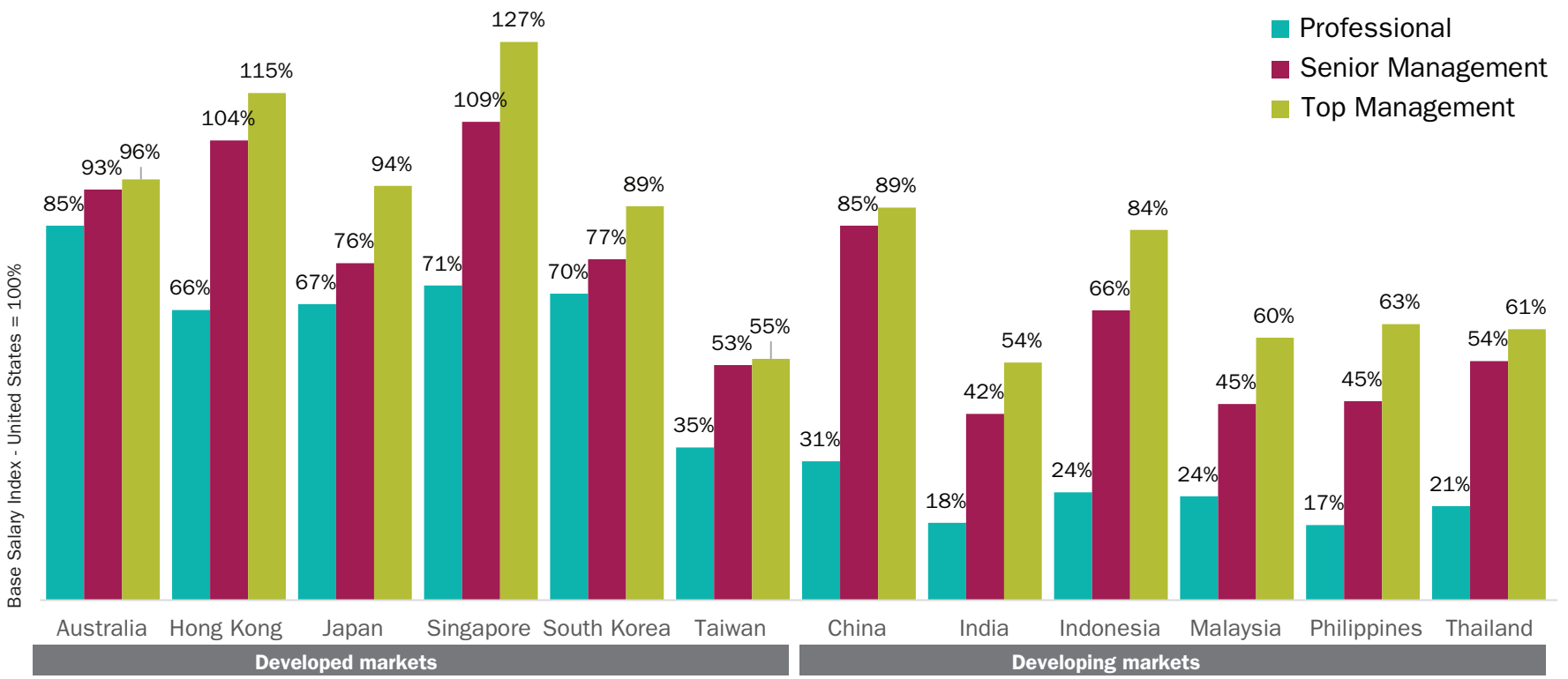


How competitive is pay within Asia?

2015/16 Global 50 Remuneration Report – Asia Pacific Insights

Pay comparisons across Asia Pacific



Low salaries in emerging ASEAN erode China's competitiveness

Base salaries among emerging economies within the Association of South East Asian Nations (ASEAN) are substantially lower than those of mainland China.

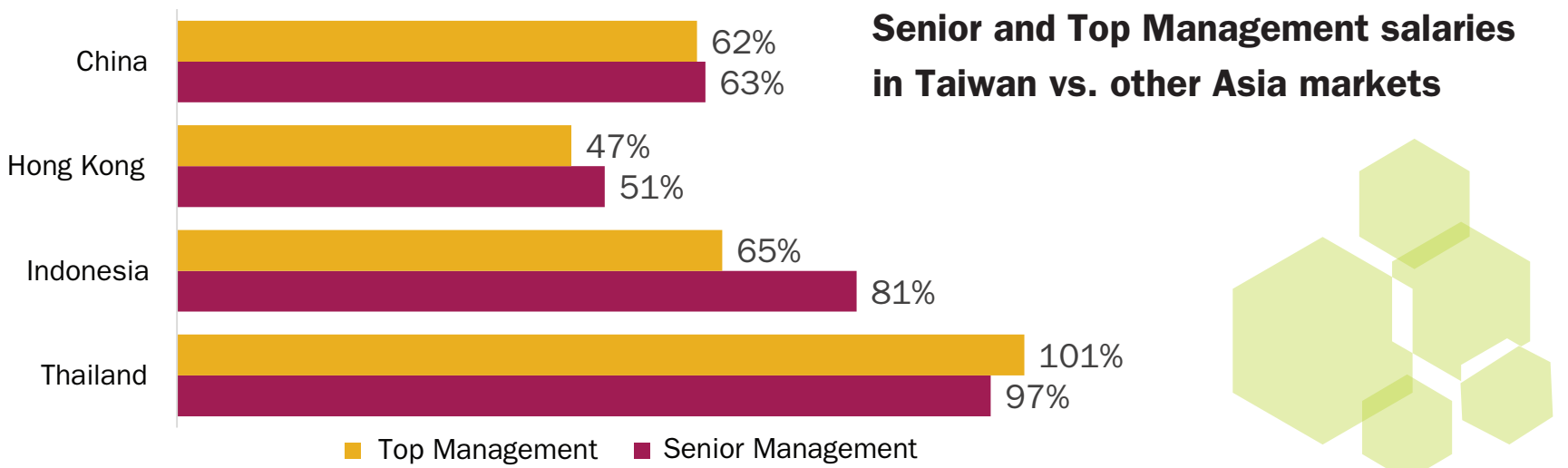


 Salaries in **China** are **90% to 120%** higher than the **Philippines** and **Vietnam** at the Professional level

Base pay in **China** is **5% to 44%** higher than **Indonesia**, the most expensive labour market in emerging **ASEAN*** 

*ASEAN includes Indonesia, Malaysia, the Philippines, Singapore, Thailand and Vietnam. *Emerging ASEAN' excludes Singapore, as this market is regarded as a developed economy.

Taiwan lags behind on Senior and Top Management pay



The salary differences can be explained by Taiwan's solid supply of talent at Senior and Top Management levels, compared with a lower availability in ASEAN's emerging markets.

Base salaries in Singapore are far higher than China

Singapore continues to pay the highest salaries in Asia, offering globally competitive salaries to attract top talent from all over the world.

Singapore salaries are **more than 2x** **China** at the Professional level 

Singapore pays **28%-52%** more than **China** at Middle Management to Top Management levels 

The gap between Singapore and Hong Kong pay is narrowing

Base pay comparison – Singapore vs. Hong Kong

Average salaries in **Singapore** are **8%** higher than **Hong Kong**

Favourable tax rates in **Hong Kong** further narrow the pay gap with **Singapore**

