

Preface

The annual Analysis of Collective Agreements and Awards on Terms & Conditions (T&C) of employment contains analysis of salaries and terms of employment in the 300 collective agreements (CAs) given cognisance by the Industrial Court in 2013 for 37 economic sectors and 12 Industrial Court Awards in 2013 that disputed on terms and conditions of employment.

In the analysis of 226 CAs were concluded with National Unions in 2013 and 74 CAs of the In-house Unions in Peninsular Malaysia, Sabah and Sarawak. There were 52 CAs concluded with Non Executives In-house Unions in Peninsular Malaysia, 11 CAs concluded with Non Executives In-house Unions in Sabah/ W. P. Labuan, 6 CAs with Non Executives In-house Unions in Sarawak, 4 CAs with Executives In-house Unions in Peninsular Malaysia and 1 CA Executives In-house Unions in Sarawak.

The Report in the first section analysed in-depth by Union, Industry and Location the articles in the CAs. The analysis covered the articles of CAs relating to the terms of employment, leaves entitlement, salary adjustment, annual increment, bonus, salary structure, allowances and benefits and salary data. A comparison of across-the-board salary adjustment from year 2009 to year 2013 is included for reference. In the second section of the Report, the analysis covers 12 Awards on terms and conditions of employment handed down by the Industrial Court in 2013. This section of the Report also analyses the across the-board salary adjustment, bonus and other articles in dispute before the Industrial Court.

This Report is particularly useful for unionized companies in the preparation for negotiations and can be used as an enabling reference tool during collective bargaining with the Unions. This year's Report which is in its 9th edition serves as a comprehensive and insightful information for the human resource practitioners in comparing the compensation and benefits for unionised employees as well as for non-unionised employees.