

Preface

MEF Fringe Benefits Survey 2020 provides access the current benefits packages reported by respondent companies from a whole range of industries. Adopting a more strategic approach in comparing benefits offered by the market is an important step organizations can take to stay competitive, leveraging benefits to recruit and retain and to motivate employees. This year's survey attracted the participation of 199 companies which shared their data on their companies' benefits mix. Designing a strategic benefits package by keeping up-to-date with innovative benefits is the first step towards developing a successful benefits program. The Report provides companies with a comprehensive guide on the various types of fringe benefits provided by employers from top/ senior managers to non executives. Some data on benefits offered to foreign workers and expatriates were also included.

The MEF Fringe Benefits Survey 2020 covered various types of fringe benefits which included:

- leave
- medical benefits (outpatient & hospitalisation)
- allowances and reimbursements
- loans
- retirement benefits
- retrenchment benefits
- other benefits which included car parking, company sponsorship for employee's education, loans, club membership, long service awards etc.

This year's survey has included again the implementation of flexible working arrangements such as flexible working hour, staggered working hour and work from home. It also presented the impact of the imposition of Movement Control Order (MCO) by the Government's on the company's working arrangement, leave policy, medical benefits and allowances.

MEF would like to accord its appreciation and gratitude to the participating companies for their continuous support and cooperation and the personnel who have taken valuable time and effort in filling up the questionnaire.

