

Guide to survey of local wages and working conditions in Asia



As a total recruitment support system for Japanese enterprises in their overseas endeavors, we are conducting a survey to analyze and report on “the latest trends in remuneration and employment of local staff” at Japanese businesses in all countries and regions of Asia. To show our appreciation, participating companies will receive a free survey report for countries they provide answers for.

Target Countries	China, Indonesia, Vietnam, Thailand, India, Singapore
Survey Contents	All kinds of remuneration structure information (base pay, bonuses, benefits, welfare, etc.), salary raise information, and challenges related to human resources labor management in each target country.
Survey Period	August 3 rd , 2015 – August 24 th , 2015
Respondents	Those engaged in work related to local wages and work conditions in each country.
Survey Format	Web Survey (※Estimated Time to Finish: 30~60 minutes)

If you would like to participate in the survey, please contact the survey office with the information to the right.

- Company and local subsidiary’s name(s)
- The country the respondent is based in
- The respondent’s department and job title
- The respondent’s full name
- The respondent’s preferred language
(Japanese, English, Chinese)
- Telephone number
- E-mail address

- ※ Please use the template on page 3.
- ※ In the event that your enterprise has multiple locations, please submit one survey per region.
- ※ Reward : A free survey report for the country you answered about.

Recruit Career Co., Ltd. Asia Salary Survey Office

※Please make inquiries about the survey contents to the following:

Email: salariesurvey.info@r-agent.com

Tel (81)3-3211-7744

Person in Charge : Yoshiko Kito, Jun Takamori

Guide to survey of local wages and working conditions in Asia



Recruit Career offers “Usable” reference information and materials for making decisions about human resources systems and plans in each country via the “Wages and Working Conditions Survey”.

Data from Japanese enterprises in Asia

Data broken down for concrete/practical application

Offering speedy research results

Data from Japanese companies with local branches in every region at your fingertips. Offering the specific data you need to establish labor cost strategies, such as wage tables and salary raise rates.

- Not just divided by country, but by region as well.

- Not just divided by industry, but also job title and rank.

Results will be reported while the information is still fresh. (Tentatively Fall 2015)

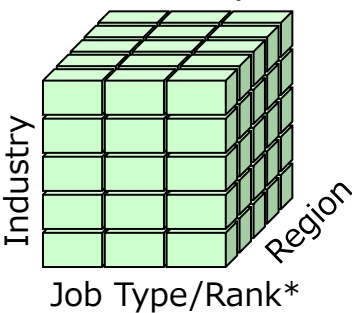
■ Answer Results

Table of Contents (Tentative)

1. Attributes of Respondent Enterprises
2. Wage Allowances by Occupation and Duties
3. Remuneration System Information of all Types
4. Information on Raises
5. Challenges posed by Human Resources and Labor Management

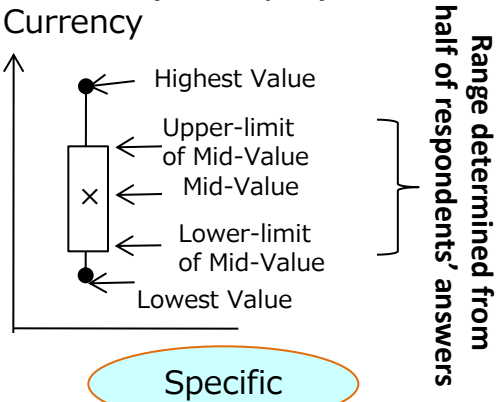
Systematic

Basic Analysis Cutaway



Encompassing

Output Format (Example)



Specific

*Job Type (Example): Sales, Technical (IT, Development, Production), Marketing/Services, Planning/Office Work

Information Management

- Contents of answers will be statistically totalized and process, so it will not be traceable to specific companies, and will be offered to other companies that participated in the survey or parties interested in purchasing results.
- Personal information (Name, Company, email address, etc.) is collected for the purpose of sending out survey reports and for Recruit Career Co., Ltd.'s records. Information will not be used for purposes other than the aforementioned, such as offering it to third parties, without consent. However, during data processing activities, some or all information may be entrusted and disclosed to outside, appropriate parties. These parties agree to strict confidentiality measures as a condition of receiving this personal information, and are only disclosed upon the binding of a contract. Continuous measures are taken to protect personal information from unauthorized access, loss, theft, etc., and technical measures are also taken.
- Person in charge of personal information management: Recruit Career Co., Ltd. Personal Information Protection Senior Manager

Guide to survey of local wages and working conditions in Asia



If you would like to participate in the survey, please fill out the following form with the respondent's information and submit to the office listed below.

※For participants with enterprises in more than one of the target countries/regions, please submit one survey response per location. Thank you for your understanding.

Corporate Name (Headquartered in Japan): _____

Respondent's Country/Region Based in: _____

Local Subsidiary Name: _____

Respondent's Department and Title: _____

Respondent's Name: _____

Respondent's Language of Use: Choose from Japanese / English / Chinese

Phone Number: _____

E-mail: _____

Submit to: salarysurvey.info@r-agent.com

※Survey Target Countries: China, Indonesia, Vietnam, Thailand, India, Singapore

Recruit Career Co., Ltd. Asia Salary Survey Office

※Please make inquiries about the survey contents to the following:

Email: salarysurvey.info@r-agent.com

Tel (81)3-3211-7744

Person in Charge : Yoshiko Kito, Jun Takamori