

Preface

The annual Analysis of Collective Agreements and Awards on Terms & Conditions (T&C) of Employment which is in its 10th edition, provides comprehensive and insightful information for the human resource practitioners in comparing the compensation and benefits for unionized employees as well as for non-unionized employees. This Report enables benchmarking for unionized companies in the preparation for negotiations and can be used as an enabling reference tool during collective bargaining with the Unions.

The 2014 Report contains analysis of salaries and terms of employment in the 260 collective agreements (CAs) given cognizance by the Industrial Court in 2014 for 37 economic sectors and 36 Industrial Court Awards in 2014 that disputed on terms and conditions of employment. In 2014, 210 CAs were concluded with National Unions in 2014 and 50 CAs of the In-house Unions in Peninsular Malaysia, Sabah and Sarawak. There were 44 CAs concluded with Non Executives In-house Unions in Peninsular Malaysia, 3 CAs with Executives In-house Unions in Peninsular Malaysia and 3 CAs Non- Executives In-house Unions from East Malaysia.

In the first part of the Report, the articles in the CAs which were analyzed in-depth by Union, Industry and Location relate 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 2010 to year 2014 is included for reference. In the second part of the Report, the analysis of the 33 Awards of terms and conditions of employment handed down by the Industrial Court in 2014, covers the across the-board salary adjustment, bonus and other articles in dispute before the Industrial Court.