



2009 Reports on **Compensation, Benefits, and Employment Practices in Asia Pacific**

Your one-stop resource for all your HR needs

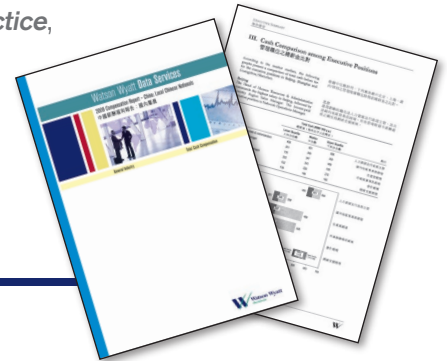
- Develop cost-effective salary and benefit packages
- Stay up-to-date with the latest HR developments
- Ensure compliance with local laws and customs

2009 Reports on Compensation, Benefits, and Employment Practices in Asia Pacific

Despite the current financial crisis, Asia Pacific is expected to remain the growth engine of the world economy. For companies with a long-term view of where their business is headed and the people they need to get there, this is an opportunity to benefit from the wealth of talent offered in the region.

Watson Wyatt's **2009 Reports on Compensation, Benefits, and Employment Practice**, presenting the latest market data for 16 countries/locations in Asia Pacific, will help you to obtain and retain high-performing employees by rewarding them objectively and effectively. The reports will help you to:

- Develop cost-effective salary and benefit packages
- Stay up-to-date with the latest HR developments
- Ensure compliance with local laws and customs
- Assess and compare the costs of employment across Asia Pacific



2009 Compensation Reports – By Country

Your essential guides to planning and implementing objective compensation programs in Asia Pacific.

Individual reports on 15 countries/locations are available: **Australia, Bangladesh** ^{NEW}, **China***, **Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand, United Arab Emirates** ^{NEW}, and **Vietnam**. Each compensation report is organized as follows:

Executive Summary

- Economic and business environment
- Comparative cash analysis among senior executives
- HR issues and trends
- Comparative cash analysis among industries
- Salary trends
- Five-year trends in the provision of benefits

The following information is analyzed per position:

- Job Description: job scope, span of control, skill and education level, and years of experience
- Pay Elements: basic salary, bonuses, allowances, and total cash compensation
- Job Holder Data: years with the company and years of relevant experience
- Company Data: annual sales volume and number of employees

Job Families

- General Management
- Corporate Services/Legal
- Sales and Marketing
- Finance and Administration
- Human Resources
- Information Technology
- Manufacturing and Quality Control
- Engineering and R&D
- Purchasing and Logistics
- Secretarial and Clerical

Benefits and Conditions of Service

- Salary movements
- Fixed and variable bonuses
- Long-term incentive schemes
- Allowances
- Car programs
- Club memberships
- Company loans
- Business travel policy
- Healthcare benefits
- Life insurance
- Retirement plans
- Leave policy, working hours, and overtime
- Probation policies
- Starting salary for fresh graduates

* The three compensation reports on China represent the four different employee groups working in the country: local Chinese nationals, international assignees, local-sourced foreigners, and Chinese returnees.

2009 Asia Pacific Compensation Report – By Job Family

Each report covers the entire range of positions within the job family, ranging from senior management to entry level employee. Complete coverage of cash compensation is provided, including base salaries, bonuses, other variable payment and total cash compensation. Each report covers 14 countries/locations in Asia Pacific: **Australia, Bangladesh, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand, and Vietnam**.

A regional comparison section enables the user to compare individual cash components for a range of key positions across the Asia Pacific region.

For each country chapter, the following information is analyzed per position:

- Job Description: job scope, span of control, skill and education level, and years of experience
- Pay Elements: basic salary, bonuses, allowances, and total cash compensation
- Job Holder Data: years with the company and years of relevant experience
- Company Data: annual sales volume and number of employees

2009 Sales and Marketing Compensation Report – Asia Pacific

The following job families are covered: sales, marketing, product marketing, market research, communications, public relations, customer services, and call center.

2009 Human Resources and Administration Compensation Report – Asia Pacific **New!**

The following job families are covered: human resources, compensation and benefits, employee relations, training, recruitment, office services, and general administration.

2009 Benefits Report – Asia Pacific

A comprehensive guide to statutory benefits and company benefit practices across 15 countries/locations in Asia Pacific. The report provides information on the costs of employment that will help you develop effective benefit plans in this dynamic region.

Fifteen countries/locations are covered: **Australia, China***, **Hong Kong & Macau, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Sri Lanka^{NEW}, Taiwan, Thailand, and Vietnam.** The report is organized as follows:

Regional Benefit Plan Design

This section reviews benefit plan design from a regional perspective. It discusses issues such as strategies of plan design, expatriates and third-country nationals, funding in an international context, and multinational insurance arrangements.

Regional Comparisons

- Provision of statutory benefits
- Statutory and company retirement plans
- Statutory and company death and disability benefits
- Statutory and company healthcare benefits
- Severance pay and typical company practice
- Cost analysis of statutory and company benefits
- Cost-of-living indices
- Key data: GDP, inflation, salary increase, and more

Each country chapter is organized as follows:

Overview of Benefits

- Factors influencing benefit plans
- Latest developments
- Key data

Statutory Benefits

- Retirement benefits
- Death and disability benefits
- Worker's compensation
- Healthcare benefits
- Other social security benefits
- Severance payments
- Other mandatory employee benefits
- Summary of statutory benefits

Company Benefit Practice

- Retirement plan structure
- Supervisory bodies and regulations
- Funding methods
- Eligibility and retirement age
- Pensionable salary and services
- Vesting and portability
- Contribution rates/benefit amounts
- Life insurance
- Healthcare benefits
- Other benefits and perquisites
- Severance payments

Taxation of Benefits

Comparison of Statutory Benefits and Company Benefits

Useful Addresses

* The China report presents information on 18 cities, reflecting the diversity of statutory requirements in the country. They are: Beijing, Changsha, Chengdu, Chongqing, Dalian, Fuzhou, Guangzhou, Hangzhou, Hefei, Jinan, Nanjing, Qingdao, Shanghai, Shenyang, Shenzhen, Tianjin, Wuhan, and Xiamen.

2009 Employment Terms and Conditions Report – Asia Pacific

A comprehensive coverage of employment laws in Asia Pacific contributed by legal experts in the region. The report contains more than 500 pages of detailed information that is essential to ensure compliance with local laws and customs.

Fifteen countries/locations are covered: **Australia, Cambodia^{NEW}, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Sri Lanka^{NEW}, Taiwan, Thailand, and Vietnam.** The report is organized as follows:

Regional Comparisons

Easy-to-read charts allow you to compare employment laws and practices in the following areas across 15 countries/locations in the region:

- Maximum probation period
- Minimum wage
- Working hours
- Public holidays
- Leave provision (annual leave, sick leave, maternity/paternity leave)
- Severance payments

Each country chapter is organized as follows:

Overview

- Distinctive features of the employment environment
- Key changes in recent years
- Key breakpoints related to number of employees

Start of Employment

- Contract of employment
- Non-compete and other clauses
- Suspension of employment relationship and change of contract
- Trial period
- Employment of foreigners
- Other important recruitment issues

Active Employment

- Pay
- Working hours
- Holidays and leave
- Equal opportunities
- Health and safety
- Training
- Social security

Industrial Relations

- Framework for employee participation and representation
- Works council/employee representatives
- Collective bargaining
- Industrial action
- Settlement and mediation proceedings

Termination of Employment

- Types of termination
- Notice
- Termination indemnity/severance payment
- Termination at retirement
- Transfers of undertakings
- Collective dismissals
- Managerial dismissals

Appendices

- Useful addresses
- Sample employment contract

2009 Benefits and Employment Terms Report – By Country

This report combines information from *Benefits Report – Asia Pacific* and *Employment Terms and Conditions – Asia Pacific* in one country report. Each country report includes country briefing, statutory benefits, company benefits, and employment law and practice.

Individual reports on 15 countries/locations are available: **Australia, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Sri Lanka^{NEW}, Taiwan, Thailand, United Arab Emirates^{NEW}, and Vietnam.**

2009 Asia Pacific Survey Report on Employee Benefits

This survey report allows you to benchmark your benefit programs against the prevalent market practices offered by companies in the Asia Pacific region. Fourteen countries/locations are covered: **Australia, Bangladesh, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand, and Vietnam.** The report is organized as follows:

Regional Comparisons

Offers a summary of benefit provision across the region.

Each country chapter features:

- Salary movements
- Fixed and variable bonuses
- Incentive plans
- Allowances
- Car programs
- Club memberships
- Company loans
- Business travel
- Healthcare benefits
- Life insurance
- Leave policy
- Working hours and overtime
- Probation policy
- Starting salary for fresh graduates

2009/10 Car Policy Report – Asia

Rationalize your car policy and manage your car benefits cost-effectively. Eleven countries/locations are covered: **China, Hong Kong, India ^{NEW}, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, and Thailand.**

Each country analysis includes:

Executive Summary

Overall Policy

Company Cars

Car Allowances

Reimbursement

Car Loan/ Car Ownership Plan

- Trends in car benefits and tax implications
- Types of policies, decision-making, and policy review
- Eligibility, financing methods, allocation criteria, car makes and models, purchase price, running costs, and replacement period
- Eligibility, measurement of criteria, and allowance amount
- Eligibility, reimbursement limit and coverage, and mileage
- Eligibility, loan amount, repayment period, and interest subsidy

2008/09 Employee Mobility Survey Report – Asia Pacific

– A study on foreign-sourced employees' compensation and benefit policies

This report provides the HR community with the latest information on the compensation and benefits practices employed for foreign talent in Asia Pacific. The study covers the following categories of employees at different management levels:

- International assignees
- Third-country nationals
- Locally sourced foreign nationals
- Localized employees

Policies and practices are presented for the following groupings of employee home and host locations:

Home Locations

- Western countries
- Asian developed countries
- Asian developing countries

Host Locations

- Developed economies
- China Tier 1 and Tier 2 cities
- India Tier 1 and Tier 2 cities
- Other developing economies Tier 1 and Tier 2 cities
- Middle East

Compensation and benefit components

- Base salary policy
- Cash allowances i.e. foreign service premium, COLA and hardship allowance
- The objectives of providing cash allowances
- Housing
- Relocation
- Children's education
- Transport
- Leave
- Medical, insurance, retirement
- Taxation policy
- Repatriation policy
- Localization policy

CompTrack Online

CompTrack is a reporting tool that allows reports to be accessed online. The software is available for most of our compensation and benefits reports. CompTrack enables users to

- Access data in different currencies
- Switch between monthly and annual salary representation
- Perform aging of data
- Download data in Excel or PDF format