



## MEF Salary Survey for Executives and Non Executives 2021

The MEF Salary Survey for Executives and Non Executives 2021 Reports offer invaluable insight of current compensation through an in-depth analysis of salaries, increases, and bonuses in all industries compared against the market. A dedicated section of this year's report specifically focuses on graduate employment, identifying the types of jobs offered to fresh graduates, employers' expectations, skills dimensions of graduates and strategies to improve graduates' employability.

MEF Salary Survey for Executives and Non Executives 2021 Reports are in its twenty seventh edition this year. As one of the most widely used yearly publication on compensation, the Reports examine the various policies adopted by companies to attract and retain talent. The analytics in Executive report provides insight on 180 benchmark positions covering 23,448 Executives' salaries with 212 member companies participating in the survey while in Non Executive Report analyses 129 benchmark positions covering 66,420 Non Executives' salaries with 208 member companies participating in the survey. To further drill down the detailed analysis, the salary data is categorised by employment size, location, years' of working experience, capital ownership, sales turnover, unionised/non unionised and local/multinational companies.

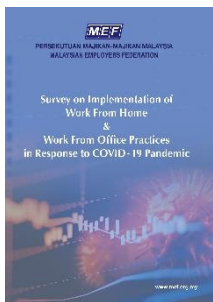


## MEF Survey on Implementation of Work From Home & Work From Office Practices in Response to COVID-19 Pandemic

The MEF Survey Report on Implementation of Work From Home (WFH) & Work From Office (WFO) Practices in Response to COVID-19 Pandemic unpacks key insights on the implementation of flexible work arrangements as a reference guide for employers in the private sector companies on the set-up and practices on work from home (WFH) arrangements as well as return to work at the office arrangements.

On the implementation of WFH in response to COVID-19 pandemic, the publication provides detailed information on the percentage of workforce on WFH during the MCOs, the special arrangements, incentives, benefits and proposals to Government to improve implementation of WFH. Analysis on the implementation of other work arrangements such as flexible working hours, staggered work, shift/ ROTA work and normal/ fixed working hour schedule by private sector companies, are highlighted in the Report. This Report is the essential guide on current trends and practical strategies adopted by business in the new work environment.

Another important area covered is the analysis on the companies' Return-to-Work policy; the measures taken to ensure the safety and health of their workers, the workplace, compliance of the SOPs and support given by employers on the well-being and health of their workers.



## MEF Analysis of Collective Agreements and Awards on Terms and Conditions of Employment 2020

MEF Analysis of Collective Agreements & Awards on Terms & Conditions of Employment 2020 is the definitive reference for companies preparing for negotiations of collective agreements with unions. This year's Report is the 16th edition of the annual series publication. It contains data analysed from 185 Collective Agreements taken cognisance by the Industrial Court on terms and conditions of employment in 2020 and 13 Industrial Court Awards in 2020 that disputed on the terms and conditions of employment. The information contained in the Report provide human resource practitioners with the invaluable data when comparing the current trends in compensation and terms of employment. The scope of the Report covered salaries and terms of employment in 185 CAs in 2020 for 32 Unions, 23 Industries and 9 Locations throughout Malaysia.

The first part of this Report reveals the findings of the compilation of collective agreement articles on Salary Structure, Salary Adjustment, Bonus and Productivity or Performance Elements, Terms of Employment, Allowances and Benefits, Leaves Entitlement, and Salary Data.

The focus of the second part of the Report is on the analysis of disputed articles in the 13 Industrial Court Awards on terms and conditions of employment handed down by the Industrial Court in 2020. The disputed articles include the across-the-board salary adjustment, bonus, salary structure, minimum wages and service charge and other terms of employment.



Kindly complete this Order Form and send it to:

**MALAYSIAN EMPLOYERS FEDERATION**

3A06-3A07, Block A, Pusat Dagangan Phileo Damansara II  
No. 15, Jalan 16/11, Seksyen 16  
46350 Petaling Jaya, Selangor Darul Ehsan, Malaysia

**OR**

email to : [publications@mef.org.my](mailto:publications@mef.org.my)

fax to : 03-7955 9008 / 7955 6808

Publications	Price per copy (please <input checked="" type="checkbox"/> )			Qty	Total (RM)
	Member		Non MEF Member Companies		
	Participating Companies	Non Participating Companies			
MEF Salary Survey for Executives 2021	<input type="checkbox"/> RM450	<input type="checkbox"/> RM900	<input type="checkbox"/> RM1,800		
MEF Salary Survey for Non Executives 2021	<input type="checkbox"/> RM450	<input type="checkbox"/> RM900	<input type="checkbox"/> RM1,800		
MEF Survey on Implementation of Work From Home (WFH) & Work From Office/Workplace (WFO) Practices in Response to Covid-19 Pandemic	<input type="checkbox"/> RM350	<input type="checkbox"/> RM700	<input type="checkbox"/> RM1,400		
MEF Analysis of Collective Agreements and Awards on Terms and Conditions of Employment 2020	<input type="checkbox"/> RM450		<input type="checkbox"/> RM900		
<b>Sub Total</b>					
<b>DISCOUNTS : Any 3 publications - 5% or any 4 or more publications - 10%</b> <input type="checkbox"/> -					
<b>Courier Charges</b>					
<input type="checkbox"/> <b>FREE Courier Charges (if payment received on or before 31 January 2022)</b> <input type="checkbox"/> <b>RM15.50/per copy</b> (Peninsular Malaysia) <input type="checkbox"/> <b>RM51.00/per copy</b> (Sabah, Sarawak & WP Labuan) <input type="checkbox"/> <b>Subject to charge/Please call</b> (Outside Malaysia) <input type="checkbox"/> <b>No Courier Charges</b> (Collect from MEF Office) <input type="checkbox"/> +					
<b>GRAND TOTAL</b>					

**Payment**

- Bank deposit to Account No: **105280002422, Affin Islamic Bank Berhad** in favour of **MALAYSIAN EMPLOYERS FEDERATION**. A copy of the transfer slip and invoice number should be emailed to [accounts@mef.org.my](mailto:accounts@mef.org.my)
- Cheque No: \_\_\_\_\_ made payable to **MALAYSIAN EMPLOYERS FEDERATION**
- Others \_\_\_\_\_

<b>Company</b>	_____	
<b>Address (do not use P.O. Box for courier)</b>	_____ _____	
<b>Contact Person</b>	_____	
<b>Designation</b>	_____	
<b>Email</b>	_____	
<b>Tel</b>	_____	<b>Fax</b> _____
<b>Signature</b>	_____	<b>Date</b> _____

**Further Information**

Please contact Cik Zawayah Mohd Yusop at Tel: 03 – 7955 7778 ext. 129 or via email at [publications@mef.org.my](mailto:publications@mef.org.my)

[www.mef.org.my](http://www.mef.org.my)