

# 中国城市薪酬差异指数调研

## 一站式获取中国300+个城市的基本薪酬差异信息

为了帮助企业在中国的不同城市之间进行科学、系统的薪酬管理，监控薪酬市场的发展趋势，中国城市薪酬差异指数报告为用户提供了中大型企业在中国实行的地区薪酬差异管理政策和实践。目前报告已经涵盖了中国30多个省份的共308个城市。

### 如何运用中国城市薪酬差异指数报告

美世为报告使用者提供著名跨国公司以及国内中大型企业的基本薪酬差异政策与实践概览。报告涵盖中国共308个城市的基本薪酬地区差异指数，并每年更新国内主要城市的宏观经济指数与城市经济状况。报告帮助企业优化员工薪酬体系，确保不同地区员工薪酬信息公平一致。

### 2019年，美世的薪酬差异指数调研将为您呈现

- **调研概况**：分析参加企业及其基本薪酬差异政策及实践概况。
- **城市及经济指数概况**：提供每个城市详细的统计数据信息。数据涵盖：年度人均GDP、居民消费价格指数、人口总数及劳动力总数、城镇居民人均可支配收入等。
- **城市间薪酬差异指数比较**：以北京或上海为基准城市，按照员工层级，获取中国30多个省份、共308个城市间的基本薪酬差异指数。
- **城市等级分类**：总结城市等级分类实践，为按照城市等级确定薪酬差异政策的公司提供可参考的市场实践。

价格表	
TRS参加者	13,500元

\* 此处费用已包括税费 (6%)

调研时间表	
数据基准日期	2019年6月1日
数据提交截止日	2019年9月15日
报告递交日期	2019年11月15日

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# CHINA CITY INDEX REPORT

## ONE-STOP SOLUTION TO GRASP PAY DIFFERENTIALS FOR 300+ CITIES IN CHINA

Aimed at helping companies better manage their pay systems for submarket employees benchmarked to the localized indicators, by maintaining a differentiated and fair pay structure across different locations and monitoring salary market trends and developments across cities in China, Mercer has carefully prepared the China City Index Report to provide companies with an at-a-glance overview of the geographic base pay differentials practice adopted by key national enterprises in 308 cities within more than 30 provinces in China.

### HOW YOU CAN USE THE CHINA CITY INDEX REPORT

Mercer provides you the geographic base pay differentials policies and practices of the leading multinational corporations and large-scale national companies in China. Besides base pay indexes for 308 cities, the China City Index Report also updates macroeconomic indicators and economic conditions of major cities on an annual basis to help companies find the right solution.

### THE 2019 CHINA CITY INDEX REPORT PRESENTS:

- **Survey overview:** Find a profile analysis of survey participants and their practice on geographic base pay differentials.
- **City economic overview:** Gain detailed governmental statistical information about each city provided for your decision making, including the following data: annual GDP per capita, Consumer Price Index, population and workforce, urban per capita disposable income.
- **City-to-city index comparison:** Using Shanghai/Beijing as the base city, quickly identify the overall difference of 308 cities or by employee categories (that is, top management, management sales/non-sales, professional sales/non-sales and staff).
- **City segmentation:** Exploring the city segmentation practice in the market, review how companies divide city tiers to manage base salary differences effectively.

PRICE	
TRS Participant	RMB 13,500

\*Taxes are included in the fees (6% VAT)

SURVEY PHASE	
DATA EFFECTIVE DATE	1 June 2019
DATA SUBMISSION DEADLINE	15 September 2019
REPORT DELIVERY DATE	15 November 2019

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