

# CHINA

## STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (CNY)
Legal Minimum Wage	Fujian A		Chinese Yuan (CNY) 1,320 before July 1, 2015; 1,500 afterwards
	Guangdong A		1,550 before November 1, 2014; 1,895 afterwards
	Guangdong B		1,310 before May 1, 2015; 1,510 afterwards
	Hunan C		1,130
	Hubei B		1,020 before September 2015; 1,225 afterwards
	Jiangsu A (Jiangyin, Yixing, Nanjing)		1,480 before November 1, 2014; 1,630 afterwards
	Jiangsu A (Suzhou, Kunshan, Zhangjiagang)		1,680
	Jiangsu C		1,270
	Shandong A		1,500 before March 1, 2015; 1,600 afterwards
	Shandong B		1,200 before March 1, 2015; 1,300 afterwards
	Shandong C		1,200 before March 1, 2015; 1,300 afterwards
	Shenzhen		1,808 before March 1, 2015; 2,030 afterwards
	Zhejiang A		1,650 before November 1, 2015; 1,860 afterwards
	Zhejiang B		1,470 before November 1, 2014; 1,660 afterwards
	Zhejiang C		1,350 before November 1, 2015; 1,530 afterwards

# CHINA

## STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (CNY)
<b>Industry/ sector Wage Comparator</b>  <b>Average wage— migrant workers</b>	<ul style="list-style-type: none"> <li>The average monthly compensation for migrant workers, calculated by the government for 2014 is 2864 CNY.</li> <li>This figure includes base wage, incentive bonuses, in-kind payments, allowances and other benefits, and overtime pay, and is before taxes and other legal deductions such as social insurance.</li> <li>Adjusted for inflation using IMF WEO CPI (to 2015 value): 2906.95</li> </ul>	<a href="#"><u>National Bureau of Statistics 2015</u></a>	<b>2,906.95</b>
<b>Industry/ sector Wage Comparator</b>  <b>Average wage for manufacturing workers</b>	<ul style="list-style-type: none"> <li>Average annual wage for manufacturing workers in urban areas in 2014 was 51,369 CNY annually and 4280.75 CNY monthly (divided by 12).</li> <li>This was pre-tax wage including incentive bonus, in-kind benefit, legal deductions and overtime payment.</li> <li>Adjusted for inflation using IMF WEO CPI (to 2015 value): 4344.94</li> </ul>	<a href="#"><u>National Bureau of Statistics 2014</u></a>	<b>4,344.94</b>
<b>Industry/ sector Wage Comparator</b>  <b>Average disposable income for urban residents</b>	<ul style="list-style-type: none"> <li>The figure of disposable income is the maximum amount that a household can afford to consume without having to reduce its assets or to increase its liabilities. The figure is obtained by adding gross income (earnings, self-employment and capital income, as well as current monetary transfers received from other sectors) and the in-kind social transfers that households receive from governments (such as education and health care services), then subtracting the taxes on income and wealth, the social security contributions paid by households as well as the depreciation of capital goods consumed by households.</li> <li>The average disposable income for urban residents for 2014 was 28,843.85, or 2,043.65 monthly CNY (divided by 12).</li> <li>Adjusted for inflation using IMF WEO CPI (to 2015 value): 2074.3</li> </ul>	<a href="#"><u>National Bureau of Statistics 2014</u></a>	<b>2074.3</b>

# CHINA

## INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (CNY)
<b>World Bank 'international poverty line' (2011 PPP\$ 3.10/ day)</b>	<ul style="list-style-type: none"> <li>Poverty is measured by the World Bank at Purchasing Power Parity (PPP)\$3.10/day.</li> <li>The \$3.10 equivalent is <math>(3.53 \times 3.1) = ¥ 10.94</math></li> <li>On a monthly basis, this is <math>(¥ 10.94 \times (365/12)) = ¥ 332.85</math></li> <li>Adjusted for inflation, this amount is <math>[114.93 \text{ (CPI 2015)} / 113.24 \text{ (CPI 2014)} \times ¥ 332.85] = ¥ 337.84/\text{person/month}</math></li> <li>The household equivalent of ¥ 337.84 assuming two consumption units and one earner is ¥ 675.68/month.</li> </ul>	<u>WB 2011 ICP</u>	<b>675.68</b>
	<ul style="list-style-type: none"> <li>The household equivalent of ¥ 337.84 assuming three consumption units and one earner is ¥ 1013.52/month.</li> </ul>		<b>1,013.52</b>
<b>Living Wage Estimate</b>  <b>Asia Floor Wage (3 adults, 1 earner)</b>	<ul style="list-style-type: none"> <li>Asia Floor Wage Alliance (latest revision found from 2015—1021PPP\$)—A standard PPP\$-based estimate for East and Southeast Asian countries applicable to manufacturing industries (based on a 3000 kcal diet for a three-adult-equivalent household with a single earner)</li> <li>Food basket research was done in Cambodia, India, Indonesia and Sri Lanka to obtain the country Asia Floor Wage figures. For other Asian countries where food basket research was not conducted, the figures were extrapolated.</li> </ul>	<u>AFW 2015</u>	<b>3,847</b>

# COMPENSATION COMPARISON ACROSS FACTORIES

**CHINA** *Currency: Yuan (CNY)*



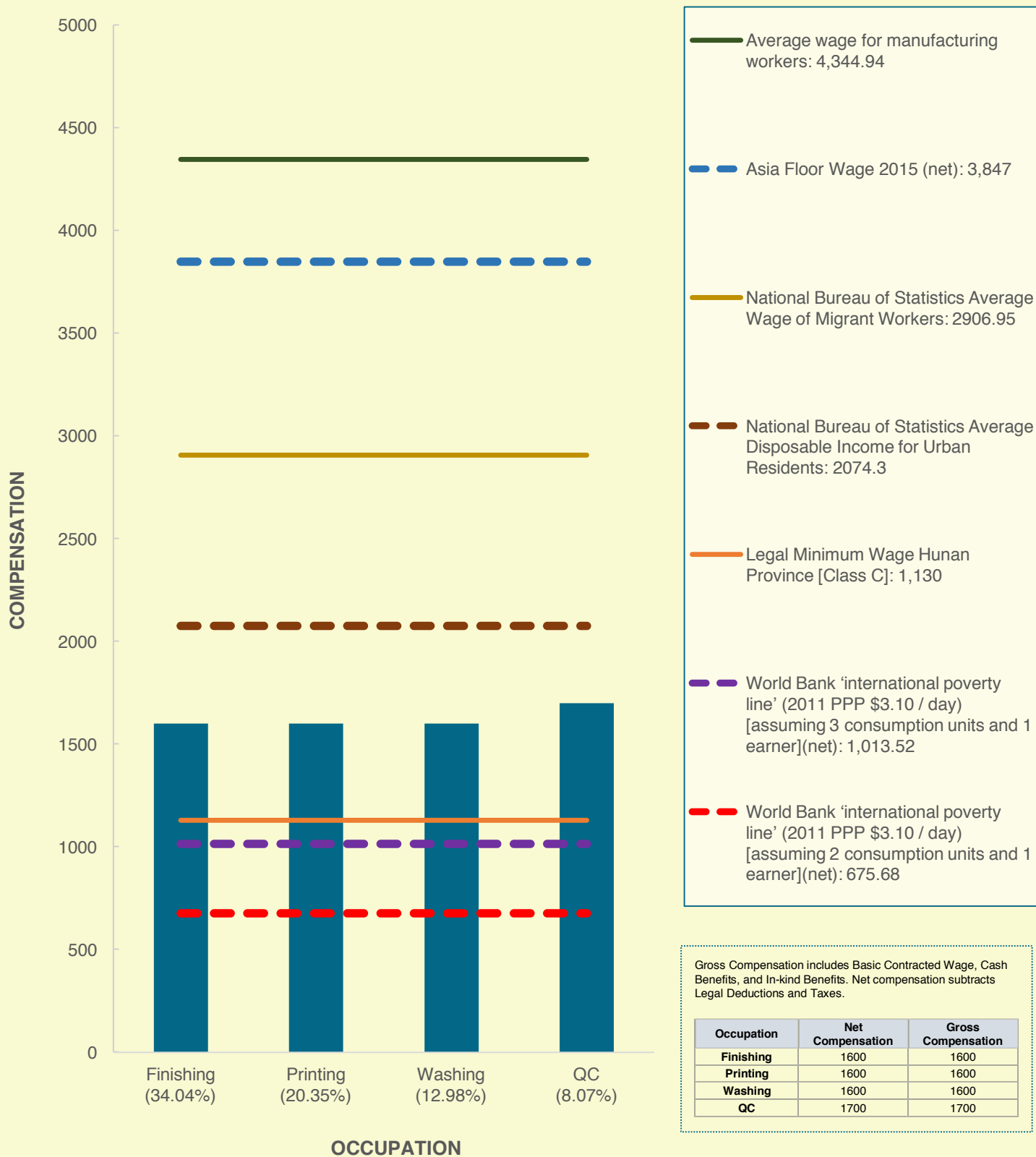
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (1) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (2) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (3) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

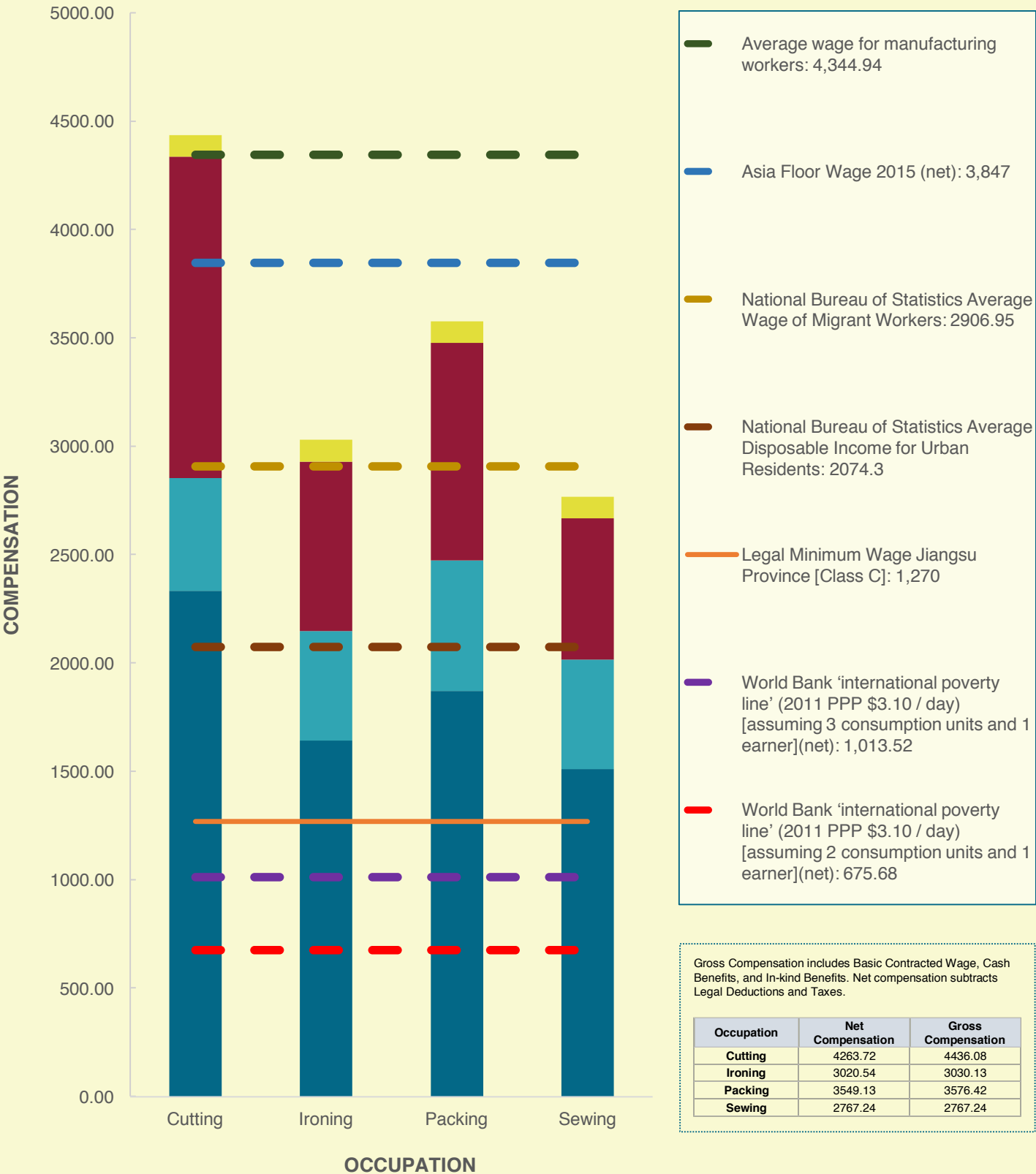
## CHINA (4) *Currency: Yuan (CNY)*





# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (5) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (6) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (7) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (8) *Currency: Yuan (CNY)*



# COMPENSATION COMPARISON ACROSS FACTORIES

**CHINA** *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (9) *Currency: Yuan (CNY)*



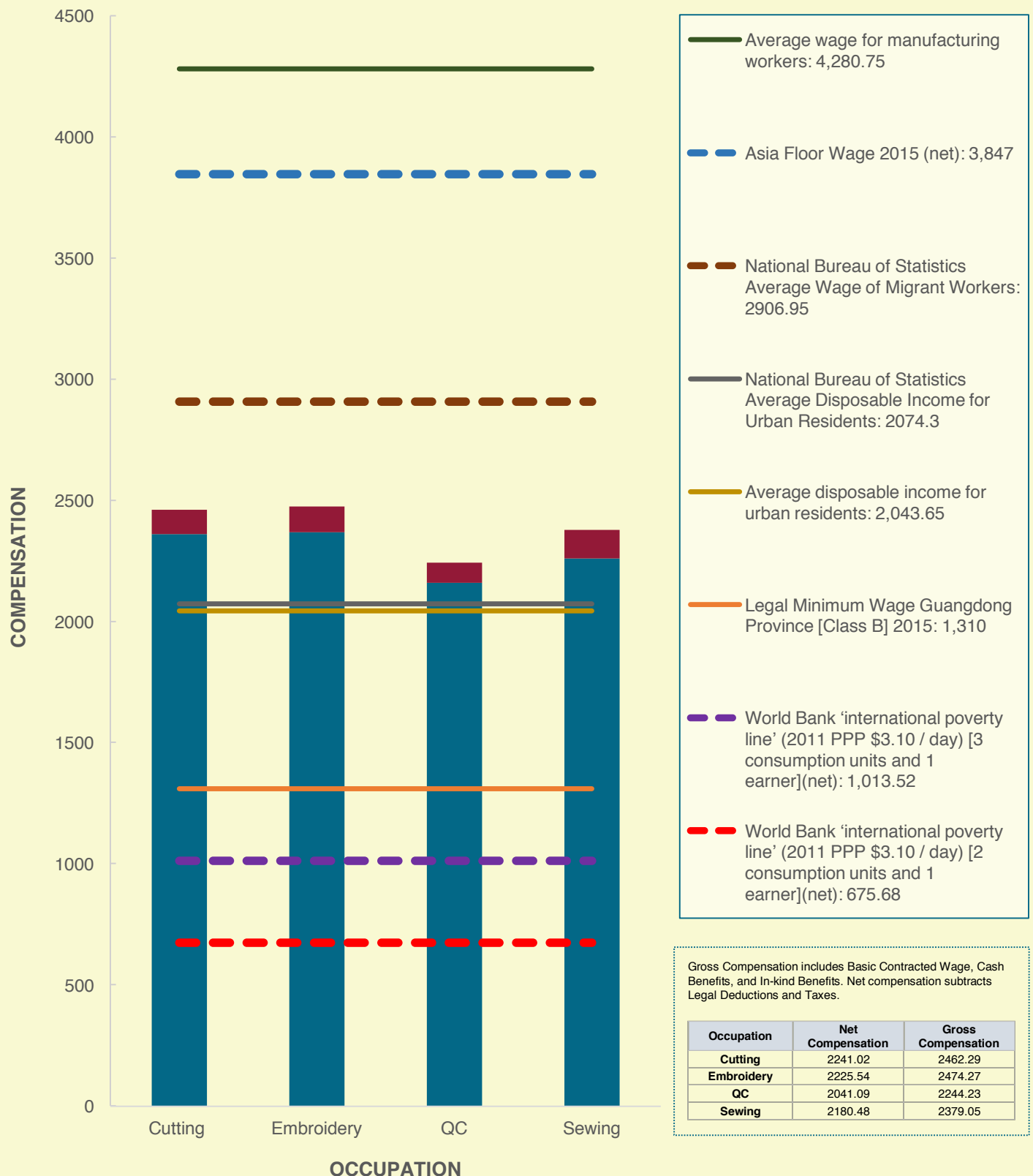
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (10) *Currency: Yuan (CNY)*



# FACTORY ASSESSMENT COMPENSATION DATA AND CONTINUUM

## CHINA (11) *Currency: Yuan (CNY)*





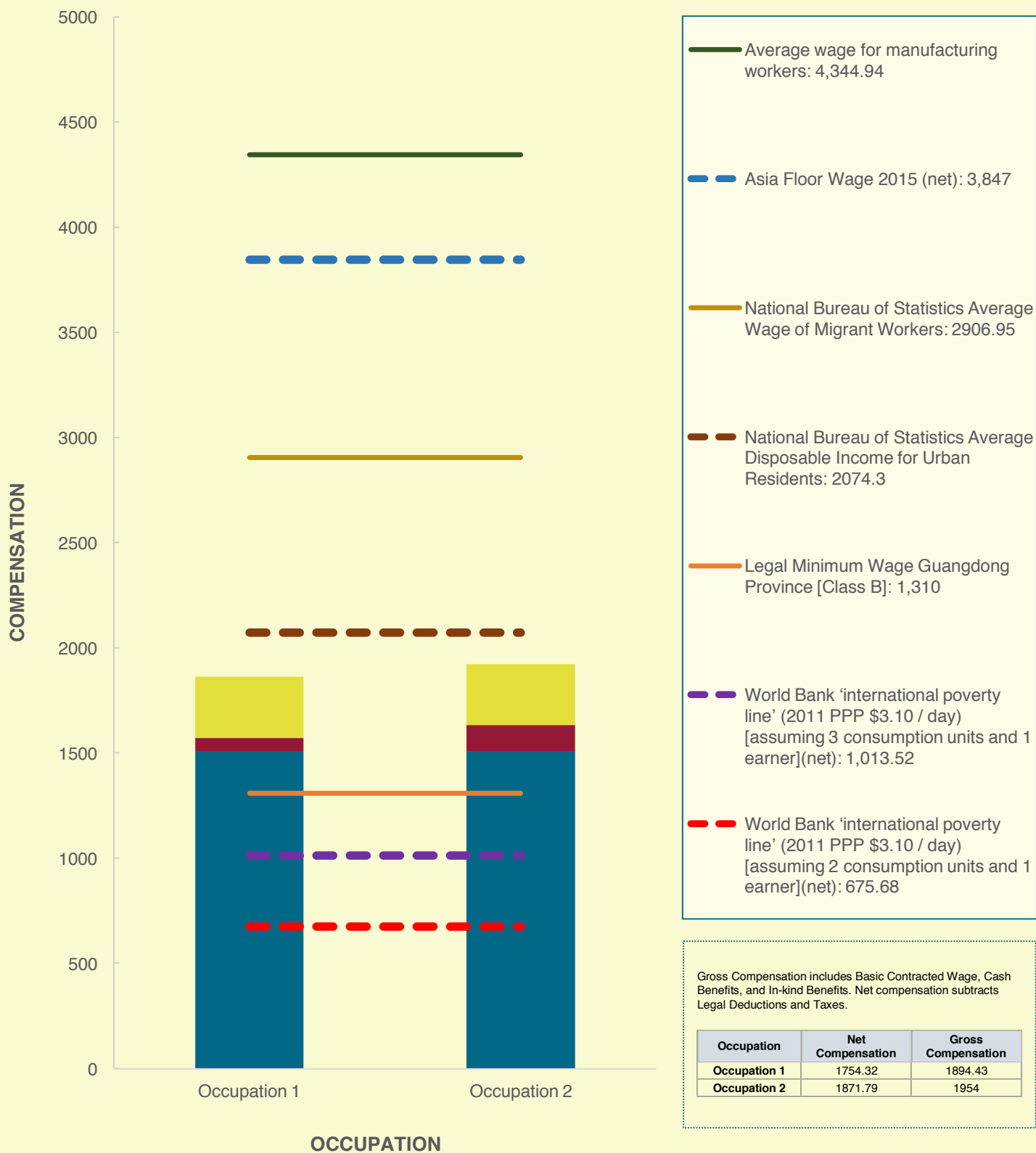
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (12) *Currency: Yuan (CNY)*



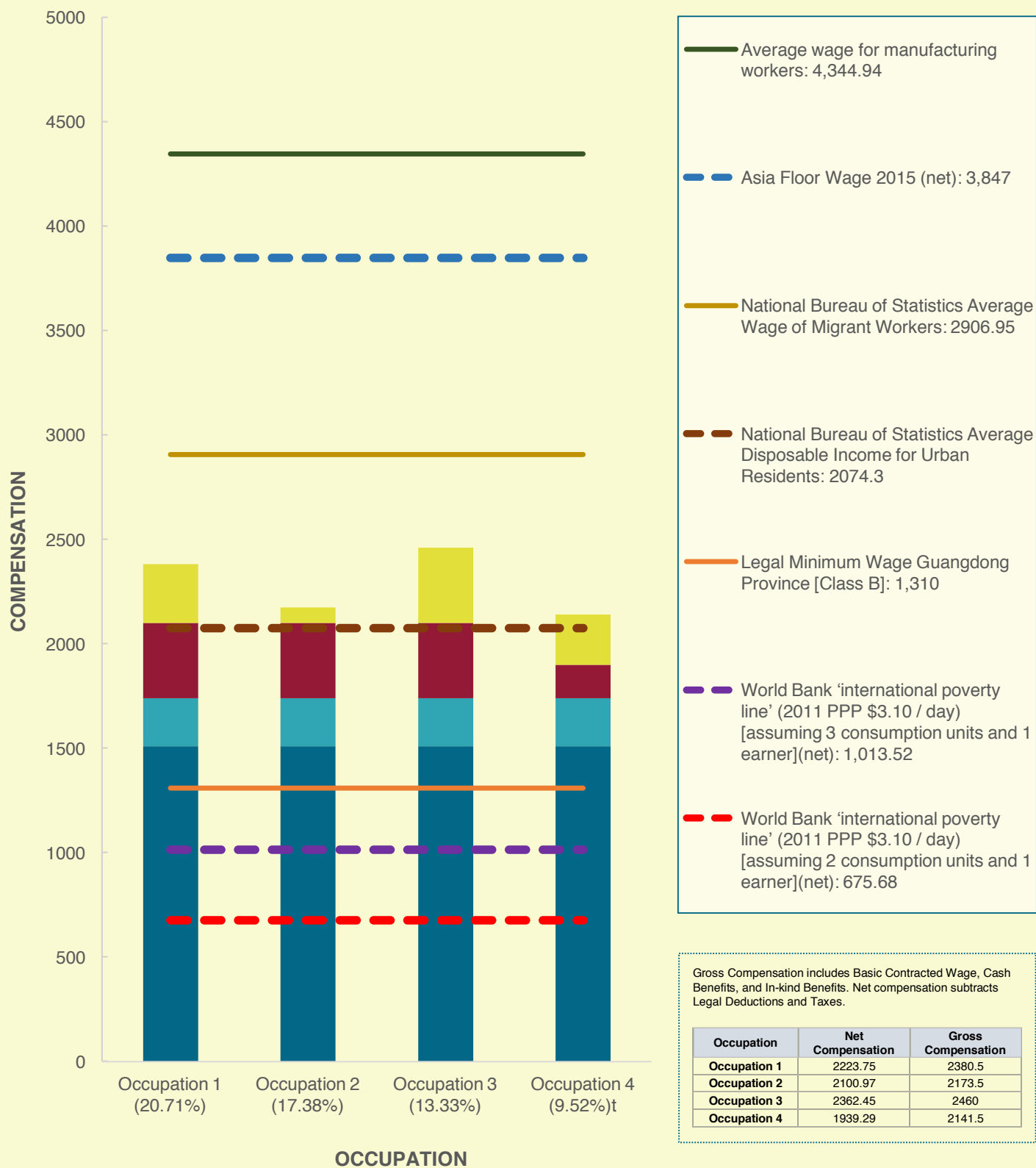
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (13) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (14) *Currency: Yuan (CNY)*



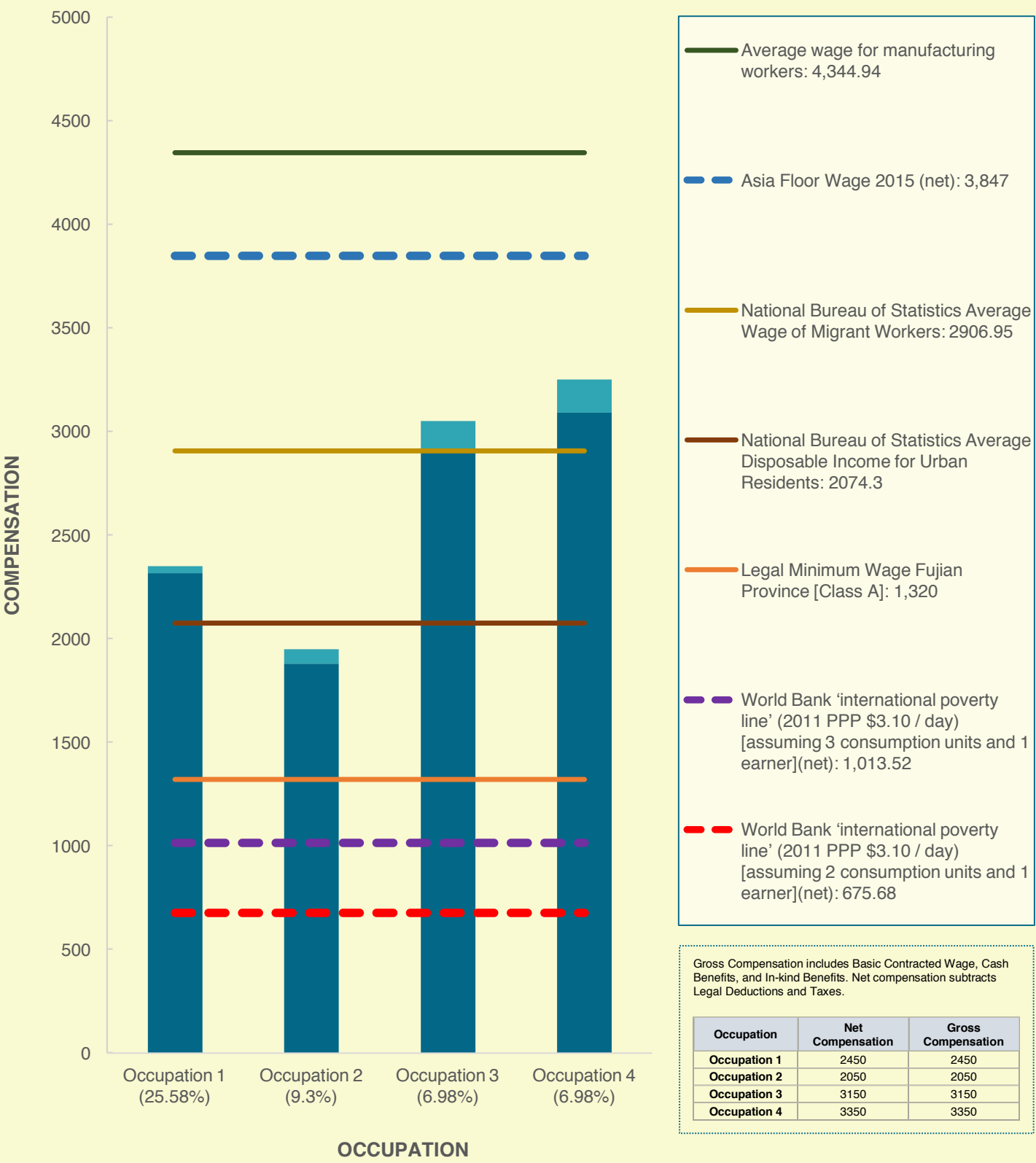
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (15) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (16) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (17) *Currency: Yuan (CNY)*

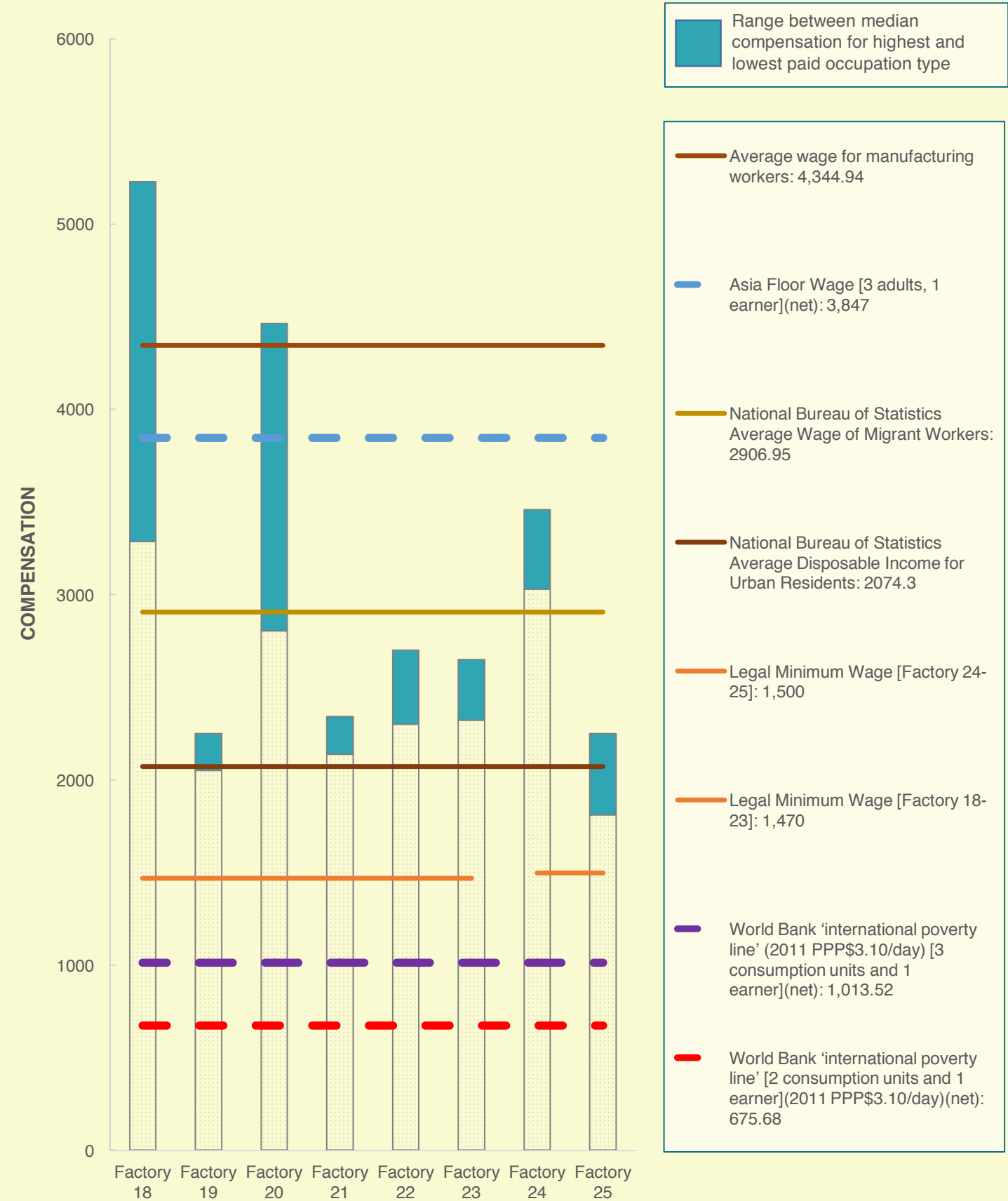


Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-kind Benefits. Net compensation subtracts Legal Deductions and Taxes.

Occupation	Net Compensation	Gross Compensation
Sewing	2359.44	2591.76
Packing	2466.08	2626.72
Inspection	2283.54	2519.36
Cutting	2417.72	2640.8

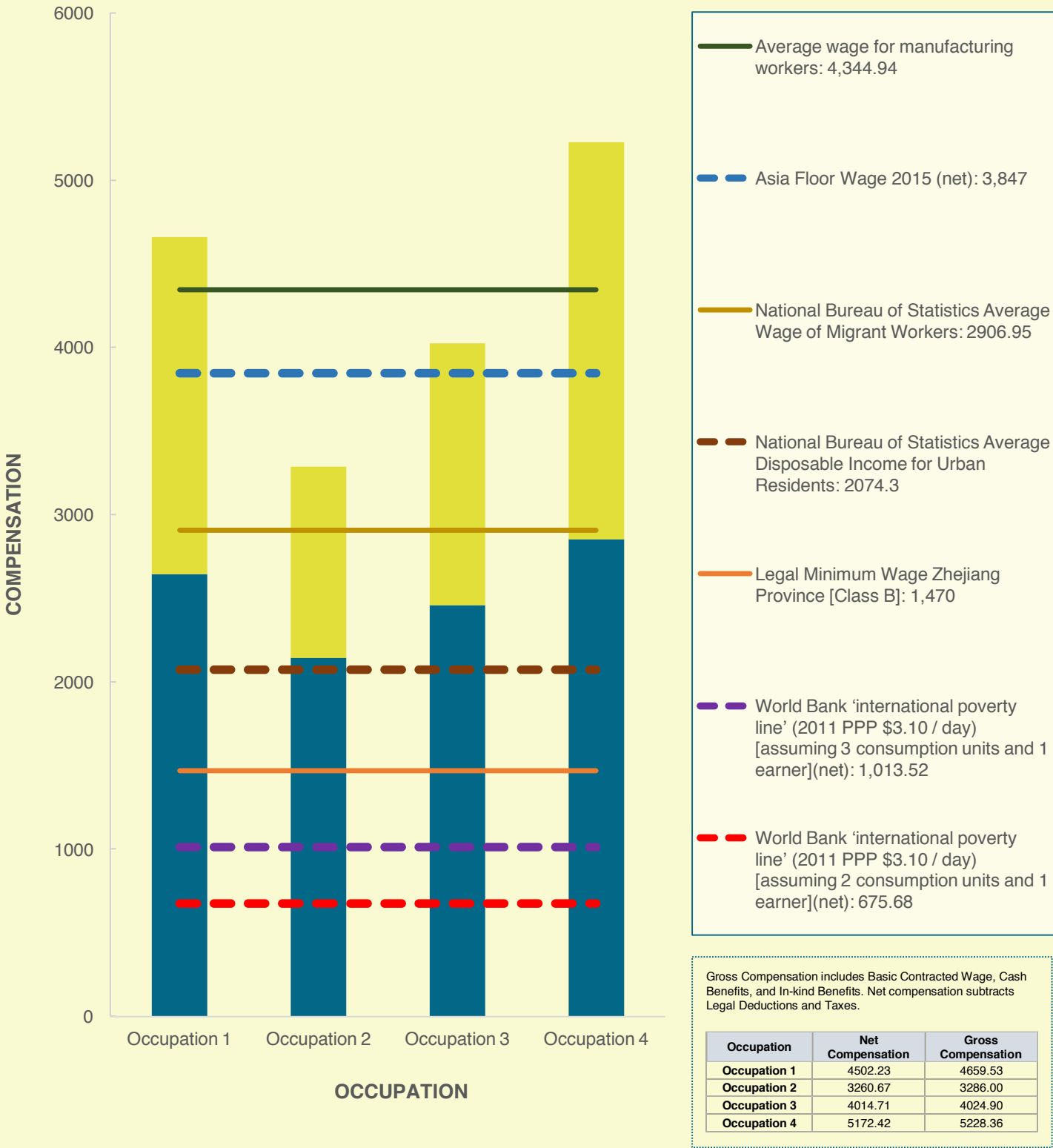
# COMPENSATION COMPARISON ACROSS FACTORIES

## CHINA *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (18) *Currency: Yuan (CNY)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives



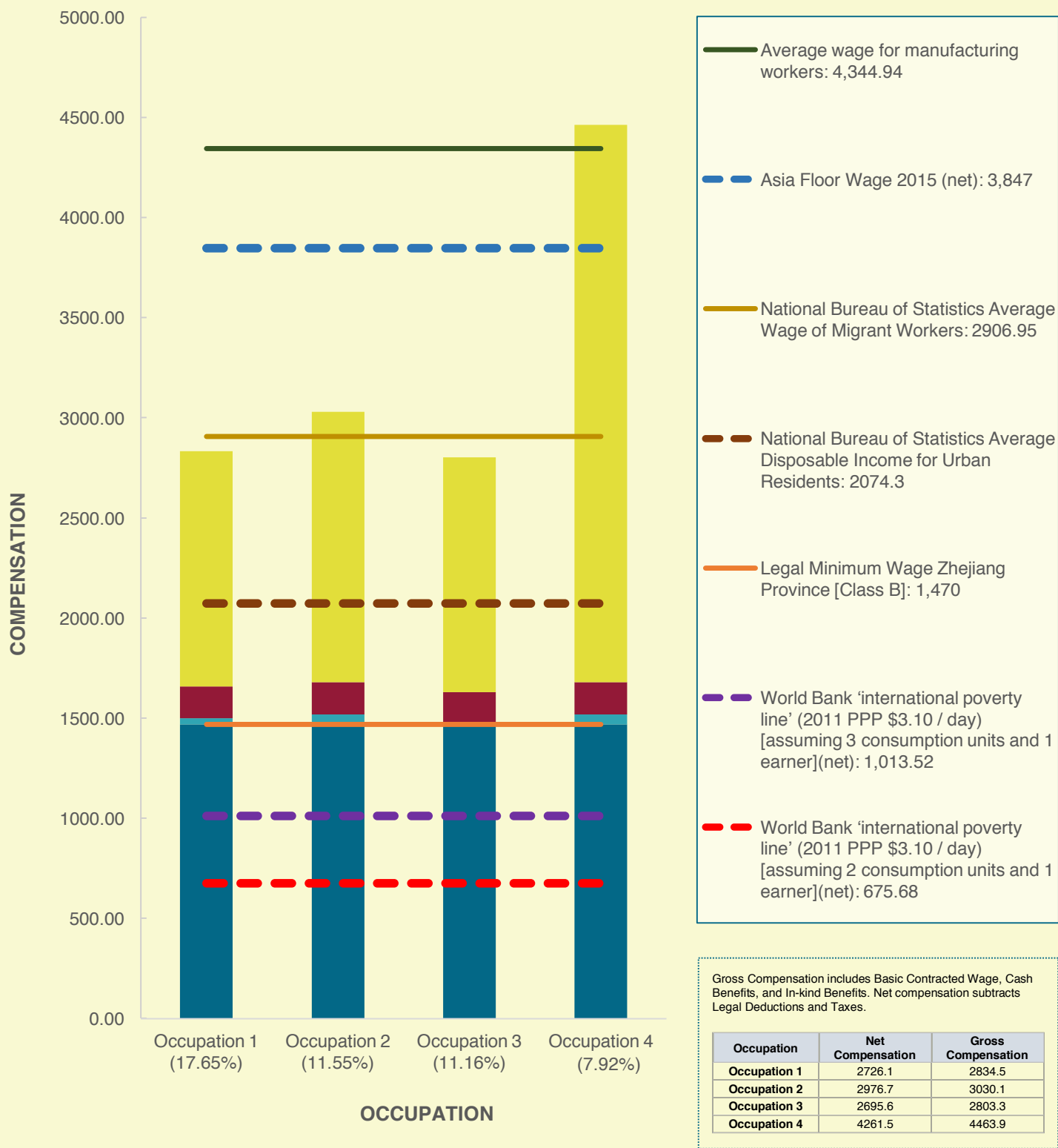
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (19) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (20) *Currency: Yuan (CNY)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives

# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (21) *Currency: Yuan (CNY)*



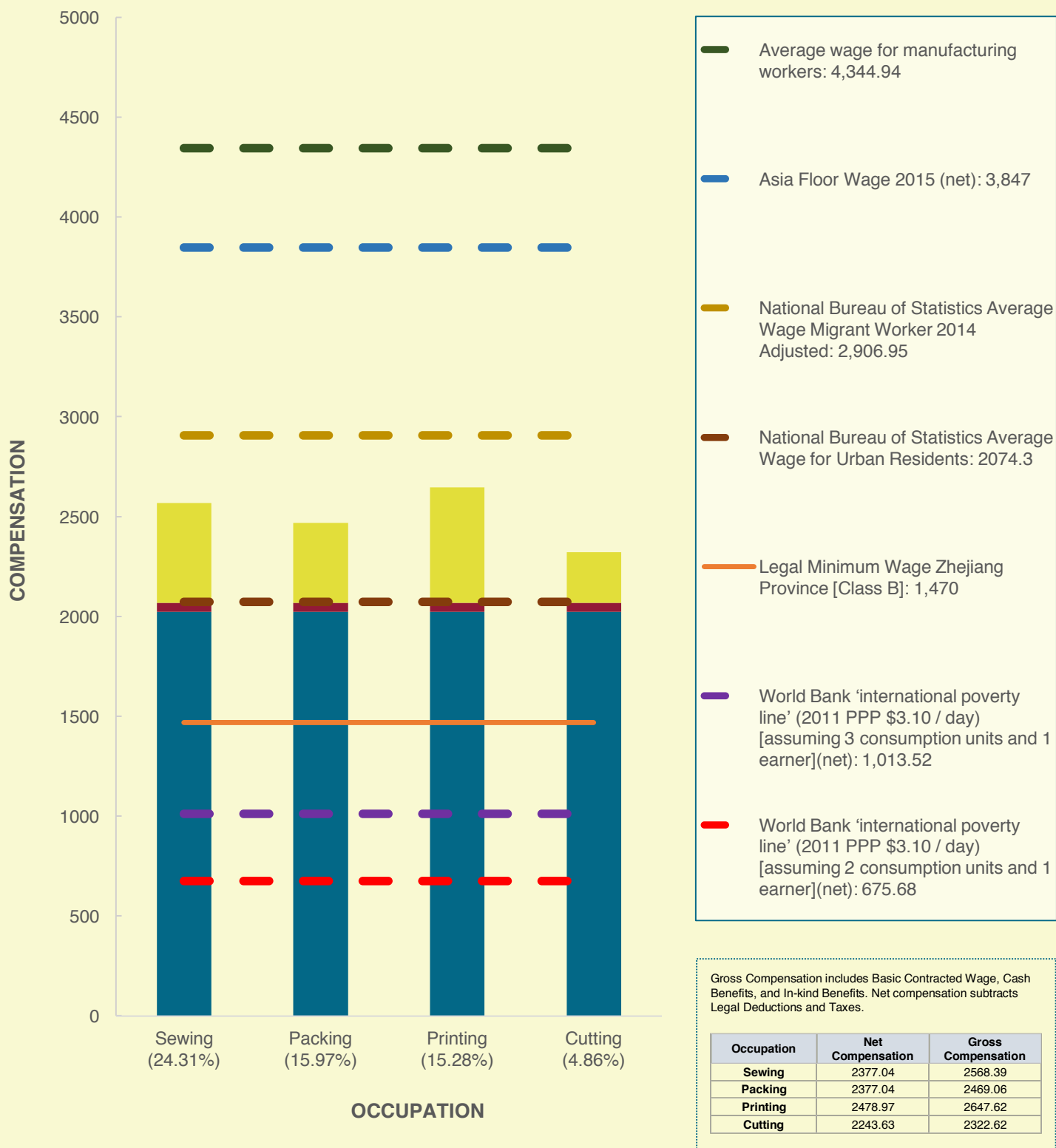
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (22) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (23) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (24) *Currency: Yuan (CNY)*



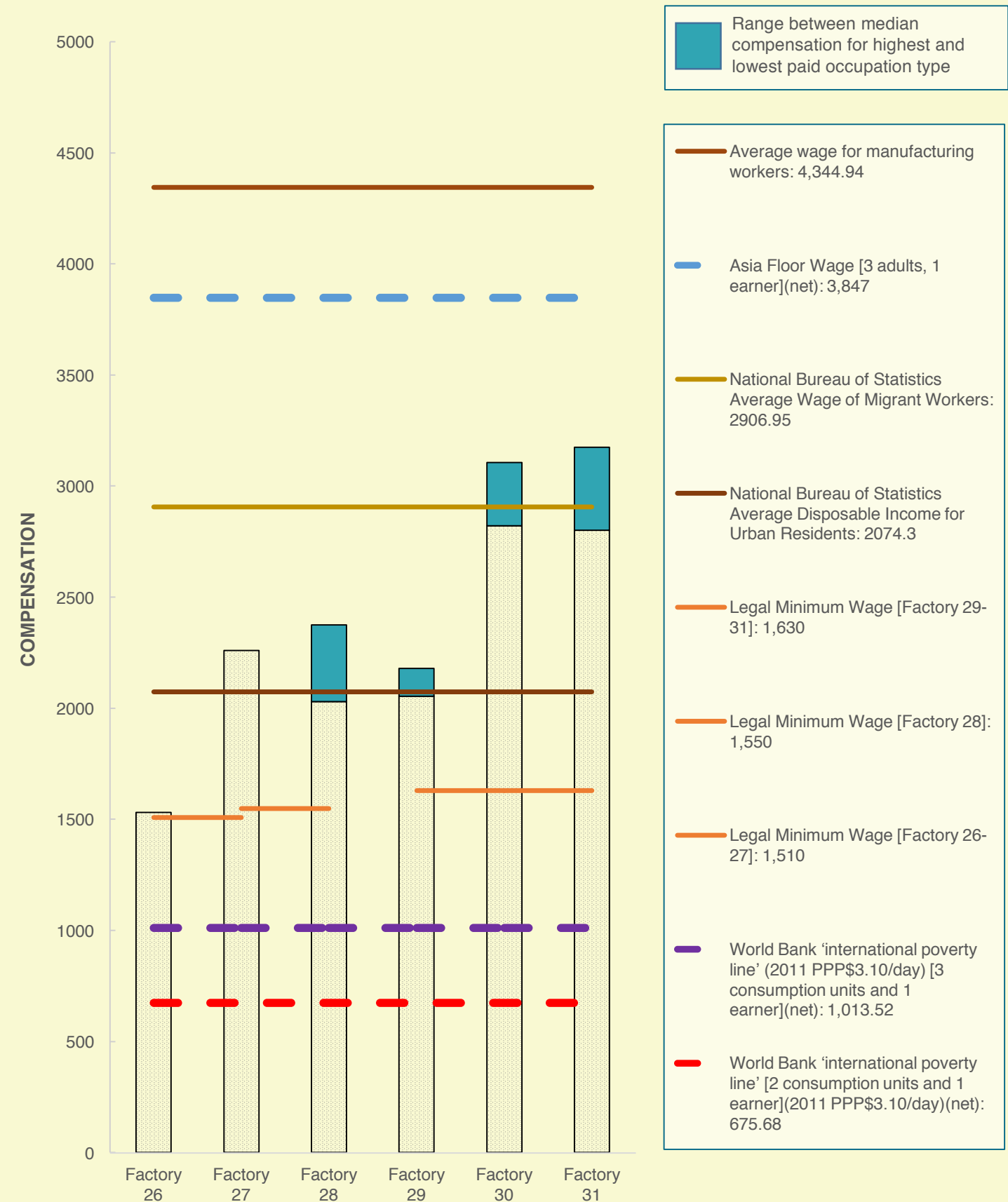
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (25) *Currency: Yuan (CNY)*



# COMPENSATION COMPARISON ACROSS FACTORIES

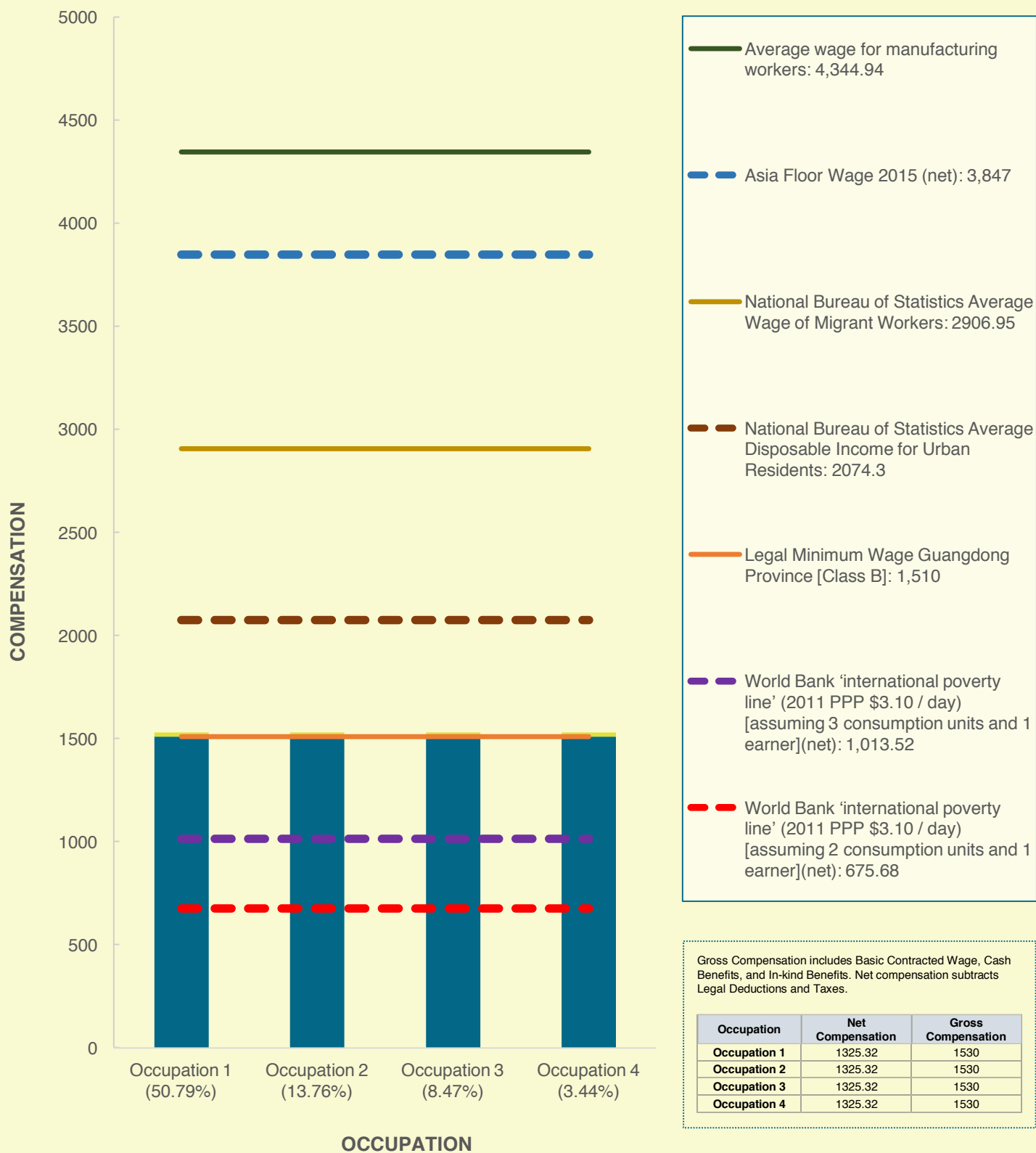
## CHINA *Currency: Yuan (CNY)*





# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (26) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (27) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (28) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (29) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (30) *Currency: Yuan (CNY)*



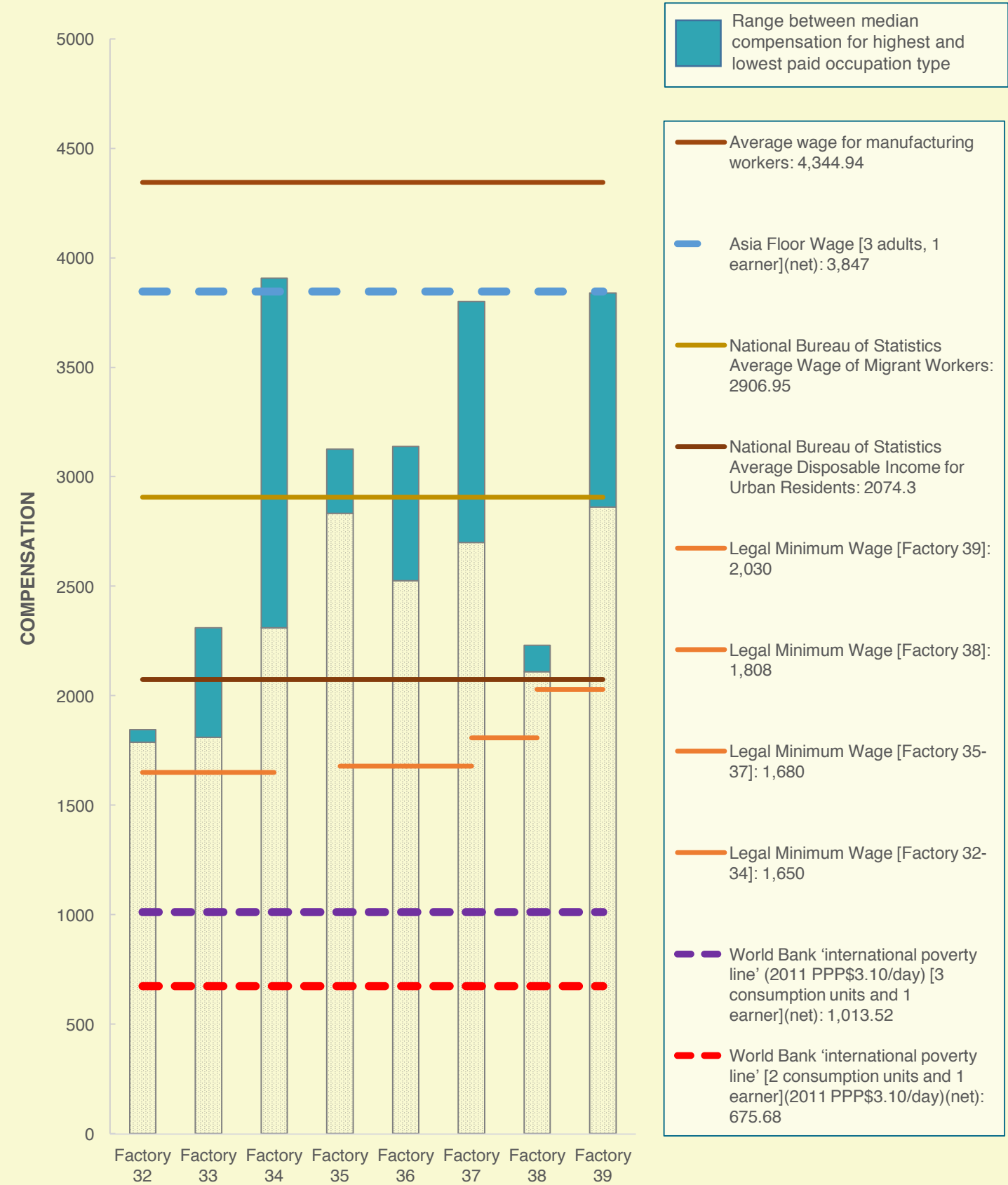
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (31) *Currency: Yuan (CNY)*



# COMPENSATION COMPARISON ACROSS FACTORIES

## CHINA *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (32) *Currency: Yuan (CNY)*





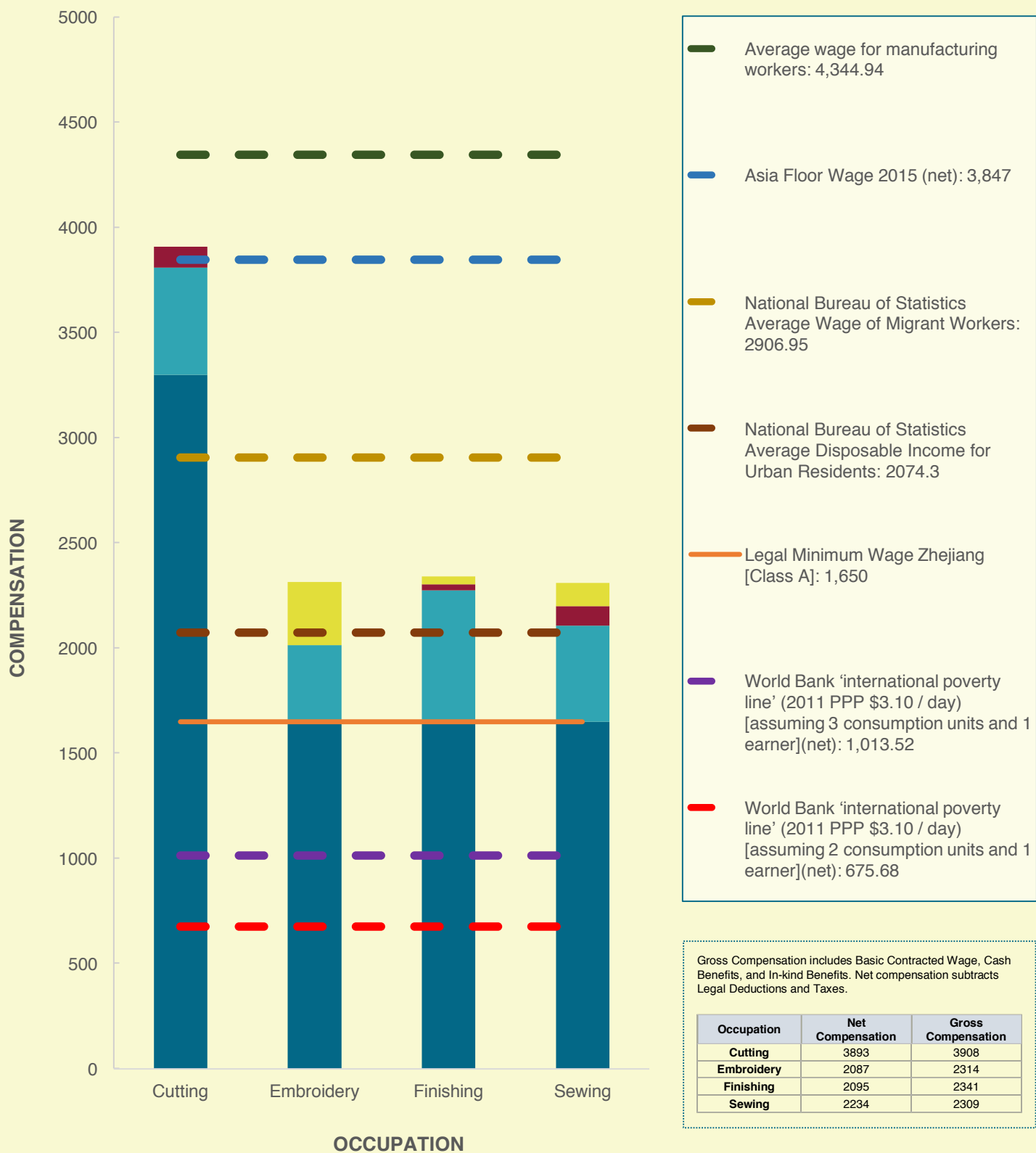
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (33) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (34) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (35) *Currency: Yuan (CNY)*



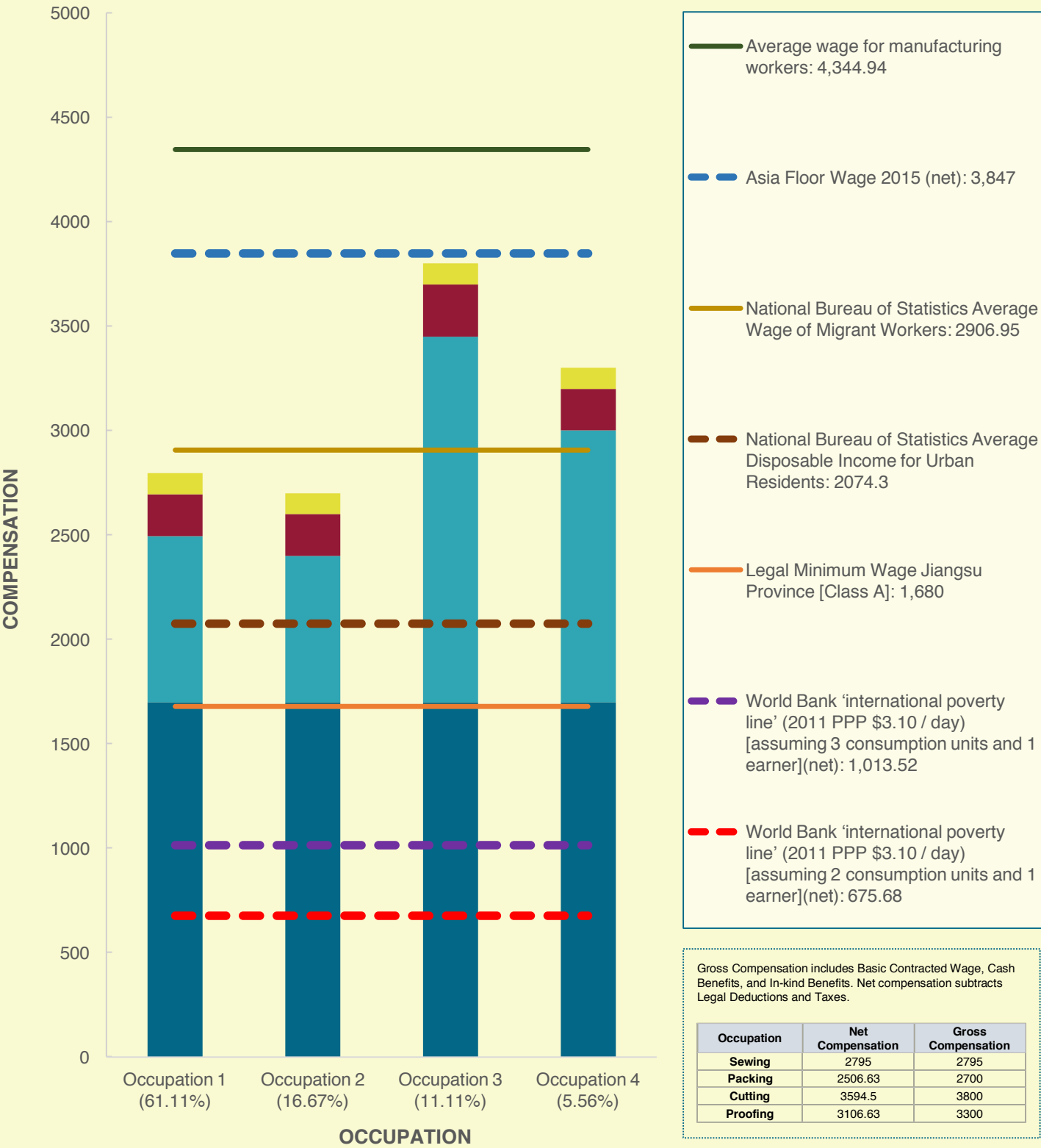
# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (36) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (37) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (38) *Currency: Yuan (CNY)*



# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## CHINA (39) *Currency: Yuan (CNY)*

