

Paywell Mongolia 2014

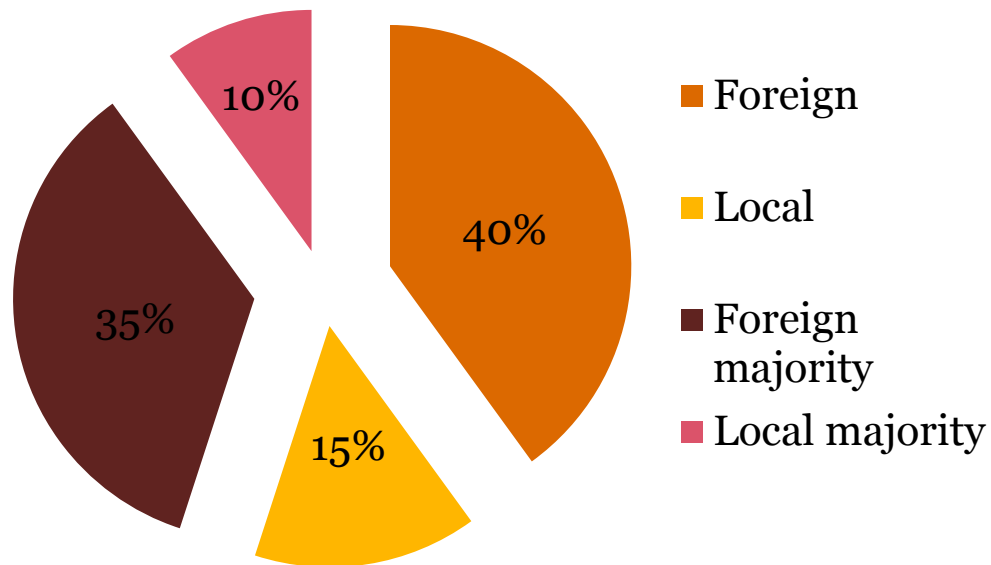
Salary & benefits survey results – At a glance

January 2015

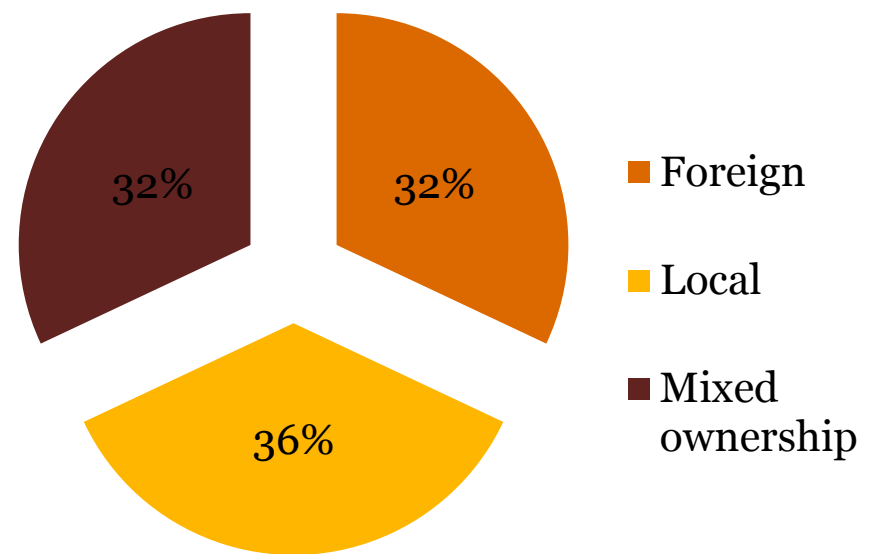


Distribution of participants by ownership 2013 vs 2014

PayWell 2013



PayWell 2014



Compared to previous years, more local companies participated in this year's PayWell survey.

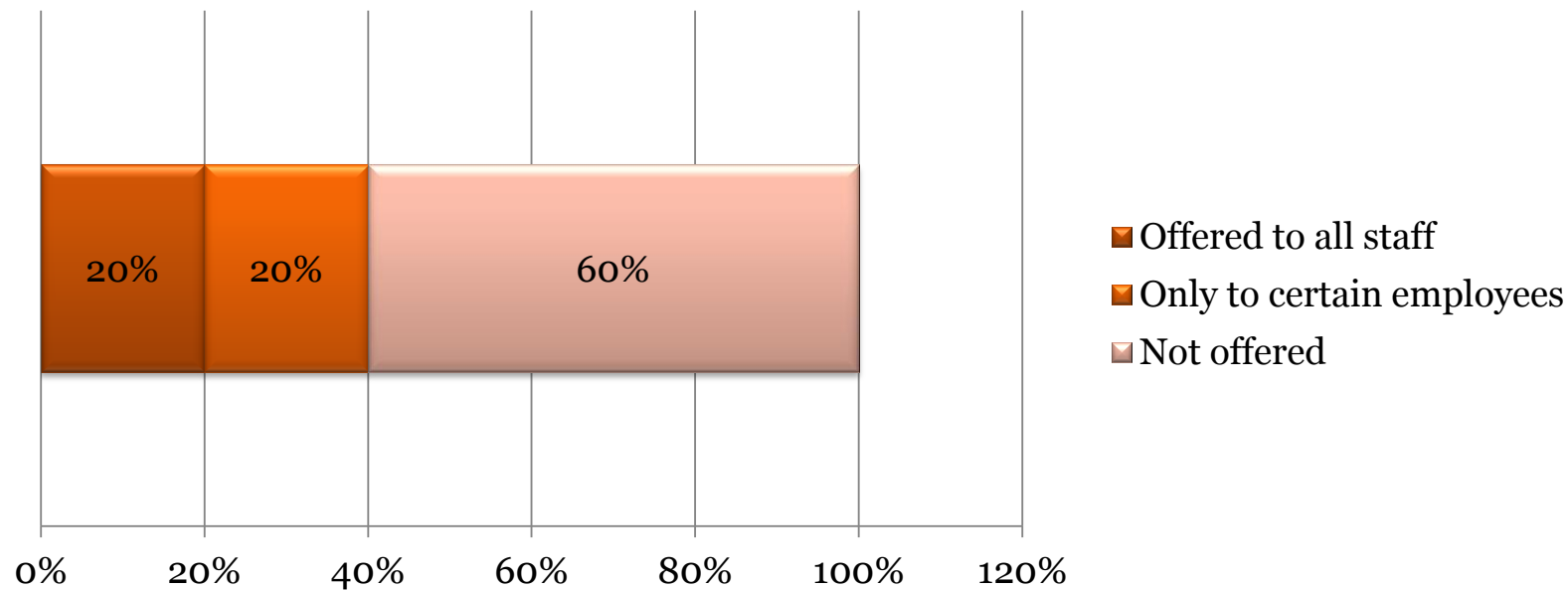
Average salary increase percentage in 2014 was 12%

Staff category	2013		2014	
	Planned	Performed	Planned	Performed
All staff	14%	13%	12%	12%
Top Management	14%	15%	10%	9%
Middle Management	14%	15%	10%	11%
Sales staff	14%	14%	13%	12%
Support/Admin staff	14%	14%	13%	10%
Operational staff	14%	14%	10%	16%
Blue collar	14%	14%	13%	16%

Participating companies have various approaches in determining salary levels in 2015 due to changes in the economic situation.

Details on planned salary increase in 2015 is included in our survey report.

20% of participating companies offers fixed bonuses to all staff



Majority of the companies which provide fixed bonuses prefer to pay **13th salary** or **year end bonuses** to their employees.

Example from salary statistic of 261 jobs

Driver / Courier

Delivers mail, documents, people and packages to the delivery destination.			
Sector	Overall	Job code	GEN-AD-C-10
Job catalogue	General	PwC Grade	4
Function	Internal Support Staff	Period	Monthly
Department	Car fleet	Currency	MNT
		Adjustment	0.00 %

PayWell 2014
Mongolia

General report							
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	26 / 570	684,900	591,000	600,000	664,500	750,000	795,000
Guaranteed Pay	3 / 96	684,900	591,000	600,000	664,500	750,000	795,000
Variable Pay (Target)	7 / 32	N/A (0)	N/A (0)	N/A (0)	N/A (0)	N/A (0)	N/A (0)
Variable Pay (Paid Out)	11 / 89	N/A (0)	N/A (0)	N/A (0)	N/A (0)	N/A (0)	N/A (0)
Total Pay	26 / 570	684,900	591,000	600,000	664,500	750,000	795,000
Total Reward	15 / 146	684,900	591,000	600,000	664,500	750,000	795,000

General report				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	15 / 146	(0)	(0)	(0)
Deferred bonus	0 / 0	N/A	N/A	N/A
Car acquisition price	0 / 0	N/A	N/A	N/A
	#comp./ #empl.	%comp.	%empl.	
Variable pay eligibility	11 / 95	42%	17%	
Company car eligibility	0 / 0	0%	0%	

Appendix: About the survey

About PayWell survey

Methodology

- We use PwC **STRATA** job matching methodology developed by our HR experts from PwC Central Eastern Europe;
- Data was collected based on the benchmarking catalogue of job descriptions and organisational charts, specifically developed by PwC for each department and sector;
- The job matching process was conducted by PwC consultants through calls and meetings with representatives of each participating company;
- Salary data was provided as per the **1 September 2014** payroll.

The survey report includes:

- Salary statistic of **261** general and specific sector jobs (i.e. Mining and Banking sector jobs);
- General overview of current **compensation and benefits practices**;
- General statistics on Mongolia representing **major macroeconomic data**.

Appendix: PayWell Salary & benefits survey

Fees

PayWell Mongolia 2014 - Fees

Package	Full package	Sector package	Selective package	
Content	PayWell full report <ul style="list-style-type: none"> ➤ Compensation and benefits analysis report; and ➤ Salary data report – Overall market (general jobs common to all companies) and ➤ Salary data report – Mining or Banking sector 	PayWell sector report <ul style="list-style-type: none"> ➤ Compensation and benefits analysis report; and ➤ Salary data report-Mining or Banking sector or ➤ Salary data report – Overall market or ➤ Salary data report – Non-mining sector or ➤ Salary data report – selective report (choose at least 5 companies) 	<ul style="list-style-type: none"> ➤ Compensation and benefits analysis report; and ➤ Salary data report-up to 25 job positions 	<ul style="list-style-type: none"> ➤ Compensation and benefits analysis report; and ➤ Salary data report –up to 10 job positions
Fee	USD 3500 or USD 2500*	USD 2500 or USD 1800*	USD 1800 or USD 1000*	USD 1000 or USD 500*

** Discounted price in case you commit to participate in the PayWell Survey for 2015*

Contact us!

PayWell Survey Team

Bayasgalan Naran

bayasgalan.naran@mn.pwc.com

+976 7000 9089 ext. 1505

Gerelmaa Lkhagva

gerelmaa.lkhagva@mn.pwc.com

+976 7000 9089 ext. 1508

PricewaterhouseCoopers Tax TMZ LLC
Central Tower, 6th floor, Suite 603, Ulaanbaatar 14200,
Mongolia

<http://www.pwc.com/mn>

