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## **MEDIA STATEMENT**

MINISTRY OF ECONOMY  
DEPARTMENT OF STATISTICS MALAYSIA

Block C6 & C7, Complex C,  
Federal Government Administrative Centre, Precinct 1,  
62514 Federal Territory of Putrajaya  
Telephone : 03 - 8090 4681

### **EMPLOYMENT AND SALARIES & WAGES STATISTICS ECONOMIC CENSUS 2022 JUNE 2025**

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#### ***Malaysia's Firms Employed 10 Million in 2022, with Labour Cost Reaching RM471.8 Billion - Economic Census 2023***

**PUTRAJAYA, 19 June 2025:** Business establishments in Malaysia employed a total of 10 million person in 2022 according to the latest **Employment and Salaries & Wages Statistics** releasing by the Department of Statistics Malaysia (DOSM) through the Economic Census 2023. This figure marks an average annual growth rate of 1.8 per cent from 8.9 million persons recorded in previous Economic Census of reference year 2015.

Looking into the employment by economic activity showed that the Services sector continued to dominate the workforce in 2022, with 5.8 million persons or equivalent to 58.3 per cent of total persons engaged, followed by the Manufacturing sector, 2.3 million persons. Both sectors recorded positive annual growth in employment compared to 2015. In contrast, the Construction, Agriculture, and Mining & quarrying sectors experienced a decline in employment in 2022.

Commenting on the findings, Dato' Sri Dr. Mohd Uzir Mahidin, the Chief Statistician of Malaysia, noted that changes in the number of employed persons in 2022 reflect the shift in the labour market landscape, particularly in the aftermath of the COVID-19 pandemic.

Meanwhile, total labour cost, including all employer expenditures for employing staff, stood at RM471.8 billion in 2022. Direct labour costs such as salaries and wages, bonuses and other labour remuneration comprise a significant portion of 85.4 per cent of the total labour cost or equivalent to RM402.8 billion, while indirect labour costs such as cost of training, employers' social contribution, levy on labour and others was RM69.0 billion. By economic activity, the Services and Manufacturing sectors collectively accounted for the largest share of total labour cost, amounting to RM407.5 billion or 86.4 per cent of the overall figure. These were followed by the Construction, Agriculture and Mining & quarrying sectors' labour costs, which were recorded at RM43.4 billion, RM11.3 billion and RM9.7 billion, respectively. The annual labour cost per employment was recorded at RM47,155 per person. Despite having the least amount of total labour cost, Mining & quarrying recorded the highest labour cost per employment, amounting to RM145,739 per person annually. Among all sectors, the Agriculture sector registered the lowest labour cost per employment, at RM21,718.

In tandem with the growth in employment, total salaries & wages paid, the biggest element in the total labour cost, registered a steady annual growth of 5.4 per cent, increasing from RM245.8 billion in 2015 to RM354.9 billion in 2022. Consequently, the average monthly salary and wages for employees in 2022 amounted to RM3,332, reflecting an annual growth rate of 3.7 per cent when compared to RM2,590 in 2015. All sectors registered an increment in 2022 except for the Mining & quarrying sector, which recorded RM7.4 billion with an annual growth rate of -0.9 per cent. Despite having negative growth in total salaries & wages paid, workers in the Mining & quarrying sector earned the highest average monthly salaries & wages at RM9,422 per month in 2022. Meanwhile, employees in the Manufacturing, Services, and Construction sectors earned RM3,513, RM3,493, and RM2,536 per month, respectively. Employee in the Agriculture sector earned the lowest average monthly salaries & wages at RM1,827.

Delving into category of employment and skills, paid full-time employees comprised the largest workforce composition in 2022, totalling 8.6 million persons or equivalent to 86.1 per cent of the total workforce. Disaggregating the employment by skills, semi-skilled workers formed the largest segment of the workforce, comprising 59.8 per cent of total paid full-time employees or 5.2 million persons. Meanwhile, skilled workers and low-skilled workers made up 22.3 per cent and 17.9 per cent of total paid full-time employees, respectively. The gap in average monthly salaries and wages across skills remains significant, reflecting the presence of a skills premium structure in the national labour market. Skilled workers earned the highest at RM6,967 in 2022, reflecting an annual growth rate of 1.5 per cent from RM6,277 in 2015. While, on average the semi-skilled workers and low-skilled workers earned RM2,548 and RM1,798 monthly.

Concerning statistics by state, the Chief Statistician Malaysia highlighted that, "The composition of the workforce by the state in 2022, Selangor recorded the highest number of persons engaged at 2.7 million persons or 26.8 per cent. Wilayah Persekutuan followed this with 1.7 million persons (share: 16.6%) and Johor with 1.3 million persons (share: 12.6%). The majority of employees in Selangor and Wilayah Persekutuan were engaged in the Services sector, while workers in Johor were primarily in the Services and Manufacturing sector. On the other hand, Perlis recorded the lowest percentage share of 0.4 per cent with 40.2 thousand persons in 2022. Between 2015 and 2022, Pulau Pinang experienced the fastest annual growth in employment, increasing by 3.5 per cent annually to 819.3 thousand persons in 2022 (2015: 641.9 thousand persons). The increase was driven mainly by the Manufacturing sector." He added, "In terms of total salaries & wages paid, Selangor led in 2022 with a total of RM106.0 billion, followed by Wilayah Persekutuan with RM78.4 billion and Johor with RM39.3 billion. These three states collectively accounted for 62.6 per cent of total national salaries & wages."

Further elaborating on the workforce by the size of establishment in 2022, Dato' Sri Dr. Mohd Uzir Mahidin stated, "The number of persons engaged in Micro, Small, and Medium Enterprises (MSMEs) reached 6.5 million persons, which represents 65.2 per cent of the total workforce. In contrast, large enterprises employed 3.5 million persons, or equivalent to 34.8 per cent of the total workforce. The salaries & wages gap between MSMEs and large enterprises in Malaysia remains substantial, indicating a positive relationship between employee compensation, company size, and productivity. In 2022, workers in large enterprises earned, on average, 47.5 per cent more than those in MSMEs. Average monthly salaries & wages of employees in large enterprises stood at RM4,145, compared with RM2,810 in MSMEs."

The breakdown of the number of persons engaged by education qualification indicates that workers with SPM/ SPM (V) or equivalent made up the largest share of the workforce, with 46.2 per cent or equivalent to 4.6 million persons in 2022. This qualification was particularly prevalent in the Agriculture sector, where 81.0 per cent of workers held SPM/SPM(V) or equivalent. Meanwhile, 31.3 per cent of the total workforce holds tertiary education qualifications. Among them, Diploma holders accounted for 14.1 per cent or 1.4 million persons, while Bachelor/ Advanced Diploma or equivalent comprise 11.2 per cent or 1.1 million persons. Meanwhile, workers with Postgraduate qualifications represented the smallest share, at 1.3 per cent or 128.8 thousand persons.

Concluding his statement on today's release, Dato' Sri Dr. Mohd Uzir Mahidin stated, "The Employment and Salaries & Wages Statistics from the Economic Census 2023 offer valuable insights into the labour market landscape. These statistics serve as an essential reference for policymakers, economists, and businesses in shaping strategies related to

*wage policy, workforce planning, and sectoral productivity. A deeper understanding of labour cost trends and employment patterns is key to fostering inclusive growth and enhancing national competitiveness."*

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

*Malaysia, for the first time, ranked as number one (1) globally in the biennial Open Data Inventory (ODIN) 2024/25 report released by Open Data Watch (ODW), surpassing 198 other countries. This achievement marks a significant leap from its 67<sup>th</sup> position in the ODIN 2022/23 assessment.*

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

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

*Released by:*

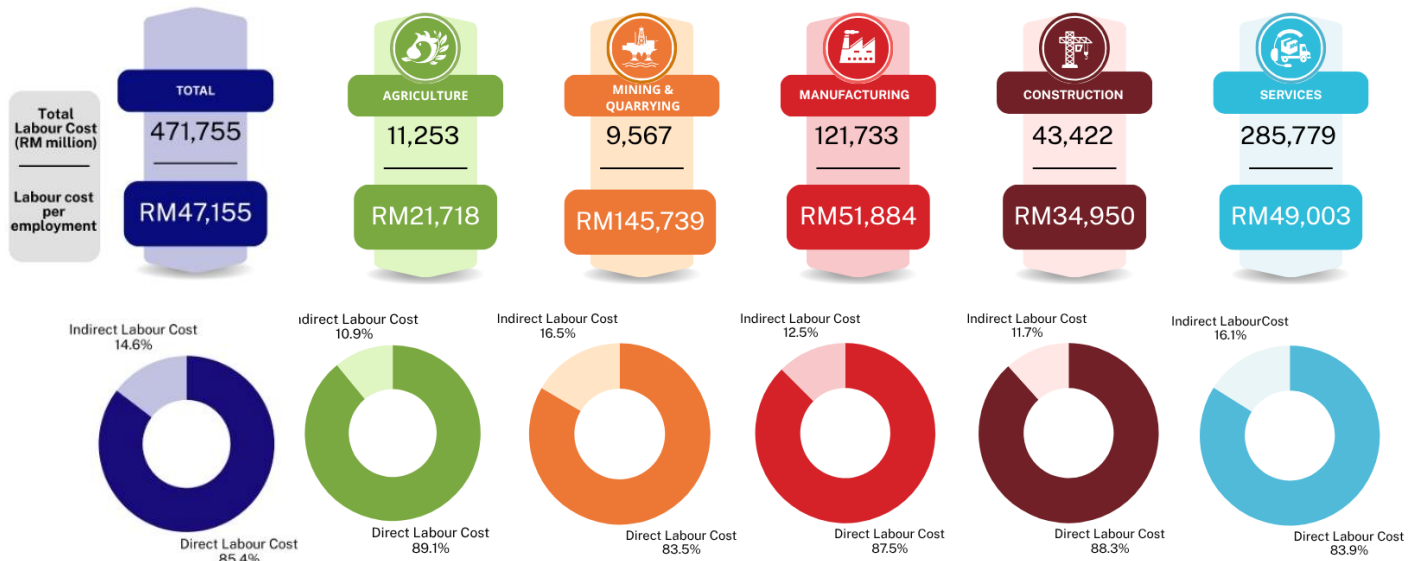
**THE OFFICE OF CHIEF STATISTICIAN MALAYSIA  
DEPARTMENT OF STATISTICS MALAYSIA  
19 JUNE 2025**

**Exhibit 1: Number of persons engaged and Salaries & Wages by Economic Activity, 2015 and 2022.**

		TOTAL	AGRICULTURE	MINING & QUARRYING	MANUFACTURING	CONSTRUCTION	SERVICES
Number of Persons Engaged ('000)	2022	10,004.3 (100%)	518.1 (5.2%)	65.6 (0.7%)	2,346.3 (23.5%)	1,242.4 (12.4%)	5,831.9 (58.3%)
	2015	8,857.5 (100%)	567.5 (6.4%)	82.4 (0.9%)	2,119.2 (23.9%)	1,290.5 (14.6%)	4,798.1 (54.2%)
		1.8% ▲	-1.3% ▼	-3.2% ▼	1.5% ▲	-0.5% ▼	2.8% ▲
Salaries & Wages (RM million)	2022	354,935 (100%)	9,480 (2.7%)	7,395 (2.1%)	97,219 (27.4%)	36,426 (10.3%)	204,415 (57.6%)
	2015	245,830 (100%)	7,949 (3.2%)	7,870 (3.2%)	65,495 (26.6%)	32,899 (13.4%)	131,617 (53.5%)
		5.4% ▲	2.5% ▲	-0.9% ▼	5.8% ▲	1.5% ▲	6.5% ▲
Average Monthly Salaries & Wages	2022	RM3,332	RM1,827	RM9,422	RM3,513	RM2,536	RM3,493
	2015	RM2,590	RM1,463	RM7,980	RM2,614	RM2,162	RM2,729
		3.7% ▲	3.2% ▲	2.4% ▲	4.3% ▲	2.3% ▲	3.6% ▲

( ) Percentage Share      ▲ ▼ Compound Annual Growth Rate

**Exhibit 2: Labour Cost by Economic Activity, 2022.**

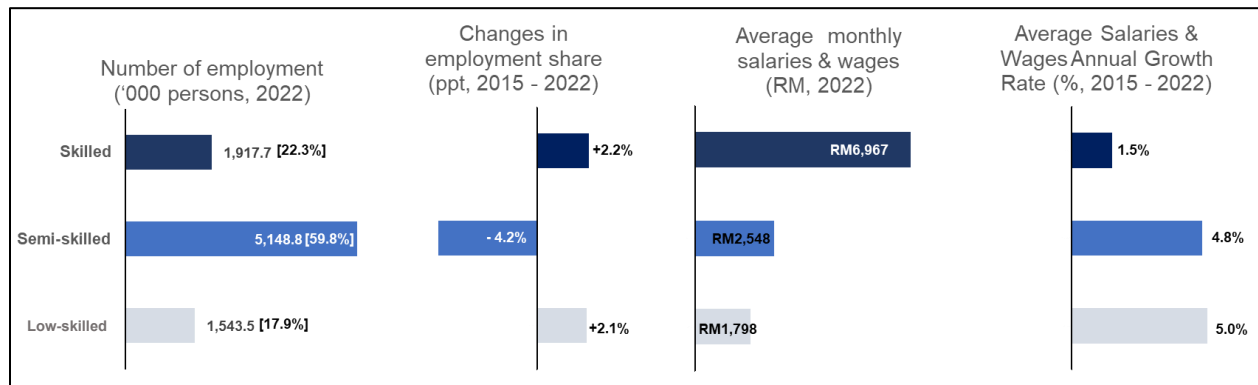


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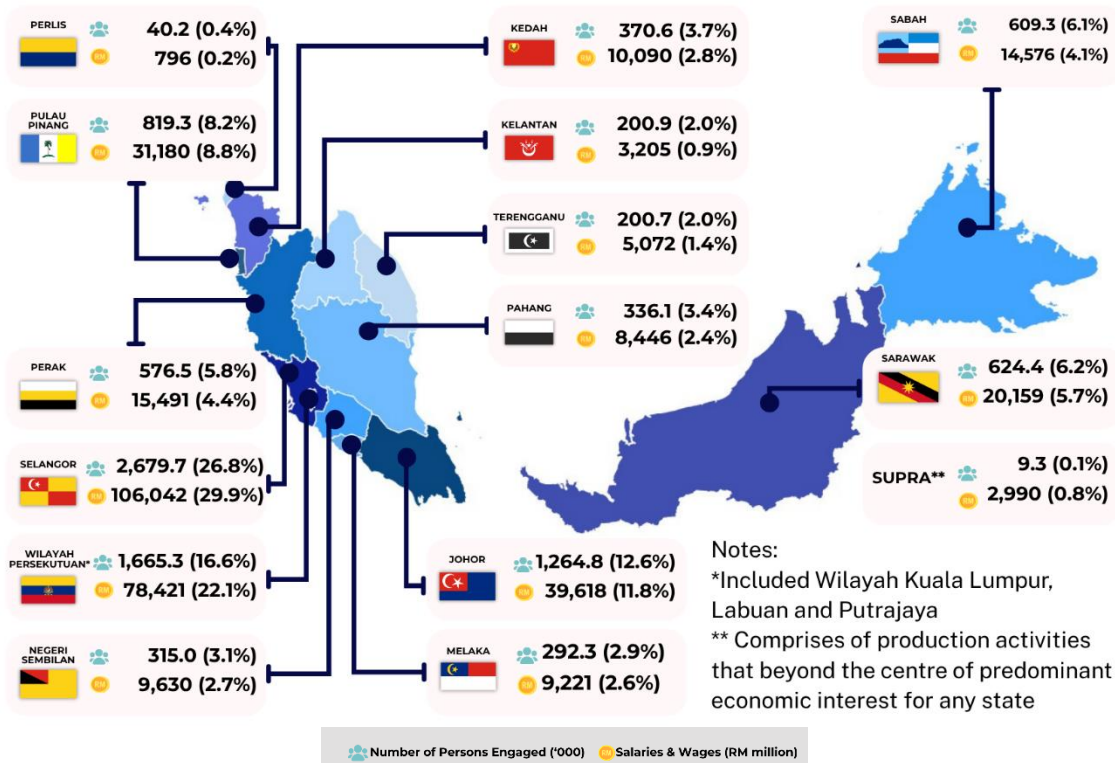
**Direct labour costs** include Salaries and wages paid, Compensation payments, retirement/termination benefits to employees, Benefits in kind paid to salaried employees, Payments to non-executive directors for their attendance at Board meetings, and Share-based payment expenses to employees.

**Indirect labour costs** include Employer contributions, Value of free uniforms provided, Training costs for employees, Employee transportation costs (to and from the workplace), Employee levy payments, and Other employee-related costs.













**Exhibit 3: Employment and Average Monthly Salaries & Wages by Skills, 2015 - 2022**



**Exhibit 4: Number of Persons Engaged and Salaries & Wages by Economic Activity and State, 2022.**



**Exhibit 5: Number of Persons Engaged by Economic Activity and Qualification, 2022**

						
	TOTAL	AGRICULTURE	MINING & QUARRYING	MANUFACTURING	CONSTRUCTION	SERVICES
TOTAL	10,004.3	518.1	65.6	2,346.3	1,242.4	5,831.9
	(100%)	(100%)	(100%)	(100%)	(100%)	(100%)
 POSTGRADUATE	128.8	0.8	2.2	13.7	8.6	103.4
	(1.3%)	(0.2%)	(3.3%)	(0.6%)	(0.7%)	(1.8%)
 BACHELOR/ ADVANCED DIPLOMA OR EQUIVALENT	1,119.0	13.4	12.6	190.5	124.1	778.5
	(11.2%)	(2.6%)	(19.2%)	(8.1%)	(10.0%)	(13.3%)
 DIPLOMA	1,406.2	17.9	12.5	289.6	148.7	937.5
	(14.1%)	(3.5%)	(19.0%)	(12.3%)	(12.0%)	(16.1%)
 STPM OR EQUIVALENT	474.2	8.5	2.5	48.3	42.1	372.8
	(4.7%)	(1.6%)	(3.7%)	(2.1%)	(3.4%)	(6.4%)
 CERTIFICATE	715.5	13.8	6.3	124.9	136.1	434.5
	(7.2%)	(2.7%)	(9.5%)	(5.3%)	(11.0%)	(7.5%)
 SPM/SPM (V) OR EQUIVALENT	4,622.9	419.6	19.3	1,144.1	459.6	2,580.4
	(46.2%)	(81.0%)	(29.3%)	(48.8%)	(37.0%)	(44.2%)
 BELOW SPM	1,537.6	44.2	10.4	535.1	323.2	624.7
	(15.4%)	(8.5%)	(15.9%)	(22.8%)	(26.0%)	(10.7%)

■ Number of persons engaged ('000)  
■ Percentage share