

Salaries by industry and career stream

This section provides information on annual base salary (ABS) and annual total cash (ATC) earned by employees in six career streams.

Salaries across industries

In the first part, data for 12 Chinese locations for the six career streams represents eight industries:

1. Chemical
2. Consumer goods
3. Durables
4. Energy
5. High-tech
6. Pharmaceutical
7. Retail/wholesale trade
8. Services

The graph following each table shows the median values of ABS and ATC for each industry in that location. Note that Changzhou is not included; data was too sparse for meaningful analysis in this section.

The tables that follow present the 12 locations by tier.

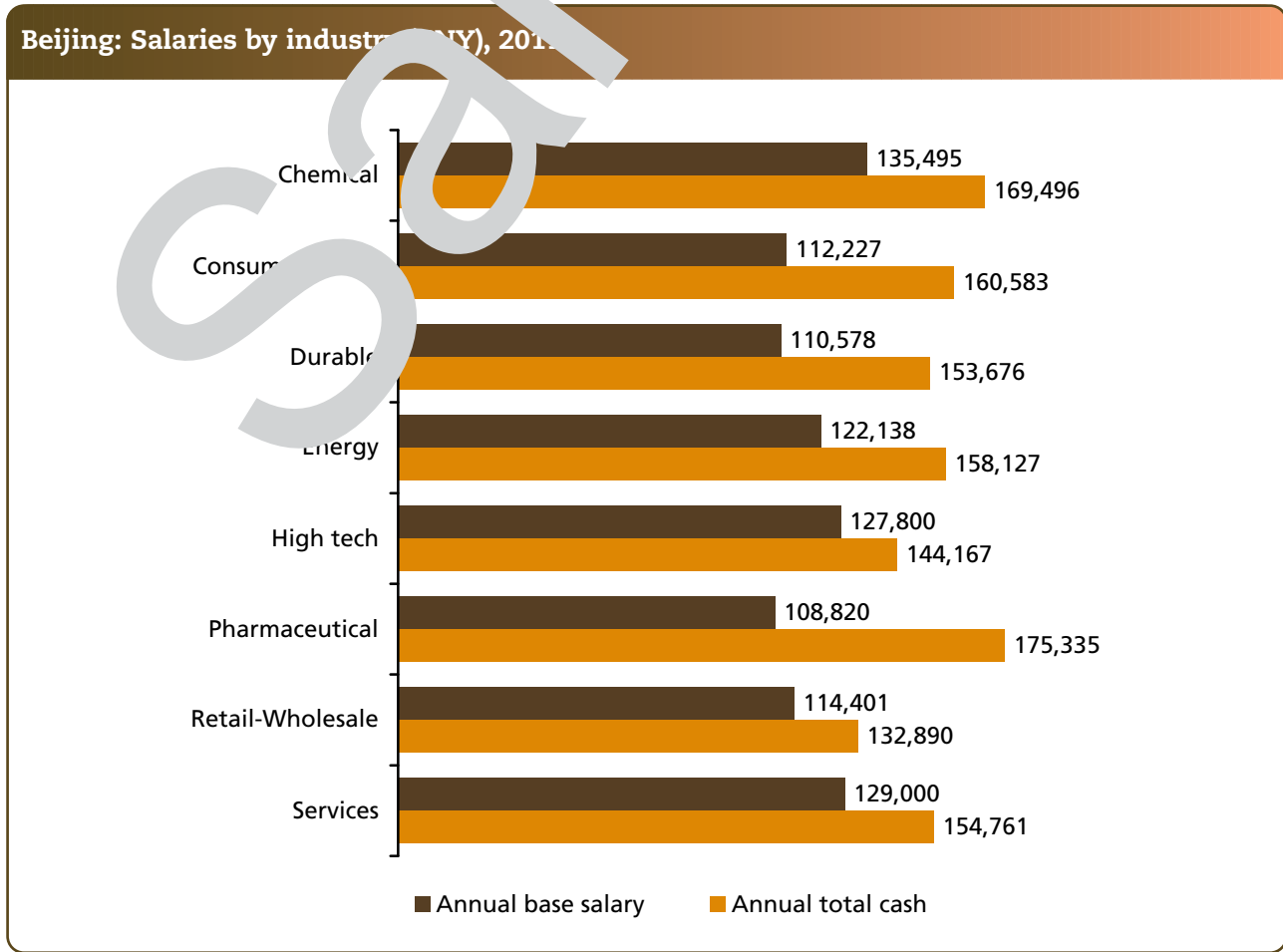
- **Tier 1 locations:** Beijing, Guangzhou, Shanghai and Shenzhen
- **Tier 2 locations:** Chengdu–Chongqing, Hangzhou–Ningbo, Nanjing, Shenyang–Changchun, Suzhou and Tianjin
- **Tier 3 locations:** Wuxi, Xiamen–Fuzhou

The second part analyzes each career stream separately and presents information for all eight industries across 13 locations. Table data appear by career stream, from lowest to highest: para-professional (general), para-professional (skilled), junior professional, senior professional, lower-middle management and upper-middle management.

Salaries by industry and career stream

Beijing: Salaries by industry and career stream (CNY), 2011

Industry	Para-professional		Professional		Middle management	
	General	Skilled	Junior	Senior	Lower	Upper
Annual base salary (ABS)						
Chemical	38,135	56,621	100,296	170,694	307,742	547,281
Consumer goods	31,560	42,120	75,024	134,056	288,270	588,102
Durable	35,136	55,176	87,100	134,056	272,508	503,611
Energy	22,020	58,416	88,288	155,904	255,160	520,000
High-tech	51,685	67,200	99,600	155,904	200,197	367,185
Pharmaceutical	43,794	59,780	100,000	140,000	288,000	546,000
Retail/wholesale trade	-	50,603	81,200	147,551	299,884	-
Services	30,000	50,180	102,000	165,000	279,934	429,040
Annual total cash (ATC)						
Chemical	44,515	70,031	125,115	213,877	375,077	679,499
Consumer goods	41,640	49,000	122,490	198,675	372,143	761,698
Durables	56,579	71,220	115,000	192,102	346,500	623,744
Energy	59,000	74,406	110,000	204,120	394,016	645,174
High-tech	51,420	76,000	111,500	177,000	314,162	454,741
Pharmaceutical	42,000	79,156	140,742	209,928	387,907	746,599
Retail/wholesale trade	-	52,604	97,779	168,000	405,210	-
Services	42,915	57,386	122,321	187,200	349,598	442,368



Salaries by industry and career stream

Guangzhou: Salaries by industry and career stream (CNY), 2011						
Industry	Para-professional		Professional		Middle management	
	General	Skilled	Junior	Senior	Lower	Upper
Annual base salary (ABS)						
Chemical	25,890	50,570	88,400	151,658	283,777	461,040
Consumer goods	20,160	41,639	70,295	119,647	302,900	564,200
Durables	37,908	37,980	78,000	119,647	206,250	321,920
Energy	-	-	83,532	156,000	305,570	-
High-tech	29,160	35,100	72,000	119,647	211,326	319,033
Pharmaceutical	20,400	61,698	75,150	119,647	234,000	371,748
Retail/wholesale trade	-	46,735	70,800	103,409	214,140	-
Services	30,000	48,744	55,200	111,053	253,586	287,610
Annual total cash (ATC)						
Chemical	36,672	75,061	106,359	188,605	349,902	563,760
Consumer goods	32,944	58,000	106,559	158,810	355,350	707,663
Durables	64,778	61,970	120,750	158,494	276,226	408,700
Energy	-	-	150,000	198,380	420,008	-
High-tech	41,805	42,000	85,000	195,000	255,402	383,836
Pharmaceutical	33,000	76,860	130,032	187,609	353,191	662,089
Retail/wholesale trade	-	47,450	77,301	104,650	278,400	-
Services	39,200	58,890	74,538	167,334	290,485	350,585

