | 215.7      | 233.6       |
| Peratus sumbangan pekerja formal<br>Percentage share of formal employees (%) |                    |                      |              |                |            |             |
| RM 2,000 ke bawah<br>Below RM 2,000                                          | 37.4               | 40.7                 | 40.2         | 38.7           | 38.7       | 38.3        |
| RM 2,000 - RM 2,999                                                          | 18.5               | 19.6                 | 19.4         | 19.2           | 20.6       | 20.7        |
| RM 3,000 - RM 3,999                                                          | 12.1               | 12.3                 | 12.3         | 12.2           | 12.7       | 12.8        |
| RM 4,000 - RM 4,999                                                          | 7.3                | 7.0                  | 6.8          | 7.1            | 7.2        | 7.3         |
| RM 5,000 - RM 5,999                                                          | 5.3                | 4.9                  | 4.7          | 5.0            | 5.0        | 5.0         |
| RM 6,000 - RM 6,999                                                          | 3.6                | 3.1                  | 3.0          | 3.4            | 3.3        | 3.2         |
| RM 7,000 - RM 7,999                                                          | 2.7                | 2.3                  | 2.2          | 2.5            | 2.4        | 2.4         |
| RM 8,000 - RM 8,999                                                          | 2.2                | 1.8                  | 1.7          | 2.0            | 1.8        | 1.8         |
| RM 9,000 - RM 9,999                                                          | 1.6                | 1.2                  | 1.2          | 1.4            | 1.3        | 1.3         |
| RM 10,000 - RM 10,999                                                        | 1.4                | 1.1                  | 1.1          | 1.3            | 1.2        | 1.2         |
| RM 11,000 - RM 11,999                                                        | 1.0                | 0.7                  | 0.7          | 0.9            | 0.8        | 0.8         |
| RM 12,000 - RM 12,999                                                        | 0.9                | 0.7                  | 0.7          | 0.8            | 0.7        | 0.7         |
| RM 13,000 - RM 13,999                                                        | 0.7                | 0.5                  | 0.5          | 0.6            | 0.5        | 0.5         |
| RM 14,000 - RM 14,999                                                        | 0.6                | 0.4                  | 0.4          | 0.5            | 0.4        | 0.4         |
| RM 15,000 dan ke atas<br>RM 15,000 and above                                 | 4.8                | 3.7                  | 4.9          | 4.5            | 3.4        | 3.6         |

### 3.1 Taburan bilangan pekerja formal mengikut skala upah, Januari 2022 - Mac 2023 (samb.) Number of formal employees distribution by wages scale, January 2022 - March 2023 (cont.)

| Bulan / Month                                                                                                   |                |                        |                    |                      |                      |                    |                      |              |
|-----------------------------------------------------------------------------------------------------------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022                                                                                                            |                |                        |                    |                      |                      | 2023               |                      |              |
| Julai<br>July                                                                                                   | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| <b>Bilangan pekerja formal</b><br>Number of formal employees                                                    |                |                        |                    |                      |                      |                    |                      |              |
|                                                                                                                 |                |                        |                    |                      |                      |                    |                      | ( '000)      |
| 2,514.5                                                                                                         | 2,526.9        | 2,513.4                | 2,472.5            | 2,451.0              | 2,212.1              | 2,132.9            | 2,280.5              | 2,246.8      |
| 1,365.2                                                                                                         | 1,383.5        | 1,392.9                | 1,394.2            | 1,388.1              | 1,280.4              | 1,284.2            | 1,366.4              | 1,353.5      |
| 835.7                                                                                                           | 848.4          | 854.3                  | 859.4              | 861.7                | 864.3                | 851.5              | 861.1                | 853.1        |
| 478.8                                                                                                           | 480.4          | 484.3                  | 492.4              | 487.5                | 499.5                | 512.6              | 495.5                | 490.4        |
| 328.2                                                                                                           | 331.2          | 330.9                  | 336.7              | 332.8                | 357.5                | 367.5              | 340.2                | 335.8        |
| 208.3                                                                                                           | 210.3          | 211.3                  | 213.9              | 213.2                | 239.9                | 249.0              | 220.4                | 218.7        |
| 153.9                                                                                                           | 152.6          | 157.0                  | 156.5              | 156.0                | 180.5                | 187.4              | 159.7                | 158.5        |
| 120.8                                                                                                           | 120.1          | 122.8                  | 123.1              | 124.2                | 145.6                | 150.3              | 124.2                | 124.3        |
| 80.2                                                                                                            | 81.4           | 81.2                   | 82.5               | 83.5                 | 105.1                | 108.2              | 83.9                 | 84.8         |
| 77.2                                                                                                            | 77.7           | 78.2                   | 79.0               | 80.0                 | 98.2                 | 99.8               | 80.2                 | 80.7         |
| 48.6                                                                                                            | 48.2           | 48.4                   | 49.0               | 50.1                 | 66.1                 | 68.2               | 50.6                 | 51.3         |
| 45.1                                                                                                            | 44.7           | 44.8                   | 45.4               | 46.9                 | 60.8                 | 61.9               | 46.4                 | 47.9         |
| 34.8                                                                                                            | 34.6           | 34.2                   | 35.0               | 35.8                 | 48.6                 | 48.3               | 36.1                 | 37.4         |
| 26.8                                                                                                            | 26.3           | 26.3                   | 26.8               | 28.8                 | 41.1                 | 39.0               | 27.9                 | 29.8         |
| 217.6                                                                                                           | 213.5          | 210.9                  | 214.7              | 221.8                | 355.5                | 341.7              | 259.8                | 337.8        |
| <b>Peratus sumbangan pekerja formal kepada skala upah</b><br>Percentage share of formal employee to wages scale |                |                        |                    |                      |                      |                    |                      |              |
|                                                                                                                 |                |                        |                    |                      |                      |                    |                      | (%)          |
| 38.5                                                                                                            | 38.4           | 38.1                   | 37.6               | 37.4                 | 33.7                 | 32.8               | 35.5                 | 34.8         |
| 20.9                                                                                                            | 21.0           | 21.1                   | 21.2               | 21.2                 | 19.5                 | 19.7               | 21.2                 | 21.0         |
| 12.8                                                                                                            | 12.9           | 13.0                   | 13.1               | 13.1                 | 13.2                 | 13.1               | 13.4                 | 13.2         |
| 7.3                                                                                                             | 7.3            | 7.3                    | 7.5                | 7.4                  | 7.6                  | 7.9                | 7.7                  | 7.6          |
| 5.0                                                                                                             | 5.0            | 5.0                    | 5.1                | 5.1                  | 5.5                  | 5.7                | 5.3                  | 5.2          |
| 3.2                                                                                                             | 3.2            | 3.2                    | 3.3                | 3.2                  | 3.7                  | 3.8                | 3.4                  | 3.4          |
| 2.4                                                                                                             | 2.3            | 2.4                    | 2.4                | 2.4                  | 2.8                  | 2.9                | 2.5                  | 2.5          |
| 1.8                                                                                                             | 1.8            | 1.9                    | 1.9                | 1.9                  | 2.2                  | 2.3                | 1.9                  | 1.9          |
| 1.2                                                                                                             | 1.2            | 1.2                    | 1.3                | 1.3                  | 1.6                  | 1.7                | 1.3                  | 1.3          |
| 1.2                                                                                                             | 1.2            | 1.2                    | 1.2                | 1.2                  | 1.5                  | 1.5                | 1.2                  | 1.3          |
| 0.7                                                                                                             | 0.7            | 0.7                    | 0.7                | 0.8                  | 1.0                  | 1.0                | 0.8                  | 0.8          |
| 0.7                                                                                                             | 0.7            | 0.7                    | 0.7                | 0.7                  | 0.9                  | 1.0                | 0.7                  | 0.7          |
| 0.5                                                                                                             | 0.5            | 0.5                    | 0.5                | 0.5                  | 0.7                  | 0.7                | 0.6                  | 0.6          |
| 0.4                                                                                                             | 0.4            | 0.4                    | 0.4                | 0.4                  | 0.6                  | 0.6                | 0.4                  | 0.5          |
| 3.3                                                                                                             | 3.2            | 3.2                    | 3.3                | 3.4                  | 5.4                  | 5.3                | 4.0                  | 5.2          |

## 3.2 Upah bulanan pekerja formal mengikut persentil, Januari 2022 - Mac 2023 Formal employee's monthly wages by percentile, January 2022 - March 2023

(RM)

| Persentil<br>Percentile                   | Bulan / Month      |                      |              |                |            |             |
|-------------------------------------------|--------------------|----------------------|--------------|----------------|------------|-------------|
|                                           | 2022               |                      |              |                |            |             |
|                                           | Januari<br>January | Februari<br>February | Mac<br>March | April<br>April | Mei<br>May | Jun<br>June |
| <b>Persentil ke-10</b><br>10th percentile | 1,167              | 1,144                | 1,167        | 1,182          | 1,200      | 1,282       |
| <b>Persentil ke-20</b><br>20th percentile | 1,344              | 1,300                | 1,300        | 1,345          | 1,500      | 1,500       |
| <b>Persentil ke-30</b><br>30th percentile | 1,664              | 1,582                | 1,600        | 1,622          | 1,700      | 1,700       |
| <b>Persentil ke-40</b><br>40th percentile | 2,064              | 1,964                | 1,989        | 2,000          | 2,000      | 2,000       |
| <b>Persentil ke-50</b><br>50th percentile | 2,582              | 2,382                | 2,400        | 2,500          | 2,445      | 2,478       |
| <b>Persentil ke-60</b><br>60th percentile | 3,200              | 2,967                | 3,000        | 3,045          | 3,000      | 3,000       |
| <b>Persentil ke-70</b><br>70th percentile | 4,167              | 3,700                | 3,767        | 3,967          | 3,745      | 3,789       |
| <b>Persentil ke-80</b><br>80th percentile | 5,800              | 5,000                | 5,100        | 5,400          | 5,000      | 5,000       |
| <b>Persentil ke-90</b><br>90th percentile | 9,500              | 8,000                | 8,700        | 9,000          | 8,000      | 8,000       |

### 3.2 Upah bulanan pekerja formal mengikut persentil, Januari 2022 - Mac 2023 (samb.) Formal employee's monthly wages by percentile, January 2022 - March 2023 (cont.)

(RM)

| Bulan / Month |                |                        |                    |                      |                      |                    |                      |              |
|---------------|----------------|------------------------|--------------------|----------------------|----------------------|--------------------|----------------------|--------------|
| 2022          |                |                        |                    |                      |                      | 2023               |                      |              |
| Julai<br>July | Ogos<br>August | September<br>September | Oktober<br>October | November<br>November | Disember<br>December | Januari<br>January | Februari<br>February | Mac<br>March |
| 1,300         | 1,345          | 1,364                  | 1,382              | 1,400                | 1,427                | 1,467              | 1,464                | 1,482        |
| 1,500         | 1,500          | 1,500                  | 1,500              | 1,500                | 1,500                | 1,564              | 1,545                | 1,564        |
| 1,700         | 1,700          | 1,727                  | 1,745              | 1,745                | 1,800                | 1,864              | 1,800                | 1,800        |
| 2,000         | 2,000          | 2,000                  | 2,011              | 2,027                | 2,200                | 2,264              | 2,100                | 2,145        |
| 2,464         | 2,464          | 2,464                  | 2,500              | 2,500                | 2,764                | 2,800              | 2,564                | 2,600        |
| 3,000         | 3,000          | 3,000                  | 3,000              | 3,000                | 3,382                | 3,464              | 3,100                | 3,200        |
| 3,727         | 3,700          | 3,727                  | 3,782              | 3,800                | 4,364                | 4,464              | 3,982                | 4,000        |
| 5,000         | 5,000          | 5,000                  | 5,000              | 5,000                | 6,000                | 6,100              | 5,300                | 5,500        |
| 7,900         | 7,822          | 7,800                  | 7,900              | 8,000                | 10,000               | 10,000             | 8,400                | 9,100        |

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

| Kumpulan umur<br><i>Age group</i>                                                                          | Sektor / Sector                 |                                                            |                                   |                                  |                                 |                                         |
|------------------------------------------------------------------------------------------------------------|---------------------------------|------------------------------------------------------------|-----------------------------------|----------------------------------|---------------------------------|-----------------------------------------|
|                                                                                                            | Pertanian<br><i>Agriculture</i> | Pelombongan & Pengkuarian<br><i>Mining &amp; quarrying</i> | Pembuatan<br><i>Manufacturing</i> | Pembinaan<br><i>Construction</i> | Perkhidmatan<br><i>Services</i> | Tidak dikelaskan<br><i>Unclassified</i> |
| Bilangan pekerja formal<br><i>Number of formal employees</i> ('000)                                        |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i>                                                                  | 1.1                             | 0.1                                                        | 11.9                              | 2.0                              | 56.9                            | 1.9                                     |
| 20-24                                                                                                      | 12.3                            | 1.5                                                        | 156.4                             | 29.3                             | 517.8                           | 23.5                                    |
| 25-29                                                                                                      | 19.7                            | 4.6                                                        | 236.0                             | 69.9                             | 886.0                           | 87.7                                    |
| 30-34                                                                                                      | 20.2                            | 5.8                                                        | 179.1                             | 67.1                             | 742.7                           | 82.4                                    |
| 35-39                                                                                                      | 19.2                            | 6.6                                                        | 154.9                             | 61.4                             | 604.0                           | 66.3                                    |
| 40-44                                                                                                      | 15.7                            | 5.4                                                        | 136.0                             | 47.1                             | 464.4                           | 42.9                                    |
| 45-49                                                                                                      | 13.1                            | 4.3                                                        | 124.0                             | 41.0                             | 378.3                           | 31.4                                    |
| 50-54                                                                                                      | 11.8                            | 3.1                                                        | 99.2                              | 33.9                             | 294.0                           | 26.1                                    |
| 55-59                                                                                                      | 9.7                             | 2.1                                                        | 64.3                              | 25.4                             | 206.0                           | 18.8                                    |
| 60-64                                                                                                      | 5.0                             | 1.0                                                        | 25.9                              | 16.7                             | 108.1                           | 7.6                                     |
| 65 dan lebih<br><i>65 and above</i>                                                                        | 3.8                             | 0.7                                                        | 16.1                              | 9.5                              | 76.3                            | 5.2                                     |
| Peratus sumbangan pekerja formal kepada sektor<br><i>Percentage share of formal employee to sector</i> (%) |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i>                                                                  | 0.8                             | 0.2                                                        | 1.0                               | 0.5                              | 1.3                             | 0.5                                     |
| 20-24                                                                                                      | 9.4                             | 4.3                                                        | 13.0                              | 7.3                              | 11.9                            | 6.0                                     |
| 25-29                                                                                                      | 15.0                            | 13.0                                                       | 19.6                              | 17.3                             | 20.4                            | 22.3                                    |
| 30-34                                                                                                      | 15.4                            | 16.4                                                       | 14.9                              | 16.6                             | 17.1                            | 20.9                                    |
| 35-39                                                                                                      | 14.6                            | 18.9                                                       | 12.9                              | 15.2                             | 13.9                            | 16.8                                    |
| 40-44                                                                                                      | 11.9                            | 15.5                                                       | 11.3                              | 11.7                             | 10.7                            | 10.9                                    |
| 45-49                                                                                                      | 10.0                            | 12.2                                                       | 10.3                              | 10.2                             | 8.7                             | 8.0                                     |
| 50-54                                                                                                      | 9.0                             | 8.9                                                        | 8.2                               | 8.4                              | 6.8                             | 6.6                                     |
| 55-59                                                                                                      | 7.4                             | 5.9                                                        | 5.3                               | 6.3                              | 4.8                             | 4.8                                     |
| 60-64                                                                                                      | 3.8                             | 2.9                                                        | 2.2                               | 4.1                              | 2.5                             | 1.9                                     |
| 65 dan lebih<br><i>65 and above</i>                                                                        | 2.9                             | 1.9                                                        | 1.3                               | 2.4                              | 1.8                             | 1.3                                     |



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

| Kumpulan umur<br><i>Age group</i>                                                                          | Sektor / Sector                 |                                                            |                                   |                                  |                                 |                                         |
|------------------------------------------------------------------------------------------------------------|---------------------------------|------------------------------------------------------------|-----------------------------------|----------------------------------|---------------------------------|-----------------------------------------|
|                                                                                                            | Pertanian<br><i>Agriculture</i> | Pelombongan & Pengkuarian<br><i>Mining &amp; quarrying</i> | Pembuatan<br><i>Manufacturing</i> | Pembinaan<br><i>Construction</i> | Perkhidmatan<br><i>Services</i> | Tidak dikelaskan<br><i>Unclassified</i> |
| Bilangan pekerja formal<br><i>Number of formal employees</i> ('000)                                        |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i>                                                                  | 1.1                             | 0.1                                                        | 12.3                              | 2.1                              | 58.2                            | 2.0                                     |
| 20-24                                                                                                      | 12.2                            | 1.6                                                        | 156.2                             | 29.0                             | 520.8                           | 25.1                                    |
| 25-29                                                                                                      | 19.5                            | 4.6                                                        | 234.4                             | 68.0                             | 877.7                           | 88.1                                    |
| 30-34                                                                                                      | 20.0                            | 5.7                                                        | 177.8                             | 64.9                             | 733.3                           | 82.1                                    |
| 35-39                                                                                                      | 19.1                            | 6.6                                                        | 153.9                             | 59.6                             | 596.4                           | 66.1                                    |
| 40-44                                                                                                      | 15.6                            | 5.4                                                        | 135.1                             | 45.7                             | 458.3                           | 42.7                                    |
| 45-49                                                                                                      | 12.9                            | 4.2                                                        | 123.1                             | 39.7                             | 372.9                           | 31.2                                    |
| 50-54                                                                                                      | 11.7                            | 3.1                                                        | 98.2                              | 32.9                             | 288.9                           | 25.9                                    |
| 55-59                                                                                                      | 9.6                             | 2.0                                                        | 63.4                              | 24.2                             | 201.7                           | 18.6                                    |
| 60-64                                                                                                      | 4.9                             | 1.0                                                        | 25.2                              | 14.2                             | 105.6                           | 7.4                                     |
| 65 dan lebih<br><i>65 and above</i>                                                                        | 3.7                             | 0.6                                                        | 15.8                              | 9.2                              | 74.8                            | 5.1                                     |
| Peratus sumbangan pekerja formal kepada sektor<br><i>Percentage share of formal employee to sector</i> (%) |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i>                                                                  | 0.9                             | 0.2                                                        | 1.0                               | 0.5                              | 1.4                             | 0.5                                     |
| 20-24                                                                                                      | 9.4                             | 4.6                                                        | 13.1                              | 7.5                              | 12.1                            | 6.4                                     |
| 25-29                                                                                                      | 14.9                            | 13.1                                                       | 19.6                              | 17.5                             | 20.5                            | 22.4                                    |
| 30-34                                                                                                      | 15.3                            | 16.3                                                       | 14.9                              | 16.7                             | 17.1                            | 20.8                                    |
| 35-39                                                                                                      | 14.6                            | 18.8                                                       | 12.9                              | 15.3                             | 13.9                            | 16.8                                    |
| 40-44                                                                                                      | 12.0                            | 15.5                                                       | 11.3                              | 11.7                             | 10.7                            | 10.8                                    |
| 45-49                                                                                                      | 9.9                             | 12.1                                                       | 10.3                              | 10.2                             | 8.7                             | 7.9                                     |
| 50-54                                                                                                      | 9.0                             | 8.9                                                        | 8.2                               | 8.4                              | 6.7                             | 6.6                                     |
| 55-59                                                                                                      | 7.4                             | 5.8                                                        | 5.3                               | 6.2                              | 4.7                             | 4.7                                     |
| 60-64                                                                                                      | 3.8                             | 2.8                                                        | 2.1                               | 3.6                              | 2.5                             | 1.9                                     |
| 65 dan lebih<br><i>65 and above</i>                                                                        | 2.8                             | 1.8                                                        | 1.3                               | 2.4                              | 1.7                             | 1.3                                     |

### 3.3c Bilangan pekerja formal mengikut kumpulan umur dan sektor, Mac 2023

*Number of formal employees by age group and sector, March 2023*

| Kumpulan umur<br><i>Age group</i>                                                                          | Sektor / Sector                 |                                                            |                                   |                                  |                                 |                                         |
|------------------------------------------------------------------------------------------------------------|---------------------------------|------------------------------------------------------------|-----------------------------------|----------------------------------|---------------------------------|-----------------------------------------|
|                                                                                                            | Pertanian<br><i>Agriculture</i> | Pelombongan & Pengkuarian<br><i>Mining &amp; quarrying</i> | Pembuatan<br><i>Manufacturing</i> | Pembinaan<br><i>Construction</i> | Perkhidmatan<br><i>Services</i> | Tidak dikelaskan<br><i>Unclassified</i> |
| Bilangan pekerja formal<br><i>Number of formal employees</i> ('000)                                        |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i>                                                                  | 1.2                             | 0.1                                                        | 13.1                              | 2.3                              | 70.7                            | 2.3                                     |
| 20-24                                                                                                      | 12.2                            | 1.6                                                        | 152.3                             | 29.3                             | 532.6                           | 26.3                                    |
| 25-29                                                                                                      | 19.3                            | 4.6                                                        | 228.3                             | 67.1                             | 885.4                           | 88.8                                    |
| 30-34                                                                                                      | 19.8                            | 5.7                                                        | 173.2                             | 63.1                             | 738.6                           | 82.2                                    |
| 35-39                                                                                                      | 18.9                            | 6.6                                                        | 149.7                             | 54.4                             | 605.3                           | 66.2                                    |
| 40-44                                                                                                      | 15.5                            | 5.4                                                        | 131.1                             | 42.7                             | 464.9                           | 42.7                                    |
| 45-49                                                                                                      | 12.9                            | 4.2                                                        | 119.6                             | 37.8                             | 377.9                           | 31.2                                    |
| 50-54                                                                                                      | 11.6                            | 3.1                                                        | 95.8                              | 30.8                             | 293.1                           | 25.8                                    |
| 55-59                                                                                                      | 9.4                             | 2.0                                                        | 62.0                              | 23.1                             | 203.2                           | 18.5                                    |
| 60-64                                                                                                      | 4.8                             | 1.0                                                        | 24.4                              | 13.7                             | 105.7                           | 7.2                                     |
| 65 dan lebih<br><i>65 and above</i>                                                                        | 3.6                             | 0.6                                                        | 15.4                              | 9.0                              | 74.7                            | 5.1                                     |
| Peratus sumbangan pekerja formal kepada sektor<br><i>Percentage share of formal employee to sector</i> (%) |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i>                                                                  | 0.9                             | 0.3                                                        | 1.1                               | 0.6                              | 1.6                             | 0.6                                     |
| 20-24                                                                                                      | 9.4                             | 4.7                                                        | 13.1                              | 7.8                              | 12.2                            | 6.6                                     |
| 25-29                                                                                                      | 15.0                            | 13.1                                                       | 19.6                              | 18.0                             | 20.3                            | 22.4                                    |
| 30-34                                                                                                      | 15.3                            | 16.2                                                       | 14.9                              | 16.9                             | 17.0                            | 20.7                                    |
| 35-39                                                                                                      | 14.6                            | 18.9                                                       | 12.9                              | 14.6                             | 13.9                            | 16.7                                    |
| 40-44                                                                                                      | 12.0                            | 15.5                                                       | 11.3                              | 11.4                             | 10.7                            | 10.8                                    |
| 45-49                                                                                                      | 10.0                            | 12.1                                                       | 10.3                              | 10.1                             | 8.7                             | 7.9                                     |
| 50-54                                                                                                      | 9.0                             | 8.8                                                        | 8.2                               | 8.2                              | 6.7                             | 6.5                                     |
| 55-59                                                                                                      | 7.3                             | 5.8                                                        | 5.3                               | 6.2                              | 4.7                             | 4.7                                     |
| 60-64                                                                                                      | 3.7                             | 2.7                                                        | 2.1                               | 3.7                              | 2.4                             | 1.8                                     |
| 65 dan lebih<br><i>65 and above</i>                                                                        | 2.8                             | 1.8                                                        | 1.3                               | 2.4                              | 1.7                             | 1.3                                     |

### 3.4 Median upah bulanan mengikut kumpulan umur dan sektor, Januari - Mac 2023 Median monthly wages by age group and sector, January - March 2023

| Kumpulan umur<br><i>Age group</i>          | Sektor / Sector                 |                                                            |                                   |                                  |                                 |                                         |
|--------------------------------------------|---------------------------------|------------------------------------------------------------|-----------------------------------|----------------------------------|---------------------------------|-----------------------------------------|
|                                            | Pertanian<br><i>Agriculture</i> | Pelombongan & pengkuarian<br><i>Mining &amp; quarrying</i> | Pembuatan<br><i>Manufacturing</i> | Pembinaan<br><i>Construction</i> | Perkhidmatan<br><i>Services</i> | Tidak dikelaskan<br><i>Unclassified</i> |
| Januari 2023<br><i>January 2023</i> (RM)   |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i>  | 1,500                           | 1,500                                                      | 1,527                             | 1,500                            | 1,500                           | 1,500                                   |
| 20-24                                      | 1,564                           | 1,900                                                      | 1,745                             | 1,664                            | 1,700                           | 1,682                                   |
| 25-29                                      | 1,845                           | 3,000                                                      | 2,227                             | 2,427                            | 2,500                           | 2,782                                   |
| 30-34                                      | 2,045                           | 4,300                                                      | 2,800                             | 3,000                            | 3,000                           | 3,100                                   |
| 35-39                                      | 2,222                           | 8,500                                                      | 3,236                             | 3,664                            | 3,500                           | 3,445                                   |
| 40-44                                      | 2,245                           | 11,000                                                     | 3,545                             | 3,700                            | 3,900                           | 3,700                                   |
| 45-49                                      | 2,345                           | 11,541                                                     | 3,800                             | 3,864                            | 4,000                           | 3,722                                   |
| 50-54                                      | 2,382                           | 7,000                                                      | 3,927                             | 3,800                            | 3,682                           | 3,900                                   |
| 55-59                                      | 2,445                           | 6,700                                                      | 3,864                             | 3,500                            | 3,300                           | 3,682                                   |
| 60-64                                      | 2,600                           | 5,000                                                      | 3,427                             | 3,000                            | 3,000                           | 3,100                                   |
| 65 dan lebih<br><i>65 and above</i>        | 3,059                           | 4,000                                                      | 3,209                             | 3,482                            | 2,825                           | 2,550                                   |
| Februari 2023<br><i>February 2023</i> (RM) |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i>  | 1,464                           | 1,500                                                      | 1,500                             | 1,500                            | 1,500                           | 1,500                                   |
| 20-24                                      | 1,500                           | 1,745                                                      | 1,700                             | 1,664                            | 1,645                           | 1,700                                   |
| 25-29                                      | 1,700                           | 3,127                                                      | 2,027                             | 2,327                            | 2,345                           | 2,782                                   |
| 30-34                                      | 1,855                           | 4,682                                                      | 2,500                             | 2,900                            | 2,882                           | 3,145                                   |
| 35-39                                      | 2,000                           | 8,500                                                      | 2,864                             | 3,445                            | 3,264                           | 3,527                                   |
| 40-44                                      | 2,000                           | 10,400                                                     | 3,082                             | 3,464                            | 3,500                           | 3,745                                   |
| 45-49                                      | 2,064                           | 10,400                                                     | 3,264                             | 3,500                            | 3,527                           | 3,627                                   |
| 50-54                                      | 2,100                           | 7,200                                                      | 3,327                             | 3,500                            | 3,309                           | 3,700                                   |
| 55-59                                      | 2,127                           | 5,300                                                      | 3,264                             | 3,264                            | 3,000                           | 3,500                                   |
| 60-64                                      | 2,282                           | 3,913                                                      | 2,850                             | 3,300                            | 2,700                           | 2,864                                   |
| 65 dan lebih<br><i>65 and above</i>        | 2,600                           | 3,000                                                      | 2,600                             | 3,000                            | 2,500                           | 2,275                                   |

### 3.4 Median upah bulanan mengikut kumpulan umur dan sektor, Januari 2023 - Mac 2023 (samb.) Median monthly wages by age group and sector, January 2023 - March 2023 (cont.)

| Kumpulan umur<br><i>Age group</i>         | Sektor / Sector                 |                                                            |                                   |                                  |                                 |                                         |
|-------------------------------------------|---------------------------------|------------------------------------------------------------|-----------------------------------|----------------------------------|---------------------------------|-----------------------------------------|
|                                           | Pertanian<br><i>Agriculture</i> | Pelombongan & pengkuarian<br><i>Mining &amp; quarrying</i> | Pembuatan<br><i>Manufacturing</i> | Pembinaan<br><i>Construction</i> | Perkhidmatan<br><i>Services</i> | Tidak dikelaskan<br><i>Unclassified</i> |
| Mac 2023<br><i>March 2023</i> (RM)        |                                 |                                                            |                                   |                                  |                                 |                                         |
| Kurang daripada 20<br><i>Less than 20</i> | 1,500                           | 1,500                                                      | 1,500                             | 1,500                            | 1,500                           | 1,500                                   |
| 20-24                                     | 1,564                           | 1,800                                                      | 1,727                             | 1,700                            | 1,664                           | 1,700                                   |
| 25-29                                     | 1,782                           | 3,364                                                      | 2,082                             | 2,400                            | 2,382                           | 2,782                                   |
| 30-34                                     | 1,915                           | 7,000                                                      | 2,564                             | 2,964                            | 2,964                           | 3,145                                   |
| 35-39                                     | 2,045                           | 13,000                                                     | 2,982                             | 3,200                            | 3,382                           | 3,500                                   |
| 40-44                                     | 2,082                           | 15,889                                                     | 3,182                             | 3,264                            | 3,600                           | 3,745                                   |
| 45-49                                     | 2,145                           | 15,700                                                     | 3,333                             | 3,482                            | 3,645                           | 3,682                                   |
| 50-54                                     | 2,145                           | 9,200                                                      | 3,400                             | 3,327                            | 3,400                           | 3,782                                   |
| 55-59                                     | 2,182                           | 5,800                                                      | 3,345                             | 3,200                            | 3,027                           | 3,545                                   |
| 60-64                                     | 2,300                           | 3,875                                                      | 2,927                             | 3,300                            | 2,700                           | 2,864                                   |
| 65 dan lebih<br><i>65 and above</i>       | 2,600                           | 3,000                                                      | 2,655                             | 3,000                            | 2,500                           | 2,300                                   |

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**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 bergaji, 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 Ver.1.0 yang selaras dengan *International Standard Industrial Classification of All Economic Activities (ISIC), Rev. 4*. Pengelasan sub-sektor dan aktiviti ekonomi adalah seperti paparan di bawah, dengan perincian lapan (8) subsektor bagi sektor Pembuatan dan Perkhidmatan.

| Sektor                       | Sub-sektor                   |
|------------------------------|------------------------------|
| Pertanian                    | Pertanian                    |
| Perlombongan dan pengkuarian | Perlombongan dan pengkuarian |



| Sektor       | Sub-sektor                                                          |
|--------------|---------------------------------------------------------------------|
| 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 geograsi 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:

- Bumiputera;
- Cina;
- India; dan
- Lain-lain.

### 3. TEMPOH RUJUKAN

Statistik ini berdasarkan kaedah akruan mengikut saranan Sistem Akaun Negara 2008 (SNA), yang mengambilkira 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 semua 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 terkesan kepada 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                      |
| DOSM    | : Jabatan Perangkaan Malaysia                   |
| KWSP    | : Kumpulan Wang Simpanan Pekerja                |
| MSBR    | : <i>Malaysia Statistical Business Register</i> |
| MSIC    | : Piawaian Klasifikasi Industri Malaysia        |
| PERKESO | : Pertubuhan Keselamatan Sosial                 |
| RM      | : Ringgit Malaysia                              |
| 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 estimate includes bonuses, commissions and allowances per the data sources' definition. Does exclude service charges; overtime payments; gratuity; retirement benefits; retrenchment, lay-off or termination benefits; any travelling allowance or the value of any travelling concession; or any other remuneration or payment as may be exempted by the Minister.

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

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

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

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

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

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

- Bumiputera;
- Chinese;
- Indian; and
- 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

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

### 5. DATA SOURCES

*The primary data sources for this publication comprise multiple administrative records provided by relevant agencies, i.e., Employees Provident Fund (EPF), Social Security Organisation (SOCSO) and others. Malaysia Statistical Business Register (MSBR), 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**

*The data 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], 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                     |
| DOSM   | : Department of Statistics Malaysia           |
| EPF    | : Employee Provident Fund                     |
| MSBR   | : Malaysia Statistical Business Register      |
| MSIC   | : Malaysia Standard Industrial Classification |
| SOCSSO | : Social Security Organization                |
| RM     | : Malaysian Ringgit                           |
| W.P.   | : Wilayah Persekutuan                         |

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