

MALAYSIA

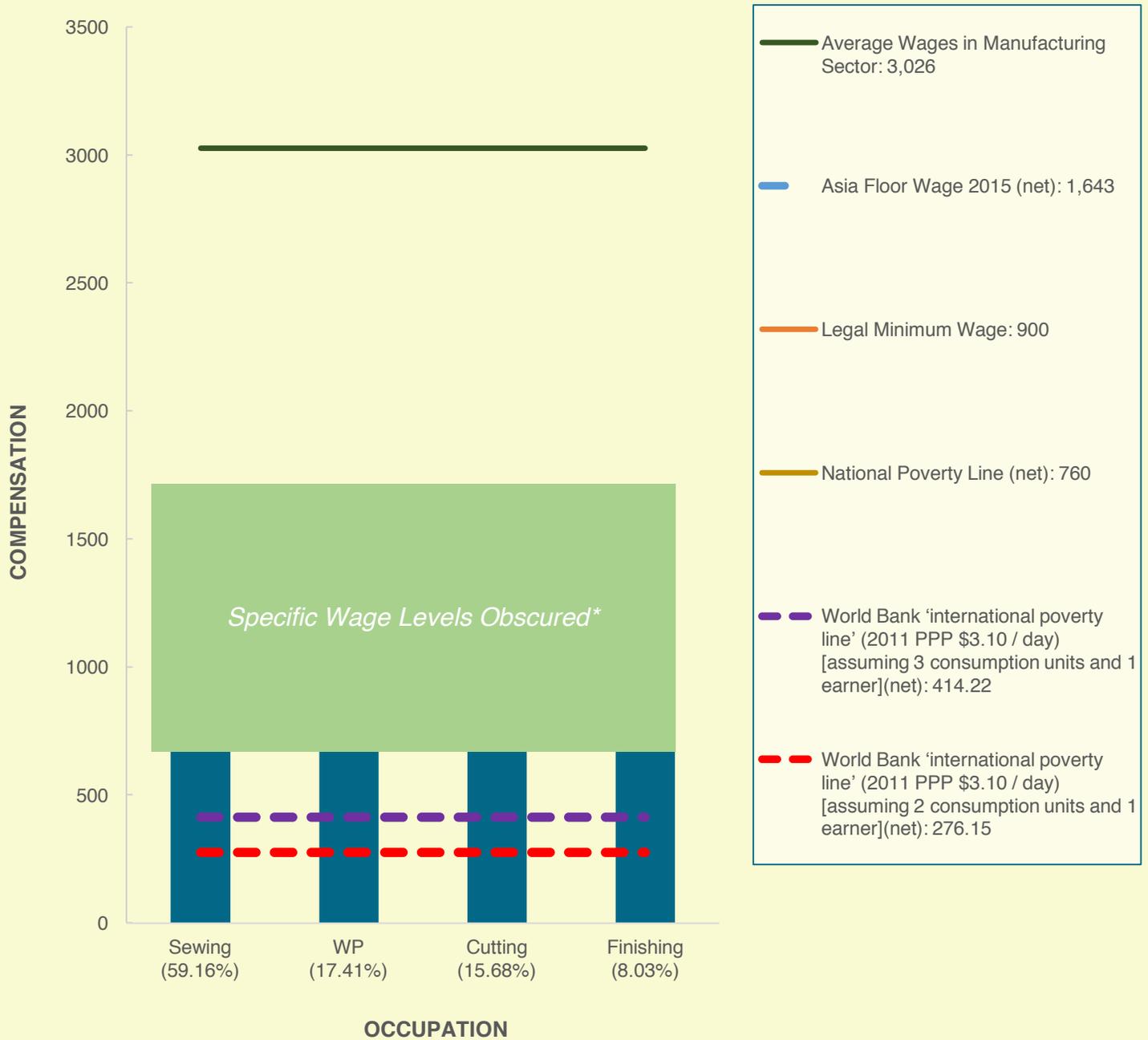
STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (MYR)
Legal Minimum Wage	Peninsular Malaysia	The Malaysia Ministry of Human Resources	900
	Sabah, Sarawak and Labuan		800
Industry/sector Wage Comparator Average Monthly Wages in Manufacturing Sector	<ul style="list-style-type: none"> Average monthly wage in manufacturing was 3260.70 Malaysian Ringgit (MYR)/month in December 2015, reported by the Department of Statistics Malaysia. 	Department of Statistics Malaysia	3,260.70

INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (MYR)
National Poverty Lines (household size not available)	<ul style="list-style-type: none"> MYR 760: Poverty line income for Peninsular Malaysia, the location of most garment factories. Defined as average monthly income that falls short of certain standards of consumption necessary to maintain decency in society. A separate extreme poverty line of 460 is also provided. Value provided is for a household (number of members not specified). 	Economic Transformation Programme-Prime Minister Department	760
World Bank 'international poverty line' (2011 PPP\$ 3.10/ day)	<ul style="list-style-type: none"> Poverty is also measured by the World Bank at PPP\$3.10/day. The \$3.10 equivalent is $(1.43 * 3.1) = \text{MYR } 4.43$ On a monthly basis, this is $(\text{MYR } 4.43 * (365/12)) = \text{MYR } 134.84$. Adjusted for inflation, this amount is $[113.14 (\text{CPI } 2015)/110.48 (\text{CPI } 2014) * \text{MYR } 134.84] \text{ MYR } 138.07/\text{person}/\text{month}$ The household equivalent of MYR 138.07, assuming two consumption units and one earner is MYR 276.15/month. 	WB 2011 ICP	276.15
	<ul style="list-style-type: none"> The household equivalent of MYR 138.07, assuming three consumption units and one earner is MYR 414.22/month. 		414.22
Living Wage Estimate Asia Floor Wage (3 adults, 1 earner)	<ul style="list-style-type: none"> Asia Floor Wage Alliance (latest revision found from 2015—1021PPP\$)—A standard PPP\$-based estimate for East and Southeast Asian countries applicable to manufacturing industries (based on a 3,000-kcal diet for a three-adult-equivalent household with a single earner) Food basket research was done in Cambodia, India, Indonesia and Sri Lanka to obtain the country Asia Floor Wage figures. For other Asian countries where food basket research was not conducted, the figures were extrapolated. 	Asia Floor Wage Alliance	1,643

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS MALAYSIA (1) *Currency: Ringgits (MYR)*



Basic Contracted Wage

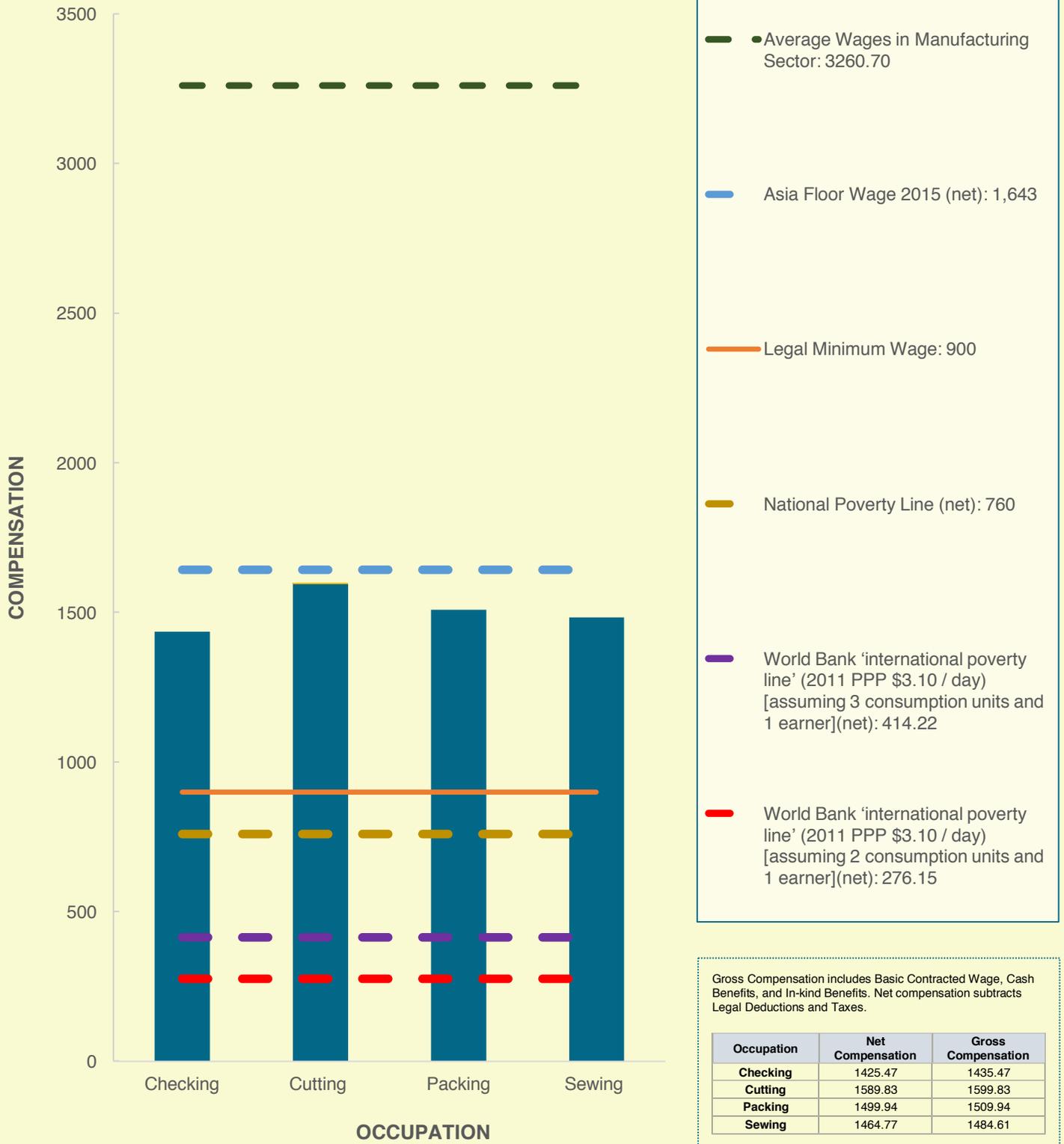
Cash Benefit

In-Kind Benefit

Incentives

* Specific wage levels have been obscured in an abundance of caution to avoid the potential disclosure of information that may be competitively sensitive.

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS MALAYSIA (2) *Currency: Ringgits (RM)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives