

Preface

In fast-changing and highly competitive business environment, it is vital for companies to tap the right talent at a right time with good fringe benefits package. The **MEF Fringe Benefits Survey** which is published only once for every three years is the right source of information in compensation and benefits planning as it provides up-to-date information on the various types of benefits and allowances provided to employees.

The MEF Fringe Benefits Survey 2013 attracted the participation of 209 companies either from manufacturing or non manufacturing sectors. The detailed analysis of benefits package of participating companies was conducted by:

1. Industry
2. Employment Size
3. Location
4. Capital Ownership
5. Sales Turnover
6. Unionised/ Non Unionised companies
7. Local/ Multinational companies
8. Executives vs. Non Executives

The 2013 publication also include new section on Foreign Workers/ Expatriates benefits. Analysis focuses on the deduction for levy payment and cost of accommodation from the foreign workers' wages and the accommodation facilities.

This year publication also analysed on the optional retirement age due to the implementation of Minimum Retirement Age Act, challenges faced by companies and the expected impact of implementing the minimum retirement age of 60 years old.

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 on-line and in hard copies.