

# How much firms spend on benefits\*

|               | LESS THAN<br>20% OF<br>PAYROLL | 20% TO<br><30% OF<br>PAYROLL | 30% TO<br><40% OF<br>PAYROLL | 40% OR<br>MORE OF<br>PAYROLL | DON'T<br>KNOW (%) |
|---------------|--------------------------------|------------------------------|------------------------------|------------------------------|-------------------|
| <b>Region</b> | <b>37</b>                      | <b>27</b>                    | <b>9</b>                     | <b>5</b>                     | <b>22</b>         |
| China         | 40                             | 28                           | 8                            | 7                            | 18                |
| Hong Kong     | 47                             | 19                           | 6                            | 2                            | 27                |
| India         | 52                             | 21                           | 7                            | 2                            | 17                |
| Indonesia     | 19                             | 35                           | 18                           | 11                           | 16                |
| Japan         | 24                             | 31                           | 11                           | 2                            | 32                |
| Malaysia      | 21                             | 40                           | 8                            | 4                            | 27                |
| Philippines   | 21                             | 24                           | 20                           | 18                           | 18                |
| Singapore     | 37                             | 31                           | 8                            | 2                            | 22                |
| South Korea   | 44                             | 33                           | 4                            | 0                            | 19                |
| Taiwan        | 40                             | 26                           | 7                            | 1                            | 26                |
| Thailand      | 29                             | 33                           | 7                            | 9                            | 21                |
| Vietnam       | 58                             | 17                           | 3                            | 4                            | 18                |

*\*Last fiscal year*

*Note: Some rows may not total 100% due to rounding*