



JABATAN PERDANA MENTERI
JABATAN PERANGKAAN MALAYSIA

LAPORAN SURVEI GAJI & UPAH SALARIES & WAGES SURVEY REPORT MALAYSIA 2021

Pemakluman / Announcement:

Jabatan Perangkaan Malaysia (DOSM) sedang menjalankan Survei Pendapatan, Perbelanjaan Isi Rumah dan Kemudahan Asas (HIES/BA) 2022 bermula dari 1 Januari 2022 sehingga 31 Disember 2022 dan Survei Ekonomi Tahunan (AES) 2022 bermula dari 15 April 2022 sehingga 30 September 2022. DOSM amat menghargai kerjasama daripada responden yang terpilih untuk memberikan maklumat kepada DOSM serta menjayakan survei ini. Sila layari www.dosm.gov.my untuk maklumat lanjut.

Penerbitan statistik ekonomi dan sosial iaitu PocketStats yang mengandungi statistik suku tahunan dan tahunan boleh diperolehi dari portal DOSM atau melalui pautan https://bit.ly/PocketStatsS1_2022.

Dimaklumkan bahawa 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

The Department of Statistics Malaysia (DOSM) is conducting the Household Income, Expenditure and Basic Amenities Survey (HIES/BA) 2022 from 1st January 2022 until 31st December 2022 and the Annual Economic Survey (AES) 2022 from 15th April 2022 until 30th September 2022. DOSM greatly appreciates the cooperation given by selected respondents by sharing their information with DOSM and making the survey a success. Please visit www.dosm.gov.my for more information.

Economic and social statistics publication namely PocketStats which contain quarterly and annual statistics can be obtained from the DOSM portal or via the link https://bit.ly/PocketStatsQ1_2022.

Please be informed that 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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Pengguna yang mengeluarkan sebarang maklumat dari terbitan ini sama ada yang asal atau diolah semula hendaklah meletakkan kenyataan berikut:

“Sumber : Jabatan Perangkaan Malaysia”

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KATA PENGANTAR

Laporan Survei Gaji & Upah memaparkan statistik tahunan gaji & upah bagi warganegara bersumberkan Survei Gaji & Upah 2021. Laporan ini membekalkan statistik mengikut ciri-ciri demografi dan sosioekonomi iaitu termasuk jantina, kumpulan umur, pencapaian pendidikan, sijil tertinggi diperoleh, strata, negeri, pekerjaan, kategori kemahiran, industri, sektor dan etnik. Penyusunan statistik ini adalah berdasarkan garis panduan dan syor daripada *International Labour Organization (ILO)* dengan merujuk kepada *An Integrated System of Wages Statistics*.

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

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

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

DATO' SRI DR. MOHD UZIR MAHIDIN

Ketua Perangkawan Malaysia

Oktober 2022

PREFACE

The Salaries & Wages Report presents annual salaries & wages statistics for citizens from the Salaries & Wages Survey 2021. This report provides statistics according to demographic and socio-economic characteristics which include sex, age group, educational attainment, highest certificate obtained, strata, state, occupation, skill, industry, sector and ethnic. The statistics is based on the guidelines and recommendations of the International Labour Organization (ILO) with reference to the An Integrated System of Wages Statistics.

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

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

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

DATO' SRI DR. MOHD UZIR MAHIDIN

Chief Statistician Malaysia

October 2022

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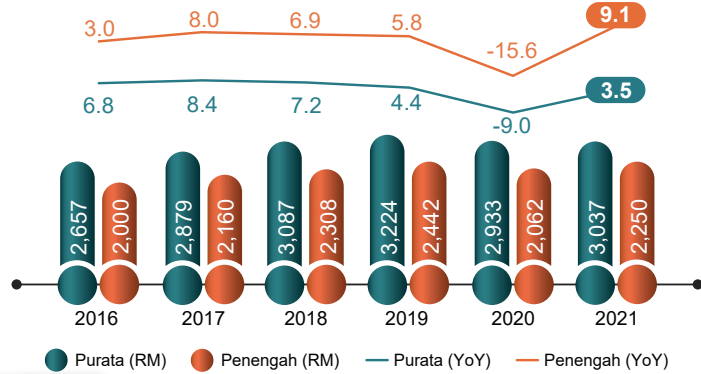
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RINGKASAN PENEMUAN

SUMMARY OF FINDINGS

STATISTIK GAJI & UPAH 2021

Penengah gaji & upah bulanan meningkat **9.1 peratus** pada 2021



Purata dan penengah gaji & upah bulanan mengikut kumpulan umur

Purata 2021 (2020) Penengah 2021 (2020)

15-24 tahun

RM1,659 (RM1,547)
RM1,468 (RM1,253)

25-34 tahun

RM2,664 (RM2,538)
RM2,001 (RM2,052)

35-44 tahun

RM3,637 (RM3,561)
RM3,077 (RM2,927)

45-54 tahun

RM3,865 (RM3,792)
RM3,061 (RM2,718)

55-64 tahun

RM3,608 (RM3,511)
RM2,760 (RM2,268)

Purata dan penengah gaji & upah bulanan mengikut jantina

Purata Penengah

2021
2020
RM3,085
RM2,963

2021
2020
RM2,315
RM2,093



Purata dan Penengah gaji & upah bulanan lelaki lebih tinggi berbanding perempuan



2021
2020
RM2,968
RM2,889

2021
2020
RM2,145
RM2,019

Purata dan penengah gaji & upah bulanan mengikut tahap kemahiran

Mahir

RM4,848 (RM4,619)
RM4,471 (RM4,011)

Separuh mahir

RM2,064 (RM2,007)
RM1,781 (RM1,593)

Berkemahiran rendah

RM1,749 (RM1,727)
RM1,601 (RM1,274)

Kategori mahir mencatatkan peningkatan tertinggi dalam purata gaji & upah bulanan

Purata dan penengah gaji & upah bulanan mengikut pencapaian pendidikan

Tertiari

RM4,239 (RM4,171)
RM3,794 (RM3,499)

Menengah

RM2,169 (RM2,125)
RM1,797 (RM1,630)

Rendah

RM1,584 (RM1,556)
RM1,448 (RM1,274)

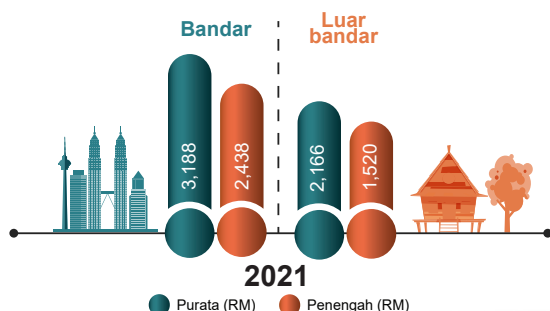
Tiada pendidikan rasmi

RM1,454 (RM1,447)
RM1,315 (RM1,237)

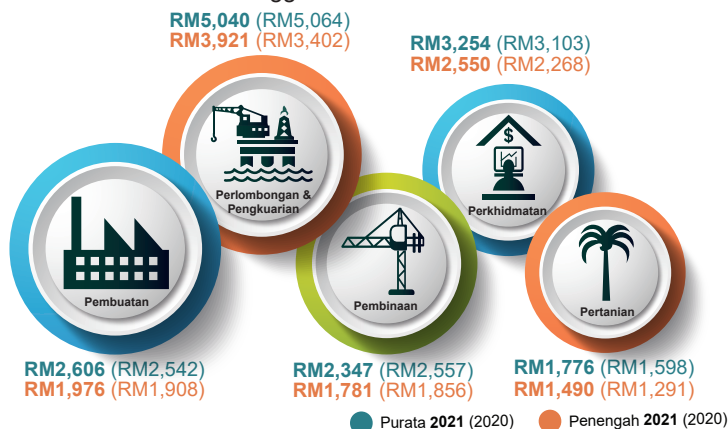
Purata 2021 (2020) Penengah 2021 (2020)

STATISTIK GAJI & UPAH 2021

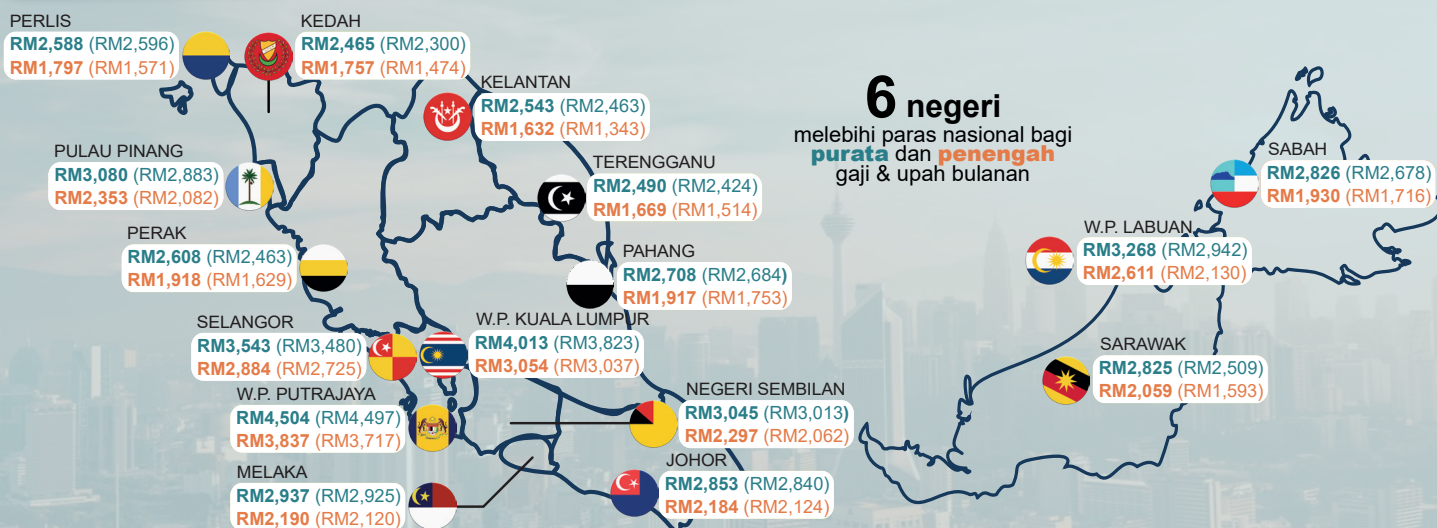
Purata dan penengah gaji & upah bulanan di **Bandar** lebih tinggi



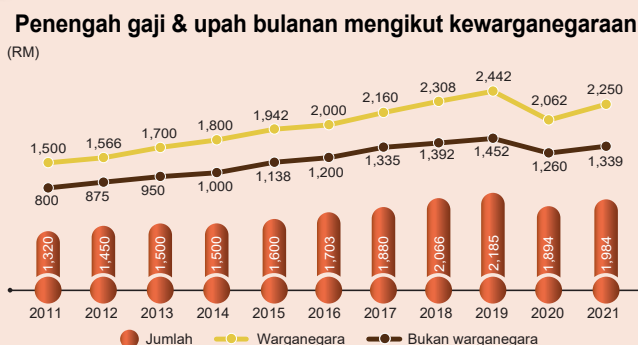
Sektor **Perlombongan & Pengkuarian** merekodkan purata dan penengah gaji & upah bulanan tertinggi diikuti sektor Perkhidmatan



Purata dan penengah gaji & upah bulanan mengikut negeri



Purata dan penengah gaji & upah bulanan mengikut kewarganegaraan



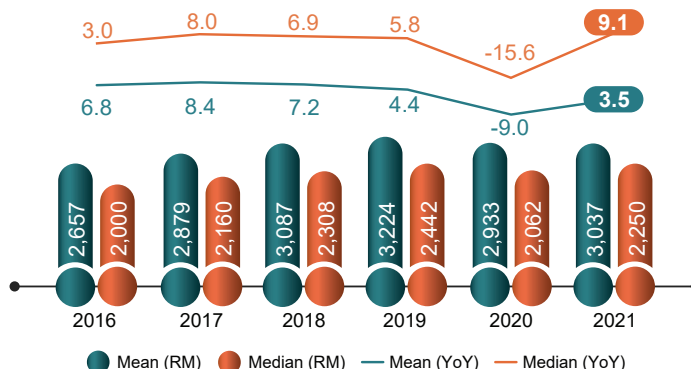
2 Nota: Merujuk kepada warganegara

Sumber: Laporan Survei Gaji & Upah, 2021, Jabatan Perangkaan Malaysia (DOSM)

SALARIES & WAGES STATISTICS 2021



Median monthly salaries & wages rose **9.1 per cent** in 2021



Mean and median monthly salaries & wages by age group

Mean 2021 (2020) Median 2021 (2020)

15-24 year

RM1,659 (RM1,547)
RM1,468 (RM1,253)

25-34 year

RM2,664 (RM2,538)
RM2,001 (RM2,052)

35-44 year

RM3,637 (RM3,561)
RM3,077 (RM2,927)

45-54 year

RM3,865 (RM3,792)
RM3,061 (RM2,718)

55-64 year

RM3,608 (RM3,511)
RM2,760 (RM2,268)

Mean and median monthly salaries & wages by sex

Mean Median

2021
2020
RM3,085
RM2,963

2021
2020
RM2,315
RM2,093



Mean and median monthly salaries & wages for male higher than female



2021
2020
RM2,968
RM2,889

2021
2020
RM2,145
RM2,019

Mean and median monthly salaries & wages by category of skill

Mean and median monthly salaries & wages by education attainment



Skilled

RM4,848 (RM4,619)
RM4,471 (RM4,011)



Semi-skilled

RM2,064 (RM2,007)
RM1,781 (RM1,593)



Low-skilled

RM1,749 (RM1,727)
RM1,601 (RM1,274)

Skilled category recorded the highest increase in mean monthly salaries & wages



Tertiary

RM4,239 (RM4,171)
RM3,794 (RM3,499)



Primary

RM1,584 (RM1,556)
RM1,448 (RM1,274)

Secondary

RM2,169 (RM2,125)
RM1,797 (RM1,630)



No formal education

RM1,454 (RM1,447)
RM1,315 (RM1,237)



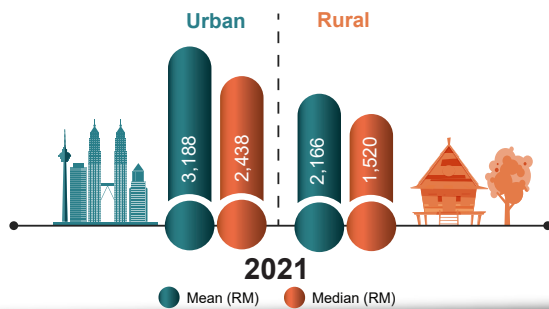
Mean 2021 (2020) Median 2021 (2020)

1 Note: Refer to Malaysian citizens

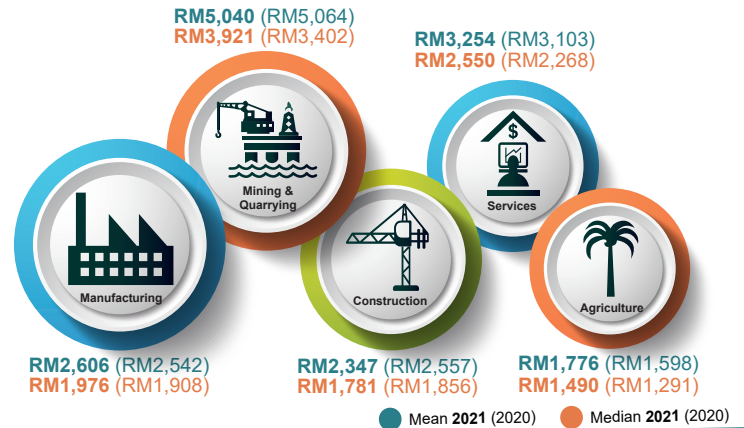
Source: Salaries & Wages Survey Report, 2021, Department of Statistics Malaysia (DOSM)

SALARIES & WAGES STATISTICS 2021

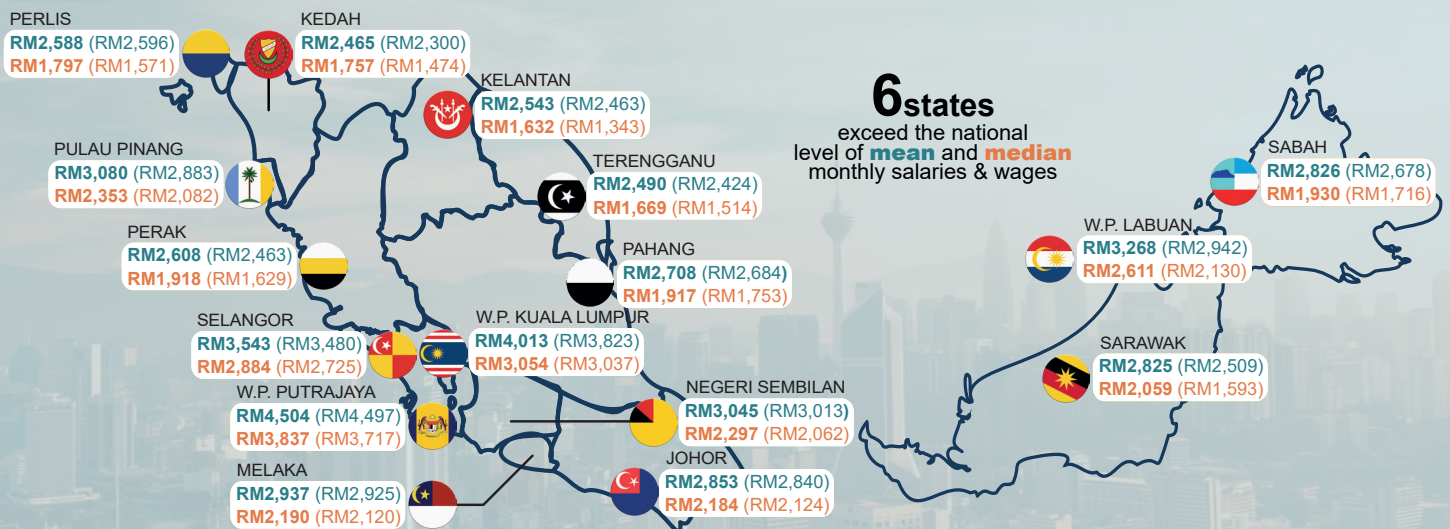
Higher **mean** and **median** monthly salaries & wages in **Urban**



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

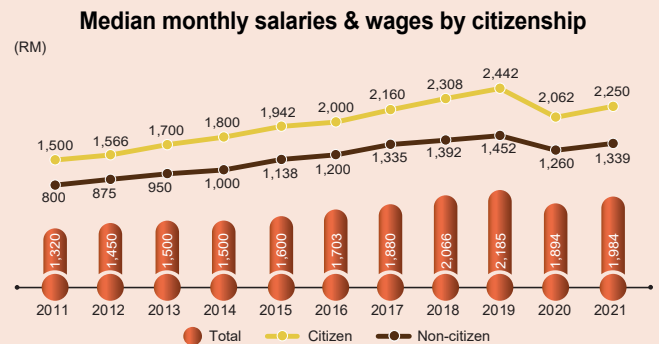
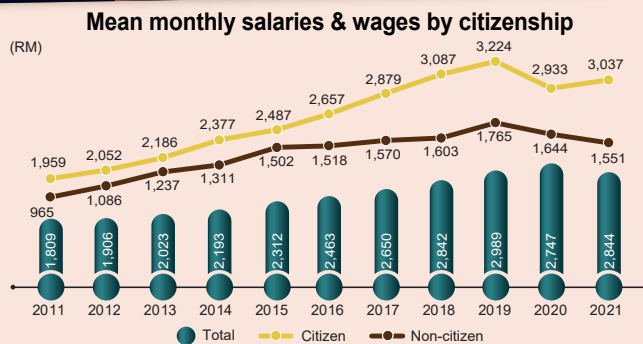


Mean and median monthly salaries & wages by state



6 states exceed the national level of **mean** and **median** monthly salaries & wages

Mean and median monthly salaries & wages by citizenship



1. PENGENALAN

Pandemik COVID-19 telah menyebabkan berjuta-juta nyawa terjejas di seluruh dunia. Pada tahun 2020, Tabung Kewangan Antarabangsa menjangkakan bahawa pandemik ini akan membawa kepada kemelesetan ekonomi global terbesar yang pernah berlaku¹. Namun, pada tahun 2021, ekonomi Malaysia berada dalam momentum pemulihan. Hal ini dapat dilihat menerusi peningkatan prestasi ekonomi Malaysia pada tahun 2021, meningkat 3.1 peratus setelah mencatatkan negatif 5.5 peratus berbanding tahun sebelumnya. Perkembangan ekonomi Malaysia disokong terutamanya oleh sektor Pembuatan dan Perkhidmatan, yang menyumbang sebanyak 81.3 peratus daripada jumlah Keluaran Dalam Negeri Kasar (KDNK)². Situasi yang membuahkan hasil ini selari dengan langkah awal dan proaktif yang diambil oleh kerajaan Malaysia untuk membendung peningkatan jumlah kes COVID-19 dan memulihkan ekonomi walaupun terdapat peningkatan kes baharu COVID-19.

Pada awal 2021, Perintah Kawalan Pergerakan (PKP) 2.0 telah dikuatkuasakan semula selama dua minggu berkuatkuasa bermula 13 Januari 2021 di enam buah negeri di seluruh Malaysia iaitu Pulau Pinang, Selangor, Wilayah Persekutuan (Kuala Lumpur, Labuan & Putrajaya), Melaka, Johor dan Sabah. Dalam pada itu, Pahang, Perak, Negeri Sembilan, Kedah, Terengganu dan Kelantan diletakkan di bawah PKP Bersyarat (PKPB), manakala hanya dua negeri, Perlis dan Sarawak di bawah PKP Pemulihan (PKPP)³. Pelaksanaan sekatan oleh kerajaan telah membawa kesan positif kepada aktiviti ekonomi serta sosial dan seterusnya memberikan sedikit kelegaan kepada rakyat selaras dengan pelancaran program vaksinasi pertama pada 24 Februari 2021.

Memasuki suku kedua, Malaysia berhadapan dengan gelombang kedua COVID-19 pada Mei 2021. Justeru, PKP telah dilaksanakan di seluruh negara berkuatkuasa pada 12 Mei 2021 sehingga 7 Jun 2021. Situasi ini mengakibatkan penutupan institusi pendidikan, sekatan perhimpunan sosial dan keagamaan, dan had waktu operasi perniagaan. Walau bagaimanapun, apabila bilangan kes harian baharu COVID-19 semakin meningkat di negara ini, sekatan penuh telah dikenakan pada Jun 2021, membawa kepada sekatan terhadap semua aktiviti ekonomi dan perjalanan kecuali bagi aktiviti yang diklasifikasikan sebagai perkhidmatan ekonomi penting. Bagi menangani isu ini, kerajaan telah memperkenalkan Pelan Pemulihan Nasional (PPN), yang terdiri daripada empat fasa. Peralihan antara setiap fasa adalah bergantung kepada bilangan kes baharu harian, kadar vaksinasi, dan bilangan pesakit COVID-19 yang dimasukkan ke Unit Rawatan Rapi (ICU).

Pada Ogos 2021, Malaysia mengalami situasi yang mencabar dalam memerangi pandemik COVID-19. Ini berikutan lonjakan kes harian baharu COVID-19 yang secara konsisten melebihi 20,000 kes pada bulan tersebut. Perjuangan menentang pandemik ini berterusan pada Ogos dan September 2021 dengan pelbagai inisiatif dan program dilaksanakan bagi membendung wabak tersebut termasuk peningkatan jumlah kadar vaksinasi. Oleh itu, lebih banyak aktiviti perniagaan dibenarkan beroperasi semula dalam Fasa 1 PPN, begitu juga dengan perjalanan antara daerah dalam kawasan tertentu dibenarkan. Selain itu, industri pelancongan di Terengganu dan Pulau Langkawi dibuka untuk pelancong yang diberi vaksin sepenuhnya, serta lebih banyak aktiviti perniagaan dengan waktu perniagaan yang lebih panjang dibenarkan dalam semua fasa PPN di kebanyakan negeri pada suku terakhir 2021. Disamping itu, perjalanan penuh rentas negeri dibenarkan bermula 11 Oktober 2021, yang membawa kepada kesan positif kepada industri pelancongan Malaysia. Selaras dengan situasi positif ini, ia telah menyumbang kepada keadaan tenaga buruh yang menggalakkan, sekali gus merangsang peningkatan gaji & upah di Malaysia.

¹<https://blogs.imf.org/2020/04/14/the-great-lockdown-worst-economic-downturn-since-the-great-depression/>

²<https://www.dosm.gov.my/v1/index.php?r=column/pdfPrev&id=UWFBZkhFZDBhanN5ZEUXRS96T2VRdz09>

³<https://www.malaysiakini.com/news/558704>

⁴<https://kpkesihatan.com/2021/08/31/kenyataan-akhbar-kpk-31-ogor-2021-situasi-semasa-jangkitan-penyakit-coronavirus-2019-covid-19-di-malaysia/>

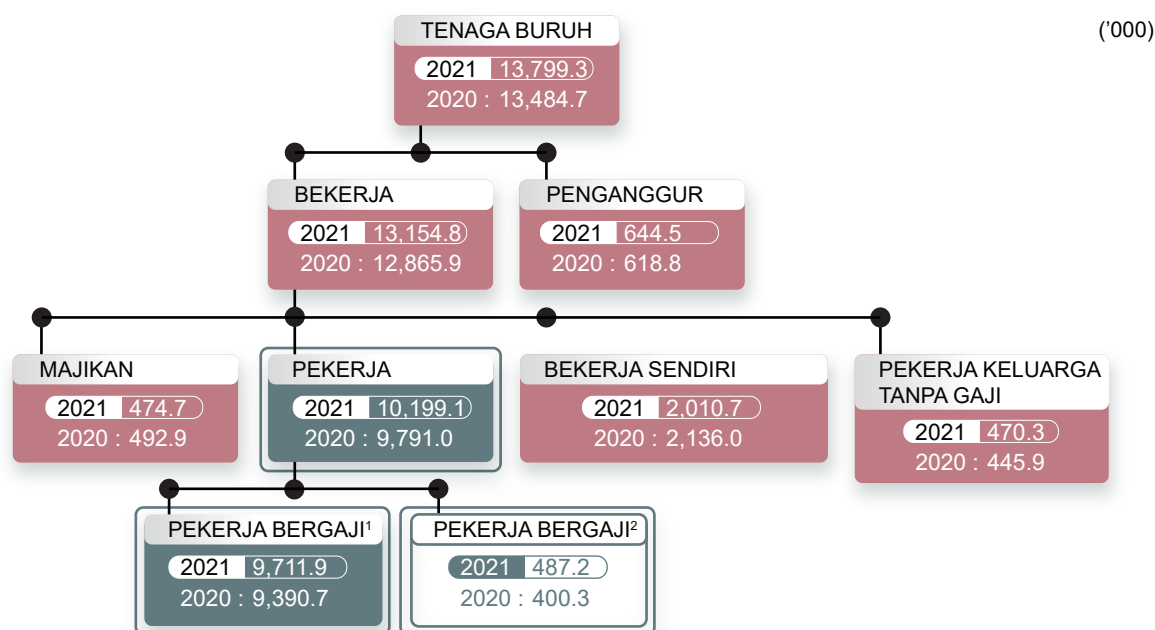
Laporan Gaji & Upah ini membentangkan statistik gaji dan upah bagi tahun 2021. Survei dijalankan dari Januari hingga Disember 2021 menggunakan pendekatan isi rumah meliputi semua negeri di Malaysia. Statistik gaji dan upah yang dibentangkan dalam ringkasan penemuan ini hanya meliputi warganegara Malaysia bagi pekerja bergaji dan bekerja sepenuh masa di sektor awam dan swasta.

2. PENENGAH DAN PURATA GAJI & UPAH BULANAN PEKERJA

Pada tahun 2021, bilangan penerima gaji & upah meningkat sebanyak 3.4 peratus kepada 9.7 juta orang (2020: +2.1%; 9.4 juta orang). Sementara itu, penengah gaji & upah bulanan meningkat sebanyak 9.1 peratus kepada RM2,250 berbanding tahun sebelumnya (2020: -15.6%; RM2,062).

Begitu juga, purata gaji & upah bulanan kembali pulih dengan peningkatan sebanyak 3.5 peratus kepada RM3,037 selepas mencatatkan penurunan buat kali pertama tahun lepas (2020: -9.0%; RM2,933). Kenaikan penengah dan purata gaji & upah bulanan sebahagiannya disumbangkan oleh aktiviti ekonomi dan sosial yang berterusan pada separuh kedua tahun tersebut, setelah negara dilanda pandemik COVID-19 [Paparan 1].

Paparan 1: Kerangka analisis gaji & upah bulanan, Malaysia, 2020 dan 2021



Nota:

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

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

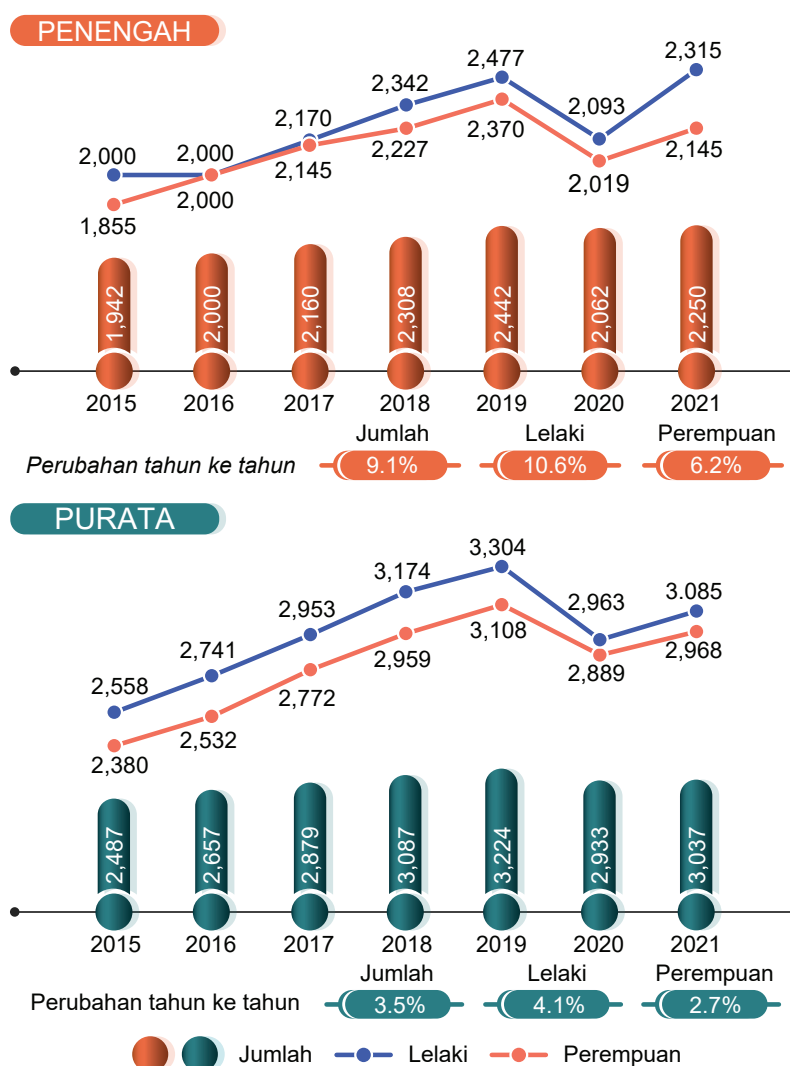
3. GAJI & UPAH BULANAN PEKERJA MENGIKUT JANTINA

Dari segi jantina, penengah dan purata gaji & upah bulanan bagi pekerja lelaki dan perempuan terus meningkat berikutan sekatan bagi membendung penularan COVID-19 dilonggarkan secara beransur-ansur berbanding sekatan penuh pada 2020.

Pada tahun tersebut, penengah gaji & upah bulanan bagi pekerja lelaki meningkat sebanyak 10.6 peratus, mencatatkan RM2,315 (2020: RM2,093). Sementara itu, nilai penengah bagi pekerja perempuan meningkat sebanyak 6.2 peratus kepada RM2,145 berbanding RM2,019 pada tahun sebelumnya.

Sehubungan itu, purata gaji & upah bulanan bagi pekerja lelaki pada 2021 bertambah baik iaitu sebanyak 4.1 peratus atau bersamaan dengan RM122 kepada RM3,085 berbanding RM2,963 pada 2020. Begitu juga pekerja perempuan meningkat sebanyak RM79 atau 2.7 peratus kepada RM2,968 berbanding tahun sebelumnya (2020: RM2,889) [Carta 1].

Carta 1: Penengah dan purata gaji & upah bulanan pekerja mengikut jantina, Malaysia, 2015 - 2021



4. GAJI & UPAH BULANAN PEKERJA MENGIKUT KUMPULAN UMUR

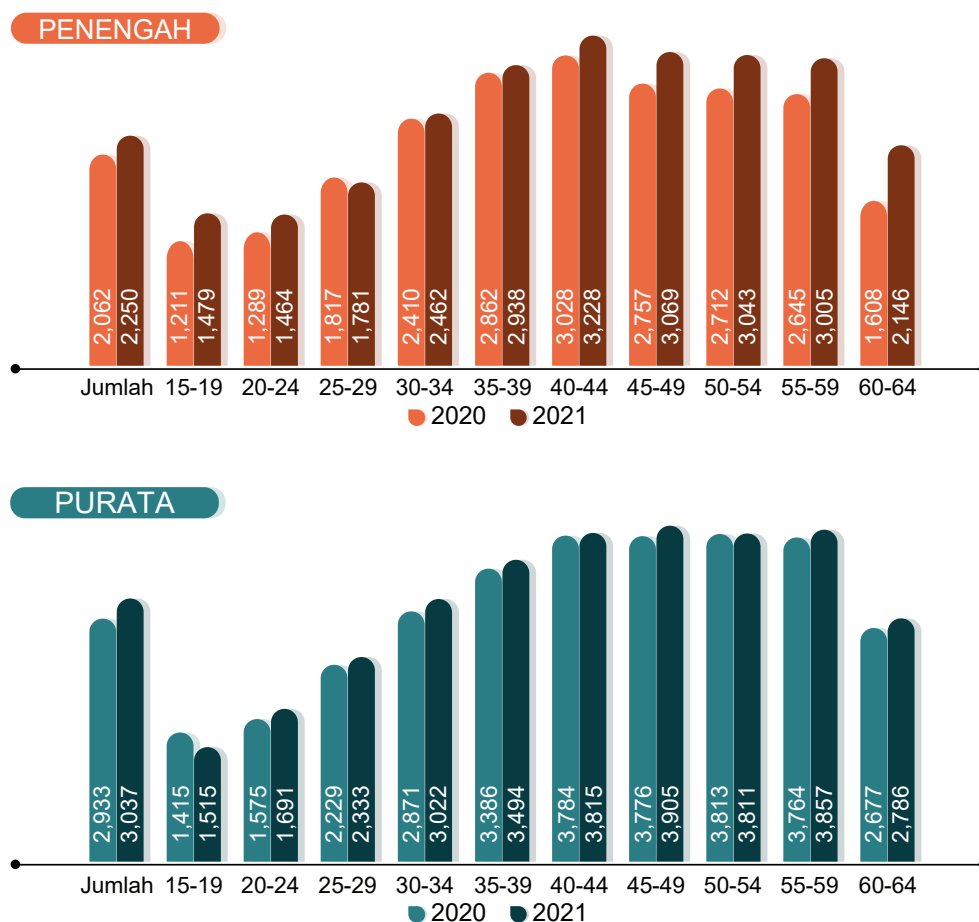
Mengikut kumpulan umur, sebahagian besar daripada jumlah penerima gaji & upah didominasi oleh kumpulan umur 25 hingga 29 tahun (17.8%), diikuti oleh kumpulan umur 30 hingga 34 tahun (16.5%) dan 35 hingga 39 tahun (15.3%). Sementara itu, berbanding tahun sebelumnya, penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur berada pada trend menaik bagi kebanyakan kumpulan umur pada tahun tersebut.

Begitu juga, pekerja berumur 40 hingga 44 tahun menyumbang penengah tertinggi bagi gaji & upah bulanan dengan nilai RM3,228, manakala kumpulan umur 20 hingga 24 tahun mencatatkan penengah terendah dengan RM1,464. Berbanding tahun sebelum, kebanyakan kumpulan umur merekodkan peningkatan dalam penengah gaji & upah bulanan.

Melihat kepada purata gaji & upah bulanan, nilai purata tertinggi dicatatkan oleh kumpulan umur 45

hingga 49 tahun dengan RM3,905, dimana kumpulan umur 55 hingga 59 tahun kedua tertinggi dengan RM3,857 dan diikuti kumpulan umur 40 hingga 44 tahun (RM3,815). Sementara itu, kumpulan penerima terbesar purata gaji & upah bulanan adalah dalam kumpulan umur 25 hingga 29 tahun dengan pertambahan sebanyak RM104 kepada RM2,333 berbanding tahun 2020 (RM2,229) [Carta 2].

Carta 2: Penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur, Malaysia, 2020 dan 2021

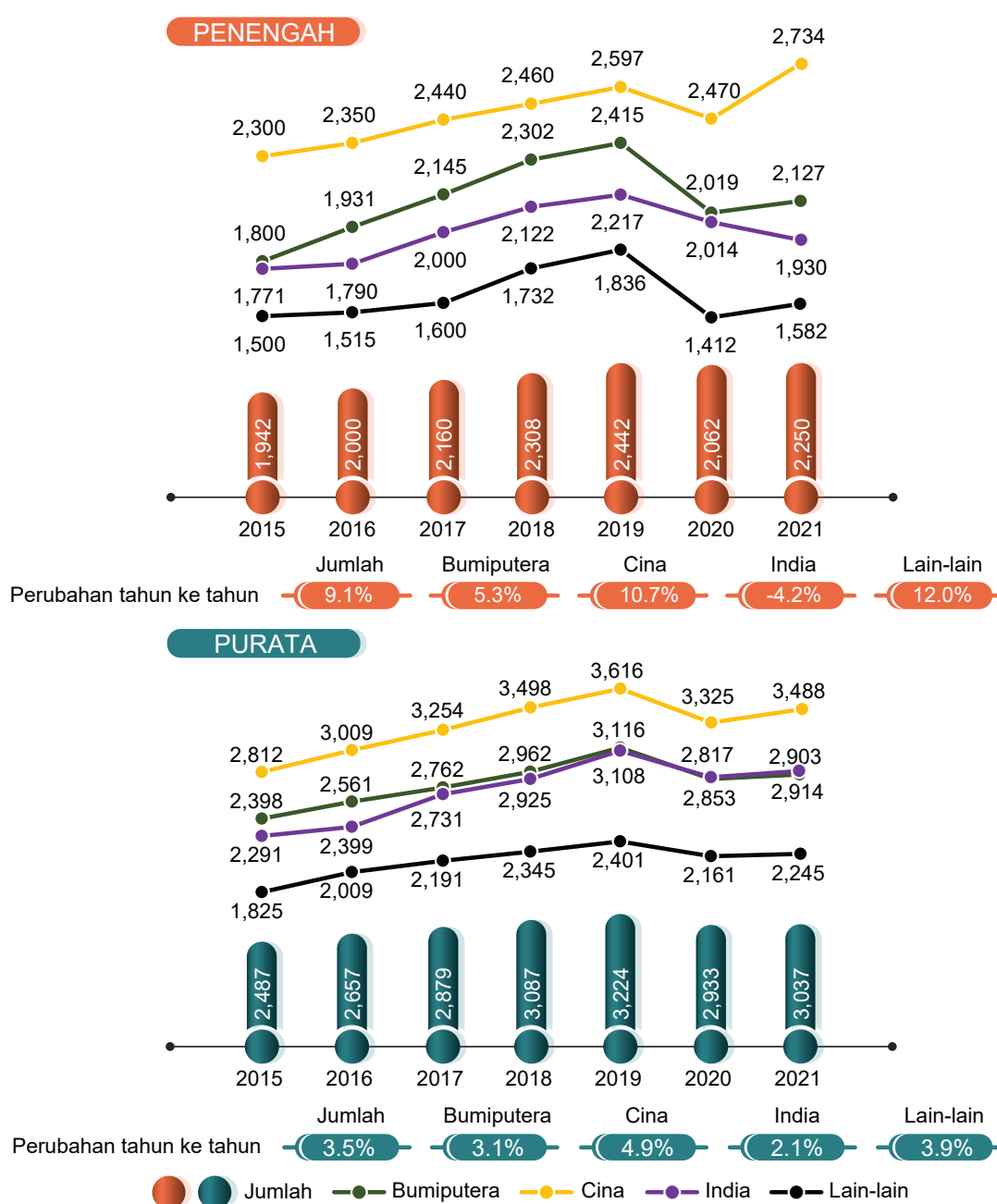


5. GAJI & UPAH BULANAN PEKERJA MENGIKUT ETNIK

Dari segi kumpulan etnik, kebanyakan kumpulan etnik mencatatkan peningkatan dalam nilai penengah dan purata gaji & upah bulanan pada 2021. Di antara semua etnik, Cina kekal merekodkan penengah dan purata gaji & upah bulanan tertinggi pada tahun tersebut. Berbanding tahun sebelumnya, penengah gaji & upah bulanan bagi kaum Cina meningkat sebanyak 10.7 peratus kepada RM2,734 (2020: RM2,470). Dalam pada itu, Bumiputera menduduki tempat kedua dengan RM2,127, diikuti India (RM1,930) dan Lain-lain (RM 1,582).

Begitu juga, etnik Cina mencatatkan purata gaji & upah bulanan tertinggi dengan RM3,488 (2020: RM3,325). Seterusnya India (RM2,914) dengan peningkatan 2.1 peratus dan Bumiputera pada RM2,903 (+3.1%) dan Lain-lain pada RM2,245 (+3.9%) [Carta 3].

Carta 3: Penengah dan purata gaji & upah bulanan pekerja mengikut etnik, Malaysia, 2015 - 2021



6. GAJI & UPAH BULANAN PEKERJA MENGIKUT PENCAPAIAN PENDIDIKAN

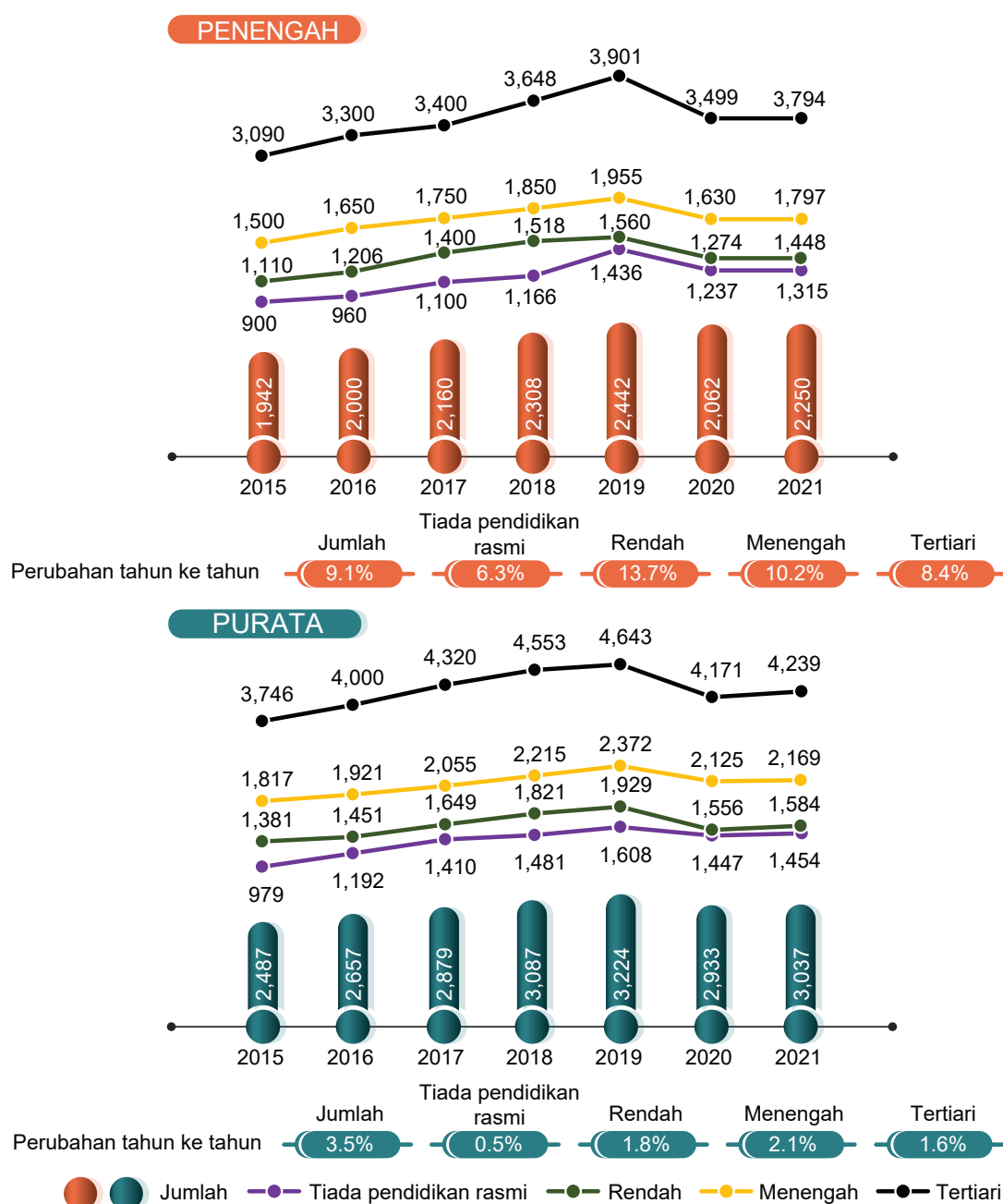
Sepanjang tahun ini, semua pekerja mencatatkan peningkatan dalam penengah dan purata gaji & upah bulanan bagi semua kategori pencapaian pendidikan. Ketika negara berada dalam fasa peralihan pemulihan, sebahagian aktiviti ekonomi beroperasi secara berperingkat dengan pematuhan kepada prosedur operasi standard. Keadaan ini memberi isyarat bahawa ekonomi Malaysia berada dalam momentum pemulihan. Oleh itu, ia dicerminkan oleh peningkatan dalam penengah dan purata gaji & upah bulanan pada tahun 2021.

Pendidikan tertiar merekodkan penengah gaji & upah bulanan tertinggi bagi pekerja, dengan peningkatan sebanyak RM295 (+8.4%) kepada RM3,794 berbanding tahun 2020 (RM3,499). Pada masa yang sama, pendidikan menengah turut mencatatkan peningkatan sebanyak RM167 atau bersamaan dengan 10.2 peratus merekodkan RM1,797, diikuti oleh pendidikan rendah RM174 (+13.7%) kepada RM1,448

dan tiada pendidikan rasmi meningkat RM78 (+6.3%) kepada RM1,315.

Begitu juga,, purata gaji & upah bulanan meningkat bagi semua kategori pencapaian pendidikan, dengan pendidikan tertiar pada RM4,239 (+RM68; +1.6%), pendidikan menengah pada RM2,169 (+RM44; +2.1%) dan pendidikan rendah pada RM1,584 (+RM28; +1.8%). Pada masa yang sama, tiada pendidikan rasmi juga meningkat sebanyak RM7 (+0.5%) kepada RM1,454 (2020: RM1,447) [Carta 4].

Carta 4: Penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2015 - 2021



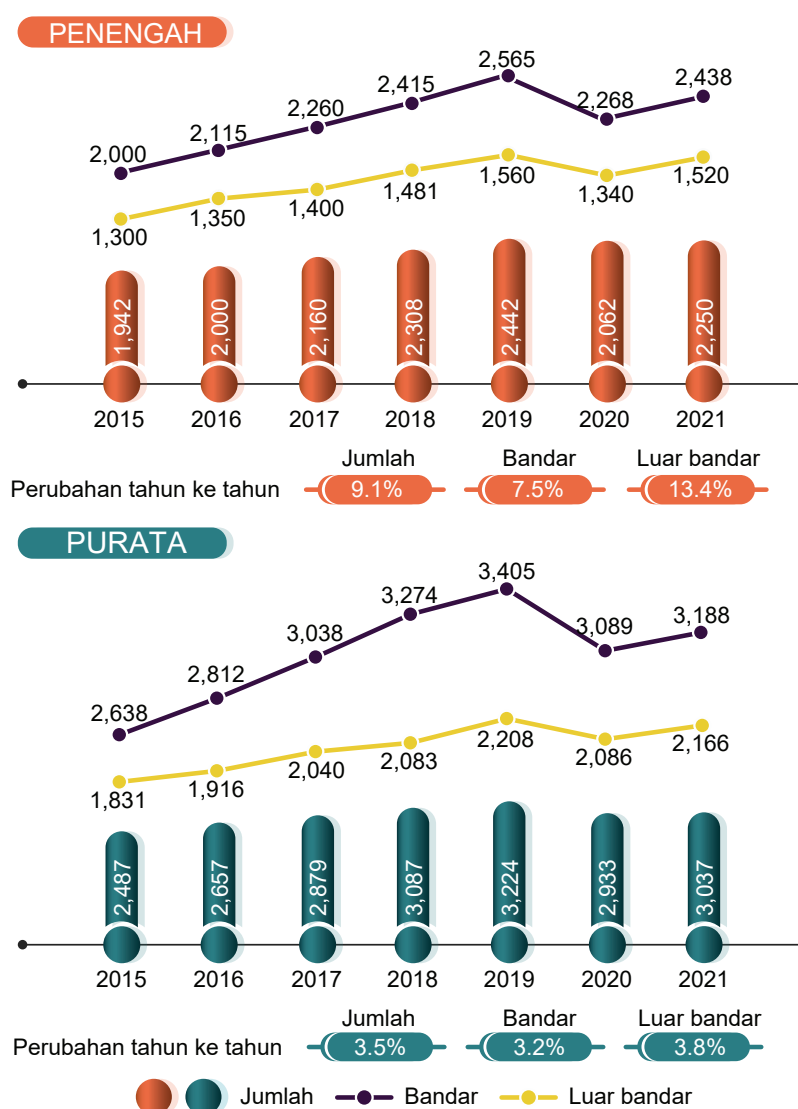
7. GAJI & UPAH BULANAN PEKERJA MENGIKUT STRATA

Berbanding tahun sebelumnya, penengah dan purata gaji & upah bulanan pekerja di kawasan bandar dan luar bandar mencatatkan peningkatan pada tahun 2021.

Penengah gaji & upah bulanan untuk pekerja di kawasan luar bandar meningkat kepada RM1,520 daripada RM1,340 pada tahun 2020, manakala nilai penengah untuk pekerja di kawasan bandar meningkat sebanyak 7.5 peratus kepada RM2,438 (2020: RM2,268; -11.6%).

Trend yang sama dilihat diperhatikan dalam purata gaji & upah bulanan bagi kedua-dua kawasan, yang mencatatkan masing-masing sebanyak RM3,188 (bandar) dan RM2,166 (luar bandar) berbanding tahun 2020. Purata gaji & upah bulanan bagi kawasan bandar meningkat sebanyak 3.2 peratus (2020: RM3,089; -9.3%), manakala kawasan luar bandar meningkat 3.8 peratus (2020: RM2,086; -5.5%) [Carta 5].

Carta 5: Penengah dan purata gaji & upah bulanan pekerja mengikut strata, Malaysia, 2015 - 2021



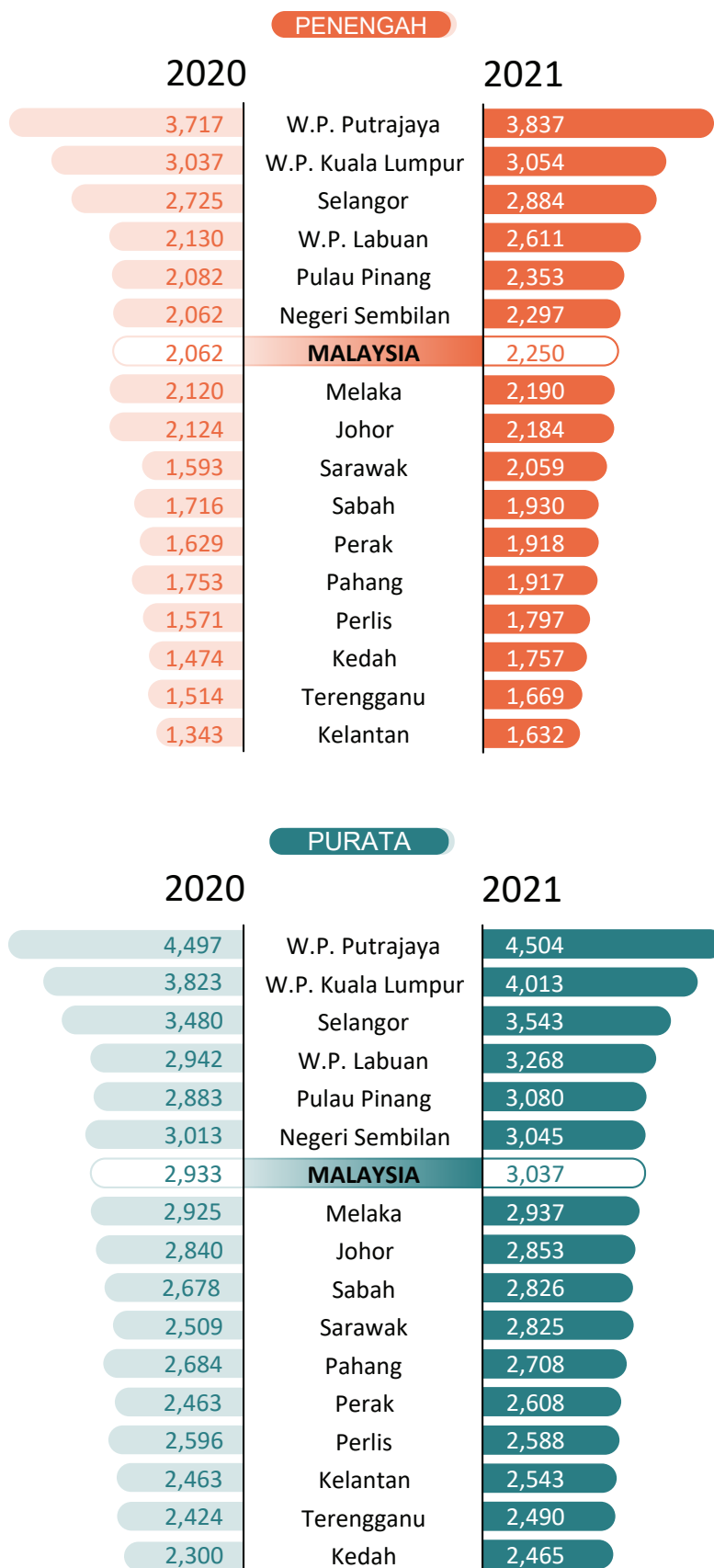
8. GAJI & UPAH BULANAN PEKERJA MENGIKUT NEGERI

Penengah gaji & upah bulanan tertinggi sepanjang tahun dicatatkan oleh W.P. Putrajaya dengan nilai penengah sebanyak RM3,837. Ini diikuti oleh W.P. Kuala Lumpur (RM3,054) Selangor (RM2,884), W.P. Labuan (RM2,611), Pulau Pinang (RM2,353) dan Negeri Sembilan (RM2,297), dan enam negeri ini merekodkan nilai penengah lebih tinggi daripada peringkat nasional (RM2,250).

Purata gaji & upah mengikut negeri menunjukkan W.P. Putrajaya mencatatkan purata gaji & upah bulanan

tertinggi sebanyak RM4,504. Lima negeri lagi turut mencatatkan purata gaji & upah bulanan melebihi peringkat nasional iaitu W.P. Kuala Lumpur (RM4,013), Selangor (RM3,543), W.P. Labuan (RM3,268), Pulau Pinang (RM3,080) dan Negeri Sembilan (RM3,045) [Carta 6].

Carta 7: Penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2020 dan 2021



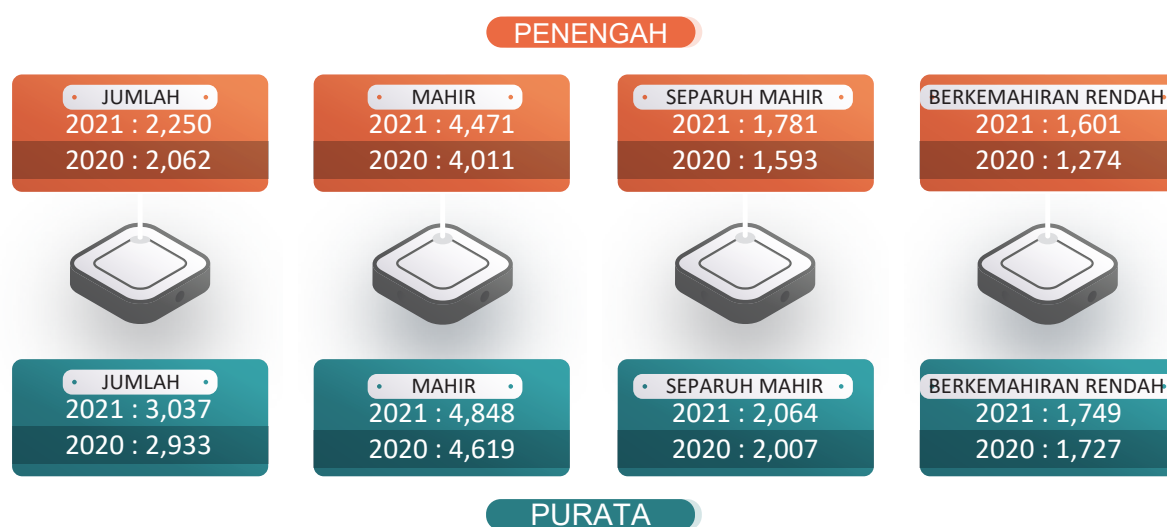
9. GAJI & UPAH BULANAN PEKERJA MENGIKUT TAHAP KEMAHIRAN

Pada tahun tersebut, penengah dan purata gaji & upah bulanan secara konsisten didominasi oleh pekerja mahir. Pekerja mahir mencatatkan RM4,471 nilai penengah gaji & upah bulanan, diikuti oleh separuh mahir (RM1,781) dan berkemahiran rendah (RM1,601). Nilai penengah semua kategori menunjukkan trend peningkatan berbanding tahun sebelumnya.

Selaras dengan itu, purata gaji & upah bulanan pekerja mahir meningkat sebanyak 5.0 peratus mencatatkan penambahan RM229 kepada RM4,848 (2020: RM4,619). Dalam kategori ini, Pengurus kekal merekodkan purata tertinggi pada RM6,296, turun 2.8 peratus berbanding RM6,479 pada 2020 dan diikuti oleh Profesional (RM5,731) dan Juruteknik & profesional bersekutu (RM3,492).

Di samping itu, nilai purata pekerja separuh mahir meningkat kepada RM2,064 (2020: RM2,007). Pekerja sokongan perkeranian mempunyai purata gaji & upah bulanan tertinggi dalam kategori ini, pada RM2,386, diikuti oleh Operator mesin dan loji pemasang (RM2,013), Pekerja kemahiran dan pekerja pertukangan yang berkaitan (RM1,993), dan Pekerja perkhidmatan & jualan (RM1,944). Sementara itu, bagi kategori berkemahiran rendah termasuk pekerja asas, purata gaji & upah bulanan mereka merekodkan sedikit peningkatan kepada RM1,749 berbanding RM1,727 pada tahun sebelumnya [Paparan 2].

Paparan 2: Penengah dan purata gaji & upah bulanan pekerja mengikut tahap kemahiran, Malaysia, 2020 dan 2021



10. GAJI & UPAH BULANAN PEKERJA MENGIKUT INDUSTRI

Melihat kepada aktiviti ekonomi pada tahun 2021, semua sektor mencatatkan peningkatan dalam penengah gaji & upah bulanan pada tahun 2021 berbanding tahun 2020 kecuali Pembinaan. Perlombongan & pengkuarian kekal mencatatkan penengah gaji & upah bulanan tertinggi pada RM3,921. Ini diikuti oleh sektor Perkhidmatan pada RM2,550, Pembuatan (RM1,976) manakala, Pertanian (RM1,490), terus kekal dengan nilai menjadi penengah terendah sejak 2010.

Dari segi purata gaji & upah bulanan, semua sektor mencatatkan peningkatan pada tahun 2021 berbanding tahun sebelumnya kecuali bagi sektor Perlombongan & pengkuarian dan Pembinaan. Walau bagaimanapun, sektor Perlombongan & pengkuarian mencatatkan purata tertinggi pada 2021 iaitu RM5,040 (-0.5%), diikuti oleh sektor Perkhidmatan (RM3,254; +4.9%), Pembuatan (RM2,606; +2.5%)

dan Pembinaan (RM2,347; -8.2%). Sementara itu, purata gaji & upah bulanan terendah dicatatkan dalam sektor Pertanian dengan RM1,776 [Paparan 3].

Paparan 3: Penengah dan purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2020 dan 2021

	2020	2021	2020	2021
Pertanian	1,291	1,490	1,598	1,776
Perlombongan dan pengkuarian	3,402	3,921	5,064	5,040
Pembuatan	1,908	1,976	2,542	2,606
Pembinaan	1,856	1,781	2,557	2,347
Perkhidmatan	2,268	2,550	3,103	3,254
Bekalan elektrik, gas, wap dan pendingin udara	2,784	2,993	3,596	3,401
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	2,073	2,067	2,571	2,650
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,514	1,697	2,011	2,063
Pengangkutan dan penyimpanan	2,062	2,091	2,481	2,576
Penginapan dan aktiviti perkhidmatan makanan dan minuman	1,293	1,581	1,795	1,950
Maklumat dan komunikasi	3,547	3,754	4,310	4,346
Aktiviti kewangan dan insurans/takaful	3,273	3,330	4,221	3,949
Aktiviti hartanah	3,037	3,255	3,570	3,636
Aktiviti profesional, saintifik dan teknikal	3,028	3,162	3,959	3,916
Aktiviti pentadbiran dan khidmat sokongan	1,393	1,692	1,992	2,040
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	3,761	3,929	4,146	4,313
Pendidikan	5,058	5,331	5,088	5,550
Aktiviti kesihatan kemanusiaan dan kerja sosial	3,602	4,193	4,077	4,546
Kesenian, hiburan dan rekreasi	1,882	2,562	2,665	2,908
Aktiviti perkhidmatan lain	1,593	1,735	2,124	2,016

● Penengah
 ● Purata

1. INTRODUCTION

The COVID-19 pandemic has led to millions of people's lives was profoundly affected worldwide. In 2020, the International Monetary Fund expected that the pandemic would lead to the biggest global recession ever¹. Nevertheless, in 2021, it was observed that Malaysia's economy was in recovery momentum. It can be seen through the picked-up steam of Malaysia's economy in 2021, growing by 3.1 per cent from the previous year of negative 5.5 per cent. The Manufacturing and Services sectors led the way, accounting for 81.3 per cent of total Gross Domestic Product (GDP)². The fruitful situation was intertwined with the early and proactive measures taken by Malaysia's government to curb the soaring number of COVID-19 cases and to restore the economy despite the spike of COVID-19 new cases.

In early 2021, the Movement Control Order (MCO) 2.0 was re-imposed for two weeks effective from 13 January 2021 in six states across Malaysia namely Pulau Pinang, Selangor, Wilayah Persekutuan (Kuala Lumpur, Labuan & Putrajaya), Melaka, Johor and Sabah. In the meantime, Pahang, Perak, Negeri Sembilan, Kedah, Terengganu and Kelantan were placed under the Conditional MCO (CMCO), whilst only two states, Perlis and Sarawak were under the Recovery MCO (RMCO)³. The implementation of the restriction by the government has led to a positive impact on economic as well as and social activities and has provided some relief to the community in line with the roll-off of the first vaccination programme on 24 February 2021.

Entering the second quarter, Malaysia has been experiencing a devastating second wave of COVID-19 in May 2021. Consequently, the MCO has been implemented nationwide effective on 12 May 2021 until 7 June 2021. This circumstance has resulted in the closure of educational institutions, the prohibition of social and religious gatherings, and the limitation of business operation hours. However, as the number of new COVID-19 cases in the country rises on a daily basis, a full lockdown was imposed in June 2021, restricting all economic and travel activities except those deemed considered as essential economic services. To combat this issue, the government has unveiled the National Recovery Plan (NRP), which comprises of four phases. The transitions between each phase were depends on the number of daily new cases, the vaccination rate, and the number of COVID-19 patients admitted to Intensive Care Units (ICU).

In August 2021, Malaysia experienced a challenging situation in combating the COVID-19 pandemic. This was due to the spike of in COVID-19 daily new cases which consistently exceeded 20,000⁴ cases during the month. However, the battle against the pandemic endured in August and September 2021 with various initiatives and programmes executed to curtail the pandemic including the increasing number of vaccination rates. Therefore, more business activities were allowed to resume in Phase 1 of the NRP, as well as the inter-district travel within certain areas is allowed. Additionally, the tourism industry in Terengganu and Pulau Langkawi is open for fully vaccinated tourists, plus more business activities with longer business hours are permitted in all NRP's phases of most of the states during the last quarter of 2021. Furthermore, full interstate travel was permitted as of 11 October 2021, which had some positive impact on Malaysia's tourism industry. In line with this positive situation, it has contributed to an encouraging labour force situation, thereby stimulating salaries & wages increases in Malaysia.

This Salaries & Wages Survey Report presents salaries and wages statistics for 2021. The survey was carried out from January to December 2021 using a household approach covering all states in Malaysia. The salaries and wages statistics presented in this summary of findings only covered Malaysian citizens and the full equivalent of paid employees in the public and private sectors.

¹<https://blogs.imf.org/2020/04/14/the-great-lockdown-worst-economic-downturn-since-the-great-depression/>

²<https://www.dosm.gov.my/v1/index.php?r=column/pdfPrev&id=UWFBZkhFZDBhanN5ZEUXRS96T2VRdz09>

³<https://www.malaysiakini.com/news/558704>

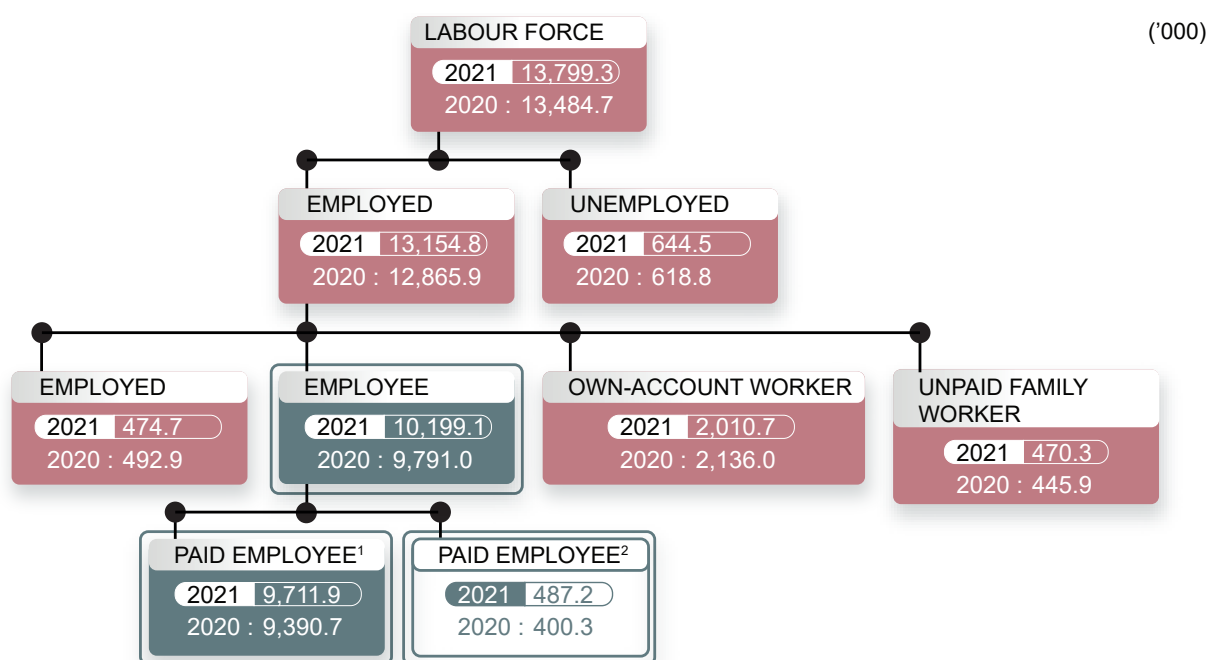
⁴<https://kpkesihatan.com/2021/08/31/kenyataan-akhbar-kpk-31-ogos-2021-situasi-semasa-jangkitan-penyakit-coronavirus-2019-covid-19-di-malaysia/>

2. MEDIAN AND MEAN MONTHLY SALARIES & WAGES OF EMPLOYEES

In 2021, the number of salaries & wages recipients rose by 3.4 per cent to record 9.7 million persons (2020: +2.1%; 9.4 million persons). In the meantime, the median monthly salaries & wages accelerated by 9.1 per cent to RM2,250 as compared to the previous year (2020: -15.6%; RM2,062).

Similarly, the mean monthly salaries & wages rebounded by 3.5 per cent to register RM3,037 after recording a decline for the first-time last year (2020: -9.0%; RM2,933). The rise in median and mean monthly salaries & wages was partly contributed by the continuous resumption of economic and social activities during the second half of the year, after the country was surrounded by the COVID-19 pandemic [Exhibit 1].

Exhibit 1: Framework on analysis of monthly salaries & wages, Malaysia, 2020 and 2021



Notes:

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

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

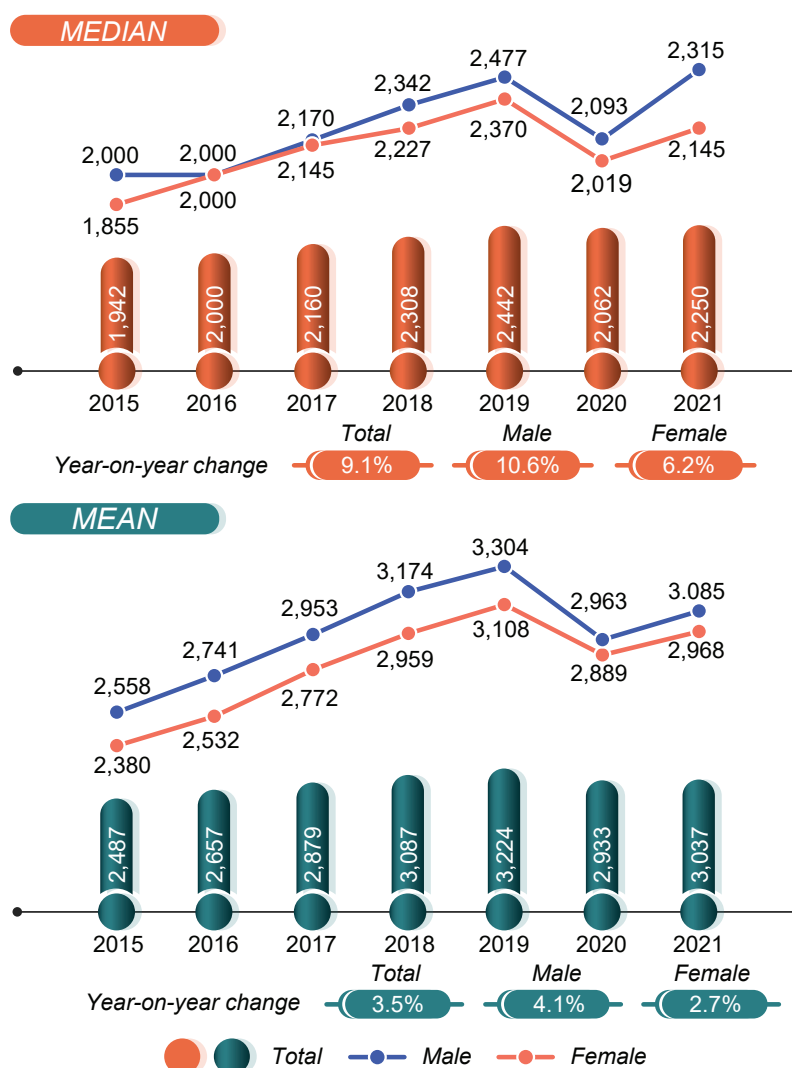
3. MONTHLY SALARIES & WAGES OF EMPLOYEES BY SEX

In terms of gender, the median and mean monthly salaries & wages for both male and female employees continued to increase as the restrictions to contain the spread of COVID-19 were eased gradually as compared to the full lockdown in 2020.

During the year, the median monthly salaries & wages of male employees rose by 10.6 per cent, registering RM2,315 (2020: RM2,093). Meanwhile, the median value for female employees increased by 6.2 per cent to RM2,145 as against RM2,019 in the previous year.

Subsequently, the mean monthly salaries & wages for male employees in 2021 improved by 4.1 per cent or equivalent to RM122 to register RM3,085 as compared to RM2,963 in 2020. Similarly, female employees surged by RM79 or 2.7 per cent to RM2,968 as against the preceding year (2020: RM2,889) [Chart 1].

Chart 1: Median and mean monthly salaries & wages of employees by sex, Malaysia, 2015 - 2021



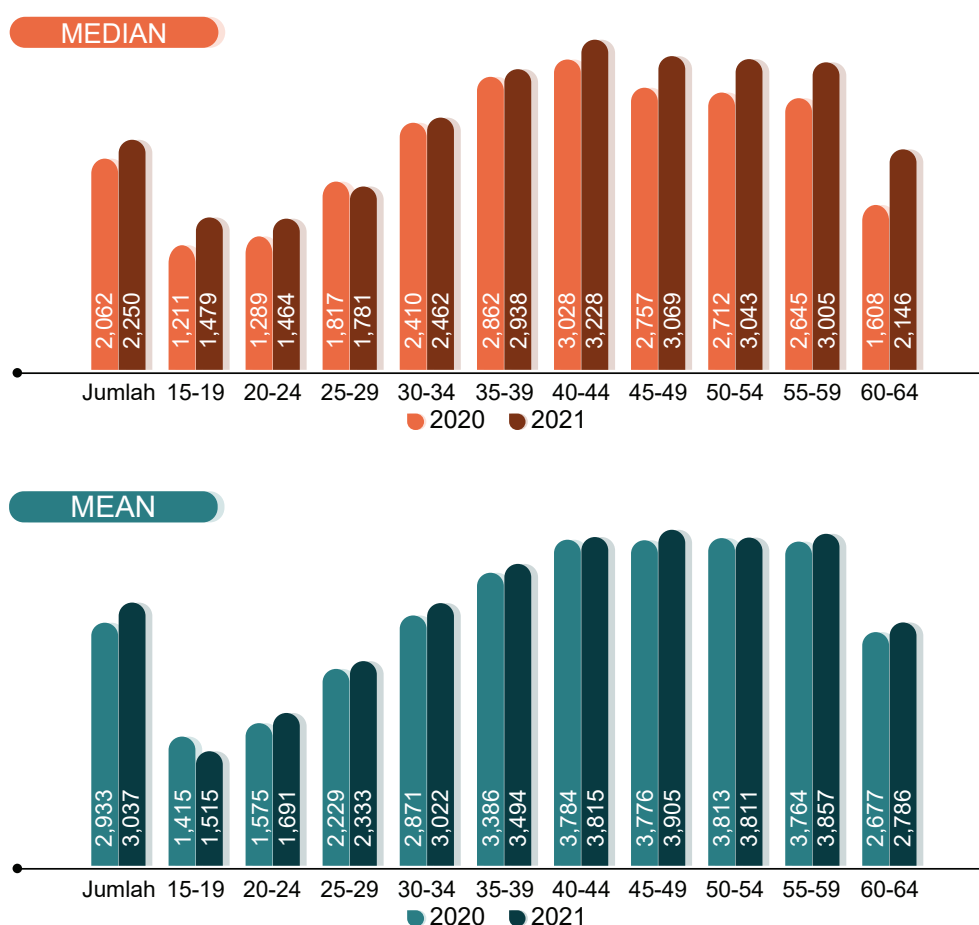
4. MONTHLY SALARIES & WAGES OF EMPLOYEES BY AGE GROUP

By age group, most of the total salaries & wages recipients were dominated in the age group of 25 to 29 years (17.8%), followed by the age group 30 to 34 years (16.5%) and 35 to 39 years (15.3%). Meanwhile, as compared to one year earlier, the median and mean monthly salaries & wages of employees by age group were on an increasing trend for most of the age groups during the year.

In the meantime, employees aged 40 to 44 years contributed the highest median monthly salaries & wages with a value of RM3,228, while the age group 20 to 24 years registered the lowest median with RM1,464. In comparison to the preceding year, most of the age groups recorded increases in the median of monthly salaries & wages.

Looking at the mean monthly salaries & wages, the highest mean value was posted by the age group of 45 to 49 years with RM3,905, whereas the age group 55 to 59 years ranked second with RM3,857, and followed by the age group 40 to 44 years (RM3,815). On the other hand, the largest recipient group of the mean monthly salaries & wages was in the age group of 25 to 29 years, with an addition of RM104 to RM2,333 as compared to 2020 (RM2,229) [Chart 2].

Chart 2: Median and mean monthly salaries & wages of employees by age group, Malaysia, 2020 and 2021

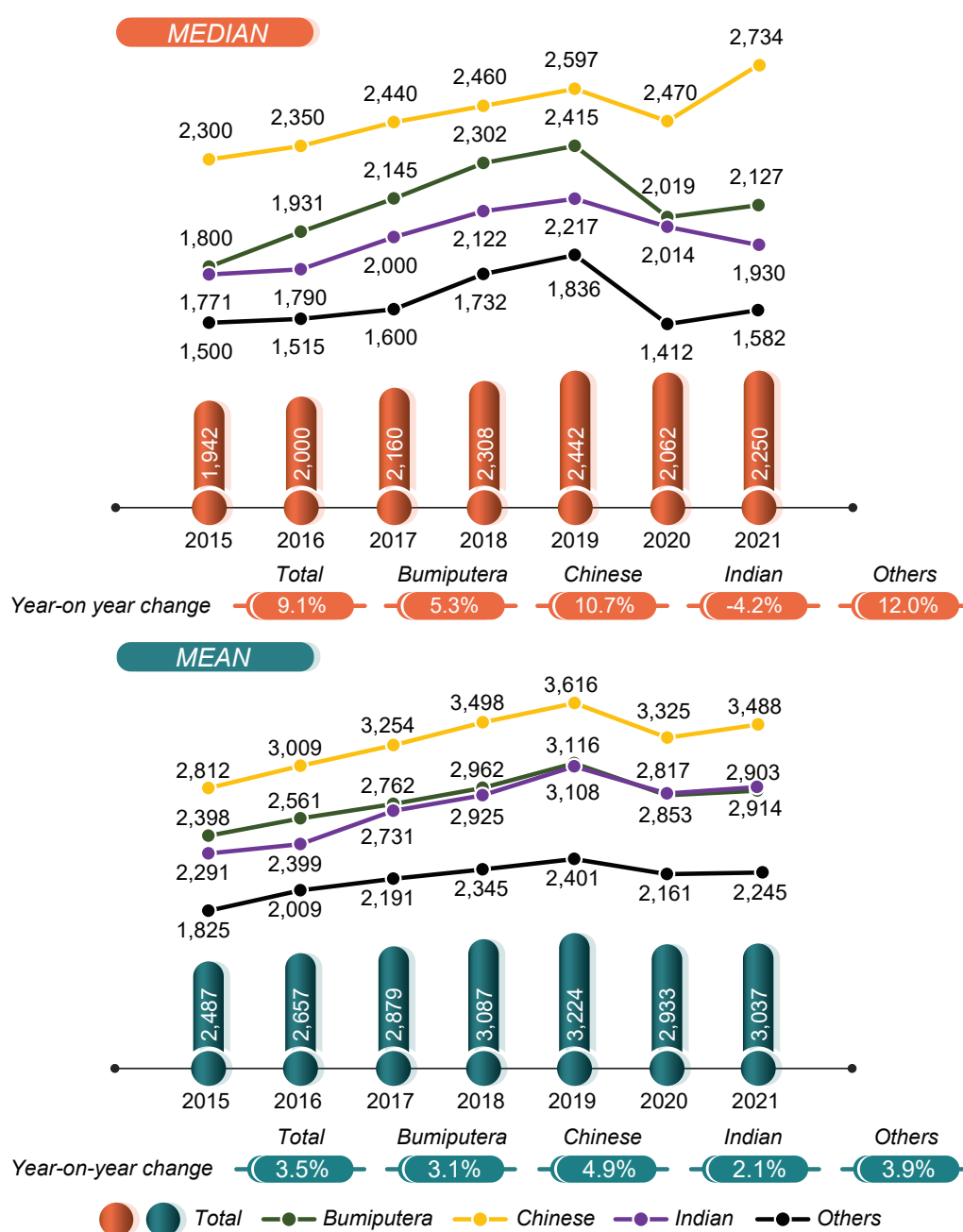


5. MONTHLY SALARIES & WAGES OF EMPLOYEES BY ETHNIC

In terms of ethnic groups, most of the ethnic groups posted an increase in the value of median and mean monthly salaries & wages in 2021. Among all ethnics, Chinese remained to record the highest median and mean monthly salaries & wages during the year. In comparison to the previous year the median monthly salaries & wages for Chinese rose by 10.7 per cent to record RM2,734 as compared to the previous year (2020: RM2,470). In the meantime, Bumiputera ranked second with RM2,127, trailed by India (RM1,930) and Others (RM1,582).

Likewise, Chinese ethnics also recorded the highest mean monthly salaries & wages with RM3,488 (2020: RM3,325). Next was Indian (RM2,914) with an increase of 2.1 per cent and Bumiputera at RM2,903 (+3.1%) and Others at RM2,245 (+3.9%) [Chart 3].

Chart 3: Median and mean monthly salaries & wages of employees by ethnic, Malaysia, 2015 - 2021



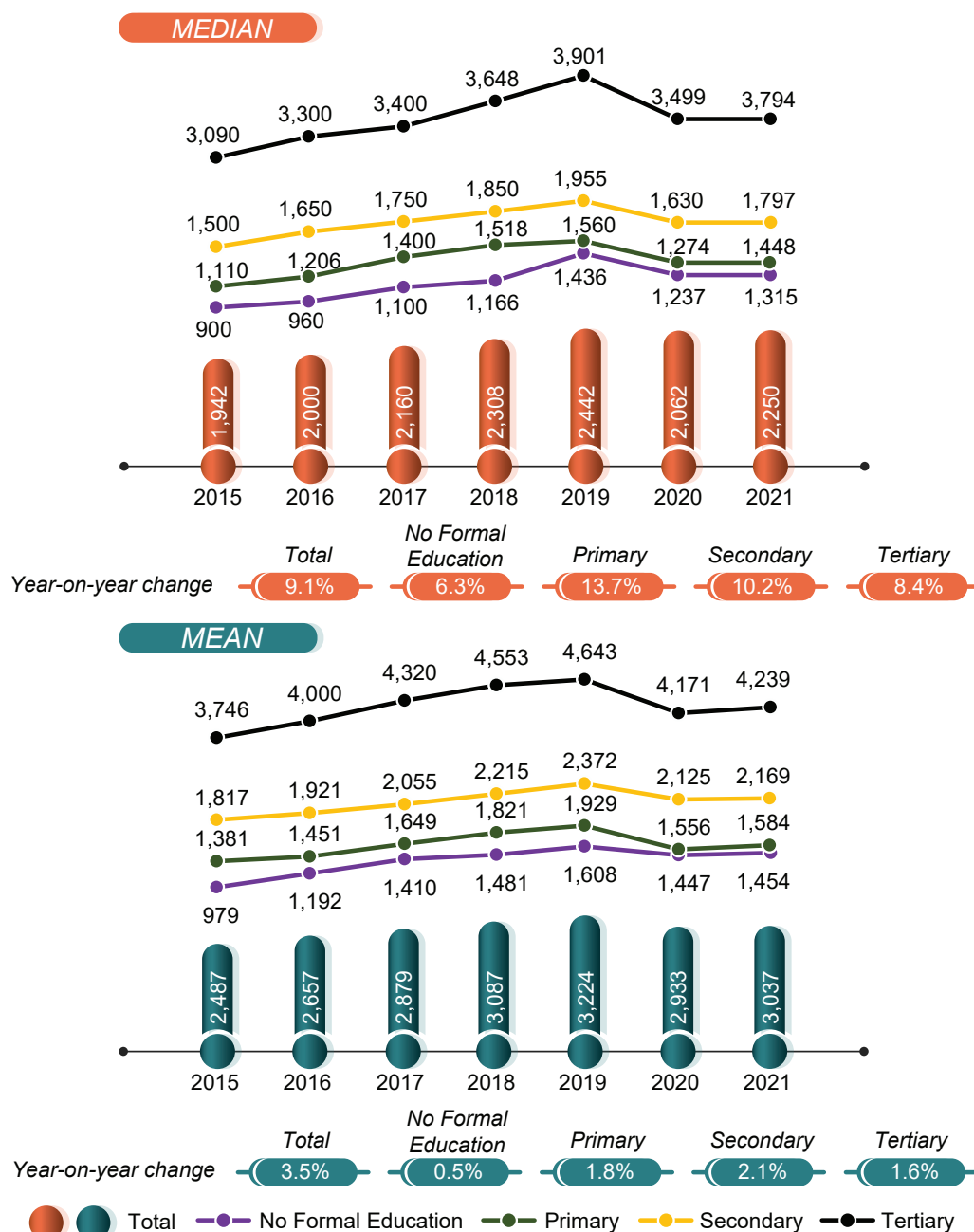
6. MONTHLY SALARIES & WAGES OF EMPLOYEES BY EDUCATIONAL ATTAINMENT

During the year, all employees recorded an increase in the median and mean monthly salaries & wages for all categories of education attainment. As the country was in the transition phase of recovery, most of the economic activities were operating in staggered with adherence to standard operating procedures. This situation signaled that the Malaysian economy was in its recovery momentum. Therefore, this was reflected by an increase in the median and mean monthly salaries & wages in 2021.

Tertiary education registered the highest median monthly salaries & wages for employees, with an increase of RM295 (+8.4%) to RM3,794 as compared to 2020 (RM3,499). On the same note, secondary education also registered an increase of RM167 or equivalent to 10.2 per cent to record RM1,797, followed by primary education with RM174 (+13.7%) to RM1,448 and no formal education added by RM78 (+6.3%) to RM1,315.

Similarly, mean monthly salaries and wages increased for all categories of education attainment, with tertiary education at RM4,239 (+RM68; +1.6%), secondary education at RM2,169 (+RM44; +2.1%), and primary education at RM1,584 (+RM28; +1.8%). In the meantime, no formal education also edged up by RM7 (+0.5%) to RM1,454 (2020: RM1,447) [Chart 4].

Chart 4: Median and mean monthly salaries & wages of employees by educational attainment, Malaysia, 2015 - 2021



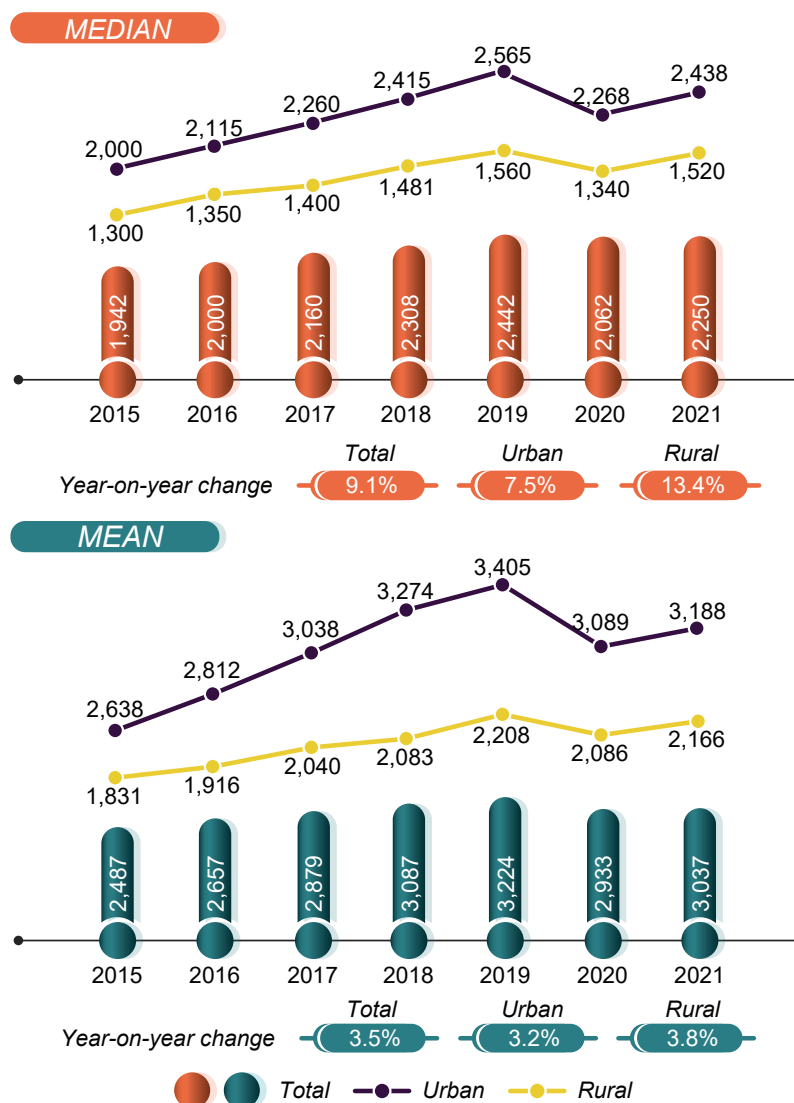
7. MONTHLY SALARIES & WAGES OF EMPLOYEES BY STRATA

As compared to the preceding year, the median and mean monthly salaries & wages for employees in both urban and rural areas posted an increase in 2021.

The median monthly salaries and wages for employees in rural areas increased to RM1,520 from RM1,340 in 2020, whereas the median value for urban employees increased by 7.5 per cent to RM2,438 (2020: RM2,268; -11.6%).

A similar trend was observed in the mean monthly salaries & wages for both areas, which recorded higher values of RM3,188 (urban) and RM2,166 (rural) respectively as against 2020. The mean monthly salaries and wages for urban areas increased by 3.2 per cent (2020: RM3,089; -9.3%), while rural areas increased by 3.8 per cent (2020: RM2,086; -5.5%) [Chart 5].

Chart 5: Median and mean monthly salaries & wages of employees by strata, Malaysia, 2015 - 2021

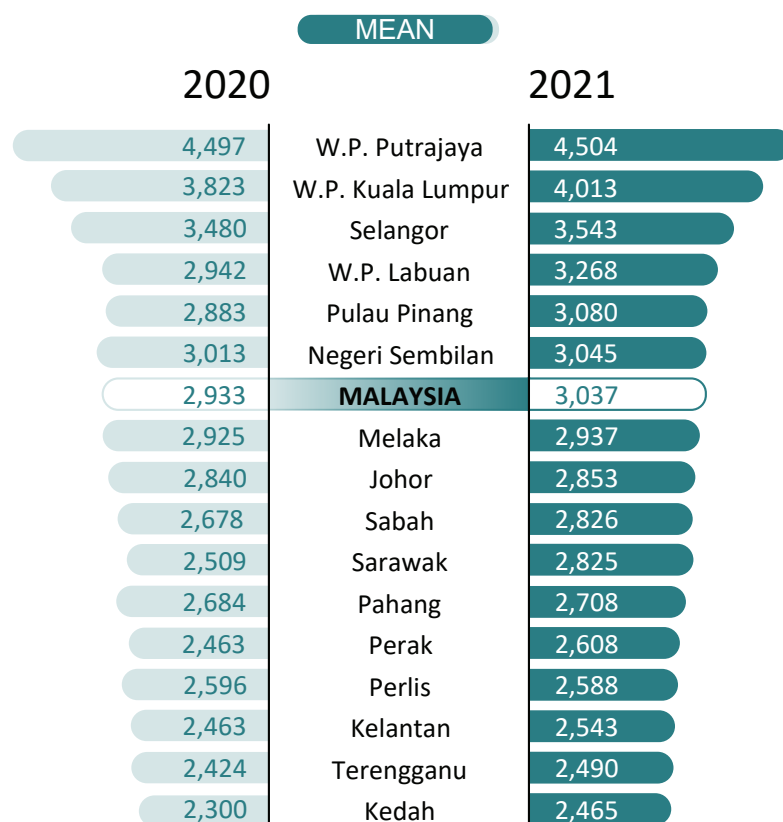
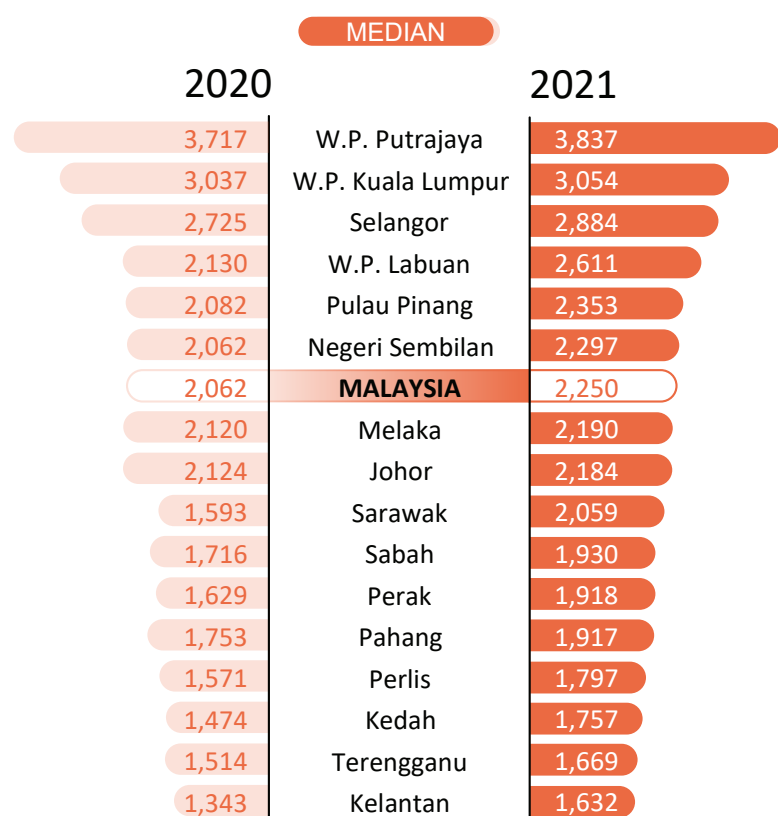


8. MONTHLY SALARIES & WAGES OF EMPLOYEES BY STATE

The highest median monthly salaries & wages during the year was register by W.P. Putrajaya with the median value of RM3,837. This was followed by W.P. Kuala Lumpur (RM3,054), Selangor (RM2,884), W.P. Labuan (RM2,611), Pulau Pinang (RM2,353) and Negeri Sembilan (RM2,297), and all these six states recorded the higher median value than the national level (RM2,250).

The mean monthly salaries & wages by state indicates that W.P. Putrajaya recorded the highest mean monthly salaries & wages of RM4,504. Another five states also recorded mean monthly salaries & wages above the national level, namely W.P. Kuala Lumpur (RM4,013), Selangor (RM3,543), W.P. Labuan (RM3,268), Pulau Pinang (RM3,080) and Negeri Sembilan (RM3,045) [Chart 6].

Chart 6: Median and mean monthly salaries & wages of employees by state, Malaysia, 2020 and 2021



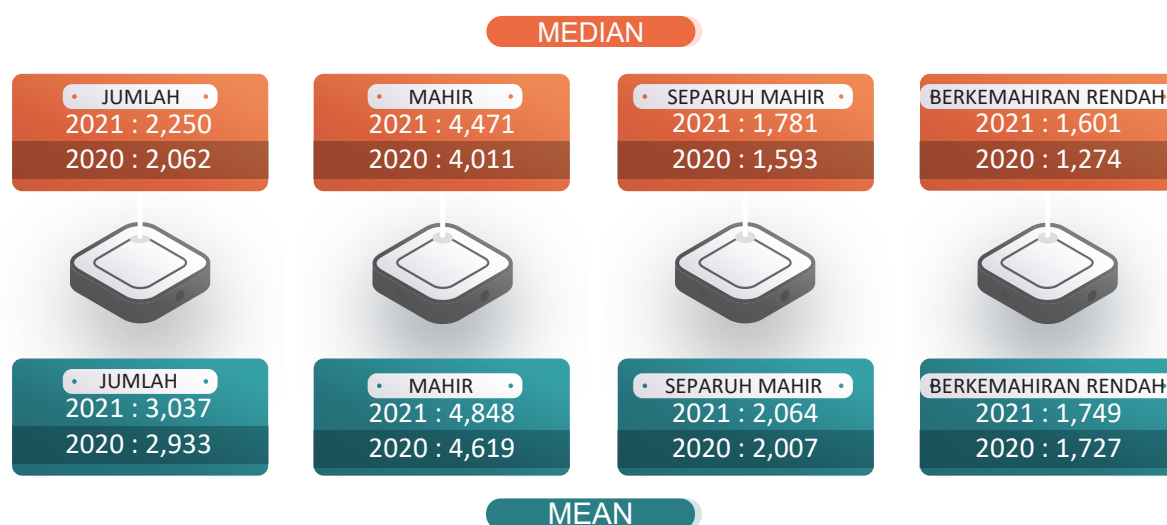
9. MONTHLY SALARIES & WAGES OF EMPLOYEES BY CATEGORY OF SKILL

During the year, the median and mean monthly salaries & wages were consistently dominated by skilled employees. Skilled employees recorded RM4,471 of the median value, followed by semi-skilled (RM1,781) and low-skilled (RM1,601). The median value of all categories showed an increasing trend as compared to the previous year.

In line with this, the mean monthly salaries & wages for skilled employees edged up by 5.0 per cent registering an addition of RM229 to RM4,848 (2020: RM4,619). Among this category, Managers remained the highest mean at RM6,296, decreased by 2.8 per cent as against RM6,479 in 2020 and was followed by Professionals (RM5,731) and Technicians & associate professionals (RM3,492).

In addition, the mean value of semi-skilled employees rose to RM2,064 (2020: RM2,007). Clerical support workers registered the highest mean monthly salaries & wages in this category, at RM2,386 month, followed by Plant and machine-operators and assemblers (RM2,013), Craft and related trades workers (RM1,993), and Services & sales workers (RM1,944). Meanwhile, for the low-skilled category which includes elementary workers, their mean monthly salaries & wages recorded a slight increase to RM1,749 as compared to RM1,727 in the previous year [Exhibit 2].

Exhibit 2: Median and mean monthly salaries & wages of employees by category of skill, Malaysia, 2020 and 2021



10. MONTHLY SALARIES & WAGES OF EMPLOYEES BY INDUSTRY

Looking at the economic activities in 2021, all sector recorded an increase in median monthly salaries & wages in 2021 compared to 2020 except Construction. Mining & quarrying remained to record the highest median monthly salaries & wages at RM3,921. This was followed by Service sector at RM2,550, Manufacturing (RM1,976) while, Agriculture (RM1,490), continued to be the lowest median since 2010.

In terms of mean monthly salaries & wages, all sectors recorded an increase in 2021 as compared to the previous year, except for the Mining & quarrying and Construction sectors. Meanwhile, the Mining & quarrying sector recorded the highest mean in 2021 which was RM5,040 (-0.5%), followed by the Services sector (RM3,254; +4.9%), Manufacturing (RM2,606; +2.5%) and Construction (RM2,347; -8.2%). In the meantime, the lowest mean monthly salaries & wages were recorded in the Agriculture sector with RM1,776 [Exhibit 3].

Exhibit 3: Median and mean monthly salaries & wages of employees by industry, Malaysia, 2020 and 2021

	2020	2021	2020	2021
Agriculture	1,291	1,490	1,598	1,776
Mining and quarrying	3,402	3,921	5,064	5,040
Manufacturing	1,908	1,976	2,542	2,606
Construction	1,856	1,781	2,557	2,347
Services	2,268	2,550	3,103	3,254
Electricity, gas, steam and air conditioning supply	2,784	2,993	3,596	3,401
Water supply; sewerage, waste management and remediation activities	2,073	2,067	2,571	2,650
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,514	1,697	2,011	2,063
Transportation and storage	2,062	2,091	2,481	2,576
Accommodation and food and beverage service activities	1,293	1,581	1,795	1,950
Information and communication	3,547	3,754	4,310	4,346
Financial and insurance/takaful activities	3,273	3,330	4,221	3,949
Real estate activities	3,037	3,255	3,570	3,636
Professional, scientific and technical activities	3,028	3,162	3,959	3,916
Administrative and support service activities	1,393	1,692	1,992	2,040
Public administration and defence; compulsory social security	3,761	3,929	4,146	4,313
Education	5,058	5,331	5,088	5,550
Human health and social work activities	3,602	4,193	4,077	4,546
Arts, entertainment and recreation	1,882	2,562	2,665	2,908
Other service activities	1,593	1,735	2,124	2,016

 Median
  Mean

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JADUAL

TABLES

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STATISTIK UTAMA

PRINCIPAL STATISTICS

A1 Penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur, Malaysia, 2010-2021

Kumpulan Umur	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6
15-19	240.8	258.1	255.9	242.8	253.9	243.2
20-24	1,114.3	1,135.1	1,099.0	1,162.2	1,160.7	1,137.8
25-29	1,495.0	1,601.8	1,607.4	1,601.8	1,652.2	1,638.0
30-34	1,112.4	1,246.8	1,285.6	1,350.8	1,483.5	1,505.4
35-39	938.2	968.5	1,009.9	1,015.1	1,083.1	1,082.1
40-44	776.6	834.3	854.0	836.0	898.7	911.5
45-49	674.0	714.0	723.8	716.0	776.3	751.3
50-54	510.7	538.2	566.0	581.5	624.6	605.1
55-59	214.1	249.5	280.5	306.4	346.9	365.9
60-64	73.3	87.7	101.0	90.5	112.6	108.2
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942
15-19	650	730	700	800	900	900
20-24	1,000	1,000	1,000	1,100	1,200	1,200
25-29	1,500	1,500	1,500	1,650	1,700	1,800
30-34	1,795	1,740	1,800	2,000	2,000	2,180
35-39	1,805	1,865	2,000	2,000	2,213	2,350
40-44	1,800	1,820	2,000	2,000	2,261	2,470
45-49	1,918	1,994	2,000	2,115	2,300	2,500
50-54	2,000	2,000	2,000	2,200	2,500	2,500
55-59	1,700	1,782	1,800	2,000	2,100	2,500
60-64	950	1,000	1,100	1,200	1,260	1,400
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487
15-19	713	765	776	867	898	988
20-24	1,172	1,181	1,226	1,307	1,352	1,401
25-29	1,717	1,725	1,806	1,912	1,985	2,082
30-34	2,036	2,049	2,124	2,276	2,469	2,532
35-39	2,306	2,291	2,377	2,504	2,811	2,811
40-44	2,287	2,367	2,495	2,595	2,925	3,028
45-49	2,495	2,440	2,573	2,794	3,085	3,214
50-54	2,532	2,537	2,750	2,839	3,052	3,294
55-59	2,327	2,557	2,346	2,875	2,902	3,396
60-64	1,588	1,792	1,770	1,803	2,039	2,376

Nota: Data merujuk kepada warganegara sahaja

A1 *Median and mean monthly salaries & wages of employees by age group, Malaysia, 2010-2021*

2016	2017	2018	2019	2020	2021	Age Group
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	Number of Recipients ('000)
229.0	227.5	239.2	274.6	257.6	266.3	15-19
1,124.8	1,150.5	1,153.7	1,196.0	1,184.4	1,224.6	20-24
1,645.5	1,664.2	1,650.8	1,705.1	1,692.2	1,730.9	25-29
1,494.2	1,563.3	1,547.6	1,589.6	1,571.2	1,598.0	30-34
1,133.3	1,183.3	1,240.4	1,331.6	1,414.0	1,486.2	35-39
925.4	947.0	957.8	1,016.7	1,107.1	1,198.8	40-44
778.9	794.1	807.5	858.6	903.2	951.0	45-49
629.3	634.4	650.1	672.8	695.0	692.1	50-54
363.5	399.2	402.0	424.2	434.2	432.7	55-59
100.2	113.6	112.0	125.9	131.7	131.3	60-64
2,000	2,160	2,308	2,442	2,062	2,250	Median (RM)
900	1,180	1,423	1,450	1,211	1,479	15-19
1,200	1,400	1,569	1,577	1,289	1,464	20-24
1,865	2,000	2,112	2,206	1,817	1,781	25-29
2,230	2,365	2,474	2,672	2,410	2,462	30-34
2,500	2,500	2,633	2,893	2,862	2,938	35-39
2,500	2,600	2,738	2,996	3,028	3,228	40-44
2,500	2,500	2,617	2,875	2,757	3,069	45-49
2,600	2,750	2,845	3,095	2,712	3,043	50-54
2,600	2,845	3,026	3,096	2,645	3,005	55-59
1,500	1,800	2,098	2,272	1,608	2,146	60-64
2,657	2,879	3,087	3,224	2,933	3,037	Mean (RM)
1,038	1,323	1,429	1,546	1,415	1,515	15-19
1,494	1,643	1,780	1,850	1,575	1,691	20-24
2,166	2,256	2,359	2,586	2,229	2,333	25-29
2,697	2,846	3,056	3,269	2,871	3,022	30-34
3,113	3,259	3,476	3,644	3,386	3,494	35-39
3,218	3,650	4,002	4,005	3,784	3,815	40-44
3,366	3,708	3,949	4,109	3,776	3,905	45-49
3,418	3,778	4,111	4,125	3,813	3,811	50-54
3,692	3,983	4,098	4,137	3,764	3,857	55-59
2,473	3,044	3,300	3,320	2,677	2,786	60-64

Notes: Data refer to citizen only

A2 Penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur dan jantina, Malaysia, 2010-2021

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

Nota: Data merujuk kepada warganegara sahaja

A2 Median and mean monthly salaries & wages of employees by age group and sex, Malaysia, 2010-2021

						Male
2016	2017	2018	2019	2020	2021	Age Group
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	Number of Recipients ('000)
140.9	141.3	154.6	187.4	183.6	197.4	15-19
648.2	657.0	663.4	690.0	703.5	737.3	20-24
914.9	931.0	925.7	963.6	957.6	958.3	25-29
857.5	893.0	885.4	902.5	886.4	911.5	30-34
677.0	698.7	724.3	773.4	820.8	860.2	35-39
563.7	559.3	573.4	599.6	653.4	690.8	40-44
476.1	484.1	489.4	501.9	539.7	554.0	45-49
422.3	414.6	423.6	430.1	425.2	427.0	50-54
257.4	283.6	283.7	298.3	288.6	303.1	55-59
76.4	88.5	86.3	89.2	92.1	94.5	60-64
2,000	2,170	2,342	2,477	2,093	2,315	Median (RM)
900	1,200	1,453	1,476	1,220	1,530	15-19
1,300	1,400	1,623	1,672	1,325	1,616	20-24
1,800	1,987	2,115	2,186	1,856	1,787	25-29
2,200	2,300	2,451	2,646	2,371	2,500	30-34
2,500	2,500	2,663	2,940	2,831	2,941	35-39
2,500	2,695	2,764	2,996	2,887	3,154	40-44
2,500	2,500	2,648	2,875	2,714	2,990	45-49
2,720	2,750	2,933	3,150	2,715	3,013	50-54
2,695	3,000	3,199	3,285	2,712	3,022	55-59
1,522	1,850	2,213	2,339	1,735	2,292	60-64
2,741	2,953	3,174	3,304	2,963	3,085	Mean (RM)
1,080	1,381	1,453	1,607	1,448	1,572	15-19
1,558	1,685	1,813	1,886	1,630	1,751	20-24
2,149	2,248	2,356	2,615	2,256	2,348	25-29
2,694	2,801	3,028	3,303	2,881	3,090	30-34
3,160	3,302	3,551	3,644	3,387	3,532	35-39
3,340	3,744	4,109	4,121	3,810	3,861	40-44
3,436	3,921	4,113	4,248	3,801	3,984	45-49
3,609	3,730	4,189	4,265	3,822	3,826	50-54
3,856	4,200	4,331	4,289	3,855	3,934	55-59
2,433	3,159	3,484	3,583	2,838	2,970	60-64

Notes: Data refer to citizen only

A2 Penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan umur dan jantina, Malaysia, 2010-2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja

A2 *Median and mean monthly salaries & wages of employees by age group and sex, Malaysia, 2010-2021 (cont'd)*

						<i>Female</i>
2016	2017^r	2018	2020	2020	2021	Age Group
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	<i>Number of Recipients ('000)</i>
88.2	86.2	84.6	87.2	74.1	68.9	<i>15-19</i>
476.6	493.5	490.3	506.0	480.9	487.3	<i>20-24</i>
730.5	733.2	725.1	741.5	734.6	772.7	<i>25-29</i>
636.7	670.4	662.2	687.1	684.8	686.5	<i>30-34</i>
456.3	484.5	516.2	558.3	593.2	625.9	<i>35-39</i>
361.7	387.7	384.4	417.2	453.7	508.0	<i>40-44</i>
302.8	310.0	318.1	356.7	363.4	397.1	<i>45-49</i>
207.0	219.8	226.5	242.6	269.8	265.2	<i>50-54</i>
106.1	115.6	118.3	125.9	145.6	129.6	<i>55-59</i>
23.9	25.2	25.7	36.7	39.6	36.8	<i>60-64</i>
2,000	2,145	2,227	2,370	2,019	2,145	<i>Median (RM)</i>
900	1,100	1,365	1,318	1,211	1,192	<i>15-19</i>
1,200	1,400	1,499	1,473	1,250	1,242	<i>20-24</i>
2,000	2,145	2,108	2,261	1,716	1,780	<i>25-29</i>
2,350	2,500	2,520	2,732	2,437	2,392	<i>30-34</i>
2,500	2,515	2,586	2,840	2,927	2,929	<i>35-39</i>
2,500	2,525	2,695	2,960	3,185	3,394	<i>40-44</i>
2,350	2,365	2,603	2,875	2,950	3,232	<i>45-49</i>
2,200	2,750	2,658	2,850	2,655	3,161	<i>50-54</i>
2,200	2,260	2,494	2,522	2,360	2,927	<i>55-59</i>
1,050	1,300	1,676	1,560	1,303	1,757	<i>60-64</i>
2,532	2,772	2,959	3,108	2,889	2,968	<i>Mean (RM)</i>
972	1,228	1,385	1,415	1,335	1,353	<i>15-19</i>
1,408	1,587	1,736	1,802	1,496	1,600	<i>20-24</i>
2,187	2,266	2,362	2,547	2,194	2,315	<i>25-29</i>
2,701	2,906	3,092	3,224	2,858	2,932	<i>30-34</i>
3,043	3,197	3,371	3,643	3,386	3,441	<i>35-39</i>
3,027	3,515	3,842	3,839	3,747	3,753	<i>40-44</i>
3,256	3,376	3,696	3,914	3,738	3,794	<i>45-49</i>
3,028	3,869	3,965	3,877	3,799	3,788	<i>50-54</i>
3,296	3,450	3,538	3,776	3,584	3,677	<i>55-59</i>
2,601	2,640	2,682	2,679	2,304	2,315	<i>60-64</i>

Notes: Data refer to citizen only

A3 Penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan, Malaysia, 2010–2021

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

Nota: Data merujuk kepada warganegara sahaja

A3 *Median and mean monthly salaries & wages of employees by educational attainment, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	<i>Educational Attainment</i>
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	<i>Number of Recipients ('000)</i>
63.9	54.4	55.7	57.8	59.9	51.6	<i>No formal education</i>
531.6	491.6	493.5	470.3	374.3	270.3	<i>Primary</i>
4,703.3	4,867.6	4,844.5	5,107.3	5,126.4	5,224.0	<i>Secondary</i>
3,125.2	3,263.5	3,367.6	3,559.8	3,830.1	4,166.1	<i>Tertiary</i>
2,000	2,160	2,308	2,442	2,062	2,250	<i>Median (RM)</i>
960	1,100	1,166	1,436	1,237	1,315	<i>No formal education</i>
1,206	1,400	1,518	1,560	1,274	1,448	<i>Primary</i>
1,650	1,750	1,850	1,955	1,630	1,797	<i>Secondary</i>
3,300	3,400	3,648	3,901	3,499	3,794	<i>Tertiary</i>
2,657	2,879	3,087	3,224	2,933	3,037	<i>Mean (RM)</i>
1,192	1,410	1,481	1,608	1,447	1,454	<i>No formal education</i>
1,451	1,649	1,821	1,929	1,556	1,584	<i>Primary</i>
1,921	2,055	2,215	2,372	2,125	2,169	<i>Secondary</i>
4,000	4,320	4,553	4,643	4,171	4,239	<i>Tertiary</i>

Notes: Data refer to citizen only

A4 Penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan dan jantina, Malaysia, 2010–2021

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

Nota: Data merujuk kepada warganegara sahaja

A4 *Median and mean monthly salaries & wages of employees by educational attainment and sex, Malaysia, 2010–2021*

						Male
2016	2017	2018	2019	2020	2021	Educational Attainment
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	Number of Recipients ('000)
37.9	32.5	34.6	36.6	38.6	37.0	No formal education
386.4	356.3	359.8	336.1	259.2	195.2	Primary
3,109.0	3,184.3	3,179.2	3,326.6	3,332.4	3,383.0	Secondary
1,501.0	1,578.2	1,636.3	1,736.6	1,920.9	2,118.8	Tertiary
2,000	2,170	2,342	2,477	2,093	2,315	Median (RM)
1,150	1,200	1,539	1,600	1,246	1,384	No formal education
1,400	1,500	1,680	1,725	1,340	1,495	Primary
1,760	1,850	2,039	2,147	1,753	1,865	Secondary
3,500	3,550	3,866	4,227	3,609	3,945	Tertiary
2,741	2,953	3,174	3,304	2,963	3,085	Mean (RM)
1,408	1,601	1,682	1,785	1,540	1,523	No formal education
1,589	1,758	1,986	2,076	1,647	1,632	Primary
2,079	2,187	2,382	2,540	2,244	2,267	Secondary
4,442	4,798	5,006	5,036	4,416	4,552	Tertiary

Notes: Data refer to citizen only

A4 Penengah dan purata gaji & upah bulanan pekerja mengikut pencapaian pendidikan dan jantina, Malaysia, 2010–2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja

A4 *Median and mean monthly salaries & wages of employees by educational attainment and sex, Malaysia, 2010–2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2020	2020	2021	Educational Attainment
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	Number Of Recipients ('000)
26.0	21.9	21.2	21.1	21.3	14.6	No formal education
145.2	135.3	133.7	134.2	115.1	75.1	Primary
1,594.3	1,683.3	1,665.3	1,780.7	1,794.0	1,841.0	Secondary
1,624.2	1,685.4	1,731.3	1,823.2	1,909.3	2,047.3	Tertiary
2,000	2,145	2,227	2,370	2,019	2,145	Median (RM)
900	900	1,016	1,150	1,110	1,163	No formal education
900	1,100	1,182	1,295	1,211	1,326	Primary
1,390	1,550	1,599	1,711	1,514	1,661	Secondary
3,120	3,150	3,465	3,570	3,398	3,607	Tertiary
2,532	2,772	2,959	3,108	2,889	2,968	Mean (RM)
877	1,128	1,154	1,302	1,281	1,280	No formal education
1,084	1,361	1,378	1,564	1,351	1,460	Primary
1,612	1,804	1,897	2,058	1,904	1,990	Secondary
3,591	3,872	4,124	4,269	3,925	3,915	Tertiary

Notes: Data refer to citizen only

A5 Penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperolehi, Malaysia, 2010–2021

Sijil Tertinggi Diperoleh	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6
Tiada sijil/ Tidak Berkecuaan	403.1	354.5	355.4	286.6	283.5	257.5
SPM dan ke bawah	4,497.7	4,888.1	4,899.8	5,018.4	5,200.8	5,052.6
STPM/ Sijil ¹	487.2	515.6	515.9	516.6	556.4	569.6
Diploma	811.9	883.3	905.9	993.7	1,046.7	1,126.3
Ijazah	949.4	992.4	1,105.8	1,087.7	1,305.0	1,342.7
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942
Tiada sijil/ Tidak Berkecuaan	800	800	840	900	1,000	980
SPM dan ke bawah	1,200	1,200	1,300	1,400	1,500	1,500
STPM/ Sijil ¹	1,600	1,647	1,690	1,800	2,000	2,000
Diploma	2,346	2,400	2,500	2,500	2,630	2,800
Ijazah	3,385	3,500	3,500	3,850	4,000	4,300
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487
Tiada sijil/ Tidak Berkecuaan	963	957	1,010	1,037	1,157	1,182
SPM dan ke bawah	1,455	1,481	1,532	1,650	1,743	1,786
STPM/Sijil ¹	1,972	1,951	2,004	2,144	2,300	2,378
Diploma	2,637	2,648	2,737	2,825	2,968	3,088
Ijazah	4,008	4,061	4,150	4,393	4,730	4,918

Nota: Data merujuk kepada warganegara sahaja

¹Merujuk kepada sijil yang diperolehi dari kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi

A5 *Median and mean monthly salaries & wages of employees by highest certificate obtained, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	Highest Certificate Obtained
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	Number of Recipients ('000)
228.4	195.1	193.1	194.6	135.1	147.7	No certificate/ Not applicable
5,084.3	5,232.2	5,214.1	5,455.1	5,463.0	5,472.1	SPM and below
554.9	571.4	584.7	599.2	708.6	672.9	STPM/ certificate ¹
1,108.9	1,131.5	1,171.4	1,233.9	1,332.5	1,448.4	Diploma
1,447.5	1,546.9	1,597.9	1,712.4	1,751.4	1,970.8	Degree
2,000	2,160	2,308	2,442	2,062	2,250	Median (RM)
1,020	1,200	1,351	1,449	1,237	1,332	No certificate/ Not applicable
1,630	1,700	1,829	1,912	1,615	1,787	SPM and below
2,200	2,250	2,392	2,488	2,152	2,286	STPM/ certificate ¹
2,950	3,000	3,032	3,232	2,924	3,094	Diploma
4,800	4,890	5,030	5,496	4,866	5,221	Degree
2,657	2,879	3,087	3,224	2,933	3,037	Mean (RM)
1,267	1,476	1,587	1,760	1,448	1,494	No certificate/ Not applicable
1,891	2,031	2,193	2,347	2,094	2,152	SPM and below
2,509	2,687	2,766	2,924	2,667	2,628	STPM/ certificate ¹
3,235	3,423	3,657	3,756	3,353	3,356	Diploma
5,180	5,599	5,883	5,903	5,450	5,514	Degree

Notes: Data refer to citizen only

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

A6 Penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh dan jantina, Malaysia, 2010–2021

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

Nota: Data merujuk kepada warganegara sahaja

A6 *Median and mean monthly salaries & wages of employees by highest certificate obtained and sex, Malaysia, 2010–2021*

						Male
2016	2017	2018	2019	2020	2021	Highest Certificate Obtained
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	Number of Recipients ('000)
152.6	131.5	134.0	133.5	89.0	107.4	No certificate/ Not applicable
3,386.7	3,447.9	3,447.5	3,573.7	3,563.7	3,536.8	SPM and below
319.7	338.8	350.3	356.3	438.0	461.6	STPM/ certificate¹
540.0	538.8	578.2	601.4	680.9	628.1	Diploma
635.2	694.3	699.9	771.0	779.5	1,000.0	Degree
2,000	2,170	2,342	2,477	2,093	2,315	Median (RM)
1,200	1,355	1,573	1,600	1,291	1,392	No certificate/ Not applicable
1,703	1,800	1,980	2,100	1,722	1,857	SPM and below
2,324	2,375	2,498	2,620	2,371	2,349	STPM/ certificate¹
3,050	3,100	3,204	3,450	3,008	3,147	Diploma
5,000	5,000	5,714	6,250	5,423	5,747	Degree
2,741	2,953	3,174	3,304	2,963	3,085	Mean (RM)
1,424	1,605	1,739	1,923	1,527	1,546	No certificate/ Not applicable
2,045	2,159	2,359	2,512	2,210	2,247	SPM and below
2,775	2,977	3,031	3,173	2,821	2,732	STPM/ certificate¹
3,610	3,877	4,017	4,126	3,500	3,504	Diploma
6,012	6,425	6,838	6,630	6,181	6,110	Degree

Notes: Data refer to citizen only

A6 Penengah dan purata gaji & upah bulanan pekerja mengikut sijil tertinggi diperoleh dan jantina, Malaysia, 2010–2021 (samb.)

Perempuan						
Sijil Tertinggi Diperoleh	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2
Tiada sijil/ Tidak Berkenaan	114.9	108.7	106.6	91.8	89.7	81.8
SPM dan ke bawah	1,500.0	1,643.0	1,653.3	1,711.0	1,763.1	1,678.5
STPM/ Sijil ¹	214.2	227.8	227.0	225.0	220.1	244.3
Diploma	409.3	469.5	471.5	509.4	535.4	572.4
Ijazah	478.2	504.9	579.5	581.6	713.4	722.2
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855
Tiada sijil/ Tidak Berkenaan	600	600	620	700	800	850
SPM dan ke bawah	1,035	1,030	1,100	1,200	1,200	1,200
STPM/ Sijil ¹	1,500	1,486	1,500	1,596	1,745	1,822
Diploma	2,200	2,243	2,343	2,440	2,500	2,600
Ijazah	3,021	3,050	3,140	3,500	3,800	4,000
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380
Tiada sijil/ Tidak Berkenaan	684	684	716	788	832	837
SPM dan ke bawah	1,258	1,269	1,310	1,403	1,467	1,520
STPM/Sijil ¹	1,783	1,708	1,752	1,875	2,011	2,040
Diploma	2,366	2,385	2,522	2,607	2,705	2,838
Ijazah	3,436	3,487	3,534	3,852	4,140	4,304

Nota: Data merujuk kepada warganegara sahaja

A6 *Median and mean monthly salaries & wages of employees by highest certificate obtained and sex, Malaysia, 2010–2021 (cont'd)*

						Female
2016	2017	2018	2019	2020	2021	Highest Certificate Obtained
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	Number of Recipients ('000)
75.8	63.6	59.1	61.0	46.1	40.3	No certificate/ Not applicable
1,697.6	1,784.3	1,766.6	1,881.4	1,899.3	1,935.3	SPM and below
235.2	232.7	234.4	242.9	270.6	211.3	STPM/ certificate ¹
568.9	592.7	593.3	632.5	651.6	820.3	Diploma
812.3	852.7	898.1	941.4	971.9	970.8	Degree
2,000	2,145	2,227	2,370	2,019	2,145	Median (RM)
900	1,000	1,089	1,205	1,128	1,240	No certificate/ Not applicable
1,300	1,500	1,567	1,689	1,483	1,654	SPM and below
1,845	2,145	2,125	2,261	1,918	2,104	STPM/ certificate ¹
2,640	2,683	2,886	2,997	2,826	3,044	Diploma
4,250	4,430	4,598	4,931	4,542	4,755	Degree
2,532	2,772	2,959	3,108	2,889	2,968	Mean (RM)
950	1,211	1,241	1,403	1,295	1,358	No certificate/ Not applicable
1,584	1,784	1,869	2,034	1,878	1,979	SPM and below
2,146	2,265	2,370	2,558	2,418	2,399	STPM/ certificate ¹
2,880	3,009	3,305	3,404	3,200	3,243	Diploma
4,529	4,927	5,139	5,308	4,863	4,899	Degree

Notes: Data refer to citizen only

A7 Penengah dan purata gaji & upah bulanan pekerja mengikut strata dan jantina, Malaysia, 2010–2021

Strata	2010	2011	2012	2013	2014	2015
Jumlah						
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6
Bandar	5,450.7	5,816.7	6,029.8	6,202.4	6,937.1	6,788.0
Luar Bandar	1,698.5	1,817.3	1,753.1	1,700.7	1,455.3	1,560.6
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942
Bandar	1,600	1,600	1,770	1,850	2,000	2,000
Luar Bandar	1,087	1,130	1,100	1,150	1,200	1,300
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487
Bandar	2,077	2,090	2,204	2,347	2,517	2,638
Luar Bandar	1,481	1,538	1,527	1,597	1,710	1,831
Lelaki						
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4
Bandar	3,321.5	3,485.1	3,614.3	3,676.6	4,127.1	4,039.1
Luar Bandar	1,111.1	1,194.9	1,130.7	1,107.6	943.6	1,010.3
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000
Bandar	1,695	1,700	1,800	2,000	2,000	2,100
Luar Bandar	1,102	1,200	1,200	1,200	1,200	1,400
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558
Bandar	2,170	2,199	2,308	2,460	2,627	2,740
Luar Bandar	1,505	1,555	1,547	1,595	1,701	1,829
Perempuan						
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2
Bandar	2,129.2	2,331.6	2,415.5	2,525.8	2,810.0	2,748.9
Luar Bandar	587.4	622.3	622.4	593.0	511.7	550.3
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855
Bandar	1,500	1,500	1,614	1,720	1,800	2,000
Luar Bandar	1,000	1,000	1,000	1,000	1,090	1,200
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380
Bandar	1,933	1,926	2,049	2,183	2,356	2,489
Luar Bandar	1,436	1,505	1,491	1,600	1,726	1,834

Nota: Data merujuk kepada warganegara sahaja

A7 *Median and mean monthly salaries & wages of employees by strata and sex, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	Strata
						<i>Total</i>
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	<i>Number of Recipients ('000)</i>
6,964.7	7,297.9	7,382.2	7,802.8	7,929.9	8,273.9	<i>Urban</i>
1,459.4	1,379.2	1,379.1	1,392.4	1,460.8	1,438.0	<i>Rural</i>
2,000	2,160	2,308	2,442	2,062	2,250	<i>Median (RM)</i>
2,115	2,260	2,415	2,565	2,268	2,438	<i>Urban</i>
1,350	1,400	1,481	1,560	1,340	1,520	<i>Rural</i>
2,657	2,879	3,087	3,224	2,933	3,037	<i>Mean (RM)</i>
2,812	3,038	3,274	3,405	3,089	3,188	<i>Urban</i>
1,916	2,040	2,083	2,208	2,086	2,166	<i>Rural</i>
						<i>Male</i>
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	<i>Number of Recipients ('000)</i>
4,094.8	4,262.1	4,324.9	4,531.0	4,599.3	4,819.8	<i>Urban</i>
939.6	889.2	885.0	904.9	951.7	914.1	<i>Rural</i>
2,000	2,170	2,342	2,477	2,093	2,315	<i>Median (RM)</i>
2,200	2,300	2,464	2,712	2,366	2,522	<i>Urban</i>
1,400	1,500	1,527	1,575	1,340	1,542	<i>Rural</i>
2,741	2,953	3,174	3,304	2,963	3,085	<i>Mean (RM)</i>
2,925	3,148	3,400	3,528	3,157	3,265	<i>Urban</i>
1,937	2,021	2,070	2,178	2,026	2,132	<i>Rural</i>
						<i>Female</i>
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	<i>Number of Recipients ('000)</i>
2,869.9	3,035.9	3,057.3	3,271.7	3,330.6	3,454.1	<i>Urban</i>
519.8	490.0	494.1	487.5	509.1	523.9	<i>Rural</i>
2,000	2,145	2,227	2,370	2,019	2,145	<i>Median (RM)</i>
2,000	2,160	2,316	2,518	2,124	2,302	<i>Urban</i>
1,219	1,300	1,339	1,473	1,303	1,480	<i>Rural</i>
2,532	2,772	2,959	3,108	2,889	2,968	<i>Mean (RM)</i>
2,651	2,884	3,096	3,234	2,994	3,081	<i>Urban</i>
1,877	2,074	2,106	2,262	2,198	2,226	<i>Rural</i>

Notes: Data refer to citizen only

A8 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2010–2021

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

Nota: Data merujuk kepada warganegara sahaja

A8 *Median and mean monthly salaries & wages of employees by state, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	State
<i>Number of Recipients ('000)</i>						
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	<i>Malaysia</i>
1,039.1	1,092.0	1,106.0	1,133.6	1,162.1	1,169.2	<i>Johor</i>
502.7	506.2	529.3	550.6	583.8	622.8	<i>Kedah</i>
352.9	362.1	367.5	383.9	409.5	440.8	<i>Kelantan</i>
271.3	284.2	283.8	299.5	320.5	345.9	<i>Melaka</i>
294.8	303.2	309.1	314.9	332.9	326.6	<i>Negeri Sembilan</i>
374.5	386.1	393.1	424.7	452.0	449.7	<i>Pahang</i>
555.8	565.6	566.2	586.7	613.6	600.2	<i>Pulau Pinang</i>
647.9	659.2	676.2	699.9	689.4	753.6	<i>Perak</i>
62.2	61.5	61.8	69.4	70.4	76.3	<i>Perlis</i>
2,043.0	2,147.8	2,153.5	2,333.6	2,291.3	2,304.6	<i>Selangor</i>
272.4	285.0	285.0	306.7	318.9	334.6	<i>Terengganu</i>
661.7	654.2	665.2	688.4	705.9	753.1	<i>Sabah</i>
706.1	728.8	743.0	775.7	799.9	853.2	<i>Sarawak</i>
575.3	579.8	557.2	564.8	576.1	612.8	<i>W.P. Kuala Lumpur</i>
30.6	28.7	31.1	30.5	32.2	35.1	<i>W.P. Labuan</i>
33.7	32.8	33.2	32.1	32.2	33.4	<i>W.P. Putrajaya</i>

Notes: Data refer to citizen only

A8 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2010–2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja

A8 *Median and mean monthly salaries & wages of employees by state, Malaysia, 2010–2021 (cont'd)*

2016	2017	2018	2019	2020	2021	State
<i>Median (RM)</i>						
2,000	2,160	2,308	2,442	2,062	2,250	Malaysia
2,200	2,250	2,418	2,512	2,124	2,184	Johor
1,510	1,650	1,703	1,748	1,474	1,757	Kedah
1,345	1,500	1,604	1,639	1,343	1,632	Kelantan
1,760	2,145	2,332	2,415	2,120	2,190	Melaka
2,060	2,170	2,348	2,433	2,062	2,297	Negeri Sembilan
1,650	1,870	2,111	2,225	1,753	1,917	Pahang
2,000	2,160	2,215	2,346	2,082	2,353	Pulau Pinang
1,650	1,700	1,775	1,858	1,629	1,918	Perak
1,630	1,800	1,989	2,010	1,571	1,797	Perlis
2,500	2,580	2,695	2,956	2,725	2,884	Selangor
1,500	1,700	1,874	1,911	1,514	1,669	Terengganu
1,600	1,763	1,951	1,980	1,716	1,930	Sabah
1,500	1,800	2,033	2,070	1,593	2,059	Sarawak
2,500	2,650	2,946	3,106	3,037	3,054	W.P. Kuala Lumpur
2,000	2,170	2,419	2,712	2,130	2,611	W.P. Labuan
3,250	3,500	3,673	3,749	3,717	3,837	W.P. Putrajaya

Notes: Data refer to citizen only

A8 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri, Malaysia, 2010–2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja

A8 *Median and mean monthly salaries & wages of employees by state, Malaysia, 2010–2021 (cont'd)*

2016	2017	2018	2019	2020	2021	State
						<i>Mean (RM)</i>
2,657	2,879	3,087	3,224	2,933	3,037	Malaysia
2,656	2,932	3,228	3,266	2,840	2,853	Johor
2,109	2,193	2,294	2,413	2,300	2,465	Kedah
2,248	2,319	2,419	2,571	2,463	2,543	Kelantan
2,297	2,565	2,853	2,990	2,925	2,937	Melaka
2,628	2,874	3,048	3,218	3,013	3,045	Negeri Sembilan
2,185	2,425	2,662	2,754	2,684	2,708	Pahang
2,603	2,672	2,811	3,022	2,883	3,080	Pulau Pinang
2,206	2,281	2,387	2,571	2,463	2,608	Perak
2,271	2,465	2,628	2,723	2,596	2,588	Perlis
3,239	3,454	3,668	3,892	3,480	3,544	Selangor
2,341	2,522	2,695	2,766	2,424	2,490	Terengganu
2,224	2,507	2,745	2,836	2,678	2,826	Sabah
2,255	2,513	2,757	2,819	2,509	2,826	Sarawak
3,482	3,969	4,336	4,359	3,823	4,013	W.P. Kuala Lumpur
2,610	2,849	3,054	3,323	2,942	3,268	W.P. Labuan
3,995	4,220	4,530	4,695	4,497	4,504	W.P. Putrajaya

Notes: Data refer to citizen only

A9 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2010–2021

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

Nota: Data merujuk kepada warganegara sahaja

A9 *Median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010–2021*

						<i>Male</i>
2016	2017	2018	2019	2020	2021	State
<i>Number of Recipients ('000)</i>						
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	Malaysia
652.0	677.3	684.4	703.5	750.9	733.3	Johor
292.0	292.1	307.2	327.5	368.5	368.4	Kedah
215.8	228.9	228.6	242.1	253.4	297.9	Kelantan
155.6	162.7	161.2	170.4	181.5	182.5	Melaka
171.1	181.9	181.9	188.7	196.1	188.6	Negeri Sembilan
230.0	241.2	247.9	264.4	289.3	264.3	Pahang
321.1	325.9	321.9	337.2	347.1	332.4	Pulau Pinang
391.4	391.4	402.5	416.3	421.7	427.3	Perak
37.2	37.8	38.6	41.3	41.7	45.1	Perlis
1,171.7	1,213.3	1,229.6	1,283.0	1,213.7	1,333.0	Selangor
179.2	180.2	183.4	194.0	205.1	210.2	Terengganu
397.1	391.9	400.5	419.9	421.3	464.0	Sabah
458.7	474.4	477.2	498.3	506.7	520.8	Sarawak
327.0	318.8	310.9	314.9	320.2	330.3	W.P. Kuala Lumpur
19.2	19.1	19.8	19.8	19.8	20.7	W.P. Labuan
15.1	14.4	14.2	14.5	14.0	15.1	W.P. Putrajaya

Notes: Data refer to citizen only

A9 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2010–2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja

A9 *Median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010–2021 (cont'd)*

						<i>Male</i>
2016	2017	2018	2019	2020	2021	State
<i>Median (RM)</i>						
2,000	2,170	2,342	2,477	2,093	2,315	<i>Malaysia</i>
2,200	2,400	2,556	2,646	2,169	2,232	<i>Johor</i>
1,600	1,650	1,760	1,812	1,505	1,716	<i>Kedah</i>
1,225	1,400	1,604	1,601	1,343	1,580	<i>Kelantan</i>
1,800	2,170	2,382	2,489	2,169	2,263	<i>Melaka</i>
2,080	2,250	2,442	2,513	2,169	2,361	<i>Negeri Sembilan</i>
1,682	1,865	2,140	2,260	1,722	1,902	<i>Pahang</i>
2,000	2,170	2,241	2,481	2,272	2,422	<i>Pulau Pinang</i>
1,703	1,760	1,935	2,013	1,722	2,008	<i>Perak</i>
1,630	1,650	2,011	2,070	1,571	1,772	<i>Perlis</i>
2,600	2,745	2,888	3,169	2,887	3,149	<i>Selangor</i>
1,600	1,680	1,860	1,911	1,632	1,692	<i>Terengganu</i>
1,600	1,750	1,947	1,980	1,692	1,930	<i>Sabah</i>
1,600	1,750	2,063	2,081	1,687	1,964	<i>Sarawak</i>
2,500	2,800	2,963	3,096	3,093	3,255	<i>W.P. Kuala Lumpur</i>
2,100	2,250	2,513	2,841	2,386	2,794	<i>W.P. Labuan</i>
3,500	3,535	3,849	3,985	3,717	3,835	<i>W.P. Putrajaya</i>

Notes: Data refer to citizen only

A9 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2010–2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja

A9 *Median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010–2021 (cont'd)*

						<i>Male</i>
2016	2017	2018	2019	2020	2021	State
						<i>Mean (RM)</i>
2,741	2,953	3,174	3,304	2,963	3,085	Malaysia
2,852	3,158	3,483	3,507	2,922	2,888	Johor
2,108	2,148	2,323	2,387	2,241	2,398	Kedah
2,078	2,156	2,272	2,371	2,308	2,383	Kelantan
2,397	2,599	2,939	3,095	2,985	2,982	Melaka
2,815	3,031	3,189	3,272	3,060	3,055	Negeri Sembilan
2,219	2,406	2,632	2,718	2,608	2,671	Pahang
2,734	2,791	3,010	3,186	2,992	3,151	Pulau Pinang
2,260	2,310	2,461	2,653	2,462	2,600	Perak
2,302	2,388	2,522	2,640	2,505	2,503	Perlis
3,404	3,651	3,855	4,114	3,679	3,816	Selangor
2,358	2,521	2,705	2,793	2,428	2,495	Terengganu
2,243	2,509	2,703	2,830	2,615	2,788	Sabah
2,295	2,504	2,751	2,827	2,509	2,721	Sarawak
3,635	4,129	4,465	4,528	4,062	4,292	W.P. Kuala Lumpur
2,775	3,054	3,166	3,457	3,154	3,372	W.P. Labuan
4,282	4,538	5,074	4,991	4,633	4,540	W.P. Putrajaya

Notes: Data refer to citizen only

A9 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2010–2021 (samb.)

Perempuan						
Negeri	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)						
Malaysia	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2
Johor	328.8	354.9	356.0	380.9	385.9	375.6
Kedah	170.2	167.8	162.2	173.3	199.5	213.1
Kelantan	88.0	100.5	108.9	103.9	121.0	117.9
Melaka	93.3	97.0	96.4	102.1	109.1	75.1
Negeri Sembilan	85.4	103.8	110.2	108.2	113.5	107.4
Pahang	113.9	118.5	125.7	118.7	146.2	193.8
Pulau Pinang	207.8	215.8	222.5	219.7	233.1	231.6
Perak	191.0	224.3	222.3	223.0	251.8	250.9
Perlis	17.7	19.1	19.8	20.4	22.4	23.0
Selangor	702.2	760.3	809.1	819.7	851.6	820.0
Terengganu	76.2	85.6	85.5	83.4	89.5	93.8
Sabah	184.9	218.8	228.4	250.5	259.4	265.2
Sarawak	185.7	198.1	209.9	213.6	236.8	248.2
W.P. Kuala Lumpur	242.7	259.8	250.3	272.3	270.6	255.6
W.P. Labuan	9.9	10.2	10.9	10.0	10.8	10.8
W.P. Putrajaya	18.9	20.3	19.9	19.1	20.5	17.1

Nota: Data merujuk kepada warganegara sahaja

A9 *Median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010–2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	State
<i>Number of Recipients ('000)</i>						
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	Malaysia
387.1	414.7	421.6	430.1	411.1	435.9	Johor
210.7	214.1	222.2	223.2	215.4	254.5	Kedah
137.1	133.2	138.8	141.8	156.1	142.9	Kelantan
115.6	121.5	122.6	129.1	139.0	163.4	Melaka
123.7	121.3	127.3	126.2	136.8	138.0	Negeri Sembilan
144.6	144.9	145.2	160.2	162.7	185.4	Pahang
234.7	239.6	244.3	249.5	266.5	267.9	Pulau Pinang
256.5	267.9	273.7	283.6	267.7	326.3	Perak
25.0	23.7	23.2	28.0	28.7	31.2	Perlis
871.3	934.6	923.9	1,050.6	1,077.5	971.6	Selangor
93.2	104.8	101.6	112.7	113.8	124.4	Terengganu
264.7	262.3	264.8	268.5	284.6	289.1	Sabah
247.4	254.4	265.8	277.4	293.2	332.4	Sarawak
248.2	261.0	246.3	249.9	255.9	282.4	W.P. Kuala Lumpur
11.4	9.6	11.3	10.7	12.4	14.4	W.P. Labuan
18.6	18.4	18.9	17.6	18.3	18.3	W.P. Putrajaya

Notes: Data refer to citizen only

A9 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2010–2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja

A9 *Median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010–2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	State
						<i>Median (RM)</i>
2,000	2,145	2,227	2,370	2,019	2,145	Malaysia
1,685	1,800	2,104	2,254	1,861	2,071	Johor
1,200	1,550	1,533	1,670	1,404	1,803	Kedah
1,600	1,800	1,605	1,670	1,312	1,825	Kelantan
1,680	2,000	2,154	2,158	2,019	2,100	Melaka
1,800	2,015	2,137	2,261	1,918	2,213	Negeri Sembilan
1,650	2,000	1,967	1,980	1,852	1,922	Pahang
2,000	2,160	2,082	2,206	1,950	2,267	Pulau Pinang
1,500	1,650	1,640	1,650	1,514	1,784	Perak
1,600	2,145	1,959	1,900	1,352	1,922	Perlis
2,500	2,515	2,549	2,788	2,523	2,347	Selangor
1,300	2,145	1,903	1,853	1,312	1,592	Terengganu
1,542	1,800	1,964	2,060	1,808	1,924	Sabah
1,500	2,145	1,952	2,070	1,593	2,384	Sarawak
2,420	2,500	2,930	3,179	3,028	2,863	W.P. Kuala Lumpur
1,762	1,800	2,024	2,261	1,716	2,063	W.P. Labuan
3,250	3,500	3,563	3,710	3,729	3,837	W.P. Putrajaya

Notes: Data refer to citizen only

A9 Penengah dan purata gaji & upah bulanan pekerja mengikut negeri dan jantina, Malaysia, 2010–2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja

A9 *Median and mean monthly salaries & wages of employees by state and sex, Malaysia, 2010–2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	State
						<i>Mean (RM)</i>
2,532	2,772	2,959	3,108	2,889	2,968	Malaysia
2,324	2,564	2,813	2,873	2,691	2,795	Johor
2,111	2,254	2,253	2,450	2,401	2,562	Kedah
2,517	2,598	2,660	2,911	2,715	2,875	Kelantan
2,162	2,519	2,739	2,853	2,846	2,887	Melaka
2,369	2,639	2,846	3,138	2,944	3,032	Negeri Sembilan
2,131	2,456	2,712	2,813	2,819	2,761	Pahang
2,424	2,512	2,549	2,800	2,741	2,991	Pulau Pinang
2,122	2,240	2,280	2,452	2,464	2,617	Perak
2,225	2,589	2,805	2,847	2,730	2,709	Perlis
3,016	3,198	3,419	3,621	3,255	3,169	Selangor
2,309	2,524	2,678	2,721	2,418	2,483	Terengganu
2,194	2,503	2,807	2,845	2,770	2,887	Sabah
2,179	2,529	2,767	2,805	2,507	2,989	Sarawak
3,281	3,774	4,173	4,145	3,524	3,687	W.P. Kuala Lumpur
2,332	2,439	2,858	3,075	2,603	3,119	W.P. Labuan
3,762	3,971	4,120	4,453	4,393	4,474	W.P. Putrajaya

Notes: Data refer to citizen only

A10 Penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan, Malaysia, 2010-2021

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

Nota: Data merujuk kepada warganegara sahaja

A10 *Median and mean monthly salaries & wages of employees by occupation, Malaysia, 2010-2021*

2016	2017	2018	2019	2020	2021	Occupation
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	Number of Recipients ('000)
279.4	263.8	243.4	286.9	343.7	298.0	Managers
1,557.1	1,615.1	1,666.8	1,714.8	1,692.6	1,736.4	Professionals
1,255.8	1,313.9	1,317.4	1,386.2	1,373.8	1,448.1	Technicians and associate professionals
1,082.9	1,177.9	1,184.7	1,224.7	1,148.2	1,220.3	Clerical support workers
1,606.8	1,634.5	1,675.8	1,767.4	2,033.6	2,165.5	Service and sale workers
64.2	65.5	68.2	80.0	142.1	76.7	Skilled agricultural, forestry, livestock and fishery workers
752.7	724.5	706.0	671.8	661.6	741.3	Craft and related trades workers
1,114.4	1,172.5	1,158.1	1,292.7	1,230.2	1,239.0	Plant and machine-operators and assemblers
710.8	709.3	740.9	770.7	764.9	786.7	Elementary occupations
2,000	2,160	2,308	2,442	2,062	2,250	Median (RM)
5,450	5,800	6,276	6,908	5,423	5,412	Managers
4,400	4,470	4,814	5,175	4,850	5,435	Professionals
2,784	2,840	3,022	3,278	3,028	3,255	Technicians and associate professionals
2,000	2,000	2,093	2,305	2,062	2,103	Clerical support workers
1,300	1,600	1,695	1,698	1,380	1,622	Service and sale workers
1,350	1,450	1,539	1,654	1,291	1,695	Skilled agricultural, forestry, livestock and fishery workers
1,600	1,650	1,770	1,836	1,547	1,814	Craft and related trades workers
1,620	1,650	1,738	1,858	1,615	1,843	Plant and machine-operators and assemblers
1,050	1,200	1,329	1,422	1,274	1,601	Elementary occupations
2,657	2,879	3,087	3,224	2,933	3,037	Mean (RM)
6,789	7,847	8,643	8,855	6,479	6,296	Managers
4,691	5,084	5,424	5,589	5,301	5,731	Professionals
3,063	3,289	3,524	3,651	3,313	3,492	Technicians and associate professionals
2,126	2,211	2,322	2,482	2,370	2,387	Clerical support workers
1,665	1,817	1,991	2,060	1,926	1,944	Service and sale workers
1,729	2,129	2,186	2,247	1,547	1,853	Skilled agricultural, forestry, livestock and fishery workers
1,775	1,919	2,063	2,197	1,891	1,993	Craft and related trades workers
1,768	1,869	2,022	2,144	1,918	2,014	Plant and machine-operators and assemblers
1,323	1,531	1,648	1,751	1,727	1,749	Elementary occupations

Notes: Data refer to citizen only

Lelaki						
Pekerjaan	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4
Pengurus	243.3	218.3	206.2	191.0	206.4	195.3
Profesional	332.7	457.7	476.7	490.6	536.4	567.7
Juruteknik dan profesional bersekutu	861.7	786.1	788.0	750.0	810.0	775.2
Pekerja sokongan perkeranian	334.5	322.8	320.7	328.9	296.7	340.4
Pekerja perkhidmatan dan jualan	744.9	859.8	847.2	943.4	999.6	982.7
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	80.9	60.8	65.5	69.6	61.3	69.4
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	594.5	687.9	699.8	681.0	750.5	707.3
Operator mesin dan loji, dan pemasang	772.0	805.7	824.9	821.8	886.8	848.4
Pekerja asas	468.2	480.7	515.9	508.0	523.0	563.0
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000
Pengurus	4,000	4,449	4,500	5,000	5,000	5,500
Profesional	3,500	3,500	3,680	4,000	4,275	4,516
Juruteknik dan profesional bersekutu	2,190	2,200	2,340	2,500	2,675	2,740
Pekerja sokongan perkeranian	1,500	1,600	1,715	1,800	2,000	2,000
Pekerja perkhidmatan dan jualan	1,314	1,200	1,300	1,500	1,500	1,545
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	600	960	1,100	1,100	1,305	1,500
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	1,200	1,200	1,200	1,300	1,500	1,500
Operator mesin dan loji, dan pemasang	1,200	1,200	1,400	1,500	1,500	1,600
Pekerja asas	900	935	950	1,008	1,100	1,180
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558
Pengurus	4,738	5,253	5,592	5,688	6,489	6,367
Profesional	4,012	3,934	4,219	4,460	4,797	5,252
Juruteknik dan profesional bersekutu	2,532	2,486	2,576	2,716	2,996	3,108
Pekerja sokongan perkeranian	1,720	1,877	1,894	2,058	2,178	2,220
Pekerja perkhidmatan dan jualan	1,594	1,539	1,623	1,823	1,894	1,936
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	806	1,251	1,365	1,398	1,537	1,782
Pekerja kemahiran dan pekerja pertukangan yang berkaitan	1,368	1,411	1,454	1,562	1,707	1,743
Operator mesin dan loji, dan pemasang	1,393	1,402	1,496	1,609	1,696	1,746
Pekerja asas	1,054	1,074	1,108	1,218	1,314	1,394

Nota: Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2013

A11 *Median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2010-2021*

						Male
2016	2017	2018	2019	2020	2021	Occupation
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	Number of Recipients ('000)
195.1	184.1	156.9	197.9	232.0	191.8	Managers
677.0	696.9	726.4	735.3	691.5	768.8	Professionals
839.1	876.9	896.7	956.2	939.0	1,022.4	Technicians and associate professionals
288.5	318.2	320.1	317.9	361.5	372.3	Clerical support workers
892.4	904.5	935.8	957.8	1,134.6	1,127.2	Service and sale workers
58.2	59.5	60.4	72.9	116.0	68.1	Skilled agricultural, forestry, livestock and fishery workers
695.2	665.5	650.7	625.7	594.3	671.6	Craft and related trades workers
877.4	924.3	908.6	1,005.6	935.8	932.7	Plant and machine-operators and assemblers
511.5	521.4	554.1	566.6	546.2	579.0	Elementary occupations
2,000	2,170	2,342	2,477	2,093	2,315	Median (RM)
5,700	6,000	7,139	7,159	5,735	5,948	Managers
4,800	4,910	5,328	5,578	5,253	5,993	Professionals
2,856	2,950	3,119	3,308	3,037	3,290	Technicians and associate professionals
2,331	2,350	2,212	2,525	2,371	2,572	Clerical support workers
1,600	1,675	1,892	1,896	1,547	1,785	Service and sale workers
1,350	1,480	1,576	1,852	1,291	1,740	Skilled agricultural, forestry, livestock and fishery workers
1,630	1,680	1,818	1,911	1,627	1,833	Craft and related trades workers
1,703	1,800	1,891	2,070	1,722	1,892	Plant and machine-operators and assemblers
1,200	1,330	1,544	1,560	1,340	1,587	Elementary occupations
2,741	2,953	3,174	3,304	2,963	3,085	Mean (RM)
7,041	8,345	9,276	9,242	6,790	6,848	Managers
5,303	5,759	6,123	6,182	5,967	6,338	Professionals
3,176	3,349	3,651	3,745	3,366	3,537	Technicians and associate professionals
2,413	2,498	2,536	2,673	2,659	2,739	Clerical support workers
1,934	2,020	2,252	2,309	2,148	2,135	Service and sale workers
1,782	2,211	2,264	2,309	1,572	1,868	Skilled agricultural, forestry, livestock and fishery workers
1,814	1,962	2,125	2,251	1,931	2,001	Craft and related trades workers
1,881	1,974	2,140	2,296	2,000	2,099	Plant and machine-operators and assemblers
1,433	1,615	1,758	1,861	1,801	1,779	Elementary occupations

Notes: Data refer to citizen only
Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2013

A11 Penengah dan purata gaji & upah bulanan pekerja mengikut pekerjaan dan jantina, Malaysia, 2010-2021 (samb.)

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

Nota: Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2013

A11 *Median and mean monthly salaries & wages of employees by occupation and sex, Malaysia, 2010-2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	Occupation
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	Number of Recipients ('000)
84.3	79.7	86.5	89.1	111.7	106.2	Managers
880.1	918.3	940.3	979.4	1,001.1	967.7	Professionals
416.7	436.9	420.7	430.0	434.8	425.7	Technicians and associate professionals
794.4	859.7	864.6	906.8	786.7	848.0	Clerical support workers
714.4	730.0	740.0	809.6	898.9	1,038.3	Service and sale workers
6.1	6.0	7.8	7.1	26.1	8.5	Skilled agricultural, forestry, livestock and fishery workers
57.5	59.0	55.2	46.1	67.3	69.7	Craft and related trades workers
237.0	248.3	249.5	287.1	294.4	306.3	Plant and machine-operators and assemblers
199.2	188.0	186.8	204.1	218.6	207.7	Elementary occupations
2,000	2,145	2,227	2,370	2,019	2,145	Median (RM)
5,000	5,000	5,687	6,832	5,127	4,870	Managers
4,125	4,200	4,527	4,798	4,610	4,991	Professionals
2,750	2,800	2,851	3,143	2,986	3,179	Technicians and associate professionals
1,950	2,000	2,054	2,261	2,019	1,922	Clerical support workers
1,050	1,300	1,353	1,422	1,238	1,471	Service and sale workers
1,450	1,450	1,396	1,436	1,211	1,530	Skilled agricultural, forestry, livestock and fishery workers
960	1,200	1,182	1,283	1,266	1,692	Craft and related trades workers
1,200	1,300	1,410	1,463	1,390	1,692	Plant and machine-operators and assemblers
900	1,000	1,123	1,208	1,211	1,611	Elementary occupations
2,532	2,772	2,959	3,108	2,889	2,968	Mean (RM)
6,206	6,696	7,496	7,994	5,832	5,299	Managers
4,220	4,573	4,883	5,144	4,841	5,248	Professionals
2,835	3,166	3,255	3,440	3,197	3,383	Technicians and associate professionals
2,022	2,105	2,243	2,415	2,237	2,232	Clerical support workers
1,328	1,566	1,660	1,766	1,645	1,736	Service and sale workers
1,218	1,319	1,589	1,608	1,434	1,732	Skilled agricultural, forestry, livestock and fishery workers
1,295	1,433	1,332	1,459	1,538	1,915	Craft and related trades workers
1,350	1,477	1,591	1,613	1,658	1,753	Plant and machine-operators and assemblers
1,041	1,298	1,321	1,444	1,541	1,665	Elementary occupations

Notes: Data refer to citizen only
Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2013

A12 Bilangan penerima, penengah dan purata gaji & upah bulanan pekerja mengikut kategori kemahiran, Malaysia, 2010–2021

Kategori Kemahiran	2010	2011	2012	2013	2014	2015
Jumlah						
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6
Mahir	2,463.5	2,519.1	2,575.0	2,546.6	2,749.6	2,765.5
Separuh Mahir	4,074.2	4,468.8	4,491.7	4,655.1	4,909.9	4,811.5
Berkemahiran Rendah	611.6	646.1	716.1	701.4	732.9	771.5
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942
Mahir	2,600	2,760	3,000	3,000	3,450	3,500
Separuh Mahir	1,200	1,200	1,300	1,400	1,500	1,500
Berkemahiran Rendah	840	821	836	900	1,000	1,000
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487
Mahir	3,083	3,168	3,344	3,542	3,908	4,095
Separuh Mahir	1,384	1,417	1,475	1,605	1,695	1,756
Berkemahiran Rendah	987	990	1,019	1,118	1,201	1,288
Lelaki						
Bilangan Penerima ('000)	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4
Mahir	1,437.6	1,462.2	1,470.9	1,431.6	1,552.8	1,538.1
Separuh Mahir	2,526.8	2,737.2	2,758.2	2,844.6	2,994.8	2,948.2
Berkemahiran Rendah	468.2	480.7	515.9	508.0	523.0	563.0
Penengah (RM)	1,500	1,500	1,600	1,800	1,888	2,000
Mahir	2,631	2,800	3,000	3,000	3,430	3,500
Separuh Mahir	1,250	1,300	1,395	1,500	1,500	1,600
Berkemahiran Rendah	900	935	950	1,008	1,100	1,180
Purata (RM)	2,003	2,035	2,126	2,259	2,455	2,558
Mahir	3,248	3,352	3,531	3,710	4,083	4,313
Separuh Mahir	1,471	1,500	1,568	1,715	1,809	1,864
Berkemahiran Rendah	1,054	1,074	1,108	1,218	1,314	1,394
Perempuan						
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2
Mahir	1,025.9	1,056.9	1,104.1	1,115.0	1,196.7	1,227.4
Separuh Mahir	1,547.4	1,731.6	1,733.5	1,810.5	1,915.1	1,863.3
Berkemahiran Rendah	143.3	165.4	200.3	193.4	209.9	208.5
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855
Mahir	2,548	2,700	2,905	3,000	3,450	3,500
Separuh Mahir	1,050	1,100	1,200	1,200	1,300	1,350
Berkemahiran Rendah	600	600	600	700	800	900
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380
Mahir	2,853	2,914	3,094	3,326	3,682	3,821
Separuh Mahir	1,242	1,285	1,328	1,430	1,517	1,584
Berkemahiran Rendah	770	746	793	854	920	1,001

Nota: Data merujuk kepada warganegara sahaja
Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2013

A12 *Number of recipients, median and mean monthly salaries & wages of employees by skilled category, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	Skilled Category
						Total
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	Number of Recipients ('000)
3,092.3	3,192.8	3,227.6	3,387.9	3,410.2	3,482.5	Skilled
4,621.0	4,775.0	4,792.7	5,036.6	5,215.7	5,442.8	Semi-skilled
710.8	709.3	740.9	770.7	764.9	786.7	Low-skilled
2,000	2,160	2,308	2,442	2,062	2,250	Median (RM)
3,500	3,600	3,974	4,468	4,011	4,471	Skilled
1,600	1,680	1,817	1,900	1,593	1,781	Semi-skilled
1,050	1,200	1,329	1,422	1,274	1,601	Low-skilled
2,657	2,879	3,087	3,224	2,933	3,037	Mean (RM)
4,219	4,574	4,891	5,072	4,619	4,848	Skilled
1,816	1,947	2,094	2,206	2,007	2,064	Semi-skilled
1,323	1,531	1,648	1,751	1,727	1,749	Low-skilled
						Male
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	Number of Recipients ('000)
1,711.2	1,757.9	1,780.1	1,889.4	1,862.6	1,983.0	Skilled
2,811.6	2,872.0	2,875.7	2,979.9	3,142.2	3,171.9	Semi-skilled
511.5	521.4	554.1	566.6	546.2	579.0	Low-skilled
2,000	2,170	2,342	2,477	2,093	2,315	Median (RM)
3,553	3,600	3,997	4,497	3,918	4,422	Skilled
1,650	1,789	1,917	2,004	1,650	1,864	Semi-skilled
1,200	1,330	1,544	1,560	1,340	1,587	Low-skilled
2,741	2,953	3,174	3,304	2,963	3,085	Mean (RM)
4,458	4,828	5,155	5,269	4,758	4,943	Skilled
1,934	2,049	2,220	2,331	2,100	2,161	Semi-skilled
1,433	1,615	1,758	1,861	1,801	1,779	Low-skilled
						Female
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	Number of Recipients ('000)
1,381.1	1,434.9	1,447.5	1,498.5	1,547.6	1,499.5	Skilled
1,809.4	1,903.0	1,917.1	2,056.7	2,073.5	2,270.8	Semi-skilled
199.2	188.0	186.8	204.1	218.6	207.7	Low-skilled
2,000	2,145	2,227	2,370	2,019	2,145	Median (RM)
3,500	3,551	3,947	4,428	4,037	4,520	Skilled
1,460	1,600	1,679	1,725	1,514	1,683	Semi-skilled
900	1,000	1,123	1,208	1,211	1,611	Low-skilled
2,532	2,772	2,959	3,108	2,889	2,968	Mean (RM)
3,923	4,262	4,566	4,824	4,450	4,722	Skilled
1,634	1,793	1,904	2,023	1,865	1,929	Semi-skilled
1,041	1,298	1,321	1,444	1,541	1,665	Low-skilled

Notes: Data refer to citizen only

Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2013

Industri	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)						
Jumlah¹	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6
Pertanian	223.2	181.0	202.3	232.6	237.6	246.2
Perlombongan dan pengkuarian	52.4	63.0	72.0	68.2	70.5	93.5
Pembuatan	1,480.4	1,606.7	1,594.6	1,497.8	1,617.9	1,514.0
Bekalan elektrik, gas, wap dan pendingin udara	47.0	48.8	60.5	48.9	63.3	51.2
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	54.6	54.3	59.7	64.9	67.1	53.6
Pembinaan	582.7	639.2	625.8	640.4	692.1	676.0
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,103.0	1,230.1	1,261.5	1,325.8	1,399.0	1,372.7
Pengangkutan dan penyimpanan	406.3	420.3	442.5	430.4	448.6	463.6
Penginapan dan aktiviti perkhidmatan makanan dan minuman	396.2	425.5	463.3	457.4	514.1	522.8
Maklumat dan Komunikasi	142.4	158.6	181.6	159.9	191.3	182.2
Aktiviti kewangan dan insurans/takaful	276.1	277.7	283.9	277.6	269.6	307.0
Aktiviti Hartanah	42.0	40.6	46.9	57.9	58.4	53.6
Aktiviti profesional, saintifik dan teknikal	220.6	269.5	252.6	252.7	257.7	278.8
Aktiviti pentadbiran dan khidmat sokongan	230.7	329.1	351.4	377.0	450.5	451.3
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	778.8	717.7	672.7	765.5	738.3	739.2
Pendidikan	707.1	725.5	733.1	753.0	814.8	846.8
Aktiviti kesihatan kemanusiaan dan kerja sosial	236.4	274.1	296.9	305.2	304.5	324.8
Kesenian, hiburan dan rekreasi	65.8	67.0	65.4	73.9	69.7	58.0
Aktiviti perkhidmatan lain	102.2	104.7	114.2	113.0	124.6	113.2

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A13 *Median and mean monthly salaries & wages of employees by industry, Malaysia, 2010-2021*

2016	2017	2018	2019	2020	2021	Industry
<i>Number of Recipients ('000)</i>						
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	Total¹
212.5	197.7	216.8	223.9	246.3	254.0	Agriculture
99.8	82.6	82.0	82.3	70.5	67.5	Mining and quarrying
1,557.4	1,654.6	1,590.1	1,694.3	1,770.9	1,899.6	Manufacturing
79.0	59.9	66.5	70.1	65.7	72.8	Electricity, gas, steam and air conditioning supply
61.4	64.0	68.1	65.2	62.3	64.1	Water supply; sewerage, waste management and remediation activities
679.8	682.4	676.3	682.6	690.8	683.5	Construction
1,401.3	1,453.1	1,442.4	1,546.5	1,501.8	1,584.8	Wholesale and retail trade; repair of motor vehicles and motorcycles
459.2	484.3	507.3	517.6	559.0	545.1	Transportation and storage
539.3	583.6	621.0	671.3	742.5	745.8	Accommodation and food and beverage service activities
172.1	190.2	184.6	187.8	186.3	210.8	Information and Communication
281.7	319.1	288.3	320.0	326.7	335.9	Financial and insurance/takaful activities
56.8	66.6	76.8	74.3	73.5	72.7	Real estate activities
269.2	270.4	290.7	320.0	313.0	319.4	Profesional, scientific and technical activities
441.8	466.8	499.7	551.8	575.0	574.8	Administrative and support service activities
719.4	722.0	694.1	711.2	724.1	731.0	Public administration and defence; compulsory social security
837.3	810.9	911.1	907.0	856.6	909.9	Education
364.0	376.2	356.5	374.1	431.7	454.0	Human health and social work activities
77.5	61.2	63.2	59.1	42.7	34.2	Arts, entertainment and recreation
114.4	130.9	124.8	135.9	151.2	152.1	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

Industri	2010	2011	2012	2013	2014	2015
Penengah (RM)						
Jumlah¹	1,500	1,500	1,566	1,700	1,800	1,942
Pertanian	780	800	900	900	1,044	1,130
Perlombongan dan pengkuarian	2,800	2,400	2,500	2,800	3,500	3,600
Pembuatan	1,270	1,320	1,500	1,500	1,700	1,610
Bekalan elektrik, gas, wap dan pendingin udara	2,300	2,400	2,200	2,500	2,500	2,550
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	1,210	1,500	1,500	1,410	1,600	1,798
Pembinaan	1,200	1,300	1,300	1,500	1,500	1,560
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,100	1,160	1,200	1,300	1,300	1,400
Pengangkutan dan penyimpanan	1,500	1,500	1,500	1,800	1,800	1,900
Penginapan dan aktiviti perkhidmatan makanan dan minuman	900	900	945	1,000	1,100	1,100
Maklumat dan Komunikasi	2,500	2,500	2,600	3,000	2,970	3,000
Aktiviti kewangan dan insurans/takaful	2,500	2,500	2,500	2,500	3,000	3,000
Aktiviti Hartanah	2,500	2,400	2,200	2,500	2,500	3,000
Aktiviti profesional, saintifik dan teknikal	1,900	2,000	2,000	2,200	2,500	2,500
Aktiviti pentadbiran dan khidmat sokongan	1,000	900	900	1,000	1,100	1,150
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	2,045	2,160	2,245	2,490	2,800	2,800
Pendidikan	2,800	2,850	3,050	3,352	3,714	3,990
Aktiviti kesihatan kemanusiaan dan kerja sosial	1,995	2,000	2,100	2,300	2,500	2,550
Kesenian, hiburan dan rekreasi	1,250	1,100	1,250	1,400	1,500	1,544
Aktiviti perkhidmatan lain	1,200	1,000	1,200	1,300	1,400	1,500

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A13 *Median and mean monthly salaries & wages of employees by industry, Malaysia, 2010-2021* (cont'd)

2016	2017	2018	2019	2020	2021	Industry
						<i>Median (RM)</i>
2,000	2,160	2,308	2,442	2,062	2,250	Total¹
1,200	1,350	1,392	1,531	1,291	1,490	Agriculture
3,690	3,700	3,703	3,968	3,402	3,921	Mining and quarrying
1,800	1,900	1,959	1,967	1,908	1,976	Manufacturing
3,000	3,150	3,324	3,616	2,784	2,993	Electricity, gas, steam and air conditioning supply
1,650	2,000	2,183	2,300	2,073	2,067	Water supply; sewerage, waste management and remediation activities
1,630	1,900	2,164	2,169	1,856	1,781	Construction
1,600	1,650	1,774	1,777	1,514	1,697	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,000	2,000	2,175	2,393	2,062	2,091	Transportation and storage
1,140	1,500	1,657	1,660	1,293	1,581	Accommodation and food and beverage service activities
3,200	3,500	3,641	3,989	3,547	3,754	Information and Communication
3,070	3,100	3,370	3,660	3,273	3,330	Financial and insurance/takaful activities
3,365	3,400	3,601	3,910	3,037	3,255	Real estate activities
2,800	3,000	3,261	3,531	3,028	3,162	Profesional,scientific and technical activities
1,200	1,350	1,545	1,700	1,393	1,692	Administrative and support service activities
3,015	3,162	3,350	3,620	3,761	3,929	Public administration and defence; compulsory social security
4,132	4,458	4,546	4,868	5,058	5,331	Education
2,800	3,000	3,202	3,519	3,602	4,193	Human health and social work activities
1,682	1,700	1,832	1,948	1,882	2,562	Arts, entertainment and recreation
1,510	1,800	1,971	2,012	1,593	1,735	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

Industri	2010	2011	2012	2013	2014	2015
Purata (RM)						
Jumlah¹	1,936	1,959	2,052	2,186	2,377	2,487
Pertanian	1,159	1,182	1,229	1,218	1,351	1,543
Perlombongan dan pengkuarian	3,544	3,557	3,441	3,558	5,016	4,295
Pembuatan	1,691	1,709	1,884	1,969	2,154	2,187
Bekalan elektrik, gas, wap dan pendingin udara	2,939	2,706	2,684	2,940	2,867	2,877
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan	1,532	1,911	1,679	1,667	1,961	2,175
Pembinaan	1,646	1,767	1,814	1,908	2,024	2,131
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal	1,432	1,478	1,511	1,607	1,727	1,791
Pengangkutan dan penyimpanan	1,958	1,872	1,999	2,044	2,179	2,431
Penginapan dan aktiviti perkhidmatan makanan dan minuman	1,115	1,134	1,218	1,329	1,393	1,477
Maklumat dan Komunikasi	3,188	3,078	3,153	3,496	3,460	3,695
Aktiviti kewangan dan insurans/takaful	2,981	2,949	3,060	3,165	3,615	3,502
Aktiviti Hartanah	2,812	2,992	2,974	3,164	3,716	3,855
Aktiviti profesional, saintifik dan teknikal	2,356	2,644	2,815	2,801	3,174	3,334
Aktiviti pentadbiran dan khidmat sokongan	1,372	1,278	1,180	1,393	1,513	1,522
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib	2,350	2,474	2,561	2,873	3,154	3,196
Pendidikan	2,875	2,885	3,113	3,386	3,707	3,984
Aktiviti kesihatan kemanusiaan dan kerja sosial	2,347	2,329	2,467	2,637	2,980	3,043
Kesenian, hiburan dan rekreasi	1,496	1,502	1,598	1,627	1,831	2,000
Aktiviti perkhidmatan lain	1,387	1,370	1,421	1,551	1,742	1,751

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A13 *Median and mean monthly salaries & wages of employees by industry, Malaysia, 2010-2021* (cont'd)

2016	2017	2018	2019	2020	2021	Industry
						<i>Mean (RM)</i>
2,657	2,879	3,087	3,224	2,933	3,037	Total¹
1,729	1,825	1,865	1,997	1,598	1,776	Agriculture
4,940	5,706	6,017	6,154	5,064	5,040	Mining and quarrying
2,348	2,443	2,565	2,616	2,542	2,606	Manufacturing
3,324	4,011	4,437	4,573	3,596	3,401	Electricity, gas, steam and air conditioning supply
2,070	2,429	2,719	2,833	2,571	2,650	Water supply; sewerage, waste management and remediation activities
2,220	2,587	2,821	2,854	2,557	2,347	Construction
1,883	2,015	2,154	2,363	2,011	2,063	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,548	2,707	2,866	3,000	2,481	2,576	Transportation and storage
1,547	1,754	1,914	2,081	1,795	1,951	Accommodation and food and beverage service activities
4,010	4,429	4,805	4,898	4,310	4,346	Information and Communication
4,093	4,437	4,703	4,737	4,221	3,949	Financial and insurance/takaful activities
4,281	4,880	5,526	5,755	3,570	3,636	Real estate activities
3,689	4,129	4,704	4,799	3,959	3,916	Profesional,scientific and technical activities
1,667	1,859	2,094	2,195	1,992	2,040	Administrative and support service activities
3,496	3,681	3,848	4,142	4,146	4,313	Public administration and defence; compulsory social security
4,132	4,500	4,714	5,112	5,088	5,550	Education
3,182	3,705	4,022	4,071	4,077	4,547	Human health and social work activities
2,091	2,521	2,687	2,797	2,665	2,908	Arts, entertainment and recreation
1,848	2,022	2,197	2,333	2,124	2,016	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

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

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A14 *Median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010-2021*

						Male
2016	2017	2018	2019	2020	2021	Industry
Number of Recipients ('000)						
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	Total ¹
174.4	156.4	174.2	178.9	195.4	202.0	Agriculture
76.1	66.0	64.7	65.5	51.3	46.8	Mining and quarrying
984.1	1,052.1	1,007.3	1,059.1	1,111.8	1,176.7	Manufacturing
63.5	48.8	57.2	60.7	55.0	61.8	Electricity, gas, steam and air conditioning supply
48.7	52.6	55.8	54.9	51.1	52.9	Water supply; sewerage, waste management and remediation activities
583.8	578.2	566.3	579.6	577.8	566.3	Construction
799.6	818.6	820.1	875.5	866.9	870.3	Wholesale and retail trade; repair of motor vehicles and motorcycles
373.0	411.5	416.0	429.8	458.9	402.6	Transportation and storage
283.7	303.6	326.9	342.4	399.0	369.5	Accommodation and food and beverage service activities
111.3	120.0	111.3	116.5	105.4	139.3	Information and Communication
119.7	130.4	127.9	134.2	147.9	150.4	Financial and insurance/takaful activities
27.6	34.5	33.0	37.1	36.7	41.8	Real estate activities
116.2	122.4	121.6	140.3	143.1	144.8	Profesional, scientific and technical activities
288.2	307.3	327.4	368.6	361.4	358.5	Administrative and support service activities
507.9	496.3	494.3	500.4	489.2	520.1	Public administration and defence; compulsory social security
276.4	258.0	306.6	298.2	268.3	356.0	Education
100.3	100.5	101.1	96.1	134.5	168.0	Human health and social work activities
42.9	35.0	39.3	37.3	21.1	18.9	Arts, entertainment and recreation
57.1	58.5	58.2	60.6	76.2	87.1	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

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

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A14 *Median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010-2021 (cont'd)*

						Male
2016	2017	2018	2019	2020	2021	Industry
						Median (RM)
2,000	2,170	2,342	2,477	2,093	2,315	Total¹
1,300	1,400	1,462	1,560	1,291	1,490	Agriculture
3,690	3,700	3,781	3,968	3,254	4,015	Mining and quarrying
2,000	2,170	2,254	2,185	2,062	2,083	Manufacturing
3,100	3,150	3,268	3,593	2,835	3,023	Electricity, gas, steam and air conditioning supply
1,650	1,900	2,211	2,310	2,062	2,067	Water supply; sewerage, waste management and remediation activities
1,630	1,800	2,093	2,070	1,794	1,702	Construction
1,620	1,684	1,858	1,982	1,550	1,845	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,000	2,000	2,174	2,393	2,062	2,180	Transportation and storage
1,340	1,635	1,825	1,850	1,443	1,800	Accommodation and food and beverage service activities
3,450	3,900	3,936	4,258	3,821	3,967	Information and Communication
3,500	3,550	3,954	4,270	3,609	3,824	Financial and insurance/takaful activities
3,500	3,500	5,169	5,443	3,170	3,589	Real estate activities
3,000	3,200	3,626	3,995	3,444	3,854	Profesional,scientific and technical activities
1,300	1,470	1,624	1,760	1,443	1,692	Administrative and support service activities
3,065	3,165	3,413	3,748	3,850	3,902	Public administration and defence; compulsory social security
4,480	4,900	4,966	5,408	5,549	6,188	Education
2,765	3,087	3,416	3,772	3,887	4,536	Human health and social work activities
1,700	1,700	1,869	2,177	2,113	2,705	Arts, entertainment and recreation
1,682	2,000	2,112	2,131	1,765	1,781	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

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

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A14 *Median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010-2021 (cont'd)*

						Male
2016	2017	2018	2019	2020	2021	Industry
						Mean (RM)
2,741	2,953	3,174	3,304	2,963	3,085	Total ¹
1,800	1,917	1,958	2,088	1,623	1,770	Agriculture
5,075	5,892	6,076	6,127	5,298	5,293	Mining and quarrying
2,623	2,676	2,839	2,904	2,714	2,724	Manufacturing
3,421	4,169	4,276	4,347	3,668	3,427	Electricity, gas, steam and air conditioning supply
2,092	2,353	2,748	2,878	2,615	2,651	Water supply; sewerage, waste management and remediation activities
2,236	2,558	2,756	2,807	2,500	2,293	Construction
2,045	2,178	2,336	2,547	2,143	2,182	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,605	2,751	2,870	2,993	2,487	2,572	Transportation and storage
1,711	1,948	2,191	2,353	2,024	2,133	Accommodation and food and beverage service activities
4,251	4,829	5,115	5,177	4,664	4,597	Information and Communication
4,731	4,913	5,372	5,515	4,755	4,452	Financial and insurance/takaful activities
4,635	5,440	6,835	6,785	3,868	3,926	Real estate activities
4,103	4,740	5,475	5,563	4,667	4,748	Professional, scientific and technical activities
1,771	1,955	2,221	2,294	2,004	1,991	Administrative and support service activities
3,516	3,750	3,890	4,175	4,213	4,327	Public administration and defence; compulsory social security
4,720	5,008	5,317	5,753	5,944	6,375	Education
3,476	4,273	4,657	4,620	4,761	5,193	Human health and social work activities
2,212	2,500	2,946	3,067	2,901	3,132	Arts, entertainment and recreation
1,960	2,345	2,420	2,498	2,205	2,023	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

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

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A14 *Median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010-2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	Industry
<i>Number of Recipients ('000)</i>						
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	Total¹
38.1	41.2	42.5	45.1	50.9	52.0	Agriculture
23.7	16.6	17.3	16.8	19.2	20.8	Mining and quarrying
573.3	602.4	582.8	635.2	659.1	722.9	Manufacturing
15.5	11.2	9.3	9.5	10.6	11.0	Electricity, gas, steam and air conditioning supply
12.7	11.4	12.3	10.3	11.3	11.3	Water supply; sewerage, waste management and remediation activities
96.0	104.3	110.1	103.0	113.0	117.2	Construction
601.7	634.6	622.3	671.0	634.9	714.5	Wholesale and retail trade; repair of motor vehicles and motorcycles
86.2	72.8	91.3	87.7	100.1	142.5	Transportation and storage
255.6	280.1	294.2	328.9	343.5	376.3	Accommodation and food and beverage service activities
60.8	70.2	73.3	71.3	80.9	71.4	Information and Communication
162.0	188.7	160.4	185.8	178.8	185.5	Financial and insurance/takaful activities
29.1	32.1	43.8	37.2	36.8	30.9	Real estate activities
153.0	148.0	169.0	179.7	169.9	174.5	Profesional,scientific and technical activities
153.7	159.5	172.3	183.2	213.5	216.3	Administrative and support service activities
211.5	225.7	199.8	210.8	235.0	210.8	Public administration and defence; compulsory social security
560.9	552.8	604.5	608.8	588.4	554.0	Education
263.7	275.7	255.4	278.0	297.2	286.0	Human health and social work activities
34.6	26.2	23.9	21.8	21.7	15.3	Arts, entertainment and recreation
57.4	72.3	66.6	75.3	75.0	64.9	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

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

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A14 *Median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010-2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	Industry
						<i>Median (RM)</i>
2,000	2,145	2,227	2,370	2,019	2,145	Total¹
1,200	1,250	1,113	1,265	1,211	1,250	Agriculture
3,600	3,650	3,375	5,133	3,716	3,807	Mining and quarrying
1,500	1,600	1,626	1,672	1,638	1,863	Manufacturing
3,000	3,100	3,538	4,212	2,620	2,763	Electricity, gas, steam and air conditioning supply
1,400	2,145	2,156	2,261	2,215	1,878	Water supply; sewerage, waste management and remediation activities
2,000	2,300	2,403	2,488	2,221	2,170	Construction
1,400	1,600	1,540	1,711	1,350	1,592	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,000	2,160	2,240	2,444	2,019	1,937	Transportation and storage
1,000	1,300	1,261	1,380	1,211	1,392	Accommodation and food and beverage service activities
3,000	3,000	3,410	3,570	3,241	3,423	Information and Communication
3,000	3,100	3,029	3,308	3,028	2,931	Financial and insurance/takaful activities
2,800	3,000	3,435	3,874	2,924	2,614	Real estate activities
2,800	2,800	3,020	3,330	2,826	2,646	Profesional,scientific and technical activities
900	1,200	1,316	1,436	1,274	1,692	Administrative and support service activities
2,820	3,150	3,155	3,475	3,623	3,993	Public administration and defence; compulsory social security
3,926	4,200	4,267	4,692	4,777	4,869	Education
2,990	3,000	3,143	3,519	3,436	4,071	Human health and social work activities
1,550	1,895	1,794	1,914	1,817	2,362	Arts, entertainment and recreation
1,500	1,550	1,917	1,918	1,593	1,704	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

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

Nota: Data merujuk kepada warganegara sahaja

¹Jumlah termasuk 'Aktiviti badan dan pertubuhan luar wilayah'

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

A14 *Median and mean monthly salaries & wages of employees by industry and sex, Malaysia, 2010-2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	Industry
						<i>Mean (RM)</i>
2,532	2,772	2,959	3,108	2,889	2,968	Total¹
1,401	1,475	1,486	1,638	1,505	1,798	Agriculture
4,506	4,969	5,795	6,260	4,439	4,468	Mining and quarrying
1,876	2,036	2,091	2,136	2,252	2,414	Manufacturing
2,927	3,321	5,425	6,010	3,223	3,254	Electricity, gas, steam and air conditioning supply
1,987	2,780	2,586	2,595	2,370	2,645	Water supply; sewerage, waste management and remediation activities
2,122	2,752	3,158	3,115	2,852	2,611	Construction
1,667	1,803	1,915	2,123	1,830	1,918	Wholesale and retail trade; repair of motor vehicles and motorcycles
2,300	2,456	2,846	3,031	2,453	2,587	Transportation and storage
1,366	1,544	1,605	1,799	1,528	1,771	Accommodation and food and beverage service activities
3,569	3,747	4,334	4,444	3,849	3,855	Information and Communication
3,622	4,108	4,170	4,176	3,780	3,541	Financial and insurance/takaful activities
3,945	4,278	4,541	4,728	3,273	3,246	Real estate activities
3,374	3,623	4,149	4,202	3,362	3,226	Professional, scientific and technical activities
1,472	1,675	1,854	1,995	1,971	2,120	Administrative and support service activities
3,447	3,531	3,743	4,062	4,006	4,279	Public administration and defence; compulsory social security
3,842	4,262	4,409	4,798	4,698	5,019	Education
3,070	3,498	3,771	3,881	3,767	4,167	Human health and social work activities
1,941	2,549	2,262	2,335	2,436	2,631	Arts, entertainment and recreation
1,736	1,761	2,001	2,200	2,042	2,007	Other service activities

Notes: Data refer to citizen only

¹Total includes 'Activities of extraterritorial organizations and bodies'

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

A15 Penengah dan purata gaji & upah bulanan pekerja mengikut sektor, Malaysia, 2010–2021

Sektor	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6
Pertanian	223.2	181.0	202.3	232.6	237.6	246.2
Perlombongan & Pengkuarian	52.4	63.0	72.0	68.2	70.5	93.5
Pembuatan	1,480.4	1,606.7	1,594.6	1,497.8	1,617.9	1,514.0
Pembinaan	582.7	639.2	625.8	640.4	692.1	676.0
Perkhidmatan	4,810.5	5,144.2	5,288.2	5,464.0	5,774.2	5,818.9
Penengah (RM)	1,500	1,500	1,566	1,700	1,800	1,942
Pertanian	780	800	900	900	1,044	1,130
Perlombongan & Pengkuarian	2,800	2,400	2,500	2,800	3,500	3,600
Pembuatan	1,270	1,320	1,500	1,500	1,700	1,610
Pembinaan	1,200	1,300	1,300	1,500	1,500	1,560
Perkhidmatan	1,615	1,600	1,706	1,814	2,000	2,000
Purata (RM)	1,936	1,959	2,052	2,186	2,377	2,487
Pertanian	1,159	1,182	1,229	1,218	1,351	1,543
Perlombongan & Pengkuarian	3,544	3,557	3,441	3,558	5,016	4,295
Pembuatan	1,691	1,709	1,884	1,969	2,154	2,187
Pembinaan	1,646	1,767	1,814	1,908	2,024	2,131
Perkhidmatan	2,064	2,068	2,143	2,301	2,492	2,618

Nota: Data merujuk kepada warganegara sahaja

A15 *Median and mean monthly salaries & wages of employees by sector, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	Sector
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	<i>Number of Recipients ('000)</i>
212.5	197.7	216.8	223.9	246.3	254.0	<i>Agriculture</i>
99.8	82.6	82.0	82.3	70.5	67.5	<i>Mining & Quarrying</i>
1,557.4	1,654.6	1,590.1	1,694.3	1,770.9	1,899.6	<i>Manufacturing</i>
679.8	682.4	676.3	682.6	690.8	683.5	<i>Construction</i>
5,874.5	6,059.8	6,196.1	6,512.1	6,612.2	6,807.3	<i>Services</i>
2,000	2,160	2,308	2,442	2,062	2,250	<i>Median (RM)</i>
1,200	1,350	1,392	1,531	1,291	1,490	<i>Agriculture</i>
3,690	3,700	3,703	3,968	3,402	3,921	<i>Mining & Quarrying</i>
1,800	1,900	1,959	1,967	1,908	1,976	<i>Manufacturing</i>
1,630	1,900	2,164	2,169	1,856	1,781	<i>Construction</i>
2,165	2,260	2,431	2,672	2,268	2,550	<i>Services</i>
2,657	2,879	3,087	3,224	2,933	3,037	<i>Mean (RM)</i>
1,729	1,825	1,865	1,997	1,598	1,776	<i>Agriculture</i>
4,940	5,706	6,017	6,154	5,064	5,040	<i>Mining & Quarrying</i>
2,348	2,443	2,565	2,616	2,542	2,606	<i>Manufacturing</i>
2,220	2,587	2,821	2,854	2,557	2,347	<i>Construction</i>
2,784	3,028	3,253	3,426	3,103	3,254	<i>Services</i>

Notes: Data refer to citizen only

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

Nota: Data merujuk kepada warganegara sahaja

A16 *Median and mean monthly salaries & wages of employees by sector and sex, Malaysia, 2010–2021*

						<i>Male</i>
2016	2017	2018	2019	2020	2021	Sector
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	<i>Number of Recipients ('000)</i>
174.4	156.4	174.2	178.9	195.4	202.0	<i>Agriculture</i>
76.1	66.0	64.7	65.5	51.3	46.8	<i>Mining & Quarrying</i>
984.1	1,052.1	1,007.3	1,059.1	1,111.8	1,176.7	<i>Manufacturing</i>
583.8	578.2	566.3	579.6	577.8	566.3	<i>Construction</i>
3,216.0	3,298.4	3,397.3	3,552.8	3,614.7	3,742.1	<i>Services</i>
2,000	2,170	2,342	2,477	2,093	2,315	<i>Median (RM)</i>
1,300	1,400	1,462	1,560	1,291	1,490	<i>Agriculture</i>
3,690	3,700	3,781	3,968	3,254	4,015	<i>Mining & Quarrying</i>
2,000	2,170	2,254	2,185	2,062	2,083	<i>Manufacturing</i>
1,630	1,800	2,093	2,070	1,794	1,702	<i>Construction</i>
2,200	2,300	2,457	2,712	2,268	2,636	<i>Services</i>
2,741	2,953	3,174	3,304	2,963	3,085	<i>Mean (RM)</i>
1,800	1,917	1,958	2,088	1,623	1,770	<i>Agriculture</i>
5,075	5,892	6,076	6,127	5,298	5,293	<i>Mining & Quarrying</i>
2,623	2,676	2,839	2,904	2,714	2,724	<i>Manufacturing</i>
2,236	2,558	2,756	2,807	2,500	2,293	<i>Construction</i>
2,864	3,102	3,350	3,513	3,153	3,361	<i>Services</i>

Notes: Data refer to citizen only

Perempuan						
Sektor	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)	2,716.6	2,953.9	3,037.9	3,118.9	3,321.8	3,299.2
Pertanian	45.7	34.9	38.5	48.3	55.2	48.6
Perlombongan & Pengkuarian	10.1	13.5	16.3	15.0	17.2	12.6
Pembuatan	535.8	593.6	566.5	544.6	579.1	532.4
Pembinaan	79.2	89.2	90.0	85.2	92.9	97.9
Perkhidmatan	2,045.8	2,222.8	2,326.6	2,425.8	2,577.2	2,607.7
Penengah (RM)	1,498	1,467	1,500	1,600	1,700	1,855
Pertanian	598	630	700	800	848	946
Perlombongan & Pengkuarian	3,500	3,900	2,800	3,000	2,900	3,600
Pembuatan	1,000	1,090	1,100	1,200	1,400	1,310
Pembinaan	1,600	1,500	1,600	1,600	1,800	2,000
Perkhidmatan	1,580	1,560	1,695	1,800	1,895	2,000
Purata (RM)	1,825	1,838	1,935	2,072	2,259	2,380
Pertanian	927	963	1,068	1,268	984	1,125
Perlombongan & Pengkuarian	3,345	4,280	3,159	3,546	4,357	3,773
Pembuatan	1,322	1,346	1,445	1,537	1,720	1,769
Pembinaan	2,025	2,005	1,971	2,050	2,182	2,438
Perkhidmatan	1,962	1,961	2,058	2,200	2,396	2,519

Nota: Data merujuk kepada warganegara sahaja

A16 *Median and mean monthly salaries & wages of employees by sector and sex, Malaysia, 2010–2021 (cont'd)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	Sector
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	<i>Number Of Recipients ('000)</i>
38.1	41.2	42.5	45.1	50.9	52.0	<i>Agriculture</i>
23.7	16.6	17.3	16.8	19.2	20.8	<i>Mining & Quarrying</i>
573.3	602.4	582.8	635.2	659.1	722.9	<i>Manufacturing</i>
96.0	104.3	110.1	103.0	113.0	117.2	<i>Construction</i>
2,658.5	2,761.4	2,798.8	2,959.2	2,997.5	3,065.2	<i>Services</i>
2,000	2,145	2,227	2,370	2,019	2,145	<i>Median (RM)</i>
1,200	1,250	1,113	1,265	1,211	1,250	<i>Agriculture</i>
3,600	3,650	3,375	5,133	3,716	3,807	<i>Mining & Quarrying</i>
1,500	1,600	1,626	1,672	1,638	1,863	<i>Manufacturing</i>
2,000	2,300	2,403	2,488	2,221	2,170	<i>Construction</i>
2,050	2,260	2,388	2,645	2,243	2,403	<i>Services</i>
2,532	2,772	2,959	3,108	2,889	2,968	<i>Mean (RM)</i>
1,401	1,475	1,486	1,638	1,505	1,798	<i>Agriculture</i>
4,506	4,969	5,795	6,260	4,439	4,468	<i>Mining & Quarrying</i>
1,876	2,036	2,091	2,136	2,252	2,414	<i>Manufacturing</i>
2,122	2,752	3,158	3,115	2,852	2,611	<i>Construction</i>
2,687	2,939	3,136	3,321	3,044	3,122	<i>Services</i>

Notes: Data refer to citizen only

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STATISTIK MENGIKUT ETNIK

STATISTICS BY ETHNICS

B1 Penengah dan purata gaji & upah bulanan pekerja mengikut kumpulan etnik, Malaysia, 2010–2021

Kumpulan Etnik	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)	8,414.6	8,983.4	9,166.2	9,540.6	10,146.6	10,150.4
Warganegara	7,149.2	7,634.0	7,782.9	7,903.1	8,392.4	8,348.6
Bumiputera	4,622.7	4,888.7	5,003.8	5,072.0	5,480.2	5,531.9
Cina	1,852.9	2,033.3	2,062.2	2,086.7	2,154.8	2,067.7
India	616.8	668.0	666.2	688.5	707.3	689.7
Lain-lain	56.8	44.0	50.7	55.9	50.1	59.3
Bukan Warganegara	1,265.4	1,349.4	1,383.3	1,637.5	1,754.2	1,801.8
Penengah (RM)	1,300	1,320	1,450	1,500	1,500	1,600
Warganegara	1,500	1,500	1,566	1,700	1,800	1,942
Bumiputera	1,465	1,475	1,500	1,600	1,729	1,800
Cina	1,800	1,800	2,000	2,000	2,000	2,300
India	1,300	1,300	1,500	1,500	1,600	1,771
Lain-lain	900	900	950	900	1,086	1,500
Bukan Warganegara	750	800	875	950	1,000	1,138
Purata (RM)	1,792	1,809	1,906	2,023	2,193	2,312
Warganegara	1,936	1,959	2,052	2,186	2,377	2,487
Bumiputera	1,873	1,853	1,948	2,110	2,286	2,398
Cina	2,167	2,260	2,353	2,444	2,675	2,812
India	1,780	1,863	1,949	2,032	2,241	2,291
Lain-lain	1,146	1,232	1,394	1,291	1,446	1,825
Bukan Warganegara	978	965	1,086	1,237	1,311	1,502

B1 *Median and mean monthly salaries & wages of employees by ethnic group, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	<i>Ethnic Group</i>
10,155.9	10,516.9	10,494.8	10,955.3	10,972.0	11,164.9	<i>Number of Recipients ('000)</i>
8,424.1	8,677.1	8,761.2	9,195.2	9,390.7	9,711.9	<i>Citizen</i>
5,539.5	5,707.5	5,800.6	6,222.6	6,437.7	6,641.3	<i>Bumiputera</i>
2,125.6	2,184.5	2,166.7	2,124.8	2,162.4	2,277.1	<i>Chinese</i>
700.6	721.6	725.5	758.3	736.4	738.7	<i>Indians</i>
58.3	63.5	68.5	89.3	54.1	54.8	<i>Others</i>
1,731.9	1,839.7	1,733.6	1,760.1	1,581.3	1,453.0	<i>Non-citizen</i>
1,703	1,880	2,066	2,185	1,894	1,984	<i>Median (RM)</i>
2,000	2,160	2,308	2,442	2,062	2,250	<i>Citizen</i>
1,931	2,145	2,302	2,415	2,019	2,127	<i>Bumiputera</i>
2,350	2,440	2,460	2,597	2,470	2,734	<i>Chinese</i>
1,790	2,000	2,122	2,217	2,014	1,930	<i>Indians</i>
1,515	1,600	1,732	1,836	1,412	1,582	<i>Others</i>
1,200	1,335	1,392	1,452	1,260	1,339	<i>Non-citizen</i>
2,463	2,650	2,842	2,989	2,747	2,844	<i>Mean (RM)</i>
2,657	2,879	3,087	3,224	2,933	3,037	<i>Citizen</i>
2,561	2,762	2,962	3,116	2,817	2,903	<i>Bumiputera</i>
3,009	3,254	3,498	3,616	3,325	3,488	<i>Chinese</i>
2,399	2,731	2,925	3,108	2,853	2,914	<i>Indians</i>
2,009	2,191	2,345	2,401	2,161	2,245	<i>Others</i>
1,518	1,570	1,603	1,765	1,644	1,552	<i>Non-citizen</i>

Lelaki						
Kumpulan Etnik	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)	5,440.8	5,774.2	5,874.4	6,113.4	6,420.8	6,497.7
Warganegara	4,432.6	4,680.1	4,745.0	4,784.2	5,070.7	5,049.4
Bumiputera	2,885.2	3,039.4	3,080.3	3,106.9	3,352.4	3,388.8
Cina	1,117.9	1,195.2	1,213.7	1,225.8	1,247.7	1,191.8
India	391.7	419.3	418.9	418.6	439.1	429.2
Lain-lain	37.8	26.1	32.1	32.9	31.5	39.6
Bukan Warganegara	1,008.2	1,094.2	1,129.4	1,329.2	1,350.1	1,448.4
Penengah (RM)	1,300	1,350	1,427	1,500	1,511	1,600
Warganegara	1,500	1,500	1,600	1,800	1,888	2,000
Bumiputera	1,483	1,500	1,500	1,625	1,770	1,800
Cina	1,800	2,000	2,000	2,000	2,200	2,400
India	1,500	1,500	1,500	1,700	1,800	1,900
Lain-lain	900	900	990	1,000	1,100	1,600
Bukan Warganegara	800	800	900	1,000	1,100	1,200
Purata (RM)	1,823	1,842	1,933	2,048	2,232	2,345
Warganegara	2,003	2,035	2,126	2,259	2,455	2,558
Bumiputera	1,913	1,887	1,995	2,140	2,318	2,428
Cina	2,277	2,421	2,485	2,617	2,856	2,983
India	1,964	2,049	2,116	2,172	2,431	2,450
Lain-lain	1,201	1,379	1,262	1,334	1,385	2,030
Bukan Warganegara	1,033	1,016	1,122	1,289	1,396	1,604

						Male
2016	2017	2018	2019	2020	2021	Ethnic Group
6,393.1	6,571.2	6,560.5	6,775.3	6,683.0	6,731.2	Number of Recipients ('000)
5,034.4	5,151.2	5,209.8	5,435.9	5,551.0	5,733.9	Citizen
3,357.2	3,456.7	3,524.7	3,761.5	3,873.7	3,986.5	Bumiputera
1,211.9	1,228.3	1,203.9	1,178.6	1,206.3	1,278.7	Chinese
427.3	428.5	438.7	438.1	439.4	434.4	Indians
38.0	37.7	42.6	57.6	31.7	34.3	Others
1,358.8	1,420.0	1,350.7	1,339.4	1,132.0	997.3	Non-citizen
1,721	1,880	2,081	2,185	1,893	2,027	Median (RM)
2,000	2,170	2,342	2,477	2,093	2,315	Citizen
1,940	2,160	2,310	2,415	2,030	2,167	Bumiputera
2,500	2,500	2,619	3,140	2,709	2,886	Chinese
1,970	2,000	2,258	2,525	2,062	2,057	Indians
1,515	1,550	1,797	1,900	1,547	1,642	Others
1,252	1,335	1,439	1,540	1,350	1,412	Non-citizen
2,500	2,678	2,864	3,022	2,756	2,866	Mean (RM)
2,741	2,953	3,174	3,304	2,963	3,085	Citizen
2,607	2,778	2,981	3,109	2,801	2,923	Bumiputera
3,172	3,486	3,769	3,926	3,484	3,616	Chinese
2,645	2,921	3,178	3,415	3,016	3,069	Indians
1,862	2,050	2,272	2,427	2,144	2,269	Others
1,609	1,678	1,671	1,877	1,741	1,606	Non-citizen

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

B2 *Median and mean monthly salaries & wages of employees by ethnic group and sex, Malaysia, 2010–2021 (cont'd.)*

						<i>Female</i>
2016	2017	2018	2019	2020	2021	Ethnic Group
3,762.8	3,945.6	3,934.3	4,180.0	4,289.0	4,433.7	<i>Number of Recipients ('000)</i>
3,389.7	3,525.9	3,551.4	3,759.3	3,839.6	3,978.0	<i>Citizen</i>
2,182.3	2,250.9	2,275.9	2,461.1	2,564.0	2,654.7	<i>Bumiputera</i>
913.7	956.2	962.8	946.2	956.2	998.4	<i>Chinese</i>
273.3	293.1	286.8	320.2	297.0	304.2	<i>Indians</i>
20.4	25.8	26.0	31.7	22.5	20.6	<i>Others</i>
373.1	419.7	382.8	420.7	449.3	455.7	<i>Non-citizen</i>
1,685	1,865	2,028	2,206	1,911	1,929	<i>Median (RM)</i>
2,000	2,145	2,227	2,370	2,019	2,145	<i>Citizen</i>
1,915	2,145	2,284	2,415	2,019	1,999	<i>Bumiputera</i>
2,160	2,260	2,270	2,512	2,371	2,499	<i>Chinese</i>
1,400	1,700	1,748	1,783	1,817	1,803	<i>Indians</i>
1,560	1,600	1,561	1,577	1,212	1,340	<i>Others</i>
910	1,060	1,258	1,270	1,140	1,220	<i>Non-citizen</i>
2,398	2,605	2,804	2,937	2,733	2,810	<i>Mean (RM)</i>
2,532	2,772	2,959	3,108	2,889	2,968	<i>Citizen</i>
2,490	2,739	2,932	3,126	2,840	2,872	<i>Bumiputera</i>
2,793	2,956	3,160	3,229	3,123	3,324	<i>Chinese</i>
2,013	2,452	2,539	2,688	2,612	2,692	<i>Indians</i>
2,283	2,395	2,466	2,355	2,184	2,205	<i>Others</i>
1,184	1,205	1,364	1,407	1,398	1,432	<i>Non-citizen</i>

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STATISTIK TERPILIH BUKAN WARGANEGARA

*SELECTED STATISTICS FOR
NON-CITIZENS*

C1 Penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut jantina, Malaysia, 2010–2021

Jantina	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)						
Jumlah	1,265.4	1,349.4	1,383.3	1,637.5	1,754.2	1,801.8
Lelaki	1,008.2	1,094.2	1,129.4	1,329.2	1,350.1	1,448.4
Perempuan	257.2	255.3	253.9	308.4	404.1	353.5
Penengah (RM)						
Jumlah	750	800	875	950	1,000	1,138
Lelaki	800	800	900	1,000	1,100	1,200
Perempuan	600	600	700	800	829	826
Purata (RM)						
Jumlah	978	965	1,086	1,237	1,311	1,502
Lelaki	1,033	1,016	1,122	1,289	1,396	1,604
Perempuan	761	745	924	1,010	1,025	1,086

C2 Penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut strata, Malaysia, 2010–2021

Strata	2010	2011	2012	2013	2014	2015
Bilangan Penerima ('000)						
Jumlah	1,265.4	1,349.4	1,383.3	1,637.5	1,754.2	1,801.8
Bandar	734.2	898.3	1,018.1	1,148.8	1,102.8	1,080.6
Luar Bandar	531.3	451.1	365.2	488.7	651.4	721.3
Penengah (RM)						
Jumlah	750	800	875	950	1,000	1,138
Bandar	780	800	900	1,000	1,100	1,200
Luar Bandar	703	730	800	900	950	1,050
Purata (RM)						
Jumlah	978	965	1,086	1,237	1,311	1,502
Bandar	1,134	1,037	1,165	1,350	1,436	1,736
Luar Bandar	761	821	865	971	1,100	1,153

C1 *Median and mean monthly salaries & wages of non-citizens employees by sex, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	Sex
<i>Number of Recipients ('000)</i>						
1,731.9	1,839.7	1,733.6	1,760.1	1,581.3	1,453.0	<i>Total</i>
1,358.8	1,420.0	1,350.7	1,339.4	1,132.0	997.3	<i>Male</i>
373.1	419.7	382.8	420.7	449.3	455.7	<i>Female</i>
<i>Median (RM)</i>						
1,200	1,335	1,392	1,452	1,260	1,339	<i>Total</i>
1,252	1,335	1,439	1,540	1,350	1,412	<i>Male</i>
910	1,060	1,258	1,270	1,140	1,220	<i>Female</i>
<i>Mean (RM)</i>						
1,518	1,570	1,603	1,765	1,644	1,552	<i>Total</i>
1,609	1,678	1,671	1,877	1,741	1,606	<i>Male</i>
1,184	1,205	1,364	1,407	1,398	1,432	<i>Female</i>

C2 *Median and mean monthly salaries & wages of non-citizens employees by strata, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	Strata
<i>Number of Recipients ('000)</i>						
1,731.9	1,839.7	1,733.6	1,760.1	1,581.3	1,453.0	<i>Total</i>
1,099.3	1,207.9	1,223.8	1,231.2	1,047.1	913.4	<i>Urban</i>
632.6	631.9	509.8	529.0	534.1	539.6	<i>Rural</i>
<i>Median (RM)</i>						
1,200	1,335	1,392	1,452	1,260	1,339	<i>Total</i>
1,210	1,341	1,455	1,482	1,239	1,339	<i>Urban</i>
1,150	1,200	1,262	1,430	1,312	1,318	<i>Rural</i>
<i>Mean (RM)</i>						
1,518	1,570	1,603	1,765	1,644	1,552	<i>Total</i>
1,710	1,728	1,705	1,879	1,734	1,642	<i>Urban</i>
1,183	1,269	1,360	1,499	1,467	1,398	<i>Rural</i>

C3 Penengah dan purata gaji & upah bulanan pekerja bukan warganegara mengikut pencapaian pendidikan, Malaysia, 2010–2021

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

C3 *Median and mean monthly salaries & wages of non-citizens employees by educational attainment, Malaysia, 2010–2021*

2016	2017	2018	2019	2020	2021	<i>Educational Attainment</i>
<i>Number of Recipients ('000)</i>						
1,731.9	1,839.7	1,733.6	1,760.1	1,581.3	1,453.0	Total
151.7	156.9	169.2	189.6	152.9	228.9	No formal education
725.2	758.0	685.9	655.9	565.3	526.4	Primary
759.0	827.5	784.4	802.0	693.6	610.1	Secondary
96.0	97.4	94.0	112.6	169.5	87.6	Tertiary
<i>Median (RM)</i>						
1,200	1,335	1,392	1,452	1,260	1,339	Total
1,100	1,100	1,356	1,380	1,140	1,302	No formal education
1,200	1,300	1,323	1,340	1,215	1,311	Primary
1,200	1,340	1,415	1,540	1,312	1,317	Secondary
2,820	3,400	2,727	3,850	2,614	3,166	Tertiary
<i>Mean (RM)</i>						
1,518	1,570	1,603	1,765	1,644	1,552	Total
1,137	1,250	1,371	1,404	1,296	1,390	No formal education
1,236	1,337	1,378	1,416	1,356	1,395	Primary
1,372	1,435	1,474	1,601	1,498	1,438	Secondary
5,400	5,048	4,750	5,574	3,511	3,705	Tertiary

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RALAT PIAWAI RELATIF

RELATIVE STANDARD ERROR

Negeri State	Purata gaji & upah bulanan Mean monthly salaries & wages (RM)	Ralat piawaian bagi anggaran Standard error of estimates		Purata gaji & upah pada 95% selang keyakinan Mean salaries & wages at 95% confidence interval (RM)
		Nilai relatif Relative value (%)	Ralat piawai Standard error (RM)	
Malaysia	3,037	0.35	10.71	3,016 - 3,058
Johor	2,853	0.84	23.90	2,806 - 2,900
Kedah	2,465	1.14	28.04	2,410 - 2,520
Kelantan	2,543	1.51	38.46	2,467 - 2,618
Melaka	2,937	1.43	41.88	2,855 - 3,019
Negeri Sembilan	3,045	1.29	39.34	2,968 - 3,122
Pahang	2,708	1.07	28.92	2,651 - 2,765
Pulau Pinang	3,080	1.14	34.99	3,011 - 3,148
Perak	2,608	1.04	27.09	2,555 - 2,661
Perlis	2,588	2.15	55.61	2,479 - 2,697
Selangor	3,543	0.87	30.73	3,483 - 3,604
Terengganu	2,490	1.52	37.96	2,416 - 2,565
Sabah	2,826	1.06	29.90	2,767 - 2,885
Sarawak	2,825	1.04	29.43	2,768 - 2,883
W.P. Kuala Lumpur	4,013	1.67	66.93	3,882 - 4,144
W.P. Labuan	3,268	2.54	82.91	3,106 - 3,431
W.P. Putrajaya	4,504	2.49	112.28	4,284 - 4,724

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

Pekerjaan <i>Occupation</i>	Purata gaji & upah bulanan <i>Mean monthly salaries & wages (RM)</i>	Ralat piawaian bagi anggaran <i>Standard error of estimates</i>		Purata gaji & upah pada 95% selang keyakinan <i>Mean salaries & wages at 95% confidence interval (RM)</i>
		Nilai relatif <i>Relative value (%)</i>	Ralat piawai <i>Standard error (RM)</i>	
Jumlah <i>Total</i>	3,037	0.35	10.71	3,016 - 3,058
Pengurus <i>Managers</i>	6,296	1.32	83.06	6,134 - 6,459
Profesional <i>Professionals</i>	5,731	0.47	26.92	5,678 - 5,783
Juruteknik dan profesional bersekutu <i>Technicians and associate professionals</i>	3,492	0.59	20.46	3,452 - 3,532
Pekerja sokongan perkeranian <i>Clerical support workers</i>	2,386	0.55	13.21	2,361 - 2,412
Pekerja perkhidmatan dan jualan <i>Service and sales workers</i>	1,944	0.52	10.06	1,924 - 1,963
Pekerja mahir pertanian, perhutanan, penternakan dan perikanan <i>Skilled agricultural, forestry, livestock and fishery workers</i>	1,853	1.37	25.29	1,803 - 1,902
Pekerja kemahiran dan pekerja pertukangan yang berkaitan <i>Craft and related trades workers</i>	1,993	0.62	12.26	1,969 - 2,017
Operator mesin dan loji, dan pemasang <i>Plant and machine-operators and assemblers</i>	2,013	0.48	9.65	1,995 - 2,032
Pekerja asas <i>Elementary occupations</i>	1,749	0.66	11.56	1,726 - 1,772

Nota: Data merujuk kepada warganegara sahaja

Pekerjaan dikelaskan mengikut klasifikasi Piawaian Pengelasan Pekerjaan, Malaysia (MASCO) 2013

Notes: The data refer to citizen

Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2013

Pekerjaan <i>Occupation</i>	Purata gaji & upah bulanan <i>Mean monthly salaries & wages (RM)</i>	Ralat piawaian bagi anggaran <i>Standard error of estimates</i>		Purata gaji & upah pada 95% selang keyakinan <i>Mean salaries & wages at 95% confidence interval (RM)</i>
		Nilai relatif <i>Relative value (%)</i>	Ralat piawai <i>Standard error (RM)</i>	
Jumlah <i>Total</i>	3,037	0.35	10.71	3,016 - 3,058
Pertanian <i>Agriculture</i>	1,776	1.61	28.58	1,720 - 1,832
Perlombongan dan pengkuarian <i>Mining and quarrying</i>	5,040	3.89	195.79	4,656 - 5,423
Pembuatan <i>Manufacturing</i>	2,606	0.69	18.00	2,571 - 2,642
Bekalan elektrik, gas, wap dan pendingin udara <i>Electricity, gas, steam and air conditioning supply</i>	3,401	2.77	94.09	3,217 - 3,585
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan <i>Water supply; sewerage, waste management</i>	2,650	3.35	88.74	2,476 - 2,824
Pembinaan <i>Construction</i>	2,347	1.25	29.41	2,289 - 2,405
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal <i>Wholesale and retail trade; repair of motor vehicles and motorcycles</i>	2,063	0.71	14.70	2,034 - 2,092
Pengangkutan dan penyimpanan <i>Transportation and storage</i>	2,576	1.30	33.43	2,510 - 2,641
Penginapan dan aktiviti perkhidmatan makanan dan minuman <i>Accommodation and food and beverage service activities</i>	1,950	1.18	23.10	1,905 - 1,996

D3 Ralat piawai relatif bagi purata gaji & upah bulanan pekerja mengikut industri, Malaysia, 2021 (samb.)
Relative standard error for mean monthly salaries & wages of employees by industry, Malaysia, 2021 (cont'd.)

Pekerjaan <i>Occupation</i>	Purata gaji & upah bulanan <i>Mean monthly salaries & wages (RM)</i>	Ralat piawaian bagi anggaran <i>Standard error of estimates</i>		Purata gaji & upah pada 95% selang keyakinan <i>Mean salaries & wages at 95% confidence interval (RM)</i>
		Nilai relatif <i>Relative value (%)</i>	Ralat piawai <i>Standard error (RM)</i>	
Maklumat dan Komunikasi <i>Information and communication</i>	4,346	2.11	91.61	4,166 - 4,525
Aktiviti kewangan dan insurans/takaful <i>Financial and insurance/ takaful activities</i>	3,949	1.77	69.79	3,812 - 4,086
Aktiviti Hartanah <i>Real estate activities</i>	3,636	3.43	124.82	3,392 - 3,881
Aktiviti profesional, saintifik dan teknikal <i>Professional, scientific and technical activities</i>	3,916	1.95	76.22	3,767 - 4,066
Aktiviti pentadbiran dan khidmat sokongan <i>Administrative and support service activities</i>	2,040	1.33	27.05	1,986 - 2,093
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib <i>Public administration and defence; compulsory social security</i>	4,313	0.64	27.71	4,259 - 4,367
Pendidikan <i>Education</i>	5,550	0.67	36.93	5,477 - 5,622
Aktiviti kesihatan kemanusiaan dan kerja sosial <i>Human health and social work activities</i>	4,546	1.06	48.21	4,452 - 4,641
Kesenian, hiburan dan rekreasi <i>Arts, entertainment and recreation</i>	2,908	3.93	114.33	2,683 - 3,132
Aktiviti perkhidmatan lain <i>Other service activities</i>	2,016	1.68	33.77	1,950 - 2,082

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NOTA TEKNIKAL

TECHNICAL NOTES

1. PENGENALAN

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

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

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

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

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

2. OBJEKTIF SURVEI

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

3. KAEDAH PENGUMPULAN DATA

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

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

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

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

4. TEMPOH RUJUKAN

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

Survei Gaji & Upah 2021	
Tempoh rujukan	Bulan pelaksanaan survei
Disember 2020	Januari 2021
Januari 2021	Februari 2021
Februari 2021	Mac 2021
Mac 2021	April 2021
April 2021	Mei 2021
Mei 2021	Jun 2021
Jun 2021	Julai 2021
Julai 2021	Ogos 2021
Ogos 2021	September 2021
September 2021	Oktober 2021
Oktober 2021	November 2021
November 2021	Disember 2021

5. SKOP DAN LIPUTAN

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

5.2 Walaupun Survei Gaji & Upah tidak meliputi penduduk yang tinggal di TK institusi, tiada pengubahsuaian dilakukan untuk mengasingkan penduduk yang tinggal di TK institusi daripada anggaran penduduk pertengahan tahun selepas banci. Berdasarkan Banci Penduduk dan Perumahan 2010, penduduk yang tinggal di TK institusi adalah kurang daripada empat peratus daripada jumlah penduduk. Peratusan ini adalah kecil dan tidak mempengaruhi anggaran statistik

daripada Survei Gaji & Upah.

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

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

5.4 Maklumat gaji & upah tidak diliputi bagi responden berikut:

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

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

6. RANGKA PENSAMPELAN

6.1 Rangka pensampelan yang digunakan bagi pemilihan sampel Survei Gaji & Upah 2021 adalah berdasarkan Rangka Pensampelan Isi Rumah yang terdiri daripada blok penghitungan (BP) yang diwujudkan untuk Banci Penduduk dan Perumahan 2010 yang dikemas kini dari semasa ke semasa.

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

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

i. Kawasan bandar
Kawasan yang diwartakan serta kawasan tepu bina yang bersempadan dengannya dan gabungan kedua-dua kawasan ini mempunyai penduduk seramai 10,000 orang atau lebih semasa Banci Penduduk dan Perumahan 2010.

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

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

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

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

7. REKA BENTUK PENSAMPELAN

7.1 Reka bentuk pensampelan berstrata dua peringkat telah digunakan iaitu:

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

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

peringkat pemilihan, unit-unit telah dipilih secara sistematik dengan kebarangkalian yang sama dalam strata kedua.

8. SAIZ SAMPEL

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

- i. kadar respon daripada penyiasatan yang lepas
- ii. peringkat reka bentuk pensampelan; dan
- iii. ralat yang disasarkan

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

8.2 Agihan saiz sampel bagi Survei Gaji & Upah 2021 adalah seperti berikut:

Negeri	Bilangan BP Terpilih	Bilangan TK Terpilih
Johor	1,152	9,216
Kedah	1,020	8,160
Kelantan	804	6,432
Melaka	468	3,744
Negeri Sembilan	732	5,856
Pahang	912	7,296
Pulau Pinang	660	5,280
Perak	1,044	8,352
Perlis	300	2,400
Selangor	1,140	9,120
Terengganu	684	5,472
Sabah	1,416	11,328
Sarawak	1,440	11,520
W.P. Kuala Lumpur	456	3,648
W.P. Labuan	132	1,056
W.P. Putrajaya	144	1,152
Malaysia	12,504	100,032

9. PROSEDUR PENGANGGARAN

9.1 Statistik penduduk mengikut ciri-ciri kumpulan umur, jantina, etnik dan negeri digunakan sebagai penanda aras dalam penyediaan statistik gaji & upah melalui teknik anggaran nisbah bergabung (*adjusted weight*¹ dan faktor penduduk²).

9.2 Dua jenis statistik penduduk yang disediakan iaitu:

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

9.3 Mulai penerbitan Survei Gaji & Upah 2015, statistik gaji & upah dianggarkan berdasarkan anggaran penduduk berbanding pendekatan terdahulu yang menggunakan unjuran penduduk. Selaras dengan penggunaan anggaran penduduk semasa, statistik siri masa 2010 dan seterusnya dikemas kini berdasarkan anggaran penduduk semasa tahun berkenaan.

10. KONSEP DAN DEFINISI

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

10.2 Statistik gaji & upah yang dipaparkan dalam laporan ini adalah merujuk kepada kadar upah merangkumi gaji pokok, elaun sara hidup dan lain-lain elaun dalam bentuk tunai atau benda seperti makanan dan penginapan percuma atau konsesi yang dibayar secara tetap dan berkala serta bayaran kerja lebih masa. Walau bagaimanapun, ia tidak termasuk bonus dan gratuiti, elaun keluarga dan lain-lain bayaran keselamatan sosial oleh majikan.

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

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

i. Warganegara Malaysia

- Bumiputera
- Cina
- India
- Lain-lain

ii. Bukan warganegara Malaysia

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

i. Berasingan

Struktur dianggap berasingan jika ia dikelilingi oleh dinding, pagar dan lain-lain serta ditutupi oleh bumbung.

ii. Bebas

Struktur dikatakan bebas apabila ia mempunyai jalan masuk terus dari laluan umum, tempat lalu lintas atau ruang lapang (iaitu penghuni boleh masuk atau keluar dari tempat kediaman mereka tanpa melalui perkarangan orang lain).

10.6 Pencapaian pendidikan

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

i. Tiada pendidikan rasmi

Mereka yang tidak pernah menghadiri mana-mana institusi pendidikan yang memberikan pendidikan secara rasmi.

ii. Rendah

Mereka yang telah mencapai pendidikan tertinggi di peringkat Darjah 1 hingga 6 atau yang setaraf dengannya.

iii. Menengah

Mereka yang telah mencapai pendidikan di peringkat Tingkatan 1 (termasuk kelas peralihan) hingga Tingkatan 5, *General Certificate of Secondary Education (GCSE)* 'O' Level atau yang setaraf dengannya. Turut termasuk dalam kategori ini ialah program kemahiran asas di institusi latihan kemahiran khusus dan teknikal yang mana tempoh pengajian adalah sekurang-kurangnya enam bulan seperti GIATMARA.

iv. Tertinggi

Mereka yang telah mencapai peringkat tertinggi selepas Tingkatan 5.

10.7 Sijil tertinggi diperoleh

Merujuk kepada sijil tertinggi diperoleh daripada institusi pendidikan awam atau swasta yang menyediakan pendidikan rasmi dan disesuaikan berasaskan International Standard Classification of Education (ISCED) seperti berikut:

i. SPM dan ke bawah

- UPSR/UPSRA atau yang setaraf
Merujuk kepada Ujian Penilaian Sekolah Rendah, Ujian Penilaian Sekolah Rendah Agama atau yang setaraf.
- PT3/PMR/SRP/LCE/SRA atau yang setaraf
Merujuk kepada Pentaksiran Tingkatan 3, Penilaian Menengah Rendah,

Sijil Rendah Pelajaran, Lower Certificate of Education, Sijil Rendah Agama atau yang setaraf.

- SPM atau yang setaraf
Merujuk kepada Sijil Pelajaran Malaysia atau yang setaraf (*Senior Cambridge Certificate, General Certificate of Education 'O' Level dan Sijil Pelajaran Vokasional Malaysia*). Termasuk sijil kemahiran asas yang diperoleh dari institusi latihan kemahiran khusus dan teknikal yang mana tempoh pengajian adalah sekurang-kurangnya enam bulan seperti sijil GIATMARA.
- ii. STPM atau sijil
 - STPM atau yang setaraf
Merujuk kepada Sijil Tinggi Persekolahan Malaysia, Higher School Certificate atau kelulusan yang setaraf (Sijil Tinggi Agama dan General Certificate of Education 'A' Level).
 - Sijil
Merujuk kepada sijil yang diperoleh daripada kolej, politeknik atau institusi-institusi lain yang menawarkan pendidikan rasmi. Tempoh pensijilan adalah tidak kurang daripada enam bulan.
- iii. Diploma
Merujuk kepada diploma atau sijil setaraf dengannya dan diperoleh selepas kategori (i) atau (ii) daripada universiti, kolej, maktab atau politeknik sebelum peringkat ijazah.
- iv. Ijazah
Merujuk kepada ijazah (Ijazah Sarjana Muda, Sarjana atau Doktor Falsafah) yang diperoleh dari institusi pengajian tinggi awam atau swasta atau yang setaraf.
- v. Tiada sijil/Tidak berkenaan
 - Tiada sijil
Merujuk kepada mereka yang masih di bangku sekolah atau tamat persekolahan tanpa memperoleh sebarang sijil.
 - Tidak berkenaan
Merujuk kepada mereka yang tiada pendidikan rasmi.

10.8 Pekerjaan

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

1. Penggubal undang-undang, pegawai kanan dan pengurus
2. Profesional
3. Juruteknik dan profesional bersekutu
4. Pekerja perkeranian
5. Pekerja perkhidmatan pekerja kedai dan jurujual

6. Pekerja mahir pertanian dan perikanan
7. Pekerja pertukangan dan yang berkaitan
8. Operator loji dan mesin dan pemasang
9. Pekerjaan asas

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

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

Mulai data 2016, pekerjaan dikelaskan mengikut MASCO 2013 yang masih lagi berasaskan ISCO-08 tetapi ditambahbaik selaras dengan transformasi proses kerja, bidang pengkhususan suatu tugas dan kemahiran yang lebih kompleks dan dinamik. Pengelasan pekerjaan berasaskan MASCO 2013 adalah seperti berikut:

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

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

10.9 Industri

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

Pengelasan industri seseorang merujuk kepada yang berkaitan dengan pekerjaan utama.

Sektor dalam jadual statistik merupakan klasifikasi semula industri seperti berikut:

Sektor	MSIC 2008
Pertanian	Pertanian, perhutanan dan perikanan
Perlombongan & pengkuarian	Perlombongan dan pengkuarian
Pembuatan	Pembuatan
Pembinaan	Pembinaan
Perkhidmatan	Bekalan elektrik, gas, wap dan pendingin udara
	Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemulihan
	Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal
	Pengangkutan dan penyimpanan
	Penginapan dan aktiviti perkhidmatan makanan dan minuman
	Maklumat dan Komunikasi
	Aktiviti kewangan dan insurans/takaful
	Aktiviti Hartanah
	Aktiviti profesional, saintifik dan teknikal
	Aktiviti pentadbiran dan khidmat sokongan
	Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib
	Pendidikan
	Aktiviti kesihatan kemanusiaan dan kerja sosial
	Keseniaan, hiburan dan rekreasi
	Aktiviti perkhidmatan lain
	Aktiviti isi rumah sebagai majikan
	Aktiviti badan dan pertubuhan luar wilayah

11. KEBOLEHPERCAYAAN STATISTIK

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

11.1 Ralat pensampelan

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

dikaji. Ini memberi gambaran tahap variasi pembolehubah yang dianggarkan melalui survei berbanding dengan parameter populasi.

Anggaran ralat pensampelan telah dikira secara berasingan untuk beberapa pembolehubah penting bagi peringkat nasional dan negeri seperti di Jadual D1 hingga D3. Bagi Survei Gaji & Upah 2021, purata gaji & upah ialah RM3,037, dengan RSE 0.35 peratus, iaitu ralat piawai (Standard Error) ialah RM10.71. Pada 95.0 peratus selang keyakinan ($\alpha = 0.05$), purata gaji & upah bulanan berada di antara RM3,016 hingga RM3,058.

11.2 Ralat bukan pensampelan

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

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

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

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

12. PERSEMBAHAN STATISTIK

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

- i. jantina;
- ii. kumpulan umur;
- iii. pencapaian pendidikan;
- iv. sijil tertinggi diperoleh;
- v. strata bandar dan luar bandar;
- vi. negeri;
- vii. pekerjaan;
- viii. industri;
- ix. sektor; dan
- x. etnik

13. PEMBUNDARAN ANGGARAN

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

14. NOTA, SIMBOL DAN SINGKATAN

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

1. INTRODUCTION

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

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

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

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

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

2. OBJECTIVE OF THE SURVEY

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

3. METHOD OF DATA COLLECTION

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

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

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

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

4. REFERENCE PERIOD

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

<i>Salaries & Wages Survey 2021</i>	
<i>Reference period</i>	<i>Survey month</i>
<i>December 2020</i>	<i>January 2021</i>
<i>January 2021</i>	<i>February 2021</i>
<i>February 2021</i>	<i>March 2021</i>
<i>March 2021</i>	<i>April 2021</i>
<i>April 2021</i>	<i>May 2021</i>
<i>May 2021</i>	<i>June 2021</i>
<i>June 2021</i>	<i>July 2021</i>
<i>July 2021</i>	<i>August 2021</i>
<i>August 2021</i>	<i>September 2021</i>
<i>September 2021</i>	<i>October 2021</i>
<i>October 2021</i>	<i>November 2021</i>
<i>November 2021</i>	<i>December 2021</i>

5. SCOPE AND COVERAGE

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

5.2 Although the Salaries & Wages Survey did not cover the institutional population, no attempt was made to adjust for the exclusion of the population living in institutional LQs from the independent mid-year post census population estimates. Based on the 2010 Population and Housing Census, those living in institutional LQs were less than four per cent of the total population. This percentage was small and did not affect the estimates of salaries & wages statistics.

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

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

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

- i. Employers;
- ii. Own account workers;
- iii. Unpaid family workers;
- iv. Domestic personel of household as employers such as maids, gardeners, drivers and nurses of private households;
- v. Temporary workers such as students working in the business premises outside studying hours and receive wages at hourly rate;
- vi. An apprentice who receives allowances in the reference month;
- vii. Volunteers other than APAM, RELA and Territorial Army;
- viii. Employees (government or private) on unpaid leave in the reference month even though they have work to return to;
- ix. Employees who receive low salaries & wages than usual due to be laid off or termination of contract;
- x. Temporary Daily Workers (PSH) in government sector; and
- xi. Casual workers which refers to workers with the following characteristics:
 - Work done on daily basis;
 - Without any contract or formal binding;
 - Short duration of work;
 - No skills;
 - No permanent industry;
 - Perform a variety of job at a time;
 - Duration of working time is uncertain; and
 - No fix income.

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

6. SAMPLING FRAME

6.1 The frame used for the selection of sample for Salaries & Wages Survey 2021 is based on the Household Sampling Frame which is made up of enumeration blocks (EBs) created for the 2010 Population and Housing Census and was updated from time to time.

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

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

i. *Urban areas*

Gazetted areas with their adjoining built up areas with a combined population of 10,000 or more at the time of the 2010 Population and Housing Census.

- *Built up areas*

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

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

ii. *Rural areas*

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

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

7. SAMPLE DESIGN

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

i. *Primary strata: urban and rural strata; and*

ii. *Secondary strata: states and administrative district within the primary strata.*

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

8. SAMPLE SIZE

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

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

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

8.2 The sample size of the Salaries & Wages Survey in 2021 are as follows:

State	Number of selected EBs	Number of selected EQs
Johor	1,152	9,216
Kedah	1,020	8,160
Kelantan	804	6,432
Melaka	468	3,744
Negeri Sembilan	732	5,856
Pahang	912	7,296
Pulau Pinang	660	5,280
Perak	1,044	8,352
Perlis	300	2,400
Selangor	1,140	9,120
Terengganu	684	5,472
Sabah	1,416	11,328
Sarawak	1,440	11,520
W.P. Kuala Lumpur	456	3,648
W.P. Labuan	132	1,056
W.P. Putrajaya	144	1,152
Malaysia	12,504	100,032

9. ESTIMATION PROCEDURE

9.1 Current population estimates by age group, sex, citizenship, ethnicity and state were used as the benchmark to produce salaries & wages statistics through combined ratio estimated method which are adjusted weight¹ and population factor².

9.2 Two types of population statistics produced are:

- i. **Population projection** to indicate the size and structure of the population in the long term based on certain assumption on the trend of fertility, mortality and migration.

These statistics are used as input to formulate future plans and policies.

- ii. **Current population** estimates to illustrate the size of the current population and is prepared annually based on the recent data on birth, death and migration.

9.3 Starting with the Salaries & Wages Survey 2015, the salaries & wages statistics were estimated based on the current population estimates compared to the previous approach which used population projection. In line with the current population estimates, the time series statistics for 2010 onwards were updated based on the current population estimates.

10. CONCEPTS AND DEFINITION

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

10.2 Statistics on salaries & wages presented in this report refer to wage rate consisting of basic wages, cost-of-living allowances and other guaranteed and regularly paid allowances in cash or in kind and overtime payment. However, it excludes bonuses and gratuities, family allowances and social security payments made by employers

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

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

- i. **Malaysian Citizens**

- Bumiputera
- Chinese
- Indians
- Others

- ii. **Non-Malaysian citizens**

10.5 Living quarters

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

- i. **Separate**

A structure is considered separate if it is surrounded by walls, fence, etc. and is covered by roof.

- ii. **Independent**

A structure is independent if it has direct access via public path, communal passageway or space (that is occupants can come in or go out of their living quarters without passing through others' premises).

10.6 Educational attainment

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

- i. No formal education
Refers to persons who never attended school in any of the educational institutions that provide formal education.*
- ii. Primary
Refers to those whose highest level of education attained is from Year 1 to 6 or equivalent.*
- iii. Secondary
Refers to those whose highest level of education attained is from Form 1 to 5 (including remove class), General Certificate of Education 'O' Level or equivalent. Includes basic skill programmes in specific trades and technical skills institutions where the training period is at least six months e.g. GIATMARA.*
- iv. Tertiary
Refers to those whose highest level of education is above Form 5.*

10.7 Highest certificate obtained

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

- i. SPM and below*
 - UPSR/UPSRA or equivalent
Refers to Ujian Penilaian Sekolah Rendah, Ujian Penilaian Sekolah Rendah Agama or equivalent.*
 - PT3/PMR/SRP/LCE/SRA or equivalent

Refers to Pentaksiran Tingkatan 3, Penilaian Menengah Rendah, Sijil Rendah Pelajaran, Lower Certificate of Education, Sijil Rendah Agama or equivalent.*
 - SPM or equivalent
Refers to Sijil Pelajaran Malaysia or equivalent (Senior Cambridge Certificate, General Certificate of Secondary Education 'O' Level and Malaysia Certificate of Vocational Education). This includes basic skill certificate obtained from specific trades and technical skills institutions where the training period is at least six months e.g. GIATMARA certificate.*

ii. *STPM or certificate*

- *STPM or equivalent*

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

- *Certificate*

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

iii. *Diploma*

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

iv. *Degree*

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

v. *No certificate/Not applicable*

- *No certificate*

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

- *Not applicable*

Refers to those who have no formal education.

10.8 Occupation

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

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

Occupation for the 2011-2015 data is classified according to the Malaysia Standard Classification of Occupations (MASCO) 2008 based on the International Standard Classification of Occupations (ISCO-08) as follow:

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

Since 2016, occupation is classified according to MASCO 2013 which was also based on the ISCO-08 but was improved in line with the transformation of work process and areas of specialization as well as the complexity and dynamics in skills and tasks. The classification of occupation based on MASCO 2013 are as follows:

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

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

10.9 *Industry*

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

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

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

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

11. RELIABILITY OF STATISTICS

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

11.1 Sampling error

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

Sampling errors of estimates on a few important variables at national and state levels are calculated separately as shown in the Tables D1 to D3. For Salaries & Wages Survey 2021, mean monthly salaries & wages was RM3,037 with an RSE of 0.35 per cent and standard error (SE) of RM10.71. At 95.0 per cent confidence interval ($\alpha = 0.05$), mean monthly salaries & wages was in the range of RM3,016 to RM3,058.

11.2 Non-sampling error

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

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

The survey frame is updated regularly to overcome the problem of non-response due to vacant home. Publicity was carried out widely through electronic and printed media to minimise the case of 'no one at home' and refusal to cooperate.

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

12. PRESENTATION OF STATISTICS

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

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

13. ROUNDING OF ESTIMATES

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

14. NOTES, SYMBOL AND ABBREVIATION

-	<i>Nil/ no cases</i>
n.a	<i>Not applicable</i>
W.P.	<i>Wilayah Persekutuan</i>
r	<i>Updated</i>
0.0	<i>Less than half the smallest units shown; for example less than 0.05 per cent</i>
*	<i>Number of recipients is too small to estimate</i>

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