



MEF Salary Survey for Executives and Non Executives 2020

The MEF Salary Survey for Executives and Non Executives 2020 provide an up-to-date insight of salaries, increases and bonus benchmarked against the various industries and offering valuable data on the current compensation trends. A comprehensive coverage of 179 benchmarked positions covering 20,733 Executives' salaries together with 138 benchmarked positions covering 64,625 Non Executives' salaries of 226 members from manufacturing and non manufacturing sectors is shared with employers in the 2020 survey reports. This year's survey has included special sections that capture the impact of the outbreak of COVID-19 pandemic on salary policies and bonus payments.

Forecast of salary increase and bonus as provided by participating companies are compared to that granted in 2020 in order to offer guidance and assistance to employers in making informed decisions on the salary policy to be implemented in 2021. The above annual publications which are now in their twenty sixth edition are highly sought-after compensation analysis as the publications explored the various policies adopted by companies to compete for talent and retain valuable employees in their companies.



MEF Fringe Benefits Survey 2020

MEF Fringe Benefits Survey 2020 offers the latest comprehensive coverage of fringe benefits policies and practices adopted by private sector employers in Malaysia. The report will greatly assist employers who are developing their own policies in their respective companies to compare and benchmark their companies' practices with those granted by other employers. This reliable and useful reference tool for benefits analysis has assisted employers in making informed decisions in attracting and retaining Executives as well as Non Executives in their companies. This year's survey attracted the participation of 199 companies which shared their data on their companies' policies on terms of employment.

In the 2020 Report, special focus was directed at the impact of the Movement Control Order, Conditional Movement Order and Recovery Movement Control Order on benefits policies for the different levels of employees. Flexible work arrangements and work from home policies were the new normal adopted by companies in response to the COVID 19 pandemic. The Report has extended its analysis to include the benefits given to expatriates and foreign workers.



MEF Analysis of Collective Agreements and Awards on Terms and Conditions of Employment 2019

The annual Analysis of Collective Agreements and Awards on Terms & Conditions (T&C) of Employment which is in its 15th edition, provides up-to-date and valuable information for the human resource practitioners in comparing the compensation and benefits for unionised employees. This Report enables benchmarking for unionised companies in the preparation for negotiations and can be used as an enabling reference tool during collective bargaining with the Unions. The findings also provide valuable compensation data for companies which are not unionised.

This Report contains analysis of salaries and terms of employment in the 294 collective agreements (CAs) given cognizance by the Industrial Court in 2019 and 61 Industrial Court Awards handed down in 2019 that disputed on terms and conditions of employment. The articles in the CAs were analysed in-depth by Union, Industry and Location relate to the terms of employment, leaves entitlement, salary adjustment, annual increment, bonus, salary structure, allowances and benefits and salary data. The analysis of the 61 Awards on terms and conditions of employment handed down by the Industrial Court in 2019, covers the across-the-board salary adjustment, bonus, minimum wage and other articles in dispute before the Industrial Court.

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