

## Ayi Salary Survey Results 2014

### Hourly standard (not overtime) salary

for **part time services** (up to 30 hours a week):

**26.6 RMB**

In Pudong: 26.6 RMB  
 Downtown / FFC: 28 RMB  
 Minhang, Hongqiao, Gubei, other parts of Puxi:  
 24.6 RMB

Based on language skills:  
 No English: 25.5 RMB  
 Some or great English: 31.5 RMB

for **full time services** (30 hours a week and more):

**24.3 RMB**

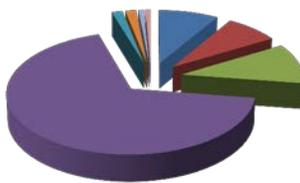
Live-out: 25.44 RMB  
 Live-in: 18.75 RMB

27.5 is the average hourly rate for an English speaking full time live-out ayi in the FFC  
 23 for a non-English speaking full time live-out ayi in the FFC.

Average **overtime** / babysitting rate: 28 RMB

Average **overtime** / babysitting rate: 24.3 RMB

#### Hongbao plans



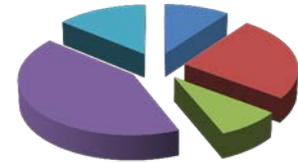
- No hongbao (8.6%)
- 10%-30% (7.8%)
- 50%-60% (11%)
- 95%-100% (68%)
- 1,5 times her monthly salary
- 3 times her monthly salary
- 4 times her monthly salary
- 5 times her monthly salary

#### Planned salary increases



- No idea (33%)
- None (20%)
- Up to 5% (20%)
- Up to 10% (22%)
- Up to 15% (6%)

#### Holidays



- paid time off while travelling (10%)
- the standard chinese holidays (25%)
- more than the standard chinese holidays (9%)
- the standard chinese holidays, paid time off while travelling (42%)
- more than the standard chinese holidays, paid time off while travelling (14%)

**Families with 3 children or more pay their help an additional 4RMB on average, compared to families with just one kid.**

Very few people pay **lunch money** - if at all it's mostly families who have a full time, but live-out helper. Same goes for **transportation allowance**.

#### Families who reimburse health insurance expenses



- Health insurance covered
- not covered

**Ayis that have been with their families for over 5 years are paid slightly more than the ones that just started.**

**Agencies** do not seem to make a major difference price wise. For full time ayis, the ones that were found through an agency even came out as slightly cheaper than the ones found through other channels although there was a relatively higher number of English speakers among them and almost all of them cared for kids. The **cost for agencies** was very different for these families - between 40 and 5000 RMB during their first year of service needed to be paid for the service. From the few percentages we got it seems quite standard to pay **about 25-50% of ayi's first monthly salary** to the agency.