

China–Shanghai

Compensation, employer contributions and benefits, 2009									
Position class	Annual compensation, USD (regressed median)				Mandatory employer contributions (% of ABS)	Typical employer-sponsored benefits (% of ABS)			
	ABS	AGC	ATC	ATC+LTI		Retirement & other savings		Health	
						% of ABS	Prevalence	% of ABS	Prevalence
PC 42	4,166	4,392	4,983	4,932	37.0%	–	–	6.9%	84.7%
PC 45	7,380	7,765	8,864	8,815	37.0%	–	–	5.0%	85.8%
PC 48	13,075	13,727	15,770	15,752	37.0%	–	–	3.0%	86.6%
PC 51	23,163	24,268	28,056	28,150	27.7%	–	–	1.6%	85.0%
PC 54	41,035	42,902	49,912	50,305	15.7%	–	–	1.0%	87.2%
PC 57	72,697	75,844	88,794	89,899	8.8%	–	–	0.5%	88.4%
PC 60	128,789	134,079	157,968	160,654	5.0%	–	–	0.3%	87.7%
PC 63	228,162	237,031	281,030	287,091	2.8%	–	–	0.2%	92.3%
PC 66	–	–	–	–	–	–	–	–	–
PC 69	–	–	–	–	–	–	–	–	–
PC 72	–	–	–	–	–	–	–	–	–
Career stream									
Para-prof									
PC 42	4,594	4,979	5,464	5,464	37.0%	–	–	6.9%	84.2%
PC 47	10,080	10,585	11,984	11,984	37.0%	–	–	3.8%	88.3%
Prof									
PC 47	10,958	11,363	13,672	13,672	37.0%	–	–	3.4%	85.9%
PC 52	27,003	27,169	31,687	31,738	23.8%	–	–	1.5%	88.8%
Mgmt									
PC 52	17,988	29,236	34,122	34,122	23.0%	–	–	1.4%	88.1%
PC 57	73,905	89,357	89,874	89,874	8.7%	–	–	0.5%	91.7%
Exec									
PC 57	87,577	91,977	105,746	105,677	7.4%	–	–	0.5%	86.6%
PC 62	171,527	179,527	222,121	233,976	3.7%	–	–	0.2%	95.1%

Mandatory employer contributions: Social security programmes and other mandatory employer contributions

Health: Health plan

China-Shanghai (continued)

Typical employer-sponsored benefits (% of ABS)						Regressed median ATR (USD)	Total employment cost		Position class
Death & disability		Car		Other benefits			USD	% of ABS	
% of ABS	Prevalence	% of ABS	Prevalence	% of ABS	Prevalence				
1.1%	80.8%	–	–	4.7%	11.3%	5,822	7,964	176.8%	PC 42
0.7%	84.6%	–	–	4.7%	16.8%	9,719	16,450	168.7%	PC 45
0.5%	84.6%	28.0%	2.5%	4.1%	18.5%	10,000	16,100	161.0%	PC 48
0.4%	84.4%	7.9%	2.0%	4.1%	20.6%	29,162	35,585	153.6%	PC 51
0.4%	86.0%	4.9%	4.5%	5.0%	19.5%	52,740	101,163	146.6%	PC 54
0.4%	85.7%	16.8%	13.9%	7.7%	21.2%	95,200	107,715	139.9%	PC 57
0.3%	87.0%	13.6%	22.5%	10.7%	15.2%	165,544	171,967	133.5%	PC 60
0.4%	100.0%	–	–	5.3%	38.5%	284,316	290,739	127.4%	PC 63
–	–	–	–	–	–	–	–	–	PC 66
–	–	–	–	–	–	–	–	–	PC 69
–	–	–	–	–	–	–	–	–	PC 72
									Career stream
									Para-prof
1.1%	80.8%	–	–	4.7%	11.3%	6,262	7,962	173.3%	PC 42
0.7%	87.9%	–	–	5.5%	20.8%	13,017	16,746	166.1%	PC 47
									Prof
0.5%	84.9%	7.6%	0.0%	4.1%	17.3%	14,608	18,663	170.3%	PC 47
0.4%	86.1%	7.7%	5.0%	5.8%	21.2%	33,127	39,550	146.5%	PC 52
									Mgmt
0.4%	86.1%	6.7%	2.2%	7.7%	20.0%	35,610	42,033	150.2%	PC 52
0.4%	89.0%	15.2%	1.0%	6.9%	21.5%	92,963	99,386	134.5%	PC 57
									Exec
0.2%	83.8%	17.9%	15.5%	3.0%	21.8%	110,649	117,072	134.0%	PC 57
0.3%	90.2%	14.8%	26.0%	10.3%	26.8%	253,420	259,843	151.5%	PC 62

Death and disability: Life and accident insurance

Car: Car benefit

Other benefits: Children’s education cost, club subscription, flexible benefits programme, supplementary housing fund and house/apartment rent

Employer total costs tables

Hong Kong

Compensation, employer contributions and benefits, 2009									
Position class	Annual compensation, USD (regressed median)				Mandatory employer contributions (% of ABS)	Typical employer-sponsored benefits (% of ABS)			
	ABS	AGC	ATC	ATC+LTI		Retirement & other savings		Health	
						% of ABS	Prevalence	% of ABS	Prevalence
PC 42	17,992	18,071	19,374	19,238	5.0%	6.8%	100.0%	2.9%	93.5%
PC 45	25,637	25,871	28,244	28,145	5.0%	5.5%	99.4%	2.4%	91.2%
PC 48	36,530	37,037	41,175	41,177	4.2%	4.1%	100.0%	2.1%	92.5%
PC 51	52,052	53,023	60,026	60,242	3.0%	4.9%	100.0%	1.5%	94.0%
PC 54	74,169	75,909	87,508	88,135	2.1%	3.0%	100.0%	1.1%	92.0%
PC 57	105,684	108,672	127,573	128,942	1.5%	7.5%	96.7%	1.0%	91.8%
PC 60	150,589	155,577	185,980	188,643	1.0%	5.8%	99.0%	0.5%	85.3%
PC 63	214,575	222,727	271,129	275,980	0.7%	5.1%	100.0%	0.4%	92.3%
PC 66	-	-	-	-	-	-	-	-	-
PC 69	-	-	-	-	-	-	-	-	-
PC 72	-	-	-	-	-	-	-	-	-
Career stream									
Para-prof									
PC 42	18,170	18,723	20,004	20,004	5.0%	7.5%	100.0%	3.2%	93.5%
PC 47	30,657	30,640	33,492	33,503	5.0%	4.9%	100.0%	1.6%	93.0%
Prof									
PC 47	32,637	32,638	36,434	36,434	4.7%	5.5%	100.0%	2.5%	93.7%
PC 52	57,283	58,005	66,715	66,745	2.7%	3.1%	100.0%	1.4%	92.9%
Mgmt									
PC 52	62,826	63,748	72,163	72,163	2.5%	5.7%	100.0%	1.5%	93.3%
PC 57	96,724	116,377	116,709	116,709	1.6%	8.7%	98.5%	1.2%	92.3%
Exec									
PC 57	129,572	132,856	156,588	157,846	1.2%	7.5%	92.4%	0.8%	88.0%
PC 62	169,194	181,000	224,360	233,277	0.9%	4.7%	100.0%	0.4%	90.9%

Mandatory employer contributions: Social security programmes and other mandatory employer contributions

Retirement and other savings: Pension grant

Health: Health plan

Employer total costs tables

Hong Kong (continued)

Typical employer-sponsored benefits (% of ABS)						Regressed median ATR (USD)	Total employment cost		Position class
Death & disability		Car		Other benefits			USD	% of ABS	
% of ABS	Prevalence	% of ABS	Prevalence	% of ABS	Prevalence				
0.3%	88.9%	–	–	–	–	20,017	20,016	116.3%	PC 42
0.3%	86.2%	–	–	–	–	20,146	19,428	118.7%	PC 45
0.3%	89.5%	–	–	–	–	42,155	42,155	121.2%	PC 48
0.3%	92.1%	–	–	–	–	62,843	64,393	123.7%	PC 51
0.3%	93.0%	–	–	–	–	22,127	23,676	126.3%	PC 54
0.4%	89.3%	0.8%	4.1%	1.7%	3.3%	134,111	150,273	128.9%	PC 57
0.3%	84.3%	10.0%	16.7%	1.7%	8.8%	196,693	198,242	131.6%	PC 60
0.3%	92.3%	7.6%	20.5%	1.3%	10.3%	286,841	288,390	134.4%	PC 63
–	–	–	–	–	–	–	–	–	PC 66
–	–	–	–	–	–	–	–	–	PC 69
–	–	–	–	–	–	–	–	–	PC 72
									Career stream
									Para-prof
0.4%	88.9%	–	–	–	–	20,885	21,793	119.9%	PC 42
0.3%	90.1%	–	–	–	–	34,958	36,491	119.0%	PC 47
									Prof
0.3%	90.0%	–	–	–	–	37,759	39,308	120.4%	PC 47
0.3%	91.3%	–	–	–	–	68,692	70,240	122.6%	PC 52
									Mgmt
0.4%	90.8%	–	–	–	–	75,166	76,714	122.1%	PC 52
0.4%	90.8%	–	–	–	–	122,426	123,974	128.2%	PC 57
									Exec
0.4%	83.7%	0.6%	8.7%	–	–	165,973	167,521	129.5%	PC 57
0.3%	87.3%	7.9%	16.1%	1.3%	9.1%	244,367	245,915	145.3%	PC 62

Death and disability: Life and accident insurance

Car: Motor vehicle value

Other benefits: Club subscription