



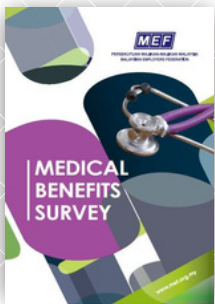
## PUBLICATIONS – SURVEYS SERIES (2023)



### MEF Salary Survey for Executives and Non Executives 2023

The MEF Salary Survey For Executives And Non Executives provides a comprehensive and strategic overview of salaries, annual increments and bonuses. These annual publications are now in its twenty eighth edition. MEF Salary Survey For Executives and Non Executives 2023 was participated by 262 companies from manufacturing and non-manufacturing sectors.

The Executives Report covered 226 benchmarked positions of 16,158 executives, while the Non Executives report covered 27,141 non executives with 129 benchmarked positions.



### MEF Medical Benefits Survey

The MEF Medical Benefits Survey presents a comprehensive view of current practices, provisions, and entitlements related to employees' medical benefits which included the outpatient benefits, hospitalisation benefits, dental and optical benefits, medical costs, man-days loss or absenteeism, and leaves related to medical.

MEF Medical Benefits Survey was participated by 348 companies, of which, 99.1% of the participating companies were MEF Members. In terms of industry sector, 57.2% of the participating companies were from Non Manufacturing sector while 42.8% from Manufacturing sector. It is also noteworthy that 55.5% of the participating companies were owned by Malaysians.



### MEF Collective Agreements and Awards on Terms and Conditions of Employment 2022

The 18th edition of MEF Collective Agreements and Awards on Terms and Conditions of Employment 2022 contains data analysis from 317 collective agreements taken cognizance by the Industrial Court on terms and conditions of employment in 2022. The first section of the Report analysed in-depth the articles in the CAs which included the terms of employment, leaves entitlement, salary adjustment, annual increment, bonus, salary structure, allowances and benefits and salary data by Union, Industry and Location. The second part of the report focused on the 5 Industrial Court awards on terms and conditions of employment handed down in 2022. There were 5 decided by court awards.

This Report serves as a reliable and insightful reference for human resource practitioners in designing the compensation and benefits for unionised employees as well as for non-unionised employees.



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