



Mandatory Welfare Payments for Hiring Chinese Employees

| City | Minimum wage RMB/month | Mandatory welfare payments (%) C = company I = individual | | | | | | | | | | | |
|--------------------|--------------------------------------|--|---|---------------|---|---------------|---|-------------|-----|---|---|---------|--------|
| | | Pension | | Injury | | Maternity | | Unemp. | | Medical | | Housing | |
| | | C | I | C | I | C | I | C | I | C | I | C | I |
| North China | | | | | | | | | | | | | |
| Beijing | 800 | 20 | 8 | 0.3-2 | 0 | 0.8 | 0 | 1 | 0.2 | 10%+3 | 2 | 12 | 12 |
| Tianjin | 820 | 20 | 8 | 0.5-1 | 0 | 0.8 | 0 | 2 | 1 | 10 | 2 | 10 | 10 |
| Harbin | 650 | 22 | 8 | 0.5-2 | 0 | 0.6 | 0 | 2 | 1 | 7.5 | 2 | 8%-12% | 8%-12% |
| Shijiazhuang | 750 | 20 | 8 | 0.5-2 | 0 | 0.8 | 0 | 2 | 1 | 8 | 2 | 11 | 7 |
| Changchun | 650 | 21 | 8 | 0.5-2 | 0 | 0.7 | 0 | 2 | 1 | 7 | 2 | 8 | 8 |
| Shenyang | 700 | 19 | 8 | 0.2-2 | 0 | 0.6 | 0 | 2 | 1 | 8 | 2 | 8 | 8 |
| Dalian | 800 | 19 | 8 | 0.5-2 | 0 | 0.8 | 0 | 2 | 1 | 8 | 2 | 10 | 10 |
| Qingdao | 760 | 20 | 8 | 0.5 | 0 | 0.9 | 0 | 2 | 1 | 9 | 2 | 7-14 | 7-14 |
| East China | | | | | | | | | | | | | |
| Shanghai | 960 | 22 | 8 | 0.5 | 0 | 0.5 | 0 | 2 | 1 | 12 | 2 | 7 | 7 |
| Nanjing | 850/700 | 21 | 8 | 0.5 | 0 | 0.8 | 0 | 2 | 1 | 9 | 2%+RMB10 | 10-12 | 10-12 |
| Suzhou | 850 | 20 | 8 | 1 | 0 | 1 | 0 | 2 | 1 | 10 | 2%+RMB5 | 10-12 | 10-12 |
| Wuxi | 850 | 20 | 8 | 0.6 | 0 | 0.9 | 0 | 2 | 1 | 9.2 | 2 | 8-12 | 8-12 |
| Changshu | 850 | 18 | 8 | 0.5 | 0 | 1 | 0 | 2 | 1 | 9 | 2%+RMB5 | 10 | 10 |
| Zhangjiagang | 850 | 21 | 8 | 0.5 | 0 | 0.8 | 0 | 2 | 1 | 9 | 2%+RMB10 | 10-12 | 10-12 |
| Hangzhou | 960 | 19 | 8 | 0.4 | 0 | 0.6 | 0 | 2 | 1 | 11.5 | 2%+RMB4 | 12 | 12 |
| Ningbo | 960/850 | 22 | 8 | 0.4 | 0 | 0.5 | 0 | 2 | 1 | 11%+RMB5 | 2 | 10 | 10 |
| Xiaoshan | 960 | 15 | 8 | 0.5 | 0 | 0.5 | 0 | 2 | 1 | 6 | 3 | 12 | 12 |
| Hefei | 560/420/390 | 20 | 8 | 0.5 | 0 | 0.8 | 0 | 2 | 1 | 8 | 2%+RMB10 | 10 | 10 |
| South China | | | | | | | | | | | | | |
| Xiamen | 700/750 | 14 | 8 | 0.5 | 0 | 0.4 | 0 | 1 | 0.5 | 7 | 2 | 12-15 | 12-15 |
| Guangzhou | 860 | 20/12 | 8 | 0.5 | 0 | 0.7/0.85 | 0 | 0.2 | 0.1 | 8/4 | 2 | 8-20 | 8-20 |
| Shenzhen | Inside the SEZ, 1000; outside 900 | 11 | 8 | 0.25/0.5/0.75 | 0 | 0.5 | 0 | 3233*1%*40% | 0 | 4.5 | 2 | 13 | 0 |
| Foshan | 770 | 10 | 8 | 0.6-2 | 0 | 0 | 0 | 1 | 1 | 6.5 | 2 | 5-20 | 5-20 |
| Dongguan | 770 | 11 | 8 | 0.4-1.2 | 0 | 0.5 | 0 | 0.5 | 0 | RO 7.125, WFOE 1.9 | RO 2, WFOE 0 | 5-20 | 5-20 |
| Zhongshan | 770 | 10 | 8 | 1 | 0 | 1 (opt.) | 0 | 1 | 0 | 8 (new companies pay RMB16 per person for first year) | 3 (new companies don't pay first year) | 5-20 | 5-20 |
| Shantou | 670 | 16 | 8 | 0.5 | 0 | 0.5 | 0 | 2 | 1 | 7 | 2 | 5-20 | 5-20 |
| Jiangmen | 670 | 17 | 8 | 0.7 | 0 | 0.45 | 0 | 2 | 1 | 6.5 or 4.5 for in-patient insurance only | 2 or zero for in-patient insurance only | 5-20 | 5-20 |
| Huizhou | 982 | 8 | 8 | 1.2 | 0 | 0.5(base1637) | 0 | 2 | 0 | 6.5%+RMB1637*1% | 2 | 5-20 | 5-20 |
| Haikou | 630 | 20 | 8 | 0.5/1/1.5 | 0 | 0.5 | 0 | 2 | 1 | 6 | 2 | 5-20 | 5-20 |
| Sanya | 630 | 20 | 8 | 0.5 | 0 | 0.5 | 0 | 2 | 1 | 6 | 2 | 5-20 | 5-20 |