

PREFACE

The MEF Salary Survey for Non Executives 2013 represents the nineteenth in the series of salary survey reports since 1995.

The 2013 Salary Survey for Non Executives was participated by 257 companies covering from manufacturing and non manufacturing sector. A total of 32,808 Non Executives' salaries in 155 benchmark positions were analysed to provide a comprehensive analysis of the salaries paid by member companies. Forecast of the salary increases and bonus are also included a guide to employers. These report is an essential instrument in compensation planning and provides the latest salary data in meeting the demand of employers in determining salary increases, salary structure adjustments, and bonuses.

Analysis of the salary data provided by participating companies is grouped by Industry, Employment Size, Location, Years of Working Experience, Capital Ownership, Sales Turnover, Unionised/Non Unionised and Local/Multinational Companies. To facilitate searching via the use of keywords the report is accompanied by and interactive CD.

Issue on the National Minimum Wages was covered in the 19th edition of the 2013 salary report. Analysis focuses on the implementation of National Minimum Wage to local as well as foreign employees.

MEF would like to accord our special thanks and appreciation to the participating companies to the survey and the personnel who have spent valuable time and effort in filling up the questionnaire.

