Towers Watson Data Services
Willis and Towers Watson have merged to form Willis Towers Watson.

Towers Watson Data Services is a leading provider of compensation and benefit practices information to companies worldwide. In Asia Pacific, we publish an extensive library of survey and research reports that help HR professionals to manage their HR programs.

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

2016 Reports on Compensation, Benefit and Employment Practices – Asia Pacific
Your one-stop resource for all your data needs

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2016 General Industry Compensation Reports

The reports provide a comprehensive picture of compensation and benefits practices of over 300 positions in your local markets across a diverse range of industries. Countries covered: Australia, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand and Vietnam.

Report Features

Pay Components: Base salary, Fixed/Guaranteed bonus, Fixed cash allowances, Guaranteed compensation, Variable pay, Total compensation

Job Holder Data: Incumbent’s age, Years of service, Years of relevant experience

Employee Categories and Levels
Over 300 positions from entry level to top management.

Job Functions
General management, administrative services, corporate services, and legal, marketing and sales, customer service and support, finance and accounting, IT, human resources, engineering and R&D, manufacturing, operations, supply chain and logistics, graduate management trainee

Benefits, HR Policies and Practices
Offer unrivaled coverage in benefits and HR policies, the following data is presented:

- Salary increases
- Compensation positioning
- Starting salaries for graduates
- Fixed and variable payment
- Car benefits programs
- Transportation allowance (new)
- Mobile phone (new)
- Sales incentives
- Employee education and training
- Working hours

Data is presented by the following employee groupings:
- Business Unit Head/Country Manager
- Executive
- Mid Management/Senior Professional

Also Available: Asia Pacific Compensation Reports – By Function
- General Management, IT, Finance and Accounting
- Human Resources and Administration
- Sales, Marketing and Customer Services
- Manufacturing, Logistics, Engineering and Research

2016 Company Benefits and Practices Report – Asia Pacific

This survey report allows you to benchmark your benefit programs against the prevalent market practices offered by companies in Asia Pacific. Covering: Australia, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand and Vietnam.

Each country chapter covers:

- Salary increases
- Compensation positioning
- Starting salaries for graduates
- Fixed and variable payment
- Car benefits programs
- Transportation allowance (new)
- Mobile phone (new)
- Sales incentives
- Employee education and training
- Working hours

- Business travel and relocation policies
- Attraction and retention
- Service awards
- Supplementary retirement plan
- Health care benefits
- Employee wellness
- Insurance plans
- Paid time off
- Meal benefits
- Flexible benefits
This report will help you to stay up-to-date on market practices and policy movements, identify current car policy issues and develop a flexible and cost-effective car program. The report covers: Australia, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand and Vietnam.

Each country chapter is organized as follows:

**Policies Data**
- Data is presented by six categories:
  - Country Manager
  - Executive
  - Middle Management
  - Supervisory / Professional
  - Sales Manager
  - Sales Professional

**Overall Policy**
- Types of policy
- Decision-making
- Common areas under policy review

**Company Car**
- Financing methods
- Car allocation criteria
- Car makes and models
- Car purchase value/leasing value/rental value
- Running costs
- Replacement period and option to purchase
- Use of personal car – reimbursement and mileage claim

**Car Allowance**
- Eligibility
- Factors considered when determining allowance amount
- Cash allowance amount

**Data by Position**
- Benefit prevalence
- Car model
- Purchase value
- Leasing value
- Car allowance

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The report captures the essence of how mobility frameworks are structured in organizations. Learn how to formulate your mobility policies more efficiently and cost effectively from the latest market practices. This report will help you to:

- Understand the latest mobility frameworks
- Design and implement a mobility program
- Overcome common challenges in formulating a mobility policy

**Report Content**
- Executive summary
- Formal mobility practice (types of assignment, key challenges)
- Program assessment
- Mobility outsourcing
- Assignee compensation
- Mobility risk management
- Benefits (Housing, children education, Insurance, Health care, travel, meal, taxation)
- Relocation, localization and repatriation policies

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This report is a comprehensive guide to statutory benefits and supplementary company benefit practices across Asia Pacific. 17 countries are covered: Australia, Bangladesh, China, Hong Kong/Macau, India, Indonesia, Japan, Korea, Malaysia, New Zealand, Philippines, Singapore, Sri Lanka, Taiwan, Thailand and Vietnam.

Each country chapter is organized as follows:

**Overview**
- Benefits environment
- Key data
- Key changes in recent years

**Social Security/Mandatory Benefits**
- Retirement benefits
- Death and disability benefits
- Workers’ compensation benefits
- Healthcare benefits
- Other social security benefits

**Supplementary Company Benefits Program**
- Retirement benefits
- Death and disability benefits
- Health and wellness benefits
- Paid time off
- Other benefits

**Financial Summary**
- Accounting and reporting
- Tax aspects
2015 Employment Terms and Conditions Report – Asia Pacific

A comprehensive coverage of employment laws in Asia Pacific to help you to ensure compliance with local laws and customs. 19 countries/locations are covered: Australia, Bangladesh, Cambodia, China, Hong Kong, India, Indonesia, Japan, Korea, Laos, Malaysia, Myanmar, New Zealand, Philippines, Singapore, Sri Lanka, Taiwan, Thailand and Vietnam.

Each country chapter is organized as follows:

Overview
- 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/change of contract
- Trial period
- Employment of foreigners
- Other important recruitment issues

Active Employment
- Pay and working hours
- Holidays and leave
- Equal opportunities
- Health and safety
- Training
- Social security

Industrial Relations
- Framework for employee participation
- Works council, Collective bargaining
- Industrial action

Termination of Employment
- Types of termination
- Notice period
- Termination indemnity
- Severance payment
- Termination at retirement
- Transfers of undertakings

Also Available:
IndoChina report

2015 Benefits Profile and Employment Terms – By Country

This report combines information from the Benefits Profile and the Employment Terms and Conditions Report into a “By Country” report. 16 country/location reports are available.

2016 Starting Salaries Report – Asia Pacific

This invaluable resource will help employers and hiring managers to determine appropriate and competitive salaries to attract talent in the graduate labor market. Covering 13 countries/locations: Australia, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand and Vietnam. The report will help you to:

- Attract talent from different education levels
- Maintain competitiveness and cost effectiveness of starting salaries
- Save costs in selecting locations for increasing graduate hire

Report Features

- Presenting base pay of graduate starting salaries
- Starting salaries are presented by six education levels:
  - High School/Secondary School
  - Business/Technical Training
  - University
  - Master (excluding MBA)
  - Master of Business Administration (MBA)
  - Doctorate (PhD.)
- Starting salaries are presented by 11 key functions:
  - Accounting and Finance
  - Administrative Services
  - Customer Service/Technical Support
  - Engineering
  - Human Resources
  - IT
  - Legal
  - Manufacturing
  - Marketing
  - Sales/Business Development
  - Supply Chain, Logistics and Procurement

2016 Geographic Salary Differentials Report – Asia Pacific

This report enables you to meet the growth and expansion goals of your organization by understanding local geographic pay. Covering 10 countries/locations: China, India, Indonesia, Japan, Korea, Malaysia, Philippines, Taiwan, Thailand and Vietnam. The report will help you to:

- Manage expansion cost effectively by understanding salary differentials among regions and cities
- Stay competitive to attract and retain key talent across geographic locations
- Rationalize salary differences in staff relocation

Report Features

- Salary differentials among key cities/regions domestically relative to a major city
- Salary differentials among key cities/regions domestically relative to the national average
- Data breakdown by six employee categories:
  - Business Unit Head/Country Manager
  - Executive
  - Middle Management and Senior Professional
  - Supervisory and Professional
  - Technical and Business Support
  - Production and Manual Workers