

Survey Report – Part II

afghanistan : nov 2008

detailed position information



your best source for ngo pay data in developing markets



your best source for ngo pay data in developing markets



Table of Contents

introduction	X
individual position reports	X
catalog of benchmark jobs	XX
birches group survey methodology	XX
list of participants	XX
definitions	XX



Introduction

This report contains individual position reports for all of the positions covered by the LINGO survey in Afghanistan. Each page contains the data for one survey benchmark job. Three sections are presented for each job: the Market Footprint Chart; Composition of the Compensation Package; and the Prevalence of In-Kind Benefits provided.

▶ market footprint chart

The Market Footprint Chart captures the range of the market, illustrating percentiles from the 25th to the 75th for Total Compensation using three market references: the Minimum or hiring rate; the Market Reference Point or MRP, which is the average of the actual incumbent data for the position; and the Maximum or highest attainable rate. The market footprint chart allows the user to determine the right market positioning for their organization using the full range of the market. Beneath the footprint chart is a table which illustrates the Mean, Incumbent-Weighted Average and Incumbent Log-Weighted Average for each of the market references (Minimum, MRP and Maximum).

▶ composition of the compensation package

This section illustrates the breakdown of the total compensation package into four categories: Annual base salary, fixed cash allowances, short-term incentives and in-kind benefits. A graphical display of the breakdown is shown, along with a table of values, and the percentage of the total represented by each. These percentages are calculated using the MRP at the 50th percentile; the percentages can be applied to any of the other market reference, if desired, to approximate the package composition. Definitions of the categories can be found at the end of the report. More precise calculations are presented in the Survey Report, Part I.

▶ prevalence of benefits

For employers that matched the position, the bar graphs illustrate the percentage of employers offering each different types of in-kind benefits. More details about the specific benefit provisions is included in the Survey Report, Part I.

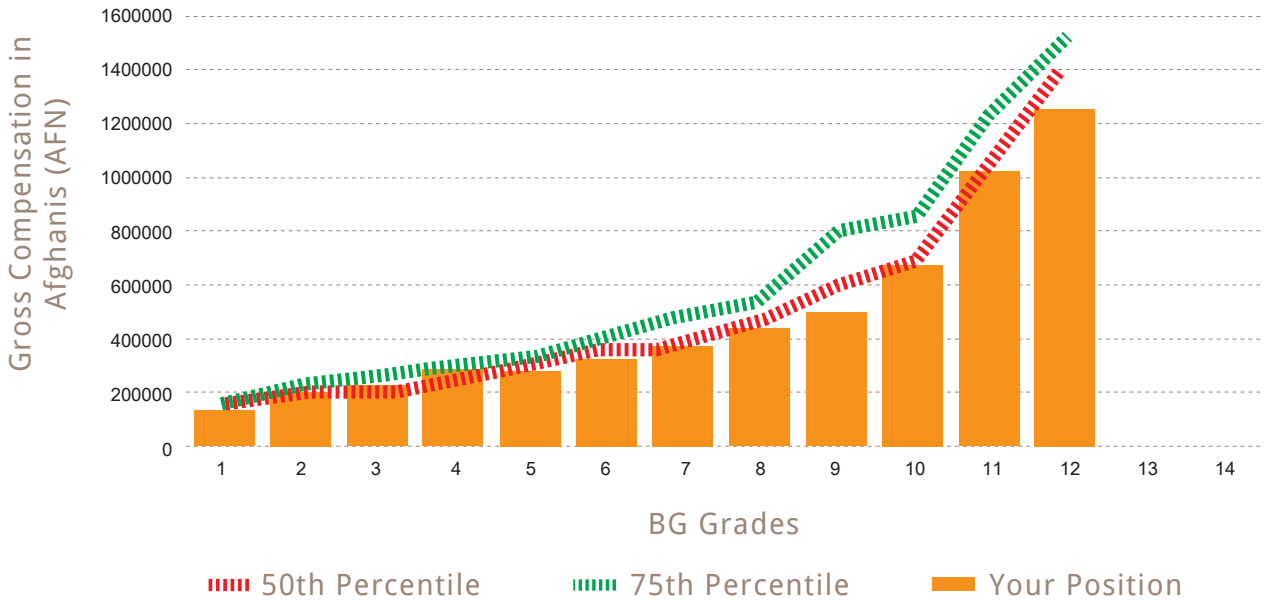
Following the individual position information, a catalog of Benchmark Jobs is presented, in descending Birches Group level order, showing the BG level, functional area, job number and a thumbnail description for the position.



your best source for ngo pay data in developing markets

3. Comparative Chart: You vs. the Market

CARE: Kabul, Afghanistan, November 2008



The above chart is designed to provide a summary overview of the survey results. Birches Group survey benchmark jobs are classified into 14 distinct levels or grades. This chart shows the average total compensation for all of your jobs matched at each level compared to the local labour market. The total compensation values displayed in this chart include base salary, fixed cash allowances, variable cash and in-kind benefits, but exclude a valuation of pension and medical plans. For more details on which of your jobs were matched, and a comparison to the market level for each one, see the Comparative Table in the next section, and the Overall Market Data by Quartile in Section 5. Detailed market information for each job in the survey is contained in Part II of this report.



7. Benefits by Employer

7a) Summary of Allowances, Incentives and In-kind Benefits

Note 1: Sections are omitted if no employer in the group provide the category of benefits.

Note 2: Blue text indicates in-kind benefits; green text indicates cash benefits; T=Taxable; NT=Non-Taxable

afghanistan: november 2008 | summary of allowances, incentives, and in-kind benefits

first 5 employers

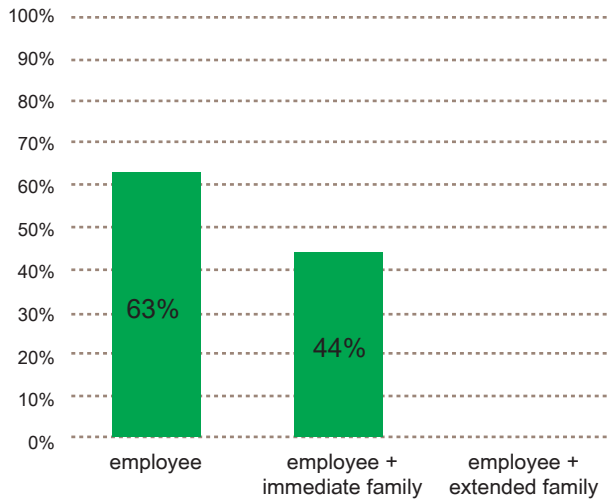
	a	b	c	d	e
workweek	40 Hours Eid bonus: 60 USD/Yr (T) -for All	40 Hours Eid Bonus: 23 USD/Yr (NT) -for All	40 Hours Eid Bonus: 100 USD/Yr (T) -for All	40 Hours Eid Bonus: 40 USD/Yr (NT) -for All	35 Hours Eid Bonus: 22,607 AFN/Yr (T) -for DPM-11, DPM-9 (209), DPM-8 (208), ENG-8, DPM-7, ENG-7, DPM-6 (206)
bonus	13th Month: 1 months (T) -for All				Eid Bonus: 16,832 AFN/Yr (T) -for ADM-2 (2), ADM-1 (1101), ADM-1 (1001), FIN-11, ADM-11, GEN-11, FIN-9, GEN-9, ADM-8 (128), FIN-8 (48), GEN-8, IT-7 (107), FIN-7 (15), ADM-7, HR-6, IT-6, FIN-6 (13), ADM-6(126), LOG-4, LOG-5, HR-5, FIN-4, FIN-5, ADM-4 (6), ADM-5, SEC-3, ADM-3 (3)
recreation			Co-Spons Act.: 22 USD/Yr (NT) - for All		Co-Spons Act.: 12 USD/Yr (NT) - for All
food & beverage	Lunch Allowance: 144 USD/Yr (T) - for All	Free Meals: 253 USD/Yr (NT) -for All	Beverages: 10,656 AFN/Yr (NT) - for All		Beverages: 10,656 AFN/Yr (NT) - for All
	Subsidized Meals: 4,440 AFN/Yr (NT) - for All				Free hard candies: 9 USD/Yr (NT) - for All
	Beverages: 10,656 AFN/Yr (NT) - for All				Food Allowance: 13,200 AFN/Yr (T) - for All
transportation	Free Transport: 3293 AFN (NT) - for All	Free Transport: 240 USD/Yr (NT) - for All	Transp.,All.: 18,000 AFN/Yr (T) - for All		Transp.,All.: 13,200 AFN/Yr (T) - for All
	Additional transport facility: 600 USD/Yr (T) -for GEN-11, GEN-10				
other	Med. Allowance: 240 USD/Yr (T) - for All	Medical allowance: 150 USD/Yr 10% (T) - for All	Medical Allowance: 12,000 AFN/Yr (T) - for All		Winter Clothing: 3,000 AFN/Yr (NT) -for ADM-2 (2), ADM-1 (1101), ADM-1 (1001)
			Medical allowance: 6,000 AFN/Yr (NT) -for All		



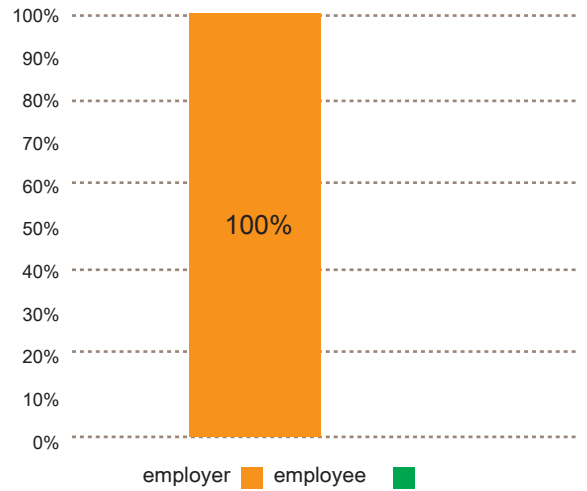
6. Summary of Benefit Practices

summary of medical benefits

percentage of employers providing family medical benefits

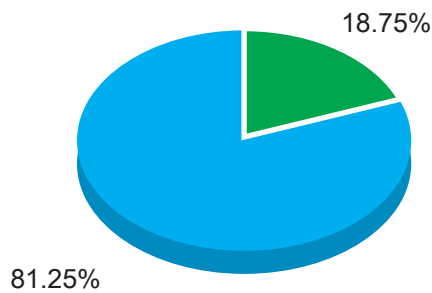


levels of contribution (as a percentage of annual premium/contribution)

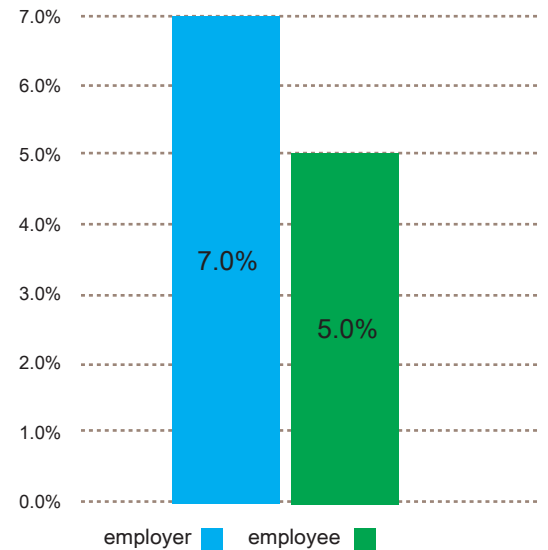


summary of employer pension and savings plan

type of retirement plan



contribution to DC plans (as percent of base salary)



your best source for ngo pay data in developing markets